



Milwaukee County

County Courthouse
901 N. 9th Street, Rm. 201
Milwaukee, WI 53233

Meeting Minutes Personnel Committee

Chairperson: Supervisor Joe Sanfelippo

Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

Friday, May 20, 2011

9:00 AM

Room 201-B

Call To Order

Present 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

- 1 [11-248](#) From the County Executive appointing Ms. Florence Hanna Dukes to the Milwaukee County Personnel Review Board to fill the vacancy created by the resignation of Helen Dixon for a term expiring October 31, 2015.

Attachments: [REPORT](#)
 [CB Resolution 11-199](#)
 [Audio PER 05/20/11](#)

APPEARANCE:

E. Marie Broussard, Deputy Chief of Staff, County Executive's Office

A motion was made by Supervisor Borkowski that this Appointment be recommended for confirmation. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

- 2 [INF 11-236](#) From the Interim Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

Attachments: [REPORT](#)
 [Audio PER 05/20/11 Part 1](#)
 [Audio PER 05/20/11 Part 2](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Terry Blue, Assistant Director, General Mitchell International Airport

Supervisor Schmitt requested that the Committee be provided with an organizational chart that reflects where this position fits in the scheme of the Airport.

This Informational Report was discussed with no action taken.

- 3 [INF 11-234](#) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(Informational only)**

Attachments: [REPORT](#)
 [Audio PER 05/20/11](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Marlow Knox, Human Resources Manager, Office of the Sheriff

This Informational Report was discussed with no action taken.

- 4 [INF 11-235](#) From the Interim Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(Informational ONLY)**

Attachments: [REPORT](#)
 [Audio PER 05/20/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 5 [ORD 11-5](#) From the Interim Director, Department of Human Resources, requesting authorization to amend Ordinance 17.16(1) of the Milwaukee County Code of General Ordinances regarding overtime compensation.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-214](#)
 [Audio PER 05/20/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

Supervisor Cesarz requested a memo to the County Board Chairman be issued on behalf of the Committee asking the status of a resolution that came out of the Personnel Committee when he sat as the Chair and was passed by the Board by a vote of 25-0 that directed a complete revision of Chapter 17 of the Ordinance, in its entirety.

A motion was made by Supervisor Schmitt that this Resolution/Ordinance be recommended for adoption. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

- 6A [INF 11-241](#) From the Interim Directors of the Divisions of Human Resources and Employee Benefits, submitting an informational report regarding pension and employee benefits relating to the rehiring of prior County employees. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[Audio PER 05/20/11](#)

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
George Aldrich, Chief of Staff, County Executive's Office
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District

The Committee requested and the Chair directed that this item be referred to the Employee Benefits Workgroup for review of the relevant Ordinances, provide analysis of what the comparable policies are in other public and private sectors with respect to sick time payout, analyze policies relating to sick time payouts compared to short-term disability plans, and include a review of the County Executive's Order as well. Draft recommendations to present to the Personnel Committee at the June meeting for implementation by the Board.

Candace Owley, Wisconsin Federation of Nurses, appeared and spoke regarding this item.

This Informational Report was discussed with no action taken.

- 6B [INF 11-242](#) From the Interim Directors of the Divisions of Human Resources and Employee Benefits, submitting an informational report regarding the appointment and termination of Mr. Renee Booker as Acting Director of the Department of Administrative Services. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[Audio PER 05/20/11](#)

APPEARANCES:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS
Candace Richards, Interim Director, Human Resources
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District

Supervisor Lipscomb requested and the Chair directed that this item be referred to Corporation Counsel for a written legal opinion on policy related to placing candidates in appointed positions prior to County Board confirmation.

A motion was made by Supervisor Cesarz that this Informational Report be referred to Corporation Counsel to provide a written legal opinion on whether the County can investigate the hiring process and payouts upon termination of Mr. Renee Booker, former Acting Director of the Department of Administrative Services, and advise as to how such an investigation can be conducted. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

- 7 [INF 11-232](#) **2011 Budget Amendment 1C008:** From the Interim Director, Employee Benefits Division, submitting an informational report regarding dependent eligibility audits. **(Referred to the Committees on Finance and Audit and Personnel.) (04/11: Follow-up report requested.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[Audio F&A 05/19/11](#)
[Audio PER 05/20/11](#)

APPEARANCE:

Gerald Schroeder, Interim Director, Employee Benefits Division, DAS

This Informational Report was discussed with no action taken.

- 8 [11-221](#) From the Employee Benefits Workgroup, requesting authorization to implement, as soon as permitted by law, wage and benefit policies for active employed members of AFSCME District Council 48 by amending Sections 17.10, 17.14, and 17.16 of the Milwaukee County Code of General Ordinances. **(04/21/11: Referred back to the Committees on Finance and Audit and Personnel by the Board.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution/Ordinance 11-169](#)
 [Audio F&A 04/14/11](#)
 [Audio PER 04/15/11](#)
 [Audio F&A 05/19/11](#)
 [Amendment \(PER\)](#)
 [CB AMENDED Resolution 11-221](#)
 [Audio PER 05/20/11](#)

APPEARANCES:

Mark Grady, Acting Director, Corporation Counsel
Scott Manske, Controller, DAS

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this Resolution/Ordinance for adoption. A vote was not taken on this motion.

A motion was made by Supervisor Rice that this Resolution/Ordinance be **AMENDED** as follows: Section 1 subsection 6 beginning on Line 55, Section 2 subsection 8 beginning on Line 173, and Section 3 subsections 5 and 6 beginning on Line 429 as delineated in the attachment. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

A motion was made by Supervisor Schmitt that this Resolution/Ordinance be approved **AS AMENDED**. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

**RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY
FOR CREATION OF POSITIONS IF RECOMMENDED BY THE COMMITTEE ON
FINANCE AND AUDIT:**

- 9 [11-232](#) From the County Board Chairman requesting authorization to abolish one position of Administrative Secretary 1-Office Assistant 1 and create two part-time positions of Administrative Secretary 1-Office Assistant 1/Receptionist. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services , and Division of Human Resources.)**

Attachments: [DAS REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [DEPT REPORT](#)
 [Audio F&A 05/19/11](#)
 [Audio PER 05/20/11 Part 1](#)
 [Audio PER 05/20/11 Part 2](#)
 [CB resolution 11-188](#)

APPEARANCE:
Terrence Cooley, Chief of Staff, County Board

A motion was made by Supervisor Borkowski that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this item for adoption. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

Haas was not present at the time the roll was called but later requested unanimous consent to be recorded as voting Aye on this item. Upon hearing no objections, it was so ordered by the Chair.

- 10 [11-236](#) From the Controller, Department of Administrative Services, requesting authorization to abolish one Accountant 4 position and create one Accountant 3 position in the Department of Administrative Services - Fiscal Affairs Division. **(Referred to the Committees on Finance and Audit and Personnel, the County Board, and Division of Human Resources)**

Attachments: [DEPT REPORT](#)
 [CB REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [Audio F&A 05/19/11](#)
 [Audio PER 05/20/11](#)
 [CB resolution 11-209](#)

APPEARANCE:
Scott Manske, Controller, DAS

A motion was made by Supervisor Borkowski that this item be recommended for adoption. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

- 11 [11-253](#) From the Director of Parks, Recreation, and Culture, requesting authorization to abolish the following positions: one Carpenter; upon vacancy, one Restaurant Concession Manager/Parks; upon vacancy, one Park Unit Coordinator 1/Concessions; one Park Unit Coordinator 2/Concessions; and one Regional Operations Manager and create the following positions: one Painter/Parks, one Assistant Chief of Recreation and Business Operations, one Golf Services Manager, and one Clubhouse Concessions Manager. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DAS REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [DHR REPORT](#)
 [DEPT REPORT](#)
 [Audio F&A 05/19/11](#)
 [Audio PER 05/20/11](#)
 [CB resolution 11-212](#)

APPEARANCE:
James Keegan, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

A motion was made by Supervisor Borkowski that this item be recommended for adoption. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

COLLECTIVE BARGAINING (CAUCUS)(CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

- 12 [INF 11-29](#) Deliberation, negotiation, or renegotiation of collective bargaining agreements.

Attachments: [Audio PER 01/19/11](#)
 [Audio PER 03/11/11](#)
 [Audio PER 03/17/11](#)
 [Audio PER 04/15/11](#)
 [Audio PER 04/21/11](#)
 [Audio PER 05/20/11](#)

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1) (c), (g) for the purpose of discussing Item #11. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb, Haas and Sanfelippo

The Committee convened into closed session at approximately 11:12 a.m. The Committee did not reconvene back into open session.

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, June 17, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, June 3, 2011.