



Milwaukee County

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

Meeting Minutes Personnel Committee

Chairperson: Supervisor James "Luigi" Schmitt
Committee Coordinator: Shanin R. Brown, (414) 278-4073
Research Analyst: Steve Cady, (414) 278-4347

Friday, September 9, 2016

9:00 AM

Room 201B

Call To Order

Present 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused 1 - Taylor (2)

DEPARTMENT OF HUMAN RESOURCES - 6

- 1 [16-419](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding its general background, key areas of focus, and major initiatives on the horizon. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)

A motion was made by Supervisor Weishan, Jr., that this Informational Report be LAID OVER TO THE CALL OF THE CHAIR by unanimous consent. There being no objections by Committee members, it was so ordered by the Chairman.

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 2 [16-496](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report relative to departmental operations, key areas of focus, and a general summary of the current progress and future objectives of the department. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [HR MISSION](#)
 [PRESENTATION](#)

APPEARANCE:
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

- 3 [16-459](#) From the Director of Benefits and Human Resource Metrics, Department of Human Resources, requesting authorization to execute contract extensions with United Healthcare and Optum Rx for third-party administrative services relative to Milwaukee County's medical and pharmacy plans, for the period effective January 1, 2017, through December 31, 2019. **(Referred to the Committee on Personnel for INFORMATIONAL PURPOSES ONLY per section 59.52(31)(d), Wisconsin Statutes; Referred to the Committee on Finance and Audit)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)

APPEARANCE:

Matt Hanchek, Director of Benefits and Human Resources Metrics, Department of Human Resources

A motion was made by Supervisor Weishan, Jr., that this Action Report be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 4 [16-517](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, providing an informational report relative to: Reclassification of Existing positions, Advancements within the Pay Range, Reallocations of Non-Represented positions; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REVISED REPORT \(09/07/16\)](#)
 [OBJECTION LETTER](#)

APPEARANCE:

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources

The following people registered in favor of this item but did not speak:
Rebecca Monville, Deputy Court Clerk
Gina Barron, Deputy Court Clerk

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

- 5 [16-522](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, providing an informational report in response to a request from the Committee on Personnel regarding 2016 Fair Labor Standards Act changes.

(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [REPORT](#)
 [RECOMMENDATIONS](#)
 [INFORMATIONAL FISCAL NOTE](#)

APPEARANCE:

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources

This Informational Report was **DISCUSSED WITH NO ACTION TAKEN.**

- 6 [16-520](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, providing an informational report in response to a request from the Committee on Personnel regarding adjusting the compensation of employees previously identified as being below market minimums. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [TABLE](#)
 [COMPTROLLER'S ANALYSIS](#)

APPEARANCE:

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources

This Informational Report was **DISCUSSED WITH NO ACTION TAKEN.**

RESOLUTIONS/ORDINANCES - 2

- 7 [16-555](#) A resolution to increase the compensation for positions identified by the Department of Human Resources to be below market minimums.

Sponsors: Lipscomb Sr. and Schmitt

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [PROPOSED NEW PAY GRADES](#)
 [CURRENT PAY GRADES TO BE INCREASED FOR MARKET MINIMUM PAY](#)
 [CB Resolution](#)

Kevin Schoofs, Correctional Officer, American Federation of State, County, and Municipal Employees, Local 567, appeared and spoke against this item, relative

to correctional officers.

A motion was made by Supervisor Schmitt that this Resolution be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

8 [16-303](#)

A resolution/ordinance to amend Section 17.17(1) of the Milwaukee County Code of General Ordinances relating to vacation benefits for newly hired employees. **(06/17/16: Laid Over to the Call of the Chair) (07/15/16: Laid Over to the Call of the Chair)**

Sponsors: Alexander

Attachments: [RESOLUTION/ORDINANCE](#)
[FISCAL NOTE](#)
[REVISED WRITTEN RESPONSE](#)
[HUMAN RESOURCES MEMO](#)
[CB Resolution](#)

APPEARANCE:

Matt Hanchek, Director of Benefits and Human Resources Metrics, Department of Human Resources

A motion was made by Supervisor Schmitt that this Resolution/Ordinance be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 3 - Staskunas, Sebring and Schmitt

No: 1 - Weishan Jr.

Excused: 1 - Taylor (2)

CLERK OF CIRCUIT COURT - 1

- 9 [16-402](#) From the Clerk of Circuit Court, requesting an appeal of the June 16, 2016, decision of the Compensation Division, Department of Human Resources, pursuant to Section 17.05(2)(b)(3) of the Milwaukee County Code of General Ordinances, denying the Court’s request to assign the position of Deputy Court Clerk, from Pay Grade 19Z, (\$39,444.91 to \$51,357.06), to an interim Pay Grade of 25K (\$43,011.07 to \$60,170.24.)

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [REVISED FISCAL NOTE](#)

APPEARANCE:
John Barrett, Clerk of Circuit Court

A motion was made by Supervisor Weishan, Jr., that this Action Report be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

DEPARTMENT OF PARKS, RECREATION, AND CULTURE - 2

Items 10 and 11 were considered together.

- 10 [16-523](#) From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Ms. Emily Heller, allowing her to continue to serve in the position of Marketing and Communications Manager for the DPRC, for the period effective August 2, 2016, through December 1, 2016.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)

APPEARANCE:
Jen Francis, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

Supervisor Weishan, Jr., requested that items 10 and 11 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 10 and 11 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

11 [16-525](#)

From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Ms. Marie Kerznar, allowing her to continue to serve in the position of Marketing Public Relations Coordinator for the DPRC, for the period effective August 2, 2016, through December 1, 2016.

- Attachments: [REPORT](#)
- [RESOLUTION](#)
- [FISCAL NOTE](#)
- [CB Resolution](#)

APPEARANCE:

Jen Francis, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

Supervisor Weishan, Jr., requested that items 10 and 11 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 10 and 11 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

RETIREMENT PLAN SERVICES - 1

12 [16-527](#)

2016 Adopted Budget Amendment 1A058: From the Director of Retirement Plan Services, Department of Human Resources, providing an informational report regarding the processing of disability retirement claims. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

- Attachments: [REPORT](#)

APPEARANCE:

Marian Ninneman, Director of Retirement Plan Services, Department of Human Resources

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

EMPLOYEE RELATIONS - 4

Items 13 through 16 were considered together.

- 13 [16-509](#) From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2016 Memorandum of Agreement between Milwaukee County and the Association of Milwaukee County Attorneys. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [REPORT](#)
 [TENTATIVE AGREEMENT](#)
 [RATIFICATION LETTER](#)
 [REVISED RESOLUTION](#)
 [FISCAL ANALYSIS](#)
 [CB Resolution](#)

APPEARANCE:

**Matt Hanchek, Director of Benefits and Human Resources Metrics,
Department of Human Resources**

Supervisor Weishan, Jr., requested that Items 13 through 16 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 13, 14, 15, and 16 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 14 [16-510](#) From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2016 Memorandum of Agreement between Milwaukee County and the Association of Technicians, Engineers, and Architects of Milwaukee County. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [REPORT](#)
 [TENTATIVE AGREEMENT](#)
 [RATIFICATION LETTER](#)
 [REVISED RESOLUTION](#)
 [FISCAL ANALYSIS](#)
 [CB Resolution](#)

APPEARANCE:

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Department of Human Resources**

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Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

15 [16-511](#)

From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2016 Memorandum of Agreement between Milwaukee County and the Milwaukee Building and Construction Trades Council, American Federation of Labor and Congress of Industrial Organizations. **(Referred to the Committees on Personnel, and Finance and Audit)**

- Attachments:** [REPORT](#)
 [TENTATIVE AGREEMENT](#)
 [RATIFICATION LETTER](#)
 [REVISED RESOLUTION](#)
 [FISCAL ANALYSIS](#)
 [CB Resolution](#)

APPEARANCE:

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Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 16 [16-512](#) From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2016 Memorandum of Agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [REPORT](#)
 [TENTATIVE AGREEMENT](#)
 [RATIFICATION LETTER](#)
 [REVISED RESOLUTION](#)
 [FISCAL ANALYSIS](#)
 [CB Resolution](#)

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Matt Hanchek, Director of Benefits and Human Resources Metrics,
Department of Human Resources

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A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 13, 14, 15, and 16 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:03 a.m. to 10:06 a.m.

Adjourned,

**Shanin R. Brown
Committee Coordinator
Committee on Personnel**

Deadline for the next meeting: The next regular meeting for the Committee on Personnel is Friday, October 21, 2016. All agenda setting must be in the Committee Coordinator's possession by 4:00 p.m. on Friday, October 7, 2016.