



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, June 17, 2011

9:00 AM

Room 201-B

Call To Order

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

- 1 [INF 11-284](#) 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 06/17/11](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources
James Keegan, Chief of Administration and External Affairs

This Informational Report was discussed with no action taken.

- 2 [INF 11-285](#) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 06/17/11](#)

APPEARANCE:

Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 3 [INF 11-283](#) 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 06/17/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

- 4 [11-299](#) From the Interim Director, Department of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Sean Payne, who is currently serving in the position of IT Manager-Server, through September 2, 2011.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-78\(a\)\(a\)](#)
 [Audio PER 06/17/11](#)
 [Audio CB 06/23/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

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 Sr., Haas and Sanfelippo

- 5 [INF 11-287](#) From the Director of Human Resources, an adopted resolution/ordinance amending Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Quarterly reports due.)**
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [REPORT](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources

This Informational Report was discussed with no action taken.

Items 6 and 7 were considered together.

- 6 [ORD 11-7](#) From the County Executive, requesting authorization to amend Section 17 of the Milwaukee County Code of General Ordinances as it pertains to vacation and sick allowance benefits for non-represented employees.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Substitute Resolution ORD 11-7](#)
 [Audio PER 06/17/11](#)
 [AMENDMENT #1](#)
 [Audio CB 06/23/11 part 1](#)
 [Audio CB 06/23/11 part 2](#)

APPEARANCES:

Tia Torhorst, Director of Legislative Affairs, County Executive's Office
Mark Grady, Acting Deputy, Corporation Counsel

Supervisor Rice requested that Corporation Counsel provide the Committee with the language associated with the Champine decision.

A motion was made by Supervisor Schmitt to consider a SUBSTITUTE Resolution/Ordinance as submitted in Item 7, File No. INF 11-286, by the Employee Benefits Workgroup. The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Schmitt that the Employee Benefits Workgroup's Resolution/Ordinance, as submitted in Item 7, File No. INF 11-286, be SUBSTITUTED for the Resolution/Ordinance submitted by the County Executive's Office and recommended for adoption. The motion PREVAILED by the following vote:

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

The Committee requested that the Employee Benefits Workgroup bring a report back before the Committee for the September meeting cycle providing additional information on short-term disability plans available to Milwaukee County.

- 7 [INF 11-286](#) 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. **(05/20/11: Referred to the Employee Benefits Workgroup for a report due the June meeting cycle.)**
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [REPORT](#)
 [SUBSTITUTE RESOLUTION](#)
 [SUBSTITUTE FISCAL NOTE](#)
 [Audio PER 06/17/11](#)

APPEARANCES:
Mark Grady, Acting Deputy, Corporation Counsel
Jerry Heer, Director, Department of Audit

SEE ITEM 6, FILE NO. ORD 11-7, FOR COMMITTEE ACTION

- 8 [INF 11-280](#) **2011 Budget Amendment 1C010:** From the Employee Benefits Workgroup, submitting an informational report regarding what steps must occur in order to cap the backdrop pension benefit. **(Referred to the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 10-347\(a\)\(c\)](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)
 [Audio CB 06/23/11](#)

APPEARANCES:

Mark Grady, Acting Deputy, Corporation Counsel
CJ Pahl, Acting Assistant Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Lipscomb Sr. that a resolution be approved and submitted BY THE COMMITTEE on Personnel referring this Budget directive/Informational Report to Corporation Counsel with the direction and authorization to: 1) retain outside legal counsel to provide the Employee Benefits Workgroup and the Personnel Committee with legal guidance on how to best proceed in order to cap the pension backdrop at a specific point in time; 2) have an Actuarial study of the impact of such action should be conducted in accordance with previous direction from the County Board; 3) utilize funding provided in the Litigation Reserve Account; and 4) produce a complete report on this matter from the Employee Benefits Workgroup to the Committees on Personnel and Finance and Audit no later than the September County Board meeting cycle, in order to address this matter without further delay. This directive shall be submitted in a Resolution BY THE COMMITTEE on Personnel, which is recommended for adoption. The motion PREVAILED by the following vote:

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

- 9 [ORD 11-8](#) From Corporation Counsel requesting authorization to amend Section 201.24 (3.3), (3.5), and (3.11) of the Milwaukee County Code of General Ordinances as it pertains to pension benefits in preparation for implementation of possible State-mandated employee pension contributions. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [ACTUARIAL REPORT](#)
 [FISCAL NOTE](#)
 [PENSION BOARD REPORT](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Mark Grady, Acting Deputy, Corporation Counsel

A motion was made by Supervisor Schmitt that this item be laid over to the July meeting cycle. The motion PREVAILED by the following vote:

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

- 10 [11-149](#) From the Interim Director, Department of Labor Relations, requesting authorization to amend the Amedo Greco contract to increase the do not exceed limit by \$20,001. **(03/11/11: Item was laid over to the Call of the Chair.)**

Attachments: [REPORT](#)
 [ORIGINAL CONTRACT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 03/11/11](#)
 [CB Resolution 11-133](#)
 [Audio PER 06/17/11](#)
 [Audio CB 06/23/11](#)

APPEARANCES:
Fred Bau, Interim Director, Labor Relations
Scott Manske, Controller, Department of Administrative Services

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

Aye: 4 - Borkowski, Schmitt, Lipscomb Sr. and Haas

No: 3 - Cesarz, Rice and Sanfelippo

- 11 [INF 11-279](#) An adopted Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Referred to the Committees on Finance and Audit and Personnel.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 06/17/11](#)

APPEARANCE:
Fred Bau, Interim Director, Labor Relations

This Informational Report was discussed with no action taken.

- 12 [11-292](#) From the Interim Director, Labor Relations, requesting authorization to ratify the 2012 Memorandum of Agreement (MOA) between Milwaukee County and the Federation of Nurses and Health Professionals, Local 5001, AFT, AFL-CIO. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RATIFICATION NOTICE](#)
 [AGREEMENT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [FISCAL NOTE REVIEW](#)
 [CB Resolution 11-292 \(F&A\)](#)
 [CB Resolution 11-292 \(PER\)](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)
 [Audio CB 06/23/11 PER](#)
 [Audio CB 06/23/11 F&A part 1](#)
 [Audio CB 06/23/11 F&A part 2](#)

APPEARANCES:
Fred Bau, Interim Director, Labor Relations
Mark Grady, Acting Deputy, Corporation Counsel
County Supervisor Patricia Jursik, 8th District
Scott Manske, Controller, Department of Administrative Services
Jerry Heer, Director, Department of Audit

A motion was made by Supervisor Lipscomb Sr. that this item be recommended for adoption. The motion **FAILED** by the following vote:

Aye: 3 - Schmitt, Lipscomb Sr. and Haas

No: 4 - Borkowski, Cesarz, Rice and Sanfelippo

Based on the failed motion to approve, a recommendation to REJECT Item 12 will be forwarded to the Board.

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):

- 13 [RES 11-358](#) A Resolution authorizing and directing the Interim Director, Department of Labor Relations, to negotiate a voluntary settlement with AFSCME District Council 48 for 2009 - 2010 and a potential extension or successor agreement for 2011-2012.

Sponsors: Harris, Biddle Sr., Dimitrijevic and Haas

Attachments: [Resolution](#)
 [Fiscal Note](#)
 [Amendment No. 1 \(Sanfelippo\)](#)
 [Amendment No. 2 \(Harris\)](#)
 [CB Audio 05/26/11](#)
 [CB Audio 06/10/11 SOR](#)
 [CB Audio 06/10/11 AMD 1](#)
 [CB Audio 06/10/11 AMD 2](#)
 [Amended Resolution](#)
 [CB Audio 06/10/11 As Amended & Reconsideration](#)
 [Audio PER 06/17/11](#)

This Resolution was withdrawn from Committee prior to the Roll Call and commencement of the meeting.

- 14 [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](#)
 [Audio PER 06/17/11](#)

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 #14. 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 Sr., Haas and Sanfelippo

The Committee convened into closed session at approximately 11:00 a.m. The Committee did not reconvene back into open session.

Length of meeting: 9:08 a.m. to 11:50 a.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, July 22, 2011, at 9:00 a.m. All items must be in the Committee Clerk's possession by the end of the business day on Friday, July 8, 2011.