



# Milwaukee County

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

## Meeting Agenda Personnel Committee

*Chairperson: Supervisor Joe Sanfelippo*  
*Clerk: Jodi Mapp, 278-4073*  
*Research Analyst: Rick Ceschin, 278-5003*

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Friday, July 22, 2011

9:00 AM

Room 201-B

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### Call To Order

- 1      [INF 11-348](#)      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](#)  
  
*Legislative History*  
7/14/11      Board Chairman      ASSIGNED to the Personnel Committee
  
- 2      [INF 11-346](#)      From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**  
  
*Attachments:*    [REPORT](#)  
  
*Legislative History*  
7/14/11      Board Chairman      ASSIGNED to the Personnel Committee
  
- 3      [INF 11-347](#)      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](#)  
  
*Legislative History*  
7/14/11      Board Chairman      ASSIGNED to the Personnel Committee

- 4      [11-360](#)      From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Gerald Schroeder for the position of Director of the Division of Employee Benefits, Department of Administrative Services, until July 29, 2011.
- Attachments:**    [REPORT](#)  
                                   [RESOLUTION](#)  
                                   [FISCAL NOTE](#)
- Legislative History**
- |         |                |                                     |
|---------|----------------|-------------------------------------|
| 7/15/11 | Board Chairman | ASSIGNED to the Personnel Committee |
|---------|----------------|-------------------------------------|
- 5      [11-361](#)      From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Marian Ninneman for the position of Employee Retirement System Manager, Human Resources, Department of Administrative Services, until such time as an appointment is made to fill the position.
- Attachments:**    [REPORT](#)  
                                   [RESOLUTION](#)  
                                   [FISCAL NOTE](#)
- Legislative History**
- |         |                |                                     |
|---------|----------------|-------------------------------------|
| 7/15/11 | Board Chairman | ASSIGNED to the Personnel Committee |
|---------|----------------|-------------------------------------|
- 6      [11-328](#)      From the Interim Director, Department of Health and Human Services, requesting authorization to undertake position and other actions to reduce critical and persistent vacancies and increase the retention rate in key psychiatry and psychology positions at the Behavioral Health Division. **(Referred to the Committees on Health and Human Needs, Finance and Audit, and Personnel.)**
- Attachments:**    [REPORT](#)  
                                   [RESOLUTION](#)  
                                   [FISCAL NOTE](#)
- Legislative History**
- |         |                |  |
|---------|----------------|--|
| 7/6/11  | Board Chairman | ASSIGNED to the Health and Human Needs Committee |
| 7/11/11 | Board Chairman | ASSIGNED to the Personnel Committee              |
| 7/11/11 | Board Chairman | ASSIGNED to the Finance and Audit Committee      |

- 7      [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. **(06/23/11: Referred back to Committee by the Board.)**

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

**Legislative History**

6/6/11	Board Chairman	ASSIGNED to the Personnel Committee
6/17/11	Personnel Committee	CONSIDER
6/17/11	Personnel Committee	SUBSTITUTE RESOLUTION RECOMMENDED FOR ADOPTION
	<i>PER Vote 7-0</i>	
6/23/11	County Board	REFERRED to the Personnel Committee

- 8      [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. **(06/11: Laid over.) (Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.) (SUBSTITUTE Resolution/Ordinance attached for consideration.)**

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

**Legislative History**

6/9/11	Board Chairman	ASSIGNED to the Finance and Audit Committee
6/9/11	Board Chairman	ASSIGNED to the Personnel Committee
6/9/11	Board Chairman	ASSIGNED to the Pension Study Commission
6/16/11	Finance and Audit Committee	LAI D OVER TO THE CALL OF THE CHAIR
6/17/11	Personnel Committee	LAI D OVER FOR ONE MEETING

- 9     [ORD 11-9](#)     From the Employee Benefits Workgroup, requesting authorization to amend Milwaukee County General Ordinance 201.24(2.18) to implement provisions of the 2010 and 2011 Adopted Budgets, Org. Unit 1972 - Wage and Benefit Modifications, for non-public safety collective bargaining units, as permitted by 2011 Wisconsin Act 10. **(Referred to the Committees on Finance and Audit and Personnel.)**

**Attachments:**     [REPORT](#)  
                              [RESOLUTION/ORDINANCE](#)

**Legislative History**

7/11/11	Board Chairman	ASSIGNED to the Finance and Audit Committee
7/11/11	Board Chairman	ASSIGNED to the Personnel Committee
7/11/11	Board Chairman	ASSIGNED to the Pension Study Commission

- 10     [ORD 11-11](#)     From the Interim Director, Division of Employee Benefits, requesting authorization to implement, as soon as administratively feasible, the Milwaukee County 2010 Group Health Benefit Plan for active employed members of the Deputy Sheriffs Association and the Milwaukee County Firefighters Association and the Milwaukee County 2011 Group Health Benefit Plan for retired members of the Deputy Sheriffs Association and the Milwaukee County Firefighters Association by amending Section 17.14 of the Milwaukee County Code of General Ordinances. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

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

**Legislative History**

7/13/11	Board Chairman	ASSIGNED to the Finance and Audit Committee
7/13/11	Board Chairman	ASSIGNED to the Personnel Committee

- 11     [INF 11-307](#)     An adopted Resolution by Supervisors Weishan, Coggs, Thomas, Johnson, Dimitrijevic, and Borkowski authorizing and directing the Director of the Department of Administrative Services to provide an annual countywide report of funded but vacant positions. **(Per adoption of the resolution, yearly report due from DAS.) (Referred to the Committees on Finance and Audit and Personnel.)**
- Attachments:**     [REPORT](#)
- Legislative History**
- |        |                |   |
|--------|----------------|---|
| 7/5/11 | Board Chairman | ASSIGNED to the Finance and Audit Committee |
| 7/5/11 | Board Chairman | ASSIGNED to the Personnel Committee         |

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

- 12     [11-295](#)     From the Director, Department of Parks, Recreation and Culture, requesting authorization to abolish one Office Assistant III position and create one Clerical Specialist NR - Parks position. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**
- Attachments:**     [DAS REPORT](#)  
                               [DAS RESOLUTION](#)  
                               [DAS FISCAL NOTE](#)  
                               [DHR REPORT](#)  
                               [DEPT. REPORT](#)  
                               [DEPT. FISCAL NOTE](#)
- Legislative History**
- |         |                |   |
|---------|----------------|---|
| 6/21/11 | Board Chairman | ASSIGNED to the Finance and Audit Committee |
| 6/21/11 | Board Chairman | ASSIGNED to the Personnel Committee         |
- 13     [11-350](#)     From the Director, Department of Parks, Recreation, and Culture, requesting authorization to create eight Seasonal Park Patrol positions. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**
- Attachments:**     [DAS REPORT](#)  
                               [DAS RESOLUTION](#)  
                               [DAS FISCAL NOTE](#)  
                               [DHR REPORT](#)  
                               [DEPT. REPORT](#)
- Legislative History**

7/13/11	Board Chairman	ASSIGNED to the Finance and Audit Committee
7/13/11	Board Chairman	ASSIGNED to the Personnel Committee

**(CLOSED SESSION):**

**The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g) for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s):**

- 14     [RES 11-449](#)     A Resolution authorizing and directing the Interim Director, Department of Administrative Services - Division of Employee Benefits to revise the Milwaukee County Employee Health Plan to extend the health benefits coverage to domestic partners of eligible active Milwaukee County employees and their dependents. **(Referred to the Committees on Finance and Audit and Personnel.)**
- Sponsors:**     Dimitrijevic, Biddle Sr., Broderick, Romo West, Haas, Harris, Weishan, Johnson Jr. and De Bruin
- Attachments:**     [RESOLUTION](#)  
                                  [FISCAL NOTE](#)
- Legislative History**
- |         |                |   |
|---------|----------------|---|
| 7/12/11 | Board Chairman | ASSIGNED to the Finance and Audit Committee |
| 7/12/11 | Board Chairman | ASSIGNED to the Personnel Committee         |
- 15     [INF 11-253](#)     From the Interim Director, Department of Labor Relations and legal counsel, reporting and conferring on litigation before the Wisconsin Employment Relations Commission by AFSCME District Council 48.
- Attachments:**     [Audio PER 06/01/11](#)
- Legislative History**
- |         |                     |                                     |
|---------|---------------------|-------------------------------------|
| 5/25/11 | Board Chairman      | ASSIGNED to the Personnel Committee |
| 6/1/11  | Personnel Committee | ENTERED INTO CLOSED SESSION         |

**(CLOSED SESSION CONTINUED):  
COLLECTIVE BARGAINING (CAUCUS):**

**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):**

- 16     [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](#)  
                           [Audio PER 06/23/11](#)

**Legislative History**

1/17/11	Board Chairman	ASSIGNED to the Personnel Committee
1/19/11	Personnel Committee	ENTERED INTO CLOSED SESSION
	<i>APPEARANCES:</i>	
	<i>Greg Gracz, Director, Labor Relations</i>	
	<i>Fred Bau, Specialist, Labor Relations</i>	
	<i>Mark Vetter, Beulow Vetter</i>	
	<i>The Committee convened into closed session at approximately 1:35 p.m. The Committee did not reconvene back into open session.</i>	
1/28/11	Personnel Committee	ENTERED INTO CLOSED SESSION
	<i>APPEARANCES:</i>	
	<i>Greg Gracz, Director, Department of Labor Relations</i>	
	<i>Fred Bau, Labor Relations Specialist, Labor Relations</i>	
3/11/11	Personnel Committee	ENTERED INTO CLOSED SESSION
	<i>Item #s 20 and 21 were considered together.</i>	
3/17/11	Personnel Committee	ENTERED INTO CLOSED SESSION
	<i>APPEARANCE:</i>	
	<i>Tim Schoewe, Acting Corporation Counsel</i>	
4/15/11	Personnel Committee	ENTERED INTO CLOSED SESSION
4/21/11	Personnel Committee	ENTERED INTO CLOSED SESSION
5/20/11	Personnel Committee	ENTERED INTO CLOSED SESSION
6/17/11	Personnel Committee	ENTERED INTO CLOSED SESSION
6/23/11	Personnel Committee	ENTERED INTO CLOSED SESSION

**At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary on the aforesaid matter(s).**

## Adjournment

### Deadline for the next meeting:

*The next regular meeting for this Committee is Friday, September 23, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, September 9, 2011.*

### ADA Requests:

*ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities, 278-3932 (voice) or 278-3937 (TTY), upon receipt of this notice.*