



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, January 27, 2012

9:00 AM

Room 201-B

Call To Order

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

- 1 [RES 11-734](#) A resolution providing for an advisory referendum on the April 3, 2012, election ballot to inquire of Milwaukee County residents whether all Wisconsin workers should have the right to seek safe working conditions and fair pay through collective bargaining. (**Referred to the Committees on Personnel and Intergovernmental Relations.**)

Sponsors: Biddle Sr. and Haas

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [AMENDMENT](#)
 [Audio PER 01/27/12](#)

A motion was made by Supervisor Haas to AMEND this item. See AMENDMENT attached to file. The motion FAILED by the following vote:

Aye: 2 - Lipscomb Sr. and Haas

No: 5 - Borkowski, Schmitt, Cesarz, Rice and Sanfelippo

A motion was made by Supervisor Rice to lay this item over TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

Aye: 5 - Borkowski, Schmitt, Cesarz, Rice and Sanfelippo

No: 2 - Lipscomb Sr. and Haas

- 2 [11-502](#) From the County Executive, appointing Kerry Mitchell to the position of Director of the Division of Human Resources, Department of Administrative Services for Milwaukee County.

Attachments: [REPORT](#)
 [ATTACHMENT](#)
 [CB Resolution](#)
 [Audio PER 01/27/12](#)

APPEARANCES:

Tia Torhorst, Director of Legislative Affairs, County Executive's Office
Kerry Mitchell, Interim Director, Department of Human Resources

A motion was made by Supervisor Cesarz to APPROVE this item. The motion PREVAILED by the following vote:

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

- 3 [12-90](#) From the County Executive appointing Patricia Van Kampen to the Milwaukee County Pension Board for a term expiring February 2, 2015.

Attachments: [REPORT](#)
 [ATTACHMENT](#)
 [CB Resolution](#)
 [Audio PER 01/27/12](#)

APPEARANCE:

Tia Torhorst, Director of Legislative Affairs, County Executive's Office

A motion was made by Supervisor Schmitt to APPROVE this item. The motion PREVAILED by the following vote:

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

- 4 [12-26](#) 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](#)
 [REVISED REPORT I](#)
 [REVISED REPORT II](#)
 [Audio PER 01/27/12](#)

APPEARANCE:

Kerry Mitchell, Interim Director, Department of Human Resources

Kurt Zunker appeared and spoke regarding this matter.

This item was discussed with no action taken.

- 5 [12-29](#) From County Board Staff relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP) in the Department of Human Resources.
(Recommendations to be implemented unless Supervisor(s) object.)

Attachments: [REPORT](#)
 [Audio PER 01/27/12](#)

APPEARANCE:
Rick Ceschin, Research Analyst, County Board

This item was discussed with no action taken.

- 6 [12-27](#) From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [REVISED REPORT](#)
 [Audio PER 01/27/12](#)

APPEARANCE:
Kerry Mitchell, Interim Director, Department of Human Resources

This item was discussed with no action taken.

- 7 [12-28](#) 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 01/27/12](#)

APPEARANCES:
Kerry Mitchell, Interim Director, Department of Human Resources
Marlo Knox, Human Resources Manager, Office of the Sheriff

This item was discussed with no action taken.

8 [12-72](#) From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Tamarra Carr who is currently serving in the position of Unit Supervisor Long Term Support (LTS) within the Department on Aging until such time that the position is permanently filled or May 26, 2012, whichever occurs earlier.

- Attachments:** [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 01/27/12](#)

APPEARANCE:
Kerry Mitchell, Interim Director, Department of Human Resources

A motion was made by Supervisor Borkowski to APPROVE this item. The motion PREVAILED by the following vote:

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

9 [12-130](#) From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2012 Adopted Budget.

- Attachments:** [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 01/27/12](#)

APPEARANCES:
Kerry Mitchell, Interim Director, Department of Human Resources
Pamela Bryant, Interim Fiscal and Budget Administrator, Department of Administrative Services

A motion was made by Supervisor Borkowski to APPROVE this item. The motion PREVAILED by the following vote:

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

10 [11-414](#)

From the Department of Administrative Services, Corporation Counsel, Office of the Personnel Review Board, and the Department of Labor Relations requesting authorization to amend Milwaukee County General Ordinance (MCGO) 17.207 as it pertains to the Grievance Procedure.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[Audio PER 09/23/11](#)
[REVISED REPORT](#)
[REVISED RESOLUTION](#)
[REVISED FISCAL NOTE](#)
[PRB REPORT](#)
[Audio PER 01/27/12](#)

APPEARANCES:

Kerry Mitchell, Interim Director, Department of Human Resources
Mark Grady, Deputy, Corporation Counsel
CJ Pahl, Assistant Fiscal and Budget Administrator, Department of Administrative Services
Veronica Robinson, Executive Secretary, Personnel Review Board

Penni Secore, AFSCME, appeared and spoke regarding this item:

A motion was made by Supervisor Lipscomb Sr. to REFER this item back to Human Resources staff for a follow-up report that explains the justification for selecting a threshold of 10-day suspensions before the grievance process can be initiated, discusses options for lesser discipline measures related to employee violations and how those could be addressed under the proposed grievance procedure or the employee handbook, and describes the categories of employee issues that would no longer be handled through internal processes. The motion PREVAILED by the following vote:

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

- 11 [12-69](#) From the Interim Director, Employee Benefits, requesting an amendment to Section 201.24(8.2) of the Milwaukee County Code of General Ordinances as it pertains to membership on the Pension Board. **(Referred to the Committees on Finance and Audit and Personnel and the Pension Study Commission.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [AMENDMENT](#)
 [Audio F&A 01/26/12](#)
 [Audio PER 01/27/12](#)

APPEARANCES:

Mark Grady, Deputy, Corporation Counsel
Matt Hanchek, Interim Director, Employee Benefits Division, Department of Human Resources

A motion was made by Supervisor Schmitt to AMEND this item. See AMENDMENT attached to file. 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 to CONCUR with the recommendations of the Committee on Finance and Audit and the Pension Study Commission and lay this item over for one meeting cycle to be addressed in March. The motion PREVAILED by the following vote:

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

- 12 [12-70](#) From the Interim Director, Employee Benefits, requesting authorization to execute a one-year renewal of the MetLife Contract for Basic and Supplemental Life Insurance. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 01/26/12](#)
 [Audio PER 01/27/12](#)

APPEARANCE:

Matt Hanchek, Interim Director, Employee Benefits Division, Department of Human Resources

A motion was made by Supervisor Borkowski to CONCUR with the recommendation of the Committee on Finance and Audit and APPROVE this item. The motion PREVAILED by the following vote:

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

13 [12-71](#)

2011 Budget Amendment 1C008: From the Interim Director, Employee Benefits Division, submitting an informational report regarding dependent eligibility audits. **(To the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio F&A 01/26/12](#)
 [Audio PER 01/27/12](#)

APPEARANCE:

Matt Hanchek, Interim Director, Employee Benefits Division, Department of Human Resources

This item was discussed with no action taken.

14 [12-80](#)

From Corporation Counsel, requesting authorization to amend the contract with Buelow, Vetter, Buikema, Olson & Vliet, LLC (“Buelow, Vetter”), to advise and represent Milwaukee County in labor relations matters involving Milwaukee County and Milwaukee County employee unions for a total amount not to exceed \$275,000 for payment of legal services in 2011 and 2012. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 01/27/12](#)
 [CB Resolution](#)
 [Audio F&A 01/26/12](#)

APPEARANCE:

Mark Grady, Deputy, Corporation Counsel

A motion was made by Supervisor Schmitt to CONCUR with the recommendation of the Committee on Finance and Audit and APPROVE this item. The motion PREVAILED by the following vote:

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

15 [12-54](#)

From Corporation Counsel, requesting authorization to amend Chapter 203 of the Milwaukee County Code of General Ordinances as appropriate to comply with federal legislative and regulatory changes governing tax-qualified retirement plans that impact the OBRA 1990 Retirement System of Milwaukee County and to clarify its operation and administration. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

- Attachments:** [REPORT](#)
[ATTACHMENT](#)
[ORDINANCE](#)
[FISCAL NOTE](#)
[PENSION BOARD REPORT](#)
[ACTUARIAL REPORT](#)
[Audio PER 01/27/12](#)
[CB Resolution](#)
[Audio F&A 01/26/12](#)

APPEARANCES:

Mark Grady, Deputy, Corporation Counsel
Larry Langer, Principal Consulting Actuary, Buck Consultants
Steven Huff, Reinhart Boerner VanDuren

A motion was made by Supervisor Schmitt to CONCUR with the recommendations of the Committee on Finance and Audit and the Pension Study Commission and APPROVE this item. The motion PREVAILED by the following vote:

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

16 [RES 11-608](#) A resolution authorizing and directing the Employee Benefits Workgroup to fully develop a graduated defined contribution pension plan to replace the existing defined benefit plan, and to report back with a final plan for implementation. **(Referred to the Committees on Finance and Audit and Personnel.) (09/23/11: Referred to the Employee Benefits Workgroup for a follow-up report.)**

Sponsors: Sanfelippo, Rice and Cesarz

Attachments: [RESOLUTION](#)
[FISCAL NOTE](#)
[AMENDMENT](#)
[ACTUARY REPORT I \(01/15/11\)](#)
[ACTUARY REPORT II \(01/24/12\)](#)
[Audio PER 09/23/11](#)
[Audio PER 01/27/12](#)

APPEARANCES:
Mark Grady, Deputy, Corporation Counsel
Larry Langer, Principal Consulting Actuary, Buck Consultants

A motion was made by Supervisor Cesarz to REFER this item to the Employee Benefits Workgroup for a follow-up report for the March meeting cycle. The motion PREVAILED by the following vote:

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

17 [INF 11-499](#) **2011 Budget Amendment 1A015:** From the Director of the Department of Audit, submitting an informational report titled “2011 Milwaukee County Compensation Study.” **(To the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
[ATTACHMENT](#)
[Audio F&A 12/08/11](#)
[Audio PER 01/27/12](#)

APPEARANCES:
Jerry Heer, Director, Department of Audit
Doug Jenkins, Deputy Director, Department of Audit

This item was discussed with no action taken.

18 [12-152](#)

From the Office of the Sheriff, submitting an informational report on departmental work rules relating to vacation allocations and scheduling. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [Audio PER 01/27/12](#)

APPEARANCES:

Inspector Richard Schmidt, Office of the Sheriff
Major Nancy Evans, Office of the Sheriff
Supervisor Michael Mayo, 7th District
Kerry Mitchell, Interim Director, Department of Human Resources

Supervisor Mayo requested a follow-up report be submitted that contains more detailed information regarding retention that goes back three years.

The Chairman indicated that Supervisors who have specific questions or specific data requests should submit that information to Committee staff to be forwarded to the Office of the Sheriff.

The following people appeared and spoke regarding this item.

Kevin Schoofs, AFSCME, Local 567
Alicia Magee, AFSCME, Local 567
Penni Secore, AFSCME
Calvin Lee, AFSCME, DC48

This item was discussed with no action taken.

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

- 19 [12-132](#) From the Director, Department of Parks, Recreation, and Culture requesting authorization to abolish one Park Maintenance Worker 3 position and create one Construction Technician position. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DEPT. REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 012612](#)
 [Audio PER 01/27/12](#)

APPEARANCES:

Laura Schloesser, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture
James Keegan, Chief of Planning and Development, Department of Parks, Recreation, and Culture

Supervisor Borkowski requested that after the April election, the Department submit an updated roster/org. chart that includes contact names and numbers for Supervisors.

A motion was made by Supervisor Borkowski to CONCUR with the recommendation of the Committee on Finance and Audit and APPROVE this item. The motion PREVAILED by the following vote:

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

Items 20 and 21 were considered together.

20 [12-114](#)

From the Director, Department of Health and Human Services, requesting authorization to unfund 0.5 Full Time Equivalent (FTE) Behavioral Health (BH) Medical Program Director-Child and Adolescent Treatment Center (CATC) and create 1.0 FTE BH Clinical Program Director Psychology within the Acute Inpatient Service at the Behavioral Health Division, Department of Health and Human Services. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

- Attachments:** [DEPT. REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 01/26/12](#)
 [Audio PER 01/27/12](#)

APPEARANCES:

Paula Lucey, Administrator, Behavioral Health Division (BHD), Department of Health and Human Services (DHHS)
Alex Kotze, Fiscal Management Analyst, BHD, DHHS

A motion was made by Supervisor Borkowski to CONCUR with the recommendation of the Committee on Finance and Audit and APPROVE this item. Committee The motion PREVAILED by the following vote:

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

21 [12-113](#)

From the Director, Department of Health and Human Services, requesting authorization to abolish one Human Services Worker position and create one Human Services Worker Bilingual Spanish position in the Disabilities Services Division, Department of Health and Human Services. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DEPT. REPORT](#)
 [DAS REPORT](#)
 [DHR REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio F&A 01/26/12](#)
 [Audio PER 01/27/12](#)

APPEARANCES:

Paula Lucey, Administrator, Behavioral Health Division (BHD), Department of Health and Human Services (DHHS)

Alex Kotze, Fiscal Management Analyst, BHD, DHHS

A motion was made by Supervisor Borkowski to CONCUR with the recommendation of the Committee on Finance and Audit and APPROVE this item. The motion PREVAILED by the following vote:

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

Items 22 and 23 were considered together.

(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):

- 22 [12-145](#) From Corporation Counsel, submitting a status report on litigation by the Deputy Sheriff's Association and others related to layoffs within the Office of the Sheriff. **(To the Committees on Judiciary, Safety, and General Services and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [Audio PER 01/27/12](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g), for the purpose of discussing Items 22 and 23. 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 items. The motion **PREVAILED** by the following vote:

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

- 23 [12-146](#) From Corporation Counsel, submitting a status report on District Council 48 v. Milwaukee County relating to former Income Maintenance employees. **(To the Committees on Judiciary, Safety, and General Services and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [Audio J 01/19/12](#)
 [Audio PER 01/27/12](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g), for the purpose of discussing Items 22 and 23. 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 items. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., 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):

- 24 [12-31](#) Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Attachments: [Audio PER 01/27/12](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), and (g), for the purpose of discussing Item 24. 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

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 matter(s).

Adjournment

Deadline for the next meeting:

The next regular meeting of the Committee on Personnel is Friday, March 9, 2012. All items must be in the Committee Clerk's possession by the end of the business day on Thursday, February 23, 2012.