

**Chairperson:** Supervisor Paul M. Cesarz, 278-4267

**Committee Clerk:** Jodi Mapp, 278-4073

**Research Analyst:** Rick Ceschin, 278-5003

**COMMITTEE ON PERSONNEL**  
**Friday, September 11, 2009 -- 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

**MINUTES**

**PRESENT:** Supervisors Larson, Borkowski, De Bruin, \*Weishan, Thomas and Cesarz (Chair)

**EXCUSED:** Supervisor Dimitrijevic

\*Supervisor Weishan was not present at the time of roll call but appeared shortly thereafter.

**SCHEDULED ITEMS:**

1. 09-292 A Resolution by Supervisor Holloway transferring the Division of Labor Relations from the Department of Administrative Services to the Office of Corporation Counsel. **(Laid over 07/10/2009.) (Substitute Resolution attached.)**

**APPEARANCES:**

Terrence Cooley, Chief of Staff, County Board  
Dr. Karen Jackson, Director, Human Resources, DAS  
Jerry Heer, Director of Audits  
Mary Ann Grimes, Deputy Corporation Counsel

- 00:51 Mr. Cooley stated his appearance is on behalf of Chairman Holloway. He explained that the original resolution contemplated transferring the Division of Labor Relations to the Office of Corporation Counsel. After further thought, Chairman Holloway felt a better approach would be to make the Division of Labor Relations a separate department that would report directly to the County Executive. This is what the substitute resolution/ordinance accomplishes. On the Chairman's behalf, Mr. Cooley concluded by requesting the Committee's support.

Questions and comments ensued.

**QUESTION BEFORE THE COMMITTEE: (Cesarz) Shall the Substitute Resolution replace the Original Resolution. 2-4**

**AYES:** Weishan, and Cesarz (Chair) – 2

**NOES:** Larson, Borkowski, De Bruin, and Thomas - 4

**The Substitute Resolution failed to receive the votes necessary for consideration. The Original Resolution remained before the**

SCHEDULED ITEMS:

**Committee.**

**MOTION BY:(De Bruin) Refer the Original Resolution, transferring Labor Relations from the Department of Administrative Services (DAS) to Corporation Counsel, to County Board staff, Corporation Counsel, the Department on Audit, and DAS for a review of the impact the transfer would have related to whether it legally changes the authority of the County Board or the County Executive, what the streamlining impact would be, and a fiscal review with a report back to Committee for the October meeting cycle. 6-0**

**AYES:** Larson, Borkowski, De Bruin, Weishan, Thomas and Cesarz (Chair) – 6

**NOES:** 0

2. 09-296 A Resolution by Supervisor Coggs seeking modifications in Milwaukee County and the State of Wisconsin job application procedures to increase the number of job opportunities available for persons with prior convictions. **(Laid over 07/10/2009.)**

**APPEARANCE:**

Supervisor Elizabeth Coggs, 10<sup>th</sup> District

00:35 Supervisor Coggs stated this concept originated from research she had done in reviewing model legislation and policy adopted by the State of Minnesota. It is called “ban the box” legislation. She requested that this item be referred to Human Resources and County Board staff to further research this policy and provide a report back to Committee with recommendations for applicability to Milwaukee County.

**MOTION BY:(Larson) Refer to Human Resources and County Board staff for analysis and recommendation. 5-0**

**AYES:** Larson, Borkowski, De Bruin, Thomas and Cesarz (Chair) – 5

**NOES:** 0

3. 09-22(a) From the 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.)**

**APPEARANCE:**

Laurie Panella, IT Director-Governance, IMSD-DAS

**SCHEDULED ITEMS:**

Questions and comments ensued.

***The Committee took no action regarding this item.***

4. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

Questions and comments ensued.

***The Committee took no action regarding this informational report.***

5. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

**APPEARANCE:**

Tim Russell, Deputy Chief of Staff, County Executive's Office

Questions and comments ensued.

***The Committee took no action regarding this informational report.***

6. 09-366 From the Director of Employee Benefits requesting authorization to execute a one-year contract renewal for Employee Assistance Program (EAP) Services and Mental Health/Substance Abuse Coverage. **(Also to the Committee on Finance and Audit.)**

**APPEARANCES:**

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:18 Mr. Arena stated the EAP provides employee services in an array of areas to Milwaukee County employees including mental health and substance abuse services. MHN Services has been a long-term vendor for the County. A 44% rate decrease was successfully negotiated, which was greatly needed considering the County's current budget situation. Another review of services will probably take place next year to try and realize even greater efficiencies long term. Mr. Arena indicated that at this point, it is a good renewal, and it makes sense to proceed with the contract for next year under the terms listed.

***MOTION BY:(Borkowski) Approve.***

02:08 Supervisor Thomas posed questions regarding Disadvantaged Business

**SCHEDULED ITEMS:**

Enterprise (DBE) compliance.

7:02 Supervisor Thomas requested that this item be rescheduled to the Call of Chair to allow for DBE compliance. Thereafter, Supervisor Borkowski withdrew his motion to approve. With there being no objections, Supervisor Thomas' request was so ordered by the Chair.

7. 09-367 From the Director of Employee Benefits requesting authorization to execute a three-year contract renewal for Care Plus DMO Plan. **(Also to the Committee on Finance and Audit.)**

**APPEARANCES:**

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:16 Mr. Arena stated one of the two existing dental agreements being offered to the County, and will soon be in place, is the Care Plus DMO. This Plan is noted in the labor agreement with AFSCME by name to be offered. The contract proposes a three-year renewal with a 5% rate increase for the year 2010, which is considered to be a reasonable rate increase. Although rate increases for the 2011 and 2012 years have not been negotiated, Care Plus has agreed to limits of 8% for any further increases. Mr. Arena went on to state that given the current healthcare environment and inflationary pressure in this sector of the economy, the 5% rate increase and subsequent 8% limits (subsequent year rates are estimated to come in lower than 8%) are reasonable. Originally, there was no Disadvantaged Business Enterprise (DBE) language inherited with the contract. However, it has been included into this agreement. Care Plus has pledged to meet DBE goals, and they are currently working with Community Business Development Partners to comply with that portion of the agreement.

Questions and comments ensued.

**MOTION BY:(De Bruin) Approve. 6-0**

**AYES:** Larson, Borkowski, De Bruin, Weishan, Thomas and Cesarz (Chair) – 6

**NOES:** 0

8. 05-390(a) From the Director of Employee Benefits submitting an informational report regarding the Milwaukee County Conventional Dental Plan. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**SCHEDULED ITEMS:**

**APPEARANCES:**

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:18 Mr. Arena stated the current contract for the traditional conventional dental plan is currently administered by the Humana Organization and provides for renewals. The contract renewal proposes a flat rate increase. Humana has done a good job of administering the dental plan according to plan provisions. Considering performance requirements have been satisfactorily met, it is Mr. Arena's intent to proceed with this contract renewal. He went on to state that the original agreement did not contain Disadvantaged Business Enterprise (DBE) language. However, the DBE language will be added to the agreement. Humana is currently working with the Community Business Development Partners. A DBE vendor, who is a registered DBE with the County, has been identified and a subcontract form has been submitted to Community Business Development Partners to meet the goal.

***The Committee took no action regarding this informational report.***

9. 09-P-07 From the Director of Employee Benefits submitting an informational report regarding the legislative changes impacting Employee Benefits. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:14 Mr. Arena stated the State Legislature passed a new law, Wisconsin Act 28, that will take effect on January 1, 2010. This law will directly impact Milwaukee County's benefits plan. The areas of the plan that will see the greatest fiscal impact include domestic partnerships and changes to dependent eligibility ages. Currently, dependents up to age 19 and students up to age 25 are covered under Milwaukee County's benefits plan. The new law will raise the eligibility age for non-students to age 27 and prohibits age limitations on unmarried dependents who are full-time students.

Questions and comments ensued.

05:48 Supervisor De Bruin requested follow-up information from Mr. Arena's office projecting the costs of covering domestic partners. She also requested that this report be referred to Intergovernmental Relations

SCHEDULED ITEMS:

(IGR) staff to assess whether or not there is viability in either an appeals process or a willingness by the State Legislature to exempt Milwaukee County, particularly of the dependent eligibility age change. She also requested that IGR staff assess what room there might be to maneuver these new mandates to at least allow for flexibility to prioritize.

In addition, Supervisor De Bruin requested that Mr. Arena's office provide her with information showing the limitations on in-patient mental health coverage provided by the County by disease categories where there are absolute limitations. This will help decipher between which mental health illnesses have limited treatment and which illnesses are not affected by treatment limits. She also requested information about these limitations as far as whether they are required, considered "best practice" in the insurance company, or arbitrary.

***The Committee took no action regarding this informational report.***

10. 09-P-08 From the Director of Employee Benefits submitting an informational report regarding the withdrawal of First Commonwealth Dental Plan from the Milwaukee marketplace. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

- 00:22 Mr. Arena stated this is one of three dental plans currently offered by Milwaukee County. First Commonwealth has notified the County that as of the first of the year, they will no longer be offering their services in this market. The Benefits Division will notify affected employees of this withdrawal through open enrollment materials and include information regarding the remaining options for dental insurance, which still exists. The options are the traditional plan, which is the fee-for-service indemnity dental offering through Humana and Care Plus, which is a dental HMO and is very similar to the benefits and type of program offered through First Commonwealth.

***The Committee took no action regarding this informational report.***

11. 09-371 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Association of Milwaukee County Attorneys. **(Also to the Committee on Finance and Audit.)**

**SCHEDULED ITEMS:**

**APPEARANCES:**

Greg Gracz, Director, Labor Relations  
Michael Bickerstaff, Analyst, Labor Relations

***MOTION BY:(De Bruin) Approve. 4-2***

**AYES:** Larson, De Bruin, Weishan, and Thomas– 4

**NOES:** Borkowski and Cesarz (Chair) - 2

**Item #s 12, 13, and 14 were considered together.**

12. 09-372 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Building and Construction and Trades Council. **(Also to the Committee on Finance and Audit.)**

**SEE ITEM #14 FOR COMMITTEE ACTION**

13. 09-373 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the International Association of Machinists and Aerospace Workers. **(Also to the Committee on Finance and Audit.)**

**SEE ITEM #14 FOR COMMITTEE ACTION**

14. 09-374 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Technicians, Engineers, and Architects of Milwaukee County. **(Also to the Committee on Finance and Audit.)**

***MOTION BY:(Borkowski) Layover Item #s 12, 13, and 14. 6-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Thomas and Cesarz (Chair) – 6

**NOES:** 0

**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):***

**SCHEDULED ITEMS:**

15. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

***MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #15. 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. 6-0***

**AYES:** Larson, Borkowski, De Bruin, Weishan, Thomas and Cesarz (Chair) - 6

**NOES:** 0

The Committee convened into closed session at approximately 9:30 a.m. and reconvened in open session at approximately 11:56 a.m. The roll call was taken and all Committee Members, with the exception of Supervisor Mayo (excused), were present.

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**STAFF PRESENT:**

Terrence Cooley, Chief of Staff, County Board  
Dr. Karen Jackson, Director, Human Resources, DAS  
Jerry Audit, Director of Audits  
Mary Ann Grimes, Deputy Corporation Counsel  
Supervisor Elizabeth Coggs, 10<sup>th</sup> District  
Laurie Panella, IT Director-Governance, IMSD-DAS  
David Arena, Director, Employee Benefits  
Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits  
Greg Gracz, Director, Labor Relations  
Michael Bickerstaff, Analyst, Labor Relations  
Rick Ceschin, Research Analyst, County Board

**SCHEDULED ITEMS:**

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:03 a.m. to 1:38 p.m.

Adjourned,

*Jodi Kapp*

Committee Clerk

Committee on Personnel