

**MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, DECEMBER 11, 2006**

At a meeting of the **Personnel Committee**, held Monday, December 11, 2006, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Mijac-Chairman, Brdak, Brown, Camphous-Peterson, Crouchman, DeSaele, DiMaria, Doherty, Duzyj, Flynn, Gielegem, Haggerty, Hill, Kennard, Lund, McCarthy, Rengert, Revoir, Rocca, Sauger, Slinde, Szczepanski, Vosburg and White.

Absent and excused were Brandenburg and Switalski.

Also Present:

David Diegel, Director, Finance Department
John Foster, Assistant Director, Finance Department
George Brumbaugh, Director, Corporation Counsel
Jim Meyerand, Assistant Corporation Counsel
Ted Cwiek, Director, Human Resources Department
Eric Herppich, Division Director, Labor Relations, Human Resources Dept.
Doug Fouty, Program Director, Personnel Services, Human Resources Dept.
Karlyn Semlow, Human Resources Coordinator, Human Resources Dept.
Mark Hackel, Sheriff
Michelle Sanborn, Jail Administrator
Rhonda Deriemaecker, Director of Board Services
Frank Taylor, Director, Community Services Agency
Marilyn Rudzinski, Director, MSU Extension
Cyntia Zerkowski, Director, Information Technology Department
Kathy Jordon, Director, Macomb/St. Clair Employment & Training Agency
Bob Slaine, Deputy Director, Community Mental Health Department
Ken Bovenschen, Chief Probation Officer, District Court Probation Department
Chad Selweski, Reporter, The Macomb Daily

There being a quorum of the committee present, Chairman Mijac called the meeting to order at 9:12 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

Chair Mijac requested the addition of an Executive Session to discuss pending litigation and a recommendation from Corporation Counsel re: Kniffen v Macomb County, et al.

MOTION

A motion was made by Duzyj, supported by Doherty, to adopt the agenda, as amended.
The Motion Carried.

MINUTES

MOTION

A motion was made by Rengert, supported by McCarthy, to approve the September 15 and October 6, 2006 minutes of this committee, as written. **The Motion Carried.**

RECOGNIZE RECENT RETIREES

The following individuals were present:

Margaret Kennard	8 years
Bobby Hill	16 years
Nancy White	14 years
Graham Spillman	21 years 10.1 months

Chair Mijac also recognized Commissioners McCarthy, Revoir and Brandenburg who will be leaving the Board at the end of this year.

The following individuals were unable to be present:

Andrea Kiser	16 years 1.8 months
Mary Lou Watson	8 years
Joanna Totty	16 years 5.9 months
Nicholyn Brandenburg	18 years
Jerrie Savin	8 years 11 months

**RECLASSIFICATION OF ONE VACANT THERAPIST II POSITION TO CASE
MANAGER II IN COMMUNITY MENTAL HEALTH DEPARTMENT**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECLASSIFICATION OF ONE THERAPIST II POSITION TO CASE MANAGER II IN COMMUNITY MENTAL HEALTH DEPARTMENT. **THE MOTION CARRIED.**

2005-2006 PROGRESS REPORT FOR MACOMB/ST. CLAIR EMPLOYMENT & TRAINING AGENCY

MOTION

A motion was made by Duzyj, supported by Rengert, to receive and file the Macomb/St. Clair Employment and Training Agency Progress Report for 2005-2006.

Ms. Jordon provided a summary of her report. Brief discussion ensued.

Chair Mijac called for a vote on the motion and **The Motion Carried.**

INFORMATION RE: HIRING FREEZE

MOTION

A motion was made by Doherty, supported by Camphous-Peterson, to refer Attachment B, Exhibits 1-4, to the Budget Committee for action.

Mr. Cwiek and Mr. Diegel provided an overview of the report and attachments.

Commissioner Lund noted a correction to Exhibit 1, the year should be 2006 instead of 2007, and Mr. Diegel concurred.

Discussion ensued.

Commissioner Crouchman requested that Attachment A be added to the motion and that was accepted as a friendly amendment by the maker and supporter.

Chair Mijac called for a vote on the motion and **The Motion Carried.**

DETERMINE DISPOSITION OF REQUESTED WAIVERS FROM IMPOSITION OF HIRING FREEZE (POSTPONED FROM 11-20-06 PERSONNEL COMMITTEE MEETING)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DeSAELE, SUPPORTED BY McCARTHY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS GRANT A WAIVER FROM THE IMPOSITION OF THE HIRING FREEZE FOR THE POSITION OF EDUCATOR IN MSU EXTENSION. **THE MOTION CARRIED.**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY BROWN, TO CONCUR WITH THE RECOMMENDATIONS FROM THE HUMAN RESOURCES AND FINANCE DEPARTMENTS REGARDING GRANTING OF A WAIVER FROM THE IMPOSITION OF THE HIRING FREEZE, AS FOLLOWS:

<u>CLASSIFICATION</u>	<u>DEPARTMENT</u>	<u>ACTION</u>
SPECIALIST I	COMMUNITY MENTAL HEALTH	RECOMMENDED
CASE MANAGER II	COMMUNITY MENTAL HEALTH	RECOMMENDED
TYPIST CLERK III	COMMUNITY MENTAL HEALTH	RECOMMENDED
COMPUTER MAINTENANCE CLERK	CLERK/REGISTER OF DEEDS	NOTRECOMMENDED
ACCOUNT CLERK III	CLERK/REGISTER OF DEEDS	NOTRECOMMENDED
ASSISTANT PROBATION OFFICER (PART-TIME)	DISTRICT COURT-PROBATION	RECOMMENDED
DEPUTY COURT CLERK	42-2 DISTRICT COURT	RECOMMENDED
COORDINATOR/INTERVIEWER	PROBATE COURT (MENTAL)	NOTRECOMMENDED
COMPUTER MAINTENANCE CLERK	SHERIFF	NOTRECOMMENDED

Commissioner Crouchman stated that cutting personnel will not resolve the financial problems because the primary issues are the pension and health care costs.

Vice-Chair Crouchman took over so that Chair Mijac could speak.

Commissioner Mijac spoke in support of the recommendations. He felt this will help resolve the budget deficit issue.

He resumed the Chair.

MOTION

A motion was made by Lund, supported by Rengert, to refer the Computer Maintenance Clerk position in the Sheriff's Office back to the Human Resources and Finance Departments. **The Motion Carried.**

MOTION

A motion was made by Flynn, supported by Rocca, to refer the Coordinator/Interviewer position for Probate Court back to the Human Resources and Finance Departments. **The Motion Carried.**

Chair Mijac called for a vote on the main motion and **THE MOTION CARRIED.**

The motion now reads as follows:

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY BROWN, TO CONCUR WITH THE RECOMMENDATIONS FROM THE HUMAN RESOURCES AND FINANCE DEPARTMENTS REGARDING GRANTING OF A WAIVER FROM THE IMPOSITION OF THE HIRING FREEZE, AS FOLLOWS:

<u>CLASSIFICATION</u>	<u>DEPARTMENT</u>	<u>ACTION</u>
SPECIALIST I	COMMUNITY MENTAL HEALTH	RECOMMENDED
CASE MANAGER II	COMMUNITY MENTAL HEALTH	RECOMMENDED
TYPIST CLERK III	COMMUNITY MENTAL HEALTH	RECOMMENDED
COMPUTER MAINTENANCE CLERK	CLERK/REGISTER OF DEEDS	NOTRECOMMENDED
ACCOUNT CLERK III	CLERK/REGISTER OF DEEDS	NOTRECOMMENDED
ASSISTANT PROBATION OFFICER (PART-TIME)	DISTRICT COURT-PROBATION	RECOMMENDED
DEPUTY COURT CLERK	42-2 DISTRICT COURT	RECOMMENDED

THE MOTION CARRIED.

**DETERMINE DISPOSITION OF REQUESTED WAIVERS FROM IMPOSITION
OF HIRING FREEZE**

Mr. Cwiek summarized the recommendations.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BROWN, SUPPORTED BY VOSBURG, TO CONCUR WITH THE RECOMMENDATIONS FROM THE HUMAN RESOURCES AND FINANCE DEPARTMENTS REGARDING GRANTING OF A WAIVER FROM THE IMPOSITION OF THE HIRING FREEZE, AS FOLLOWS:

<u>CLASSIFICATION</u>	<u>DEPARTMENT</u>	<u>ACTION</u>
DETENTION DIVERSION WORKER	CIRCUIT COURT-JUVENILE	NOTRECOMMENDED
CASE MANAGER II	COMMUNITY MENTAL HEALTH	RECOMMENDED
TYPIST CLERK, SENIOR	FRIEND OF THE COURT	RECOMMENDED
MEDICAL EXAMINER INVESTIGATOR	HEALTH	RECOMMENDED
VETERINARIAN (PART-TIME)	HEALTH	RECOMMENDED
COMPUTER MAINTENANCE CLERK	SHERIFF	RECOMMENDED

THE MOTION CARRIED.

2007 PAY ADJUSTMENT FOR NON-UNION EMPLOYEES

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY FLYNN, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A 2.5 PERCENT PAY ADJUSTMENT FOR NON-UNION EMPLOYEES FOR 2007. **THE MOTION CARRIED.**

ADOPTION OF PAY RESOLUTIONS FOR ELECTED OFFICIALS FOR 2007 AND 2008

Mr. Cwiek stated that the resolution includes the elimination of the cost-of-living allowance because it is rolled into the base rate, a 2.5 percent salary increase for 2007 and no increase for 2008.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY FLYNN, SUPPORTED BY KENNARD, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION TO ESTABLISH SALARIES AND COMPENSATION IN LIEU OF FEES FOR ELECTED COUNTY OFFICIALS AND PER DIEM RATES FOR COUNTY BOARDS AND COMMISSIONS AND PROVIDING FOR COUNTY SUPPLEMENTARY PAY BENEFITS FOR CIRCUIT COURT, PROBATE COURT AND CERTAIN DISTRICT COURT JUDGES, AND TO PROVIDE PAYMENT FOR SAME OUT OF THE GENERAL FUND FOR THE YEARS 2007 AND 2008. **THE MOTION WAS DEFEATED.**

Commissioners DiMaria and Doherty asked that their no vote be recorded.

Chair Mijac requested clarification from Corporation Counsel on whether the previous action leaves the 2007 and 2008 salaries at the 2006 rate. Mr. Brumbaugh stated that not accepting the pay increase will keep it at the same level, but he recommended that a motion be made to reflect that.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY RENGERT, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION TO ESTABLISH SALARIES AND COMPENSATION IN LIEU OF FEES FOR ELECTED COUNTY OFFICIALS AND PER DIEM RATES FOR COUNTY BOARDS AND COMMISSIONS AND PROVIDING FOR COUNTY SUPPLEMENTARY PAY BENEFITS FOR CIRCUIT COURT, PROBATE COURT AND CERTAIN DISTRICT COURT JUDGES FOR 2007 AND 2008, AS AMENDED. **THE MOTION WAS DEFEATED.**

ADOPTION OF RESOLUTION ESTABLISHING SALARIES AND FRINGE BENEFITS FOR MACOMB COUNTY ROAD COMMISSIONERS FOR 2007 AND 2008

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY RENGERT, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION TO ESTABLISH SALARIES AND FRINGE BENEFITS FOR THE YEARS 2007 AND 2008 FOR MACOMB COUNTY ROAD COMMISSIONERS, BUT THAT THEY WILL RECEIVE THE SAME PAY OF 2006 FOR 2007 AND 2008. **THE MOTION CARRIED.**

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS AND
PENDING LITIGATION**

MOTION

A motion was made by Camphous-Peterson, supported by Vosburg, to enter into Executive Session for the purpose of discussing labor negotiations and pending litigation.

A roll call vote was taken as follows:

Voting Yes were Brdak, Brown, Camphous-Peterson, DeSaele, DiMaria, Doherty, Duzyj, Flynn, Gielegem, Haggerty, Hill, Kennard, Lund, McCarthy, Rengert, Revoir, Rocca, Sauger, Slinde, Vosburg, White, Crouchman and Mijac. There were 23 "Yes" votes.

The Motion Carried.

In accordance with the motion, committee entered Executive Session at 11:48 a.m., with it concluding at 12:30 p.m.

**CONCUR IN RECOMMENDATION OF CORPORATION COUNSEL REGARDING
CASE OF KNIFFEN V MACOMB COUNTY, ET AL**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY CAMPHOUS-PETERSON, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR IN THE RECOMMENDATION OF LEGAL COUNSEL REGARDING THE CASE OF KNIFFEN V MACOMB COUNTY, ET AL. **THE MOTION CARRIED.**

ADJOURNMENT

Chair Mijac adjourned the meeting at 12:32 p.m.

Corinne Bedard
Committee Reporter