

**MINUTES OF THE  
PERSONNEL COMMITTEE  
MONDAY, JUNE 12, 2006**

At a meeting of the **Personnel Committee**, held Monday, June 12, 2006, in the Board Room, on the 9<sup>th</sup> Floor of the Administration Building, Mt. Clemens, the following members were present:

Mijac-Chairman, Brandenburg, Brdak, Brown, Crouchman, DeSaele, DiMaria, Doherty, Duzyj, Flynn, Gieleghem, Haggerty, Kennard, Lund, McCarthy, Rengert, Revoir, Rocca, Sauger, Slinde, Switalski, Szczepanski, Vosburg and White.

Absent and excused was Hill.

**Also Present:**

David Diegel, Director, Finance Department  
George Brumbaugh, Director, Corporation Counsel  
Jill Smith, 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.  
Richard Mielke, Human Resources Coordinator/Specialist, Human Resources Dept.  
Karlyn Semlow, Human Resources Coordinator, Human Resources Dept.  
Steve Cassin, Director, Planning & Economic Development Department  
Honorable Pamela Gilbert O'Sullivan, Chief Judge, Probate Court  
Darlene LaBelle, Director, Macomb County Library  
Rhonda Deriemaecker, Director of Board Services  
Phil Frame, Director, Office of Public Affairs  
Cynthia Zerkowski, Director, Information Technology Department  
Kathy Rager, Director, Community Assessment, Referral and Education (CARE)  
Jim Lynch, Reporter, The Detroit News  
Chad Selweski, Reporter, The Macomb Daily

There being a quorum of the committee present, Chairman Mijac called the meeting to order at 9:05 a.m.

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**AGENDA**

Chairman Mijac requested an additional reconfirmation of Legal Secretary for Corporation Counsel and an additional request to purchase service time by Irma Szczesny.

**MOTION**

A motion was made by McCarthy, supported by Szczepanski, to adopt the agenda, as amended. **The Motion Carried.**

### **RECOGNIZE RECENT RETIREES**

The following individual was present:

Patrick Young                      20 years 4.5 months

### **KICK OFF FOR MACOMB COUNTY BATTLE OF THE BADGES CAMPAIGN/ RED CROSS**

Ms. Mary Ann Stella gave an overview of the Battle of the Badges Campaign.

Commissioner Brandenburg asked about freezing of blood and Ms. Stella explained why that is not currently done, but indicated it is something they continue to work on.

### **MOTION**

A motion was made by Haggerty, supported by Rengert, to receive and file the report provided on the American Red Cross' Battle of the Badges Campaign. **The Motion Carried.**

### **REPORT ON VACANCY RECONFIRMATIONS**

Chairman Mijac indicated that the position of Legal Secretary for Corporation Counsel was also approved for reconfirmation.

Commissioner Flynn requested separation of the Kennel Attendant position and said she would like to know more about why this individual was discharged.

### **MOTION**

A motion was made by Gielegem, supported by Flynn, to separate the position of Kennel Attendant and postpone until the next meeting. **The Motion Carried.**

### **MOTION**

A motion was made by Rengert, supported by Haggerty, to receive and file the vacant positions approved by the Board Chair, Budget Chair and Directors of the Human Resources and Finance Departments, with the exception of the Kennel Attendant position. **The Motion Carried.**

### **EXIT INTERVIEW DOCUMENT(S) PREVIOUSLY PENDING**

### **MOTION**

A motion was made by Slinde, supported by Brandenburg, to receive and file the exit interview document previously pending. **The Motion Carried.**

**SALARY ADJUSTMENT FOR CLASSIFICATION OF CHIEF ATTORNEY/DEPUTY REGISTER FOR BOTH MENTAL & WILLS & ESTATES DIVISIONS OF PROBATE COURT**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY HAGGERTY, SUPPORTED BY CROUCHMAN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A SALARY ADJUSTMENT FOR THE CLASSIFICATION OF CHIEF ATTORNEY/DEPUTY REGISTER IN BOTH THE MENTAL & WILLS & ESTATES DIVISIONS OF PROBATE COURT AS OUTLINED IN A JUNE 5, 2006 CORRESPONDENCE FROM THE HUMAN RESOURCES DEPARTMENT DIRECTOR. **THE MOTION CARRIED.**

**TITLE CHANGE ONLY OF ONE VACANT MAIL CLERK POSITION TO TYPIST CLERK, SENIOR, AND RECONFIRM THE VACANCY IN THE OFFICE OF FRIEND OF THE COURT**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY REVOIR, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A TITLE CHANGE ONLY OF ONE VACANT MAIL CLERK POSITION TO TYPIST CLERK, SENIOR, AND RECONFIRM THE VACANCY IN THE OFFICE OF FRIEND OF THE COURT. **THE MOTION CARRIED.**

**RECLASSIFICATION OF ONE TYPIST CLERK I/II TO ACCOUNT CLERK I/II IN HEALTH DEPARTMENT**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY REVOIR, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE RECLASSIFICATION OF ONE TYPIST CLERK I/II POSITION TO ACCOUNT CLERK I/II IN THE HEALTH DEPARTMENT. **THE MOTION CARRIED.**

**CREATION OF TWO ECONOMIC DEVELOPMENT SPECIALIST POSITIONS IN PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT**

Committee was in receipt of a June 5, 2006 memo from the Human Resources Department Director outlining a proposal to support two additional Economic Development Specialists for the balance of 2006.

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY BRANDENBURG, SUPPORTED BY LUND, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS DENY THE RECOMMENDATION FOR THE CREATION OF TWO ECONOMIC DEVELOPMENT SPECIALIST POSITIONS IN THE PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT.

Commissioner Doherty said she was concerned because the money that has been found is

only temporary and money is needed to continually pay for these positions.

Commissioner Lund said he will not be supporting actions that add to the budget deficit.

Commissioner Duzyj spoke in support of the positions and felt the only way to attract businesses is to get people out there selling the County.

Commissioner Kennard said she would like to see included in their contract that their continued employment is based on their success. She also suggested pursuing revenue from chambers of commerce and Mr. Cassin said he would look into that for 2007.

Commissioner Szczepanski offered a substitute motion to approve creation of two Economic Development Specialist positions in the Planning and Economic Development Department, but that these positions would be at a zero net affect to the County's operating budget for 2006-2008.

Mr. Brumbaugh stated that committee should first deal with the motion on the floor.

A roll call vote was taken on the motion to deny as follows:

VOTING YES WERE BRANDENBURG AND LUND. THERE WERE 2 "YES" VOTES.

VOTING NO WERE BRDAK, BROWN, DeSAELE, DiMARIA, DOHERTY, DUZYJ, FLYNN, GIELEGHEM, HAGGERTY, KENNARD, McCARTHY, RENGERT, REVOIR, ROCCA, SAUGER, SLINDE, SWITALSKI, SZCZEPANSKI, VOSBURG, WHITE, CROUCHMAN AND MIJAC. THERE WERE 22 "NO" VOTES.

**THE MOTION WAS DEFEATED.**

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY McCARTHY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE CREATION OF TWO ECONOMIC DEVELOPMENT SPECIALIST POSITIONS IN THE PLANNING & ECONOMIC DEVELOPMENT DEPARTMENT PER THE PROPOSAL OUTLINED IN A JUNE 5, 2006 CORRESPONDENCE FROM THE HUMAN RESOURCES DEPARTMENT DIRECTOR FOR THE BALANCE OF THE YEAR 2006.

### **MOTION**

A motion was made by Lund, supported by Brandenburg, to refer this issue to the June 23<sup>rd</sup> special Budget Committee meeting.

A roll call vote was taken as follows:

Voting Yes were Brandenburg, Doherty, Flynn, Kennard, Lund, Revoir, Rocca and Szczepanski. There were 8 "Yes" votes.

Voting No were Brdak, Brown, DeSaele, DiMaria, Duzyj, Gielegem, Haggerty, McCarthy, Rengert, Sauger, Slinde, Switalski, Vosburg, White, Crouchman and Mijac. There were 16 "No" votes.

**The Motion was Defeated.**

**AMENDMENT**

A MOTION WAS MADE BY KENNARD, SUPPORTED BY BRANDENBURG, THAT THE JOB DESCRIPTION INCLUDE THAT THE CONTINUATION OF THE JOB WILL BE DEPENDENT ON THE SUCCESS OF BUSINESS GENERATED WITH A REVIEW TO BE MADE AFTER ONE YEAR. **THE MOTION CARRIED.**

After further discussion, Chairman Mijac called for a vote on the motion, as amended, and **THE MOTION CARRIED WITH BRANDENBURG VOTING "NO."**

**APPROVAL OF TWO PRIOR GOVERNMENTAL SERVICE PURCHASE REQUESTS PENDING AT TIME OF REVISION OF BOARD POLICY**

Chair Mijac noted the additional request by Irma Szczesny to purchase six months.

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY HAGGERTY, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THREE GOVERNMENTAL SERVICE PURCHASE REQUESTS PENDING AT THE TIME OF THE REVISION OF BOARD POLICY: DOUG FOUTY, 54 MONTHS; VIVIAN YONCE, 8 MONTHS AND IRMA SZCZESNY, 6 MONTHS.

Commissioner Doherty asked questions. She felt this issue should be postponed because she would like to know what impact this will have on the pension system.

**MOTION**

A motion was made by Vosburg, supported by Doherty, to postpone this issue for one month.

After an explanation was provided by Mr. Brumbaugh, Commissioner Doherty said she would withdraw her request to have this postponed. Commissioner Vosburg agreed to withdraw her motion.

Chairman Mijac called for a vote on the motion and **THE MOTION CARRIED.**  
**SELECTION OF VENDOR TO PROVIDE EMPLOYEE ASSISTANCE SERVICES**

## **FOR MACOMB COUNTY**

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DeSAELE, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE TEAM AS THE PROVIDER OF EMPLOYEE ASSISTANCE SERVICES FOR MACOMB COUNTY.

### **SUBSTITUTE MOTION**

A MOTION WAS MADE BY FLYNN, SUPPORTED BY SAUGER, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE CARE AS THE PROVIDER OF EMPLOYEE ASSISTANCE SERVICES FOR MACOMB COUNTY.

Commissioner Flynn stated that the County has been dealing with CARE for many years and letters of support have been provided by the elected officials.

Commissioner Rengert expressed his concern for the employees who have already been provided service and what will happen to them. Mr. Cwiek explained that CARE provides referral services and those relationships would not be disrupted and employees would now go to TEAM for those referral services.

Commissioner Brandenburg referred to the proposals that were not in compliance with the RFP and wondered what the reasons were. She suggested postponing this until that information is provided.

Commissioner Gielegem suggested that Commissioners be allowed to vote for the company of their choice and wondered if that would be an acceptable process. Mr. Brumbaugh replied that it could be used if accepted by a majority of the Board.

### **MOTION**

A motion was made by Doherty, supported by Kennard, to postpone this issue until a future Personnel Committee meeting and offer a continuation of the current contract at current rates.

Commissioner Slinde spoke about the bid process and felt that the low bidder should be accepted unless there is a good reason not to.

Chairman Mijac called for a vote on the motion to postpone and **The Motion was Defeated.**

Further discussion took place on the substitute motion and some of the problems that have occurred with the current provider.

A roll call vote was taken on the substitute motion to approve CARE as follows:

VOTING YES WERE DUZYJ, FLYNN, HAGGERTY, KENNARD, McCARTHY, RENGERT, SAUGER, WHITE AND CROUCHMAN. THERE WERE 9 "YES" VOTES.

VOTING NO WERE BRANDENBURG, BRDAK, BROWN, DOHERTY, GIELEGHEM, LUND, REVOIR, ROCCA, SLINDE, SWITALSKI, SZCZEPANSKI, VOSBURG AND MIJAC. THERE WERE 13 "NO" VOTES.

**THE MOTION WAS DEFEATED.**

A roll call vote was taken on the motion to approve TEAM as follows:

VOTING YES WERE BRANDENBURG, BRDAK, BROWN, DOHERTY, GIELEGHEM, KENNARD, LUND, REVOIR, ROCCA, SLINDE, SWITALSKI, SZCZEPANSKI, VOSBURG AND MIJAC. THERE WERE 14 "YES" VOTES.

VOTING NO WERE DUZYJ, FLYNN, HAGGERTY, McCARTHY, RENGERT, SAUGER, WHITE AND CROUCHMAN. THERE WERE 8 "NO" VOTES.

**THE MOTION CARRIED.**

**ADOPT RESOLUTION COMMENDING RON MacKOOL FOR 40 YEARS OF SERVICE (OFFERED BY HAGGERTY AND SLINDE)**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SLINDE, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION COMMENDING RON MacKOOL ON HIS RETIREMENT AS CITY CLERK FOR THE CITY OF ROSEVILLE. **THE MOTION CARRIED.**

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS**

**MOTION**

A motion was made by Revoir, supported by Brandenburg, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 12 p.m., with it concluding at 12:39 p.m.

**ADJOURNMENT**

Chairman Mijac adjourned the meeting at 12:40 p.m.

---

**Corinne Bedard  
Committee Reporter**