

**MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, JULY 24, 2006**

At a meeting of the **Personnel Committee**, held Monday, July 24, 2006, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Mijac-Chairman, Brandenburg, Brdak, Brown, Camphous-Peterson, Crouchman, DeSaele, DiMaria, Doherty, Duzyj, Flynn, Gielegem, 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.
Rhonda Deriemaecker, Director of Board Services
Phil Frame, Director, Office of Public Affairs
Cynthia Zerkowski, Director, Information Technology Department

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 that a report be added regarding the Kennel Attendant position at the Health Department, which was postponed at the last meeting.

MOTION

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

RECOGNIZE RECENT RETIREES

The following individuals were present:

Dennis McCaskey	25 years
Peter Gennette	25 years .3 months

The following individuals were unable to be present:

Gwen Roberts	16 years 9.5 months
Beverly Jolley	19 years 3.1 months
Kenneth Washington	29 years 3.8 months
John Carroll	18 years 5.6 months
Joyce Compo	17 years 5.7 months
Elizabeth Costa	27 years 11.9 months
Kathy DeLuca	20 years 8.3 months
Lauren Coddington	14 years
Elizabeth Malburg	8 years .9 months

UPDATE ON BUDGETARY FOUR DAY WORKWEEK

Mr. Cwiek provided an update on the employees who have reduced their workweek to four days.

Commissioner Flynn expressed her concern with the two Senior Planners in the Planning and Economic Development Department and indicated that the Board recently approved the hiring of two Economic Development Specialist positions to bring more business to the County. Mr. Cwiek indicated that the departments have to monitor whether they are able to be without those employees for that amount of time each week.

MOTION

A motion was made by McCarthy, supported by DeSaele, to receive and file the update on budgetary four day workweek. **The Motion Carried.**

IMPLEMENTATION OF HIRING FREEZE APPROVED BY BOARD ON JULY 27, 2006

Mr. Cwiek provided an overview of his July 17, 2006 correspondence, which outlined his department's recommendations for implementation of the hiring freeze.

Commissioner Doherty asked questions about the second statement that read: no vacant positions will be filled through promotions. Mr. Cwiek stated that they are planning on reviewing this process at the end of the year, but indicated that individual needs will have to be reviewed.

Commissioner Duzyj expressed his concern with the promotion issue and felt a review should be done after 120 days.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE IMPLEMENTATION OF THE HIRING FREEZE APPROVED BY THE BOARD OF COMMISSIONERS ON JULY 27, 2006 AS OUTLINED, WITH THE DELETION OF THE SECOND BULLET.

Commissioner Doherty felt more work needs to be done on the second bullet and suggested that it be brought back to the next meeting.

Chairman Mijac called for a vote on the motion and **THE MOTION CARRIED WITH BRANDENBURG AND DeSAELE VOTING "NO."**

SELECTION OF VENDORS FOR DIVERSITY & SUPERVISORY TRAINING

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY HAGGERTY, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE SELECTION OF VENDORS FOR DIVERSITY AND SUPERVISORY TRAINING AS FOLLOWS: THE CHAMPION SERVICES GROUP, INC. (DIVERSITY TRAINING) AT A COST OF \$32,300 AND LOORAM AND ASSOCIATES (SUPERVISORY TRAINING) AT A COST OF \$40,000.

Commissioner Brandenburg said she would like information on all the bids.

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

REPORT ON VACANCY RECONFIRMATION – KENNEL ATTENDANT POSITION AT HEALTH DEPARTMENT

Mr. Cwiek explained that there were some questions about the vacancy at the last meeting and those issues have been resolved.

MOTION

A motion was made by Revoir, supported by McCarthy, to receive and file the report provided on the vacancy reconfirmation of Kennel Attendant at the Health Department. **The Motion Carried.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Brandenburg, supported by Revoir, 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 9:45 a.m., with it concluding at 11:24 a.m.

ADJOURNMENT

MOTION

A motion was made by White, supported by Brandenburg, to adjourn the meeting at 11:25 a.m. **The Motion Carried.**

Corinne Bedard
Committee Reporter