

**MINUTES OF THE
PERSONNEL COMMITTEE
FRIDAY, SEPTEMBER 15, 2006**

At a meeting of the **Personnel Committee**, held Friday, September 15, 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, McCarthy, Rengert, Revoir, Rocca, Sauger, Slinde, Switalski, Szczepanski and Vosburg.

Absent and excused were Brandenburg, Lund and White.

Also Present:

David Diegel, Director, Finance Department
John Foster, Assistant Director, Finance Department
George Brumbaugh, Director, 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.
Eric Smith, Macomb County Prosecutor
Rhonda Deriemaecker, Director of Board Services
Josephine Savalle-Dunn, Administrator, Martha T. Berry
Frank Taylor, Director, Community Services Agency

There being a quorum of the committee present, Chairman Mijac called the meeting to order at 9:10 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

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

MINUTES

MOTION

A motion was made by McCarthy, supported by Slinde, to approve the June 12 and July 24, 2006 minutes, as written. **The Motion Carried.**

PUBLIC PARTICIPATION

The following individuals spoke in support of filling the Typist Clerk I position in the Prosecutor's Office:

Jill Lezotte, 50778 Bower Court, Chesterfield Township
Kathy Beauchamp, 352 Cambridge Drive, Mt. Clemens
Shelly Gilray, Office Supervisor, Prosecutor's Office

RECOGNIZE RECENT RETIREES

The following individuals were present:

Vincent Pipia	27 years 7 months
Donald Haugh	25 years 6 months

RECOMMENDATIONS OF THE HUMAN RESOURCES AND FINANCE DEPARTMENTS CONCERNING THE GRANT OF A WAIVER FOR CERTAIN POSITIONS FROM THE IMPOSITION OF THE HIRING FREEZE

Mr. Cwiek stated that his recommendations were provided, as well as support documentation from the departments. He indicated that the request from the Information Technology Department for the CSS Supervisor has been withdrawn.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE RECOMMENDATIONS OF THE HUMAN RESOURCES AND FINANCE DEPARTMENTS CONCERNING THE GRANT OF A WAIVER FOR CERTAIN POSITIONS FROM THE IMPOSITION OF THE HIRING FREEZE.

Commissioner DeSaele asked Mr. Cwiek to clarify for the record which positions are being recommended for a waiver. Mr. Cwiek stated the following positions: Deputy Court Clerk in 42-2 District Court, Typist Clerk-Senior in Friend of the Court and Counselor in Veterans Services Department.

Commissioner DiMaria referred to the additional information that was provided by the Prosecutor's Office and said he wanted to add the Typist Clerk I position from the Prosecutor's Office to his motion for approval.

AMENDMENT

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY DiMARIA, THAT THE TYPIST CLERK I IN THE PROSECUTOR'S OFFICE BE APPROVED FOR A WAIVER.

Discussion took place regarding the staffing issues that were referred to in the Prosecutor's correspondence. Mr. Smith highlighted the statistical information that was provided on the increase in criminal cases and workload in his office. He spoke about the temporary employees that have not been filled and the need for those positions too. Mr. Cwiek indicated that the Human Resources Department may provide a temporary to fill a position that is subject to a leave of absence by the incumbent employee.

Commissioner Flynn spoke about eliminating the hiring freeze and approving the temporary positions for the Prosecutor's Office.

Commissioner Slinde also spoke in support of the positions and noted that the purpose of the hiring freeze was to save money and not meant to harm the County or the employees.

Commissioner McCarthy felt that the backup information from the department that provides justification for their positions should have been given to Commissioners ahead of time. He spoke in support of also approving the temporary positions.

AMENDMENT

A MOTION WAS MADE BY SAUGER, SUPPORTED BY FLYNN, TO APPROVE TWO TEMPORARY POSITIONS FOR THE PROSECUTOR'S OFFICE.

Chair Mijac requested a ruling from Corporation Counsel. Mr. Brumbaugh stated that the temporary positions are not a topic on the agenda and would require a two-thirds vote to amend the agenda. He said that should be done after the current motion is disposed of.

Commissioner Rengert spoke about the process for determining which positions are recommended and felt that some information that could be used in the review was missing.

Mr. Cwiek indicated that the material that was provided today was not available for their review, but the Prosecutor did provide a significant amount of other supporting material in support of this position. He said he will begin including any information that is submitted by the departments for any future waiver requests. He did note that the additional information does not change his recommendation for this position.

Commissioner Vosburg suggested that the Prosecutor request a change in his budget to get the amount of labor that the two temporary positions filled.

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

Commissioner Slinde asked that Ms. Savalle-Dunn be given an opportunity to speak on her position that was not recommended. Ms. Savalle-Dunn said that the position she requested is not crucial at this point and she will consider refilling it through the budget process next year.

Chair Mijac called for a vote on the motion, as amended, and **THE MOTION CARRIED.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Szczepanski, supported by Crouchman, 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 10:14 a.m., with it concluding at 10:34 a.m.

RATIFICATION OF 2005 WAGE SETTLEMENT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION – LICENSED PRACTICAL NURSES AT MARTHA T. BERRY MEDICAL CARE FACILITY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY McCARTHY, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RATIFICATION OF A 2005 WAGE SETTLEMENT WITH SERVICE EMPLOYEES' INTERNATIONAL UNION – LICENSED PRACTICAL NURSES AT MARTHA T. BERRY MEDICAL CARE FACILITY. **THE MOTION CARRIED.**

NEW BUSINESS

MOTION

A motion was made by Crouchman, supported by DiMaria, to suspend the rules to add an action item regarding the addition of temporary employees in the Prosecutor's Office. **The Motion Carried.**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY DiMARIA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE TWO TEMPORARY EMPLOYEES FOR THE PROSECUTOR'S OFFICE, TO BE FUNDED THROUGH THE CONTINGENCY ACCOUNT FOR THE REMAINDER OF 2006 AND BY AMENDMENT OF THE BUDGET FOR 2007.

Chair Mijac asked Mr. Cwiek what the cost would be for this year and Mr. Cwiek replied that the estimated cost would be \$10,800.

After further discussion, Chair Mijac called for a vote on the motion and **THE MOTION CARRIED.**

PUBLIC PARTICIPATION

Eric Smith, Prosecutor

Mr. Smith thanked committee for approving the positions for his office.

ADJOURNMENT

Chairman Mijac adjourned the meeting at 10:46 a.m.

**Corinne Bedard
Committee Reporter**