

**MINUTES OF THE
PERSONNEL COMMITTEE
THURSDAY, FEBRUARY 14, 2008**

At a meeting of the **Personnel Committee**, held Thursday, February 14, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Haggerty, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9:03 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Rengert, supported by Duzyj, to adopt the agenda, as amended, to include revised memo for #7 (Vacancy Reconfirmations and Creation of Ad Hoc Committee). **The Motion Carried.**

MINUTES

MOTION

A motion was made by Duzyj, supported by Doherty, to approve the November 9, 2007 minutes of this committee, as written. **The Motion Carried.**

RECOGNIZE RECENT RETIREES

The following individuals were unable to be present:

Mary Katherine Duncan	17 years .4 months
Elizabeth Apel	18 years 7.9 months
Leatrice Arnold	12 years 6 months
Virginia Labby	8 years .7 months
Patrick McLogan	19 years 1.0 months

**VACANCY RECONFIRMATIONS AND CREATION OF AD HOC COMMITTEE
TO ESTABLISH PROCESS FOR EVALUATING RECONFIRMATION OF
PERSONNEL OPENINGS**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY SAUGER, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES:

ONE ASSESSOR/THERAPY COORDINATOR	CIRCUIT COURT
ONE THERAPIST II	COMMUNITY MENTAL HEALTH
ONE COMMUNITY HEALTH TECHNICIAN	HEALTH
ONE MEDICAL EXAMINER INVESTIGATOR	HEALTH
ONE LITERACY COORDINATOR	LIBRARY
ONE PARALEGAL	PROBATE COURT
ONE PERSONAL PROPERTY TAX COLLECTOR	TREASURER

FURTHER, TO CREATE AN AD HOC COMMITTEE TO ESTABLISH A PROCESS FOR EVALUATING RECONFIRMATION OF PERSONNEL OPENINGS WITH A GOAL OF COST SAVINGS THROUGH ATTRITION, WITH THE EXCEPTION OF POSITIONS PROCESSED PURSUANT TO THE ACTION OF THE BOARD OF COMMISSIONERS ON NOVEMBER 21, 2002.

Commissioner Vosburg asked if this will be an ongoing committee and Chair Camphous-Peterson replied yes and said they will meet every month.

Commissioner Lund said the motion indicates that the Ad Hoc Committee will bring back a policy for approval by the Board before the Ad Hoc Committee starts making decisions. He felt the motion needs to be clarified so that the Ad Hoc Committee can make evaluations.

Commissioner Lund referred to the amended memo that was provided regarding the proposed membership of the Ad Hoc Committee and questioned if the Board Chair is allowed to serve as a voting member.

Commissioner D. Flynn requested a point of information. He said he had previously recommended a three-member working group consisting of the Chairs of the Budget, Finance and Personnel Committees to evaluate reconfirmations. Chair Camphous-Peterson indicated that the issue was referred to the Board Chair who recommended an Ad Hoc Committee.

Chair Camphous-Peterson requested clarification from Corporation Counsel regarding the Board Chair serving on the committee as a voting member. Mr. Brumbaugh said Rule XIV states that the Board Chair is a member of all committees as an ex-officio, except for the three major committees, so he felt he would not be allowed to serve as a member unless the Board suspended the rules to take action to allow that.

AMENDMENT

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY DOHERTY, THAT THE AD HOC COMMITTEE BE ESTABLISHED TO EVALUATE RECONFIRMATION OF PERSONNEL OPENINGS.

Commissioner Bruley asked that a tabulation be kept of what positions are being approved or eliminated.

After further discussion, the following action was taken:

AMENDMENT

A MOTION WAS MADE BY CROUCHMAN, SUPPORTED BY DUZYJ, THAT THE PROPOSED AD HOC COMMITTEE BE REDUCED TO FIVE MEMBERS, WITH THE DELETION OF ANDREY DUZYJ AND WILLIAM CROUCHMAN.

Commissioner Doherty spoke against a formal Ad Hoc Committee and supported the three major committee chairs doing the reviews.

Chair Camphous-Peterson called for a vote on the amendment to reduce the members and **THE MOTION CARRIED WITH DOHERTY VOTING “NO.”**

Chair Camphous-Peterson called for a vote on the language amendment and **THE MOTION CARRIED.**

Chair Camphous-Peterson called for a vote on the main motion, as amended, and **THE MOTION CARRIED.**

The second part of the motion now reads as follows:

FURTHER, TO ESTABLISH AN AD HOC COMMITTEE TO EVALUATE RECONFIRMATION OF PERSONNEL OPENINGS WITH A GOAL OF COST SAVINGS THROUGH ATTRITION, WITH THE EXCEPTION OF POSITIONS PROCESSED PURSUANT TO THE ACTION OF THE BOARD OF COMMISSIONERS ON NOVEMBER 21, 2002; COMMITTEE TO CONSIST OF DANA CAMPHOUS-PETERSON-PERSONNEL COMMITTEE CHAIR, BETTY SLINDE-FINANCE COMMITTEE CHAIR, KEITH RENGERT-JUSTICE AND PUBLIC SAFETY COMMITTEE CHAIR, CAREY TORRICE AND DAVID FLYNN. **THE MOTION CARRIED.**

RECOMMENDATION THAT NEWLY APPOINTED DEPARTMENT HEADS BE DESIGNATED AND SERVE AS “AT-WILL” EMPLOYEES

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THAT ALL NEWLY APPOINTED DEPARTMENT HEADS, APPOINTED BY THE BOARD OF COMMISSIONERS OR COUNTY COMMISSIONS OR BOARDS, SHALL BE DESIGNATED AND SHALL SERVE AS “AT-WILL” EMPLOYEES WHILE CLASSIFIED IN THE DEPARTMENT HEAD POSITION.

Commissioner Bruley expressed his concern with the process for submitting agenda items and the resolution sheet that is included. He explained that the issue of at-will was raised at the last meeting, but the rules indicate that the chair of the committee has to introduce an agenda item. He said the resolution sheet does not reflect where the request originally came from. He said the previous recommendation on today’s agenda was something he brought up, but it is listed as being introduced by the chair of this committee. He felt this needs to be re-evaluated.

Chair Camphous-Peterson stated that the document given to her about the resolution sheet indicates that it was a new format and not a rule change.

Commissioner Bruley referred this issue to Corporation Counsel to review and determine the best way to resolve this issue.

Commissioner Slinde referred to the motion on the floor and asked what the difference is between this change and the current policy. Mr. Herppich stated that the only policy that applies to department heads is in the Personnel Manual, which indicates that during their probationary period they serve at-will and beyond that there are just-cause provisions in the manual. He said the motion indicates that any newly appointed department head serves at-will and their employment can be terminated without cause.

Commissioner Szczepanski wondered what the justification is for doing this. Commissioner Bruley explained that most positions of authority are at-will. He felt the leadership in this county should have the ability to determine how a department is implemented and the head of any department should be an at-will employee. Commissioner Szczepanski said he will now be voting against this motion.

Commissioner Slinde noted that it has become difficult to find someone to take the Human Resources Department Director position because of this issue.

At this time, Commissioners Szczepanski and Haggerty withdrew their motion.

MOTION

A motion was made by Lund, supported by Drolet, to postpone this issue.

Commissioner Lund felt the Board will not be able to get anyone to accept a position until the County Executive issue is resolved.

Commissioner Doherty offered a friendly amendment to postpone this until May and that was accepted by the maker and supporter.

After further discussion, Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried** with Brdak, Bruley, D. Flynn, Gieleghem, Mijac, Roberts and Torrice voting "No."

RESCIND DECEMBER 17, 1992 RESOLUTION RE: UNION REPRESENTATION OF POSITIONS AT MACOMB COUNTY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY BRULEY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS RESCIND THE RESOLUTION ADOPTED BY THE BOARD OF COMMISSIONERS ON DECEMBER 17, 1992 REGARDING UNION REPRESENTATION OF POSITIONS AT MACOMB COUNTY AND FURTHER, TO AUTHORIZE THE HUMAN RESOURCES DIRECTOR TO GRANT VOLUNTARY RECOGNITION TO POSITIONS AT MACOMB COUNTY WITHIN THE GUIDELINES OF THE PUBLIC EMPLOYMENT RELATIONS ACT. **THE MOTION CARRIED WITH SZCZEPANSKI VOTING "NO."**

Vice-Chair Duzyj took over at 10:23 a.m.

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Lund, supported by Torrice, 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 10:30 a.m., with it concluding at 11:01 a.m.

ADJOURNMENT

MOTION

A motion was made by Rengert, supported by Slinde, to adjourn the meeting at 11:02 a.m. **The Motion Carried.**