

**MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, SEPTEMBER 22, 2008**

At a meeting of the **Personnel Committee**, held Monday, September 22, 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, Gielegem, 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 9:02 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Duzyj, supported by Torrice, to adopt the agenda, as amended to include revisions to #13, 14 and 15. **The Motion Carried.**

MINUTES

MOTION

A motion was made by Brown, supported by J. Flynn, to approve the May 12, June 4 (special) and June 27 (special), 2008 minutes of this committee, as written. **The Motion Carried.**

PRESENT SERVICE AWARDS FOR EMPLOYEES WITH 25 OR MORE YEARS OF SERVICE

The following employees were presented a service award:

<u>Employee</u>	<u>Department</u>	<u>Years</u>
Betty Grader	Circuit Court	25
Sandra Casamer	Library	30
Pamela Kuhn	Martha T. Berry	25
Michael Molter	Facilities and Operations	30
Christopher Carmody	Family Court-Juvenile Division	25
Lynn Arnott-Bryks	Facilities and Operations	35

Donald Morandini	Planning	35
Judith Peters	Juvenile Justice Center	25
Gerald Alsip	Family Court-Juvenile Division	35
Keith Beasley	Circuit Court	25
Rene Hewitt Lichota	Health	25
Esther Balfour	Martha T. Berry	25
Edward Siecinski	Health	25
Linda Cline	Community Services Agency	25
Christine Decocker-Mellon	District Court Probation	25
Daryl Bukowiecki	Finance	25

RECOGNITION OF RECENT RETIREES

The following individual was present:

Henry Anonick 18 years 5.6 months

The following individuals were unable to be present:

Kathryn Ann Kozlinski 15 years 0.3 months
Mary Fleischer 8 years 0.7 months
Pamela Duncan 13 years 6.9 months

REPORT ON VACANT POSITIONS

MOTION

A motion was made by Doherty, supported by J. Flynn, to receive and file the report on vacant positions that have been processed for posting pursuant to action of the Board of Commissioners on November 18, 2002. **The Motion Carried.**

REPORT ON IMPACT OF 20 WEEK HIRING DELAY POLICY

MOTION

A motion was made by Doherty, supported by Rengert, to receive and file the report on the impact of the 20 Week Hiring Delay Policy. **The Motion Carried.**

ELIMINATION OF AD HOC COMMITTEE TO EVALUATE RECONFIRMATION OF PERSONNEL OPENINGS AND IMPLEMENTATION OF A HIRING FREEZE AS OUTLINED

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY J. FLYNN, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE ELIMINATION OF THE AD HOC COMMITTEE TO EVALUATE RECONFIRMATION OF PERSONNEL

OPENINGS; FURTHER, TO APPROVE THE IMPLEMENTATION OF A HIRING FREEZE FOR POSITIONS VACATED AFTER SEPTEMBER 25, 2008 TO DECEMBER 31, 2008, EXCLUDING POSITIONS IN WHICH DUTIES AND RESPONSIBILITIES ARE PERFORMED ON A 24/7 BASIS AND POSITIONS THAT ARE FUNDED AT 50 PERCENT OR MORE FROM GRANT OR EXTERNAL FUNDING SOURCES.

The following Commissioners spoke: Doherty and Szczepanski.

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

RECLASSIFICATION OF ONE VACANT ACCOUNT CLERK I/II POSITION TO TYPIST CLERK I/II IN COMMUNITY MENTAL HEALTH DEPARTMENT

COMMITTEE RECOMMENDATION – MOTION

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

The following Commissioner spoke: Szczepanski.

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

RE-ENGAGE THE PAR GROUP FOR HUMAN RESOURCES DIRECTOR SEARCH

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY BRULEY, SUPPORTED BY HAGGERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS RE-ENGAGE THE PAR GROUP FOR HUMAN RESOURCES DIRECTOR SEARCH.

The following Commissioners spoke: Szczepanski, Lund, Doherty, Bruley, Tocco, Vosburg, J. Flynn, Slinde, DeSaele and Rengert.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED WITH DeSAELE, DROLET, LUND AND VOSBURG VOTING “NO.”**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS AND CONFIDENTIAL CORRESPONDENCE FROM CORPORATION COUNSEL

MOTION

A motion was made by Slinde, supported by Duzyj, to enter into Executive Session for the purpose of discussing labor negotiations.

A roll call vote was taken as follows:

Voting Yes were Brdak, Brown, Bruley, Camphous-Peterson, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegem, Haggerty, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg. There were 26 "Yes" votes.

The Motion Carried.

In accordance with the motion, committee entered Executive Session at 10:02 a.m., with it concluding at 11:13 a.m.

RATIFICATION OF A THREE YEAR LABOR AGREEMENT WITH POLICE OFFICERS LABOR COUNCIL

(a revised resolution was provided)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RATIFICATION OF A THREE YEAR LABOR AGREEMENT WITH THE POLICE OFFICERS LABOR COUNCIL (POLC) REPRESENTING CAPTAINS, CHIEF OF STAFF AND JAIL ADMINISTRATOR FROM JANUARY 1, 2007 TO DECEMBER 31, 2009.

The following Commissioner spoke: Vosburg.

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

ADOPTION OF THE FACT FINDERS REPORT FOR THE POLICE OFFICERS LABOR COUNCIL – COMMAND OFFICERS

(a revised correspondence was provided)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT THE FACT FINDERS REPORT DATED MARCH 24, 2008 FOR THE POLC - COMMAND OFFICERS, REPRESENTING THE CLASSIFICATIONS OF CORRECTIONS LIEUTENANT, CORRECTIONS SERGEANT AND CORRECTIONS SERGEANT I, AS SUMMARIZED IN A SEPTEMBER 10, 2008 CORRESPONDENCE FROM THE ACTING HUMAN RESOURCES DIRECTOR. **THE MOTION CARRIED.**

ADJOURNMENT

MOTION

A motion was made by Duzyj, supported by Haggerty, to adjourn the meeting at 11:17 a.m.
The Motion Carried.

Corinne Bedard
Committee Reporter