

**MINUTES OF THE  
PERSONNEL COMMITTEE  
MONDAY, JULY 20, 2009**

At a meeting of the **Personnel Committee**, held Monday, July 20, 2009, in the Board Room, on the 9<sup>th</sup> Floor of the Administration Building, Mount Clemens, the following members were present:

Mijac-Chair, Accavitti, Boyle, Brdak, Brown, Bruley, Camphous-Peterson, Carabelli, Crouchman, DiMaria, Doherty, Duzyj, D. Flynn, J. Flynn, Gielegem, Kepler, Lampar, Mocerri, Rengert, Rocca, Sauger, Sprys, Szczepanski, Tocco, Torrice and Vosburg.

There being a quorum of the committee present, Chair Mijac called the meeting to order at 11:02 a.m.

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**AGENDA**

Commissioner Rocca requested the addition of a resolution for Shirley Cushing.

**MOTION**

A motion was made by Szczepanski, supported by Accavitti, to adopt the agenda, as amended (and to include a revised resolution for #7 and the addition of 10a, 10b and 12a and b). **The Motion Carried.**

**MINUTES**

**MOTION**

A motion was made by Camphous-Peterson, supported by Brdak, to approve the June 15, 2009 minutes of this committee, as written. **The Motion Carried.**

**PUBLIC PARTICIPATION**

Steve Fox, 48436 Brittany Parc Dr., Macomb Township

**APPROVE RECONFIRMATION OF VACANCIES**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY J. FLYNN, SUPPORTED BY ROCCA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES:

ONE ADMINISTRATIVE ASSISTANT II

COMMUNITY MENTAL HEALTH

ONE TYPIST CLERK III

COMMUNITY MENTAL HEALTH

ONE PUBLIC HEALTH NURSING  
COORDINATOR

HEALTH

The following commissioners spoke: Bruley and Szczepanski.

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

**WAIVE HIRING FREEZE AND AUTHORIZE SHERIFF DEPARTMENT TO IMMEDIATELY FILL VACANT ACCOUNT CLERK I/II POSITION**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CAMPHOUS-PETERSON, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE WAIVING THE HIRING FREEZE AND AUTHORIZE THE SHERIFF DEPARTMENT TO IMMEDIATELY FILL ONE ACCOUNT CLERK I/II POSITION, VACANT DUE TO PROMOTION, CONTINGENT UPON IDENTIFICATION OF EQUAL OR GREATER 2009 BUDGET REDUCTION OFFSET.

The following commissioners spoke: Szczepanski and Gielegem.

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

**TITLE CHANGE ONLY FOR VACANT ACCOUNT CLERK SENIOR POSITION TO DATA ENTRY CLERK IN FRIEND OF THE COURT AND RECONFIRM VACANCY**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A TITLE CHANGE ONLY FOR ONE VACANT ACCOUNT CLERK, SENIOR POSITION TO DATA ENTRY CLERK AND RECONFIRM THE VACANCY IN THE OFFICE OF THE FRIEND OF THE COURT. **THE MOTION CARRIED.**

**AWARD CONTRACT FOR APPLICANT ONLINE SYSTEM TO BE USED BY HUMAN RESOURCES DEPARTMENT (RECOMMENDED BY TECHNOLOGY & COMMUNICATIONS COMMITTEE)**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS AWARD A CONTRACT FOR AN APPLICANT ONLINE SYSTEM TO BE USED BY THE HUMAN RESOURCES DEPARTMENT TO NEOGOV TO INCLUDE THE SOFTWARE LICENSE, HOSTED SERVICE AND IMPLEMENTATION WITH A TOTAL PROJECT COST NOT TO EXCEED \$24,500; FUNDING IS AVAILABLE IN THE IT CAPITAL FUND. **THE MOTION CARRIED.**  
**ADOPT POLICY REQUIRING MACOMB COUNTY AND MACOMB COUNTY**

**CONTRACTORS AND VENDORS TO REGISTER AND PARTICIPATE IN  
FEDERAL E-VERIFY PROGRAM**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DiMARIA, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A POLICY REQUIRING MACOMB COUNTY AND MACOMB COUNTY CONTRACTORS AND VENDORS WHO PROVIDE SERVICES IN EXCESS OF \$20,000 A YEAR TO REGISTER AND PARTICIPATE IN THE FEDERAL E-VERIFY PROGRAM BEGINNING SEPTEMBER 2009.

Commissioner Sprys referred to the substitute resolution sheet that was distributed and offered the following:

**SUBSTITUTE COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SPRYS, SUPPORTED BY DiMARIA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A POLICY REQUIRING MACOMB COUNTY AND MACOMB COUNTY CONTRACTORS AND VENDORS WHO PROVIDE SERVICES IN EXCESS OF \$20,000 A YEAR TO REGISTER AND PARTICIPATE IN THE FEDERAL E-VERIFY PROGRAM BEGINNING SEPTEMBER 1, 2009.

The following commissioners spoke: Sprys and Doherty.

Commissioner Doherty offered a friendly amendment: include temporary newly hired workers. That was accepted by the maker and supporter

The following commissioners spoke: Brown, Vosburg, Duzyj and Bruley.

Commissioner Bruley requested a friendly amendment: include professional services. That was accepted by the maker and supporter.

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

The motion now reads as follows:

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY SPRYS, SUPPORTED BY DiMARIA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A POLICY REQUIRING MACOMB COUNTY AND MACOMB COUNTY CONTRACTORS, VENDORS AND PROFESSIONALS WHO PROVIDE SERVICES IN EXCESS OF \$20,000 A YEAR TO REGISTER AND PARTICIPATE IN THE FEDERAL E-VERIFY PROGRAM BEGINNING SEPTEMBER 1, 2009. THIS POLICY WILL APPLY TO ALL FULL-TIME, PART-TIME AND TEMPORARY NEWLY HIRED WORKERS. **THE MOTION CARRIED.**

**RECLASSIFICATION OF GRANTS COORDINATOR TO PROGRAM MANAGER**

**(COMMUNICATIONS & MARKETING) IN DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT**

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CAMPHOUS-PETERSON, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE RECOMMENDATION OF THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT AND APPROVE THE RECLASSIFICATION OF MARIA ZARDIS FROM GRANTS COORDINATOR TO PROGRAM MANAGER (COMMUNICATIONS AND MARKETING) SUBJECT TO AN ANNUAL \$20,000 GRANT SUBSIDY TO THE SALARY.

**MOTION**

A motion was made by Doherty, supported by Sprys, to postpone for one month.

The following commissioners spoke: Doherty, Vosburg, Bruley and Carabelli.

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

Voting Yes were Doherty, Duzyj, Rengert, Rocca and Sprys. There were 5 “Yes” votes.

Voting No were Accavitti, Boyle, Brdak, Brown, Bruley, Camphous-Peterson, Carabelli, Crouchman, D. Flynn, J. Flynn, Gielegghem, Kepler, Lampar, Mocerri, Sauger, Szczepanski, Torrice, Vosburg, Tocco and Mijac. There were 20 “No” votes.

**The Motion was Defeated.**

Commissioner Carabelli offered a friendly amendment: UPON ELIMINATION OF THE GRANT, THE SALARY WOULD REVERT BACK TO THE AUTHORIZED PAY GRADE PRIOR TO RECEIVING THE RECLASSIFICATION WITH NO BOARD ACTION REQUIRED. That was accepted by the maker and supporter.

Commissioner Duzyj wanted the increment schedule to be over a five year period and offered a friendly amendment as follows: THE INCREMENTS WILL BE REVIEWED AND CONSIDERED AS ESTABLISHED IN THE COUNTY PAY POLICY.

The following commissioner spoke: Doherty.

A ROLL CALL VOTE WAS TAKEN ON THE MOTION, AS AMENDED, AS FOLLOWS:

VOTING YES WERE ACCAVITTI, BOYLE, BRDAK, BROWN, BRULEY, CAMPHOUS-PETERSON, CARABELLI, CROUCHMAN, D. FLYNN, J. FLYNN, GIELEGHEM, KEPLER, LAMPAR, MOCERI, RENGERT, SAUGER, SPRYS, SZCZEPANSKI, TORRICE, VOSBURG, TOCCO AND MIJAC. THERE WERE 22 “YES” VOTES.

VOTING NO WERE DOHERTY, DUZYJ AND ROCCA. THERE WERE 3 “NO” VOTES.

**THE MOTION CARRIED.**

The motion now reads as follows:

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CAMPHOUS-PETERSON, SUPPORTED BY J. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE RECOMMENDATION OF THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT AND APPROVE THE RECLASSIFICATION OF MARIA ZARDIS FROM GRANTS COORDINATOR TO PROGRAM MANAGER (COMMUNICATIONS AND MARKETING) SUBJECT TO AN ANNUAL \$20,000 GRANT SUBSIDY TO THE SALARY; ALSO, THAT UPON ELIMINATION OF THE GRANT, THE SALARY WOULD REVERT BACK TO THE AUTHORIZED PAY GRADE PRIOR TO RECEIVING THE RECLASSIFICATION WITH NO BOARD ACTION REQUIRED; FURTHER, THAT THE INCREMENTS WILL BE REVIEWED AND CONSIDERED AS ESTABLISHED IN THE COUNTY PAY POLICY. **THE MOTION CARRIED.**

**DISCUSSION OF A POLICY THAT WOULD REDUCE THE MINIMUM AND MAXIMUM SALARY BY FIVE PERCENT FOR ALL NONUNION POSITIONS WHEN SUCH POSITIONS BECOME VACANT**

The following commissioners spoke: Szczepanski and Brdak.

**COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY BRULEY, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS DECREASE THE MINIMUM AND MAXIMUM SALARY RANGES BY FIVE PERCENT FOR VACANT POSITIONS THAT ARE NOT IMPACTED BY A UNION CONTRACT, BUT ANY PAY GRADE WITH A MAXIMUM SALARY OF LESS THAN \$30,000 WILL NOT BE REDUCED BY FIVE PERCENT.

The following commissioners spoke: Bruley, Duzyj, Sprys and Rengert.

**MOTION**

A motion was made by Doherty, supported by Rengert, to postpone this until next month so further analysis can be done.

The following commissioners spoke: Doherty, Szczepanski, Bruley, Brdak and Sprys.

A roll call vote was taken on the postponement as follows:

Voting Yes were Doherty and Rengert. There were 2 “Yes” votes.

Voting No were Accavitti, Boyle, Brdak, Brown, Bruley, Camphous-Peterson, Carabelli,

Crouchman, DiMaria, Duzyj, D. Flynn, J. Flynn, Gielegem, Kepler, Lampar, Mocer, Rocca, Sauger, Sprys, Szczepanski, Torrice, Vosburg, Tocco and Mijac. There were 24 "No" votes.

**The Motion was Defeated.**

**AMENDMENT**

A MOTION WAS MADE BY RENGERT, SUPPORTED BY CARABELLI, TO CHANGE FIVE TO EIGHT PERCENT.

A ROLL CALL VOTE WAS TAKEN AS FOLLOWS:

VOTING YES WERE ACCAVITTI, BROWN, CARABELLI, DOHERTY, DUZYJ, RENGERT, ROCCA, SPRYS AND VOSBURG. THERE WERE 9 "YES" VOTES.

VOTING NO WERE BOYLE, BRDAK, BRULEY, CAMPHOUS-PETERSON, CROUCHMAN, DiMARIA, D. FLYNN, J. FLYNN, GIELEGHEM, KEPLER, LAMPAR, MOCERI, SAUGER, SZCZEPANSKI, TOCCO AND MIJAC. THERE WERE 16 "NO" VOTES.

**THE MOTION WAS DEFEATED.**

**AMENDMENT**

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY DUZYJ, THAT ANY ENTITLEMENT TO COUNTY VEHICLES TO BE USED ON A PERSONAL BASIS BE REMOVED FROM THE COMPENSATION PACKAGE.

The following commissioners spoke: Doherty, Vosburg, Sprys, Brdak and DiMaria.

**MOTION**

A motion was made by D. Flynn, supported by DiMaria, to call for the question. **The Motion Carried.**

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

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

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS**

**MOTION**

A motion was made by Sprys, supported by Lampar, 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 1 p.m., with it

concluding at 1:49 p.m.

## **RATIFICATION OF LABOR AGREEMENTS**

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY LAMPAR, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RATIFICATION OF THE FOLLOWING:

A THREE-YEAR LABOR AGREEMENT WITH THE TEAMSTERS LOCAL 214-CIRCUIT COURT/FRIEND OF THE COURT FROM JANUARY 1, 2008 TO DECEMBER 31, 2010 AND

A THREE-YEAR LABOR AGREEMENT WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN (TPOAM) CIRCUIT COURT OFFICERS AND PROFESSIONAL ASSOCIATION FROM JANUARY 1, 2008 TO DECEMBER 31, 2010.

**THE MOTION CARRIED WITH BROWN AND CARABELLI VOTING “NO.”**

### **ADOPTION OF RESOLUTION COMMENDING SHIRLEY CUSHING (OFFERED BY ROCCA)**

### **COMMITTEE RECOMMENDATION – MOTION**

A MOTION WAS MADE BY CAMPHOUS-PETERSON, SUPPORTED BY DUZYJ, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT A RESOLUTION RECOGNIZING SHIRLEY CUSHING FOR 25 YEARS IN ELDER LAW. **THE MOTION CARRIED.**

### **NEW BUSINESS**

Board Chair Gielegem stated that the revised Personnel Manual will be addressed at the next meeting and a draft will be sent out by the individual who was hired to review it.

### **ADJOURNMENT**

Chair Mijac adjourned the meeting at 1:06 p.m.