

**MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, APRIL 27, 2009**

At a meeting of the **Personnel Committee**, held Monday, April 27, 2009, in the Board Room, on the 9th 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 9:02 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

Chair Mijac requested that #14 (Hiring of Individual to Review and Make Recommendations re: Personnel Manual) be moved up after public participation.

MOTION

A motion was made by Szczepanski, supported by Camphous-Peterson, to adopt the agenda, as amended, (and to include #16a, b, c, d & e). **The Motion Carried.**

MINUTES

MOTION

A motion was made by J. Flynn, supported by Carabelli, to approve the March 23, 2009 minutes of this committee, as written. **The Motion Carried.**

**HIRING OF INDIVIDUAL TO REVIEW AND MAKE RECOMMENDATIONS
RE: PERSONNEL MANUAL**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY D. FLYNN, SUPPORTED BY CAMPHOUS-PETERSON, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE HIRING OF DANIEL BERNARD OF VERCRUYSSÉ MURRAY & CALZONE TO REVIEW AND MAKE RECOMMENDATIONS TO THE PERSONNEL MANUAL AND AUTHORIZE A BUDGET NOT TO EXCEED \$10,000; FUNDS ARE AVAILABLE IN THE CONTINGENCY ACCOUNT.

The following commissioners spoke: Rengert and Vosburg.

Chair Mijac called for a vote on the motion and **THE MOTION CARRIED WITH BROWN, RENGERT AND VOSBURG VOTING “NO.”**

RECOGNITION OF RECENT RETIREES

The following individuals were unable to be present:

| | |
|------------------------|----------------------|
| Betty Puffer | 22 years 10.1 months |
| Janice Sanborn-Simmers | 14 years 2.8 months |
| Laurel Carter | 20 years 9.0 months |
| Deborah Chmielewski | 36 years 9.0 months |
| Charles Zachary | 17 years 7.0 months |
| Bill Skyles | 21 years 10.7 months |

RECONFIRMATION OF VACANCIES

COMMITTEE RECOMMENDATION – MOTION

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

| | |
|-----------------------------------|--------------------------|
| ONE ACCOUNT CLERK III | COMMUNITY MENTAL HEALTH |
| ONE SAFETY SPECIALIST | RISK MANAGEMENT & SAFETY |
| ONE COMPUTER MAINTENANCE CLERK | SHERIFF |

Commissioner Sprys requested separation of the vacancies.

One Account Clerk III – Community Mental Health

The following commissioners spoke: Sprys, Bruley and Vosburg.

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

One Safety Specialist – Risk Management & Safety

The following commissioners spoke: Carabelli, Vosburg, Szczepanski, Sprys, Gielegem, Bruley, Camphous-Peterson and Mijac.

Chair Mijac called for a vote on the motion and **THE MOTION CARRIED WITH BROWN AND CARABELLI VOTING “NO.”**

One Computer Maintenance Clerk - Sheriff

The following commissioners spoke: Szczepanski, Carabelli and Doherty.

Chair Mijac called for a vote on the motion and **THE MOTION CARRIED WITH BRULEY, CARABELLI, GIELEGHEM, LAMPAR, MIJAC, MOCERI, SPRYS, SZCZEPANSKI AND VOSBURG VOTING "NO"**.

One Deputy – Sheriff

The following commissioners spoke: Gielegghem and Sprys.

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

(note: this position was reconsidered later in the meeting)

TITLE CHANGE ONLY OF ONE ENGINEER II POSITION TO CONSTRUCTION ENGINEER IN PUBLIC WORKS DEPARTMENT

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY CAMPHOUS-PETERSON, SUPPORTED BY DOHERTY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A TITLE CHANGE ONLY OF ONE ENGINEER II POSITION TO CONSTRUCTION ENGINEER IN THE PUBLIC WORKS DEPARTMENT.

The following commissioner spoke: Doherty.

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

ADDITION OF TEN FULL-TIME CASE MANAGER POSITIONS IN MACOMB/ST. CLAIR EMPLOYMENT AND TRAINING AGENCY AS A RESULT OF THE NO WORKER LEFT BEHIND PROGRAM THROUGH THE ECONOMIC RECOVERY AND REINVESTMENT ACT OF 2009

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY D. FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE ADDITION OF 10 FULL-TIME CASE MANAGER POSITIONS IN THE MACOMB/ST. CLAIR EMPLOYMENT AND TRAINING AGENCY AS A RESULT OF THE NO WORKER LEFT BEHIND (NWLB) PROGRAM THROUGH THE ECONOMIC RECOVERY AND REINVESTMENT ACT OF 2009.

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

Commissioner Sprys offered a friendly amendment: THAT THE LANGUAGE

CURRENTLY ON THE POSTING REGARDING GRANT POSITIONS BE INCLUDED IN THE LETTER OF ACCEPTANCE. That was accepted by the maker and supporter.

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

RECOMMENDATION FROM 4-7-09 MEETING OF THE TASK FORCE ON HEALTH CARE RFP

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY SPRYS, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE RECOMMENDATION OF THE HEALTHCARE RFP TASK FORCE TO APPROVE THE RELEASE OF THE HEALTH CARE/STOP-LOSS, PRESCRIPTION DRUG, DENTAL AND VISION RFP'S.

The following commissioner spoke: Doherty.

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

RECOMMENDATION FROM 4-20-09 MEETING OF THE TECHNOLOGY AND COMMUNICATIONS COMMITTEE: UPDATE TO COUNTY EMAIL POLICY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY KEPLER, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE UPDATE TO THE COUNTY EMAIL POLICY TO REFLECT ALL ELECTRONIC-BASED COMMUNICATIONS. **THE MOTION CARRIED.**

FREEZE THE DEFERRED RETIREMENT OPTION PLAN (DROP) FOR NON-UNION EMPLOYEES

A revised resolution was distributed.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY BRDAK, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A FREEZE OF THE DEFERRED RETIREMENT OPTION PLAN (DROP) FOR NON-UNION EMPLOYEES.

The following commissioners spoke: Doherty, Boyle, Gielegem, Brown, Sprys and Szczepanski.

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

APPOINTMENT OF AN AD HOC COMMITTEE TO REVIEW COST SAVINGS

OF THE DEFERRED RETIREMENT OPTION PLAN (DROP)

MOTION

A motion was made by Doherty, supported by Duzyj, to approve the appointment of an Ad Hoc Committee to review cost savings of the Deferred Retirement Option Plan (DROP).

The Motion Carried.

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by DiMaria, supported by Rocca, 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 a.m., with it concluding at 10:52 a.m.

RATIFICATION OF LABOR AGREEMENTS

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE FOLLOWING CONTRACT RATIFICATIONS:

THREE YEAR LABOR AGREEMENT WITH THE BUILDING TRADES ASSOCIATION FROM JANUARY 1, 2008 TO DECEMBER 31, 2010;

THREE YEAR LABOR AGREEMENT WITH THE INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE) – BOILER OPERATORS FROM JANUARY 1, 2008 TO DECEMBER 31, 2010;

THREE YEAR LABOR AGREEMENT WITH THE MACOMB COUNTY ENVIRONMENTAL HEALTH ASSOCIATION (MCEHA) FROM JANUARY 1, 2008 TO DECEMBER 31, 2010;

THREE YEAR LABOR AGREEMENT WITH THE MICHIGAN NURSES ASSOCIATION (MNA) – UNIT I FROM JANUARY 1, 2008 TO DECEMBER 31, 2010 AND

THREE YEAR LABOR AGREEMENT WITH THE POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM) – JUVENILE JUSTICE CENTER FROM JANUARY 1, 2008 TO DECEMBER 31, 2010.

THE MOTION CARRIED WITH BROWN VOTING “NO.”

NEW BUSINESS

Commissioner Gieleghem provided a status report on the swine flu.

Commissioner Bruley spoke about the Deputy position that was reconfirmed earlier in the meeting and the delay in hiring of positions for the Weatherization Program.

MOTION

A motion was made by Sprys, supported by Carabelli, to reconsider previous action taken on the Deputy position in the Sheriff's Office.

The following commissioners spoke: Carabelli, Szczepanski, Doherty, Duzyj, Brown, Bruley, Sprys and Sauger.

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

Voting Yes were Brdak, Bruley, Carabelli, Crouchman, D. Flynn, J. Flynn, Gieleghem, Kepler, Lampar, Mocerri, Rengert, Sprys, Szczepanski, Tocco and Mijac. There were 15 "Yes" votes.

Voting No were Boyle, Brown, Doherty, Duzyj, Sauger, Torrice and Vosburg. There were 7 "No" votes.

The Motion Carried.

MOTION

A motion was made by Carabelli, supported by Sprys, to refer the reconfirmation of the Deputy position in the Sheriff's Office to the Budget Committee meeting being held tomorrow. **The Motion Carried.**

Commissioner Vosburg said she had requested a report regarding contract employees, their positions and pay, but has not received it yet.

PUBLIC PARTICIPATION

Phil Frame, Director, Office of Public Affairs

ADJOURNMENT

MOTION

A motion was made by Duzyj, supported by Torrice, to adjourn the meeting at 11:20 a.m. **The Motion Carried.**