

MINUTES
PERSONNEL/WAYS AND MEANS COMMITTEE
TUESDAY, MAY 9, 1995 - 10:02 A.M.
COMMISSIONER'S COMMITTEE ROOM

Present: Commissioners Gould, Eisenmann, Lockwood, Mason, Gardner, Flippo, Tuckerman, Hall and Neill

Also Present: Mike Clement, Harold Baily, Larry Stephens, Lou Ann Bluntschly, Gaylord Herriman, Sheriff Germond, Robert White, Kim Cramer and Bill Bacon

I. Approval of Minutes

Motion by Eisenmann, supported by Mason to approve the minutes of the April 11, 1995 meeting. Motion carried.

PERSONNEL BUSINESS

I. Review Labor Negotiations with P.O.L.C.-Command Bargaining Unit

Motion by Flippo, supported by Eisenmann to go into executive session for the purpose of reviewing ongoing labor negotiations with the P.O.L.C.-Command bargaining unit with labor attorney, Bob White. Yea (8); Nay (0). Motion carried. Neill absent.

Commissioner Neill arrived at the meeting at 10:10 A.M.

Motion by Neill, supported by Lockwood to go out of executive session at 11:25 A.M. Motion carried.

Motion by Neill, supported by Lockwood to recommend that the economic proposal made by the P.O.L.C.-Command bargaining unit be accepted with no wage increases over the three (3) year contract (January 1, 1995-December 31, 1997) and no changes in current retirement benefits until the third year of the contract, January 1, 1997, when the retirement benefit multiplier would be increased from 2.0% to 2.5% with a maximum benefit of 75% of final average compensation. Yea (7); Lockwood, Mason, Gardner, Flippo, Neill, Tuckerman and Hall. Nay (2); Eisenmann and Gould. Motion carried.

II. Request to Lift Hiring Freeze: Sheriff's Department - Deputy

Commissioner Neill explained that the hiring freeze needed to be lifted for the replacement of a Deputy who is unable to work due to a medical disability.

Motion by Neill, supported by Flippo to recommend that the hiring freeze be lifted for the replacement of a Deputy in the Sheriff's Department. Motion carried.

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III. Request to Lift Hiring Freeze: Printing/Purchasing Department - Deputy Printing/Purchasing Director

Kim Cramer explained that the hiring freeze needed to be lifted for the replacement of the Deputy Printing/Purchasing Director who has accepted employment at Community Mental Health (CMH).

Motion by Neill, supported by Eisenmann to recommend that the hiring freeze be lifted for the replacement of the Deputy Printing/Purchasing Director. Motion carried.

IV. Review Status of Litigation and Labor Negotiations

Motion by Lockwood, supported by Flippo to go into executive session for the purpose of reviewing pending litigation and ongoing labor negotiations with the Steelworker's and Michigan Nurses Association (MNA). Yea (9). Nay (0). Motion carried.

Motion by Neill, supported by Lockwood to go out of executive session at 11:55 A.M. Motion carried.

V. Airport Grievance Procedure

Motion by Neill, supported by Eisenmann to recommend that a simplified grievance procedure be established at the County Airport and that the following recommended policy be forwarded to Prosecuting Attorney, Irv Shaw:

AIRPORT GRIEVANCE PROCEDURE

- 1) *All grievances shall be in writing. Grievance shall be sent to County Airport Manager with copy to County Airport Commission Chairman.*
- 2) *Grievance to be answered within ten (10) working days by County Airport Manager. County Airport Manager will send written answer to grievant with copy of same to County Airport Commission Chairman.*
- 3) *In the event the grievant is not satisfied with answer they may appeal, in writing, to County Airport Commission Chairman.*
- 4) *County Airport Commission Chairman will schedule grievance for consideration at next County Airport Commission meeting.*
- 5) *Grievant will receive written reply from County Airport Commission within ten (10) working days.*

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6) *Decision of County Airport Commission will be final.*

Motion carried.

VI. Approve Steelworker's Labor Agreement

Motion by Neill, supported by Lockwood to recommend that a three (3) year agreement (May 1, 1995 - April 30, 1998) be approved with the Steelworker's union (Maintenance Division) with a two percent (2%) across-the-board increase and a \$50 signing bonus for all employees on payroll as of May 1, 1995, a three percent (3%) across-the-board increase in the second year, a three percent (3%) across-the-board increase in the third year and all other agreed upon changes in the existing contract. Motion carried.

VII. Approve Agreement with Michigan Nurses Association (MNA)

Motion by Eisenmann, supported by Neill to recommend that a three (3) year agreement (January 1, 1995 - December 31, 1997) be approved with the MNA with a revised wage scale for 1995 as follows:

WAGES: Effective January 1, 1995			
	Start	6 months	1 year
<i>Public Health Nurse I</i>	<i>\$11.60</i>	<i>\$12.95</i>	<i>\$14.97</i>
<i>Public Health Nurse II</i>	<i>\$12.30</i>	<i>\$14.07</i>	<i>\$16.00</i>
<i>Public Health Nurse III</i>	<i>\$16.50</i>	<i>—</i>	<i>\$17.10</i>

A three percent (3%) across-the-board increase in the second year, a three percent (3%) across-the-board increase in the third year and all other agreed upon changes in the existing contract. Commissioner Mason submitted a letter to Chairman Eisenmann requesting to abstain from the vote at the Board of Commissioners meeting on the MNA contract citing conflict of interest. Motion carried.

VIII. Other Business

The monthly listing of employment changes was distributed and reviewed.

IX. Recess

The meeting was recessed at 12:10 P.M. to be reconvened at 1:30 P.M.

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The meeting was reconvened at 1:30 P.M.

Present: Commissioners Gould, Lockwood, Eisenmann, Mason, Gardner, Flippo, Tuckerman, Hall and Neill

Also Present: Lou Ann Bluntschly, Dennis Pelham, Mike Clement, John Musielewicz, Harold Baily, Jody Shavalier, Don Mitchell, Steve May, Jennifer Escott, Dick Mikula, Melissa Middleton, Sheriff Germond, Marty Marshall, Kim Cramer, Jeanette Knox and Bill Bacon

Afternoon Session

WAYS AND MEANS BUSINESS

I. Review Soil Erosion Program

Don Mitchell introduced Dick Mikula, Water Quality Specialist with the MI Department of Natural Resources (MDNR). Mr. Mikula distributed copies of the Soil Erosion and Sedimentation Control Act of 1972, as amended. He stated that it is the County's responsibility by statute to administer the Soil Erosion and Sedimentation Act. The state offers free training sessions to assigned personnel. It is the County's obligation to have an acceptable program for soil erosion enforcement in place. The MDNR is using new criteria to evaluate soil erosion programs in objective manner.

Don Mitchell stated that the fees received from soil erosion permits generally cover the costs of administering the program. Much of the work involves policing actions on various sites in the county.

Mr. Mikula stated that the MDNR has no funds to distribute to local units of government to administer this state mandated program. Any lack of enforcement measures cited by the MDNR are referred to the Attorney General's office for review.

Following discussion, this matter was referred to the Physical Resources Committee for further review.

II. Finance Reports

Finance reports for the month of April, 1995 were reviewed. Revenue receipted

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in totaled \$9.38 million or 67.6% of budgeted revenue. Expenditures total \$4.76 million or 34.3% of budgeted expenditures. Departments exceeding this amount were highlighted. The fund status report with deficits noted was also reviewed. The contingency account and delinquent tax reports as of April 30, 1995 were reviewed. The unobligated and cash investment amount in the delinquent tax fund is \$4,886,189.31.

Harold Baily distributed the Treasurer's report as of April, 1995. The report covered various investments, interest rates, delinquent tax funds, borrowing costs, dog license sales and a status report on tax balances.

Mr. Baily distributed a report on the results on the annual May Tax Sale. He also reported that the rate for the Treasurer's Office to collect summer school taxes will not exceed \$3.50/parcel. Mr. Baily stated that the delinquent tax revolving fund would be borrowing \$500,000 from the general fund to cover payments to local taxing units. These funds should be repaid within thirty (30) days.

III. Review Security Concerns at Human Services Building (HSB) and Other County Facilities

Commissioner Neill explained that the basement area at the HSB was in the process of being restricted to authorized personnel through a keying system in the elevators and entrance doors. He also reported that Sheriff Germond would be meeting with department heads to review security concerns and develop recommendations. Commissioner Neill recommended that two (2) additional bailiffs be hired for the Judicial Building in order to make the micrometer metal detecting system functional.

Motion by Neill, supported by Flippo to recommend that a budget adjustment of up to \$20,000 be approved for the bailiffs budget through a transfer from fund #467 (jail building/inmate maintenance) to cover part-time bailiffs for the Judicial Building and that one-fourth (1/4) of the cost for a security position at the HSB be allocated from fund #467. Motion carried.

IV. Review Cost Estimate from Region II Planning Commission (R2PC) for Update on County Parks and Recreation Plan

A communication received from the R2PC stating that it would cost between \$7,500/\$9,000 to update the County Parks and Recreation Plan was discussed and reviewed.

Motion by Neill to not proceed ahead with a plan update at this time.

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Motion by Lockwood, supported by Flippo to table the motion pending further review with the R2PC. Motion carried.

V. Review Status of Non-General Fund Balances

The annual report on the status of non-general fund balances was reviewed.

Motion by Lockwood, supported by Neill to accept the report on the status of non-general fund balances as presented. Motion carried.

VI. Other Business

Commissioner Neill announced that there would be a Site Selection Committee meeting on Wednesday, May 10, 1995 at 1:00 P.M. in the Commissioner's Committee Room.

Marty Marshall reported that he had met with the State Tax Commission and that the county equalized valuations for the agricultural and commercial classes of property had been accepted as presented. A state factor has been placed on the developmental class. Mr. Marshall also reported that the new Data Processing Technician, Janna Schock, was scheduled to begin her duties May 15, 1995.

Jeanette Knox requested that the annual remonumentation contracts with surveyors be approved.

Motion by Flippo, supported by Neill to recommend that the annual remonumentation contract with surveyors be approved as presented. Motion carried.

Don Mitchell explained that the bonding resolution for the Wamplers Lake sewer system was not able to be presented at the Board Meeting May 10, 1995. Approval by the townships is necessary prior to County Board authorization. He requested that a special Board of Commissioners meeting be held on May 24, 1995 at 7:00 P.M. to approve the Wamplers Lake bonding resolution.

Motion by Lockwood, supported by Neill to authorize Chairman Eisenmann to call a special Board of Commissioners meeting on Wednesday, May 24, 1995 at 7:00 P.M., if necessary, in order to approve the Wamplers Lake bonding resolution. Motion carried.

VII. Adjournment

There being no further business the meeting was adjourned at 3:20 P.M.