

COUNTY SERVICES COMMITTEE
June 5, 2018
Minutes

Members Present: Nolan, Hope, Grebner, Celentino, Naeyaert, Sebolt, and Maiville
Members Absent: None
Others Present: Treasurer Eric Schertzing, John Cameron, Steve Kwasnik, Jonathan Roth, Jessica Shah, Sue Graham, Ryan Buck, Rick Terrill, Becky Bennett, Tim Dolehanty, Lindsey LaForte, and others

The meeting was called to order by Chairperson Nolan at 6:00 p.m. in Personnel Conference Room "D & E" of the Human Services Building, 5303 S. Cedar Street, Lansing, Michigan.

Approval of the May 15, 2018 Meeting Minutes

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. NAEYAERT, TO APPROVE THE MINUTES OF THE MAY 15, 2018 COUNTY SERVICES COMMITTEE MEETINGS.

THE MOTION TO APPROVE THE MINUTES CARRIED UNANIMOUSLY.

Additions to the Agenda

3. Treasurer's Office
 - b. Resolution Amending the Resolution #12-368, Approving the Establishment of a Property Assessed Clean Energy (PACE) Program

Chairperson Nolan stated that the Resolution to Increase Imprest Cash for the Potter Park Zoo would be labeled 3a.

Limited Public Comment

Steve Kwasnik, Ingham County Assistant Prosecutor (APA) and President of Local 13, stated that he was before the Committee regarding increasing salaries for APAs when the contract's wage opener comes in August. He further stated that he would like to bring the Committee's attention to the 2018 Annual Prosecution Survey.

Mr. Kwasnik stated that the survey was a state-wide survey and looked at salaries and was sorted by population size. He further stated that of the top 15 population size counties, Ingham County had the lowest starting salaries. He further stated that Ingham County was one of only two counties that had starting salaries in the \$40,000 range.

Mr. Kwasnik stated that Jonathan Roth was with him to talk about his move to a position with the United States Attorney's office. Further stated that Mr. Roth was a top supervisor and a top prosecutor in the office and his departure would leave a void.

Mr. Kwasnik stated that Jessica Shah was also at the meeting. He further stated that she was a in her third year as an APA and her salary was still below the amount that other Counties paid to starting APAs.

Mr. Kwasnik stated that the APAs were drastically underpaid. He further stated that they had talked about the Hay Study before, but now the 2018 Annual Prosecution Survey showed the dramatic difference between counties and a real-world example with Mr. Roth moving to seek better financial opportunities.

Mr. Kwasnik stated that the Prosecutor's Office had sought to fill the position for the extra sexual assault APA, which was a position that started at Step 2 pay. He further stated that they had two qualified candidates for interviews, but they were not hired, because they did not fit the needs.

Mr. Kwasnik stated that the job had been reposted as an entry level position and they would shuffle some of their staff around to cover the sexual assault cases, and the new person hired would be able to help with other cases. He stated that the original position was difficult to fill because they were not able to offer a salary equal to the experience needed for the position and they were not attracting qualified candidates.

Mr. Kwasnik stated that the County was losing experience from the office when people moved to higher paying jobs and it affected the safety of our community.

Chairperson Nolan asked Mr. Kwasnik to share the 2018 Annual Prosecution Survey with the Board. She further stated that Becky Bennett, Board of Commissioners Office Director, would remit it to the Board of Commissioners and the Human Resources Director.

Jonathan Roth, APA, stated that he had served in the Prosecutor's Office for 10 years, and that he was proud of his work as an APA and was sad to be leaving the position. He further stated that over his tenure he had rarely received raises, had his salary frozen at times, and any raises that were given did not keep up with inflation.

Mr. Roth stated that he was the third prosecutor to leave for better-paying public sector jobs. He further stated that low salaries for APAs was not only affecting retention, but also affecting the ability to attract quality candidates.

Mr. Roth stated that when he was hired 10 years ago, many law school graduates were seeking a chance to work as an APA, but the economy had changed that that had affected the quality of applicants willing to work as an APA. He further stated that he encouraged the County to pay the prosecutors better because it was needed.

Mr. Roth stated that this community had seen that crime was closer than it seemed in the last two years. He further stated that one way to make the community safer was to have quality APAs prosecuting offenders and in order to attract those lawyers, the County needed to compensate them well.

Mr. Roth stated that he supervised Jessica Shah and other young lawyers. He further stated that unless the salaries were increased, these lawyers would start looking for better opportunities.

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO APPROVE A CONSENT AGENDA CONSISTING OF THE FOLLOWING ACTION ITEMS:

2. Clerk's Office – Resolution to Adopt a Marriage License Correction Fee
3. Treasurer's Office
 - a. Resolution to Increase Imprest Cash for the Potter Park Zoo
 - b. Resolution Amending the Resolution #12-368, Approving the Establishment of a Property Assessed Clean Energy (PACE) Program
4. Facilities Department – Notice of Emergency Purchase Order to Replace a Condensing Unit at the Sheriff's Office
5. Parks Department – Notice of Emergency Purchase Order to Replace All Plumbing Valves and Plumbing in the Burchfield Winter Sports Building Pit
6. Road Department
 - a. Resolution to Execute Waterborne Centerline Pavement Marking Agreements with the City of Leslie, City of Mason, City of Williamston, and the Village of Webberville
 - b. Resolution to Authorize an Agreement for Architectural Design and Engineering Services
 - c. Resolution to Approve a Professional Engineering Services Contract for the Okemos Road Bridge Replacement - Environmental Assessment and Programmatic Section 4(f) Evaluation Project
 - d. Resolution to Approve Purchase of a Highway Easement for the Jolly-Okemos Project
 - e. Resolution to Authorize Contracts with Michigan Paving & Materials Company for Items I through III of Bid Packet #116-18 Recycling & Resurfacing of Various County Primary Roads
 - f. Resolution to Authorize Adjustment to the 2018 County Road Fund Budget
 - g. Resolution to Approve Special and Routine Permits for the Ingham County Road Department
7. Board of Commissioners
 - a. Resolution Designating the Month of June, 2018 as LGBTQ Pride Month in Ingham County
 - b. Resolution Honoring Kenneth Abraham

THE MOTION CARRIED UNANIMOUSLY.

THE MOTION TO APPROVE THE ITEMS ON THE CONSENT AGENDA CARRIED UNANIMOUSLY.

Chairperson Nolan introduced Sue Graham, County Human Resources Director.

Ms. Graham stated that she had been in the position for about 3 weeks and had enjoyed it thus far. She further stated that she last served as the Labor Relations Director for the City of Lansing.

Ms. Graham stated she was an attorney but enjoyed working on the ground floor.

1. Equal Opportunity Committee – Interviews

John Cameron interviewed for a position on the Equal Opportunity Committee.

7. Board of Commissioners

c. Resolution Amending the Board Rules

MOVED BY COMM. GREBNER, SUPPORTED BY COMM. NAEYAERT, TO APPROVE THE RESOLUTION.

Commissioner Grebner stated that there were a couple options for amending the Board Rules. He further stated that at one time, there had been a rule that allowed a special quorum.

Commissioner Grebner stated that there were times when traffic or other incidents caused a quorum to not be available. He further stated that this resolution would allow the Committees to meet for non-final action reasons in order to take action on some items, approve minutes, and such.

Commissioner Grebner stated that there had been some recent occasions when meetings had started late because of lack of quorum. He further stated that it would be a courtesy to those who had business before the Committees, such as Department Heads, attending the meeting.

Commissioner Celentino stated that the only change to the Board Rules in the resolution was reducing the amount available for a quorum of a committee of seven. He asked for examples of final action items.

Tim Dolehanty, Controller, stated that emergency purchasing orders were such an example.

Becky Bennett, Board of Commissioners Office Director, stated that approving the hiring of a County employee above one Step was another example.

Commissioner Grebner stated that this resolution would not allow a minority of Committee members to move forward any resolutions resulting in a final action, but allowed for things like taking public comment and approving minutes.

Commissioner Sebolt stated that he did not think that there needed to be a quorum for public comment. He further stated that it seemed that this change to Board Rules would allow for a minority to take control of the meeting.

Commissioner Sebolt stated that he did not support a quorum of less than 50% plus one.

Commissioner Grebner stated that he did not think that the rules allowed for the Committee to meet without a quorum.

Chairperson Nolan stated that she was unsure of that also.

Commissioner Sebolt stated that he did not have the rules but was fairly certain this was true.

Commissioner Hope stated that she did not support this change because people should show up out of respect for others, including Department Heads and staff. She further stated that she was uncomfortable with meeting anytime a quorum was not present.

Commissioner Hope stated that at the Law & Courts Committee meeting on May 31, 2018, there had been a quorum but after all the action items were complete, the Committee had less than a quorum remaining. She stated that she felt uncomfortable continuing to meet when there was not a quorum.

Commissioner Grebner stated that there were so many things that came up every meeting that were simple to do without a quorum. He further stated that it was unusual to have issues with quorum outside of extraordinary events such as snowstorms, August, or traffic jams.

Commissioner Sebolt stated that the Michigan House of Representatives also followed Mason's Rules and they allowed some things with the absence of a quorum, such as reading bills in and taking testimony on legislation. He further stated that they did not take any votes on legislation without a quorum.

Discussion.

THE MOTION TO APPROVE THE RESOLUTION FAILED.

Yeas: Grebner Nays: Nolan, Hope, Celentino, Naeyaert, Sebolt, and Maiville

Announcements

Chairperson Nolan stated that the Personnel Subcommittee should be announced to the full Board of Commissioners. She further stated that they had asked Becky Bennett to do some research on the five employees that reported to the Board of Commissioners.

Discussion.

Chairperson Nolan stated that this may be the one and only evaluation of these employees that ever happened in 30 years. She further stated that it had not happened in the 14 years that she had been on the Board of Commissioners.

Commissioner Grebner stated that he assumed that the subcommittee would be bringing forward a policy to continue this evaluation process.

Chairperson Nolan stated that this was supported.

Commissioner Sebolt thanked the Committee for passing the Pride Month resolution on the consent agenda. He further stated that when he presented the resolution on the Capitol Steps last year he announced that it was bipartisan and unanimous and it received a lot of applause and people were happy about that.

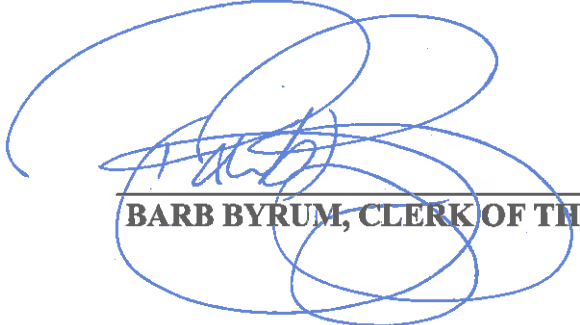
Commissioner Sebolt stated that this was difficult time for the LGBTQ Community, so he was appreciative of the County continuing to show support.

Public Comment

None.

Adjournment

The meeting was adjourned at 6:35 p.m.



BARB BYRUM, CLERK OF THE BOARD