

COUNTY SERVICES COMMITTEE  
March 6, 2018  
Minutes

Members Present: Nolan, Sebolt, Grebner, Celentino, Hope, Naeyaert, and Maiville

Members Absent: None

Others Present: Prosecutor Carol Siemon, Matt Nordfjord, Steve Kwasnik, Chas Koop, Travis Parsons, Sally Auer, Rick Terrill, Becky Bennett, Tim Dolehanty, Liz Noel, 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 February 20, 2018 Minutes

MOVED BY COMM. NAEYAERT, SUPPORTED BY COMM. MAIVILLE, TO APPROVE THE FEBRUARY 06, 2018 MINUTES OF THE COUNTY SERVICES COMMITTEE MEETING.

THE MOTION CARRIED UNANIMOUSLY.

Additions to the Agenda

None.

Removed from the Agenda

None.

Limited Public Comment

Sally Auer, spoke as a representative of Brad Prehn from the UAW, stated that their bargaining committee was frustrated because they still did not have a physical copy of the contract and had been waiting to see a draft. She further stated that their members were getting eager and had a conference coming up, where they would like to share the contract.

Ms. Auer stated that the agenda item notable to her was Agenda Item No. 6b, in regard to the Health Coalition. She further stated that when the Health Coalition met last fall, the group decided as a whole to get together early this year and do more work toward an analysis of benchmarks and such.

Ms. Auer stated her concern that this item appeared to be dealing with something the Health Coalition would be interested in, and she suggested it should be convened and moved forward to discuss some of this and more.

Steve Kwasnik, ICEA Assistant Prosecuting Attorney's Division President, stated that he echoed Ms. Auer's concerns and frustration about contracts. He further stated that he has come before the Committee to publically support adding a new position for an additional Assistant Prosecuting Attorney (APA) on the Prosecutor's staff as they were inundated and the workload was only growing.

Mr. Kwasnik stated that he spoke with Prosecutor Carol Siemon and expressed that they would like to see this position fully funded and a union position as well. He further stated that the members of the ICEA APA Division would be introducing themselves to the Commissioners with an eye on the contract reopeners coming up next year.

Mr. Kwasnik stated that the APAs were woefully underpaid and they would like to bring that to the Board of Commissioner's attention, particularly noting the Hay Study, now defunct but supplying the most recent data, showed that the funding was not where it should be. He further stated that the public sector lawyers, which should be Level 19, were underpaid by \$10,000 at the 25<sup>th</sup> percentile and almost \$30,000 underpaid at the 50<sup>th</sup> percentile.

Mr. Kwasnik stated that the objective of the Hay Study was to look at positions difficult to fill, and they were all in the manager category, with the same type of contract with reopeners in the second and third years. He further stated that for some positions like Physician's Assistants were able to be reclassified, but the APAs were not classified so they were unable to go through a reclassification system, thus not able to be brought up to a wage would be fair.

Chas Koop, Assistant Prosecutor, stated this was not a job they went into for money, but they did ask that they be fairly compensated. He further stated that in the last two days at the District Court, he had handled over 48 cases, and by the end of the week, he would cover over 60 cases.

Mr. Koop stated that the Circuit Court APAs were often so busy, they were picking a jury for another case when their current case was in jury deliberations. He further stated that they had been expected to do more for less.

Mr. Koop read thank you emails from victims and noted the emails were sent late at night and on the weekends, to highlight reasons why they deserved just compensation.

Commissioner Grebner left the room and returned at 6:12 p.m.

Prosecutor Carol Siemon stated that the County had a commitment to maintain their employees well and also maintain their costs, and she wanted to make it known that she was in front of the Committee to support the unions' efforts for pay equity and workplace equality. She further stated that her 11 years as an APA helped her to understand that it was not just lack of pay, but the job took its toll in other ways such as long hours, intense work and that there was a lot of vicarious trauma in the nature of this work and she wanted wonderfully qualified people to continue to do this work.

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

2. Facilities Department
  - a. Resolution to Provide Professional Paving Design Services for the Asphalt Parking Lot
  - b. Resolution to Authorize Community Mental Health (CMH) to Utilize Unused Space at the Human Services Building
  
3. Road Department
  - a. Resolution to Authorize an Extension of the 2017 Purchase Agreement for the 2018 Seasonal Requirement of 29A Crushed Natural Aggregate
  - c. Resolution to Approve and Certify the Ingham County 2017 Public Road Mileage Report
  - d. Resolution to Approve the Special and Routine Permits for the Ingham County Road Department
  
4. Animal Control – Resolution of Intent to Enter into Contract of Lease with Ingham County Building Authority; to Authorize Publication of Notice of Intent; and to Declare Intent to Reimburse
  
5. Fair Office
  - a. Resolution to Authorize a Part-Time Temporary Position at the Ingham County Fairgrounds
  - b. Notice of Emergency Purchase Order for Plumbing Work at the Ingham County Fairgrounds
  
6. Controller's Office
  - c. Resolution to Authorize a Transition Overlap for the Financial Services Director Position
  
7. Human Resources
  - a. Resolution to Restore the Human Resources Specialist Position
  
8. Human Services Committee – Resolution to Authorize Release of Attorney/Client Privileged Communication

THE MOTION CARRIED UNANIMOUSLY.

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

1. Prosecuting Attorney's Office – Resolution to Authorize the Expenditure of Funds to Hire an Assistant Prosecuting Attorney

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

Commissioner Grebner stated that the County did not have a lot of additional funds but had lots of places additional staff was needed. He further stated that it seemed that the Board of Commissioners only responded to that need when there was a crisis by adding a position, and then it became the base for the norm and the need never went away.

Prosecutor Siemon stated that she agreed with pretty much all of what Commissioner Grebner had said. She further stated that she would love to say this would be a short term position, but it was likely that it would not be.

Prosecutor Siemon stated that there was a backlog in cases and also an increase in numbers of people coming forward in sexual assault cases, so it was critical that the system responded well. She further stated that she was very cognizant of budget issues, and she did not want to be disrespectful of other units, but the Prosecutor's Office did need this.

Commissioner Maiville stated that he had heard Prosecutor Siemon express this need in the Law & Courts Committee meeting and was in support of this resolution. He further stated that it was needed, especially since more cases were being sent to the Prosecutor's Office from law enforcement.

THE MOTION CARRIED UNANIMOUSLY.

Prosecutor Siemon stated that the ultimate goal was to reduce the number of incidents of sexual assault, and then they would love to come back and say this position was no longer needed.

2. Road Department

- b. Resolution to Authorize an Extension of the 2017 Purchase Agreement for the 2018 Seasonal Requirement of 29A Slag

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

The resolution was amended as follows:

THEREFORE BE IT RESOLVED, the Board of Commissioners accepts the bid extension for the 2018 seasonal supply, and authorizes the purchase of Blast furnace slag on an as-needed, unit price per ton basis to— Yellow Rose Transport Inc., 3531 Busch Driver SW, Grandville, MI 49418, 29A Blast furnace slag at \$25.00 a ton, with an estimated quantity of 19,000 tons delivered to the Western, Eastern and Metro facilities.

THE MOTION TO APPROVE THE RESOLUTION, AS AMENDED, CARRIED UNANIMOUSLY.

6. Controller's Office

- a. Resolution to Authorize Participation and Funding for Booking/Holding Facility Feasibility Study

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

Commissioner Maiville asked what the storage needs were and where the County was with those needs. He stated that he thought this project was a good regional effort but he would like to know more about the section on storage.

Rick Terrill, Facilities Director, stated that his department was looking at central storage and electronic file storage for the County as a whole and for various departments. He further stated that they had done assessments at the Hilliard Building and Veterans Memorial Courthouse (VMC) to examine the rolling files because of their age, and spoke with Tim Dolehanty about combining systems.

Mr. Terrill stated he would put through a Capital Improvement Plan (CIP) for 2019 to get the immediate needs completed until the County was ready for a more thorough solution, possibly by having storage at the new justice complex.

Tim Dolehanty, Controller, stated that the proposal showed that the consultant would work to make this work for the County. He further stated that for storage, the County needed a climate controlled facility and that the Clerk might also favor a climate control facility for some of those records as well.

Discussion

Commissioner Grebner stated that he would like to broach the topic of a holding facility with the City of Lansing for 54A District Court, and he thought the County needed to think this through. He further stated that the City of Lansing would be in a financial crisis for the foreseeable future and it was important to structure agreements and the relationship to protect the County when the City could not contribute to the reimbursement.

THE MOTION CARRIED UNANIMOUSLY.

6. Controller's Office

- b. Resolution to Authorize Participation and Funding for a Health Insurance Pool Feasibility Study

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

Commissioner Maiville asked Mr. Dolehanty to give the Health Coalition an explanation to put them at ease.

Mr. Dolehanty stated that the Health Coalition would be a part of this, but the County needed to take this step first. He further stated that this Multiple Employer Welfare Agreement (MEWA) would offer better coverage and options for County employees.

Mr. Dolehanty stated about nine counties were interested at this point. He further stated that this study would also help us with budgeting.

Chairperson Nolan asked if all of the entities would contribute to the cost of this study.

Mr. Dolehanty stated that every county had to have their own study per State and federal requirements, and everyone had to have this as a foundation before going through with the MEWA.

Chairperson Nolan asked how long the study would take and if the other studies had to happen before the County could bring this back to the Health Coalition.

Mr. Dolehanty stated that everyone would have to collect the data and that would take some time.

Commissioner Celentino asked about Lansing Community College's experience with joining a MEWA.

Mr. Dolehanty stated that he had met with LCC and they were in their second year and they had spoken extremely highly of the program. He further stated that previously, LCC had been in MESSA only, and now they had more programs with each bargaining unit having a base.

Mr. Dolehanty stated that LCC had employees were chipping in about 20%, which was similar to where the County was. He further stated that the large pool was beneficial and the County might not end up wanting to do it, but they needed the information first to decide.

Commissioner Grebner stated that historically, health care changed about every ten years. Se further stated the County needed to continue to adjust to operate well.

**Chairperson Nolan asked Mr. Dolehanty to reach out to the Health Coalition and meet with them to explain what this study would do and what it meant for them.**

Mr. Dolehanty stated he would meet with the Health Coalition.

THE MOTION CARRIED UNANIMOUSLY.

7. Human Resources  
b. Collective Bargaining Update (Closed Session)

MOVED BY COMM. GREBNER, SUPPORTED BY COMM. MAIVILLE AT 6:41 P.M., TO MOVE THE MEETING INTO CLOSED SESSION FOR THE PURPOSE OF DISCUSSING COLLECTIVE BARGAINING.

THE MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. Absent: None

MOVED BY COMM. GREBNER, SUPPORTED BY COMM. HOPE, TO RETURN TO OPEN SESSION AT APPROXIMATELY 6:59 P.M.

THE MOTION CARRIED UNANIMOUSLY.

Announcements

None.

Public Comment

None.

Adjournment

The meeting was adjourned at 7:00 p.m.



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**BARB BYRUM, CLERK OF THE BOARD**

