COUNTY SERVICES COMMITTEE
December 3, 2019
Minutes

Members Present: Celentino, Grebner, Koenig, Maiville, Naeyaert, Sebolt, and Stivers

Members Absent: None

Others Present: Commissioner Crenshaw, Commissioner Trubac, Bradley Prehn, Mark Fergason, Todd Heywood, Jennifer Hanna, Cynthia Wagner, Amy Morris-Hall, Jodi LeBombard, Alan Conceicao, Ryan Jenkins, Anne Scott, Debbie Edokpolo, Alan Fox, Tim Dolehantry, Sue Graham, Becky Bennett, Liz Noel, and others

The meeting was called to order by Chairperson Celentino 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 November 19, 2019 Meeting Minutes

MOVED BY COMM. SEBOLT, SUPPORTED BY COMM. NAEYAERT, TO APPROVE THE OPEN AND CLOSED SESSION MINUTES OF THE NOVEMBER 19, 2019 COUNTY SERVICES COMMITTEE MEETING.

THE MOTION CARRIED UNANIMOUSLY.

Additions to the Agenda

13. Board of Commissioners
d. Resolution Honoring Kathy Prout

14. Human Resources
g. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the CCLP Non-Supervisory Unit
h. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the ICEA County Professional Employees Unit
i. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the ICEA Park Rangers Unit
j. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the CCLP Animal Control Officers, Veterinarian Technician and Animal Care Specialists Unit
Additional Information –
2. **Prescription Drug Benefit** – Report on Information Requested By the County Services Committee (*Discussion*)

**Limited Public Comment**

Bradley Prehn, UAW President, stated the 2020 wage reopener had been a frustrating experience for the UAW.

Mark Fergason, UAW Chief Steward and County Health Coalition member, read a statement to the Committee, which is included in the minutes as Attachment A.

Todd Heywood, Ingham Community Health Centers Board Chair, stated that the report needed to be provided to the public in order for them to comment on it. He further stated that employees should go through diversity and equity training as part of the resolution to this issue, as the issues raised pointed to systemic bias.

Jennifer Hannah, CHC Board Vice Chair, stated that generic medications were sometimes acceptable alternatives, but sometimes they were not. She further stated that with the currently available HIV medications, the generic medications were not acceptable alternatives to the brand name medications.

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

4. **Prosecuting Attorney’s Office** – Authorization for an Extended Special Leave of 90 Days under ICEA Assistant Prosecuting Attorney CBA Article 16, Section 4

5. **Treasurer’s Office** – Resolution to Transfer All Unsold Tax Reverted Properties Rejected by Local Units to the Ingham County Land Bank Fast Track Authority

6. **Equalization Department** – Resolution to Authorize Participation in the 2020 Tri-County Region Aerial Imagery Partner Agreement

7. **Innovation and Technology Department** – Resolution to Approve the Lease of SAN and Compute Hardware from Avalon Technologies, Inc.

8. **Road Department**
   a. Resolution for HVAC Controller System Replacement at the Road Department Administration Building
   b. Resolution to Approve a Contract with Severance Electric Co., Inc. for Bid Packet #212-19, Traffic Signal Construction Services
   c. Resolution to Approve the Special and Routine Permits for the Ingham County Road Department

9. **Parks Department** – Notice of Emergency Purchase of Snow Pump
11. **Health Department** – Resolution to Increase Position #601053 Community Health Rep II from 0.75 FTE to 1.0 FTE

12. **Controller’s Office**
   a. Resolution Approving Various Contracts for the 2020 Budget Year
   b. Resolution Authorizing Adjustments to the 2019 Ingham County Budget
   c. Resolution Authorizing an Agreement with the Ingham County Conservation District
   d. Resolution to Amend the Business Travel and Reimbursement Policy

13. **Board of Commissioners**
   a. Resolution Recognizing the 37th Annual Hispanic Christmas Symposium
   b. Resolution Honoring Dr. Martin Luther King, Jr.
   c. Resolution Honoring Thomas Lesinski
   d. Resolution Honoring Kathy Prout

14. **Human Resources**
   a. Resolution Approving Modifications to the 2019 Managerial and Confidential Employee Personnel Manual for 2020
   b. Resolution Approving the Collective Bargaining Agreement Wage Reopener with the Michigan Nurses Association, Nurse Practitioners/Clinic Nurses Unit
   d. Resolution to Authorize a Contract for Self-Funded Workers’ Compensation Third Party Administration
   e. Resolution Approving the Collective Bargaining Agreement Wage Reopener with the Command Officers Association of Michigan 911 Supervisory Unit
   f. Resolution Approving the Collective Bargaining Agreement Wage Reopener with the ICEA Professional Court Employees Unit
   g. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the CCLP Non-Supervisory Unit
   h. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the ICEA County Professional Employees Unit
   i. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the ICEA Park Rangers Unit
   j. Resolution Approving the Collective Bargaining Agreement 2020 Wage Reopener for the CCLP Animal Control Officers, Veterinarian Technician and Animal Care Specialists Unit

**THE MOTION CARRIED UNANIMOUSLY.**

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

1. **Equal Opportunity Committee** – Interviews

   Alan Conceicao interviewed for a position on the Equal Opportunity Committee.
MOVED BY COMM. NAeyaERT, SUPPORTED BY COMM. SEBOLT, TO NOMINATE ALAN CONCEICAO TO THE EQUAL OPPORTUNITY COMMITTEE.

THE MOTION CARRIED UNANIMOUSLY.

2. Prescription Drug Benefit – Report on Information Requested By the County Services Committee (Discussion)

Tim Dolchanty, Controller, provided a report to the Committee and explained the content of the report.

Commissioner Naeyaert asked if employees were provided the flow chart that was provided to the Committee.

Mr. Dolechanty stated he had made this chart for the report to the Committee, so it had not been provided to employees.

Commissioner Naeyaert asked if Human Resources had provided the chart in the report to employees.

Sue Graham, Human Resources Director, stated employees were provided information and could get similar information through an informational session provided by 44North, but the chart provided to the Committee was a new chart.

Discussion.

Commissioner Naeyaert asked if something similar, that was easy to understand, was provided in employee packets.

Ms. Graham stated if employees attended an informational session or contacted Human Resources, then the information would be available to the employee.

Commissioner Naeyaert asked if the information was not provided.

Ms. Graham stated that information was provided during open enrollment or beginning of employment

Commissioner Naeyaert stated the Committee had asked for the cost and ramifications of amending the Excluded Items list.

Mr. Dolechanty stated he was not sure if anyone had been denied for those medications.

Commissioner Maiville asked if it had been made clear to employees that even though a medication appeared on the Excluded Items list, that did not mean the employee was denied access to the medication.
Ms. Graham stated that employees were provided information on how to obtain medications, but Appendix C to the master contract was not provided to employees.

Mr. Dolehanty stated that the Benefits Specialist had done a good job of helping employees when the employees had come to Human Resources for assistance.

Chairperson Celentino asked if it would take a year to implement a new provider for these benefits.

Mr. Dolehanty stated the entire process of changing prescription drug providers, from start to finish, could take a year. He further stated that if there was a Request for Proposal (RFP) put out in January, then by mid-summer there would be an idea of what the County would do, and it could be ready for employees during the next Open Enrollment period in November.

Chairperson Celentino asked if the County chose a new provider, then that would trigger an Open Enrollment period.

Mr. Dolehanty stated that the prescription drug plan was different, because it was self-funded. He further stated that the change in prescription drug providers could be done in 90 days if the County was ready and gave proper notice to the provider.

Mr. Dolehanty continued presenting the report to Committee.

Commissioner Crenshaw asked if the language in the contract was boiler-plate.

Mr. Dolehanty stated that all of the same terms were in the contract, including the terms Covered Items and Excluded Items, however what fell under each category for each member of the insurance pool differed based on what had been negotiated.

Commissioner Crenshaw stated he recalled the Committee had asked for other pool members’ experiences with prescription drug issues.

Mr. Dolehanty stated he had gathered other pool members’ experience with the insurance.

Discussion.

Commissioner Naeyaert stated that in the report, it said that a phone call had been made to find out why the employee’s emails and calls were not returned by 44North. She asked who had made that phone call.

Mr. Dolehanty stated the employee had made the phone call.

Commissioner Naeyaert stated that the report also said that the prescription had ultimately been filled for the employee, which she thought seemed cavalier, and was not the issue. She further asked when 44North was asked to investigate the encounter the employee had, and when they were asked to respond by.
Mr. Dolehanty stated that he had spoken with 44North after the previous Committee meeting, and there had been multiple conversations since, but a deadline had not been given.

Commissioner Naeyaert asked if the decision to make Human Resources employees more visible had been the Controller’s decision or the Human Resources Director’s decision.

Mr. Dolehanty stated the decision had been mutual.

Commissioner Naeyaert stated that there was an average of nine calls about pharmacy-related issues from County employees in a year, and 1.6 of those calls per month was regarding specialty medications, which was not a lot of calls. She further stated that ten more employees had come forward since November 19, 2019 to share their issues, and asked what caused the increase in calls had been from.

Mr. Dolehanty stated he did not know what the employees had been thinking, but that had been around the time when an email from an employee had been sent asking for stories of other issues obtaining prescription drugs.

Commissioner Naeyaert stated she was glad the employees had felt comfortable responding about their experiences.

Commissioner Sebolt stated he wanted to make it clear that the Benefits Specialist’s only duties were to be associated with benefits, and that position should not make any other employment-based decisions surrounding employees. He further stated that employees should feel comfortable coming to that person without fear of repercussions in employment.

Ms. Graham stated that was the Benefits Specialist’s only job and the County could use three more people in that position.

Commissioner Sebolt stated he would be asking for a follow up to the inquiry to 44North in January as the incoming Chairperson of the Committee.

Commissioner Stivers asked if the previous health insurance plan had any issues like this with excluded medications.

Mr. Dolehanty stated that the previous health insurance plan was not self-funded, so the prescription benefits were provided through Physicians Health Plan (PHP). He further stated that PHP had complete control over the coverage, and could dictate whether a generic medication should be provided, or if it was excluded, then it was simply excluded.

Mr. Dolehanty stated he personally did not see any denial of prescriptions on the PHP insurance. He further stated that Mr. Ferguson’s public comment did highlight that the self-funded program had been a better experience for him and his dependents.
Mr. Dolehantry stated that what was driving the policy and the County was trying to control the costs.

Commissioner Sebolt stated that the Board of Commissioners would have a tight timeframe to make changes to the prescription drug provider. He further stated that it appeared the others in the insurance pool were also looking at making changes.

Mr. Dolehantry stated that Community Mental Health (CMH) had expressed an interest in changing the providers and the City of Lansing would likely put out an RFP.

Commissioner Sebolt stated he would like to have an RFP ready in January just in case it was needed.

Mr. Dolehantry stated that he would like to have an RFP prepared anyway, as 2020 was the year for the review of the contract and if the County waited, it could be bad news.

Mr. Dolehantry continued presenting the report to the Committee.

Chairperson Celentino stated in the report, it said that the Health Department would work with the Human Resources Department to organize employee training sessions. He asked if these training sessions were the trainings that Mr. Heywood had suggested.

Mr. Dolehantry answered the employee trainings would be unconscious bias training that had been suggested by Mr. Heywood.

Commissioner Crenshaw stated he appreciated the organization of the employee training, but he would also request for the Controller and his staff to go through training. He asked if the plan was to go to training soon.

Mr. Dolehantry stated as soon as the training was ready, he and his staff would do it. He further stated he was not sure when the Health Department would be ready to do the training.

Debbie Edokpilo, Deputy Health Officer, stated that the next Health Equity and Social Justice program was scheduled to begin in March. She further stated that there was a meeting scheduled with Human Resources to discuss a Health in All policy for the County and addressing the unintended impact of these policies.

Commissioner Crenshaw asked if there was an opportunity for the training to be provided sooner than March.

Ms. Edokpilo stated the training could be available whenever the Commissioners would like it to be.

Commissioner Crenshaw asked that the training be completed sooner rather than later, and before March. He further stated that it was important to address and be cognizant of bias going forward.
Commissioner Sebolt stated that as the Equal Opportunity Committee (EOC) liaison, the EOC had done some research on unconscious bias previously. He further stated he would like to be part of the conversation at the meeting between the Health Department and Human Resources.

Commissioner Naeyaert stated that when Mr. Fergason had spoken and throughout the past few Committee meetings, communication had continued to be an issue. She further stated that she was concerned about the fact that if employees were going 30 days without medications, an employee could die in that time.

Commissioner Naeyaert stated that was the type of urgency she would like to see from the leaders of the County, whether it was the Human Resources Director or the Controller, that when an employee needed lifesaving drugs, it should be a top priority for everyone. She further stated that perhaps there was a communications class that could be taken, as the communication had been an issue brought up a number of times, and she knew it was an issue all the way around.

Chairperson Celentino stated that one of the initial issues was the list of excluded medications. He asked what was happening with that list, and if 44North had been asked to rectify the list.

Mr. Dolehanity stated that if a prescription was written for a medication on the Excluded Items list and 44North received it, it was supposed to automatically go to ARORx to be filled.

Discussion.

Commissioner Koenig stated she thought that the County had a policy on Health in All.

Ms. Edokpolo stated the County did not currently have a Health in All policy, but the Health Department had presented to the Committee on the policy previously.

Ryan Jenkins, County employee, stated he had gone through the steps when he was unable to obtain his medication, and his supervisor had directed him to the Benefits Specialist, and she was the one who had looped him back to 44North where the issues occurred.

Discussion.

Chairperson Celentino asked if it did not matter what plan an employee was on, the Benefits Specialist should work with the employee until their issue was resolved.

Commissioner Sebolt stated that one question that needed to be addressed was the ARORx failure. He asked for an investigation into that failure.

Commissioner Crenshaw asked if employees did not see the exclusionary list of medications.

Mr. Dolehanity stated employees did not usually see Appendix C of the contract, which included the Excluded Items list.
Commissioner Crenshaw stated that in his recent experience of switching insurances, he was provided a formulary. He asked why the County employees were not provided a formulary.

Ms. Graham stated that a formulary was provided for the fully insured prescription benefit, like it was through the County’s Base Plan. She further stated that the document was about 700 pages long, and employees were provided a link to PHP’s documentation online.

Discussion.

Commissioner Crenshaw asked why the County was not telling employees they could search for this information when they were signing up for insurance.

Ms. Graham stated Human Resources did tell employees about the information on health insurance benefits.

Commissioner Crenshaw stated the recalled Ms. Graham had just told him the information was not provided to the employees.

Ms. Graham stated Appendix C of the contract was not provided to employees when signing up for health insurance.

Commissioner Crenshaw asked if, going forward, it would be provided to employees.

Ms. Graham stated that Appendix C was not handed out to employees because it changed frequently and it was provided by PHP.

Commissioner Sebolt stated he had heard from Linda Vail, Health Officer, at the last Committee meeting, who had downloaded the app for prescriptions and it had indicated that Truvada was not available. He asked what that app was and requested that it be investigated why it had said that drug was not available.

Mr. Heywood stated that the Controller was missing some of the key questions he had posed at the last Committee meeting. He further stated that after the meeting, he wrote up a two-page list of questions that needed to be answered, and only about three of those questions were truly answered in the report the Controller had provided.

Mr. Heywood stated he was disappointed in the report. He further stated that it did not address the fact that the Excluded Items list was cosmetic medications, HIV medications, and hormones, or who had reviewed and approved the list of Excluded Items.

Mr. Heywood stated he had reached out to the Controller multiple times to offer his services, but had been rebuffed and had only spoken with the Controller once. He further stated that he would like to see the Benefits Specialist not just meeting with supervisors, but going into offices and making themselves available and humanizing the position, so employees felt comfortable approaching them.
Mr. Heywood stated that this issue had not been fixed for a year, as he knew that the Controller had knowledge of problems with accessing Truvada in January of 2019, but the issue had been pushed off on others. He further stated that this was a failure and a waste of time.

Mr. Jenkins stated he had concerns about the process of this investigation, as had had received phone calls and emails from Ms. Graham asking for a meeting. He further stated that when he had gone into the meeting, it had been with the Human Resources Director and the Controller, which he had not realized until after the meeting.

Anne Scott, Ingham Community Health Centers Executive Director and Deputy Health Officer, stated that the issue was not getting heard, as she and Ms. Vail had tried to approach the issue through the management structure as well. She further stated that when they had inquired about the issue, they had been given an explanation of how the health insurance worked.

Ms. Scott stated that employees did not know where to go, and then they just stayed silent. She further stated that this was unacceptable to place on the shoulders of an employee to raise these issues, as it should have been done by management.

Discussion.

Ms. Scott stated she would like to see this issue resolved with a system that worked for employees, with fewer hoops to jump through. She further stated that there was a different between compliance and doing the right thing and she experienced that a lot in her position.

Ms. Scott stated that she also requested if her employees were engaged with management, then she also needed to be engaged.

Chairperson Celentino stated he thought the system was broken and it needed to be fixed. He further stated that the issues Mr. Heywood brought up about how the Excluded Items list was approved were relevant, and that information needed to be provided to the Committee.

Commissioner Stivers asked if Mr. Heywood’s questions had been shared with the Controller.

Mr. Dolehanty stated he believed he had received an email from Mr. Heywood.

Commissioner Stivers stated the Controller could refer to Mr. Heywood’s email to follow up on the questions Mr. Heywood had.

Chairperson Celentino stated he would like the Controller to reach out to Mr. Heywood about his concerns.

Commissioner Stivers stated that a meeting with Mr. Jenkins, Ms. Graham and Mr. Dolehanty had called without union representation. She asked if there had been any follow-up to that meeting.

Commissioner Naeyaert asked what the purpose of the meeting with Mr. Jenkins had been.
Mr. Dolehanty stated that the meeting with Mr. Jenkins had been to get a timetable of Mr. Jenkins' experience. He further stated that there had been about four questions asked of Mr. Jenkins and he had done a good job answering them.

Mr. Dolehanty stated that if the meeting had been a disciplinary hearing, then the employee would have been notified that it was such and would be afforded the opportunity to bring union representation.

Chairperson Celentino asked if the purpose of the meeting had been conveyed to the employee before the meeting.

Mr. Dolehanty stated he believed the communication from Ms. Graham had indicated the purpose.

Mr. Jenkins stated the communication had not said what the meeting was for. He further stated that he felt intimidated going into a meeting with the boss of his boss.

Ms. Graham stated she had offered the option of a phone call if it had been more convenient for Mr. Jenkins.

Mr. Jenkins stated if it was a phone call, then he would still not have known he was on the phone with the Controller.

Chairperson Celentino asked if Mr. Jenkins had spoken with his union representative after the meeting with Ms. Graham and Mr. Dolehanty.

Mr. Jenkins stated he had not spoken with the union representative after the meeting, as he had previously had one conversation with the union chair and had been discouraged by that conversation.

Commissioner Koenig asked if Mr. Jenkins did not understand that Tim Dolehanty was the Controller.

Mr. Jenkins stated that was correct.

Discussion.

Chairperson Celentino ask that the Controller reach out to Mr. Heywood and review his emails, and that the Controller start investigating those questions for next Committee meeting.

Commissioner Stivers stated she would like to see a policy where if an employee was meeting with management, they were given the option to have a supervisor or a union representative there.
Chairperson Celentino stated there were many issues at play. He further stated he would like to see collective bargaining units involved, and things in place to address the issue with access to prescription drugs.

Chairperson Celentino stated it also seemed like there was a breakdown in the system, and there should be a discussion with the incoming Committee Chairperson about what needed to be brought forth to the Committee.

Chairperson Celentino thanked everyone for their willingness to come forward about this issue.

3. **Potter Park Zoo** – Draft Resolution to Submit to the Electorate a Special Millage Question for the Reauthorization of Funding for the Operation of the Ingham County Potter Park Zoo and Potter Park, Including Funding for Operations, Maintenance and Improvements

Chairperson Celentino stated the resolution was now before the Committee and removed from the table.

MOVED BY COMM. SEBOLT, SUPPORTED BY COMM. NAeyaERT, TO APPROVE THE RESOLUTION.

Commissioner Maiville stated he would support the resolution if the millage was renewed at the same rate, not an increase. He further stated that he thought that a renewal could cover needed projects over the next six years.

Discussion.

MOVED BY COMM. GREBNER, SUPPORTED BY COMM. STIVERS, TO RECONSIDER THE VOTE ON THE AMENDMENT MADE IN THE PREVIOUS MEETING, THAT AMENDMENT BEING “MOVED BY COMM. GREBNER, SUPPORTED BY COMM. MAIVILLE, TO AMEND THE RESOLUTION TO REFLECT A MILLAGE RENEWAL AT 0.41 MILLS, AND ADD A RESOLVED CLAUSE THAT STATED THE BOARD OF COMMISSIONERS DECLARES ITS INTENTION TO FUND ADDITIONAL CAPITAL EXPENDITURES USING TRAILS AND PARKS MILLAGE FUNDS.”

Commissioner Sebolt stated that the Committee had already had a discussion on the amendment and it had failed. He further stated the he believed using Trails and Parks Millage funds would be a betrayal of public trust.

Commissioner Sebolt stated he also believed that using other millages for the Potter Park Zoo would put the other millages in danger, because the County would not be using the money in the manner that had been presented to the voters.

Discussion.
Commissioner Grebner stated that the Trails and Parks Millage was not just a Trails Millage. He further stated that there was also a large fund balance in the Trails and Parks Millage account, as money was coming in faster than it could be spent.

Commissioner Sebolt stated that there were two separate millages, and if the County was switching millage money between two millages, that was not transparent.

Commissioner Stivers stated that she believed the requests from the Zoo were well within the Trails and Parks Millage criteria, as the Zoo was connected to a park, and the millage funds could be used on the trails or pathways throughout the Zoo. She further stated that the Zoo had already applied for funding through the Trails and Parks Millages application process.

Commissioner Sebolt stated he was not debating whether the use of another millage’s funds for another millage’s purpose was technically allowable. He further stated that he did not think the idea passed the “smell test,” and voters would see it as a betrayal.

Commissioner Trubac stated he had some apprehension about using Trails and Parks Millage funds without giving the Zoo a guarantee of more funding. He further stated that a lot of work needed to be done, like building a new hospital, to maintain accreditations and it was more complicated than putting trails through the park.

Commissioner Trubac stated that he would like to have more time to explore options for Zoo funding.

Chairperson Celentino stated the resolution as it was presented was slated to go on the March 2020 ballot. He asked if more time was needed to prepare the millage, as this was the last meeting before the deadline for the March 2020 ballot.

Commissioner Trubac stated he was referring to the fact that the County did not need to decide whether the entire amount of the millage should be levied if it passed in 2020. He further stated that the County should look at other ways to potentially increase funding.

Commissioner Stivers stated that the millage dollars would not be used for building a new hospital or the big projects needed to maintain the American Zoological Association (AZA) accreditation. She further stated that she was concerned about raising taxes three times in one year, which was unprecedented, and she would support delaying this millage until the August election to have more time to find other solutions.

Commissioner Maiville stated that the simple renewal at the current rate was likely to be approved by voters, rather than another increase. He further stated that organizations and the media would attack the County for increasing millages and he thought it would be better off to put it as a renewal.

Chairperson Celentino stated he recalled in the past finding creative alternatives to funding that did not always require increasing a millage. He further stated he had thought about
Commissioner Grebner’s proposal since the last Committee meeting and it had become a more attractive idea.

Discussion.

Chairperson Celentino stated that this could be a creative way to try to fulfill what the Zoo needed. He further stated he recalled the mechanism they had used in 2006 for creative funding solutions, and it had been well-received by the voters then.

Chairperson Celentino stated that he thought the use of Trails and Parks Millage funds would be best for his constituents and the County.

Commissioner Sebolt stated that a lot of the Trails and Parks Millage funds were committed in hopes that the Trails and Parks Millage was renewed in 2020, and it was not, the County would be on the hook for those funds. He further stated costs for projects were increasing, and everything would likely be more expensive next year.

Commissioner Sebolt stated that if the millage was renewed at 0.41 mills and not increased to 0.5 mills, the Board of Commissioners would regret it next year when they saw the project costs.

Commissioner Stivers stated that the Trails and Parks Millage fund balance was about $7 million currently, and many of the bigger ticket items would still not break ground for years, as there had been obstacles along the way. She further stated that the Trails and Parks Millage was on the March 2020 ballot and it would pass overwhelmingly, and the Board of Commissioners would still have August and November to raise more funds and make up the loss.

Discussion.

Commissioner Sebolt stated he appreciated that Commissioner Stivers thought the Trails and Parks Millage would pass easily, but if there was an anti-millage group, they would highlight this issue.

Commissioner Maiville stated that being an out-County resident, one of the first exposures he had to the County’s trails system was at the Zoo. He further stated that he did not see the use of Trails and Parks Millage funds as an issue and he thought the Potter Park Zoo Millage would be better off as a renewal.

Commissioner Naeyaert asked what precluded the Board of Commissioners from passing the resolution as presented, and then the Potter Park Zoo still applying for Trails and Parks Millage funding as well.

Commissioner Stivers stated that trails projects were done by different companies than road projects, and they were usually smaller companies that had no problem getting trails repaved. She further stated that more voters would say they wanted the County to be more creative with the dollars they already had.
THE MOTION TO RECONSIDER THE VOTE ON THE AMENDMENT FAILED.  Yeas: Grebner, Maiville, Stivers  Nays: Koenig, Sebolt, Naeyaert, Celentino

Commissioner Crenshaw stated he was not a member of the Committee, but would vote on the resolution at the Board of Commissioners meeting. He further stated that if the Potter Park Zoo Millage was put on the March 2020 ballot as an increase to 0.5 mills and failed, then the millage could be out on the August ballot at the renewal rate of 0.41 mills.

Commissioner Sebolt stated he appreciated the resolution and the work done by the Zoo and the Friends of the Zoo. He further stated that the Zoo was a great benefit to the City of Lansing and the region, and he was looking forward to this millages passing so the Zoo could maintain its AZA accreditation.

Commissioner Stivers stated she did not think that the Potter Park Zoo Millage would not pass at 0.5 mills, but the issue was how much the County was raising taxes and potential constituent burnout. She further stated that creative solutions needed to be found, like the money for the Trails and Parks Millage projects that was already available.

THE MOTION TO APPROVE THE RESOLUTION CARRIED.  Yeas: Celentino, Grebner, Koenig, Naeyaert, Sebolt  Nays: Stivers, Maiville

10.  Animal Control Department
a.  Resolution to Adjust Staffing at Ingham County Animal Control and Shelter

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

THE MOTION CARRIED UNANIMOUSLY.

10.  Animal Control Department
b.  Resolution to Authorize an Additional Animal Control Officer Position to be Assigned to Cruelty Investigations

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

Ms. Graham explained the resolution to the Committee.

Commissioner Grebner asked if the position had been reclassified to a higher level.

Ms. Graham stated the position had not been reclassified.

Discussion.

Commissioner Grebner asked if Jodi LeBombard, Animal Control Director, would be leaving as the Animal Control Director and coming back to a substantially lower position.
Ms. LeBombard stated she hoped to do so.

Discussion.

Commissioner Crenshaw stated that this situation was not the same as the transfer that had happened at the Sheriff’s Office, as there was currently no Animal Cruelty Investigator position at Animal Control and a new position would be made, whereas there had been a vacant position in the Sheriff’s Office.

Discussion.

Commissioner Crenshaw stated a totally new position would be created in Animal Control with millage funds.

Ms. Graham stated that was correct, and upon a vacancy in an Animal Control Officer position, this position would take the place of it.

Commissioner Crenshaw stated he found it hard to create a new position, and the explanation that it had been done before was not sufficient, because that transfer had been to a vacant position already within the office. He further stated he was not in favor of the resolution.

Commissioner Koenig stated she had put this resolution together, as she had done research about the loss of good employees within the County and the cost of that. She further stated that Ms. LeBombard was an award-winning Animal Cruelty Investigator and a good employee.

Commissioner Koenig stated that there was also an Animal Control Officer on desk duty, so the need was also there in the department for another officer.

Discussion.

Commissioner Sebolt stated he would support the resolution because he recalled the regret felt when Ms. LeBombard had left employment with the County originally, she had done a good job as Animal Control Director, and he had previously advocated for more Animal Control Officers in the field.

Commissioner Maiville stated that he agreed with Commissioner Sebolt, and he thought that retaining good employees was a benefit to the County.

Discussion.

THE MOTION CARRIED UNANIMOUSLY.
14. **Human Resources**  
c. Resolution Approving the Collective Bargaining Agreement Wage Reopener with the OPEIU Local 459, AFL-CIO, Circuit Court/Family Division Professional Employees Unit

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

Commissioner Sebolt disclosed that the OPEIU was an affiliate of his daytime employer, the Michigan AFL-CIO.

THE MOTION CARRIED UNANIMOUSLY.

**Announcements**

Commissioner Naeyaert thanked Chairperson Celentino for his leadership of the Committee. She further stated that he was a leader and navigated complicated and discouraging issues before Committee.

Commissioner Sebolt thanked Chairperson Celentino for his leadership. He further stated would like the Committee meetings to begin at 6:30 p.m. next year.

**Discussion.**

**Public Comment**

None.

**Adjournment**

The meeting was adjourned at 8:27 p.m.

BARB BYRUM, CLERK OF THE BOARD
Good Evening,

I'm Mark Ferguson, county resident, county employee, UAW Chief Steward and a member of Ingham County's Health Coalition. I'm here this evening in all these capacities to talk about the recent issue brought before the employees, the union, the County Services committee and probably the rest of the Board of Commissioners regarding our current health and drug plan coverages.

Having read the minutes from the last County Service meeting this issue is very concerning. I would like to point out that health insurance and drug plans discriminate against all diseases and illnesses. Unfortunately, this is the nature of insurance and drug plans in general. My family along with many current and retired employees have also experienced the denial of name brand drugs and have been required to use generics for years. However, this year the county started self-funding our prescriptions and working with 44 North and their specialty pharmacy. The result of this has had a very positive effect on my family and many others, it has allowed us to receive the prescribed medications at a savings to both the county and employee.

One of the biggest problems here at Ingham County is communication and access to information. Over the years as a member of the health coalition there has been a lack of information regarding our plans designs and a lack of meetings. This year the County hired a new Insurance Coordinator who has been very good at scheduling regular meetings and keeping us informed to the best of her knowledge. Currently the coalition main focus has been on finding ways to lower health care costs and to help employees make better informed decisions about their health plan choices.

As a starting point going forward regarding all of these issues, the coalition needs not only to look at cost savings but also all of the aspects of our health and drug
designs. The coalition needs to have all the information, be aware of decisions being made relating to our plans outside of our group and become better aware of the goals set forth in the County's Strategic Plan. The coalition currently consists of members representing each employee group, other participating agencies, Human Resources and the Controller. I feel that there are others that should participate as well. I would encourage the Health Department's Health Officer and possibly a member from the Board to join the coalition. Now that we are aware of issues and concern, the coalition can start looking at changes to solve these issues in a fair and cost effective manner.

In Closing, I would ask that the Board not make a rash and hasty decision regarding 44 North and the services they provide. 44 North is a beneficial and informative partner of our insurance program. Their specialty pharmacy has helped my family and many others. Communication and information going forward will help resolve issues resulting in better health and drug plan designs for ALL of our employees.

Thank you.