COUNTY SERVICES COMMITTEE  
February 4, 2020  
Minutes

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

Members Absent: Koenig


The meeting was called to order by Chairperson Sebolt at 6:30 p.m. in Personnel Conference Room “D & E” of the Human Services Building, 5303 S. Cedar Street, Lansing, Michigan.

Approval of the January 21, 2020 Meeting Minutes

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO APPROVE THE MINUTES OF THE JANUARY 21, 2020 COUNTY SERVICES COMMITTEE MEETING.

THE MOTION CARRIED UNANIMOUSLY. Absent: Commissioner Koenig

Additions to the Agenda

4. Animal Control Department  
c. Resolution to Authorize a Reorganization of the Ingham County Animal Control and Shelter

Limited Public Comment

Robert Bateman, Ingham County Road Department employee, read a statement into the minutes, which is included as Attachment A.

Edward Mogyoros, Ingham County Road Department employee, stated that he agreed with Mr. Bateman, and he also expressed concerns in regards to employee wages and benefits at the Ingham County Road Department. He further stated that if employee wages were increased and their benefits were improved, the County would be comparable to other counties.

Dan Hamilton, AFSCME Council 25 Negotiator, stated that he agreed with Mr. Bateman and Mr. Mogyoros, and that employee recruitment and retention were as much of a management issue as it was a labor issue. He further stated that the County was full of high-skilled workers, and so the County was in competition with local construction companies.
MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. NAeyaERT, TO APPROVE A CONSENT AGENDA CONSISTING OF THE FOLLOWING ACTION ITEMS:

3. Purchasing Department – Resolution to Authorize a Reorganization of the Ingham County Purchasing Department

4. Animal Control Department
   a. Resolution to Authorize a Letter of Understanding with the Capitol City Labor Program, Inc. (CCLP) Regarding the Starting Wage of a New Hire Veterinary Technician
   b. Resolution to Authorize a Letter of Understanding with the Capitol City Labor Program, Inc. (CCLP) Regarding After Hours On-Call Pay for Animal Control Officers
   c. Resolution to Authorize a Reorganization of the Ingham County Animal Control and Shelter

5. Human Resources – Resolution Approving a Letter of Understanding with the Teamsters Local 214 Assistant Public Defenders’ Unit

THE MOTION CARRIED UNANIMOUSLY. Absent: Commissioner Koenig

Chairperson Sebolt stated that he wanted to disclose that he had worked with the Bargaining Unit involved with the Ingham County Purchasing Department in his daytime employment.

THE MOTION TO APPROVE THE ITEMS ON THE CONSENT AGENDA CARRIED UNANIMOUSLY. Absent: Commissioner Koenig.

1. Equal Opportunity Committee – Interviews

Krystal Davis-Dunn interviewed for a position on the Equal Opportunity Committee.

Natasha Atkinson interviewed for a position on the Equal Opportunity Committee.

2. LEAP – Review of 2019 Activities and 2020 Projects (*Presentation*)

Bob Trezise, Lansing Economic Area Partnership (L.E.A.P.) President, Dillon Rush, LEAP Tri-County Development Manager, and Thomas Muth, Jr., Economic Development Corporation Board member, presented the Review of 2019 Activities and 2020 Projects to the County Services Committee.

Commissioner Naeyaert stated that she appreciated the work of L.E.A.P., and believed that economic development was important, particularly in the rural parts of the County, because it stimulated growth and activity throughout the entire County.

Chairperson Sebolt thanked Mr. Trezise, Mr. Rush, and Mr. Muth, Jr. for their work, and stated that he would like all of them to come before the County Services Committee in the future.
7. **Board Referrals**
   a. Resolution from the Kalkaska County Board of Commissioners Supporting Passage of Legislation to Adopt 4-Year Terms for County Commissioners
   b. Resolution from the Ingham County Board of Health in Support of Resolving Issues with Ingham County’s Pharmacy Benefit Plan that have Adverse Effects on the Health and Wellbeing of Ingham County Employees
   c. Resolution from the Ingham Community Health Center Board of Directors Regarding Employee Pharmacy Benefits

Chairperson Sebolt instructed that these matters be placed on file.

6. **Road Department – Labor Negotiations (Closed Session)**

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. NAeyaERT, AT APPROXIMATELY 7:24 P.M., TO MOVE THE MEETING INTO CLOSED SESSION TO DISCUSS NEGOTIATION SESSIONS WITH COLLECTIVE BARGAINING UNITS PER MCL 15.268(c), AND TO CONSULT WITH THE COUNTY ATTORNEY REGARDING INGHAM CIRCUIT COURT CASE 19-653-CZ PER MCL 15.268(e).

THE MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. Absent: Commissioner Koenig

CHAIRPERSON SEBOLT STATED THAT, WITHOUT OBJECTION, THE COUNTY SERVICES COMMITTEE WOULD RETURN TO OPEN SESSION AT APPROXIMATELY 8:10 P.M. Absent: Commissioner Koenig

Discussion.

**Announcements**

None.

**Public Comment**

None.

**Adjournment**

The meeting was adjourned at 8:11 p.m.

[Signature]

**BARB BYRUM, CLERK OF THE BOARD**

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My name is Robert Bateman. I work for the Ingham County Road Department and I’m the union president for AFSCME local 1499. I’m speaking to you tonight to express our concerns about the current wage rates in the Road Department. The County has always been a very desirable place of employment, but with the wages falling behind our neighboring counties, it seems like it no longer is. In the past two years we have lost ten skilled and experienced employees to higher paying jobs and we are no longer attracting qualified applicants. We have open positions that have been vacant for over a year. We believe this issue is a direct result of reduced benefits and noncompetitive wages. The Road Department has not seen any meaningful wage increases in over 13 years. We have accepted 0% and 1% raises throughout this period, with the understanding that the economy was poor and the Road Department simply didn’t have the funds in the budget. The funding is there now and it’s time for the Road Department to reinvest in its most valuable resource, its employees. To help you better understand the skill set and responsibilities that we require and have acquired, I ask that you please look over the list of training and certifications that I gave you. It clearly shows that there’s a whole lot more to what we do than simply plowing snow and filling pot holes. We feel that you have the means to solve our recruitment and retention problems. This is not only a problem for the employees, but also a county wide issue to maintain and keep our roadways safe for every Ingham County resident. It goes without saying that there are risks involved with putting an unskilled and unqualified person into a first responder position. After comparing our wages and benefits to nearby counties, it’s clear to us that Ingham County has fallen behind. We have always been a leading county in the state and our roadways have always reflected that. We ask that you please support us in our goal and help us make Ingham County a leader again. Thank you.