COUNTY SERVICES COMMITTEE  
September 15, 2020  
Draft Minutes

Members Present: Sebolt, Celentino, Grebner, Koenig (arrived at 6:31 p.m.), Stivers, Maiville, and Naeyaert.

Members Absent: None.

Others Present: Gregg Todd, Teri Morton, Becky Bennett, Sue Graham, Rob Bateman, Bill Conklin, Richard Terrill, Dillon Rush, Elizabeth Noel, and Michael Tanis.

The meeting was called to order by Chairperson Sebolt at 6:30 p.m. virtually via Zoom in accordance with the Governor’s Executive Order 2020-154 regarding the Open Meetings Act.

Approval of the August 26, 2020 Minutes


Additions to the Agenda

Substitute –
5. Health Department – Resolution to Convert a Health Educator II Position to a Health Educator Lead Position in the Strong Start Healthy Start Program

Late –
7. Ingham County Brownfield Development Authority – Resolution to Approve Amended Brownfield Plan, K3 Property LLC (Klavon’s) in City of Mason

Commissioner Koenig arrived at 6:31 p.m.

Limited Public Comment

None.

1. Women’s Commission – Interviews

Robin Smith interviewed for the Women’s Commission.

Madeleine Robling interviewed for the Women’s Commission.

Chelsie Boodoo interviewed for the Women’s Commission.
MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO APPROVE A CONSENT AGENDA CONSISTING OF THE FOLLOWING ACTION ITEMS:

2. **Circuit Court** – Resolution to Accept the FY 2021 Michigan Mental Health Court Program Grant, Continue and Modify the Grant Funded Three-Quarter Time Mental Health Court-Court Services Coordinator Position and Mental Health Court-Case Coordination Specialist Position, and Authorize Subcontracts

3. **Facilities Department**  
   b. Resolution to Authorize an Agreement with Smart Homes Inc. for the Architectural and Engineering Services for the Mason Courthouse Circuit Courtroom Technology Upgrades  
   c. Notice of Emergency Purchase Order for Fire Suppression System Duct Detector Failure at the Human Services Building  
   d. Notice of Emergency Purchase Order for Sanitary Grinder Pump at the Jail

4. **Road Department**  
   a. Resolution to Authorize the Extension of Resolution #17-348 Supplied Propane at the Road Department

5. **Health Department** – Resolution to Convert a Health Educator II Position to a Health Educator Lead Position in the Strong Start Healthy Start Program

6. **Human Resources Department**  
   a. Resolution Certifying Representatives for the MERS 2020 Retirement Conference  
   b. Resolution Approving Acceptance and Disbursement of First Responder Hazard Pay Premiums Program Grant Funds

7. **Ingham County Brownfield Development Authority** – Resolution to Approve Amended Brownfield Plan, K3 Property LLC (Klavon’s) in City of Mason

THE MOTION CARRIED UNANIMOUSLY.

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

3. **Facilities Department**  
   a. Resolution to Authorize an Agreement with Cusack Masonry Restoration for the Hilliard Building Exterior Renovations

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

Commissioner Maiville stated that funding for this project would come from a transfer from the Mason Courthouse Clock Tower project. He asked when the Mason Courthouse Clock Tower project would be done.
Richard Terrill, Facilities Director, stated that he had spoken to the architect and contractor Cusack Masonry Restoration. He further stated that because it was masonry and the County might not have good weather to start the project, both the architect and contractor had agreed to hold their prices until 2021, and would begin as weather permitted.

Commissioner Maiville asked what the impact would be for the Mason Courthouse Clock Tower project.

Mr. Terrill stated that funding came from the Public Improvement Fund for the Mason Courthouse Clock Tower project. He further stated that the project was in the 2021 Capital Improvement Plan (CIP), and so the use of Public Improvement Fund would not affect the Mason Courthouse Clock Tower project and would proceed after January 1, 2021.

Commissioner Celentino asked if he was correct that one of the contractors that bid close to Cusack Masonry Restoration did not fall into the County’s local preference policy.

Mr. Terrill stated that it did exceed the County’s 10 percent local preference policy.

THE MOTION CARRIED UNANIMOUSLY.

4. Road Department
   b. Resolution for Highway Worker and Mechanic Market Wage Adjustments

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

Commissioner Grebner stated that he was not opposed to the resolution, but thought it was a large enough decision for the County Services Committee to probe around.

Commissioner Grebner asked Bill Conklin, Road Department Director, if the proposed wages were typical of hiring in the Road Department.

Chairperson Sebolt stated that he wanted to remind Commissioner Grebner that County Services Committee had a lengthy conversation on this topic earlier this year.

Commissioner Grebner stated that he recalled that conversation.

Mr. Conklin stated that in the Highway worker classifications, Class 4, Class 5, and Class 6 did similar work. He further stated that the differences between the classifications were relatively flat.

Mr. Conklin stated that he felt mechanics needed a larger career path, and so he proposed additional steps in Class 7. He further stated that he proposed to introduce a Class 8 for welder fabricators.

Commissioner Grebner asked if this was typical of construction or public roads.
Mr. Conklin stated that this was similar of other comparable Road Commissions. He further stated that as he looked at other Road Commissions, their wage structures were similar to Ingham County, but the County’s wages were below them.

Commissioner Grebner stated that he was not opposed to the resolution, but was fascinated because he wanted to know how this worked.

Mr. Conklin stated that most of his Highway workers were Class 4, and only had three permanent Class 5 workers. He further stated that Class 6 was a temporary assignment, so most of the workers were in Class 4 and did similar work.

Commissioner Grebner asked if supervisors were paid substantially more.

Mr. Conklin stated that he was correct. He further stated that workers would receive an additional $1 per hour if they were a crew leader, and the Road Department looked to permanent crew leaders to become supervisors, who made $30,000 more per year.

Commissioner Grebner stated that he did not think additional $1 per hour would make a person’s heart race.

Commissioner Grebner asked if these workers had longevity pay.

Mr. Conklin stated that some workers had longevity pay, but he believed a “hired before” a certain date had longevity pay while a “hired after” a certain date did not.

Commissioner Grebner stated that he thought he was right, and that longevity had been abolished by the Road Commission years ago.

Commissioner Grebner stated that he was pleased to see that positions were compared at terminal wage instead of where individual incumbents found themselves on the scale.

Discussion.

Commissioner Koenig asked if she was correct that this resolution came about in February 2020 because the County had lost a number of employees.

Mr. Conklin stated that she was correct. He further stated that he had trouble recruiting and retaining employees, especially mechanics.

Commissioner Koenig asked if the loss of employees was all at once or over a period of time.

Mr. Conklin stated that it was over a period of time. He further stated that he did not want to say bad things about people who were hired, but the employees had been a lower skill level than whom he wanted to hire.

Commissioner Koenig asked if Mr. Conklin was able to replace the lost employees.
Mr. Conklin stated yes. He further stated that three positions were open due to the hiring freeze, but it had taken awhile to recruit employees.

Commissioner Koenig stated that this was an extensive memo.

Commissioner Koenig asked if he had worked with Sue Graham, Human Resources Director, to create this memo.

Mr. Conklin stated yes.

Discussion.

Commissioner Koenig asked how the wage study had been performed.

Mr. Conklin stated that he had looked at other Road Commissions, the Michigan Department of Transportation (MDOT), City of Lansing, and other comparable employers who competed for workers. He further stated that they had been chosen based on comparable size, classifications and benefits.

Commissioner Koenig stated that it was not typical for the Board of Commissioners to make something retroactive.

Mr. Conklin stated that he asked the Commissioners to consider retroactive pay. He further stated that this idea had come up at the 2019 wage reopener, and it took most of fall 2019 to complete.

Mr. Conklin stated that this was intended for January 2020, but wanted to come before the County Services Committee in February 2020 and had a closed session meeting, but then COVID-19 hit the country. He further stated that he asked the Commissioners to consider the timeline.

Mr. Conklin stated that this was not the fault of the unions, and had been intended to be in place by January 2020. He further stated that it was a wage reopener, but not a full contract reopener.

Commissioner Koenig stated that she understood that, but she wanted make a point that it was not typical of the Board of Commissioners to make something retroactive.

Commissioner Koenig stated that she assumed that there would be employees who got a windfall. She asked how this would play out.

Mr. Conklin stated that employees would receive a sizable retroactive check. He further stated that the Road Department was still in wage negotiations from the 2019 wage reopener, and this was a market adjustment but it did not include the 2 percent wage increase that the Road Department was authorized to negotiate, which would be brought back for approval at a later date.

Discussion.
Commissioner Grebner stated that he bet this was not retroactive pay because if a person was not on payroll as of, for example, September 30, 2020, they were not eligible for the retroactive pay.

Mr. Conklin stated that his feeling was that those employees should receive the retroactive pay.

Ms. Graham stated that philosophical considerations aside, a person who was not a member of a bargaining unit when both parties ratified an agreement were not part of resulting disbursements of any increases.

Commissioner Grebner stated that there was a prohibition of counties giving gifts to individuals. He further stated that if a person already performed the service at an agreed upon price, especially covered by a collective bargaining agreement, he did not think that it was possible to give a person more money of the county had given the person a higher wage.

Commissioner Grebner stated that the form of this would be a bonus. He further stated that it was not retroactive, but a bonus payment for that time of work.

Commissioner Grebner stated that if the County did not do this, the union would yell at the County to adopt it now and not to table it, because then the County was taking thousands of dollars away from their members. He further stated that Mr. Conklin would want to have the ability to say to the union not to worry because the County would make this pay retroactive.

Commissioner Grebner stated that as he had stated in the Finance Committee budget meeting, he did not believe in fairness. He further stated that he agreed with the decision being made, but he had a different take on it.

Commissioner Grebner stated that if the County had a market problem, then the County needed to raise wages. He further stated that he did not like across-the-board wage increases.

Commissioner Grebner stated that he supported this resolution, but he thought the County probably acted too slowly to adjust these wages.

Chairperson Sebolt disclosed that the local bargaining unit affiliated with the American Federation of State, County and Municipal Employees (AFSCME) that affiliated with his daytime employer, the Michigan American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

THE MOTION CARRIED UNANIMOUSLY.

Announcements

None.

Public Comment

None.
Adjournment

The meeting was adjourned at 7:33 p.m.