

Personnel/Equalization/Health and Social Services Committee
Meeting Minutes

April 23, 2013

A regular meeting of the Chippewa County Board of Commissioners Personnel/Equalization/Health and Social Services Committee was held on Tuesday, April 23rd, 2013 at the Chippewa County Courthouse in Sault Ste. Marie, Michigan. Chairman Kinsella called the meeting to order at 1:02 p.m. with a quorum present.

MEMBERS PRESENT: Don McLean, Ted Postula and George Kinsella

MEMBERS ABSENT: None

OTHERS PRESENT: Jim German, Michelle Schroeder, Chad Sibbald, David Hall, Jereme Daniels, Dave Martin, Mike Bitnar, Dan Kinnear, Cody Mayer, Paul Stanaway, Ashley Reid, David Nelson and Kelly Church

Additions / Deletions to the Agenda

None

Approval of the Agenda

It was moved by Commissioner McLean, supported by Commissioner Postula, to approve the agenda as presented. On a voice vote, the motion CARRIED.

Public Comments:

None

Agenda Items

Sheriff Vacancy Request

The Committee received a request to fill two vacancies that have occurred recently and are included in the FY13 budget; one position in the jail and the other with the Straits Area Narcotics Enforcement Team. Cody Mayer who has been with the County part-time for almost five years has been selected to fill the Corrections position in the jail. Ryan Hering has been selected for the S.A.N.E./Road Patrol position; Mr. Hering is State of Michigan certified police officer and has worked for the County for the past three and a half years. It was requested that the hire dates take effect on May 12, 2013.

It was moved by Commissioner McLean, supported by Commissioner Postula, to approve the hiring of Cody Mayer, as a Corrections Officer and Ryan Hering, as the S.A.N.E./Road Patrol Officer effective May 12, 2013. On a voice vote, the motion CARRIED.

Sheriff Personnel Request

The Committee received information regarding the Sheriff's Departments issues cause by the new part-time hours policy; the Committee was presented with several option on how to handle the problem, all these numbers were based on the first three months of 2013.

- 1) Double the current part-time staff; would keep the numbers the same, except for the training cost of approximately \$4,000 per new staff member, clothing at approximately \$138 plus shipping; another problem is with a new State law, that allows the Department to only hire from an approved MColes listing; which currently only has three people on the listing .

- 2) Put four current part-timers on full-time with benefits; which would increase the FY13 by approximately \$130,268.65. (\$110,439 salary, \$16,272 BC/BS, \$2,309 MERS, \$460 STD/LTD, \$790 W/C) A question of how many part-time hours would still be needed cannot be answered.
- 3) Give Insurance to part-time staff who average over thirty hours at the cost of \$485.34 for a single, \$1,094.81 for a two-person and \$1,356.01 for family monthly. Average cost of \$23,133.71 monthly.
- 4) Pay over-time to full time staff to cover the short shifts, vacations, annual training, night shifts and personal leaves which is approximately 7,188 hours; would cost approximately \$247,482.84.
- 5) The Administrator offered utilizing the exemption ruling and utilizes savings from various Departmental changes with possible savings of \$15,000. Utilizing this option could cost the County a fee/fine/penalty of \$2,000 per contract if an error were made and we went over the 5% ruling, a cost of \$456,000.

Discussion with the Committee, as well as, the public attendees, which was approved by Chair Kinsella, due to the topic of discussion, ensued. Discussion included the above referenced options, as well as, hiring four full time officers with the intent to have the Sheriff's proposed millage for School Liaison Officers make of the funding difference was approved by the County constituents.

It was moved by Commissioner McLean, supported by Commissioner Postula, to forward to Finance, two options:

- 1) Hire four full-time officers (using the four staff who would potentially get promoted):

	Current Monthly	Proposed
Salary	\$7,673.34	\$12,133.33
Health	0.00	\$ 5,424.00
Retirement	0.00	\$ 613.95
STD/LTD	0.00	\$ 153.16
W/C	246.49	\$ 488.97
Total	\$7,919.83	\$18,813.41

Annual Difference \$130,722.96

- 2) Offer Health Insurance to four part-time staff; using exemption of the law:

Single cost: \$485.34 x 2=	\$ 970.68/month
Two-person: \$1,094.81 x 2=	<u>\$2,189.62/ month</u>
	\$3,160.30/month

Annual Cost	\$37,923.60
Fee/penalty for exemption	<u>\$12,000.00</u>
Annual Difference	\$49,923.60

These options would be paid from the fund balance and that Administrator German would seek legal advice regarding discrimination, on which part-time staff would be selected to receive health insurance coverage. On a voice vote, the motion CARRIED.

Hiring Freeze Exploration

Administrator German sought the Committee's approval to explore a County Hiring Freeze through Michigan Association of Counties, as well as, legal opinions.

It was moved by Commissioner McLean, supported by Commissioner Postula, to approve the Administrator to explore a County Hiring Freeze. On a voice vote, the motion CARRIED.

Gift of Life Agreement

Chippewa County Health Department's Dave Martin, presented the Committee with information regarding Gift of Life Michigan and the Michigan Eye-Bank seeking to formalize a referral and donation relationship for Organ and Tissue Procurement between Gift of Life Michigan and the Michigan Eye-Bank and Chippewa County. Discussion followed with no action taken; Mr. Martin will return after consulting with the County Medical examiner.

Committee and Chairman's Comments

Committee members thanks all those in attendance for the input, and Chair Kinsella, reminded everyone in attendance that the Commissioners all welcome input and that their contact information can be found on the County's website. He also, reiterated the fact that it is not regularly structure of a Committee meeting to allow discussion from the attendees in the middle of the meetings, the normal time to speak is under public comment.

Adjourn

It was moved by Commissioner McLean, seconded by Commissioner Postula, to adjourn the meeting. On a voice vote, the motion was CARRIED.

Chairperson Kinsella declared the meeting adjourned at 2:00 p.m.

Kelly J. Church, Recorder



George Kinsella, Chairperson