

WORKING MEETING

February 3, 2022

Convened: 12:00pm

Present: Commissioner Stoll, Commissioner Matthew, Commissioner Kolcz and Commissioner Hazelbaker. Commissioner Houtz attended via video conference call.

Also Present: Sheriff Pollack, Undersheriff Eichler, Attorney Matt Glaser, Treasurer Rutz, Prosecutor Stempien, District Judge Weigle, Don Reid-Daily Reporter, County Clerk Kubasiak and Administrator Norman in the Boardroom; Jim Measel-WTVB, Amy Duff-COA, Dave LaMontagne-POAM, Deputy McManamey and Dia Fleming, via video conference call.

It was noted that the order of the agenda items were being changed. The agenda was approved.

PERSONNEL, PLANS & POLICY (Commissioner Matthew)

Standing Board Rules

The Administrator discussed the changes to the Standing Board Rules. He presented a list of meeting dates that needed to have the start time changed. He needed clarification on Part A, Rule 1, item C. This rule specifies who would make the appointments to the standing committees and liaison assignments. The final changes will be brought to the next work meeting for approval.

Pre-Employment Physicals

There was discussion about adding additional language to the Pre-employment medical exam requirement in the Personnel Policy. There was an issue with an applicant testing positive due to a medical condition. It was asked if the policy could be amended to allow for additional information to be submitted by a physician, in order to allow for the hiring of the applicant. It was noted that this situation could come up more frequently and that the policy needs to be reviewed. The Committee recommends:

Motion by _____ seconded by _____ to update the Pre-employment Medical exam requirement in the Personnel Policy, allowing for the Employer to ask for additional physician information if the applicant has a positive drug test, before employment begins.

POAM Grievance No. 20-69

Union Representative Dave LaMontagne stated that grievance 20-69 was filed because Dia Fleming was terminated from the Sheriff's Department after 19 months of employment. The union contract clearly states that there is a 12 month probation period. They are requesting that Fleming is hired back and that she receives back pay for the time she has been off. The County has 10 days to respond to the grievance.

Animal Control & Protection Ordinance

Prosecutor Stempien spoke about the Animal Control & Protection ordinance. He stated that while it can't be a countywide ordinance, the group would like the County to pass a resolution in support. They will then be approaching the cities and townships in the county asking for approval. It was noted that the local jurisdictions would be responsible for enforcement. The Committee recommends:

Motion by _____ seconded by _____ to adopt the resolution in support of the Animal Control & Protection Ordinance.

Home Health Care Challenges & Auto Insurance Clients

Brian Harrison of Advisacare spoke about the 2019 Auto Insurance Reform Act that took effect on July 1, 2021. The act reduced home healthcare by 55%. Medicare doesn't pay all home healthcare costs. There is a group that has approached some legislators, asking them to review the reduction and see if they can come up with a fix. Mr. Harrison may come back at a later date to ask for County support.

Marketing for Staff Replacement

The Sheriff stated that two plans have been presented by the marketing group. A one time push for \$850 or a three month push for \$2400 (\$800 per month). He will meet with the marketing group and submit a possible plan for review.

Policy Review

The Administrator stated that a meeting was held to gather information regarding the move of GELC employees to non-union. He noted that when the switch was made, the GELC employees were to keep the same vacation accrual that they had with the union. When the personnel policy was updated with the vacation accrual schedule from the GELC, it should have noted that the schedule applied to those who moved from the GELC. Other non-union employees would keep the same accrual that was listed before the update. He will bring more information back to the next work meeting.

ARPA Investment

Treasurer Rutz stated that \$4.2M of the ARPA money was received in May 2021. The interest earned as of 12/31/2021 was \$2049.99. The next payment of \$4.2M should be received in May 2022.

ARPA Options

The Administrator presented a list of requests received for use of the ARPA funds. The total amount of the requests is \$12,250,000. The total amount of the ARPA funds the county is to receive is \$8.4M. The Committee will need to review the requests and decide how the money should be used.

Insurance Committee Update

The Insurance Committee met and came up with some options to help employees with the high insurance premiums they received for 2022. It was suggested to see if there could be one, if not two, options for insurance plans, that would increase the deductibles, which would lower the premium. The low deductible plans cause high premiums for employees. It was also suggested that ARPA fund be used. The Administrator is checking to see if that is possible. Long term, insurance enrollment will be conducted in November, we will try to move from the low deductible plans, initiate use of HSA, consider other providers and possibly move away from Blue Cross/Blue Shield. It was noted that once a decision is made, it will have to be taken to the unions.

CGI Integration

The Administrator presented the updates being made to the County website. He stated that there will be more of a focus on parks and recreation. There was a letter drafted to be presented to local businesses, letting them know about sponsorship opportunities.

DNR Staffing

The Michigan Department of Natural Resources has officer positions available. They will be conducting two recruit schools in 2022 and are accepting applications.

Master Plan Review

The Board of Commissioners had previously approved for the Master Plan to be distributed to the local jurisdictions. The next step in the approval process is to schedule a public hearing. This will be held sometime in March.

