

CHAIRPERSON
RYAN SEBOLT

VICE-CHAIRPERSON
CHRIS TRUBAC

VICE-CHAIRPERSON PRO-TEM
RANDY MAIVILLE

COUNTY SERVICES COMMITTEE
VICTOR CELENTINO, CHAIR
ROBERT PEÑA
MARK GREBNER
RYAN SEBOLT
GABRIELLE LAWRENCE
RANDY MAIVILLE
KARLA RUEST

INGHAM COUNTY BOARD OF COMMISSIONERS

P.O. Box 319, Mason, Michigan 48854 Telephone (517) 676-7200 Fax (517) 676-7264

THE COUNTY SERVICES COMMITTEE WILL MEET ON TUESDAY, AUGUST 29, 2023 AT 6:00 P.M., IN CONFERENCE ROOM A, HUMAN SERVICES BUILDING, 5303 S. CEDAR, LANSING AND VIRTUALLY AT <https://ingham.zoom.us/j/87805478336>.

Agenda

Call to Order

Approval of the [August 15, 2023](#) Minutes and Closed Session Minutes

Additions to the Agenda

Limited Public Comment

	Budget Book Section-Page
1. <u>Budget Hearings</u>	
a. Tri-County Regional Planning	3-145
b. Treasurer	3-114
c. Road Department	3-108
d. Register of Deeds	3-100
e. Purchasing	3-94
f. Innovation and Technology	3-89
g. Human Resources	3-84
h. Hotel/Motel	3-82
i. Financial Services	3-75
j. Farmland and Open Space Preservation Millage	3-72
k. Facilities	3-58
l. Equalization	3-54
m. Economic Development	3-49
n. Drain Commissioner	3-36
o. County Clerk	3-18
p. County Attorney	3-15
q. Controller/Administrator	3-10
r. Board of Commissioners	3-6
s. Advisory Boards	
1. Women's Commission	3-1
2. Historical Commission	3-1
3. Equal Opportunity Committee	3-1

2. Final Ranking

Announcements

Public Comment

Adjournment

**PLEASE TURN OFF CELL PHONES OR OTHER ELECTRONIC DEVICES OR SET TO
MUTE OR VIBRATE TO AVOID DISRUPTION DURING THE MEETING**

The County of Ingham will provide necessary reasonable auxiliary aids and services, such as interpreters for the hearing impaired and audio tapes of printed materials being considered at the meeting for the visually impaired, for individuals with disabilities at the meeting upon five (5) working days notice to the County of Ingham. Individuals with disabilities requiring auxiliary aids or services should contact the County of Ingham in writing or by calling the following: Ingham County Board of Commissioners, P.O. Box 319, Mason, MI 48854 Phone: (517) 676-7200. A quorum of the Board of Commissioners may be in attendance at this meeting. Meeting information is also available on line at www.ingham.org.

COUNTY SERVICES COMMITTEE
August 15, 2023
Draft Minutes

Members Present: Celentino, Peña, Sebolt, Grebner, Lawrence, Maiville, and Ruest.

Members Absent: None.

Others Present: Becky Bennett, Gregg Todd, Sue Graham, Steve Carpenter, Teresa Carter, Desiree Cook, Angela Shaft, Richard Estill, Lindsey Lubahn, Angie Boughner, Alexandra Dodds, Cristin Larder, Holly Getts, Mindy Smith, Penny Burns, Ali Rogers, Paige Swem, Tarsha Bronner, Susan Melton, Renee Kouyate, Kari Getts, Francesca Gucciardo, David Cloud, Kelly Jones, LaShawn Sinclair, Sheila Burger, Madison Hughes, Deanna LaBrenz, and others.

The meeting was called to order by Chairperson Celentino at 6:00 p.m. in Conference Room A of the Human Services Building, 5303 S. Cedar Street, Lansing, Michigan. Virtual Public participation was offered via Zoom at <https://ingham.zoom.us/j/87805478336>.

Approval of the July 18, 2023 Minutes

CHAIRPERSON CELENTINO STATED, WITHOUT OBJECTION, THE MINUTES OF THE JULY 18, 2023 COUNTY SERVICES COMMITTEE MEETING WERE APPROVED AS WRITTEN.

Additions to the Agenda

None.

Limited Public Comment

Steve Carpenter, President of Lake Lansing Property Owners Association, stated he was present to represent the work that was needed to be done on the Lake Lansing Dam. He further read from a provided statement about the Lake Lansing Dam, with the goal of including the Property Owners Association in the decision making of the future project.

Mr. Carpenter's statement is included as Attachment A.

Teresa Carter, local United Automobile, Aerospace and Agriculture Implement Workers of America (UAW) 2256 Unit Chair, stated she was present to not only represent the UAW members, but to briefly discuss the reclassifications. She further stated that pausing the reclassifications process for 2024 would be a violation of contracts which would lead to grievances, and then lead to unfair labor practices.

Desiree Cook, ICEA Professional President and ICEA Executive President of the Paraprofessional Board, stated in 2000, she had started with Ingham County as a Computer Technician and had received several reclassifications until she had received her most recent reclassification as a Network Administrator 3. She further read from a provided statement, which was included in the minutes as Attachment B.

Angela Shaft, Ingham County Health Department Customer Relations, stated she was there to speak about the reclassifications and what it meant to the employees. She further stated that in the past years, Ingham County employees had to sacrifice their benefits for the betterment of the County.

Ms. Shaft stated they had not complained, as they had known that when you work in Public Health, the aim was to serve the community. She further stated that the Board of Commissioners needed to look at how many people had been performing job duties outside the scope of their original duties, and that many Ingham County employees needed government assistance to get by.

Richard Estill, Ingham County IT Coordinator, stated he attended a County Services Committee meeting four to five weeks ago when this had come up. He further stated that reclassifications were important so people could be compensated properly.

Mr. Estill stated that a small percentage of staff members were coming in for reclassifications, which was not as damaging to the budget as doing something larger, such as raises. He further stated that pausing the reclassifications would hurt the morale of the employees.

Lindsey Lubahn, Ingham County Facilities Secretary, read from a provided statement in regards of freezing the reclassifications. The statement is provided in the minutes as Attachment C.

Angie Boughner, Ingham County Health Department Community Health Worker (CHW), stated she had started on a grant outside of the County and had been the accountant for the grant. She further stated that she had seen the money that had come through the grant, and that she made more money from the outside agency with the grant.

Ms. Boughner stated if the employees needed supplies, they relied on each other. She further stated there were Ingham County CHWs that were working with programs that they themselves needed.

Ms. Boughner stated that, if the Board of Commissioners ignored the hard work and dedication that went into providing the services, the extra would stop as they could not financially sustain themselves.

Alexandra Dodds, Ingham County 30th Circuit Court Reporter, stated she was present to represent the 30th Circuit Court Reporters, and that they were worried that their reclassification that they had submitted in February 2023, would not be going through. She further stated that, just like other positions, they needed a reclassification, as it had been 22 years.

Ms. Dodds stated their jobs had changed immensely with technology and she wanted to bring it to the attention of the Board of Commissioners.

Cristin Larder, Ingham County Senior Epidemiologist, stated in addition to the financial and respect for the employees, was that the face of public health had changed based on what was learned during the COVID-19 Pandemic. She further stated they had learned so much from the pandemic in terms of data information and communicating with the public, that the job descriptions had changed.

Ms. Larder stated with all the additional duties that had been gained, it would be detrimental to the community if the Health Department could not keep up with the times and was not prepared for the next pandemic. She further stated that this would everyone down in the community, and not just the employees.

Holly Getts, Ingham County Computer Technician, stated she did a lot more than what her job description had been described. She further stated she had left the corporate world as they did not care and that it was not helping anyone.

Ms. Getts stated she felt like the employees at Ingham County were being treated as resources that did not matter, and she did not like working for people who would treat people in that way. She further stated she wanted the Board to consider how it had come across, as it was not correct.

Mindy Smith, Ingham County Program Coordinator, stated in a previous position with the County, the job description only had one item out of five that was applicable at that position. She further stated from the perspective of someone coming in to do her current position, that there would be five things they would be responsible for, of which only one actually applied, had it not been for the reclassification.

Ms. Smith stated she had a son who had recently graduated with a Bachelor's Degree who made \$5,000 less than she did after 27 years of working with the County. She further stated her son's fiancée, who would be graduating with a degree similar to Ms. Smith, was making \$10,000 less than what she currently made with the County after 27 years starting out.

Penny Burns, Ingham County Community Health Representative, stated she was there in solidarity with her Union brothers and sisters and that she supported the reclassifications. She further stated there were CHWs that had not been reclassified in the last 25 years.

Ms. Burns stated she was there on behalf of her coworkers who were not asking for a reclassification, but that were bringing money into Ingham County. She further stated she did not understand how there were people who had received reclassifications that now wanted to deny others by saying there was no more room in the budget.

Ms. Burns stated to not forget about those in the background, and to do the right thing.

Ali Rogers, Ingham County Health Department Lead Health Educator, stated she loved working for Ingham County and the team that she worked for, and that she had seen the detriment that the

pandemic had on people. She further stated that what was devastating was seeing people on her team who were community workers and representatives, supporting people who were disproportionately affected by health outcomes, and having to utilize the exact same resources they were giving their clients.

Ms. Rogers asked the Commissioners to remember their humanity, and that we were all in this together.

Paige Swem, Ingham County Policy Analyst, stated that last year she had requested a reclassification of two of her staff members to move from a step five to a step seven. She further stated if it had not been for the reclassifications, she would have not been able to hire the two people.

Ms. Swem stated those positions were from grants that the County had received from the State of Michigan, which were the third highest paying positions offered within the grant. She further stated it was a huge selling point for the County to advertise that a person would make more than what they would make at a nonprofit.

Ms. Swem stated that going through the reclassification process was challenging, but that it was worth it as it was important to her that her employees were paid. She further stated that as people have been retiring, there were job descriptions that were not accurate for what the staff was doing.

Ms. Swem stated that the County could have young people reading inaccurate job descriptions, and they might not apply to those jobs as they do not know how to perform the outdated tasks. She further stated that job descriptions should be representative in order to recruit and retain the next generation of County workers.

Ms. Swem stated it was also important to have accurate job descriptions so that the County was able to know and share what their employees were doing with the community. She further stated that when she viewed the list of reclassifications, it appeared that only a select few positions cost a lot of money.

Ms. Swem stated that while the percentage was the same as the other reclassifications, the higher dollar amount would significantly contribute to the overall amount.

Tarsha Bronner, Ingham County CHW, stated that while the COVID-19 Pandemic was occurring, she and other employees still had to go out into the community to visit with clients, and their job responsibilities had increased post-pandemic. She further stated that the reclassification was important to them as many lived pay check to pay check in order to pay bills and survive.

Ms. Bronner stated they go above and beyond what they were supposed to do to take care of clients, and as a result were stretching their physical and mental health. She further stated they go above and beyond as that was what was needed for their clients and of the community.

Ms. Bronner stated the people who were involved in the Pathways to Care program did a lot for the community, as they were out in the community making sure people who were homeless were getting the things they needed. She further stated that sometimes they could not help them with everything, but they helped them with as much as they could.

Ms. Boughner stated that by the end of the year, Ingham County would be making money off of the backs of the CHWS. She further stated that if the Commissioners did not give them what they deserved, the Commissioners would be taking from them.

Susan Melton, Ingham County 30th Circuit Court Recorder, stated that when she was hired in, they were working with VCR tapes, and that now everything was digital and technology related. She further stated that even when they were not physically at work, they still had obligations to prepare transcripts on evenings and weekends.

Ms. Melton stated they were trying to do the best they could with technology, and that she hated to think that all of the effort and time that went into preparing for the reclassification to be approved, would continue to be delayed. She further stated that she liked working for the County, and liked working at the Circuit Court, but that it had been too long without a reclassification.

Renee Kouyate, Ingham County Health Department Bookkeeping Coordinator, stated she was the only employee that takes in all of the money from clinics, and billing and recording from environmental health (EH). She further stated that if she were to go on strike, that the County would not be able to get an individual payment into the system.

Ms. Kouyate stated she had not gotten a raise in 24 years, and that she made less than some people who provided scheduling and phone assistance. She further stated that if there was an issue with money, whether it was being billed or collected, that they had to talk to her.

Ms. Kouyate stated she then talks to other people to make sure the funds were coming in correctly and that the Ingham County Health Department was making money and receiving the funds correctly. She further stated that other departments within the Health Department, hired more people to aid with the workload while she was the only person in her department.

Kari Getts, Ingham County Computer Technician, stated it came down to one important thing and that thing was that things change. Getts further stated that people were doing their jobs and taking pride in their work, and if that did not happen, then there would be a problem.

Getts stated budgeting was hard and that getting money from people was difficult as well, but that it was not ethical to reduce people that were working their hardest for the County to a budgeting issue and to say their labor was not worth being paid fairly. Getts further stated at the core of what was being said tonight, was that the people were willing to work, that they did not usually ask for much, but to say that they were not worth being paid was a disservice.

Francesca Gucciardo, Ingham County Foreclosure Prevention and Community Outreach Coordinator, stated she was there to provide perspective on the other side as they had already

been reorganized in the past year; as a result, they had been able to bring in more funds and push programs. She further stated in her office, they were all dedicated County employees, but that other departments like the Health Department, should have the same opportunity to be compensated for the work they provided.

Ms. Gucciardo stated that if someone liked the work they were doing and would be compensated accordingly, they would stay.

David Cloud, ICEA Local Court Professional Union President, stated he was there to speak on opposing the idea of pausing the reclassification and reorganizations on behalf of the Court Professionals Union.

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

1. Drain Commissioner
 - a. Resolution to Authorize an Agreement for the Relocation and Replacement of a Portion of the Towar Gardens and Branches Drain in the Lake Lansing Road Project
 - b. Resolution to Authorize a Contract with Spicer Group, Inc. to Provide Consulting Services
2. Prosecuting Attorney's Office – Authorization to Start an Employee Above Step 2
3. Office of the Public Defender – Authorization to Start an Employee Above Step 2
4. Potter Park Zoo – Notice of Emergency Purchase Order for Water Main Repair
5. Fairgrounds – Notice of Emergency Purchase Order for the Drains at the Fairgrounds
6. Facilities Department
 - a. Resolution to Authorize an Agreement with PM Technologies LLC, for the Preventative Maintenance, Repair, and Emergency Services for Back Up Generators at Various Ingham County Facilities
 - b. Resolution to Authorize an Agreement Month-to-Month Extension Amendment with Du-All Cleaning Inc. for Janitorial Services at Multiple Locations
 - c. Resolution to Authorize an Agreement with VelocityEHS (MSDS Online) to Manage Material Safety Data Sheets
 - d. Resolution to Authorize a Purchase Order to Knight Watch for a Card Reader and Door Release Button for the Women's Health Clinic at the Human Services Building
 - e. Resolution to Authorize a Special Part-Time Position for the Ingham County Facilities Department
7. Road Department
 - a. Resolution to Amend the Agreement with Leroy Township for the 2023 Local Road Program

- b. Resolution to Authorize a Bituminous Pavement Agreement with G.S. Fedewa Builders, Inc. for Phase 4 of Sierra Ridge Estates
 - c. Resolution to Authorize Engineering Design Service Agreements with RS Engineering, LLC for the Holt Road Project from US-127 to Okemos Road and for the Mount Hope Road Project from Hagadorn Road to Okemos Road
 - d. Resolution to Authorize a Purchase Order for a Professional Brush Cutter Machine
 - e. Resolution to Approve a Contract with J. Ranck Electric Inc. for Traffic Signal Construction Services
 - f. Resolution to Authorize an Amendatory Contract with the Michigan Department of Transportation for the Lake Lansing Road Project from Wood Street to West Road
8. Human Resources Department – Resolution to Approve ICEA County Professional Reclassification Requests
9. Controller’s Office
- a. Resolution of Intent to Authorize Publication of Notice of Intent and to Declare Intent to Reimburse

THE MOTION CARRIED UNANIMOUSLY.

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

9. Controller’s Office
- b. Resolution to Authorize an Agreement with BS&A for Enterprise Resource Planning Software Conversion and Training

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

Commissioner Maiville disclosed for the record that he had a family member employed by BS&A.

THE MOTION TO APPROVE THE RESOLUTION CARRIED UNANIMOUSLY.

7. Road Department
- g. Reorganization of the Road Department (*Discussion*)

Kelly Jones, Ingham County Road Department Managing Director, provided an overview of the reorganization of the Road Department.

Commissioner Sebolt wanted to clarify that this was all Technical, Professional, and Officeworkers Association of Michigan (TPOAM) funding.

Commissioner Maiville asked with the three Class 4 positions that were being added, if there was existing equipment ready for them to use.

Ms. Jones stated they had enough equipment currently, but that more equipment was on order to replace what was outdated.

Commissioner Grebner asked when the office clerical person had been eliminated.

Ms. Jones stated the position was eliminated in 2012 when the Road Commission became a part of the Road Department. She further stated, things had been running lean and were getting worse as a result of that decision.

Commissioner Grebner asked if there were any clerical staff that would be associated with Ms. Jones.

Ms. Jones stated no.

Chairperson Celentino asked if these positions were in the respective collective bargaining units.

Ms. Jones stated they had been in coordination with TPOAM for the Class 4 and 5c workers and the Office Coordinator would be a part of the MC group.

Commissioner Celentino asked if they had contacted the respective collective bargaining units.

Discussion ensued on the email provided in regards to the confirmation of the Union for changing the job description for the Engineering Technician position and the elimination of the lowest pay grade.

9. Controller's Office

c. Financial Impacts of 2023 Reclassifications and Reorganizations (*Discussion*)

Chairperson Celentino stated, before the County Services Committee began discussing, he wished to express appreciation to those present for voicing their opinion. He further stated this discussion item was placed on the agenda due to new Commissioners asking for clarification on the financial impact these reclassifications had.

Chairperson Celentino stated it had morphed into a recommendation from the Controller regarding pausing reclassifications for 2024, but the Commissioners would make a final decision and he was glad to have the input of those present. He further stated one of the regrets from this was the anxiety and stress that it had provided to the employees, and the County Services Committee appreciated the work that all Ingham County employees have done and continue to do.

Chairperson Celentino stated that it was his hope that those present would leave after this meeting with less anxiety and some guidance moving forward.

Gregg Todd , Ingham County Controller, stated Ms. Cook was right when she said Ingham County brought this to the Union, which was a self-inflicted wound. He further explained the old

process for reclassifications and stated a new process was offered up to allow reclassifications once every 12 months with the thought that it would take pressure off of Human Resources (HR) and spread out the reclassifications.

Mr. Todd explained this process actually made it difficult for the next year's budget because reclassifications were coming in outside of the budget cycle and they were constantly trying to catch up, which was not thought clearly on. He further stated the understanding that Ingham County was contractually obligated, but they wanted to get Commission input first before they moved forward with the recommendation.

Mr. Todd stated they would like to make the recommendation, if not for 2024 then for future years, to return to the old reclassification process so they would know what the next year's budget would look like and take some of the pressure off of the budgeting team. He further stated he did not have a Commissioner come to him and request reclassifications to be held, it was a decision on the Controller's Office's part to bring it forward as a discussion item.

Mr. Todd stated when the impact was looked at, there were 72 reclassifications with a number of them outstanding. He further stated he wished to explain that the proposal would not affect reclassifications that had already been submitted, nor was it reclassifications that were submitted through the remainder of 2023, but strictly reclassifications for 2024.

Mr. Todd explained this would allow them to get caught up and figure out where Ingham County was budgetarily. He further stated it was a process and they had talked with the unions and already negotiated in the contract that we would not put ourselves or the Commissioners in a position for a grievance, we just wanted to begin the discussion.

Mr. Todd expressed his apologies if this caused so much anxiety. He further provided an overview of the financial impact of the reclassifications and the process for reclassifications.

Chairperson Celentino stated it had been mentioned that the contract still exists. He further asked, if there was language in the contract for reclassifications, would Ingham County honor that.

Mr. Todd stated confirmation and further explained that there was some concern raised during public comment that some reclassifications that had been submitted and were not finalized were in jeopardy, which they were not.

Commissioner Lawrence asked for further clarification regarding the reclassification process.

Mr. Todd explained Ingham County's reclassification process.

Commissioner Lawrence asked how frequently reclassifications were denied.

Sue Graham, Ingham County HR Director, explained that reclassifications were granted or denied based off a mathematical equation consisting of a Job Factor Analysis that looked at

different areas of the position. She further the total would be added up and analyzed to decide if the position should be moved up to the next Grade or not.

Commissioner Lawrence asked if the employee asking for the reclassification asked for a specific pay increase amount or if they were generated another way.

Ms. Graham stated they were generated by the claims.

Commissioner Lawrence asked if a reclassification always resulted in a pay increase.

Ms. Graham stated no.

Commissioner Lawrence asked why it might not.

Ms. Graham explained that a position might increase in points and move up but might not cross over to the next Grade.

Commissioner Lawrence asked for confirmation that a reclassification could be requested once every 12 months.

Mr. Todd confirmed.

Commissioner Lawrence asked if that had always been the policy.

Mr. Todd stated no and explained that there was a certain time period that one could be requested, but it was before his time with Ingham County.

Ms. Graham explained it was only a contract exploration that was driven by the Union rather than by the employees.

Commissioner Lawrence asked how long it would take for a reclassification to be approved.

Ms. Graham explained it depended on the complexity. She further explained the process for reviewing a reclassification request.

Commissioner Lawrence asked if Ingham County could limit the frequency one could request a reclassification or potentially not make the pay increase retroactive to the submitted date, but rather when it was approved, though she was not sure if this was allowable under Union rules. She further expressed that she was not necessarily in support of this, but had to ask the question.

Mr. Todd stated they were contractually bound and they would have to negotiate the changes.

Commissioner Ruest stated that many of these positions needed to be reclassified, as 24 years was crazy to not have a reclassification. She further explained that she did not like that Ingham County did not budget money in for these.

Commissioner Ruest stated that if the process remained the same, approximately \$800,000 should be budgeted in every year, since one could not budget properly if they were unaware of what was coming up. She further stated they should build in the money or complete the reclassifications up front to know how to budget, but 24 years was way too long.

Mr. Todd stated that attrition was budgeted for reclassifications and explained attrition. He further explained that it was typically enough to address the concerns of reclassifications.

Mr. Todd explained that with the system that was proposed to allow one reclassification request every 12 months, it eliminated the ability to budget firmly. He further explained they had that pot of money, but it didn't always cover everything when there was a lot.

Mr. Todd stated they could budget additional money for reclassifications for 2024, and it would probably be Fund Balance since they had a balanced budget now. He further stated they could identify money to address the process through 2024 with the rolling reclassification process.

Chairperson Celentino asked if the wage study that was recommended would not be funded with the \$500,000. He further asked if the \$500,000 would go towards some of the reclassifications to assist there.

Mr. Todd stated they had already spent that money in 2023 and they did not budget additional money for a wage study in 2024.

Commissioner Grebner asked if there was \$1.4 million already budgeted from attrition money.

Mr. Todd stated confirmation. He further stated the concern was that the attrition might not cover all of the remaining reclassification requests, but they could balance it out with the Fund Balance.

Commissioner Grebner stated there was a vagueness regarding the question of the impact on the 2023 Budget, which was not all that important, and how much it increased the base cost of running the County, which was important because it had to be covered forever. He further stated it was covered in the 2024 Budget.

Commissioner Grebner explained there were always loose ends in this year's Budget, and it would be good to tighten those up and it was bad to create new ways to make this year's Budget confusing. He further stated his concern was not so much this year's Budget, but the continuing cost on the County.

Commissioner Sebolt stated he would not accept any changes to the reclassification system that were not agreed to by those present. He further stated it could either be renegotiated at the end of the contract or reach some kind of agreement to change the way this was done.

Commissioner Sebolt stated that he believed the wage study was immensely important so that Ingham County could get a handle on where every position in the County was in comparison to

others. He further stated he believed the rolling reclassification system has highlighted how out of whack Ingham County has been and how much the wage study was needed.

Commissioner Sebolt stated he would imagine that one wage study would help to have a handle on everything and might help limit the number of reclassifications for approximately five years. He further stated a one-time big expense would probably help, and the reclassification system was not sustainable without one.

Commissioner Maiville stated his agreement with Commissioner Sebolt and stated it was unfortunate that these employees were working hard but not being compensated for it. He further stated they were receiving many reclassification requests that were necessary, and to see 113 remaining with no awareness of the financial impact of those, was concerning.

Mr. Todd explained they had a rough estimate of the impact.

Commissioner Maiville stated going 24 to 25 years without a reclassification was way too long and there should be a mechanism to trigger those. He further explained employees were working every day and would not look at the job descriptions every day.

Commissioner Grebner stated he would like to remind the Committee of the last time a wage study was done, and the issues that arose with it. He further stated that the wage study did not cost a lot to do and was worth doing, but the last time the wage study had been done, it had failed.

Commissioner Grebner stated that he thought that there should be union approval for any changes regarding wages, hours, working conditions, anything that affected the terms of the contract, or anything that was of union concern, but he was not sure it was literally true that the County would not change anything about the reclassification process without union approval, because some of it was internal County procedure. He further stated that there was once a time between 1960 and 1980 that jobs did not change as much, and now jobs were changing faster than the reclassification process, especially after the COVID-19 Pandemic.

Commissioner Grebner stated that the County's reclassification process was based on the model that everything stayed put in jobs. He further stated that he guessed that there were jobs that did not get reclassified at all between 1960 and 1980, but jobs were dramatically different now than they were back then and anticipated that in the next ten years everything would change again.

Commissioner Grebner stated he thought the County really needed to do a wage study, this time figuring out how to do so without running over any mines. He further stated that reclassifications were complicated, because they are thought of as a raise, which was part of a way to increase an employee's base wage, but reclassifications had not been approved as frequently in the past and therefore had not been as much a part of the equation.

Commissioner Grebner stated the other model, which he did not recommend, was to have the Board of Commissioners listen to each claim for reclassification and score all of the positions in Committee.

Chairperson Celentino stated he agreed with Commissioner Sebolt. He further stated unless, at the end of a contract, the unions and Controller could come to an agreement, the County should plan in the budget to have reclassifications in 2024. He further stated one thing to highlight was that there were many County employees that were making \$40,000 to 50,000, and with a reclassification, they were only getting a small increment of money and were probably still struggling, as they were not usually going from \$40,000 to \$70,000.

Commissioner Sebolt stated that Commissioner Grebner was technically correct about not needing to consult unions about changing internal reclassification procedures, but the County would likely be best served to receive input from unions on that process as well.

Public Comment

Ms. Shaft stated she had wanted to speak to Commissioner Lawrence's questions as she felt they had not been appropriately answered. She further stated that there were 32 people who had submitted a reclassification in December, 2022 and did not hear anything from HR until June, 2023.

Ms. Shaft stated their reclassification would not be brought to the Board of Commissioners until September, 2023 and that was where the large amount of back pay was coming from, as they would be working under outdated job descriptions for the duration of the waiting period. She further stated the old process was difficult for collaboration between a large amounts of clerks in the short period of time before the contract expired.

Ms. Shaft stated she personally thought HR should look into the job descriptions on a more regular basis, which would help the problem and be able to aid in the balancing of the budget.

LaShawn Sinclair, Ingham County CHW, stated that the Commissioners were making a general reference to the amount of the reclassifications, that a few thousand dollars would not make a significant difference, but that she wanted to remind them that a lot of people in the room were barely receiving \$33,000 per year. She further stated that when they were hearing people say that Ingham County employees were having to utilize food banks and apply for food stamps, that it was ridiculous.

Ms. Sinclair stated that other counties appropriately paid their CHWs, and that when the starting pay was so low, it was difficult for those with families to take care of them. She further stated that having to wait this long for support for a reclassification was ridiculous, and that while they were waiting for the reclassification to go through, they were still struggling.

Ms. Sinclair stated she was unclear on how long a reclassification took, as she had heard that it just depended, but that just as they do their work in a timely fashion, reclassifications should also be done in the same manner.

Ms. Kouyate stated that she had not gotten a raise since 1999, due to a hindrance between herself and management. She further stated that her other coworkers had all received raises within the last eight years and that her department had expanded with employees, programs, and billers.

Ms. Kouyate stated that she would appreciate the assistance of the Ingham County Board of Commissioners to receive her increase of pay that she deserved, along with her coworkers.

Sheila Burger, Ingham County 30th Circuit Court Reporter, stated the court reporters were required to stay open during the COVID-19 Pandemic and, due to the change in technology, they were required to work outside of their regular work hours and they did not receive payment for that time. She further stated there was a timeline of 42 days to do all of the transcripts for the appeals, and that 70% of transcription occurred during evenings and weekends.

Ms. Burger stated she had missed a lot of social and family events due to the nature of the position, as she would be fined and had been threatened to be thrown into jail if a transcript was not completed. She stated she felt it was ridiculous and that there were counties that were smaller than Ingham County that paid more, and that she was debating on leaving Ingham County after 18 years of employment due to the lack of payment and appreciation.

9. Controller's Office

- d. Consult with Counsel pursuant to MCL 15.268 (1)(e) (*Closed Session*)

MOVED BY COMM. MAIVILLE, SUPPORTED BY COMM. GREBNER, TO ENTER INTO CLOSED SESSION AT 7:36 P.M., TO CONSULT WITH COUNTY ATTORNEYS REGARDING LITIGATION STRATEGY IN CONNECTION WITH THE SPECIFIC PENDING LITIGATION OF *ST. VINCENT CATHOLIC CHARITIES V. INGHAM COUNTY BOARD OF COMMISSIONERS*, U.S. DISTRICT COURT, WESTERN DISTRICT CASE NO. 1:19-CV-1050, PURSUANT TO MCL 15.268(e).

THE MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE.

CHAIRPERSON CELENTINO DECLARED THE COMMITTEE RETURNED TO OPEN SESSION AT 8:08 P.M.

Announcements

Commissioner Peña stated that Footprints of Michigan would be holding a kids' shoe giveaway for grades K-12 on August 19, 2023 from 12:00 p.m. to 4:00 p.m. at St. Joseph Park in Lansing.

Commissioner Peña's flyer was included as Attachment D.

Commissioner Sebolt stated that in addition to a press conference today with the Land Bank, the Housing Trust Fund Commission would be announcing the competitive grants of the Allen Neighborhood Center on August 30, 2023 at 10:00 a.m.

Chairperson Celentino stated he would like to recognize the nice article in the Lansing State Journal about the Chairpersons of the Ingham, Eaton, and Clinton County Boards of Commissioners.

Adjournment

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

Attachment A: Mr. Carpenter's provided statement regarding the Lake Lansing Dam

**Lake Lansing Property Owners Association
Talking Points Regarding the Lake Lansing Dam for the
Ingham County Services Committee Meeting 8-15-2023
Ingham County Finance Committee Meeting 8-16-2023**

Hello, I am Steve Carpenter, President of Lake Lansing Property Owners Association.

Lake Lansing and the Lake Lansing Dam

- 461-acre Lake Lansing is one of the Capital Area Region's premier natural resources and recreation areas and largest lake.
- About 250 property owners (about 500 registered voters) live on the lake, many of whom are members of the Lake Lansing Property Owners Association.
- The water level of Lake Lansing is controlled by a Dam, built in the early 1900's and last repaired in 1975.
- The triennial inspection report completed in December 2022 identified needed maintenance and repairs the county drain commissioner has determined need to be done before the next triennial inspection.

Participation in Scoping and Alternative Selection

- As lake property owners, we have a significant interest in the scope, cost of, and funding sources for the dam improvement project.
- We are very interested in assuring that the work that is done will be protective of the lake environment and we understand that we will bear a portion of the cost of the project as well.
- We have formed a committee specifically addressing the issues associated with the Lake Lansing Dam and would like to have representatives of the lake property owners participate in the scoping and alternative selection process and meetings for the dam improvement project.
- Specifically, in the near future, we would like to be included in the scoping meeting with the selected contractor.

Project Funding

- Many people including Lake Lansing property owners benefit from and depend on a healthy lake with well-regulated water flow that prevents flooding.
- These include residents of Ingham, Clinton, Eaton and Shiawassee counties (whose residents flock to Lake Lansing, the largest in those counties, on hot summer days), Meridian Township, the cities of Lansing and East Lansing, and the State of Michigan which recognizes the importance of safe dams as well of the value of our lakes for quality of life and economic development.
- We believe that it is important that whatever available Federal, State, County, and local funding as well as possible private funding sources be explored for this project.
- We want to be involved in this process and to coordinate with, assist and support this effort where that would be helpful.

Near Term Maintenance

- In addition to the proposed dam improvement project, there is general maintenance that should be done in the near term. This maintenance, which has been lacking for quite some time, can help prevent the need for major additional repairs if done in a timely manner.
- There is a lot of vegetation, including shrubs and at least one tree, growing on some of the spillway infrastructure. Trimming of that vegetation and sealing the concrete is straightforward and vital preventative maintenance that should be done soon.
- It would also be wise to do safety maintenance on the dock structure surrounding the outlet gate and valve mechanism.

Contact

Steve Carpenter, President Lake Lansing Property Owners Association
SteveCarpenter37@gmail.com
517-410-0895

Desene Cook

Intro

My history with reclass

ICEA Pro President

Using the numbers given and 1626 FTE, we have up to 11% of employees that have been working uncompensated labor while the employer has changed their job duties without updating their job descriptions. I think that proves that reclassifications are necessary.

I suggest changing the narrative from 'reclasses cost the County 655,000 this year' to "why has County leadership been unfairly undervaluing the work of their dedicated employees?."

While I understand this was brought up during a board meeting, I would like to point out that by excluding the unions from the discussion you have chosen to make us adversaries rather than potential collaborators.

Therefore, if the board chooses to pause reclassification in 2024, the professional union will file a grievance and go to arbitration over the breach of contract as well as look into unfair labor practice suit. I will also be encouraging all ICEA unions at our next board meeting to do the same.

Attachment C: Ms. Lubahn's provided statement regarding the freezing of reclassifications

Good Evening Commissioners, Controller Todd & Director Bennett,

I wanted to speak to you regarding the freezing of reclasses.

I am a current UAW member and I have worked for the County for over 5 and ½ years, my position reaches not only other County employees but the community as well.

From what I have experienced in my position there are many of us who are under paid and over worked. I see how many people are hired and those who leave the County. Many people who I have talked with personally tell me the same thing I am experiencing, we have too much on our plate and for the amount we are compensated to carry out these tasks it's not worth while staying when we can make much more somewhere else.

When we go through as people as I have seen, for those of us who have been here some time, it makes our job very difficult while this person acclimates to their position and when they do not stay long enough to carry out their tasks this causes the rest of us to have to do more or more stress.

The amount of compensation that the County provides is under market value for many positions. For example, similar to my position in government throughout the state is 3 to 6 dollars more per hour, or \$6,000 to 12,400 more per year.

Working with as many people as I do throughout the County, I would like to see everyone be compensated fairly so we are able to retain the talent needed to run the County efficiently.

FOOTPRINTS OF MICHIGAN PRESENTS
KIDZ & A FOOT ON THE
PROGRAMS

Back To SCHOOL SHOE Giveaway

FOOTPRINTS OF MICHIGAN

**AUG 19, 2023
FROM NOON TO 4PM**

THERE WILL BE FREE

FOOTWEAR FOR ALL AGES (18-12TH)
NEW & GENTLY USED FOOTWEAR & CLEATS
FIRST COME, FIRST SERVE LIMITED SUPPLY

ONE (1) PER CHILD

MUST BE PRESENT NO EXCEPTIONS

THIS EVENT IS IN CONJUNCTION WITH BROTHERHOOD
AGAINST DRUGS BACK TO SCHOOL GIVEAWAY EVENT

ST. JOSEPH PARK
2125 W. Hillsdale
Lansing, MI 48915

PELOMAN