

PERSONNEL COMMITTEE

Approved Minutes

DATE: May 12, 2003

TIME: 1:05 p.m.

PLACE: Fillmore Street Complex

PRESENT: Cynthia Visscher, Frederick VanderLaan, Philip Kuyers

ABSENT: Jane Ruiters, Joyce Kortman

STAFF & GUESTS: Rich Schurkamp, Human Resources Director; Daniel Krueger, County Clerk; Rosemary Zink, Finance Director; Travis Parson, Human Resources; Greg Rapple, Corporation Counsel; Patti Krieg, Chief Steward of Teamster; Ronald Frantz, Prosecutor; Gary Scholten, Register of Deeds; Sherri Sayles, Deputy Clerk; Media

SUBJECT: CONSENT ITEMS

Approve by consent the Minutes of the April 14, 2003, meeting as presented and approve the agenda of today as presented.

SUBJECT: POSTINGS FOR BOARDS AND COMMISSIONS

PC 03-006 Motion: To approve and forward to the Planning and Policy Committee the amended policy regarding Postings for Boards and Commissions.

Moved by: Visscher Supported by: Kuyers UNANIMOUS

SUBJECT: DISCUSSION ITEMS

1. Original County Unclassified Wage Study - Rich Schurkamp stated the same basic methodology was used with the original study as used at the present. He explained how the present process works. He stated once the consultant finishes the process a copy is given to Rich and he forwards the completed study to the Finance Committee. Employees question why they can't ask questions at this time. Tentative language concerning this is with the teamsters. Rich was questioned if there is a policy on what labor market is used. He leaves this up to the consultant for determination of what comparables are used and why. Dan Krueger reported the original study went to committee and was passed. The Task Force was never questioned and no input was given before it went to the full Board. The concept was good, well defined and thought out but not everything that was to occur occurred. Rich Schurkamp and Fred VanderLaan to go over and bring back to Personnel Committee.

2. Review of Personnel Policies #22.000 and #24.000 - Rich Schurkamp reviewed Personnel Policy #22.000 with the Committee. Policies stand as is.

3. County Administrator Secession Planning Guide - Rich Schurkamp researched consultants on the internet

and Rosemary Zink contacted the Michigan Association of Counties to find out what consultants were recommended. Par Group, Maximus and Ross Childs keep showing up. No negatives have been heard on the Par Group or Ross Childs. Rich to set up time for the Par Group and Ross Childs to come in and make a presentation to the full Board possibly at the next Work Session.

Comments on the Days Business

Ron Frantz Prosecutor, thanked the committee for the background work they did on the 1982 unclassified study and looking at the County Task Force idea. Ron supports that idea and that there has to be a clear directive from this committee on what the Task Force does.

Gary Scholten, Register of Deeds, responded with a follow-up on the Task Force study and questioned if it's a sole source or RFP.

SUBJECT: ADJOURNMENT

The meeting adjourned at 2:15 p.m.