

## MINUTES

### KALAMAZOO COUNTY BOARD OF COMMISSIONERS COMMITTEE OF THE WHOLE

SEPTEMBER 3, 2013

PLACE: Room 207A, County Administration Building

TIME: 4:00 p.m. – 5:51 p.m.

MEMBERS PRESENT: Commissioners Dave Buskirk, Jeff Heppler, Brandt Iden, Dave Maturen, Julie Rogers, Michael Seals, Phil Stinchcomb, John Taylor, Roger Tuinier and John Zull

MEMBERS ABSENT: Commissioner Carolyn Alford

OTHERS PRESENT: Peter Battani, John Faul, Thom Canny, Tracie Moored, Kelly Ball, Jean Michaud, Jeff Getting, Sue Darling, Mary Balkema, Carrie Klein, Lotta Jarnefelt, Tim Snow, Lisa Henthorn, Dina Sutton

Chairman Maturen convened the Committee of the Whole at 4:00 p.m.

1. Review of Transfers and Disbursements

Ms. Tracie Moored, Finance Director stated claims for September 3, 2013 totaled \$2,530,757.09. She stated there was one budget transfer for the Land Bank.

2. Circuit Court Salary Exception

Ms. Sue Darling reviewed her memo included in the packet and provided a history of this position.

Commissioner Stinchcomb inquired if the employee was stepped out and Ms. Darling indicated he was not as he was not within the K band system. Commissioner Stinchcomb stated he supported step increases based on merit and not as a guarantee.

Commissioner Zull stated the bands were done for positions based on the value of that position. Ms. Darling stated this person was not actively seeking other employment.

County Administrator Mr. Peter Battani stated it was an option for the Court to modify the position and re-point the position and it would not require the Court to seek approval from the Board.

Ms. Moored stated the position was reevaluated and it was placed within the points. Ms. Darling indicated she had a discussion with Administration concerning this.

Commissioner Iden arrived at 4:12 p.m.

Commissioner Rogers stated she too felt a solution needed to occur instead.

Vice Chairman Buskirk arrived at 4:14 p.m.

Commissioner Heppler wanted clarification that this position was a separate position outside of the Information Systems department. Ms. Moored indicated that was correct.

Commissioner Seals stated this position should be included in the K band system.

Commissioner Taylor stated he supported the Courts request, but had concerns with the process leading up to this.

Discussion ensued.

3. Healthcare Overview

Ms. Moored introduced Human Resources staff and Ms. Susan Culhane from Nulty Agency introduced her colleagues Tennell Shaffer and Doug Nagel. Ms. Culhane reviewed the presentation in the packet.

Discussion ensued.

4. Mid-Year Projections

Ms. Moored reviewed her memo included in the packet.

Discussion ensued.

5. Diversity & Appointment Process to Citizen Advisory Boards/EEO Report

Mr. Battani indicated Commissioner Seals requested a discussion to occur on diversity on advisory boards as well as employees. He reviewed the information in the packet.

Commissioner Seals indicated he didn't feel the County did enough to diversify employment, particularly in management positions. He stated he felt there were not enough black employees.

Commissioner Tuinier stated he didn't feel the County was intentionally sending a message stating that minorities wouldn't be hired or appointed to advisory boards.

Commissioner Rogers stated she didn't feel the County was intentionally keeping individuals out, but was not going out of its way to recruit those types of employees.

Commissioner Rogers inquired about the Workplace Diversity Board or Anti-Racism Team. And Mr. Battani indicated this was an internal committee.

Commissioner Taylor stated he concurred with previous comments.

Mr. Battani stated Ms. Phillips was coordinating the Anti-Racism Team.

Commissioner Iden stated he would like to see a proposal vs. a general discussion on this issue.

Corporate Counsel Mr. Thom Canny stated there was a constitutional requirement that would not allow the County to require a percentage of employees to be diverse. He concurred with Commissioner Iden.

Discussion ensued.

6. Land Bank Reappointment/Appointment Discussion

Chairman Maturen reviewed his memo as included in the packet. He stated the Board Bylaws required the Board to interview reappointments to the Land Bank Authority, he was asking the Board to forgo this process for Mr. Chuck Vlieg and reappointment him without interviewing him. He inquired of any objections and there wasn't any.

7. Board of Commissioners' Resolutions Discussion

Chairman Maturen reviewed his memo as included in the packet.

Commissioner Stinchcomb stated he felt it was appropriate to have a Commissioner write a personal letter to an individual vs. doing a resolution.

Commissioner Rogers stated she had a unique situation and really hoped the Board would support a resolution honoring a particular individual.

Discussion ensued.

8. Any other items

Mr. Canny indicated Items N. and O. were the settlement agreements as previously discussed.

9. Executive Session

There was no executive session.

10. Adjournment – no later than 6 p.m.

There being no further business to come before the Board, Chairman Maturen adjourned the meeting at 5:51 p.m.

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David C. Maturen, Chairman  
Kalamazoo County Board of Commissioners