

MINUTES

KALAMAZOO COUNTY BOARD OF COMMISSIONERS COMMITTEE OF THE WHOLE

JULY 7, 2015

PLACE: Room 207A, County Administration Building

TIME: 4:00 p.m. – 6:30 p.m.

MEMBERS PRESENT: Commissioners John Gisler, Jeff Heppler, Scott McGraw, Larry Provancher, Julie Rogers, Michael Seals, Dale Shugars, John Taylor, Roger Tuinier and Kevin Wordelman

MEMBERS ABSENT: Commissioner Stephanie Moore

OTHERS PRESENT: John Faul, Thom Canny, Lisa Bradshaw, Jean Michaud, Jessica Kirkendall, Kristine Cunningham, Rick Fuller, Tim Snow, Dave Rachowicz, Mary Balkema, Jeff Getting, Deyo Gregor, Sue Darling, Lotta Jarnefelt, Paul Matyas, Judge Bell, Dina Sutton

Chairman Taylor 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 July 7, 2015 totaled \$2,828,230.67.

2. County Administrator Candidate/Position

Chairman Taylor indicated that Mr. Jeffrey Davis had withdrawn his candidacy for County Administrator.

The Chair inquired of the Board of next steps. He indicated there were a few options: consider the remaining candidate or go back to drawing board.

Commissioner Rogers stated she was quite disappointed that Mr. Davis pulled out. She stated she would like to proceed with a different recruiting firm.

Commissioner Gisler stated he had concerns that 2 out of 3 candidates dropped out; he wasn't sure if the recruiter wasn't selling Kalamazoo County or was there another issue.

Chair Taylor stated he wasn't sure, he stated he did want to speak with Mr. Davis to get his input but did not have an opportunity before today's meeting.

Commissioner Gisler stated he wouldn't mind hearing from Mr. Davis. He also stated he had hoped someone internally would apply.

Commissioner McGraw stated he concurred with Commissioner Rogers, but was unsure of spending another \$25,000 on an additional search firm. He suggested maybe the County do the search internally. He stated he was disappointed with the initial pool of candidates as well.

Commissioner Seals stated he had concerns with the top 3 candidates; he stated he was not supportive of Mr. Benda. He stated he had concerns with burdening the Human Resources Department with this task; he did not feel Mr. Nollenberger actually promoted and recruited Kalamazoo County. Commissioner Seals wanted to know if the County was obligated to pay GovHR the entire amount of the contract if the County decided to utilize another search firm. Mr. Canny stated he would look at the contract and let the Board know.

Commissioner Shugars stated the 2 candidates that were interviewed were qualified; however, there were questions by the Commission and that it was a personal match up. He stated he felt the search firm did not recruit properly or aggressive as it should have been. He stated he still felt testing was important.

Commissioner Provancher stated he felt this was the most important thing this Board was going to do and should make sure to do it right.

Commissioner Rogers stated she did not feel cost should be an issue in such an important decision. She stated she felt it important enough that the Board make this decision tonight with how to proceed.

Commissioner Wordelman stated he did not feel the Board should hire another search firm. He stated the fundamental problem he felt was that the Board was not clear in the direction in which may had hurt the process. He stated he would be supportive of an internal search Committee consisting Commissioners and Human Resources. He also suggested maybe looking at the list of 42 candidates one more time.

Commissioner Gisler stated he felt by using a search firm it turned off internal candidates. He felt the County could recruit candidates.

Mr. Thom Canny, Corporate Counsel stated the contract with GovHR was \$20,000. He stated 2 installments had been made already. He stated the contract did state it would do another search but would cost the Board some additional funds due to expenses.

Chair Taylor stated the fee to the search firm should be looked at in perspective. He stated this decision was very important and the Board needed to be diligent. He stated he agreed with Commissioner Wordelman in that GovHR did not recruit and could have been done in house, however, he felt a firm could help head hunt for the right candidate.

Vice Chairman Heppler stated he agreed with the discussion being had. He stated this was a very important decision and needed to be done right. He stated he wasn't happy with hiring another firm to do the task; however, he felt the Board could post internally while looking at what steps to take next.

Commissioner McGraw stated the Board had a responsibility to spend its money wisely.

Commissioner Tuinier arrived at 4:33 p.m.

Commissioner Shugars stated the Board could post internally (those who work for Kalamazoo County) for a week and then interview them and if that did not work out, then maybe contract with Hiring Solutions.

Commissioner Provancher stated he did not want to limit to Kalamazoo County employees only.

Commissioner Rogers stated she felt it was unfair to ask Human Resources Department to undertake this. She also stated she did not feel a small committee was fair to the entire Board.

Commissioner Wordelman stated he too felt it was limiting the County by keeping the candidate pool to internal candidates.

Commissioner McGraw inquired if the job was posted internally and Ms. Cunningham stated it had been posted internally. He stated the pool that was received was shallow and now maybe an internal candidate might be interested.

Discussion ensued.

Commissioner Seals stated he didn't oppose posting internally, however, he did not feel that it was the proper route to go.

Commissioner Wordelman stated he wanted to do a local search, post like any other County position. He stated he would like to post the job through normal hiring procedures and see what types of applicants were received.

Commissioner Provancher stated he didn't want to put the burden on the Human Resources Department; he wanted to hire the second firm and push forward.

Commissioner Shugars suggested the Board give direction to Administration to negotiate a contract with Hiring Solutions; however, if the cost was higher than originally proposed then bring that information back to the Board.

Mr. Canny stated he would be happy to contact Hiring Solutions and see if their position was the same and would explore a resolution to the agreement with GovHR and bring that back to the Board within a week.

Commissioner Seals stated past practice was to promote the Deputy County Administrator and this would be a decision of the Board.

Commissioner McGraw stated it was his hope that there would be some renewed interest in the position and maybe posting locally.

Chair Taylor proposed 2 options:

1. Hire Hiring Solutions with emphasis on local and internal candidates
2. HR posts and accepts applications

Discussion ensued.

Mr. Canny suggested the Board take an official position on Mr. Benda and send him a letter. He stated it would not only be professional but courteous.

Chair Taylor stated he would send Mr. Benda a letter and it was suggested GovHR send the letter.

Commissioner Wordelman suggested speaking with Hiring Solutions between the meetings. Mr. Canny stated he would suggest waiting.

3. Operating of Golf Carts on Designated Streets

Mr. Canny reviewed his memo as included in the packet.

Sheriff Fuller stated the law allows the operation of golf carts on designated streets; however, the golf cart companies were not equipped to make the necessary changes to the golf carts to make them safe on a roadway.

Commissioner Provancher inquired about the liability insurance. Sheriff Fuller stated they would fall as a rider on the homeowner's policy.

Commissioner Wordelman inquired about the speed limits on the roadways and Sheriff Fuller indicated 25 mph.

Commissioner Gisler stated Brady Township was a part of his district and this issue could get into the Township's business.

Mr. Canny stated the golf carts would not be considered a motor vehicle. He also stated the Resolution was adopted and in affect. The Board could take no position or could take a position due to public safety concerns and a public hearing would be scheduled.

Commissioner Wordelman wanted clarification that the speed limit on the roadways was 30 mph and Mr. Canny indicated that was correct.

Discussion ensued.

4. Millage Discussions

Chair Taylor stated the discussion was due to the proposed question by Commissioner Shugars at the last meeting.

Commissioner McGraw stated he would like an update on the Facilities Master Plan.

Chair Taylor stated these types of millages would be for operation not buildings.

Chair Taylor wanted to know what issues there were with the proposed Public Housing Commission.

Commissioner Shugars stated he was unsure what was being spent on homelessness and he just did not feel the proposal would help those who needed it. He stated he would not support the millage request. He stated it would be his suggestion to put all the millages on one ballot and allow the citizens to make the decision.

Commissioner Rogers stated the County spent \$125,000 annually on homelessness. She stated only one proposal was ready.

Commissioner McGraw stated he too would like to look at these requests on an operational level vs. millage. He stated he wanted to make sure the County was spending its money wisely.

Discussion ensued.

Commissioner Gisler stated he would like to see outcomes and measurements.

Commissioner Tuinier inquired the length of the millage and Chair Taylor stated it was up to the governing body but would be no longer than 6 years. He stated he wanted accountability should this millage pass.

Commissioner Shugars stated he would suggest directing Mr. Canny to put together ballot language and bring that back to the Board at the July 21 meeting.

Discussion ensued.

Chair Taylor stated he would contact Mr. Anderson and Mr. Artley and meet with them prior to the next meeting.

5. Portage Bikeway – MDEQ Permit

Mr. Canny reviewed his memo as included in the packet.

Commissioner Shugars wanted to know if Commissioners Gisler and Provancher supported this request.

Commissioner Provancher stated as long as everyone had signed off on this project he was ok to this request.

Commissioner McGraw stated he supported this.

Commissioner Rogers wanted to know if any environmental assessments were done and Mr. Canny believed that was the case.

Commissioner Rogers stated she would like additional information.

Mr. John Faul, Interim County Administrator indicated it had been received via email by the Clerk on June 16, 2015 so this was the first opportunity for the Board to discuss.

Discussion ensued.

6. Any other items

Commissioner Wordelman stated the issue with the woman who was arrested and placed in jail for not renewing her dog license and felt the County needed to look at the animal control ordinance.

Commissioner Rogers stated she received several constituent calls concerning this issue and Mr. Steve Lawrence should be present during the discussion. Commissioner Rogers would ask that Administration send the timeline to the Board.

Mr. Faul stated the law of 1919 was followed for this issue.

Commissioner Seals stated his concern was that her minor child was left in the vehicle.

Discussion ensued.

Commissioner Shugars stated the City officials were upset with Eastern Hills Golf Course editorial therefore a meeting had been held with the City officials and it was felt that the County could be the leader with this issue. Put on a forum or summit on 425.

Discussion ensued.

Commissioner Seals stated he received a call from a foster parent who had not been paid during the Child Care Fund issue and was still receiving late payments. He stated he had brought it to the attention of Circuit Court.

7. Executive Session

There was no executive session.

8. Adjournment – no later than 6 p.m.

There being no further business to come before the Board, Chairman Taylor adjourned the meeting at 6:30 p.m.

John Taylor, Chairman
Kalamazoo County Board of Commissioners