

## **BAY COUNTY BOARD OF COMMISSIONERS**

**MAY 28, 2019**

THE BAY COUNTY BOARD OF COMMISSIONERS MET FOR A SPECIAL SESSION ON TUESDAY, MAY 28, 2019, IN THE FOURTH FLOOR COMMISSION CHAMBERS OF THE BAY COUNTY BUILDING. THE MEETING WAS CALLED TO ORDER BY CHAIRMAN MICHAEL DURANCZYK AT 4:04 P.M. WITH THE FOLLOWING MEMBERS AND GUESTS PRESENT.

ROLL CALL: COMMISSIONERS ERNIE KRYGIER, VAUGHN J. BEGICK, THOMAS HEREK, TOM RYDER, MICHAEL LUTZ AND MICHAEL DURANCZYK

EXCUSED: COMMISSIONER KIM COONAN

OTHER MEMBERS: CYNTHIA A. LUCZAK, BAY COUNTY CLERK  
DIANE YAWORSKI, SECRETARY TO THE COUNTY CLERK  
ROBERT J. REDMOND, FINANCIAL ANALYST  
DEANNE C. BERGER, BOARD COORDINATOR

ALSO PRESENT: TIFFANY JERRY, PERSONNEL AND EMPLOYEE RELATIONS DIRECTOR  
JAN HISTED, FINANCE OFFICER  
AMBER DAVIS-JOHNSON, CORPORATION COUNSEL  
CRAIG GOULET, ADMINISTRATIVE SERVICES DIRECTOR  
CRISTEN GIGNAC, RECREATION AND FACILITIES  
VARIOUS ELECTED OFFICIALS  
VARIOUS DEPARTMENT HEADS  
NEWS MEDIA

INVOCATION: THE INVOCATION WAS GIVEN BY THE BAY COUNTY CLERK, CYNTHIA A. LUCZAK.

PLEDGE OF ALLEGIANCE:

### **CITIZENS INPUT**

WANDA RAU: WANDA BEHMLANDER RAU, PRESIDENT, UNITED STEEL WORKERS LOCAL 15157, STATED THAT SHE WOULD LIKE TO THANK THE BOARD FOR INVESTING THE FUNDS TO COMPLETE THE CLASSIFICATION AND COMPENSATION STUDY BY SEGAL WATERS CONSULTING. SHE CONTINUED THAT SHE LOOKS FORWARD TO WORKING WITH THE BARGAINING TEAM IN FUTURE NEGOTIATIONS.

## **ITEMS FOR CONSIDERATION**

COMM.  
DURANCZYK:

COMMISSIONER MIKE DURANCZYK ANNOUNCED A BRIEF EXPLANATION BEFORE THE PRESENTATION TODAY WAS JUST TO COVER HOW WE HAVE COMPLIED THE INFORMATION THIS WAS NOT TO COVER WAGES, INCREASES OR PAYROLL STEPS, THAT WILL ALL BE COVERED IN NEGOTIATIONS. COMM. DURANCZYK THEN INTRODUCED RUTH ANN SLEDGE, FROM SEGAL WATERS CONSULTING.

RUTH ANN  
ELEDGE:

RUTH ANN ELEDGE, SPHR, VICE PRESIDENT AND SENIOR CONSULTANT, SEGAL WATERS CONSULTING. MS. ELEDGE STATED THAT THIS HAD BEEN A VERY EXTENSIVE STUDY. SEGAL WATERS WORKED WITH THE PROJECT TEAM AND LEADERSHIP TEAM, MADE UP OF BAY COUNTY ADMINISTRATION AND EMPLOYEES. ELEDGE CONTINUED THAT KEY OBJECTIVES OF THE STUDY; WERE TO BE CONSISTENT WITH ORGANIZATIONAL STRUCTURE, COMPLIMENTARY TO THE MANAGEMENT STYLE AND OBJECTIVES, INTERNALLY EQUITABLE, EXTERNALLY COMPETITIVE, EASILY UNDERSTOOD, FLEXIBLE TO MEET THE CHANGING NEEDS OF THE COUNTY, FINANCIALLY SOUND, AND EFFECTIVELY AND EFFICIENTLY ADMINISTERED. SHE STATED THAT THE FIRST STEPS WERE TO MEET TO GATHER INFORMATION ON BAY COUNTY, MAKE SURE WE WERE CLEAR ON THE GOALS AND OBJECTIVE, ROLLS AND RESPONSIBILITIES AND SETTING UP TEAMS, THEN MOVING INTO JOB ANALYSIS. THE FIRST STEP WAS TO UNDERSTAND THROUGH A COLLECTION OF DATA WHAT JOBS ARE BEING PERFORMED, AS INFORMATION WAS GATHERED, UPDATED JOB DESCRIPTIONS, AND JOB TITLE CHANGES THAT MAY BETTER MATCH THE JOB BEING DONE. THEN A JOB EVALUATION PROCESS, WHICH LOOKS AT THE INTERNAL RELATIONSHIP OF JOBS. AS WELL AS MOVING OUT INTO THE MARKET TO COLLECT INFORMATION FROM OTHER EMPLOYERS TO SEE WHAT WAS BEING PAID FOR SIMILAR TYPES OF WORK. ELEDGE STATED THAT THEY THEN MOVED INTO PREPARING A COMPENSATION STRUCTURE FOR THE CONSIDERATION OF THE BOARD. THESE ARE THE KEY STEPS OF THE PROJECT. KEY DELIVERABLES OF THE STUDY ARE: THE JOB ANALYSIS AND UPDATED CLASSIFICATION SYSTEM; JOB EVALUATIONS TO DOCUMENT INTERNAL RELATIONSHIPS; COMPENSATION SURVEY, INCLUDING SALARY, BENEFITS AND PAY PRACTICES; MARKET COMPARISONS; DEVELOPMENT OF UPDATED COMPENSATION PLAN; OPTIONS FOR IMPLEMENTATION; FINAL REPORT DOCUMENTING PROJECT METHODOLOGY AND FINDINGS; ON-SITE PRESENTATION OF FINAL REPORT.

MOTION 52: COMM. HEREK MOVED TO RECEIVED THE PRESENTATION BY RUTH ANN ELEDGE, SPHR, VICE PRESIDENT AND SENIOR CONSULTANT, FROM SEGAL WATERS. MS. ELEDGE INFORMED THE BAY COUNTY COMMISSION IN A BRIEFING REGARDING THE CLASSIFICATION AND COMPENSATION STUDY INITIATED BY THE PERSONNEL DEPARTMENT, INCLUDING JOB ANALYSIS, JOB EVALUATION, COMPARISONS, COMPENSATION PLAN AND OPTIONS TO IMPLEMENT THE STUDY, FOR ALL BAY COUNTY EMPLOYEES. IT WAS SUPPORTED BY COMM. KRYGIER AND PASSED BY A VOICE VOTE OF: 6 YEAS, 0 NAYS, 1 EXCUSED.

**UNFINISHED BUSINESS**

THERE WAS NO UNFINISHED BUSINESS

**NEW BUSINESS**

THERE WAS NO NEW BUSINESS

**MISCELLANEOUS**

THERE WAS NOTHING NEW FOR MISCELLANEOUS

**ANNOUNCEMENTS**

COMM. DURANCZYK: COMMISSIONER MIKE DURANCZYK ANNOUNCED THE 36<sup>TH</sup> ANNUAL CHEESE TOWN CHALLENGE RACES, HELD SATURDAY, JUNE 15, 2019 IN PINCONNING. THERE WILL ALSO BE FIREWORKS THAT WILL BE HELD AT DUSK, CO-SPONSORED BY THE CHIPPEWA TRIBE. A PARADE WILL BE HELD AT 11:00 AM ON SATURDAY, JUNE 15<sup>TH</sup>. THERE WILL ALSO BE A CHEESE TOWN - CAR CRUZ, HELD ON FRIDAY, JUNE 14<sup>TH</sup>.

COMM. KRYGIER: COMMISSIONER ERNIE KRYGIER ANNOUNCED THE BEACH WELLNESS RACE, TO BE HELD JUNE 29, 2019, RACES TO START AT 9:00 AM.

**CLOSED SESSION**

MOTION 53: COMM. HEREK MOVED TO GO INTO CLOSED SESSION PURSUANT TO MCL 15.268 (c): FOR STRATEGY AND NEGOTIATION SESSIONS CONNECTED WITH THE NEGOTIATION OF A COLLECTIVE BARGAINING AGREEMENT WHEN EITHER NEGOTIATING PARTY REQUESTS A CLOSED HEARING. IT WAS SUPPORTED BY COMM. LUTZ AND PASSED BY A VOICE VOTE OF: 6 YEAS, 0 NAYS, 1 EXCUSED.

MOTION 54: COMM. KRYGIER MOVED TO GO BACK TO REGULAR SESSION FOLLOWING CLOSED SESSION DISCUSSIONS OF STRATEGY AND NEGOTIATION CONNECTED WITH THE NEGOTIATION OF A COLLECTIVE BARGAINING AGREEMENT WHEN EITHER NEGOTIATION PARTY REQUESTS A CLOSED SESSION. IT WAS SUPPORTED BY COMM. BEGICK AND PASSED BY A VOICE VOTE OF: 6 YEAS, 0 NAYS, 1 EXCUSED.

**RECESS/ADJOURNMENT**

MOTION 55: COMM. HEREK MOVED TO ADJOURN THE SPECIAL BOARD SESSION OF MAY 28, 2019. IT WAS SUPPORTED BY COMM. KRYGIER THE MEETING CONCLUDED AT 5:05 P.M. BY A VOICE VOTE OF: 6 YEAS, 0 NAYS, 1 EXCUSED.

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MICHAEL DURANCZYK, CHAIRMAN  
BOARD OF COMMISSIONERS

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CYNTHIA A. LUCZAK  
COUNTY CLERK  
BOARD OF COMMISSIONERS

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DIANE YAWORSKI  
SECRETARY TO THE CLERK  
BOARD OF COMMISSIONERS