



MINUTES
Board of Commissioners Chambers
219 East Paw Paw Street

July 27, 2021 1:00 PM

Commissioners

Gail Patterson-Gladney, District 1
Kurt Doroh, District 2
Richard Godfrey, District 3
Mike Chappell, District 4
Randall Peat, District 5
Donald Hanson, District 6
Paul Schincariol, District 7

Labor, Negotiations and Contracts Committee Meeting

1. Call to Order
Committee members: Commissioner Godfrey, Commissioner Peat, Commissioner Hanson

Others in attendance: Administrator Hardester, Anna Cerven, Commissioner Chappell, Commissioner Doroh, Tara Tyler, Paul Hampel

Minutes: Cari Elmore
2. Additions/Deletions to the Agenda
None
3. Approval of Agenda
Motion to approve the agenda by Commissioner Peat; Supported by Commissioner Hanson;
Motion: Carried.
4. Approval of Minutes

A. 6/22/2021 Labor, Negotiations and Contracts Committee Minutes
Motion to approve the minutes by Commissioner Hanson; Supported by Commissioner Peat; Motion: Carried.
5. Public Comment
None
6. Agenda Items

A. MERS 457b Plan
Tara Tyler and Paul Hampel presented from MERS about the Contribution Plan and 457 Program, clarifying some follow up questions from the last meeting. Discussions ensued.
 - Anna stated that the fiduciary responsibilities are handled by MERS whereas Fidelity requires us to handle our own.
 - Ryan stated that there is a \$6,000 fee for every contract with Fidelity, approximately every 6 years, that we would lose moving to MERS.
 - The different options with the two companies were discussed.
 - Anna confirmed that the contracts with the union allows the employer to choose the 457 plan carrier.

Motion made to terminate Fidelity and transfer everything to MERS by Commissioner Peat; Supported by Commissioner Hanson; Motion: Carried.

B. Finance Department Position Elimination / Creation

Administrator Hardester requested the elimination of the Financial Services Coordinator position (an AFSCME position) and creating/posting a new Finance Operations Manager position. Discussions ensued.

- AFSCME board has approved.
- The new position would help cover some of the items Wayne Nelson currently does, when he retires.

Motion to proceed with the position elimination and creation of the new position by Commissioner Peat; Supported by Commissioner Hanson; Motion: Carried.

C. HR Update

Anna reported an update on the operations of Human Resources, including:

- Digital filing system to go live August 30th.
- Working on 457 plans.
- New HR policies and county job position descriptions.
- Developing a plan for staff training, including an engagement survey to identify training issues utilizing Rose Street.
- Employee performance reviews.
- Met with the health department regarding sharing HR ideas/resources.

D. Resume Normal Financial Operations

Administrator Hardester presented a request to rescind the financial controls adopted on 4/14/2020, in particular lifting the hiring freeze, travel, and restriction of purchases and return to normal financial operations. Discussion ensued.

Motion to rescind the financial controls by Commissioner Peat; Supported by Commissioner Hanson; Motion: Carried.

E. Personnel Matter

Administrator Hardester disclosed that a personnel matter will be brought to the BOC in a closed session later today.

7. Public Comment

None

8. Adjournment

Motion to adjourn by Commissioner Hanson; Supported by Commissioner Peat; Motion: Carried.

Meeting adjourned at 2:00 p.m.