



WASHTENAW COUNTY BOARD OF COMMISSIONERS

WORKING SESSION

April 20, 2006

The meeting was called to order by Chair Solowczuk at 6:30 p.m. in the Board Room, Administration Building, 220 North Main Street, Ann Arbor, Michigan.

MEMBERS PRESENT: Comms. Bergman, Gunn, Irwin, Kern, Ouimet, Prater, Sizemore, Smith.

MEMBERS ABSENT: Comm. Grewal, Peterson, Solowczuk

OTHERS PRESENT: Bob Guenzel, County Administrator; Frank Cambria, Deputy County Administrator; Ken Schrader, Information Technology; Verna McDaniel, Rebecca Curry, Human Resources; Kerry Sheldon, Administration, Stephen Kirschner, Clerk's Office; various citizens; and members of the press.

Roll Call

Citizen Participation

None.

Commissioner Follow-Up to Citizen Participation

None.

Discussion Items

Building Review/ Operational 1/8th Mill Allocation

Verna McDaniel introduced Malcolm Cohen of Employment Research Corporation. She introduced Barb Finch and Rebecca Curry. Malcolm Cohen presented to the board on the Employment Audit. Report on File with County Clerk.

- o Introduction
- o Workforce Analysis
- o Promotion and Terminations Analysis
- o Compensation Analysis
- o Conclusions

Malcolm Cohen and Verna McDaniel responded to commissioner questions.

Comm. Smith asked why they are testing against census data and not population. Malcolm Cohen explained why they do not test against population. Comm. Smith asked if they have a measure to determine whether there is inherent discrimination in the census category. Malcolm Cohen stated that it is difficult to determine this.

Comm. Prater asked if the pie chart is the entire workforce. Malcolm Cohen stated that it represents all employees. Comm. Prater stated that the Administrative Support percentage seemed high. Malcolm Cohen replied that they had to apply all of the county jobs to the EEO Groups. Verna McDaniel explained what jobs the categories include.

Comm. Ouimet stated that the categories are established by the federal government.

Comm. Gunn asked if these statistics include union bumping. Verna McDaniel replied that this is included.

Comm. Prater asked what populations represent the sworn protective services.

Comm. Sizemore asked if the layoffs in the previous years affected these numbers. Verna McDaniel responded that depending on when the research company took the snapshot, it could have an effect. Comm. Sizemore asked if it is possible that some of the low numbers are due to layoffs. Verna McDaniel said that it could be.

Comm. Smith asked if there is evidence of a predisposition to hire minorities. Malcolm Cohen stated that it is difficult to make these judgments.

Comm. Kern asked if terminations are only jobs ended by the employer. Malcolm stated that the records do not identify if a termination is voluntary. Verna McDaniel stated that this information is being tracked now.

Comm. Bergman asked if they can keep analysis of job performance of terminated employees. Verna McDaniel responded affirmatively.

Comm. Gunn asked if the termination statistics take into account the position eliminations in 2004 and 2005. Verna McDaniel answered that there is a layoff code. Malcolm Cohen stated that the study only examines through 2004.

Comm. Bergman asked if there is an ageist aspect in promotion. Malcolm Cohen responded that this type of statistic would require a different study.

Comm. Kern asked at what point does an employee move from one category into the manager category. Malcolm Cohen responded.

Comm. Smith thanked Dr. Cohen for this information. He stated that he would like to monitor the declining minority participation in the police and correction services areas. Verna McDaniel responded that she would have little authority in correcting that, but she can monitor this.

Comm. Kern asked about psychiatrists. Verna explained how the history of this group .

Comm. Smith asked if there is anyone studying the systemic discriminatory practice and ways to address it. Malcolm Cohen stated he would send a response.

County Administrator Report

None.

Items for Current/Future Discussion

None.

Pending

- May 4 GIS Presentation
- May 17* Space Plan History; PS&J Needs Assessment and Human Services Issues
 - * at Ways and Means
- May 18 Cancelled
- June 3 Community Engagement Process
- TBD Space Plan Goals Established
- Summer Community Engagement and Space Plan Development
- Sept. 7 Present Report on Recommendations
- Nov. 2 Review Potential funding Sources
- Dec. 3 Adopt Funding Mechanism for Next Phase of Plan

Status of Annual Activities/Goals

No report.

Citizen Participation

None.

Commissioners Follow-up to Citizen Participation

None.

Adjournment

Comm. Gunn seconded by Comm. Prater moved that the meeting be adjourned until April 20, 2006, at 6:30 p.m. in the Board Room, Washtenaw County Administration Building. Motion carried.

The meeting adjourned at 7:39 p.m.

Stephen Solowczuk, Chair

Lawrence Kestenbaum, Clerk/Register

By: Stephen Kirschner, Deputy Clerk

APPROVED: