



## WASHTENAW COUNTY BOARD OF COMMISSIONERS

### WORKING SESSION

February 17, 2011

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

**MEMBERS PRESENT:** Comms. Gunn, Judge, Ping, Prater, Rabhi, Conan Smith

**MEMBERS ABSENT:** Comms. Bergman, Peterson, Sizemore, Dan Smith, and Turner

**OTHERS PRESENT:** Verna McDaniel, County Administrator; Bill Reynolds, Deputy County Administration; Diane Heidt, Human Resources; Bob Tetens, Parks and Recreation; Kelly Belknap, Finance; Ben Toole, ITS; Joanna Bidlack, County Administration; Jason Brooks, Clerk's Office; various citizens; and members of the press.

#### Roll Call

#### Citizen Participation

None

#### Commissioner Follow-Up to Citizen Participation

None

#### Discussion Items:

##### **Labor Overview – *Human Resources and Labor Relations Director Diane Heidt***

Diane Heidt gave a presentation on Human Resources and Labor Relations (on file in County Clerk's office).

Comm. Conan Smith stated that understanding of the process is critical. He added that the role of the Board is to set goals and define process. He asked how effective dialogue will be ensured. Heidt reported that the negotiating team is a part of the planning team to ensure alignment. She added that regular updates between the negotiating team and Board will be necessary. Heidt reported that her goal is to ensure that any tentative agreement that has been discussed and presented also meets the goals and parameters of the Board. She added that regular updates have already been scheduled. Comm. Conan Smith asked what role individual commissioners play when interacting with staff. Heidt reported that the County and the bargaining units each have teams representing their interests. Heidt reported that it is important to be open and listen to staff but not to make promises. Comm. Conan Smith asked how the pre-negotiation information sharing will take place. Heidt reported that the County has been talking about negotiations since early this year. She added that the salary and benefits survey that compares salary and benefits to other jurisdictions was just completed today. She added that there was also a fringe benefit workgroup that recently sunsetted. Heidt reported that an agent came in over the last couple of months to provide education on various benefit options. She stated that Finance and Budget will also be coming in to provide projections and information that the union requests. Comm. Smith stated that he has been impressed by all sides about the commitment to the County. He added that he is committing to the process to be open, honest and fair.

Comm. Prater asked if non-union employees are receiving pay for performance. Heidt reported that she believes the last time it was received was 2008. Comm. Prater stated that he feels there are about 100 employees missing from the retirement systems in the report. Heidt reported that part time employees would not be reflected. Comm. Prater asked if all people on the page of the presentation listing supervisors are non-union. Heidt reported that not all non-union employees are supervisory. She stated that she could take a look at the span of control and provide a report. McDaniel stated that she would also like to see the supervisory standard.

Comm. Ping asked if comparable information for non-union employees is also pulled. Heidt reported that it is. She stated that benchmark surveys on positions are also examined.

Comm. Rabhi asked if subunits of the local are being broken out for separate agreements. She stated that large units may come together for economic conditions but sub units will have specific pieces that do not apply to others. Comm. Rabhi asked for a breakdown on banked leave days. Heidt reported that banked leave days do not impact retirement or longevity while furlough days do. She stated that the amount of reduction on eight days is about 3.08% and it was taken out equally over 26 pay periods.

**County Administrator's Report**

None

**Items for Current/Future Discussion**

None

**Pending**

None

**Citizen Participation**

None

**Commissioners Follow-up to Citizen Participation**

None

**Adjournment**

Comm. Conan Smith seconded by Comm. Prater moved that the meeting be adjourned until March 3<sup>rd</sup>, 2011 at 6:30 p.m. Motion carried.

The meeting adjourned at 7:28 p.m.

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Yousef Rabhi, Chair

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Lawrence Kestenbaum, Clerk/Register

By: Jason Brooks, Deputy Clerk

APPROVED: March 2, 2011