

PERSONNEL COMMITTEE
FEBRUARY 22, 2024

*CONFERENCE ROOM 302 – ADMINISTRATION OFFICE, COUNTY COMPLEX
255 CLAY STREET, LAPEER, MI 48446*

Chairman Truman Mast called the meeting to order at approximately 12:16 p.m. in the Lunchroom/Conference Room in the Administration Office on the 3rd Floor of the County Complex.

Members Present: Commissioners Truman Mast, Gary Howell, and Kevin Knisely (sitting in for Brad Haggadone).

Others: Moses Sanzo, Administrator/Controller; Jackie Arnold, CFO; Doreen Clark, Administration Office Manager; Undersheriff Mike O'Dette; and Jeff Satkowski, Central Dispatch Director.

AGENDA

The Agenda was reviewed.

Motion by Howell, supported by Knisely, to approve the Personnel Committee Agenda as presented. Motion carried unanimously.

MINUTES

The minutes from the February 8, 2024 Personnel Committee Meeting were briefly reviewed and discussed.

Motion by Howell, supported by Knisely, to approve the minutes from the February 8, 2024 Personnel Committee Meeting, as presented. Motion carried unanimously.

SHERIFF'S DEPARTMENT

Undersheriff O'Dette was present to request permission to fill a vacant Corrections Officer position at Step 2 of Pay Grade S4 (external lateral transfer), due to the fact that the candidate has over 4.5 years of Corrections experience. Questions and discussion followed.

Motion by Howell, supported by Knisely, to recommend to the Full Board to authorize the Sheriff's Department to hire and fill the vacant full-time Corrections Officer position (#766, PG S4) at the Step 2 pay rate due to the candidate's 4.5 years of Corrections experience and pursuant to the Letter of Understanding with the union regarding external lateral transfers, to be paid from the Sheriff's Department's budget, at no additional cost to the County's General Fund. Motion carried unanimously.

911 CENTRAL DISPATCH

Jeff Satkowski, Central Dispatch Director, was present to provide information regarding the three requests he submitted: 1) Request to bypass the entry rate and authorize hiring of Communication Specialists (Dispatchers) at the 6-month step due to ongoing hiring difficulties; 2) Request to move the Communication Specialists Supervisors from Pay Grade 17 to 18 due to ongoing hiring difficulties and need to provide better wage gap from the Dispatchers for future promotions with extra responsibilities; and 3) Request to move the Administrative Assistant from Pay Grade 16 to Pay Grade 18 to be equal to the Dispatch Supervisors. Mr. Satkowski noted that he recently had over 52 applicants for the Dispatcher positions, only 20 tested, 12 continued and 5 were interviewed. Despite the wage study, they have still been having difficulty to hire Dispatchers for under \$20/hour and would like to bypass the Entry Rate of \$19.76 and hire at the 6-month step rate of \$21.25. Questions and discussion followed.

Motion by Knisely, supported by Howell, to recommend to the Full Board to authorize 911 Central Dispatch to bypass the entry rate and authorize hiring of Communication Specialists (Dispatchers) vacancies at the 6-month step of Pay Grade 16 due to ongoing hiring difficulties, to be paid from within the 911 Budget and at no additional cost to the County's General Fund. Motion carried unanimously.

Lengthy questions and discussion followed regarding the other two requests, and concerns were expressed regarding labor matters that may arise. Mr. Satkowski stated he already has one Supervisor vacancy and one retiring next week. Unfortunately, there is not enough of an incentive for a Dispatcher to be promoted to Supervisor with more responsibilities and higher changes of having to work the least desired night shifts being only one pay grade higher (PG 17). It was suggested that a separate pay scale be considered for 911 Central Dispatch similar to that of the Sheriff's Department due to them being a 24/7/365 day operation and ongoing hiring difficulties.

Motion by Howell, supported by Knisely, to table the requests from the 911 Central Dispatch regarding moving the Dispatch Supervisors and Administrative Assistant until after Administration and Finance can discuss an alternate plan with the labor attorney. Motion carried unanimously.

ADJOURN

Motion by Howell, supported by Knisely, to adjourn the meeting. Motion carried unanimously. 12:44 p.m.

Truman Mast, Chairman
Lapeer County Personnel Committee

Minutes Prepared by: Doreen Clark, Office Manager