PERSONNEL COMMITTEE
DECEMBER 29, 2025

CONFERENCE ROOM 302 – THIRD FLOOR, COUNTY COMPLEX
255 CLAY STREET, LAPEER, MI 48446

Chairman Brad Haggadone called the meeting to order at approximately 9:00 a.m. in Conference Room 302 on the third floor of the County Complex.

Members Present: Commissioners Brad Haggadone, Greg Wise, and Gary Howell.

Others: Moses Sanzo, County Administrator; Doreen Clark, Administration Office Manager; Natasha Kugler, Human Resources Director; Jacky Bennett, Interim CFO; Pete Kirley, Veterans Services Director; and Brooke Sankiewicz, CMH Director.

AGENDA
The Agenda was reviewed.

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

MINUTES
The minutes from the December 8, 2025 Personnel Committee Meeting were briefly reviewed and discussed.

Motion by Howell, supported by Wise, to approve the minutes from the December 8, 2025 Personnel Committee Meeting as presented. Motion carried unanimously.

VETERANS SERVICES OFFICER

Pete Kirley, Veterans Services Director was present to request consideration to hire a candidate for the vacant Veterans Services Officer position (#418, Pay Grade 16) at Step 3 based on the candidate's qualifications, standard certifications and accreditations, plus additional certifications handling veteran appeals, as well as his regional level experience, which he feels will greatly benefit all the Veterans in Lapeer County as we've never had a VSO with this amount of qualifications and certifications. Several questions and discussion followed and Mr. Kirley also noted that this candidate is also coming from out of state.

Motion by Howell, supported by Wise, to recommend to the Full Board to authorize the Veterans Services Director to hire and fill the vacant Veterans Services Officer position (#418, Pay Grade 16) at Step 1 due to the candidate's knowledge, extensive experience, and required certifications as well as additional certifications that will benefit the veterans of Lapeer County, with the understanding that the step will be re-evaluated after one year and brought back to Personnel Committee, to be paid from within their budget and at no additional cost to the County's General Fund. Motion carried unanimously.

DRAFT

CMH

Brooke Sankiewicz, CMH Director, was present to provide information regarding her request to change her Table of Organization to reflect eliminating the now vacant Triage/MICCS Clinical Coordinator position and to cate/add one full-time Intake/DBT Supervisor position in order to meet the new duty requirements from Region 10. CMH will be pay for the cost difference of the new position which is one pay grade higher, so there will be no impact on the County's General Fund. Questions and discussion followed.

Motion by Wise, supported by Howell, to recommend to the Full Board to amend the Table of Organization to eliminate one full-time Triage/MICCS Clinical Coordinator position (#761, Pay Grade 22) and create/add one full-time Intake/DBT Supervisor position (#TBD, Pay Grade 23), due to new duty requirements from Region 10, at no additional cost to the County's General Fund; and further, to approve the new job description for said position. Motion carried unanimously.

ADMINISTRATION/HUMAN RESOURCES – Paid Vacation Policy

Moses Sanzo, Administrator/Controller, requested that the motion be amended regarding the recently adopted Paid Vacation Policy to reflect an effective date change for all new full-time non-union employees hired on or after January 1, 2025. Questions and discussion followed.

Motion by Howell, supported by Wise, to recommend to the Organizational Meeting to amend Motion #363-2025 from the December 18, 2025 Regular Board Meeting approving the Lapeer County Paid Vacation Policy and to authorize the County Administrator to implement the effective date change for all new non-union full-time employees hired on or after January 1, 2025. Motion carried.

ADJOURN

Motion by Wise, supported by Howell, to adjourn the meeting. Motion carried unanimously. 9:35 a.m.

Brad Haggadone, Chairman
Lapeer County Personnel Committee

Minutes Prepared by: Doreen Clark, Office Manager

DRAFT