

PERSONNEL COMMITTEE

January 7, 2021 - 9 a.m.

The Personnel Committee met on January 7, 2021 at 9:00 a.m. in the Howard Male Conference Room.

COMMISSIONERS PRESENT: Marty Thomson
Bob Adrian
Dave Karschnick,
Kevin Osbourne, guest

OTHERS PRESENT: Bonnie Friedrichs, County Clerk
Tammy Sumerix-Bates, Executive Manager
Kim Elkie, Administrative Assistant
Wes Wilder, Maintenance Superintendent

INFORMATION ITEM: Wes Wilder, Maintenance Superintendent, met with the Committee to discuss a request from Tim Ludlow for consideration of paying for Assistant Maintenance Superintendent during the absence of an employee in 2020 and in 2021 until the employee returns. It will be discussed with the union and a recommendation made to the Committee when they meet on January 14, 2021.

INFORMATION ITEM: PTO carryover for employees was discussed for 2020. The Sheriff's Department employees union contract covers how they are paid for this time. There were 9 other individuals who had time. Three were Wes Wilder, Tammy Bates, and Erik Smith which were large amounts. Erik requested his time not be extended. Six other people were affected from 2 hours to 18 hours, two from District Court, one from Commissioners with 2.6 hours, and one from the Prosecutors, and two from maintenance. Most of these hours were not available to see on the time attendance program until January 4, 2021. They were dated December 27th as time being available.

Due to the Covid and small carryover number of all but three individuals, the following motion was made. Moved

by Commissioner Adrian and supported by Commissioner Karschnick to recommend we authorize due to COVID, carryover time for 9 employees {three larger amounts for Wes Wilder (40), Tammy Bates (120), and Erik Smith (164)} and from 2-18 hours for six other employees as reported by the County Clerk. Motion carried.

The following motion was polled by the board:

Recommendation that 2020 PTO carryover for county employees be allowed due to COVID as recommended by the Personnel Committee and that the PTO time must be used by December 31, 2021.

INFORMATION ITEM: Tammy Sumerix-Bates, Executive Manager, informed the Committee on the Unit Clarification hearing.

INFORMATION ITEM: Bonnie Friedrichs, County Clerk, discussed with the Committee that a decision needs to be made for EFMLA as the US Department of Labor provision ended after December 31, 2020. Michigan Association of Counties also provided information on this leave policy.

Moved by Commissioner Karschnick and supported by Commissioner Adrian to recommend that we not extend the Expanded Family Medical Leave Act (EFMLA) effective January 1, 2021. Motion carried.

ACTION ITEM #1: The Committee recommends that we not extend the Expanded Family Medical Leave Act (EFMLA) effective January 1, 2021.

Moved by Commissioner Thomson and supported by Commissioner Karschnick to adjourn. Motion carried. Meeting adjourned at 10:00 a.m.

Marty Thomson, Personnel Chairman



Tammy Sumerix-Bates, Executive Manager

tsb