WASHTENAW COUNTY BOARD OF COMMISSIONERS

November 20, 2024

RECORD OF PROCEEDINGS

I. PLEDGE OF ALLEGIANCE

II. ROLL CALL

A session of the Washtenaw County Board of Commissioners was held at the Administration Building, in the City of Ann Arbor, Michigan, on November 20, 2024.

The meeting was called to order at 7:30 PM by Comm. Hodge, Chair of the Board of Commissioners.

Members Present:	Comms. Shannon Beeman, Justin Hodge, Andy LaBarre, Crystal Lyte, Jason Maciejewski, Yousef Rabhi, Caroline Sanders, Katie Scott, Annie Somerville (departed at 9:30pm)
Members Absent:	Comms.
Others Present	Greg Dill, County Administrator; Andrew DeLeeuw, Deputy County Administrator; Michelle Billard, Corporation Counsel; Tina Gavalier & Catherine Jones-Alther, Finance; Guillermo Hernandez, Director of Human Resources; Brady Peck, Director of Operations; Terrence Williams, Administration; Jeff Rose, ITS; Ashley Hall, BOC Communications and Operations Manager; Ashlyn Poole, Clerk's Office; and members of the public.

III. PUBLIC PARTICIPATION

Dirk Mayhew, Ann Arbor, expressed his desire for the Board of Commissioners to participate in the incoming Sheriff's public policy transparency and accountability committee.

Jennifer Brassow, Dexter, Webster Twp., Finance Admin. for the Health Dept., spoke about the way that she believes that the background check policy that the BOC is looking to adopt will influence new hires. She encouraged the Board to consider changing the policy.

IV. COMMISSIONER FOLLOW-UP TO PUBLIC PARTICIPATION

None.

V. LIAISON REPORTS

Comm. Maciejewski stated that Nov. 2nd Freedom Twp. Large tire recycling event occurred where they collected 16.36 tons of large tires. He also stated that they had collected a total of 100 mil tons of tires in 4 yrs.

Comm. LaBarre provided a report on the Continuum of Care meeting. He also spoke about the Washtenaw County Housing Alliance Event where he recognized Lamaya Brown and Lakia Webb for their speeches regarding OZONE House.
He noted the great work of the staff at COC as well as the non-profit providers.

Comm. Lyte provided an update on the African American cultural museum's grand opening and encouraged everyone to attend.
Comm. Lyte congratulated Wastenaw County on Ann Arbor destination verified status for accessible travel.
She also toured OZONE house and stated her opinion that the funding provided is being well-used.

Comm. Rabhi provided a report on the environmental council meeting and the need to preserve mature trees in the county and put forward a motion for the board to take a position on the series of bills introduced around gravel mining in the county.

He also spoke about the Parks Commission Master Plan approval vote. Parks has purchased a property on Whitmore Lake Rd. which will help with access to Whitmore lake reserves.

Comm. Hodge asked the commissioners to think about any bills in the legislature that members would like the Board to pass a resolution on.

Comm. Scott spoke about her membership in the LEPC and EMS Commission and her visit to HVA. She stated that the Board should go and check out the work that HVA does. She expressed her desire for HVA to come and present in the new year and for the county to have the most people trained in Hands-only CPR.

Comm. Hodge spoke about the Urban County executive board meeting and Brownfield meeting.

He also reported on Ann Arbor SPARK Board of Directors meeting which talked about University of Michigan's long-term plans to develop campus.
Comm. Hodge spoke about the Advisory Council on Reparations meeting where Clerk Kestenbaum attended and gave a history of the Washtenaw County government and areas where the county may have perpetuated harm.

VI. SPECIAL ORDER OF BUSINESS

1. None.
2. None.

VII. APPOINTMENTS

1. 24-230 Comm. LaBarre, seconded by Comm. Beeman, moved that a resolution appointing members to the Materials Management Planning Committee be approved.

   Theo Eggermont, spoke about his reasons for selecting James Nicholson to serve on the Materials Management Planning Committee.

   Comm. Rabhi asked if others qualified for the position and asked if the spot was for someone who accepts food waste.

   Eggermont spoke about his desire to appoint someone from food waste management because food waste reduction was a priority for the committee.

Comm. Rabhi asked if the term with AA contract with WECare and if it coincided with the appointment.

Eggermont stated that he was not familiar with the terms of the contract but if they lost the contract with Ann Arbor then they would revisit the appointment.

Comm. Rabhi stated that he would likely vote no on the appointment as he is opposed to the appointment of corporate representatives on committees.

Comm. Somerville voted by phone due to an injury.

Roll Call Vote: YEAS 8 NAYS 1 ABSENT 0. Motion carried.

VIII. CONSENT AGENDA

1. Comm. Scott, seconded by Comm. LaBarre, moved that the minutes of the November 6, 2024 meeting of the Board of Commissioners be approved. Voice vote - motion carried. (Complete report is on file in the County Clerk/Register's Office.)

2. Comm. Scott, seconded by Comm. LaBarre, moved that the communications be received and dealt with as recommended. Voice vote - motion carried. (Complete report is on file in the County Clerk/Register’s Office.)

3. Comm. Scott, seconded by Comm. LaBarre, moved that the following reports be received: Report of Standing Committees. Voice vote - motion carried. (Complete report is on file in the County Clerk/Register’s Office.)

4. None.

5.

A.

B.

6. Catherine McClary, County Treasurer
Spoke on the reclassification item in the budget and the PDQ process. Requested that the additional classifications be added into the reclassification budget. Stated that carryover from the budget in the would cover the increase.

Comm. LaBarre asked the chair to talk about how long the treasury staff has been in the office. Stated that the staff has been with ether for a long time; turnover since pandemic in front line positions

Treasurer McClary gave a description on how long all of her staff has been with her. She stated that the turnover that the office has faced has all been on the frontline.

Comm. LaBarre spoke about the incoming County Treasurer and his desire to look forward and work to help the Treasurer's office succeed. He stated his desire to

Comm. Lyte asked for clarification on Comm. LaBarre's statements regarding issues at the Treasurer's office.

Comm. LaBarre stated that because of the active election year and that he intends to show grace and restraint.

Comm. Lyte stated her belief that the new treasurer would do a magnificent job. She also stated that people should not be upset with how the election was handled and that personal issues about the way that the incoming treasurer ran the election should be left out of the remarks.

Comm. Sanders stated her disappointment that the salary disparities had not been addressed earlier in the Treasurer's office as they had previously discussed the issue. She also stated that the comments did not have anything to do with the incoming treasurer, so she did not want it to appear as the two were related.

Comm. Scott noted that the treasurer worked to make things better for the people who live in Washtenaw County and that she works to benefit others and not herself. She also expressed her desire to move forward.

Treasurer McClary, assured the Board that they followed process to get the salary increases.

Administrator Dill stated that everyone followed the process and stated that he and the treasurer met a number of times on the item.

Voice vote - motion carried.

IX. RESOLUTIONS

1. Comm. Scott, seconded by Comm. LaBarre moved to approve the first reading items.

A. Comm. Rabhi asked about Item F. "Promotion of Current Employee" and submitting to a background check before promotion. Asked if policy had any reference to a timeline.

Lou Danner, Asst. Corporation Counsel stated that the policy doesn't reference a timeline because it is determined by department heads and HR to determine the timeline.
Dept. heads need to coordinate with HR for background check policy before sending out paperwork, so

Comm. Rabhi asked about how long the process could take when someone new is hired. He also inquired about Item G. "Temp employees becoming full-time employees."

Guillermo Hernandez, Executive Director of Human Resources stated that the process typically takes 1-2 weeks with some extensions granted for special circumstances. He also stated that currently, offer letters are sent out with a statement that the offer is contingent on the results of a background check.

Comm. Scott asked what the background check was looking for.

Danner explained background checks are two tiered, based on what services the employee will be doing for the county.
For people who handle sensitive information, the county may examine:

- Whether the items on your application are actually true and accurate
- Credit report
- Educational History

Comm. Scott expressed her unease with the background check process, including checking a credit report, knowing that the main reason why people file for bankruptcy is medical bills. She also asked if the county had a "Ban the Box" policy.
Administrator Dill affirmed.

Comm. Scott expressed her feelings that the county's "Ban the Box" policy means nothing if the county is conducting background checks.
Executive Director Hernandez explained that the credit check was only used for executive level and managerial level positions.

Comm. Scott stated that she did not care about who was subject, but the policy itself.

Danner explained that the credit score was not what the county would be looking at but the credit history. He also stated that employees are subject to background checks already, but there is no policy in place at all so the resolution was simply to get a background check policy on the books because of past occurrences where employees did not get a background check. He stated his belief that a background check policy would benefit the organization as a whole.

Comm. Scott asked for clarification on "Ban the box" and how background checks impact that policy.

Danner explained the background check policy timeline and the need to vet an employee. He stated that the county did not want to automatically exclude someone, but that they had to do checks to make sure there is nothing serious in their background.

Comm. Scott stated her belief that people with serious convictions against children have limits on what they are allowed to do.

Adinistrator Dill asked the board to consider pulling the item in order to respond to commissioner questions.

Comm. Scott thanked the administrator for the suggestion and stated that it would provide her time to review the county's current policy.

Comm. Beeman stated her concern about subjecting current county employees to another background check. She requested clarity on the issue.

Comm. Sanders expressed her surprise that there was not a background check process in place.

Director Hernandez stated that there was a process, the county just lacked a written policy.

Comm. Sanders expressed that she thought that this was a good policy. She also provided some insight into the "Ban the Box" policy. Comm. Sanders explained her thoughts that in the process of being hired for one job and promoted to another, many different issues could occur.

Comm. Rabhi, seconded by Comm. LaBarre, made a motion to table the item. Passed via roll call vote.

B. Comm. Hodge moved to amend this motion by substitution.

Jones-Alther explained the reason for the amendment.

Comm. Rabhi asked about 3 Eastside Rec Center items and asked why they were missing from the
Jones-Alther explained how they adjusted the budget resolution and why the item seemed to be left out.

Comm. Rabhi asked if BOC priority funding was programmed or just reserved.

Regarding the Budget reaffirmation process, Comm. Rabhi asked about position modifications and increases.
Jones-Alther explained why these positions were being modified.

Comm. Rabhi asked in the non-general fund what the housing activity line referred to under ARPA. Jones-Alther explained that it was set aside for programming from the Board.

Comm. Rabhi also asked about the Healthy Neighborhoods programming. Andrew DeLeeuw explained what the Healthy neighborhoods program was.

Comm.Scott spoke about how great the program is and the important work that they do.

Comm. Rabhi asked if the $300k was enough and Jones-Alther clarified that it is $300,000 each year.

Comm. Rabhi stated that the Board should thin about how they would fund the program after 2028.

Roll Call Vote: YEAS 9 NAYS 0 ABSENT 0. Motion carried.

C. Roll Call Vote: YEAS 7 NAYS 2 ABSENT 0. Motion carried.

D. Roll Call Vote: YEAS 9 NAYS 0 ABSENT 0. Motion carried.

E. Comm. Rabhi asked for further clarification on the Asst. Prosecuting Attorney and their funding which Jones-Alther provided.

Comm. Rabhi asked about a piece in the budget about amending the Board rules and compensation for the Board. Jones-Alther provided more clarity.
Comm. Scott asked about the grade change in the positions and why they were made now instead of with the market salary study.

Executive Director Hernandez explained that this was changed after the GAQ process requested to assist the scope assessment of the positions. He said that duties were added so the salaries were adjusted. He also stated that the salary study would just confirm that the county was in line with the pay for these positions.

Comm. Scott stated that the optics were not good and also stated that she would prefer to wait to make these changes until the the salary study is conducted.

Director Hernandez clarified the reclassification process and stated that they were already doing the jobs and that the county wanted to assure that the employees were being adequately compensated for them.

Comm. Scott spoke about her belief that there were already some county workers who were in a union who had to wait to get salary increases while non-unions do not. Jones-Alther explained that only 15 positions were non-union.

Comm. Sanders asked for clarification on the language on the funding to Saline Court and stated that the language does not make it clear that the funding is additional to the funds that were already approved for funding.

Jones-Alther stated that language could be clarified.

Administrator Dill stated that the language would be modified to be clearer.

Comm. Sanders asked the budget for the base project in Saline which Administrator Dill provided.

Comm. LaBarre asked if salary studies could be considered at regular two-year intervals. He also asked for clarity on the court costs. Administrator Dill provided more context.

Jones-Alther stated that the salary study was planned for every four years and asked if the board would like to make studies more frequent.

Comm. LaBarre asked if there was a way to change the language to make it clearer to the commissioners.

Comm. Lyte asked for clarification on the 1.3 million Saline is requesting and why it was not in the initial funding ask.

Jason Fee, Director of Facilities Management, stated that the addition would help to electrify the building and increase energy efficiency.

Comm. Lyte asked if the desire for energy efficient materials was known prior to the initial funding ask.

SiRui Huang, ITS and FM Finance manager explained that the initial cost analysis was done years prior and the costs of materials has risen. She also stated that the electrifying of the building will reduce utility costs. She stated that with the solar panels, the building would become net-zero.

Comm. Lyte asked if there were any other cost-saving methods that could be done.

Huang stated that there were two additional options that would cut off some services.

Comm. Lyte requested to see those options.

Comm. Rabhi asked about energy savings which Huang explained in detail.

Comm. Sanders asked for information on when the last time renovations were done on the other courts and what their utility costs are. She also stated her belief that there is a lack of concern about issues facing the other courts.

Comm. Beeman reminded the Board that this was the only investment that the county had in Saline.

Comm. Lyte stated that the board should be better stewards of the funds that are being spent.

Comm. Rabhi asked about the different ways that the funds could be spent and what other elements were being considered.

Huang spoke about the approved budget and explained the options in more depth.

Comm. Rabhi explained that based on the numbers provided by Huang, the solar panels and electrification would pay for itself in the long run.

Comm.Scott added that the parking lot was going to be an issue anyway, so why was it not included in the initial budget?

Comm. Rabhi expressed his disappointment in the County ID position not being created and stated that he would like to see the position included. He also expressed his desire for a new position working with the board staff and Ashley Hall.

Roll Call Vote: YEAS 9 NAYS 0 ABSENT 0. Motion carried.

2.

A. **24-215** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

B. **24-216** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

C. **24-217** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution.

Comm. Rabhi asked if the trial court had agreed to send out the employee survey. Director Hernandez affirmed that they would send out the survey in 2025.

Comm. Sanders asked for clarification on if it was too late to participate in the current survey and if there was anything compelling them to complete the 2025 survey. Director Hernandez stated that it was too late for the courts to complete the survey and that there was nothing to compel them to complete it in the future.

Comm. Rabhi stated that any future items will be dependent on their participation in the survey.

Comm. Scott stated that the courts would show honor and honor their commitment. She also noted that she and Rabhi have pushed for an endowment with Parks and is appreciative of the resolution.

Comm. Hodge echoed these sentiments.

Comm. Lyte asked if there would be some action on correcting employee treatment.

Administrator Dill stated that they are in continuing communication with the courts and that

Comm. Lyte requested it in writing, or she would vote no on the resolution and requested a statement that they would follow the law.

Roll Call Vote: YEAS 5 NAYS 3 ABSENT 1. Motion carried.

D. **24-218** Comm. Scott seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

E. **24-219** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

F. **24-220** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

G. **24-221** Comm. SCott, seconded by Comm.LaBarre moved to approve the resolution. Comm. Hodge spoke about Washtenaw's position as a Community Action Agency. He also commended Aaron Kraft, Housing Program Supervisor, on his presentation about Heat Pumps.

Aaron Kraft spoke more about heat pumps.

Comm. LaBarre thanked Kraft and Heidi Johnson in OCED for his work helping one of his constituents.

Comm. Rabhi thanked Kraft for the great work that he is doing.

Comm. Scott echoed the praise for Kraft. She also asked for more information on electric heat plants and DTE. Kraft explained his thoughts on moving toward electrification.

Comm. Rabhi stated that he had similar concerns with an electric car purchase. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

3.

A. 24

B. **24-223** Comm. Scott, seconded by Comm. LaBarre, moved to approve this resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

C. **24-224** Comm. Scott, seconded by Comm. LaBarre, moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

D. **24-225** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

E. **24-226** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution.

Comm. Scott expressed her happiness that the fund was being created.

Comm. Hodge expressed his desire to make the Eastern Washtenaw recreation center a success.

Comm. Rabhi asked if the resolution was creating a place for the endowment fund or if was just setting parameters for the endowment fund to happen.

Public Information Officer, Crystal Campbell stated that the resolution was creating framework for a recommendation for the board

Comm. Rabhi stated his desire for the staff to think about investing the funds.

Admin. Dill stated that they would put the recommendation together to bring back to the Board.

Comm. Rabhi thanked the administration and Chair Hodge for putting this together.

Comm. Rabhi stated that there was discussion about this item at the Parks Commission meeting and that the Board would have to step up with more funds. He requested a commitment from parks to help contribute to the endowment.

Comm. Hodge thanked the administrative team for their work on the resolution.

Comm. Sanders stated her interest in receiving the history of the Mary Lou Murray Rec Center and what the funding sources were. She also wanted to remind BOC that when millage was renewed Eastern Rec Center was part of the ask to renew the millage.

Comm. Rabhi stated that he has similar concerns to Comm. Sanders and stated that he has seen some progress on the Eastside Rec Center and that he feels positive that there will be more

Comm. Scott stated that she understood concern and that there was some concern about the scope of the project and stated that she has seen change in the commissioners when there was a presentation about the park.
Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

F. **24-227** Comm. Scott, seconded by Comm. LaBarre moved to approve the resolution. Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

G. **24-228**
Terrence Williams, Executive Asst. to County Administrator. was approached by the American Arab Chamber of Commerce to take a trip to MENA region

Comm. LaBarre stated that he pulled it aside because it is worth doing and is relevant to the county. Stated that he wanted travel to be discussed in a meeting so that any questions could be answered.

Administrator Dill stated that the Administration wanted to make sure that the trip was properly vetted and discussed publicly and approved by the Board/ .

Comm. Scott asked where the travel would be.

Williams stated that the location will be:
Oman
Bahrain
UAE

Adminsitrator Dill stated that Toni Kayumi and Andrew DeLeeuw would be attending the trip.

Comm. Hodge stated that he was glad that Washtenaw County would be represented on a global scale.

Comm. Maciejewski asked for a detailed report after the trip. Administrator Dill stated that it would be provided.

Comm. Sanders asked what other counties are traveling.

Williams stated that Wayne, Oakland, FBI of Oakland County
Romulus, Quentin Mesna from MEDC and the Chief of Staff from the Governors office.

Administrator DIll stated that they were trying to normalize relations with Macomb County

Comm. Sanders asked about the costs and who paid for it.

Williams stated that the trip would be 15k per person.
Flights, meals, hotel and all costs come out to 17k per person.
Dec. 9th -15th
If approved, admin stated that they would find the funds.

Administrator Dill stated that he had some personal obligations otherwise he would have attended the trip.

4.

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X. REPORT FROM THE COUNTY ADMINISTRATOR

1. Bill Bretschneider, Cybersecurity Manager, presented information on the state of cybersecurity in the county.

   Comm. Scott asked if .gov emails would provide greater security for the county.

   Bretschneider stated that it would make people who receive emails from the county feel more secure.

Jeff Rose stated that the .gov domain has a set of security requirements that the county meets. He also stated that the only place in the county that uses .gov domains is the Treasurers' Office. He stated that the costs of switching to a .gov email address were costly.

Comm. Scott spoke about grants that were available.

Rose stated that the county was already receiving some of the federal dollars and stated that the State of Michigan had some funds that become available but that these grants were not significant but they were working with the state to apply for some of those funds.

2. After meeting with three different employee groups, County Administrator Dill stated that the main concerns were:

- Vesting period for new hires
- PDQ/JAQ process
- Improving Negotiations
- Desire to continue working for Washtenaw County

Administrator Dill stated that he would keep the commissioners updated. He also spoke about SEMCOG hosting an economic development input meeting, November 22nd at Washtenaw Community College.

XI. REPORT FROM THE CHAIR OF THE BOARD OF COMMISSIONERS

XII. ITEMS FOR CURRENT/FUTURE DISCUSSION

1. Comm. Hodge stated his desire for a group of commissioners meet with Human Services Department heads and asked if commissioners would like to be apart to let him know.

2. Comm. Maciejewski, seconded by Comm. LaBarre moved to enter into closed session to discuss negotiation strategy and ongoing litigation.

   Roll Call Vote: YEAS 8 NAYS 0 ABSENT 1. Motion carried.

XIII. PENDING

XIV. ADJOURN TO NEXT SESSION

Comm. Rabhi, seconded by Comm. Sanders, moved to adjourn. Voice vote - motion carried.

The meeting adjourned at11:52 PM.

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Justin Hodge, Chair of the Board of Commissioners

Lawrence
Kestenbaum,
Clerk/Register

By: Ashlyn Poole, Deputy Clerk
Board Approved: December 4, 2024