

SPECIAL MEETING
BAY COUNTY BOARD OF COMMISSIONERS
A G E N D A
TUESDAY, FEBRUARY 21, 2017

4:30 P.M.

(OR IMMEDIATELY FOLLOWING THE PERSONNEL/HUMAN SERVICES COMMITTEE MEETING)

COMMISSION CHAMBERS, FOURTH FLOOR, BAY COUNTY BUILDING

PAGE NO.

I CALL TO ORDER (CHAIRMAN HEREK)

II ROLL CALL

III INVOCATION

IV PLEDGE OF ALLEGIANCE

V CITIZEN INPUT

VI ITEMS FOR CONSIDERATION

A. Personnel/Human Services Committee 2/21/17 - Resolutions

- | | |
|---|--|
| 1 | 1. No. 2017-45 - Appointment of Roseann George as Director of Bay
County Department on Aging (Executive) |
| 2 | 2. No. 2017-46 - Actuarial Study to Amend Retirement Ordinance (Sheriff) |

VII UNFINISHED BUSINESS

VIII NEW BUSINESS

IX MISCELLANEOUS

X ANNOUNCEMENTS

XI CLOSED SESSION

XII RECESS/ADJOURNMENT

ACTION TAKEN BY BAY COUNTY BOARD OF COMMISSIONERS

DATE OF BOARD MEETING: FEBRUARY 21, 2017

MOTION/ INTRODUCTION/
RES. NO. SUBMITTED BY

SUBJECT OF RESOLUTION/MOTION

ADOPTED AMENDED CORRECTED DEFEATED REFERRED Tabled WITHDRAWN

2017-45	Ryder	Appt. Of Roseann George as Director of Bay County Dept. On Aging (Executive)	XX						
2017-46	Ryder	Actuarial Study to Amend Retirement Ordinance (Sheriff)	XX						
2017-47	Ryder	Undersheriff Appt. of Christopher Mausolf and Salary Grade/Level (Sheriff)	XX						
Motion									
17-17	Duraczyk	Motion to Adj.	XX						

BAY COUNTY BOARD OF COMMISSIONERS

FEBRUARY 21, 2017

RESOLUTION

BY: PERSONNEL/JUDICIAL COMMITTEE (2/17/17)
WHEREAS, Pursuant to Resolution 2017-14, the Board of Commissioners recently approved the creation of the Bay County Department on Aging as recommended by County Executive Jim Barcia; and
WHEREAS, With the reorganization and creation of that Department, the position of Director was approved and posted at MN12 at the rate of \$58,902.48. Applications were received and the County Executive has recommended that Roseann George be appointed Director of the Department on Aging; and
WHEREAS, Ms. George has many years of experience in supervisory and analytical positions and a strong desire to serve the needs of the senior population of Bay County; and
WHEREAS, Ms. George has requested consideration by this Committee and the Board of Commissioners to exceed the hire rate \$58,905.60 and be hired at the rate of \$63,648.00, the two-year annual salary for the MN12 position; and
WHEREAS, Given Ms. George's background and experience, the County Executive supports the salary request; and
WHEREAS, The vacant Director's position was budgeted for 2017 at the former manager's five-year annual salary rate of \$71,864.00; Therefore, Be It
RESOLVED That the Bay County Board of Commissioners concurs with the appointment of Roseann George as the Bay County Director of the Department on Aging; Be It Further
RESOLVED That the Bay County Board of Commissioners waives the County's Personnel Policy to allow the newly hired Director of the Department on Aging to be paid at the MN12 pay grade, two year level, effective February 22, 2017.

**TOM RYDER, CHAIR
 AND COMMITTEE**

Executive - Director of Department on Aging - Roseann George

MOVED BY COMM. RYDER

SUPPORTED BY COMM. LUTZ

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
MICHAEL J. DURANCZYK	X			KIM J. COONAN	X			MICHAEL E. LUTZ	X		
ERNIE KRYGIER	X			THOMAS M. HEREK	X						
VAUGHN J. BEGICK	X			TOM RYDER	X						

VOTE TOTALS:

ROLL CALL: YEAS 7 NAYS 0 EXCUSED 0
 VOICE: X YEAS 7 NAYS 0 EXCUSED 0

DISPOSITION: ADOPTED X DEFEATED WITHDRAWN
 AMENDED CORRECTED REFERRED

- / -

BAY COUNTY BOARD OF COMMISSIONERS

FEBRUARY 21, 2017

RESOLUTION

BY: PERSONNEL/HUMAN SERVICES COMMITTEE (2/21/17)

WHEREAS, Historically Bay County Sheriffs Office certified officers have negotiated the benefit of eligibility for retirement after 25 years regardless of age. Given the nature of those positions that has made good sense, the positions are dangerous, very physically and mentally demanding, have a high rate of burnout and allow very little time off-duty. These reasons extend to the positions of Sheriff and Undersheriff to an even greater degree; and

WHEREAS, Recruiting the best candidate for the position of Undersheriff has been difficult because many of the candidates would give up the benefit of retirement eligibility after 25 years of service. In the past, there have been letters of understanding negotiated to allow a member to transfer back to the bargaining unit. These letters of understanding have caused confusion and may not address the issue they were intended to solve; and

WHEREAS, Amending the Retirement Ordinance to allow that benefit to extend to the positions of Sheriff and Undersheriff would be a clear solution to eliminate that concern for anyone considering the position of Undersheriff; and

WHEREAS, In order to amend the Retirement Ordinance a supplemental actuarial analysis must be completed that will detail the expected increased cost to the system. The supplemental actuarial analysis will cost approximately (waiting on a reply from GRS); and

WHEREAS, Once the supplemental actuarial analysis is completed, it will need to be received by the Bay County Employees' Retirement System ("BCERS") Board of Trustees at least seven (7) days before it can be approved by the Bay County Board of Commissioners; and

WHEREAS, An appropriation to cover the cost of the actuarial study is required in the amount of \$2,500, monies to come from Fund Balance; Therefore, Be It

RESOLVED That the Bay County Board of Commissioners approves engaging the Bay County Employees' Retirement System actuary for a supplemental actuarial analysis on the proposed Retirement Ordinance Amendment (attached).

**TOM RYDER, CHAIRMAN
AND COMMITTEE**

Sheriff - Actuarial Study to Amend Retirement Ordinance

MOVED BY COMM. RYDER

SUPPORTED BY COMM. LUTZ

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
MICHAEL J. DURANCZYK	X			KIM J. COONAN	X			MICHAEL E. LUTZ	X		
ERNIE KRYGIER	X			THOMAS M. HEREK	X						
VAUGHN J. BEGICK		X		TOM RYDER	X						

VOTE TOTALS:
 ROLL CALL: YEAS _____ NAYS _____ EXCUSED _____
 VOICE: X YEAS 6 NAYS 1 EXCUSED 0

DISPOSITION: ADOPTED X DEFEATED _____ WITHDRAWN _____
 AMENDED _____ CORRECTED _____ REFERRED _____

4.035 - Normal retirement; age and service requirements.

Sec. 35. Except as provided in Section 38 [4.038], a member may retire and shall be paid a retirement allowance according to Section 37 [Section 4.037] upon satisfaction of the following conditions:

(a) The member files with the Board a written application for retirement, on a form prescribed by the Board, not more than ninety (90) and not less than thirty (30) days before the member's retirement date;

(b) The member terminates employment immediately prior to his or her retirement date;

(c) A member of one of the following groups meets the following benefit group age and/or service requirements:

(i) The member must attain at least age 55 years and 30 or more years of credited service or, at least age 60 years and 8 or more years of credited service:

(1) "Elected Officials and Department Heads Group" (with the exception of the Sheriff and Undersheriff).

(2) "Judges Group".

(3) "General County Group".

(4) "General Circuit Court Group".

(5) "General District Court Group".

(6) "General Probate Court Group".

(7) "B.C.A.M.P.S. Group".

(8) "U.S.W. General Unit Group Local 15157".

(9) "U.S.W. Part-time Employee Unit Group Local 15157".

(10) "Public Health Registered Nurses' Organization".

(11) "Attorney AFSCME Group".

(12) "Library-Employee UWUA Local 542 Group".

(13) "General Library Group".

(14) "Circuit Court GELC Group".

(15) "District Court A.F.S.C.M.E. Group".

(16) "Probate Court U.S.W. Group".

(17) "Behavioral Health AFSCME Group".

(18) "ICEA/PERA Managing Librarians #612".

(19) "ICEA/PERA Managing Librarians #1203".

(ii) Sheriff Correctional Facility Officers POAM Group: A member must attain at least age 55 years and 25 or more years of credited service or at least age 60 years and 8 or more years of credited service;

(iii) A member must attain 25 or more years of credited service or at least age 60 years and 8 or more years of credited service:

(1) "Sheriffs Deputies POLC Group".

(2) "Sheriffs Deputies Supervisory Unit POLC Group".

(3) "Sheriff and Undersheriff (members of the General County Group)".

(iv) A member must attain 30 or more years of credited service or at least age 55 years and 25 or more years of credited service or at least age 60 years and 8 or more years of credited service:

(1) Dispatchers POLC Group.

(2) Medical Care Facility United Steelworkers Local 15301.

(3) Medical Care Facility R.N. and LPN Nursing Council Group.

(4) General Medical Care Facility Group.

(v) A member must attain 30 or more years of credited service or at least age 60 years and 8 or more years of credited service:

- (1) "Road Commission A.F.S.C.M.E. Local 1096 Group".
- (2) "Road Commission Class I Supervisory and Administrative Employees Group".
- (3) "Water and Sewer UWUA Local 546 Group".
- (4) "Water and Sewer General Group".

(vi) The member must attain at least age 55 years and 30 or more years of credited service or, at least age 62 years and 10 or more years of credited service:

- (1) "Behavioral Health General Group".

(d) The Board shall make the final determination to which benefit group a member belongs if there is any ambiguity under the provisions of this Ordinance.

(e) Notwithstanding, a Member shall become 100 percent vested upon attainment of that Member's 65th birthday.

(Res. No. 99-307, adopt. 11-9-99; Res. No. 2002-237, adopt. 10-8-02; Res. 2003-21, adopt. 2-4-03; Res. No. 2004-054, adopt. 4-13-04; Res. No. 2010-143, adopt. 7-13-10; Res. No. 2011-185, adopt. 10-11-11; Res. No. 2011-187, adopt. 10-11-11; Res. No. 2014-232, adopt. 11-12-14)

BAY COUNTY BOARD OF COMMISSIONERS

FEBRUARY 21, 2017

RESOLUTION

BY: PERSONNEL/HUMAN SERVICES COMMITTEE (2/21/17)

WHEREAS, The Bay County Sheriff wishes to appoint Christopher Mausolf as Bay County Undersheriff as soon as possible; and

WHEREAS, Christopher Mausolf has over 23 years experience with the Bay County Sheriff's Office and has served in several capacities, including most recently as Detective Sergeant; and

WHEREAS, Christopher Mausolf, in addition to his leadership role with the investigation unit, has also been called upon throughout his career to train, advise and provide guidance to Deputies in the course of their daily activities; and

WHEREAS, Christopher Mausolf has experience and has been involved with grants that benefit public safety in Bay County; and

WHEREAS, The Undersheriff position is a US01 salary grade which was established by the Board of Commissioners; and

WHEREAS, Given his experience and number of years with the Sheriff's Office and the transfer to an FLSA exempt position, Sheriff Cunningham is recommending that Christopher Mausolf, as Undersheriff, be paid at the US01, Step 3 level; and

WHEREAS, Funds exist within the Sheriff's budget and no additional funding is required; Therefore; Be It

RESOLVED That the Bay County Board of Commissioners waives the County's Personnel Policy to allow the newly appointed Undersheriff Christopher Mausolf to be paid at the US01, Step 3 salary grade, contingent upon amendment of the Bay County Employees' Retirement System Ordinance governing the positions of Sheriff and Undersheriff.

TOM RYDER, CHAIR AND COMMITTEE

Sheriff - Undersheriff Salary Grade/Level

MOVED BY COMM. RYDER

SUPPORTED BY COMM. COONAN

Table with 12 columns: COMMISSIONER, Y, N, E, COMMISSIONER, Y, N, E, COMMISSIONER, Y, N, E. Rows include Michael J. Duranczyk, Ernie Krygier, Vaughn J. Begick, Kim J. Coonan, Thomas M. Herek, and Tom Ryder.

VOTE TOTALS: ROLL CALL: YEAS NAYS EXCUSED VOICE: X YEAS 7 NAYS 0 EXCUSED 0

DISPOSITION: ADOPTED X DEFEATED WITHDRAWN AMENDED CORRECTED REFERRED

BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: FEBRUARY 21, 2017

MOTION SPONSORED BY: COMM. DURANCZYK

MOTION SUPPORTED BY: COMM. BEGICK

MOTION NO.: 17

TO ADJOURN THE SPECIAL MEETING OF THE BAY COUNTY BOARD OF COMMISSIONERS OF FEBRUARY 21, 2017. THE MEETING CONCLUDED AT 4:50 PM.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Michael Duranczyk	X			Kim Coonan	X			Michael Lutz	X		
Ernie Krygler	X			Thomas Herek	X						
Vaughn J. Begick	X			Tom Ryder	X						

VOTE TOTALS:

ROLL CALL: YEAS _____ NAYS _____ EXCUSED _____

VOICE: XX YEAS 7 NAYS 0 EXCUSED 0

DISPOSITION: ADOPTED XX DEFEATED _____ WITHDRAWN _____

AMENDED _____ CORRECTED _____ REFERRED _____