

GENESEE COUNTY ROAD COMMISSION

WORKSHOP

Mundy Township Hall

3478 Mundy Avenue, Swartz Creek, MI

June 30, 2022

MINUTES

CALL TO ORDER

Chairperson Elkins called the Workshop of the Genesee County Board of Road Commissioners to order at 10:00 a.m. The meeting was held in the Board Room of the Mundy Township Hall, 3478 Mundy Avenue, Swartz Creek, MI.

ROLL CALL

Present: Timothy Elkins, Chairperson
Cathy Lane, Vice Chairperson
David Arceo, Commissioner
Cloyce Dickerson, Commissioner

Absent: John Mandelaris, Commissioner (excused)

Others Present: Fred Peivandi, Randy Dellaposta, Genesee County Road Commission Staff; Attorney Andrew Cascini (Henn Lesperance PLC), Chad Young, Shirley Kautman-Jones, Joe Madore, Jayeln Williams, Wesley Stores, Frederick Flowers, Brian Arnes, Scott Bennett, Linda Kossak, Secretary of the Board of Road Commissioners

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Chairperson Elkins

APPROVAL OF AGENDA

June 30, 2022 – Agenda

Commissioner Lane asked that the agenda be amended to move Public to Address the Board to the end of the meeting. Secondly, VI. Discussion item, Managing Director Performance Evaluation should be moved to Item No. 1 and GCRC Organizational Chart be moved to Item No. 2.

ACTION TAKEN – Motion by Ms. Lane, seconded by Mr. Arceo, to approve the June 30, 2022 agenda as amended.

VOTE ON MOTION

Yes: Lane, Arceo, Elkins

No: Dickerson

MOTION CARRIED.

Commissioner Dickerson said he would like his comments to be a part of the minutes. Chairperson Elkins stated that they would be. Mr. Dickerson said he voted no to approve the agenda for three reasons:

- He thought this was going to be a special board meeting not a workshop based on the June 21, 2022 meeting agenda and if it is a workshop, why the GCRC Directors are not present. Mr. Elkins stated it was labeled incorrectly on the last agenda and when the June 28 meeting was cancelled, it was corrected to a workshop for the June 30 meeting. Mr. Elkins stated that we are not voting on anything today.
- He was not told the day the meeting was changed from June 28 to June 30.
- The Board should have been given these proposed organizational charts to review a week ago.

Attorney Andrew Cascini stated that the distinction from a special board meeting versus a workshop is very important. We want to make sure that we are not being misleading with respect to our agenda and reminded the board that we will not be making any final decisions today. This is only an informative workshop.

Commissioner Dickerson asked why this workshop could not have been held at the Road Commission.

BOARD OF ROAD COMMISSIONERS' DECISIONS

DISCUSSION

Managing Director Evaluations - Chairperson Elkins said that all members should have received an envelope for their completed Managing Director evaluation. Each member once they have completed their review, should have met with the Managing Director to discuss it with him. All evaluations are due to the Chairperson no later than July 19 so he may compile the summary evaluation for approval at the August 02, 2022 Board Meeting.

GCRC Proposed Organizational Chart – Deputy Managing Director Randy Dellaposta handed out two proposed reorganizational charts. One was for the GCRC Proposed Reorganization Plan and the second is the GCRC Proposed Future Reorganization Plan. Commissioner Arceo asked if staff could highlight the proposed changes and if these are geared towards efficiency.

Commissioner Dickerson asked if any of these proposed changes involve salary increases and/or promotions. Mr. Dellaposta stated that the Fleet Maintenance Director position would

be a promotion and a salary increase and we would be eliminating the Fleet Maintenance Manager position that this employee currently holds. He added that this is a well-earned promotion for this individual. The Traffic Engineering Manager position would be a new position because we do not have an internal candidate for the position.

A summary of the initial changes include:

- Receptionist position would be moved to the Administration Department under the Executive Assistant.
- Safety Coordinator would be moved from Human Resources to the Deputy Managing Director.
- Human Resources would be moved to reporting to the Finance Department. The Director would still retain their title.
- Sign Shop would be moved from Maintenance Department to Traffic Engineering Department, reporting to the Traffic Engineering Manager.

Commissioner Dickerson responded that all of the moves that are proposed take away responsibility from African American directors. Mr. Dickerson added that the Sign Shop has been under the direction of the Maintenance Department since 10/01/2007 and that Human Resources should report to the Managing Director. Mr. Dickerson added that he feels these changes are racially motivated and asked why the other directors are not attending this workshop.

Mr. Peivandi said Engineering has always worked closely with the Sign Shop and said they were part of Engineering before 2007. These changes being proposed are not solely his, but rather a four-person team and Attorney Andrew Cascini. Mr. Dellaposta explained that the Sign Shop functions with Traffic Engineering more than they do with Maintenance and that he had met with the directors and unions to explain the proposed changes to the organizational chart and to solicit their feedback. Three out of the four directors submitted feedback to the proposed changes as did the unions and the Sign Shop.

Mr. Dellaposta read the feedback he received from the GCRC Directors and the union officers:

Maintenance Director Anthony Branch said he supported some of the changes. He supported the promotion of the Fleet Maintenance Manager to Fleet Maintenance Director as well as Traffic Engineer being promoted to Traffic Engineering Manager. He also supported the Communications Coordinator being moved from Department 30 to the Administration Department. He did not support Human Resource Department reporting to the Finance Department and felt this would jeopardize their status as an area of neutrality and should be kept separate to retain confidentiality. Mr. Branch also felt the Finance Director supervising the HR Director was asking for trouble and expressed his opinion that the proposal was a personal attack on Ms. Poplar.

Mr. Branch did not support the Safety Coordinator and Receptionist being removed from Human Resources and felt this was also a personal attack on Donna. Regarding moving the Sign Shop to report directly to Traffic Engineering, Mr. Branch commented that he had firsthand built the Sign Shop and feels this change was a personal attack on him. Regarding the moving of Maintenance to report to Engineering and the introduction of two superintendents instead of a director, based on his comments, Mr. Dellaposta said we are not sure yet if he objects to the idea or wants to wait [for this change] until he retires.

Human Resource Director, Donna Poplar wrote that she objected to most of the plan but supported some of the elements of the plan. She agreed with the promotion of the Fleet Maintenance Manager to Fleet Maintenance Director and the promotion of the Traffic Engineer to Traffic Engineering Manager. She opposed the consolidation of Human Resource Department reporting to Finance and felt HR is crucial as a standalone department. Human Resources is people driven and Finance is finance driven. This would cause a conflicting relationship and lower employee morale. Placing Finance as the intermediary between Human Resources and the Managing Director impedes the flow of information and limits HR in its ability. She also felt she has more seniority and experience at the Road Commission than the Finance Director and said they should place Finance under the Human Resource department instead. Moving the receptionist will weaken the Human Resource Department's ability to have someone that can assist the Human Resource staff with general clerical work. Moving the Sign Shop into Engineering has shown no evidence that such a move to this being cost effective. Ms. Poplar expressed concerns because she believed two African American directors under this plan would experience a reduction in responsibilities and staffing. This is part of the same decision that resulted in the raises in the last budget that she felt were disparaging. The [reorganization] plan could be perceived as negative in a racially biased way.

Finance Director, Tracy Khan supported this reorganization plan and expressed enthusiasm and optimism. She felt that she and the HR Director could work together and take the GCRC where it needed to go. She explained that consolidation would be successful because each department had a mature staff. After the retirement of current staff, the Finance Director suggested that further consolidation could occur in the future by including a Finance Director with HR benefits experience, she stated she did not have this experience so this could not occur currently.

The SEIU union reviewed the plan and was supportive of the reorganization. AFSCME union asked that GCRC consider the adoption of the permit department into the plan. IOE union President was on vacation, but their Vice President and Secretary were supportive of these changes.

Chairperson Elkins stated that this would have no effect on Mr. Branch, other than losing the Sign Shop. The big change [eliminating the director, adding two superintendents and Maintenance reporting to Engineering] would only occur once Mr. Branch retires.

Commissioner Lane asked if the Traffic Engineering position is a new position. Mr. Dellaposta stated that we had a Traffic Engineering Manager retire and replaced that position

with a Traffic Engineer. When we added the Manager position, we thought we had an internal candidate but we will need to fill this position with another candidate. Commissioner Lane asked what the role of Safety Coordinator is in the organization. Mr. Dellaposta replied that our Safety Coordinator has a degree in Occupational Safety and conducts safety checks, training, on-site inspections, and helps eliminate and reduce accidents. We are lucky to have her stating she is well qualified and experienced for the position.

Attorney Anthony Cascini said consideration for this reorganization was placed on functions of the organization. Within an organization, you have the roles as well as personalities. We need to think about this reorganization while covering up the names. In 20 years, not many of us in this room will be here, but the public will still be here. Why are there two reorganization plans? Mr. Dellaposta answered that because we have no way of knowing when employees will be retiring, the second plan is a succession plan and we are looking at the entire organization.

Commissioner Lane said it would have been helpful if we had the current organizational chart this morning for comparison purposes. The future reorganization chart is important but we need to see the effect on the current organizational chart as it is today. Ms. Lane also stated that she would like dates placed on these reorganization charts for future reference.

Commissioner Dickerson asked that all Board Members receive a copy of the director and union responses to this reorganization plan.

PUBLIC ADDRESS THE BOARD

Mr. Frederick Flowers, 2272 Village Woode Dr, Grand Blanc addressed the Board regarding the reorganization, a copy of the current organization chart and the changes being made.

Ms. Shirley Kautman-Jones, 5425 Stimson Rd, Davison asked what is the goal for implementation. Mr. Elkins replied October 1, 2022, if approved by the board.

ADJOURNMENT

Chairperson Elkins, without objection, adjourned the meeting at 11:08 am.

JOHN J. GLEASON
Clerk/Register

Linda B. Kossak, Secretary of the
Board of County Road Commissioners
/lbk 06/30/22