

**MINUTES OF THE BOARD OF COUNTY ROAD COMMISSIONERS
MONROE, MICHIGAN
January 12, 2015**

Corrected

1. At a Regular Meeting of the Board of County Road Commissioners at their offices located at 840 S. Telegraph Road, Monroe, Michigan on Monday, January 12, 2015 the meeting was called to order by Bruce R. Stammer, Jr. at 7:00 p.m.

Board members present: Bruce R. Stammer, Jr., Stephen Pace, Dan Minton, Paul Iacoangeli and Charles Londo.

Mr. Stammer led the Pledge of Allegiance and opened with prayer.

2. NOMINATIONS AND ELECTION OF OFFICERS

Mr. Stammer opened nomination for the election for the position of Chairman.

Commissioner Londo nominated Paul Iacoangeli for Chairman. With no other nominations, Commissioner Londo moved, seconded by Dan Minton, to close nominations and elect Paul Iacoangeli by unanimous vote. Commissioner Pace objected asking for a roll call vote.

Mr. Costello indicated if a member objects to a unanimous vote, a roll call vote can be taken or further debate can be taken.

Commissioner Londo withdrew his original motion and then moved, seconded by Commissioner Minton, to close nominations. Motion carried.

Mr. Stammer called for a vote as follows:

<u>AYES</u>	<u>NAYS</u>	<u>EXCUSED</u>
Londo	Pace	
Stammer		
Minton		
Iacoangeli		

Vote: Ayes: 4 Nays: 1 Excused: 0 Abstain: 0 Motion carried.

Chairman Iacoangeli opened nominations for Vice Chairman.

Commissioner Stammer nominated Charles Londo. Paul Iacoangeli nominated Dan Minton. With nominations closed for the position of Vice Chairman, a roll call vote was called.

Vote for Charles Londo for Vice Chairman

Roll Call by Deputy Clerk as follows:

<u>AYES</u>	<u>NAYS</u>	<u>EXCUSED</u>
Stammer	Pace	
Londo	Iacoangeli	
	Minton	

Vote: Ayes: 2 Nays: 3 Excused: 0 Abstain: 0

Vote for Dan Minton for Vice Chairman

Roll Call by Deputy Clerk as follows:

<u>AYES</u>	<u>NAYS</u>	<u>EXCUSED</u>

Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0 Motion carried.

3. 2015 APPOINTMENTS

- i. Commissioner Minton moved, seconded by Commissioner Stammer to designate Monroe Bank & Trust as the MCRC Depository.

Roll Call by Deputy Clerk as follows:

<u>AYES</u>	<u>NAYS</u>	<u>EXCUSED</u>

Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0 Motion carried.

- ii. Commissioner Minton moved, seconded by Commissioner Stammer to appoint the Human Resource Director as the MCRC Equal Opportunity Officer.

Roll Call by Deputy Clerk as follows:

<u>AYES</u>	<u>NAYS</u>	<u>EXCUSED</u>

Vote: Ayes: Nays: Excused: Abstain: Motion carried.

It was suggested that roll call votes were not necessary for these items, only a majority vote.

- iii. Commissioner Minton moved, seconded by Commissioner Stammer to appoint the Human Resource Director as the MCRC Freedom of Information Act Officer.
Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0 Motion carried.

4. Additions/Deletions to the Consent Agenda -

Delete: #8[4] and add under New Business.

5. Additions/Deletions to the Regular Meeting Agenda -

Add: #10[4] Appoint a MCRC Board Member to the MCRC Retiree Health Care Benefits

Commissioner Londo moved to remove all items under #9 Unfinished Business and #10 New Business until the next regular board meeting. His motion was seconded by Commissioner Minton.

Commissioner Pace stated he felt the Board could address items #10[1] concerning the board meeting times and #10[4] to appoint a Road Commissioner to the VEBA Trust Board. He understands the new members might need additional time to become more familiar with the other issues. Commissioner Minton agreed with Commissioner Pace on these two items.

Commissioner Londo amended his motion to remove all items under #9 New Business and items #10[2] and #10[3] until the next board meeting, seconded by Commissioner Minton. Motion carried.

6. Commissioner Londo moved, seconded by Commissioner Minton, to approve the January 12, 2015 regular meeting agenda as amended. Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0 Motion carried.

7. Public Comment -

Bronco McKart, Vice President Local #543, welcomed Commissioners Londo, Minton and Iacoangeli. He recognized Commissioners Stammer and Pace for their time on the Board. He also thanked Commissioner Pace for being a strong voice for Monroe County Road Commission and Local #543. He felt the five member board had a lot to bring to the table and he thanked them for stepping up. He looked forward to having an open line of communication with the Board and was looking forward to a bright future together as a team.

8. The following items were listed on the Consent Agenda: *(with immediate effect)*

1) Approval of Minutes- December 08, 2014 Regular Minutes

2) Approval of Journal Entry

No. 824 Vendor Checks #65568-65623	\$ 321,703.50
No. 837 Payroll Checks #62473-62486 & Advice #15726-15801	\$ 217,901.16
No. 838 Vendor Checks #65624-65671	\$ 320,632.12
No. 855 Vendor Checks #65672-65716	\$ 234,094.34
No. 859 AFSCME Bonus Checks #62487-62505	\$ 8,612.00
No. 868 Payroll Checks #62506-62517 & Advice #15802-15881	\$ 221,614.35
No. 869 Vendor Checks #65717-65735	\$ 99,185.13
No. 4 AFSCME Bonus Checks/Contract #62518-62536	\$ 8,612.00
No. 9 Vendor Checks #65736-65760	\$ 32,421.40
Bank Service Charge - December 2014	\$ 4.50

3) Approve the Resolution to request reimbursement of \$10,000 from the Michigan Department of Transportation for the sum paid for a Licensed Professional Engineer employed by the Monroe County Road Commission.

4) *Delete and place under New Business #10[4].*

5) Approve the Preliminary Plat Resolutions for the following:

Hidden Lakes, Plat Two, Bedford Township, Monroe County, Michigan
Brookwood Plat One and Two, Bedford Township, Monroe County, Michigan

6) Approve the extension of the existing contract with Asphalt Materials for asphalt emulsions for one (1) additional year through April 1, 2016.

Commissioner Minton moved, seconded by Commissioner Stammer to approve the January 12,

9. Unfinished Business - All items tabled to the 1/26/2015 regular meeting.

10. New Business -

1) Discussion on board meeting times.

Commissioner Pace moved to change the MCRC Board meeting time from 7:00 p.m. to 5:30 p.m. effective 1/26/2015. Motion seconded by Commissioner Minton.

Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0 Motion carried.

2) Tabled to 1/26/2015 regular meeting.

3) Tabled to 1/26 2015 regular meeting.

4) Appoint a MCRC Board member to the MCRC Retiree Health Care Benefits Plan & Trust (VEBA) Board.

Commissioner Minton moved, seconded by Commissioner Londo to table this item until the 1/26/2015 regular meeting. Vote: Ayes: 5 Nays: 0 Excused: 0 Abstain: 0
Motion carried.

11. Report of Officers -

Philip Costello (General Counsel) - Mr. Costello welcomed the Board and indicated he looked forward to working with them.

Scott Assenmacher (County Highway Engineer) - Mr. Assenmacher also extended a welcome to the Board and indicated he had an open door policy and he and his staff would be happy to spend time to answer any questions they may have. He stated his department would be facing a bit of a challenge with the recent resignation of a staff engineer. The staff would be looking at short and long term solutions to address some of the challenges.

Michael L. Smith (Director of Operations) - Mr. Smith welcomed the board and indicated he was also available to answer any questions as there are a lot of facets to roads and construction. He explained the maintenance department is working to develop estimates for 2015 projects in conjunction with the townships. The maintenance department had been busy performing snow and ice control, and had experimented with the anti-icing program. They were looking at opportunities where the public would receive the most benefit.

Phillip C. Masserant (Director of Finance) - Mr. Masserant welcomed the board and said he would be providing more details on the budget in the upcoming meetings. He also indicated he was always available to answer any questions the board may have regarding the finances.

Randy Pierce (Managing Director/Superintendent of Maintenance) - Mr. Pierce also welcomed the members and said he was looking forward to great things for the Road Commission in the future. He also stated the Road Commission had been trying different things and thinking outside the box in the last few years, and he thanked the staff and employees for the hard work in 2014. He explained that the Road Commission ordered five (5) new trucks, and three of them have been delivered and out on the roads. The other two are expected to be delivered by the end of January.

12. Extended Public Comment - None.

13. Commissioners' Comments -

Commissioner Londo read from a statement he prepared citing the County appointed three (3) new members to the Road Commission board on staggered terms over six year terms. He interpreted that to mean the County and public were in general not pleased with the direction of this body over the last several years. At the meeting, Local #543 president Gary Williams, vice president Bronco McKart and union member Jim Morgan expressed frustration with the agency and the direction of the former board. He gathered from these comments, they were seeking a board of strong leaders, and a board that would set direction for the future. They sounded willing to work with the board to set a new direction for this agency - a direction to serve our constituency and carry out the mission of this agency. We need to listen loud and clear to this message and establish an agency that meets the goals and objectives, and provide the best service to the traveling public within the financial means of this agency.

These goals need to be met by providing guidance and oversight, and providing our employees with the resources and incentives to willingly, and he repeated willingly, take on the responsibilities assigned to them and to let them carry out the mission of the agency under the direction and leadership that this board provides. We need to build an atmosphere of trust within this organization that allows the employees to carry out their duties and responsibilities, and to allow them to understand the importance of their role in the organization to provide the best service to the public.

The safety of the roads in this community are as much the responsibility the employees as it is the Board of Road Commissioners. Their families and loved ones use these roads as well, and they owe it to them as well as the other motoring public to provide safe and secure road system that everyone can be proud of.

The employees are the most visible on a day-to-day basis, and the public observes their behavior more than anyone. We don't need to personally monitor day-to-day activities as the public will certainly let them know what is going on in the community.

We must also place faith in our oversight staff put in place to manage the resources this board provides and allow them to perform their functions, the functions we have entrusted them with, and not look over their shoulders and scrutinize every move. If they are not performing, we will find somebody that will. The same goes for the employees. It isn't fair that some employees go out and diligently perform their jobs while others find a way to let others pick up the slack. This has to be a 100% effort by each and every one of us. We must continue to remind ourselves about whom we serve and who provides us with our livelihood.

So let us begin a new day of reconciliation. Let us begin by understanding the frustrations within this community. Let us begin by building bridges between this board and our employees, and between the employees and the public they serve. We need to understand both labor and management, that we are a team, as Bronco said. A team cannot function when half the players are sitting on the sidelines while the other half is struggling to win. We need to work to find common ground to solve problems and not knock our heads together just for the sake of disagreement. This will require compromise by both sides with an attitude of working together in the spirit of cooperation and not as adversaries. As we get to know and understand each other better in the future, both labor and management will be discussing proposals to improve how the mission of this organization is to be carried out.

I only ask that we approach these discussions with an open mind in hopes of finding common ground on how we can best serve the public. Everyone gathered here in this room tonight is part of the problem, and we are also part of the solution.

Viewing each other with suspicion will neither improve how we carry on the functions of the agency, nor will it improve the image as to how this organization is perceived by the public. We need to work diligently to improve this image and it must start here, and it must start now.

So let's create era in Road Commission history, one that will build on the assets that we currently have - our employees; one that will build a partnership for success to better serve the public; one that will forget the mistakes of the past; one that will make our community proud to say they drive on excellent roads in Monroe County; and one that the Board of Commissioners can point to and say they are proud of our efforts. A new era has begun. Let us pray it won't take 27 more years to accomplish.

Commissioner Minton stated he recently finds himself looking at the roads when he is out driving. He stated they appear good to him and felt the workers were doing a good job. He encouraged everyone to stay safe and looked forward to moving forward.

Commissioner Stammer thanked everyone for the two (2) years he served as Chairman and welcomed the three (3) new members. He stated hopefully there wouldn't be too many changes to what had been previous put in place by the prior board.

Commissioner Pace stated everyone knows where he stands when it comes to labor relations and how we should be improving things in Monroe County. He stated he has a lot of experience working with people in Monroe County. He has had the opportunity to voice his concerns to Mr. Pierce based on his years of working at the Road Commission and his experience in the road industry. He cited working with Bob Schnipke from Whiteford Township for years, who was in the audience. He mentioned that Whiteford Township probably has the best roads in the county, and they have a millage. He hoped the State was prepared with a backup plan should things not move forward in May. Without a backup plan, all Road Commissions will be in a world of hurt. He hoped members of both parties would get together and do what was right for the people of Michigan.

He hoped everyone would give the new board a chance to make positive changes to move the organization forward. He recognized the workers know what they are doing and they actually do a tremendous job with what they have to work with, and he would always be there for them. He would like to see the MCRC be able to increase the fleet size to forty trucks in the future. He thanked everyone for their efforts.

Commissioner Iacoangeli thanked Mr. Schnipke, Mr. Jones, Mr. Heath and all others for attending the meeting. He thanked the staff for the welcome and felt the new board all had the same thoughts and goals to make a cooperative effort to make everyone's life easier - staff, labor and the consumer. He explained the board was receptive to discussion and felt the exchange of information would be beneficial for everybody. He encouraged everyone to hold the board accountable and attend the meetings. He stated he realized the crews know what they are doing and urged them to be safe in what they do.

14. Adjournment -

Chairman Iacoangeli stated if there are no objections, the meeting is adjourned at 7:38 p.m.

Cheryl A. U'Ran

Cheryl A. U'Ran, Deputy Clerk