

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

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. _____

SUPPORTED BY COMM.

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

VOTE TOTALS:

ROLL CALL: YEAS _____ NAYS _____ EXCUSED _____
 VOICE: YEAS _____ NAYS _____ EXCUSED _____

DISPOSITION: ADOPTED _____ DEFEATED _____ WITHDRAWN _____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

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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 \$ _____, 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. _____

SUPPORTED BY COMM. _____

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

VOTE TOTALS:

ROLL CALL: YEAS _____ NAYS _____ EXCUSED _____
VOICE: YEAS _____ NAYS _____ EXCUSED _____

DISPOSITION: ADOPTED _____ DEFEATED _____ WITHDRAWN _____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