

GENESEE COUNTY COMMUNICATIONS CONSORTIUM
Executive Board
Genesee County 9-1-1
Special Meeting: January 12, 2023
2:00 pm

Location: Flint Township Police Department, 5200 Norko Dr, Flint MI 48507

MINUTES

1. CALL MEETING TO ORDER

Meeting called to order by Chairman Emmendorfer at 2:02 pm.

2. PLEDGE OF ALLEGIANCE

3. ATTENDANCE ROLL CALL

Members Present: Thomas Spillane, Clayton Township; Jim Slezak, Davison Township; Karyn Miller, Flint Township; Fred Thorsby, Flushing Township; Paul Fortino, Gaines Township; Mark Emmendorfer, Montrose Township; Greg Fenner, Burton City; Vicki Corlew, Mt. Morris City; Yvonne Brantley, MSP

Members Absent: Sheri Wilkerson, Goodrich Village; Ellen Ellenburg, Genesee County; Richard Cronkright, GCSO

Others Present: Alex Boros, Brian Flewelling, Joe Hryman, Kevin Wilkinson, Bruce Trevithick, Dave Plumb, Tim Jones, Anthony Chubb, Valerie Moore- recorder.

4. APPROVAL OF AGENDA, MINUTES & ACCOUNTS **Chairman
Emmendorfer**

- **Current Agenda – January 2023**
- **Executive Board Meeting Minutes – December 2022**
- **Accounts /Transaction List – December 2022**
- **Treasurers Report – December 2022**

Emmendorfer noted that we would like to add to the agenda, under New Business, item C, a Letter of Understanding for Overtime that Jones is presenting from the Unions. Also, to be added under Other Business, Committee appointments.

Action Taken: Motion Miller, support by Corlew to approve the additions of the Overtime Letter of Understanding and Committee appointments to the agenda.

All Ayes, Motion Passes.

Action Taken: Motion by Miller, support by Brantley to approve the agenda as amended, the December 13, 2022, Executive Board meeting minutes, the December accounts and transactions and Treasurers report.

Roll Call Vote:

Spillane	Aye
Slezak	Aye
Miller	Aye
Thorsby	Aye
Fortino	Aye
Emmendorfer	Aye
Fenner	Aye
Corlew	Aye
Brantley	Aye

All Ayes, Motion Passes

5. PUBLIC COMMENTS ON AGENDA ITEMS ONLY

None

6. OLD BUSINESS

A. Advisory Committee Report (No Meeting in Dec.)

Chief Bade

Nothing to add.

7. NEW BUSINESS

A. Executive Board Members - Officer Elections

Slezak noted his concerns that we didn't follow the procedures for the elections last month and it appears we are following them now for the selections of Officers now. I would like to see that we follow the procedures as they are written going forward. I'm not very excited, or happy seeing it done differently than what's in the procedure.

Emmendorfer stated that he checked with the Attorney prior to the December meeting to get his opinion as to how to hold the election. Over the course of many years this has been done several different ways and I don't think any of them have been totally right.

Chubb noted there are two different sources for the procedures in the 911 Agreement and in the By-Laws. The procedures in the 911 Agreement were wholly followed. The procedures in the By-Laws are a little ambiguous, and looking at the General Membership election, having an up and down vote on every single person is not time efficient. The alternative presented still complies with the obligation that at the end, the roster was done by a roll call vote. This also includes that notice of the procedures that were sent to everyone, including you, prior to the meeting, which ensured that anyone with issues on the procedure at that time, it could be brought up. Secondly, any issue could have been brought up at the meeting itself prior to the vote, however no one voiced any concern until you did after the completion of the vote.

Again, we published in the letter on January 4, 2023 an explanation of how everything will be conducted because I was concerned that you would have concerns but they were not brought up until after the fact. As you said, this does comply with the procedure, and I don't think there was a problem with the original, I think it was compliant with the Agreement and the By-Laws.

Slezak asked why the procedures in the Agreement and By-Laws wouldn't be changed by the Executive Board prior to the election if we already knew it was a problem. This is something the Executive Board should be looking at changing this so it is not as ambiguous for the General Membership.

Chubb noted that we can certainly look into this to ensure that if it's being read in different ways, we can clarify it and I'd be happy to draft that language. The main thing called for is that the final nominations be done by an oral motion and then voted on in the public meeting by an up/down vote, it was done in that manner.

Emmendorfer opened the floor to nominations for the Chair position.

Thorsby nominated Mark Emmendorfer as the Chair.

Miller stated she would nominate Thorsby for the Vice Chair position.

Chubb noted that we are doing one position at a time. At this time, nominations are only open for the Chair position. He noted that if we have more than one nominee, when you cast your vote, you will be voting in favor of one of the nominees, and that means it is against another, you can't vote yes for more than one nominee.

No additional nominations were made for the Chair position.

Emmendorfer closed the floor to nominations.

Roll Call Vote:

Spillane	Aye
Slezak	No
Miller	Aye
Thorsby	Aye
Fortino	Aye
Emmendorfer	Aye
Fenner	Aye
Corlew	Aye
Brantley	Aye

8 Ayes, 1 No, Motion Passed

Emmendorfer opened the floor to nominations for the Vice Chair position.

Miller nominated Fred Thorsby as Vice Chair.

No additional nominations were made for the Vice Chair position. Emmendorfer closed the floor to nominations.

Thorsby accepted the nomination for Vice Chair.

Roll Call Vote:

Spillane	Aye
Slezak	Aye
Miller	Aye
Thorsby	Aye
Fortino	Aye
Emmendorfer	Aye
Fenner	Aye
Corlew	Aye
Brantley	Aye

All Ayes, Motion Passes

Emmendorfer opened the floor to nominations for the Secretary/Treasurer position.

Emmendorfer nominated Miller for the Secretary/Treasurer.

No additional nominations were made. Emmendorfer closed the floor to nominations.

Roll Call Vote:

Spillane	Aye
Slezak	Aye
Miller	Aye
Thorsby	Aye
Fortino	Aye
Emmendorfer	Aye
Fenner	Aye
Corlew	Aye
Brantley	Aye

All Ayes, Motion Passes

B. Invoices

Jones

1. **Access Interactive**
2. **Rave 911**
3. **Kansas City Life – ACH Pay**

Jones presented the Invoices for Access Interactive in the amount of \$5,928 for our annual firewall subscription renewal, Rave 911 alert system renewal in the amount of \$12,500, and last one is Kansas City Life in the amount of \$8,540.34 for the new life and Short-Term and Long-Term Disability Insurance.

Action Taken: Motion by Slezak, support by Brantley to pay the three invoices as presented for the amounts of \$5,928 to Access Interactive, \$12,500 to Rave 911 and \$8,540.34 to Kansas City Life.

Roll Call Vote:

Spillane	Aye
Slezak	Aye
Miller	Aye
Thorsby	Aye
Fortino	Aye
Emmendorfer	Aye
Fenner	Aye
Corlew	Aye
Brantley	Aye

All Ayes, Motion Passes

C. Overtime LOU

Jones

Jones noted that due to the amount of overtime the Dispatchers have been working, the past two months they have averaged around 1,700-1,800 hours each month, they are needing a way to get some relief. Supervisor do not work out of classification, meaning they do not work the Dispatchers overtime shifts. In order to help with the overtime issue, the Supervisor and Dispatcher Unions have come to an agreement that would allow some of the overtime to be shared with the Supervisors. This agreement is presented in this LOU and is intended to help with the workload the Dispatchers are facing. The term of this agreement would be until January 1, 2024.

Chubb replied that previously it stated, "This Letter of Understanding will terminate January 1, 2024", he added language so it now reads "This Letter of Understanding will terminate either (1) January 1, 2024; (2) upon 30-days advanced written notice from any party; or (3) upon mutual agreement of the parties."

This way if the amount of overtime comes way down, the dispatcher felt they don't want the Supervisor working the overtime, or vice versa, either party would have the ability to terminate the agreement.

Emmendorfer noted that before a Dispatcher is mandated for a shift the Supervisors will be offered the shift to help keep some of them from being mandated.

Questions were asked, if the Supervisors are hourly or salary and do they work the overtime on the floor.

Jones stated the Supervisors are hourly, and yes, they work the positions on the floor when they take an overtime shift.

Fenner asked, what is our normal minimum staffing number and how many are we currently short.

Jones replied that fully staffed would be 50 employees, we are currently at 36-37 full-time, so we are down 14 employees. The most recent new applicants had, either failed, or withdrew during the hiring process.

Action Taken: Motion by Brantley, support by Corlew to approve the Overtime LOU with the amendments.

Miller asked if this LOW was drafted by Attorney Chubb.

Chubb noted this was drafted by the Unions, however we had one in place previously that I had drafted back in 2020 or 2021 and this is the same language.

All Ayes, Motion Passes.

8. OTHER BUSINESS

A. Committee Appointments

Emmendorfer noted that Ellen Glass and Wendy Jean-Burher had both contacted him and stated they were interested in serving on some of the Committees. I would like to recommend appointing Glass to the Personal and Professional Contract Committee as well as the Labor Contract Committee. And I recommend appointing Jean-Buhrer to the Budget/Audit Committee and the Technology Committee.

Chubb confirmed that for the Committee appointments, this will still need to be ratified by a roll call vote, based on the recently approved By-Laws.

Action Taken: Motion by Brantley, support by Corlew to approve the appointment of Glass to the Personal and Professional Contract Committee as well as the Labor Contract Committee and Jean-Buhrer to the Budget/Audit Committee and the Technology Committee.

Roll Call Vote:

Spillane Aye
Slezak Aye
Miller Aye
Thorsby Aye
Fortino Aye
Emmendorfer Aye
Fenner Aye
Corlew Aye
Brantley Aye

All Ayes, Motion Passes

9. DIRECTORS REPORT

Jones

Nothing to add, additional questions for Jones were asked.

Miller asked, you just reported earlier that everyone failed the last round of hiring.

Jones stated that we had four that we interviewed, two didn't pass the psych evals, one withdrew, and the other didn't meet the minimum scoring.

Jones stated this is not just us, this is an industry problem, along with trying to meet wages that others are offering for the shifts and work we do. Every other 911 directors around the State are having the same problem. The staff is simply being overworked with the amount of overtime they've put in, this past year they worked over 18,000 hours of overtime, that is almost \$800,00 in overtime. We have 4 or 5 staff out due to medical or family leaves which only adds to the overtime right now when we are already so short.

Plumb noted he reach out to a few local colleges in the past few weeks and since then we have seen about two dozen applications come in so we are in process of background checks and CCH, so hopefully we'll have a few candidates to move forward with.

Jones stated we have our PR team that attends job fairs to recruit staff, and that team is ready to go when the job fairs are scheduled.

Jones stated the shortage is certainly not for lack of trying, the fact is the majority don't make it through the entire process and it takes about 2 months to get through all of this to present a conditional offer, then they have 6 months of training.

Slezak asked if there was any analysis done on the cost of overtime compared to the starting rates we have for new employees and bringing more employees on. Is there consideration to looking into different starting rates that could offset this overtime cost and get more employees in.

Emmendorfer noted there has always been high amount of overtime, even back in the 80's and 90's it's always been more overtime that dispatchers want.

Miller noted she had two questions, one, you said the amount of overtime was 18,000 hours, and second, do we still have the City of Flint with us?

Jones replied, yes, and yes, we still have the City of Flint. There has been a lot of talk that the City wants to reopen their own 911 center, however there is nothing official about this that I am aware of that indicates this will be happening anytime soon.

Emmendorfer replied, I think we would all agree this needs to be a discussion with the City of Flint to determine long term plans. This decision would certainly make a difference for our staffing as well as the required building space we would need to pursue when looking into another 911 Center.

Additional discussion on the cost, available funding, time needed to build, acquire equipment, and open a brand new 911 center was touched on as it relates to the City of Flint.

Fenner asked if we had considered reaching out to the Skill Center to add a training program for dispatcher job, similar to how the Fire Academy and EMT training programs are being done for the students. Perhaps that is an option to create some interest in the job, and over time it could result in future candidates for the dispatcher positions.

Jones agreed this is something worth looking into.

10. COMMITTEE REPORTS

Nothing to add.

11. ATTORNEY REPORT

Attorney Chubb

Nothing to add.

12. PUBLIC COMMENTS

Question was asked about when the last Consortium Agreement was published.

Chubb replied that the original 911 Consortium Agreement was dated in 1997, and an amendment was done in June of 2001.

Question was asked how the Board justifies operating under two different procedures, and what is the reason the Board wouldn't update this agreement, so the language does not conflict between the two, eliminating the possibility of picking and choosing.

Chubb replied this has been considered, and the intentions of the By-Laws is to supplement the language of the Agreement, and this could certainly be looked at for revisions. Regarding the 911 Agreement, this would need to be approved by every single Consortium member and that would be more challenging.

13. ADJOURNMENT

Action Taken: Motion by Thorsby, support by Miller to adjourn the meeting.

All Ayes, Motion passes.

Meeting adjourned by Chairman Emmendorfer at 2:48 pm.

Next Meeting: Executive Board Meeting

February 14, 2023 @ 2:00 pm

Location: Harris Auditorium, Genesee County Admin Building