



GENESEE COUNTY

HR NEWS



October 29, 2009

"Connecting HR to the County"

Genesee County Approves Eight (8) Layoff Days for 2009-2010

The 2009-2010 fiscal year budget for Genesee County has incorporated eight (8) uncompensated layoff days. Specifically, the following layoff days have been added to the 2009-2010 official building closure list:

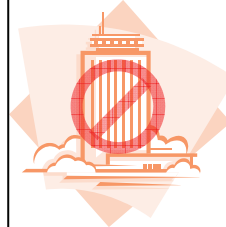
- Friday, January 15, 2010 (adjacent to MLK)
- Friday, March 12, 2010 (stand alone)
- Monday, April 5, 2010 (adjacent to Good Friday)
- Friday, May 28, 2010 (adjacent to Memorial Day)
- Friday, June 18, 2010 (stand alone)
- Friday, July 2, 2010 (adjacent to Independence Day)
- Friday, August 6, 2010 (stand alone)
- Friday, September 3, 2010 (adjacent to Labor Day)

In lieu of receiving a 10% reduction in pay for each of the respective eight pay periods, effective October 17th, 2009 all non-union and appointed officials will receive a 1.40% reduction in pay and will NOT receive a tentatively scheduled 2.5% pay increase in 2010.

The above stated days will then be treated (and paid) in the same manner as minor holidays.

This will NOT affect elected officials or termed officers of the County although these groups will be given the option of contributing like amounts back to the Genesee County General Fund. The reduction in pay will be reflected beginning with the November 13th, 2009 pay check. Non-benefit employees will not be affected.

Most bargaining groups were given a like cost-neutral option. Please consult with Human Resources or your bargaining unit for additional information.



2010 Holiday/Building Closures

Day before New Years Day	December 31, 2009
New Years Day	January 1, 2010
<i>*Adjacent to Martin Luther King</i>	<i>January 15</i>
Martin Luther King Day	January 18
Lincoln's Birthday	February 12
Presidents' Day	February 15
<i>*Stand Alone Building Closure</i>	<i>March 12</i>
Good Friday	April 2
<i>*Adjacent to Good Friday</i>	<i>April 5</i>
<i>*Adjacent to Memorial Day</i>	<i>May 28</i>
Memorial Day	May 31
<i>*Stand Alone Building Closure</i>	<i>June 18</i>
<i>*Adjacent to Independence Day</i>	<i>July 2</i>
Independence Day	July 5
<i>*Stand Alone Building Closure</i>	<i>August 6</i>
<i>*Adjacent to Labor Day</i>	<i>September 3</i>
Labor Day	September 6
Veterans' Day	November 11
Thanksgiving Day	November 25
Friday after Thanksgiving	November 26
Day before Christmas Day	December 23
Christmas Day	December 24
Day before New Years Day	December 30
New Years Day	December 31

**Added Building Closures*

Find HR online! www.co.genesee.mi.us

Did you know... you can find many useful items on our website, such as the Holiday building closure list, **Name or Address change forms**, **Tax forms**, **Contracts**, and you can print **Time Off** slips!

To get to our website, go to (the county home page) and click the **Employment** link, then click **Genesee County H.R. On-Line**.

Retirement Updates

Notice to Defined Benefit Plan (“Old Plan”) Members

Benefit Provision Change for **Non-Union** Members – Ordinance Amendment 09-01

Effective October 3, 2009, overtime pay will be excluded from Compensation in the calculation of Final Average Compensation (FAC) for retirement purposes. Members will not pay retirement contributions on their overtime Compensation, nor will overtime be reported to the Retirement Office as Compensation. This benefit change is **not** retroactive and will not affect any prior years on record or the member’s current year-to-date Compensation through October 2, 2009. This benefit change does not affect employees who are members of a collective bargaining agreement.

Permissive Service Credit Purchase Reminder Notice – All Members

Members are reminded that short and long-term disability leaves, worker’s compensation leaves and layoffs extending past 30 days will cause a break in retirement service credit. Service credit may be restored by purchasing the leave or layoff time within 12 months of physically returning to work. Requests must be made in writing to the Retirement Office. The member must have received disability compensation, worker’s compensation or unemployment compensation during the leave period in order to qualify. Please contact the Retirement Office at 257-2626, or www.co.genesee.mi.us/retirement with any questions or concerns.

Debbie Tocarchick
Retirement Supervisor

Around the Water Cooler



- The need to reinstate Department Head meetings is being explored and meetings may be scheduled in the near future.
- A December meeting for L.A.M.P.S. (Labor and Management Promoting Success) is being planned.
- For H1N1 pandemic information contact the Health Department via the following means:

*Main Telephone Number 257-3612; Hotline Number 257-3887;
or the Web Site www.gchd.us.*

Meet the HR Staff The Human Resource office has some new faces and new job assignments. Here’s a brief description to help you.

Christopher Kwasneski	<u>HR Director.</u> Chris Oversees the functions of the Human Resource office. 257-3034
Donita Pikes	<u>Assistant HR Director and Freedom Of Information Act (FOIA) Coordinator.</u> Performs responsible technical and supervisory duties in the administration of the County’s Human Resources, Employment and Health & Welfare Benefits operations. Processes Employment Requisitions and coordinates temporary replacements. Processes FOIA requests. Acts as Director in Chris’ absence. Direct number is 424-4364.
Don Jekel	<u>Labor Relations Manager.</u> Represents Genesee County for Labor Relations activities which involves 19 union bargaining units. Primary responsibility includes; providing contract interpretation, disciplinary advice, and grievance advice to the county management organization. Also, coordinates grievance processing and contract negotiations. Direct number 424-4365.
Martina Royster	<u>Benefits Specialist.</u> Handles medical benefits, FMLA, short term and long term disability, ICMA retirements, deferred compensation, and other benefit matters.. Direct number 237-6120
Anita Galajda	<u>HR Representative.</u> Anita handles all things related to the following bargaining units; 496 00/01 Clerical Maintenance/Professional Technical, POAM, 916-05 Sergeants, 916-06 Lieutenants/Captains. Direct number 424-4362
Rita Schubert	Promoted from the HR Secretary to an <u>HR Representative.</u> Rita works with postings and all things related to the following bargaining units; PCOA Social Service Workers, Teamsters 214 FOC Supervisors & Parks Maintenance, 496-02 GVRC, Non-Union Supervisors GVRC, , 916 01, 02, 03, 04, 08, 09, 10 Supervisors, 496-02 Mobile Meals Drivers, Judicial Administrative Secretaries, and SEIU Drain employees, and . Direct number 424-4366
Pandora Nash	Joined the HR Department on August 17, 2009 as <u>HR Secretary.</u> Pandora comes to HR from the Health Department’s MIS Division. She can help you with general inquiries, assist you with payroll benefit questions or direct you to the person who can help. She also supports the rest of the staff in numerous ways on a daily basis. 257-3034