

Vision:

St. Clair County government exemplifies the values, beliefs and aspirations of our Community.

Mission:

To design and implement service mechanisms that enhance positive community outcomes.

November 12, 2003

Scheduled Events:

- ❖ November 14, 2:30 p.m., I was invited to participate in a community leadership development program hosted by Port Huron Public Schools.
- ❖ November 17, noon, the County will be hosting the final Legislative Lunch with our state legislators.
- ❖ November 18th, 9:00 a.m., the Retirement Board will be holding it's monthly meeting.
- ❖ November 18th, 1:30 p.m., the County is hosting a Emergency Communication Meeting for local public officials.
- ❖ November 18th, 7:00 p.m., the County is making a presentation to the Kimball Township Board meeting regarding county-wide communications.
- ❖ November 19th I will be making a FY 04 budget presentation to the Collaborative Body.
- ❖ November 20th, 9:00 a.m., Human Resources will be conducting another Employee Relations Meeting.
- ❖ November 22, 9:00 a.m., we have scheduled the fourth BOC Workshop.
- ❖ November 24th, noon, I am speaking to the St. Clair Rotary Club.
- ❖ November 25th, 10:00 a.m., staff is meeting with representatives of Wayne State University regarding the Community Pharmacy pilot project.

What's Important Now:

An item that has received a great deal of attention and generated a fair amount of debate within (and external) the organization is health care for active and retired employees. Without rehashing differences about why the County needs to do this or how the County has went about addressing this emotionally charged issue...I thought I would outline the proposal and discuss a few "next steps."

The Proposal: Effective January 1, 2004 all active employees who qualify for health care coverage will be offered BC/BS Community Blue 2 PPO and a \$10 generic/\$20 name-brand drug card. General County retirees will move to a Community Blue Plan 2 PPO and a \$10 generic/\$20 name-brand drug card if they are not Medicare eligible. If a retiree is Medicare eligible, then the Traditional Plan will replace the Community Blue 2 PPO and the drug card remains the same. The County did develop a "hardship" clause for retirees. If a retiree has worked for the County 20+ years and receives less than \$20,000 annually in pension from the County, the drug card co-pay has been reduced to \$5.

Next Steps: There are two initial next steps. First, the County wants to sit down with all wage/grade employees and discuss the health care changes—specifically what the CB 2 Plan is and why this action was necessary. Secondly, we want to sit down with all the business agents to discuss how we can incorporate these changes into the collective bargaining agreements. I am anticipating holding the wage/grade meetings over the next four weeks. We will have a side-by-side comparison document that will demonstrate the added value of the CB 2 Plan to all covered employees.

Strategic Initiatives:

The long-term fiscal health of this organization is always predicated upon how effective we are delivering services and community outcomes. However, the pending fiscal disaster that State of Michigan faces over the course of the next several years, must lead one to believe that local oriented State dollars are in jeopardy. The State's fiscal crisis is one of short-sighted policy and a lagging economy...neither of which can be solved by our community nor our organization. Our only control in this situation is how we respond to the cuts that are coming our way from Lansing. The degree to which we insulate ourselves through revenue enhancement and expenditure

Values:

Shared Vision

Wholeness
Incorporating
Diversity

Shared Culture

Internal/External
Communications

Consideration &
Trust

Maintenance &
Governance

Participation &
Shared
Leadership

Affirmation

Partnerships

Risk-taking
Behaviors

Internal
Development

Strategic Initiatives cont.:

control will go a long way in determining if the community is successful in realizing the vision that is driving this organization. BOC members must lobby for what is critical to our core services. Staff must develop strategies which maximize our return on investment. This means throwing away historical baggage. This means looking for every opportunity to improve operations and outcomes. I'm challenging every employee to become involved in this process. There is no single solution...but literally hundreds of solutions coordinated through a shared vision. The opportunity is yours....

Corporate Initiatives:

1. Performance-Based Management -- The Professional Development Work Team is currently working on the revised professional development curriculum which will be based on the "core competencies" philosophy. We have identified those skills sets which promote employee, department and organization success. Now this group of employees are working on establishing training programs which teach and enhance our identified core competencies. What is interesting is that this group has realized that the competencies are uniform through several systems: pay-for-performance, classification & compensation, work plans as well as the employee training programs. One other interesting outcome of this process is that a "model" for employee work teams is clearly developing. This group has gone through the "forming—storming—norming—performing" cycle. Their experiences as a group need to be captured and passed on to other employee groups which has or are forming.
2. Employee Outreach/Relations -- The Dare To Share Committee has met a couple of times now. The group is still trying to figure out it's purpose and establish some ground rules. This past month, I had Human Resources come to the meeting to explain the County's obligations and policies relative to the issue of employee recruitment. This agenda item was generated by the number of inquiries I received about employees being excluded from opportunities for advancement and/or interdepartmental transfers. Hopefully, this will give my office the opportunity to clarify our position on internal vs. external hiring philosophy, educational requirements and other employee sensitive issues. Jennifer Posey will be heading up the employee relations corporate initiative in FY 04. This does not mean that I will not be involved or will not be attending the monthly meetings. Jennie will have this initiative as part of her work plan in 2004. She will be coordinating activities and projects such as employee surveys, work team development, etc.
3. Legislative Luncheon -- We are scheduled to meet with the legislators on Monday, November 17th at noon. I would hope that the BOC will take this opportunity to discuss State finances, solid waste flow control and our communications project.

Community Initiative Update:

1. Human Services -- The County has been invited to come to the local Collaborative Body to discuss our Fiscal Year 2004 budget and the future of human services in our community. This will be a fantastic opportunity to discuss the long-term implications of the State's fiscal crisis with direct service providers. Human services has been a favorite target of State government when making budgetary cuts. The programs may be developed at the State-level, however, the constituency is here locally. Cuts will generate a local backlash that we, as a community, will have to deal with in our appropriate process. We must plan now to act intelligently later.
2. Legislative Opportunity -- Attached to this report is information relative to a number of bills that have been introduced in Lansing relative to solid waste. I would like for you to pay particular attention to House Bill 4688. This would eliminate the agreements between counties regarding the importation and exportation of solid waste. These agreements are the very foundation of our ability to control waste within our community. Unfortunately, we are limited in time to respond. It is anticipated that the House will take up this legislation this week. BOC immediate action is requested to oppose this bill.
3. County-wide Communications -- My office continues to work on the communications issue. The focus is now on an integrated 800 mhz system NOT central dispatch. That question has been asked and answered. Now the full attention should be focused on infrastructure. I will keep you posted as this situation matures. At this point, I see a strong opportunity to have a unified, county-wide proposal which will be supported by the vast majority of jurisdictions within our County. My goal is to finalize all discussions prior to the end of the year.

A Random Thought...

Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not.

-- Thomas H. Huxley
