

APPROVED - 2/10/15

City of Ecorse  
Receivership Transition Advisory Board Meeting Minutes

Tuesday, January 13, 2015  
Ecorse City Hall  
Council Chambers  
Albert B. Buday Civic Center  
3869 West Jefferson  
Ecorse, Michigan 48229

Reported by:

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1           Called to order at 9:05 a.m.

2           MR. KORYZNO: Good morning, it's 9:05, and I'll call the  
3 City of Ecorse Receivership Transition Advisory Board meeting to  
4 order. Mr. Van de Grift, roll call?

5           MR. VAN DE GRIFT: Robert Bovitz?

6           MR. BOVITZ: Here.

7           MR. VAN DE GRIFT: Edward Koryzno?

8           MR. KORYZNO: Here.

9           MR. VAN DE GRIFT: Joyce Parker?

10          MS. PARKER: Here.

11          MR. VAN DE GRIFT: All present.

12          MR. KORYZNO: Next item is the approval of the agenda.

13          MR. BOVITZ: So moved.

14          MS. PARKER: Support.

15          MR. KORYZNO: Been moved and supported to approve the  
16 agenda, any questions or additions? Seeing none -- oh, Mr. Bovitz?  
17 Seeing none, all in favor of the motion say aye.

18          MR. BOVITZ: Aye.

19          MS. PARKER: Aye.

20          MR. KORYZNO: Aye. Opposed, same sign. The motion is app  
21 -- or, the agenda's approved. Reminder that if you intend to speak  
22 at the public comment portion of the meeting, it's necessary for you  
23 to sign up and if you're not signed up, you won't be able -- you  
24 won't be recognized. Item C, approval of the RTAB minutes from the  
25 December 9th, 2014 meeting, with noted clarifications.

1 MS. PARKER: So moved.

2 MR. BOVITZ: Support.

3 MR. KORYZNO: Been moved and supported to approve the RTAB  
4 minutes from December 9th; any discussion? Seeing none, all in  
5 favor of the motion say aye.

6 MR. BOVITZ: Aye.

7 MS. PARKER: Aye.

8 MR. KORYZNO: Aye. All opposed, same sign. The minutes  
9 of December 9th are approved.

10 Item two, old business. Five year budget. The Board's  
11 received documents which indicate that a five year budget is nearing  
12 completion. While this Board will reserve formal evaluation until  
13 the City Council takes action, we would like to hear from Mr.  
14 O'Neal. Could you briefly summarize your efforts to develop a  
15 balanced and realistic five year budget?

16 MR. O'NEAL: Yes sir. And, thank you, Mr. Koryzno,  
17 members of the board. When I was here first, I submitted a five  
18 year budget, by and through Mr. McCurley. We looked at the, did an  
19 incremental approach, to the budget. There was some rejections, I  
20 think, made by the TAB board relative some items that were within  
21 the five year budget, both that I submitted, and that Mr. Strand had  
22 submitted. What I tried to do this time is go back, have Mr.  
23 McCurley remove those items that were previously put in there by Mr.  
24 Strand, go back to the same budget I had before, except that in the  
25 14 - 15 budget, where there was budget amendments, that were

1 requested to effectuate those amendments without use of fund  
2 balance, from Ms. Parker's comments at one of the TAB meetings, to  
3 take a look into the budget, and see if we can find additional  
4 revenues and decreases in expenditures. So that you wouldn't have  
5 to go to fund balance.

6 That was effectuated. Except for the \$70,000 for the body  
7 cameras; we didn't do that. Going forward, I took the budget home,  
8 and took a look at it as if I was an EFM. What could I do to  
9 decrease expenditures, and increase revenues? Without the thought  
10 of what, how it would impact the taxpayers, the political arena,  
11 those types of things. I didn't look at that. But I kept in mind  
12 that anything that we might do in that arena is going to  
13 have impacts because of the high tax rate for the residents here in  
14 Ecorse.

15 That being said, I came up with a million dollars in  
16 revenues and cuts, that, so that I could -- if we could effectuate  
17 that, how that would impact the budget. Since that was put in,  
18 we've also gone forward, which you have on your agenda today, for a  
19 contractual professional services in the HR area, and also, a  
20 modification to the controller. Now, while this is a work in  
21 progress, on the surface, we're looking at saving approximately  
22 \$100,000 a year in those two areas. <sup>\$50,000</sup> Fifty in each, if it comes to  
23 fruition. If it comes to fruition.

24 Also, I had a meeting yesterday with Brad Coulter, from  
25 Lincoln Park, relative to fire services. I know there's been a

1 concern about that. We agreed there's a possibility that we might  
2 be able to do some shared fire services. And those shared fire  
3 services, I indicated to them, and I spoke for you, and I apologize  
4 if I mis-speak, but I spoke for you and I thought that this Board,  
5 as well as the Department of Treasury, would want Lincoln Park and  
6 Ecorse to effectuate the same types of savings. One shouldn't have  
7 more than the other, to me, that's just fair play if we can make  
8 that work. So we're looking somewhere between ~~3~~ <sup>\$ 300,000</sup> and \$400,000  
9 savings, each, if we can effectuate some services. So we're looking  
10 at that, so there's some bigger things that are going on relative to  
11 that.

12 Now -- that being said, some of the things that I looked  
13 at in there, with reference to street lighting, and fire department,  
14 and things like that, are extremely expensive to the taxpayer. And  
15 I realize that. But if we're going to do some budgets going  
16 forward, without using fund balance, the way the budget's put  
17 together, originally, won't stand without using it. And you'll see  
18 in my exhibit I put in there, shows for 15 - 16, there may be some  
19 money returned to fund balance, but there won't be a use of fund  
20 balance.

21 And then in 16 - 17, it looks like you're using about  
22 \$133,000, ~~\$ 150,~~ <sup>\$ 150,000</sup> whatever the number is. Then you compound that going  
23 into the five years, and as you get towards the end of the five  
24 years, and the bonds have to be repaid, you're looking at some big  
25 bites of \$300,000 the first year, and the second year, another



1 addition of <sup>\$200,000</sup>200, which is <sup>\$520,000</sup>500. Then you're looking at sunseting  
2 the police and fire millage; that's an issue.

3 So we've identified those things, and we're going to try  
4 to attack those things, with the five year budget. Now, a comment,  
5 Mr. Koryzno, that you made about having the city council first make  
6 the decisions. While I agree with that, I think it's important that  
7 if, while we do the budget process, if you try to do this  
8 simultaneously, so that you're kept appraised of what we're doing,  
9 city council understands what you think, and what the Department of  
10 Treasury might work relative to the revenues and expenses.

11 So that when we go forward with the mayor and the council,  
12 as you'll see, I've put on the -- on your dais, there, a council  
13 meeting we're having tonight, and items that are on there. So that  
14 I can educate the mayor and the council and the citizens, as to how  
15 all this holds together, the capital and strategic plans, and all  
16 that stuff. So that we're at least on the same page going forward.

17 We have a very tight timeline of April 1st, for having our  
18 budgets in place, our taxing hearings and all those things, having  
19 those in place. So while I keep it in the back of my mind as we go  
20 through this process, that I'm trying to be efficient as we possibly  
21 can.

22 Those things that you are, that you absolutely think are  
23 not a go, I need to know that. I need to educate my city council on  
24 the things that absolutely have to go, or move forward on. There  
25 are some bitter pills that are going to have to be swallowed, but we

1 need to realize that we are in receivership. And we have to balance  
2 our budget. And that's where I'm going to lead them, to that end.

3 But obviously, we need to do that in such a way that it's  
4 sustainable. Now, at the end of the day, if it's not sustainable,  
5 based on empirical data, and our process, well, then, that's, we  
6 have to face that reality. As we move through the process. I think  
7 we all realize, in the short term, ~~in the short term~~, while we might  
8 have a balanced budget, it's those outgoing nears, where we have the  
9 problem.

10 So, that being said, I have put this -- you had it on  
11 there as a tabled item, because you had had it before. I put my  
12 budget things in there, so you could see where we were going, where  
13 we were headed. And open for discussion, and comments. And again,  
14 as I indicated, Mr. Koryzno, to you before the meeting, that I'd be  
15 more than happy, and I look forward to sitting down with the state's  
16 fiscal people. So that we make sure that we're all moving in the  
17 right direction.

18 Because I'm not going to stand here and tell that I've got  
19 a magic wand or I'm the expert on every line item of every detail.  
20 I think we need to be a collaborative process, both with the TAB  
21 board, with the treasury, my council, and anybody, all the  
22 stakeholders. With that, I'm --

23 MR. KORYZNO: Any questions for Mr. O'Neal from the Board?

24 MS. PARKER: Yes, I have a question.

25 MR. KORYZNO: Yes, Ms. Parker.

1 MS. PARKER: You had mentioned the amount for the body  
2 cameras was taken out. Is there still an interest in moving forward  
3 with the body cameras, or are you looking for other revenue sources,  
4 to cover the cost? Could you clarify that?

5 MR. O'NEAL: I will say this, Ms. Parker, that is very  
6 important to Mr. Moore; that is very important to the mayor and the  
7 council, and myself, it's very important. I just wanted to point  
8 out that that was -- there was a, that was one of the items that  
9 they were looking for an amendment for. And while Mr. McCurley only  
10 had a short period of time, we decided that we would come back and  
11 revisit that issue. But no, that's an extremely important issue,  
12 for all the reasons.

13 MS. PARKER: Okay. And then, secondly, Mr. Chair, I  
14 wondered if, as part of the process to complete the five year budget  
15 for the city, if Treasury could participate with the city, and the  
16 city council, so that when we get the document back, we have all of  
17 the comments, and hopefully, something that everyone can agree upon?

18 MR. KORYZNO: Yes, I'm confident Mr. <sup>Dube</sup> Dubay would be  
19 willing to assist the city in evaluating their five year budget.

20 MR. O'NEAL: Perfect. Perfect. Thank you. Perfect.

21 MR. KORYZNO: Anything else?

22 MS. PARKER: No, that's it.

23 MR. KORYZNO: My only comment is that I'm concerned that  
24 the four years out of the five year budget are ever increasing  
25 deficits, and by the time to reach to fifth year, the city's



1 financially upside down. So what you have now, is time to make the  
2 necessary adjustments where possible, to bring the budget into  
3 balance.

4 MR. O'NEAL: And I agree, Mr. Koryzno, and then, that is  
5 where I'd like to have Treasury involved, because when we get to  
6 that point, where, if things appear to be moving and going to  
7 maintain, and point to that direction, we're looking at some  
8 additional drastic cuts, in order to balance that budget. And  
9 having all the stakeholders in place, and the Department of Treasury  
10 involved, so council realizes that those numbers are there and are a  
11 reality, and have to be addressed.

12 I think that's why, well, I know that's why, we had an EFM  
13 in here on a number of occasions, because the community either could  
14 or wouldn't do those things on their own. And got themselves in  
15 trouble. While we realize that, we're going to have to do something  
16 with that if we can't come up with a number of dollars. Now I've  
17 just indicated about ~~4~~ <sup>\$400,000</sup> to \$500,000 in additional cuts and revenues  
18 that may be able to be effectuated, and that's good. But we need a  
19 lot more.

20 And that's one of the discussions you'll see, that I've  
21 got tonight to talk to them about, that I'm going to have the same  
22 conversation. I have a couple council people here with us today,  
23 but I'm going to have that same discussion with them tonight, that  
24 we're looking down the road at some draconian cuts. Or  
25 modifications to existing service levels. When you have a tax rate

1 of 59 mills, where else is there to go? That's, you know, these  
2 taxpayers are paying a lot here.

3 MR. KORYZNO: I can't let this opportunity pass, to  
4 mention that the second year of the five year budget deficit is the  
5 equivalent of a savings that the city would have incurred had the  
6 CGAP grant been implemented.

7 MR. O'NEAL: And you'll see, Mr. Koryzno, that I have  
8 addressed that in those numbers on there. And I'm making it  
9 painfully aware to the mayor and the council, that, I've reinforced  
10 that with them. And I'm going to continue to reinforce that with  
11 them, and we're going down that road. And I mean, we're going down  
12 that road. Because we need to have collaborative efforts around the  
13 community, just like our meeting with Lincoln Park yesterday, you  
14 know.

15 This is the way cities are doing this everywhere; we have  
16 to do these things. We have to. I mean, our structure, our taxing  
17 structure, our financial model in the State of Michigan doesn't  
18 work. I mean, I'm preaching to the choir with you folks, past  
19 managers and finance people. It doesn't work, so we have to work  
20 within what we have, in collaborative efforts with surrounding  
21 communities are just -- it was part of the EGRIP (phonetic) program  
22 anyway, but we need to do that, and we will do that.

23 MR. KORYZNO: All right. Any other questions? Ms.  
24 Parker?

25 MS. PARKER: Just one other question. In the material,

1 there was a reference to the special assessment, and I wasn't clear  
2 on whether the city was planning to ask for some type of renewal  
3 related to the assessment, or phase it out altogether?

4 MR. O'NEAL: When you speak to that, I'm thinking of the  
5 streetlight; are you --

6 MS. PARKER: I'm referring to police and fire.

7 MR. KORYZNO: Public safety.

8 MR. O'NEAL: Yeah, well, that's, we will have to go for  
9 that renewal. That renewal's I think, in 2021? I think around, it  
10 sunsets, I mean, I'm going to recommend, I'm going to --

11 MS. PARKER: So was that incorporated in your numbers?

12 MR. O'NEAL: I will do -- I put that out there as a note,  
13 but yes.

14 MS. PARKER: Okay.

15 MR. O'NEAL: I will do -- we can't function. Without  
16 that, we are really down the tubes. No, that, to me, that's a  
17 given. That's a given we have to do that. To do that renewal,  
18 that's a given. There's no way we can sustain the city without  
19 that.

20 MS. PARKER: And then just one other question. On the  
21 streetlight special assessment, when it was reviewed, maybe a couple  
22 of years ago, there were a number of areas where the city could make  
23 reduction in their expense related to street lighting?

24 MR. O'NEAL: With LEDs?

25 MS. PARKER: Without the assessment -- well, LEDs was one.

1 There were several options presented to the city through DTE, which  
2 would have saved the city funding, related to street lighting. And  
3 I don't know if that's been considered, but that might be another  
4 alternative or maybe to reduce the impact to residents, related to  
5 streetlights.

6 MR. O'NEAL: I have on my desk, and I can't remember the  
7 lady's name, that's our representative. We've been calling each  
8 other back and forth, and I have that on my desk as one of the items  
9 that's very important that we pursue.

10 MS. PARKER: Yeah, and she presented several options with  
11 lighting on Jefferson, Southfield Road, and certain areas related to  
12 the alleys that would decrease the cost, without increasing a  
13 special assessment.

14 MR. O'NEAL: And that's just -- we're going down that  
15 path, that's exactly where we're headed. I've made a phone call to  
16 her, and it's been the holidays and we're back and forth, but, yes.

17 MR. KORYZNO: Any other questions from the Board?

18 MS. PARKER: No.

19 MR. KORYZNO: All right, thank you, Mr. O'Neal.

20 MR. O'NEAL: Thank you.

21 MR. KORYZNO: Item B, approval of Resolution 356.14,  
22 budget amendment to 2015-4, purchases for DPW. Previously, Board  
23 member Parker requested that this matter be tabled until a budgetary  
24 review could be conducted. It's expected that such an investigation  
25 will provide a budget neutral method for funding this and other



1 requested budget amendments.

2           Mr. O'Neal, have you found specific areas for expense  
3 reduction or revenue increases, which will offset the proposed  
4 budget amendment?

5           MR. O'NEAL: Mr. Koryzno, members of the Board, I have not  
6 looked at that. And I am asking that you -- I'm withdrawing; I  
7 think that was the -- the request was made when I was here the first  
8 time, about buying some equipment for the DPW. I'm asking to  
9 withdraw that. I've got a new plan; I talked with Kevin Lawrence,  
10 with the DPW, relative to where we're going. You'll see on the  
11 agenda, I've got some hires for replacement.

12           The equipment that we were talking about purchasing is  
13 long gone, that was some used equipment or what have you. I've  
14 talked with Kevin about that; we're going to approach going forward  
15 about getting some equipment, and more specific equipment. Maybe  
16 some new stuff or whatever, purchase it, do an internal service fund  
17 to pay it back. All that stuff. I will be coming back to you soon  
18 as I possibly can, with that. So I'd like to withdraw that from  
19 before.

20           That was that Skidsteer, and a backhoe, and a front end  
21 and all that stuff. I want to come back to -- that equipment's all  
22 gone, we couldn't buy it anyway.

23           MR. KORYZNO: All right.

24           MR. VAN DE GRIFT: Pardon me, chairman, there may be some  
25 confusion. I think, previously, you had requested the purchase of

1 some capital equipment for the DPW. I don't want to confuse that  
2 with the \$50,000 budget amendment that included, let's see, it was  
3 requested earlier, it included \$30,000 in contracted services,  
4 \$10,000 in overtime, miscellaneous expenses and office supplies. I  
5 think this was to bring the DPW in align with --

6 MR. O'NEAL: That \$50,000, when you're talking about, for  
7 the trees, and the overtime and stuff like that, that was covered by  
8 additional revenues that we found. So there's no fund balance;  
9 that's all covered. I've -- I was under the assumption, you're  
10 talking about equipment, was, monies for some equipment that I was  
11 going to buy when I was here the first time. That's why I'm  
12 withdrawing the other one, we don't need the amendment, because we  
13 found additional revenues and stuff.

14 MR. KORYZNO: And those revenues are from where?

15 MR. O'NEAL: Tax revenues and unanticipated revenues that  
16 came in. I don't have the exact numbers at my fingertips.

17 MR. KORYZNO: Well, it would be my feeling that I'd like  
18 to have Mr. <sup>Dube</sup>~~Dubay~~ sit down with Mr. O'Neal and verify the numbers  
19 and so forth, before we take action on this item, if that's the  
20 pleasure of the Board.

21 MS. PARKER: Yes, I would, that, with all of the items  
22 tabled.

23 MR. BOVITZ: That's fine.

24 MR. KORYZNO: Okay, well why don't we take them one by  
25 one? I'll entertain a motion, then.

1 MS. PARKER: So, I would move to continue to have the item  
2 tabled until further notice, after review by Mr. O'Neal and the  
3 Department of Treasury.

4 MR. BOVITZ: Support.

5 MR. KORYZNO: Okay, it's been moved and tabled -- moved  
6 and supported to table the item until Ecorse Administrator and  
7 Department of Treasury can meet and confer on the proposed DPW  
8 expenses. Any further discussion? Seeing none, all in favor of the  
9 motion say aye.

10 MR. BOVITZ: Aye.

11 MS. PARKER: Aye.

12 MR. KORYZNO: Aye. Opposed, same sign. The motion is  
13 approved and the item is tabled. Item C, approval of Resolution  
14 357.14, budget amendment 2015-5, body camera purchase. Mr. O'Neal,  
15 has a funding source in the amount of \$70,000 --

16 MR. O'NEAL: As I indicated earlier, no, we did not, we  
17 did not cover that. We did not address that. I -- Mr. Moore is  
18 currently looking at a couple, three different cameras. We may not  
19 need the \$70,000 for that. So once we get more and more  
20 information, we'll come forward. We think that expense is very  
21 important, as I think the Board does too, for the obvious reasons.

22 We want to move forward with that, but until we can -- I  
23 think there's a lot of competition. There's grant money available,  
24 and stuff like that, so until -- how much more time do you think you  
25 need, chief?

1           MR. MOORE: This may be -- just a little bit. Mike Moore,  
2 Public Safety Director. It should be a little bit. I've got a 30  
3 day trial on one system we're using right now. We've got another  
4 system coming in, it's going to be another 30 day trial. But as I  
5 mentioned before, there's going to be grant dollars, because we feel  
6 that this is going to be mandated.

7           So, because this is going to be mandated, we feel there's  
8 going to be grant dollars coming down the pike for this. And that  
9 we allocated, I think, 70 something thousand dollars for this. We  
10 feel this number's a little high. And it's not going to be that  
11 type of dollars involved, and even if we do not -- even if we get  
12 the grant, it won't be that type of dollars, even if we do not get,  
13 it will not be that type of dollars. So, I'm thinking maybe we  
14 should still table this until we find out what's going on.

15           MS. PARKER: So, allow it to remain on the table?

16           MR. MOORE: Yes, please. Until we find out what's going  
17 to happen with this. It's not the -- the dollar value's going to  
18 drop regardless, it's not going to be that type of money, whether we  
19 get the grant or not. But we're still evaluating. We've got a  
20 camera on an officer right now, today, it's still going on. And  
21 we've got another system coming in. And to do another 30 day eval.  
22 So it's going to be, before we make the purchase, it's probably  
23 going to be spring.

24           MR. BOVITZ: I move that we remain table the motion.

25           MS. PARKER: Support.



1 MR. KORYZNO: Been moved and supported to table this item.  
2 Any further discussion? Seeing none, all in favor of the motion say  
3 aye.

4 MR. BOVITZ: Aye.

5 MS. PARKER: Aye.

6 MR. KORYZNO: Aye. Opposed, same sign. The motion is  
7 approved. Item D, approval of Resolution 372.14, budget amendment  
8 for the 2015-3 master plan. Any funding, independent funding, found  
9 for this?

10 MR. O'NEAL: Yes, sir. I think -- I think you need to  
11 leave it on the table, just like the other ones, til Mr. <sup>Dube</sup>~~Dubay~~ and I  
12 have an opportunity to take a look at the numbers, and --

13 MR. KORYZNO: All right.

14 MR. BOVITZ: Move to continue to table the motion.

15 MS. PARKER: Support.

16 MR. KORYZNO: Been moved and supported to table; any  
17 further discussion? Seeing none, all in favor of the motion say  
18 aye.

19 MR. BOVITZ: Aye.

20 MS. PARKER: Aye.

21 MR. KORYZNO: Aye. Opposed, same sign. The motion is  
22 approved. Item E, approval of employment contract. Last month,  
23 this matter was tabled until a five year budget was approved by the  
24 city council and submitted to the Board. Also, we voiced concerns  
25 that a -- the Board voiced concerns that a more comprehensive

1 employee compensation plan was needed.

2 While I certainly will entertain any motion, it seems  
3 proper to continue to table this contract until the five year budget  
4 is approved by both city council and the Board.

5 MS. PARKER: I would move to allow the items to remain  
6 tabled, until the five year budget is completed and approved.

7 MR. BOVITZ: Support.

8 MR. KORYZNO: Been moved and supported; any further  
9 discussion? Seeing none, all in favor of the motion say aye.

10 MR. BOVITZ: Aye.

11 MS. PARKER: Aye.

12 MR. KORYZNO: Aye. Opposed, same sign. The motion to  
13 table the employment contract is approved. Item F, approval of  
14 Resolution 403.14, withdrawal from the Wayne County Library system.  
15 Mr. O'Neal, is there an update on this particular initiative?

16 MR. O'NEAL: Yes, Mr. Koryzno and members of the Board, as  
17 you'll note again, on the agenda for tonight's meeting, there's  
18 going to be a detailed discussion in front of the City Council,  
19 relative to the withdrawal. The process for withdrawal. The City  
20 Council's already voted to effectuate the withdrawal, or to agree to  
21 it. There's a process.

22 There is concern within the community that if -- they  
23 don't want that library to close. And the mayor, council, myself,  
24 we don't want it to close. So we're going to go through the process  
25 of withdrawing, but before we do that, and by and through the

1 process, we have a replacement. The new -- replacement board,  
2 funding process, the whole nine yards. That's what's going to be  
3 discussed tonight; Cassandra's going to be at the meeting tonight to  
4 explain that process to the mayor and the council. To the  
5 stakeholders.

6 Marilyn Oliver is here, I saw her sneak in there  
7 somewhere, there she is. Is involved with the library down there,  
8 so, she's -- she attends our council meetings and has a major  
9 concern with that, and we're going to follow through with that and  
10 make sure that the library stays open and within budget confines if  
11 you will. So if you want to just leave it on the table, until such  
12 time as the council comes to it with the exact plan, because there  
13 are some charter things that we have to do with reference to  
14 millages and planning a library board, and notification to Wayne  
15 County, and those things. So we are moving forward with that  
16 process.

17 MR. KORYZNO: All right. Any questions for Mr. O'Neal? I  
18 don't believe any action is needed on that item. New business.  
19 Item A, approval of resolutions and ordinances for City Council  
20 meetings, resolution from City Council meeting of November 25, 2014.  
21 I'll entertain a motion.

22 MR. BOVITZ: Move to accept the council minutes from  
23 November 25th, with the exception of Resolution 415.14, 426.14, and  
24 427.14.

25 MR. KORYZNO: Is there a support?

1 MS. PARKER: Support.

2 MR. KORYZNO: It's been moved and supported, to approve  
3 all the resolutions for that meeting except for three, the DWSD  
4 contract, the HR contract with Paychex, and the approval of snowplow  
5 bid. Any further discussion?

6 MS. PARKER: Just a question, Mr. Chair. On one of the  
7 items, I think it's 422.14, it's called an estate fee in lieu of  
8 taxes, relative to the Wade McCree estate. Could someone just  
9 explain what that is?

10 MR. O'NEAL: The payment in lieu of taxes -- the council  
11 agreed to a set amount of money from the Wade McCree -- they've  
12 requested, because it's a HUD, it's a MSHDA program, is it not? And  
13 so they've --

14 MS. PARKER: Is it a housing development project?

15 MR. O'NEAL: Yeah.

16 MS. CAPRA: Yeah, the Ecorse Housing Commission. They're  
17 going to be tearing down the old and rebuilding.

18 MS. PARKER: Okay.

19 MS. CAPRA: That's what they needed for the -- the MSHDA  
20 funding.

21 MR. KORYZNO: I'm sorry, could you please identify  
22 yourself for the record?

23 MS. CAPRA: Terri Capra, Community Development.

24 MR. KORYZNO: Thank you, Terri.

25 MS. PARKER: Thank you. That's all I had.



1 MR. KORYZNO: All right, any further discussion?

2 MR. BOVITZ: Just out of curiosity, which building is in  
3 question, 4067 West Jefferson had some dissension, with some  
4 abstentions on the rezoning?

5 MR. O'NEAL: Yes, there was a rezoning request for a  
6 particular piece of property to a used car lot. They wanted to go  
7 to a B2 zone. From a B1 to a B2 zone, to allow it, and it didn't  
8 pass; it was on its third reading. And they -- that was the vote.  
9 It didn't pass. Nope.

10 MS. PARKER: What was the objection?

11 MR. O'NEAL: They don't want a used --

12 MS. PARKER: They just don't want it there?

13 MR. O'NEAL: They don't want it, no. Quite frankly, if  
14 I'd have been there, it wouldn't have got that far. Because I'd  
15 already told them that it's a special use permit after rezoning, and  
16 it's -- it doesn't even comply with the state laws, reference to  
17 used cars, is that right, Derek? So, I'll leave that to --

18 MR. BOVITZ: And Councilman Heller's abstention, was that  
19 because of independence issues, or personal?

20 MR. O'NEAL: You'd have to ask him; that's another -- on  
21 the horizon, that's another thing to talk about, but the mayor and  
22 the council, about Robert Rules and about why you abstain. And give  
23 reasons for abstentions and those types of things, and that's a  
24 learning process, if you will.

25 MR. KORYZNO: Thank you. Any other questions? All right,

1 all in favor of the motion say aye.

2 MR. BOVITZ: Aye.

3 MS. PARKER: Aye.

4 MR. KORYZNO: Aye. Opposed same sign. Motion is  
5 approved. Next item is Resolution 415.14, water service contract  
6 with the City of Detroit. Mr. Van de Grift, could you summarize  
7 this issue for us?

8 MR. VAN DE GRIFT: Certainly. Drew Van de Grift, Michigan  
9 Department of Treasury. The Detroit Water and Sewer Department is  
10 renegotiating contracts with several municipalities in Wayne County.  
11 Ecorse is among them; this contract would adjust minimum and maximum  
12 flow rates and consumption for the city, including maximum day and  
13 peak hour flow rates.

14 It may cost the city a bit more, although the memo that  
15 was submitted to the Board only included the changes to the  
16 contract, not the entire contract and it does not appear as though  
17 there was a dollar amount that was fixed yet. However, the flow  
18 rates appear to be.

19 MR. KORYZNO: Was this information submitted to the Board,  
20 per our directive, in terms of timing?

21 MR. VAN DE GRIFT: Some of it was. We received a memo and  
22 the portion of the amended contract timely; we did not receive the  
23 contract disclosure form, which warrants that the city attorney has  
24 reviewed, and approved to form the contract, until Friday afternoon.

25 MR. KORYZNO: You know, previously this Board established

1 submission rules for the city, and Mr. Van de Grift, please remind  
2 the city what those monthly agenda, the deadline for those.

3 MR. VAN DE GRIFT: As the Board knows, the Board reviews  
4 all ordinances and resolutions, as well as contracts over a  
5 threshold amount. To facilitate this, the city submits a packet  
6 that includes items of concern, from the city administrator, that  
7 are requested agenda items, as well as contracts over that threshold  
8 amount of \$10,000.

9 The Board has requested that all of these contracts be  
10 vetted by the city attorney prior to submission, and that all of  
11 this be submitted ten days prior to the next RTAB meeting. If that  
12 falls on a weekend or a holiday, we ask that it be a couple of days  
13 before that, so that we do have time to submit the packet, in turn,  
14 to the board members.

15 MR. KORYZNO: So the deadline for this particular meeting  
16 was?

17 MR. VAN DE GRIFT: Two Fridays ago.

18 MR. KORYZNO: Two Fridays ago.

19 MR. VAN DE GRIFT: Mm-hm.

20 MR. KORYZNO: And subsequent to that, we received the  
21 information the Friday before this meeting?

22 MR. VAN DE GRIFT: It was a week late, mm-hm.

23 MR. KORYZNO: Mr. O'Neal?

24 MR. O'NEAL: Thank you. Mr. Koryzno and members of the  
25 board, on this particular item, it was a modification to the

1 existing DWSD water contract. There's no way of knowing what the  
2 value is, because the -- these rates are set up by the City of  
3 Detroit to their rate setting structure.

4         This was a technical detail to -- amendment, when we talk  
5 about max and minimum -- max day peak flow amount of gallons. In no  
6 way ~~that~~ <sup>did</sup> I, or the City of Ecorse, want to ignore your deadline. I  
7 had no idea that you would want the city attorney to review the  
8 existing DWSD contract that's in place.

9         My thought process was the cost of the review of that, and  
10 this amendment, being a technical amendment; this is the second time  
11 I've done this in the last year and a half. I did it in Imlay City,  
12 they come up -- they let us pick the numbers. I had Mark at the  
13 meeting, he and I picked the numbers so that it would be the most  
14 efficient numbers for the City of Ecorse. To allow that -- because  
15 if you -- we fall outside of these parameters that were set, it can  
16 have an effect to cost us even more in future rate increases. So we  
17 tried to pick the numbers that obviously would keep Ecorse within  
18 the parameters going forward for at least the next five years.

19         And that's what it was about. In no way was it -- I  
20 didn't realize that you -- Mr. Van de Grift was very good in  
21 chastising me and letting me know what needs to be done. But I  
22 never thought that we would have to have the existing contract re-  
23 reviewed by the attorney. And I don't know how much that's -- I  
24 told her to go ahead and do it, but I don't know how much it's going  
25 to cost.



1           And I still don't think they'll understand the technical  
2 amendment anyway. I don't understand all I know about it, and I  
3 understand it. So, you know, it's very technical in detail, so I  
4 had my engineer, my professional engineer, we did the numbers. We  
5 think they're very, very good numbers.

6           Again, we won't know what impact it has, because of how  
7 DWSD decides what our rate's going to be. And, as you know, they've  
8 shifted from a straight commodity rate to a flat rate, and commodity  
9 rate, because of the problems they're having funding theirs. So  
10 that being said, the numbers that we used in there were numbers we  
11 feel are in the best interest of the City of Ecorse.

12           MR. KORYZNO: Just a reminder, the Board has a standing  
13 resolution that any documents coming before the Board require city  
14 attorney approval. My expectation would be that the city attorney  
15 would know enough not to review the entire DWSD contract but just  
16 the minor changes. And I'm familiar with the DWSD rate structures,  
17 I'm sure Ms. Parker was, and so I'm just -- I'm concerned that this  
18 was a routine matter that again did not make it to the Board in  
19 time.

20           The packets for the Board went out after the weekend  
21 instead of before the weekend, which didn't provide the Board much  
22 time to review the packet. And so it'd be my recommendation that we  
23 table this matter until the next meeting. I'll entertain a motion.

24           MR. BOVITZ: So moved.

25           MS. PARKER: Support.

1 MR. KORYZNO: Been moved and supported to table this item  
2 until the next meeting. Any further discussion? Seeing none, all  
3 in favor of the motion say aye.

4 MR. BOVITZ: Aye.

5 MS. PARKER: Aye.

6 MR. KORYZNO: Aye. Opposed same sign. Motion is  
7 approved. Next item, Resolution 426.14, Paychex Human Resources  
8 service proposal. Mr. Van de Grift?

9 MR. VAN DE GRIFT: The city of Ecorse has operated without  
10 a human resources professional for some time. This contract is a --  
11 an attempt to fill that need. I'll note that Paychex already has an  
12 existing contract with the city for payroll services, and this  
13 contract would expand that function to include some, though not all,  
14 of the HR services that were performed before.

15 It appears that this new delivery of services would  
16 increase the cost to the city some \$14,000, for a total contract  
17 package cost of \$24,388. I also will note -- I believe that a  
18 representative from Paychex is in attendance today, so if there is a  
19 desire for more specific questions, perhaps they could be directed  
20 to him.

21 I -- my only concern is, Treasury wonders whether the  
22 current contract integrates everything? Does it include all the  
23 services, the previous and the current services?

24 MR. O'NEAL: Thank you. This is Carti Penisi, with the,  
25 with ~~Paychex~~ <sup>Paychex</sup> (sic). And he can answer the technical things. The

1 contract itself does incorporate all the payroll items from before,  
2 as well as the new items, as enumerated within the packet. By way  
3 of presentation, the way this -- we envision this working, is that  
4 ~~Paycheck~~ <sup>Paychex</sup> (sic) will be our human resources function. Instead of me  
5 coming down the hall and talking to a warm body that's there, if I  
6 have a question, or a need in the HR area, relative to COBRA or  
7 policy manuals or any of those types of things.

8 I can contact ~~Paycheck~~ <sup>Paychex</sup>. They need to have somebody  
9 onsite, to help us effectuate anything, they will be onsite. If  
10 it's a technical question that they have, they will get the answers  
11 to me in a timely manner. As a generalist manager, when I need  
12 something, or any manager needs something, they go to the  
13 professional.

14 While before, we had a person on board to do some of the  
15 other functions, the ~~Paycheck~~ <sup>Paychex</sup> will be doing -- there are things that  
16 I can effectuate, from my experience in the HR area, as you know,  
17 being at small cities, you are the chief cook and bottle washer. I  
18 was the personnel director in Eastpointe, by charter. I negotiated  
19 all the contracts, I did all those things.

20 So that being said, what I need, I think, and will work  
21 for the city of Ecorse, is to have a professional on tap. And also,  
22 that will effectuate savings, approximately \$50,000. That being  
23 said, just like the part time controller, it's a work in progress.  
24 And once we have them on board, it's a week -- a month to month,  
25 then we can cancel those services at any time. If I see that it's

1 not working, we need to expand those services. That being said, I  
2 would turn over to Carti, and he can speak to you on the issue.

3 MR. KORYZNO: Any questions?

4 MS. PARKER: Can you, maybe, summarize exactly what  
5 services you will provide in addition to what you're providing right  
6 now?

7 MR. PENISI: Absolutely. Well, currently what we are  
8 doing is payroll, tax pay, I believe some garnishments, things like  
9 that. What is going to be in addition to this is essentially a full  
10 human resource package that is going to include not just a human  
11 resource generalist, which would be a live body person that is  
12 assigned to the City of Ecorse to handle all HR issues, whether it  
13 be updating employee files, you know, proactively doing a Department  
14 of Labor audits, handling hiring, termination concerns.

15 Doing any type of training, whether it be sexual  
16 harassment, non-harassment, safety trainings. It's very, very  
17 robust as far as what it offers. I think the most important thing  
18 is having that one person that will quarterback all of these things.  
19 And you know, be that go to for you, as a city, to make sure that  
20 there are no vulnerabilities, liabilities, dealing with employees,  
21 dealing with, you know, even, you know, state and federal  
22 governments when it comes to the business end of human resources.

23 MR. BOVITZ: I'm in favor of Paychex; I have a working  
24 relationship with the company, and my clients, as an independent  
25 CPA, and it really helps me, as an advisor. Because I can't

1 possibly know all the intricacies of, like, the Affordable Care Act  
2 and its implications, and having that resource. And that's what I  
3 would call it, is a resource --

4 MR. PENISI: Absolutely.

5 MR. BOVITZ: And not a position. You know, as a menu type  
6 thing, as a specific issue, you can't possibly have anybody on board  
7 here who is going to know all that, at least -- Wayne said.

8 MR. PENISI: Well, I mean, the way the service is geared,  
9 is, it can either take the place of a human resource representative,  
10 or even in some cases, when we do have human resource  
11 representatives within organizations, I know Better Made is my most  
12 recent account. They have a team of human resource people. You  
13 still end up putting out fires all day.

14 And you spend the time worrying about the things that are  
15 happening right now, instead of the things that can get you in  
16 trouble later. And, you know, this -- this package that I had put  
17 together for the City of Ecorse is, one, cost effective, I mean, to  
18 fulfill that HR need that you guys would have. As well as, doesn't  
19 add the things, like benefits and all those other things a warm body  
20 human being that would have to be in the office. And it does  
21 fulfill  
22 all of those aspects that would be needed.

23 MS. PARKER: Now, at any point, will the person that is  
24 the contact for the city be onsite?

25 MR. PENISI: Yes. Many times.

1 MS. PARKER: Pardon?

2 MR. PENISI: Many times.

3 MS. PARKER: Okay.

4 MR. PENISI: The way the process would work, is once this  
5 is approved, that person would come out, do a full HR assessment  
6 with Wayne, Laura, whoever's allocated for that. And then, the  
7 process from there would be to set up a timeline of events, and them  
8 coming out on a weekly, if not bi-weekly, basis in the beginning, to  
9 bring you guys up to par, from an HR structure standpoint.

10 Work at it from a strategic level and then from there,  
11 they're here as needed. Whether they have to do a training, whether  
12 they're updating the city's handbook, whether they're, you know,  
13 coming in and sitting through a special circumstance termination.  
14 They are at your beck and call. I mean, there's no added charges  
15 for more times they come out, or if they don't. I mean, it's just  
16 even keel to your needs.

17 MR. KORYZNO: Any other questions? Mr. Van de Grift, was  
18 this item submitted on time? Within the Board's submittal policy?

19 MR. VAN DE GRIFT: Portions were. The contract disclosure  
20 form, with the attorney's approval of the contract was not submitted  
21 until last Friday.

22 MR. KORYZNO: But the city attorney did sign off on the  
23 contract?

24 MR. VAN DE GRIFT: The city attorney did.

25 MR. KORYZNO: Al right. Again, my feeling is because this



1 item was not submitted on time, that item should be tabled. I have  
2 absolutely nothing against ~~Paycheck~~ <sup>Paychex</sup> (sic), it sounds like a great  
3 firm, but again, I'm adamant about receiving the documentation.

4 MR. PENISI: I will tell you this much, just as a thought,  
5 if it's something that you are planning on tabling, the sooner the  
6 process begins, I mean, I know there's been a little turnover here.  
7 W-2 costs are included, so if this does begin in January, you negate  
8 that bill of having it -- I think it's almost \$1000. That would  
9 save the city. I mean, I know it's minimal, but it's just something  
10 to think about before that decision's made.

11 MR. KORYZNO: All right. Thank you.

12 MR. PENISI: Yes, sir.

13 MR. KORYZNO: I'll entertain a motion.

14 MR. O'NEAL: If I may, Mr. Koryzno. On these issues that  
15 came in late -- there are, there were a number of moving parts on  
16 this. While we respect and understand that there's a time limit,  
17 for submission of the information to the TAB, relative to your  
18 meeting, you members as city managers and finance directors know  
19 about crunch time within organizations.

20 Our organization is so thin you can see through it. And  
21 to stick up for Laura, Laura wasn't feeling -- hasn't felt good for  
22 the last ten days, and has a doctor's appointment at 11:45. And we  
23 did everything we could to get these things in on time, and there  
24 was some information went back and forth with the city attorney and  
25 Paycheck, and the other items that are on the agenda. And we

1 respect that you need to get these things on time.

2           One of the other items that needs to be brought up as  
3 well, with reference to the Paycheck area is, that it's my  
4 understanding that Cassandra has an expertise, of one of her areas  
5 of expertise, in employment law, and those types of things. That,  
6 along with the HR function, bodes well for Ecorse in going this  
7 direction, and saving monies. And I will tell you this, there's no  
8 way that I'm going to go through a termination process without the  
9 city attorney right at my hip. For all the obvious reasons, so.

10           MR. BOVITZ: And my feeling is that even though it was  
11 without -- outside our time constraint, but the city attorney did  
12 sign off on it, and because the timeliness of the nature, I move  
13 that we address this issue and approve the contract.

14           MR. KORYZNO: It's been moved.

15           MS. PARKER: Support.

16           MR. KORYZNO: And supported. Any further discussion? My  
17 comment is not so much that this particular, that I'm focusing on  
18 this particular meeting's tardiness, but this has been an ongoing  
19 issue, and, and, and I want to send a message that we are not going  
20 to continue to accept items that are late.

21           MR. O'NEAL: And, and I hear you loud and clear. And the  
22 staff is here, we hear you loud and clear. And I think that what we  
23 will -- I know what we will do in the future, we just won't submit  
24 it. If we can't get it to you on time we will not submit it, and  
25 shame on us. If we needed it. And I apologize.

1 MR. KORYZNO: Thank you. Any further discussion?

2 MR. BOVITZ: Yeah, just because of the cost savings  
3 factor, the thousand dollar savings on the W-2 preparation, the  
4 timeliness of having someone on staff for HR issues, unemployment  
5 claims, worker's comp claims; I think it's important that we approve  
6 it.

7 MR. KORYZNO: Any further discussion?

8 MS. PARKER: I was just going to chime in with what the  
9 chairperson stated. Again, we did get our packet late yesterday,  
10 you know, I was up until 10:30 last night reviewing the packet for  
11 the meeting today. So, you know, the timeliness of getting these  
12 items to the State is important, and I think in this instance,  
13 there's some urgency, but if there isn't an urgent need, I think we  
14 should table the other items.

15 MR. KORYZNO: All right. Any further discussion? All in  
16 favor of the motion say aye.

17 MR. BOVITZ: Aye.

18 MS. PARKER: Aye.

19 MR. KORYZNO: All opposed -- aye. The motion is  
20 approved. Next item is Resolution 427.14, approval of snowplow bid.  
21 Mr. Van de Grift?

22 MR. VAN DE GRIFT: It appears that the City has solicited  
23 bids for snowplow services. No information was submitted to  
24 Treasury, and so, you know, we're not quite sure what to think of  
25 this. We're wondering if there's a contract yet, and or if one will

1 be submitted in the future, when this is reduced to a contract. I  
2 also note that, you know, just because it's January, I don't know  
3 if the City has snowplow services now, or if they're in a  
4 transition.

5 MR. O'NEAL: The council did approve a snowplow bid that  
6 was late. They got the bid and stuff before I got here, and I, they  
7 approved them late. And I apologize for the fact that there's --  
8 that wasn't moved forward with that. Again, that was a very late  
9 issue, and I'm not trying to cop out, but that's -- that was late,  
10 and I believed they approved that in early December.

11 MR. KORYZNO: So we're lacking documentation?

12 MR. O'NEAL: Yeah.

13 MR. KORYZNO: All right.

14 MS. PARKER: So there's nothing that we can do?

15 MR. KORYZNO: Yes.

16 MR. BOVITZ: Move to table.

17 MS. PARKER: Support.

18 MR. KORYZNO: Moved and supported to table the item. Any  
19 further discussion? All in favor of the motion say aye.

20 MR. BOVITZ: Aye.

21 MS. PARKER: Aye.

22 MR. KORYZNO: Aye. Opposed same sign. Item two,  
23 resolutions from regular City Council meeting of December 9th, 2014.  
24 Entertain a motion.

25 MR. BOVITZ: Move to accept the resolutions from the City

1 Council meeting of December 9th, 2014.

2 MS. PARKER: Support.

3 MR. KORYZNO: Been moved and supported to accept the  
4 resolutions from the December 9th meeting; any discussion? Seeing  
5 none, all in favor of the motion say aye.

6 MR. BOVITZ: Aye.

7 MS. PARKER: Aye.

8 MR. KORYZNO: Aye. Opposed same sign; the motion is  
9 approved. Item three, claims and accounts from regular City Council  
10 meeting draft minutes of December 22nd, 2014. Entertain a motion.

11 MR. BOVITZ: Move to accept the claims and accounts from  
12 the regular City Council meeting of December 22nd, 2014.

13 MS. PARKER: Support.

14 MR. KORYZNO: Been moved and supported, any further  
15 discussion?

16 MR. BOVITZ: Well, my discussion on this on this is,  
17 that's outside the two week timeframe; why are we just approving the  
18 claims and accounts as opposed to the resolutions for this meeting?

19 MR. VAN DE GRIFT: I can speak to that. Previously, the  
20 City expressed concern that their bills were getting paid late,  
21 because, you know, there's a certain time span from the submission  
22 of the claims and accounts to the City Council, the approval, and  
23 then the next RTAB meeting. When that was, you know, identified,  
24 Tim McCurley and I and Mr. <sup>Dube</sup>~~Dubay~~ had a meeting.

25 And Tim asked if there was any way that we could review,

1 as a board, that you could review draft minutes, and so you would  
2 not need to wait that two week period to get the approved minutes.  
3 And so I recognize that these -- these are approved minutes now.  
4 They're kind of outside of the normal review period, just to  
5 facilitate the timely payment of bills. So, you know, Treasury  
6 staff still reviews the journal part, processing the invoices that  
7 the City Council saw. It's the same review period; it's just that  
8 we now review more minutes than we did before, so that the city can  
9 pay their bills two weeks faster.

10 MR. BOVITZ: All right, so these are draft minutes, as far  
11 as we're concerned, because the City of Ecorse council meeting  
12 approved the minutes from that meeting within the two week period?

13 MR. VAN DE GRIFT: Right. Since the ten day cut off,  
14 yeah. Absolutely right.

15 MR. KORYZNO: Any additional questions from the Board?  
16 Seeing none, all in favor of the motion say aye.

17 MR. BOVITZ: Aye.

18 MS. PARKER: Aye.

19 MR. KORYZNO: Aye. Opposed same sign; the motion is  
20 approved. Item B, letter from City Administrator, dated January  
21 2nd, 2015. Item one, approved City Council minutes have been  
22 addressed in new business. Item two, approval of budget to actual  
23 report. I'll entertain a motion.

24 MS. PARKER: So moved.

25 MR. BOVITZ: Support.



1           MR. KORYZNO: Been moved and supported to approve the  
2 budget to actual report; any discussion? Seeing none, all in favor  
3 of the motion say aye.

4           MR. BOVITZ: Aye.

5           MS. PARKER: Aye.

6           MR. KORYZNO: Aye. Opposed, same sign. Motion is  
7 approved. Item three, approval of water service contract with the  
8 City of Detroit, was addressed in new business. Item four, approval  
9 of Paychex Human Resources services proposal, addressed in new  
10 business also.

11           Item five, approval of Department of Public Works  
12 replacement hires. Mr. Van de Grift?

13           MR. VAN DE GRIFT: Interim City Administrator O'Neal has  
14 proposed hiring three part time replacements in the Department of  
15 Public Works, as well as one clerk, who I understand is also a  
16 replacement. I think that's very helpful disclosure to understand  
17 the plan in the Department of Public Works. But there are no  
18 contracts. There are no contracts that were submitted for the  
19 specific employees.

20           I'll note that while the Board does have the authority to  
21 review contracts as well as resolutions and ordinances, as a plan  
22 for future employment, it's unclear what action the Board can take.

23           MR. KORYZNO: All right. Do you want to say something,  
24 Mr. O'Neal?

25           MR. O'NEAL: Thank you, Mr. Chairman. Initially, we

1 submitted, and I wasn't aware -- I was remiss in not knowing that  
2 you had to have specific contracts with individuals. The one item  
3 that's on the agenda here, to hire Wanda Jones as a replacement  
4 AFSCME employee, that has a contract. AFSCME has a contract. And  
5 so that would be a replacement for an AFSCME unit person.

6 And now, I understand that the TAB board, anything in  
7 excess of \$10,000, they have to approve it, so the way that was  
8 submitted, is that she had gone through the background check, the  
9 drug screen and everything like that. And it's a replacement hire.  
10 So I don't know what else to do with it, but I don't have an  
11 individual contract with her, she's covered under AFSCME.

12 And then Mr. Lawrence had lost two of his part time people  
13 in the DPW, and in the missive to you for January 13th, is to  
14 replace those two people that have left with people we interviewed,  
15 did a drug screen, background checks, and they're in excess of  
16 \$10,000. Well, we're not going to have an individual contract with  
17 them, there is some information -- there was some conversations with  
18 Cassandra, city attorney, relative to are they employees and what  
19 have you.

20 All I'm trying to do is get these individuals on board,  
21 realizing that almost everybody here has a contract of some kind, or  
22 a letter of understanding, or whatever. But there was some thought  
23 that Cassandra had relative to are they employees, and do they have  
24 contracts or whatever. Now, I'm not an expert and that's why I've  
25 got ~~Paycheck~~ <sup>Paychex</sup>, and I've got Cassandra and that stuff to help me in

1 this area, and of course we got a -- I'm feeling my way through the  
2 TAB board and how to replace these people that have already been in  
3 the budget.

4           So, I -- and I apologize, I'm kind of muddling my way  
5 through that process. While the original missive was to get  
6 permission from the TAB board to hire three individuals for the DPW,  
7 Joe indicated to me I can't -- you can't operate that way. You  
8 don't operate that way. So that's why we went through with the  
9 interviews, and tried to do it this way. And not necessarily have a  
10 contract, and Cassandra, I'm kind of floundering here little bit  
11 because of your conversation about are they employees, are they  
12 contractual employees. Are they 1099 or whatever, I want to make  
13 sure that we as a city get that right.

14           But to move forward with replacements hires, if you will,  
15 so if there is some misunderstanding on that, that's my bad on the  
16 original memo that I sent to Drew, and then you got my missive of  
17 January 13th.

18           MR. KORYZNO: So you're proposing to hire one full time  
19 replacement person, and two part time replacement people?

20           MR. O'NEAL: Two part timers, to replace the two that are,  
21 that --

22           MR. KORYZNO: And the full time person falls under the  
23 AFSCME contract --

24           MR. O'NEAL: Yes, sir.

25           MR. KORYZNO: The part time people fall under no contract?

1 MR. O'NEAL: No contract.

2 MS. PARKER: Possibly the threshold is the \$10,000.

3 MR. O'NEAL: All I'm -- getting your blessing, because,  
4 it's beyond \$10,000. And that they meet the qualifications, the  
5 drug screen, and all that, has been passed. And the background to  
6 the police department. Everything's good. So, if -- I'm learning  
7 this as I go along, and I know that talking to Drew is very, very  
8 helpful. That -- on this, and that if they, and the -- in excess of  
9 \$10,000, so that's, I don't know how much they'll make. Depends on  
10 how many hours we work them, and those types of things, so.

11 That's why I put the blanket in excess of \$10,000, because  
12 you have to approve that.

13 MR. KORYZNO: Any further comments; Mr. Van de Grift?

14 MR. VAN DE GRIFT: Perhaps one. In order for the Board to  
15 comply with the final EM order, I note that there is provision for  
16 the Board to review and approve contracts in excess of \$10,000.  
17 That implies that there must be a contract to approve.

18 I'm very sensitive to what Mr. O'Neal said, that, you  
19 know, these employees may be governed by an existing collective  
20 bargaining agreement. I wonder if like, the rate of pay or the  
21 identification of the individual would be necessary in order to  
22 review the contract. But the Board is well within their authority  
23 to approve it as is, I'm certain.

24 MR. KORYZNO: All right, thank you. Entertain a motion.

25 MS. PARKER: I would move for the approval of the

1 replacement of the public works part timers, and the full time  
2 employee.

3 MR. BOVITZ: Support.

4 MR. KORYZNO: It's been moved and supported, to approve  
5 the request. Any further discussion?

6 MR. BOVITZ: Just a caution, on the -- what you define as  
7 contractual hire. Be sure that, and Paychex, as human resource  
8 advisor, I'm sure would give their input on this. Is you can't --  
9 you can't designate, you know, you are contractually, you'll be  
10 getting a 1099 versus you are an employee, you'll be getting a W-2.  
11 It's the nature of the work they do; if they give the impression  
12 that they represent the City of Ecorse, they are an employee, which  
13 is W-2, which would then fall under your employment contract.

14 MR. O'NEAL: Thank you, Mr. Bovitz, that's exactly what  
15 we're going to do, whatever's legal and proper, that's exactly what  
16 we're going to do. And I'm not going to do that unless I get the  
17 okay from Ms. Boomes, and our professionals. That's kind of my  
18 point.

19 MR. KORYZNO: All right.

20 MR. O'NEAL: Whatever they are, they are.

21 MR. BOVITZ: Right, because the IRS, the State of Michigan  
22 Unemployment Agency, they might have a problem with that.

23 MR. O'NEAL: And we also want to review existing  
24 employees.

25 MR. KORYZNO: All right. Any further discussion? Seeing

1 none, all in favor of the motion say aye.

2 MR. BOVITZ: Aye.

3 MS. PARKER: Aye.

4 MR. KORYZNO: Aye. All opposed same sign. The motion is  
5 approved. Item six, approval of city financial controller services.  
6 Mr. Van de Grift?

7 MR. VAN DE GRIFT: As the Board knows, Plante Moran, the  
8 previous contracted city controller has separated from the City of  
9 Ecorse. Their services ended with the calendar year, and the city  
10 has a great need for a replacement city controller. Mr. O'Neal has  
11 solicited services from UHY. The contract that was submitted  
12 anticipates 850 hours of labor for a year, at an hourly rate of \$100  
13 an hour, for a total not to exceed cost of \$85,000.

14 I've been in discussions with the city's financial  
15 advisor, RW Baird, and there are concerns that a previous debt  
16 issuance from 2011, some fiscal stabilization bonds, involved the  
17 services of a verification agent, which among other things, set  
18 millage rates that were appropriate to service the debt. Plante  
19 Moran will be continuing as verification agent through February 28.

20 After that time, the city will not only need a city  
21 controller, but will need a verification agent for all the  
22 outstanding debt and perhaps for future debt issuances, as well.  
23 So, when we reviewed the contract, we noticed conspicuously that  
24 there was no provision for verification agent in the contract that  
25 was submitted. But that -- there's still an undiminished need for



1 the city to have a verification agent. Otherwise, they jeopardize  
2 raising the ire of the bondholders.

3 MR. KORYZNO: Could you identify yourself for the record,  
4 please?

5 MR. ~~PLEWICKI~~<sup>Plawicki</sup>: I am Edward Plewicki, from UHY; John  
6 Pepperman from UHY.

7 MR. KORYZNO: Thank you.

8 MR. ~~PLEWICKI~~<sup>Plawicki</sup>: Good morning Ms. Parker, Mr. Koryzno and  
9 Mr. Bovitz.

10 MR. KORYZNO: Good morning.

11 MR. ~~PLEWICKI~~<sup>Plawicki</sup>: Yeah, Mr. O'Neal, and he will, I'm sure,  
12 Manager O'Neal explained a little bit. He contacted us in late  
13 December to look at the possibility of UHY supplying a part time  
14 controller. With all due respect to your timing issues that I've  
15 listened to a little bit, we first submitted a contract to the city  
16 around December 22nd. As late as December 30th and 31st, we  
17 actually were ~~renewing~~<sup>reviewing</sup> terms on the contract, making some  
18 modifications. I was in contact with both the city attorney and Mr.  
19 O'Neal on that date.

20 We did resubmit a contract that the city attorney has  
21 reviewed as of January 5th, and I think approved. It is a month to  
22 month agreement, cancellable by either party at any time on 14 days'  
23 notice. It is set at \$100 per hour. The list of duties, I'll have  
24 Mr. Pepperman maybe explain some of these duties that are in the  
25 contract.

1           The idea is, can the City of Ecorse function with a part  
2 time controller, as many municipalities do in the State of Michigan?  
3 At two to maybe three days a month. Excuse me, a week. The hours  
4 and terms of what duties, responsibilities, and hours per week will  
5 be set by the city manager, who will be the supervisor of the part  
6 time controller.

7           The identified part time controller would be John  
8 Pepperman; introduce yourself for the record, please?

9           MR. PEPPERMAN: Good morning, Board, my name is John  
10 Pepperman; I work through contract with UHY.

11           MR. <sup>Plawewski</sup>PLEWICKI: Mr. Pepperman is performing the same  
12 functions, basically, in Royal Oak Township. We don't know, on a  
13 day to day basis -- you don't have a controller in the City of  
14 Ecorse, we don't know if you need a full time controller. I think  
15 you paid about \$130,000 last year.

16           The duties may have been somewhat different over that last  
17 few years with Plante Moran and what they did. But looking at your  
18 budget and speaking with Mr. O'Neal, he believes, and we believe,  
19 that we would like to try to see, from a cost savings yet efficiency  
20 standpoint, can we use a part time controller? Or, is that not  
21 practical? And we'll figure it out in a few months, and maybe you  
22 do need a full time controller at an additional cost. And one other  
23 thing I would point out, please.

24           With Mr. Van de Grift is correct, with -- now wait one  
25 moment. Mr. Van de Grift is correct on, I have also been in

1 discussions with the Baird Group, from Brian <sup>Lester</sup>~~Lefflor~~, obviously, and  
2 the list of duties on this at \$100 an hour that Mr. Pepperman can  
3 <sup>recite</sup>~~recitate~~ off for the record, if you'd like it. But you have the  
4 contract in front of you.

5 That does not include -- there are three issues that you  
6 do have. One issue is, you may have some new stabilization bonds,  
7 so that issue, that would be outside the scope of this agreement,  
8 according to the Baird Group. Also, you haven't finished your  
9 financial data for your public annual disclosure upload. I'm not  
10 sure why that wasn't done, but we'll have to talk with the city  
11 manager about that. That is a municipal requirement, and state  
12 requirement.

13 And with respect to being a verification agent, we've just  
14 looked at the agreement now. We know that there are some dates; May  
15 31st is your first date, then July 1st, where reports are due.  
16 We're looking, and we'll have discussions that we may act as your  
17 verification agreement, if we can come to agreement with similar  
18 terms and conditions that presently exist.

19 The Baird Group said that they believe they would like us  
20 to also be the verification agent, as per discussions yesterday.  
21 So, Mr. O'Neal, I --

22 MR. O'NEAL: Thank you. Mr. Koryzno, members of the  
23 board, you'll also notice in the missive that was sent to you  
24 relative to the items that would be required under the contract with  
25 UHY would include all those items that were of concern to Plante



1 Moran relative to being outside their scope. Also, I would like to  
2 point out that a lot of the items that -- now, let me rephrase that.

3 Some of the items that were Mr. McCurley had done under  
4 Plante Moran, that Marcia Cotton, our assistant controller, is  
5 currently doing now, trained herself on <sup>now</sup> now, and there were a lot of  
6 items, relative to HR that were part of her function, that were not  
7 allowed for her to do by Mr. McCurley, for whatever reason.

8 But she's effectuating those duties, and will work hand in  
9 glove with <sup>Paychex</sup> Paycheck, with the new controller, and in my mind, I  
10 talked to Mr. <sup>Plawicki</sup> ~~Plewicki~~ about John Pepperman training Marcia Cotton  
11 to do that job, as part of the things that they're doing here. So  
12 that as we move forward, we've got cross trained people, and we've  
13 got more options available to use. We'll look at this as a win -  
14 win.

15 MR. KORYZNO: I have a concern that -- about the  
16 verification agent. I think that's a significant issue that's  
17 unresolved before us, and I would feel much more comfortable if your  
18 firm would commit to do that, Mr. <sup>Plawicki</sup> ~~Plewicki~~.

19 <sup>Plawicki</sup> MR. ~~PLEWICKI~~: We can commit to do that as long as we take  
20 a look at what the fees that -- there's an issue just with the fees,  
21 where there's \$4,000 being placed aside, and that was what's done  
22 last time, or the \$200 contract. And basically was done by the  
23 controller side. So as long as the Baird Group believes it was a  
24 \$4000 fee that's used as the verification agent, that's what we were  
25 informed by the -- Mr. O'Neal. If that's true, then we can do that

1 under the same terms and conditions. Again, that contract, though,  
2 is not up again. We haven't notified the banks or anybody, et  
3 cetera; not for -- I think February is that. But it's our intention  
4 that we would be the verification agent too.

5 MR. KORYZNO: Thank you. Ms. Parker?

6 MS. PARKER: Well, I was just going to suggest, given your  
7 comments, there's maybe three areas that's not addressed in the  
8 proposal. And so we really don't know what the total cost is going  
9 to be. So it's --

10 MR. <sup>Plawicki</sup>PLEWICKI: And we wouldn't know either, because it's  
11 basically 16 -- one -- two to three days a week, at \$100 per hour,  
12 cancellable on 14 days' notice, and really the hours required will  
13 be with Mr. O'Neal's direction on a weekly basis with Mr. Pepperman,  
14 this is what I want, what do we need done, and this is what should  
15 be done. I believe you may or may not have the contract in front of  
16 you, that these would be the duties and responsibilities, so, again.

17 MR. BOVITZ: Yeah.

18 MS. PARKER: Right. But I believe there is a not to  
19 exceed amount, that's included?

20 MR. KORYZNO: Mm-hm. Yes.

21 MR. VAN DE GRIFT: I would interject. There are two  
22 contracts in play here; I, my understanding is the current version  
23 is a January 5, a contract --

24 MR. <sup>Plawicki</sup>PLEWICKI: The January 5th contract, correct.

25 MR. VAN DE GRIFT: In your packets, you may have a

1 previous December 22 contract.

2 MR. KORYZNO: The December 22nd, yes.

3 MR. <sup>plawecki</sup>PLEWICKI: The previous one would have the same list  
4 of duties and responsibilities; there was just some better  
5 delineation of the term of the agreement. Cancellability 14 days,  
6 et cetera. And basically, it will be up to Mr. Pepperman, and the  
7 needs of the City, on a daily basis. There may be a week they need  
8 them for four days, and maybe a week they don't need them for the  
9 week.

10 MR. KORYZNO: Thank you. Ms. Parker, your final order or  
11 one of your orders, EM orders, had Plante Moran embedded in the city  
12 up until I think June, of this year, at 40 hours a week, so I'm  
13 concerned about, given the city's financial condition, of being  
14 pennywise and pound foolish. In terms of this contract.

15 MS. PARKER: Well, and I agree. I just think that we need  
16 to have a clear picture of what to expect, related to the finances,  
17 given that Plante Moran was here, and they were here 40 hours a  
18 week. And I think the cost was maybe \$130,000. And we're talking  
19 about ~~85 plus~~ <sup>\$185,000+</sup> for part time services, when again, we don't really  
20 know what's necessary. You know, I, for one, would like to see  
21 something more comprehensive brought back to this Board. It is  
22 important to the city.

23 MR. O'NEAL: If I may, Mr. Koryzno and members of the  
24 Board. As you know, we were notified December 1st, that Plante  
25 Moran no longer wanted to service the needs of the City of Ecorse.



1 That being said, the verification agent and the need to have a  
2 controller on board is very important.

3 I received, I believe, four or five different names from  
4 Treasury, people I could contact. I contacted those people. Only  
5 one person called and said no, we can't do it. They didn't even  
6 call back. The -- <sup>Rehmann</sup> Raymond Robson, all of them. They didn't even  
7 call back. And I called on more than one occasion. This is a month  
8 to month situation. And we need to have something on the stopgap,  
9 for at least -- I can go on List Serve and get any RFP for services,  
10 and have somebody, and have a go at the bids, should this Board  
11 think that's the way we need to go.

12 I think it's prudent for us to at least review in the  
13 short term, whether or not this will work, if this is tenable. If  
14 it's tenable, and there's a savings to be made, I think that that's  
15 prudent. I mean, we're in tough financial straits. I don't know  
16 that we need somebody for 40 hours, now that ~~we've got the~~ Plante  
17 Moran's done such a good job and got the books and got everything in  
18 a very good process.

19 I think Mr. Pepperman could be better speak to that, once  
20 he gets in here and takes a look at what we have and if he -- the  
21 employees that we have, and how to effectuate using them to the  
22 maximum degree. That being said, I can still go forward with an RFP  
23 for those services, if we -- if we decide, going forward, that it  
24 will, this will work, and everybody's in agreement, well we can do  
25 this, or we can do the 40 hour thing.

1 I think it's the best of both worlds, but there is the  
2 issue of the verification agent. There's the issue of having an  
3 onboard controller right away. And with reference to the fees for  
4 the verification agent, Plante Moran was already paid in full. In  
5 my mind, they should be doing all that work through next July 1st,  
6 they have a -- they paid themselves in full, for that verification  
7 agent; that \$4,000.

8 That's -- that was the next thing I was going to look at.  
9 I haven't been able to get to it, but, I did note that they went on,  
10 and they were paid, and -- was it July that they were paid, or  
11 August? August, that they took -- they paid, they were paid the  
12 entire \$4,000 for the verification agent, and if they have, if they  
13 were supposed to go until next July, well that's, that's another  
14 issue that we need to cross, to deal with. I mean, if they owe us  
15 for doing something, they need to perform their work.

16 MR. KORYZNO: Well, I agree with Ms. Parker, that I think  
17 we need to be conscientious of terms of financial work here in the  
18 City. And so, I would be amenable to approving this contract,  
19 contingent upon a report from you in a month and a subsequent report  
20 on the effectiveness of this part time relationship. And then the  
21 Board could take action, based upon that information. The Board --

22 MR. <sup>Plawicki</sup>PLEWICKI: That would appear very reasonable, and see  
23 how we move forward.

24 MR. O'NEAL: And, further, if I may, and I apologize to  
25 the Board and Mr. Van de Grift; I didn't realize that the Tuesday

1 phone calls at 4:00 were something that were set in stone. And I'm,  
2 now I've cleared my schedule, and I think that we can talk, and  
3 where we need to conference in Mr. Pepperman, and Mr. ~~Plewicki~~ <sup>Plawecki</sup>,  
4 relative to this -- if we do that, and we talk about that, and if  
5 there's a need for ~~Paycheck~~ <sup>Paychex</sup> to be involved with that as well, if  
6 there are discussions or concerns relative to the State.

7 I think that's an excellent way for us to communicate and  
8 make sure that we're all moving in the right direction. I think  
9 it's great. If that's --

10 MR. KORYZNO: It's up to the Board. I'll entertain a  
11 motion.

12 MR. BOVITZ: Do you -- are you, motion is to accept the  
13 contract with UHY advisors on a per diem basis, on a temporary month  
14 to month, is that?

15 MR. KORYZNO: Yes, that's the proposal.

16 MR. BOVITZ: Okay. So moved, then.

17 MR. KORYZNO: And then, I would add that we, Mr. O'Neal,  
18 provide us with a report in one and two month, the next one and two  
19 month increments, on the -- to demonstrate the success of the part  
20 time or provide us information at least with how it's working.

21 MR. BOVITZ: That's in the motion.

22 MR. KORYZNO: Is there support?

23 MS. PARKER: Support.

24 MR. KORYZNO: Any further discussion? Everyone's  
25 comfortable with the motion? Seeing no further discussion, all in



1 favor of the motion say aye.

2 MR. BOVITZ: Aye.

3 MS. PARKER: Aye.

4 MR. KORYZNO: Aye. Opposed, same sign. Motion is  
5 approved.

6 MR. ~~PLEWICKI~~ <sup>Plawecki</sup>: We will also timely look at the  
7 verification issue and timely look at other stabilization bonds are  
8 being processed, working in coordination with the Baird Group.

9 MR. KORYZNO: Item seven, permanent city administrator  
10 contract. The City previously committed to and contracted with the  
11 Michigan Municipal League for a permanent city administrator search.  
12 The city communicated such a great need for this search that the  
13 Department of Treasury had agreed to pay half the search costs, in  
14 order to support the city.

15 Now, the city has abandoned the League search, and this  
16 action, in my opinion, is a grave error. Now, the resolutions  
17 approving Mr. O'Neal's appointment and his contract fall outside the  
18 normal review period for this meeting. Nevertheless, Mr. O'Neal has  
19 urgently requested that this matter be addressed today, and so, Mr.  
20 O'Neal?

21 MR. O'NEAL: Thank you, Mr. Koryzno and members of the  
22 board. While the city has agreed, and I'm speaking for the mayor  
23 and the council, so I'm kind of wearing two hats, here.

24 There was a -- there were some issues that were presented  
25 to the City of Ecorse, relative to doing a manager search, Plante

1 Moran, and the whole search process in the past. There was an  
2 agreement by the City of Ecorse and the state, to go do a MML  
3 search, relative to the issues with Plante Moran, and the concerns  
4 of the state. Subsequent to that, they've rehired me to be the  
5 interim city administrator.

6 This is my second spin here, and the majority of the  
7 council has determined, that in the best interests of the City of  
8 Ecorse, that they hire me as a permanent administrator. They  
9 received your report last week, relative to what they did and what  
10 they did not do over the previous year, under the RTAB.

11 An overriding theme within that RTAB report was, no  
12 permanent, professional, qualified city administrator. That they  
13 had had four city administrators within that period of time. I was  
14 counted twice. All right, they have decided that the best course of  
15 action, for the City of Ecorse at this time, is to retain my  
16 services as their permanent city administrator, based on what I've  
17 done in the past, what I've done for the last month and a half. And  
18 that there is an urgent need to have a professional administrator  
19 that is up to speed with the items -- with the issues facing the  
20 City of Ecorse.

21 While I was requested to come to Lansing and to talk about  
22 some of the items that were facing Ecorse, I was up to speed on  
23 those items. Coming back, I was able to hit the floor running on  
24 those items, and move this city forward. I plan on doing that, move  
25 the city forward. They drafted me. I want to do the job, I think

1 I'm the best person for the job as a personal thing.

2           Speaking for the mayor and the council, they believe that  
3 that's true, as well. They realize that the report that you, that  
4 was submitted to the governor, and talking about not having a  
5 professional administrator, that they have -- they feel that with me  
6 being on board, seeing how I fit with the community, and seeing how  
7 I fit with the department heads and the employees, and the majority  
8 of the council. Is that I am the best fit at this time, and don't  
9 see a need to go forward with the MML search, by find -- any of the  
10 same place, thereby saving an additional \$6,000 of taxpayer's money.

11           That being said, there are members of the city council in  
12 attendance today; the mayor, I believe, is on the phone and is  
13 listening to what is going on, and has a concern that we -- this is  
14 approved today. I personally, obviously, would like to see it  
15 approved today.

16           But the City Council, of which they are here, are  
17 concerned that this is approved today, then we can move forward and  
18 take care of those issues that were enumerated within the report  
19 from the State of Michigan, and do the right thing here in Ecorse.

20           MR. KORYZNO: I am personally disappointed that the City  
21 Council chose to jettison the Michigan Municipal League search. My  
22 understanding is that it was proceeding, that there were qualified  
23 candidates, and certainly I'm sure you would have been one of those,  
24 or are one of those, Mr. O'Neal. I've known you for a long time.

25           And the search would have been consistent with what

1 Treasury has done in every other receivership city, in that, a  
2 impartial process to select a qualified city administrator would  
3 have taken place. Very likely, you would have ended up perhaps as  
4 the finalist in the position. But until that process is followed,  
5 that Treasury had committed to pay for one half, I'm not in favor of  
6 approving this contract. Board members? Any comments.

7 MR. BOVITZ: I'm kind of torn, because I want the city to  
8 move forward, and I think that you have been, you know, doing a good  
9 job of mending the problems we've had in the past. And then we did  
10 tell the governor in our letter that part of the problem is the  
11 stability in the city. So the question is, are you a band aid, or  
12 are you a permanent fix?

13 And I wasn't aware of the status of the Michigan Municipal  
14 League search, but even if they found a qualified candidate, would  
15 that candidate be willing to take on this job, and start from  
16 scratch? So, my personal thought is, I like the fact that you're  
17 here as interim city manager, and I don't -- do we have to approve a  
18 permanent manager at this point, or is this tabled, do things  
19 continue as is?

20 MR. KORYZNO: And I would say that, because Mr. O'Neal is  
21 here, in an interim capacity, things will continue to move forward,  
22 until such time as that, in my belief, that a search takes place and  
23 council selects from a pool of candidates to determine that Mr.  
24 O'Neal is the best candidate. If there was no interim city manager,  
25 that would be a different situation, but there is someone here,



1 moving the city forward.

2 MR. O'NEAL: Well, I don't want to be out of order, but, I  
3 am the interim administrator. And, with all due respect, with all  
4 due respect -- how I couch this, I can only use words, so don't take  
5 them negatively, if you will. But while I am the interim city  
6 administrator, I don't appreciate any benefits that the permanent  
7 administrator might get. Vis a vis, health care, which is extremely  
8 important to me at this time, based on my family's issues and what  
9 have you. And that's extremely important to me.

10 And with that, it's also important that I have a full time  
11 position. And, there are full time positions available, one of  
12 which I think I could probably get tomorrow, or today, but I have to  
13 make a phone call. I want to stay here, I like it here; I enjoy it  
14 here. The employees like me. The council likes me, it's a good  
15 fit. I'm using my skills. I, and I'm speaking for the mayor and  
16 the council that are in the prevailing side, and if I misspeak  
17 myself, I'd ask them to come forward.

18 They want me here. And I'm needed here, and I want to be  
19 here. And there's no reason -- need to even go on with the search.  
20 While I understand -- I appreciate your comments, Mr. Koryzno, and  
21 we have known each other for a long time, Ms. Parker, we've known  
22 each other for many, many years.

23 And you know, when you do these searches, when you get  
24 down to the end, who will take the job? You have people drop by,  
25 they applied for it because they needed it. Or they want it, or

1 whatever, when they finally do their homework, are they really going  
2 to take the position? Okay, I'm here to stay. I'm not -- this is a  
3 career ender for me, I'm not going anywhere.

4 But that shouldn't be held against me, and then table  
5 this. I need those benefits now, the council wants me to be here, I  
6 suspect, and again, I'm speaking both for myself and the council.  
7 You can go through your search, and they're going to wind up with  
8 me. So why -- their comments are, why spend the \$6,000 if you're  
9 going to wind up in the same place? Unless you have no intention of  
10 approving me at the end of the day. And then, I guess I need to  
11 know that now. Because, you know, it's not fair for me to be the  
12 interim twice in doing this. And there's a lot of heavy lifting  
13 here. And a lot of this heavy lifting's got to be done immediately,  
14 and you're not going to have anybody on board for months.

15 That being said, so I do all the heavy lifting, and hand  
16 it off. So, and I know that Mr. Elam wants to say something, and  
17 the other council members. And it's up to you, but I've spoke, and  
18 I don't know if the mayor's on the phone or not, but.

19 MR. KORYZNO: Do you wish to speak, Councilmember Elam?  
20 Please approach the podium and identify yourself.

21 MR. ELAM: Good morning.

22 MR. KORYZNO: Good morning.

23 MR. ELAM: Councilman Elam, I'm here to speak on behalf of  
24 the administrator here. Number one, since he's been back -- you  
25 know that this is his second time back. We been through over nine -

1 - O'Neal as the interim, and he's back for the second time.

2           However, since he's back for the second time, if you can  
3 remember, this is what you all have approved. We've been going  
4 through all those things diligently, together. Back at the  
5 beginning of this meeting, you've stated that how we going to be  
6 faring at the end of the five year period. At the end of the five  
7 year period, better find some other revenue. Knowing that we  
8 borrowed some money from Great Lakes, and that we got to find  
9 taxation money to foot the bill. And now we've been working with  
10 developers, also. Which is not on here, that's something else he  
11 been working on.

12           But to make matters short, this administration is only  
13 here for, number one, for a two year period, and not a four year  
14 period. And we have been going through some drastic things in this  
15 two year period.

16           Now, knowing that we did solicit the Michigan Municipal  
17 League to search for a permanent person, that permanent person won't  
18 come on board til maybe March or April. And then March or April,  
19 you know, this is election year. And a lot of people in this  
20 administration, including myself, probably -- might not be here for  
21 the next election year.

22           What we're trying to do, the next administration -- what  
23 we are trying to do, is get everything that we possibly can in  
24 place, where the -- whoever's here, can hopefully get this city back  
25 on track. So if you noted on the first five minutes of the meeting

1 -- meetings you'll note, like I said, where we're going to be in the  
2 five year period, and we have been working diligent -- the council  
3 and Mr. O'Neal, we have been working diligently, trying to get these  
4 things together. Along with all the department heads. And I think  
5 it would be a drastic thing not to make him the permanent person.

6 So we can continue working and getting things going  
7 forward here. Thank you.

8 MR. KORYZNO: Any questions for Councilmember Elam? All  
9 right, any --

10 MR. MOORE: Yes --

11 MR. KORYZNO: Public Safety Director Moore?

12 MR. MOORE: One thing I -- Mike Moore, Public Safety  
13 Director. One thing I've found, when I got here at Ecorse, that  
14 people did not stay in positions long. Even in my position, and  
15 other positions, and even the way the elections are set up here.  
16 They're two year elections. And my predecessor said he had been in  
17 his position three years, and he was one of the longest tenured  
18 chiefs that had ever been here. He even got his weapon at the end,  
19 I couldn't believe it.

20 Because he had been here three years, he was one of the  
21 longest tenured people here. But the thing about it is that, you  
22 have to be here a certain length of time, to get acclimated and to  
23 make a difference and to make changes. So the thing is, if you get  
24 somebody here, and you get a abundance of turnover, you can't get  
25 anywhere. And since I've been here, as far as bosses, I've had just

1 nothing but turnover. But then when you get somebody here that  
2 says, hey look, I'm here, I'm ready to be here, I'm ready to stay,  
3 I'm ready to commit, I think we should take advantage of that.

4 And if you can get somebody that can get here and maybe  
5 get long term contracts or something like that, where they can dig  
6 in and make changes, and not have to look over their shoulder and  
7 worry about somebody coming after them. I think it would be a  
8 travesty to let Mr. O'Neal go.

9 MR. KORYZNO: Thank you.

10 MS. OLIVER: May I speak, as a resident?

11 MR. KORYZNO: No, thank you. You'll have your chance  
12 during public comment. Mr. O'Neal is interim right now, so, it's  
13 not as if he's leaving, number one. And number two, there's nothing  
14 to say that Mr. O'Neal could not be selected as the permanent city  
15 manager, after an independent search and all the candidates were  
16 evaluated. Mr. O'Neal was fired by this council once, he was  
17 brought back another time, as an interim manager, or let go by the  
18 council or whatever and so, we --

19 MR. MOORE: With all due respect, he wasn't fired.

20 MR. O'NEAL: I wasn't fired.

21 MR. KORYZNO: Well not fired, I'm sorry, my mistake. Mr.  
22 O'Neal was here as interim city manager, and left, and now he's  
23 returned. And so, my position -- my apologies, Mr. O'Neal.

24 MR. MOORE: And I say, you shouldn't let them get away.  
25 Maybe I should clarify. Shouldn't let him get away.

1 MR. KORYZNO: Well, thank you. It's my -- it's my opinion  
2 that independent search was engaged, the city was halfway through  
3 it, we had viable candidates, and it should have been continued.  
4 Board members, any comments?

5 MS. PARKER: Just a question for Mr. Van de Grift. What's  
6 the status, right now, of the MML search? Where are things at?

7 MR. VAN DE GRIFT: I believe the woman's name is Kathy  
8 Grizinger, who is spearheading the MML search. I have not spoken to  
9 her personally, someone at Treasury has. I believe that there were  
10 a number of candidates that were identified, and a larger number of  
11 applicants that, you know, kind of, that was the initial stage of  
12 the search.

13 I don't know who the applicants were, and I don't think  
14 anyone, including council, will know, unless the search were to be  
15 completed. But I would urge you, perhaps, to call Ms. Grizinger,  
16 because I have not spoken to her myself.

17 MS. PARKER: Okay.

18 MR. KORYZNO: Any further discussion? I'll entertain a  
19 motion.

20 MS. PARKER: Just another -- do I have to make a motion,  
21 or can I --

22 MR. KORYZNO: Go ahead and speak.

23 MS. PARKER: Have a question of -- Mr. O'Neal, you had  
24 mentioned, you know, the issue related to your benefits, not having  
25 benefits. I guess at this point, it appears to me that, you know,

1 the city is pretty comfortable moving forward with you. On the  
2 other hand, a dilemma is, you know, where we're at with the search  
3 process.

4 Is it something that we as a Board could perhaps table, to  
5 get more information and then perhaps even meet, prior to our next  
6 regularly scheduled meeting, to take action?

7 MR. O'NEAL: While I've made my presentation relative to  
8 the reasons why I think I should be made the permanent. Let's set  
9 that aside. Let me give you an out. The city an out, everybody an  
10 out. My biggest concern that I have, is relative to the benefits.  
11 If I can -- if I can have the benefits starting today, the benefits  
12 ascribed to the manager, and you are adamant that they go through  
13 the process. Now, I'm not speaking for the council now.

14 Because I can tell you right now, I know that one in  
15 particular, and as well as these -- I know four in particular, are  
16 going to be not happy campers. But for to be a peacemaker, if I can  
17 avail myself to the benefits beginning today, I don't have a problem  
18 with going through the process. Because I feel at the end of the  
19 day, the city council is going to choose me. Based on my background  
20 and what I've done.

21 I have every confident -- I'm not trying to be conceited,  
22 or parochial. I just, I believe that. And I believe that's fair to  
23 me, if I'm going to do the heavy lifting. And I don't have a  
24 problem with it, okay. And I know about being the manager, and you  
25 do what you're supposed to do, so. I'm conservative, so, my point



1 is, if I can avail myself to the benefits, specifically, the medical  
2 benefits, then I'll -- I'm fine with that. Not sure if the  
3 council's going to be fine with that, but I'll be fine with that for  
4 the -- of being a peacemaker.

5 MR. KORYZNO: I'm not sure we can pick and choose the  
6 specifics of the particular contract before us. It would be my  
7 suggestion that the council approve an amended contract with that  
8 benefit increase, and we would be open to a special meeting, if  
9 necessary, to approve that.

10 MS. PARKER: Yes, because we have to act based on the  
11 council's actions. But certainly, if the council could meet and  
12 make their amendment.

13 MR. O'NEAL: There's a meeting -- there's a meeting  
14 tonight.

15 MS. PARKER: There's what, now?

16 MR. O'NEAL: There's a council meeting tonight. Perhaps  
17 they can --

18 MS. PARKER: Okay. I think if the council could do that,  
19 then, we as a Board could look at this.

20 MR. KORYZNO: At the special meeting.

21 MS. PARKER: Yes.

22 MR. O'NEAL: Then what I -- so there's no -- so that  
23 there's no surprises, I'm going to ask the City Council, then, to  
24 give me the benefits that inure to the other employees. And, going  
25 forward, if the make me the permanent, no harm, no foul. If they

1 don't, well then, no harm, no foul.

2 MR. BOVITZ: Personally, I'd like to see you stay, I think  
3 you're doing a good job. The fact that you scheduled a work study  
4 session tonight says that you're trying to move forward. I think  
5 Ed's concern is just to complete the process. So if you can at  
6 least get through, and obviously, you're the choice of the City  
7 Council at this point, you're at will for the next administration,  
8 so in my mind you're always an interim city manager, you know,  
9 subject to their approval. So, I'd like to see you stay.

10 MS. PARKER: So, should we table the item until further  
11 notice from the city?

12 MR. KORYZNO: City.

13 MS. PARKER: Okay. So I would make that motion, then.

14 MR. BOVITZ: Support.

15 MR. KORYZNO: So. The contract that -- permanent city  
16 administrator contract -- has been tabled until further action from  
17 the city. All right, any further discussion? All in favor of the  
18 motion say aye.

19 MR. BOVITZ: Aye.

20 MS. PARKER: Aye.

21 MR. KORYZNO: Aye. Opposed same sign, motion is approved.  
22 Item eight, five year budget status report was addressed in old  
23 business. Annual audit report, informational only and item number  
24 ten, approval of checks released is informational only.

25 Our next segment of the meeting is public comment. You'll

1 have two minutes to speak, pursuant to the Board's rules. And Mr.  
2 Van de Grift will act as the timekeeper.

3 MR. VAN DE GRIFT: Councilman Elam?

4 MR. ELAM: Councilman Elam. I don't know how much I can  
5 piggyback on that. But, actually, what I noted earlier in the  
6 meeting is where the review of some 20 to 21 issues, was that the  
7 assessment for the police and fire?

8 MR. KORYZNO: Yes.

9 MR. ELAM: I mean, that's looking at renewing that beyond  
10 2021? Okay. Now, also on the agenda was some contracts that were  
11 tabled. What contracts were those?

12 MR. KORYZNO: All right, well, I'll respond to that in  
13 public comment. I mean during Board comment.

14 MR. ELAM: There again, getting back to the situation that  
15 we're in. Even if we went through the process with MML, we're still  
16 going to be looking at March or April. When we get a permanent  
17 person. And if it's not O'Neal, then we're looking at a new person,  
18 to try to get acquainted with. And, there again, this  
19 administration is over. In maybe, say, in September, right after  
20 August. There's not going to be anything much done throughout the  
21 administration; it will be people in this administration  
22 campaigning. To see if they can get re-elected.

23 And that's what we're trying to do now, is to make sure  
24 that they get everything that we can for the city. And we're not  
25 going to be able to do that, not in this administration. Table it

1 if you want to; you just -- we were trying to get out of a problem.  
2 And I don't think this is getting us out of a problem. I think it's  
3 getting us more into a problem. How you were talking about actually  
4 how you are going to cut things, I heard you mention Lincoln Park,  
5 consolidate, perhaps, and some issues and things.

6 Really, there's nothing here in the city to cut, any more.  
7 You can eliminate, but there's no cutting.

8 MR. VAN DE GRIFT: That's two minutes.

9 MR. KORYZNO: Thank you, councilmember.

10 MR. VAN DE GRIFT: Wayne O'Neal, you're on the list?

11 MR. O'NEAL: I have no comment.

12 MR. VAN DE GRIFT: Director Moore?

13 MR. MOORE: Mike Moore, Public Safety Director. I just  
14 had some clarification. A prior meeting, I talked about part time  
15 fire employees, and I got the blessing of this body to go ahead with  
16 the hiring of part time people. The question came up, do I have to  
17 come back to this body with every single hire? Because each person  
18 could possibly go over \$10,000. Or do I have like a blanket PO, to  
19 just bring the people in?

20 MR. KORYZNO: Correct me if I'm wrong, Mr. Van de Grift,  
21 but I think the approval allowed you to proceed forward, and then  
22 with the contractual obligations, he would have to come back to us,  
23 or would that be part of the blanket approval?

24 MR. VAN DE GRIFT: That was my understanding. Unless  
25 there was a dollar amount that was approved, it would simply need to

1 be an agenda item, with the contracts as finalized, and then the  
2 Board could approve the contract.

3 MR. KORYZNO: For the position, since they would -- would  
4 they fall under the union contract, or would they be outside the  
5 union contract?

6 MR. MOORE: Well actually, there was language in the union  
7 contract which provides for part time people. So what happens is  
8 that, sometimes I get -- we just advertise for people, and I've got  
9 a few applications on my desk. And what happened, I had a few come  
10 in, you know, we sent them for physicals and things like that; I've  
11 got a couple coming in now, so the question came up, do I have to  
12 bring these people in front of the Board or do I just send them  
13 through the process?

14 MR. KORYZNO: Mr. Van de Grift will be in contact with Mr.  
15 O'Neal, to clarify that.

16 MR. MOORE: Thank you.

17 MS. PARKER: I was just going to add, you know, if, I  
18 think it might depend on what you present to the Board. I mean, if  
19 you present to the Board a request to fill so many positions, with  
20 some parameters, I'm thinking that might be an action that the Board  
21 could take.

22 MR. MOORE: Well, I think that's kind of how we guess how  
23 many people do we get, or what we're going to have.

24 MS. PARKER: Yeah, I'm not sure what was presented.

25 MR. MOORE: We talked about, you know, how many police and

1 fire that we were going to do, and.

2 MS. PARKER: I don't know if we received that type of  
3 detail.

4 MR. VAN DE GRIFT: I do recall that there were some  
5 particulars of the agreement that were submitted. We're talking  
6 several meetings ago. I think it might benefit everyone if we  
7 reviewed that resolution, and then contacted the city, is that all  
8 right?

9 MR. MOORE: Absolutely. I just wanted clarification.

10 MR. VAN DE GRIFT: Certainly. Ms. Marilyn Oliver?

11 MS. OLIVER: Marilyn Oliver, long term citizen and  
12 concerned resident. Sitting here at the meeting today, I was very  
13 hopeful and excited about the actions taken by the Board, until we  
14 got to Mr. O'Neal, and I was -- I didn't know that was on the  
15 agenda, because I didn't have it in front of me. I want to say that  
16 we need continuity in the City of Ecorse. And I think having Mr.  
17 O'Neal here, in just six weeks, again, has proven that, that he and  
18 that is what we need, a permanent person. As well, the council know  
19 that I felt all along that they made a mistake by not renewing his  
20 contract.

21 So here we are, back at square one again, and now, the  
22 council has awakened, and they realize that they needed to correct  
23 the mistake that they made. So now we're moving forward, and the  
24 things that are in place that have happened within the last six  
25 weeks, is so needed here. We are a dying, decaying city, we need

1 continuity. I hope that -- I suggested, even, that we suspend that  
2 search, because we have the person that we need.

3           And we need to move forward and continue to move forward,  
4 and I'm hoping that we can get Mr. O'Neal. I don't trust the  
5 process that it will be him in the end, because I just know how  
6 things work, like that. And you get someone that has to come in and  
7 start from square one. He's very knowledgeable about how  
8 municipalities work, he has connections to get things done in a  
9 faster manner than most people, especially the two that we had  
10 previously.

11           So I just want to advocate that we can stop the search,  
12 and keep Mr. O'Neal. Thank you.

13           MR. KORYZNO: Thank you.

14           MR. VAN DE GRIFT: That concludes public comment.

15           MR. KORYZNO: All right. Thank you. Board comment, any  
16 comments from the Board? Councilmember Elam had asked what  
17 contracts were tabled by the Board earlier, and it was the approval  
18 of the employment agreement. Not Mr. O'Neal's, but another  
19 employment agreement. And I believe that was the only other  
20 contract; am I correct on that, Mr. Van de Grift, that was tabled?

21           MR. VAN DE GRIFT: The snowplow bid was tabled. And then  
22 all of the previous tabled contracts.

23           MR. KORYZNO: Tabled items were all tabled, so, that's the  
24 answer to your question, Mr. Elam. Any other discussion by the  
25 Board? Seeing none, I'll entertain a motion to adjourn.



1 MR. BOVITZ: So moved.

2 MS. PARKER: Support.

3 MR. KORYZNO: Moved and supported to adjourn the meeting  
4 at 10:49. We will stand adjourned.

5 (Proceedings conclude at 10:49 a.m.)

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9  
10 RESPECTFULLY SUBMITTED:

11  
12 s/ *Nina Lunsford*

13 Nina Lunsford CER 4539

14 Certified Electronic Reporter

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