

# **FINANCE COMMITTEE**

9/11/2008

304 E. Grand River Ave., Howell, MI

7:30 AM

## **AGENDA**

- 1. CALL MEETING TO ORDER**
- 2. ROLL CALL**
- 3. APPROVAL OF MINUTES**
  - A. Minutes of meeting dated August 28, 2008
  - B. Minutes of Special meeting dated September 2, 2008
- 4. TABLED ITEMS FROM PREVIOUS MEETINGS**

None
- 5. APPROVAL OF AGENDA**
- 6. REPORTS**
- 7. CALL TO THE PUBLIC**
- 8. DEPARTMENT OF PUBLIC HEALTH**
  - A. RESOLUTION TO AUTHORIZE INTERGOVERNMENTAL TRANSFER TO THE STATE OF MICHIGAN - Department of Public Health / Finance Committee
  - B. RESOLUTION TO AUTHORIZE AGREEMENTS WITH THE INGHAM HEALTH PLAN CORPORATION D/B/A LIVINGSTON HEALTH PLAN - Department of Public Health / Finance Committee
- 9. MSU EXTENSION**
  - A. RESOLUTION TO SUPPORT THE MSU EXTENSION AND JUVENILE COURT MENTORING PROGRAM OF DELINQUENT YOUTH - MSU Extension / Public Safety Committee / Finance Committee
- 10. SHERIFF DEPARTMENT**
  - A. RESOLUTION AUTHORIZING THE SHERIFF DEPARTMENT AND THE COUNTY OF LIVINGSTON TO APPLY FOR AND ENTER INTO CONTRACT WITH THE STATE OF MICHIGAN, OFFICE OF HIGHWAY SAFETY PLANNING FOR FISCAL YEAR 2009 SECONDARY ROAD PATROL AND TRAFFIC ACCIDENT PREVENTION PROGRAM GRANT - Sheriff Department / Public Safety Committee / Finance Committee
- 11. HUMAN RESOURCES**
  - A. RESOLUTION TO MODIFY THE ACTIVE NON-UNION EMPLOYEES, ELECTED OFFICIALS AND JUDGES BENEFIT PLAN FOR THE 2009 BENEFIT YEAR -Human Resources / Personnel Committee / Finance Committee
  - B. RESOLUTION TO ESTABLISH A POLICY REGARDING RE-EMPLOYMENT AFTER MERS RETIREMENT - Human Resources / Personnel Committee / Finance Committee
  - C. RESOLUTION TO ESTABLISH A REVISED POLICY ON VACATION FOR LIVINGSTON COUNTY'S NON-UNION EMPLOYEES -

Human Resources / Personnel Committee / Finance Committee

**12. AIRPORT**

A. RESOLUTION TO AMEND RESOLUTION 2008-04-128 AND PURCHASE IN FEE PARCEL E42 - Airport / Finance Committee

**13. BUILDING INSPECTION**

A. RESOLUTION AUTHORIZING A REDUCTION IN WORKFORCE IN THE LIVINGSTON COUNTY BUILDING DEPARTMENT - Building Department / Finance Committee

B. Budget Presentation

**14. MICHIGAN WORKS!**

A. Budget Presentation

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**08A** RESOLUTION TO AUTHORIZE INTERGOVERNMENTAL TRANSFER TO THE STATE OF MICHIGAN - Department of Public Health / Finance Committee

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**08B** RESOLUTION TO AUTHORIZE AGREEMENTS WITH THE INGHAM HEALTH PLAN CORPORATION D/B/A LIVINGSTON HEALTH PLAN - Department of Public Health / Finance Committee

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**09A** RESOLUTION TO SUPPORT THE MSU EXTENSION AND JUVENILE COURT MENTORING PROGRAM OF DELINQUENT YOUTH - MSU Extension / Public Safety Committee / Finance Committee

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**10A** RESOLUTION AUTHORIZING THE SHERIFF DEPARTMENT AND THE COUNTY OF LIVINGSTON TO APPLY FOR AND ENTER INTO CONTRACT WITH THE STATE OF MICHIGAN, OFFICE OF HIGHWAY SAFETY PLANNING FOR FISCAL YEAR 2009 SECONDARY ROAD PATROL AND TRAFFIC ACCIDENT PREVENTION PROGRAM GRANT - Sheriff Department / Public Safety Committee / Finance Committee

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**11A** RESOLUTION TO MODIFY THE ACTIVE NON-UNION EMPLOYEES, ELECTED OFFICIALS AND JUDGES BENEFIT PLAN FOR THE 2009 BENEFIT YEAR - Human Resources / Personnel Committee / Finance Committee

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**11B** RESOLUTION TO ESTABLISH A POLICY REGARDING RE-EMPLOYMENT AFTER MERS RETIREMENT - Human Resources / Personnel Committee / Finance Committee

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**11C** RESOLUTION TO ESTABLISH A REVISED POLICY ON VACATION FOR LIVINGSTON COUNTY'S NON-UNION EMPLOYEES - Human Resources / Personnel Committee / Finance Committee

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**12A** RESOLUTION TO AMEND RESOLUTION 2008-04-128 AND PURCHASE IN FEE PARCEL E42 - Airport / Finance Committee

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**13A** RESOLUTION AUTHORIZING A REDUCTION IN WORKFORCE IN THE  
LIVINGSTON COUNTY BUILDING DEPARTMENT - Building Department /  
Finance Committee

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**15. MISCELLANEOUS CLAIMS**

**16. COMPUTER PRINTOUT**

**17. ADJOURNMENT**

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO AUTHORIZE INTERGOVERNMENTAL TRANSFER TO THE STATE OF MICHIGAN - DEPARTMENT OF PUBLIC HEALTH / HEALTH & HUMAN SERVICES COMMITTEE / FINANCE COMMITTEE**

**WHEREAS,** the County of Livingston is committed to supporting programs that provide access to appropriate health care services for low-income residents of Livingston County; and

**WHEREAS,** the Federal government has approved Michigan's Medicaid State Plan Amendment TN No. 05-13, effective June 1, 2006, which creates an "Indigent Care Agreements Pool" for hospitals qualifying for Medicaid Disproportionate share ("DSH") payments to receive DSH payments under the Indigent Care Agreements Pool so long as: (a) the hospital has an Indigent Care Agreement with a local health care entity, such as Ingham Health Plan Corporation d/b/a Livingston Health Plan; and (b) the Indigent Care Agreement stipulates that direct or indirect health care services be provided to low-income patients with special needs who are not covered under other public or private health care programs; and

**WHEREAS,** Ingham Health Plan Corporation d/b/a Livingston Health Plan's purposes include promoting, organizing, managing and administering programs to create a system for providing or arranging and paying for health care services in a cost effective manner for persons unable to pay for such health care services; and

**WHEREAS,** Ingham Health Plan Corporation d/b/a/ Livingston Health Plan has entered into an Indigent Care Agreement with one or more qualifying hospital(s), requiring Ingham Health Plan Corporation d/b/a/ Livingston Health Plan to directly or indirectly operate a program of arranging and paying for health care to low-income individuals with special needs who are not covered under other public or private health care programs and who are unable to pay for such services; and

**WHEREAS,** both the Federal government and the State of Michigan participate in the financing of the Indigent Care Agreements Pool, with the Federal government matching the State's portion pursuant to the Federal medical assistance percentage formula; and

**WHEREAS,** certain intergovernmental transfers of public funds from Livingston County may be made to the State of Michigan to be used as the State's share in claiming the Federal match.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes the County Treasurer and the Financial Officer to implement intergovernmental transfers in an annualized amount of \$500,000, to the State of

Michigan for the purpose of participating in the financing of the non-federal share of DSH payments made under the Indigent Care Agreements Pool to be paid to qualifying hospitals who have signed Indigent Care Agreements with Ingham Health Plan Corporation d/b/a Livingston Health Plan, so long as Ingham Health Plan Corporation d/b/a Livingston Health Plan maintains a current Indigent Care Agreements with those hospital(s).

**BE IT FURTHER RESOLVED** that the intergovernmental transfer is authorized once the following condition is in place:

The Ingham Health Plan Corporation d/b/a Livingston Health Plan has an Indigent Care Agreement currently in effect with one or more qualifying hospital(s).

**BE IT FURTHER RESOLVED** that this Resolution shall be effective as of October 1, 2008 through September 30, 2009.

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MOVED:

SECONDED:

CARRIED:

RESOLUTION

NO:

LIVINGSTON COUNTY

DATE:

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**RESOLUTION TO AUTHORIZE AGREEMENTS WITH THE INGHAM HEALTH PLAN CORPORATION D/B/A LIVINGSTON HEALTH PLAN - Department of Public Health / Health & Human Services Committee / Finance Committee**

**WHEREAS,** the Ingham Health Plan Corporation d/b/a Livingston Health Plan has contracted with Livingston County Department of Public Health to purchase health care services to serve low income Livingston County residents, including hearing and vision screening, outreach services, communicable disease services and public health community nursing services; and

**WHEREAS,** the Ingham Health Plan Corporation d/b/a Livingston Health Plan has contracted with Livingston County to assure mechanisms exist to determine eligibility and to enroll persons into the Livingston Health Plan.

**THEREFORE BE IT RESOLVED,** that the Livingston County Board of Commissioners authorizes a renewal of the contract with the Ingham Health Plan Corporation d/b/a Livingston Health Plan whereby the Public Health Department will provide hearing and vision screening, outreach services, communicable disease services, public health community nursing services for \$425,410 and enrollment services to the targeted population for \$25,000.

**BE IT FURTHER RESOLVED,** that the Financial Officer is authorized to adjust the 2008/2009 budgets of the Livingston County Department of Public Health to implement this resolution.

**BE IT FURTHER RESOLVED,** that the Board Chairperson is authorized to sign the contracts authorized in this resolution after review by the County legal counsel.

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MOVED:

SECONDED:

CARRIED:

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO AUTHORIZE MSU EXTENSION TO PROVIDE MENTORING TO SELECTED JUVENILE COURT YOUTH - MSU Extension / Public Safety / Finance Committee**

**WHEREAS,** the MSU Extension Livingston County office will offer a mentoring program to juvenile court youth with the assistance of the Livingston County Juvenile Courts; and

**WHEREAS,** the program will pair youth with caring adult mentors in an effort to reduce the severity and frequency of their delinquent behavior. Youth will experience healthy alternatives to substance use and/or criminal behavior in a safe environment; and

**WHEREAS,** there are no other county based programs that specifically target mentoring delinquent youth at this time. There are a limited number of resources for at risk youth while there is one community based mentor program and the criteria for that program often excludes many of the youth in the juvenile justice system; and

**WHEREAS,** an informal poll of the probation department found 19 potential mentees in the month of April 2008 with up to 30 total referrals per year; and

**WHEREAS,** male and female residents of Livingston County between the ages of 9 – 17 years of age who are currently involved with the Juvenile Court for delinquent behavior will qualify for this program excluding PA 150/state ward youth; and

**WHEREAS,** matches will be for a minimum of 6 months with an ideal match being one year; and

**WHEREAS,** Mentors will be run through a background check, reference check and will receive training on safety, confidentiality, mentoring, and much more prior to being paired with a youth; and

**WHEREAS,** mentors and will be monitored throughout the mentoring process by MSU Extension staff; and

**WHEREAS,** youth will be monitored throughout the mentoring process by probation officers and program liaison through the Juvenile Courts; and

**WHEREAS,** the program will be completely paid for from grants obtained through MSU Extension - Livingston County office for two years; and

**WHEREAS,** a complete evaluation process will be performed throughout the year and at the end of the year to show the impacts this program has made.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes MSU Extension to provide mentoring to selected juvenile court youth of Livingston County.

**BE IT FURTHER RESOLVED** that the Chairman of the Board of Commissioners be authorized to sign any necessary documents pertaining to this matter upon review of civil counsel.

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MOVED:  
SECONDED:  
CARRIED:

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION AUTHORIZING THE SHERIFF DEPARTMENT AND THE COUNTY OF LIVINGSTON TO APPLY FOR AND ENTER INTO CONTRACT WITH THE STATE OF MICHIGAN, OFFICE OF HIGHWAY SAFETY PLANNING FOR FISCAL YEAR 2009 SECONDARY ROAD PATROL AND TRAFFIC ACCIDENT PREVENTION PROGRAM GRANT - Sheriff Department**

**WHEREAS,** the Livingston County Sheriffs' Department wishes to continue the operation of the Secondary Road Patrol and Traffic Accident Prevention Program for state fiscal year 2009; and

**WHEREAS,** the County of Livingston will be receiving up to \$125,904.00 in reimbursement funds from the State of Michigan, Office of Highway Safety Planning for participation in the 2009 Secondary Road Patrol and Accident Prevention Program; and

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby approves the submission of application to enter into a contract with the State of Michigan, Office of Highway Safety Planning wherein Livingston County will receive a maximum of \$125,904.00 in State reimbursement funds effective October 1, 2008 through September 30, 2009; and

**BE IT FURTHER RESOLVED** that the Chairman of the Livingston County Board of Commissioners be authorized to sign the above referenced application and any other related contract documents that may be required upon review and approval of civil counsel.

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MOVED:

SECONDED:

CARRIED:



**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO MODIFY THE NON-UNION EMPLOYEES, ELECTED OFFICIALS, AND JUDGES BENEFITS PROVIDED UNDER COUNTY CHOICES FOR THE 2009 BENEFIT PLAN YEAR - Personnel Committee / Finance Committee**

(Personnel 9/3/2008 - Finance 9/11/2008 - Full Board 9/15/2008)

**WHEREAS,** the current County Choices benefit year began on January 1, 2008 and ends on December 31, 2008 and the new plan year will begin on January 1 and end on December 31, 2009; and

**WHEREAS,** prior medical plan design changes have resulted in a minimal projected increase of less than 1% for the 2009 plan year; and

**WHEREAS,** in 2008, the Livingston County Board of Commissioners authorized non-union employees, elected officials, and judges medical plan premium contributions to include a spouse surcharge of \$8 per pay fee for all spouses enrolled on the plan; and

**WHEREAS,** non union employees, elected officials, and judges with a spouse who is also employed by the County are receiving a double benefit by receiving both health insurance and the \$2,200 annual medical opt-out bonus; and

**WHEREAS,** Livingston County has encouraged employees to enroll in the Blue Cross Blue Shield (BCBS) Community Blue PPO-6 plan by limiting the out-of-pocket expense associated with enrolling in this plan and placed a cap on out-of-pocket expenses of \$500 for family deductible and \$1,500 for percent co-pay services for the PPO-6 plan; and

**WHEREAS,** the County must be fiscally conservative to preserve essential reserves in order to continue Livingston County's financial capacity to provide employee benefits in the future, and

**WHEREAS,** part-time employees working 30 to 34 hours per week receive medical and dental insurance at the same cost as full-time employees, even though the rest of their benefits are pro-rated to reflect their hours worked; and

**WHEREAS,** employees working 30 to 34 hours per week who choose to opt-out of the medical plan receive the same opt-out bonus as full-time employees; and

**WHEREAS,** Non-Union employees currently have the ability to sell up to 5 days of vacation time which the County has provided them; however, the sale of vacation time has never been budgeted by the departments and the County must make an effort to continue to control fringe benefit costs; and

**WHEREAS,** the Personnel and Finance Committees have reviewed this matter and have recommended that the Board of Commissioners modify the non-union employees, elected officials, and judges benefits plan provided under County Choices 2009 plan year.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes the Human Resources Department to make the following modifications to the Non-Union Employees, Elected Officials, and Judges Benefits Plan for the 2009 Benefit Year:

1. The County will continue to provide the BCBS Community Blue PPO-1 plan, offered with the following benefit levels for “In-Network” Services: No deductible or co-insurance, \$250 maximum for preventative care, \$20 office visit and chiropractor co-pay, \$100 ER co-pay, 100% coverage for routine mammograms, 80% coverage for mental health services, 50% for substance abuse services, \$5/\$25 Rx card and \$10/\$50 Mail Order Rx Card. Employee contributions to this plan will continue to be evaluated on an annual basis.
2. The County will continue to provide the BCBS Community Blue PPO-6 plan, offered with the following benefit levels for “In-Network” Services: \$250/\$500 deductible, 90/10% co-insurance, \$1,000/\$2,000 co-insurance maximum, \$500 maximum for preventative care, \$10 office visit and chiropractor co-pay, \$100 ER co-pay, 100% coverage for routine mammograms, 80% coverage for mental health services, 50% for substance abuse services, \$5/\$25 Rx card and \$10/\$50 Mail Order Rx Card. Family Continuation coverage for full-time students age 19-25 is available on this plan. Employee contributions to this plan will continue to be evaluated on an annual basis.
3. Per Resolution 303-084 dated March 17, 2003, future increases in the illustrative cost of the Community Blue PPO-6 plan will continue to be shared equally by the County and the Non-Union Employees, Elected Officials, and Judges on a 50/50 basis through payroll deduction; and
4. Per Resolution 303-084 dated March 17, 2003, employees may continue to “buy-up” to the Community Blue PPO-1 plan which will be available for those who are willing to pay the cost difference between the Community Blue PPO-6 plan and PPO-1 plan plus 50% of any future increase in the illustrative cost of the Community Blue PPO-6 plan, and;
5. The spouse surcharge for non-union employees, elected officials, and judges will be increased to \$10 per pay period beginning January 1, 2009, but will not impact those employees affected by the January 1, 2009 change in opt-out bonus rules; and

6. The \$2,200 medical opt out bonus will be eliminated for non-union employees, elected officials, and judges who are enrolled on the Livingston County health plan through their spouse and are receiving a double benefit beginning January 1, 2009; and
7. The County will continue to provide reimbursement for percent co-pay services to employees enrolled on the Community Blue PPO-6 plan who have met their \$500 family deductible and incurred percent co-pay dollar maximums exceeding \$1,500 per family in a calendar year by utilizing "In Network Services."  
  
By providing this reimbursement, the County is subsidizing the difference (up to \$500) between \$1,500 of percent co-pay expenses and the published BCBS PPO-6 out-of-pocket maximum of \$2,000 per family per calendar year. This reimbursement does not apply to mental health care, substance abuse, private duty nursing, or fixed dollar co-pays; and
8. Employees working 30 to 34 hours per week will have their benefit cost of their health and dental plans pro-rated to reflect their part-time schedule and will be responsible for ¼ of the cost of these benefits, beginning January 1, 2009; and
9. Employees working 30 to 34 hours per week will have their medical opt-out bonus pro-rated to \$1,650, beginning January 1, 2009; and
10. Non-union employees will no longer be able to sell vacation time, beginning January 1, 2009.

**BE IT FURTHER RESOLVED** that the interpretation and operation of the benefits outlined above are within the sole discretion of the Livingston County Board of Commissioners and the benefits outlined above may be added to, expanded, reduced, deleted, or otherwise modified by the County Board and such modifications shall be solely within the discretion of the Livingston County Board of Commissioners; and

**BE IT FURTHER RESOLVED** that this resolution supersedes all previous resolutions which would apply to the 2009 medical plan for Non Union Employees, Elected Officials, and Judges.

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**MOVED:**  
**SECONDED:**  
**CARRIED:**

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO ESTABLISH A POLICY REGARDING RE-EMPLOYMENT AFTER MERS RETIREMENT - (Personnel 09/03/08 – Finance 09/11/08 – Full Board 09/15/08)**

**WHEREAS,** with the current and projected economic situation facing Livingston County, creative cost saving measures need to be identified to “get the job done;” and

**WHEREAS,** if you have an Age and Service retirement, Municipal Employees’ Retirement System (MERS) does not impose earnings restrictions on your pension if you become employed after retirement; and

**WHEREAS,** MERS allows you return to work for the same employer from whom you are receiving a pension, provided there is a 30-day lapse in employment; and

**WHEREAS,** on returning to work for the same MERS employer, you are excluded from participation in the MERS Defined Benefit Plan; and

**WHEREAS,** creating this policy will outline what compensation and benefits are provided to an employee who may become re-employed by the County following his/her MERS Retirement; and

**WHEREAS,** the Personnel Sub-Committee and Finance Committee has reviewed this matter and have recommended the creation of this Re-Employment after MERS Retirement Policy.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby approves

the policy regarding Re-Employment after MERS Retirement.

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**MOVED:**

**SUPPORTED:**

**CARRIED:**

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO ESTABLISH A REVISED POLICY ON VACATION FOR LIVINGSTON COUNTY'S NON-UNION EMPLOYEES - (Personnel 09/03/08 – Finance 09/11/08 – Full Board 09/15/08)**

**WHEREAS,** Livingston County current policy regarding vacation does not reflect two resolutions recently adopted by the Board of Commissioners; and

**WHEREAS,** Livingston County has eliminated its vacation sell practices for non-union employees with the adoption of the 2009 County Choice modifications; and

**WHEREAS,** Livingston County has adopted a new policy on Re-Employment after MERS Retirement which may be interpreted as contradictory to existing language; and

**WHEREAS,** creating a revised policy will reflect up-to-date changes taken by the Board of Commissioners and provide written consistent guidelines in one place for employees and supervisors to adhere to; and

**WHEREAS,** the Personnel Sub-Committee and Finance Committee has reviewed this matter and has recommended the creation of this revised policy.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby approves the revised policy regarding Vacation Time for non-union employees and rescinds Resolution No. 2008-07-199.

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**MOVED:**

**SUPPORTED:**

**CARRIED:**

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION TO AMEND RESOLUTION 2008-04-128 AND PURCHASE IN FEE PARCEL  
E42 - Airport / Finance Committee**

**WHEREAS,** the purchase of Parcel E42 has been determined to be necessary for the protection of the runway approach(s) at the Livingston County Airport; and

**WHEREAS,** resolution 2008-04-128 authorized Commonwealth Associates to present an offer to purchase an avigation easement to the owner(s) of Parcel 42 on behalf of the Livingston County Airport; and

**WHEREAS,** the owner(s) of the parcel, during the course of negotiations, indicated that they would rather sell the parcel in fee in accordance with the completed appraisal; and

**WHEREAS,** MDOT has provided funding for the purchase of the parcel in fee, as that is the preference of the FAA; and

**WHEREAS,** the negotiated settlement amount of the purchase is \$88,000 for a total of 5.63 acres and the local share will be 2.5%, or \$2,200.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes the purchase of Parcel E42 in fee for \$88,000 plus acquisition costs related to the purchase.

**BE IT FURTHER RESOLVED** the local share of the acquisition costs will be 2.5%, which is included in the Airport Loan Agreement.

**BE IT FURTHER RESOLVED** the Chair be authorized to sign any necessary documents upon review by Civil Counsel.

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MOVED:

SECONDED:

CARRIED:

**RESOLUTION**

**NO:**

**LIVINGSTON COUNTY**

**DATE:**

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**RESOLUTION AUTHORIZING A REDUCTION IN WORKFORCE IN THE LIVINGSTON COUNTY BUILDING DEPARTMENT - Building Department / Finance Committee**

**WHEREAS,** the Livingston County Building Department has the primary purpose of assuring that buildings are sound, safe and sanitary through the enforcement of the State Building Code; and

**WHEREAS,** during the first eight (8) months of 2008, the number of residential building permits issued by the Livingston County Building Department has decreased by twenty percent (20%) for the same period in 2007; and

**WHEREAS,** this decrease in the number of building permits has led to the sixteen percent (16%) decrease in daily inspections and the eight percent (8%) decrease in total permits issued; and

**WHEREAS,** this decrease in demand for services has led to a decrease in revenue of two percent (2%); and

**WHEREAS,** this decrease in demand for service may necessitate the use of departmental retained earnings to cover the cost of operation and the continued erosion of retained earnings is unsustainable; and

**WHEREAS,** proactive corrective action appears to be necessary since there has been no correction in the downward trend in the building market.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby concurs with the recommendation of the Finance Committee that it is now necessary to institute limited layoff beginning October 6, 2008 for one full-time Mechanical Inspector.

**BE IT FURTHER RESOLVED** that the above layoff workforce for the Mechanical Inspector is consistent with the Workforce Reduction Policy which requires two (2) calendar weeks notice.

**BE IT FURTHER RESOLVED** that the County Building Department shall continue to monitor the number of residential building permits issued and shall recall personnel if such action is required to meet the demand for this public service.

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MOVED:

SECONDED:

CARRIED: