

**WASHTENAW COUNTY BOARD OF COUNTY ROAD COMMISSIONERS
VIRTUAL WORKING SESSION MINUTES OF
May 18, 2021**

Present: Road Commissioners Barbara Fuller – Chair, Douglas Fuller, Gloria Llamas, Jo Ann McCollum

Absent: Road Commissioner Rodrick Green – Vice-Chair

Staff Present: D. Ackerman, J. Harmon, E. Kizer, T. Lobbestael, M. MacDonell, N. Murphy, N. Peterson, C. Quinter, B. Schlack, S. Siddall

Others Present: County Commissioner C. Sanders, County Commissioner S. Shink

Roll Call of Attendance:

Barbara Fuller, Chair – remote from Scio Township, Washtenaw County, Michigan
Rodrick Green, Vice-Chair - absent
Douglas Fuller, Member – remote from Scio Township, Washtenaw County, Michigan
Gloria Llamas, Member – remote from Pittsfield Township, Washtenaw County, Michigan
Jo Ann McCollum, Member – remote from Ypsilanti Township, Washtenaw County, Michigan
Sheryl Siddall, Managing Director
Matt MacDonell, Director of Engineering/County Highway Engineer
Jim Harmon, Director of Operations
Dan Ackerman, Director of Finance & IT

PUBLIC PARTICIPATION

No public comment.

Asset Management Plan

Matt MacDonell presented a PowerPoint slide show on WCRC's Asset Management Plan. We are required by the State of Michigan to submit a plan no later than October 2021. Matt MacDonell, Brent Schlack and Nate Murphy presented where we are today with the plan, and what we need to do to meet this requirement. Matt explained that we've been doing an Asset Management Plan for some time but what we haven't done is establish performance goals. The Asset Management Plan includes our roads, bridges, traffic signals and storm water system.

The Asset Management Plan goals are to maintain or improve current condition ratings. Our goals are surrounded around our primary roads and bridges because that's what we can control and can fund. The asset management plan will look at our 3-year investment plan and see where we think our system condition will be so we will need to set goals accordingly. This is a balancing approach - condition ratings are important but so is routine maintenance, staffing (payroll and long-term commitments) and facilities and equipment. The next steps are to look ahead to 2022 and 2023 budgets and our Q2 budget review.

Next, staff will present a draft plan to the board in August and then request the board adopt the official plan in September.

10 MINUTE BREAK

Employee Attraction and Retention Update

Nicole Peterson presented a Powerpoint slideshow employee attraction and retention. She shared that when WCRC recruits we work with several agencies as well as use online recruitment, which is where the majority of our recruiting happens. When applicants apply the information goes through Workbright and they are asked how they found out about the job. "Other" is the most common response which is typically from driving by, word of mouth, referrals, etc. Nicole mentioned that a popular topic lately has been the struggle to find heavy truck CDL drivers. CDL drivers have the most postings nationally – so that shows that it's a national problem, not just a concern within our organization.

WCRC is working on new recruitment initiatives – through MI career quest south – virtual career fair through Michigan Works, Ann Arbor public schools career day, employee spotlights where we highlight our staff and the jobs we do, CRA campaign banners outside each yard, and a potential partnership with WCC for a CDL program. Nicole also explained the new attraction efforts coming soon – direct mailers that will target truck drivers and mechanics, WCRC to host a virtual open house, digital billboard on I-94 WB at Rawsonville Road and the Willow Run airport exit.

Nicole shared that in the last year we have had 13 employee departures: 5 retirements, 5 voluntarily left and 3 terminations. In the last year, we've had 7 new heavy truck drivers, a Communications Associate, Engineering Support Clerk and a Sign Erector hired. Our organization works hard to attract and retain employees by the following: quality of life/stability, benefits, training, safety and health. Our staff are service-oriented and have a set schedule with stability that a lot of people desire. WCRC offers great benefits and a pension and strives for the safety and health of the employees. She reviewed the many financial, compensation, health and leave benefits that WCRC offers.

American Rescue Plan – Proposed Local Drainage Program

Sheryl talked about the American Rescue plan dollars coming from the federal government that is distributed to Washtenaw County, cities, villages and townships and noted that road commissions are not receiving funds. Sheryl has spoken with the county administrator, Greg Dill, and she understands that there is to be a process established for the county to evaluate eligible programs for the American Rescue Plan dollars. Sheryl has had several conversations with Washtenaw County Water Resource Commissioner, Evan Pratt, on developing a local drainage program knowing that we struggle with our local road system and the need to have a financial partner. At this time, we don't believe that this will be a possibility, but we hope the next time this opportunity comes we're ready to submit a proposal.

ADJOURNMENT

G. Llamas moved; J. McCollum seconded to adjourn the May 18, 2021, Working Session at 11:15 a.m.

Roll Call Vote:

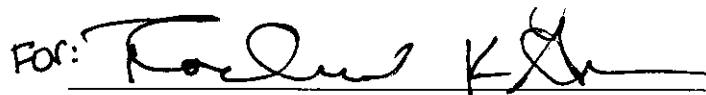
YEAS: D. Fuller, G. Llamas, J. McCollum, B. Fuller

NAYS: None

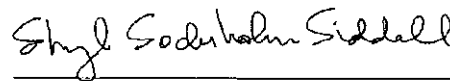
ABSENT: R. Green

ABSTAIN: None

Motion Carried.

For: 

Barbara Ryan Fuller, Chair
Washtenaw County Board of Road Commissioners

 Sheryl Soderholm Siddall
Jun 2 2021 9:39 AM

Sheryl Soderholm Siddall, Deputy Clerk
Washtenaw County Board of Road Commissioners

