

MINUTES  
CITY OF FARMINGTON HILLS  
CITY COUNCIL STUDY SESSION MEETING  
CITY HALL – COMMUNITY ROOM  
JUNE 10, 2019

The Study Session meeting of the Farmington Hills City Council was called to order by Mayor Massey at 6:00pm.

Council Members Present: Bridges, Bruce, Knol, Lerner, Massey, Rich and Steckloff

Council Members Absent: None

Others Present: City Manager Boyer, City Clerk Smith, Assistant City Manager Mekjian, Director Randle and City Attorney Joppich

**DISCUSSION ON HIRING PROCESS**

John Randle, Human Resource Director, explained the succession planning process conducted by each department. He noted that there are currently 87 employees eligible for retirement as of June, 2020. He discussed the recruiting process and sources used by the city for recruitment.

Mayor Pro-Tem Bridges thanked Mr. Randle for the information and efforts by his department. He feels the city is making progress with regard to the hiring of minorities by expanding their recruitment sources but that the city needs to continue these efforts for all departments to make sure it is being proactive with regard to inclusiveness.

Discussion was held on the length of the hiring process, seasonal help and hourly rate of the average employee. Proposing a minimum hourly rate for employees was suggested if feasible.

City Manager Boyer mentioned that the City is now making conditional offers for Police and Fire that has helped to retain those potential employees. The city will hire from within where they can first and then post the job externally if there are no internal candidates. He added that the city is always seeking seasonal workers who make approximately \$12 per hour. The average hourly wage for full-time depends upon the position, but that is reviewed annually and increased as necessary depending on the market and interest received.

Director Randle commented that all of Council and staff are recruiters for the city and he encouraged them to continue those efforts.

**47<sup>TH</sup> DISTRICT COURT UPDATE**

Dave Walsh, Court Administrator, mentioned the following highlights from the 2018 annual report provided to City Council:

- Case loads have increased
- Misdemeanors are down
- Public Satisfaction Survey that is always positive and higher than the state average
- Noted comparison to time guidelines for court disposition rates as compared to state averages
- New License Clearance Program designed to help those delinquent in fines get their license back in order to be able to work and pay off their fines
- Sobriety Court Program – 99% have positive feedback on the program in their exit interviews

Administrator Walsh commented that the decrease in misdemeanors could be related to the new marijuana laws and that he expects that traffic violations may increase as most possession cases are caught during other traffic stops and in court the traffic violation is often dropped and the person pleads guilty to possession.

He stated that there has been positive feedback on the new License Clearance Program implemented by himself and Judge Parker and the court has collected money they otherwise may have not and it gives people the opportunity to get their life back on track.

Judge Parker commented on the Sobriety Court Program and that the public graduations are scheduled once they have several people that have completed the program. In response to Council, she indicated that they do have demographic data on those people who are part of the Sobriety Court Program.

Mr. Walsh responded that the court does not have demographics for others going through the court system.

Judge Parker commented on bonding and answered that the court has always tried to get people into court immediately and not hold them while cases are pending if they do not have to and she is proud of the way the 47<sup>th</sup> District Court handles those situations.

Mr. Walsh mentioned that the Michigan Indigent Defense Counsel (MIDC) is in the implementation phase and the plan will be required to be complete by the end of September. A meeting was held to discuss issues such as handling weekend arraignments and he is meeting again tomorrow with attorneys about their interest in being a part of the house counsel. He commented on a draft local administrative order that essentially formalizes what the 47<sup>th</sup> District Court is already doing in realizing that the court is dealing with misdemeanors and not felonies and conducts business as such.

The biggest challenge will be transferring the MIDC to the executive branch of government that will be required after this year, which will also require a change in the plan.

City Manager Boyer stated that the city has already discussed the option for hiring a firm to handle this program.

**ADJOURNMENT**

The study session meeting adjourned at 7:22pm

Respectfully submitted,



Pamela B. Smith, City Clerk