# 8.31.21 SILC Executive Committee Meeting

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>> CHAIR YVONNE FLEENER: Let's officially call the meeting to order and do a roll call to ensure we have a quorum.

Tracy, can you do that please?

>> TRACY BROWN: Sure.

Will Harrison.

>> VICE CHAIR WILLIAM HARRISON: Present.

>> TRACY BROWN: Jamia Davis.

>> JAMIA DAVIS: Present.

>> TRACY BROWN: Jam Lampman.

>> JAN LAMPMAN: Present.

>> TRACY BROWN: Yvonne Fleener.

>> CHAIR YVONNE FLEENER: Present.

>> TRACY BROWN: You have a quorum.

>> CHAIR YVONNE FLEENER: Are there any disability requests for this meeting? Okay I can't see it.

We are going to look at approving the agenda for September 15th meeting and talk about Steve Locke's evaluation and talk about the budget and planning update and election of officers’ update and council dates and public comment.

Can I get a motion to approve? We can make amendments if we have a second.

>> VICE CHAIR WILLIAM HARRISON: Motion.

>> JAN LAMPMAN: I'll second.

This is Jan.

>> CHAIR YVONNE FLEENER: Any amendments to the agenda.

Hearing none, all in favor of approving the agenda as is, say "Aye."

>> [In unison] Aye.

>> CHAIR YVONNE FLEENER: Any opposed? All right.

So, we have our agenda approved.

And I am still trying to log into the computer, but I'm getting closer.

I don't know what is happening with my computer.

It always happens at the most inopportune moments, right?

>> JAMIA DAVIS: Right.

>> CHAIR YVONNE FLEENER: It was all set up and had to log into Zoom and it said, no.

Steve what's the first item? The agenda for the council meet something.

>> STEVE LOCKE: I'm trying to find that to share really quick.

>> CHAIR YVONNE FLEENER: Do you have the one I amended?

>> STEVE LOCKE: It keeps grabbing the wrong one.

Hold on just a second.

Oh my gosh.

>> CHAIR YVONNE FLEENER: At least I'm not alone with technology issues.

Will I'm sorry to hear about your accident.

I'm glad you're okay.

>> VICE CHAIR WILLIAM HARRISON: It was quite the ordeal.

I was kicking back, and he slammed into it.

It was an older quinine so scary.

>> VICE CHAIR WILLIAM HARRISON: It is.

>> CHAIR YVONNE FLEENER: To think about how close that was to being really, really tragic.

So, thank God you're okay.

>> STEVE LOCKE: Okay here we go.

>> CHAIR YVONNE FLEENER: All right.

I tinkered around with this today.

We don't have it lined up which is good because we have a pretty full plate as I said in the email of approving the budget and the strategic plan and the values and then what was the other item that's on here? Strategic plan, the budget.

Something else that's new, though.

Steve's evaluation.

I would really like for us to – oh, then approving council dates and election of officers.

So, we have a lot going on.

So, let's go back up to the top for a minute.

Okay.

So, call to order.

We have the consent agenda.

So that will save us some time with those minutes.

And then the staff committee reports.

Jan -- whoops, I spelled your name wrong.

Sorry about that.

We can fix that.

Jan by then I think you'll feel able, because Steve will go over it with you in any detail you need, and we'll talk about that more in a minute.

And strategic update.

I know Stephanie was part of that.

Will you re-talk with her, Steve?

>> STEVE LOCKE: Absolute Leonine I know she wants to do a good job of that.

Let's make sure -- last time we threw it at her right before the meeting.

Let's give her more time.

That's my fault.

There are no policy and bylaw updates and those are the only two items under staff committee reports.

I moved ex-officio reports up to 6:15 and take a break 6:45 maybe because some of the people may not be able to attend.

And then SPIL monitoring and updates on advocacy and leadership.

I don't think we have any updates, do we?

>> STEVE LOCKE: I held meetings with all of these gold teams in the past couple of months, so we do have updates on all of these.

>> CHAIR YVONNE FLEENER: Fantastic, so that go be the advocacy leadership and the personal care attendants and the emergency response, right?

>> STEVE LOCKE: Correct.

>> CHAIR YVONNE FLEENER: Ten minutes each.

Do you think that's enough time for updates and discussion?

>> STEVE LOCKE: I do, and then we have new business which is the Steve Locke evaluation.

We'll talk about that a little bit later.

The election of officers and the approval of SILC council meeting dates.

I know we'll take a vote on approving the proposed agenda.

But are there any suggestions or thoughts before we do a? We'll take amendments on that first before we do the motion.

>> STEVE LOCKE: The only thing that I would like to bring to your attention is after this meeting on the 16th we are in the third year of our three-year contract for our audit services, and I know that Mindy was very keen on perhaps keeping the relationship that we have with the current firm that has done our audits over the past three years.

What I did when I first came on board was issued an RFQ for proposals for auditing firms to come in and do our audits.

So, there's going to be an opportunity after September for us to either issue an RFQ for a new auditing firm or new proposals for auditing firms or to extend the current contract with the auditing firm that we have.

I just want to put that on your radar.

We're good for this next year but in the next fiscal year, we need to make sure that that's on our dashboard for deciding what direction we want to go in.

If we want to keep the current auditing firm that we have or if we want to issue a new RFQ for proposals and bids for that service.

>> CHAIR YVONNE FLEENER: I know it's -- that's always a tough choice at the three-year mark.

I know that's best practice to switch auditors every three years, but that comes at a cost of both time and money but that's good to know we need to talk about that, and our new treasurer can help you with that too.

>> STEVE LOCKE: Yeah.

>> CHAIR YVONNE FLEENER: I'm looking at you Jan because I will be asking you to do that.

>> JAN LAMPMAN: We can have that conversation.

>> CHAIR YVONNE FLEENER: Okay.

Okay.

Great.

So, any other changes or thoughts about the agenda? Do we feel like -- I know we pushed pretty hard to get a lot done.

But do we feel like it's doable? Do the times seem to make sense and is there anything missing?

>> JAN LAMPMAN: I attended that national conference for the --

>> CHAIR YVONNE FLEENER: The CIL.

>> JAN LAMPMAN: Statewide Independent Living Council and there were sessions relevant to what we're doing, one of them being relate today emergency response and disaster preparedness and the role that CILs some play in their communities and the other one was about sort of -- there were two different sessions where they were really sort of talking about how to remain relevant as a SILC.

>> CHAIR YVONNE FLEENER: Hmm.

>> JAN LAMPMAN: As a Statewide Independent Living Council and to build statewide coalitions.

Sometime not too distinct from now we can bring some of the ideas that those heard at those conferences to our strategic planning and/or emergency response.

>> CHAIR YVONNE FLEENER: Definitely.

Um, and I don't want to lose track of that and one of the things that I -- just to kind of put a placeholder on that -- we are going to do, get Steve's evaluation done based on his current job description because we don't have a plan for that but I would like the executive -- to meet and will lead this and we will discuss what our -- now that we have a strategic plan that hopefully, will be approved and I think that ties into the work of the SILC being relevant ties nicely to our strategic plan so I think we start with the Executive Committee having some of that discussion.

The emergency response stuff, I hope you'll pass that on to Mark.

>> JAN LAMPMAN: I was actually thinking I would reach out to Mark and have conversation.

>> CHAIR YVONNE FLEENER: And Steve.

I want Steve to be in the loop on that so he can make sure things keep moving because sometimes they get stuck.

With many things that the CIL directors are working on.

>> JAN LAMPMAN: Right.

>> CHAIR YVONNE FLEENER: Cool.

I don't think there is room in this one.

I wish there was, though.

>> JAN LAMPMAN: Yeah.

>> CHAIR YVONNE FLEENER: All right.

Can we get a motion to approve our proposed council meeting agenda.

>> JAMIA DAVIS: This is Jamia Davis I motion to approve the agenda for September 15th.

>> CHAIR YVONNE FLEENER: Thank you and a second.

>> VICE CHAIR WILLIAM HARRISON: This is Will, I second that.

>> CHAIR YVONNE FLEENER: All in favor say Aye.

>> [In unison] Aye.

>> CHAIR YVONNE FLEENER: Any opposed? All right.

Cool.

Let's -- I don't see the agenda also I don't see what's next here.

Steve Locke's evaluation.

So, when is your three-year anniversary, Steve?

>> STEVE LOCKE: It's actually come and gone.

My fourth-year anniversary is going to be February 4th of next year.

>> CHAIR YVONNE FLEENER: Okay so Steve has not had a performance evaluation since he's been here, and which is our bad as a council.

Not anyone in particular.

Just our bad, as a council.

We're going to get this done.

There is room in the budget for increases for both Steve and Tracy and when we met with the state, they wanted to know kind of what our process is to make the decision on that, and I told them that it would be based on the Executive Committee's recommendations and the Council's approval of whatever we recommend that look like.

There are rules about bonuses and things with the federal dollars we want to stay away from those kinds of words.

So, it's better for us to do an increase.

In addition to not being evaluated, Tracy and Steve have not also had increases in the last three years, including cost of living which is true of a lot of people in the nonprofits haven't had that.

Because they're a pseudo state hybrid employee, when Mindy worked on the budget with Steve, they kind of use what did the state employees get the last three years as sort of a marker for what it should look like.

That's a fine line to walk because we don't want Steve and Tracy to be treated as state employees because they need autonomy, but it helps in this case when thinking about their wages.

It's kind of a dicey line to walk.

Soothers my recommendation and this is my fault.

Will has stepped up to lead doing Steve's evaluation and Will, I really want you to do that.

Time flies, doesn't it.

Here's my suggestions to see you guys.

Aaron and I created a survey when we were going to do this evaluation before the Governor got rid of our council and reformed it.

We can use that survey.

I'm happy to send it to you tonight to review and give me any suggestions and once you review and say yeah that looks look, I'll send that out.

I think for this year let's keep it small.

So, we'll send it to CIL Directors, Council members, Ex Officio members, and the DSC staff that Steve works with.

I think that's fair.

I think those are the people, Steve would you agree, that you work the most closely with?

>> STEVE LOCKE: For sure.

>> CHAIR YVONNE FLEENER: Okay.

And I'm going to send it out with an email so that if and likely it is sent to other people like happened with our other survey, you can only -- you have to have it attached to your email.

That doesn't mean that it isn't anonymous.

It just means it's attached to an email.

I don't even know if it should be anonymous, honestly.

I can say we will be sharing information the aggregate information with Steve.

Not the individual comments.

But if we, do it via email, that prevents someone from just sort of, you know, coming in and trying to evaluate Steve anonymously and maybe unfairly.

So, if we're going to keep that circle tight this year, I think for next year, for the planning, Will, your job won't be done once this evaluation is done, because I want you to lead and I will help you.

We'll all help you in any way you want me to but really figure out what he's going to be evaluated on the following year.

So, kind of really developing those measurements and you know putting that in writing.

Revising the job description because it's pretty old.

Can you pass that on that what you sent, Tracy, to Jan, what you sent us after the last meeting? So, if we sent out the survey, it will have a short deadline and that's okay because people will either do it or they won't.

And then this group will have to reconvene without Steve, and we'll go into executive session and -- because it's not a public meeting and we'll discuss his evaluation and then Steve probably what we'll do is have you join us same time when we're done meeting and then talk with you a little bit about our recommendations and -- does that sound fair?

>> STEVE LOCKE: Perfect.

>> CHAIR YVONNE FLEENER: From there we will summarize that.

And have you present that to the council.

Kind of what the process was, what our recommendations are, you know, any general or sort of summary comments and suggestions and update for next year the process will be that we're going to resize the job description.

We're going to have measurable goals and things like that based on the strategic plan.

I know it's quick turnaround, but I think we can do this and get back on track.

So that we have a system in place.

Does that sound like a -- and then Steve I don't know if you've had time yet.

I know you've been really busy with all of this stuff going on with your audit, but have you had time to do something for Tracy?

>> STEVE LOCKE: Yes. I'm working on that this week, and I should have it completed this week and have Tracy's evaluation done by the end of the week.

>> CHAIR YVONNE FLEENER: Cool because we'll need recommendations for the budget for her.

>> JAN LAMPMAN: I hate to jump in since you did bring it up, is there going to be a report to the full board on what's happening with the blue lakes or? Yes?

>> CHAIR YVONNE FLEENER: And actually, we should have put this on this agenda for you guys and I think we're moving along at a pretty good pace.

Let's just -- I know it's I little late but can we add that update on Blue Water, so this Executive Committee is updated.

>> STEVE LOCKE: I will give a full blow by blow with what's happening we Blue Water CIL and everything else happening behind the scenes -- it's all going to be a part of public record and you'll have a full accounting of it as of where we are September 16.

>> JAN LAMPMAN: Is it the 15th or the 16th?

>> STEVE LOCKE: The 16th.

>> JAN LAMPMAN: Okay.

I have to check my calendar.

>> STEVE LOCKE: September 16th.

>> JAN LAMPMAN: Thursday evening.

Okay.

Is it really for Thursday? I have it for Wednesday.

>> STEVE LOCKE: Is it the 15th?

>> TRACY BROWN: Yes, Wednesday the 15th.

>> STEVE LOCKE: Is it? Yeah, it is the 15th on the calendar.

Man, somehow, I got that twisted around.

I apologize.

>> CHAIR YVONNE FLEENER: We'll put that in your evaluation.

>> JAN LAMPMAN: Can't keep track of dates.

>> CHAIR YVONNE FLEENER: Our recommendation is.

You and I need to set up a conference call.

I wish we could do it in the morning, but it's going too fast.

Is morning good for you?

>> VICE CHAIR WILLIAM HARRISON: Tomorrow morning is good for me.

I will be out -- I'll leave here around 12:00 so around 11:30.

>> CHAIR YVONNE FLEENER: I have a block of time at 10:00 so can I call you at 10:00?

>> VICE CHAIR WILLIAM HARRISON: That works.

>> CHAIR YVONNE FLEENER: Budget update.

Do you want to pop the budget up and talk a little bit about that, Steve?

>> STEVE LOCKE: Absolutely.

So, here's the proposed budget and Yvonne and I met with MRS and BSBP last week and what we proposed was column AM, right here.

Which is our budget without the office rental.

>> JAN LAMPMAN: Hmm.

>> STEVE LOCKE: And at the end of the day, we came down to 365 -- almost $344,000 for our annual budget which is about $15,000 more than what our current budget is.

Some of the nuances within the budget wages.

Wages went from our current year's budget from $142 to $148, 830.

The reason for this is when we negotiated last year's budget, Mike Pemble from BSPB who is a fiscal hawk for BSBP.

We did propose putting in a 3% increase for Tracy and myself and he said there was a state budget freeze and that he did not support any sort of wage increase and not really knowing what Yvonne and my authorities at the time we acquiesced to that time after our budget was approved. State employees received a 2% increase in October first and a 1% on November first.

Mindy went through and calculated it COLA increase and budgeted an upset limit of a 4% increase going into the new fiscal year and when we negotiated with MRS and BSBP we said that's an upset limit and if the state employees get an increase, we will mirror their percentage increase.

So, we budgeted for up to a 4% increase on top of the back pay and let me share with you the back pay calculation spread sheet.

Hold on just a second here.

We had the back pay increases calculated and what it would allow like going forward.

The retroactive adjustments came out to right around $2,400 for the past year.

It's not a whole lot of money.

Going forward it's about $3,000 total between Tracy and I for a maximum four-year percentage increase.

It's not a whole lot of money we're talking about here.

So let me pull the budget back up.

>> CHAIR YVONNE FLEENER: Steve how do we give you that retro pay without raising any concerns or red flags by the state?

We didn't really talk about retro pay when we talked about the budget.

>> STEVE LOCKE: It's built into the budget to be paid in this figure right here.

>> CHAIR YVONNE FLEENER: We didn't talk about it as retro pay and I'm worried they're going to say what is this.

>> STEVE LOCKE: Actually, we did.

When we talked to them, we said there's a one percent and two percent increase that will be put in next year's budget that will be a onetime payment for Tracy and I and the forecasted increase will be based on what the state does, and we built that into the budget up to 4% should the state give a COLA increase to the state employees, and we would mirror that.

>> CHAIR YVONNE FLEENER: That's actually one change to that is that's great.

I don't remember us saying that, but I believe that we did.

But we did say to him when they said how will you determine the 4% and we said it would be based on the council's recommendation and council approval.

So, I would prefer we do that.

Not based on what the state does but what the council decides, and they said okay to that.

>> STEVE LOCKE: They did, and I put a caveat into that that it would mirror whatever the state employees end up getting.

>> CHAIR YVONNE FLEENER: We don't want to do that.

We want it to be based on your performance.

>> JAN LAMPMAN: Steve what if we decide to give it to you and the state doesn't do anything for its employees this year? I don't know that that will happen, but don't we want to have the flexibility to still give you a wage increase if we can?

>> STEVE LOCKE: That's my feeling is as an autonomous council that you should have the authority to do that.

But Mike Pemble, the finances person for BSBP pushes back on negotiations and in our conversation #% is an upset limit but what the council probably will do is mirror whatever the state does -- they had an increase after our bundle et negotiations and we didn't end up getting that so we're going to do something retroactive, but looking forward we're going to put a 4% upset limit in there but then the council will probably mirror what the state employees do.

But at the same time, I don't want to tether the council's hands because you're an autonomous council, but Mike Pemble seems to be a stick in the mud when it comes to negotiations.

>> CHAIR YVONNE FLEENER: He was pretty quiet about here is what the process is going -- my suggestion is let's stop talking about mirrors in the state and say it's based on annual evaluation which measurable goals and objectives and it's based on the recommendations of the council and what the council decides.

We said that and he was like, thank you.

>> STEVE LOCKE: Sounds good to me.

>> JAN LAMPMAN: The other question that I have though is okay so when Mindy did this calculation, she's got the retro to cover 2020, 2021 timeframe and she increased the base wage so that the increase is continuing, right? So, your hourly wage is going up?

>> STEVE LOCKE: Yes.

>> JAN LAMPMAN: I want to make sure she did both calculations and that's in there.

>> STEVE LOCKE: She did.

What's built in this is the retro and the forward looking up to 4% based on the council's desire.

>> JAN LAMPMAN: What about the 3% basically from last year.

Did your hourly wage go up.

So, when we do up to 4% in 2021, 2022 it's on top of you already having gotten a 3%.

>> STEVE LOCKE: That is correct.

Absolutely correct.

>> JAN LAMPMAN: Perfect.

>> CHAIR YVONNE FLEENER: That's a great question.

Usual.

>> ANNIE URASKY: You're going to be a first interim.

It's not your first rodeo, is it, Jan.

>> JAN LAMPMAN: It's not.

>> STEVE LOCKE: So, the rest of the budget is pretty much our health insurance enter up 5.3% which was you were with.

It wasn't as massive as some health insurance increases, I've seen.

Our communication -- actually going to go down because we decided to abandon our physical office space and Tracy and I are going to be working remotely from this point forward.

All of these costs are going to come way down.

We've selected a phone plan based on Yvonne's recommendation and it's going to cost about $500 a year as opposed to almost $3,000 a year with AT&T where we have a cloud based phone system and we have our Lansing phone number and our toll free number ported over to the cloud and when somebody calls SILC they will have an automated attendant and can select Tracy and myself and those calls will be forwarded to the photocopies we currently have and it's a great cost savings there and I'm really excited about that option.

>> CHAIR YVONNE FLEENER: If we don't spend that money, have you tried in the past to just move money?

>> STEVE LOCKE: Yeah, we can do line item transfers up to 5% without a contract amendment.

We can fudge money around between the line items, absolutely.

>> CHAIR YVONNE FLEENER: Cool.

All right.

>> STEVE LOCKE: One line item I want to point out to you is this statewide data system license.

SILC used to pay for the net CIL user license that the CILs used for their database software.

They have abandoned that system.

They did not include similar being or MRS in the seeking out of a new statewide database system that they're going to use.

They're moving to CILS first, so SILC is no longer going to be paying for that annual licensing fee.

We have left $17,000 in here because there is a cost for their new vendor to provide state level reports out of that system at $120 per hour.

Our SPIL has been written so we're not dependent on that CIL database information any longer because they report that in their PPRs to the Federal Government.

We left this as a placeholder in case in the next fiscal year there's a requirement to access state level data in a customized report from this new vendor.

This is, again, an upset limit.

I don't imagine this will actually be tapped at all.

So, I would rather put expenses at the maximum rather than the minimum and this is probably going to be a line item that we actually don't tap.

And we explained that to MRS and BSBP during our negotiations the other line item that is -- we enlarged was SPIL support.

We had it at $55,000 during the current year and this is really for all the goals and objectives that SILC is responsible for completing in the SPIL.

One of the big items is going to be our outreach plan.

And all of the strategic planning that we've done is going to be the basis of that statewide outreach plan.

We have no idea what that's going to cost.

So, we shifted a lot of the funds that we saved from leaving our physical office space into this line item just as a placeholder and I'm not saying that we're going to spend $75,000 on an outreach plan.

But to have a comprehensive outreach plan not only in the design, but also the execution of it, to reach out to unserved and underserved populations on behalf of the IL-NET work, I don't know what that looks like.

So as an upset limit, that's what we put in here.

What we expect to spend in this fiscal year is about $15,000 on nonprofit network for our strategic planning, but I am preparing an RFP right now to do some outreach and social media outreach to capture some of the $55,000 before September 30th hits.

So that we can possibly spend some of that money before September 30th.

So those are the two major line items that I wanted to bring to your attention.

And I want to kick it over to Yvonne, being part of that budget negotiation.

If there's anything else that you want to bring to everybody's attention.

>> CHAIR YVONNE FLEENER: I thought it went really well.

We did a lot better than we did the first time you and I negotiated together.

This time we went in with a little bit more confidence with our numbers and we just stayed quiet and let them review it and they seemed pleased.

Even Tina Fullerton was there which she wasn't last time.

>> STEVE LOCKE: Yeah.

>> CHAIR YVONNE FLEENER: It went well, and Steve did a great job walking them through it and I'm excited and I will do my best to have us spend every penny of that $75,000.

Because how great is it to have money to actually create some outreach plan and implement something that actually makes a difference? So, I'm excited about that.

Good job, Steve.

>> STEVE LOCKE: Thank you.

Any questions about the proposed budget that's going to be presented to the council on the 15th?

>> JAN LAMPMAN: I like it.

>> JAMIA DAVIS: Great job.

>> JAN LAMPMAN: Uh-huh.

>> VICE CHAIR WILLIAM HARRISON: Looks good.

>> CHAIR YVONNE FLEENER: Jan if you want to follow up with Steve and look at it more?

>> JAN LAMPMAN: He and I are going to meet up in the next couple of days and go over the financials, so I feel like I know where everything is.

>> STEVE LOCKE: Yep.

>> CHAIR YVONNE FLEENER: Good.

Strategic planning update.

Jamia and Jan are both on that committee but Jan, you weren't able to be there this last meeting.

We'll give a quick update.

Steve, do you want to share that?

>> STEVE LOCKE: Is this is the document that with got from Regina and the draft goals that we developed based on all the retreats that we've had and Yvonne, I don't know, do you want to go through all of this right now or?

>> CHAIR YVONNE FLEENER: I don't think so.

I think if -- but if you can share that tonight with the Executive Committee just so they can look at it in advance of the meeting.

I know it's going to go to everyone too.

But basically, combined the work we did at both retreats into three primary goals.

One is advocacy which is focused on education and helping people do system's change work.

And then the next one is education and empowerment.

Which is about -- we changed that to -- develop sustain and support a qualified diverse and effective membership for MI-SILC being and educating Council Members and promoting work throughout the state and the last is collaboration and outreach and that is a lot of what Jan talked about and building community partnerships and the network as we call it with other organizations that we can work with and advance our mission and our vision.

So --

>> STEVE LOCKE: I'll have Tracy send out that revised version to all of the Executive Committee Members tonight.

>> CHAIR YVONNE FLEENER: Yeah.

The other thing we did is, and Steve I don't know if you and I are going to trisubstituted double to clean those up more or if we will send them out.

Regina took our values.

One of the things I want to say about our goals is we did go back during the meeting and look at the survey results and the retreat results and made sure that -- okay did we miss anything big that people wanted to see, and I think we did a pretty good job of capturing it.

The other thing Regina did, she took the values that we had all come up with and she’d summarized them into five or six, I think.

She said it's not a finished product, but it's a really good start and so I'm hoping we can have some dialogue around that at the council meeting.

But that document -- do we have that handy, Steve? Or no?

>> STEVE LOCKE: I do.

I'm just pulling it up right now.

>> CHAIR YVONNE FLEENER: Okay.

>> STEVE LOCKE: Actually, the two she sent were just the draft goals that I'm looking at right now.

It does not have the values on there.

I do not have that particular document.

>> CHAIR YVONNE FLEENER: She sent that to us a while ago and so she probably didn't reattach it.

I can find it in email.

We'll send that one out too, so you can see them.

I'm sure there’s some wordsmithing that we need to do, but she did a pretty good job of summarizing our values and I think we're really close.

So yeah, that's kind of the strategic planning update.

I think that that committee that there is more work to do because now the fun part, right? Of actually developing the work plans and the measurements and the expectations so I think we can keep that committee going and work with Steve and Tracy on creating that, operationalizing it, ultimately operationalizing it is Steve and Tracy's job, but we have to meet and really view and see if there are thing inside there that we need to talk about.

So, I kind of jumped the gun on the slate of officers when I got on the call.

I just checked my phone, and I didn't hear anything back from Mindy.

So, I don't know.

She wasn't clear on how long she needs to take a leave of absence, so I would like to hear from her before we figure this out.

But if she says or we don't hear from her or she says no, I can't do that, Jan, are you interested in taking this on?

>> JAN LAMPMAN: Absolutely. All right.

Cool.

Once we figure that out, we will actually fix this.

>> JAN LAMPMAN: Okay.

>> CHAIR YVONNE FLEENER: If you haven't been part of the election process, there is a procedure on it in our information that really lays it all out, but we do -- I forget the name of it, but people can nominate from the floor.

>> STEVE LOCKE: Uh-huh.

>> CHAIR YVONNE FLEENER: So, we will present the slate of officers and I know that Jamia has reached out to council members to see if anyone is interested? Can you do that one more time?

>> JAMIA DAVIS: Yes.

>> JAN LAMPMAN: Why don't you do that again because I don't remember getting that.

>> JAMIA DAVIS: I think it was the end of August, but I'll send it out again.

>> JAN LAMPMAN: I didn't get that.

I don't know what was going on there but.

>> JAMIA DAVIS: Okay.

>> CHAIR YVONNE FLEENER: Send it out there and we will take nominations from the floor.

A little different than the past year.

Not since I've been involved, we haven't presented a slate.

So, we have had to line up people.

Will you nominate this person? The slate is helpful, but I want to make it clear anyone can nominate themselves or anyone can nominate themselves.

>> JAN LAMPMAN: Can the ex-officers or anyone from the community nominate?

>> CHAIR YVONNE FLEENER: I don't think so.

I think it's just council.

We elect our officers.

>> STEVE LOCKE: It's from the voting Council Members.

>> JAN LAMPMAN: Only voting Council Members can nominate.

>> CHAIR YVONNE FLEENER: I'll say that out loud so we're clear on it and remind people of the process.

I don't expect anyone to jump and put their hat in the ring at this point.

If they do, they do.

That's fine.

>> JAN LAMPMAN: Sure.

I'm just worry beside random numbers.

>> CHAIR YVONNE FLEENER: So, let me ask you this -- if we have the slate of officers and no one else says they're interested, can we vote on the slate as a whole or do we have to do each one individually? Bill, just said yes, we can instruct secretary to pass a unanimous ballot Fleener said, Robert's rules.

>> STEVE LOCKE: Thank you, Bill.

>> CHAIR YVONNE FLEENER: I can ask the Secretary to cast a unanimous ballot which we do out loud, right?

>> STEVE LOCKE: Uh-huh for the record.

>> CHAIR YVONNE FLEENER: So, we would do a motion.

>> JAN LAMPMAN: Okay.

>> STEVE LOCKE: I love technical people.

>> CHAIR YVONNE FLEENER: That's good because that will shorten the time.

>> JAN LAMPMAN: Right.

>> CHAIR YVONNE FLEENER: And just one other quick question, Bill, I'll I have your attention.

Can we still but not on the other ones can we do -- so if for some reason somebody does one for one of the information, but none of the others we can do all of those at one and do a --

>> JAN LAMPMAN: Separate.

Okay.

>> CHAIR YVONNE FLEENER: All right so that's it for the slate of officers.

So, is that the end of our agenda? Except for public comment? Oh, council meeting dates.

I sure hope we can get back in person.

>> JAMIA DAVIS: Me too.

>> TRACY BROWN: I was going to say the dates we picked were Wednesdays not knowing about COVID.

>> CHAIR YVONNE FLEENER: Yeah hmm.

>> JAN LAMPMAN: I was just going to say that Dow chemical -- they were supposed to go back in October, and they pushed the start time of gradual roll out to January, Wow.

Could we maybe just hold off on this and put January 19th and give people that first date and then the Executive Committee can take another look at this? Because yeah.

I mean so much can happen in those three months that -- because I obviously -- I would like to see us go back to Saturdays and we're doing this rotating CIL meeting or meeting at the CILs.

Like pick one in southeast Michigan and one on the west side and one in the UP and one in northern Michigan or the thumb area, Flint area.

Is it important Steve that we get this done at the September meeting?

>> STEVE LOCKE: We wanted to get this on our website and on our calendar and these can all be tentative for sure.

Because of the changing nature of the environment that we're in.

So, we could set these dates for right now and then modify them going forward.

Just as placeholders and then move them to Saturdays once we're able to start meeting in person.

But as a general calendar for September for the next fiscal year, we could set these temporarily, but we can modify those as we move forward through time as the situation develops.

>> CHAIR YVONNE FLEENER: Can we put that on the website and on this sheet that this is --

>> STEVE LOCKE: Subject to change.

>> CHAIR YVONNE FLEENER: Yeah, and we'll say because I'm on the MRS -- I forget the name of it but the MRS.

>> STEVE LOCKE: Rehab council?

>> CHAIR YVONNE FLEENER: Rehab council and they have set -- they met in person in August.

I wasn't there because I was at Camp Newaygo, but they said the Open Meetings act which allowed them to meet as a public body via phone that that has been removed so they had to meet in person.

So, I don't know if the State will reinstitute that or if we are in violation of the Open Meetings act doing this the way we're doing it.

But Steve and I talked about it and said the risk of meeting in person outweighs the risk of violating the public meetings at this point.

So that's -- it happened when the governor removed all the restrictions.

That was somehow a part of all of those restrictions was the sort of being able to bypass the Open Meetings act and meet via Zoom, so I don't think it was a very intentional removal.

I think it just got removed when all of the restrictions were removed.

>> STEVE LOCKE: Right.

>> CHAIR YVONNE FLEENER: That's where we're at on that.

Just a heads up that that may come up and we certainly don't want to be in violation, but we also need to keep people safe.

>> JAN LAMPMAN: Right.

>> STEVE LOCKE: So, we can publish these dates on our website as tentative dates and then as we move forward through time, the Council can decide if we're going to change the dates, if they're going to be a public meeting, if they're going to be on a specific or a different date.

But just as a general push out for the next fiscal year, establish these days and to put out there into the public, knowing that they may be -- they're going to be tentative.

>> CHAIR YVONNE FLEENER: Yeah.

>> STEVE LOCKE: Based on what happened.

>> CHAIR YVONNE FLEENER: Yeah, I just don't think four meetings a year in three hours is enough time for a council to really do work.

And so, either we need to meet more often, or we need to have longer meetings and doing more than three hours by phone.

>> STEVE LOCKE: Yes, I agree.

>> CHAIR YVONNE FLEENER: That's fine.

If it's important for you to get this out and have something out there, let's do it.

We can always add additional meetings if we need to.

>> STEVE LOCKE: Again, these are proposed meetings.

So, we're going to put those out there as our proposed meeting calendar subject to change.

>> CHAIR YVONNE FLEENER: Okay.

Sounds good.

>> CHAIR YVONNE FLEENER: Is there anyone on the call who would like to give public comment? Just wait a second in case someone has to -- turn on their video or -- is there anyone on the call who would like to give public comment? All right.

Can I get a motion to adjourn?

>> JAN LAMPMAN: So, moved this is Jan Lampman.

>> CHAIR YVONNE FLEENER: And a second.

>> VICE CHAIR WILLIAM HARRISON: I second.

>> CHAIR YVONNE FLEENER: All in favor say aye.

>> [In unison] Aye.

>> CHAIR YVONNE FLEENER: Opposed.

We're adjourned.