1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda
4. Approval of Minutes dated January 21 and February 11, 2015 (previously distributed)
5. Public Participation (five minutes maximum per speaker, or longer at the discretion of the Chairperson related only to issues contained on the agenda)
6. Update on Department of Community Corrections/Barbara Caskey, Director (attached) (Pretrial Data and Metrics, Changes from New Amendments to PA 511, 2014 Department Summary and 2015 Plans) (page 1)
7. Update on New Jail Feasibility Study/Sheriff Wickersham
9. Adopt Resolution Supporting the County’s Pursuit of the MacArthur Foundation’s Safety and Justice Challenge Grant and Committing to Support the Planning Process to Establish a New Jail Management Strategy (offered by Vosburg) (page 45)
10. New Business
11. Public Participation (five minutes maximum per speaker or longer at the discretion of the Chairperson)
12. Adjournment

MEMBERS: Vosburg-Chair, Marino-Vice-Chair, Brown, Carabelli, Duzyj, Flynn, Klinefelt, Mijac, Miller, Sabatini, Sauger, Smith and Tocco.
**Mission Statement**

Macomb County Community Corrections mission is to provide effective, local, community-based alternatives to incarceration that promote public safety, hold offenders accountable, and improve their ability to live lawfully and productively in the community.

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<td>586-469-6436</td>
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<tr>
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<td>Pre-Trial Specialists</td>
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Public Act 511

P.A. 511, also known as the Community Corrections Act, was established in 1988 to provide funds to local governments to develop community corrections programs. The purpose is to increase the range of sanctions and services available for non-violent felony offenders who would otherwise be incarcerated in state prisons or local county jails.

Funding for community corrections programming is provided through grants awarded by the State Community Corrections Advisory Board to local county governments. In order to apply for funding, local Community Corrections Advisory Boards (CCAB) must complete a yearly Comprehensive Plan and grant application. Local governments apply for grants by establishing community corrections advisory boards which develop comprehensive corrections plans. The plans identify local policies and practices, as well as programs and services which will help achieve their goals. Programs seeking funding must meet the criteria established by the local boards to reduce or curb commitments to state prisons and to increase the appropriate utilization of local jails. The State Community Corrections Board reviews the local comprehensive community corrections plans and applications then makes recommendations to the Director of the MDOC. The Director then makes the final grant award decision.

P.A. 511 Priorities

Awarded funds for P.A. 511 programming seek to address a number of priorities. These priorities include:

- Reducing prison commitment rates within each county.
- Effective utilization of available jail bed space within the Macomb County Jail.
- Building and encouraging stakeholder involvement in the development of the plan.
- Prioritizing offenders with higher levels of risk and need for programming that is grounded in evidence-based practices.
- Monitoring and evaluation of funded programming

Our role is to reduce the potential to re-offend and to support the safe and appropriate reintegration of offenders into our communities. A collaborative, community-based initiative, we emphasize comprehensive, integrated programs and services.
Macomb County Community Corrections Programs Overview

**PRETRIAL SERVICES**

**Pretrial Recommendations**
The Jail Population Specialists screen those arrested and booked into the jail to make recommendations to the court for release suitability in accordance with MCR 6.106 using the Michigan Risk Assessment Tool. They provide the court with unbiased and accurate information for court appearance where bond and/or conditions of release are being reviewed. Pretrial services provide background information on the arrestee that assists the court in making an informed decision regarding appropriate conditions of release. Pretrial supervision services may include the following programs.

**Pretrial Reporting**
As a condition of bond, the participant is required to in-person report or to telephone report weekly to a Community Corrections Case Manager. This weekly report allows the case manager to update information regarding the participant’s address and employment, monitor additional conditions set forth by the court, and remind the participant of upcoming court dates. Progressive sanctions of additional reporting will be enforced for non-compliance and the court is notified.

**DRC – Urinalysis and Breathalyzers**
The DRC drug testing program includes two available options: random twice weekly testing or every other day testing. The program is offered at different sites across the County and can be utilized for the duration of bond. When a participant fails to appear for a test, tests positive, or otherwise violates the program rules, graduated sanctions are applied and the court is notified. Participants must pay a fee for each test.

**DRC – Electronic Monitoring (Tether)**
The DRC Tether Program provides the court with electronic house arrest and alcohol monitoring systems for participants who require more intensive supervision while on bond. The program has three different units available: SCRAM Tether (24 hour alcohol monitor), home alcohol monitor unit, and electronic monitoring tether. The electronic monitoring program is self-pay. Limited funding is available for indigent participants as determined by Community Corrections.

**Bond Reviews**
The purpose of the bond review program is to identify, evaluate, and make alternative bond recommendations regarding inmates of the Macomb County Jail who are financially unable to post bond as originally set by the court. The evaluation process focuses on the inmate’s ties to the community, employment, jail behavior, the likelihood of making future court appearances, the risk of flight, and the risk to public safety if released on a reduced, personal or conditional bond.
THE MARCH PROGRAM  
(MACOMB’S ALTERNATIVE FOR REAL COMMUNITY HELP) & REGULAR COMMUNITY SERVICE

Community service work provides labor to non-profit community organizations and Macomb County agencies. The MARCH program is an intense, verified community service program where participants work 7-hour days at sites across Macomb County. The maximum number of days in the MARCH Program is 30. MARCH participants will be required to work additional days if they are unable to pay the $20 per day fee.

Regular community service is a referral and placement program where participants are given a community service site with paperwork for documenting their hours and are directed to provide documentation to their Probation Agent.

GENERAL SUBSTANCE ABUSE ASSESSMENT

The purpose of this service is to screen, assess, develop and implement individualized treatment plans for eligible participants with a substance abuse history. Community Corrections clinicians complete a comprehensive substance abuse assessment, including a bio-psycho-social history, substance abuse history, and risk/needs assessment, make recommendations to the court based on the results of the assessment, and enroll the participant in recommended programming if approved by the court. Participants may be recommended for community-based treatment, substance abuse testing, residential substance abuse treatment facilities, community service or other programming. Community Corrections Clinicians employ the Substance Abuse Subtle Screening Inventory (SASSI) to validate, diagnosis and provide clinical insight for recommendations, and also use the COMPAS Risk and Needs Assessment to identify core life areas that may need to be addressed as well as risks for non-compliance and recidivism. Recommendations and referrals are made based upon eligibility, appropriateness and availability; taking funding, location and transportation restrictions into account. These cases which are not considered jail diversions should be referred to CARE.

RESIDENTIAL SERVICES- FELONY VARIABLE LENGTH RESIDENTIAL TREATMENT

The program provides up to 90 days of residential substance abuse treatment at Salvation Army Harbor Light, SHAR Macomb, Community Programs Inc. (CPI) or other specialized programs. This program is for participants that are currently on Felony Probation with an SGL of at least 0-9 or felony probation violators with an SGL of 0-6 who would otherwise be facing a return to incarceration. The felony variable length residential treatment program is also for those who are incarcerated and can be released into programming as an alternative to jail if they have been sentenced to felony probation with an SGL of 0-9 or violators with an SGL of 0-6 or higher. Under state contract, this program may not accept misdemeanants.
**Residential Treatment-Other**

Community Corrections accesses 21-30 day residential treatment at the Salvation Army Harbor Light facility and Turning Point for misdemeanor probationers and felony probationers who are ineligible for RS beds based upon their SGL. For those who have health insurance coverage, release can be facilitated into insurance approved sites. In order to be eligible for placement into residential treatment through Community Corrections, referrals must be in lieu of a period of incarceration for those in the community or for those who can be released into programming as an alternative to jail. Due to the large number of referrals, there may be times when there is a wait list for these beds. Those cases, which are not considered jail diversions, should be referred to CARE.

**Residential -Relapse Intervention Program**

The program provides 12 days of residential relapse intervention substance abuse treatment at the Salvation Army Harbor Light for those who have recently relapsed and are facing a probation violation or who are currently incarcerated and had relapsed prior to jail. The program is designed to focus specifically on the individual reasons for relapse and work on developing and practicing coping strategies. Participants must have successfully completed a substance abuse treatment program within the last three years. The client’s residence/county does not exclude them from attending the Relapse Program.

**Felony Urinalysis also known as IUP (Felony cases only)**

Felony Urinalysis is a six-month long program that provides twice weekly randomly drug/alcohol screens for participants and reports results to the court and/or probation. If the participant has one or fewer violations, they are successfully completed after four-months. During the six months if the participant fails to appear to be drug and alcohol screened or tests positive for drugs/alcohol there are progressive program violations implemented. Progressive sanctions are as follows:

- First program violation is 3 days in jail (48 hours)
- Second program violation 5 days in jail (96 hours)
- Third program violation 10 days in jail (192 hours)
- The fourth program violation will result in termination from the program.

At any time while involved in the program the participant can be sent to inpatient treatment lasting from 12 days up to 90 days in lieu of a jail sanction. Participants are required to pay a fee of $10.00 per test.

**Please note that a case cannot be opened for IUP enrollment until the signed IUP order has been received by Community Corrections.**
**JAIL-BASED COGNITIVE REFLECTIVE PROGRAM (CRP)**

The Cognitive Reflective Program (CRP) is designed to provide court ordered participants alternatives to their self-destructive patterns of substance use and/or criminal behaviors. CRP is a problem solving program that incorporates cognitive restructuring and social skill techniques. The curriculum is comprised of sixteen sessions, two sessions per week, with lessons on understanding self destructive thinking patterns and how it controls our actions, finding alternatives, how to appropriately interact with others and utilize new techniques to problem solve difficult situations. CRP is an eight-week open-ended program consisting of groups and individual sessions. It is recommended the court order include that the offenders be released from Macomb County Jail and the balance of jail time waved upon successful completion of CRP.

**COMMUNITY-BASED COGNITIVE RESTRUCTURING (COG)**

Outpatient cognitive restructuring is a community-based didactic program held once weekly for 16 weeks which combines substance abuse education with redirection of criminal thought processes. The objective is to reduce both substance abuse and criminal activity that results from faulty decision making by participants.

**DUAL DIAGNOSIS PROGRAM /MENTAL HEALTH JAIL REDUCTION PROGRAM**

The Dual Diagnosis/Mental Health Jail Reduction Programs are designed to fill a shortfall in local services by providing treatment and case management to offenders who have both substance abuse and mental health issues. Traditionally, it has been difficult to place these individuals in treatment programs, because of the complexities of dealing with their combinations of issues. Participants can be felons or misdemeanants who have a primary diagnosis of substance abuse and a secondary diagnosis of a mental health disorder. Offenders whose primary diagnosis is a severe and persistent mental illness (e.g. schizophrenia) can be referred to the Community Mental Health (CMH) Jail Diversion program. The Dual Diagnosis Program focuses on those participants in the community who are supervised on probation. The Mental Health Jail Reduction Program focuses on those who are incarcerated and assists in transition from jail to the community and providing resources and access to treatment upon release. After referral and assessment for appropriateness, a request will be made to the court for early release in lieu of jail into various residential facilities or intensive outpatient treatment. While involved in this program offenders are seen by a contracted psychiatrist, provided with medication assistance, assisted with housing costs and transportation and participate in random testing.
**Alcohol Intensive Monitoring (AIM)**

This program specifically targets alcohol-related offenders. The target group is Sentenced OUIL-3rd offenders with a sentencing guideline (SGL) is in the intermediate or straddle cell range. Community Corrections will conduct a screening on individuals charged with an alcohol-related offense and send informational reports to the Judge recommending options for a conditional bond or conditional release. Those will include but are not limited to alcohol monitoring, substance abuse testing, tether, weekly reporting to Community Corrections, community service through the MARCH program, SCRAM units, outpatient and inpatient treatment.

**Opiate Specific Education Group (OSEG)**

The eight week Opiate Specific Education Group (OSEG) was developed as a specialized program to target those with a history of opiate use and is geared specifically to these high risk behaviors. Topics covered include the pros and cons of methadone, suboxone and harm reduction. This group is ideal for opiate addicts in the community that have demonstrated the ability to remain drug free in conjunction with drug testing. It also offers the opportunity to attempt to remain drug-free while in the community. If a participant is unable to do so, alternative treatment options are explored which may include residential treatment placement and/or referrals to the appropriate agencies for treatment follow-up.

**Marijuana Specific Education Group (MSEG)**

The eight week Marijuana Specific Education Group (MSEG) is an education group targeted to participants whose primary substance use is marijuana or those with multiple possession/use of marijuana charges. Topics covered include motivation to use, harm reduction strategies, support systems, and relapse prevention skills. Similar to the opiate focused group, the MSEG offers participants an opportunity to remain drug free in the community but if they are unable to do so, alternative treatment options are available.
Community Corrections

Pretrial Services
2014 Objectives Met

- Policy and procedures manual
- Staff Training
- Quality Assurance
- Collaboration with MCOSA
- Focus on pretrial services
  - Increase communication with Courts
  - Establish relationship with 41-A District Court
  - Focus efforts at pre-arrainment to make the most impact
  - Tracking of success on bond to evaluate methods of supervision
2015 Objectives

- Continue focus on pretrial to impact jail overcrowding, decrease recidivism, and provide much needed information to the Courts at time of arraignment
- Reach out to District Courts to collaborate on pre-arraignment assessments and recommendations for release
- Emphasis on staff training
- Adapt to revised P.A. 511 requirements updated Dec 2014
Purpose of Pretrial

To identify
- Low risk defendants who can be safely released into the community with limited or no conditions
- Moderate and higher risk defendants whose risk can be minimized by using appropriate release conditions
- Highest risk where no conditions can reasonably assure public safety or appearance
Purpose of Pretrial

- Currently pre-sentenced population between 42% and 48%
- Using evidence based, objective tools to gauge risk, recommend appropriate conditions and to reduce the occurrence of failure to appear or new criminal activity while on bond.
- Impacts jail bed space, success of offenders on bond, likelihood of future recidivism, and outcomes of cases
- Allows defendants to remain in a stable environment with employment, family, finances, education, treatment services for MH, SA and medical concerns.
EVIDENCE BASED RISK FACTORS

Factors proven to be associated with higher risk of failure to appear and non-compliance.

- Primary Charge Type
- Released Pending Trial at time of arrest
- Criminal History
- Two or more Failure to Appear
- History of Violent Convictions
- Length at Current Residence
- Employed/Primary Caregiver
- History of Drug Abuse
RESEARCH

• Defendants detained for the entire pretrial period were over 4x more likely to be sentenced to jail and over 3x more likely to be sentenced to prison. Those sentences were also significantly longer, more than 2x as long for those sentenced to prison.

*Arnold Foundation Research Summary, www.arnoldfoundation.org/research/criminaljustice for full report
RESEARCH

• Moderate and high risk defendants who received pretrial supervision were significantly more likely to appear for their day in court than those who were unsupervised.

*Arnold Foundation Research Summary, www.arnoldfoundation.org/research/criminal justice for full report
• When held 2-3 days, low-risk defendants are almost 40% more likely to commit new crimes before trial than equivalent defendants who were held no more than 24 hours.
• When held 8-14 days, risk increases to 51%.
• The increase for failure to appear for court also increases relevant to the length of time incarcerated.
• There is also a significant increase for moderate risk defendants.

*The Hidden Costs of Detention, Lowenkamp, VanNostrand, and Holsinger, November 2013
~ Civil Service Commission ~
Macomb County Sheriff’s Office

2014
ANNUAL REPORT

Prepared by:
Macomb County Civil Service Commission
40 North Main Street
Mount Clemens, Michigan 48043
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December 18, 2014

Dear Mark Hackel, Macomb County Executive and Macomb County Board of Commissioners:

In accordance with the Public Act 298 of 1966, the Macomb County Civil Service Commission is submitting to the County Executive and the Honorable Board and to the people of Macomb County its 2014 Annual Report, setting forth the various activities of the Civil Service Commission during the year ending December 31, 2014.

The Civil Service Commission extends its sincere appreciation at this time to the County Executive and the members of the Board of Commissioners, Sheriff’s Office, the officials and employees of the County and all others who have given their cooperation and assistance to this Commission in carrying out the various phases of its personnel program. It especially wishes to thank those who served as members of its examining boards or as collaborators in connection with the preparation of examinations and classification studies.

The understanding and support of such persons and their interest and cooperation have been vital factors in making the Civil Service Commission’s accomplishments possible.

Sincerely,

MACOMB COUNTY CIVIL SERVICE COMMISSION

Robert Stanley, Chairman

Diane McGee, Vice-Chairperson

DATED SIGNED

Carmella Sabaugh
Macomb County Clerk
2014 MACOMB COUNTY
CIVIL SERVICE COMMISSIONERS

Chairman, Robert Stanley   Elected   1/01/13 to 12/31/18

Vice-Chair, Diane McGee    Appointed  1/01/12 to 12/31/17

Vacant (OCE Appointed Republican)  Appointed  Term expires 12/31/2020

HISTORY

On November 8, 1966, the electorate of the County of Macomb voted 61,903 to 30,324 to adopt the following proposition:

Shall Act No. 298 of the Public Acts of 1966, entitled, “An Act to establish and provide a Board of Civil Service Commissioners for Sheriff’s Departments in certain counties, to provide a civil service system based upon examination and investigation as to merit, efficiency and fitness for appointment, employment and promotion of all officers and men appointed in the department; to regulate the transfer, reinstatement, suspension and discharge of said officers; and to provide for referendums,” be adopted.

Act 298 of 1966 is the Commission’s “Bible”. It spells out their responsibilities and authority. (Statute Attached, pgs. 11-17)

Besides the Act itself, on April 22, 1968, the Commission adopted a set of Rules & Regulations, which is adhered to.
CLASSIFICATION PLAN

At the inception of Civil Service at the Macomb County Sheriff's Office in 1966, the original Civil Service Commission requested a survey be made by the staff of the State Department of Civil Service and the Sheriff's Office. The result of many hours of research and compilation was a plan that was adopted and used by all Civil Service Commissions to date.

The Civil Service Commission's classification plan facilitates and conducts all phases of personnel administration at the Macomb County Sheriff's Office on a systematic and equitable basis. It serves as a basis for the development of a comprehensive personnel program by the Civil Service Commission. By emphasizing an impartial approach, the classification plan promotes professionalism and serves as a safeguard against favoritism.

The plan is a system of identifying and describing different kinds of work and grouping like positions under common job titles. One of the key features is its portrayal of relationships among positions and classes within the system for which it has been developed.

The Commission has specifications for various classifications within the Sheriff's Office. Classifications are changed on an ongoing basis as the work detail changes.

Effective May 28, 2003, the Civil Service Commission no longer accepts applications for AFSCME and UAW clerical positions within the Sheriff's Office. All clerical positions are posted through the Human Resources Department. Once a clerical position closes, the Macomb County Human Resources Department compiles a list of applicants based on the respective labor agreements. It becomes the responsibility of Human Resources to do all screening for clerical applicants. The list is then forwarded to the Civil Service Commission to be certified at the next available meeting.
MEETINGS

Effective October 8, 2014, the Civil Service Commission meetings were changed from monthly to bi-monthly due to the increase of hiring at the Sheriff’s Department. Meetings are to be held at 9:00 a.m. on the second Wednesday of each month in the County Clerk’s Office on the 1st floor of the Circuit Court Building in the Clerk’s Conference Room. These meetings are open to the public.

Regular Meetings .................. 14
Special Meetings .................. 4
Job Fair .................................. 0
Educational Seminar .............. 0
Appeal Hearings/Letters ..... 10
   - Disciplinary (0)
   - Testing (10)

EXAMINATIONS

OPEN COMPETITIVE: All examinations authorized by the Civil Service Commission include one or more types of tests. The type of tests to be used in a given examination depends upon the qualifications for the position. The Macomb County Human Resources Department and Empco, Inc. administer the examinations. A member of the Civil Service Commission monitors all oral interviews and written examinations.

Testing consists of outside written examinations to measure information or aptitude and oral interviews to evaluate personality and adaptability to the position being sought. A medical examination and psychological evaluation are important components of the testing process.
ERGOMETRICS DISPATCHER TESTING

The Ergometrics dispatch video testing system uses the latest technology to capture the multi-tasking aspect of emergency communications. This test consists of 30-32 multiple choice questions in which the applicants must listen and analyze important information, while taking notes, and decide the best way to respond to the situations. This video test shows scenes from a typical but fictitious emergency communications center and tests applicants’ cognitive abilities such as their decision-making and multi-tasking skills.

In 2002, the Sheriff’s Office and the Human Resources Department researched several testing options to determine the best testing system available. In December 2002, the Ergometrics dispatch test was given to the current dispatchers to determine the correlation between the material being tested and the essential functions of the Dispatcher position. After this validation study was completed, the Civil Service Commission implemented this test. The Dispatcher job description was revised as of March 13, 2003 to reflect the testing requirement changes.

In July of 2014, Ergometrics updated the dispatcher video test to a National version. This version includes a video simulation test which shows potential Dispatchers what it would be like on the job. The testers have to decide which patrol cars to dispatch to the call location.

Successful dispatcher applicants must have a minimum score of 25 words per minute on the general typing test and a passing score of 70% on the Ergometrics dispatch video test. Applicants who successfully meet the testing requirements are placed on a 2-year dispatcher eligibility list.

Due to increased demand for dispatchers, the Civil Service Commission changed the dispatcher typing tests from bi-annually to monthly. Effective June, 2010 dispatcher video tests were changed to bi-annually; however, for Calendar Year 2014, the Commission conducted seven (7) dispatcher video tests due to the increased demand for dispatchers.

The table below shows the statistics for all seven Ergometrics tests administered in 2014. The first set of numbers is before the update.

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<th>No. of Applicants Passed</th>
<th>No. of Applicants Failed</th>
<th>No. of Applicants Failed to Appear</th>
<th>Percentage of Applicants that passed</th>
<th>Average scores of CallTaker Video Test</th>
<th>Average scores of CallTaker Notes Test</th>
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<td></td>
<td>This percentage rate is lower than expected average passing rates when using the CallTaker and Notes tests only.</td>
<td>Slightly above average based on National Norm</td>
<td>Poor based on National Norm</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>17</td>
<td>13</td>
<td>5</td>
<td>48.6%</td>
<td>64%</td>
<td>68.4%</td>
<td>80.5%</td>
<td>72.74%</td>
</tr>
<tr>
<td></td>
<td>The percentage is slightly lower than would be expected based on National Norms.</td>
<td></td>
<td>This percentage is above National Norms.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7
PROMOTIONAL TESTING

A departmental or promotional examination consists of a written examination and oral interviews. There are two oral interviews: one conducted by personnel from within the Sheriff's Office and the second by law enforcement personnel from outside the Macomb County Sheriff's Office jurisdiction.

The Civil Service Commission uses Empco, Inc. for promotional testing. A new contract was negotiated in 2009 that is in effect from November 1, 2009 through December 31, 2014. Under the contract, Empco will develop each promotional examination consisting of 100 multiple choice questions. Fifty percent of the questions will be from local content and Fifty percent from national law enforcement test books chosen by the Sheriff's Office. Empco provides the necessary number of exams, answer bubble sheets, pencils and a proctor for each exam. They will also score each exam – usually within 48 hours. As a result of this change, the Civil Service Commission saved the County money. The new rate is $2100 per exam, plus $21.00 per candidate, plus $300 proctor fee and mileage for the proctor at the current rate per mile. The Civil Service Commission can cancel this agreement at any time.

An agreement was ratified on June 14, 2004 between the POLC – Command Officers bargaining unit and the County of Macomb with respect to Article 10 of the Collective Bargaining Agreement. The testing processes for promotion from Sergeant to Lieutenant and for promotion from Lieutenant to Captain have been eliminated. Those promotions are to be made at the discretion of the Sheriff.

Effective October 12, 2005, the Civil Service Commission approved emailing of notifications to employees for promotional testing.

Effective April 28, 2010, the Civil Service Commission approved that in order for a candidate to be eligible to take promotional testing, they must meet qualifications established by contractual language one (1) day prior to the date of the promotional posting.

Effective October 17, 2011 an agreement was ratified between the POLC – Command Officers bargaining unit and the County of Macomb to eliminate the testing process for promotion from Sergeant 1 to Sergeant. These promotions are to be made at the discretion of the Sheriff.

On October 17, 2013 the position of Communications Administrator was approved in the Macomb County Sheriff's Office within the COAM - Command Officers bargaining unit.

**Written and Oral Examinations:** (Exams conducted in even years only)

- Corrections Sergeant 1
- Law Enforcement Sergeant 1
# STATISTICS FOR 2014

## PROMOTIONS:

<table>
<thead>
<tr>
<th>Position Promoted</th>
<th>Promoted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Captain to Chief of Staff</td>
<td>0</td>
</tr>
<tr>
<td>Lieutenant to Captain</td>
<td>0</td>
</tr>
<tr>
<td>Sergeant promoted to Lieutenant</td>
<td>1</td>
</tr>
<tr>
<td>Sergeant-1 promoted to Sergeant</td>
<td>1</td>
</tr>
<tr>
<td>Deputy promoted to Sergeant-1</td>
<td>1</td>
</tr>
<tr>
<td>Dispatcher Supervisor to Communications Administrator</td>
<td>0</td>
</tr>
<tr>
<td>Dispatcher to Dispatcher Supervisor</td>
<td>2</td>
</tr>
<tr>
<td>Corrections Officer promoted to Deputy</td>
<td>11</td>
</tr>
</tbody>
</table>

**TOTAL PROMOTED**  
16

## DEMOTIONS:

<table>
<thead>
<tr>
<th>Position Demoted</th>
<th>Demoted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deputy demoted to Corrections Officer</td>
<td>0</td>
</tr>
</tbody>
</table>

## PHYSICALS / PSYCHOLOGICALS

<table>
<thead>
<tr>
<th>Exam Type</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Examinations</td>
<td>60</td>
</tr>
<tr>
<td>Psychological Evaluations</td>
<td>57</td>
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## NEW HIRES:

<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Correction Officers</td>
<td>19</td>
</tr>
<tr>
<td>Dispatchers</td>
<td>22</td>
</tr>
</tbody>
</table>

**TOTAL HIRED**  
41

## RETIRED / RESIGNED / TERMINATED / LAYOFFS/WITHDREW

<table>
<thead>
<tr>
<th>Type</th>
<th>Count</th>
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<tbody>
<tr>
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</tr>
<tr>
<td>Resigned</td>
<td>09</td>
</tr>
<tr>
<td>Terminated</td>
<td>03</td>
</tr>
<tr>
<td>Lay off / Bump</td>
<td>0</td>
</tr>
<tr>
<td>Deceased</td>
<td>0</td>
</tr>
<tr>
<td>Withdrew</td>
<td>08</td>
</tr>
</tbody>
</table>
APPLICATIONS

Effective September 28, 2006, the Civil Service application packet was placed on the Internet and fax-on-demand. The Civil Service application can be downloaded from the web site at www.macombcountymi.gov/clerksoffice and also from the Sheriff’s web site at www.macomb-sheriff.com. An application packet can also be requested through fax-on-demand by calling 1-888-99-CLERK (1-888-992-5375) and requesting document #2700.

All mandatory requirements for processing an application must be met or the application is rejected. Effective February 9, 2006 the Civil Service Commission approved a request to add a resume and letter of interest to the list of materials to be submitted with an application. This would help in expediting the process of reviewing applications for positions.

Effective March 1, 2013 the MSCTC – Michigan Sheriff’s Coordinating Training Council mandated all Local Corrections Officers must pass the MSCTC Reading and Writing Examination developed by EMPCO at the time the application is submitted.

Beginning March 1, 2014, each local corrections officer candidate is required to demonstrate their physical ability by successfully completing the Michigan Sheriffs’ Coordinating and Training Council (MSCTC) Local Corrections Officer Physical Ability Test (LCOPAT) before being hired as a local corrections officer. No other physical fitness/physical ability test will meet the requirements. The test results of the LCOPAT are valid for one (1) year from successful completion of the test.

The following breakdown indicates the number of applications accepted in 2014 and approved for eligibility lists.

Corrections Officers........................................ 92
Dispatchers............................................. 59

TOTAL ACCEPTED IN 2014: .......................... 151
CIVIL SERVICE COMMISSION
Act 298 of 1966

AN ACT to establish and provide a board of civil service commissioners for sheriffs' departments in certain counties; to provide a civil service system based upon examination and investigation as to merit, efficiency and fitness for appointment, employment and promotion of all officers and men or women appointed in the departments; to regulate the transfer, reinstatement, suspension and discharge of said officers; to provide for referendums; and to prescribe penalties and provide remedies.


The People of the State of Michigan enact:

51.351 Civil service commission for sheriffs' departments in counties over 400,000; creation; applicability of act.
Sec. 1. Within 30 days after this act shall take effect there may be created a civil service commission in sheriffs' departments in all counties containing not less than 400,000 population, except that this act shall not apply in counties where the provisions of Act No. 370 of the Public Acts of 1941, as amended, being sections 38.401 to 38.428 of the Compiled Laws of 1948, are in force.

51.352 Civil service commission; membership, appointment, terms; president, term.
Sec. 2. The civil service commission shall consist of 3 members, 2 of whom shall be appointed by the board of supervisors, 1 to be appointed for 2 years and 1 to be appointed for 6 years. The third member of the commission shall be elected by the members of the sheriff's department and he shall serve for a period of 4 years from the date of his appointment; a majority vote of the members of the sheriff's department shall be necessary to select such member. Thereafter, all appointments shall be made for a period of 6 years each; each commissioner shall serve until his successor is appointed and qualified by the appointing power hereinbefore designated.
The commission shall elect one of their number to act as president of the commission, who shall serve for 1 year.

51.352a Commissioners; compensation.
Sec. 2a. Each commissioner may receive compensation for each day's service and such necessary expenses and mileage as may be incurred in the actual performance of his duties, as fixed by the county board of commissioners. In no event shall compensation be paid or allowed for more than 30 days in any 1 year.

51.353 Civil service commission; members, qualifications; holding other office prohibited; political affiliations.
Sec. 3. No person shall be appointed a member of the commission who is not a citizen of the United States and an elector of the county for a period of at least 3 years
immediately preceding his appointment. No commissioner shall hold any other elective office, place or position under the United States, state of Michigan, or any city, county or other political subdivision thereof; nor shall any commissioner serve on any political committee or take any active part in the management of any political campaign. Not more than 2 of the commissioners, at any one time, shall be adherents of the same political party.


51.354 Civil service commission; vacancies; removal.

Sec. 4. In event that any commissioner ceases to be a member thereof by virtue of death, removal or other cause, a new commissioner shall be appointed to fill out the unexpired term within 10 days after the vacancy occurs. The appointment shall be made by the body who in the first instance appointed the commissioner who is no longer a member of the commission. The board of supervisors may remove any commissioner for incompetency, dereliction of duty, malfeasance in office or any other good cause, which shall be stated in writing and made a part of the records of the commission. A copy of the removal shall be served on the commissioner forthwith. Once the board has removed any commissioner, the removal shall be temporary only and shall be in effect for a period of 10 days. If at the end of 10 days the commissioner fails to make answer thereto, he shall be deemed removed; otherwise the board shall file in the circuit court a petition setting forth in full the reason for the removal and praying for the confirmation by the circuit court of the action of the board in removing the commissioner. A copy of the petition, in writing, shall be served upon the commissioner so removed simultaneously with its filing in the circuit court and shall have precedence on the docket of the court and shall be heard as soon as the removed commissioner shall demand. All rights hereby vested in the circuit court may be exercised by the judge thereof during a vacation. If no term of court is being held at the time of filing of the petition, and the judge thereof cannot be reached in the county wherein the petition was filed, the petition shall be heard at the next succeeding term of the circuit court, whether regular or special, and the commissioner so suspended shall remain suspended until a hearing is had upon the petition of the board. The court, or the judge thereof, in vacation, shall hear and decide upon the petition. The contestant against whom the decision of the court or judge thereof, in vacation, shall be rendered, shall have the right of appearing in person and by counsel and presenting his defense and to petition the supreme court for a review of the decision of the circuit court, or the judge thereof in vacation, as in chancery cases. If the board fails to file this petition in the circuit court within 10 days after the removal of the commissioner, he shall immediately resume his position as a member of the civil service commission.


51.355 Civil service commission; clerk.

Sec. 5. The county clerk shall be clerk of the civil service commission and shall supply to the commission without extra compensation all necessary clerical and stenographic services for the work of the civil service commission.


51.356 Sheriff’s department; incumbents, eligibility to permanent appointment under civil service.
Sec. 6. For the benefit of the public service and to prevent delay, injury or interruption therein by reason of the enactment of this act, all persons holding a position in the sheriff's department, except the sheriff and undersheriff, when this act takes effect, who shall have served in such position for a period of at least 6 months last past continuously, are hereby declared eligible for permanent appointment under civil service to the offices, places, positions or employments which they shall then hold, respectively, without examination or other act on their part, and not on probation; and every such person is hereby automatically adopted and induced permanently under civil service into such office, place, position or employment which such person then holds as completely and effectually to all intents and purposes as if such person had been permanently appointed thereto under civil service after examination and investigation. Any employee with less than 6 months' service shall be classed as a probationer under this act.


51.357 Sheriff's department; appointments, reinstatements, promotions and discharges subject to act; exceptions.

Sec. 7. After the date this act takes effect, appointments to and promotions in sheriffs' departments subject to this act shall be made only according to qualifications and fitness to be ascertained by examinations, which shall be competitive, and no person shall be appointed, reinstated, promoted or discharged as a member of the department regardless of rank or position, in any manner or by any means other than those prescribed in this act. The positions of undersheriff and departmental heads are exempt from the operation of this act, and the sheriff shall have the sole power and authority to fill such positions.


51.358 Civil service commission; aid from board of supervisors and department heads; offices, supplies.

Sec. 8. It shall be the duty of the board of supervisors and heads of departments to aid the civil service commission in all proper ways in carrying out the provisions of this act, to allow the reasonable use of public buildings, and to cause suitable and convenient rooms and accommodations to be assigned and provided and furnished, heated and lighted for carrying on the work and examinations of the civil service commission, and in all proper ways to facilitate the same. The civil service commission may order from the proper authorities the necessary stationery, postage stamps, official seal and other articles to be supplied, and the necessary printing to be done, for its official use.


51.359 Civil service commission; powers and duties.

Sec. 9. The civil service commission, within the terms of this act, shall:

(1) Adopt and enforce rules and regulations for carrying into effect the provisions of this act. All rules so prepared may be added to, amended or rescinded.

(2) Keep minutes of its own proceedings and records of its examinations and other official actions. All recommendations of applicants for office, received by the commission or by any officer having authority to make appointments to office, shall be kept and preserved for a period of 10 years; and all such records, recommendations of former
employers accepted, and all written causes of removal, filed with it, subject to reasonable regulation, shall be open to public inspection. It shall keep a roster of the members of the department, together with a record of service, military or naval experience, file statements on all matters relating to the character and quality of the work done and the attitude of the individual to his work and such other matters as may have a bearing on promotion, transfer or discharge.

(3) Make investigations concerning all matters touching the enforcement and effect of the provisions of this act and the rules and regulations prescribed thereunder, and concerning the action of any examiner or subordinate of the commission or any person in the public service in respect to the execution of this act; and in the course of such investigations any commissioner may administer oaths and affirmations and take testimony.

(4) Make an annual report to the board of supervisors showing its own action, and rules and regulations with all exceptions thereto in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishments of the purpose of this act. The reports shall be available for public inspection 5 days after the same shall have been delivered to the board of supervisors.


51.360 Civil service examination; application; filing; contents; forms; certificates; grounds for refusing to examine or certify applicant; hearing; review; physical examination; age; residence; reinstatement.

Sec. 10. (1) The civil service commission shall require an individual applying for admission to an examination provided for under this act or under the rules of the commission to file in its office, within a reasonable time prior to the proposed examination, a formal application in which the applicant shall state under oath or affirmation all of the following:

(a) Full name, residence, and post office address.
(b) Citizenship, age, and the place and date of birth.
(c) Health and physical capacity for the position for which the applicant is applying.
(d) Each residence and business or place of employment for not less than the previous 3 years. The commission shall establish educational requirements, but the requirements shall not call for less than an eighth grade education.

(f) Other information as may reasonably and legally be requested regarding the applicant's qualifications and fitness for the position for which the applicant is applying.

(2) Blank forms for applications shall be furnished by the commission, without charge, to all persons requesting an application. The commission may require, in connection with the application, certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service requires. The commission may refuse to examine an applicant or, after examination, to certify as eligible an applicant who fails under any of the following disqualifications:

(a) Lacks any of the established preliminary requirements for the examination or position of employment for which the applicant applied.
(b) Is so physically disabled as to be rendered unfit for the performance of the duties of the position to which the applicant seeks appointment.
(c) Is a habitual user of intoxicating liquors or an illegal user of 1 or more controlled substances. (d) Has been found guilty of a crime.

(e) Has been dismissed from the public service for delinquency or misconduct.

(f) Has made a false statement of any material fact, or practiced or attempted to practice a deception or fraud in the application, in the examination, or in securing eligibility.

(g) Refuses to comply with the rules and regulations of the commission.

(3) If any applicant feels aggrieved by the action of the commission in refusing to examine the applicant or, after an examination, to certify the applicant as eligible, the commission, at the request of the applicant, shall appoint a time and a place for a public hearing, at which time the applicant may appear, personally or with counsel, and the commission shall then review its refusal of examination or certification, and testimony shall be taken. The commission shall subpoena, at the expense of the applicant, any competent witnesses requested by the applicant. After review, the commission shall file the testimony taken in its records and shall again make a decision, which decision shall be reviewable on writ of certiorari.

(4) Prior to taking the examination, all applicants for any position in the department shall undergo a physical examination, which may be performed by a licensed physician, a licensed physician's assistant, or a certified nurse practitioner but shall be conducted under the supervision of a commission composed of at least 2 physicians appointed to the commission by the board of supervisors. The commission shall certify that an applicant is free from any bodily or mental defects, deformity, or diseases that might incapacitate the applicant from the performance of the duties of the position desired. Applications will not be accepted if the person applying is less than 18 years of age and has not been a resident of this state for at least 1 year prior to the application for any position in the department. If any applicant has formerly served in the department of the county to which the application is made for a period of more than 10 years, has resigned from the department at a time when there were no charges of misconduct or other misfeasance pending against the applicant within a period of 2 years next preceding the date of his or her application, and is a resident of that county, then that applicant is eligible for reinstatement at the discretion of the civil service commission. The applicant, providing his or her former term of service so justifies, may be reappointed to the department without examination other than a physical examination. If an applicant is reinstated to the department, the applicant shall be the lowest in rank in the department next above the probationers of the department. This subsection does not require new or additional third party reimbursement or worker's compensation benefits for services rendered.


Compiler's note: Following subdivision (1)(d), the subdivision labeled "(f)" evidently should be labeled "(e)".

51.361 Civil service commission; rules and regulations for examinations.

Sec. 11. The civil service commission shall make rules and regulations providing for examinations of positions in the departments under this act, for appointments and for such other matters as are necessary to carry out the purposes of this act.
51.362 Civil service employees; tenure; removal, discharge, reduction or suspension, procedures.

Sec. 12. The tenure of everyone holding an office, place, position or employment under the provisions of this act shall be only during good behavior and efficient service; and any such person may be removed or discharged, suspended without pay, or deprived of vacation privileges or other special privileges by the appointing officer for incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment to the public, neglect of duty, violation of the provisions of this act or the rules of the commission, or any other failure of good behavior, or any acts of misfeasance, malfeasance or nonfeasance in office. No member of any department within the terms of this act shall be removed, discharged, reduced in rank or pay or suspended, or otherwise punished, except for cause, and in no event until he shall have been furnished with a written statement of the charges and the reasons for such actions. All charges shall be void unless filed within 90 days of the date of the violation. In every case of charges having been made, a copy of the statement of reasons therefor and the answer thereto, if the person sought to be removed desires to file such written answer, shall be furnished to the civil service commission and entered upon its records. The answer shall be filed by the member within 5 days after service of the charges upon him. If the person sought to be removed or reduced shall demand it, the civil service commission shall grant him a public hearing, which hearing shall be held within a period of 10 days from the filing of the charges in writing and a written answer thereto. Pending the period between the making of the charges as a basis for removal and the decision thereon by the commission, the member shall remain in office, but shall be suspended from duty without pay. At the hearing the burden shall be upon the person sought to be removed to prove that the removal is not justified. If the civil service commission shall determine that the action of the removing officer was not justified, then the person sought to be removed shall be reinstated with full pay for the entire period during which he may have been prevented from performing his usual employment, and no charges shall be officially recorded against his record. A written record of all testimony taken at such hearings shall be kept and preserved by the civil service commission, which record shall be sealed and not be available for public inspection, if no appeal is taken from the action of the commission. If the civil service commission sustains the action of the removing officer the person removed shall have an immediate right of appeal on certiorari to the circuit court of the county. The appeal shall be taken within 90 days from the entry by the civil service commission of its final order. Upon such an appeal being taken and docketed with the clerk of the circuit court, the circuit court shall proceed to hear the appeal upon the original record taken therein and no additional proof shall be permitted to be introduced. The circuit court's decision shall be final, saving to the employee, however, the right to petition the Supreme Court for a review of the court's decision. The removing officer and the person sought to be removed at all times, both before the civil service commission and upon appeal, may employ counsel to represent either of them before the civil service commission and upon appeal.
If for any reason of economy it shall be deemed necessary by any county to reduce the number of paid members of any department, then the county shall follow the following procedure:

The removals shall be accomplished by suspending in numerical order, commencing with the last man appointed to the department, all recent appointees to the department until such reductions shall have been accomplished. If the department again is increased in number to the strength existing prior to the reduction of members, the members suspended last under the terms of this act shall be first reinstated before any new appointments to the department shall be made.


51.363 Civil service examinations, obstructing right to examination or registration, unlawfully furnishing information or impersonating others; penalty.

Sec. 13. Any commissioner or examiner or any other person who shall wilfully, by himself or in cooperation with 1 or more persons, defeat, deceive or obstruct any person in respect to his right of examination or registration according to this act or to any rule or regulation prescribed pursuant thereto, or who shall wilfully or corruptly furnish to any person any special or secret information, for the purpose of either improving or injuring the prospects or chances of appointment of any person so examined, registered or certified or to be examined, registered or certified, or who shall impersonate any other person, or permit or aid in any manner any other person to impersonate him in connection with any examination or registration, or application or request to be examined or registered, shall be deemed guilty of a misdemeanor.


51.364 Appointment or selection contrary to rules; refusal to comply with or violates act; penalty.

Sec. 14. Whoever makes an appointment to office, or selects a person for employment contrary to the provisions of the rules and regulations as adopted under the authority of this act, or wilfully refuses or neglects otherwise to comply with or conform to any of the provisions of this act, or violates any of such provisions, shall be deemed guilty of a misdemeanor. Misdemeanors under the provisions of this act shall be punishable by a fine of not less $100.00 nor more than $1,000.00, or by imprisonment in a state prison for a term not exceeding 2 years, or by both fine and imprisonment in the discretion of the court.


51.365 Civil service commission; definitions.

Sec. 15. As used in this act:
(1) "Commission" means the civil service commission herein created.
(2) "Commissioner" means any one of the 3 commissioners of that commission.
(3) "Appointment" means all means of selection, promotion, appointing or employing any person to hold any office, place or position of employment subject to civil service.


51.366 Act effective upon approval by electors; petition; ballot; form; referendum.
Sec. 16. (1) This act shall not take effect in any county until approved by a majority of the electors voting on the question at an election at which the question of adoption of this act for that county is properly submitted.

(2) The board of supervisors, by resolution, shall submit the question to the electors at any regular election upon the filing of a petition requesting the submission of the question with the board signed by registered electors of the county equal to not less than 10% of the total vote cast in the county for the office of secretary of state at the most recent general election. A petition under this subsection, including the circulation and signing of the petition, is subject to section 488 of the Michigan election law, 1954 PA 116, MCL 168.488. A person who violates a provision of the Michigan election law, 1954 PA 116, MCL 168.1 to 168.992, applicable to a petition described in this subsection is subject to the penalties prescribed for that violation in the Michigan election law, 1954 PA 116, MCL 168.1 to 168.992.

(3) The form of ballot shall be as follows:
Shall 1966 PA 298, entitled “An act to establish and provide a board of civil service commissioners for sheriffs’ departments in certain counties; to provide a civil service system based upon examination and investigation as to merit, efficiency and fitness for appointment, employment and promotion of all officers and men or women appointed in the departments; to regulate the transfer, reinstatement, suspension and discharge of said officers; to provide for referendums; and to prescribe penalties and provide remedies,” be adopted?
Yes ( )
No ( )

(4) Ballots shall be cast and canvassed and the results of the election certified in the same manner as ballots on any questions submitted to the electors. If the majority of the qualified electors vote in favor of the adoption of this act, then the provisions of this act shall be in full force and effect in the county.


51.367 Rescission and repeal of act by electors; ballot, form; referendum.

Sec. 17. This act shall continue in full force and effect in any county in which it has been properly adopted until rescinded and repealed by a majority of the electors voting thereon at an election at which the question of rescission and repeal of this act for that county is properly submitted.

The board of supervisors, by resolution, may submit the question of rescission and repeal of this act to the electors at any regular or special election.

The form of the ballot shall be:
Shall Act No. ..... of the Public Acts of 1966, entitled “An act to establish and provide a board of civil service commissioners for sheriffs’ departments in certain counties; to provide a civil service system based upon examination and investigation as to merit, efficiency and fitness for appointment, employment and promotion of all officers and men appointed in the departments; to regulate the transfer, reinstatement, suspension and discharge of said officers; and to provide for referendums,” be rescinded and repealed?
Yes ( )
No ( )
Such ballots shall be cast and canvassed and the results of the election certified in the same manner as ballots on any question submitted to the electors. If a majority of the qualified electors vote in favor of the rescission and repeal of this act, then the provisions thereof shall be rescinded and repealed in the county, and not otherwise.

## Macomb County, Michigan

Budget to Actual Report By Org Key

**YTD THRU 12/31/2012**

<table>
<thead>
<tr>
<th>Object</th>
<th>Description</th>
<th>Adopted Budget</th>
<th>Final Budget</th>
<th>Encumbered</th>
<th>2012 Actual</th>
<th>Variance</th>
<th>% Utilized</th>
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</thead>
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<td>70350</td>
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<td>2,600.00</td>
<td>2,600.00</td>
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<td>72901</td>
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<td>164.41</td>
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<tr>
<td>83805</td>
<td>PSYCHOLOGICAL EVALUATION</td>
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<td>3,510.00</td>
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<td>86201</td>
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<td>100.00 %</td>
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<td>100.00 %</td>
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<tr>
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<td>100.00 %</td>
</tr>
<tr>
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<td>200.00</td>
<td>0.00</td>
<td>0.00</td>
<td>200.00</td>
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<td><strong>9,118.85</strong></td>
<td><strong>(608.85)</strong></td>
<td><strong>107.15 %</strong></td>
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<td>0.00</td>
<td>0.00</td>
<td>100.00 %</td>
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<tr>
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<td><strong>18,269.04</strong></td>
<td><strong>(1,019.04)</strong></td>
<td><strong>105.90 %</strong></td>
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<table>
<thead>
<tr>
<th>Revenue</th>
<th>Expenses</th>
<th>Net</th>
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<tr>
<td>0.00</td>
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<td>0.00</td>
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<tr>
<td>17,250.00</td>
<td>17,250.00</td>
<td>(17,250.00)</td>
</tr>
<tr>
<td>0.00</td>
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<td>(18,269.04)</td>
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<tr>
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<td>1,019.04</td>
<td>(1,019.04)</td>
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## Macomb County, Michigan
### Budget to Actual Report By Org Key
#### YTD THRU 12/31/2013

<table>
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<tr>
<th>Object</th>
<th>Description</th>
<th>Adopted Budget</th>
<th>Final Budget</th>
<th>Encumbered</th>
<th>2013 Actual</th>
<th>Variance</th>
<th>% Utilized</th>
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<td>PER DIEMS - NON-PAYROLL</td>
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</tr>
<tr>
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<td>CONF &amp; SEM - PROB CIR COURT</td>
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<td>0.00</td>
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</tr>
<tr>
<td>90101</td>
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<td>0.00</td>
<td>250.00</td>
<td>0.00</td>
</tr>
<tr>
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<td>0.00</td>
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<td>100.00</td>
<td>0.00</td>
</tr>
<tr>
<td>94202</td>
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<td>0.00</td>
<td>0.00</td>
<td>100.00</td>
</tr>
<tr>
<td>99901</td>
<td>MISCELLANEOUS</td>
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<td>200.00</td>
<td>0.00</td>
<td>0.00</td>
<td>200.00</td>
<td>0.00</td>
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<tr>
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<td>0.00</td>
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<tr>
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<td><strong>63.95%</strong></td>
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</table>

### Revenue
- **0.00**

### Expenses
- **14,150.00**

### Net
- **(14,150.00)**
### Macomb County, Michigan

**Budget to Actual Report By Org Key**

**YTD THRU 12/31/2014**

<table>
<thead>
<tr>
<th>Object</th>
<th>Description</th>
<th>Adopted Budget</th>
<th>Final Budget</th>
<th>Encumbered</th>
<th>2014 Actual</th>
<th>Variance</th>
<th>% Utilized</th>
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<td></td>
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<td></td>
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<td></td>
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<td>0.00</td>
<td>100.00 %</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
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<td>0.00 %</td>
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<td>400.00</td>
<td>0.00</td>
<td>0.00 %</td>
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<td>0.00</td>
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<td>0.00 %</td>
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<td>0.00</td>
<td>0.00</td>
<td>100.00 %</td>
</tr>
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<td>0.00</td>
<td>200.00</td>
<td>0.00 %</td>
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<td>0.00</td>
<td>0.00</td>
<td>100.00 %</td>
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<th>0.00</th>
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<td>36,010.00</td>
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<td>29,313.85</td>
<td>6,696.15</td>
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<tr>
<td>Net</td>
<td>(36,010.00)</td>
<td>(36,010.00)</td>
<td>0.00</td>
<td>(29,313.85)</td>
<td>6,696.15</td>
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Shirley Maniaci  
PAGE: 1  
DATE: 02/18/2015  
TIME: 13:59:50
PRE-EMPLOYMENTS EXAMINATIONS

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<th>Psychologicals</th>
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<td>2013</td>
<td>40</td>
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<tr>
<td>2014</td>
<td>60</td>
<td>57</td>
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- **Physicals**
- **Psychologicals**
RESIGNED / RETIRED / TERMINATED / LAID OFF

Number of Employees

Retired: 16, 8
Resigned: 3, 3, 9
Terminated: 4, 3
Lay off / Bump: 0, 0, 0, 0
Deceased: 0
Withdraw: 8

2011
2013
2014
Resolution Supporting The County’s Pursuit Of The MacArthur Foundation’s Safety And Justice Challenge Grant And Committing To Support The Planning Process To Establish A New Jail Management Strategy

Commissioner Kathy Vosburg On Behalf of the Board of Commissioners, Offers the Following Resolution:

WHEREAS, since 2003, the county had 14 jail overcrowding state of emergency declarations, with the latest declaration taking place this past November; and

WHEREAS, our county’s population growth, coupled with a rise in substance abuse, are two of the factors causing the inmate population to increase, and correspondingly, to outgrow our jail facility that has a maximum capacity of 1,238 beds; and

WHEREAS, built in 1954, the jail has undergone five expansions to address the needs of the inmate population; the most recent expansion, in 1999, being the addition of the annex; and

WHEREAS, the 2015 Five-Year Capital Improvement Plan indicated that over $8 million of renovations, replacements, and upgrades were necessary for the aging jail facility; and

WHEREAS, on June 17, 2014, the Board of Commissioners adopted Resolution #14-130 to approve a $7.8 million contract for jail renovations; and

WHEREAS, expanding jail capacity can no longer be the response to the challenges of jail overcrowding but rather a holistic approach must be taken to evaluate the county’s justice system; and

WHEREAS, since the Fall of 2014, the Sheriff’s Office began soliciting RFPs to conduct a feasibility study to tackle the challenges of jail overcrowding and infrastructure, and currently the Sheriff’s Office is working toward contracting with a national vendor to conduct the feasibility study; and

WHEREAS, in mid-February, the MacArthur Foundation established the “Safety and Justice Challenge”, an RFP for local governments to tackle justice reform as a means of reducing over-incarceration; and

WHEREAS, the program will select 20 municipalities across the U.S. to receive $150,000 to create a new jail management strategy over 6 months, and thereafter, 10 municipalities will be selected to receive up to $2 million to implement the strategy; and

WHEREAS, this is a great opportunity for our county and this comes at a right time as the grant will be a valuable resource to establish a new jail management strategy for our county.
NOW THEREFORE BE IT RESOLVED that the Macomb County Board of Commissioners supports the county’s pursuit of the MacArthur Foundation’s Safety and Justice Challenge grant, led by the Sheriff’s Office in collaboration with all relevant county stakeholders, and commits to supporting the planning and implementation process to establish a new jail management strategy, should our county be selected as a finalist.

BE IT FURTHER RESOLVED that Macomb County’s participation in this initiative would benefit the county by:
1. Reducing our inmate population and minimize risk of jail overcrowding
2. Reducing stress on the infrastructure of our jail facilities
3. Reducing future costs by focusing on treatment and rehabilitation rather than incarceration
4. Improving the quality of life for our residents as we tackle the core issues of substance abuse and mental health as factors of high incarceration and high recidivism

BE IT FURTHER RESOLVED that as fiduciaries of county funds, the Macomb County Board of Commissioners commits to:
1. Making investments based on long-term solutions for jail management rather than short-term fixes that do not resolve the core issues
2. Evaluating funding priorities based on performance measurements and/or outcomes
3. Holistic funding decisions rather than evaluating funding in departmental/agency silos
4. Critical evaluation of programs and activities that contribute to inappropriate / unnecessary use of the jail

BE IT FURTHER RESOLVED that as the county legislative body, the Macomb County Board of Commissioners commits to establishing future policies that will help support and/or facilitate the new jail management strategy.

BE IT FURTHER RESOLVED that the Macomb County Board of Commissioners recognizes MacArthur Foundation’s expectations of collaborative participation of all relevant county leaders in the planning process, data collection and sharing, and commitment to addressing racial and ethnic disparities, and commits to dedicating resources to help meet these expectations.

BE IT FURTHER RESOLVED that digital copies of this resolution be provided to County Executive Mark Hackel, Sheriff Anthony Wickersham, Prosecutor Eric Smith, Chief Circuit Court Judge John Foster, County Clerk Carmella Sabaugh, County Treasurer Ted Wahby, Community Mental Health Director John Kinch, all relevant county stakeholders collaborating in this grant effort, and The MacArthur Foundation.

Dave Flynn
Macomb County Board Chair

Kathy Vosburg
Macomb County Commissioner, District 8

Carmella Sabaugh
Macomb County Clerk/Register of Deeds

Passed at <Date> Full Board Meeting