



**JOHN L. GRUBBA**  
Managing Director



**JAMES BRINEY**  
Assistant Managing Director



**PAUL VAN ROEKEL**  
Highway Engineer



**LEROY McENTEE**  
Legal Counsel

## Executive Committee Formed

The Oakland County Road Commission this year invited consultants to take a look at existing management personnel and overall organization for recommendations on how to organize for Highway Risk Management.

The resulting report contained some encouraging remarks, such as:

"The Road Commission has a well educated staff with strong

capabilities and sound experience. The general competence and sense of professionalism is significantly above average."

The study was by Kent B. Joscelyn and Ralph K. Jones, who have been associated with the University of Michigan Highway Safety Research Institute. It was the first professional assessment of the Road Commission since a 1973-74 reorganization study by the Citizens Research Council of Michigan (CRC) which contained 135 recommendations. Most of the CRC recommendations have been implemented in the past five years, including delegation of responsibility for supervision, coordination and

direction of all staff activities to a managing director.

Joscelyn and Jones recommended lodging central responsibility for the Risk Management program in the managing director also, rather than in a separate department.

They further recommended that the managing director augment the top-level management capability by drawing upon three existing managers to create a Risk Management Executive Committee.

Managing Director John L. Grubba has followed the advice of Joscelyn and Jones. To the Executive Committee he has named County Highway Engineer Paul Van Roekel, Assistant Managing Director James Briney, and Road Commission General Counsel Leroy McEntee.

A third recommendation was to continue a Risk Management Coordinating Committee consisting of effected department heads, under chairmanship of the Risk Management Coordinator.

## Union Contracts Settled; Costs Up

Three multi-year collective bargaining contracts covering 435 of the Road Commission's 520 employees were ratified in early 1978, which among other things call for wage and salary increases of more than six percent annually and liberal fringe benefits.

A more productive classification system, which had been recommended by the Citizens Research Council of Michigan, was put into effect with the contracts. "The classification system aligns compensation according to skill levels and allows worth based on competitive market factors to be recognized within the organization," said Lee Rogers, Director of the Road Commission Personnel Department.

Increased costs to the public will be more than \$1.3 million over three years.

## Risk Management Coordinator Named

Brent Bair, who joined the Road Commission in mid-1977 as Transportation Planning Coordinator and retains that position, has been additionally named Risk Management Coordinator.

His prior experience as a multiline insurance underwriting manager was called upon early in the Road Commission's Risk Management program and his management skills combined with broad knowledge of program development have made him a valuable leader.

## Natural Beauty Requests Received

Citizens have petitioned the Oakland County Road Commission during 1977-78 to have segments of four roads designated as Natural Beauty Roads.

They are: Duck Lake Road and Wardlow Road East in Highland Township and Delano and Ray Roads in Oxford Township.

William Fognini, Director of Transportation Planning and Environmental Concerns, noted that "Such designation does not prohibit future changes, such as paving of the roadway. It does protect the natural vegetation in the right of way from destruction by acts within the control of the Road Commission."



**WILLIAM FOGNINI**  
Director,  
Transportation Planning  
& Environmental Concerns



**MICHAEL RICHARDSON**  
Secretary-Clerk,  
Director, Citizen Services



**LEE ROGERS**  
Personnel Director

## We're Involved in Regional Planning

The Oakland County Road Commission has representatives on several committees of the Southeast Michigan Council of Governments (SEMCOG) where they attempt to contribute local input.

William Fognini, Director of Transportation Planning and Environmental Concerns, is a member of SEMCOG's Council on Regional Development (CORD).

Brian Blaesing serves as a member of the CORD subcommittee on recreation.

Brent O. Bair, Transportation Planning Coordinator, is a member of the CORD subcommittee on Transportation.

William McEntee, Environmentalist, is a member of the CORD subcommittee on air pollution.

## Your Input Helps Us To Manage

Public input into the policy and management decisions of the Oakland County Road Commission is considerable, and very helpful.

All of your input is analyzed and responded to in some manner, often by carrying out efforts sought or by designing better general programs such as Highway Risk Management.

During 1977 alone, you referred 10,512 "complaints" to our special Dept. of Citizen Services on subjects ranging from dust to safety hazards. Already this year the pace of your calls to that special telephone number (858-4804) is even greater.

You attended our numerous public hearings, including the Fall pre-adoption hearing on our 1978 budget and construction program and 29 hearings and 20 administrative meetings on individual special assessment subdivision improvement projects. Three projects suggested at the annual budget hearing were added to the 1978 construction program.

During 1978 you became additionally involved, attending 23 hearings on individual general construction projects and four Natural Beauty Road proposals.

Most notable among the general construction project hearings, initiated in 1978, were those on proposed widening of Big Beaver Road in Troy and widening of Orchard Lake Road in Farmington Hills and West Bloomfield Township. Opposition at the hearing led to shelving the Big Beaver Road plans until the community studies its goals and alternative ways to achieve them. The Orchard Lake Road project was supported enthusiastically and is proceeding, with construction expected in 1979.