

**ALGER COUNTY BOARD OF COMMISSIONERS
COMMITTEE OF THE WHOLE MEETING**

January 11, 2016

Minutes are subject to corrections and approval

Pursuant to recess, the Alger County Board of Commissioners convened in the conference room of the county building at 4:04 p.m. on the above date.

The meeting was called to order by Chairman Doucette with the following Commissioners present: Commissioners Mattson, Pullen, Rondeau, VanLandschoot, and Doucette. Absent ó none.

The board of commissioners said the Pledge of Allegiance.

Public comment session was open. There was no public comment from the floor; thus, the public comment session was closed.

The consent agenda was presented.

It was the consensus of the board to look at the minutes and make a motion at the next regular board meeting.

Commissioner Pullen referenced the board minutes of December 28, 1999 in book 10, page 329 wherein it states that the board adopts the 85% rule for newly elected or appointed officials. The incoming official would start at 85% of the total base salary for the elected or appointed position. She said that this needs to be revisited to rescind or to amend the motion. She said that Commissioner Mattson explained that someone new could come in and say that they could save the county money by using this rule. Commissioner Pullen noted that if it is amended, a timetable should be established for the 15% increase back to full salary. Prosecuting Attorney Karen Bahrman voiced her opposition to the salary reduction altogether. She explained that it is a bad idea and you cannot reduce for appointed in mid-term. She said that 13 years ago she said that her salary was inflated for the prosecuting attorney and took a pay cut. She said elected county officialsø wages should be baselined against other counties of comparable size. Mrs. Bahrman said that she would like to see the wage disparity between her staff and other county employees addressed. She said that her staff has the lowest paid positions and needs to be adjusted. Commissioner Pullen stated that originally the salary reductions were handled incorrectly. Commissioner Doucette stated that the attempt is to bring all staff to equivalent wages. He said that he wants to fix their mistakes and move forward. Commissioner Mattson also agreed that the 15% reduction should end. Commissioner Rondeau asked if there was an end date attached to the salary reduction. Commissioner Mattson said that he would like see comparisons between counties with comparable budgets and population. It was the consensus of the board to rescind the motion that the board adopts the 85% rule for newly elected or appointed officials. The incoming official would start at 85% of the total base salary for the elected or appointed position.

The elected officialsø wages were discussed. Commissioner Pullen presented a repayment schedule of lost wages to the clerk and the prosecuting attorney from 2004. Commissioner Mattson said giving back 5% of the 15% and a raise of 1.5% in the 2016 budget to both offices is a good start, as well as getting wage comparisons of all elected officials. Commissioner Pullen stated that comparing eight counties will require some research and will take some time. They will try and get it prior to the 2016 filing deadline for the elected officials. It was the consensus of the board to authorize the 5% increase to the prosecuting attorney and the clerk and a 1.5% increase to all of the elected officials. Commissioner Pullen and Commissioner Rondeau are to do research of the salaries with similar budgets.

Item No. 16 on the agenda was moved ahead in front of item no. 8. Michael Bachand, U.P. Regional Coordinator for Michigan Veterans Affairs Agency, discussed his background. He said that he is a MAC (Michigan Association of Counties) employee as a Veteranø Coordinator. He said that in 2011 Michigan was ranked 53rd of 53 for services rendered to veterans. Now Michigan is ranked 48th. One of Mr. Bachandø duties is to coordinate benefits and services with non-profits and other agencies. MVAA (Michigan Veterans Affairs Agency) has been around for two years and is in its third year. The veteran services are broken into education, employment, health care, and quality of life. There was discussion about having a Townhall meeting in Munising to educate veterans of available services. Mr. Bachand is working on networking contacts throughout the Upper Peninsula and is still in need of a point of contact in Alger County. He said that there is an incentive grant for \$10,000 for a part-time Veteran Affairs Officer. He said that if someone needs help, the resource centerø number is 1-800-MICHVET.

Sheriff Hughes read details of the Tentative Agreement for the Sheriff's Department for 2016. See the following:

1. One (1) year contract 1-1-16 to 12-31-16
2. B3 with 4% Defined Benefit for new hires after 1-1-16
3. Physical fitness award \$500.00 for 2016 with some modifications for push-ups
4. Ambulance stipend \$1000.00 for 2016
5. Insurance buy-out to stay the same for 2016
6. No retiree Life Insurance
7. New hires after 1-1-16 maxed at 68 accumulated sick days
8. Notice of intent to retire form
9. Part-time cannot go over 28 hours in a 40 hour week or 56 hours in a 80 unless they provide both a waiver of insurance and proof of current medical insurance.
10. Insurance buy-out for Nebco will be half the premium.
11. Temporary medic only working as the primary on duty medic, will be paid for the 24 hour shift
12. All part-time employees must work a minimum of 80 hours per quarter to retain part-time status; Jan-Mar, Apr-June, July-Sept, Oct-Dec.
13. Pro-rating ambulance stipend and Fitness Performance Award. This is for employees that may be hired during that year.
14. Union personnel holding trainer positions and conducting training

New Pay Scale: This includes the 1.5% raise

	Certified Officers	Corrections Officers	Paramedics
Start	\$16.24	\$15.89	\$17.76
6 month	\$16.70	\$16.68	\$18.17
1 Year	\$18.71	\$17.47	\$18.63
2 Year	\$18.99	\$18.26	

Item no. 9 was discussed. Commissioner Doucette said that Emil and Terry need to get together and figure out what to do. Commissioner Pullen said that she agrees as long as they continue to work on #9. She also wanted to make sure about part-time going to full-time and there being no accumulating time for benefits. It was the consensus of the board to approve the Sheriff Department's tentative agreement.

Commissioner Doucette explained the terms of the courthouse employees' tentative agreement. See the following:

2015 – 2016

TENTATIVE AGREEMENT

ALGER COUNTY COURTHOUSE EMPLOYEES ASSOCIATION POAM

AND

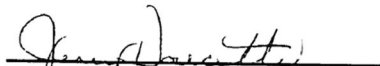
ALGER COUNTY

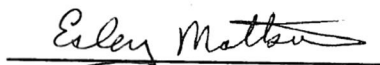
Contract language changes need to be addressed to clean up and make more easily understandable.

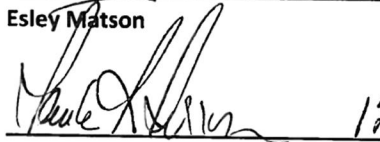
1. **Wage increase – 2015 - 1.5% starting at signing of Tentative Agreement 2016 – 1.5% starting 1-1-16.**
2. **Current part-time janitorial wage scale to be redlined at \$16.36 with current benefits to remain in place, i.e. sick time and vacation time accrual etc. No additional benefits to be added.**
3. **New part-time janitor wage scale starts at \$11.00 per hour and caps out after 4 years at \$12.94 with no fringe benefits.**
4. **All part-time employees hired after 1-1-15 will receive no fringe benefits other than holiday pay on days they are regularly scheduled to work.**
5. **All new employees, hired after 1-1-15, retiree healthcare coverage is eliminated. Retiree may purchase healthcare coverage (through the County) through the then current health insurer if permitted by carrier. Retiree may do this until the age of 65 or Medicare eligibility.**
6. **Employees who retire under the MERS plan from the county and who opt to participate in the county's group health plan, will receive a 50% contribution through the employer through age 65 or the date such person becomes Medicare eligible, whichever occurs later. That 50%**

contribution will be calculated based on the then-current employer paid contribution to the then-current existing single subscriber rate. Provided, however, that it is expressly understood and agreed that under no circumstances shall the employer and co-employer's obligations exceed \$300 per month; with the exception of Paula Perron and Stephanie Pierson whose employer obligation shall not exceed \$400 per month. Further provided that no employees hired after 1-1-15 shall be entitled to any employer contributions for retiree health insurance.

7. The retiree life insurance plan is eliminated. Retired employees can purchase and pay for life insurance through the then-current County carrier, if permitted by carrier.
8. Sick leave accumulation ^{for budget} for new regular full time employees hired after 1-1-15 shall not exceed the maximum of forty (40) days of such leave, upon death, or upon termination of employment.
9. Retirement benefits for new full-time employees hired after 1-1-15 will be a MERS Defined ^{Benefit} Contribution Plan, B-2, with a 4% employee contribution.
10. The term of the new contract will be for two years (2015 – 2016).
11. The parties agree that any retiring employee must give a Notice of Intent To Retiree at least thirty (30) days prior to the effective date of resignation, on a form to be provided to the employer, unless the resignation is due to a disability that renders the employee unable to perform the essential functions of his or her position (with or without reasonable accommodation, as defined under Federal Law) or in the event of death.
12. Any new hire after 1-1-2015 shall not receive longevity.
13. Chief Deputy Clerk, Joel Vandeveld, shall be given his one-year step increase and shall be caught up-to date on his one-year step increase - \$585 as of 12-25-15. Mr. Vandeveld was eligible for his one-year step increase as of October 1, 2015.
14. Deputy Treasurer, Janet Morrison to be moved to Grade 4.
15. Any wage increase/step increase to be effective as of date Tentative Agreement is signed (December 28, 2015).


Jerry Doucette 12-28-15


Esley Matson 12-28-15


Paula Perron 12-28-15


Stephanie Pierson

It was the consensus of the board to approve Tentative Agreement for the Courthouse Union.

It was the consensus of the board to approve a 1.5% increase for all of the non-union employees.

There was discussion on the court appointed attorney fees. Commissioner Mattson said that other counties (Luce and Schoolcraft) that were presented with the court appointed attorney fees increase have rejected the proposal. The idea of hiring a public defender was discussed. This will be discussed at the next judicial meeting. It was the consensus of the board to reject increasing court appointed attorney fees due to budgetary restraints, but there is an interest in the concept of a public defender down the road.

The board will review the board policy and is the consensus of the board to pass the board policy at the next full board meeting.

The board is to review the committee list and let Commissioner Doucette know if they would like any changes. There is a consensus of the board to pass the 2016 Committee List at the next full board meeting.

There was discussion on an easement for the telephone company over the airport property. Commissioner Pullen explained that the easement is necessary. Currently, the land referenced in the document is not in Alger County's possession; however, the transfer of said property cannot be finalized until an easement is granted. It was discussed that we cannot grant the easement until we own the property. It was the consensus of the board to include the telephone right-of-way easement in the closing of the airport land swap.

There was discussion on the Adoption Agreement and Resolution for the Restatement of the Security Benefit 457 Plan. It was the consensus of the board to approve and sign the Adoption Agreement and Resolution documents for the restatement of the Security Benefit 457 Plan.

There was discussion on the web security and why it is needed. Compudyne proposed new layers of web security after Commissioner Doucette questioned the county's internet security. It was discussed that the county personnel are responsible for sensitive information. There are multiple proposals with varying terms. It was consensus of the board to go with the least expensive option for now and revisit the issue after clarification from Compudyne.

The clerk explained the proposals from Compudyne for the extra virtual server. She said that she needs the new server for her register of deeds system and also the sheriff needs extra space for storage of the body camera videos. It was the consensus of the board to add an extra virtual server for LandShark & LandLink and for the sheriff to store their body camera videos. The clerk is going to make sure of the cost for GB drives.

The clerk said that it is time to advertise for the copier machines. It was the consensus of the board to advertise for copier services.

Cost saving ideas / revenue sources were next. There were none.

Old business was next. There was none.

It was the consensus of the board to authorize payment to Pathways for their mental health appropriation in the amount of \$8,305. Those monies are to come from their 2016 appropriation (101-649-969.000).

It was the consensus of the board to authorize payment to NorthCare for substance abuse from the convention facility tax payment in the amount of \$6,754.50. Those monies are to come from their 2015 appropriation (101-631-969.000).

There was discussion on the board bills. It was the consensus of the board to approve payment of all of the board bills as recommended by the audit committee.

It was the consensus of the board to approve the financial reports for all funds. A full 30-page report is available upon request with the treasurer.

It was the consensus of the board to authorize the treasurer to transfer \$860 from the 2015 general fund debt elimination budget into the jail building fund #466.

It was the consensus of the board to authorize the clerk to transfer the following 2015 expenditures:

*\$3,321.49	From the Circuit Court budget (101-131) into the Board of Commissioner's budget (101-101)
*\$544.40	From the Circuit Court budget (101-131) into the Advertising budget (101-103)
*\$5,174.71	From the Circuit Court budget (101-131) into the Probate Court budget (101-148)
*\$1,449.21	From the Circuit Court budget (101-131) into the Elections budget (101-191)
*\$11,437.67	From the Circuit Court budget (101-131) into the Building & Grounds budget (101-265)
*\$814.83	From the County Clerk/ROD budget (101-215) into the Duplicating Acct budget (101-287)
*\$832.05	From the County Clerk/ROD budget (101-215) into the Postage Acct budget (101-288)
*\$2,674.13	From the County Clerk/ROD budget (101-215) into the Animal Shelter budget (101-421)
*\$4,964.00	From the County Clerk/ROD budget (101-215) into the Medical Examiner budget (101-648)

There were no miscellaneous financial matters.

It was the consensus of the board to approve resolution #2016-01 Limestone Summer Tax Collection.

Committee reports were next. Commissioner Pullen said that they are moving forward with the airport. Commissioner Rondeau contacted CUPPAD regarding a recreational plan. He was told they are looking at a six-county recreational plan, which would be free for the six county plan or \$1,000 for Alger County alone. It was the consensus of the board to authorize Commissioner Rondeau to further the issue with CUPPAD. Commissioner Mattson gave a brief update of the budgetary position for 2015. Commissioner VanLandschoot will have AMCAB updates soon.

Correspondence was briefly read from the USDA Hiawatha National Forest regarding Proposed Actions (SOPA) Report for the second quarter of the fiscal year 2016.

Board comments were next. Commissioner Rondeau commented on an anonymous letter. Commissioner Pullen commented that the animal shelter board will be meeting regularly and Kristine Kolbus will be doing a report later. Commissioner Doucette explained that as MAC President he drafted a letter concerning House Bill 571. He has been asked to make a comment on it. He also wanted to share what other states are doing with recreational marijuana. Commissioner Doucette discussed his visit to the White House and that the NACo Conference went well.

Staff comments were next. Undersheriff Brock will prepare a year-end report for the Sheriff's Department.

Public comment session was open. There was no public comment from the floor; thus, the public comment session was closed.

This meeting is now adjourned at 6:50 P.M.

Jerry Doucette, Chairman
Alger County Board of Commissioners

Mary Ann Froberg
Alger County Clerk