

September 2, 1981

The Marquette County Board of Commissioners met on September 2, 1981 at 7:00 P.M. in the Commissioners Room of the Courthouse Annex.

The meeting was opened by Chairperson Farrell, roll call was held and the following roll recorded.

Present: Comm. Carlson, Cheatham, Juidici, LaMere, LaPin, Leone, Lowe, May, Villeneuve & Farrell

Absent: Comm. Racine and Steele.

Salute to the Flag was given followed by the Pledge of Allegiance.

It was moved by Comm. Lowe, supported by Comm. Villeneuve and carried that the minutes of the August 19, 1981 meeting of the County Board and the minutes of the August 26, 1981 Committee of the Whole be accepted with a correction on the Committee of the Whole minutes to read, "Mrs. Vajda stated, one AMCAB employee was asked to come to the last meeting and testify in favor of AMCAB. She was asked to sign a petition by her immediate supervisor and was advised that she could lose her job if she did not."

Chairperson Farrell opened the meeting for public comment, none was forth coming and Chairperson Farrell declared the public comment section closed.

Approval of the agenda was by general consensus of the County Board.

Chairperson Farrell opened the meeting for a public hearing on the EDC project of U.P. Generating Co. for Ash and Dust Control and Disposal. Mr. Reno Norell, Vice President-U.P. Generating Co., Mr. Charles Teliin, Superintendent of Production-U.P. Power, Houghton and Stanley Rajala, Station Superintendent-U.P. Generating Co., were present to answer questions in regard to the project. No one from the public sector wished to speak on the project. Chairperson Farrell declared the public hearing closed. It was moved by Comm. Leone, supported by Comm. LaPin and unanimously carried on a roll call vote to adopt the resolution and sign and certify same.

Chairperson Farrell opened the meeting for public comment on the Marquette County-Alger County, AMCAB negotiations on AMCAB operations. Ronney Varney of AMCAB presented the County Board with signed petitions stating that AMCAB remain the designated Community Action Agency. No one wished to be heard on the issue and Chairperson Farrell declared the public comment section closed.

A group of communications and resolutions either for or against retaining AMCAB as the designated Community Action Agency, were placed on file.

A telegram from Robert Wharton and addressed to the County Board stating it was still his intention, at this time, to fund the Alger Marquette Community Action Board, was read and placed on file.

A mailgram from A. Barry McGuire of MAC, regarding the failure of the State to pay revenue sharing monies on time, was read and placed on file.

A communication from Charles Hohman, Airport Manager and a copy of a letter from the FAA stating using buildings at the airport for storage of the EMS vehicle is non conforming and cannot be allowed, were read and placed on file.

A certification allowing Randell Girard, Personnel Director and Margaret O'Neill from the Accounting Dept. to attend the Michigan Municipal Employees Retirement System Annual meeting as Employer and Employee representative, was read. It was moved by Comm. Leone, supported by Comm. Lowe and unanimously carried on a roll call vote to designate these two people to attend.

A communication of thanks from Bay Cliff Health Camp for receipt of their 1981 allocation of \$1,500.00, was read and placed on file.

A communication from the U.S. Forest Service announcing their intent to trade 160 acres of land in Marquette County for 160 acres of land in Alger & Schoolcraft County, with the Cleveland Cliff Iron Co., was read. It was moved by Comm. May, supported by Comm. Farrell and carried that the Chairperson of the County Board check into this matter.

Reports of the August 18, 1981 and August 25, 1981 meetings of the Finance Committee, the August 25, 1981 meeting of the Personnel Committee and the August 27, 1981 meeting of the Intergovernmental Relations Committee, were accepted and filed.

A recommendation from the Finance Committee regarding the purchase of a Basic Law Library, for use of jail prisoners, with funds from the Jail Inmate Rehabilitation Grant, was read. It was moved by Comm. Cheatham, supported by Comm. Juidici and unanimously carried on a roll call vote that the County Board concur with the recommendation and accept the bid of West Publishing Co, in the amount of \$4,094.70, for the Basic Law Library, with funds to come from the Jail Inmate Rehabilitation Grant.

A recommendation from the Intergovernmental Relations Committee regarding the acceptance of the Marquette County Emergency Medical Services County Organization and Procedures Articles, was read. It was moved by Comm. Leone, supported by Comm. LaPin, that the County Board concur with the recommendation and accept the articles. After discussion, it was moved by Comm. Lowe, supported by Comm. May that the action be postponed until the next regular meeting to be held on September 16, 1981.

It was moved by Comm. LaPin, supported by Comm. LaMere and carried that the above mentioned articles be referred to Chief Civil Counsel for review.

A recommendation from the Environment Lands and Buildings Committee regarding bids received to replace handrails on staircases to the Old Courthouse and to provide doors to the Old Courthouse with "panic hardware", which is non-locking against egress, was read. It was moved by Comm. Lowe, supported by Comm. LaMere and unanimously carried on a roll call vote that the County Board concur with the recommendation and accept the bid of Douglas Builders in the amount of \$20,022.00.

A report of the Committee of the Whole meeting held on August 26, 1981 was accepted and placed on file.

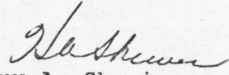
A report of the Acocks Medical Facility for the month of July was accepted and placed on file.

Comm. May announced that Lynn Emerick's, director of the Marquette County's Commission on Aging, report on the Senior Nutrition Program will be available for each commissioner within a week or so.

Chairperson Farrell opened the meeting for public comment, none was forthcoming and Chairperson Farrell closed the meeting for public comment.

There being no further business to come before the County Board, the meeting was adjourned.

Respectfully Submitted,


Henry A. Skewis
Marquette County Clerk

MARQUETTE COUNTY BOARD OF COMMISSIONERS
Wednesday, September 2, 1981, 7:00 p.m.

Commissioners Room, Courthouse Annex
Marquette, Michigan

1. CALLING OF ROLL BY THE COUNTY CLERK.
2. SALUTE TO THE FLAG AND PLEDGE OF ALLEGIANCE.
3. READING OF THE MINUTES OF THE AUGUST 19/26, 1981 MEETING.
4. PUBLIC COMMENT (time limit of 20 minutes total).
5. APPROVAL OF THE AGENDA.
6. PUBLIC HEARINGS:
 - a. Public hearing on EDC Project - Cleveland Cliffs Ash and Dust Control and Disposal.
 - b.
7. PRESENTATION OF CLAIMS, PETITIONS AND COMMUNICATIONS:
 - a. Public comment on Marquette County, Alger County and AMCAB negotiations on AMCAB operations.
 - b. Communications and resolutions on CAA designation from the following: Onota, AuTrain, Rock River Townships, Alger County; Marquette, Tilden, Humboldt, Forsyth and Ishpeming Townships, Marquette County.
 - c. Written confirmation of telephone message from Regional CSA on county's application for CSA designation.
 - d. Resolution to appoint employer delegate to attend MERS Annual Meeting.
 - e. Mailgram from MAC on county allocations of state shared revenues.
 - f. Communication from Charles Hohman, Airport Manager, on Emergency Services Rescue unit vehicle storage.
 - g. Letter from John Vargo, Director, Bay Cliff Health Camp, on county appropriation to Bay Cliff.
 - h. Forest Service letter on conveyance of land - Hiawatha Forest.
 - i.
 - j.
 - k.
8. REPORTS OF STANDING COMMITTEES:
 - a. Report from the Finance Committee on a meeting held August 18, 1981.
 - b. Report from the Finance Committee on a meeting held August 25, 1981.
 - c. Recommendation from the Finance Committee to accept bid for purchase of Basic Law Library.
 - d. Report from the Personnel Committee on an August 25, 1981 meeting.
 - e. Report from the Intergovernmental Relations Committee on a meeting held August 27, 1981.
 - f. Recommendation from the Intergovernmental Relations Committee on EMS Advisory Council.
 - g. Recommendation from Environment, Lands & Bldgs. re renovation
 - h. in Old Courthouse for doors and handrails.
 - i.

9. REPORTS OF SPECIAL COMMITTEES:
 - a. Report from the Committee of the Whole on a meeting held August 26, 1981; approval of the minutes.
 - b.
10. REPORTS OF COUNTY OFFICERS:
 - a. Acocks Medical Facility report for July, 1981.
 - b.
 - c.
11. LATE ADDITIONS:
 - a.
 - b.
12. UNFINISHED BUSINESS:
 - a.
 - b.
13. NEW BUSINESS:
 - a.
 - b.)
14. PUBLIC COMMENT.
15. ANNOUNCEMENTS.
16. ADJOURNMENT.

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August 18, 1981

Honorable Chairperson and Members of the
Marquette County Board of Commissioners
Marquette, Michigan

Ladies and Gentlemen:

A meeting of your Finance Committee was duly called and held on August 18, 1981 and copies of the minutes of that meeting have been furnished to all members of the Board of Commissioners and a copy of the minutes is attached hereto and made a part of this report.

Respectfully submitted,

FINANCE COMMITTEE

Neil W Carlson
Chairperson

Sally May
[Signature]

August 18, 1981

The Finance Committee meeting was duly called and held on August 18, 1981 at 7:00 p.m. in the Courthouse Annex.

Present: Commissioners Juidici, May, Carlson and Racine. Commissioner Farrell was present for the latter part of the meeting.

Absent: None.

In Attendance: Duane Beard, Controller; Lynn Emerick, Director, Commission on Aging; and Alan Chase, Planning Director.

The meeting was called to order by the Chair.

The first item of business was approval of the minutes of the August 10, 1981 meeting. The following corrections were noted:

Page 1, Paragraph 3: Change \$250,000 to \$150,000.
Page 1, Paragraph 6; last sentence: Change phrase "...Zorza requested \$40,000 in 1982 and this represents a decrease" to "...Zorza requested a \$40,000 increase in 1982, thus the \$20,000 proposal represents a decrease to the requested amount". It was moved by Commissioner Juidici, supported by Commissioner Carlson and carried unanimously to accept the minutes as corrected.

No one wished to speak during public comment.

Approval of the agenda was the next item. The Controller made the following additions: a) Memo on state shared revenues; b) Memo on FY 1982 budget items for additional consideration; and c) Memo on financial impact - transfer of EMS to Sheriff's Department.

Alan Chase was present to discuss the Planning Commission's 1982 budget. He said he submitted a 1982 budget which set up a Community Development Program section in the Planning Commission for activities associated with the Community Development Block Grant (CDBG). He said personnel changes are included in the implementation of that program. Three and a half positions will be transferred from the Construction Code and Planning Sections to the Community Development Program Section. The positions will be paid by the grant rather than the General Fund.

Chase said the Planning Sections wishes to revise the zoning ordinance; continue updating the comprehensive plan and conduct a land use inventory in 1982. He said under the Controller's recommended budget two planning positions will be combined into one called an Assistant Planner. Chase said one half of two different positions in the Planning Section will be transferred to grant activities. If the Controller's recommendation is approved there will be only one position, besides the Planner, remaining in the Planning Section (not including the secretary). Both he and Steve Carlson, Chair, Planning Commission, doubts they will be able to do the work of the Planning Commission with that staff.

Commissioner Racine entered the meeting.

In response to a question by Commissioner Carlson, Alan Chase said revision of the zoning ordinance would not be done if the Controller's recommendation was adopted.

The Controller said factors considered in making his decision were based on amount of revenues available, and his perception of various departments. He said there is less development in Marquette County than three or four years ago. He also said the comprehensive plan and zoning ordinance is eligible under CDBG and he thought perhaps the grant could be modified to allow these activities. He realizes some areas would have to suffer because of cuts.

Alan Chase said it has been his experience that a comprehensive plan developed with CDBG funds would be directed to community development activities, and would be prepared to the satisfaction of the funding source and not the local government. He has serious doubts that they would be allowed to use block grant funds for zoning ordinance revisions. If such is considered it should be included in the next grant application, not the one that is already in effect.

In response to a question by Commissioner Carlson, the Controller stated the Planning Commission is the only department where staff cuts were made. In response to a question by Commissioner Juidici, Chase said one additional position in the Planning Section would allow them to complete the zoning ordinance revisions. Alan Chase then left the meeting.

Lynn Emerick provided the committee a report on the budgets of the Commission on Aging since 1974, which included: County appropriations for each year; staffing level for each year; direct county funds going to senior programs; programs administered or assisted during each year. This information was submitted in response to a question by Commissioner Racine on their budget. Commissioner Juidici said she would be interested in knowing the amount of grant funds received by the county as a result of efforts by the Commission on Aging. Lynn reviewed the activities, and planned activities of her department. She then left the meeting.

The Controller submitted a revised transfer policy for general and non-general fund budgets. This will be considered by the committee at their next regular meeting.

The committee received a communication from the Controller on a proposed budget amendment for the Sheriff's Department's patrol boat. The Board authorized an expenditure of up to \$3,000 to be used toward the purchase of a boat for the Marine Division. The state was to supply 2/3 of the cost of the boat. The budget amendment is for a net cost to the county of \$1,020. It was moved by Commissioner Racine, supported by Commissioner Juidici and carried unanimously to recommend to the Board to approve a budget amendment of \$1,020 from the Contingency Account for the purchase of the patrol boat.

Communications were received from Henry Schneider, Equalization Director, on study methods that would be used by the State Tax Commission if they were to determine the equalized value of the county. He also submitted a communication on budget and staff of other County Equalization Departments in the Upper Peninsula and those with similar SEVs to Marquette County. Commissioner Racine noted the Executive Committee had discussed the staffing level of the Equalization Department and thought more study was needed before any changes in the staffing level is made. He said it was the general consensus of that Committee that the issue should be studied during the next year.

A letter was received from the Forestry Commission regarding the Soil and Water Conservation District's forest management program. Commissioner Carlson requested a recommendation from the Controller on this. It was noted the Environment, Lands and Buildings Committee is also studying the program.

A report from Tim Lowe on animal control budget needs was submitted to the committee. It was noted that Dr. Hubbard, Animal Control Director, Ingham County, had listed five questions that the county should answer when considering setting up an animal control program, and that these had been referred to the Intergovernmental Relations Committee. The Controller was asked to submit a recommendation to the committee on this.

The committee was provided a copy of a statement from MAC for the county's 1982 dues. The dues have been budgeted for next year.

The Controller provided a list of items prepared by the Accounting Supervisor that he thought the committee should consider during the budget process. He also submitted a memo on state shared revenues for FY 1981 and FY 1982. He said the county has been notified that there will be at least a 30 day delay in receiving September's state shared revenues. The county is to receive \$132,000. He also noted he now projects that state shared revenues for 1982 will be \$70,000 greater than projected in June of 1981.

The committee reviewed the additional items for budget consideration.

1. Humane Society - \$1,000 to \$1,200. The committee will discuss this in conjunction with the animal control recommendation that the Controller is directed to prepare.
2. Continue rental supplement to AMCAB: \$11,025. The Controller believes this is essential. This will be an expense to the general fund and appropriated to the Service Center Internal Service Fund.
3. Computer costs (various items) - \$23,250. The Controller felt the \$3,300 for part-time help could be cut to \$1,650 thus the need would be for \$21,600.
4. Revenues of \$10,000 from sale of Burroughs L9000.

It was the consensus of the committee that AMCAB rental and computer costs and additions to the Clerk's and Treasurer's budgets (action taken at previous meeting) should be considered for the 1982 budget. Thus, \$33,925 will be added to the budget. These expenditures will be covered by the additional \$70,000 in state shared revenues.

The committee was informed that the Board Chair requested that the committee consider an additional \$1,000 for Board per diem in 1982, based on projected 1981 costs. Also it was noted an additional \$25 will be needed for service contracts in 1981 for the Board. This \$1,025 was tentatively added to the budget additions.

Commissioner Carlson said he would like to see \$15,000 appropriated for senior meals.

The committee noted they must make a decision on funding for EMS. Commissioner Juidici said she is opposed to increasing that program if they make cuts to the Planning Commission. The Controller submitted an analysis on transferring EMS from the Health Department to the Sheriff's Department. It was noted the Intergovernmental Relations Committee is dealing with this item, and will be considering it on August 27. It was the consensus of the committee that no action should be taken on this matter until the Intergovernmental Relations Committee makes a recommendation on the placement of EMS.

Commissioner May said the committee should determine whether the \$15,000 requested by the Senior Nutrition Program is needed for senior meals in 1982, or if a lesser amount would be appropriate. Lynn Emerick will be asked how much has been drawn from the county's 1981 appropriation for meals and for a recommendation on the amount that should be appropriated in 1982. The committee will also ask Terry Guerin for additional information, such as number of meals projected for next year, and what the projection is based on. He will also be asked for information on the amount of meals projected for this year, and the amount served to date.

Commissioner Farrell entered the meeting.

The committee reviewed the various tentative budget decisions they have made to date. Commissioner Farrell said he would like to see the position in the Planning Commission placed back in the budget. A discussion was held on operation of the Planning Commission. The committee tentatively decided to replace the position cut from the recommended budget. They felt staff activities should be studied in 1982. The addition of the position will add approximately \$23,000 to the expenditure side of the budget.

Commissioner Racine said he would like the Clerk's salary reviewed.

Meeting adjourned at 9:40 p.m.

Respectfully submitted,

Karen Chubb

August 25, 1981

Honorable Chairperson and Members of the
Marquette County Board of Commissioners
Marquette, Michigan

Ladies and Gentlemen:

A meeting of your Finance Committee was duly called and held on
August 25, 1981 and copies of the minutes of that meeting have been
furnished to all members of the Board of Commissioners and a copy of
the minutes is attached hereto and made a part of this report.

Respectfully submitted

FINANCE COMMITTEE

Neil W Carlson
Chairperson

Sally May
[Signature]

August 25, 1981

The Finance Committee meeting was duly called and held on August 25, 1981 at 7:00 p.m. in the Courthouse Annex.

Present: Commissioners Carlson, Farrell, Juidici, May and Racine.

Absent: None.

In Attendance: Duane Beard, Controller; and Gary Yoder, Accounting Supervisor.

The meeting was called to order by the Chair.

The public comment section was opened. No one present wished to speak and the section was closed.

Approval of the agenda was the next item of business. The Controller added three items: 1) MAC communication on state delay of payments; 2) Verbal report on status of the clerical pool; and 3) Verbal report on 1982 anticipated revenues.

A communication was received from Sheriff Maino on a bid received for the Basic Law Library under the Jail Inmate Rehabilitation Grant. The one bid received was from West Publishing Company in the amount of \$4,094.70 less 10% if payment is made within 30 days of the invoice. The Sheriff recommended that the bid be accepted. A communication on this matter was received from the Controller in which he recommended that the committee concur with the Sheriff's request. It was moved by Commissioner Racine, supported by Commissioner Farrell and carried unanimously to recommend to the Board to accept the bid of \$4,094.70 from West Publishing Company for the Basic Law Library, payment of which would be from the Jail Inmate Rehabilitation Grant.

The Controller submitted a report on an animal control budget. Two budget options were presented, one of \$73,465 and the second of \$190,210. The committee delayed discussion on the item until their discussion of the 1982 budget.

A communication was received from the Controller on county involvement in forest measurement, reforestation. He suggested that an amount not to exceed \$5,000 be appropriated for a forestry program. He further suggested the appropriation be made to the Forestry Commission rather than the Soil Conservation District, who approached the county regarding an appropriation for the program. He also noted the Environment, Lands and Buildings Committee is studying this and has asked the Forestry Commission and Soil Conservation District to meet and formulate a recommended program.

The Controller stated the Intergovernmental Relations Committee asked him to submit a recommendation to them on the administration of the emergency services program. He read the communication he sent to that committee on the topic. In his communication he stated the Board must determine whether they wish to provide only mandated emergency services programs or mandatory plus discretionary programs. Commissioner

August 25, 1981

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Present: Commissioners Carlson, Farrell, Juidici, May and Racine.

Absent: None.

In Attendance: Duane Beard, Controller; and Gary Yoder, Accounting Supervisor.

The meeting was called to order by the Chair.

The public comment section was opened. No one present wished to speak and the section was closed.

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Carlson said the Finance Committee will wait until they receive a recommendation from the Intergovernmental Relations Committee on this matter before acting on it.

Communications were received from Lynn Emerick, Director, Commission on Aging, and Terry Guerin, Director, Senior Nutrition Program, on amount of meals served under the senior meals program. The information was submitted in response to the committee's request and will be reviewed during their discussion of the 1982 budget.

Information was provided by Lynn Emerick on County Councils/Commissions on Aging by Region, per the committee's request.

A letter was received from Jim Sodergren on safety deposit box audits, and to notify the committee he no longer needed funds for shelving in his office as had been requested. He said he did not believe a fee should be charged by the county for auditing safety deposit boxes.

A communication from the Controller on 1981 comparative budget data for Prosecuting Attorneys' budgets for Michigan Counties was received. This was submitted in response to a committee request.

The Controller gave a verbal report on the clerical pool. He suggested that the clerical pool not be used for taking minutes of various appointed boards/commissions but rather the secretarial budgets for those boards/commissions be used to hire irregular part-time help to take the minutes. The Committee directed the Controller to submit a proposal to the Personnel Committee in this regard.

The Controller read a letter from MAC calling for a moratorium on fiscal obligations to the state by financial officers in view of action taken by the state not to pay state shared revenues on time. It was moved by Commissioner May, supported by Commissioner Juidici and carried unanimously to ask Chief Civil Counsel for an opinion as soon as possible on the legality of MAC's proposal.

The Controller said according to information submitted by Gary Yoder the total additional revenues expected for 1982, and not projected earlier, is \$61,230.

The committee then discussed the 1982 budget. They reviewed actions taken in past meetings which would increase 1982 expenditures by \$64,118. Items that have been discussed but not acted upon are: 1) Animal Control budget; 2) Forestry Program budget; 3) Nutrition Program appropriation; and 4) Subsidy to ambulance services. No action will be taken on the latter until a recommendation is received from the Intergovernmental Relations Committee.

The Controller said he anticipates a 1981 fund balance of \$50,000. This would increase available revenues not previously anticipated to \$111,230. It was noted the Personnel Committee discussed passing through the state paid judges salaries supplements to the judges. The state appropriated \$53,295 to the county for this purpose, of which only \$19,931 was included in the recommended 1982 budget. Thus, should the Personnel Committee recommend payment of the full pass through \$32,300 must be added to the budget.

Commissioner Carlson said he believes health insurance could be eliminated for commissioners covered by other policies. This would be a savings of \$5,000.

The committee reviewed the animal control program budgets prepared by Gary Yoder. The noted a Board goal for 1981/82 provides that an animal control program be developed that is self-supporting. The two budgets prepared by Yoder require county expenditures of \$73,000 or \$190,000. Commissioner Carlson believed they should not consider the funding for the 1982 budget since an animal control program has not yet be developed, and detailed information is needed before the program could be funded. Commissioner Juidici noted this would be a new program and money is tight. It was moved by Commissioner Racine, supported by Commissioner Juidici and carried unanimously to refer this matter to the Intergovernmental Relations Committee for further study and recommendation.

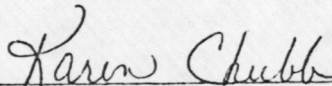
Re Forestry Program. It was the committee's opinion that a written program must be available before a decision is made.

Re senior meal appropriation. The committee reviewed information provided by Lynn Emerick and Terry Guerin on expenditures and meals served under this year's program. The Commission on Aging has recommended that a \$15,000 appropriation for the meals program be made. Commissioner May felt the Intergovernmental Relations Committee should review this matter before the Finance Committee takes action.

As the committee has not yet finalized the 1982 recommended budget, it was decided to continue budget discussions on September 9, which was their regularly scheduled meeting, and change the regular meeting from September 9 to September 14.

Meeting adjourned at 10:00 p.m.

Respectfully submitted,



Karen Chubb, Secretary

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August 25, 1981

Honorable Chairperson and Members of the
Marquette County Board of Commissioners
Marquette, Michigan

Ladies and Gentlemen:

A meeting of your Personnel Committee was duly called and held on August 25, 1981 and copies of the minutes of that meeting have been furnished to all members of the Board of Commissioners and a copy of the minutes is attached hereto and made a part of this report.

Respectfully submitted,

PERSONNEL COMMITTEE

Chairperson

Joseph Leone
Robert L. Lapore
Emily Sheahan
David

August 25, 1981

The Personnel Committee meeting was duly called and held on August 25, 1981 at 1:30 p.m. in the Courthouse Annex.

Present: Commissioners Cheatham, Farrell, Juidici, LaMere, Leone and Steele.

Absent: None.

In Attendance: Duane Beard, Controller; Randy Girard, Personnel Director; Jack Morley, Morley & Associates; Paul Nykanen, Register of Deeds; Dave Hillier, Maintenance Supervisor; Henry Schneider, Director, Equalization Director; Jim Sodergren, Treasurer; Alan Chase, Planner; Shari Myers, Director, Juvenile Division; Opal Matthews, Administrator, Health Department; Dr. Randall Johnson, Director, Health Department; Gary Walker, Prosecuting Attorney; Gary Yoder, Accounting Supervisor; Charles Hohman, Manager, Airport; Patricia Micklow, Chief Civil Counsel; Judge McDonald; Judge Quinnell; Judge Catel; Judge Easton; Wm. McDonald, attorney; and local attorney.

Chairperson Juidici called the meeting to order. The first item of business was approval of the minutes of the August 6, 1981 meeting. It was moved by Commissioner Leone, supported by Commissioner Steele and carried unanimously to approve the minutes as presented.

No one wished to speak under the public comment section, and the section was closed.

Approval of the agenda was the next item of business. Communications from Judge Anderegg and Ben Pascoe, Magistrate, on the job study and 1982 non-union salaries were placed higher on the agenda.

The committee members reviewed a letter from Judge Anderegg expressing his views on the 1982 salaries for himself and Shari Myers, Director, Juvenile Divisor. A communication was read from Ben Pascoe, Magistrate, on the job classification study and 1982 salaries. These will be considered by the committee during their discussion on the study and the 1982 non-union salaries.

Randy Girard, Personnel Director, presented Jack Morley, Morley & Associates, to the committee and department heads present. Mr. Morley prepared the job classification/compensation/benefits study for the Marquette County Courthouse and Health Department employees. Mr. Morley reviewed the process used in preparing the study:

1. Questionnaires were filled out by employees on their job responsibilities.
2. Questionnaires were utilized to prepare the first drafts of job descriptions. These descriptions, with some exceptions (notably the Health Department and Prosecuting Attorneys Office) were reviewed by department heads.
- 3) A point system was used as a method of internal job measurement. This was done in cooperation with the Advisory Committee.

The positions were divided into three groups: 1) Managerial; 2) Professional; and 3) Technical/Office/Paraprofessional/Services (TOPS).

Mr. Morley presented various charts illustrating the main points of his study. The first chart presented was on compensation methods currently used by the county. He reviewed problems with the type of system now used, which is a flat rate/narrow range/add on system. He said under this system there is (among others): No recognition of skills learned on the job; does not permit orderly monitoring of the labor market; spawns excessive classification; it is expensive to county and career employees because the emphasis is on bargaining; creates arbitrary wage setting. Corrective action would involve developing a wage range set up in recognition of the labor market. He said the Health Department classification system is close to being correct. He said the county currently does not have a position on wages. He proposed that wage rates be equal to the combined average of a well defined market employing people to do essentially the same work.

Morley said in conducting his survey for the TOPS group he obtained data from four public employers in the area and four private employers. The groups selected were discussed with the Advisory Committee. For the professional and managerial groups, eight counties similar to Marquette County in SEV; population; and work responsibilities were used. The counties surveyed were Allegan, Bay, Lapeer, Grand Traverse, Lenawee, Midland, Livingston, and Muskegon.

Jack Morley said that a compensation system is based on satisfactory performance or better. Unsatisfactory performance by employees should be solved through a training program or disciplinary action. The employer should not attempt to discipline an unsatisfactory employee through the compensation system. He said his report contains a proposal for providing for the recognition of above average and superior performances by employees. He said this is difficult to administer and is optional.

Morley said it is the County Board's responsibility, together with the department heads, to develop program goals. In this way, departmental performance may be measured by the goals set by management and the departments.

Morley said it is important to recognize that a pay grade is a skill level in all cases.

Morley said as jobs become more difficult compensation should improve. This is the opposite of what is occurring in the Courthouse and is a major defect of the present system. The current classification system provides for higher increases for the lower classifications than for the higher classifications.

Morley said the county must develop a philosophy for each classification group. Either hire and train personnel, or hire highly skilled personnel that do not need training.

He presented a chart on pay range construction types. Those types are: payment by percentage increases; by dollar increases; per the labor market, which is the best.

He then presented a recommended compensation structure for the TOPS group. This was broken into 44 classifications, with a proposed range of 36 months. The chart contained job titles; current salary range; labor market data; job evaluation range; salaries range effective 1981. He recommended that the county hire outside for lower group positions and train from within for the higher paying, skilled jobs. In terms of implementation of the system devised, he said the people could be placed in the range based on their current seniority. If not this, place them based on current rate of compensation. Optimally, where applicable, individuals' compensation should be frozen until the labor market catches up with the compensation level.

Dr. Johnson questioned the effect of the study on union contracts. Morley said both management and employees will have to negotiate in terms of where positions should be in terms of the labor market.

Morley said the current promotion system is ill-defined. Defined controls are needed.

Mr. Morley then reviewed the professional classification structure he devised. This included 23 classifications and a 36 month range. This was broken down in the same fashion as the TOPS group. He noted some positions receive, in addition to a salary, a monetary add-on to the salary. He said this is an example of a poor range structure.

Twenty-six classifications were recommended under the managerial group, with a 48 month range. He believes the managerial group would be a good group in which to implement the merit system.

Commissioner Steele left the meeting.

Mor Morley said he is willing to accept written, concise comments on the data and will attempt to respond. This should be on a departmental basis.

He noted the written report contains a portion on fringe benefits. He said he believes fringes should be constructed for career employees. They should not be a form of secondary compensation. He suggested the creation of a committee of management and employees to discuss fringe benefits and cost of benefits received.

Morley suggested in lieu of life insurance, the county could pay the salary of a deceased employee to his/her survivors for a given period of time. He said insurances of the different departments should be combined where possible to lower the overall cost. In regard to sick leave he recommended a system of accumulated sick leave and disability benefits. An employee would not be eligible for the disability benefits until they have accumulated a certain amount of sick leave.

The committee thanked Mr. Morley for his presentation.

A communication from Alan Chase on the August 25, 1981 meeting on salaries and the job study was read. Duane Beard suggested the committee take the report under advisement until their September 3 meeting at which time they could prepare a recommendation to the Finance Committee.

Commissioner Cheatham left the meeting.

It was the general consensus of the committee that the Board should accept the structure proposed by Mr. Morley.

The committee recessed from 4:00 p.m. to 4:15 p.m., when the judges were scheduled to attend to discuss judicial salary standardization.

The committee resumed their meeting with the review of a communication from Randy Girard on judicial salary standardization and an opinion from Chief Civil Counsel on the matter. Pat Micklow said basically the judicial salary standardization act requires that the county provide a minimum supplement to judges' salaries in order to qualify for the state paid supplement, and further that the county not provide a supplement greater than the maximum salary range set. Judges' supplements cannot be reduced from the current funding for this year. To meet the requirements the county must increase the District Court judges' supplements by \$415. Micklow said the county cannot decrease the amount of salary established; to do so would be a violation of the law. Commissioner Juidici asked what would happen if the state determined they could not pay the supplement since the county cannot decrease the salary. Micklow said this would fall under the Headlee amendment.

It was noted the judges are under the county retirement system. They can receive benefits from both the state and county.

William McDonald, Attorney, said judicial salary standardization is a step toward implementing a decision to fund courts of justice in the state on a uniform basis with state funds. He does not believe it is realistic to believe the state will renege on their action. Mr. McDonald urged the committee to consider passing the state paid supplement through to the judges. He believes delays by counties will delay full implementation of the plan, i.e. full state payments. Judge Quinnell said he was informed by the State Court Administrators Office that Isabella County passed a resolution to protect itself against an increased financial burden in the event the state reversed itself

on paying judges supplements. He suggested Marquette County could pass a similar resolution. He said money has been appropriated by the state for the last four months of 1981 and first eight months of 1982 for the judicial supplements. The Controller said the county has taken steps required to be eligible to pass through the supplements, except for increasing the district court judges' county supplements. Morley said his report contains a comparison of judges' salaries in counties comparable to Marquette County. In the comparison study the average for Circuit Court judges is \$51,000. Judge Quinnell said it is the philosophy of the state to set up a judges' pay scale based on State Supreme Court Justices' salaries. The \$51,000 average is below the proposed scale for Circuit Court Judges.

It was noted some counties are opting to go with the judicial salary standardization and others are not.

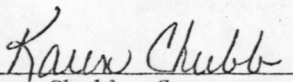
It was moved by Commissioner Farrell to consider the judges' 1982 salaries at the Personnel Committee meeting of September 3, 1981, and to discuss the pass through of the state supplement for the judges' 1981 salaries. General discussion was held on the intent of the motion. Commissioner Juidici said a decision will be made on judges' salaries on September 3. The Controller noted the decision of the committee will be a recommendation to the full Board. The motion was supported by Commissioner Leone, and carried unanimously.

Judge Quinnell said Marquette County does not have parity between Probate and District Court judges salaries as recommended by the state. The judges and Chief Civil Counsel were asked to prepare a resolution that to protect the county from financial liability if they passed through the state funded judges' salaries supplements to the judges.

Judge Easton said salaries for the Marquette County courts are below all but one county used in the comparison study. Easton said he was under the impression they would be meeting on the job classification and execution of the collective bargaining unit. The Controller said the meeting on collective bargaining will be held with the Ad Hoc Bargaining Committee when the Prosecuting Attorney has prepared the information requested.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,



Karen Chubb, Secretary

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August 27, 1981

Honorable Chairperson and Members of the
Marquette County Board of Commissioners
Marquette, Michigan

Ladies and Gentlemen:

A meeting of your Intergovernmental Relations Committee was duly called and held on August 27, 1981 and copies of the minutes of that meeting have been furnished to all members of the Board of Commissioners and a copy of the minutes is attached hereto and made a part of this report.

Respectfully submitted,

INTERGOVERNMENTAL RELATIONS COMMITTEE

Sally May
Chairperson

Frank Leone

James J. Lane

Gene J. Lupton

Dave

August 27, 1981

The Intergovernmental Relations Committee meeting was duly called and held on August 27, 1981 at 7:00 p.m. in the Courthouse Annex.

Present: Commissioners Carlson, LaPin, Leone and May.

Absent: Commissioners Farrell and Lowe.

In Attendance: Dr. Randy Johnson, Director, Health Department; Mike Zorza, Director, Emergency Services; Patricia Micklow, Chief Civil Counsel; Duane Beard, Controller; and Lynn Emerick, Commission on Aging Director.

The meeting was called to order by Chairperson May.

The first item of business was approval of the minutes of the August 3 and August 17 meetings. Commissioner May noted in the August 3 minutes, Page 4, 2nd Paragraph, Fifth Sentence, the phrase "...but they are not about to make changes" should be deleted. It was moved by Commissioner Carlson, supported by Commissioner Leone and carried unanimously to accept the minutes of the August 3 meeting with the above correction. Commissioner LaPin said Page 1, 2nd Paragraph, First Sentence, of the August 17 minutes should be changed from "...AMCAB is sending letters to units in the county..." to "...letters are being sent to units in the county and he assumes its being done by AMCAB..." It was moved by Commissioner Leone, supported by Commissioner LaPin and carried unanimously to approve the minutes as corrected.

The public comment section was opened. No one wished to speak under public comment.

Approval of the agenda was the next item. The agenda was accepted as presented.

Randy Johnson, and Mike Zorza were present to discuss the proposed Emergency Medical Services Council. Dr. Johnson provided the committee a proposed format for the Council, per the committee's request. He said it would be helpful and would give the Board of Commissioners and himself guidance in this area. It was noted the Council's proposed membership is 30, which would allow a good representation of interested and concerned groups and agencies. Dr. Johnson noted the \$20,000 budget submitted to the Finance Committee by the Intergovernmental Relations Committee contains a \$2,600 budget for the Council.

Commissioner May noted provisions in the proposed articles state members of the Council will be appointed by the Board Chair. She questioned whether it would not be better for the Health Board to make the appointments since it is a Health Department program. Zorza believed appointments by the Board Chair would indicate Board support of the program and would be beneficial.

Committee members then reviewed communications from Commissioner Farrell and Duane Beard on the administration of the Emergency Services Program. The Controller said the Board must determine what type of program they wish to conduct. That is, whether they wish to provide only mandated services, or both mandated and discretionary programs. Commissioner Farrell proposed that the program be placed under the Sheriff's Department and combined with the Sheriff's Department's Search and Rescue Division, and that training programs be contracted out rather than provided by the county department.

In response to a question by Commissioner Carlson, Zorza stated at this time they provide specialized programs not found in courses offered elsewhere. Zorza would like county control over programs so that they are geared to the needs of the service. He said he talked to NMU about offering a non-credit emergency services course but has not been successful.

Commissioner May noted this program is being considered by the Finance Committee for the 1982 budget per a recommendation of this committee. She noted discussions have been held on whether the program should be in the Health Department and if so how much should be appropriated to emergency services within the Health Department appropriation. Commissioner May noted the Controller stated the Board must determine what services should be provided. Commissioner Carlson felt the county should provide funds to local units to maintain ambulance services and train personnel and that EMS should be included in the Central Dispatch communications system. Commissioner LaPin spoke in support of maintaining the first responder course to local communities that is now offered by Emergency Services. He felt it was necessary to have someone on the county level organize such a course.

The committee discussed the fact the Emergency Services was transferred to the Health Department this year to benefit from state cost sharing of eligible health activities. Zorza said he believes the transfer increased the programs' efficiency. Johnson said cost sharing participation does not require placement of the program within the Health Department. Commissioner Carlson noted that the discussions on placement of Emergency Services generated from Johnson's concerns that emergency services is not compatible with the Health Department's responsibilities. Johnson said many of the programs operating out of Emergency Services are compatible to current Health Department programs but operating of ambulance services is an area he has problems with in terms of functions of the Health Department.

Zorza was of the opinion that medical oversight provided by the Health Department is beneficial to the program and reduces the liability factor. Johnson noted that although he is a physician he is not knowledgeable or experienced in that particular area.

Following discussion, it was moved by Commissioner Carlson, supported by Commissioner LaPin and carried unanimously to recommend to the Board approval of the EMS Advisory Council organization and procedures submitted by Dr. Johnson, and recommend to the Finance Committee that the appropriation to the Health Department provide adequate finances to support the Council.

It was then moved by Commissioner May, supported by Commissioner Leone and carried unanimously to recommend to the Finance Committee that the present level of services provided for Emergency Services be funded in the 1982 budget.

Patricia Micklow, Chief Civil Counsel, was present to discuss her Opinion on the consolidation of the Parks, Harbor and Forestry Commissions. She said it would be possible to combine them as long as the Board does not violate minimum requirements of each of the commissions. In her opinion, she stated a separate fund would have to be maintained for each of the commissions separate responsibilities.

The Committee received a communication from Frank Donckers, Chair, Harbor Commission, stating that the Harbor Commission decided not to lower the fees charged at the Harbor since they received approval from the DNR to lower them. The letter was received in response to the committee's request that they investigate charging the rate approved by the state. A copy of a letter from the Board Chair to Mr. Donckers was read stating the reason for asking for a fee increase was to make the Harbor more self-supporting, and he asked that the Harbor Commission reconsider the matter.

A second letter from the Harbor Commission was received asking that the Board take action to alleviate the water problem at the Harbor of Refuge. It was moved by Commissioner Leone, supported by Commissioner Carlson, and carried unanimously to refer this communication to the Environment, Lands and Buildings Committee.

It was moved by Commissioner LaPin, supported by Commissioner Carlson and carried unanimously to direct the Committee Chair to respond to the Harbor Commission's letter on fees charged.

It was moved by Commissioner Carlson, supported by Commissioner LaPin and carried unanimously to ask Chief Civil Counsel to study the possibility of reverting the Harbor to a County Park.

Duane noted he submitted a letter to the Environment, Lands and Buildings Committee on a grant agreement proposed by the state to provide an adequate water system at the Harbor. The letter will be referred to the Finance Committee for their information. Further study on the consolidation of the Parks, Harbor and Forestry Commissions will be made at the next committee meeting.

August 27, 1981

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A report was received from the Commission on Aging on the Senior Nutrition Program. This was submitted in response to a request by the Committee. Commissioner May noted Lynn Emerick decided to attend the meeting to review the report. She said she tried to reach Terry Guerin, Director, Senior Nutrition Program, to inform him the report was on the agenda but was unable to do so. Lynn said he received a copy of the report on August 26, 1981.

Lynn updated the committee on the status of the county appropriation for senior meals. She said as of August 25, 1981 payment of the November, December, January and February meal appropriations were approved by the Commission on Aging. She anticipates that the full \$15,000 county appropriation will be spent by September 30, 1981 rather than the \$12,500 she previously projected.

She said one benefit derived from the county appropriation was the ability to place people requesting home delivered meals on the program immediately rather than placing them on a waiting list. She said one thing she would like to see done if the appropriation is made for next year is to increase coordination/referral between the home delivered meals program and other senior programs. She said apparently there is a problem in that meals are not always delivered on time. She said she is aware of at least three individuals who have dropped out of the program because they have not been able to receive their meals on time. She said Terry Guerin has indicated the delays are due to understaffing. Lynn believes this problem should be addressed.

Lynn noted the Commission on Aging voted to recommend a \$15,000 appropriation to senior meals in 1982 and that the motion was amended to read with the understanding that program problems would be adequately worked out.

The committee deferred action on the matter until later in the meeting.

The committee discussed holding a government seminar. Commissioner Carlson said he believes a seminar should be held with government teachers on the tax structure, and on millage. Commissioner May suggested that letters be sent to schools and service organizations informing them of the availability of the county government slide presentation.

It was moved by Commissioner Carlson, supported by Commissioner Leone to send letter to schools and service organizations within the county on the availability of the film and willingness of county personnel to present it. Also, the letter to schools will state a seminar is being considered on county government for all government teachers in the county, and asking that they indicate whether they would be interested in attending such a seminar. The motion carried unanimously.

The committee again discussed the appropriation to the Senior Nutrition Program. It was moved by Commissioner Carlson, supported by Commissioner Leone and carried unanimously to recommend to the Finance Committee to concur with the Commission on Aging's recommendation "That the \$15,000 special appropriation requested by the Alger Marquette Community Action Board for the Senior Nutrition Program be funded for Fiscal Year 1981-1982, with the understanding that problems in program management be adequately dealt with". Further that the appropriation be placed in the Marquette County Commission on Aging budget and subcontracted to Alger Marquette CAA for the purpose of assisting in the provision of home delivered meals in Marquette County provided:

1. The appropriation be divided into quarterly segments, with an evaluation of program management and meal service to take place with each quarter with the following quarter appropriation to be dependent on satisfactory management and service.
2. Information needed to monitor the contract and evaluate the program especially the list of home meal recipients be made readily available on request to the Commission on Aging by AMCAB;
3. The home delivered meals program staff institute actions to increase coordination/referral with other senior programs and to expand services to the home meal recipients, including the provision of follow-up information and assessment results to appropriate senior center and other program personnel.

A communication from the Department of Transportation on equipment used for crushing and removal of existing pavements on highway construction projects was read. This was received in response to a query by the Committee.

A communication from the Michigan Townships Association regarding membership in their organization was read and placed on file.

A copy of a letter from Scott Macy to Thomas Hazlewood, Consortium, on AMCAB alleged misuse of CETA funds was noted and placed on file.

A letter from Republic Township on emergency toll-free telephone service for Marquette County was read. The committee will respond to the letter stating the county is working toward providing such a toll free service, and suggesting that if Republic Township purchases equipment for emergency vehicles to please contact Mike Zorza regarding what type of equipment would be compatible with the system in the county.

A letter from the Finance Committee was read asking that the Intergovernmental Relations Committee create an animal control plan for their consideration. Budget information prepared by Tim Lowe and the Controller on an animal control program was also forwarded by that committee. It was noted one of the Board's goals deals with the establishment of an animal control program that is self-supporting.

It was moved by Commissioner Carlson, supported by Commissioner Leone and carried unanimously to write to the Animal Control Committee stating this committee received a communication from the Finance Committee on an animal control program and both committees believe funding for such a program is not feasible until a program is developed, particularly in regard to housing for animals picked up.

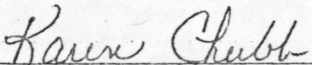
Communications from the Commission on Aging and Chief Civil Counsel on the denial of Marquette County's appeal for AAA designation were noted and placed on file.

The Board Secretary informed the Committee that Tim Lowe had attended the last Road Commission meeting and asked that the Committee be informed that Board members were invited to tour the Airport facilities.

There was no public comment.

The meeting adjourned at 10:00 p.m.

Respectfully submitted,



Karen Chubb, Secretary