October 13, 1981

The Marquette County Board of Commissioners met on October 13, 1981 at 7:00 P.M. in the Commissioners Room of the Courthouse Annex.

Chairperson Farrell called the meeting to order. Roll was called and the following roll recorded:

Present: Comm. Carlson, Juidici, LaMere, LaPin, Leone, Lowe, May, Racine, Steele, Villeneuve and Farrell.

Absent: Comm. Cheatham.

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

The approval of the October 7, 1981 meeting of the Board of Commissioners was postponed until October 21, 1981.

Approval of the agenda was given with the addition of a letter (item 7f) from David Berns, director of Marquette County Department of Social Services, to Lynn Emerick, director of Marquette County Commission on Aging, and a letter from Register of Deeds, Paul A. Nykanen, item 7g.

Item 6c, a recommendation from the Personnel Committee regarding salaries of Elected Officials for 1982, was moved up on the agenda to be heard prior to the adoption of the 1982 budget.

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

Chairperson Farrell opened the meeting for a public hearing on the 1982 Federal Revenue Sharing Budgets, 1982 Operating and Capital Budgets, and Capital Improvement Program. James Sodergren of Ishpeming, Michigan was present and advised the County Board that he felt the Federal Revenue Sharing money should be earmarked for the renovation of the County Courthouse. He was advised that a large part of these funds have been earmarked for that purpose. There being no further comment, Chairperson Farrell declared the public hearing closed.

The County Board reviewed the Community Development Block Grant Housing Rehabilitation Manual. Ted Oslin from the Planning Commission staff was present to answer any questions. It was moved by Comm. Leone, supported by Comm. Racine, and unanimously carried on a roll call vote that the manual be approved subject to approval of the Chief Civil Counsel as to whether or not it is applicable to the Bacon Davis Act and Federal and State statutes.

Darryl Sundberg, County Drain Commissioner, was present to inform the County Board on the condition of the repair of the Lake Independence Dam also known as "Cramps" Dam. He stated the condition was far worse than expected and would cost an additional $12,000.00 to repair. He submitted a letter from Engineering Consultants in regard to the dam's condition and cost of repair. Chief Civil Counsel, Patricia L. Micklow, was present to discuss the circuit court hearing, to be held on November 19, 1981 at 10:00 A.M. in regard to the matter of determination of special assessment district boundaries for maintenance of previously determined inland lake level of Lake Independence, located in Powell Township, Marquette County, State of Michigan, her report and associated papers will be placed on file along with a map of the repair of the dam. It was moved by Comm. Carlson, supported by Comm. May and carried on a roll call vote that the County Board loan an additional $12,000.00 from the General Fund to a special fund without interest, to be paid from the proceeds of the special assessment district.

Ayes: Comm. Carlson, Juidici, LaMere, Leone, Lowe, May, Racine, Steele, Villeneuve, and Farrell.

Nays: Comm. LaPin.

Absent: Comm. Cheatham.

Reports from Gary Yoder, Accounting Supervisor, and confirming opinion from Patricia L. Micklow, Chief Civil Counsel, on the taxes that each individual unit can levy for year 1982, were read and discussed. Contrary to the letters dated October 12, and 13, 1982, all levies for each unit had been figured out prior to 7:00 P.M. meeting time and were available for the County Board due to the efforts of Accounting Supervisor and Chief Civil
Counsel. It was moved by Comm. LaPin, supported by Comm. LaMere and counseled that the matter of the difficulty in getting the levy certified to the County by the township supervisors and city managers be referred to the Executive Committee for a recommendation as to who (clerk, treasurer, equalization director, or accounting dept.) is responsible for the report.

A list of vacancies on the various boards and commissions of the County was provided and although the public has been informed of these vacancies there seems to be an absence of interested persons wanting to serve on these county boards. The list will be publicized in the Mining Journal within the next few weeks.

A communication from the Department of Commerce regarding the consolidation of the Economic Development Corporation for the County of Marquette and the Marquette County Economic Development Corporation, was read. It was moved by Comm. Carlson, supported by Comm. Juidici, and carried that the matter be referred to the Intergovernmental Relations Committee and that they set up a meeting with Carol Hoffman of the office of Community Development and the two EDC boards to further discuss the matter of consolidation. A communication from the Economic Development Corporation of the County of Marquette supporting the principle, was read and placed on file.

A communication from David Berns, director of the Marquette County Department of Social Services, to Lynn Emerick, director of the Marquette County Commission on Aging, was read. The letter referred to cuts in service and the impact they will have on certain units who now are provided the service, which is specifically referral, counseling and health related services.

The report of the Personnel Committee meeting held on October 8, 1981, was accepted and placed on file.

A recommendation from the Personnel Committee that elected officials should be removed from the job classification study and that their 1982 salaries be set as follows, was read:

- County Clerk: $28,500.00 plus fees
- Treasurer: $26,700.00 plus fees
- Register of Deeds: $24,600.00 plus fees
- Sheriff: $30,000.00
- Prosecuting Atty.: $50,000.00 including fees
- Drain Commissioner: $12,000.00
- Mine Inspector: $16,800.00

Letters from Joseph Maino, Sheriff, and Paul Nykanen, Register of Deeds, asking for additional increases were read.

It was moved by Comm. Carlson, supported by Comm. LaPin, that the elected officials salaries for 1982 be as follows:

- County Clerk: $29,500.00 plus fees
- Treasurer: $26,700.00 plus fees
- Register of Deeds: $25,700.00 plus fees
- Sheriff: $30,000.00
- Prosecuting Atty.: $50,000.00 including fees
- Drain Commissioner: $12,000.00
- Mine Inspector: $16,800.00

It was then moved by Comm. May, supported by Comm. Juidici, that the motion be amended to (1) accept the salaries for elected officials as listed in option #2 of the Horley Study (2) refer the matter of establishing a county compensation committee to the Personnel Committee and (3) ask the Personnel Committee to work on deferred compensation plan for elected officials. A roll call vote was taken on the amendment to the motion made by Comm. Carlson and the motion for amendment failed.


Nays: Comm. Carlson, LaMere, LaPin, Leone, Lowe, Racine, Steele, and Villeneuve.

Absent: Comm. Cheatham.
A roll call vote was then taken on the main motion, which was made by Comm. Carlson, supported by Comm. LaPin, to place the elected officials salaries at County Clerk $29,500.00, plus fees, Treasurer $26,700.00, plus fees, Register of Deeds, $25,700.00, plus fees, Sheriff $32,000.00, Prosecuting Attorney $50,000.00 including fees, Drian Commissioner $12,000.00, Mine Inspector $16,800.00. The motion passed on the roll call vote.

Ayes: Comm. Carlson, LaMere, LaPin, Leone, Lowe, Racine, Steele, and Villeneuve.


Absent: Comm. Cheatham.

It was then moved by Comm. Juidici, supported by Comm. Racine and unanimously carried on a roll call vote, that the proposed budgets for 1982 Federal Revenue Sharing, 1982 Operating & Capital budgets, as amended by board action, the Capital Improvements, and the certified levy of taxes to be collected be adopted for 1982.

Comm. Carlson commented on changes made in county financial reporting in the last year, and stated that at this point all tools are available and in place for prudent financial responsibility by the County Board. That the County Board should be proud of the improvements and continue to progress in the 1982 year.

INSERT I

1982 Federal Revenue Sharing Budgets.
1982 Operating and Capital Budgets.
Capital Improvement Program.

A communication and recommendation from County Controller, Duane Beard, in regard to the repair of the jail roof, was read. It was moved by Comm. LaMere, supported by Comm. Racine and unanimously carried on a roll call vote that the County Board concur with the recommendation and award the bid for a new roof to (1) Bell Roofing of Marquette, Michigan, the low bidder in the amount of $19,672.00 (2) that a budget amendment of $7,000.00 be adopted to cover the costs (3) that architectural fees at a cost of not more than $1,300.00 be approved and (4) that the County Board Chairperson be authorized to execute the necessary construction contract documents.

Controller Duane Beard did not recommend the additional insulation of the roof because of the possible, near future need for an additional story to be built on the jail, due to the increase in the average daily census in the Marquette County Jail.
RESOLUTION AYENDING NON GENERAL FUND BUDGET

Fiscal Year 1981 Amendment No. 1

WHEREAS, budgets were adopted by the County Board on October 14, 1980 to govern receipts and expenditures of the various County funds for the next fiscal year the County; and,

WHEREAS, as a result of unanticipated changes in revenues and/or needed expenditures, it is necessary to modify the aforesaid budget; and,

WHEREAS, such modification will still maintain a balanced budget between revenues and expenditures.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the aforesaid budget be hereby modified as follows:

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<thead>
<tr>
<th>Fund and Expense Budget Account</th>
<th>Previous Budget Amount</th>
<th>Amended Budget Amount</th>
<th>Change</th>
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<tbody>
<tr>
<td>Public Improvement Fund</td>
<td>14,000.00</td>
<td>21,000.00</td>
<td>+7,000.00</td>
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<td>Roof Repair</td>
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<tr>
<th>Revenue Budget Account</th>
<th>Previous Budget Amount</th>
<th>Amended Budget Amount</th>
<th>Change</th>
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<tr>
<td>Interest Earned</td>
<td>-0.00</td>
<td>7,000.00</td>
<td>+7,000.00</td>
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Notion was made by [Comm. LaMere], seconded by [Comm. Pence] to adopt the foregoing resolution. Upon roll call vote, the following vote was recorded:

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<thead>
<tr>
<th></th>
<th>Aye</th>
<th>Nay</th>
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<td>Carlso</td>
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<td>LaMere</td>
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<td>C. Ray</td>
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<td>J. Racine</td>
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<td>C. Steele</td>
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<td></td>
<td>E. Villeneuve</td>
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<td>P. Farrell</td>
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The Chairperson declared the motion carried and the resolution duly adopted.

It was moved by Comm. LaPin, supported by Comm. Villeneuve and carried that no smoking signs be posted in the Commissioners Room and no smoking be allowed.

Personnel Director, Randy Girard advised the County Board that all of the Judges had signed the Judicial Standardization Waiver.

There being no further business to come before the County Board, it was moved by Comm. LaMere, supported by Comm. Steele and carried that the meeting be adjourned.

Respectfully Submitted,

Henry A. Skewis
County Clerk

-4-
ANNUAL MEETING
MARQUETTE COUNTY BOARD OF COMMISSIONERS
Tuesday, October 13, 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.
4. APPROVAL OF THE AGENDA.
5. PUBLIC COMMENT (time limit of 20 minutes total).
6. PUBLIC HEARINGS:
   a. Public hearing on the 1982 Federal Revenue Sharing Budget,
      1982 Operating and Capital Budgets, and the Capital
      Improvements Program. (Recommendation from the Finance
      Committee on this subject under Item 8a; Personnel Committee
      recommendation on this subject under Item 8c; Opinion from
      Chief Civil Counsel on certification of levies under 7b; and
      Letter from Sheriff Maino on 1982 salary under Item 7e.)
   b. 
7. PRESENTATION OF CLAIMS, PETITIONS AND COMMUNICATIONS:
   a. Community Development Block Grant Housing Rehabilitation Manual.
      Ted Osoln, Planning Commission, will be present to review this
      item. (BOARD MEMBERS RECEIVED A COPY OF THE MANUAL ON
      OCTOBER 7, 1981. PLEASE BRING IT WITH YOU.)
   a. Darryll Sundberg, Drain Commissioner, will update the Board
      on the Lake Independence Dam Project.
   b. Opinion from Chief Civil Counsel on certification of levies.
   c. Listing of openings on appointed boards/commissions as of
      December 31, 1981.
   d. Communication from the Dept. of Commerce on county-wide EDC.
   e. Communication from Sheriff Maino on 1982 salary.
   f. Letter from Lynn Ewen.
   g. Letter from Paul Wycliffe on 1982 salary
   h. 
8. REPORTS OF STANDING COMMITTEES:
   a. Recommendation from the Finance Committee on the 1982 Federal
      Revenue Sharing Budget, 1982 Operating and Capital Budgets,
      and the Capital Improvements Program.
   b. Report from the Personnel Committee on a meeting held October 8, 1981.
   c. Recommendation from the Personnel Committee on 1982 salaries for
      elected officials. Cost analysis from the Controller on this subject.
9. REPORTS OF SPECIAL COMMITTEES:
   a. 
   b. 
10. REPORTS OF COUNTY OFFICERS:
    a. Report from the Controller on Jail roof bids.
    b. 
11. LATE ADDITIONS:
    a. 
    b. 
12. UNFINISHED BUSINESS:
    a. 
    b. 
13. NEW BUSINESS:
    a. 
    b. 

14. PUBLIC COMMENT.
15. ANNOUNCEMENTS.
16. ADJOURNMENT.
October 8, 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
October 8, 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
The Personnel Committee meeting was duly called and held on October 8, 1981 at 4:00 p.m. in the Courthouse Annex.

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

Absent: Commissioner Cheatham.

In Attendance: Duane Beard, Controller; Randy Girard, Personnel Director; Jack Morley, Morley & Associates; Henry Skewis, County Clerk; and Gary Walker, Prosecuting Attorney.

The meeting was called to order by Chairperson Juidici.

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

Approval of the agenda was the next item of business. The agenda was approved as presented.

The purpose of the meeting was to discuss the 1982 salaries of Prosecuting Attorney and County Clerk.

Henry Skewis said the letter he addressed to the Board on his salary speaks for itself. He believes he is worth additional dollars above what the classification study indicates basically because of the 36 to 40 night meetings he must attend each year. He said he also sent a letter to the Finance Committee earlier in the month speaking to the same issue. He said it would cost the county more to have his staff attend night meetings and pay overtime than the increase he is requesting. It was noted $28,118 was recommended for the Clerk in the Morley classification study.

Jack Morley said labor market data and the point factor system was used to determine the Clerk's recommended salary. Morley said he expanded on the data in recognition of the fact that there are substantial differences between individuals with no experience holding the job, versus one with substantial experience. Based on his study the Clerk was underpaid $3,000 for 1981. The Clerk said most other County Clerks are only required to attend twelve to eighteen meetings per year.

Commissioner Juidici said perhaps this is a situation in which the need for a merit system is indicated. Commissioner Farrell disagreed with that. He said if there are additional duties involved it is an add-on. He said they are talking about extra responsibilities and the possible need for an add-on to the compensation.

Skewis said by statute duties of the Plat Board are not to be considered part of the duties of the Clerk.

Jack Morley said some County Clerks sign letters of agreement stating their compensation is in recognition of Plat Board duties so that only one compensation is received. The Plat Board compensation is a historic and perhaps outdated practice when elected officials were compensated solely through the receipt of fees. He believes it is better to get an agreement stating all duties are considered in the total compensation.
Commissioner Juidici noted perhaps $30,000 is the correct salary for Mr. Skewis, but not for the Clerk's position. Duane Beard stated if the number of meetings an individual attends is considered criteria for more money the committee must consider other employees who also must attend meetings.

Henry Skewis said the Treasurer and Register of Deeds will not agree to include Plat Board compensation with salary compensation. He said he disagrees with Morley's statement that some counties include it in the salary.

Other fees received by the Clerk include statutory public statistic fees of $400 per year; Tax Allocation Board salary of $160 per year; and Board of Canvassers' salary of $600, a portion of which is reimbursed to the county by units of government holding elections.

In response to a question by Jack Morley, Henry Skewis said the amount of fees he receives varies each year, but it is about $2,100 if the maximum amount is collected. He is requesting a salary of $30,000 for 1982, plus fees received. Mr. Skewis then left the meeting.

It was noted that the $28,118 recommendation in the classification study includes fees. It was noted the Treasurer, in addition to Plat Board fees, receives a Tax Allocation Board fee, and safety deposit box fees. The Register of Deeds receives Plat Board fees.

It was moved by Commissioner Leone to increase the salary of the County Clerk to $30,000 for 1982. Duane Beard said if the Board is going to increase his salary the decision should be based on something. The Clerk requested the increase because of attendance at night meetings and quality of performance. Duane supported the basic compensation system with a merit system divided to award superior performance when applicable. If the increase is based on number of meetings that he must attend then the same consideration must be given for each employee who has to attend meetings.

Gary Walker said elected officials do not receive sick leave and vacation time and therefore when they leave county employ they do not receive payment for accumulated sick leave and vacation time as is the case with non-elected employees. He said there is inequity in this situation. He said appointed officials with comp time may use this in lieu of vacation and sick leave thus setting up a nest egg of compensation upon termination.

Duane Beard said the county could eliminate payment of accumulated sick leave and vacation for appointed officials or could give elected officials a comparable benefit such as contributing to the elected officials deferred compensation plan.

As there was no support for Commissioner Leone's motion, the motion died.
Gary Walker said he addressed a letter to Jack Morley but has not seen his response to the letter. He also talked with Morley on his concerns with the market for his job. He said of the nine counties surveyed in the study, five of the Prosecuting Attorneys do not perform civil duties. In four of the counties they receive additional funds for divorce fees. In four of the counties the Prosecuting Attorney's job is part-time and he has the ability to practice privately. Therefore, he has concerns with the market data. The maximum for the current recommended classification for his position is $46,000; the maximum for the next higher classification is $64,000. He does not believe the market would support the $64,000 figure and believes there is a problem with the design of the system when there is such a wide gap between the two adjacent classifications. If he received sick leave and vacation and was able to accumulate it it would mean a yearly accumulation of $5,000 based on his current salary.

Gary Walker said he does not agree with an add on fee for negotiating work, but thinks it should be part of the salary. He said concern has been expressed that the next Prosecutor will not be willing to do negotiations and the Board cannot alter the salary accordingly. Gary Walker suggested that if such a situation occurs simply red line the position's salary.

In response to a question by Commissioner LaMere, the Prosecuting Attorney said in the past he felt his salary should be tied in with the Circuit Court Judge. He noted, however, the large increase received by Circuit Court Judges for 1982. He believes, now, that the salary should be tied in with one of the lower paid Judges. Probate Court Judge will earn $57,000 in 1982, and the District Court Judge will earn $54,000.

Duane Beard said there are three options for setting a salary for an elected official:

1. Use of recognized system.
2. Officers Compensation Commission.
3. Politics.

An Officers Compensation System may be used only for elected officials.

Commissioner Leone believes the fact that the Clerk attends 36 to 40 meetings is an omission in the study's report.

Duane Beard said another option available is longevity payments for the time employees have been with the County. He believes if this is followed it must be done for the entire category of employees.

Commissioner Farrell said he would like to take elected officials out of the classification study and set up an Officers Compensation Commission.
The following 1982 salaries were considered for elected officials:

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<tr>
<th>Position</th>
<th>Salary</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Clerk</td>
<td>$28,500</td>
<td>plus fees (16% increase)</td>
</tr>
<tr>
<td>Register of Deeds</td>
<td>$24,600</td>
<td>plus fees (9% increase)</td>
</tr>
<tr>
<td>Treasurer</td>
<td>$26,700</td>
<td>plus fees (17% increase)</td>
</tr>
<tr>
<td>Sheriff</td>
<td>$30,000</td>
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<tr>
<td>Prosecuting Atty.</td>
<td>$50,000</td>
<td>including fees (14% increase)</td>
</tr>
<tr>
<td>Drain Commissioner</td>
<td>$12,000</td>
<td>(same as 1981)</td>
</tr>
<tr>
<td>Mine Inspector</td>
<td>$16,800</td>
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Jack Morley said the separation of hired and elected officials' compensation happens frequently. The basis for doing this could be to create more competition for elected positions.

It was moved by Commissioner Juidici to accept the recommendations included in the Job Study. The motion died for lack of support.

It was moved by Commissioner LaMere and supported by Commissioner Steele to recommend to remove the elected officials from the job study and recommend approval of the figures noted above. The motion carried. Ayes: Commissioners Farrell, LaMere, Leone and Steele. Nays: Commissioner Juidici. Absent: Commissioner Cheatham.

The committee directed the Controller to come to the October 13 Board meeting with an analysis of cost of the proposal and recommendation on where the funds should come from.

Commissioner Farrell asked that the Controller present Officers Compensation Commission information to the Committee at their next meeting for discussion.

The meeting adjourned at 6:15 p.m.

Respectfully submitted,

Karen Chubb, Secretary