The Marquette County Board of Commissioners Finance/Personnel Committee met on Monday, September 22, 1986 at 4:00 p.m. in the Courthouse Conference Room, Marquette, Michigan.

Chairperson Valente called the meeting to order, roll call was taken and the following roll recorded:

Chairperson Valente opened the meeting for public comment, none was forthcoming.

It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that the minutes of the Finance/Personnel Committee meeting held on September 8, 1986 be approved.

It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that the agenda be approved.

The Committee took under consideration the review of claims and accounts. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that claims and accounts for the period September 9, 1986 through September 22, 1986, in the amount of $786,491.08 be approved and paid.

The Committee took under consideration a contract for caretaker services for Perkins Park, for services through the fall and winter in exchange for living in the managers residence with paid utilities. Ron Koshorek, Director of the Resource Management/Development Department, was present and reviewed the added estimated costs for the Committee. Mr. Koshorek recommended entering into the agreement because the supervision and miscellaneous repair work at the park and harbor are worth the $937.00 difference. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that contract be sent to the full Board for consideration without a recommendation from the Finance/Personnel Committee.

The Committee took under consideration a proposed water and sewer bond resolution for Forsyth Township. Dennis Aloia, County Administrator, explained the County Board was approached by Forsyth Township some time ago in the joint financing of sewer and water improvements. Since that time the Township has been finalizing bond requirements and engineering needs. Forsyth Township and the County D.P.W. have approved similar resolutions, and Administrator Aloia recommends the County Board approve these resolutions. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that the Finance/Personnel Committee recommend the approval of the Forsyth Township Sewer and Water Bond resolutions.

The Committee took under consideration a proposed classification/compensation system update by J. Morley and Associates. Dennis Aloia, County Administrator, reminded the Committee that the Board desired to re-evaluate the current labor market as a result of the labor negotiations conducted early this year. There will be several benefits derived by updating the classification system; a) the system will allow Marquette County to continue with a fair and equitable wage administration program,
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b) it is an invaluable negotiation tool which has saved the County thousands of dollars in potential increases for salaries and benefits, and c) using an outside consultant guarantees the impartiality of the analysis and lends more credibility to the system. Randell E. Girard, Director of Human Resources, informed the Committee that during recent years a trend has showed our compensation system in some areas has eroded in comparison to our labor market. Changes have occurred in some of the labor market counties involving SEV, population and compensation which make them no longer appropriate as comparisons for our County. Mr. Girard further stated our system has been in place for four years, and it is generally accepted that this type of system is valid for three to five years without update. Both Mr. Girard and Mr. Aloia recommend that an update to identify necessary alterations and retain the credibility of our system is necessary at this time. If the County Board approves of the proposed update at their next regular meeting Mr. Morley has indicated he can finish the required work by the end of the year, then the information would be available for contract reopeners. The cost of the project is $12,400.00, with partial funding for the project in the amount of $7,750.00 to come from various department accounts, and the balance of $4,650.00 is recommended to come from the contingency account. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried to send the proposed classification/-compensation system update with the budget resolution for $4,650.00 to the County Board for consideration without a recommendation from the Finance/-Personnel Committee.

The Committee took under consideration a memo from Randell E. Girard, Director of Human Resources, regarding funding and the appointment of a delegate to the annual MERS meeting. Mr. Girard related that the County Board had established the funding and appointed a delegate in August of 1983, but the minutes do not reflect such action. Therefore Mr. Girard is requesting the Finance/Personnel Committee recommend the County Board again take action to provide the necessary funds and appoint the director of Human Services as MERS delegate with the Finance Manager as alternate. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried that the Finance/Personnel Committee recommend the County Board appoint the director of Human Resources as delegate to the annual MERS meeting, the Finance Manager as alternate, and the necessary funding be included in the Personnel Department's annual budget.

The Committee took under consideration an updated Brookridge Proposal presented by Mr. Charles Drury. Mr. Drury passed out a copy of the proposal and briefly highlighted it for the Committee and offered to answer any questions. Mr. Dan Hannigan, Director of the Marquette County EDC, was present and indicated this proposal goes in the right direction but there is still much to negotiate. It was moved by Comm. Berglund, supported by Comm. Valente and unanimously carried to send this proposal to the County Board for further negotiation.

Chairperson Valente opened the meeting for public comment, none was forthcoming.
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There being no further business to come before the Finance/Personnel Committee, the meeting was adjourned.

Respectfully submitted,

David J. Roberts
Marquette County Clerk
MARQUETTE COUNTY BOARD OF COMMISSIONERS
FINANCE/PERSONNEL COMMITTEE
Monday, September 22, 1986, 4:00 p.m.
Courthouse Conference Room, Marquette, Michigan

1. ROLL CALL.
2. PUBLIC COMMENT.
4. APPROVAL OF THE AGENDA.
5. Review of Claims and Accounts.
7. Memo from Dennis Aloia, County Administrator, regarding proposed Forsyth Township Water & Sewer Bond Resolutions.
8. Memo from Dennis Aloia, County Administrator, regarding an Employee Classification/Compensation System Update.
9. Memo from Randall Girard, Human Resources Director, regarding appointment of officer delegate to the Municipal Employees Retirement System Annual Meeting.
11.
12.
13.
14. PUBLIC COMMENT.
15. ANNOUNCEMENTS.
16. ADJOURNMENT.