December 30, 1987

The Marquette County Board of Commissioners Finance/Personnel Committee met on Wednesday, December 30, 1987 at 2:00 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.

Chairperson Valente called the meeting to order, roll call was taken and the following roll recorded: Present: Comm. Corkin and Comm. Valente. Absent and Excused: Comm. Lowe.

It was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that the minutes of the December 8, 1987 Finance/Personnel Committee meeting be approved.

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

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

The Committee took under consideration claims and accounts. It was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that claims and accounts for the period December 8, 1987 thru December 30, 1987, in the amount of $1,526,646.15 be approved and ordered paid.

The Committee took under consideration communications from Sheriff, Joseph I. Maino, regarding the benefit package for Undersheriff, Michael Quayle, and Administrative Aide, Susan Girard-Jackson. As a result of the recent Morley Study and union negotiations a disparity in benefits has occurred for the Undersheriff and the Administrative Aide. Mr. Quayle was present and had two special requests for the Committee, first, that a vehicle be provided to the Undersheriff, and second, the County also provide on-call pay. Mr. Quayle distributed a survey of counties in Marquette County's labor market and all eleven responding counties provided vehicles for the Undersheriff. Other types of benefits that Mr. Quayle would like the County Board to consider are retirement, longevity, and sick leave. Sheriff Maino was concerned that there is no policy in place for middle management to negotiate with County Administration and believes such a policy should be in place. Randell Girard, Human Resources Director, indicated the usual procedure is that negotiations take place with the bargaining units, and when bargaining is completed the County Board considers the non-union employees with a similar wage and benefit package which follows the negotiated contract. It was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that Administrative Staff present a report at the next Finance/Personnel Committee meeting regarding the development of a policy for middle management non-union employees.

The Committee took under consideration a communication from Sheriff, Joseph I. Maino, regarding a proposed job reclassification for Clerk Typist III. Sheriff Maino has been discussing the reclassification with Randell Girard since last April, however a wide disparity between the Sheriff's Department point factoring and Mr. Girard's point factoring exists. The process of reclassification provides that the Department Head may come to the Finance/Personnel Committee or the employee has the right to file a grievance should they not be satisfied.
Sheriff Maino contended should an employee’s job classification have to be increased, so be it, regardless of the ripple effect on other positions. Sheriff Maino also pointed out the specific differences in the factoring system, and believes the point factoring for adverse working conditions should be as high for the Clerk Typist as it is for the Sergeant, or Administrative Aide, because they are all working in the same room.

Randell Girard, Human Resources Director, related that before the classification system began, each Department Head pleaded the individuals job classification from their own perspective. The wage and classification system now in place provides a process for evaluating each job classification. Mr. Girard has to be fair but also must consider the County-wide effects, because a change in one department may result in requests for changes in other departments. Mr. Girard and the Sheriff disagree on the classification of the Clerk Typist III, but Mr. Girard does not intend to change his recommendation.

After a lengthy discussion it was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that the Committee have Mr. Girard re-evaluate the Clerk Typist III position using a compromise between the Personnel Department and Sheriff point-factoring systems, and see if the resulting total points are enough to justify reclassification, and report back to the next Finance/Personnel Committee meeting.

The Committee took under consideration the award of a bid for a small pickup for the Resource Management/Development Department Code Enforcement Activity. Department Director, Ron Koshorek, recommended the bid be awarded to the local firm Nelson Chevrolet. It was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that the Finance/Personnel Committee recommend the County Board award the bid for a small pickup to Nelson Chevrolet in the amount of $8,045.00.

The Committee took under consideration the completing of the EDA Title IX Strategy Grant Application. Dan Hannigan, Director, Marquette County EDC, related the application contains the same work program the County Board approved on September 15, 1987. The local share amounts to $15,000.00 with an EDA match of $45,000.00. It was moved by Comm. Corkin, supported by Comm. Valente and unanimously carried that the Finance/Personnel Committee recommend the County Board approve the Resolution Authorizing Submission for an EDA Title IX Grant Application committing $15,000.00 in local matching funds.

The Committee took under consideration a letter from Robert C. Bendzinski, Financial Advisor, regarding the $6 million dollar County of Marquette Wastewater Treatment System 1987 Refunding Bonds. Mr. Bendzinski indicated the refinancing should occur after the first of the year and should be completed no later than March 1, 1988.

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

There being no further business to come before the Finance/Personnel Committee the meeting was adjourned.

Respectfully submitted,

David J. Roberts
Marquette County Clerk
ROLL CALL.


3. PUBLIC COMMENT.

4. APPROVAL OF THE AGENDA.

5. Review of Claims and Accounts.

6. A communication from Sheriff Joseph I. Maino regarding the Undersheriff and Administrative Aide benefits.

7. A communication from Sheriff Joseph I. Maino regarding a proposed job reclassification in the Sheriff's Dept.


10. A letter from Robert C. Bendzinski updating the future refinancing of the Ishpeming Wastewater Treatment System.

14. PUBLIC COMMENT.

15. ANNOUNCEMENTS.

16. ADJOURNMENT.