The Marquette County Board of Commissioners Finance/Personnel Committee met on Tuesday, February 7, 1989 at 5:15 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.

Chairperson Arsenault called the meeting to order, roll call was taken and the following roll recorded: Present: Comm. Corkin, Comm. Seppanen and Comm. Arsenault. Absent: None.

It was moved by Comm. Seppanen, supported by Comm. Corkin and unanimously carried that the minutes of the January 24, 1989 meeting be approved.

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

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

The Committee took under consideration the review of Claims and Accounts. It was moved by Comm. Seppanen, supported by Comm. Corkin and unanimously carried that claims and accounts for the period January 19, 1989 thru February 1, 1989 in the amount of $1,251,839.69 be approved and ordered paid.

The Committee took under consideration a proposal from the Marquette County Elected Officials regarding compensation and retirement. The Marquette County Elected Officials have historically received a compensation package patterned after the union contracts, however, this time the Elected Officials will have a desire to upgrade their retirement package and accept a lower pay increase. The Elected Officials presented to the Committee the following proposal: A 1989 3% wage increase, a 1990 2% wage increase with the B-3 Retirement Program, and the deletion of the disability insurance program, and a 1991 1% wage increase with the addition of a FAC-3 Rider to the Retirement Program. Human Resources Director, Randell Girard, informed the Committee that the total compensation package for the Elected Officials amounts to 11.07% over a three year period, however .6% has not been deducted from the Elected Officials package for a change in the Health Benefits package from a 90-10 Master Medical deductible to a 80-20 deductible. This makes the overall Elected Officials proposal at 10.47 over three years. County Administrator, Dennis Aloia, credits the Elected Officials for presenting a reasonable package and indicated his support. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board approve the following compensation retirement package for Elected Officials be approved:

1989 - 3% wage increase
1990 - 2% wage increase, the B-3 Retirement Program, and the deletion of the disability insurance program.
1991 - 1% wage increase, FAC-3 Rider to the Retirement Program.
(Note: Health Insurance Master Medical deduction from 90-10 to 80-20)
The Committee took under consideration a proposal from the non-union employees regarding compensation and retirement. Dennis Aloia, County Administrator, pointed out there are 39 such non-union employees but only 18 signed the proposal. The non-union employees are requesting a similar package to the Elected Officials with a 2% salary increase for 1989, a 2% salary increase and the addition of the B-3 Retirement Plan for 1990, and a 2% salary increase and the addition of the FAC-3 Rider for 1991. The non-union package should also have deducted from it .6% for the change in the health insurance Master Medical deduction recently negotiated. The non-union employee package request for increase in wages and benefits is slightly less than 10% over a three year period. Administrator Aloia had only one concern, only 1/2 of the non-union employees signed the proposal, however there is nothing in writing from the rest of the non-union employees for any other plan. Randell Girard, Human Resources Director, pointed out that all non-union employees were informed and invited to attend the meetings. Mr. Girard did attend one meeting but not all of them. Comm. Arsenault opened the meeting for any non-union employees to address the Committee regarding the proposal or alternate proposals. No comment was forthcoming. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board approve of the compensation and retirement package for non-union employees as follows:

1989 - 2% wage increase
1990 - 2% wage increase, with addition of the B-3 Retirement Plan
1991 - 2% wage increase, with addition of the FAC-3 Rider
(Note: Health Insurance Master Medical deduction from 90-10 to 80-20)

The Committee took under consideration a communication from Marjorie A. Seymour, Representative of the Marquette County Retirees Association, regarding a request for a one-time cost of living adjustment under the MERS E-Program. Marjorie Seymour addressed the Committee and explained that the Marquette County Retirees have never once received a cost-of-living increase, and many of their pensions are based upon lower wages of years ago. Also some of the retirees had to pay into their own retirement plan. Randell Girard, Human Resources Director, gave some background on the E-Program, the County Board must every year by December 1st adopt a resolution for the one-time E-Program which would provide a 2% cost of living adjustment for retirees. There is another program called the E-1 Program that provides for up to 2-1/2% cost-of-living adjustment which also must be adopted annually. The one-time E-Program would cost Marquette County $15,600.00.

Hank Skewis, retired County Clerk, was present and pointed out that other counties are taking advantage of this program, and the E-Program will cost Marquette County nothing. If the County Board is upgrading the present union employees retirement system, and then also approves better retirement
programs for Elected Officials and non-union employees, it should also do something for the retirees. Many of these employees worked for a long time, were very dedicated, and have very low pensions. Many of them had to pay into their own pension plans.

Dennis Aloia, County Administrator, stated that Marquette County is fully funded for retirement at this time, however we cannot predict the future. He expressed his reservations about the Retirees Association coming to the County Board for this benefit because it has been generally considered a bargaining issue. The Union has dropped this issue during negotiations. Dennis Aloia suggested that if the County Board approves of the E-Program for 1990 they should also make it clear for the future if whether it is a bargaining issue or not.

It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee direct Staff to request a breakdown from MERS on the following: How many Marquette County retirees there are, how much do they receive, how much the E-Program benefit would provide for each of them, and how many other counties have approved the E-Program. When the information is received then Staff is to present it to the Finance/Personnel Committee and invite the retirees to attend.

It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee accept for file the 1989 Health Department Final Budget and also include it in the County Board meeting packet as an informational item.

The Committee took under consideration the creation of a full-time Nursing Supervisor in the Health Department Clinic Services Division. A memorandum from Randall M. Johnson, M.D., Director, Marquette County Health Dept., explained that there are 14 Staff members assigned to the Clinic Services Division and additional expansion is anticipated. As a result it is difficult for one person to adequately direct and supervise the activities of this division. To resolve the problem the Health Dept. is proposing to create a new full-time Nursing Supervisor position. The position would be partially funded by consolidating a recently vacated 0.4 FTE nursing position (PO-5E) with a 0.4 FTE nursing position (PO-5A) expansion previously approved by the Board of Commissioners, but not yet filled. The Cigarette Tax Revenue would be used to make up the difference needed to create the full-time position. Budget amount for present part-time position - $23,145.00 (salary + fringe); Proposed full-time Supervisor (March) - $24,913.00 (salary + fringe); Difference (Cigarette Tax) - $1,768.00. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel recommend the County Board approve of the creation of the full-time Nursing Supervisor in the Health Dept. Clinic Services Division as presented.

The Committee took under consideration the proposed creation of a full-time Public Health Nurse position and the expansion of a Home Health Aide position in the Marquette County Health Dept. Randall M. Johnson, M.D.,
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Director, Marquette County Health Dept., explained in a memorandum that the proposal to create a full-time Public Health Nurse (P0-5) in the Health Dept. Field Service Division would be accomplished by consolidating several recently vacated contractual part-time positions. The budgeted amount for the present contractual and part-time positions totals $25,020.00. The proposed new full-time Public Health Nurse position (salary and fringes) totals $22,859.00 which realizes a savings of $2,161.00 by consolidating these positions. The Health Dept. is also proposing to expand from 0.5 FTE to 0.8 FTE a part-time Home Health Aide position presently filled by Leona LaFave who is retiring February 15, 1989. This increase will be offset by the cost reduction realized in the creation of the new full-time Public Health Nurse. The difference in the budgeted amount for the 0.5 FTE position to be expanded to the 0.8 FTE position is $2,121.00. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board approve of the proposed creation of a full-time Public Health Nurse position and the expansion of a Home Health Aide position as presented in the Marquette County Health Dept.

The Committee took under consideration a request from Wayne Roy, Apprenticeship and Training Representative, with the U.S. Dept. of Labor, Bureau of Apprenticeship and Training, to proclaim May 22-27, 1989 as Apprenticeship Week in Marquette County. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board adopt a resolution proclaiming May 22-27, 1989 as Apprenticeship Week in Marquette County. The proclamation will be adopted on May 2, 1989 at the Regular Board Meeting.

The Committee took under consideration a recommendation from Dennis Aloia, County Administrator, regarding the renewal of the Professional Consulting Services Contract with D.M. Griffiths and Assoc. for the Cost Allocation Plan. Mr. Aloia presented a table showing the cost of the program, the recaptured grant funds, and the net gain of the County from 1986 thru 1988. The net gain for Marquette County was $156,997.00. Administrator Aloia recommends the County Board hire D.M. Griffiths and Assoc. for the years 1988 thru 1990 at the same cost of $14,000.00 per year. It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board approve of the renewal of the Professional Consulting Services Contract with D.M. Griffiths and Assoc.

The Committee took under consideration a memorandum from County Administrator, Dennis Aloia, regarding the proposed Marquette County Soil Survey. Last year we were approached by Mr. William Lasher, Resource Manager, Environmental Division, State Dept. of Agriculture, and informed that Marquette County was now eligible to partake in the Soil Survey. The Soil Surveys provide geological soil information which will aide the County in its comprehensive planning in areas of agriculture, soil and water
conservation, health department planning, land evaluation, land use, highway construction, etc. The survey takes seven years to complete. The project will map 1,689,392 acres in Marquette County, estimated cost to be $1,634,080.00. The County will be required to provide matching funds in the amount of $18,015.00 annually or $126,105.00 over the life of the project.

Marquette County does not have to participate in the survey at this time, however, if the County chooses not to participate, we are placed on the bottom of a rotating waiting list, and will be eligible again in approximately 5 to 10 years. The County also has the right to terminate the project on an annual basis, however, Administrator Aloia recommends that once the project begins it should be completed.

The annual matching funds of $18,015.00 can be accomplished by inkind contributions to the State. Mr. Aloia presented a tentative list of inkind services and identified approximately $14,500.00 to $17,500.00 worth that may be eligible. The County will have to contribute the remainder in cash, which should not exceed $3,000.00 to $5,000.00 per year, and can be budgeted in the Capital Improvement Program.

The inkind services presented are not available without some remodeling requirements for the basement of the Service Center, cost approximately $5,000.00. This will reduce the size of the conference area available in the basement which may cause some inconvenience for existing departments. Mr. Aloia recommends the County Board agree to undertake this project to commence on April 1st, 1989, and suggests that the Staff and Civil Counsel be authorized to negotiate the terms of the contract on behalf of the County Board.

It was moved by Comm. Corkin, supported by Comm. Arsenault and unanimously carried that the Finance/Personnel Committee recommend the County Board undertake the proposed Marquette County Soil Survey Project and authorize Civil Counsel and Staff to negotiate the contract on behalf of the County.

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

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

Respectfully submitted,

[Signature]

David J. Roberts
Marquette County Clerk
ROLL CALL.
3. PUBLIC COMMENT.
4. APPROVAL OF THE AGENDA.
5. Review of Claims and Accounts.
6. A proposal from the Marquette County Elected Officials regarding compensation and retirement.
7. A proposal from non-union employees regarding compensation and retirement.
8. A letter from Marjorie A. Seymour, Representative, Marquette County Retirees Association, regarding upgrading retirement benefits.
9. Final 1989 Marquette County Health Department Budget from Randall M. Johnson, M.D., Director.
10. Proposed creation of a full-time Nursing Supervisor in Health Department Clinic Services Division.
18. PUBLIC COMMENT.
19. ANNOUNCEMENTS.
20. ADJOURNMENT.