January 28, 1992

The Marquette County Board of Commissioners Finance/Personnel Committee met on Tuesday, January 28, 1992 at 5:30 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.


It was moved by Comm. Angeli, seconded by Comm. Corkin, and unanimously carried that the minutes of the Finance/Personnel Committee Organizational Meeting held on Tuesday, January 14, 1992 be approved as presented.

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

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

It was moved by Comm. Corkin, seconded by Comm. Arsenault, and unanimously carried that Claims and Accounts for the period January 11, 1992 thru January 22, 1992, in the amount of $370,194.10 be approved.

It was moved by Comm. Corkin, seconded by Comm. Arsenault, and carried 2-to-1 with Comm. Angeli abstaining, that an invoice in the amount of $357.57 to Angeli's Bakery - Deli be approved.

The Committee considered a request for holiday pay from Frances Van der Maarel, Diversion Counselor. Randall Girard, Human Resources Director, reviewed the Non-Union Employee Grievance Procedure - Step 4 Presentation Procedure as follows:

NON-UNION EMPLOYEES GRIEVANCE PROCEDURE
STEP 4 PRESENTATION PROCEDURE

- Presentation of grievance by non-union staff member:
  - statement of grievance issue;
  - statement of pertinent facts of case, and,
  - statement of resolution sought.

- Statement/comment of Department Head.

- Statement/comment of Director of Human Resources.

- Question/comment from Finance/Personnel Committee.

- Finance/Personnel Committee will formally respond in writing within fifteen (15) working days.

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Frances Van der Maarel, Diversion Counselor, stated that she has been assigned to work 40 hours per week from September 1st through two weeks after school closures, and three days a week the remaining summer weeks. She originally requested that the County Board consider amending its policy as it relates to part-time County employees, as well as court holidays to include; paid court holidays for those assigned to work 40 hours in the weeks that court holidays occur. (Retroactive to October 1, 1990). Ms. Van der Maarel explained her work schedule is of a unique nature and by awarding her court paid holidays this would not affect any other employees.

Michael J. Anderegg, Probate Judge and Department Head, reviewed the status of Ms. Van der Maarel as a unique employee, and urged the County Board to grant court holiday pay to her for the weeks in which 40 hours were worked.

Randall Girard, Human Resources Director, reviewed the County Personnel and Procedure Manual #111.4 Holidays relating to all non-union, full-time regular and probationary employees. ....."Regular part-time employees who do not have actual hours worked on an observed holiday will not receive any holiday pay."

Mr. Girard stated that after detailed research his position remains the same; under current County policy only full-time employees are eligible for holiday pay. He feels Ms. Van der Maarel’s situation is not unique, explaining that there are at least nine other County employees who work an equivalent number of hours in a year and/or as many or more number of 40 hour weeks. Therefore, it is his recommendation to deny the request.

A lengthy discussion followed.

It was moved by Comm. Corkin, seconded by Comm. Angeli, and unanimously carried to deny the request for Holiday Pay from Frances Van der Maarel, Diversion Counselor, and direct staff to investigate fairness of policy and bring back suggestions to the County Board.

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

There being no further business, the meeting was adjourned.

Respectfully submitted,

[Signature]
Margaret A. O'Neill
Deputy County Clerk
MARQUETTE COUNTY BOARD OF COMMISSIONERS
FINANCE/PERSONNEL COMMITTEE
Tuesday, January 28, 1992, 5:30 p.m.
Room 231, Henry A. Skewis Annex, Marquette, MI 49855

1. ROLL CALL.
2. APPROVAL OF THE MINUTES OF THE FINANCE/PERSONNEL COMMITTEE
   MEETING HELD ON January 14, 1992.
3. PUBLIC COMMENT.
4. APPROVAL OF THE AGENDA.
5. Review of Claims and Accounts.
6. Request for Holiday Pay from Frances Van der Maarel,
   Diversion Counselor.
7. PUBLIC COMMENT.
8. ANNOUNCEMENTS.
9. ADJOURNMENT.