The Marquette County Board of Commissioners met in Special Session on Saturday, February 10, 1996, at 11:00 a.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.


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

There were no minutes to approve.

Chairperson Corkin opened the meeting for public comment. Bob Beams, Richmond Township, addressed the County Board. He questioned as to whether or not Dennis Aloia, County Administrator, is vested in a pension plan? (Answer no). He wished Mr. Aloia luck and contended that money isn’t going to solve everything, it won’t buy happiness. Mr. Beams believes the Airport issue is going to divide the County.

There being no further public comment, Chairperson Corkin closed this portion of the meeting.

It was moved by Comm. Braamse, seconded by Comm. Arsenaault, and unanimously carried by voice vote that the agenda be approved as presented.

Chairperson Corkin explained that the purpose of this meeting is to discuss the County Administrator’s salary. Dennis Aloia, County Administrator, is considering leaving Marquette County for a position in another area. The County Board needs to discuss the situation and what should be done with the Administrator’s contract over the next four years. He distributed a amended contract for Commissioners to consider. Chairperson Corkin asked for comment from Commissioners.

Comm. Braamse looks at this as a vote of confidence for our County Administrator, in that the County Board has confidence in his abilities to carry on if he so desires. She feels the County Board should give him an option to weigh against his other offer.

Comm. Seppanen believed that we are at a very important time with all the activity involved regarding K.I.Sawyer AFB and the County Airport. If we have to hire a new Administrator, it will involve a lot of "getting up to speed." Administrator Aloia has done a superb job over the past 12 years and Comm. Seppanen supports matching his other offer.

Comm. Minelli questioned where Dennis’s salary stands in the labor market?

Comm. Joseph contended that no one wants to see Dennis Aloia leave, but believes that it is more than just the money. Marquette County is not in a position to offer a $11,000.00 raise. Dennis is doing the job he is paid to do. If he was dissatisfied about money he should have come to the Board and asked for a raise. Now that he made a mental decision to go into the job market he will not be satisfied here. Comm. Joseph’s position is to let Dennis Aloia go.

Chairperson Corkin would like to see the Board make a comparable offer. He has worked with a lot of administrator’s and Dennis is at the top.

Comm. Trudell agrees with Comm. Joseph that money is not the issue. We need some assurances. We should not give Administrator Aloia more money so he can spend more time looking for another job. Comm. Trudell questioned the language distributed by Chairperson Corkin regarding changes to Administrator Aloia’s current contract.

Comm. Arsenaault spoke with Dennis after he received the other offer. Dennis did not indicate that should the Board match the offer he would stay, but did indicate it would weigh heavily in his decision. Dennis has always had exceptional evaluations. He has professional pride, and is not always rewarded for his performance. Comm. Arsenaault thinks that if there are more reasons other than financial, Dennis will say thanks, but no thanks, and move on. Comm. Arsenaault contends that Dennis has saved this County millions of dollars. He has always looked out for the best interest of Marquette County. He would hate to lose him for a few thousand dollars.
Chairperson Corkin requested a motion to amend the County Administrator’s contract based on an annual base salary of $79,000.

Comm. Angeli disagrees with giving Administrator Aloia the increase. All the good things said about Dennis are true, but this is not totally a money issue. The County Board also has to make some changes in how things are done. Dennis has asked for the authority to administrator other departments, for example, the EDC, but the Board didn’t allow that. He proposed a budget, the Board cut it, tore it apart, changed it. He believes these kinds of things weigh on Dennis heavily. Just taking on ten Commissioners is a job in itself by trying to satisfy each one.

Comm. Angeli has a problem with offering more money and a problem with the fact that the Board is not working with Dennis in the right manner, not using him to his true potential. Should Dennis leave right now it will be real hectic, but at the same time it’s not the end of the world. We cannot panic if a person leaves us. There are other good people out there. The County does not have the money. We are working on taxpayer dollars. He wishes Dennis well if he wants to leave.

It was moved by Comm. Arsenault, seconded by Comm. Seppanen, and unanimously carried on a roll call vote six ayes (Comm. Arsenault, Comm. Braamse, Comm. Minelli, Comm. Seppanen, Comm. Trudell and Comm. Corkin) to two nays (Comm. Angeli and Comm. Joseph) that the contract between the Marquette County Board of Commissioners and Dennis Aloia, County Administrator, be amended as follows:

**Section 2(C) will now read:** "Employee agrees to remain in the exclusive employ of Employer until July 1, 2000, and neither to accept other employment nor to become employed by any other employer until said termination date, unless said termination date is affected as hereinafter provided."

**Section 3(C) will now read:** "In the event Employee voluntarily resigns his position with Employer before expiration of the aforesaid term of his employment, Employee shall give Employer 60 days notice in advance unless the parties otherwise agree, and Employee shall not be eligible for severance pay or benefits as defined in this section. In addition, Employee will forfeit one-half of his vacation accrued at the time of his resignation."

**Section 4 will now read:** "Employer agrees to pay Employee for his services rendered pursuant hereto a 1996 annual base salary of $79,000, retroactive to January 1, 1996, payable in installments at the same time as other employees of the Employer are paid."

And further, that Dennis give the County Board an answer within five days.

Chairperson Corkin opened the meeting for public comment: Bob Beams, Richmond Township, pointed out the difference between a Democracy and a Republic. He also spoke in favor of Dennis Aloia by stating the Prosecuting Attorney got a $6,000.00 increase and Dennis didn’t get a dime. Where Dennis is contemplating on going is a beautiful place. Dennis will get more money and raises there all the time. Mr. Beams contends that Marquette County has too many $100,000.00 a year executives.

There being no further public comment, Chairperson Corkin closed this portion of the meeting.

There being no further business the meeting adjourned at 11:45 a.m.

Respectfully submitted,

Connie M. Branam
Deputy County Clerk
MARQUETTE COUNTY BOARD OF COMMISSIONERS
Special Meeting, Saturday, February 10, 1996, at 11:00 a.m.
Room 231, Henry A. Skewis Annex
Marquette, Michigan 49855

1. ROLL CALL.
2. SALUTE TO THE FLAG AND PLEDGE OF ALLEGIANCE.
3. APPROVAL OF THE MINUTES: None.
4. PROCLAMATIONS, PRESENTATIONS AND AWARDS.
5. PUBLIC COMMENT. (time limit 20 minutes total)
6. APPROVAL OF THE AGENDA.
7. PUBLIC HEARINGS.
8. PRIVILEGED COMMENT:
9. INFORMATIONAL ITEMS:
10. ACTION ITEMS:
   a. Discussion of County Administrator's Salary.
11. LATE ADDITIONS:
   a.

   b.

12. PUBLIC COMMENT. (time limit 20 minutes total)
13. COMMISSIONERS COMMENTS, STAFF COMMENTS AND ANNOUNCEMENTS.
14. ADJOURNMENT.
Be it moved that the contract between the Marquette County Board of Commissioners and Dennis Aloia, County Administrator, be amended as follows:

Section 2(C) will now read: "Employee agrees to remain in the exclusive employ of Employer until July 1, 2000, and neither to accept other employment nor to become employed by any other employer until said termination date, unless said termination date is affected as hereinafter provided."

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This motion is subject to review by Civil Counsel as to form.