



**MINUTES  
TWIN COUNTY AIRPORT COMMISSION  
2801 NORTH 22ND STREET  
MENOMINEE, MI 49858  
906-863-8408**

**Personnel Committee Meeting, 12/12/2012 – 3:00 p.m.**

MEMBERS PRESENT: Nick Lakari, James Furlong  
MEMBERS EXCUSED: Absent: Jim Pearson  
OTHERS PRESENT: Airport Manager, Tony Krysiak

**1. Call to order**

Com. Lakari called the meeting to order at 3:10 p.m.

**2. Pledge of Allegiance** was recited

**3. Roll call:** Jim Pearson is absent.

**4. Approve/amend agenda**

Motion (Furlong/Lakari) to approve the agenda as presented. Vote – unanimous. Motion carried.

**5. Approve/amend minutes of November 20, 2012.** Motion (Furlong/Lakari) to approve the minutes of November 20, 2012 as presented. Vote – unanimous. Motion carried.

**6. Public Comment – speakers will be limited to 5 minutes on agenda items only.**

No Public Comment

**7. Discuss/Consider recommendation to the Commission to identify Menominee County Employee Benefits for inclusion into TCAC Work Rules – Action if any.**

**Lakari**, brief history: The work rules were adopted a few months ago. In Nov. a question was raised about whether or not we should include the benefits that are available into the work rules. Com. Pearson made reference to learning that the airport employees were listed as participants in the non-union benefit packages with Menominee County. He thought the doc. could simply ref. the Menominee county manual. I thought this manual would be counter-productive, because the MC manual is one of two documents where this reference is made. Just generally referring to the manual wouldn't be of much benefit to the objective we stated. When this committee met most recently, Com. Furlong brought up the topic of the Union situation. We didn't have a recommendation at that meeting for the whole commission. I would like to come up with a recommendation for the commission. I'd like to share a summary of what the current wage and benefit package is for the Airport Maintenance Lineman. The data comes from four sources (courthouse contract, personnel manual, current contract for lineman, directly from Mr. Bousley). Mr. Lakari hands out a page of information. It's in the lineman's contract that he follow the Menominee County Courthouse contract. So he also gets the 2% wage increases when everyone else in the courthouse does. (see handout). I'd like to see if the commission would like to incorporate this doc. into the work plan. I think this committee and commission in general have worked very hard to pull this all together to

solidify and develop a plan for all airport employees. I don't see a need to bring anything regarding the union into this. **Furlong:** Standard set of benefits for airport employees. Hourly wage, we have a wage study for the lineman position. It would be nice if we can put his title to the Grade/step level. **Lakari:** I was led to believe that DMG studies were conducted only for people NOT under a contract. Since then, that has been explained otherwise by Mr. Bousley. All positions in the county are classified through the DMG study. **Furlong:** Now, or in the very near future is when we should open the DMG letter and find out where his pay grade is within the DMG and that would be the starting point for Jan. 1, 2013. **Lakari:** OK, I concur with that, but I don't think the Airport Commission should be in a position where one if it's staff is working under his own contract and still tied in to this other contract. **Furlong:** Yes and part of this scheme is to get the lineman to rescind his contract. **Lakari:** That's what we attempted to do, but it didn't go anywhere. **Furlong:** I think it's still out there, **Lakari:** Well it hasn't gone anywhere up to now. I spoke to Mr. Bousley and asked him if the benefits described here are provided to both union and non-union employees. Mr. Bousley's response was "the way our personnel manual reads, any non-union employees follow the courthouse contract." So, this committee can only go so far with this, meaning we can list what these benefits are, and that's not going to change. **Furlong:** I agree with the lineman enjoying all the benefits of the other non-union county employees, but airport employees don't work for the county they work for the Airport Commission. The Airport Commission is who sets the benefits. Discussion on the benefits continued. Motion (Lakari/Furlong) to recommend to the whole commission the list of current wage and benefits for the Maintenance/Lineman position to be added to the Airport Employee Work Rules. Vote Unanimous. Motion Carried.

**8. Public Comment – speakers will be limited to 5 minutes:** **Jeff LaFleur**, where are we at with the union idea? **Furlong:** you would have to petition the Union Steward to be able to join the union. **Krysiak:** I assume the DMG issue will be discussed as well since you're bringing the benefits into the work rules...

**9. Future agenda items:** We're not in the position to schedule meetings due to reorganization in Jan.

**10. Schedule Next Meeting:** We're not in the position to schedule meetings due to reorganization in Jan.

**11. Adjourn:** Motion (Furlong/Lakari) to adjourn at 3:53 pm. Vote Unanimous. Motion Carried.

Commissioner Pearson entered the meeting just prior to adjournment. He had the incorrect time noted for the meeting.

Respectfully submitted,  
Sherry DuPont  
Menominee County Administrative Assistant

Date approved/corrected: