

"Menominee – Where the best of Michigan begins"

MENOMINEE COUNTY BOARD OF COMMISSIONERS

*Menominee County Courthouse
839 10th Avenue
Menominee, Michigan 49858*

*Brian R. Bousley - County Administrator
Sherry DuPont - Administrative Assistant
Telephone: (906) 863-7779 or 863-9648
Fax: (906) 863-8839*

MENOMINEE COUNTY FINANCE COMMITTEE MEETING

~ A QUORUM OF THE BOARD MAY BE PRESENT~

DATE: Wednesday ~ February 26, 2014
TIME: 2:00 PM
PLACE: Menominee County Courthouse ~ Administrative Office

*****AGENDA*****

1. Call Meeting to Order
2. Pledge of Allegiance
3. Roll Call
4. Approval of Agenda
5. Approval of Previous Minutes
December 18, 2013
6. Public Comment *(Statements, not debate, limited to 5 minutes per person on agenda items only)*
7. Business
 - a. 2012/2013 Audit Report – Ray LaMarche
 - b. FY 2013/14 Budget Amendments ~ #2
 - c. Update on MERS
 - d. Update on Disabled Veterans' Property tax exemption (PA 161 of 2013)
8. Public Comment *(limited to five minutes)*
9. Adjournment

*Bernie Lang Charlie Meintz - Chairperson Larry Schei - Vice Chairperson James Furlong
Doug Krienke John Nelson Chris Plutchak Gerald Piche Jan Hafeman*

Menominee County Finance Committee
Minutes of Meeting
December 18, 2013

*****DRAFT*****

The Finance Committee met on Dec. 18, 2013 at 8:30 AM at the Menominee County Courthouse, Administrative Office.

Present at the meeting were Com. Lang, Com. Nelson, Com. Schei, Com. Hafeman, Brian Bousley, & Sherry DuPont other members of the public.

Call Meeting to order: Chairperson Nelson called the meeting to order at 8:30 AM.

Pledge of Allegiance: The Pledge of Allegiance was recited by all

Roll Call: Roll call was taken; all finance commissioners are present.

Agenda was approved by Com. Hafeman and supported by Com. Schei to approve the agenda as written. Motion approved 4/0.

Previous Meeting minutes: November 12, 2013– moved by Com. Hafeman and supported by Com. Lang to approve the minutes of the Nov. 12, 2013 Finance Committee meeting. Motion approved 4/0.

Update on the heat, we busted a line and have had to fix that. The valve was being replaced and the line blew up. This happened in the ROD vault. No records were damaged. We're up and running now.

Public Comment: None

Business:

- a. **Unfunded Accrued Liability Plan:** Brian: This is part of the EVIP for revenue sharing that the governor wants to put into place. There's usually a template for doing these things but it's so new, they don't have one yet. By June first we have to come up with a plan to show our unfunded accrued liability and list a few things we have done to correct that. We have approached the union to go from DB to DC, budgeting money aside to pay down MERS. We have a plan in place as far as the steps we're going to take. Ray will be here for the audit in a few weeks and he'll be happy to meet with us then if anyone has any questions. Nelson: It sounds like we're ahead of the game in comparison to other people. Next year the cost for MERS is raised to 770,000. Is that something we'll have to address by June 1, 2014? Brian: I think this will be shown in the following year's plan. Nelson: We've been falling behind 5-600,000 per year. Instead of having finance looking at budget in June/July/Aug. we should look at it prior to that. Brian: Last year we had to have accountability, consolidation, and PA 152 for compliance with the revenue sharing return. Bernie: To be in compliance with the act, we have three options, 80/20, State hard caps, or opt out. Schei: Can we use that as a compliance thing? Bernie: we still have unions not paying 20%. If the contract was in play before a certain time, they follow their contract. Nelson: we should have a finance com. meeting while Ray will be here. You can see revenue sharing by county on the internet.

- b. **FY 2012/2013 Budget ~ Road Patrol Budget Amendments:** Brian: When we put the budget together and added a deputy in, that line item was not added into the final numbers. Leaving the salaries, fica, fica med., etc. over in their budget. The payroll and HR software can be purchased to eliminate these issues with excel. We really need to discuss that. Everything is correct in the 2013/14 budget. Nelson: Did that switch from the Sheriff Dept. budget to the Road Patrol? DuPont/Bousley: No. Nelson: There's money in the Road Patrol budget from the millage about 1.3 mil. We set aside \$250,000 for the FY 2013/14 budget in MERS. Bousley: Even after the \$61,000 correction we're still about \$237,000 to the good. Everything is corrected now and with the current budget. Nelson: but it has been corrected for 2013/14. Brian: Yes, 2013/14 is correct. Increase in salary \$44,119; health insurance \$13,914; Life ins. \$30; FICA \$2,639, FICA MED \$617; for a grand total of \$61,319. Hafeman: moves to make the adjustments, Lang supports. All commissioners concur to send this to the full board for approval.
- c. **Required positions in the Sheriff Dept. per state law:** Nelson: The Sheriff sent a letter saying he was going to hire. I asked Brian to get an opinion on that and according to Stoker, he can't just go ahead and hire. There's still a shortage in the sheriff dept. and the shortage in the jail because of part time positions. But if we hire part time then we add to the defined benefit plan. One thing we can do is look at current people in the sheriff dept. If there are positions that are currently funded and not required by law, can we use those positions to cover in the jail at least until the hiring freeze is over, that's a lifetime cost. Hafeman: what about the secretary? Nelson: that's not required by law. Nelson: Can those people do jail responsibilities? We must have the jail covered, that's the law, the Sheriff's right. But if we have positions not required, can those positions be used either (a) adjusted to cover or (b) to be altered? I think it would be incompetent on our part to assume any additional cost right now considering we know we have to correct the problem we have already with our budget. Brian: I spoke to the sheriff and undersheriff about it. Both of them fill in at the jail right now. Nelson: So is this a problem where we have to do an emergency hire now or is this no longer an issue. Schei: They have to be certified corrections officers too, don't they? Bousley: Yes Lang: So he's covering that with overtime now. Do you have any idea how much overtime we're spending to cover? Nelson: We had the same last year as we did the year before, no additional overtime. The sheriff said that it was a tremendous cost to overtime because of the hiring freeze, he was incorrect, it was about the same. Our overtime cost is well within the perimeters. Schei: The total cost is the same even though there's less employees getting overtime. Nelson: Yes, there's no change. It didn't affect the budget at all. And we're not paying the additional cost of insurances and retirement when bringing new people on so it's still a better system for us right now. It's not the best thing; I'd like to see the hiring freeze done, but we have to keep within this budget until we know where we're at. Lang: Is there such a thing as employee burn out for all the added overtime? Nelson: I didn't have that issue with my staff with child abuse/neglect children protective services, sometimes working 100 hrs/wk., so I don't think that's... Schei: Law enforcement is a whole different ballgame, I can't compare that to anyone else. Does he have any other certified officers that can fill in? Brian: They have the Jail Lieutenant that runs the jail, she fills in too. He's down to one part time person who can only work 4 hours per month, due to his own restriction. He doesn't want to hire all six vacancies, he'd like two or three now. Hafeman: How long is the certification process? Brian: If they're not already certified, there is a 4-6 week program (Corrections Academy) at Northern, after that there is an on the job training for about 6 weeks. Nelson: So if we hire temporary, we end up with ten weeks, and they would have no ability to get into the defined benefits, but we'd have all this cost in training and expenditures to do so. If you look short term it doesn't seem like much, but if you look into a 30 year process, retirement

is probably going to add another mil. What about the Supervisory unit, can't they be utilized in the jail? Schei: Are we qualified to make decisions like that as a board? Aren't we more policy and budget oriented than making decisions on how you staff. Hafeman: for one thing we have a hiring freeze. Schei: If we need people to be certified, do we need what they have to be in order to get certified. What their qualifications are. We're talking about moving people from one place to another which is a personnel function, maybe they don't have the qualifications, and maybe they're not eligible. Nelson: the positions that were created... There were two lieutenants and two sergeants, and an Exec. Secretary position. Lang: they were legitimately hired and they were funded in the budget, I think we're trying to micromanage the sheriff department and I don't think we're qualified for that. Nelson: I think we're qualified to manage budget. Lang: We already approved the budget. Nelson: We approved the budget but we have a hiring freeze, no new hires. We have no increase in revenues. We are losing some property taxes. Schei: If these positions are in the budget and we approved the budget but in long term we don't want them in there because they cost too much. Why did we approve the budget and leave those positions in there? Why weren't we proactive and look at the long term? Now the positions are there and are funded and he wants to put 2 or 3 back in there... what are we supposed to say to him, we approved your budget but No, you can't! That's my problem with this. We're supposed to honor our financial commitment. Nelson: Our financial commitment is our 7.5 million dollar liability we have from MERS. Because previous people chose not to do it doesn't mean we don't have to do it. The state now says we have to do it, that's something we have to address. We have a hiring freeze on so we don't increase the cost of our retirement. Schei: The sheriff told me that he can't get people to work overtime because they've already worked too many hours. As is their right. I disagree with you and I'm not in favor of what you're proposing. I think the sheriff knows better how to run his department than we do as a finance committee. Lang: I don't think the hiring freeze is working. How long are we going to keep it in place? The hiring freeze isn't going to force the employees to change the retirement plan. The thing that's going to do that is negotiations. If you want concession from the union, you have to be able to give... it's called negotiating. It's time for us to seriously start negotiating the defined benefits vs. the defined contribution and probably lift the hiring freeze because it's doing us more damage than good. Nelson: There's no evidence that its doing us any damage, there's comments. I look at things I can measure. We've had people comment that there is no problem with MERS. That is absolutely absurd. Every last person in the know, that has some knowledge, has said there's a problem except a couple of people who have said things at meetings that they didn't know what they were talking about. We have a problem we have to fix. It would be incompetent of us to increase our cost. Lang: What percent of unfunded will satisfy the state? I think the board is a solution looking for a problem, I don't think the problem is that serious. To work to 100% funding I think is unrealistic. 100% funding would cover the county if everyone retires tomorrow. Nelson: It's ok not to fund things until people who have worked all their life and then it's not there. We owe our employees and taxpayers that respect. Is there positions in the Sheriff Dept. that can be used to fill in, that aren't required by law. Again I ask, are there positions in the Sheriff Dept. (not required by law) to temporary cover until we can get through this. Hafeman: Right now we're funded at 61% it would be ludicrous for our people to retire and only have 61% of retirement given to them. Schei: I think we should ask the Sheriff that, we don't know. Brian: Part timers are not covered by the contract like they are here in the courthouse. The only way they could gain the DB is if they are hired full time. If you were to hire them part time and they remain PT, MERS is not effected. DuPont: They actually sign a waiver in the sheriff department for part timers, waiving any benefits when their hired on. Nelson: If we can get it in writing that they never go to defined benefits from the union, I have less concerns about this. That's not what we've

been seeing. Our concern was that if they go FT they would go to DB. We can't afford a future expenditure. Schei: that's a moot point with the hiring freeze anyway. As long as the hiring freeze is in place, unless we make an exception to it, per Stoker's letter for non-union people. Otherwise we have a hiring freeze, so there can't be anyone hired for anything right now. There's nothing we can do with the hiring freeze in place as it is. Lang: Our status with the retirement we're talking about employees that aren't enrolled in the retirement plan in the first place, they still come under the hiring freeze? Schei: The hiring freeze is for everyone. Stoker said that the board can make an exception for Non-union employees only. Nelson: I would never agree to increase our long term costs during the hiring freeze. Hafeman: I agree, as long as we don't increase our long term obligations.

d. FY 2013/14 Budget Amendments ~ #1:

1. Postage – veterans trust to veteran's affairs, \$300 done annually.
2. Building Code, transfer of funds for a computer \$850.
3. FOC's 215 acct. for the manpower staff they have \$5,000,
4. Courthouse security – moving \$5,000 from building fund to the Courthouse security
5. Hannahville grant received for the Annex window (glass) replacement, \$2,500
6. Hannahville grant received for CH Security \$3,675.
7. Anonymous donations (2) for the library at \$500 each.

Com. Schei/Hafeman agree to move these items to the full board for approval of the amendments. All commissioners concur.

Back to part b (items missed for discussion) – K-9 account to be reimbursed with the designated K-9 (donations) account. Total \$16,875.03 the fund balance acct. currently has \$21,769.20. These should have been paid out of the fund balance acct. but were mistakenly taken from the Sheriff K-9 acct.

Com. Hafeman/Lang agree to move these items to the full board for approval. All commissioners concur.

Public Comment: Doug Krienke – Sheriff has declared a state of emergency in the Jail. Can we get any part time staffing from the City (mutual aid agreement)? Jerry Piche: MERS observation, 2013 was a good year for investing. We can hope it continues. The word “actuarial” if very misleading. Should be a better word.

Adjourn: Moved by Hafeman supported by Schei to adjourn the meeting at 9:37 AM. Motion approved
4/0

2013/14 Budget Amendments #2

9	1/10/2014	Anonymous Donation received for the Library	\$ 500.00	271-000-544.00
			\$ 500.00	271-790-727.03
10	1/7/2014	When the budget was created, no contract was in place for Building Code Services	\$ 17,000.00	249-371-801.00
			\$ (17,000.00)	249-371-705.00
11	1/10/2014	The grant that was received, was more than budgeted ~ Re-monumentation	\$ (50.00)	243-246-709.00
			\$ (330.00)	243-246-710.00
			\$ 2,445.00	243-246-765.00
			\$ 38,132.00	243-246-801.07
			\$ 40,197.00	243-000-542.01
12	2/25/2014	Amendments made to MERS, Insurance, and Workers Comp	\$ 79,164.00	General Fund

2013-2014

BUDGET AMENDMENT
NUMBER #9
January 10, 2014

Re: Anonymous Donation Received for the Library

Account Number	DESCRIPTION		Budget
271-000-544.00	Grants, Bequests, Etc.	\$	500.00
271-790-727.03	Restricted Purchases	\$	500.00

Check # 2418 deposited on 12/30/13 (Transmittal #7257)

MENOMINEE COUNTY
REQUEST FOR BUDGET AMENDMENT

BUDGET YEAR: 2013-2014

Please Increase
Revenue/~~Expenditure~~ Account 271-000-544.00 by \$500.00

^{Increase}
Please ~~Decrease~~
~~Revenue/Expenditure~~ Account 271-790-727.03 by \$500.00

Date of Request: 1-10-14

Justification: Anonymous Donation Received

Requesting Department: Library

Elected Official/Dept Head Pat Cheski

Chief Fiscal Officer's Approval _____

Date Posted to G/L _____

Posted by: _____



MENOMINEE COUNTY LIBRARY

S 319 RAILROAD STREET

P. O. BOX 128 • STEPHENSON, MI 49887 • 906-753-6923

January 10, 2014

Jessy White
Menominee County Clerk's Office
839 Tenth Avenue
Menominee, MI 49858

Dear Jessy:

We were fortunate to receive another \$500.00 from
bequest to remain **anonymous**.

She would like her

We are requesting the following budget amendment for the current 2013/2014 fiscal
year, to reflect the amount of this bequest.

\$500.00	271-000-544.00	Grants, bequests, etc.
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\$500.00	271-790-727.03	Restricted purchases
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Her check #2418 for \$500.00 was deposited with the Treasurer's Office on
December 30, 2013 -- Transmittal #618.

Please let me know if you have any questions. Thanks for your assistance.

Sincerely,

Patricia F. Cheski
Library Director

2013-2014

BUDGET AMENDMENT
NUMBER #10
January 7, 2014

**Re: When Budget was Created, there was no contract in place
for the Building Code Services with Delta County**

Account Number	DESCRIPTION		Budget
249-371-801.00	Professional/Contractual Services	\$	17,000.00
249-371-705.00	Part Time Salaries	\$	(17,000.00)

#10

Menominee County

Request for Budget Amendment

Budget Year: 2013/2014

Please Increase

Revenue/Expenditure Account 249-371-801.00 by \$17,000.00
Professional/Contractual

Please Decrease

Revenue/Expenditure Account 249-371-705.00 by \$17,000.00
Salaries-P.T.

Date of Request 1/7/2014

Justification When budgeted, we didn't have a contract with
Delta County for Dan M. Services (Bldg. code)
Requesting Department Administration CB-approved 10/8/2013

Elected Official/Dept. Head Brian R. Bousley

Chief Fiscal Officer's Approval _____

Date Posted to General Ledger _____

Posted by: _____

CONTRACT FOR BUILDING CODE SERVICES

THIS CONTRACT FOR BUILDING CODE SERVICES, entered into on October 1, 2013 between the **COUNTY OF MENOMINEE**, through its **Board of Commissioners** (hereinafter referred to as the "Menominee County"), and the **COUNTY OF DELTA**, through its **Board of Commissioners** (hereinafter referred to as the "Delta County").

WITNESSETH:

FOR AND IN CONSIDERATION of the mutual covenants hereinafter contained, **IT IS HEREBY AGREED** to between the parties as follows:

1. Duties. Delta County shall provide Menominee County with a State Registered Building Inspection and Plan Review personnel to perform the duties and responsibilities of the Building Official/Building Inspector and Soil Erosion Officer position as required in accordance with the applicable job duties and functions as may be required by law or regulation.

2. Term of Employment. This Agreement between Menominee County and Delta County shall commence on October 1, 2013 and shall be reviewed every six months by both Administrators of Menominee and Delta Counties. The Contract may be terminated by the either County Board of Commissioners by providing the other party with a thirty (30) day written notice.

3. Return of Property. Upon termination of contract, all documents, correspondence, files, papers or property of any kind, in all type or nature pertaining to the Menominee County, which Delta County may have in possession or control shall be returned and a sign statement verifying return of such property shall be executed.

4. Menominee County and Delta County agrees that at all times during the term of this Contract that all Building Official personnel shall maintain professional status and will satisfying applicable licensing requirements of the State of Michigan, which qualify them to continue service to the County in the designated Building Official capacity.

5. Compensation. Menominee County shall pay Delta County \$4,250 on a quarterly basis on or before the following dates: October 15th, January 15th, April 15th, and July 15th not to exceed 550 hours annually.

6. Menominee County will provide:

- A. Use of Menominee County Vehicle and fuel for Building Inspector
- B. Maintain current secretarial support for required paperwork
- C. Maintain building application through the website

7. Modification of Contract. Modifications, amendments, or waivers of any provisions of this Contract may be made only by the written mutual consent of the parties hereto.

\$ 4,250
x 4

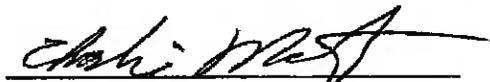
\$ 17,000

8. Invalid Provisions. If any provision of this Contract is held to be invalid, the remainder of the Contract shall not be affected thereby, except where the invalidity of the provision would result in the illegality and/or enforceability of this Contract.

IN WITNESS WHEREOF, the parties have fully executed this Contract on the day and year written.

IN THE PRESENCE OF:

COUNTY OF MENOMINEE

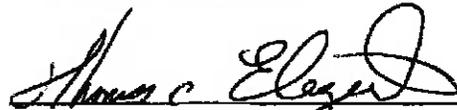

Menominee County Board Chair


Menominee County Administrator

DATE:

10-8-2013

COUNTY OF DELTA


Delta County Board Chair


Delta County Administrator

DATE:

10-1-13

2013-2014

BUDGET AMENDMENT
NUMBER #11
January 10, 2014

Re: Grant Money Received was More than Budgeted

Account Number	DESCRIPTION		Budget
243-246-709.00	Admin/Monumentation of Corners	\$	(50.00)
243-246-710.00	Per Diems	\$	(330.00)
243-246-765.00	Supplies/material - Monumentation of Corners	\$	2,445.00
243-246-801.07	Contract Services/Survey	\$	38,132.00
243-000-542.01	State Grants	\$	40,197.00

11

Menominee County
Request for Budget Amendment

Budget Year: 2013/2014

Remonumentation

Please Increase
Revenue/Expenditure Account 243-000-542.01 by +\$40,197 Total Budget
90,197

Please Decrease
Revenue/Expenditure Account 243-246-709.00 by <50.00> Total Budget
1700.00

246-710.00 <330.00> 420.00

246-765.00 + 2445.00 4445.00

246-801.07 + 38,132 83,432

90,197

Date of Request 2/10/14

Justification Short \$ Amt. Approved \$90,197
only \$50,000 Budgeted.

Requesting Department _____

Elected Official/Dept. Head _____

Chief Fiscal Officer's Approval _____

Date Posted to General Ledger _____

Posted by: _____

Remonumentation Fund Budget - Revenues

Fund: Special Revenue (243)

Activity: Remonumentation (000)

C.C.Y

Jan-Dec 2014

<u>Account Number</u>	<u>Account Title</u>	<u>2011/2012 Budget</u>	<u>2011/2012 Actual</u>	<u>2012/2013 Budget</u>	<u>2013/2014 Budget</u>
542.01	State Grant for 2011/12 (13/14)	91,708	68,615	under acct	50,000 <i>90,197</i>
542.02	State Grant for 2010/11(12/13)	-	-	243-245	-
615.00	Recording Fees	-	-		-
699.00	General Fund Appropriation	-	16,217		-
Total		\$ 91,708	\$ 84,832		50,000 90,197

Remonumentation Fund Budget - Expenditures

Fund: Special Revenue (243)

Activity: Remonumentation (246)

<u>Account Number</u>	<u>Account Title</u>	<u>2011/2012 Budget</u>	<u>2011/2012 Actual</u>	<u>2012/2013 Budget</u>	<u>2013/2014 Budget</u>
709.00	A/M Admin/Mon of Corners				1750 <i>1700.00</i>
710.00	PG Peer Group (per diems)	420	219	under acct	750 <i>420.00</i>
765.00	SM/M S&M/Mon of Corners	4,026	78	243-245	2,000 <i>4,445.00</i>
801.07	CSS/M Cntrct Serv/Mon of Crnr	87,262	13,021		45,500 <i>83,632.00</i>
Total		\$ 91,708	\$ 83,432		\$ 50,000 90,197

\$ 90,197 - Grant Amt.

Budget Amendments

2013-2014

BUDGET AMENDMENT
NUMBER #12
February 25, 2014

Re: Amendments to MERS, Insurance, & Workers Comp

Account Number DESCRIPTION

Budget

The complete budget will need to be amended. Changes in MERS, Insurance
And Workers' Comp affect the entire budget.

Multiple Account Numbers to change

\$79,164.00

HEALTH INSURANCE RATES

2013 rates	2014 rates	2015 rates	2016 rates	2017 rates	2018 rates	2019 rates	2020 rates	2021 rates	2022 rates	2023 rates	2024 rates	2025 rates	2026 rates	2027 rates	2028 rates	2029 rates	2030 rates	Total
598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71

HR#	2013 rates	2014 rates	2015 rates	2016 rates	2017 rates	2018 rates	2019 rates	2020 rates	2021 rates	2022 rates	2023 rates	2024 rates	2025 rates	2026 rates	2027 rates	2028 rates	2029 rates	2030 rates	Total
SINGLE	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71
2 PERS	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91	1203.91
FAM	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19	1526.19
Debra Warmood	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31	1229.31

Team/cls	2013 rates	2014 rates	2015 rates	2016 rates	2017 rates	2018 rates	2019 rates	2020 rates	2021 rates	2022 rates	2023 rates	2024 rates	2025 rates	2026 rates	2027 rates	2028 rates	2029 rates	2030 rates	Total
Team - 12.5% temp cont. Team/cls	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71
Single	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71
2 PER	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73
FAM	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2

Team/cls	2013 rates	2014 rates	2015 rates	2016 rates	2017 rates	2018 rates	2019 rates	2020 rates	2021 rates	2022 rates	2023 rates	2024 rates	2025 rates	2026 rates	2027 rates	2028 rates	2029 rates	2030 rates	Total
Single	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71	598.71
Multiple (2per)	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73	1418.73
Family	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2	1773.2

RETIREMENT RATES

01 MRF-ORT	0.00%
02 SHERIFF-NON-UNIC	0.00%
10 CH-NON UNION	16.52%
14 LIBRARY	0.00%
20 SHERIFF DEPT	19.87%

17 Administrator	6.50%
16 CH UNION	15.43%
15 BSG/Parks/Super	0.00%

Vol/Man's Comp

7720 Police Officers	0.0353
8810 Clerical	0.0026
8820 Attorneys	0.0023
2015 Janitorial	0.0416
9058 Food Service (cont)	0.0197
9100 Parks	0.0342
9410 Municipal	0.0197
9101 Public Lib. Cth Em	0.0253
Total	0.16253103

Approved - [Signature]
 6/10/2013

Consumer's Mutual Ins. Of MI

Effective Rates: 01.01.14

*New rates 911
1/1/2014*

Insurance Coverage - E911

Premium	12.5%	Full month premium	Biweekly
Single (S)	68.02	544.12	34.01
Two Person (2P)	129.23	1,033.83	64.61
Family (F)	210.85	1,686.77	105.42

Sherry DuPont

From: Joann Klumb
Sent: Tuesday, December 03, 2013 9:23 AM
To: Sherry DuPont; Brian Bousley
Subject: FW: Confirmation of new division from carve out of div 10 - Menominee Co #5502

From: Karima Lajoie [mailto:klajoie@mersofmich.com]
Sent: Tuesday, December 03, 2013 8:32 AM
To: Joann Klumb
Cc: Stacy Hansen; Tony Radjenovich
Subject: Confirmation of new division from carve out of div 10 - Menominee Co #5502

Dear Mr. Bousley:

Division #18 (911 Employees) was created effective January 01, 2014 from division(s) #10 (Courthouse) with the same benefit provisions. These changes are based upon the Supplemental Valuation results dated August 20, 2013.

These adoptions have your Contribution Rates changing as listed below:

Division	Effective Date	New Employer Rate	Old Employer Rate	New Employee Rate	Old Employee Rate
10 - Courthouse	01/01/2014	17.21%	15.73%	0.00%	0.00%
10 - Courthouse	10/01/2014	18.00%	16.52%	0.00%	0.00%
18 - 911 Employees	01/01/2014	13.51%	N/A	0.00%	0.00%
18 - 911 Employees	10/01/2014	13.51%	N/A	0.00%	0.00%

Your payroll coordinator needs to **transfer all 911 active employees** to the new division 18 via the employer reporting portal. Active employees can be moved retro-actively, back to the effective date of this change, or on the next monthly report. All non-active members will be transferred by MERS if applicable.

If the effective date of this benefit change is retroactive an adjusted invoice will be sent. Invoices are available online at www.mersofmich.com.

Please let me know if you have any questions.

Karima Lajoie
Senior Benefit Plan Coordinator
MERS of Michigan
Ph: 1-800-767-2308 ext. 335
Fx: 517-703-9704

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CONFIDENTIALITY NOTICE:

Sherry DuPont

From: Joann Klumb
Sent: Tuesday, December 03, 2013 9:23 AM
To: Sherry DuPont; Brian Bousley
Subject: FW: Confirmation of new division from carve out of div 20 - Menominee Co #5502

From: Karima LaJoie [mailto:klajoie@mersofmich.com]
Sent: Tuesday, December 03, 2013 8:34 AM
To: Joann Klumb
Cc: Stacy Hansen; Tony Radjenovich
Subject: Confirmation of new division from carve out of div 20 - Menominee Co #5502

Dear Mr. Bousley:

Division #23 (*Road Patrol Deputies*) was created effective January 01, 2014 from division(s) #20 (*Sheriff Lcl 328*) with the same benefit provisions. These changes are based upon the Supplemental Valuation results dated August 20, 2013.

These adoptions have your Contribution Rates changing as listed below:

Division	Effective Date	New Employer Rate	Old Employer Rate	New Employee Rate	Old Employee Rate
20 - <i>Sheriff Lcl 328</i>	01/01/2014	20.11%	18.63%	2.30%	2.30%
20 - <i>Sheriff Lcl 328</i>	10/01/2014	21.35%	19.87%	2.30%	2.30%
23 - <i>Rd Patrol Deputies</i>	01/01/2014	16.33%	N/A	2.30%	2.30%
23 - <i>Rd patrol Deputies</i>	10/01/2014	16.33%	N/A	2.30%	2.30%

Your payroll coordinator needs to **transfer all Road Patrol active employees** to the new division 23 via the employer reporting portal. Active employees can be moved retro-actively, back to the effective date of this change, or on the next monthly report. All non-active members will be transferred by MERS if applicable.

If the effective date of this benefit change is retroactive an adjusted invoice will be sent. Invoices are available online at www.mersofmich.com.

Please let me know if you have any questions.

Karima LaJoie
Senior Benefit Plan Coordinator
MERS of Michigan
Ph: 1-800-767-2308 ext. 335
Fx: 517-703-9704

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CONFIDENTIALITY NOTICE:

COPY

Michigan Counties Workers' Comp Fund
Worker's Compensation

February 6, 2013

Ms. Sherry Smith
Menominee County

839 10th Avenue
Menominee MI 49858

Invoice Number: 9223

Member Number: 781

Policy Term: 01/01/2013 To 12/31/2013

2013 Second Quarter Installment Billing

Code	Description	Payroll	2013 Rate	2014 Rate	Premium	Comments
7720	Police Officers	\$1,566,420	\$3.53	3.35	\$55,295	main
8810	Clerical	\$4,800	\$0.29	.28	\$14	casual-parks mgr
8810	Clerical	\$1,636,886	\$0.29	.28	\$4,747	main
8820	Attorneys	\$303,560	\$0.23	.22	\$698	main
8820	Attorneys	\$165,599	\$0.23	.22	\$381	subcontractors
8832	Physicians	\$36,273	\$0.44	.42	\$160	casual
8832	Physicians	\$20,000	\$0.44	.42	\$88	subcontractors
9015	Janitorial Operations	\$17,940	\$4.16	3.95	\$746	main
9015	Janitorial Operations	\$16,972	\$4.16	3.95	\$706	casual
9015	Janitorial Operations	\$66,655	\$4.16	3.95	\$2,773	BNG Emp
9058	Food Service Operations	\$44,283	\$1.97	1.87	\$872	main
9101	Public Library - Oth Emp	\$67,346	\$2.53	2.40	\$1,704	main
9102	Parks	\$86,540	\$3.42	3.26	\$2,960	main & casual
9410	Municipal Employees	\$422,113	\$1.37	1.30	\$5,783	main
		<u>\$4,455,387</u>			<u>\$76,926</u>	
		Experience Modification:		1.43	1.24	
		Modified Premium:			\$110,004	
		Expense Constant:			\$0	
		Estimated Premium:			\$110,004	
		Quarterly Installment Due:			\$27,501	
		Additional or Return Premium:				
		Adjusted Total Due:				

Payment should be made within 45 days of invoice date above. Please make the check payable to: MICHIGAN COUNTIES WORKERS' COMPENSATION FUND. Please mail to: FIFTH THIRD BANK, TRUST DEPARTMENT, 2501 COOLIDGE ROAD, EAST LANSING, MI 48823. If you should have any questions, please call Yvonne Dzurka at (800) 336-2018.

Memo

To: Elected Officials
From: Sherry DuPont – Administrative Assistant
CC: Brian Bousley
Date: October 24, 2013
Re: Board actions – 10/22/2013

**The Menominee County Board of Commissioners, during their
October 22, 2013 meeting:**

1. Approved the salaries of the current Menominee **County Elected
Officials to remain the same as last year.** (FY 2012/13)

Clerk/ROD-\$54,847

Treasurer-\$52,107

Sheriff-\$61,706

Prosecuting Attorney-\$91,870

Board Chairman-\$4,500

Board members-\$4,000

Drain Commission-\$500

(So for the 2013/14 FY, No changes will be made to Elected Officials' Pay)