

# MINUTES

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

Personnel Committee Meeting 4:00 p.m. 03/06/14  
Twin County Airport Conference Room

MEMBERS PRESENT: Ted Sauve, and Nick Lakari

MEMBERS EXCUSED: Chris Plutchak

OTHERS PRESENT: Ann LaFleur, and Bill Clyma – Peshtigo Times

**1. Call to order**

Chair Lakari called the meeting to order at 4:00 p.m.

**2. Pledge of Allegiance**

**3. Roll call**

**4. Approve/amend agenda**

Motion ( Sauve / Lakari) to approve the agenda as presented. Motion carried.

**5. Approve / amend Minutes of March 3, 2014. Action, if any.**

Motion (Sauve / Lakari) to approve the minutes as presented. Motion carried.

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

None

**7. Continue discussions of proposed Employment Agreement for Maintenance – Lineman. Action, if any.**

Lakari responded to Mr. LaFleur's proposal to receive pay for unused vacation by quoting from the current agreement, and to Mr. LaFleur's proposal for a five-year agreement. Basically, a five-year agreement would not be significantly different from the current arrangement. Lakari also acknowledged that contract negotiations is by its very nature, an adversarial process.

Lakari noted that the basis for funding any wage increase is traced back to the taxpayers, that Mr. LaFleur's benefit package is very, very good, and that any perceived ill treatment in the past could not all be made up at one time. Moreover, any agreement that the Committee and Mr. LaFleur may reach would also have to be approved by the Commission as a whole, and that the timeline described at the last meeting was crucial.

Lakari made one final attempt to respond to Mr. LaFleur's stated concerns for employee protections by alluding to State Statutes describing: Procedural Due Process, Determination of Just Cause, and Wrongful Discharge.

Sauve reiterated his support for a three-year agreement with the terms introduced at the last meeting.

LaFleur addressed the negotiation technique of proposing a longer length agreement, and a higher wage. He then signaled a willingness to consider a three year proposal, and countered with a higher wage arrangement than proposed by Sauve. Neither Sauve or Lakari would agree to this higher wage proposal.

In conclusion, the Committee and Mr. LaFleur reached tentative agreement on the following terms.

Year One: Retroactive to January 1, 2014 – Hourly Wage set at \$18.20;

Year Two: Beginning January 1, 2015 – Hourly Wage set at \$18.91;

Year Three: Beginning January 1, 2016 – Hourly Wage set at \$19.61;

Maintenance of current Schedule of Benefits, and continued access to MERS retirement.

Lakari accepted responsibility to compose a Draft Employment Agreement to be reviewed by legal authority as called for in Commission By-Laws prior to the March 18, 2014 regular Commission meeting.

**Public Comment – speakers will be limited to 5 minutes.**

None

**Future agenda items**

Airport Manager Appraisal

**10. Schedule next meeting**

Next meeting at the call of the Chair.

**11. Adjournment**

Motion (Sauve / Lakari) to adjourn at 5:02 p.m. Motion carried.

Respectfully submitted,  
Nick Lakari

Date approved / corrected: