

MINUTES

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

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

MEMBERS PRESENT: Chris Plutchak, Ted Sauve, and Nick Lakari
OTHERS PRESENT: Larry Barker, Ann LaFleur, and Tony Krysiak

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 / Plutchak) to approve the agenda as presented. Motion carried.

5. Approve / amend Minutes of February 24, 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 outlined a series of events that will hopefully lead to a recommendation to the Commission to approve an agreement on March 18, 2014. In the meantime, the Committee would need to arrive at a tentative agreement with the Maintenance – Lineman; the Commission Executive / Finance Committee would need to recommend amending line items in the budget to pay for increased wage costs; and Menominee County Attorney Hass would need to review the agreement, per Commission By-Laws, before March 18th.

Lakari presented a revised text of Commission Work Rules and Policies related to discharge of an employee, and corrected a previous error of reference to Michigan Civil Service Rules. References from the State of Michigan web site to the Bureau of Employment Relations and Michigan Employment Relations Commission were shared. Both of these efforts were in response to Mr. LaFleur's stated concerns for job protection.

Commissioner Plutchak was excused at 4:33 p.m.

Lakari presented a wage proposal based on a DMG study, including: a wage for 2014 at \$18.20 (13% increase over current wage); and a wage for 2015 at \$18.91 (18% increase over current wage).

LaFleur countered with a proposal for a five-year contract, an hourly wage of \$24.00, to be paid for nine weeks of unpaid vacation, and to arrange payment for future unused vacation. LaFleur also suggested tying future wage increases to Menominee County pay raises.

Lakari introduced the concept of compression, as related to staff persons earning higher wages than a manager / supervisor. This is in reference to the Airport Manager currently earning \$20.00 per hour.

Earlier in the meeting, Plutchak had questioned the need for any type of Agreement, citing changes that are underway in both public and private sectors. In Plutchak's view, any agreement would be of shorter term.

Sauve recommended going to a third year, based on the DMG. That would be a wage for 2016 at \$19.61 (22% increase over current wage).

It was determined to end the meeting at this time, with no action taken on a potential agreement.

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

Mr. Krysiak offered comments on the concept of compression by comparing his hourly wage to other Managers, and that it would be unwise to use the concept in these discussions. Krysiak also debunked the DMG and a related Marinette County WIPFLI study that had been mentioned, earlier. He went on to say that ample funds are available in the budget for a substantial raise, and that the Commission merely has to do the right thing.

9. **Future agenda items**

Continue discussions on the Employment Agreement.

10. **Schedule next meeting**

Next meeting is scheduled for March 6, 2014, beginning at 4:00 p.m.

11. **Adjournment**

Motion (Sauve / Lakari) to adjourn at 5:26 p.m. Motion carried.

Respectfully submitted,
Nick Lakari

Date approved / corrected: