

Menominee County Personnel Committee
Minutes of Meeting
September 2, 2015

*****APPROVED 10.14.15*****

The Personnel Committee met on September 2, 2015 at 8:30 AM at the Menominee County Courthouse, Administrative Office.

Present at the meeting were Coms. Lang, Piche, Williams, Furlong and Brian Bousley & Sherry DuPont. Other members of the public.

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

Pledge of Allegiance: The Pledge of Allegiance was recited

Roll Call: Roll call was taken; all Personnel Committee Commissioners are present.

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

Previous Meeting minutes: Previous minutes from 7/31/2015 were approved. Moved by Com. Williams and seconded by Com. Lang 4/0.

Public Comment: None

Business:

- a. **Airport Personnel, vacation discussion:** Bousley: We're in a situation where Jeff's going to lose roughly 5 weeks of vacation due to circumstances beyond his control. With the restructure and Tony's retirement, etc. Jeff has been pretty much running a one man show. He'll gain approx. 30 (the max) more days in mid Sept. The part time person helping out there is currently out for medical purposes. Furlong: I understand where Jeff and the airport is coming from. I realize when Jeff started there was three full time people out there. Now he's by himself so I understand him not being able to take his vacation. Thinking long and hard on this. There are extenuating circumstances that are well outside of our control. I wouldn't have a problem paying his vacation. The motion should state that it's a one-time payout due to extenuating circumstances. Jeff: I guess this is something that needs to be addressed. There are 650 acres out there and I can be anywhere working out there. I'm all by myself, if something happens to me, no one will know about it or where I am. Furlong: Yes, that is an issue, but the Airport committee will discuss that at an airport committee meeting. We need to focus on the subject at hand now. Piche: I think we document why this was brought about. And hear what Jeff has to say about his conditions out there right now...but you said the committee will discuss that. Motion by Piche and supported by Williams to pay Jeff LaFleur five weeks of vacation with the understanding that this is under exceptional circumstance. 4/0 to forward to the CB.
- b. **Elected Official Pay Scales:** Bousley: This is something that was brought up at the last personnel committee meeting. Marc has been doing some research on it. Marc: One of the reasons this was brought up is that the undersheriff will be making more money than the sheriff. So we started looking into it. Sherry has some info. on some of the reasons why this has come about. If you look back, a couple of times the elected officials were not granted an increase like the other employees were, so that was one reason the payscale went askew. We were also looking at how we compare with other counties. MAC put together a survey last year comparing the counties, all the elected positions. Will be put into the drop box for viewing. In some of the past years, the elected officials 2% increases were budgeted, but then the board chose not to give out the increases. Furlong: No disrespect intended, a lot of times the payscale for the Dept. heads are kind of political. If we were to have something that said each department head is a certain percentage over the highest paid employee in their office. When it comes to setting the pay in Nov. it would be set to that percentage over their highest paid employee. Lang: A percentage of higher wages for the elected official makes sense except that year after year, the gap

widens. Maybe we'll have to figure out a way to put a cash bonus in there, or something. Marc: When the DMG was originally brought in in 2000, 2001, the elected officials were also figured into that. The board at that time chose NOT to pay them according to the scale, but paid them differently. So if you factored the elected official into that DMG payscale, and they always got the same raise as the courthouse union got, then they wouldn't fall behind. But you'd have to remain consistent with that. If you somehow merge the EO's into the DMG scale, you'd be able to keep them in there. That's my idea. For instance the County Clerk was a grade 14, which is what the FOC is right now. Diane: I don't really agree with the percentage paid over the highest paid person in the office. I don't have anyone in my office over a grade 8, I think Marc's office has a Grade 11 in his office. There's always been a gap between the Clerk's office and the Treasurer's office. I don't think there was ever anything taken into consideration for when the treasurer's office started doing the PA 123 foreclosure. That was never put in there as a factor for more pay...along with other factors used. Williams: So now we have a second issue. The issue between the department heads being equal to people under them and the issue between departments. Furlong: the issue of the subordinate making more than the boss really needs to be addressed. Part of the problem was the County Board years ago not giving out the pay raises to everyone. We've got to figure a solution to the gap closure without it getting out of hand. Get with department heads and engage in discussion of their needs. Someone may come up with something that'll work. So we'll come back next month and see what you came up with (to Brian). We'll need numbers, something to look at. Marc: what some counties do is set the EO's pay for four years. And you can do that. Then it's done and we don't have to address it every year. Furlong: When I first came in we had an issue with the CB saying they were disrespected by previous boards setting things. Lang: In the past we addressed this issue. You would give a percent of increase to everyone. But then occasionally instead of a percent increase, we gave a flat rate to hold the gap. Piche: the EO's run for election and they know what they're going to get. Some people say that's it, it shouldn't change for their term. But that doesn't work. Dan: Keep in mind that the EO's are the only category that do not have COLA as part of their pension benefit. Just a thought, we're treated differently than everybody else. Brian: There are other non-union people who don't have it too, but a majority of the union people do have it. Diane: When you run for office, you kind of know what you're going to make, but that's misleading because the board has to decide by Nov. how much the EO's get paid for the following year. It doesn't say that's your salary for your whole term in the office. I think that's misleading for people to hold that against us for expecting to get some increase while we're in our terms of office. We get no longevity either.

Public Comment: None

Commissioner Comment: None

Adjourn: Moved by Com. Williams supported by Com. Piche to adjourn the meeting at 9:00 A.M. Motion approved 4/0.