

March 11, 2014

APPROVED on 3/25/14

Proceedings of a Regular Meeting of the Board of Commissioners in and for the County of Menominee and the State of Michigan were held in Courtroom B, Courthouse, Menominee, Michigan.

Chairman Meintz called the meeting to order at 6:00 P.M. followed by the Pledge of Allegiance.

A call of the roll indicated that the following Commissioners were present/absent:

Present: Coms. Hafeman, Krienke, Lang, Meintz, Nelson, Piche, Plutchak, and Schei.

Absent: Com. Furlong (excused)

Chairman Meintz stated that the agenda would need to be amended to add letter D under New Business – Personnel Items. It will be a discussion of adding another County Commissioner to represent the board during contract negotiations.

Moved by Com. Hafeman, seconded by Com. Plutchak to approve the agenda with the amendment. Motion was approved 8-0.

Moved by Com. Hafeman, seconded by Com. Meintz to approve the minutes from the February 25, 2014 Regular County Board Meeting. Motion was approved 8-0.

Public Comment: None.

Presentations: None.

Department Head/Elected Officials Reports: None.

Moved by Com. Nelson, seconded by Com. Schei to appoint Gary Eichhorn to the DHS/Pinecrest Board of Trustees for a three (3) year term (11/1/2013-10/31/2016). Motion was approved 7-1. Com. Lang voted nay.

Moved by Com. Schei, seconded by Com. Hafeman to approve the FY 2013/14 Budget Amendments #2 ~ Amendments #9-13.

#9 – County Library - \$500 (donation)

#10 – Building Code - \$34,570 (line item changes)

#11 – Remonumentation - \$40,197 (increase)

#12 – MSU - \$13,387 (increase from Bldg. code)

#13 – throughout the budget \$36,312 (Changes to WC, MERS, Health Ins., EO salaries)

Motion was approved 8-0.

Moved by Com. Hafeman, seconded by Com. Nelson to approve payment of Commissioner Per Diems and expenses as recently submitted. Motion was approved 8-0.

Moved by Com. Nelson, seconded by Com. Plutchak to approve miscellaneous bills as paid on February 13 & 14, 2014 in the combined amount of \$87,563.65. Motion was approved 8-0.

Moved by Com. Nelson, seconded by Com. Schei to place miscellaneous boards/committees/commission reports on file in the office of the County Clerk. Motion was approved 8-0.

New Business (discussion only)

Personnel Items:

- a. Medical Examiner – Brian explained to the board that Dr. Zevitz is still willing to be the next Medical Examiner for the county. Brian is going to set up a meeting between Dr. Zevitz and the current two Deputy Medical Examiners. Dr. Haupt is willing to continue under his current contract until April 1, 2014 to provide for a smooth transition. Brian will have a contract ready for approval by the next meeting.
- b. Emergency Management Coordinator – Brian explained that this position was discussed at the Executive Committee meeting on 2/28/14. The consensus of the EC was to hire a person on a part time basis for 24 hours per week. Com. Nelson commented that this is the right thing to do. Com. Meintz commented that this is only a part time position so they will not be receiving any benefits. Com. Schei feels there is too much work for this to only be a part time position. Com. Plutchak cited several counties that are sharing 1 Emergency Management Coordinator between them. Com. Schei is also concerned that we will not be able to get someone who is qualified to do this job if it is only part time. Com. Nelson noted that we also need to set a salary. Com. Hafeman asked if whoever is hired ended up going to full time if they would receive the retirement we currently have in place. Brian stated that they would not. Com. Lang believes this position needs to be full time. Com. Schei asked about the hiring freeze that we have in place. Com. Meintz stated that it doesn't fall under the hiring freeze, and we just allowed the Sheriff to fill similar part time positions. The consensus of the board is to move this item forward and have Brian advertise for the position.
- c. Employee Evaluation Form – Brian explained that the Personnel Committee asked him to make changes to the form and bring it back to the board for approval to use in evaluating the employees. Brian further discussed his meeting with the Elected Officials and Department Heads. The EO & DH are ok with the form, but they feel that the evaluations need to stay between the EO/DH and the employee. Com. Plutchak agreed with this. Com. Hafeman asked where the completed forms would be kept. Com. Nelson stated that they should be kept in the employee's personnel file and remains confidential. They are not subject to review by the board. The consensus of the board is to move this item forward for approval.
- d. Commissioner Representative on Union negotiations – Com. Meintz commented that since we have Com. Piche representing the Personnel Committee during contract negotiations we should also have a representative from the Finance Committee present during negotiations. Com. Meintz asked Com. Nelson to be the representative. Com. Schei asked if this can be done with the thoughts and goals of the whole board. Com. Piche stated he would feel more comfortable having another commissioner present. Com. Nelson stated that he would represent the board, and if he is unable to attend he would have another member of the Finance Committee attend in his place. The consensus of the board is to have Com. Nelson or a member of the Finance committee sit in on contract negotiations.

Building and Grounds/Parks Items:

- a. Parks Concessionaire Agreement – Brian explained the Parks committee has revised the concessionaire agreement to have the concessionaire maintain liability insurance with a minimum level of \$1,000,000/1,000,000 per incident. Brian further explained that the agreement just needs board approval. The consensus of the board is to move this item forward to the next meeting for approval.

Miscellaneous Items:

- a. Planning Commission – two (2) appointments to expire 4/30/14 – Brian is asking for permission to advertise and send out nomination letters to agencies for the upcoming vacancies. He would like to have the appointments approved by the first meeting in April. The consensus of the board is to allow Brian to advertise and to move this item forward for approval.
- b. MERS Defined Contribution Division – Brian has received the final paperwork to create the MERS Defined Contribution division, for new employees. Commissioners will be asked to choose a vesting option. Brian explained that there are a couple of different options for vesting. The board can either choose immediate vesting, or a cliff vesting which would happen after a set number of years. Com. Hafeman asked what we currently have for vesting. Brian explained that elected officials have a 6 year vesting and most other employees have a 10 year vesting. Brian is recommending the cliff vesting. Com. Meintz asked what type of retirement other local businesses have. Brian stated that Delta County has 3 year vesting. Com. Lang stated he thought the employees would be able to keep their money. Brian explained that the employee always would keep their share, but they would not receive the County's share until they are vested. Com. Nelson asked what percentages we were looking at for contributions. Brian stated the County would put in 4%, the employee would then have matched any amount they contribute up to 3%. The consensus of the board is to move this item forward for approval with a 3 year vesting period.
- c. NorthCare Network – Proposed contract – Judi Brugman from the NorthCare Network explained that per Public Acts 500 and 501 of 2012 require Coordinating Agency integration within designated Regional Entities by October 1, 2014. For nearly 12 years Pathways has served as the designated regional Coordinating Agency for substance abuse services in Alger, Chippewa, Delta, Luce, Mackinac, Marquette, Menominee and Schoolcraft counties. During that time, Pathways also served as the lead agency for the affiliation of the five U.P. Community Mental Health Boards known as NorthCare. As of January 1, 2014 NorthCare Network became a separate entity and has been named by the Michigan Department of Community Health (MDCH) as one of 10 Regional Entity/PIHPs in Michigan. While they are required to integrate by October 1st, NorthCare Network and Pathways are interested in pursuing formal integration prior to October 1st. Doing so requires approval by the counties currently served by Pathways as the Coordinating Agency. Com. Meintz asked if the combining of the two agencies would reduce administration. Is the point of this integration to be more efficient and not waste money on administration? Judi explained they would hope to save \$300,000 in administration cost in the first year. Com. Nelson has concerns over who controls the oversight board. He would also like to know if we are going to get our share of the money, or are we going to be paying for other counties who have not managed their money very well. Com. Meintz asked what would happen to the counties that do not agree to this. Judi explained that they will remain part of Pathways until October 1st when the integration is mandatory. She stated that at that point NorthCare would ask

the board to appoint someone to sit on their board. The consensus of the board is to move this item forward to the next meeting for approval.

Finance Items:

- a. 3 Way Road Program funding – Brian explained that discussion during the Executive Committee meeting was to include funding for the 3-way road program in the 2015 budget. Com. Nelson explained that this was a very well received program. He is looking for this to be funded in the 2014/2015 FY budget. The Menominee County Road Commission will put in up to \$200,000. The recommendation is that the County matches however much the Road Commission puts in up to \$200,000. In addition each township will put in money like they did previously. Com. Nelson explained that this could also allow the county to receive additional revenue sharing. Com. Meintz stated that he would really like to see this program continue. Com. Lang has some concerns and asked how this was going to help fund the MERS problem. Com. Nelson stated that we can find the money for this program and this shows taxpayers how we can wisely spend their money and hopefully receive additional revenue in return. The consensus of the board is to move this item forward for approval.
- b. Commissioner Per Diems and expenses – The consensus of the board is to move this item forward to the next meeting for approval.
- c. Miscellaneous bills as paid on February 25 & 27, 2014 in the combined amount of \$82,618.43 – Com. Hafeman asked about a bill that was paid on February 11th and it was in the bills again. Brian explained that it was a different bill. The consensus of the board is to move this item forward to the next meeting for approval.

Misc. Boards/Committees/Commissions Reports:

The consensus of the board is to move this item forward for approval at the next meeting.

Chairman Meintz called for public comment

Public Comment:

- Dan Menacher – Commented that he supports the hiring of the Emergency Manager position, but does agree with it being part time.
- Leon Felch – Commented on the Emergency Manager position and the City of Menominee is looking to reach an agreement with the county also.

Commissioner Comment:

- Com. Piche – Commented that he does not like the way in which motions are presented for appointments. He cited how Com. Meintz asked for a motion to appoint a specific individual instead of letting the board make a motion.
- Com. Lang – Commented that when he was the board chair he would take a vote on all names that were up for an appointment. He also commented on the Administrator evaluation and that it was only performed by the Personnel Committee and not the entire board.
- Com. Nelson – Commented on the Personnel Committee conducting the Administrator’s review and we will need to make some adjustments to this process.
- Com. Hafeman – Commented on employee, supervisors and administrator evaluations. She feels we should be doing the employee and supervisors evaluations before the administrator’s evaluation. Maybe do the other evaluations in January and the administrator’s evaluation in February.
- Com. Plutchak – Asked if the county requested the frozen water line issue be published in the newspapers. Brian stated that he sent out letters to all township supervisors. Com. Plutchak thought it was also suppose to be in the newspaper. Brian stated that he will have it published.
- Com. Krienke – Commented that having Com. Nelson sit in on contract negotiations is a terrific idea, he’s got a perfect set of ears for those circumstances.
- Com. Meintz – Commented that he hopes everyone is in a better mood with the warmer weather. He also commented on the appointments of individuals to boards and committees. He stated that he just offers up a name and leaves it up to the board to make a motion and vote.

Moved by Com. Hafeman, seconded by Com. Plutchak to adjourn at 7:19 p.m. Motion was approved 8-0.

Charlie Meintz, Chairman

Marc Kleiman, County Clerk