

March 25, 2014

APPROVED on 4/8/14

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. Furlong, Hafeman, Krienke, Lang, Meintz, Nelson, Piche, Plutchak, and Schei.

**Absent:** None.

Moved by Com. Hafeman, seconded by Com. Nelson to approve the agenda. Motion was approved 9-0.

Moved by Com. Piche, seconded by Com. Hafeman to approve the minutes from the March 11, 2014 Regular County Board Meeting. Motion was approved 9-0.

**Public Comment:** None.

**Presentations:** None.

**Department Head/Elected Officials Reports:** None.

Moved by Com. Nelson, seconded by Com. Plutchak to approve a contract offer to Dr. Michael E. Zevitz for the Menominee County Medical Examiner position. Motion was approved 9-0.

Moved by Com. Hafeman, seconded by Com. Nelson to approve the Menominee County Employee Evaluation form dated 4.1.2014 for use by the County Administrator (to evaluate Department Heads) and for Department Heads (to evaluate their staff). Motion was approved 9-0.

Moved by Com. Nelson, seconded by Com. Plutchak to approve the changes, to increase liability insurance minimum levels to \$1,000,000/\$1,000,000 per incident, within the Shakey Lakes Park Concessionaire Agreement. Motion was approved 9-0.

Moved by Com. Nelson, seconded by Com. Hafeman to approve the resolution adopting the MERS Defined Contribution Plan, and adoption agreement effective 4.1.2014 for new hires, rehires and any (optional) transfers of the current Defined Benefit Division #10 (Courthouse non-union). This plan includes full vesting after 3 years; with a 3% employee contribution + 4% county contribution, + 3% (max) "county match" contribution. No loans will be permitted. Motion was approved 9-0. (Attachment A)

Moved by Com. Hafeman, seconded by Com. Lang to support the formal integration of the Pathways Coordinating Agency with NorthCare Network. Motion was approved 9-0.

Moved by Com. Hafeman, seconded by Com. Nelson to approve a correction to budget amendment #13 (approved 3.11.14) from \$36,312 to \$32,637. This amendment includes changes within the entire 2013/14 budget due to changes in WC, MERS, Health Ins. & EO salaries. Motion was approved 9-0.

Moved by Com. Hafeman, seconded by Com. Plutchak to approve payment of Commissioner Per Diems and expenses as recently submitted. Motion was approved 9-0.

Moved by Com. Schei, seconded by Com. Nelson to approve miscellaneous bills as paid on March 13, 2014 in the combined amount of \$63,830.82. Discussion ensued. It was brought to the boards attention that the agenda was wrong. The March 13<sup>th</sup> bills should be under New Business and the February 25 & 27 bills were the ones that needed to be approved.

Moved by Com. Schei, seconded by Com. Nelson to amend his previously listed motion to change the date from March 13, 2014 to February 25 & 27, 2014 and change the amount from \$63,830.82 to \$82,618.43. Motion was approved 9-0.

Moved by Com. Schei, seconded by Com. Plutchak to place miscellaneous boards/committees/commission reports on file in the office of the County Clerk. Motion was approved 9-0.

### **New Business (discussion only)**

#### **Personnel Items:**

- a. Menominee County employee & retiree (name, wage & benefits) being posted on the County Website. – Brian explained that at the February 28, 2014 Executive Committee meeting held at the County Annex, in Stephenson there was discussion of putting the name, wage and benefit information for all county employees (including retirees) on the County website. Discussion also included the possibility of excluding the employees name and just put the position titles. Brian further explained that County Clerk Marc Kleiman did some research on this issue with other County Clerks and none of them contacted put this information on their website. Brian contacted Attorney Stoker to see if it was legal to put this information on the website. Attorney Stoker stated that since the information was subject to FOIA, it would be legal to put it on the website. Com. Lang stated he has heard that many of the employees are not in favor of doing this. Com. Nelson discussed that many taxpayers have contacted him wanting to know this information. He also stated that this is all public information and the taxpayers should not have to pay to receive the information. Com. Meintz also stated that he has been questioned by people that are concerned with the retirement and he has also tried to explain to them how to find the information in the budget. This way it would be easier for them to figure out and solve a lot of questions. Com. Lang commented that he is just waiting for the first person in his district to bring this problem up to him. He stated that he has yet to have someone from his district contact him. He has spoken to some employees that feel like they are being unfairly singled out. Com. Lang stated that he agrees we should not hide this information, but we do not need to flaunt it. Com. Krienke agrees that this information should be put on the website, but he does not think we should be naming names. He thinks it can be done just by position. Com. Schei

agrees with Com. Krienke. Com. Furlong understands this is all public information and he has nothing to hide. He would like to know why we keep dragging our employees through the mud. We seem to be making a mountain out of a mole hill. He said if someone wants to find out this information all they need to do is contact Brian and ask. Com. Nelson stated that he is ok with the names not being attached to the information and it just being listed by position. Com. Furlong asked how much money it is going to cost to put this information out there. He would like that figure posted also as well. Com. Meintz stated he is also in favor of just putting position titles and not names. Com. Nelson stated it is already available and is about 9 pages. It's already available it just needs to be posted. Com. Lang stated the moral of the courthouse is not good right now with the employees of the courthouse. The consensus of the board is to move this item forward for approval without employees names attached to it, but just the position title. Along with that Brian will provide the board with a figure on how much it will cost to put this information on the website.

- b. 35 or 37.5 hour work week – Brian explained that at the Executive Committee meeting held on February 28, 2014 the committee asked to have some number drawn up to see the cost savings in a reduction in hours worked in a week. Reducing the work week to either 35 hours or 37.5 hours per week. Administration has run the numbers and we've come up with some numbers. These numbers reflect a change in all full time employees (except elected officials and contracted employees). Com. Hafeman looked at this budget and compared the numbers. If we were to go with a 35 hour work week we would be saving the county approximately \$377,807. And, if we went with a 37.5 hour work week we would be saving the county approximately \$215,831 per year. Brian explained the employees would be losing between 5 and 10 hours of pay per pay period. Com. Hafeman stated that the hours the courthouse is open would not need to be changed; we could just stagger the staffing. Com. Lang discussed when the change happened 25 years ago changing from 35 hrs per week to 40 hrs per week. He also discussed that over that same period of time we have cut the county staffing by between 10 and 12 employees. He does not agree with changing the hours. Com. Furlong agrees with Com. Lang and he thinks we are operating at bare bones right now. We are in the business to provide service to the taxpayers. We would be putting an undue burden on our employees that do excellent work. Com. Nelson would like us to be more in line with the other counties in the U.P. He also discussed the things that were increased contrary to what Com. Lang stated. Com. Piche stated that he understands about saving the county money, but it doesn't mean anything if we can't all work together. It hurts him that Com. Lang thinks the board is against the employees. Com. Furlong asked if there are any contractual issues that would prevent this from happening. Brian explained that right now the contracts state that full time employees are scheduled not less than 40 hours per week. Com. Furlong asked how we would get around that. Com. Nelson stated that they do not all have to be full time. We can make them all part time at 37.5 hours per week. Com. Furlong commented that we are going to save some money, but then turn around and go into a grievance and have to spend some money. Com. Nelson commented that if we are going to be afraid of every little grievance then we should just put a barrel of money out and let them take whatever they want. Com. Furlong thinks that we should just address this through contract negotiations instead. Brian explained it would be premature to move this forward at this time. Com. Schei stated that we need to look at this a little deeper. Com. Nelson would like to see this go to the Finance Committee to go over the numbers. Brian also probably needs to get some legal clarification. This needs to be looked at sooner rather than later. Com. Meintz explained that every entity needs to evolve and adapt to keep

sustainability. The consensus of the board is to have Brian get a legal opinion on if this can be done and to have the Finance Committee look into the budgets.

**Building and Grounds/Parks Items:**

- a. None.

**Miscellaneous Items:**

- a. None.

**Finance Items:**

- a. Menominee County Library ~ Millage – Brian explained that at the February 28, 2014 Executive Committee meeting there was a discussion of running a county-wide millage of .4 mills to support the funding of the Menominee County Library. A millage of .4 mills would generate approximately \$280,000/year. The EC would like to consider placing this on the August 5, 2014 Primary Election ballot. To do so would require that approved language be submitted to the County Clerk by May 13, 2014. Com. Schei asked what it would cost the county to hold an election. Clerk Kleiman explained there is a Statewide Primary Election in August so there would be no additional cost to the county. Com. Schei asked if it was going change the amount of money the taxpayers give to the county. Com. Nelson stated that we have the ability to change the amount of money the taxpayers give us. We are at 7.5 mills we could actually give some of that money back if a millage was passed. He went on to comment that we fully fund the library and only seven other counties in the entire state fund a county library. We are the only one in the U.P. that fully funds our library. Com. Schei asked why we would want to get out of the library business. He doesn't like the idea that we wouldn't want to pay for it. There was discussion of who has control of the library, the library board or the county. Com. Schei thinks this will add extra work and book keeping. Com. Nelson feels this will make the library responsible for their own money. Com. Nelson stated that if the millage were to pass we could give the taxpayers money back from the 7.5 mills we already receive. Com. Lang commented that we are already funding the library from tax money, running a separate millage is just like taking money from one pocket and sticking it in the other. He also feels that since half of the taxpayers in the county use the Spies Library and pay for that, they will not be willing to approve a millage for the library in Stephenson. Com. Plutchak compared it to the 24 hour road patrol and he said it gives the taxpayers the option if they want it or not. Com. Schei asked how long the length of the millage would be. Com. Nelson stated a 7 to 10 year millage. Com. Piche commented on Com. Lang's points. Com. Piche took a poll at this writer's group meeting. They raised the same questions as Com. Lang. Com. Furlong commented that if we were building a new library he could understand going out for a millage. He also commented that we are in the business to provide services to the citizens of the county. He thinks this is a waste of time. Com. Furlong commented that we are elected to make decisions. We shouldn't have to go back to the citizens every time we have a question to decide on. Menominee County Library Director Pat Cheski asked to speak. She would like to have Brian give her a list of what he would like the library board to discuss at their meeting in April. She does not believe .4 mills for 7 years will work. .4 mills would barely cover the library now. The library board meets of April 15<sup>th</sup>. Com. Meintz asked if the board would like to move this forward for approval after the library board meeting on the 15<sup>th</sup>. Com. Piche, Schei, Lang and Furlong feel that we are rushing this and they are opposed to putting this on the ballot this fall. Com. Schei feels the Finance Committee should look at this first.

Pat Cheski spoke again that there would still be a cost to run a millage since you would have an expense of advertising and promoting the millage. She and the library board have many questions that she would like answered first. Com. Meintz compared the library to 911 and the fact that we do not support them any longer. The consensus of the board is to keep this item for discussion and continue to gather information.

- 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 March 11, 2014 in the combined amount of \$63,830.82 – Com. Hafeman asked Brian if he is still working on reducing the county's phone bills. Brian stated that he is meeting with AT&T next week. 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:**

- Debra Wormwood – Commented that in 1995 the county went from 35 hour work week to 40 hour work week. Page 99 of the County Budget is on the website with the information the commissioners are already looking to put online. Also commented about the library services.
- Bob Desjarlais – Commented on the significant loss the employees would suffer if the county reduced the work week to 35 hours. The employees would make 10% less in salary. He is not in favor of doing this.

**Commissioner Comment:**

- Com. Lang – Commented on how much income the employees would lose if hours were cut. He also discussed how the county board just increased how much money the employees must contribute to their health insurance.
- Com. Nelson – Commend about the County Budget on the website. He stated that the hourly rate for employees has always been on there, but the benefit information is not.

Moved by Com. Hafeman, seconded by Com. Nelson to adjourn at 7:26 p.m. Motion was approved 9-0.

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Charlie Meintz, Chairman

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Marc Kleiman, County Clerk