

**ALGER COUNTY BOARD OF COMMISSIONERS
SPECIAL BOARD MEETING**

December 1, 2010

Minutes are subject to corrections and approval

Pursuant to recess, the Alger County Board of Commissioners convened in the conference room of the county building at 4:00 p.m. on the above date.

The meeting was called to order by Chairwoman Pullen with the following Commissioners present: Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Absent – Commissioner Lindstrom.

The Board of Commissioners said the Pledge of Allegiance.

Public comment session was open. There was no public comment from the floor; thus, the public comment session was closed.

It was moved by Commissioner VanLandschoot and seconded by Commissioner Doucette to approve the agenda as presented. Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom.

The insurance committee proposal was discussed. Commissioner Doucette wanted to publicly say that he is really proud of the insurance committee. Sheila Peters said they have come to a recommendation. She said that the HSA account is much the same and that the transition would be easy. She said that the committee thinks it is fair across the board for everyone. They just wanted the board to know that they have come to the decision on a plan and that the decision has to be made by December 17th. See the following letter:

December 1, 2010

Alger County Board of Commissioners
101 Court Street
Munising, MI 49862

The Insurance Committee has found a BCBS HSA including dental and vision after searching through multiple options. This offer comes with a savings of \$90,051.59 over the current BCBS 2011 budgeted amount.

Of all the proposals we have reviewed, we believe this policy will receive the support needed from all labor groups by letter of understanding in a timely fashion without opening any contracts.

Please consider this information and respond to the committee as soon as possible.

Sincerely,

Insurance Committee

Commissioner Pullen said that it would be the consensus of the board to approve the insurance that the insurance committee recommended.

It was moved by Commissioner Mattson and seconded by Commissioner VanLandschoot to approve payment for a bill regarding Bob Seid to Cohl, Stoker & Toskey, P.C. in the amount of \$1,224.75. Darlene will then bill Luce County for their portion. Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom.

On a motion by Commissioner Mattson and seconded by Commissioner VanLandschoot to authorize the clerk to have MERS bill the courts suffix and sheriff union suffix with the blended employer contribution rates for 2011. Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom.

The Court Staff 1-year package for 2011 was discussed and there were some changes. See the following resolution:

RESOLUTION 2010-

COURT STAFF 1-YEAR PACKAGE

WHEREAS, the Court Staff consists of Betsy Jones, Kathleen Lindquist, Leota Paquette, Laurie Pine, Amy Richmond, District Court Reporter, Karen LaFoilie, Lynne Maki, Terry McLaren, and Stacey Masters.

WHEREAS, for employees hired before 1/1/06, retirement benefits are B-4, V-10, F55 (20), FAC-3, and E-2.

WHEREAS, for employees hired after 1/1/06, retirement benefits are B-3, V-10, F55 (20), FAC-3, and no other riders. Employees will contribute 3.75% of gross wages as their share of the retirement costs and the Employer agrees to pay any additional required portion to their pension benefit.

WHEREAS, for employees hired after 1/1/11, retirement benefits will be a defined contribution plan with details forthcoming.

WHEREAS, for employees hired before 1/1/06, term life insurance and AD&D in the amount of \$50,000.00 while employed.

WHEREAS, for employees hired after 1/1/06, term life insurance and AD&D in the amount of \$25,000.00 while employed.

WHEREAS, the employer will make available to each regular full-time employee health insurance; per the board's review of the insurance committee's recommendation.

WHEREAS, any full-time employee at their own option may select to receive in lieu of health insurance in two annual payments, payable on the second pay day in May and November of each year, the fixed amount which was paid to the Sheriff Department Union employees and Courthouse Union employees in 2010. The payment shall be increased \$500.00 on 1/1/11. Notwithstanding the increase the annual payment shall not exceed 50% of the actual premium cost. Such employees must provide proof of an alternate source of health insurance. Stacey Masters will take this benefit in exchange to keep one sick day per month. If she decides not to take this benefit, her sick days will then revert back to ½ day per month as per the original new employee of the non-union court staff package.

Note: The net amount listed above may vary from individual to individual depending upon the employee's eligibility for single or family coverage. Employees who elect to receive cash in lieu of health insurance may not reapply for BCBS until such time as the rules of BCBS will allow.

WHEREAS, the employer's obligation hereunder shall exist with respect to any employee only while he/she is in the active service of the employer, only while he/she continues as a regular full-time employee, and only with respect to a month in which the employee is either on paid sick leave or has earnings from the employer, for hours actually worked during such month. If an employee wishes to continue his/her coverage during any period with respect to which the employer's obligation does not exist or apply, the employee shall have sole responsibility for making all arrangements necessary with the County Clerk's office for the continuance of such coverage at his/her own expense. No coverage is provided under this Article for any employee beyond the end of the month of his/her termination of employment with the employer except as applied to employees who retire from service as agreed upon.

WHEREAS, employees who retire from the County with twenty (20) or more years of service will receive 50% of the single subscriber rate toward health insurance after retirement, with the exception of Virginia Marshall and Terry McLaren who have an agreement with the Board of Commissioners in which the County will pay for a single subscriber rate after retirement.

WHEREAS, the following wage adjustments shall be made: **Effective 01/01/11 – .25**

WHEREAS, Time and one-half will be paid as follows:

- (1) For all hours actually worked over eight (8) in one work day.
- (2) For all hours actually worked over forty (40) in one (1) work week.

WHEREAS, Regular full-time employees will receive longevity pay as follows:

Starting 5 th year through 10 th year.....	\$200.00
Starting 11 th year through 15 th year.....	\$300.00
Starting 16 th year through 20 th year.....	\$400.00
Starting 21 st year through 25 th year.....	\$500.00
Starting 26 th year or more.....	\$700.00

FOR NEW REGULAR FULL-TIME EMPLOYEES HIRED AFTER 01/01/11:

No longevity will be paid.

WHEREAS, for regular full-time employees hired before 1/1 06 shall be entitled to one (1) seven (7) hour day of paid sick leave for each “calendar month” of employment. Paid vacation and paid sick leave shall be considered time actually worked towards accumulating sick leave. An employee shall be paid his/her accumulated sick leave, up to the maximum of seventy-five (75) days, upon death, or upon termination of employment unless terminated for cause. One sick day shall be deemed to be seven (7) hours pay at the employee’s base rate of pay exclusive of overtime or other premiums.

WHEREAS, regular employees hired after 1/1/06 shall be allowed 3.5 hours of sick time per month with no payoff for accumulated days at the end of his/her employment. With the exception of Stacey Masters which is as follows: Stacey Masters will receive one day of sick time per month with no payoff for accumulated days at the end of her employment. If she wants to receive health insurance with the county, this stipulation will revert back to ½ day per month per the new employees’ non-union court staff.

WHEREAS, regular employees shall be allowed up to three (3) working days off, with pay, to attend the funeral of a member of the employee’s immediate family and for necessary travel to and from the funeral. Immediate family is to be defined as follows: mother, father, step-parents, foster parents, brother, sister, wife, husband, children, step-children, foster children, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, and grand children, or a member of the employee’s household. Funeral pay shall be based upon the employee’s normal scheduled work day, and his/her base rate of pay exclusive of overtime or other premiums. Funeral leave may be extended up to two (2) additional working days where necessary for travel to and from the funeral due to distances involved. This extended time shall be unpaid but Employee may use vacation or sick days to make up pay for this extended funeral leave.

WHEREAS, a regular full-time employee who has attained the years of continuous service indicated in the following table in any calendar year during the continuation of this Agreement, and has been paid for at least 1820 hours during the preceding calendar year, shall receive a vacation corresponding to such years of continuous service as shown:

FOR EMPLOYEES HIRED BEFORE 1/1/06:

<u>Years of Service</u>	<u>Weeks of Vacation</u>
1	1 week (35 hours)
2 through 5	2 weeks (70 hours)
6 through 11	3 weeks (105 hours)
12 through 17	4 weeks (140 hours)
18 through 24	5 weeks (175 hours)
25 or more	6 weeks (210 hours)

FOR EMPLOYEES HIRED AFTER 1/1/06:

<u>Years of Service</u>	<u>Weeks of Vacation</u>
1	1 week (35 hours)
2 through 7	2 weeks (70 hours)
8 through 14	3 weeks (105 hours)
15 or more	4 weeks (140 hours)

Vacation time cannot be accumulated. Unless the employer and the employee otherwise mutually agree in writing, any vacation time earned for any one year and not used within that year shall be considered lost to the employee. The employee’s vacation pay rate shall be the same as the employee’s base rate at the time of vacation, exclusive of overtime, or other premiums.

WHEREAS, for employees hired after 1/1/06 there will be not be the additional three personal days available to any new District Court employee.

THEREFORE BE IT RESOLVED, that the Alger County Board of Commissioners hereby approves this Resolution in effect January 1, 2011. In no way shall this be misconstrued as to the intent of opening any other portion of this contract other than for step raises or health insurance.

Dated: December 1, 2010

Catherine A. Pullen, Chairperson
Alger County Board of Commissioners

Esley M. Mattson, Vice-Chairman
Alger County Board of Commissioners

There was discussion on MERS and Bob Hughes’s retirement. It was reaffirmed to proceed by the previous motion to do a supplemental valuation.

It was moved by Commissioner VanLandschoot and seconded by Commissioner Doucette to authorize sending the following letter of support:

December 1, 2010

John Madigan
831 W. Munising Ave.
Munising, MI 49862

To Whom It May Concern:

The Alger County Board of Commissioners continues to support all efforts being made to exchange land so that we can receive legal title to the airport known as Hanley Field, 5Y7.

We certainly endorse land exchange between local units of government and private donors to further these efforts.

We look forward to legally owning the airport.

Sincerely,

The Alger County Board of Commissioners

Catherine A. Pullen, Chair

Esley M. Mattson, Vice-Chair

Edward A. Lindstrom, Commissioner

Joseph P. VanLandschoot, Commissioner

Jerry Doucette, Commissioner

Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom.

2011 budgets were discussed. There are to be two letters to be drafted; one to the sheriff's union and one to the courthouse union with the board asking for the insurance change, a pay freeze, and the courthouse union going back to 37.5 hours per week. On a motion by Commissioner VanLandschoot and seconded by Commissioner Doucette to authorize the executive committee to draft letters to the sheriff's union and the courthouse union. Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom. The next budget committee meeting is scheduled for December 8th at 4:00 p.m. A special board of commissioners meeting regarding the budget is scheduled for December 10, 2010 at 3:30 p.m.

In old business there was discussion on a plaque.

Board comments and were next. Commissioner VanLandschoot discussed committee meetings that he will attend.

Public comment session was open. Sheriff Hughes talked about a discussion he had with Doug Bovin regarding the city and county. There was also discussion on the jail capacity. There was no other public comment from the floor; thus, the public comment session was closed.

On a motion by Commissioner VanLandschoot and seconded by Commissioner Doucette to adjourn this meeting. Motion carried by the following vote: Ayes – Commissioners Doucette, Mattson, VanLandschoot, and Pullen. Nays – none. Absent – Commissioner Lindstrom.

Catherine A. Pullen, Chairwoman
Alger County Board of Commissioners

Mary Ann Froberg
Alger County Clerk