

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

November 11, 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, Lindstrom, Mattson, VanLandschoot, and Pullen. Absent ó none.

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 Mattson to approve the amended agenda as presented. Motion carried by the following vote: Ayes ó Commissioners Doucette, Lindstrom, Mattson, VanLandschoot, and Pullen. Nays ó none. Absent ó none.

Commissioner Doucette passed out the Brownfield Authority list. Discussion took place regarding the one vacancy on the list. This vacancy will be filled by a member at large, and they have several people who have already showed an interest. The list is as follows:

ALGER COUNTY BROWNFIELD REDEVELOPMENT AUTHORITY

MEMBERS NAMES

TERM EXPIRATION

Chairman

Jerry Doucette

12/31/13

Vice-Chair

Mary Ann Froberg

12/31/13

Secretary/Treasurer

Pam Johnson

12/31/13

Esley Mattson

12/31/12

Teri Grout

12/31/12

Phil Hansen

12/31/12

Al Weymouth

12/31/11

Hampton Waring

12/31/11

12/31/11

A motion was made by Commissioner VanLandschoot and seconded by Commissioner Mattson to approve this list as presented noting the one vacancy. Motion carried by the following vote: Ayes ó Commissioners Doucette, Lindstrom, Mattson, VanLandschoot, and Pullen. Nays ó none. Absent ó none.

Irene Korpela was next on the agenda. On November 10, 2010 Irene Korpela left a message at the Clerk's office requesting a buyout of her life insurance policy. On November 11, 2010 Pam Johnson returned her telephone call asking her how much of a buyout she was requesting. Mrs. Korpela was asking for \$5,000 plus applicable taxes. (Meaning she was wanting a net pay of \$5,000) Pam Johnson asked her if she was aware of the fact that she had a \$15,000 life insurance policy. Mrs. Korpela acknowledged that she was aware of that, but was only asking for the \$5,000 buyout. Prior to the meeting Pam had contacted Anderson Tackman. She was told that this buyout would have to be through payroll; not accounts payable. A motion was made by Commissioner VanLandschoot and seconded by Commissioner Doucette to approve Irene Korpela's insurance buyout request in the net amount of \$5,000.

Motion carried by the following vote: Ayes ó Commissioners Doucette, Lindstrom, Mattson, VanLandschoot, and Pullen. Nays ó none. Absent ó none. It was also noted that the Clerk's office would generate an acknowledgement letter to Mrs. Korpela asking for her signature prior to issuing her a check.

Commissioner Doucette was questioning the possibility of the Board making some type of insurance offer to Becky Wilder. He did state that she had not contacted him as of yet. It was discussed that a precedent had been set concerning health insurance for retirees from the sheriff's union earlier this year with Dave Latvala. It was the general consensus of the Board that they did not want to initiate an offer to those who may be eligible for retirement; they would wait to be approached.

Next on the agenda was the formulation of the new package for the non-union court staff which would become effective as of January 1, 2011. A motion was made by Commissioner VanLandschoot and seconded by Commissioner Mattson to submit the following proposal for non-union court staff:

ALGER COUNTY BOARD OF COMMISSIONERS
Mary Ann Froberg, Clerk
101 COURT STREET, MUNISING, MI 49862

**RESOLUTION 2010-
COURT STAFF 1-YEAR PACKAGE**

WHEREAS, the Court Staff consists of Betsy Jones, Kathleen Lindquist, Leota Paquette, Laurie Pine, Amy Richmond, 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 while employed.

WHEREAS, for employees hired after 1/1/06, term life insurance and AD&D in the amount of \$25,000 while employees.

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 on health care coverage. **Future premium cost increases shall be shared between the Employee and the Employer. Measured against the health insurance's actual introductory 2011 premium cost the Employee shall pay 25% and the Employer shall pay 75% of all cost increases and authorized the Employer to deduct such sums from the employees paycheck. The Employee's cost share of the premium shall be deducted equally throughout the year from each pay period and shall be adjusted as premium costs increase or decrease. This will be reviewed yearly by the Board of Commissioners and both parties agree to open contract to share any savings.**

WHEREAS, effective 1/1/11 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 of \$5480.00; which is a \$500.00 increase from the 2010 payment.

Notwithstanding any increase of the annual payment shall not exceed 50% of the actual premium cost. Such employees must provide 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 1/2 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 health insurance benefits until such a time as the rules of the health insurance provider 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 apply, the employee shall have sole responsibility for making 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 cents per hour**

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 (10 work week.

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

FOR REGULAR FULL-TIME EMPLOYEES HIRED BEFORE 01/01/11:

Starting 5th year through 10th year í í . \$200.00
Starting 11th year through 15th year í í ...\$300.00
Starting 16th year through 20th year í í ...\$400.00
Starting 21st year through 25th year í í ...\$500.00
Starting 26th year or more í í í í í \$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 on 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 Master 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 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 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: November 11, 2010

Catherine A. Pullen, Chairperson
Alger County Board of Commissioners

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

Motion carried by the following vote: Ayes ó Commissioners Doucette, Lindstrom, Mattson, VanLandschoot, and Pullen. Nays ó none. Absent ó none. It was also noted that the Judges shall receive a copy of this prior to the budget meeting on November 24, 2010, and that a cover letter shall be prepared to accompany it.

Under board comments Commissioner Doucette passed out an informational sheet concerning wages for the Sheriff's Union. He used a current average per hourly wage and showed total costs of a 3% raise and a 1.5% raise based on 40, 37.5, and 35 hour work weeks.

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

A motion was made by Commissioner VanLandschoot and seconded by Commissioner Doucette to adjourn the meeting. Motion carried by the following vote: Ayes ó Commissioners Doucette, Lindstrom, Mattson, VanLandschoot, and Pullen. Nays ó none. Absent ó none.

Catherine A. Pullen
Alger County Board of Commissioners

Mary Ann Froberg
Alger County Clerk