

Kalkaska County Board of Commissioners
Negotiating Committee Meeting Minutes
October 19, 2018
(UNAPPROVED)

Meeting called to order by Committee Chair Fisher at 5:02 PM, Commissioner Chambers, Administration Building, 605 N Birch Street, Kalkaska, MI. Present Commissioners Kohn Fisher, Truman Bicum and James Sweet (sitting in for David Comai) and County Clerk Deborah Hill. Assent Commissioner David Comai.

Public Input: None

Purpose of Meeting:

Chair Fisher called for review of request for non-union staff to also receive the lump sums awarded to other employees, due to the late approval of the 2% that was awarded to union personnel in prior months.

Discussion. Fisher reviewed approved Union employee increases noting:

MAPE: 2018-\$500.00 lump sum; 2019 -2%

Teamsters: 2018-\$500.00 lump sum; 2019-reopener.

POLC: 2018-3%; 2019 2% with employee paying 1% to MER.

COLA: 2018-2%; 2019 2% with employee paying 1% to MER.

Non-union: 2% (all) effective 9-30-2018. (Exception COA Director and Elected)

Discussion regarding the discrepancy between the union employees and non-union. **Consensus to Motion that for each non-union employee that received the 2% increase effective 9-30-2018; that 2% to be calculated to the end of 2018; that 2% amount to be deducted from the \$500.00 lump sum (provided to the union employees) and the non-union employee to receive the difference between the 2% and the \$500.00. This is based on regular work hours.** (The proposed pay date to be early December.) Request and discussion for 2019 pay increase for non-union.

Discussion regarding Elected Official wages and comparison counties used in 2012 from Axe report for Elected wage increases; counties used in 2018 for the union negotiations and those proposed by the COA Advisory Board for comparisons. Discussion and input from Departments Heads present; Fisher noted the Personnel Committee developed a separate review from the one provided by the COA Advisory Board, for COA Director, based on the counties provided for 2018 negotiations.

Fisher called for recess at 6:37 PM. Meeting reconvened at 6:47 PM.

Elected Officials Sheriff Whiteford, Register JoAnn DeGraaf, Treasurer Valerie Thornburg, DPW Supervisor Bole and Clerk Hill present; discussion regarding justification for increases, responsibilities, funding, previous wage reviews and county comparisons for any

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increase in salary or wages. Fisher noted need for calculations for further review and recommendations; use of the COA Director county comparisons along with the 2012 comparison counties; noting both used with a % amount under the average.

Consensus to set a Committee meeting for Monday, October 22, 2018 at 5:30 PM.

Public Input: None

Meeting adjourned at 7:38 PM.

Respectfully submitted:

Deborah Hill, Kalkaska County Clerk and
Clerk of Board of Commissioners

Stuart McKinnon, Chair of
Kalkaska County Board of Commissioners

These minutes are not official until they are approved at the next Regular Board of Commissioners meeting.