

The Marquette County Board of Commissioners met in Special Session on Tuesday, June 9, 1992 at 6:00 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.

Chairperson Corkin called the meeting to order. Present: Comm. Angeli, Comm. Arsenault, Comm. Potvin, Comm. Seppanen and Comm. Corkin. Absent: None.

A Salute to the Flag was given followed by the Pledge of Allegiance.

There were no minutes to approve.

Chairperson Corkin opened the meeting for public comment. Lynn Emerick, Director, Commission on Aging, spoke on the present County Classification System regarding regular employees funded with sources other than County dollars as a part of the responsibility of the supervisor or the work leader within a department. Ms. Emerick feels the supervision and management of these employees is not significantly different than for regular County funded employees and should be counted when point factoring for job classification. At present the Commission on Aging has three County funded and seven full and part-time regular other employees, not volunteers or contractors. If these employees were acknowledged, both the Commission on Aging Director and Administrative Assistant would be affected, therefore, she requested the County Board consider including these employees.

There being no further public comment, this portion of the meeting was closed.

It was moved by Comm. Arsenault, seconded by Comm. Angeli, and unanimously carried that the agenda be approved as presented.

#### Informational Items

It was moved by Comm. Angeli, seconded by Comm. Arsenault, and unanimously carried that the following informational items be accepted and placed on file: 9a) a copy of Civil Counsel, David Payant's, memo to Sands and Chocolay Townships regarding conflicts in street names; and 9b) a copy of Civil Counsel, David Payant's, memo to the Planning Commission regarding the Solid Waste Authority's Mission Statement.

#### Action Items

The County Board considered a recommendation from Randell E. Girard, Human Resources Director, on the Morley Classification/Compensation Study. Mr. Girard gave a brief summary of procedure used for the recent study made by J. Morley and Associates. As a result of this process, many comments and concerns were raised by County employees. To assure that all concerns were heard and given consideration, the Board of Commissioners directed J. Morley and Associates to formally respond to the issues that were raised. When the response was received concerns persisted, at which time the County Board requested Mr. Girard review the final report and make recommendations.

Mr. Girard stated that all County employees had an opportunity to meet with him in an interview format to discuss any concerns that they had regarding their Morley proposed job descriptions, the point factoring ascribed to their position, or any other issues they had a problem with. One hundred-sixty employees participated in the process over a three-week period. This has resulted in the recommendations for revision to job descriptions, placement and point factor allocation. Mr. Girard stressed that his review and evaluation of issues raised were viewed from the standpoint of County-wide application of duties and responsibilities measured by point factoring, as opposed to viewing a situation isolated within individual departments. Mr. Girard took this opportunity to commend the County employees for the manner in which they approached this final review process.

Any employee who is still not satisfied with these recommendations may facilitate the use of the grievance procedure and/or the County Personnel Policy. Any employee whose reclassification is lower than present will not receive a pay reduction, but no raise will be in effect until the position reaches its new rating.

It was moved by Comm. Seppanen, seconded by Comm. Arsenault, and unanimously carried that the County Board adopt the Morley Classification/- Compensation Study with modifications and recommendations presented by Randy Girard, Human Resources Director.

It was moved by Comm. Potvin, seconded by Comm. Arsenault, and unanimously carried that Staff investigate a system to handle grant funded employees, especially taking into consideration the point factoring for supervision.

Chairperson Corkin opened the meeting for public comment, none was forthcoming.

It was moved by Comm. Seppanen, seconded by Comm. Arsenault, and unanimously carried that the County Board go into Closed Session to discuss Bargaining Unit Contracts.

Chairperson Corkin declared a five minute recess to clear Commission Chambers.

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CLOSED SESSION

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The County Board came back into Open Session.

It was moved by Comm. Arsenault, seconded by Comm. Angeli, and unanimously carried that the County Board ratify contracts for the Collective Bargaining Unit Sheriff's Deputized Employees, Local 2756; Collective Bargaining Unit Courts/Courthouse Employees, Local 2914.

There being no further business the meeting was adjourned.

Respectfully submitted,

*Margaret A. O'Neill*

Margaret A. O'Neill  
Deputy County Clerk

MARQUETTE COUNTY BOARD OF COMMISSIONERS  
SPECIAL MEETING

Tuesday, June 9, 1992, 6:00 p.m.

Room 231, Henry A. Skewis Annex, Marquette, Michigan.

1. ROLL CALL.
2. SALUTE TO THE FLAG AND PLEDGE OF ALLEGIANCE.
3. APPROVAL OF THE MINUTES. (None).
4. PROCLAMATIONS, PRESENTATIONS AND AWARDS.
5. PUBLIC COMMENT. (time limit 20 minutes total)
6. APPROVAL OF THE AGENDA.
7. PUBLIC HEARINGS. (None).
8. PRIVILEGED COMMENT.
9. INFORMATIONAL ITEMS:
  - a. A copy of Civil Counsel David Payant's memo to Sands and Chocolay Townships regarding conflicts in street names.
  - b. A copy of Civil Counsel David Payant's memo to the Planning Commission regarding the Solid Waste Authority's Mission Statement.
10. ACTION ITEMS:
  - a. Recommendation from Randell E. Girard, Human Resources Director, on the Morley Classification/Compensation Study.
11. LATE ADDITIONS.
12. PUBLIC COMMENT. (time limit 20 minutes total)
13. CLOSED SESSION for consideration of labor contracts.
14. COMMISSIONERS COMMENTS AND ANNOUNCEMENTS.
15. ADJOURNMENT.