

MINUTES OF THE BOARD OF COUNTY ROAD COMMISSIONERS

Monroe, Michigan

October 14, 2022

1 At a Special Meeting of the Board of County Road Commissioners at their offices located at the Monroe County Road Commission (MCRC) 840 S. Telegraph Road, Monroe, Michigan, the meeting was called to order by Chairman Stewart at 2:05pm.

2 **ROLL CALL** by the Deputy Clerk as follows:

Danny Minton	Present
William Kipf	Present
Jack Thayer	Present
James Jacobs	Present
Greg Stewart	Present

A quorum being present, the Board proceeded to transact business.

3 The **PLEDGE OF ALLEGIANCE** was lead by Commissioner Stewart.

4 **AN OPENING MOMENT OF SILENCE OR PRAYER** was lead by Commissioner Stewart.

5 **REGULAR MEETING AGENDA APPROVAL**

Moved by Commissioner: Minton Supported by Commissioner: Thayer
to approve the regular meeting agenda as presented.

Vote: Ayes: 5 Nays: 0 Excused: 0 Motion Carried

6 **PUBLIC COMMENT** - None

7 **CONSENT AGENDA (with immediate effect)**

7.1 Approval of Minutes September 12, 2022 Closed Session

7.2 Approval of Minutes September 26, 2022 Regular Session

7.3 Journal Entries

Entry No.	Date	Description	Transfer Amount
684	9/27/2022	Payroll Checks	66381 - 66396 \$ 294,411.72
		Advices	34007 - 34089
		M. Snell Vacation Payout	66397 - 66399
685	9/27/2022	Vendor Checks	79553 - 79589 \$ 71,708.76

7.4 Township Contracts

Township	Project #	Road	Location	Work Type
Bedford	489.021.232101	Rauch	Secor to Douglas	Culvert Replacement
Bedford	489.002.229144	Chamberlain Dr.	Knepper to Dead End	Culvert Replacement
Dundee	504.004.230402	Collins	Dennison to Wilcox	Aggregate Lift
Dundee	504.004.230403	Lafler	Dundee Azalia to Covell	Aggregate Lift
Dundee	504.004.230401	Petersburg	Collins to Day	Aggregate Lift
Dundee	504.004.230404	Saline River	Brewer to Day	Aggregate Lift
Erie	504.005.230501	Adeline Sub.	Third Street	Cross Tile
Monroe	504.012.221208	Westwood	Cloverdale to Parkwood	Drainage Work
Ida	489.021.232101	Rauch	Secor to Douglas	Culvert Replacement

- 7.5 Approve the Resolution of support for the City of Monroe's application for federal grant funding under the Railroad Crossing Elimination Grant Program and authorize the Managing Director to sign the letter on behalf of the Board.
- 7.6 Approve the participation and use of MCRC barricades for traffic control during the Christmas in Ida Festival and Parade of Lights beginning on Thursday December 1, 2022 and ending on Sunday
- 7.7 Approve the contract extension with Corrigan Environmental Solutions for 2023 county-wide dust control, all specifications remain unchanged.

Moved by Commissioner: Kipf Supported by Commissioner: Jacobs
to approve the regular meeting consent agenda as presented.

Vote: Ayes: 5 Nays: 0 Excused: 0 Motion Carried

8 UNFINISHED BUSINESS

9 NEW BUSINESS

- 9.1 Approve the Michigan Department of Civil Rights (MDCR) required training with Compliance Training in the amount of \$17,000.00 and authorize the Managing Director to sign on behalf of the Board.

Commissioner Minton requested more information on this item. Ms. Hawkins-Freelain reported the required training is a one time event and is the result of an Equal Employment Opportunity Commission (EEOC) case. The training is for the entire organization with a portion for all employees and a portion for managers. Additionally, the training is required to be completed before the end of this calendar year.

Moved by Commissioner: Jacobs Supported by Commissioner: Minton
to approve the expenditure for EEOC required training as presented.

Vote: Ayes: 5 Nays: 0 Excused: 0 Motion Carried

- 9.2 Approve the wage and benefit changes for employees with Individual Employment Agreements effective upon approval.

Commissioner Minton stated he appreciated what was given to the Board and confirmed the information provided was based upon a study completed for the Ottawa County Road Commission.

Ms. Regis reported she was contacted and asked to provide wage and benefit information for various positions. In return for the information we provided, the MCRC was provided the completed study which is the portion that was distributed to the Board.

Commissioner Minton stated that comparable items are typically utilized and what was presented, he did not believe was comparable to our organization. Due to this fact, Commissioner Minton stated the median number was inflated significantly. Commission Minton stated that although he feels everyone deserves increases, he felt the proposal was insulting and absurd. Additionally, some situations may require departments to have wages increased to attract the quality of employee needed into specific positions and those positons should be the ones adjusted.

Commissioner Thayer asked if the numbers utilized were the top of the scale for all of the other counties. Ms. Regis stated she provided the wage range for employees with Individual Employment Agreements. It was Ms. Regis' understanding that the top of the range was utilized from the MCRC when the study was completed. However, she is unsure what was used from the other counties. All other MCRC wages provided are from the Union contracts and are specific hourly rates.

Ms. Hawkins-Freelain stated she did reach out to Lenawee County who has their salaries listed as of 2020. Their Managing Directors salary at that time was \$130,000.00; in terms of Commissioner Minton's concern of comparable items.

Commissioner Minton reported he has some comparable items which are not listed on the study provided and does not include Lenawee County. In his research, the figures are not as high as what was proposed. The road miles and revenue is very comparable with the outlier being the number of bridges. Commissioner Minton requested information on other position wage rates from Lenawee county.

Ms. Hawkins-Freelain stated the wages are listed on Lenawee Counties website as hourly rates.

Commissioner Jacobs stated he read through the Board packet before he attended the Commissioners Seminar which gave the opportunity to complete an unofficial poll from commissioners at the seminar. Additionally, he reached out to the City of Monroe to discuss the engineering piece. Commissioner Jacobs reported the same information provided each time the topic was discussed which confirmed that the MCRC is behind in all of the salary ranges for management. He was informed that organizations have had to take large jumps in wages; the general consensus was that if we can find someone to fill the empty positions for the wages presented, we should take action. Additionally, we most likely will not fill the open positions with qualified candidates if we remain at the current wage. Commissioner Jacobs stated this was gathered in general conversation amongst peers at the seminar and led him to believe that while these increases seem like a large jump, they are also consistent with what the market is working at.

Commissioner Thayer asked Commissioner Jacobs if the counties he interfaced with are comparable to Monroe.

Commissioner Jacobs stated he did speak to some counties that are not comparable. This was clear because they were way past the wages under consideration. Most of the conversations were with smaller counties from the northern region, western region, and Upper Peninsula.

Ms. Regis stated she took the counties on the study and placed them in order of total revenue, total Michigan Transportation Fund (MTF) Revenue, and total miles of road as a comparable for where we stand. This document was provided to the Board and indicated the MCRC is on the higher end of total revenue, middle for MTF funds and low median of road miles. There are some outliers on the study such as Oakland County which is on the larger end. The other counties are in line with the study.

Commissioner Minton stated he does agree with Commissioner Jacobs in looking at several positions to get wages in line with the market to fill vacant spots. However, these are very large increases and we just finished collective bargaining for one of the groups. These employees bargained for 5% increases in the first year while giving up many things to get those increases. Then we turn right around and suggest a 51% increase for another category. Commissioner Minton stated he has not seen that type of increase from any employer, it is absurd. There is no way we are falling that far behind when a study was just completed a few years ago. Commissioner Minton stated he does not know anyone who is worth this percentage of an increase. Commissioner Minton added that he feels everyone here does do a great job and requested more rational as to how the numbers are justified.

Commissioner Thayer stated he would like to have time to process what was proposed. Additionally he agrees that we have to pay what is legitimate for each position. Some concern is shared with Commissioner Minton that we just completed a review of wages a few years ago.

Ms. Regis stated the last wage study was completed in 2016 and the study was received by the MCRC in 2017.

Commissioner Thayer suggested having a study redone specifically to these positions. Although, he is unsure of what else would be completed by a study that has not already been done.

Commissioner Minton stated he felt Commissioner Thayer is correct and we may need to commission our own study as there are some counties that use people in different ways. For example, some counties use their engineer as the Managing Director, there are combined titles in other counties. It is unknown if everything matches "apples to apples" as what was presented to the Board without doing our own study. The last study served its purpose well, the raises were implemented and the steps for increases throughout the years were implemented. Commissioner Minton stated he felt we would need to go through that process again.

Commissioner Kipf stated he is aware things have changed in the private sector significantly over the last few years. His concern is the need for more comparisons of like counties. Oakland County and Kent County excluded and possibly the bottom numbers tossed as well. Commissioner Kipf stated that when the data is included of an organization similar to Oakland County, it can have an adverse effect on the study. It is known that the public sector has changed. In today's world, finding qualified employees for any position is challenging. It is necessary to ensure this study is comparable. Oakland and Kent county skew the numbers too dramatically to make fair comparisons.

Ms. Woodhull reminded the Board that consistent conversation by the Board has been in regards to filling the vacant position of the Finance Director and now the County Highway Engineer. Ms. Woodhull personally knew someone who was interested in the Finance Director role, but once they saw the top wage for the position they did not apply. Completing a full wage study will take a substantial amount of time. This will continue to leave two departments that are already experiencing strain, without people in those roles for even longer. These departments need their directors. Additionally, we will not see anyone come in to these vacant roles at the wages that they are at. Even at the proposed wages, we will be lucky to fill the roles with how the market is.

Ms. Regis added that there are two candidates right now, one for the County Highway Engineer and one for the Finance Director. There is no way she will get them in the door at the wages which are currently set. However, with the proposed wages, Ms. Regis believed she could get them on board. Both are very qualified candidates.

Ms. Hawkins-Freelain added that for at least ten meetings, some type of salary review has been discussed. From what Ms. Regis presented, this is the median starting point. It was known that these numbers would be a "sticker shock" but they are designed for the Board to know how far behind we are. The rates we are asking for is what the market is doing. If time is truly of the essence, as you know we have been looking for a Finance Director for two years. Additionally, we took the salaries off the postings so as to not discourage anyone from applying because of the salary. We have gone through the interview process and dialogued back and forth with the candidates. Each candidate has been asked what their salary expectations are and they share that information. We have tried to incorporate our benefit package to see if that will help balance the offer. Ms. Hawkins-Freelain stated that she can not extend an offer to the two existing candidates based on the current wages. Additionally, we are happy to go with the Board and commission another study but that study took quite a bit of time. This means they have to interview each and every position to come up with categories and classifications.

Ms. Hawkins-Freelain stated she was informed by Ms. Regis that she was not even interviewed when the last study was completed. She was placed on the salary scale without a full study of her role here. There is a management of the process that has to happen for it to be a true and effective study. This could be part of the reason the scale was so far off to begin with if an effective and full study was not completed for each position. It will be very difficult no matter what Road Commission is chosen to compare "apples to apples" as each is different. Lenawee County has been searching for a County Highway Engineer since their engineer took over as the Managing Director. We do need to take a look at what is needed and necessary for our organization. Putting forth a salary that attracts individuals as well as retains current employees.

Ms. Regis reported that the wage study is very comparable to Local 543 wages as negotiated in the recent contract. Also, within the memo is a notation indicating that there are several positions within the AFSCME labor group which need to be looked into. This will be addressed within the upcoming negotiations. It was not the intent to overlook any positions, the goal of this proposal and study is to get everyone to a level that is comparable to other Road Commissions.

Commissioner Stewart stated that based on the information received prior to the meeting, he was confused and was unsure. Additionally, it is very important to treat all employees with the respect and the ability to feel comfortable with their job financially. When the big jumps were noted, it was shocking; however, the positions must be filled and they are hard to find. Commissioner Stewart requested more information to find the right number to pull this together, he felt there is an implementation that can be completed and he believes it can be completed without a complete "re-do" of the comparisons. The end result will be a fair wage for people and to be able to recruit with those numbers. Additionally, Commissioner Thayer stated he felt he was not ready to make a decision. Commissioner Stewart echoed those feelings. However, more information is present now which will help make the decision. The decision must be made quickly. Commissioner Stewart stated that he does not feel we have slighted any other employees in considering these wages; however some time must be taken to get this done quickly and fill the positions.

Commissioner Minton stated if candidates are present to hire in the departments we need them in, particularly engineering and finance, have those discussions with them to see what it will take to get them in. Ms. Hawkins-Freelain stated she has had those conversations. The proposed number given to the Board is actually under what one of the candidates is currently making. Ms. Hawkins-Freelain stated she may be able to give them other opportunities to account for the difference as stated in the memo from Ms. Regis. The Finance Directors interview was held just today and that individual has not had their second interview. This individual is an extremely qualified candidate. It is not the desire to have this be the factor that turns these candidates away.

Commissioner Minton stated that the increases presented for these two departments are the lower percentages out of all presented. He considered even the lower percentages to be large and acknowledged that this is what the market dictates it will take to get these employees in. Commissioner Minton stated that we are not just speaking on wages, there is also a request to reduce the vesting amount from 15 to 8 years. Commissioner Minton believed this takes an actuary study to complete. Additionally the short term disability was requested to be raised from \$500 to \$675 per week. Commissioner Minton stated these are issues he sees with what is presented. In the contract negotiations that were just finished, boot pay was negotiated at \$150 every other year. This was a benefit which was bargained for in the CBA, and now the whole management team just got boot pay.

Commissioner Minton stated he is unsure of how many members of the management team will actually go in the field and require boots. Meanwhile another bargaining unit is present that does go out into the field and had to watch other employees get boots and not them. Adding that we are giving boots to employees who will never in their career meet the requirements for boots.

Commissioner Jacobs stated he understands the desire to take more time to look at what was proposed and potentially complete another study. However, if there are candidates present, there needs to be a way to let some negotiations be completed. In the mean time, the information may be assessed.

The concern is, if only these two positions are addressed, the adjustments will need to be made across the board. The percentages presented were taken as a suggestion that this is the middle which is the starting point. It was not taken as offensive. In checking on these wages with the City of Monroe, particularly in engineering, the wage is right in line with their figures. In some of these wages, it makes sense and the discussions should be allowed to continue to try and get employees in these roles. If this is postponed entirely today, we run the risk of losing candidates who are standing at our door. Some assurance that these conversations can continue with the candidates is the minimum which should be completed today.

Commissioner Minton stated it is extremely important for the organization to fill these two positions. The issue has been discussed for well over a year in regards to the Finance Director. Commissioner Minton stated he does not feel that the increase for these two positions are out of line; however, in the last study one category was receiving a salary much higher than what the study came back as. That category did not receive increases until it was caught up. If the wages requested for only these two positions, and after a new study they come back as being overpaid. The positions would be on a hold for increases until they caught up. If it comes back that they are grossly underpaid, then we would deal with that. Commissioner Minton stated that Ms. Hawkins-Freelain needs to have the ability to hire people before the "wheels fall off", which he feels we are close to. Commissioner Minton stated he would not be opposed to approving the Director of Finance and the Director of Engineering median salaries as suggested.

Commissioner Stewart asked if that would include a new study. Commissioner Minton confirmed.

**Moved by Commissioner: Minton Supported by Commissioner: Thayer
to approve and set the salary for the Director of Finance to \$103,434 and the County Highway Engineer to \$115,427.00 and commission a new salary study with Mr. Nottley.**

Mr. Costello, legal counsel, requested that the motion be separated into two separate motions. The salaries need to be separated from the study because there is no study from Mr. Nottley and there are different possibilities of depth of the study.

No vote taken, motion dissolved.

Commissioner Minton revised his first motion to include:

**Moved by Commissioner: Minton Supported by Commissioner: _____
to approve and set the salary for the Director of Finance to \$103,434 and the County Highway Engineer to \$115,427.00.**

Commissioner Thayer asked if those numbers will meet the expectations.

Ms. Hawkins-Freelain responded that those numbers are lower than what both individuals are currently making. This is why the median wage was requested to be used.

Commissioner Thayer asked what number the Finance Director is currently at.

Ms. Hawkins-Freelain stated the gentleman is currently at \$115,000.00.

Commissioner Thayer confirmed that we are suggesting \$103,000.00.

Ms. Regis pointed out that it is disconcerting that these two positions would now be making more than what their supervisor is making.

Commissioner Thayer stated that the Board understood that and it would be addressed.

Ms. Woodhull commented that there is also retention of current employees to be concerned with.

Ms. Hawkins-Freelain stated the proposal was intended to have a real discussion on where the salaries need to be in order to retain and attract. Additionally we fully understand that negotiations are coming up with the AFSCME group.

Commissioner Thayer asked what the salary is currently for the Engineering candidate.

Ms. Hawkins-Freelain responded that they are currently at \$118,000.00 with a 401K contribution.

Commissioner Thayer stated that in his knowledge and experience, he is comfortable with the wage. Adding that if someone has the years of experience to fill the position, the proposed wage is probably on the low end.

Ms. Hawkins-Freelain stated that this individual has thirty plus years of experience. Which was another reason for the reduction in the vesting time to eight years.

Commissioner Minton stated he is confused and asked for clarification on the numbers provided in the proposal.

Ms. Hawkins-Freelain stated the numbers included in the proposal are the median numbers. The goal was to provide the Board with information on what other organizations were paying along with the added information distributed by Ms. Regis regarding revenue, MTF contributions, and road miles serviced. In terms of a median wage and the rationale behind the calculations provided, if there is a different comparison desired then it can be accomplished. In looking at some of the organizations, many have multiple staff members to handle the equivalent of one of our positions, for example, there are Managing Directors and Deputy Managing Directors. Many of the other organizations have multiple layers of staff to handle what they do, here there is only us as your management team. The management team is a cohesive unit that does not stop. Ms. Hawkins-Freelain stated in how the team functions, she felt very comfortable going with the median range to keep people and attract new hires. The Finance Director position can now be posted at this new rate which will get more applications whereas prior, we were not getting any applications.

Commissioner Minton asked for clarification that the median wage is what is being asked for approval.

Ms. Hawkins-Freelain confirmed.

Commissioner Minton further clarified that the numbers in his motion are what was being requested.

Ms. Hawkins-Freelain confirmed that is what she is requesting along with some flexibility once the individuals are spoken with. If they are pushing back on the median wages, then it might get brought back to the Board again with what is needed.

Commissioner Thayer stated that within his experience, engineers or people in general will not move from one position to another without an increase. He is familiar with utilizing 5% as latitude.

Ms. Hawkins-Freelain stated she has not had complete wage discussions with the candidates yet. The candidates were informed that this item was coming in front of the Board for a decision.

Commissioner Thayer stated he felt it necessary to give Ms. Hawkins-Freelain the latitude if a candidate meets all expectations to bring them on.

Commissioner Jacobs stated he would feel more comfortable with a motion to allow the discussion to continue for everyone as opposed to approving only two positions. Commissioner Jacobs stated he felt that approving only two positions wages sends a very bad message. Additionally, any type of study completed needs to be completed quickly within a timeline. If we truly are as far behind as what this shows, then we are at risk for other departures. Commissioner Jacobs reiterated that to only address two wages sends a very bad message and he is more comfortable with allowing the discussions to continue.

Commissioner Stewart confirmed that it is more important to go after the entire staff than it is to obtain the two positions.

Commissioner Jacobs clarified that it is extremely important to talk within the agreed figures and come back with the final number.

Commissioner Stewart clarified that Commissioner Jacobs was not suggesting halting the advancement of the two wages.

Commissioner Jacobs confirmed that was not his suggestion and that he felt discussions should be held beginning with the proposed wages and brought back to the Board. In the mean time, look at everyone's wages and make adjustments. Commissioner Jacobs stated he does feel that all of the wages need to be addressed and he was prepared to move forward with the proposal as presented. Additionally, within his own business, he is seeing similar jumps just to retain people. What once was \$0.50 raises are now \$5.00 raises just to keep people.

Commissioner Stewart reiterated that the motion he heard was specifically to approve the salary request for the Finance Director and the County Highway Engineer.

Commissioner Minton stated he agrees that it is a very hard thing to address wages for two positions and not the rest of the staff. However, he feels the current employees can be addressed. This is an immediate need for the two vacant positions, not to say something doesn't need to be done to retain people. Recruit and retain has been the Boards words for quite some time.

Commissioner Stewart referred to legal counsel that his assumption is there is one motion on the floor to go through with the raises for two positions.

Mr. Costello confirmed.

Commissioner Kipf stated he felt that if we delay the candidates on hand that in a week or two we won't have the opportunity with them.

Commissioner Stewart stated he understood Commissioner Jacobs perspective that by only addressing the two positions for increases, we are not moving forward quick enough for the rest of the group. Adding that discussions should be held with the candidates letting them know the wages are up to the amount presented today and gather their feedback. His issue with delaying and completing the increases all at once is that he does not see it as moving forward quick enough.

Ms. Hawkins-Freelain confirmed that this could be done. Adding that she would like the Finance Director candidate to be interviewed one more time. As for the County Highway Engineer candidate, this could open up the lines of communication however some of the other benefits requested will come up because there is no 401K to offer which is what this individual is most familiar and comfortable with. Some other comparable will have to be offered. To Commissioners Thayer's suggestion of offering some latitude, the desire is not to have to go back and forth but rather have a fluid conversation with the candidate. Having this latitude would be of assistance. Additionally, one candidate has a four week notification process, so the longer this is delayed on our end, the longer it will be to get them in the door.

Ms. Regis concurred with Ms. Hawkins-Freelain.

Commissioner Thayer suggested a 5% latitude above the numbers what the candidates are currently making.

Commissioner Stewart asked Commissioner Minton if he would like to change his motion

Mr. Costello reported that the original motion has dissolved thus far due to a lack of a second and it sounded as though it is the consensus of the Board to let it dissolve.

Commissioner Jacobs asked if there was only a consensus needed to allow for the discussions and continued negotiations, or does a formal motion and vote to allow those discussions to continue with the understanding that the negotiations will be somewhere within that range.

Mr. Costello reported that technically the Managing Director is over all of the other positions and the Board only controls the retention of the Managing Director.

Commissioner Stewart reported the consensus of the Board is to proceed with the negotiations as discussed. Commissioner Stewart requested Commissioner Minton to withdraw his motion.

Commissioner Minton stated that with no second he does not have a choice but to withdraw the motion.

Motion to approve and set the salary for the Director of Finance to \$103,434 and the County Highway Engineer to \$115,427.00 withdrawn by Commissioner Minton.

Commissioner Stewart asked if Management understood the consensus.

Ms. Hawkins-Freelain stated she understood she has the ability to continue to engage in conversation with the two candidates to see what their threshold is to hopefully move forward.

Commissioner Jacobs stated that there was additional backup provided today and asked the Board if there was any additional information that they would like to obtain and include before the discussion continues.

Mr. Leach provided comment that in listening he appreciates all of the conversations. He echoed some of the items he heard in which Mr. Jacobs spoke with some attendees at a conference. Mr. Leach reported speaking to some as well as this is a large topic of attracting and retaining employees with what it takes out there in the job market. It is not an easy world out there, the open positions are not going to get any easier to fill.

Comparing apples to apples is exactly what this study did by comparing Road Commission to Road Commission. This study compares positions to positions of other Road Commissions, for the past three plus years, the Board has stated they needed to look at the managers salaries. This piece has not been done. Now we get the wages and it is a sticker shock, which is understood. But hearing the words of insulting being thrown around. Now hearing the direction where we are going to pause the current managers which is a part of retention, you have employees who have been here for quite some time. Mr. Leach stated he felt insulted himself that we are going to pause current managers and throw money out there to new hires. Mr. Leach added that he does not disagree with increases for the positions because it needs to be done. No disrespect to the other bargaining units in which we have bargained a good wage for. It is time now for the managers to be looked at.

Commissioner Stewart stated where he felt we stand is that we have a consensus. Mr. Leach's idea that we need to move forward for the whole group. Commissioner Stewart would like to gather as much information as possible that was received today and move forward.

Ms. Hawkins-Freelain requested that Commissioner Minton provide the information on the other comparable items that he researched. Ms. Hawkins-Freelain added that she would like to make certain that those comparable items are part of additional review.

Commissioner Minton asked for clarification if this was to be provided when Mr. Nottley does the study.

Ms. Hawkins-Freelain responded no, that other comparable items were mentioned at the beginning of the discussion and those are the items that she would like to include.

Commissioner Minton responded with one comparable as Eaton County. Commissioner Minton also stated that his comments during discussion were in no way meant to not recognize the value of the team which should be compensated accordingly. Additionally when the last study was completed, the Managing Director was underpaid. When they tried to increase the pay, he refused it and indicated he would rather it be given to the employees in this building. It is known that the Managing Director started off behind. In the same study, the Human Resources director was at the very bottom of the scale. So these two items certainly need to be addressed. Additionally, Commission Minton stated his comments were not meant to offend anyone and were based off of facts.

10 REPORT OF OFFICERS

Dori Hawkins-Freelain (Managing Director)

Nothing to report.

David Leach (Superintendent of Maintenance)

Mr. Leach reported the Rauch Road county drain failure repair is ahead of schedule. Materials were fast tracked, the culvert has been replaced and we are currently waiting on the contractor to complete paving.

L. Camden Regis (Human Resource Director)

Ms. Regis reported CPR and AED training is scheduled for next week Monday and Tuesday. Eighteen employees will complete the training program.

Philip Costello (General Counsel)

Mr. Costello provided an update on a litigation case. Ms. Hawkins-Freelain and Mr. Costello completed a conference call with Bill Henn (MCRS legal representative through MCRCSIP) regarding the lawsuit from the VanWashenova family regarding a road closure. The case is still pending.

11 PUBLIC COMMENT

Bronco McKart, AFSCME Local 839 Vice President -

Mr. McKart stated the meeting has been very educational. Thanks was given to the Board for taking the proposal before them seriously. Additionally, if another compensation study is completed, Local 839 would like to be included in the study. Mr. McKart stated they would pay their cost to participate in the study. In regards to the boot situation, the AFSCME group would like to receive their boots before winter.

Phil Heath, Milan Township Supervisor -

Mr. Heath, upon listening to the conversation and negotiations today, wondered if anyone considered the cost not to have all of these positions filled. The strain that has been put onto everyone else. Adding a study that costs cash out of pocket will only prolong the increases and put further strain on your good employees. Whether it be someone shoveling gravel or someone managing a team. There is a monetary value that has to be considered when the Board makes their choice.

Chris Herron, AFSCME Local 839 President -

Ms. Herron thanked the Board for the conversation carried today. Ms. Herron stated it has been years since a wage study was completed for their union. Management has mentioned that they are underpaid and cannot fill positions. The union is having the same issues trying to get people to fill positions or even come in as a temporary employee. Many professional position wages are low and need to be looked at for longevity. Concern was also expressed regarding the pension changes, issues have occurred in the past. Appreciation was given to the Board along with hopes to bring in new employees to fill the positions of those retiring.

Al VanWashenova, Frenchtown Township Supervisor -

Mr. VanWashenova stated that Frenchtown is doing the same thing in trying to find good people. In order to get good people, we have to steal them and that stealing is on our part. Mr. VanWashenova reported that the MCRC has a good crew who is always "spot-on". However, to stay there, you have to put people in the seat. A comparison was given of McDonalds and the wages they are paying. Additionally, looking at an increase of 51% for one position, its understandable. If the organization does not take action for many years, then ten years later decides to take action, that is where you land at 51% increases to get people up to the level they should be at. To keep the people, good action has to be taken or they are leaving. The market is comparable to vultures, the only way to get a good employee is to steal them from another organization. We certainly don't want anyone taking our good employees. Appreciation was given for the Boards time.

12 COMMISSIONERS COMMENT

Commissioner Kipf - Nothing to report.

Commissioner Jacobs - Mr. Jacobs reported attending the commissioners conference, many good topics were covered. The ability to connect with peers as a new commissioner was very valuable. Appreciation was expressed for the opportunity to attend the conference. Commissioner Jacobs expressed that he is looking forward to next years conference and encouraged other Board members to attend. Additionally, Commissioner Jacobs stated he attended the Benefits Fair. It was a great event with lots of positive energy. The comments heard from employees were very positive. Commissioner Jacobs also reported stopping at one of our patching crews. He introduced himself and the crew gave him a quick tutorial on how the system works. It was very nice to see how everything comes together. Additionally the crew was very welcoming and took the time to explain the process. Appreciation was given to the crew.

Commissioner Thayer - Thanked staff for the good discussion.

Commissioner Minton - Nothing to report.

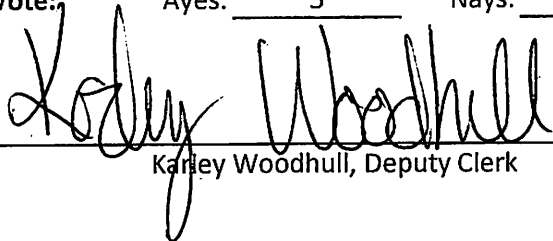
Commissioner Stewart - Nothing to report.

13 ADJOURNMENT

Chairman Steward requested a motion to adjourn.

Moved by Commissioner: Thayer Supported by Commissioner: Minton
to adjourn. The meeting adjourned at: 3:27 PM

Vote: Ayes: 5 Nays: 0 Excused: 0 Motion Carried



Karley Woodhull, Deputy Clerk

Monday, October 24, 2022
Date