



Manistee County Board of Commissioners

Manistee County Courthouse • 415 Third Street • Manistee, Michigan 49660

CHAIRPERSON
Jeffrey Dontz
VICE-CHAIRPERSON
Karen Goodman

Margaret Batzer
Mark Bergstrom
Pauline Jaquish
Gene Lagerquist
Richard Schmidt

CLERK

Jill Nowak
(231) 723-3331

CONTROLLER/ADMINISTRATOR

David A. Kieft, Jr.
(231) 398-3504

PERSONNEL COMMITTEE MEETING

Friday, July 10, 2020
9:00 a.m.

Manistee County Courthouse & Government Center
Board of Commissioners Meeting Room

Minutes

Members Present: Jeff Dontz, Mark Bergstrom and Karen Goodman, Chairperson

Members Absent: None

Others Present: Lisa Sagala, Interim County Administrator/Controller; Sheriff Ken Falk; Undersheriff Brain Gutowski; Susan Zielinski, Finance Officer; Julie Schmeling, Administrative Assistant, Samantha Sobaski, Appraiser; others as identified by phone numbers on Zoom and Jill M. Nowak, Manistee County Clerk.

The County Board and its Committees are operating remotely and electronically by Zoom under Executive Order #2020-129 issued by Governor Gretchen Whitmer due to the COVID-19 pandemic.

The meeting was called to order at 9:00 a.m.

NOTE – Items requiring Board Action are indicated in BOLD

PUBLIC COMMENT

None.

DISCUSSION REGARDING HEALTH INSURANCE RENEWALS

Lisa Sagala, Interim County Administrator/Controller, reported that she has a meeting with 44 North regarding Health Insurance Renewal. Preliminary reports show a 2.76% increase in costs but a decrease in direct feed costs which are linked to utilization. Ms. Sagala expected insurance premiums to follow the direct feed costs, but this is not indicated in the reports, unless there are increases possibly in chronic health conditions that we don't know about. Each year the County compares different BC/BS plans and look for cost savings for our employees. Therefore, Ms. Sagala has questions on the slight increase. The BC/BS dental premiums will not increase as they have been locked

in. It is reported that the 911 Insurance Plan will increase 3.14%. Options such as a different insurance carrier or buying up to a better plan may be available but it was found that the local providers prefer BC/BS. Another option is that if the County does not participate in PA 152 and opt out, there could be a higher cost share, a hard cap or a 20% mandate. An example was given of staying at 9% cost share vs the 20% mandate and the price more than doubled each pay period for the employee. Again, the preliminary figures are not set in stone as reports are behind due to COVID 19. More will be learned in the next few weeks.

DISCUSSION REGARDING WAGE INCREASES FOR FY 2020/21 FOR NON-UNION, ELECTED OFFICIALS AND COURTS

Ms. Sagala noted that there are zero wages increases in the first outline of the budget other than contractual or step increases. As previously mentioned, the proposed cost of health insurance renewal rates is estimated at 2.76% and direct feed costs are decreasing, which equals less amount in the budget. In union negotiations, the GEA/POAM contract is being currently being negotiated and the POLC has a 4-year contract. It is very difficult to forecast budgeting as the CPI is unknown and the GDP is very low. The County's revenue is down, and the expenses are up in the current years budget. The forecasted budget only looks worse for the future. There are some expenses that can be paid for by COVID Grants and SB 690 and Act 123 a First Responders Grant. The Courts (\$36,000), Probation Department, Prosecuting Attorney's Office (\$16,500), and the Sheriff's Office (\$36,000) has current and future expenses that may be covered.

DISCUSSION REGARDING THE CONTROLLER/ADMINISTRATOR POSITION

Ms. Sagala requested discussion on the Administrator/Controller position. Ms. Sagala said while she is performing the Interim Administrator/Controller's job, every day is a performance evaluation. Ms. Sagala requested that if a search for the position is going to be done, that it be done now rather than wait. Ms. Sagala reiterated that she has worked for the County for eight (8) years as Human Resources Officer, then Assistant Administrator/Human Resources Manager and now Interim Administrator/Controller. The Board had previously discussed how important transparency is, using a process to fill the position which would then validate the process, being transparent and the competency of the person hired for the position. Ms. Sagala also agrees that transparency and process is important but that with her experience, the logical step would be for her to move up the ladder. Discussion as to advertise for the position or hire a company to do a search was had. Ms. Sagala noted that hiring a company could cost approximately \$10,000-\$20,000. Ms. Sagala noted that she has reorganizing ideas for the office but she is unable to implement these changes at this time. It was decided that the matter be placed on the July County Board Meeting Agenda for continued discussion by the full Board.

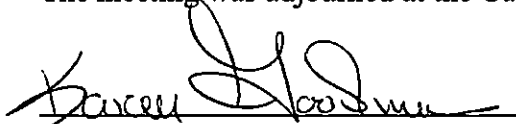
GEA/POAM UNION NEGOTIATIONS

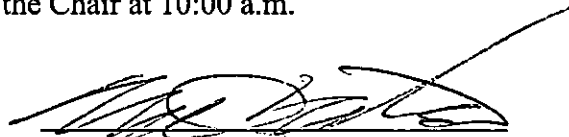
A reminder that there are GEA/POAM Union Negotiations July 30, 2020 at 9 a.m.

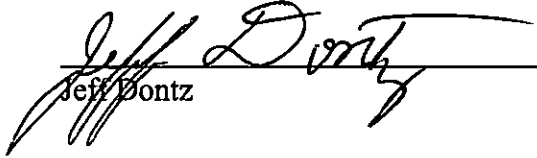
OTHER ITEMS FROM COMMITTEE MEMBERS

None.

The meeting was adjourned at the Call of the Chair at 10:00 a.m.


Karen Goodman, Chairperson


Mark Bergstrom


Jeff Dantz