

**LAKE COUNTY BOARD OF COMMISSIONERS**  
**Committee of the Whole**  
**September 24, 2013**  
**9:30 a.m.**

<b>Present:</b>	<b>Karl Walls, Chair</b>	<b>Dan Sloan</b>
	<b>Robert Myers, Vice Chair</b>	<b>Colleen Carrington-Atkins</b>
	<b>John Fairbanks</b>	<b>Sandy Clarke</b>
	<b>Barb Stenger</b>	

Chairman Walls called the meeting to order at 9:30 a.m.

Also present: Shelly Myers Clerk/Register/CFO, Brenda Kutchinski Treasurer, Judge Mark Wickens, Trial Court Administrator Jeff Nadig, David Sanders, 911 Director, Tony Gagliardo, Building Official, Dan Holland, Equalization Director, Dennis Robinson, Undersheriff, Craig Cooper, Prosecuting Attorney, David Dagen, Chief Deputy/Maintenance Supervisor, Bob Hilts, Sheriff.

Chairman Walls asked for approval for the agenda as presented.

Commissioner Myers moved for approval of the agenda as presented, seconded by Commissioner Stenger, and by voice vote carried.

CFO Myers reported that the purpose of this meeting is to discuss the current wage scale for all non-union employees, and the fact that this was done 12 – 14 years previously, and are out dated. Most of our current employees have been with the County for all of the years the MML scale has been in existence, and therefore are “topped” out on the pay scale, and only receive the annual amount approved by the Board, if that so happens.

Judge Wickens explained that months ago he requested increases for a couple of his employees, and the CFO explained that this would be a great opportunity to revisit the current wage scale, and possibly rework it so that all employees would receive increases, and still have opportunity to move up.

Judge Wickens also stated that after reviewing his employee’s job descriptions that were completed prior to the Trial Court project, most if not all of his employees have taken on additional duties with no extra compensation. Because there are not many Trial Courts within Michigan, it is hard to compare our employees to other counties employees.

Discussion followed regarding the current MML wage scale and job descriptions and how it impacts the employees now and in the future.

Jeff Nadig stated that this would be in lieu of any increases that the non-union employees would bring to the table before next year.

It was decided that before this could be considered fully, the Committee of the Whole would like to see the total impact that these changes would have on the overall budgets for 2014.

CFO Myers stated that she would work on this with her payroll department, and get both pre and post wage scale budget figures together, before requesting another meeting with the Committee.

Chairman Walls stated that it is his understanding that the overall feelings of the Department Heads/Elected Officials is that the County Wide wages have not kept up with the overall work that our employees are performing. Everyone was in agreement on that statement.

Discussion followed regarding the salary positions and CFO Myers reported that all positions would receive a slight increase, some of the employees would receive a smaller increase, earlier than their normal anniversary date for increases, but they would receive the increase for a longer period of time, and all of the increase should even out.

Salary Positions and wages were discussed.

Judge Wickens stated that historically these are the positions that have been overlooked and more importantly, these need to be adjusted.

Commissioner Stenger asked for comments from the Department Heads/Elected Officials.

Equalization Director Dan Holland stated that he feels that the increases proposed are Okay, but feels that some of his employees may need to be moved one step to the right on the new scale to be more accurate given what they are currently making.

Chairman Walls stated that this new scale may have already addressed this issue, and would hate to see changes come forward too soon.

CFO Myers reported that because some of the employees seem like they only received a small increase, it is because of their anniversary date for increases that make it look like such.

Wage increases for Elected Officials were discussed. It was stated that at the time of budget hearings, the Elected Official would need to bring forth their request, and information on why it would be warranted.

Being no further business, meeting was adjourned at 10:35 a.m.

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Shelly Myers, Clerk to the Board