

The Marquette County Board of Commissioner met as a Committee of the Whole on Thursday, June 25, 1987 at 7:30 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.

Chairperson Lowe called the meeting to order, roll call was taken and the following roll recorded:

Present: Comm. Corkin, Comm. DeFant, Comm. Seppanen, Comm. Valente and Comm. Lowe. Absent: None.

Also present: Board of Health members William Ayotte and Karlyn Rapport.

Staff present: Dr. Randall Johnson, Director, Health Department, Gary Walker, Chief Civil Counsel, Randall Girard, Human Services Director, and Dennis Aloia, County Administrator.

Chairperson Lowe opened the meeting for public comment. Michael Quayle, Marquette County Undersheriff, was present and questioned the delay in the Morley Study and why copies to employees were unavailable before the presentation? There being no further public comment, Chairperson Lowe closed this portion of the meeting.

It was moved by Comm. Valente, supported by Comm. Seppanen and unanimously carried that the agenda be approved.

The County Board was presented an update of the Classification/- Compensation System of Marquette County by Mr. Jack Morley, of J. Morley & Assoc., Lansing, MI. Mr. Morley began his presentation with a review of the 1981 Study. Marquette County had no wage Classification/- Compensation System at that time. The original System developed formally identified all work activity of the County, consolidating such activity into job descriptions with supporting job analysis. All job classifications were then evaluated within the appropriate occupational group, these groups totaled three and were titled: a) Technical, Office, Paraprofessional and Service (TOPS); b) Professional; and c) Managerial. Wage rates were developed using the data developed through the Study and the system was formally adopted by the Marquette County Board of Commissioners in October 1981. The System has served as the primary control vehicle for the administration of the wage classification/- compensation system. Maintenance of the overall system has been provided by the office of the County Administrator, coordinated by the Director of Human Services.

In the intervening years between 1981 and 1986 general adherence to the established system had been followed, however a variety of decisions has been made as to individual classification placements, while the economic ability of the County to pay became in question. It is generally agreed that the base practices of Marquette County remain reasonably sound as to the classification/compensation system but because of new financial considerations and certain past judgments the system was in need of possible review and adjustment.

In December 1986 J. Morley & Assoc. was formally notified to proceed with the update of the classification/compensation system. The project has taken four-and-one-half months to complete from authorization through final documentation. Time spend in completing the project during the early part of 1987 has worked no serious hardship on either the County or the union and has permitted better accuracy in the final content of the study. It should be noted that in the time used to complete the study, a retroactive payment of about \$100.00 would result based upon 2-1/2% of an annual income of \$20,000.00.

The report is now complete and has in substance: a) re-established the County wage position more in keeping with current economic conditions; b) re-identified the classifications of the County by pay grade based on extensive survey of redefined/updated labor market data as available; and c) identified classification placements in need of adjustment within pay grades as supported by labor market conclusions.

Mr. Morley will respond to written communications from interested groups within one month of presentation of the report. Any clarification/suggested corrective action should be directed to the Director of Human Services. The Director will provide a copy of the original request for review and response and in turn provide letters and replies to the Board of Commissioners for use in the final decision making process.

Mr. Morley will return in four-to-five weeks to present a study to the Airport Committee, and at that time will appear before the County Board if necessary to discuss the study.

During the discussion many questions were answered and are highlighted in the following paragraphs:

Dennis Aloia, County Administrator, pointed out the purpose of this Committee of the Whole meeting was to hear Mr. Morley's presentation and ask questions. Staff does not expect any Board action or recommendations at this time. The Study will be further reviewed and recommendations from the Administrator will be forthcoming.

Mr. Morley maintained when a one-person classification becomes vacant the County Board should abolish that classification. "Classification Creep" is a common term used in wage management, but in Marquette County "classification creep" has been minimal.

Increased work load is not grounds for reclassification of a position. Increased work load should be handled by either hiring more people or using overtime. A higher required skill level is proper grounds for reclassification.

Additional licenses, certifications, and registrations by employees which are not required by the job classification should not be justification for wage increases.

Should the County Board implement the recommendations of the Morley Study, those employees whose present salary is higher than the recommended salary can be "red lined," that is their pay frozen until the labor market catches up.

Should the Morley Study be implemented by the County Board those job classifications and wages who are underpaid should be moved up as soon as possible.

Administrator Aloia explained that although the Study shows twenty three new classifications created since 1981, fourteen of them are vacant classifications, but have been left in the system to serve as reference points.

The intent of the County Board when authorizing the 1987 Morley Study was that the recommendations be made retroactive to the beginning of the year. No employee would lose wages because of any delay in the Morley Study.

In 1981 the Morley Study recommended Elected Officials be included in the classification system, but they were not. The 1987 Study also recommends that Elected Officials be included in the classification/-compensation system.

Mr. Morley urges the County Board to look into merit pay. The number one goal of any County should be better services for less dollars. Those departments which make strides in these areas should be rewarded.

Mr. Morley recommended that road patrol officers should be paid more than correction officers.

Mr. Morley concluded by describing Marquette County as a good County that is well managed and operated, compared to many other counties in his experience.

The County Board commended Mr. Morley for his presentation.

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

It was moved by Comm. Corkin, supported by Comm. Seppanen and unanimously carried that the Committee of the Whole and the Board of Health go into Closed Session to discuss current labor negotiations.

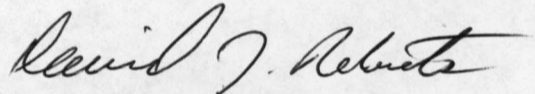
CLOSED SESSION

The Committee of the Whole came back into open session. No recommendations were forthcoming.

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

There being no further business to come before the Committee of the Whole the meeting was adjourned.

Respectfully submitted,



David J. Roberts
Marquette County Clerk

MARQUETTE COUNTY BOARD OF COMMISSIONERS
COMMITTEE OF THE WHOLE
Thursday, June 25, 1987, 7:30 p.m.
Room 231, Henry A. Skewis Annex
Marquette, Michigan 49855

1. ROLL CALL.
2. PUBLIC COMMENT.
3. APPROVAL OF THE AGENDA.
4. a. Presentation of the Morley Study.
b. Discussion of Morley Study.
(Committee of the Whole, Staff, and Board of Health)
5. PUBLIC COMMENT.

CLOSED SESSION OF COUNTY BOARD FOR THE PURPOSE OF DISCUSSING
LABOR NEGOTIATIONS.

6. OPEN SESSION. COMMITTEE RECOMMENDATIONS?
7. PUBLIC COMMENT.
8. ANNOUNCEMENTS.
9. ADJOURNMENT.