



Alpena County Clerk's Office
Bonnie Friedrichs, Alpena County Clerk

Jan. 14, 2021

Review of August 11, 2020 request.

In regard to Board Action #14 of 7/28/2020 First Responders Hazard Pay Premiums Program Grant.

This covered extra pay for eligible Law Enforcement, Correction Offices and 911 operations employees. But what about the other employees that continued to work during shut down/lock downs/furloughs??

Life did not just stop because of the pandemic; life events continued; babies were born; individuals still got married and yes, deaths occurred all that had to be timely processed, along with Personal Protection orders and other court documents that were required. Then Lets throw in a large primary election and a overwhelming November General Election – that is still ongoing – (I have a county wide election audit to complete).

Employees wanted to be paid, continue with their health care and other benefits being paid, and again Vendors wanted to be paid. All of which the staff of the Alpena County Clerk's Office continued to do, report to work each day, answer the phone-greet citizens either by the back door or later by buzzing them in and handling their numerous requests; along with answering questions about other offices that were closed/working from home. There was no shut down in my office!

I am asking you to reconsider some type of exposure payment for the dedicated behind the screen's employees that worked diligently to keep life as near to normal as we could for citizens and employees. Yes, you did give 24 PTO hours employees, BUT as we have discussed before this only creates another set of problems, when will they use them- creating more COMP time more overtime – as employees use the extra hours. Give the employees a option 24 PTO or \$1000 exposure pay.

Again, I can not speak for other Departments, but I can imagine that they had the same issues but feel that you should discuss this issue with other department heads.

Salary positions

Twenty-nine of your approx. 105 full time employees are in salary positions this is almost a fourth. The pay for these employees has been impacted per pay – they are receiving less per pay for doing the same amount of work-and in case more. Yes, I do understand the concept of salary, but for the most part the salary is based on 26 pays at forty-hour per week - of which



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many of your department heads exceed this. (I, for one work 50 to 60 hours per week, this doesn't include work at night; weekends or legal holidays -I took 6 days off last year – count them!! 6 - I am not the only elected official or department head that puts in way more than the 40 hours per week). Somehow, reducing our pay per period, maintaining the same level of work and duties, adding the extra hours, not receiving a pay raise – when you work out the formula in your head-just doesn't seem to come out right!?

I am asking the Personnel to look at maintaining our salary per pay at the same as it was for 2020.

I am requesting a copy of this be attached to the Personnel Minutes and provided in the Full Board packet.

Thank you,

Bonnie Friedrichs
Alpena County Clerk