

PERSONNEL COMMITTEE  
**DRAFT - MEETING MINUTES**  
Wednesday, September 14, 2022  
Howard Male Conference Room

The Personnel Committee met on Wednesday, September 14, 2022 at 11:00 a.m. in the Howard Male Conference Room.

COMMISSIONERS PRESENT: Marty Thomson, Chair  
Dave Karschnick  
Robert Adrian  
Brenda Fournier, (sitting in for John Kozlowski)

OTHERS PRESENT: Mary Catherine Hannah, County Administrator  
Kim MacArthur, Board Assistant

Chair Marty Thomson called the meeting to order at 11:01 a.m.

INFORMATION ITEM: County Administrator Mary Catherine Hannah presented discussion on health insurance renewals for 2023. Priority Health will have a 12% increase in rates which is almost \$100,000 over our current premium. Changing deductibles, moving everyone over to an HSA plan, or go to a minimum value plan would increase our savings. Delta Dental's renewal is under, VSP's renewal is on a rate hold and Dearborn's renewal is on a rate hold. HAP is another provider that was looked into, but they only cover about 60% of area physicians. Blue Cross Blue Care Network came in way under our current rate at a rate reduction of almost \$100,000. The recommendation from our agent is to switch to Blue Cross Blue Shield. Most employees would not see any change in coverage and would see a decrease in their premium. Discussion was made on which types of plans to offer. Administrator Hannah has asked Jennie Walker of Assured Partners to have a rolling presentation on HSA plans, as many people are unaware of what it is and what you can use it for. Currently the County offers an HMO 750 Plan, an HMO 2000 Plan and an HSA 3000 Plan. Commissioner Adrian discussed whether to do a custom cap, hard cap, or 20%. Administrator Hannah recommended 20% and will contact Assured Partners to inquire about the cost of an HMO 1500 Plan with Blue Cross. The Health Steering Committee will be meeting next week, and Administrator Hannah would like to bring their recommendation to the Full Board at the end of September.

INFORMATION ITEM: Administrator Hannah presented discussion on a new IT pay scale. IT Director Steve Mousseau came forward with issues of the current wage scale in the IT Department. Other Directors and Assistant IT Directors are paid higher than what the County offers. Recommendation was made to adjust the pay scale from the top down. The City of Alpena pays a flat rate of \$100,000 for IT contract services and Administrator Hannah will reach out to them for possible negotiation. Administrator Hannah will plug in \$75,000 for Director Mousseau and \$55,000 for Assistant Director Logan Kemp into the 2023 budget to see what the budget would look like. This would increase their budget about \$20,000 to \$25,000.

INFORMATON ITEM: Administrator Hannah raised the question about 2023 raises for non-union/elected officials. A budget adjustment was made in February 2022 of a 5% increase in wages. There were a lot of raises on the union side this year and the Deferred Benefit Plan was bargained away from the union, but it was taken away from the non-union employees. COLA for 2023 is at 8.7%. The County pays more by having to hire and rehire staff and background checks and health screenings have tripled. Raises would be an acknowledgement to the existing staff that they are

appreciated and valued. Recommendation was made for Administrator Hannah to put a 5% increase into the budget, as it not set in stone, to see where that would put the County.

## OTHER DISCUSSION

The opioid settlement money should be for two years' worth at \$120,000 and will be \$60,000 every year after that for 18 years.

Discussion was made on the park managers employment. The managers are paid to work 20 hours a week and say they are working way more hours than the 20 hours. Discussion was made to design a compensation structure for the park managers to move contracts to true seasonal and give them a flat fee. The managers would be independent contractors with no benefits and only during the camping season. Currently the parks are not charged cost allocation and are not paying their fair share. Maintenance employees could drive through the parks to check on them and the homes during the winter and in the summer maintenance would be responsible for bigger issues that need repair. The physical tasks would shift to maintenance and leave the front facing customer service skills to the park managers. No other county keeps the campgrounds homes open all year round. A seasonal contract number and the number for assigning .5 FTE of the maintenance department which is about \$19,000 was included in the parks 2023 budget which will go to the Parks Commission meeting next week. A Parks Director would be a huge improvement and the campground managers had a meeting on software for credit card transactions.

A meeting is scheduled with the DNR on the Long Lake Park boat launch.

The \$500,000 FAA money has not been received yet.

The meeting adjourned 1:01 pm.

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Marty Thomson, Chairman

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Kim MacArthur, Board Assistant