

APPROVED

**MINUTES for the REGULAR MEETING of the
KALKASKA COUNTY BOARD OF ROAD COMMISSIONERS
Held on Wednesday, September 12, 2018 AT 9:00 A.M. at the office located at
1049 Island Lake Road, Kalkaska, Michigan 49646**

1. PLEDGE OF ALLEGIANCE

Meeting called to order by the Chair at 9:00a.m.

2. ROLL CALL

Upon roll call, the following Commissioners responded:

Allen, Absent - Excused
Corrado, Present
Walter, Present
Cox, Present
Gill, Present

In addition, the following staff members were present: John Rogers, Manager; Jerry Heim, Finance Director; Rebecca Hilmert, Clerk

3. ADDITIONS TO AGENDA

4. APPROVAL OF AGENDA

Motion by Cox to approve Agenda, seconded by Walter. Four ayes, no nays. Motion carried.

5. CONFLICT OF INTEREST

Conflict of Interest Roll Call: Allen, no; Walter, no; Cox, no; Gill, no.

6. CONSENT CALENDAR

The purpose of the Consent Calendar is to expedite business by grouping non-controversial items together without discussion. Any member of the Commission, staff, or the public may ask that any item on the Consent Calendar be removed and placed elsewhere on the Agenda for full discussion. Such requests will be automatically respected.

If an item is not removed from the Consent Calendar, the action noted in parentheses on the Agenda is approved by a single Commission action adopting the Consent Calendar. The Manager recommends the following items be adopted:

- a. **Minutes:** The Board approves the Regular Meeting minutes, dated August 8, 2018 and the Special Meeting minutes, dated August 15, 2018.
- b. **Payroll:** The Board approves Payroll #16 (\$53,678.68), Payroll #17 (\$45,987.05), and Payroll #18 (\$46,315.26) respectively.

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- c. **Accounts Payable:** The Board approves Accounts Payable Disbursements (09/12/2018) in the amount of \$503,568.11 and the Check Register for the period of August 1, 2018 to August 31, 2018.

Motion by Cox to approve the items on the Consent Calendar, seconded by Walter. Roll call vote: Cox, yes; Walter, yes; Allen, yes; Gill, yes. Four ayes, no nays. Motion carried.

7. PUBLIC COMMENT

8. TOWNSHIP REPRESENTATIVES

- a. Larry Shoemaker, Blue Lake Township, questioned the gravel road schedule and also asked us to address a railroad tie issue at 7313 West Blue Lake Road.
- b. Dick Mallot, Coldsprings Township, requests some grading on Covert Road and line striping on East Shore Drive.

9. FINANCE REPORT/BUDGETS

- a. Finance Reports/Cash Flow Summaries
- b. Defined Benefit plans – proceeding with freezing Hybrid plan and offering conversion for eligible participants for both plans.
- c. Applications for Waiver filing with Department of Treasury for unfunded pension and OPEB liabilities.
- d. Road Project Strategy for 2019 and next five years.

10. APPOINTMENTS (1 hr. TOTAL)

11. OLD BUSINESS/UNFINISHED BUSINESS

12. NEW BUSINESS

- a. Labor agreement negotiations with Road Worker's Association.
 - i. **MOTION by Cox to accept the attached revisions to the labor agreement, as clarified, pending attorney incorporating terms into the labor agreement to be effective January 1, 2019, seconded by Walter. Roll call vote: Cox, yes; Walter, yes; Allen, yes; Gill, yes. Four ayes, no nays. Motion carried.**

13. CORRESPONDENCE AND REPORTS

- a. Manager's Report
- b. Policy Committee Report
- c. Personnel Committee Report

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- d. Safety Committee Report
- e. Chairman's Report
- f. Misc. Correspondence

14. MISCELLANEOUS, PUBLIC COMMENT & OTHER

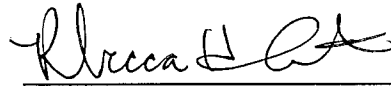
- a. Dick Mallot, Coldsprings Township, has questions regarding stump removal on Rita and Woodland Drive. The manager's answer was as we have time and before the snow falls.

15. ADJOURNMENT

Motion by Walter to adjourn meeting at 10:30 a.m., seconded by Cox. Four ayes, no nays. Motion carried.



David W. Gill, Chair



Rebecca Hilmert, Clerk

KCRC Board Offer (clarified 9/5/18)

Meeting Date: 9/12/18

1. 3 year contract
2. Wage increase:
 - a. Year 1 (2019) = \$1.00/hr. all employees.
 - b. Year 2 (2020) = \$.25 - \$.50/hr. based on evaluation.
 - c. Year 3 (2021) = \$.25 - \$.50/hr. based on evaluation.
3. 8 additional hours of PLT per step.
4. Working Foreman Part time as needed with Grade Foreman's salary broken down by 40 hrs. /week when performing the duty.
5. Additional \$25/year shoe allowance for all employees.
6. Minimum call in time 2 hours.
7. Increase shift premium to:
 - a. Afternoon \$.35
 - b. Midnight \$.50
8. FSA Deposit of \$100/yr. Before 7/1 \$100 on or after 7/1 \$50.
9. Switch to MERS Defined Contribution Plus.