

REGULAR MEETING MINUTES

GOGEBIC COUNTY ROAD COMMISSION

THURSDAY, DECEMBER 20, 2018 4:02PM | *Meeting called to order by* Marti Wegner

In Attendance

Marti Wegner-Chair Roy D'Antonio-Vice Chair John Matonich Dan Peterson
Barry Bolich Phil Strong Patti Hagstrom 8 Public Attendees

Excused

Kevin Haustein

Pledge of Allegiance

Approval of Agenda

Motion to approve the agenda with the following addition: OB. d. 2019 Program Application for Lake Road and NB. c. Seasonal Winter Wages was made by D'Antonio, 2nd by Peterson; all in favor, none opposed.

Approval of Meeting Minutes

Motion to approve the minutes was made by Matonich, 2nd by D'Antonio; all in favor, none opposed.

- Finance Meeting of Monday, December 10, 2018
- Regular Meeting of Monday, December 10, 2018

Public Comment

Scott Cebolski introduced his daughter Hannah Cebolski who is attending the meeting for her Government Class.

Manager Report

This report was presented and discussed. No action was taken.

Engineer Report

This report was presented and discussed. No action was taken.

Old Business

- a) Policy Considerations
 - Conflict of Interest Policies ~ Motion to approve the policies for the Board Members and Administrative Employees was made by Matonich, 2nd by D'Antonio; all in favor, none opposed.
 - Management Team Commercial Activity Policy ~ This item is tabled.
 - Rented/Leased Equipment Movement Policy ~ This item is tabled.
- b) Union Compensatory Time Review ~ The revised Compensatory Time Policy was presented to the Board. The revision is in Item #4 indicating that the union employee can maintain up to 80 hours during the calendar year. Motion to approve the revised policy was made by Matonich, 2nd by D'Antonio; all in favor, none opposed.
- c) Board Compensation for Committee Meetings, Road Tours, Interviews, etc. ~ At the Regular Meeting held on December 12, 2018, the Gogebic County Board of Commissioners moved to approve a per diem of \$25 for these meetings and allowable mileage to attend these meetings.
- d) 2019 Program Application for Lake Road ~ Motion was made to accept the application and approve the signatures of the Board Chair and Engineer was made by Matonich, 2nd by Peterson; all in favor, none opposed.

New Business

- a) Administrative Staff Evaluations ~ Discussion took place on how Member Matonich, Member Peterson and Manager Bolich determined the salaries and job description changes. Motion to approve the following administrative annual salaries was made by Matonich, 2nd by Peterson; roll call: Ayes ~ Peterson, Matonich, D'Antonio & Wegner, Nays ~ none.
 - Assistant Engineer change to Highway Engineer \$67,000.
 - Office Manager change to Office Administrator, Payroll and Finance & Human Resources \$57,000.
 - Road Foremen \$59,052.
 - Shop Foreman \$53,250.40.
 - Office Assistant change to Administrative Assistant, Accounts Payable & Inventory Associate \$39,700.

Vice-Chair D'Antonio stated that a ceiling should be set on administrative wages and that the GCRC cannot continue to give large increases.

- b) Pavement Markings ~ Correspondence from PK Contracting regarding pricing for 2019 was received. This will be a regular bid item. No action was taken.
- c) Seasonal Winter Wages ~ Motion to approve the following increases for seasonal winter wages was made by D'Antonio, 2nd by Peterson; roll call: Ayes ~ Peterson, D'Antonio, Matonich & Wegner, Nays ~ none.
 - 1st year \$17.50
 - 2nd year \$18
 - 3rd year \$18.50
 - 4th year union wages

Other Discussion/Actions Items/Information Only Items

- Organizational Meeting Reminder January 14, 2019
- Tentative 2019 Meeting Schedule
- Michigan Proposal 1 Memorandums

Public Comment

Kelsey Roble requested that the condition of the intersection at Powderhorn Lodge be looked at.

Scott Cebolski commented on the seasonal winter employee and administrative wage increases. He added that he did not like the changes in the job descriptions as the descriptions were not clearly defined prior to the increase in salaries of these positions.

Scott Cebolski thanked Marti Wegner for her service to the GCRC.

Phil Strong advised the Board that the new Engineer Tech will be starting in mid-January.

Adjourn

Motion to adjourn was made at 4:42 PM by Peterson, 2nd by D'Antonio; all in favor, none opposed.

BOARD OF COUNTY ROAD COMMISSIONERS

SECRETARY

CHAIR