

**Gogebic-Iron County Airport
Special Board Meeting Minutes**

**Gogebic-Iron County Airport
E5560 Airport Road
Ironwood, Michigan 49938**

**May 22, 2017
4:30 P.M.**

Call to Order

The meeting was called to order at 4:30 P.M. by Chairman Oliver.
The Pledge of Allegiance was recited.

Roll Call

Present: Mr. Mullard, Mr. Bonovetz, Mr. Hanson and Mr. Oliver
Absent: Mr. Wasley
Others Present: Mike Harma, Joe Pinardi (Iron County Chairman), Mindy Prenderville and Mark Pusakulich

Approval of the Agenda

Mr. Oliver stated that Mr. Harma had received a request from the Union to extend the grievance deadline. He asked that this be discussed under "Other Matters".

A motion was made by Mr. Mullard, supported by Mr. Bonovetz and carried by unanimous voice vote to approve the agenda with the addition requested by Mr. Oliver.

Citizens Wishing to Address the Airport Board on Agenda Items (5 Minute Limit)

Mr. Pusakulich asked how much of an extension was requested regarding the current grievance.

Mr. Oliver stated that the Union requested an extension until July 14, 2017.

At this point, Mr. Pusakulich excused himself from the meeting.

Discuss Non-Union Employee Compensation and Job Descriptions

Mr. Oliver stated that no raises have been given in 2017.

Mr. Bonovetz said that Gogebic County is considering hiring a company to evaluate job positions, prepare job descriptions and recommend pay scales for each position; he suggested that this may be something the Airport should consider participating in.

Discussion took place regarding whether or not the Airport should follow the practices of the Courthouse.

Mr. Oliver stated that his goal is to get a scale in place that would serve as a 3 to 5 year plan for non-union employees; if a scale like this was in place, wages wouldn't need to be discussed and negotiated each year and also each employee would know what their max-out salary amount would be.

Mr. Bonovetz brought up the increase in insurance that is expected and also stated that he was under the impression that wages and salaries wouldn't be given until the new fiscal year.

A spreadsheet listing Mr. Harma's and Ms. Prenderville's current wages and wage increases earned in the past was also presented to the Board. Discussion took place.

Mr. Oliver explained that recently, the Department of Labor proposed that a salaried worker should make at least \$47,476.00 per year; if a salaried worker is making less than that, it was proposed the salaried worker receive overtime pay. However, Mr. Oliver stated the Department of Labor did not move forward with this. However, the proposal did suggest that a salaried worker should make at least \$47,476.00 per year and Mr. Oliver said he feels Mr. Harma's salary should at least be increased to that amount.

Mr. Pinardi questioned if the Airport Manager currently had a salary cap.

Mr. Oliver answered that the position does not have a salary cap, which is why he would like to have a scale developed. Mr. Bonovetz added that when Mr. Harma was hired, no time line for pay increases and no salary cap were established.

Discussion took place regarding what positions at the Gogebic County Courthouse, similar to Mr. Harma's position currently earn.

More discussion took place as to whether or not the Airport should follow the practices of the Courthouse. Mr. Mullard stated he feels the Airport should follow the practices as much as possible; Mr. Hanson stated that in Iron County raises have been given based on merit.

Mr. Mullard stated that he does not feel Mr. Harma is being compensated enough for the type of work that Mr. Harma does at the Airport.

Mr. Bonovetz mentioned that the cost of health insurance may be rising and the County may ask employees to pay a portion of their health insurance costs.

Discussion took place regarding the insurance in-lieu of payment amount. Mr. Harma suggested that the in-lieu of amount be increased as more of an incentive to waive the County health insurance.

More discussion took place regarding Mr. Harma's current salary and what an appropriate salary cap might be for the Airport Manager position.

Mr. Oliver stated that he feels a reasonable salary cap for the Airport Manager position would be \$60,000; he explained this could be earned over a ten year span (as an example). At this time, Mr. Oliver developed an example of the pay scale he would like to have in place and presented it to the Board Members. Mr. Oliver explained that the way the pay scale would work is the starting salary would be based on the number of years of experience, there would be a salary cap of \$60,000.00 (example figure), after the person reached that salary cap, there would be no guarantee of any more pay increases, however the scale could be adjusted as it would not be an actual contract.

Mr. Bonovetz stated that no other County Employees have received raises this year and suggested waiting to give raises until the new FY, which begins in October.

Mr. Harma stated that when he started working at the Gogebic-Iron County Airport, he had seven years of experience and his starting salary was \$38,000.00.

Discussion then took place regarding what the previous manager of the Airport had been making at the time he left.

Mr. Oliver said the current FY budget does have \$49,500.00 budgeted for the Manager's salary; he also says he feels Mr. Harma should be receiving \$49,500.00 and if not that, at least \$47,476.00 (Department of Labor proposal).

Mr. Bonovetz questioned if Mr. Oliver was considering making these generous pay increases with the courthouse employee's salaries also. Mr. Oliver explained that he would like to get a scale, with a capped salary/wage in place for all employees.

Mr. Pinardi asked if Ms. Prenderville's wage would also be capped. Mr. Oliver said that would be discussed next.

More discussion took place regarding the possible increase in health insurance costs.

Mr. Mullard stated he feels the Board should increase Mr. Harma's salary.

Mr. Oliver stated that since Mr. Holm retired, there is no longer an Assistant Manager at the Airport. He said he would like to have "someone in charge" when Mr. Harma is gone; he went on to say that is a purchase needs to be made for example, there needs to be someone who can approve the purchase if Mr. Harma is gone. Mr. Oliver suggested that Ms. Prenderville be given these additional responsibilities.

Discussion then took place about compensation and if it Ms. Prenderville would only be paid additional compensation when Mr. Harma is unavailable or if it would just be added to hourly wage. The amount of compensation was also discussed.

Mr. Oliver stated that in the past, the Assistant Manager/Crew Leader earned an additional \$1.00 per hour.

Mr. Mullard stated he didn't think Ms. Prenderville should earn an additional \$1.00 per hour and said he is satisfied with Ms. Prenderville's current wage and believes she is too. Mr. Mullard went on to say that Mr. Harma should be given a raise immediately though.

Mr. Bonovetz suggested increasing Ms. Prenderville's hourly wage by \$.50/hour and review the wages again on October 1, 2017 (FY).

Mr. Oliver suggested possibly offering additional days off for the employees instead of additional pay. At this time, no one else on the Board agreed with this and no further discussion took place regarding this matter.

A motion was made by Mr. Bonovetz and supported by Mr. Hanson to increase Mr. Harma's salary by \$1,000.00 effective June 1st and increase Ms. Prenderville's hourly wage by \$.50, also effective June 1st.

Roll Call Vote

Yes: (4) **Mr. Mullard, Mr. Bonovetz, Mr. Hanson and Mr. Oliver**
No: (0) **None**
Absent: (1) **Mr. Wasley**

Motion carried.

Mr. Oliver said that at the Regular Board meeting scheduled for June 12th, Mr. Harma's job description will be reviewed and Ms. Prenderville's job description will be reviewed at the next Regular Board meeting (in July).

Other Matters

Mr. Oliver said that an email was received from the AFSCME Union regarding the current grievance. The email requested that an extension be granted (until July 14th) and that the Union be notified by June 14th whether or not the extension is granted or not.

Mr. Harma advised the Board that Mr. Jacobs recommended granting the extension.

A motion was made by Mr. Bonovetz, supported by Mr. Mullard and carried by unanimous voice vote to grant the requested extension based on the advice of Mr. Jacobs.

Public Comment


No public comment.

Adjournment

A motion was made by Mr. Bonovetz, supported by Mr. Hanson and carried by unanimous voice vote to adjourn the meeting. The meeting adjourned at 5:42 P.M.

06/12/17
Date Approved


Jim Oliver, Chairman


Minutes Submitted by Mindy Prenderville
Confidential Secretary, Gogebic-Iron County Airport