

**THE BENZIE COUNTY BOARD OF COMMISSIONERS**  
**Special Meeting – Government Reorganization**  
**October 26, 2009**

The Benzie County Board of Commissioners met in a Special Meeting on Monday, October 26, 2009, at 10:30 a.m. in the Commissioners Room, Government Center, Beulah, Michigan.

Present were: Commissioners Damm (10:45), Hollenbeck, Kelley, Roper, Tanner and Walterhouse  
Absent:           Excused: Pitcher

The pledge of allegiance was given with invocation by Commissioner Kelley.

Agenda: Motion by Roper, seconded by Hollenbeck, to approve the agenda as amended, adding Thelma Rider-Novak during Any Further Business and union issue too. Motion carried. Ayes: Hollenbeck, Kelley, Roper, Tanner and Walterhouse   Nays: None   Exc: Pitcher   Abs: Damm

**Bid Opening:**

Cleaning: Service Plus -- \$3,350.00/month; Crystal Maintenance -- \$25,000/yr or \$2,088.33/month; Kevin Witkop -- \$7.00/hour; Diane Duford -- \$425.00/week for two people; Hi-Tec -- \$1,715.00/month; Alpine Janitorial Enterprises, Inc. -- \$1,927.00.

Motion by Kelley, seconded by Walterhouse, to accept the bid of Hi-Tec for cleaning of the Government Center in the amount of \$1,715.00 per month, for a two-year contract. Roll call. Motion carried. Ayes: Hollenbeck, Kelley, Roper, Tanner and Walterhouse   Nays: None   Exc: Pitcher   Abs: Damm

HVAC System: D & W Mechanical -- \$2,072.00/annual; Temperature Control -- \$2,500/annual; Trane -- \$3,933.00/annual; Hurst Mechanical -- \$4,672.00/annual.

Motion by Roper, seconded by Walterhouse, to accept the bid of D & W Mechanical for HVAC maintenance at the Government in the amount of \$2,072.00 annual, for a two-year contract. Roll call. Motion carried. Ayes: Damm, Hollenbeck, Kelley, Roper, Tanner and Walterhouse   Nays: None   Exc: Pitcher

Snow Removal (loader only): Kerby's Backhoe -- \$98.00/hour; Interlochen Trucking & Excavating - - \$95.00/hour; Grant Cole -- \$75.00/hour; Bonney Brothers – Snow Plowing: Government Center \$95.00, FIA \$25.00/hour, ACO \$35.00/hour; Sheriff Dept \$95.00/hour; loader \$90.00/hour.

Motion by Walterhouse, seconded by Hollenbeck, to accept the bid of Cole Snowplowing in the amount of \$75.00 per hour ~~trip~~, for a two-year contract. Roll call. Motion carried. Ayes: Damm, Hollenbeck, Kelley, Roper, Tanner and Walterhouse   Nays: None   Exc: Pitcher

11:10 a.m. Break

11:17 a.m. Reconvene

Peter Garwood, Antrim County, he started out with Antrim County as Coordinator/Planner eventually became more involved in administration – it became obvious that one person cannot do both jobs; 12 years ago they hired an Assoc Planner and left the pay at entry level; he is very busy with HR duties,

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develops, writes and enforces policy; he is liaison to department heads; Antrim County Clerk still does the budget – but is now changing to him; accounting will continue to be with the Clerk and Treasurer; Payroll is done in the Clerk's Office; his office has: Himself, Assoc Planner, Administrative Assistant and a secretary; they staff all standing committees of the board of commissioners; Antrim County has no zoning – they are strictly planning; both he and the board of commissioners speak; hands out information put out by the National Association of County Administrators and his idea of this discussion.

Comm Roper asks about keeping the board informed: it goes both ways, he brings information to them if they are aware and the board gives him direction in the meetings.

Media: Negative news he handles it; positive news should be handled by the Chair.

Hold department head meetings on a regular basis; dept heads have to do and they have training on them; they give annual reports to the BOC once per year; so much of the work is done in committee, so often the department heads go there

He says that membership in the Michigan Public Employer Labor Relations Association is a must for the HR person.

11:48 a.m. Comm Damm excused

11:51 a.m. Pete is done.

Chairman Tanner says we need to gather our thoughts and gel up what to do regarding the Administrator position and when.

The Clerk will gather job descriptions from: John Amrhein, Eaton County, Manistee County, Antrim County and Leelanau County and the process they used – copies will be given to the board together with Benzie County's current job description.

Discussions held with the clerk & treasurer regarding the workload and process.

Comm Walterhouse hands out information regarding Planning & Zoning from budget information; discussions held regarding the townships and how the planning will continue; special joint meeting with townships Tuesday, October 27 at 7:00 p.m., Benzonia Township Hall.

Last week we gave an employee a bonus – we have other people that do the same type of recording; not fair, don't want anymore bonuses.

Motion by Walterhouse, seconded by Kelley, to send a letter giving notice to the Planning Director and the Assistant Zoning Administrator that effective December 31, 2009, their positions are not funded and will be done. Motion carried. Ayes: Hollenbeck, Kelley, Roper, Tanner and Walterhouse Nays: None Exc: Damm and Pitcher

Union Grievance – Health Insurance:

Motion by Walterhouse, seconded by Kelley, that all Elected and non-union employees will pay the same as TPOAM union employees, being the difference between PPO-1 and PPO-12/15 premiums if they choose the higher policy, effective November 1, 2009. Roll call. Motion carried. Ayes: Hollenbeck, Kelley, Roper, Tanner and Walterhouse Nays: None Exc: Damm and Pitcher

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Chairman Tanner says that when we attend the meeting with the townships tomorrow, we need to be able to answer budget questions; the county is picking up a portion of it through the end of the calendar year; the townships will pay all of zoning and part of planning. Want to give them the letter from Dick Figura regarding decommissioning a zoning ordinance.

12:40 p.m. Break

12:43 p.m. Reconvene

Thelma Rider-Novak, thank you for the opportunity to speak; after Friday's hearing I would be back and am unrest to work with the board and objective has been to do that; would assume close to \$20,000 has been spent on this Morris issue and it should not have happened; so many things were wrong with this hearing that was held; I have a letter ready to the Attorney General and Attorney Grievance commission – you got back advice from your attorney; Figura said you were like a judge and he proceeded to side with Mr. Morris; Figura was wrong to treat Morris like an employee; feels Figura moved to protect this board and side with Mr. Morris; you had an unbalanced hearing; Mr. Harwood was denied the right to speak during the opinion session, however he was allowed in for questions on the closed session; she feels that Pitcher and Roper withheld information to this board and asks to remove them from voting on Larry Morris and Chuck Clarke issues – felt it was a conflict of interest; you could have done the same thing from Mr. Kelley that you did for Mr. Morris in allowing a change of hearing date to allow him to be there – he wasn't given that chance. When you listed the charges, one substantiated, was that misconduct or willful intent; Mr. Morris performed that act three different times; then to put him on probation for the rest of his term – what you did, was negated the prior motion where you said it wasn't misconduct.

You have one person on this board that has been doing the same thing as Mr. Morris – she has been doing it with certain members of the community; she has actually been acting perniciously it is time to sanction this person – no one trusts her; you people need to take care of your own situation; how to remedy this: do you want me to go to the AG office and put Benzie County out there again – you need to figure out what you are going to do: Should 1) sanction her; 2) when you write a letter back to the Authority board, telling them that you held the hearing and discovered that in doing so, without all of the board members present and at least one board member that you feel had a conflict of interest and you are sending this back to the Authority board and let them act on it; it will come back to you again and you will have to vote on it again and take head on sanctioning Mary Pitcher and that she is not allowed to vote; she will agree to this: she will hold her letter and would suggest that you folks talk to each other individually then come together as a board and decide how you want me to act. Apologize that you are left with this situation; this board inherited situations from the prior board.

1:05 p.m. Public Input – None

Motion by Walterhouse, seconded by Kelley, to adjourn at 1:05 p.m. Motion carried. Ayes: Hollenbeck, Kelley, Roper, Tanner and Walterhouse Nays: None Exc: Damm and Pitcher

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3. Accepted the bid of D & W Mechanical for HVAC maintenance at the Government in the amount of \$2,072.00 annual, for a two-year contract.
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5. Authorized to send a letter giving notice to the Planning Director and the Assistant Zoning Administrator that effective December 31, 2009, their positions are not funded and will be done.
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