

KEWEENAW COUNTY ROAD COMMISSION

Minutes

April 25, 2012

A special meeting was held at 2:00 P.M. on Wednesday, April 25, 2012 at the Keweenaw County Road Commission.

Present: Commissioners McEvers, Waananen and Jaaskelainen

Guests: None

Agenda: Discuss hiring new employees, options, benefits

The Board discussed replacing the two employees that will retire at the end of the month. Three options were discussed; not replacing them, promoting temporary, seasonal truck drivers, and interviewing for the positions. The Engineer informed the Board, with input from the Maintenance Foreman that the projects and maintenance work load are such that these positions must be filled in order to complete the work in a somewhat timely manner. The Board concluded promoting temporary seasonal drivers would be the best option at this time as the individuals were already interviewed and selected through that process, have performed their duties well and know the equipment and operations already. After discussing the matter, Commissioner Waananen motioned to offer the two permanent, full time job openings, with benefits per the Collective Bargaining Agreement with the Employees' Association (Agreement), to Kevin Laurie and Josh Teddy, with John Gherna as an alternate. Commissioner Jaaskelainen supported the motion. The motion carried.

The Board discussed Article 29, Types of Employees, Part E, of the Agreement, the new hire employee pay schedule based on years of service. With the experience already obtained by working with KCRC through the temporary, seasonal program, Commissioner Waananen motioned to amend the Agreement with the Employee's Association by waiving the first year scale of 75% of the applicable wage rate if the seasonal employee has two seasons or more of experience with KCRC and proceed to the 85% scale position. Commissioner Jaaskelainen supported the motion. The motion carried.

The Employee's Association Liaison Committee inquired about the vacant shop foreman's position and the duration of the vacancy and also offered potential cost saving maintenance and operational ideas for management to consider. The Board responded that the shop foreman's position is only temporarily vacant but will not be eliminated. The cost savings ideas were taken under advisement.

The meeting adjourned at 3:12 P.M.

Mark McEvers, Chairman

Gregg M. Patrick, Engineer