

Agenda
Tuscola County Board of Commissioners
Committee of the Whole – Monday, December 12, 2016 – 8:00 A.M.
HH Purdy Building - 125 W. Lincoln, Caro, MI

Finance
Committee Leaders-Commissioners Kirkpatrick and Bierlein

Primary Finance

1. Accounting Change for Drain Assessing Function (See A)
2. Analysis of Inflation Impacts on General Fund Revenue (See B)
3. Wind Turbine Assessing/Taxation Dispute – Michigan Tax Tribunal (See C)
4. Community Corrections Advisory Board Meeting Update (See D)
5. State Post Employment Benefit Reform (See E)
6. Court Appointed Attorney Contracts
7. Grant Approved for Juvenile Program Garden (See F)
8. Waiver of Charges for County Departments Receiving Register Documents
9. Maintenance Department Uniform Agreement
10. MERS Service Credit Purchase Process (See G)

On-Going Finance

1. County Video Completed
2. Jail Planning Committee 12-12-16
3. 4-H and Courts
4. Financial Impact 17 Year Olds as Juvenile Change
5. Audit Comment Regarding Bank Accounts
6. Personal Property Tax Reductions and Non-County Reimbursement
7. Board Organizational Meeting 1-3-17

Personnel
Committee Leader-Commissioner Trisch

Primary Personnel

1. Update Regarding Exempt and Nonexempt Employees (See H)
2. HR Temporary Position (See I)
3. Dispatch Promotion Recommendation (See J)
4. Recommendation to Appoint Commissioner Bardwell to the MAC Workers Compensation Fund Board of Trustees (See K)

On-Going Personnel

1. Labor Negotiations Update – Closed Session Scheduled for 12-15-16

Building and Grounds
Committee Leader-Young

Primary Building and Grounds

1. Jail Plumbing, Electrical and Window Bid
2. Fire Safety Planning
3. Security/Safety Committee
4. Request to use Courthouse Lawn (See L)
5. Tuscola Area Airport Zoning Administrator's Annual Report (See M)
6. Michigan Agricultural Environmental Assurance Program Certifications (See N)

On-Going Building and Grounds

1. Vanderbilt Park Grant Application
2. Juvenile Program to Paint Window Wells of Courthouse

Other Business as Necessary

Public Comment Period

OFFICE OF
TUSCOLA COUNTY DRAIN COMMISSIONER
125 W. LINCOLN STREET, STE 100
CARO, MI 48723



ROBERT J. MANTEY
Drain Commissioner
Cell Phone (989) 553-3824

Phone (989) 672-3820
Fax (989) 673-3497
email: drain-commissioner@tuscolacounty.org

December 8, 2016

RE: Financing of Drain Assessments

Dear Honorable Commissioner Chair Thomas Bardwell,

I would like to bring to your attention an issue with financing the drain assessing. In August of 2010 we created a new position, with Board of Commissioner approval, for doing Drain Assessing in house. This was done as a cost saving measure to Tuscola County, specifically to the Drain at Large. Contracting assessing from an outside firm, in 2010, was approximately \$20-30,000 per year, for what Tuscola County was doing. We created this position with an additional cost to the county of \$2,113 per year. The original motion from the Board was to assess this amount out to the drainage districts that had assessing done on them for that year. Dara McGarry is currently in this position.

The problem is that after going through this process for almost 6 years it has become a tedious task for both Dara and Clayette Zechmeister. They both have approached me and we have come to the conclusion that their time spent on this could be utilized in other areas that could be more productive to Tuscola County. It has also been brought to our attention by the auditors, on a yearly basis, that this is a cumbersome method and any extra time spent by them to review this is probably reflected in their audit costs.

I am requesting that this \$2,113 that has been spent yearly and assessed out to the drainage districts be paid for by the general fund. This is not an increase in salary.

Sincerely

Robert J. Mantey

Tuscola County Drain Commissioner

✓ Cc: Mike Hoagland

Cc: Dara Mc Garry

Cc: Clayette Zechmeister

**TUSCOLA COUNTY
CONTROLLER/ADMINISTRATOR'S OFFICE**

To: Board of Commissioners

From: Controller/Administrator

Date: December 8, 2016

County Revenues/Services Negatively Impacted by Inflation

Objective

The board chair and finance commissioners asked me to prepare an analysis of the impacts of inflation on general fund (GF) revenues and county services.

Methodology

Annual inflation rates were obtained from the Michigan Tax Commission. Inflation rates were applied to actual audited GF revenue to determine the amount of revenue that should have been received each year to keep pace with inflation from 2001 to 2015. Actual and inflation adjusted revenue by year were then compared.

This process was also repeated to show the situation without wind turbine revenue which was first received in 2013. This was done because at some point in the future less revenue from wind turbines will be received based on the current method of assessing and taxing turbines. Without other changes, this will make the gap between actual and inflation adjusted revenue even greater.

Results

Actual GF revenue is significantly below the amount that should have been received to keep pace with inflation. For the 2001 to 2015 period, total actual GF revenue was approximately \$176 million compared to inflation adjusted GF revenue of approximately \$187 million. In other words, \$11 million more in GF revenue was needed to off-set the eroding impact of inflation. Without wind turbine revenue the actual and inflation adjusted revenue gap would have been even greater at over \$13 million.

In every year except the 2001 to 2003 period, actual GF revenue was well below inflation adjusted revenue. Since 2010, the gap in every year has exceeded \$1,000,000. Considering the most recent completed year of 2015, GF inflation adjusted revenue was \$14,118,716 compared to actual revenue of \$13,106,201 for a difference of \$1,012,515.

Conclusions

Clearly, GF revenue has not been sufficient to off-set the detrimental impacts of inflation. In order to adjust to this situation, county officials and residents have made many difficult decisions to deal with buying power erosion caused by inflation. Some of the adjustments made include: staffing reductions, special purpose millages, consolidation of services,

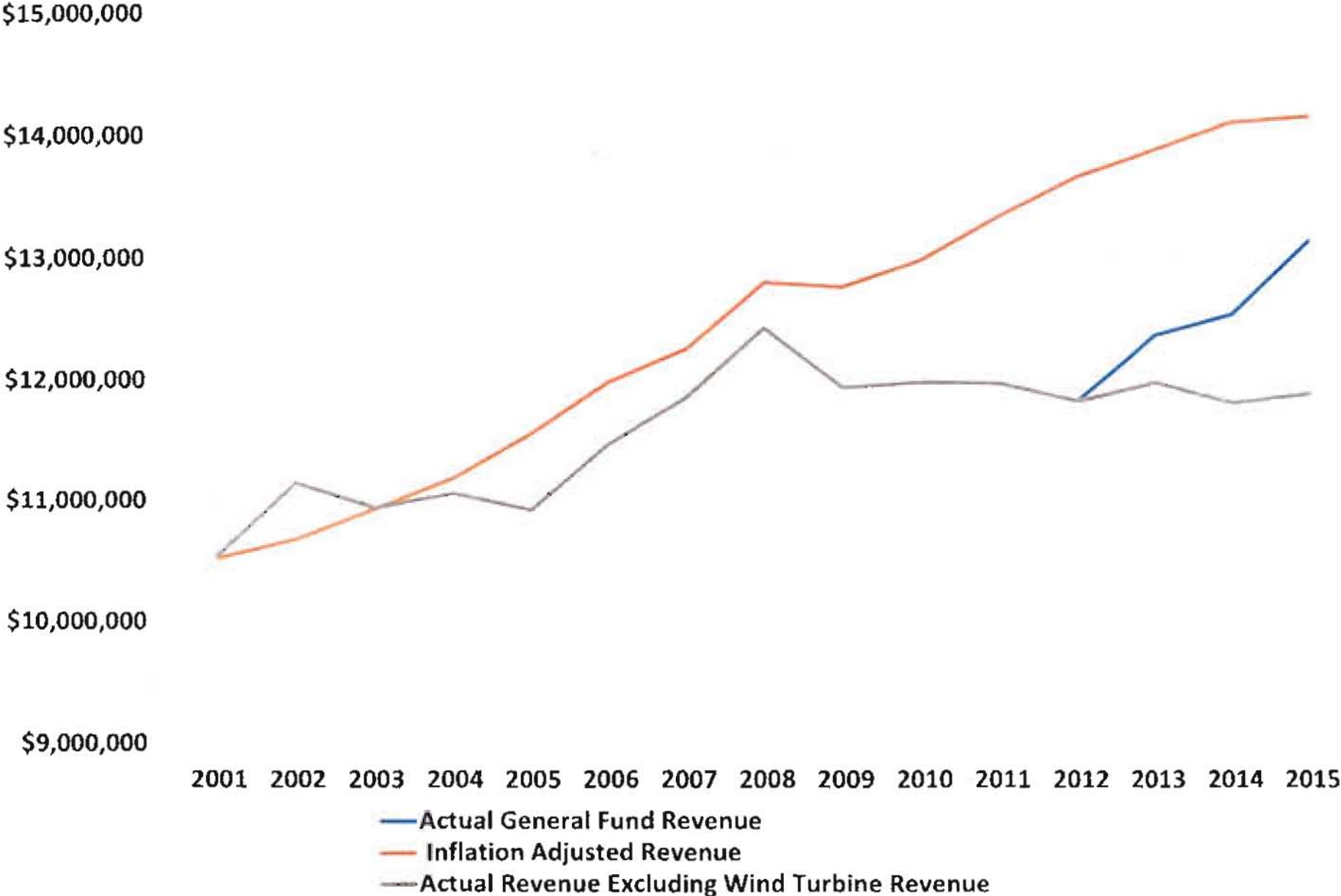
health insurance changes, and retirement system changes. These adjustments have been ongoing for many years. Not only are we battling inflation, but we also have the disadvantage of a small allocated millage (3.9141 mills) and a very limited property tax base growth rate.

Budgetary pressures continue to mount with over-dependency on wind revenue, high staffing turnover rates, growing demands for multi-year union contracts, non-competitive wage structure in critical positions, new state and federal mandates, increasing regulations/requirements, etc.

Unfortunately, we are "caught between a rock and a hard place." Other than requesting millage increases, the state does not provide county government with taxing authority. Without authority from the state to raise revenue, the county cannot off-set inflationary increases. Without additional changes the ability to continue to deliver state mandated services at current levels will not be possible. This breaking point is fast approaching.

With the exception of wind turbines, county tax base growth has been extremely limited. Wind development has produced some short term revenue. However, under the current method of assessing and taxing wind turbines the amount of revenue received declines substantially with time. This has already started and will make the financial situation worse. Financial planning needs to continue in 2017 to evaluate alternative solutions to avoid the breaking point.

General Fund Revenue Not Keeping Pace With Inflation



General Fund Revenue Not Keeping Pace With Inflation

Year	Michigan State Tax Commission Annual Inflation Factor	Actual General Fund Revenue	Inflation Adjusted Revenue	Actual Revenue <u>Excluding Wind Turbine Revenue</u>	Actual Revenue Over (Under) Inflation Adjusted Revenue	Actual Revenue <u>Excluding Wind Turbines</u> Over (Under) Inflation Adjusted Revenue
2000	Base Year		\$10,196,899			
2001	1.032	\$10,544,108	\$10,523,200	\$10,544,108	\$20,908	\$20,908
2002	1.015	\$11,144,302	\$10,681,048	\$11,144,302	\$463,254	\$463,254
2003	1.023	\$10,937,074	\$10,926,712	\$10,937,074	\$10,362	\$10,362
2004	1.023	\$11,054,422	\$11,178,026	\$11,054,422	(\$123,604)	(\$123,604)
2005	1.033	\$10,915,685	\$11,546,901	\$10,915,685	(\$631,216)	(\$631,216)
2006	1.037	\$11,458,300	\$11,974,136	\$11,458,300	(\$515,836)	(\$515,836)
2007	1.023	\$11,846,013	\$12,249,542	\$11,846,013	(\$403,529)	(\$403,529)
2008	1.044	\$12,416,133	\$12,788,521	\$12,416,133	(\$372,388)	(\$372,388)
2009	0.997	\$11,924,967	\$12,750,156	\$11,924,967	(\$825,189)	(\$825,189)
2010	1.017	\$11,967,417	\$12,966,908	\$11,967,417	(\$999,491)	(\$999,491)
2011	1.027	\$11,955,718	\$13,317,015	\$11,955,718	(\$1,361,297)	(\$1,361,297)
2012	1.024	\$11,804,141	\$13,636,623	\$11,804,141	(\$1,832,482)	(\$1,832,482)
2013	1.016	\$12,341,641	\$13,854,809	\$11,958,480	(\$1,513,168)	(\$1,896,329)
2014	1.016	\$12,508,057	\$14,076,486	\$11,786,937	(\$1,568,429)	(\$2,289,549)
2015	1.003	\$13,106,201	\$14,118,716	\$11,859,151	(\$1,012,515)	(\$2,259,565)
Total		\$175,924,179	\$186,588,800	\$173,572,848	(\$10,664,621)	(\$13,015,952)

The following is a history of the Inflation Rate Multiplier as reported by the Michigan State Tax Commission:

2016 utilized for 2017	1.009
2015 utilized for 2016	1.003
2014 utilized for 2015	1.016
2013 utilized for 2014	1.016
2012 utilized for 2013	1.024
2011 utilized for 2012	1.027
2010 utilized for 2011	1.017
2009 utilized for 2010	0.997
2008 utilized for 2009	1.044
2007 utilized for 2008	1.023
2006 utilized for 2007	1.037
2005 utilized for 2006	1.033
2004 utilized for 2005	1.023
2003 utilized for 2004	1.023
2002 utilized for 2003	1.015
2001 utilized for 2002	1.032
2000 utilized for 2001	1.032
1999 utilized for 2000	1.019
1998 utilized for 1999	1.016
1997 utilized for 1998	1.027
1996 utilized for 1997	1.028
1995 utilized for 1996	1.026

From: mhoagland@tuscolacounty.org
Sent: Friday, December 2, 2016 2:56 PM
To: ctrisch@tuscolacounty.org; 'Bardwell Thom'; 'Bierlein Matthew'; 'Kim Vaughan'; 'Kirkpatrick Craig'; 'Thomas Young'
Cc: 'Angie Daniels'; Walt Schlichting (Walt Schlichting)
Subject: Update Regarding Wind Turbine Taxation Dispute

Commissioners

An update regarding the Michigan Renewable Energy Collaborative (MREC) dispute with the wind companies was provided at a meeting this morning. The law firm hired by MREC (Clark Hill) provided the update. As you know the outcome of this dispute has tremendous financial implications to the amount of wind turbine revenue received by the county and local government. The two primary issues are establishing an agreed to wind energy assessing/taxation table and the Nextera claim that the value of the turbines are 30% less if a federal 1603 cash grant was provided.

- 1. 1603 Federal Cash Grants** – Nextera claims that the value of wind turbines is 30% less if federal cash grants were received. MREC maintains that a turbine has a certain value regardless of how it was funded. A reduction of 30% in taxes would have far reaching financial implications. The financial impacts of this issue could be even greater than the tax table issue. Nextera has two major projects in the county with a third planned. The Tax Tribunal is expected to hear this case in March or April of 2017. Both parties will most likely appeal the Tax Tribunal ruling and it could take up to two years for the Court of Appeals to hear the case. There is even the possibility the case could be appealed to the Michigan Supreme Court. The legal system moves incredibly slow and is extremely expensive. This issue is a big deal to Nextera because they are contesting it in other parts of the country. Nextera will spend significant amounts to try to obtain a favorable ruling. MREC attorneys are following the outcome of a related dispute by Nextera in California.
- 2. Tax Table** – Use of the Appraisal Economic (AE) table is being used by most assessors. Several tax tribunal disputes have been settled with the use of the AE table. It is the hope of the MREC that the State Tax Commission will soon adopt the AE table as the standard for use by all assessors. This table is the most advantageous to governmental entities. State Tax Commission action to use the AE table would resolve most of the issues involving which tax table will be used
- 3. New State Renewable Energy Standards** – The original renewable energy standard was 10% of energy production had to come from renewable source by the year 2015. This standard was met. The Michigan Senate proposed a new standard that 15% from renewable sources by the year 2022 (SB 437 and 438). This new standard was approved by the Michigan Senate but has not been voted on in the House or signed by the governor. The governor supports a new policy. More debate is occurring regarding potential new federal policy and the relationship of this policy to a new state policy
- 4. Local Zoning** – Some wind companies have made the argument that if a higher renewal standard is adopted then they need local zoning relief to be able to achieve this higher standard. No changes in local zoning have been implemented to date.

5. **Another Group Formed** – The name of this group is Wind Energy Stake Holders. Tim McGuire from the Michigan Association of Counties is a member. Several of you have close relationships with Tim and may want to have follow up discussion with him regarding this major issue. There are several MREC members who also serve on this new group. There will also be energy company representatives. Apparently the objectives of this group center on turbine siting and assessing/taxation issues.

Give me a call if you would like to discuss any of this further.

Mike

Michael R. Hoagland
Tuscola County Controller/Administrator
989-672-3700
mhoagland@tuscolacounty.org

VISIT US ON LINE FOR COUNTY SERVICES @ www.tuscolacounty.org

mhoagland@tuscolacounty.org

From: mhoagland@tuscolacounty.org
Sent: Wednesday, November 30, 2016 2:23 PM
To: ctrisch@tuscolacounty.org; 'Bardwell Thom'; 'Bierlein Matthew'; 'Kim Vaughan'; 'Kirkpatrick Craig'; 'Thomas Young'
Subject: Take Backs From CCAB Meeting

Commissioners

Five take backs from the Community Corrections Advisory Committee (CCAB) meeting of November 30, 2016:

1. The state grant payment amount is based on the actual amount of service provided by program area – payment of the full grant amount is not guaranteed
2. Actual service amounts are running below target amounts in all categories through the first two months of the fiscal year – this is also true when reviewed on a multi-year basis
3. Improving procedures to report that services were provided was discuss so that maximize payment under the grant is received
4. Contracts will be modified so that procedures are incorporated to allow transfer of grant funds between program areas within each county and to allow transfer of grant funds between counties if more service is being provided by one county than the other county in a particular program area – final decision to transfer funds will be the Board of Commissioners
5. The CCAB needs to fill three vacancies with the following representation: business community, communications media and city council person – Lapeer said Tuscola County should be given the first opportunity to fill these vacancies because Lapeer already has more representatives

One last point, the more funds that can be leverage from the CCAB grant program the less cost to the general fund. With the recent elimination of funding for the work site program the county share of cost increased by about \$14,000.

Mike

Michael R. Hoagland
Tuscola County Controller/Administrator
989-672-3700
mhoagland@tuscolacounty.org

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Michigan Association of Counties

An alliance of counties working to enhance county government through advocacy, shared services and education.

House takes up OPEB reform package

Posted on December 2, 2016 by macblog2



In an effort to address the more than \$11 billion in unfunded accrued OPEB (Other Post-Employment Benefits) liabilities for local governments across Michigan, the House is reviewing a package of bills aimed at changing the insurance benefits for government retirees. The 13-bill package, put forth by Speaker Kevin Colter (R-Isabella), creates the Local Government Retirement Act and amends all the relevant statutes to require compliance with the main bill, House Bill 6074.

Of Michigan's 83 counties, 26 do not offer OPEB, while another six are currently at least 80 percent funded in the benefits, which would make them exempt from *some* of the requirements in the act. The remaining 51 counties have an accumulated unfunded liability of approximately \$3 billion.

Breakdown of counties by OPEB commitments

The six counties above the 80 percent mark — Barry, Cass, Clinton, Macomb, Oakland, Ottawa — would be exempt from the changes to current employee and current retiree OPEB benefits, regardless of whether or not the employees are currently vested in the benefit. These counties, however, would still be subject to the provisions for Medicare eligible retirees, Medicare supplemental policy contributions and for all new hires as detailed below.

The main provisions of the package include:

- Requires an "unvested" retiree to contribute a *minimum* of 20 percent toward the cost for post-employment insurance and caps a local government's contribution to a *maximum* of 80 percent.
- Limits local governments' contributions toward OPEB benefits for *all new hires* to a *maximum* of 2 percent of the employee's base pay.
- Requires all retirees to be on Medicare when eligible.
- Caps local government contributions to Medicare supplemental policies to 80 percent of the cost of the policy.
- Prohibits a local government, regardless of whether or not it meets the 80 percent funded threshold, from providing insurance benefits to retirees who are eligible to participate in a medical benefit plan or retirement health benefit plan offered or provided by an employer other than the local government.
- Directs that "vested" employees will be exempt from changes in the act. To determine whether or not an employee is vested/exempt, the package states that *if a collective bargaining agreement entered into before act's adoption clearly and expressly confers a fixed, unalterable right to a vested retirement health benefit for an unambiguous duration, then the act does not impair that vested retirement health benefit for that duration.*

After consulting with the Executive Committee of MAC's Board of Directors and several county administrators, MAC took the position of "support in concept" and testified before the House Local Government Committee on that theme on Dec. 1. MAC noted in its testimony our appreciation for providing local governments with some assistance in tackling this looming obligation by taking this issue off of the bargaining table and for the state diverting legal challenges to the proposed law from the local governments that seek to amend the benefits for unvested employees and retirees.

MAC also conveyed concerns with the approach, including:

- Many Michigan counties already have acted to change these benefits for current employees and for new hires. This should be recognized by the state.
- Local control has been, and continues to be, a vital component of good governance, but the state needs to "untie the hands of the county so they have the tools necessary to address the issues."
- This approach focuses only on fixing local government budgetary issues by going after the costs associated with the employees that provide the public services we all rely upon. MAC would like to see the Legislature actually address the revenue side of the equation.

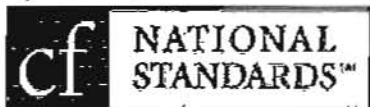
In addition to the concerns outlined above, MAC will be working with the Legislature on language changes and certain provisions that need to be addressed for specific counties. We anticipate additional hearings next week. For more information, contact Deena Bosworth at Bosworth@micounties.org

This entry was posted in [Legislative](#) and tagged [legislature](#), [OPEB](#) by [macblog2](#). Bookmark the [permalink \[http://micounties.org/blog/?p=1201\]](http://micounties.org/blog/?p=1201) .

Counties over 80% Funded		Counties 1-79% funded		Counties 0% funded	Non-Participating Counties or have "pay as you go" plans
	%		%		
Oakland	118	Oceana	76	Baraga	Alcona
Clinton	116	Mason	60	Alger	Allegan
Cass	110	Berrien	55	Antrim	Alpena
Barry	101	Livingston	53	Calhoun	Arenac
Macomb	100	Muskegon	49	Clare	Benzie
Ottawa	88	Washtenaw	40	Crawford	Branch
		Midland	38	Gladwin	Cheboygan
		Kent	31.6	Grand Traverse	Delta
		Charlevoix	31	Gratiot	Emmet
		Gogebic	29	Hillsdale	Houghton
		St. Clair	28	Huron	Iosco
		Bay	23	Ionia	Iron
		Monroe	23	Kalkaska	Isabella
		Chippewa	15	Lake	Keweenaw
		Mackinac	14	Leelanau	Lapeer
		Newaygo	14	Manistee	Lenawee
		Dickinson	13	Marquette	Luce
		Eaton	13	Montcalm	Mecosta
		Genesee	12	Montmorency	Menominee
		Saginaw	9	Ogemaw	Missaukee
		Kalamazoo	6	Oscoda	Ontonagon
		Ingham	4.5	Otsego	Osceola
		Jackson	1	Sanilac	Presque Isle
		Wayne	1	Shiawassee	Schoolcraft
				Van Buren	St. Joseph
				Wexford	Tuscola
				Roscommon	

Source: 2014 CAFRs

Tuscola County



community foundationSM

For good For ever,

A member of the Council of Michigan Foundations

November 28, 2016

54th Judicial Circuit Court
Attn: Caryn Painter
440 N. State St.
Caro, MI 48723

Dear Ms. Painter:

Congratulations! The various grant committees of the Tuscola County Community Foundation have met to review the fall 2016 grant applications. The Janks Fund Committee is pleased to announce that your application was awarded \$6,000.00. Additionally, the Future Youth Involvement Committee awarded this project \$3,920.00 which fully funded your grant request.

A brief grant awards ceremony has been scheduled for Monday, December 12, 2016, at the **Tuscola ISD Administrative Office (Board Room), located at 1385 Cleaver Rd, Caro, MI** beginning at 12:30 p.m. This session usually lasts about one hour. At that time we will distribute checks and grant agreements to awardees. Group photographs will also be taken. Your attendance at this awards presentation is cordially requested. If you are unable to attend, we ask that you send a representative from your organization.

Please contact me if you have any questions at either tccf534@centurytel.net or (989) 673-8223. We wish you success with this important community initiative.

Sincerely,

Ken Micklash
Executive Director

P.O. BOX 534, CARO, MI 48723
TELEPHONE (989) 673-8223
email: tccf534@centurytel.net
www.tuscolaccf.org

December 1, 2016

Erica Dibble
Tuscola County
125 W. Lincoln St. Suite 50
Caro, MI 48723

RE: Service Credit Purchase Process Updates Coming Soon

Dear Erica,

Based on customer feedback and the unique needs of each municipality, we are implementing a new process for service credit purchase requests effective **January 3, 2017**.

Our records reflect your municipality has adopted a blanket resolution allowing Defined Benefit service credit purchases **without** requiring governing body approval for one or more of your divisions. We will continue to honor the blanket resolution on file for your municipality regarding the approval of such purchases.

For divisions that are not covered by a blanket resolution, your municipality will need to determine if it will offer employees the option to purchase additional service credit. If you opt to offer this option, you do not need to take any immediate action. Please note that for these divisions, your governing body will need to approve all final purchases.

If you choose **not** to provide employees the opportunity for service credit purchases, you will need to complete and return the enclosed **Service Credit Purchase Opt-Out Form** so that MERS is aware of your decision.

Additionally, for all divisions that allow service credit purchases, MERS will require that as of January 3, all requests for estimates must come from you - the employer - through an online web form coming soon to the MERS website. Employees contacting MERS to request an estimate will be instructed to reach out to you to facilitate the request.

If you have questions regarding these changes, please contact your Benefit Plan Coordinator by calling 800-767-MERS (6377).

Sincerely,

Municipal Employees' Retirement System of Michigan

Service Credit Purchase Opt-Out Form



1134 Municipal Way Lansing, MI 48917 | 800.767.MERS (6377) | Fax 517.703.9711

www.mersofmich.com

The _____, _____
(Municipality name) (Municipality #)

is a participating municipality in the Municipal Employees' Retirement System of Michigan (MERS). Per the MERS Defined Benefit Plan Document, Sections 18 and 19, the MERS Defined Benefit Plan allows for participating employees to purchase governmental and generic service credit under specific conditions.

By signing and submitting this form, the municipality listed above elects to eliminate the option for participating employees to purchase additional service credit. Participants calling MERS to request a service credit purchase estimate will be notified that their employer does not allow for this option.

This provision from between the municipality and MERS will be on record as the municipality's affirmative election that MERS will no longer provide estimates for additional service credit purchases to its participating employees until an amendment to your adoption agreement is made to indicate otherwise.

As this is an administrative preference initiated by the employer on how MERS should administer this benefit, no resolution by the governing body is required to implement this request.

Please make a selection below:

- This provision applies to **all** divisions.
- This provision applies only to the following divisions (list applicable division numbers below):

Approved by _____ on _____
(Name of approving representative) (Date)

Authorized signature: _____

Contact type for MERS: _____
(Human Resources, Finance, Reporting Portal, Primary)

mhoagland@tuscolacounty.org

From: mhoagland@tuscolacounty.org
Sent: Wednesday, November 23, 2016 9:43 AM
To: ctrisch@tuscolacounty.org; 'Bardwell Thom'; 'Bierlein Matthew'; 'Kirkpatrick Craig'; 'Thomas Young'
Subject: FW: Overtime Rule Implementation Blocked!

Michael R. Hoagland
Tuscola County Controller/Administrator
989-672-3700
mhoagland@tuscolacounty.org

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From: Erica Dibble [mailto:edibble@tuscolacounty.org]
Sent: Wednesday, November 23, 2016 9:37 AM
To: mhoagland@tuscolacounty.org
Subject: Fwd: Overtime Rule Implementation Blocked!

----- Forwarded message -----

From: Ellen E. Crane <ellcra@braunkendrick.com>
Date: Wed, Nov 23, 2016 at 9:35 AM
Subject: Overtime Rule Implementation Blocked!
To:



BRAUN KENDRICK



compliance alert

December 1st Overtime Exemption Rule Implementation

Blocked by Federal Judge

A federal judge has issued a preliminary injunction that prohibits the Department of Labor (DOL) from implementing and enforcing its \$47,476 minimum salary level qualification for overtime exempt status under the Fair Labor Standards Act (FLSA) "White Collar" exemption rules. As a result, if possible at this late date, **employers may hold off on implementing the many changes that were in the works to achieve compliance.**

Each company must IMMEDIATELY determine its ability and the practicality of delaying implementation of the many changes triggered by this compliance effort, including:

- Salary increases
- Payroll system transfers from salary to hourly status and overtime pay computations of new "salaried nonexempt" employees
- Schedule changes to avoid overtime work by soon-to-be nonexempt workers
- Duty reassignments and corresponding job description changes
- Benefit adjustments triggered by transfers to nonexempt status
- Resumption of on-call responsibilities
- Maintaining remote access privileges for employees who need to work beyond the regular work schedule
- Allowing employees to continue to carry company cell phones with email access

Compliance steps that should NOT be reconsidered or reversed include:

- Confirmation that current exempt employees meet duty and salary pay requirements, and any adjustments triggered by that analysis
- Personnel policies on overtime work, which may now be more specific about email and cell phone use, working through lunch, travel time and related subjects
- Recordkeeping compliance updates that came to light

This nationwide pause creates a high likelihood that the \$47,476 minimum salary level requirement will never be implemented due to both the court's analysis that the DOL lacked Congressional authority to utilize a salary-level test and an automatic updating mechanism under the Final Rule as well as the Trump administration's ability to take control of both the litigation and the regulatory process.

Our team of employment lawyers are ready to assist as you assess the full impact of this development on your business. For further assistance, please email Ellen Crane, Jamie Nisidis, Bob Kendrick, Gary Gudmundsen, or Mike Krempa or call (989)-498-2100.

--

Erica Dibble

Tuscola County

Human Resource Coordinator

125 W. Lincoln St.

Caro, MI 48723

(989) 672-3705

Fax (989)672-4011

edibble@tuscolacounty.org

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I

mhoagland@tuscolacounty.org

From: Commissioners <ctrisch@tuscolacounty.org>
Sent: Thursday, November 24, 2016 6:43 AM
To: C&T Young
Cc: mhoagland@tuscolacounty.org; Bardwell Thom; Bierlein Matthew; Kirkpatrick Craig; Ellen Crane
Subject: Re: Staffing Emergency

Yes, use a temp agency that has someone with the needed experience.

Christine Trisch

On Nov 23, 2016, at 11:20 AM, C&T Young <ctayoung@hotmail.com> wrote:

Have we ever looked at temporary staffing agencies when it comes to hiring.

Sent from my iPhone

On Nov 23, 2016, at 10:50 AM, "mhoagland@tuscolacounty.org" <mhoagland@tuscolacounty.org> wrote:

Commissioners

The County Human Resource Director informed me this morning that she is taking a four to eight week disability leave for a medical procedure. She will be gone after December 5, 2016. This is an extremely demanding time of the year in this office with many wage, fringe benefit and other functions that have to be performed in a short period of time. I spoke with the Board Chair and he agrees this is an emergency situation and we cannot wait until the next Board meeting on December 15, 2016 to move ahead. I have started exploring alternative methods of bring in outside staffing help to get through this difficult situation. Disability leave is not paid from the Controller's budget so this should not result in an increased cost to the county. After someone is hired for this short term period official action can be taken at the December 15, 2016 Board meeting.

Thank you for your understanding.

Mike

Michael R. Hoagland
Tuscola County Controller/Administrator
989-672-3700
mhoagland@tuscolacounty.org

VISIT US ON LINE FOR COUNTY SERVICES @
www.tuscolacounty.org

mhoagland@tuscolacounty.org

From: Sandra Nielsen <snielsen@tuscolacounty.org>
Sent: Wednesday, December 7, 2016 2:25 PM
To: Mike Hoagland
Subject: Committee meeting agenda item
Attachments: 20161207141054037.pdf

Mike,

Attached is a letter requesting to promote Dispatcher Carrie Tabar to a vacant supervisor position. The supervisor position has been vacant since the loss of Dispatch Carey Baxter. Would you please add it to the committee agenda for Monday December 12, 2016?

Thank you and should you have any questions please do not hesitate to contact me.

--
Sandra Nielsen, ENP
Director
Tuscola County Central Dispatch
1303 Cleaver Rd
Caro, MI 48723
989-673-8738 ext 2
fax: 989-672-3747



9-1-1

Tuscola County Central Dispatch

Sandra Nielsen, Director

December 7, 2016

Tuscola County Board of Commissioners
Mr. Michael Hoagland, County Controller

I am requesting the board concur with the promotion of Dispatcher Carrie Tabar to the vacant Central Dispatch supervisor position effective December 31, 2016. Currently, Carrie has 17 years of experience with Central Dispatch and has been a huge asset to our center. I request she initially be placed at step 3 of the supervisor pay scale to provide for a salary increase beyond her present level due to the additional responsibilities and duties.

Thank you for your consideration and should you have any questions please feel free to contact.

Sincerely,



Sandra Nielsen, Director

mhoagland@tuscolacounty.org

From: Thomas Bardwell <tbardwell@tuscolacounty.org>
Sent: Wednesday, December 7, 2016 11:55 AM
To: Mike Hoagland
Subject: Fwd: MCWCF Board of Trustees

Mike,

This is the communication that Tim forwarded for appointment to the Worker's Comp Board. Tim called yesterday and asked me if I would serve on the Board.....of course I said I would be honored.

Thanks

Best Regards,

Thom

----- Forwarded message -----

From: Timothy K. McGuire <mcguire@micounties.org>
Date: Tue, Dec 6, 2016 at 3:42 PM
Subject: MCWCF Board of Trustees
To: "tbardwell@tuscolacounty.org" <tbardwell@tuscolacounty.org>
Cc: Steve Currie <scurrie@micounties.org>, Yvonne Dzurka <dzurka@micounties.org>

Dear Tom,

Pursuant to our conversation today, I am following up with an e mail regarding to opening of a seat on the Michigan Counties Workers Compensation Fund Board of Trustees. By virtue of the position in which Tuscola County joined the Fund Tuscola County is eligible for an appointment to the board.

The vacancy should be filled by January 1, 2017.

The effective date of the appointment would be January 1, 2017.

The appointment should be made by the Tuscola County Board of Commissioners.

It was nice speaking with you. Please let me know what the position the Board of Commissioners take when possible.

Have a great Christmas Season.

All the Best,

Tim

Timothy McGuire

Michigan Association of Counties

Executive Director

Office: [\(800\) 336-2018](tel:8003362018)

Email: mcguire@micounties.org

Connect with MAC online!



L

mhoagland@tuscolacounty.org

From: James McLoskey <JMcLoskey@senate.michigan.gov>
Sent: Tuesday, November 29, 2016 10:21 AM
To: mhoagland@tuscolacounty.org
Cc: tuscola RTL
Subject: Request to use Courthouse steps
Attachments: Scan0775.pdf

Good morning Mike,

Attached is a letter from Tuscola County Right to Life requesting permission to use the County Courthouse front steps for an annual Memorial Service on January 15, 2017. This event will be similar to ones sponsored by the non-profit group over the past several years. Depending on the weather, it will last for between 15 and 30 minutes, and is open to the general public.

If the request is approved by the Commissioners, please share this info with Mike Miller, as well. On behalf of the Right to Life Board, we thank you and the Commissioners for your consideration.

Jim

Jim McLoskey
989 325-1397

Tuscola County Board of Commissioners

Mr. Mike Hoagland

November 26, 2016

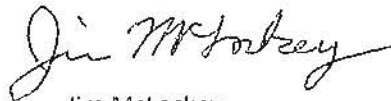
Dear Commissioners,

Tuscola County Right to Life would like to have its annual Memorial Service in front of the Tuscola County Court House on Sunday, January 15, 2017 at 3:00 In the afternoon.

This event is open to the general public, and usually lasts about 30 minutes. If the weather is very cold, it will be shorter than normal. Our speaker this year will be Pastor Chris Howard of the First Baptist Church of Caro. This is considered to be a peaceful event designed to remember those of our County who were lost to abortion in 2016. Similar events will be hosted by other chapters of Right to Life in all parts of Michigan, and throughout the entire country.

On behalf of the Tuscola County Right to Life group, I am requesting permission to have this meeting/ service in front of the County Court House on this date. If possible, we would like to use the outdoor electrical plug for a P A system to be powered. If your schedule allows, we also invite each of you to attend and to stay as long as you want. Thank you for your consideration.

Sincerely,



Jim McLoskey

Right to Life Board Member

mcloskey@charter.net

cc Clerk Jodi Fetting

VYSE ADMINISTRATIVE SERVICES LLC.

3741 Wilder Rd. Vassar MI, 48768
989-245-3481 e-mail ikvyse@gmail.com

December, 2016

Tuscola Area Airport Zoning Administrator's Annual Report

During the past year,

Vyse Administrative Services has continued to interact with the State Aeronautics Board, the Tuscola Airport Authority and other related agencies regarding wind energy sites and their relationship to the Airport footprint.

This year there was only one application for a tower permit. The permit, for lighting towers at the football field in Caro, was granted.

The Companies working on the permits etc. for the wind farms continue to be cooperative with me and are complying with the Airport Zoning Ordinance. At this time they are waiting for land use permits to be issued by the townships, as they know I do not act without them

Difficulties with the States' issuing of permits without township interaction and permission have been addressed and should cause no further problem.

Thank you for giving us the opportunity to serve Tuscola County.

Best Wishes for the upcoming New Year.

Sincerely,



Ione K. Vyse
Director of Operations



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF AGRICULTURE
AND RURAL DEVELOPMENT

JAMIE CLOVER ADAMS
DIRECTOR

September 19, 2016

Ron Sting
Almer Township State Game Area
4017 East Caro Road
Cass City, MI 48726

Dear Mr. Ron Sting:

On May 26, 2016, Mr. Tom Young from the Michigan Department of Agriculture & Rural Development (MDARD) visited your farm located at the nearest crossroads of Fairgrove Road and French Road, Caro, Michigan, to verify your farming operation through the Michigan Agriculture Environmental Assurance Program (MAEAP). This visit was made at your request to complete the verification requirements of the MAEAP Cropping System. Your MAEAP verification risk assessment was completed by Mr. Steve Schaub, with the Tuscola Conservation District.

After reviewing your Cropping System Improvement Action Plan and the required components of your Crop*A*Syst, MDARD staff has verified that you have met all of the requirements set forth by the MAEAP Cropping System at the time of the farm inspection.

The MAEAP Cropping System verification is valid for five years from the date of the farm visit. This verification is approved on the basis that you have disclosed to the best of your knowledge, all requested information pertaining to your Cropping System Improvement Action Plan. We understand that you intend to manage your cropping operation as reviewed and follow the applicable Generally Accepted Agricultural and Management Practices (GAAMPs). Changes in your farming operation may necessitate a review of your Crop*A*Syst.

Verification in good standing is contingent on updates as necessary as conditions change on your farm as well as staying in compliance with applicable state and federal laws and following the identified MAEAP standards.

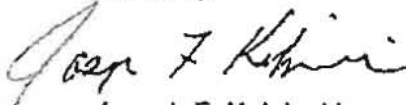
We encourage you to display a sign proudly at your verified site as a sign of your commitment to agricultural pollution prevention and successful completion of the MAEAP Cropping System requirements.

Ron Sting
September 19, 2016
Page 2

Congratulations on your accomplishment. Your continued participation in MAEAP is proof that the combined efforts of committed individuals, organizations and agencies can foster voluntary change in the agriculture industry.

If I can be of any assistance to you, please don't hesitate to contact me.

Sincerely,



Joseph F. Kelpinski
Program Manager, MAEAP
517-284-5609

JFK:FG

Enclosures: Certificate

cc: Senator Mike Green
Representative Ed Canfield
Almer Township Clerk
Tuscola County Board of Commissioners
Mr. Jim Kratz, Administrator, Tuscola Conservation District
Mr. Steve Schaub, MAEAP Technician
Ms. C. Heidi Grether, Director, MDEQ
Ms. Jamie Clover Adams, Director, MDARD
Mr. James Johnson, Environmental Stewardship Division Director, MDARD



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF AGRICULTURE
AND RURAL DEVELOPMENT

JAMIE CLOVER ADAMS
DIRECTOR

September 20, 2016

Ron Sting
Almer Township State Game Area
4017 East Caro Road
Cass City, MI 48726

Dear Mr. Ron Sting:

On May 26, 2016, Mr. Tom Young from the Michigan Department of Agriculture & Rural Development (MDARD) visited your property located at the crossroads of Fairgrove Road and French Road, Caro, Michigan, to verify your operation through the Michigan Agriculture Environmental Assurance Program (MAEAP). This visit was made at your request to complete the verification requirements of the MAEAP Forest, Wetlands and Habitat (FWH) System. Your MAEAP verification risk assessment was completed by Mr. Steve Schuab and Mr. Jason Myers with the Tuscola Conservation District.

After reviewing your Forest Management Plan, including your Forest, Wetlands and Habitat System Improvement Action Plan, and the required components of your Forest, Wetlands and Habitat System, MDARD staff has verified that you have met all of the requirements set forth by the MAEAP Forest, Wetlands and Habitat System at the time of the property inspection.

The MAEAP Forest, Wetlands and Habitat System verification is valid for five years from the date of the site visit. This verification is approved on the basis that you have disclosed to the best of your knowledge, all requested information pertaining to your Forest Management Plan and Forest, Wetlands and Habitat System Improvement Action Plan. We understand that you intend to manage your operation as reviewed and follow the applicable Generally Accepted Forest Management Practices (GAFMPs). Changes in your operation may necessitate a review of your Forest, Wetlands and Habitat System.

Verification in good standing is contingent on updates as necessary as conditions change, as well as, staying in compliance with applicable state and federal laws and following the identified MAEAP standards.

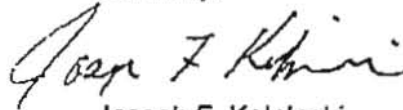
We encourage you to display a sign proudly at your verified site as a sign of your commitment to environmental stewardship and successful completion of the MAEAP Forest, Wetlands and Habitat System requirements.

Ron Sting
September 20, 2016
Page 2

Congratulations on your accomplishment. Your continued participation in MAEAP is proof that the combined efforts of committed individuals, organizations and agencies can foster voluntary change in land-based industries.

If I can be of any assistance to you, please don't hesitate to contact me.

Sincerely,



Joseph F. Kelpinski
Program Manager, MAEAP
517-284-5609

JFK:FG

Enclosures: Certificate

cc: Senator Mike Green
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Almer Township Clerk
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Ms. C. Heidi Grether, Director, MDEQ
Ms. Jamie Clover Adams, Director, MDARD
Mr. James Johnson, Environmental Stewardship Division Director, MDARD