

# POLICIES & PROCEDURES COMMITTEE



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## MEMBERS

*John Lapham, Dawn Bales, Bob Knoblauch*

## MEETING LOCATION

Chamber Room, 2<sup>nd</sup> Floor  
Old Courthouse, 301 N. Main Street, Adrian, MI 49221

**Minutes:** Monday, October 7, 2019 – 2:12 p.m.

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**Present:** Commissioners Lapham, Bales, and Knoblauch

**Also Present:** Martin Marshall, Kim Murphy, Rebecca Borton, and Irv Shaw

### I. Approval of Minutes

*Motion by Knoblauch, seconded by Bales, to approve the minutes of the September 16, 2019 meeting. Motion carried.*

### II. Ready for recommendation

There were no policies ready for recommendation.

### III. Initial/Further Review

**A. Salary Structure Review:** Marty Marshall reviewed the commissioner compensation information compiled by the Michigan Association of Counties.

There are examples of both excess and frugality, but there are also general trends.

He explained how the Lenawee County Commissioner salaries rank when compared to other counties by population, as well as, how they rank compared by tax base.

Lenawee County is considered rural, but with a population and valuation ranking 20th out of 83 compares closer to some of the larger counties.

As suggested, Marty reported on where commissioner salaries would be had they kept pace with the annual adjustments extended to other County employees. By taking the base commissioner salary since they were last set and extending them through 2020 and making the annual adjustment applied to non-union employees resulted in a salary of \$11,135 for commissioners and \$13,919 for the chair.

Ranking comparisons by population and tax base were again provided and reviewed.

Overall, Lenawee County appears to remain in the middle of the pay range among Michigan counties.

Per diems range from \$25 - \$75, with several counties providing no per diem.

Following discussion, the Committee was satisfied with the information provided.

*Motion by Knoblauch, seconded by Bales, to distribute the Administrator's report on the salary findings to the County Commissioners. Motion carried.*

#### **IV. Other Business**

**Next Committee Meeting:** The next meeting of the Policy and Procedures Committee will be held on the third Monday in January.

#### **V. Adjournment**

*Motion by Bales, seconded by Knoblauch, to adjourn the meeting at 2:55 p.m. Motion carried.*

MDM/rdb