

Leelanau County Board of Commissioners
Executive Board Session – Tuesday, July 9, 2024
Tentative Minutes

Proceedings of the meeting are being recorded (audio and video). The video of the meeting can be found at the following link:
<https://www.leelanau.gov/meetingdetails.asp?MAId=2753#video>

Meeting called to order by Chairman Ty Wessell at 9:32 a.m. Today's meeting is being held at the Government Center, 8527 E. Government Center Drive, Suttons Bay, Michigan.

Pledge of Allegiance/Moment of Silence:

The Pledge of Allegiance to the Flag of the United States of America was recited, followed by a moment of silence.

<u>Roll Call:</u>	District #1	Jamie Kramer	ABSENT (with prior notice)
	#2	James O'Rourke	PRESENT
	#3	Doug Rexroat	PRESENT
	#4	Ty Wessell	PRESENT
	#5	Kama Ross	PRESENT
	#6	Gwenne Allgaier	PRESENT
	#7	Melinda C. Lautner	PRESENT

Guests present.

Approval of Agenda / Late Additions or Deletions:

Chairman Wessell said he talked with Rehmann Principal Steve Peacock and that Peacock has a prior commitment he needs to attend at 11:00 a.m. Wessell stated he would like to move the FY 2023 Leelanau County Audit presentation on the agenda after the Administrator' Update. He commented the motion to accept the audit will remain on the agenda as it is stated.

Commissioner Lautner asked if the change will be reflected under Communications, Proclamations, Presentations and Wessell replied that the audit presentation would be between Administrator and Senior Services updates on the agenda.

Chairman Wessell asked if there are any other changes or requests to the agenda?

Commissioner Rexroat stated he would like to request to add to the agenda discussion regarding Commissioner Kramer's status as a Commissioner.

Interim Administrator Lewis explained that will take place at the Special Session meeting scheduled today.

Commissioner Rexroat said he thought the Special Session agenda was in regards to selecting Commissioner Kramer's replacement. He continued that if Commissioner Kramer is not present at this meeting it doesn't matter.

Interim Administrator Lewis reiterated that after this meeting there is a Special Session to deal just with that only and that would be the proper time to have that discussion.

Chairman Wessell asked Commissioner Rexroat if he is comfortable with that?

Commissioner Rexroat replied that as long as it is clear that if there is a determination made that it wouldn't have been acceptable for Commissioner Kramer to have participated in this meeting even if she were here.

Interim Administrator Lewis commented that Commissioner Rexroat could bring that topic up at the Special Session, but she is not here for this meeting.

Chairman Wessell asked Commissioner Rexroat if he would like to withdraw his addition to the agenda request and Commissioner Rexroat agreed.

MOTION BY ALLGAIER THAT THE LEELANAU COUNTY BOARD OF COMMISSIONERS APPROVE THE AGENDA AS AMENDED. SECONDED BY O'ROURKE.

Discussion – none.

AYES – 6 (Allgaier, Lautner, O'Rourke, Rexroat, Ross, Wessell)

NO – 0 ABSENT – 1 (Kramer)

MOTION CARRIED.

Communications, Proclamations, Presentations –

Administrator Update:

Point Broadband Update:

► DCS Technology Design, LLC, CEO Chris Scharrer present via Zoom and updated the Board on the progress of the project. Interim Lewis informed the Board that the agreement between Leelanau County and Point Broadband is still on schedule as of today. Lewis asked Scharrer to follow-up on the performance bond that could be due by the end of the month and Scharrer replied he hasn't seen it.

Commissioner Allgaier gave an update to the Board regarding the progress of Charter Communications and the progress for internet access in Commissioner District six and District seven.

Scharrer explained where Charter Communications are with their funding and progress for activation for internet access in Leelanau County homes that are unavailable through Point Broadband or Brightspeed. He stated there will be around 200 homes that will be left out in the gap between Charter, Point Broadband and Brightspeed, so he has reached out to Agri-Valley Communications, Inc., because the State of Michigan received \$1.5 billion dollars through the Broadband Equity, Access, and Deployment (BEAD) Program to help offset costs to residents. He stated with the BEAD program he will be working with and advocating for Leelanau County to fulfill the gap for residents in the county. The State of Michigan has conveyed with the Michigan High Speed Internet Office (MIHI) and they will deploy funds to achieve the universal availability of high-speed internet across the state.

Leelanau Tower Update:

► Interim Administrator Richard Lewis stated he has reached out to Planner Suzanne Schultz, who he is going to enter into an agreement with to review the plan for the Leelanau Township Tower Special Land Use Permit (SLUP) for up to \$5,000.00. He said the Leelanau Township Planning Commission will be resuming the public hearing after Schultz reviews the SLUP for the County.

Commissioner Lautner asked where the additional \$5,000.00 for the agreement with Schultz will be paid from and Interim Administrator Lewis replied it will be paid from the Tower Fund.

Parks & Recreation – Playground Equipment/Wood Chips/RFP:

► Interim Administrator Lewis stated all the playground equipment has the wood chips in there, with the main project being at Myles Kimmerly Park. He continued that over at Old Settlers Park all the playground equipment had wood chips except for the swing set, so he went ahead and gave authority to TruNorth Landscaping to take care of the swing set after they finished with Myles Kimmerly, since it is just down the road. Lewis indicated the additional cost will be \$1,800.00 extra over the bid that was received, but those two parks are now complete, and any wood chips that are left over will be used as needed.

2% Grant Awards:

- Interim Administrator Lewis explained three of the four grants submitted have been approved:
- Inland Seas Education Association, Tallship Alliance Retrofit for \$15,000.00
 - Leelanau County Historical Preservation Society, two outdoor educational exhibits at the Historic Poor Farm Barn for \$3,680.00
 - Housing North, expansion of the Rental Preservation Program for \$50,000.00

Lewis stated he will be adding the 2% Grant Awards as a Late Addition for the Regular Session on Tuesday, July 16, 2024.

E-911 Public Service Plan:

► Interim Administrator Lewis explained there was a resolution passed earlier this year to adopt and have a public hearing for the E-911 Public Service Plan and since the public hearing has been held and there were no changes, he will be adding as a Late Addition a resolution to adopt the plan at the Regular Session on July 16, 2024.

Leelanau County FY 2023 Audit Presentation:

Rehmann Principal Steve Peacock gave an overview of the 2023 audit financial statements, 2023 Single Audit and discussed the material findings found in the financial statements. Peacock addressed Commissioners and answered questions.

The Leelanau County Fiscal Year 2023 Financial Statements, Leelanau County Fiscal Year 2023 Single Audit Financial Statements, and Leelanau County Fiscal Year 2023 Independent Auditor's Communication with Those Charged with Governance can be found at the following link:

<https://www.leelanau.gov/pages6867722.asp>

Commissioner Lautner asked if there was anything else the Board should be asking Peacock, and Peacock explained that cyber security within county governments is a serious threat. He said the County should have policies, procedures and insurance in the event there is a breach of information.

Chairman Wessell thanked Peacock for the presentation.

Senior Services / Meals on Wheels:

Senior Services Director Lena Vander Meulen, Meals on Wheels Manager Lisa Robitscheck and Area Agency on Aging of Northwest Michigan Executive Director Heidi Gustine were present and gave an update with a PowerPoint.

The PowerPoint can be found at the following link:

https://www.leelanau.gov/downloads/copy_of_boc_annual_aging_update_2024.pdf

Vander Meulen, Robitscheck, and Gustine answered questions from Commissioners.

Interim Administrator Lewis reminded the public there is ballot language in August regarding the Senior Services Millage.

Chairman Wessell called for a break at 11:30 a.m. and called the meeting back to order at 11:41 a.m.

Public Comment (agenda specific):

The following individuals spoke in person: John Popa, Renee Wyler, and Kathy Dawkins.

The written comments can be found at the following link:

<https://www.leelanau.gov/meetingdetails.asp?MAId=2753#handouts>

Commissioner Comments:

None.

Action Items:

Sheriff's Office – RAP Grant: Staff and Commander Reimbursement:

Sheriff Michael Borkovich and Undersheriff James Kiessel were present for the Agenda Item.

MOTION BY ROSS TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO ALLOW THE SHERIFF'S OFFICE TO SUBMIT A RISK AVOIDANCE PROGRAM (RAP) GRANT WITH MMRMA IN THE AMOUNT OF \$3,923.78 TO RECOUP 75% REIMBURSEMENT FOR THE COST OF SENDING SGT. CHRIS BAILEY TO THE MICHIGAN STATE UNIVERSITY SCHOOL OF STAFF AND COMMAND. SECONDED BY REXROAT.

Discussion – none.

AYES – 6 (Ross, Wessell, Allgaier, Lautner, O'Rourke, Rexroat)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Probate/Family Court – Child Care Fund Budget:

Family Court Administrator Cameron Clark was present for the Agenda Item.

MOTION BY ALLGAIER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO APPROVE THE CHILD CARE FUND ANNUAL PLAN AND BUDGET IN THE AMOUNT OF \$802,149.90 FOR LEELANAU COUNTY, FISCAL YEAR OCTOBER 1, 2024, THROUGH SEPTEMBER 30, 2025. SECONDED BY ROSS.

Discussion – Commissioner discussion ensued with Clark and Lewis..

AYES – 6 (Allgaier, Lautner, O'Rourke, Rexroat, Ross, Wessell)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Planning – West Bay / West Shore Brownfield Termination – Set Public Hearing:

Planning Director Gail Myer was present for the Agenda Item.

MOTION BY ROSS TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO SET THE PUBLIC HEARING DATE AND TIME FOR TERMINATION OF THE WEST BAY/WEST SHORE BROWNFIELD PLAN. SECONDED BY REXROAT.

Discussion – none.

AYES – 6 (Ross, Wessell, Allgaier, Lautner, O'Rourke, Rexroat)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Planning – CIP Review and Acceptance:

Planning Director Gail Myer was present for the Agenda Item.

MOTION BY LAUTNER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO APPROVE THE 2025-2030 CAPITAL IMPROVEMENT PROGRAM (CIP) FOR LEELANAU COUNTY AS PRESENTED. SECONDED BY REXROAT.

Discussion – none.

AYES – 6 (Lautner, O'Rourke, Rexroat, Ross, Wessell, Allgaier)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Chairman Wessell asked Myer about items being left at recycling sites and if there are cameras at all locations? Myer answered there are not, and Lewis stated he will be looking into the budget for them.

Administration – FY 2023 Audit Report – Rehmann:

MOTION BY LAUTNER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO ACCEPT AND APPROVE THE 2023 AUDIT OF LEELANAU COUNTY FINANCIAL STATEMENTS OF GOVERNMENTAL ACTIVITIES, THE BUSINESS-TYPE ACTIVITIES, THE AGGREGATE DISCRETELY PRESENTED COMPONENT UNITS, EACH MAJOR FUND, AND THE AGGREGATE REMAINING FUND INFORMATION FOR YEAR ENDING DECEMBER 31, 2023. SECONDED BY O'ROURKE.

Discussion – Chairman Wessell thanked the team and Interim Finance Director Hartesvelt for all the hard work that is put into the audit.

AYES – 6 (Lautner, O'Rourke, Rexroat, Ross, Wessell, Allgaier)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Administration – Parks & Recreation 5 Year Master Plan – Approval of Contract with MCSA Group, Inc:

Interim Administrator Lewis was present for the Agenda Item and Lewis answered questions from Commissioners.

MOTION BY ROSS TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO APPROVE AN AGREEMENT WITH MCSA GROUP, INC. OF EAST GRAND RAPIDS, MI AND THAT THE UPDATE TO THE 2020-2024 LEELANAU COUNTY COMMUNITY PARKS AND RECREATION PLAN FOR 2025-2029 BE APPROVED. SECONDED BY ALLGAIER.

Discussion ensued.

AYES – 6 (Ross, Wessell, Allgaier, Lautner, O'Rourke, Rexroat)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Commissioner Lautner asked for the amount and account number be added to the motion for the Regular Session.

Administration – PACE – Set Public Hearing:

Interim Administrator Lewis was present for the Agenda Item.

MOTION BY ALLGAIER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO SET THE DATE OF AUGUST 20, 2024 AT 6:15 P.M. FOR A PUBLIC HEARING REGARDING THE PACE PROGRAM. SECONDED BY ROSS.

Discussion – none.

AYES – 6 (Allgaier, Lautner, O'Rourke, Rexroat, Ross, Wessell)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Administration – 6 Month Goals / Discussion:

Interim Administrator Lewis reviewed the handout he provided Commissioners.

The handout can be found at the following link: (pages 63-67)

https://www.leelanau.gov/downloads/07092024_packet_reduced.pdf

Lewis stated last month at the meeting when his contract was extended with him one of the discussion items was to setup some six-month goals. He said instead of waiting to have a meeting he has gone ahead and put things together that are on the table that he knows of at this point. Lewis commented that you have the memo in front of you that he wrote and he is looking for support for us to accomplish this. As we know, the primary focus in the next few months is to formally present and adopt the Fiscal Year 2025 Annual Budget, which we know has to get done and the goal is to have the Finance/Accounting Department have it prepared for the Regular Session on September 17, 2024. He explained that when he says "present" it will be to hand over and give a five-minute overview because as board members you have to have time to read it. Lewis said at that time in September you as a board can decide which dates you want to have budget discussion meetings and he reminded the Board that the budget does not have to be finalized and adopted until December.

Lewis said of the six findings within the audit there are four of them that need corrective action and the other two have been taken care of. The finding that deals with grants that Mr. Peacock discussed this morning has already been in the works and a draft copy has been received from the county's attorney where they have incorporated the "findings" and are correcting the policy. He continued that the IT Department has already started on one of the other findings regarding the IT policy and that it will be brought back to the Board for approval. He confirmed the questions regarding insurance for the IT Policy have been asked and is hoping those answers will be on their way soon. The other two findings are being worked on within the Finance/Accounting Department and will be taken care of by December 31st or sooner.

Lewis stated he strongly believes in and changing the Financial Accounting System from the current software to BS&A Financial Software because for local governments it is probably the best program that is out there today. He said the question will be the cost and getting it implemented and he commented he received the cost estimate yesterday, but he wants to make sure it is reviewed with staff, which includes the County Treasurer John A. Gallagher III, Interim Finance Director Hartesvelt and everybody else who wants to be involved with it so that everything is covered. He explained if we make the conversion let's make sure we get what we

desire and what we need to move forward and one of those things is the electronic payroll, because we need to stop the paper flow and we need to get that in there and he knows that is included, as it was the first thing he looked at. Lewis commented the other part of the process is looking into when there will be implementation or when it will be done and BS&A told us they can do the implementation of the software in the second quarter of 2025. He said the other portion of the software is to make sure the County's chart of accounts matches with the State of Michigan by the end of the year because that has to be done before you start the software implementation. His goal is to hopefully bring for consideration in August the software upgrade and have a complete plan ready for review. He did receive a paper copy but he would prefer to have a representative present at the meeting to answer the questions that he has no clue about, so Gallagher, Hartesvelt and whoever else will review it and be present as well.

Commissioner Lautner asked does this program with the electronic payroll mean someone has to put all that information in like the staffing levels, salary ranges, overtime at time and half, and holiday pay? Lewis replied that is what they (BS&A) do because they incorporate all that into it and that is something he is going to have to cover with them. He said that is why their proposal is helping getting all that conversion complete, but not only that they spend a lot of time here. As it relates to the training, that needs to take place for the utilization of it and when he was with Suttons Bay Village when they made the transition to BS&A, he watched it all taking place, while being impressed with their training and who they brought in. If Suttons Bay Village needed more training, then they came back and sat with them and worked with them more. Lewis commented he has been in a number of places and Traverse City has gone through a conversion, and every place that has gone through this conversion says it is the best thing that has ever happened to them.

Lewis commented the other big thing coming down is that sometime in November we will need to do some orientation with newly elected officials and you will be going through your appointment process for commissions and committees. He said he put in the memo the second week of November, but that was because he was being very ambitious that the certification of the election would be completed by that time, so it will most likely be December. He would like to see the topics for the orientation be the Open Meetings Act, Freedom of Information Act, major County policies, legal counsel and the County Clerk and others are going to be here to help with that orientation to make sure everyone is on the same page. Lewis said there will be at least three new Commissioners elected in November.

Commissioner Ross requested for the orientation that Board goals, mission and objectives be added to the list of topics.

Lewis commented that sometime back there was a Leelanau County Facilities Study and there are a lot of items in here that need to be addressed and looked at and he also can incorporate that study that was received from Michigan Municipal Risk Management Authority (MMRMA) because he would like to go through it and make sure we are all good with this and what needs to be done and what doesn't. A goal that he has given himself is to work with the Parks & Recreation Commission to help assist with better coordination with County processes and with this Board. Lewis stated he doesn't feel like it is working well and we all recognize that it can be handled better, so you may be seeing future recommendations within the budget that he hopes the Board will give some consideration to, but he doesn't have all the details quite worked out yet.

Lewis stated there are five union contracts that will need to be completed because they will be opening up in the fall for negotiations. Fortunately for him, one of his concerns he had was he was going to have to be the lead, but he does not. He said it isn't that he can't do it, but at 20 to 25 hours he can't do that and everything else. By that agreement with legal counsel, they will take the lead, but we still need to be ready to help and to be a resource for whenever they need that. Lewis continued that there are some items that prior Human Resources Director Heather Cade has indicated on some of the contracts that need to be looked at.

Lewis said some of the other ongoing projects that are on this list are the façade repair, which we are waiting on the RFP. The Leland Dam hydraulics systems upgrade is in process and there is an RFP being developed. He explained that he will never apologize for getting an RFP because this Board has objectives and goals and this project could cost up to \$50,000.00, which is a sizeable amount of money, and just walking in and doing it without a design or expectations is not a good idea without going out for bids. He said there is currently not an engineer on staff so requesting the design is very important and Mr. John Popa assures him they have all the information he will need and this comes down to the Leland Dam Authority making the recommendation to the full Board. Lewis confirmed the asphalt and sealcoating repair project has started on the parking lot and will continue through completion hopefully without too many interruptions. He said the Solar Panel Project information should be coming back with a determination sometime in late August to early September if the County will receive those funds and there is a 45 day turn around and the State of Michigan has not even drafted the contracts the County will have to adhere to be adopted and looking at some of the guidelines there will be some questions that will need to be resolved on how we will do that. If the Solar Panel Project comes through, it will be fast and furious. Lewis commented that with the Leelanau Tower if the SLUP gets approved by the Leelanau Township Planning Commission, then there will need to be updates with the vendors because it has been quite some time and most likely there will be a cost increase, but he hopes it is nothing major. He explained there was a major down payment for 50% of the tower, so we are going to want to get that done.

Commissioner Lautner asked if they are going to honor the down payment on the tower? Lewis replied that when the County entered into the agreement, whenever that was, the agreement stated 50% was required. Commissioner Lautner asked if it is the same vendor we started with and Lewis replied he believes it is because he is not backing up on this. Commissioner Lautner asked Lewis how long this project has been in the works and Lewis replied that he will look into that and get back to the Board. Lewis continued that during this process Leelanau Township was originally filing the Special Land Use Permit (SLUP), but in April the Board learned that did not take place so he went ahead and had Executive Assistant Lauren Cypher and Emergency Management Director Matt Ansorge file that to get the process moving again. Lewis stated the County does have a consultant handling the Point Broadband project but he is trying to pay attention to the agreement, where we are, and when are we getting done because that is a major project. He touched on the Old Settler's Park easement and that it will be something he will continue to work on. Lewis said that one of the owners that started this whole thing wants to setup a meeting and wants to have a conversation and see where everyone is on the topic. He is looking to get a fair price because he has made it clear that is what the Board will want to see is to get some compensation that could be turned around and dedicated to Old Settler's Park, which we all kind of talked about.

Lewis commented now he is going to get down to what he considers the “Elephant In The Room”, the staffing. He said one of the things that is still out there that the Chairman of the Board and Vice-Chair are dealing with when they talked about the salary arrangements for the Deputy County Clerk, which they felt was fair and equitable, there was an understanding that we would work with the Chief Deputy Treasurer and Chief Deputy Register of Deeds to work out the arrangement with their two deputies so we need to complete that by a certain date.

Commissioner Lautner said so what you want to do is discuss the County Treasurer, the Register of Deeds, the Chief Deputy Treasurer and the Chief Deputy Register of Deeds compensation but what she is not understanding is why just them?

Lewis replied in other words those are the only three major deputies you have in County government. He said there is a Chief Deputy County Clerk. Lautner commented that the Chief Deputy County Clerk isn't mentioned in the memo. Lewis responded that is because the Chief Deputy County Clerk has already been resolved.

Commissioner Lautner commented the memo states “organize discussion for compensation”, so if we are going to discuss compensation are we at that time going to discuss all the positions?

Lewis replied the position with the Chief Deputy County Clerk has already been resolved by this Board. He said he thinks the Chairman and the Vice-Chair brought a recommendation back to you and it was adopted or how did you do that because he doesn't know.

Chairman Wessell stated this Board adjusted the Chief Deputy Clerk last year.

Lewis continued that this Board has already done that, but the other two Chief Deputies have not been resolved.

Commissioner Lautner stated she doesn't believe that is correct.

Lewis stated it is correct.

Chairman Wessell said it is kind of correct and kind of not, but we said last year when we did it was that we had to adjust the Chief Deputy County Clerk because of the overtime the previous year by State law. He continued that we weren't going to adjust anybody else but we would look at those three for consistency in the 2024 budget.

Lewis stated that is what we are working on.

Commissioner Lautner requested if that is going to be looked into then it should be done by the full Board.

Chairman Wessell agreed with Commissioner Lautner.

Lewis stated everything has to come back to you for approval.

Commissioner Lautner stated within the memo it makes it sound like you are going into negotiations with the Chair and Vice-Chair. She asked is that what you are doing?

Chairman Wessell replied no, and Commissioner Lautner stated she is just reading.

Lewis stated that this is the way he understands it.

Chairman Wessell said he will tell you that both the Chair and Vice-Chair separately expressed that this needed to be on the agenda.

Lewis stated if he said that incorrectly he will but someone has got to have the discussion.

Commissioner Lautner stated that the portion of “organize discussion for compensation” with the Chair and Vice-Chair, so that we as the County Board will we be discussing that at budget time? Isn't that when we discuss those things?

Commissioner Ross stated we promised to do that.

Lewis stated he will continue to work on that and he understands what Commissioner Lautner is saying and it may be just him having that discussion and he brings it back, but he doesn't know how you want him to do that.

Commissioner Lautner said she hasn't been having private conversations with you, so is that something we all need to do is go in and have private sessions because she is trying to operate as a team and a board.

Lewis commented that is what he is trying to do here.

Commissioner Lautner stated then this is just a misquote.

Lewis stated with the Human Resources position he is still looking to fill that position. He said he has had a conversation with an individual yesterday that maybe willing to assist us in the short term, but that conversation is still going on. Lewis continued that he has reached out to two firms that can give us support and they are busy enough that they do not have the capacity in order to assist us. He commented there is another individual that he has spoken with that salary wise they would take a cut, so there are still a lot of things that needs to be worked on. He said he would like to acknowledge Heather Cade for leaving great instructions on what needs to be done for the day-to-day. He continued that one thing he can assure you is that all positions that were vacant are filled and the only position is the Account Clerk that hasn't been filled.

Commissioner Lautner commented that before we go outside of this building to pay for Human Resources expertise, we do have a lot of historical knowledge in the County Clerk's Office that ran HR for years. Lautner stated that while we setup a separate HR Department she wants to make it clear that it wasn't because there was anything not being done correctly.

Lewis acknowledged that and he is not assuming that was the case at all.

Commissioner Lautner continued that as long as we understand that she thinks there is expertise that can be tapped into without going outside and paying for other professional services.

Lewis replied, maybe or maybe not. He said there is day-to-day stuff, but they aren't being paid a stipend for that at this point that's according to Board motions.

Commissioner Lautner said she understands but she thinks it is like for simple questions.

Lewis continued that if it is simple questions that they do that now. He said the expertise that he has had the privilege of experiencing out of the County Clerk's Office has been nothing but positive and nothing but working with us. He clarified that what he is saying is going day-to-day there maybe a few things that we have to deal with, but they have kind of a busy job coming up for the next four months called elections and so let's not overwhelm them anymore then we have too. Lewis stated it is the Administration's responsibility to complete this.

Chairman Wessell stated he would like to piggy back on that because Commissioner Lautner he is guessing is suggesting changing the arrangement and what was approved as a Board. He said we approved as a Board a separate HR Department and he hasn't heard any discussion other than Commissioner Lautner to suggest we wouldn't do that.

Commissioner Lautner replied to Chairman Wessell she is not suggesting we change our course and, in the memo, it reads that Lewis is looking for an HR Director. Correct? Lewis replied, yes and Lautner continued that yes, Lewis is going to hire an HR Director, but, in the meantime, before we spend County dollars out there that if it is anything that can be answered in house than have it answered in house.

Lewis replied, always.

Commissioner Lautner thanked Lewis and she also thanked Chairman Wessell for making sure we got that clear because she would not want to be misunderstood on that.

Lewis explained that Maintenance Director Jerry Culman has submitted his resignation for retirement January 2, 2025, and there have been questions out there as it relates to do we change to a Director of Facilities, which he uses that title because that is what Grand Traverse County uses, but the real question that he needs to hear input on and if you can't give today then you can supply it to him another time is, what is it that is needed that is not being provided now? Lewis continued that he knows Mr. John Popa has shared with you his opinion, but that was Grand Traverse County. He explained if you were to look at the facilities that Grand Traverse County has with their parks and the realm of stuff they had to undercover and the staff they had to support underneath it he understands that, but here you have two buildings, a veteran's memorial, three parks and a dam, so what are we missing. He stated that what you have now in your Director is management of a union contract (employees), and a working supervisor that goes out and does some of those things. He said the Director may not be an expert in all of it, but you have D&W Mechanical who knows more about the building than anyone could possibly hope to know and it may be the best \$90,000.00 you are spending. Lewis said he got a new heat pump so that now his office is not a sauna bath but that is ok and he is just saying that these are things that need to be worked out. What is it that you feel, and he has heard from bits and pieces, that you feel is different. Lewis continued that it is not a bad idea, but what is it that you are hoping to accomplish. If we are trying to compare to what is in Grand Traverse County, that is a whole different program and a much different program. He said the salaries will be higher

than what you have right now and if you go with wanting an engineer that salary will go even higher.

Commissioner Lautner asked when does Lewis want to have that discussion?

Lewis asked, when do you want to have it?

Commissioner Lautner replied, right now. She continued that she thinks we should look for someone trained in facilities management, which is where she is coming from. She said if this person says we have this façade falling apart but there isn't an engineer on staff then we can hire an engineer much cheaper than trying to find a manager that can do everything. Lautner commented they may not have an expertise in the parking lot pavement, but they sure can hire people to do the work. She said we need a manager that oversee everything from something as big as the bricks falling to the ground up to countertops peeling and falling off in the locker room and everything in between. She would like to see someone here to manage it all, but not necessarily be the end all.

Commissioner Allgaier said she would prefer to have Lewis do an assessment, since he is here working and see what we need.

Lewis said he can do that and will report back.

Commissioner Rexroat stated he does agree with Commissioner Lautner on the issue and he thinks we end up with holding spots to vendors that there is no way to know if we are getting the best price. He said he has lived in this business for thirty some years and he knows how things work and we need someone to have the expertise to discern what is really needed. He continued that it seems like we kind of pay D&W Mechanical to be a quasi-facilities manager and having sat through several meetings and hear input back from them on these facility issues, but it puts us in an awkward spot if the expertise is coming from the vendor we have hired to do the job. He wants to feel comfortable with right oversight. Rexroat said you can't be an expert in everything, but we need someone who has had enough experience to say no that requires another opinion and be able to give us full advice. He commented if the money is being spent and he thinks it could probably be reduced because the comment about the heat pump, yes, that was D&W Mechanical, but it was not done out of the \$90,000.00 year contract and we paid them individually for that heat pump. Rexroat commented that is just another function we are paying them every year \$90,000.00 for and again, he has nothing against them and has worked with them all his life, so it's just he thinks we need the expertise.

Commissioner Ross stated as a member of the Leland Dam Authority, member of the Parks, Recreation, and from working in this building for many years she has a perspective on this and she absolutely 100% wants to see a facilities manager. She said the assets that we have in this county deserve a level that matches and she agrees with what has been said so far it is getting more complex all the time. She commented that Culman's institutional knowledge of 44 years can't be replaced so if we are going to replace him then we have to find someone with a level of experience coming in, which will make it a hard position to follow, but she thinks we will need to set it high in order to continue on a path that feels comfortable for all of us.

Lewis stated he has had the privilege to view all three of the separate parks, Veronica Valley, Old Settlers, Myles Kimmerly and Poor Barn and he believes they are all very distinct in their own ways. He said it feels like there is a missing link and it feels like we are missing something. He commented the crew does a great job, but it makes it hard to go back and forth and the crew can't be the voice that speaks for everyone. Lewis said he is hoping to evaluate the staffing and still have three people, but with a greater attention to the Parks and Recreation budget he will bring forward what he hopes will be a solution.

Commissioner Ross asked when does Lewis think the Board will make that decision? Lewis replied that you will get it sooner rather than later and he will let them know when he puts all of his thoughts together. Lewis said he and the staff will sit down and bring everything back to you is to make sure he is on the same page. He commented that one of the things is that he does have a copy of the Grand Traverse County job description, which he thinks is more than what is needed here. He may need some outside help to put that together so we can get it the right way. Lewis said there are people that can do this the right way, such as the Human Resources companies he has reached out to as consultants.

Lewis stated now is the time to get to the "Elephant In The Room", and it is nobody's fault and it is where we are today in his humble opinion. He said first of all and say it out loud, that it is not the what that took place three years ago it is the how and the process of bringing it in here just sucked, he is just saying. He continued it was just not done in a proper manner and he is not faulting anybody, he is not blaming but it seems like it burdens us and stays with us for a long time. Get rid of it! Own it! It happened and we are moving forward, unless you want to change something, which he doesn't get the sense of then this is what we are going to do. What you want to do with your next administrator or what next title you want to give that administrator that is fine and you can put CFO or king of cards, whatever title you want, the administrator is still held accountable because the key word is administrator. Under the Finance department as desired, under the job descriptions, the administrator is held accountable for everything that happens and the administrator comes to you and is accountable for things that don't work. If you have a bad audit because of something your Finance Director did, the administrator is going to be held accountable at the end of the day that is how that works. Lewis explained to the Board that it is not different then when he didn't get on the agenda that two commissioners needed to represent the full Board and attend a mediation session this past Monday. He said he isn't going to be perfect and he missed a deadline, and he shouldn't have, but that can or will happen sometimes because nobody, not even him, is perfect.

Lewis said what he doesn't know and has gone through the resolutions that Commissioners have, and he wanted to put them in with memo, but are you delegating that responsibility to the administrator to make a permanent position and to set that office up right? Last month Commissioners have created a department and put the Finance Director back under the Administrator, but are Commissioners ready for him to move forward with the next step because that is to make someone permanent. Lewis said he will be straight up and if you say yes, then he will be appointing Cathy Hartesvelt. He explained that not only does she have the experience of everything that happened in this building, along with experience in this County, she was an Account Clerk, Assistant Finance Director, Interim Finance Director and she has been doing this for almost two years and she knows what is happening inside this department

Commissioner Allgaier said she has a question and needs to clear up a misunderstanding. She said she understood at one point that you (Cathy) didn't want to do an automation or conversion to BS&A Software has that changed?

Lewis replied to let him get through because he doesn't think that is correct. Commissioner Allgaier continued and said because if she can dismiss that, then she is all for it.

Lewis stated he has talked to Hartesvelt about that because he has heard that to and Hartesvelt can correct him, if necessary, he has asked that question to her and he stated she told him that she wasn't ready to jump at the point because everything that needs to be done and the second thing is the timing. He stated he thought the timing would take a year and half, and she was pretty busy trying to work on getting an audit done and getting the figures done. He commented that now that is all taken care of he has specifically asked her and she has said she has no problem with it and the timing, because that is why we got an update, but there are things that have to be done to complete that. Lewis requested Hartesvelt to the presentation table with him.

Commissioner Allgaier reiterated that if her information was all wrong, then she is all for it.

Commissioner Lautner asked it is up to us is it not? Lewis replied that it will be. Commissioner Lautner asked we make that decision?

Commissioner Rexroat said well... yeah, but he would like to know how.

Commissioner Allgaier stated it is just a recommendation.

Commissioner Lautner said she is talking out the BS&A Software because if we make the decision to switch to BS&A Software then move to it, whether the County Treasurer likes it or whether the Finance Director likes it because it is a Board decision.

Lewis said he will be bringing the BS&A Software proposal to you.

Hartesvelt stated there have been some brief discussions and that a lot of this is still hot this morning for her, and she has worked with BS&A Software and has experience in it. She said she thinks there is a lot of discovery that has to happen before we know that is going to be a good fit for us because we just started discussing this. Hartesvelt commented the timing of it needs further discussion because she knows they are a busy vendor and it is possible they are booked out 18 months, from what she has heard, and there is a new number that Interim Administrator Lewis found out this morning. Hartesvelt continued that with her own thoughts she is not a fan of any software changes mid-year and said she thinks if you are going to do a software change it would be at the start of the fiscal year. She stated it wouldn't matter which new financial software you were selecting because she wouldn't want to implement it mid-stream and she and Lewis have not discussed that.

Lewis stated that if you want it done, that this is when they will do it.

Commissioner Lautner said it could end up being further out, because if it is 18 months now then you can also say 20 months or longer.

Lewis stated the information he has states BS&A can start in less than a year from now.

Commissioner Rexroat said he would like to make a finer point if he could for a moment, because the discussion if it is BS&A Software or not and obviously, the decision hasn't been fully the front of the matter, is that the Rehmann report told us and we should be implementing some modernization of the financial/accounting system. He stated he doesn't know if it will be BS&A but to clarify for what seems to be Commissioner Allgaier's problem, and yes, we are going to be in charge of that, but it will not be fully functional if we have a finance director who doesn't really want to do it. Rexroat commented he is not saying that is the case but really seems to be the question that is being asked. He asked Hartesvelt, "Are you fully support of the modernization of the financial/accounting department with some chosen software at the proper time?"

Hartesvelt replied she can get on board with that as long as there is a thoughtful plan, which means we need to have a plan.

Commissioner Allgaier agreed.

Commissioner Rexroat stated he was trying to drill down on the question and Commissioner Allgaier said thank you and that was her only question.

Lewis said that is why you are not receiving the proposal within the memo for today, because he just received it on Friday and needs to meet with parties that will be dealing with the implementation of it and make sure we can do X, Y, & Z. He commented, do we have the components to that plan? What we want to have in that plan? Is there something else we want to add to the software? He stated that all he can tell you is that he has a preliminary number and he has a preliminary date, so now if you want to say to pay extra and start in January of this upcoming year, then he thinks, like most contractors your, price will go up and it could be done. Lewis stated these are some of the questions and as your staff, we will be bringing back to you answers of what we will be doing and what we won't. He informed the Board that he is a proponent of BS&A because he has seen it work. Lewis said he and the future finance director will work out the details that you won't want to see in the back room and there could be some arguing, but that is ok because he has to rely on those people who know more than him.

Lewis stated he believes that Hartesvelt has the experience and that she has relationships throughout this building, some of them could be improved, but who doesn't and she is someone who doesn't have to work to get to know the people or the building. He continued that the next step is to get rid of the dirty word of "stipend" and let's be honest about it because if we are going to do it, then we move forward with it. Lewis said at least what he has experienced with the Clerk's Office is that we want this issue over and done with it. The decision has been made and do you want to change that now, if not, then we are going to move forward with it and he is recommending that and move forward with that. If you do that then he will be making an offer to Cathy Hartesvelt, which she has told him that she would like to do it, he asked her two weeks ago and asked for answer, but requested that she needed to give it some thought first. Lewis continued that Hartesvelt knows what the world is like, she also knows what the environment is like and the concerns, but are you better off being the Assistant Finance Director or Finance Director? He said Hartesvelt, more than he does because he just has the highlights and, if she accepts the Finance Director position, he is going to cease the search for the Account Clerk because he doesn't feel the position is needed. Lewis thanked the Board for giving them the item

on the Non-Union Wage Schedule so that we could bring in some expertise, because the person filling that slot for two days a week has helped out the department immensely. He is looking to keep that person on for the two days a week until the department is staffed with both an Assistant Finance Director and a Finance Director. Lewis explained the department needs to have a minimum of three employees so there is oversight because right now we use the Clerk and Chief Deputy Clerk for dual control purposes or the “gut check”.

Lewis stated that when it comes to the stipends, the question he still has to come back to is action that this Board made, what is the plan, are we doing the plan he outlined, and is the Board authorizing him to move forward because he doesn't know.

Chairman Wessell stated he would like to suggest because there has been a lot of information on this that he would like to start with each commissioner and have each commissioner give their reaction to what Lewis has said so far.

Lewis said let's talk about this because the stipends and the Finance Director position are two separate issues, but they are tied together, whether you like it or not they are tied together for now.

Commissioner Rexroat asked Lewis what is his plan there because you outlined all the other plans, but you haven't come to us with that plan.

Lewis said Okay, then let me finish that, because we all know the stipends need to leave and go away and pretty soon if he appoints Hartesvelt. She will need to start standing on her own two feet by herself and do that. He stated she may continue to ask questions about the history of how things got here or not got here, but the more time passes the less the history matters. Lewis stated all he cares about is last year's audit and this year's budget, which the audit is now history and he needs to make sure we don't repeat some of that. He commented the budget will be more important to him right now, between now and then, and we will probably be going to need some of that assistance. His suggestion to Commissioners, because you didn't put a date in the motion that was approved in April of this year, that he is telling you if you can allow the stipends to continue until the date that we present the budget to you in September then they will be good to go and are prepared to stand on our own. Lewis stated he doesn't know about anybody else but he is going to recommend because if we don't get there, this elephant doesn't leave the room, so just get it done and be done with it.

Commissioner Rexroat asked if the FY2025 budget will be presented at the Executive Session on September 10, 2025?

Lewis replied, no, it will be presented at the Regular Session meeting on September 17, 2024, because it is only one more additional week and it gives them time to finish the budget. He continued that September is not the busiest month here and he already has informed them that he will have family here and has made it clear he will be off for one week.

Commissioner Rexroat said so instead of tying it to a thing it will be tied to a date, which will be the second meeting of the month in September.

Lewis confirmed that will be the date that he is certain that he is recommending to you that we would do this.

Commissioner Allgaier stated there is usually a series of meetings on the budget, so we will be doing that in August?

Lewis replied, nope.

Commissioner Allgaier continued because she noticed on the memo that you said December, but traditionally we have the budget done by October and she is very uncomfortable leaving it until December. She said because that has not been protocol and December is a busy month and she will be gone from November 20th to December 6th, and she missed her May vacation and she is not cancelling another one.

Chairman Wessell said he thinks that Lewis is saying that he wants it done by the Board meeting in September.

Lewis clarified that he won't be presenting the budget to you until the Regular Session in September. He continued that he wouldn't mind if after the presentation that you adopt it in October or November.

Commissioner Allgaier stated we usually have four or five meetings and when would we do those.

Lewis said he hopes we don't have to have that many meetings. He commented that it is up to you on how many meetings you need to go through the budget because it isn't like it is your first one and you know what you want to look at and what you don't, so we will try to do this a little differently.

Commissioner Rexroat said he thinks the process could be streamlined.

Commissioner Ross said totally and we don't need as many meetings like we did last year.

Commissioner Allgaier stated this process has been done the same for years and if we are going to change it then that is a change that needs to be discussed.

Lewis said that is a change you can talk about when he presents the budget to you and your budget will not be presented until September.

Chairman Wessell said Lewis has presented quite a bit on the finance, the software and the budget but he thinks we should hear from each commissioner and let's start with Commissioner Ross.

Commissioner Ross said she has a question for Hartesvelt. It has been two years that you have been Interim? Hartesvelt answered she had been appointed as Interim in December of 2022. Commissioner Ross said she wants to feel very, very comfortable that the stipends are no longer necessary and you are day-to-day able to do what we are asking you to do. Ross stated there has been some discussion about that over the months and years or the 18 months that she

herself has been here and she hasn't sensed from you (Hartesvelt) that that has changed, but you are at a point, sounds like with your discussions with Mr. Lewis that you are ready to tackle this, take leadership and really show us a new path that we are asking you to take.

Hartesvelt responded she has been here through all of this since 2021 in one capacity or another and she realizes that a Finance Department has been established and the staffing level to handle the County finances. She said she heard "let's not recreate the wheel" and that we are just putting new people in charge. Hartesvelt stated the stipends are classified by her as a retainer like in the case where there is a retainer with the County attorneys, where they are called when necessary or even the auditors so she then has the ability to call upon the County Clerk and Chief Deputy County Clerk for assistance; however, because we don't have a fully functional Finance Department, we then have a dual control issue that the auditors expect. Hartesvelt explained that if she was doing all the work that she has been doing it does need to go up a level for review, reconciliation and approval and if you don't have that and you only have one person cranking out the work and it is not reviewed it will be reflected in the audit. She continued that when this department is staffed and functioning with implantation of policies, procedures and mechanics she will then transfer a majority of her day-to-day to the Assistant Finance Director to handle; therefore, giving her the ability to sign off their work. Hartesvelt explained if the department does not have the hierarchy supervision that is needed then your conversation with Rehmann Principal Steve Peacock will be very different or it will go down the same line, which he has said for two years in a row now, there is not enough staff in the department.

Commissioner Ross stated she does get that logistics and that control. She said what she is asking you (Hartesvelt) personally, this is what you want to do? You are the person that we should hire as the Finance Director to carry "us" forward with BS&A or whatever it is? Ross commented that she just hasn't heard that from you (Hartesvelt), so she would appreciate just being 100% sure.

Hartesvelt replied that she thinks that idealistically there is a plan that people see. The implementation of that plan, when you are the boots on the ground, is different. She stated she is the boots that know how long things will take and she has no problem with a goal, but she can't sit here and say she will have you in BS&A in one year, because she just can't say that as she has not interviewed with BS&A, she has not seen their payroll program, she doesn't know the implementation of it to switch over and we have the chart of accounts that needs updating. Hartesvelt explained that the current chart of accounts is fine right now and she has not had any discrepancies with filing the F-65 with the State of Michigan, but if you are moving into new software, the chart of accounts will have to be done before you do that. She clarified that within the last 24 months working for Leelanau County in this capacity she has not done a chart of accounts switchover and this is not something that she can tell you she has experience in and she will need to learn, which means there will need to be an awareness that the Board has to have.

Lewis stated if we don't start pushing it, we will continue down the same path.

Hartesvelt clarified the chart of accounts has been kicked down a bit because of the transition and lack of staff.

Commissioner Rexroat thanked Hartesvelt for all she has done and said as far as your (Hartesvelt) qualifications he has no doubt about it. He stated he has had some of the same concerns that were expressed by Commissioner Ross as to your commitment to the situation but you have told us you are, so he wants to take you at your face value there. He continued that one of the things coming to an end that he wants to ask you (Hartesvelt) and he actually wrote the date because it isn't just until a thing, it is actually September 17, 2024, which is the date of our full meeting in September so that is the date he would expect the stipends to end. Rexroat asked Hartesvelt if that seems realistic to her? He said again, honest answer?

Hartesvelt replied that she wrote down some thoughts and one of those is a continuation of the retainer through the approved budget and not just the presentation of the proposed; however, that will be a call Interim Administrator Lewis will make because she doesn't have control over that.

Lewis stated he is not changing his recommendation at this point other than it may have to depend on the hiring of the Assistant Finance Director.

Commissioner Rexroat commented that will be done with all haste.

Lewis continued that if he has the "go" to start moving it then we will have a request out by the end of this week to start advertising. He stated it will be up to Hartesvelt as the primary lead and he will be involved in the interviews, but the final decision will be on Hartesvelt for who she wants to put her trust and faith in to get this accomplished because she knows more about accounting than he does.

Commissioner Rexroat stated that Hartesvelt does a great job and you have done it for us, helped us through, and saved us, but he thinks in his mind he supports it with the September deadline for the stipends. He said at some point this has got to end and it's not really that the Clerk's Office isn't giving great help and assistance and he appreciates what they have done as well, but at some point, we have got to drive a stake in the ground and these dates are going to be based on a thing, is based on a thing and based on a thing that doesn't end it either. Rexroat commented that he will be coming back around with a whole different tone September 17th if things change. He said based on the plan you are presenting, with date being a hard date, and he believes Hartesvelt is committed and he believes she has the skills to do it he would support his path based on those criteria.

Lewis stated that he and Hartesvelt may have some differences, but he believes that if we have a prepared budget handed to you with everything in it that may need some minor changes and that everything we need to have is in that budget with just some small changes overall. He said hopefully we will have the capital projects stuff lined out for you it will then take the month of August and September to do that, which is his opinion.

Commissioner Allgaier said she is glad that this can be resolved and she fully supports it. She stated that part of the reason we were in holding pattern was because we thought we would be hiring a new Administrator this summer, but since we have delayed, she doesn't think we can delay giving Hartesvelt this position. She commented Hartesvelt has worked really hard, bailed us out countless times and so she appreciates that and thanked Hartesvelt. Allgaier stated she is uncomfortable with how hard and fast we want the stipends to end on a specific date and she

trusts and sure doesn't want it that we have had so many dates in this process over the last two and half years and we keep going with "our" dates and instead let's go with Hartesvelt saying "I am ready and I no longer need this help", because she trusts that Hartesvelt will do that. She explained that she does not want to leave Hartesvelt in a lurch because we created a date and she said she does like goals but it depends on if you can hire somebody and get them on board and get yourself fully functional. Allgaier commented she fully supports this move and thanked Hartesvelt and Lewis for moving forward with it.

Commissioner O'Rourke stated that we charged Mr. Lewis with doing a couple items, like getting the Finance Department straightened out and to get the HR going and he thinks Lewis has done an excellent job. He said you (Lewis) are dealing with seven different people here, obviously, and probably lined them all up like playing mind checkers but keep doing the job you are doing and that he has no problem with Hartesvelt dropping his papers off at his "office" down at the Traverse City Holiday Gas Station, which he said he is thankful for and believes in hard copies.

Commissioner Lautner said her thoughts are yes, most definitely and that she feels like Hartesvelt deserves the position as Finance Director and it is something we should have done a long time ago. She commented the stipend or let's call it a retainer or whatever it is, she knows there is a lot of pressure to get rid of the stipends and that certainly was the intent, but the problem is a timing question. She continued that at one time we were saying we were going to have a CFO, and so she is asking herself, why were we going with a CFO? We were going CFO because we wanted our Finance Director to be under the expertise of a CFO for that dual control and right now, she doesn't know where we are going with that. Lautner stated that if we do not have a CFO then it may just take a little bit more time and we can say it's ok to look outside, but if it is something new coming down the line that needs that dual control if we were to look outside to a vendor what is that going to cost. She said her guess would be the cost would be quite a bit more, and currently what we are paying for is years of experience, and she would guess nothing interior staff has not dealt with. She commented that if she thinks back over the last couple years of all of the errors made, and some of those dealing with employee issues and them trying to retire as there have been a lot of missteps, a lot of errors, mistakes and we heard it in the audit, because we are just not using the expertise we got and she feels that is really important. Lautner stated she doesn't know if she can agree to a hardline date and it should be a hard goal, but we just need to answer the question as to who will be the dual control. She continued that it will certainly cost less because we are spending less than what a CFO would cost us and we know what we were looking at there. Lautner said she agrees with Commissioner O'Rourke that Lewis is doing a great job and let's keep going.

Chairman Wessell said he would like to weigh in here too and he also appreciates what Hartesvelt has done and he appreciates what the County Clerk's Office has done and also for Lewis brining us a plan. He stated he is seeing finally a possibility of moving forward and being done with this and he likes what Lewis is presenting and he would love for Hartesvelt to be the Finance Director. He commented that if Hartesvelt has an Assistant Finance Director, along with the Administrator, we then would have triple control and that solves that problem. Wessell continued that the only thing he differs with from some of what he has heard is that he believes there needs to be a fast goal and he is glad that Lewis is not changing his recommendation on that because we will be ready for when you (Lewis) present the budget to us. He said he thinks there are two things we need to do, which is to officially approve this next Tuesday but we also need to have some discussion with this group on the budget process because he hears different

views on how we are going to do that. If we are changing from how we did it last year, which he wants to and some of you do, then we ought to have some discussion about the time table for that and what input do commissioners have in giving Hartesvelt and Lewis before the budget gets put together. Wessell said the second discussion we need and he has heard from a couple of you already is to talk about how we want to define or redefine the Administrator position when we go out for a search, once Lewis finally gets tired of us. He commented that the discussion should be soon on the budget time table and the Administrator search time table, because we did agree as a Board that we didn't want to wait until the end of year to do that.

Lewis stated that as it relates to the budget that he will have that discussion added to the Regular Session on Tuesday night where he will share a prepared outline and timeline for review.

Commissioner Lautner clarified that through the budget process she would like to see what the department requests will be, all staffing levels, other funds, revenues, what pay increases are built in and extra MERS.

Lewis replied it will all be built into the budget and he will have a recommendation and he wants to try to build something in for all of that in the next two months.

Chairman Wessell requested a motion to move this to the regular session.

Commissioner Rexroat stated he would like to move this as a Late Addition for Regular Session and Lewis said he is just going to add it to the agenda and commented there is no action to be taken here. Commissioner Rexroat asked Lewis if he will have a written plan for us?

Commissioner Ross asked if we are set on the September date for independence for this Finance Department?

Lewis stated he will have that question on the agenda for next week.

Commissioner Ross asked if it will still be being discussed at that point and Lewis answered, yes. Lewis continued that it may be after he talks with Hartesvelt there may need to be more discussion.

Lewis said as it relates to the appointment of the Finance Director, he understands that authority rests with your Administrator only and Lewis received Commissioner consensus that statement is correct.

Commissioner Allgaier added that Lewis can now search for Assistant Finance Director.

Lewis confirmed that all hiring falls underneath the Administrator in Administration. He continued that he would also like to say one thing about the County Clerk and the Chief Deputy County Clerk, he considers them nothing more than professional and they have done nothing with him or in his interactions with them, we haven't agreed on everything, but they have been professional up and above board. He said he can tell you they want this resolved too because they are getting just as banged up just as bad as you are getting banged up over this whole thing and it's the "Elephant In The Room" that doesn't want to go away. Lewis said until it gets resolved it is not going away and you can take his advice or not because he is just one of those short timers with

you, he is just telling you what he is hearing, feeling and believes, which he could be totally wrong, but they don't deserve the hits they have taken, and you don't deserve the hits you are taking, which is his opinion. He continued that what happened three years ago should not have happened and he isn't saying the outcome shouldn't have been the same because that is not the issue, but it is how it got started. Lewis said he personally apologized to the County Clerk especially when these things happen when you are on vacation. He commented that as Captain Hook said to Peter Pan "bad form Peter", "bad form", that is his opinion. Lewis's goal here is, as you saw in the memo he talked with the Elected Officials, because they were concerned about moving forward and to get this off our backs and it isn't sitting out there. He said they were in concurrence that this needs to move forward and everyone in this building is being treated with respect, dignity, patience and charity including all of the Board members. The reason why this is here in front of you (the Board) is because he was getting a piece of advice from one, then another, and another, which doesn't work for him, and as a board you have to give it. He continued that he is responsible to you as a board, which is the six of you, and that is who he is accountable to and it is you six that is going to correct it one way or another. Lewis stated that if he doesn't have the support to move forward and to try his best and he will need everyone else around him, including you six Commissioners.

Commissioner Allgaier asked Lewis if he needed anything else from the Board right now to move forward?

Lewis replied no, not right now. He continued that there will be more discussion regarding the budget process because he needs time, which he is limited on the time, but he doesn't want to waste your money because if he is going to do stuff it is going to be what you want done to the best of his ability to resolve for the next administrator whenever that happens. He said he may even add the agenda if MLI Consultant Chet Janik is ready to come back and ask the Board, what do you want to do next, so that you can get that moving.

Chairman Wessell asked if the Board will see this on next week's agenda?

Lewis replied the budget process discussion will for sure be on for the Regular Session next Tuesday. **He stated he will be moving forward with offering Hartesvelt the Finance Director position in writing and will not let her leave the building until she signs it.** Lewis stated he will be reviewing the Rehmann recommendation report that details the transition to a Finance Department because the Board needs an update. When we talk about attitudes, the culture, the climate, remember that we are all trying to do our best to work together and you are the leaders and your interactions are a reflection on you.

Chairman Wessell said to conclude this part of the agenda and asked Lewis, what are you bringing to us?

Lewis replied the budget process.

Chairman Wessell asked and the Finance Director and Assistant Director cutoff date for stipends?

Lewis replied he will have that as part of the discussion.

Commissioner Allgaier requested she would prefer to see a cutoff goal for the stipends.

Commissioner O'Rourke requested there be an HR update as well.

Chairman Wessell thanked Hartesvelt for her willingness and Hartesvelt said she wasn't sure if she was ready for a job interview this morning.

Review Of Financials:

Interim Finance Director Hartesvelt was present and answered questions.

Special Reports by Staff, Commissioners, and Affiliated Agencies:

Interim Administrator Lewis updated the Board that the BATA lawsuit will be moving to trial.

Commissioner O'Rourke reported that for the Cherry Capital Airport Authority at the last meeting the financials and audit were presented. He stated that everything presented was emailed to all Leelanau County Commissioners.

Commissioner Lautner said she appreciates the fact that Administrator Lewis has tried to take all the brunt and blame for us not by board action sending two representatives downstate to a settlement hearing. She continued that it wasn't entirely his fault and she appreciates the fact that he is shouldering it.

Public Comment:

The following individuals spoke in person: Alan Campbell, Renee Wyler, Michelle Crocker, Steve Mikowski, Kathy Dawkins, Bill Wiesner and Susan Quinlan.

The written comments can be found at the following link:

<https://www.leelanau.gov/meetingdetails.asp?MAId=2753#handouts>

Commissioner Comment:

- Commissioner Ross read the following statement:

"I have served as District 5 Leelanau County Commissioner for 18 months, during which time I have been treated with respect, encouraged to express my views, welcomed as a valued member, and have never felt any gender bias from Chairman Ty Wessell. Serving on the BOC has been a huge honor and I have put in a great amount of time and energy trying to represent the residents of Leelanau County well. Respect for the position, fellow board members, staff and the public was a clear expectation of the Chair for himself and the board members. Coming to meetings well prepared, being patient with our county government systems, and serving humbly is how I translated that expectation into action. I wish Commissioner Kramer well but Ty Wessell was not the reason for her decision to resign. Thank you."

- Commissioner Allgaier said she would like to echo Commissioner Ross's comments. She stated she has served with Chairman Wessell for over three and half years and she has never once felt discriminated against nor has she observed that. Allgaier continued that she finds Chairman Wessell very fair but that shouldn't be a fault and she appreciates his service. She stated she is sorry those words were in our newspaper without any balancing information but she appreciates the job being done by Chairman Wessell because it is a hard job to do.

- Commissioner O'Rourke said he just thinks this was a shot in the dark being on the front page of the newspaper and the nice thing about it is that the next week there is a new one. He

commented he was shocked to see Chairman Wessell's name because if anybody could be and he can't image with Commissioner Kramer mannerisms that Chairman Wessell could tell her what to do. He continued he will speak for everyone here on the Board male or female that everyone here speaks up and he is sorry Wessell's name was on the front page.

- Commissioner Lautner said she thinks, and this is coming from a far-right, conservative Commissioner defending a far-left, young woman Commissioner – that is not perception, everything. She stated what she has observed, she is stunned to think that none of you have seen it. She has watched Commissioner Kramer be passed over for committee assignments because it was assumed she was too busy but she was not asked. She has watched consideration for Commissioner Kramer to be at some of the Board meetings and be passed over as just zero respect and be passed over because we don't need her here. Perception? Lautner stated she thinks it is really interesting, Mr. Chairman, that when you saw those comments or heard those comments that you (Wessell) called two other females on the Board, but not her. She said she does not think she has ever been mistaken for anything other than a woman, but yet she wasn't asked. The newspaper didn't ask her and no one who spoke in public comment called her to ask her, as she is a woman herself. Lautner stated we all have witnessed, if we have not seen it personally, a lot of closed-door meetings among men on this Board, decisions brought to us made by men on this board, and yet women on the Board were not included. Perception? She said she watched one female on the Board make Commissioner Kramer cry and that is more than perception. She reached out personally to this young woman because she really felt like Commissioner Kramer brought a lot to this Board even being from the other party. She stated that even before all this happened Commissioner Kramer was not getting any support from any other Commissioners on this Board and she thinks it was shocking to Commissioner Kramer that she was reaching out to her, but – where were we and where was this Board for her? No where around? Lautner asked if anyone has called and talked with Commissioner Kramer personally since she left?

Commissioner Ross replied she tried.

- Commissioner Lautner continued saying no, but she spoke with Commissioner Kramer and at that time no one else had to talked to her. She said to throw Commissioner Kramer away like this is just shameful and it's not fair, and she thinks for all of you to come at Commissioner Kramer and say, "well, it just didn't happen to this woman" is wrong and it is perception because perception is everything. Was it sexist? If it's a perception, then yes, and she has seen a lot of things that could be taken as sexist just for that reason alone. Commissioner Kramer was passed over, she was neglected, she was unappreciated and not respected, but is that why she left, no. Lautner said she does feel like Commissioner Kramer was forced out. Did Commissioner Kramer move out of this County? She stated Commissioner Kramer might not be living in this County, but as a temporary resident somewhere else and Commissioner Kramer says no, but no one knows, but she was made to leave this Board early. Could Commissioner Kramer still have continued to serve? Lautner said yes, she could have because she could have moved back into this County for however long for it to work out, but that was not for us to decide. She clarified she has seen some things and did anyone ask her, nope, they didn't.

- Chairman Wessell said he pulled out the board rules after he received Commissioner Kramer's letter and after he responded back to her. He commented he did tell her she would be missed because he wanted to reflected on if someone is feeling that way that she said she did then he

needs to look internally. His responsibilities as Chair is to enforce the board rules and he attempts to model that. One of those board rules is the commitment to respect and he is so proud of the fact that this Board of Commissioners approved a commitment to respect and pledge, which he takes seriously. Wessell stated he took it seriously as to what Commissioner Kramer said because if she felt that way then he needs to do some introspective examination, which he does need to do. He said but being the Board Chair sometimes means that you have to make some decisions that people don't want and some of the information he has heard since Commissioner Kramer's resignation was that he denied her committee assignments, but the only request he received from her was to give her some relief because she had too many. Wessell stated that he is aware that Commissioner Kramer spoke with Commissioner Allgaier and Commissioner Ross about those concerns. He said he is sorry it happened and Commissioner Kramer will be missed and he doesn't think we ought to beat up Commissioner Kramer because she did some good work while she was here, but he thinks we have a commitment of respect and we all need to follow it. He commented that if he fails to that then call him out on it and confront him because he has to follow Board rules and he must respect people.

Approval of Financials —
Amendments & Transfers:
None.

Miscellaneous Fund Transfers and Amendments:
None.

Claims and Accounts:

MOTION BY LAUTNER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO APPROVE CLAIMS AND ACCOUNTS IN THE AMOUNT OF \$164,238.94. SECONDED BY O'ROURKE.

Discussion – none.

AYES – 6 (Lautner, O'Rourke, Rexroat, Ross, Wessell, Allgaier)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Post Audit Claims and Accounts:

MOTION BY LAUTNER TO RECOMMEND TO THE LEELANAU COUNTY BOARD OF COMMISSIONERS TO APPROVE POST AUDIT CLAIMS AND ACCOUNTS IN THE AMOUNT OF \$1,826,408.69. SECONDED BY O'ROURKE.

Discussion – none.

AYES – 6 (Lautner, O'Rourke, Rexroat, Ross, Wessell, Allgaier)

NO – 0 ABSENT – 1 (Kramer)

RECOMMENDATION PASSES.

Adjournment:

Chairman Wessell adjourned the meeting at 2:09 p.m.

Ty Wessell, Chairman
Leelanau County Board of Commissioners

Jennifer L. Zywicki, Chief Deputy Clerk for
Michelle L. Crocker, Leelanau County Clerk