

**COUNTY BOARD OF COMMISSIONERS  
PERSONNEL, EQUALIZATION AND APPORTIONMENT/TRANSPORTATION/HEALTH AND  
SOCIAL SERVICES COMMITTEE**

**August 5, 2025**

A regular meeting of the Chippewa County Board of Commissioners Personnel/Equalization and Apportionment/Transportation/Health and Social Services Committee was held on Tuesday, August 5, 2025, at the Chippewa County Courthouse in Sault Ste. Marie, Michigan. Chairman Damon Lieurance called the meeting to order at 11:00 a.m. with a quorum present.

MEMBERS PRESENT:       Damon Lieurance, Justin Knepper, and Scott Shackleton

MEMBERS ABSENT:       None

OTHERS PRESENT:       Ryan Hering, Justin Fruchey, Mike Bitnar, Jim Traynor and Kelly Church

**Approval of the Agenda**

**It was moved by Commissioner Knepper, supported by Commissioners Shackleton, to approve the agenda as presented. On a voice vote, the motion CARRIED.**

**Public Comment**

No public comment was offered.

**Personnel – Sheriff's Office – part-time wages**

The Committee reviewed a request from the Sheriff's Offices to change the format and pay rate of part-time wages for the part-time deputies at the Sheriff's Office (excluding the 79-hour Corrections positions, as they are a separate classification). As recruiting and retention of part-time deputies has become increasingly more difficult. The request asked for a part-time deputy starting rate of \$15.50; \$17.00 after one year of service, if they have become proficient at the job and if a deputy is certified and in good standing through the Michigan Commission on Law Enforcement Standards the rate of pay would be \$18.00 an hour. The financial impact to the general fund would be less than \$20,000.00 annually as many of these wages are reimbursable through grants and service agreements. Discussion followed.

**It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to approve the requested part-time Sheriff's Office wages as presented and to remain competitive starting at \$15.50; to \$17.00 at one-year, if proficient and authorized by the Sheriff or Sheriff designee and that deputies certified and in good standing with MCOLES rate of pay be \$18.00 per hour; these rates of pay at the beginning of the next pay period. On a voice vote, the motion CARRIED.**

**Personnel – Veterinary Services (In House)**

The Committee was updated on the Veterinary Services request which was originally sent out for proposals which none were received; the services would cover weekly shelter visits, sterilization and general consultation. The Shelter Manager has asked to authorize an employee be added to the budget at the cost of \$50.00 per hour at 8 hours per week; this expense would be paid from the Special Fund 280 Animal Control Millage. The estimated cost is \$23,296.00; and will help reduce the current monthly costs of professional services/fees which are averaging over \$10,000.00 per month currently.

**It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to approve the Veterinary Service hourly rate of pay of \$50.00 per hour for eight (8) hours per week; the estimated annual cost is \$23,296.00 including fringe; this employee position will cover weekly visits, sterilization and general consultation. On a voice vote, the motion CARRIED.**

### **Personnel – Non-Union Wages**

The Committee discussed a proposed pay raise for non-union employees; and to make sure that a review of the non-union wages took place annually. The adjustment aims to ensure wage competitiveness, retain qualified staff, and try to maintain equity between the union and non-union staff. The proposed increase is based on financial analysis, budgetary capacity and union and non-union percentage increases over the past years; the non-union wage scale increase was October 1, 2025. Following lengthy discussion and review of the pay scale, cost estimates and comparable.

**It was moved by Commissioner Shackleton, supported by Commissioner Knepper to approve and authorize a non-union wage increase of 2% effective October 1, 2025, this increase will not change the prior motion for the non-union Sheriff's Office part-time deputies. On a voice vote, the motion CARRIED.**

### **Health and Social Services – Health Care Renewal FY2026**

The Committee was updated on the County's health care savings renewal; in which we are anticipating and substantial increase of between 20-25%. The Committee reviewed an email that went out to the Elected Officials and Department Heads on July 30, 2025, which asked the department to assess the impact of the increase, and revenue opportunities and to look at efficiency improvements to streamline operations or reduce non-essential expenditures where feasible. Discussion followed with no action taken.

### **Health and Social Services – GLP-1s**

The Committee was next updated on the expense of the GLP-1's for weight loss only, to date the County has paid over \$65,000.00 for weight-loss prescriptions. The Committee was asked to consider cancellation of GLP-1's for weight-loss prescriptions only; or to possibly increase the monthly co-pay, to \$100, \$150 or \$200 per fill. The Committee was informed that as of January 1, 2025, Blue Cross Blue Shield (BCBSM) actually stopped covering weight loss GLP-1s under fully insured plans, while maintaining GLP-1s for diabetes coverage. Discussion followed, with additional information being asked for including a possible \$500.00 co-pay and to see what other counties are doing. Changes may be necessary for the county to continue to offer balanced, affordable and quality care options to all employees and to make sure our employees remain covered for their diabetic needs. No action was taken.

Notes: A \$500.00 co-pay is possible, which covers a little bit less than half of the total monthly cost of the prescription; it was also found that Cheboygan, Otsego and Emmet do not cover GLP-1's for weight-loss; Antrim will cover if it is medically necessary.

### **Health and Social Services – Opioid Settlement Steering Committee**

#### **Bylaws of the Chippewa County Opioid Settlement Steering Committee**

#### **Conflict of Interest**

The Committee reviewed the new Policy No. 609 Bylaws of the Chippewa County Opioid Settlement Steering Committee, which also references county policies No. 122 Ancillary/Advisory Committee Attendance Policy and No. 323 Cash and Check Handling; two changes were requested changing Article VI Section 2 third word from will to may and Article VII Section 1 adding that the Committee will follow the Robert's Rules of Order. The Committee also reviewed the Conflict-of-Interest Disclosure for the Steering Committee written specifically for the opioid settlement funds.

**It was moved by Commissioner Knepper, supported by Commissioner Shackleton, to approve new Policy No. 609 Bylaws of the Chippewa County Opioid Settlement Steering Committee, as amended with changes to Article VI Section 2 and Article VII Section 1 as referenced above and to approve the Conflict-of-Interest Disclosure Form for the Opioid Settlement Steering Committee, as presented. On a voice vote, the motion CARRIED.**

The Committee also spoke about a mid-September meeting after the health care renewal and discussing upcoming negotiations for the Corrections, Road Patrol, Dispatchers and MNA collective bargaining agreements.


**Committee and Chairman's Comments**

Commissioner Knepper commented on a gentleman on Seymour Road will no running water and about the school millage. Commissioner Lieurance was glad to get the non-union pay raises addressed.

**Adjourn**

**The meeting was declared adjourned at 12:25 p.m.**

  
\_\_\_\_\_  
Kelly J. Church, Recorder

  
\_\_\_\_\_  
Damon Lieurance, Chairperson