

SCHOOLCRAFT COUNTY ROAD COMMISSION
332N EAST ROAD, MANISTIQUE, MI 49854
BOARD MEETING AGENDA
August 26, 2026 - 7:00 a.m.

001186

1. Call Meeting to Order
2. Roll Call
3. Pledge of Allegiance
4. Approval of Agenda
5. Approval of Minutes
6. Public Comment
7. Unfinished Business:
8. New Business:
 - A. Voucher 26-46 & 26-47, & 26-48
 - B. 2027 Budget Hearing
 - C. **Add-on** HR11.07 – Temporary Employees
9. Manager's Report
 - A. Commissioner Comments
10. Engineer's Report
 - A. Commissioner Comments
11. Department Heads
12. Commissioner's Comments:
13. Meeting Notices
 - A. RTF Regional Training, September 22, Escanaba
 - B. Commissioner's Seminar, September 27-28, Mt. Pleasant
14. Public Comment
15. Adjournment

1. Call Meeting to Order

The meeting was called to order by Chairman T. Klarich at 7:00 am.

2. Roll Call: The roll was called for the Commissioners.

Present: Thomas Klarich
Robin LaCroix
Randy Lund
Keith Rochefort
Wayne Johnson

Absent: None

Also in Attendance: Jean Vanderville, Managing Director; Tanya Hoar, Finance Director; Michelle Steffen, HR Generalist; Kim Rochefort, Road Foreman; Roger Martin, Shop Foreman

Absent: Ian Stampfly, Road Engineer

3. Pledge of Allegiance: The pledge was recited.**4. Approval of Agenda:**

It was moved by Commissioner W. Johnson, seconded by Commissioner R. LaCroix, to approve the add-on 8. - C. HR11.07 – Temporary Employees to the agenda as presented.

Ayes: Five

Nays: None

Motion Carried

5. Approval of Minutes:**Board Meeting 8-12-2026:**

It was moved by Commissioner K. Rochefort, seconded by Commissioner R. Lund, to approve the Board Meeting minutes from 8-12-2026 as presented.

Ayes: Five

Nays: None

Motion Carried

6. Public Comment: None

7. Unfinished Business: None

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8. New Business:

A. Voucher 26-46 & 26-47, & 26-48:

It was moved by Commissioner W. Johnson, seconded by Commissioner R. LaCroix, to approve the Voucher 26-46 & 26-47, & 26-48 as presented.

Roll Call:

Johnson – Yes

LaCroix – Yes

Rocheftort– Yes

Lund – Yes

Klarich – Yes

Motion Carried

B. 2027 Budget Hearing: T. Hoar, with assistance from the admin. team, presented a PowerPoint presentation of the proposed 2027 budget.

It was moved by Commissioner W. Johnson, seconded by Commissioner R. LaCroix, to approve the 2027 budget as presented.

Roll Call:

Johnson – Yes

LaCroix – Yes

Rocheftort – Yes

Lund – Yes

Klarich – Yes

Motion Carried

C. HR11.07 – Temporary Employees:

It was moved by Commissioner K. Rocheftort, seconded by Commissioner W. Johnson to engage in discussion about changing the temporary employees' rate of pay. Commissioner K. Rocheftort recommended the rate of pay changing from 80% to 100% minus benefits. The motion to change to 100% was subsequently rescinded by Commissioner K. Rocheftort.

It was moved by Commissioner K. Rocheftort, seconded by Commissioner W. Johnson, to approve the rate of pay change from 80% of full-time truck driver rate of pay to 95% of full-time truck driver rate of pay minus benefits.

Roll Call:

Rocheftort – Yes

Johnson – Yes

Motion Carried

9. Manager's Report:

Temporary Employee Wages: At the last board meeting, it was recommended that 95% of the full-time truck driver's wage be used for temporary employees when developing the budget assumptions. I just want to point out a few reasons why we support not going to 95% - 100% of union wages. I think considering these reasons along with some additional options to attract and retain temporary employees from the private sector will help us get to an agreeable wage from both the board and leadership standpoints.

- Equal hourly pay can erase distinction between temporary and union member employees. Could potentially weaken the value of full-time.
- Yes, they do similar work but have fundamentally different employment relationships with the road commission.
 - Full-time are expected to perform the full range of assignments throughout the year.
 - Full-time develop institutional knowledge and have buy-in on achieving strategic goals and the future of the road commission.
- Temporary employees are given the freedom to enter/exit at any time when they are needed by their regular employer without any consequences.
 - This leaves our full-time employees picking up the temps' routes for full coverage of the system.
- Potential options for consideration:
 - Flat percentage of 85% - 90%
 - Step rated based on consecutive years' return
 - Year one – 85%
 - Year two – 90%
 - Year three and beyond – 95%
- Copy of wage analysis is included in your packet.

Fleet Preventative Maintenance Program: The first draft report is complete and is being reviewed by Roger. Once completed, we will start working on a brief presentation along with the report for the board. This project has been exciting, and we believe this will continue to bring us in the right direction for evaluating the fleet for improved decision making on repairs and replacement strategies.

Fall Safety Training: We have secured Monday, October 12, 2026, as our Fall Safety Training Day. We have not established our full agenda, but I will be working with the admin team and the safety committee to develop the topics.

Thank You: Thank you again for your thoughts, prayers, and your patience as Shawn and I navigate his health issues.

10. Engineer's Report:

Township Projects: We started to place the gravel shoulders and topsoil on our township paving projects and had a breakdown on the shoulder machine that delayed the completion of the projects. The shoulder machine has been repaired, and we are hoping to resume this work this week or the week of August 31st. While repairs were being made to the shoulder machine, we decided to start working on the Gierke Road project. At the time of writing this report, we still have one more day of hauling gravel to the project and then final grading and compacting. My hope is that this project will be completed by the day of the board meeting.

CR-455 Overlay: I have the final inspection for this project scheduled for September 1st. I don't have any updates on the damaged area or the repairs.

Clear Lake Road: Bacco has now submitted a completion letter for this project. The noted items I wanted them to address are now completed and the final inspection has been scheduled for September 1st.

CR-437 New Pavement: Bacco has also submitted a completion letter for this project. Again, the items noted in my previous report for them to address have been completed and the final inspection is scheduled for September 1st.

CR-432 & CR-433 Chip Seal: The final inspection for this project has also been scheduled for September 1st.

USFS Partnership/GLRI: We received official notice that the forest service was successful in receiving \$350,000 in GLRI money to replace the Iron Creek culverts on CR-437 and the adjacent trail. I'll keep you updated as this project progresses.

PASER Ratings: Jim and I have started gathering our local road PASER ratings. We have collected about two thirds of the data for this year so far. Barring an issue, we will complete the data collection the next time we are able to go out.

Milakokia Bridge: UP Engineers & Architects finished the plans and bid documents for the proposed repairs that would eliminate the weight restriction. The project has been advertised, and the bids will be opened on September 10th at 10 AM. After the bids are tabulated, we will schedule a meeting with Carmeuse and Graymont to discuss whether the project will be awarded. If awarded, the project has a completion date of November 1st.

11. Department Heads:

Tanya Hoar:
Nothing new to report.

Kim Rochefort:
Nothing new to report.

Roger Martin:
Nothing new to report.

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Michelle Steffen:
Nothing new to report.

12. Commissioner's Comments:

Commissioner K. Rochefort questioned CR 442 safety project asking why we would spend money on the road when it is in such poor shape. J. Vanderville responded that the chip seal will buy us some time until we can budget the needed crush and shape.

Commissioner W. Johnson asked if a temporary fix to the Milakokia bridge is made, will that affect our grant application. The answer is no; it will not affect the grant.

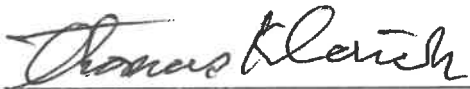
Commissioner R. LaCroix asked if we have talked with Carmeuse and Graymont yet regarding the cost of the temporary fix to the Milakokia bridge. J. Vanderville responded that at this time we have not.

13. Meeting Notices:

- A. RTF Regional Training, September 22, Escanaba
- B. Commissioner's Seminar, September 27-28, Mt. Pleasant

14. Public Comment: None

15. Adjournment: The meeting was adjourned at 8:48 am.



Thomas Klarich, Chairperson



Jean Vanderville, Managing Director