CITY OF GRAND HAVEN  
GRAND HAVEN, MICHIGAN  
SPECIAL WORK SESSION  
MONDAY, AUGUST 17, 2020

The Special Work Session of the Grand Haven City Council was called to order at 7:00 p.m. by Mayor Bob Monetza at Central Park.

Present: Council Members Mike Dora, Ryan Cummins, Dennis Scott, Mike Fritz, and Mayor Bob Monetza.

Absent: None.

Others Present: City Manager Patrick McGinnis, Assistant to the City Manager Ashley Latsch, Human Resources Manager Zac VanOsdlol, and Community Development Manager Jennifer Howland.

1. MML Wage Study
   - Zac VanOsdlol, Human Resources Manager

Human Resources Manager VanOsdlol presented the MML wage study explaining that over 50 non-union positions were evaluated, also noting that Harbor Transit was included in the study as well. VanOsdlol explained that the process began last year with MML staff coming onsite to evaluate positions using a point system, gathering job description information, and reviewing internal and external equities. He stated that they received those results in April of this year and administrators then reviewed the outcomes. He confirmed that overall, the city’s positions and wages were comparable, but a couple of title and wage shifts were recommended.

McGinnis provided background, explaining that the city does these approximately every five years to ensure fairness in wages internally and externally. He further remarked how in depth the study was, explaining that the MML uses five factors of evaluation, including: education, experience, technical expertise, work environment. McGinnis stated that if all were comfortable with the study, it would be placed on an upcoming agenda for council approval and adoption.

Council Member Fritz noted that every time they have reviewed an MML study there has been less recommended changes because the city has been quick to adopt appropriate changes. He said he was glad to see the study again, as it is great to understand where they city is at comparably.

Mayor Monetza noticed that the study included a comparison of retirement and other benefits and inquired how those results compared to other municipalities.

VanOsdlol confirmed the city appeared to be right in line with comparable benefit packages.
Council Member Dora commented that the study seemed very thorough and was impressed with the level of detail.

Council Member Cummins reiterated that so few recommended changes were great indication of how the city was doing. He then inquired whether the city had a standard for evaluations across departments as far as what might qualify employees for that next pay raise above job wage. He then asked if all employees at the highest level receive regular evaluations.

VanOsdol stated that department directors use same scoring criteria and that once evaluations are submitted; he then reviews them himself to determine appropriateness of the proposed pay raise.

McGinnis added that all employees must undergo evaluation to receive the cost of living increase each July.

Council Member Scott noted that he has been on both sides of this situation and feels that the MML does a good job and the outcomes are always appropriate and fair.

Mayor Monetza stated that he appreciates the study and having the information to help inform decisions.

2. **Pool Covers**
   - Jennifer Howland, Community Development Manager

Community Development Manager Howland explained that at the previous Planning Commission meeting there was not a strong consensus around whether automatic pool safety covers were an appropriate substitution for a fence around a pool. Additionally, she explained that there is a discrepancy in the zoning ordinance and the code of ordinances regarding the fence height requirement; one requiring a 4ft minimum and the other a 5ft minimum height. Howland explained that in preparation for the public hearing, she and staff conducted research finding that many other communities allow automatic pool covers as alternatives to a fence. In surveying 3 insurance companies, 2 of 3 require a fence regardless and that generally pool companies support using an automatic safety cover. She concluded that the results of her research justify whichever decision City Council felt most comfortable with.

Council Member Fritz said he called Oakes Insurance Agency and they said they would rather see a gated fence on properties with pools. He stated that he tends to err on the side of caution, and that for safety purposes he believes a fence is the best option.

Council Member Scott stated that he believes fencing is the most secure option and did not feel an automatic cover would serve the same level of security.
Council Member Dora agreed with Scott and Fritz' sentiments. He felt that an automatic cover was not a stand-alone solution to covering pools, and that if someone were to be inclined to do both, that would then be appropriate. He felt that regardless, a fence should be the first line of defense.

Council Member Cummins watched the planning commission meeting and thought fair points were raised on both sides. He explained that while he understood both arguments, he felt that a fence around the pool would be the safest option.

Mayor Monetza also watched the planning commission meeting and noted that the argument that stood out to him the most was the concept that the fence served as a visual barrier. He stated for that reason he would be more inclined to have the fence requirement.

Howland then asked for feedback regarding the height requirement discrepancy.

A majority of council concluded that they felt 4ft was an acceptable height requirement, allowing the most flexibility to homeowners.

Howland thanked council and stated that she would be back at a future date to present those items on a regular agenda.

3. **Adjournment**

After hearing no further business, Mayor Monetza adjourned the meeting at 7:28 p.m.

Robert Monetza, Mayor

Ashley Latsch, Assistant to the City Manager