

**Gogebic-Iron County Airport
Regular Board Meeting Minutes**

**Gogebic-Iron County Airport
E5560 Airport Road
Ironwood, Michigan 49938**

**April 4, 2017
4:30 P.M.**

Call to Order

The meeting was called to order at 4:30 P.M. by Chairman Oliver.

The Pledge of Allegiance was recited.

Roll Call

Present: Mr. Wasley, Mr. Bonovetz, Mr. Hanson, Mr. Mullard and Mr. Oliver

Absent: None

Others Present: Mike Harma, Richard Holm, Bob Murphy (AFSCME 25), Joe Pinardi (Iron County Chairman), Mindy Prenderville and Mark Pusakulich

Approval of the Minutes

1. March 13, 2017 –Regular Board Meeting

A motion was made by Mr. Bonovetz, supported by Mr. Hanson and carried by unanimous voice vote to approve the minutes as presented and place them on file.

Approval of the Agenda

A motion was made by Mr. Mullard, supported by Mr. Wasley and carried by unanimous voice vote to approve the agenda as presented.

Citizens Wishing to Address the Airport Board on Agenda Items (5 Minute Limit)

Chairman Oliver asked twice if there were any citizens wishing to address the Airport Board; no citizens wishing to address the Airport Board.

Appearances

1. Bob Murphy –Michigan Council 25, AFSCME
RE: Pending Grievance

Mr. Murphy stated that he wanted to be available for questions or discussion regarding the pending grievance.

Old Business

1. Terminal Apron Rehab Project

Mr. Harma stated that the money for the terminal apron rehab project has been transferred and the project will take place this summer; Mr. Harma explained we are waiting to receive a contract from Bacco Construction Company.

2. Review & Discuss Part-Time Applicants

Mr. Bonovetz stated the Board Members only received three applications to review; Mr. Bonovetz had wanted the Board Members to review all of the applications that had been submitted. Mr. Bonovetz then expressed his concern regarding the EAS budget/funding; because of this concern, Mr. Bonovetz recommended not hiring an employee at this time. Mr. Wasley agreed with Mr. Bonovetz.

Mr. Mullard asked if the amount of overtime will increase if a PT employee is not hired. Mr. Harma explained that the current employees will be working overtime, which will increase each employees overall annual salary. Mr. Harma also stated that overtime would be less expensive than hiring a PT employee. Chairman Oliver asked how long it takes to train an employee. Mr. Harma stated that it takes at least three months. Mr. Harma also stated that ARFF training should be done before October so the employee doesn't have to travel as far (during the winter months, ARFF training is not available in locations near us).

A motion was made by Mr. Bonovetz, supported by Mr. Wasley and carried by unanimous voice vote to freeze hiring at the airport until more information regarding EAS funding is available.

New Business

1. Authorize all April claims be Submitted as Prepaids

A motion was made by Mr. Bonovetz, supported by Mr. Mullard and carried by unanimous voice vote to authorize all April claims be submitted as prepaids.

2. Wisconsin Aviation Conference –April 24-26, Waukesha, WI

A motion was made by Mr. Mullard, supported by Mr. Hanson and carried by unanimous voice vote to allow Mr. Harma to attend the Wisconsin Aviation Conference.

3. Discuss Window Replacements in FBO –w/Possible Action

Mr. Harma said that the windows in the FBO are rotted out and may need to be replaced. He stated that the estimate received is \$600 per window plus labor. A lengthy discussion ensued about the options that are available to repair/replace the rotted windows. Mr. Bonovetz and Mr. Pinardi both suggested contacting Ironwood Glass. Mr. Mullard requested that Mr. Harma seek estimates and present them at the meeting in May.

4. Airport Land to be Surveyed –w/Possible Action

Mr. Harma explained that the corners/lines of the airport's property are not marked and he would like to have the land surveyed so we know where the airport's property begins/ends. Discussion took place regarding whether the land just needs to be marked or if diagrams are also needed.

A motion was made by Mr. Bonovetz, supported by Mr. Mullard and carried by unanimous voice vote to request bids to have the airport land surveyed; the bids should include a price for a survey with detail and a survey without detail.

Mr. Wasley asked if any money in the budget for the land to be surveyed. Mr. Harma replied that there is money in the repairs and maintenance budget that could be applied to the land survey.

5. Clean Brush and Reshape Ditches before the Holding Pond –w/Possible Action

After a brief discussion, the Board requested that Mr. Harma contact Darren Pionk (Road Commission) to see if the Road Commission could assist with this project. Mr. Oliver stated if the Road Commission is interested and the cost is reasonable, Mr. Harma should move ahead with the project, if not, Mr. Harma should get other bids and bring this matter back to the Board at the next meeting.

6. Grievance –Discussion w/Possible Action

Mr. Oliver stated that Mr. Harma had spoken to Mr. Jacobs, who feels the Airport Board will prevail in this grievance procedure. Mr. Bonovetz and Mr. Wasley each said they also spoke with Mr. Jacobs.

Discussion ensued regarding what the manager's rights/responsibilities actually are in regards to the type of matter this grievance has to deal with.

Mr. Bonovetz suggested that since there was lack of communication on both sides (between Mr. Harma and Mr. Pusakulich), Mr. Pusakulich be given a "re-do"; this time, Mr. Harma would present a list/job description of the Crew Leader position to Mr. Pusakulich.

Discussion took place regarding whether or not Mr. Harma would be willing to give Mr. Pusakulich another chance at the Crew Leader position.

Mr. Wasley asked Mr. Pusakulich if he feels the documentation included with Mr. Harma's response to the grievance is accurate. Mr. Pusakulich stated that he feels Mr. Harma is "not lying, but bending the truth".

Mr. Murphy questioned if Mr. Harma kept detailed notes/review of each employee.

Mr. Oliver explained that Mr. Pusakulich was working as Crew Leader on a trial basis, which is why he was being analyzed.

Mr. Murphy said leadership should start at the very top and he feels this trial period with Mr. Pusakulich was just Mr. Harma going through the motions; he also stated he feels Mr. Harma may have prepped another employee for the Crew Leader position.

In Mr. Harma's response to the grievance, he provided a detailed list of Mr. Pusakulich's work performance during his trial period; the Airport Board reviewed this list one by one, allowing Mr. Pusakulich to respond.

After going through the majority of the list and hearing Mr. Pusakulich's responses, Mr. Bonovetz stated that because of the sarcasm exhibited by Mr. Pusakulich in his responses, Mr. Bonovetz no longer feels Mr. Pusakulich should be given a second chance. Mr. Bonovetz went on to say that he doesn't feel the type of sarcastic responses Mr. Pusakulich was providing demonstrated the ability to be an effective leader; he also told Mr. Pusakulich that the sarcasm was not appreciated. Mr. Pusakulich apologized. Mr. Oliver asked if the Board wishes to submit a response to Council 25 or make the grievant whole in all ways including, but not limited to restoration of the Crew Leader position.

Mr. Mullard stated that he would like to have more discussion with Mr. Pusakulich.

Mr. Wasley stated Mr. Harma and Mr. Pusakulich clearly do not get along; Mr. Wasley also said there are problems on both sides; he then asked Mr. Harma if a Crew Leader is needed since Mr. Harma is a "hands-on" manager.

Mr. Harma responded by saying we are operating without an Assistant Manager (which he also stated is not needed); he stated a Fire Chief is also not needed. Mr. Harma explained that the employees participate in a monthly training and if Mr. Harma is gone for any reason, the person working should know how to properly respond to any situation.

Mr. Wasley said the Airport Board should discuss the possibility of not having a Crew Leader.

A motion was made by Mr. Wasley to not pursue the grievance any further. Mr. Wasley stated he is making this motion because he does not think the Airport will prevail if the grievance is pursued any further.

Mr. Oliver asked for support and heard none; **motion failed** due to lack of support.

Mr. Mullard stated that he would like to get more information from Mr. Harma and Mr. Pusakulich.

Mr. Murphy said that Mr. Pusakulich and the Union are willing to work on the dispute. He also said that he feels Mr. Harma may have had ulterior motives; Mr. Murphy also stated again that he feels Mr. Pusakulich was "set up to fail".

Mr. Wasley asked Mr. Oliver if he had seen the documentation before Mr. Harma gave the original letter to Mr. Pusakulich. Mr. Wasley also questioned since Mr. Harma was documenting problems throughout the trial period, why didn't Mr. Harma call Mr. Pusakulich in within the first three weeks to discuss any issues that may have been occurring.

Discussion took place between Mr. Harma and Mr. Pusakulich regarding whether or not Mr. Harma has seen any change in Mr. Pusakulich since Mr. Harma gave the letter to Mr. Pusakulich.

A motion was made by Mr. Bonovetz and supported by Mr. Hanson to maintain the Airport's current position regarding the grieved matter and see how the Union responds.

Roll Call Vote

Yes: Mr. Bonovetz, Mr. Hanson and Mr. Oliver

No: Mr. Wasley and Mr. Mullard

Motion carried.

Manager's Report

Mr. Holm, Mr. Murphy and Mr. Pusakulich excused themselves from the meeting at 5:37 P.M.

Mr. Harma spoke about the EAS program and the proposal to completely eliminate the funding for this program. Mr. Harma said the Michigan Representatives all seem to support the EAS program, opposing the elimination of the program.

1. Discuss Hangar Usage by Airport Manager

Mr. Harma said he is considering purchasing an airplane and stated that in the past, the Airport Managers have been granted free storage. A brief discussion took place regarding whether or not there was enough space and if it would interfere with possible rental space for paying customers.

Mr. Bonovetz also questioned if this would need to be reported as part of Mr. Harma's salary. Mr. Oliver said that "in theory, yes" but it hasn't even been reported in the past.

A motion was made by Mr. Wasley, supported by Mr. Bonovetz and carried by unanimous voice vote to grant Mr. Harma free hangar space if he purchases an aircraft; also, to include this benefit in the Airport Manager's contract.

Mr. Harma then spoke about having the employees participate in a weather observation class; he stated that he gave Mr. Pusakulich and Mr. Richter each a study guide to start looking at when they have time. Mr. Oliver told the Airport Board that Mr. Pusakulich had brought Mr. Richter's study guide (which had notes included in it) and Mr. Pusakulich's study guide (which didn't have any notes) to show Mr. Oliver. Mr. Oliver said he was concerned that it may be unfair but then he spoke to Mr. Harma and Mr. Harma explained that there are actually four different study guides and he was planning on having Mr. Pusakulich and Mr. Richter exchange study guides once they had reviewed the study guide that was given to them. Mr. Harma then briefly spoke about some blacktop millings that were going to be used behind the FBO building. A brief discussion took place.

Appropriations

1. Approval of the March Prepays

A motion was made by Mr. Bonovetz and supported by Mr. Wasley to approve the March 2017 prepaids.

Roll Call Vote

Yes:	Mr. Wasley, Mr. Bonovetz, Mr. Hanson, Mr. Mullard and Mr. Oliver
No:	None

Motion carried.

Other Matters

Mr. Bonovetz stated that he would like to have a Special Board meeting to discuss Mr. Harma's current contract as it needs to be updated. Mr. Oliver stated that Ms. Prenderville could also be discussed at the same time. It was agreed that at the May 8th Regular Board meeting, the Board Members would discuss dates to hold this Special Board meeting.

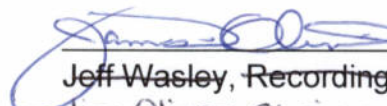
Public Comment


Mr. Pinardi said he feels there was lack of communication on both sides between Mr. Harma and Mr. Pusakulich. He feels that Mr. Pusakulich should have been talked to half-way through his trial period, which would have allowed him time to correct his performance/actions. Mr. Pinardi also stated that in his opinion, a decision like this should have been up to the entire Board, not just the Manager.

Adjournment

A motion was made by Mr. Mullard, supported by Mr. Hanson and carried by unanimous voice vote to adjourn the meeting. The meeting adjourned at 5:53 P.M.

05/08/17
Date Approved


Jeff Wasley, Recording Secretary
Jim Oliver, Chairman


Minutes Submitted by Mindy Prenderville
Confidential Secretary, Gogebic-Iron County Airport