

OPERATIONS COMMITTEE
MONROE COUNTY BOARD OF COMMISSIONERS
BOARD OF COMMISSIONERS CHAMBERS
THURSDAY, JULY 10, 2025 — 5:30 P.M.
125 EAST SECOND STREET — MONROE, MI 48161
(734) 240-7003

COMMITTEE MEMBERS:

J. Henry Lievens, Chairman

David Vensel, Greg Moore, Jr., David Swartout and Jay Heinzerling

I. CALL TO ORDER

II. ROLL CALL

III. PLEDGE OF ALLEGIANCE

IV. APPROVAL OF AGENDA

V. APPROVAL OF MINUTES (05/20/2025)

VI. COMMITTEE BUSINESS

1. Letter dated July 2, 2025 from Honorable William Paul Nichols, 38th Judicial Circuit Court requesting approval to accept the additional State Court Administrative Office grant funding in the amount of \$17,000, and change the Adult Drug Treatment Court Program Coordinator position from a part-time position to a full-time position with all additional costs being covered by the grant with zero additional cost to the County.
2. Letter dated July 8, 2025 from Mr. Michael Woolford, Equalization Director, requesting approval to implement a new three-part plan for the Equalization Department with an estimated cost to the General Fund of \$22,020.00 for 2025.
 - a. Addition of an Appraiser/GIS Analyst position
 - b. Promotion of Trey Clements to Equalization Director once he achieves his Michigan Master Assessing Officer certification and back fill this position upon promotion.
 - c. Acceptance of Michael Woolford Retirement Notice and reemployment at less than 1,000 hours per year.

VII. NEW BUSINESS

VIII. OLD BUSINESS

IX. CITIZENS TIME

X. INFORMATION

XI. COMMISSIONERS TIME

XII. ADJOURNMENT

The County of Monroe will provide necessary auxiliary aids and services, such as signers for the hearing impaired and audiotapes of printed materials at the meeting to individuals with disabilities upon one week's notice to the County of Monroe. Individuals with disabilities requiring auxiliary aids or services should contact the County of Monroe by writing or calling the following: Human Resources - 125 East Second Street, Monroe, MI 48161 or visit our website at www.co.monroe.mi.us.

MONROE COUNTY BOARD OF COMMISSIONERS
OPERATIONS COMMITTEE MEETING MINUTES
MAY 20, 2025 AT 5:30 P.M.

I. The Meeting of the Operations Committee of the Monroe County Board of Commissioners was held in the Board Chambers in the City of Monroe on Thursday, May 20, 2025. Chairman Lievens called the meeting to order at 5:30 p.m.

II. Roll call by Deputy Clerk, Grace Drewior as follows:
PRESENT: J. Henry Lievens, and David Vensel, Greg Moore Jr. and David Swartout

ABSENT: Jay Heinzerling (excused)

A quorum being present, the Operations Committee was able to conduct business.

III. PLEDGE OF ALLEGIANCE— Commissioner Moore led the Pledge of Allegiance.

IV. APPROVAL OF AGENDA (05/20/2025)
Motion by Commissioner Swartout, supported by Commissioner Vensel to approve the May 20, 2025 Agenda as presented.

Voice vote taken. Motion carried.

V. APPROVAL OF MINUTES (04/10/2025)
Motion by Commissioner Swartout, supported by Commissioner Vensel to approve the April 10, 2025 minutes of the Operations Committee as presented and waive the reading thereof.

Voice vote taken. Motion carried.

VI. COMMITTEE BUSINESS

1. Letter dated May 13, 2025 from Chief Judge Michael Brown, 1st District Court, requesting approval to add one (1) part-time Law Clerk position.

Chairman Lievens informed the Board and that public that law schools limit employment, not to exceed 20 hours.

Motion by Commissioner Swartout, supported by Chairman Vensel to accept the communication, place it on file, and recommend to the full Board to approve adding one (1) part-time Law Clerk position. Further, recommend a supplemental appropriation up to \$10,679.00 from the 2025 County Contingency Account to fund the amount not covered by the 1st District Court 2025 budget.

Roll call by Deputy Clerk as follows:

AYE		NAY	EXCUSED
J. Henry Lievens	Greg Moore Jr.		Jay Heinzerling
David Swartout			
David Vensel			

Motion carried.

2. Letter dated May 13, 2025 from Chief Probate Judge and Presiding Judge of the Juvenile Section, Family Division 38th Judicial Circuit Court, Cheryl Lohmeyer, requesting approval to reclassify the grade 9 Juvenile Register position to a grade 10.

Chairman Lievens explained he looked into this and there are additional supervisory requirements that justify this reclassification.

Motion by Commissioner Vensel, supported by Commissioner Swartout to accept the communication, place it on file, and recommend to the full Board to approve reclassifying the grade 9 Juvenile Register position to a grade 10. Further, recommend a supplemental appropriation up to \$6,396.00 from the 2025 County Contingency Account to fund the amount not covered by the Probate Court 2025 budget.

Roll call by Deputy Clerk as follows:

AYE		NAY	EXCUSED
J. Henry Lievens	Greg Moore Jr.		Jay Heinzerling
David Swartout			
David Vensel			

Motion carried.

VI. NEW BUSINESS – None

VII. OLD BUSINESS – None

VIII. CITIZENS TIME – None

IX. INFORMATION – None

X. COMMISSIONERS TIME –

Commissioner Moore – Passed.

Commissioner Swartout – Passed.

Commissioner Vensel – Passed.

Chairman Lievens – Passed.

Commissioner Heinzerling – Excused.

- XI. ADJOURNMENT – With no further business, Chairman Lievens adjourned the meeting at 5:33 p.m.

Respectfully submitted by:

A handwritten signature in cursive script that reads "Grace Drewior".

Grace Drewior
Deputy Clerk/Administrative Assistant
Monroe County Board of Commissioners



STACIE WEBB
SECRETARY
STEPHANIE ROSINSKI
RECORDER
DON DUNCAN/BILL OWENS
BAILIFFS

State of Michigan

HONORABLE WILLIAM PAUL NICHOLS
38TH JUDICIAL CIRCUIT COURT JUDGE
COUNTY OF MONROE
July 2, 2025

Mr. Henry Lievens, Vice-Chairman
Monroe County Board of Commissioners
125 East Second Street
Monroe, Michigan 48161

Re: Request from Adult Drug Treatment Court to Schedule Operations Committee Meeting

Dear Vice-Chairman Lievens:

Due to the growing number of participants in the Adult Drug Treatment Court, we previously requested additional FY25 funding from SCAO to pay for the following: (1) increased costs associated with transitioning the Program Coordinator position from a part-time position working 20 hours per week to a full-time position working 40 hours per week and (2) increased costs associated with drug testing the additional participants. On June 30, 2025, SCAO notified us that our request was granted and we were awarded an additional \$17,000 in the FY25 grant cycle to pay for increased wages, fringes and drug testing.

This letter is written to formally request that you schedule a meeting of the Operations Committee at your earliest convenience. We are seeking approval from the Operations Committee to accept the additional grant funding and change the ADTC Program Coordinator position from a part-time position to a full-time position.

Please contact me if you have any questions regarding this request. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "William Paul Nichols".

Hon. William Paul Nichols
38th Circuit Court

HIRING REVIEW FORM

Department: 38th Circuit Court

Vacancy Job Title: Adult Drug Treatment Court - Program Coordinator

Brief Job Description:

The ADTC Program Coordinator interacts with treatment providers, defense counsel, jail administration, court personnel and relevant county agencies to coordinate the intake process and monitor participant progress in the program. Responsible for maintaining the policies and procedures of the ADTC, data entry into DCCMIS and DCAS, as well as submitting the quarterly claims reports and annual grant.

Budgeted Position:

☒ YES

If YES, are Funds Available?

☒ YES

* Must be verified by Finance/HR

☐ NO

*Must provide Funding Plan, verified by

☐ NO

If NO, please provide the following:

Job Description (Must have with New Position, Reclassification)

Point Factoring (Must have with New Position, Reclassification)

Reorganization Plan (When applicable)

Funding Plan Required, Verified by Finance (Include Finance Worksheet)

Department Summary: (Importance of filling vacancy, risks, timing, etc.)

Due to the growing number of ADTC participants and corresponding increased workload, we are seeking to transition our Program Coordinator position from part-time to full-time. Accordingly, after obtaining the wage and fringe information from the Finance Department, we submitted a request to SCAO seeking additional funding to support increasing the hours for this position from 20 hours per week to 40 hours per week. On June 30, 2025, SCAO notified us that our request was granted and we were awarded an additional \$17,000 to pay for increased wages, fringes and drug testing.

Completed By: Hon. William Paul Nichols DATE: July 1, 2025

Human Resources/ Finance Use:

Conclusion:

Finance: The estimated cost for upgrading this position to full-time for the remainder of the grant period is \$9,389.00. The additional allocation is sufficient to cover this cost.
Human Resources: The request is in compliance with collective bargaining agreements and County Policies.

Finance Reviewer: Sue Maier

DATE: 07/03/2025

HR Reviewer: Jeff McBee

DATE: 07/03/2025

APPROVED BY THE OPERATIONS COMMITTEE

APPROVED BY THE FULL BOARD

ITEM	DATE	EE Name	Number	Department	Grade	Union	Classification	WAGES	FRINGES	TOTAL
2025 CY GRANT BUDGET	10/1/24-9/30/25 20 HRS/WK	Patricia Riddell	B	13101	RYE11	union_00	DRUG COURT COORDINATOR	\$ 19,812	\$ 2,184	\$ 21,996
ACTUAL COST	10/1/24-7/27/25 20 HRS/WK	Patricia Riddell	A	13101	RYE11	union_00	DRUG COURT COORDINATOR	\$ 16,485	\$ 1,797	\$ 18,282
							AVAILABLE BUDGET	\$ 3,327	\$ 388	\$ 3,714
PROPOSED	FULL TIME EFFECTIVE 7/28/25	Patricia Riddell	PFT	13101	RYE11	union_00	DRUG COURT COORDINATOR	\$ 10,660	\$ 2,444	\$ 13,104
							TOTAL PROPOSED	\$ 10,660	\$ 2,444	\$ 13,104
ADDITIONAL COST FOR FULL TIME 7/28/25-9/30/25							TOTAL COST/(SAVINGS)	\$ 7,333	\$ 2,056	\$ 9,389
FINANCE CONCLUSION:										
NO ADDITIONAL APPROPRIATION IS NECESSARY; COST OF POSITION IS COVERED BY GRANT.										
ANNUAL PROPOSED	2025 FULL TIME	Patricia Riddell	PAFT	13101	RYE11	union_00	DRUG COURT COORDINATOR	\$ 58,968	\$ 14,766	\$ 73,734



Michigan Supreme Court

State Court Administrative Office

Field Services Division

Michigan Hall of Justice

P.O. Box 30048

Lansing, Michigan 48909

Phone 517-373-4835

Ryan P. Gamby
Field Services Director

MEMORANDUM

DATE: June 27, 2025

TO: Patricia Riddell, Project Director
cc: Honorable Mark S. Braunlich, Chief Judge
Honorable William Paul Nichols, Program Judge
Annamarie Osment, Court Administrator
Kristi Drake, SCAO Regional Administrator
Thomas Myers, SCAO Program Analyst
Heather Walther, SCAO Program Analyst
Dana Baumgart, SCAO Program Analyst

FROM: Andrew Smith, Problem-Solving Courts Manager

RE: Notice as to Request for Increase in Initial Grant Amount
Grantee Name: 38th Circuit Court — Adult Drug Court
Name of Grant: Michigan Drug Court Grant Program
Unique Identifier: U10150
Contract Number: 36631
Grant Amount: \$50,000

Thank you for participating in the Michigan Drug Court Grant Program. The State Court Administrative Office awarded your court a Michigan Drug Court Grant Program grant (\$50,000) to fund your program for fiscal year 2025. Your court submitted a reallocation request in WebGrants on April 10, 2025, for additional grant funds.

This letter serves to notify the court that its request for an increased grant amount has been approved. The grant amount has been increased by \$17,000, such that the total new grant amount is \$67,000. Please complete a budget revision in WebGrants by July 14, 2025, to show where the additional funds will be applied to the existing budget.

MICHAEL WOOLFORD
MMAO (4)
DIRECTOR



Telephone: (734) 240-7235
Fax: (734) 240-7244
Toll Free: 1-888-354-5500 Ext 7235
Email : michael_woolford@monroemi.org

MONROE COUNTY EQUALIZATION DEPARTMENT

51 South Macomb Street • Monroe, Michigan 48161-2168

July 8th, 2025

Mr. J. Henry Lievens, Chairman
Operations Committee
Monroe County Board of Commissioners
125 East Second St
Monroe, MI 48161

RE: Plan for Equalization Department upon the retirement of Director Michael Woolford

Dear Chairman Lievens and Committee Members:

The Equalization Department needs a plan to ensure our statutory duties are carried out uninterrupted. I have a plan which I believe is the most efficient and effective to accomplish this. The plan consists of three parts upon my retirement.

First, the Equalization Department has been operating with only 3 positions since 2009. The office was restructured at my request to account for the changing economic times of the great recession, which lowered our county's property tax revenues. The office was reduced from 6 existing positions to only 3. The department has carried out our duties effectively since the reduction, but I believe it will be necessary to add a new position of Appraiser/GIS Analyst. This will enable the department to continue and enhance our service to the Board of Commissioners in fulfilling their statutory duties of County Equalization.

Second, the elevation of Trey Clements to Equalization Director once he achieves his Michigan Master Assessing Officer certification in September. His position of Appraisal Manager would then be backfilled upon his promotion.

Lastly, I would like to put in my 30-day retirement notice, as soon as possible, with the plan of returning as a 1,000-hour employee as the Equalization Director. This would allow the department to carry out its statutory duties uninterrupted until Trey Clements assumes the role of Director upon receiving his certification in September.

This plan, in my opinion, is very beneficial to the County of Monroe and will serve the Board of Commissioners for decades. I look forward to meeting with you to carry out the next steps in pursuing this plan.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Michael Woolford'.

Michael Woolford, MMAO (4)
Equalization Director
Monroe County

HIRING REVIEW FORM

Department: Equalization

Vacancy Job Title: Equalization Director -- Appraiser/GIS Analyst -- Back fill Appraiser Manager

Brief Job Description:

Create Property Appraiser/GIS Analyst. Equalization Director retires and returns as part time Director until staff member acquires Michigan Master Assessing Officer Certification (end of September) needed to become Equalization Director. Back-fill Appraisal Manager position once position is open.

Budgeted Position:

☐ YES

If YES, are Funds Available?

☐ YES

* Must be verified by Finance/HR

☐ NO

*Must provide Funding Plan, verified by

☒ NO

If NO, please provide the following:

Job Description (Must have with New Position, Reclassification)

Point Factoring (Must have with New Position, Reclassification)

Reorganization Plan (When applicable)

Funding Plan Required, Verified by Finance (Include Finance Worksheet)

Department Summary: (Importance of filling vacancy, risks, timing, etc.)

Equalization Director is required by law. Additional position of Appraiser/GIS Analyst is needed to help bring staff level back to sufficient size to accomplish County Equalization. Appraiser Manager will need to be back filled when current staff is elevated to Equalization Director. Part time Director will allow Department to carry out statutory duties uninterrupted.

Completed By: Michael Woolford

DATE: 7/8/2025

Human Resources/ Finance Use:

Conclusion:

Finance: The estimated cost of the plan as proposed would require an additional General Fund allocation of \$22,020.00 for 2025 and results in an annualized budget increase of \$64,604.00.
Human Resources: The request is in compliance with collective bargaining agreements and County Policies.

Finance Reviewer: Sue Maier

DATE: 7/8/2025

HR Reviewer: Jeff McBee

DATE: 7/8/2025

APPROVED BY THE OPERATIONS COMMITTEE

APPROVED BY THE FULL BOARD

Property Appraiser / GIS Analyst

Department: Equalization

Wage Grade: 10

FLSA Status: Non-Exempt

Affiliation: TPOAM

General Summary:

Under the supervision of the Equalization Director, conducts studies of all classifications of real property to determine its true cash value and to determine an equalization factor for each taxing unit in the County. Gathers and compiles data for sales studies, economic condition factor studies, and other reports to assist in making equitable reports in each class of property in each local unit. Assists the public and local unit officials with information on tax laws, property descriptions, assessing procedures and related matters. Prepares property descriptions, base road, land use and thematic maps using various computer programs such as ArcGIS. Uses aerial maps and researches existing map records and other pertinent data to create new thematic maps suitable for the use of County Equalization and other local assessing units.

Essential Functions: *(An employee in this position may be called upon to do any of the following essential functions. These examples do not include all of the duties which the employee may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function satisfactorily).*

- Prepares property records for on-site inspection of sold properties and properties selected for appraisals including drawing legal descriptions for appraisal cards.
- Analyzes property sales by city, township, and village to establish market value for all classes of real property. Works with local assessors to identify representative sales data.
- Conducts field inspections of property and interviews sellers and purchasers to verify date of sale, sale price, substantiate accuracy of property descriptions, and to obtain details such as condition of structures, property improvements, and land use. Takes digital camera photographs of buildings and enters into computer.
- Measures structures and parcels of land, Apex property sketches (both land and building), calculates acreage and the square and cubic footage of buildings and other structures.

- Assists in compiling a report for each classification of property in each local unit in the county. Assists the director in compiling other reports required by the state.
- Assists taxpayers, real estate personnel, and others with interpreting maps and property descriptions, explaining the assessment process, and providing other information related to departmental activities.
- Answers questions from taxpayers, real estate personnel, local assessors, and others regarding all phases of the assessment process.
- Keeps abreast of appraisal practices, real estate market trends, recent court rulings, proposed legislation, economic conditions, and tax commission rules and bulletins.
- Researches existing records such as deeds, abstracts, maps and other pertinent information to locate and reconcile errors and prepare accurate property description maps.
- Designs map displays that are clear, understandable, and deliver the intended message. Develops standard map symbols and establishes standard map series for general distribution as hard copy maps and as online maps in the mapping portal.
- Composes geographic features in layers, identifies source data, and creates thematic maps for the use of the Equalization Departments and local assessing units.

Other Functions:

- May serve as a township assessor by administering and directing the real and personal property assessment functions to ensure that all property is fairly and equally assessed among all township property taxpayers as required by the Michigan Constitution and laws.

Contacts:

- Information Technology, the Register of Deeds and County Treasurer to collaborate in the development and implementation of property tax administration systems and to coordinate deed processing.
- Local assessors to exchange information concerning the appraised property values.
- State Tax Commission to respond to requests for information concerning appraisals and equalization studies conducted by Monroe County.
- Michigan Tax Tribunal to appear as an expert witness.
- Private, commercial and industrial property owners to respond to FOIA and other information requests.
- Professional organizations to maintain professional knowledge and resource contacts.

This list may not be inclusive of the total scope of job functions to be performed. Duties and responsibilities may be added, deleted or modified at any time.

Employment Qualifications:

Education: High school graduation or equivalent with advanced coursework in assessment administration and property appraisal or closely related areas.

Experience: Two years of experience appraising all classes of real property providing knowledge of appraisals, tax laws, data processing, property descriptions, and other aspects of appraisals. Proficient in utilizing BS&A software.

Other Requirements:

- MCAO certification from the State Tax Commission. GIS certification or the ability to obtain within two years. Valid Driver's license.

Knowledge of:

- Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Arithmetic, algebra, geometry, statistics, and their applications.
- Assessment laws, procedures, regulations, rulings, and the democratic political process.
- Administrative and clerical procedures and systems, managing files and records, and other office procedures and terminology.
- Electronic equipment, computer hardware and software, including applications.
- Structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Materials, methods, and tools involved in the construction or repair of houses, buildings, and other land improvements, mapping parcels, reading and analysis of parcel descriptions and deeds.
- Economic and accounting principles and practices, the analysis and reporting of financial data.
- Business and management principles, strategic planning, production methods, and coordination of people and resources.

Skill in:

- Using logic and reasoning to identify the solutions, conclusion or approaches to problems.
- Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- Understanding the implications of new information for both current and future problem solving and decision making.
- Understanding written sentences and paragraphs in work related documents.
- Talking to others to convey information effectively.
- Being aware of others reactions and understanding why they react as they do.
- Considering the relative costs and benefits of potential actions to choose the most appropriate one.

- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting at inappropriate times.
- Managing one's own time and the time of others.

Ability to:

- Combine pieces of information to form general rules or conclusions(includes finding a relationship among seemingly unrelated events)
- Listen to and understand information and ideas presented through spoken words and sentences.
- Apply general rules to specific problems to produce answers that make sense.
- Communicate information and ideas in speaking so others will clearly understand you.
- Read and understand information and ideas presented in writing.
- Generate or use different sets of rules for combining or grouping things in different ways.
- Arrange things or actions in a certain order or pattern according to a specific rule or set of rules.
- Tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Coordinate and timely complete tasks as given.
- Operate program software such as BS&A, Apex, Excel and Word.
- Keep up with required education to maintain assessing certification.

The qualifications listed above are intended to represent the minimum skills and experience levels associated with performing the duties and responsibilities contained in this job description. The qualifications should not be viewed as expressing absolute employment or promotional standards, but as general guidelines that should be considered along with other job-related selection or promotional criteria.

Physical Requirements: *[This job requires the ability to perform the essential functions contained in this description. These include, but are not limited to, the following requirements. Reasonable accommodations will be made for otherwise qualified applicants unable to fulfill one or more of these requirements]:*

- Walking over uneven terrain to conduct appraisals of property and structures.
- Climbing stairs in order to conduct appraisals of structures.
- Bending, stooping and kneeling to make measurements and appraisals.
- Ability to enter and access information from a computer terminal.
- Ability to travel throughout the County and State.
- Ability to file and retrieve documents from departmental files.

Working Conditions:

- Travels to various sites throughout the County to make appraisals and examinations.
- Works outside in varying weather conditions and exposure to animals on some properties.

Point Factor Analysis

New Grade Structure	Job Title Description	Education and Experience	Ed/ Ex #	Judgment and Independence	Internal and External Relations	Supervision	Sup #	Job Complexity	Responsibility for the Rights of Others	Technology	Impact on Programs, Services and Operations	Document Concentration	Work Environment	Total Points	Grade Point Parameters	Notes and Updates
10	Property Appraiser / GIS Analyst	243	b3	370	260	-	-	370	90	130	300	40	20	1823	1751-1900	

ITEM	DATE	Department	Union	Grade	Step	Classification	WAGES	FRINGES	TOTAL	
ANNUAL BUDGET	2025	25701	union_00	RYE17	6	EQUALIZATION DIRECTOR	\$ 118,186	\$ 35,294	\$ 153,480	
ANNUAL BUDGET	2025	25701	union_04G	RYE11	2	APPRAISAL MANAGER	\$ 62,416	\$ 21,639	\$ 84,055	
						TOTAL BUDGET	\$ 180,602	\$ 56,933	\$ 237,535	
ACTUAL COST	THROUGH 7/18/25	25701	union_00	RYE17	6	EQUALIZATION DIRECTOR	\$ 83,248	\$ 14,255	\$ 97,503	
ACTUAL COST	THROUGH 9/21/25	25701	union_04G	RYE11	2	APPRAISAL MANAGER	\$ 48,982	\$ 16,546	\$ 65,528	
						TOTAL ACTUAL	\$ 132,230	\$ 30,801	\$ 163,031	
						REMAINING BUDGET	\$ 48,372	\$ 26,132	\$ 74,504	
PROPOSED	PROMO EFFECTIVE 9/22/25	25701	union_00	RYE17	1	EQUALIZATION DIRECTOR	\$ 27,069	\$ 7,943	\$ 35,012	
PROPOSED	DOH: 9/22/25	25701	union_04G	RYE11	1	APPRAISAL MANAGER	\$ 16,038	\$ 7,706	\$ 23,744	
PROPOSED	DOH: 9/22/25	25701	union_04G	RYE10	1	APPRAISER/GIS ANALYST	\$ 20,085	\$ 8,586	\$ 28,671	
PROPOSED	145 HOURS	25701	union_00	RYE17	6	PART-TIME TEMP	\$ 8,239	\$ 858	\$ 9,097	
						TOTAL PROPOSED	\$ 71,431	\$ 25,093	\$ 96,524	
						TOTAL COST/(SAVINGS)	\$ 23,059	\$ (1,039)	\$ 22,020	
	REMAINING EMPLOYER PENSION AND RETIREE HEALTH CARE CONTRIBUTION TO BE TRANSFERRED:							\$ 20,632		
FINANCE CONCLUSION:										
ADDITIONAL COST TO GENERAL FUND, WOULD REQUIRE ADDITIONAL APPROPRIATION.										
ANNUAL PROPOSED	2025	25701	union_00	RYE17	1	EQUALIZATION DIRECTOR	\$ 99,538	\$ 29,840	\$ 129,377	
ANNUAL PROPOSED	2025	25701	union_04G	RYE11	1	APPRAISAL MANAGER	\$ 58,974	\$ 30,099	\$ 89,073	
ANNUAL PROPOSED	2025	25701	union_04G	RYE10	1	APPRAISER/GIS ANALYST	\$ 54,564	\$ 29,125	\$ 83,688	
						TOTAL ANNUAL PROPOSED	\$ 213,075	\$ 89,064	\$ 302,139	