

# Village of Bellaire

## ADMINISTRATION AND PERSONNEL COMMITTEE

David Schulz, Chairman

Butch Dewey

Denny Balon

### Meeting Minutes

October 27, 2011

2:00 p.m.

1. **Call to Order:** Chairman Schulz called the meeting to order at 2:17 p.m.
2. **Attendance**
  - Members Present:** David Schulz, Denny Balon, Butch Dewey
  - Members Absent:** None
  - Staff Present:** Janet Koch, Clerk
  - Others Present:** None
3. **Approval of Agenda: The agenda was approved.**
  - Motion by Dewey, seconded by Balon, to approve the agenda as presented. Motion carried by voice vote.**
4. **Approval of Minutes:** The Administration Committee minutes for August 18, 2011 were approved.
  - Motion by Balon, seconded by Dewey, to approve the minutes of the August 18, 2011 meeting as presented. Motion carried by voice vote.**
5. **Public Comment on Agenda Items:** None presented.
6. **Old Business:** None presented.
7. **New Business**
  - a) **PA 152 of 2011 (formerly known as Senate Bill 7):** Schulz stated the three options that PA 152 allows. The first is to have the village pay 80% of health insurance costs, with employees paying 20% of health insurance costs. Option two is a hard cap in which the village would pay no more for insurance than, single person coverage at \$5,500, 2-person coverage at \$11,000 and family policy at \$15,000. The third option that is available to local units of government is the ability to opt out without any penalty.

Schulz also noted that the law also calls for public employers to reach a decision no later than January 1, 2012. He said that for the committee to make an intelligent recommendation they needed to gather some facts. He proposed that the village contact other villages in the region and find out, for each of the village's positions, wage scales and the total in paid benefits to see where the village is in relation to others.

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Schulz said he's talked to both Chief Rowe and to Ken Stead, the DPW Supervisor, and both have indicated that their staffs are realistic about having to start contributing to health care or taking a reduced policy.

As the committee's decision will directly impact the employees, Schulz said he'd like to schedule a committee meeting with all the employees so that they can offer their input to the situation.

Balon asked about opting out. Schulz said that option was included in the final public act because smaller communities don't have the same issues as larger communities. The opt out was included because of the realization that public sector employees make up a higher percentage of the population in northern areas of the state than downstate. If public employers in the northern areas had to select either the hard cap or the 80/20, most employees would have significantly less discretionary income, and money taken out of northern economies would have much more of a negative impact on local businesses than it would downstate.

Balon said that if the opt-out option was chosen, that the council would still be able make their own local decisions, just as they are doing now. Schulz confirmed this, adding that the opt-out option currently has to be renewed every year. Schulz asked Koch to contact Pete Garwood of Antrim County regarding information about insurance coverage for the county employees. He also asked Koch to contact village council member Anne Wendling and get information about the health insurance costs and coverage she gets through Concord Academy.

**Motion by Schulz, seconded by Balon, to contact other area villages in the county region to get their overall benefits packages, to schedule an all employee meeting to gather employee input, to work with Blue Cross Blue Shield for potential changes to the make up of the health insurance policy, and to research pay rate and insurance increases for the last six years.**

**Motion carried by voice vote.**

- b) **Various Matters As Appropriate:** None presented.
- 8. **Discussion Items:** Balon asked about any complaints regarding North Street. Koch said she hadn't heard anything.
- 9. **Communications/Informational:** None presented.
- 10. **Member/Public Comment:** Dewey commented on the recent Property & Buildings Committee meeting of Friday, October 21, 2011.
- 11. **Adjourn:** Meeting adjourned at 2:54 p.m.

Respectfully Submitted by:  
Janet Koch, Clerk

**Approved:** \_\_\_\_\_

**Date:** \_\_\_\_\_