

Village of Bellaire

ADMINISTRATION AND PERSONNEL COMMITTEE

David Schulz, Chairman

Butch Dewey

Denny Balon

Meeting Minutes

Thursday, November 17, 2011

3:00 p.m.

1. **Call to Order:** Chairman Schulz called the meeting to order at 3:07 p.m.
2. **Attendance**
 - Members Present:** David Schulz, Butch Dewey, Denny Balon arrived at 3:25 p.m.
 - Members Absent:** None
 - Staff Present:** Janet Koch, Clerk
 - Others Present:** None
3. **Approval of Agenda: The agenda was approved.**
 - Motion by Dewey, seconded by Schulz, to approve the agenda as presented. Motion carried by voice vote.**
4. **Approval of Minutes:** The Administration Committee minutes for November 10, 2011 were approved.
 - Motion by Dewey, seconded by Schulz, to approve the minutes of the November 11, 2011 meeting as presented. Motion carried by voice vote.**
5. **Public Comment on Agenda Items:** No public was present.
6. **Old Business**
 - a) **PA 152 of 2011 (formerly known as Senate Bill 7):** Schulz summarized some points from the previous meeting during which the committee met with the village employees. At that meeting a discussion of what employees could afford to contribute to the cost of health insurance was tabled until costs for the next fiscal year were available.

At that meeting, it was noted that 65% of municipalities who responded to the request for a position on the act had indicated that they had or will be opting out. 100% of the municipalities responding from northern Michigan indicated they will be opting out.

Schulz said that one of the village council members had expressed some concern over what the village policy covers, stating that the policy she administers for her school system is less expensive. Koch will contact the council member requesting coverage and rates for that policy.

New information presented at the meeting included a document of tables that detailed hourly increases and percentage increases for each employee for the last six fiscal years.

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The other document presented was a survey of wage and benefit packages for various northern Michigan municipalities. By and large, Schulz said, the majority of the village positions are either the lowest or close to lowest in terms of hourly wages. Schulz said both these documents will be used in future committee discussions.

Schulz said that PA 152 of 2011 requires a declaration of council's intention by January 1, 2012, leaving the December council meeting the meeting at which the decision needs to be made.

**Motion by Dewey, seconded by Schulz, to recommend to village council
to opt out of PA 152, formerly known as Senate Bill 7.**

Motion carried by voice vote.

7. New Business

- a) **Health Insurance:** Schulz said it was a little premature to do anything other than to identify what needs to be gathered in terms of information. He said that typically renewal quotes come out 90 days prior to expiration of the current contract year. This means that the new rates could be available December 1. Schulz asked Koch or Cathy Odom, the village treasurer, to contact the insurance agency and request a price quote for exactly what the village has now, quotes for different peripheral coverages of prescription, vision, and dental. He would also like a quote for insurance that most closely resembles the current coverage and one or two lesser options.

No action was taken by the committee.

- 8. Discussion Items:** Dewey said that, concerning wages, in the past there had been extensive discussion on merit-based wages. He thought there were employees who should be paid more. It was noted that while it is difficult to compare job responsibilities between municipalities, the wages of the village's employees are generally low in comparison. Schulz said that any wage increases will be tied to revenue. He indicated that Admin. would ask council their preference regarding the direction of wage changes so that the committee can make recommendations that council is most likely to approve.

- 9. Communications/Informational:** None presented.

- 10. Member/Public Comment:** None presented.

- 11. Adjourn:** Meeting adjourned at 3:29 p.m.

Respectfully Submitted by:
Janet Koch, Clerk

Approved: _____

Date: _____