

## **Personnel/Insurance Meeting 11-11-2014**

**Where:** Twp. Office - Green Acres Road.

**When:** 4:00 P.M.

**Who Present:** Bill Bingham, Bruce Petersen & John Ollila

### **Discussion Points:**

- Reviewed the Personnel Manual starting on page 17 “funeral leave” and going thru page 18 “leave of absences” just before the appendix A containing the position descriptions. Today’s review/changes completes the manual portion.
- Discussed the possibility of having the two deputies each work two days per week at the front desk lessening the need to have a water clerk there four days a week. It would require additional funds to pay the deputies. Bill indicated that historically the deputies at one time did cover the front desk, billed out water and did the monthly shut offs. He volunteered to look at the economics of this consolidation further.
- Discussed the lone health insurance quote supplied to date – from Brian Miller of Superior Health and Life Insurance Agency, LLC. Quoting Consumers Mutual Ins. Mark Hannula and Burnham & Flower have also been asked to give us some health insurance quotes. The committee also has what Blue Cross Blue Shield of Michigan has proposed for 2015. If the Twp. would require the employees to pay up to the “cap” that would seem to be to much money per month to be feasible. The committee also considered the 80/20 split that is employed through the Affordable Care Act for our employees. That option too would require an employee with a family option to pay approximately \$360.00 dollars per pay period – that too seemed to be a lot considering the present economics of our work force. Lastly, given that the Twp. has yet to receive any of the other requested quotes the Committee thought that the Consumers Mutual Gold Plan that includes both vision and dental would be ideal for the Twp. The Committee thought that the Township would pick up the entire premium which totals approximately \$44,384.16 per year. Given that no other quotes have been submitted this may well be the Committees recommendation to the full board.

John moved for adjournment.

Adjourned at 5:20 P.M.

Respectfully submitted:

Bruce Petersen  
Township Supervisor