



## AGENDA

### HUMAN RESOURCES COMMITTEE MEETING

September 18, 2018

5:00 P.M. – 1201 S. Washington Ave.

REO Town Depot

Call to Order

Roll Call

Public Comments on Agenda Items

1. Human Resources Committee Meeting Minutes of June 28, 2018..... **TAB 1**
2. PA152 Health Care Premium Sharing Resolution..... **TAB 2**
3. High Deductible Health Plan..... **INFO ONLY**

Other

Adjourn

**HUMAN RESOURCES COMMITTEE**  
**Meeting Minutes**  
**June 28, 2018**

The Human Resources Committee of the Lansing Board of Water and Light (BWL) met at the BWL Headquarters-REO Town Depot located at 1201 S. Washington Ave., Lansing, MI, at 4:30 p.m. on Thursday, June 28, 2018.

Human Resources (HR) Committee Chairperson Tracy Thomas called the meeting to order and asked the Corporate Secretary to call the roll. The following members were present: Commissioners Tracy Thomas, Anthony McCloud, Tony Mullen, and Sandra Zerkle (arrived at 4:49 p.m.) Also present: Commissioners Beth Graham, Dennis Louney, and David Price.

Absent: None

**Public Comments**

None

**Approval of Minutes**

**Motion** by Commissioner Mullen, Seconded by Commissioner McCloud, to approve the Human Resources Committee meeting minutes of September 12, 2017.

**Action:** Motion Carried.

**FY 2018 Board Appointee Performance Reviews**

HR Committee Chair Thomas noted that the charter appointed employees' evaluations and statistical results were emailed to all Commissioners a week prior to today's committee meeting.

**Corporate Secretary**

Corporate Secretary M. Denise Griffin requested a closed session for the purpose of receiving her contractual year-end performance evaluation as permitted by the Open Meetings Act exemption MCL 15.268(a) and requested that the BWL HR Executive Director, Michael Flowers, attend.

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to enter into closed session to discuss the contractual year-end performance evaluation of Corporate Secretary M. Denise Griffin.

**Roll Call Vote:**

**Yeas:** Commissioners Tracy Thomas, Anthony McCloud, Tony Mullen.

**Nays:** None.

**Action:** Motion Carried.

*The Human Resources Committee went into closed session at 4:37 p.m.*

**Motion** by Commissioner Mullen, Seconded by Commissioner McCloud, to reconvene into open session.

**Action:** Motion Carried.

*The Human Resources Committee reconvened to open session at 4:48 p.m.*

Upon conclusion of the Closed Session, the following motion was offered:

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to forward a resolution reappointing M. Denise Griffin to the Charter position of Corporate Secretary for FY19 to the full Board for consideration.

**Action:** Motion Carried.

***Internal Auditor***

Internal Auditor, Phil Perkins, requested a closed session for the purpose of receiving his contractual year-end performance evaluation as permitted by the Open Meetings Act exemption MCL 15.268(a) and requested that the BWL HR Executive Director, Michael Flowers, attend.

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to enter into closed session to discuss the contractual year-end performance evaluation of Internal Auditor, Phil Perkins.

**Roll Call Vote:**

**Yeas:** Commissioners Tracy Thomas, Anthony McCloud, Tony Mullen, Sandra Zerkle.

**Nays:** None.

**Action:** Motion Carried.

*The Human Resources Committee went into closed session at 4:51 p.m.*

**Motion** by Commissioner Zerkle, Seconded by Commissioner McCloud, to reconvene into open session.

**Action:** Motion Carried.

*The Human Resources Committee reconvened to open session at 5:04 p.m.*

Upon conclusion of the Closed Session, the following motion was offered:

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to forward a resolution reappointing Phil Perkins to the Charter position of Internal Auditor for FY19 to the full Board for consideration.

**Action:** Motion Carried.

### **General Manager**

General Manager Richard Peffley requested a closed session for the purpose of receiving his contractual year-end performance evaluation as permitted by the Open Meetings Act exemption MCL 15.268(a) and requested that the BWL HR Executive Director, Michael Flowers, attend.

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to enter into closed session to discuss the contractual year-end performance evaluation of General Manager, Richard Peffley.

### **Roll Call Vote:**

**Yeas:** Commissioners Tracy Thomas, Anthony McCloud, Tony Mullen, Sandra Zerkle.

**Nays:** None.

**Action:** Motion Carried.

*The Human Resources Committee went into closed session at 5:08 p.m.*

**Motion** by Commissioner Zerkle, Seconded by Commissioner Mullen, to reconvene into open session.

**Action:** Motion Carried.

*The Human Resources Committee reconvened to open session at 5:37 p.m.*

Upon conclusion of the Closed Session, the following motion was offered:

**Motion** by Commissioner McCloud, Seconded by Commissioner Mullen, to forward a resolution reappointing Richard (Dick) Peffley to the Charter position of General Manager for FY19 to the full Board for consideration.

**Action:** Motion Carried.

### **Subsequent Steps for Board Appointed Employees Contracts**

HR Chair Thomas requested a motion for the HR Committee to charge the HR Chair and the Board Chair with the task of working with the appointed employees on their respective annual merit considerations on behalf of the Board of Commissioners.

**Motion** by Commissioner Mullen, Seconded by Commissioner Zerkle, to charge the HR Chair and the Board Chair with the task of working with the appointed employees on their respective annual merit considerations on behalf of the Board of Commissioners.

**Action:** Motion Carried.

### **Excused Absence**

None

**Other**

HR Committee Chair Thomas thanked Commissioner Mullen for meeting with HR Chair Thomas and going through the transition process.

HR Committee Chair Thomas also thanked Smiljana for helping the Commissioners with the addressing of some issues.

Commissioner Price thanked HR Committee Chair Commissioner Tracy Thomas for his work as the HR Committee Chair.

**Adjourn**

**Motion** by Commissioner McCloud, Seconded by Commissioner Thomas, to adjourn the meeting.

**Action:** Motion Carried

Meeting adjourned at 5:41 p.m.

Respectfully Submitted,  
Tracy Thomas, Chair  
Human Resources Committee

**PROPOSED RESOLUTION 2018\_\_ - \_\_**

To Amend Employee Contribution to Medical Benefit Plans

WHEREAS, Governor Rick Snyder, on September 27, 2011, signed legislation known as the “Public Funded Health Insurance Contribution Act”, Public Act 152 of 2011 limiting the amount public employers may pay for government employee medical benefits, and;

WHEREAS, Public Act 152 of 2011 took effect January 1, 2012 and applies to all public employers including the Lansing Board of Water & Light, and;

WHEREAS, Public Act 152 of 2011 created a “hard cap” for medical benefit plan years beginning January 1, 2012, such that a public employer may not pay more than the statutory caps for medical benefit plans, and;

WHEREAS, by a 2/3 vote of its governing body each year, a public employer may exempt itself from the requirements of Public Act 152 of 2011 prior to each benefit plan year, and;

WHEREAS, the Board of Commissioners have met each year and passed a resolution exempting the Lansing Board of Water & Light from the “hard cap” of Public 152 of 2011 and established premium sharing amounts for the applicable benefit plan years, as follows:

<b>Date</b>	<b>Resolution No.</b>	<b>Premium Sharing</b>	<b>Effective Date</b>
July 24, 2012	(#2012-07-01)	10% All Active Employees	January 1, 2013
July 23, 2013	(#2013-07-02)	12% All Active Employees	January 1, 2014
September 23, 2014	(#2014-09-03)	12% All Active Employees	January 1, 2015
July 28, 2015	(#2015-07-12)	12% All Active Employees	January 1, 2015
November 17, 2015	(#2015-11-02)	12% - Union Employees 14% - Non-Union Employees	January 1, 2016- 12% Union Effective July 1, 2016 – 14% Non-Union
November 15, 2016	(#2016-11-06)	14% All Active Employees	January 1, 2017
September 26, 2017	(#2017-09-01)	16% All Active Employees	January 1, 2018

RESOLVE that the Board by at least 2/3 vote desires to exempt itself from the requirements of Public Act 152 of 2011 for the upcoming benefit plan year, effective January 1, 2019 through December 31, 2019.

FURTHER RESOLVE that the Board desires to increase premium sharing from 16% to 18% for all active employees for medical benefits effective January 1, 2019.