

**AGENDA**

**HUMAN RESOURCES COMMITTEE MEETING**

**September 15, 2015**

**5:30 P.M. – 1201 S. Washington Ave.**

**REO Town Depot**

Call to Order

Roll Call

Public Comments on Agenda Item

1. Human Resources Committee Meeting Minutes of July 28, 2015 ..... **TAB 1**

2. Charter Position Appointment for General Manager — Resolution ..... **TAB 2**

3. Other

Adjourn

## HUMAN RESOURCESS COMMITTEE

July 28, 2015

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 Tuesday, July 28 2015.

The Human Resources Ex-Officio Chair, David Price, called the meeting to order and asked the Corporate Secretary to call the roll. The following members were present: Commissioners Anthony McCloud, Tony Mullen and David Price. Also present: Commissioners Ken Ross and Sandra Zerkle. Non-Voting Commissioners Present: Commissioners Mike Froh and Bill Long.

Absent: None.

### **Public Comments**

None.

### **Approval of Minutes**

**Motion** by Commissioner McCloud, seconded by Commissioner Mullen, to approve the Human Resources Committee meeting minutes of May 19, 2015.

**Action:** Motion Carried.

### **PA 152/Amend Employee Contribution to Medical Benefit Plans/Resolution**

Michael Flowers, Executive Director of Human Resources, presented the Committee with detailed on the Public Employer Contributions to Medical Benefits Plan, which included the following information:

- Public Act 152 – Publicly Funded Health Insurance Contribution Act
- Increase Employee Cost Per Pay Period if Hard Cap Requirement of Act is Implemented
- Increase Employee Cost Per Pay Period if 80/20 Cap is Implemented
- Alternatives Utilizing Option 3 to Opt-Out of Act 152, 2011 – Various Premium Sharing Options
- Affordable Care Act (ACA) (Proposed for 9/1/15 thorough 12/31/15)

There was discussion regarding the timing in which the said Public Act would be fully implemented to the required twenty percent premium sharing percentage.

**Motion** by Commissioner Mullen, seconded by Commissioner McCloud, to forward the proposed resolution for the remaining at the implementation of 12% premium sharing for all active employees for medical benefits, to the full Board for consideration.

**Action:** Motion Carried.

### **Salary Adjustments for Contract/Appointed Employees**

- a) Corporate Secretary

**Motion** by Commissioner Mullen, Seconded by Commissioner McCloud to increase the Corporate Secretary's base salary by five percent.

**Action:** Motion Carried.

- a) Internal Auditor, Phil Perkins, two percent increase and two additional vacation days.

**Motion** by Commissioner Price, Seconded by Commissioner McCloud to increase the Internal Auditor's base salary by two percent and two additional vacations days.

**Action:** Motion Carried.

**Excused Absence**

None.

**Public Comments**

None.

**Adjourn**

**On Motion** by Commissioner Price, seconded by Commissioner McCloud, the meeting adjourned at 5:00 p.m.

Respectfully Submitted  
David Price, Ex-Officio Chair  
Human Resources Committee

Proposed Resolution

Appointment of Richard R. Peffley to the Charter Appointed Position of General Manager

WHEREAS, on January 13, 2015 the Lansing Board of Water & Light's (BWL) Board of Commissioners appointed Richard R. Peffley to serve as the BWL's Interim General Manager;

WHEREAS, the current Employment Agreement between Interim General Manager Richard R. Peffley and the BWL will terminate automatically once a permanent General Manager has been hired.

WHEREAS, the BWL Board of Commissioners desire to retain Mr. Peffley as the BWL's General Manager until otherwise determined by the BWL Board of Commissioners, effectively removing the "interim" title.

RESOLVED, Richard R. Peffley is hereby appointed to serve as the BWL's General Manager.

FURTHER RESOLVED, the term of the Employment Agreement between Mr. Peffley and the BWL shall begin September 22, 2015 and expire on July 31, 2016.