



**LANSING BOARD OF WATER & LIGHT BOARD OF COMMISSIONERS
HUMAN RESOURCES COMMITTEE MEETING
Tuesday, March 16, 2023 ♦ 5:00 P.M.
Board of Water & Light Headquarters – REO Town Depot
1201 S. Washington Ave., Lansing, MI 48910**

AGENDA

Call to Order

Roll Call

Public Comments on Agenda Items

1. Human Resources Committee Meeting Minutes of November 15, 2022 **TAB 1**
2. Salary Review for Appointees **INFORMATION ONLY**
3. Performance Management Evaluation Questions for Appointees **INFORMATION ONLY**
4. Procedure for Future Hires and Contract Renewals..... **DISCUSSION ONLY**

Other

Adjourn

HUMAN RESOURCES COMMITTEE
Meeting Minutes
November 15, 2022

Human Resources (HR) Committee: Beth Graham, Committee Chairperson; Commissioners: DeShon Leek, Tony Mullen, Tracy Thomas, Semone James (Alternate), Sandra Zerkle (Alternate).

The HR 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 4:00 p.m. on Tuesday, November 15, 2022.

HR Committee Chairperson Beth Graham called the meeting to order at 4:03 p.m. and asked the Corporate Secretary to call the roll. The following members were present: Commissioners Beth Graham, Tony Mullen, Tracy Thomas, Semone James (Alternate) and Sandra Zerkle (Alternate).

Absent: Commissioner DeShon Leek

Public Comments

There were no public comments.

Approval of Minutes

Motion by Commissioner Thomas, **Seconded** by Commissioner Mullen, to approve the HR Committee meeting minutes of June 21, 2022.

Action: Motion Carried.

Lansing Board of Water & Light Amended and Restated Cafeteria Plan

HR Executive Director Michael Flowers presented and requested adoption of the Amended and Restated Cafeteria Plan.

Motion by Commissioner Mullen, **Seconded** by Commissioner Thomas, to approve the Adoption of the Amended and Restated Cafeteria Plan and forward it to the full Board for consideration.

Action: Motion Carried.

Other

Chairperson Graham requested General Manager Peffley ask HR Executive Director Michael Flowers to prepare a compensation study for the Board's direct reports, Corporate Secretary, Director of Internal Audit, and General Manager. GM Peffley and Mr. Flowers will provide a compensation study to the HR Committee prior to their next meeting.

Excused Absence

Motion by Commissioner Mullen, **Seconded** by Commissioner Thomas, for an excused absence for Commissioner DeShon Leek.

Action: Motion Carried.

Adjourn

HR Committee Chairperson Graham adjourned the meeting at 4:15 p.m.

Respectfully Submitted,
Beth Graham, Chairperson
Human Resources Committee