

HILLSDALE COUNTY ROAD COMMISSION

September 18, 2014

SPECIAL MEETING MINUTES

A special meeting was called to order by Chair Bob Godfrey on Thursday, September 18, 2014, at 7:00 a.m. at the road commission office to discuss some unanticipated business and to attend to some other items of business as requested by the engineer-manager.

Members present: Bob Godfrey, Mike Parney & Bill Watkins.

Staff present: Stanley Clingerman, Engr.-Mgr., & Janet Aemisegger, Clerk.

ACCOUNTS PAYABLE APPROVED

#14-138 Bill Watkins moved, Mike Parney seconded, to approve the payment of bills in the amount of \$47,777.24 per Accounts Payable Check Register dated 9/18/2014. Motion carried.

Engineer-Manager Request for Vacation Approved

Engineer-Manager Stan Clingerman requested permission to take 3 days vacation next week (9/22-9/24/14) and the board agreed to the same.

Update Re: Small Urban Projects

The engineer-manager reported some good news from Susan Richardson, Region 2 Planning Commission. The 2015-16-17 Small Urban Project Award list has been issued and approved and our Lake Wilson Road resurfacing project is included for funding. MDOT will honor our recently submitted application for Lake Wilson Road (Mechanic to M-99) and will allow us to carry over the funds for 2015 construction. Thus, next summer this project, plus the Territorial Road, Broom Road and Moscow Road projects, will be completed. Mr. Clingerman will attend the Bridge Council meeting in Ingham County on October 8th, where they will select the bridge projects to be funded.

Miscellaneous Information

The engineer-manager reported that the road crews are completing the fog seal work today. The north fog seals are done so they are finishing the south fog seals now.

Update on Prospective New Hire for Computer Operator/Finance Support Clerk Position

After the third round of interviews for the computer operator/finance support clerk position, two finalists were selected. The office manager reviewed the arduous process to get to this point and explained that one finalist had an accounting degree, but not much experience using her education, and the other finalist had many years of on-the-job accounting and computer experience, including some governmental fund accounting knowledge, and worked for several years at a local CPA firm. Since the goal was to hire someone who would best meet the job requirements we are looking for and who we hope will be able to "hit the ground running", the engineer-manager and the office manager jointly selected the applicant with the most experience,

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Cynthia “Cindy” Ricketts. She has accepted the job offer, subject to passing a pre-employment physical and satisfactory resolution of a health insurance question.

Proposed Waiver of Coverage on Group Health Care Plan For 65+ Spouses

As the road commission provides full family health insurance coverage, as well as a health insurance buy-out option, as part of the employee benefit package, the office manager presented for the board’s review and consideration a proposed addendum to the current health insurance buy-out agreement, which would be a “win-win” for the employer and the employee.

The proposed addendum would allow any full-time employee, who is eligible for our health insurance coverage and who has a spouse over 65 years of age, to opt out of our group health insurance coverage for said spouse, and receive instead, an employer contribution equal to 50% of the current “full family” health insurance buy-out. A 50% employer contribution is proposed since the employer would still need to provide health insurance coverage for the employee. The 65+ buy-out contribution would be direct deposited into one of our employer sponsored deferred compensation plans for the employee, the same as the current buy-out option.

The 65+ buy-out would be less expensive for the employer as the group plan would have to be primary for the 65+ spouse with Medicare secondary. The buy-out option would also be better actuarially for our group health insurance rates, which are now age rated. It would be beneficial for the employee as the 65+ buy-out would help pay for the secondary insurance for their spouse and should save them the coordination of benefits headaches. There is at least one current employee who would be eligible to exercise this voluntary option, as well as the new hire.

After some discussion, the board thought it would be logical to allow the choice of a taxable cash payment in lieu of a deferred compensation contribution for the 65+ buy-out, since health insurance coverage from a secondary source would need to be purchased for the spouse. It was also agreed that the 65+ buy-out amount would be subject to the same annual adjustment at the beginning of each calendar year, as is stipulated in the labor contract for the current health insurance buy-out.

WAIVER OF COVERAGE ON GROUP HEALTH CARE PLAN FOR SPOUSES OVER 65 & COMPENSATION AGREEMENT APPROVED

#14-139 Mike Parney moved, Bill Watkins seconded, to approve the proposed addendum to the current health insurance buy-out option, which is entitled, “Waiver of Coverage on Group Health Care Plan for Spouses Over 65 & Compensation Agreement”. Carried. Copy attached.

Update Regarding Prospective Traffic Safety Director or Project Engineer

The engineer-manager reported that three applications for the traffic safety director position and two applications for the project engineer position were received and two candidates were interviewed this week. Mr. Clingerman briefly reviewed the merits of each candidate for the

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board and said he would like to offer the position to John Sanders. Although he is not an engineer, he was the Jackson County Road Commission's project manager for 15 years and has performed all of the duties of an engineer, except for signing the certified paperwork. Mr. Sanders feels he would have no problem handling the traffic safety director duties that Gary Reppert has been handling. Given Mr. Sanders wealth of engineering experience, he seemed to be the best fit to meet the requirements for the combined positions and we feel he would fit in well with our organization. It was the general consensus of the board that he sounds like the best candidate from those who applied, thus the engineer-manager will proceed to check some references, and if all goes as anticipated, will offer him the position, subject to passing his pre-employment requirements.

Meeting Adjourned – 8:20 a.m.

As there was no further business, the chair declared the meeting adjourned at 8:20 a.m.



Chairman



Clerk

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