

MINUTES OF REGULAR MONTHLY MEETING  
Monday, August 20, 2018 – 2:30 p.m.

The regulator monthly meeting of the Board of County Road Commissioners of Houghton County, Michigan, was held at the office in Ripley, Hancock, Michigan, on Monday, August 20, 2018 at 2:30 p.m.

PRESENT: William H. Siler Chairman  
Kenneth A. Rowe Vice Chairman  
Gene Londo Member  
Kevin P. Harju County Engineer  
Robert P Tarvis Jr Secretary

GUESTS: Louis Sullivan Laird Township, Dale Peterson Chassell Township, Mark Sellers Fabick Cat, Brain DeBernardi McCoy, Pat Mead Alta, Peter Torola Chassell Township

The meeting was called to order by the chairman, William H. Siler, at 2:30 p.m.

Moved by Mr. Rowe and supported by Mr. Londo, to approve payment of bills and payrolls in the amount of \$1,513,147.85, covered by vouchers #17/18-62, #17/18-64, #17/18-65 and #17/18-67, and payroll vouchers #17/18-61, #17/18-63 and #17/18-66. Also to approve the minutes of the July 16, 2018 monthly meeting

Motion Carried.

Correspondence was read and discussed.

Moved by Mr. Rowe and supported by Mr. Londo, to join the MDOT Local Safety Initiative program.

Motion Carried.

Moved by Mr. Rowe and supported by Mr. Londo, to authorize County Engineer Kevin Harju to apply for an additional \$6 million SIB Loan.

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to vote for Ken Hulka, Dorothy Maxwell and S. Mike Scott to be on the CRASIF Board.

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to make the September 2018 USDA loan payment.

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to take Jumbo Pit Road off of HCRC's Seasonal Road List.

Motion Carried.

Moved by Mr. Rowe and supported by Mr. Londo to renew the Salaried Employee Benefits as presented with removing the special conditions pertaining to Dan Reilly since he has retired.(See attached)

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to sell the Village of Laurium sand for the upcoming winter.

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to table the Rubber Tire Excavator bid for two weeks.

Motion Carried.

Moved by Mr. Rowe and supported by Mr. Londo to authorize County Engineer Kevin Harju to make the decision on the Rubber Tire Excavator.

Motion Carried.

Moved by Mr. Londo and supported by Mr. Rowe to purchase the 2018 John Deere 872GP Grader presented in the bid.

Motion Carried.

Moved by Mr. Rowe and supported by Mr. Londo to sell HCRC's Federal Highway aid funds to Muskegon County Road Commission for \$.80 per \$1 and to authorize Chairman William Siler sign the agreement.

Motion Carried.

Moved by Mr. Rowe and supported by Mr. Londo to award Box Culvert Installation bids as presented.

Motion Carried (Chairman William Siler abstained due to conflict of interest).

Moved by Mr. Londo and supported by Mr. Rowe to adjourn the meeting at 4:24 PM, there being no further business.

Motion Carried.

HOUGHTON COUNTY BOARD OF ROAD COMMISSIONERS  
SALARIED EMPLOYEE BENEFITS  
08/20/18

**Contract** – None, recorded in minutes

**Wages** – To be determined by the Board, effective January 1 each year or upon hiring

**Hospitalization Insurance**

Michigan Conference of Teamsters Welfare Fund Plan according to the Union contract.

1. Reimbursement for employees opting out of healthcare will receive payment in lieu of coverage in 26 payments as miscellaneous wages.  
This was suggested because every 50 years or so the timing could happen that 27 pay periods instead of 26 could occur.
  
2. The Houghton County Road Commission will self-insure the drug coverage by reimbursement to the employee any amount over a \$10.00 co-pay for each purchase of prescription drugs, as qualified by the current plan. Reimbursement will be made by presentation of appropriate receipts at the end of each calendar quarter.

**Retirement Plan A**

For employees who have 20 years or more of service and are at least 62 years of age when they retire, eligible medical and pharmacy coverage premiums will be paid until they are eligible for Medicare benefits.

**Retirement Plan B**

For employees who have 20 years or more of service and retire before their 62<sup>nd</sup> birthday, medical and pharmacy coverage premiums will be paid for a period of three (3) years.

**Pension Plan** – Michigan Employees Retirement System, plan B-4, E-1, E-2, FAC-5, F-55 (20 yrs.), RS 50%.

<b><u>Holidays</u></b> –	New Years Day	Thanksgiving Day
	Safety First Day	Christmas Day
	Memorial Day	Good Friday
	Fourth of July	2 Floating Holidays
	Labor Day	

**Longevity** - According to the Union contract.

**Vacations** – One year but less than 8, 2 weeks; 8 years or more, 3 weeks; 15 or more, 4 weeks; 20 years, 5 weeks. Up to 40 hours may be taken in pay rather than time off. One personal day for each 4 months, to be taken during that 4 month period; if not taken, will be added to sick leave.

**Sick Leave** – Same as Union Agreement.  $\frac{3}{4}$  day per month, up to 90 days. At end of each calendar year, any employee accumulating 90 days will be paid one week's wages or be given one week off with pay and such time will be charged against accumulated sick leave. Any other days will be paid for at the rate of one-half of the regular rate of pay and charged in full against accumulated sick leave.

Upon retirement, or upon discontinuing employment for any reason, except for dismissal for disciplinary reasons, the employee shall be paid for all of his accumulated sick leave at the employee's prevailing rate of pay at the time of the termination of his employment. Upon death of any employee, the accumulated sick leave shall be paid to the employee's widow or estate.

- Overtime** – Salaried – Bi-weekly 1. Salaried Employees will be reimbursed as an hourly rate based on a 2080 hour work year.
- Salaried – Hourly 1. Only as authorized.  
2. Time and one-half over 8 hours per day, or over 40 hours per week.

**Residency** – Salaried employees shall, within 6 months of hiring, establish and maintain a primary residency within 20 miles of Houghton County.