

MINUTES OF THE MEETING OF THE COMMITTEE-OF-THE-WHOLE OF THE CITY OF GROSSE POINTE WOODS HELD ON MONDAY, JUNE 3, 2013, IN THE CONFERENCE ROOM OF THE MUNICIPAL BUILDING, 20025 MACK AVENUE, GROSSE POINTE WOODS, MICHIGAN.

PRESENT: Mayor Novitke  
Council Members Bryant, Granger, Ketels, Koester, McConaghy, Shetler

ABSENT: None

ALSO PRESENT: City Administrator Fincham  
Treasurer/Comptroller Irby  
City Attorney Don Berschback  
City Clerk Hathaway  
Director of Public Services Ahee

Also in attendance was Deputy Clerk Ryska.

Mayor Novitke called the meeting to order at 8:01 p.m.

Motion by Bryant, seconded by Koester, that all items on tonight's agenda be received, placed on file, and taken in order of appearance.

Motion carried by the following vote:

Yes: Bryant, Granger, Ketels, Koester, McConaghy, Novitke, Shetler  
No: None  
Absent: None

The Committee then began to discuss **Retiree Health Care and the Employee Handbook**. The City Attorney provided an overview by discussing changes that were made to the handbook with respect to retiree healthcare, and the differences between the handbook and the TPOAM contract. In order to save on legacy costs, the handbook changed nonunion, salaried staff to an HSA (at a cost of \$1,800 per year times the number of years worked) for employees hired after August 1, 2008, which date was established by using the first day of the next month following the last employee's date of hire, that being July 7, 2008, at the time the handbook was being revised. The TPOAM contract establishes a July 1, 2007, hire date. Two employees were hired after July 1 under the Retiree Health Care provision, not HSA, the Treasurer/Comptroller and Deputy Clerk.

The Deputy Clerk is requesting to participate in the HSA group; the Treasurer/Comptroller wishes to remain under the current Retiree Health Care program, the one under which they were hired.

The City Attorney stated that the City cannot treat two employees differently due to potential legal ramifications, and if the date in the handbook were to change to July 1, it must be retroactive back to the date of hire, which would be a cost to the City of \$10,800 per employee.

Establishing an HSA group was for the purpose of cutting legacy costs and is a program that is not as good for the employee as the current retiree healthcare program.

The Deputy Clerk provided an overview basically recapping her memo. She stated her intent was not to change the benefits of the Treasurer/Comptroller, but to ensure her own family's benefits as much as possible.

It was confirmed that when both employees were hired, the retirement health care plan they were hired under is what they have currently; the policy written in the handbook does not take away a benefit that they received previously upon hire.

Following discussion, there was a consensus of the Committee to not change the date in the employee handbook; remaining August 1, 2008.

Motion by Granger, seconded by Shetler, that Retiree Health Care and the Employee Handbook be removed from the Committee-of-the-Whole agenda.

Motion carried by the following vote:

Yes: Bryant, Granger, Ketels, Koester, McConaghy, Novitke, Shetler  
No: None  
Absent: None

The following items were discussed under New Business:

- Gary Abud – Michigan Teacher of the Year signage is to be placed at two entrance ways into the City. There was a concurrence of the Committee not to exceed a cost of \$750 per sign, and sign verbiage is to be sent to Council for review.
- A complaint was received regarding pending sod replacement since July. The Director of Public Services stated he will have sod replaced this week.
- A standing water complaint. The City Administrator is addressing the matter.
- The item regarding use of rubbish containers is scheduled for a future Committee-of-the-Whole meeting. Administration was requested to provide costs and comparisons to the other Grosse Pointes.

Motion by Bryant, seconded by Ketels, that the meeting of the Committee-of-the-Whole be adjourned at 9:05 p.m. PASSED UNANIMOUSLY.

Respectfully submitted,

Lisa Kay Hathaway  
City Clerk