

PROCEEDINGS OF THE
WEST BLOOMFIELD TOWNSHIP PERSONNEL COMMITTEE MEETING
CHARTER TOWNSHIP OF WEST BLOOMFIELD
TOWNSHIP BOARD ROOM
4550 WALNUT LAKE ROAD
MONDAY, JULY 23, 2007 AT 4:00 P.M.

Members present: Trustee Robert Spector
Trustee Deborah Macon
Trustee Robert Sher

Members absent: None

Staff present: Kent Herbert, HR Director
Chief James Poppelreiter, Fire Department

Others present: None

General public: None

CALL TO ORDER Chairman Spector called the meeting to order at 4:02 p.m.

APPROVAL OF AGENDA The Agenda was approved as presented.

APPROVAL OF MINUTES Personnel Committee Minutes approved for the February 26, 2007.

APPROVAL OF NEXT MEETING Next meeting scheduled for October 1, 2007 at 4:00 P.M.

Ayes: Robert Spector, Deborah Macon, and Robert Sher

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

RECOMMENDATION ON FIRE CHIEF'S DROP PROPOSAL

Fire Chief James Poppelreiter spoke about the proposed DROP Program. Chief Poppelreiter presented the program to the Committee. He stated that the program basically offers an eligible employee the opportunity to lock in their benefits and retire according to their pension. The pension funds go into a bank account with their name on it. It is a fix guaranteed interest rate for a period of not more then five (5) years.

The savings to the Township would be having the stability and experience of a senior employee staying on for an extended period of time. The Township is also saving replacement cost of filing the retiree's vacancy. They are also saving the cost of insuring both the retiree and their replacement. There would also be cost savings by not having to pay for promotions that may happen if an individual is chosen from within to fill the vacancy.

This plan is based on the plan offered by Birmingham for its employees. This plan has also been reviewed by the Township Pension Board and Michael VanOverbeke, Pension Committee Attorney.

Mr. Sher asked if the DROP Program was just for him or could it be used for anyone else. Chief Poppelreiter stated that it could be used for other employees. Chief Poppelreiter stated that the cost would be cost neutral to the Township. Mr. Herbert stated that there might even be an opportunity for savings because the pension gets frozen and the Township would not be paying double for health insurance for the retiree and a new hire.

Mr. Herbert also proposed that it be offered the Fire Chief, Police Chief, Police Captain and Assistant Fire Chief the same health care coverage as those they supervise. His concern was that if they do not offer them a benefit on the same level as those they supervise, they may not want to be promoted for fear of losing their benefits if they accept a promotion.

Mr. Herbert stated there may be a concern for those that may be waiting for a promotion, may not get one if their Superior remains under the DROP Program. He stated that if they grant it in this case, they would have to consider the impact of granting it to the other managing units and Department Heads.

Ms. Macon stated she saw this program more as a payoff for longevity. She did not feel it would necessarily delay promotions, but rather show employees that they are supported and not pushed out the door at retirement age.

Mr. Spector stated his concern is the Township would actually lose a valued employee because their superior is not leaving and they may leave for another opportunity in a different community. He felt that by offering a higher salary to Departments Heads over what their employees make would outweigh any differences in medical benefits. He also felt that just because a Department Heads leaves, does not mean the department would fall apart. He

stated if there was a way to just give it to the Fire Chief, it would be something that he could

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endorse.

Chief Poppelreiter stated a way to get around offering the DROP Program to everyone would be to limit who would be eligible. He suggested that the program could be offered only to those people who have reached the maximum 30 years of service.

Motion by Mr. Sher and supported by Ms. Macon to have the Personnel Director prepare a report on the pros and cons, including evaluations and recommendations of the DROP Program for consideration at the October 1, 2007 meeting.

**Voice vote: Unanimous
Motion Carried**

RECOMMENDATION OF THE EMPLOYEE MANUAL FOR 2008

Mr. Herbert stated he basically has two (2) recommendations. One of them to decide how the Police Chief, Fire Chief, Police Captain and the Assistant Fire Chief should be treated with respect to their medical benefits. It needs to be decided in writing if they should be totally under the Union Contract for their department under the Department Head package, including pension and benefits. The plans may be equal or very close to equal.

Mr. Herbert felt they should get the same benefits as the people they are supervising. He felt it would make it easier during promotions because their benefits would not change. However, they would receive the increase for the senior position.

Mr. Sher asked if by giving them the benefits under the union contract, would they be motivated to help the union get better benefits. Mr. Herbert felt that it would not matter because the direction regarding negotiations comes from the Board.

Mr. Spector felt that the Department Heads in those departments should be at the top of that Department because the Board has appointed them to do that job.

Mr. Herbert wanted to have something in writing advising the Assistant Fire Chief and Police Captain of their benefits, either under the Union Contract they cover or the Department Head Manual. Mr. Sher wanted to wait until the negotiations were completed before making a decision.

Mr. Herbert stated the other item was relative to the use of sick, vacation and personal leave time prior to being granted FLMA (Family Medical Leave Act). This policy would apply to all employees, both union and non-union. Mr. Herbert wanted this to be a recommendation for change when other changes are made. The Board voted unanimously to recommend the FMLA change.

REVIEW/APPROVAL of PERSONAL COMMITTEE DESCRIPTION AND GOALS

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Ms. Macon stated that Mr. Flaisher wrote a memo to each Department Head responsible for overseeing any appointed board, commission, or committee of the Township Board. He asked each one of them to provide information about each board, commission or committee

for the purpose of informing the community as to what they were. It was not designed in any way to tell the different committees what to do.

Motion by Mr. Sher and supported by Ms. Macon to approve the Personnel Committee Description and Goals annual report.

Ayes: Deborah Macon, Robert Spector and Robert Sher
Nayes: None
Motion Carried

There being no further business, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Marya Duncan
HR Specialist

Approved:

NOTE: Approved minutes of this meeting are maintained as part of the Public Record and are available upon request. A fee will be required for copies of all meeting tapes and/or approved minutes. Please contact the Recording Secretary of the Planning & Environment Department for information.