

**PROCEEDINGS OF THE
PERSONNEL COMMITTEE MEETING
CHARTER TOWNSHIP OF WEST BLOOMFIELD
EMPLOYEE LUNCH ROOM
4550 WALNUT LAKE ROAD**

Monday, March 24, 2008 @ 3:00 P.M.

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

Members absent: None

Staff present: Kent Herbert, HR Director

Others present: John Kelly, Cornerstone Group
Robert Hamelin, Destiny Health

General public: None

CALL TO ORDER Chairman Spector called the meeting to order at 3:00 p.m.

APPROVAL OF AGENDA

Motion by Mr. Sher and supported by Macon to approve the agenda as amended.

Ayes: Macon, Sher, Spector

Nays: None

Absent: None

Motion carried

APPROVAL OF MINUTES The minutes of 02/25/2008 were approved as presented.

APPROVAL OF NEXT MEETING

The next meeting was scheduled for Monday, June 9, 2008 at 3:00 p.m.

UNFINISHED BUSINESS

Review of Wellness Proposal

Robert Hamelin from Destiny Health spoke about their wellness program, called Vitality. Mr. Hamelin stated that through their program they motivate, educate and entice people to make the proper adjustments in their lifestyle to help with the overall bottom line. Wellness does not wait for something to happen; it takes it to the next level and stops it before it happens.

Mr. Hamelin stated that changing the eating habits, exercise plan, sleeping, smoking and over use of alcohol of an individual can affect the overall bottom line of health care costs. In addition, it will result in a more productive and better individual.

The Vitality Program has figured out a way to get people more motivated to make a change by the use of the rewards program. Participants are rewarded with actual physical items through their online shopping mall.

Mr. Hamelin stated that many wellness programs conduct a health risk assessment, which provides useful knowledge. However, there no incentives offered to participants to make the changes.

Vitality provides different activities that one can do to make a difference. The program allows individuals to select activities that best fit their lifestyle and interests. The following components are included in the program: educational, fitness, prevention and healthy living. Individuals will need to participate in all four components in order for the program to be successful. Participant involvement is accomplished using four different methods: Tease, Educate, Activate and Motivate. The program teases individuals via e-mails, brochures and enrollment meetings. Individuals are educated on how the program works and membership is activated through the website program. Each person is given their own site and motivated to make the changes.

The first year of the program will reflect a slight increase in claims costs. This is due to individuals obtaining the required physical and blood work in order to participate in the program. The second and third year will reflect a savings in health care claims.

Mr. Sher felt the program was a good idea and asked about the actual program costs. The program cost is \$15.00 per month per participant. The clinical cost is \$43.50 per participant per visit. It is expected that individuals will participate at least twice a year. In addition, there is a start-up cost associated with the program.

Mr. Hamelin stated that contracts are written on a yearly basis. The company wishes to have a three year commitment since it is during the third year when the most savings is realized with respect to the health care cost.

Mr. Herbert asked if the billing could be done per bargaining group. Mr. Hamelin stated that would be possible. Mr. Herbert stated that would allow for cost cutting because the Township would be obligated to pay for people who did not want to participate in the program. Mr. Hamelin stated the minimum amount to be paid is \$4,000 per month payable to Destiny Health.

Ms. Macon asked if there was a discount for joining gyms such as Curves and Lifetime. Mr. Hamelin stated there was no discount on the initiation fee, but there would be a subsidy on the r monthly fee. Destiny Health would send a check to the facility on the member's behalf and the participant would be responsible for the other portion of the fee.

Mr. Sher stated although the program is a great concept, he did not know whether it was good for the Township. He was not sure he could vote in favor simply because he did not know whether the Township could afford to pay for the program. He wanted to check references as well as have discussions with the different Unions prior to making a decision.

Recommendation for 2009 Elected Officials Salaries

Mr. Herbert stated that he obtained salaries of elected officials from different communities. Ms. Macon felt the salary survey was not accurately reflective of the work performed by the Township Trustees. She did not believe the Trustees have been treated as full partners and felt that the expectations of Trustees have grown considerably over the past few years.

Mr. Spector felt that the Trustees have made a difference in the Township. He commented that in some Townships, the Trustees were nothing more than a rubber stamp on issues, in which they were allowed to have discussion as well as a difference of opinion. Mr. Sher felt that as a volunteer to the Township, he was lucky enough to have the opportunity to perform public service.

Ms. Macon indicated that although she knew what she was signing onto, the expectation far exceeded her thoughts. She felt that the level of support did not exist because of the mindset.

Mr. Sher and Ms. Macon felt that some type of orientation and support should be made available to new members of the Board in the future. They both felt that new people may not have any knowledge as to the operations, process and the different terminology.

There was consensus of the Committee to have the following questions submitted to the Board: (1) What should be the manner and amount of trustee compensation? (2) What kind of support should be given to the Trustees?

Mr. Herbert stated he would draft the question and submit it to the Committee for editing. He stated the questions would be ready for the June 9th meeting. If the Committee approved the resolution, he would add the item to next Board meeting.

Request of Officers about Goal Setting/Evaluations

Mr. Herbert stated there will be a contract regarding the Township survey on the next agenda for the Committee. Ms. Macon expressed interest in what the Board would do with the information. She suggested that the Department Heads select five (5) goals for their departments and have the Board build their goals around them.

NEW BUSINESS

Discussion of the Medicare Advantage Process

Mr. Herbert stated meetings were held with the retirees on the Humana issue. A lot of questions were raised and were answered by representatives from Humana. Based on the questions that were raised and how East Lansing handled the situation, there was a suggestion to have a committee made up of retiree representatives, union representatives and an outside expert to help provide education and research on behalf of the Township and the committee.

Mr. Herbert stated the outside expert would provide an opinion on Humana as to the advantages and disadvantages of the program. The proposal will be compared to the current coverage. Mr. Herbert felt that by having a special committee, the Township will have done all the things that an employer can reasonably do. He added that it would delay the implementation of Humana by about three (3) months.

ADJOURNMENT

There being no further business, the meeting was adjourned at 4:52 p.m.

Respectfully submitted,

Marya Duncan
HR Specialist

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 Human Resources Department for information.