

**CHARTER TOWNSHIP OF VAN BUREN BOARD OF TRUSTEES
DECEMBER 18, 2018 BOARD MEETING 7:00 P.M.
REVISED AGENDA**

CALL TO ORDER:

PLEDGE OF ALLEGIANCE:

ROLL CALL:

Supervisor McNamara	_____	Trustee Miller	_____
Clerk Wright	_____	Trustee White	_____
Treasurer Budd	_____	Engineer Potter	_____
Trustee Frazier	_____	Attorney McCauley	_____
Trustee Martin	_____	Secretary Beaudry	_____

EXECUTIVE SUMMARY OF THE AGENDA:

ADOPTION OF AGENDA:

ADOPTION OF CONSENT AGENDA:

1. Work Study Session minutes of December 3, 2018
2. Board Meeting minutes of December 4, 2018
3. Prepaid List of December 6, 2018
4. Prepaid List of December 13, 2018
5. Voucher List of December 18, 2018
6. Approval of Michigan Association of Fire Fighters contract for January 1, 2018- December 31, 2021.
7. Approval of the appointment of Kevin Boyer, the reappointment of Juanita Jensen, the reappointment of Harry Roesch and the reappointment of Loretta Speaks as an alternate; all to the Board of Review with terms ending on December 31, 2020.
8. Approval of a proposed sidewalk agreement between the Charter Township of Van Buren and Subaru Research and Development, Inc.

PUBLIC HEARINGS:

CORRESPONDENCE/ANNOUNCEMENTS/ PRESENTATIONS:

PUBLIC COMMENT (Unfinished and New Business):

UNFINISHED BUSINESS:

NEW BUSINESS:

1. To consider approval of the selection of Deere and Company to provide a HUV865M HVAC all-terrain vehicle with salt spreader and snow plow blade for Van Buren Township's Building and Grounds Department.
2. To consider approval of the second reading of Ordinance 12-04-18 (1) to prohibit marijuana establishments in all geographic areas of the Charter Township of Van Buren.
3. To consider approval of an update to the Benefits Manual's for Elected Officials and Salaried Employees Defined Contributions from 10% to 12%

REPORTS:

PUBLIC COMMENT NON-AGENDA ITEMS :

BOARD COMMENT NON-AGENDA ITEMS:

ADJOURNMENT:

Charter Township of Van Buren

Agenda Item: _____

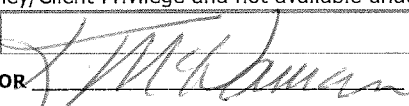
Work Study: December 17, 2018
 Board Meeting Date: December 18, 2018

REQUEST FOR BOARD ACTION

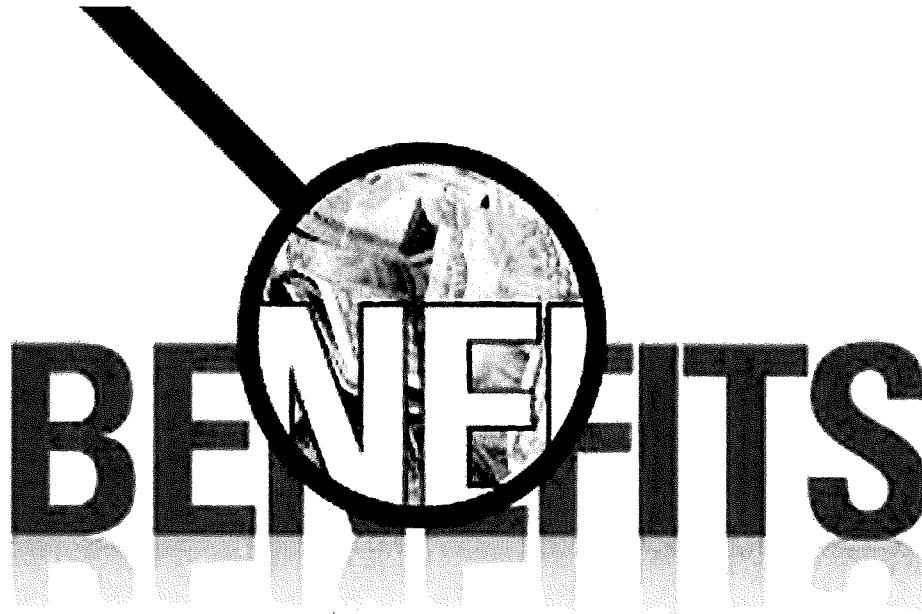
	Consent Agenda X	New Business	Unfinished Business	Public Hearing
ITEM (SUBJECT)	Defined Contribution for Elected Officials and Salaried Employees Hired after March 4, 2014			
DEPARTMENT	Supervisor's Office (Human Resources)			
PRESENTER	Nicole Sumpter			
PHONE NUMBER	734.699.8900 ext. 9293			
INDIVIDUALS IN ATTENDANCE (OTHER THAN PRESENTER)	Nicole Sumpter			

Agenda topic

ACTION REQUESTED:	
Propose Update Benefits Manual's for Elected Officials and Salaried Employees Defined Contributions from 10% to 12%.	
BACKGROUND – (SUPPORTING AND REFERENCE DATA, INCLUDE ATTACHMENTS)	
Revision to Defined Contribution for Elected Officials and Salaried Employees changed to 10% from 12% if hired after March 4, 2014 per a board vote.	

BUDGET IMPLICATION	Increase of 2% for four (4) elected officials and approximately ten (10) salaried employees
IMPLEMENTATION NEXT STEP	Approval (update Elected officials and Salaried Benefits Manual)
DEPARTMENT RECOMMENDATION	Approval
COMMITTEE/COMMISSION RECOMMENDATION	N/A
ATTORNEY RECOMMENDATION	
(May be subject to Attorney/Client Privilege and not available under FOIA)	
ADDITIONAL REMARKS	
APPROVAL OF SUPERVISOR	

ELECTED OFFICIALS



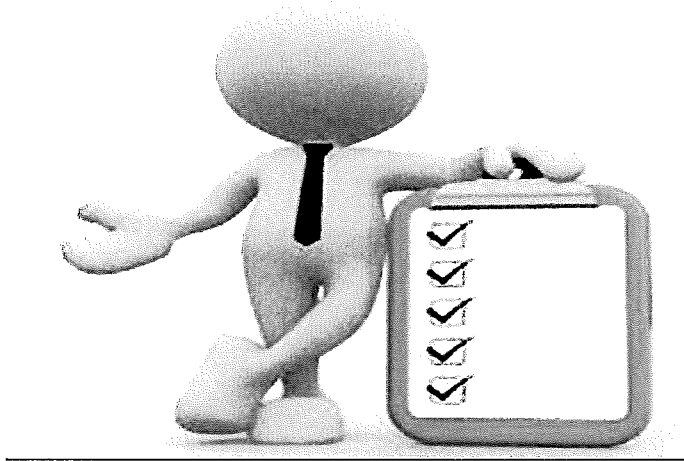
Pension/Deferred Compensation

The Township currently provided an IRS Section 401A, defined contribution pension plan for elected officials, as well as a choice between two deferred compensation plans. Participation in the pension plan is mandatory. Enrollment in the pension plan occurs thirty (30) days after employment. The Township contributes twelve (12) percent of one's base salary toward the employee's pension with the employee being required to contribute a mandatory five (5) percent of his/her base salary. ~~As of March 4, 2014, the Township contributes ten (10) percent of one's base salary toward all new employees' and newly-elected officials pensions; new employees and newly-elected officials are also required to contribute a mandatory five (5) percent of their base salary.~~ Options exist for an employee to add a voluntary contribution to one's pension savings in accordance with IRS regulations. Employees are 100% vested upon the first contribution to an employee's pension. Participation in the IRS Section 457 deferred compensation plans offered by the Township are totally voluntary on the part of the employee with all contributions to deferred compensation being the responsibility of the employee.

Flexible Spending Accounts

The Township has contracted with a company to provide service and maintenance of flexible spending accounts for employees. There are two flexible accounts available to employees. One is for a dependent care reimbursement account which enables employees to set aside pretax dollars for out of pocket expenses for dependent care that allow employees and/or their spouses to work, such as day care expenses, after school care expenses for children under age 13, and care for an adult dependent incapable of caring for him- or herself. The plan also provides for a medical reimbursement account, which enables employees to set aside pretax dollars for out of pocket expenses not covered by health insurance plans. The flexible accounts help employees with deductibles and co-payments. Examples include dental, vision, health plan co-pays, prescription drug co-pays and some qualified over the counter medications. All contributions to an employee's flexible spending account are the responsibility of the employee. IRS regulations govern the setting aside of monies into a flexible spending account and how said monies may be utilized.

SALARIED EMPLOYEES BENEFITS MANUAL



Pension/Deferred Compensation

The Township currently provides an IRS Section 401A defined contribution pension plan for salaried employees, as well as a choice between two deferred compensation plans. Participation in the pension plan is mandatory. Enrollment in the pension plan occurs thirty (30) days after employment. ~~The Township contributes twelve (12) percent of one's base salary toward the employee's pension with the employee being required to contribute a mandatory five (5) percent of his/her base salary. As of March 4, 2014, the Township contributes ten (10) percent of one's base salary toward the employee's pension, employees hired prior to the March 4, 2014 remain at the twelve (12) percent with the employee being required to contribute a mandatory five (5) percent of his/her base salary.~~ Options exist for an employee to add a voluntary contribution to one's pension savings in accordance with IRS regulations. Employees are 100% vested upon the first contribution to an employee's pension. Participation in the IRS Section 457 deferred compensation plans offered by the Township are totally voluntary on the part of the employee with all contributions to deferred compensation being the responsibility of the employee.

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