

A Regular Meeting of the Troy Personnel Board was held July 1, 2014, at City Hall, 500 W. Big Beaver Road. City Clerk Bittner called the meeting to order at 8:38 AM.

ROLL CALL:

PRESENT: Member Edna Abraham
Member Deborah Baughman
Member P. Terry Knight
Member Lorraine New

ABSENT: Member Michael Rosenberg

ALSO PRESENT: Brian Kischnick, City Manager
Tom Darling, Director of Financial Services
Mark Miller, Economic & Community Development Director
Jeanette Menig, Human Resources Director
Aileen Bittner, City Clerk
Brooke Insana, Human Resources Coordinator
Lynne Lambert, Human Resources Coordinator
Brenda Carter, Management Assistant

Appointment of Chairperson:

Resolution PB-2014-07-001

Moved by New

Seconded by Abraham

RESOLVED, That Members of the Troy Personnel Board hereby **APPOINT** Deborah Baughman to serve as Chair.

Yes: Abraham, Baughman, Knight, New

No: None

Absent: Rosenberg

MOTION CARRIED**Approval of Minutes of April 5, 2010**

Resolution PB-2014-07-002

Moved by Baughman

Seconded by New

RESOLVED, That the Personnel Board hereby **APPROVES** the minutes of April 5, 2010 as corrected.

Yes: Abraham, Baughman, Knight, New

No: None

Absent: Rosenberg

MOTION CARRIED

Old Business: None

New Business:

Proposed Revisions to Personnel Rules

Jeanette Menig, Human Resources Director, provided an overview of the proposed revisions to the Personnel Rules.

Chair Baughman asked if the City has adopted a cafeteria plan for healthcare coverage. Mrs. Menig answered that the City has had a cafeteria plan for many years.

Member Knight asked if there is a maximum for employee retirement contributions. Mrs. Menig answered that the maximum is 8%. Member Knight asked if the City matches retirement contributions. Mrs. Menig answered that the City provides matching contributions, but those amounts are not changing with these proposed revisions. Member Knight asked if the City participates in a Defined Benefit program. Mrs. Menig answered that the Defined Benefit program was eliminated for all new hires after January 1, 1998. As of January 1, 1998, all employees participate in the Defined Contribution program. There are currently only a few senior employees who are still participating in Defined Benefit.

Member New asked if employees had any recourse to appeal should they not receive a wage increase. Mrs. Menig answered that the employee would appeal through the department director.

Resolution to Approve Revisions to Personnel Rules

Resolution PB-2014-07-003

Moved by Abraham

Seconded by New

RESOVED, That the Personnel Board hereby **APPROVES** the proposed language revision recommendations in the Personnel Rules, as submitted.

Yes: Abraham, Baughman, Knight, New

No: None

Absent: Rosenberg

MOTION CARRIED**Proposed Revisions to the Classification Plan for Classified Employees:**

Mrs. Menig provided an overview of the revisions to the Classification Plan for Classified Employees.

Chair Baughman asked if these revisions required the approval of the unions. Mrs. Menig replied that Classified Employees are not union members.

Member Abraham asked why Grades 1 and 2 would be kept in the plan if there are no current employees in those grades. Mrs. Menig replied that those grades will be deleted.

Resolution to Approve Revisions to the Classification Plan for Classified Employees:

Resolution PB-2014-07-004
Moved by Abraham
Seconded by New

RESOLVED, That the Personnel Board hereby **APPROVES** the proposed revisions to the *Classification Plan for Classified Employees* as submitted.

Yes: Abraham, Baughman, Knight, New
No: None
Absent: Rosenberg

MOTION CARRIED

Adjournment:

The meeting **ADJOURNED** at 8:57 AM.

Deborah L. Baughman, Chair

M. Aileen Bittner, City Clerk