

SOUTHERN CLINTON COUNTY  
MUNICIPAL UTILITIES AUTHORITY  
3671 W. Herbison Road  
DeWitt, MI 48820  
Regular Commission Meeting  
November 21, 2017

**CALL TO ORDER**

Chairperson Ross called the meeting to order at 5:30 p.m.

**PLEDGE OF ALLEGIANCE**

**MOMENT OF SILENCE**

**ROLL CALL**

PRESENT: Adams, Coss, Kurt, Mosier, Ross, Taylor, Tubbs, Wietecha

ABSENT: Helinski, Phillips

ALSO PRESENT: Director of Operations Gurski, Administrative Supervisor Mead

**APPROVAL OF AGENDA**

Motion by Taylor, seconded by Kurt, to approve the agenda as presented. **Motion Carried**

**APPROVAL OF CONSENT AGENDA**

Motion by Kurt, seconded by Mosier, to approve the consent agenda as presented. **Motion carried.**

- Regular commission meeting minutes – September 19, 2017 (Approved)
- November 2017 communications (Receive and place on file)
- Personnel Committee meeting minutes – October 10, 2017 (Approved)
- Personnel Committee meeting minutes – October 17, 2017 (Approved)
- Personnel Committee meeting minutes – October 26, 2017 (Approved)
- Vouchers 49807-49955 and 16920-16927 (Approved)
- Nov 17-43 September 2017 Financial Statement (Receive and place on file)
- Nov 17-44 October 2017 Financial Statement (Receive and place on file)

**PUBLIC COMMENT**

There were no public comments.

**NEW BUSINESS**

**17-45 Consideration of Non Union Pay Scale**

Gurski stated that this had been brought to the Board in September and it was sent to the

Personnel committee. The committee discussed the pay scale and policies that would be impacted by the changes; that included the merit policy and the pay increase handbook page. Committee also discussed the compensation package for non-union, particularly the Defined Benefit retirement. Committee proposed increasing the employee contribution to the non-union Defined Benefit retirement to 6% in 2018, 8% in 2019, and 10% in 2020. Coss asked if the pension should be considered as a separate motion from the remaining three items in the proposed motion. Tubbs and Mosier wanted it kept as one motion.

Motion by Coss, seconded by Taylor, to consider the pension separately from the remaining issues regarding non-union pay scale, policy revisions, and scale placement. Roll call vote: Adams, nay; Coss, aye; Helinski, absent; Kurt, nay; Mosier, nay; Phillips, absent; Ross, aye; Tubbs, nay; Taylor, aye; Wietecha, aye. Motion failed.

Members held a lengthy discussion about the pension contributions, the total benefit package, and the rationale behind the recommendation. Ross and Taylor felt that the non-union employees should contribute more but that this was too aggressive and would like to see it more gradual.

Motion by Tubbs, second by Wietecha, to authorize the Director to nullify the merit policy and adopt the proposed non-union pay with steps placing the Administrative Supervisor and the Process Control Supervisor at step 9 with their current rate of pay. Further, increase the non-union defined benefit employees' contribution to 6% in 2018, 8% in 2019, and 10% in 2020. Finally, to adopt the changes to the "Pay Increases" handbook page. Roll Call: Adams, aye; Coss, aye; Helinski, absent; Kurt, aye; Mosier, aye; Phillips, absent; Ross, nay; Taylor, nay; Tubbs, aye; Wietecha, aye. Motion carried.

#### **17-46 Consideration of Non Union COLA**

Motion by Coss, second by Tubbs, to adopt the proposed 2% cost of living raise for the non-union pay scale, effective January 1, 2018. Motion carried.

#### **17-47 2018 Authority Meeting Dates - Resolution**

Members briefly discussed the proposed dates.

Motion by Kurt, second by Coss, adopt the 2018 meeting dates. Roll Call: Adams, aye; Coss, aye; Helinski, absent; Kurt, aye; Mosier, aye; Phillips, absent; Ross, aye; Taylor, aye; Tubbs, aye; Wietecha, aye. Motion carried.

#### **17-48 Consideration of 2018-2020 Union Contract – Closed Session**

Motion by Mosier, second by Coss, to enter into closed session to discuss the proposed union contract. Roll Call: Adams, aye; Coss, aye; Helinski, absent; Kurt, aye; Mosier, aye; Phillips, absent; Ross, aye; Taylor, aye; Tubbs, aye; Wietecha, aye. Motion carried.

Regular session resumed at 6:33 pm.

Motion by Taylor, second by Coss, to approve the 2018-2020 bargaining unit agreement changes and authorize the Authority Board Chair to sign the contract on behalf of the Authority. Further, to authorize the Director of Operations to implement a HCSP with MERS for the union employees effective January 1, 2018. **Motion carried.**

### **17-49 Consideration of Director's Evaluation – Closed Session**

Motion by Mosier, second by Taylor, to enter into closed session to discuss the Director's annual evaluation at the request of the Director. **Roll Call: Adams, aye; Coss, aye; Helinski, absent; Kurt, aye; Mosier, aye; Phillips, absent; Ross, aye; Taylor, aye; Tubbs, aye; Wietecha, aye. Motion carried.**

Regular session resumed at 6:50 pm.

Motion by Tubbs, second by Taylor, to receive and place on file the positive evaluation of the SCCMUA Director and to institute his salary increase according to his contract effective January 1, 2018. **Roll Call: Adams, aye; Coss, aye; Helinski, absent; Kurt, aye; Mosier, aye; Phillips, absent; Ross, aye; Taylor, aye; Tubbs, aye; Wietecha, aye. Motion carried.**

Motion by Mosier, second by Taylor, to send to the Personnel Committee, consideration of the Director of Operations future compensation. **Motion carried.**

### **DIRECTOR'S REPORT**

Gurski updated the members on the SAW grant project that is completed. Final documents are available in his office for anyone who would like a copy. They also discussed a pumping issue in the Digesters. This project was completed in 2006 and pumping modifications will be needed.

### **STAFF COMMENT**

There were no staff comments.

### **EXTENDED PUBLIC COMMENT**

There were no public comments

### **AUTHORITY MEMBER COMMENT**

Members thanked Gurski for the good job that he was doing.

### **ADJOURNMENT**

Motion by Coss, seconded by Tubbs, to adjourn at 6:55 p.m. **Motion carried.**

Prepared by,  
Lisa Mead  
Recording Secretary