



**LANSING BOARD OF WATER & LIGHT BOARD OF COMMISSIONERS
HUMAN RESOURCES COMMITTEE MEETING
Tuesday, March 18, 2025 ♦ 5:00 P.M.
Board of Water & Light Headquarters – REO Town Depot
1201 S. Washington Ave., Lansing, MI 48910**

AGENDA

Call to Order

Roll Call

Public Comments on Agenda Items

1. Human Resources Committee Meeting Minutes of June 4, 2024..... **TAB 1**
2. Salary Review for Appointees **INFORMATION ONLY**
3. Performance Management Evaluation Questions for Appointees **INFORMATION ONLY**

Other

Adjourn

HUMAN RESOURCES COMMITTEE
Meeting Minutes
September 10, 2024

Human Resources (HR) Committee: Commissioner Tracy Thomas, Committee Chairperson; Commissioners Beth Graham, DeShon Leek and Sandra Zerkle; Alternates: Tony Mullen, Dale Schrader; Non-Voting Members: Commissioners J. R. Beauboeuf, Stuart Goodrich and Robert Worthy.

The HR Committee of the Lansing Board of Water and Light (BWL) met at the BWL Headquarters-REO Town Depot located at 1201 S. Washington Ave., Lansing, MI, on Tuesday, September 10, 2024.

HR Committee Chairperson Tracy Thomas called the meeting to order at 5:00 p.m. and asked the Corporate Secretary to call the roll. The following members were present: Commissioners Tracy Thomas, Beth Graham, DeShon Leek, and Sandra Zerkle; also present: Alternates: Commissioners Dale Schrader; and Non-Voting Commissioner Robert Worthy
Absent: None.

The Corporate Secretary declared a quorum.

Public Comments

There were no public comments.

Approval of Minutes

Motion by Commissioner Graham, **Seconded** by Commissioner Sandra Zerkle, to approve the HR Committee meeting minutes of July 16, 2024.

Action: Motion Carried.

2025 PA 152 Healthcare Premium Sharing Update

General Manager Peffley introduced Executive Director of Human Resources, Michael Flowers, who presented the 2025 PA 152 Healthcare Premium Sharing update. Mr. Flowers reviewed the options within PA 152, the alternatives of the Blue and the Green options, and the affordability provisions.

Commissioner Zerkle asked whether anything needed to be done to opt out of PA 152. Mr. Flowers responded that as BWL employees now pay 20% premium sharing, opt out is no longer necessary, and recommended staying with the 80%/20% - which is \$124.19 for an employee in the Blue Option, rather than opting out - which is \$189.00, or the hard cap - which is \$299.38.

Commissioner Schrader asked if employee participation in PA 152 was mandatory. Mr. Flowers responded that the mandate is that there is a percentage to be paid, which is directed by the Commission - which is stipulated in the bargaining unit contract. Employees are allowed to opt out and receive \$189.00 per paycheck, but they need to show proof of coverage someplace else.

Motion by Commissioner DeShon Leek, **Seconded** by Commissioner Sandra Zerkle to forward the PA 152 Healthcare Premium Sharing resolution to the full Board for approval.

Action: Motion Carried.

Other

Mr. Flowers introduced the new Human Resources Manager, Dan Barnes, who has worked in many areas of Human Resources including security.

Adjourn

Meeting adjourned at 5:13 p.m.

Respectfully Submitted,
Tracy Thomas, Chairperson
Human Resources Committee