

SPECIAL MEETING
BAY COUNTY BOARD OF COMMISSIONERS

A G E N D A

TUESDAY, APRIL 17, 2012

4:00 P.M.

COMMISSION CHAMBERS, FOURTH FLOOR, BAY COUNTY BUILDING

PAGE NO.

I CALL TO ORDER (CHAIRMAN COONAN)

II ROLL CALL

III INVOCATION

IV PLEDGE OF ALLEGIANCE

V CITIZEN INPUT (4:00 P.M.)

VII ITEMS FOR CONSIDERATION

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A. Res. No. 2012-70 - Early Retirement Incentive (Personnel Director)

VIII UNFINISHED BUSINESS

IX NEW BUSINESS

X MISCELLANEOUS

XI ANNOUNCEMENTS

XII CLOSED SESSION

XIII RECESS/ADJOURNMENT



**BAY COUNTY
PERSONNEL DEPARTMENT**

Tim Quinn, Director
quinn@baycounty.net
(989) 895-4098 (T)
(989) 895-2076 (F)

Thomas L. Hickner
County Executive

Tiffany Jerry, Payroll/Benefits Super.
jerryt@baycounty.net
(989) 895-4032 (T)
(989) 895-4039 (F)

Date: April 12, 2012
To: Kim Coonan, Chairman, Board of Commissioners
From: Tim Quinn, Personnel Director, Bay County *TQ*
Re: Special Retirement Incentives

Danean Wright, Retirement Adm./Acct.
wrightd@baycounty.net
(989) 895-4043 (T)
(989) 895-4113 (F)

Penny Weller, Payroll Clerk
wellerp@baycounty.net
(989) 895-4044 (T)
(989) 895-4039 (F)

Request:

To approve special incentive retirement for two pension groups, as described below.

Background:

During the budget planning process in 2011 for the 2012 budget year, it was determined that some employees might benefit from a modification to the Retirement Ordinance and that in some instances the County might not need to replace certain positions in some groups. Accordingly, a proposal was formulated, contingent upon actuarial studies, Board approval, employee acceptance of the plan, entering into a letter of understanding with duly elected and appointed union officials from the affected bargaining units, and legal review and modification to the ordinance. The provisions of that plan are:

1. Incentive for BCAMPS employees: One year of service and must obtain a normal retirement with incentive. Normal defined as 60 years of age with 8 years of service or age 55 with 30 years of service.
2. Incentive for AFSCME District Court employees: Two years of age and must obtain a normal retirement with incentive. Normal defined as 60 years of age with 8 years of service or age 55 with 30 years of service.

Finance:

This should have a positive effect on the financial position of the County. Expedient action is required to maximize savings in 2012.

Recommendation:

Recommend this to the Board of Commissioners meeting for approval, subject to review by Corporation Counsel and executed letters of understanding with the affected bargaining units.

cc: Tom Hickner
Mike Gray
Marty Fitzhugh
Tom Ryder
Chris Izworski
Leah Fournier

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BAY COUNTY BOARD OF COMMISSIONERS

4/17/12

RESOLUTION

BY: BAY COUNTY BOARD OF COMMISSIONERS

WHEREAS, During the budget planning process in 2011 for the 2012 budget year, it was determined that some employees might benefit from a modification to the Retirement Ordinance and that in some instances the County might not need to replace certain positions in some groups; and

WHEREAS, Accordingly, a proposal was formulated, contingent upon actuarial studies, Board approval, employee acceptance of the plan, entering into a letter of understanding with duly elected and appointed union officials from the affected bargaining units and modification to the ordinance; and

WHEREAS, The provisions of that plan are:

1. Incentive for BCAMPS: 1 year of service and must obtain a normal (60 years of age w/8 years of service or age 55 w/30 years of service) retirement with incentive;
2. Incentive for AFSCME District Court: 2 years of age and must obtain normal (60 years of age w/8 years of service or age 55 w/30 years of service) retirement with incentive; and

WHEREAS, This should have a positive impact on the financial position of the County and expedient action is required to maximize savings in 2012; Therefore, Be It

RESOLVED That the Bay County Board of Commissioners approves the recommended early retirement incentive outlined above for the BCAMPS unit and for the AFSCME District Court employees unit, subject to review by Corporation Counsel and executed Letters of Understanding with the affected bargaining units; Be It Further

RESOLVED That the attached time line for retirement incentive is approved.

KIM COONAN, CHAIR
AND BOARD

Personnel - Special Retirement Incentive (BCAMPS and AFSCME District Ct)

MOVED BY COMM. _____

SUPPORTED BY COMM. _____

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Michael J. Duranczyk				Joe Davis				Tom Ryder			
Brandon Krause				Ernie Krygler				Christopher Rupp			
Vaughn J. Beglick				Kim Coonan				Donald J. Tilley			

VOTE TOTALS:

ROLL CALL: YEAS _____ NAYS _____ EXCUSED _____

VOICE: YEAS _____ NAYS _____ EXCUSED _____

DISPOSITION: ADOPTED _____ DEFEATED _____ WITHDRAWN _____
AMENDED _____ CORRECTED _____ REFERRED _____

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TIME LINE FOR RETIREMENT INCENTIVE

April 3rd or April 17th - Marty to present the Actuary study to BOC for receiving. The study must be in their hand at least 7 days prior to approval.

April 17th or May 1st - Marty to submit language change to the ordinance to be approved by the BOC.

Tim to complete a letter of understanding signed with the Unions (BCAMPS and District Court AFSCME) prior to May 1st.

After approval by BOC the study needs to be received by the Retirement Board.

May 1st letters sent by personnel department to applicable employees who will potentially be eligible for retirement and if interested to make appointment with Danean for clarification of the incentive.

May 1st - May 30th. During May the receipt of member pledge, waiver and release of claims needs to be signed, supervisor's approval letter needs to be completed by employee and the employee needs to set a retirement appointment to sign at least retirement application. Danean to take care of this part.

June 1st - June 30th - Window for incentive for when the employee or employees must retire.