

**Grand Valley Metro Council
Executive Committee Meeting**

Thursday, December 15, 2005
12:00 PM

Grand Valley Metro Council
40 Pearl NW, Suite 410
Grand Rapids, MI

MINUTES

Present

Jim Beelen	City of Allendale
Jim Buck	City of Grandville
Daryl Delabbio	Kent County
Don Hilton	Gaines Township
Kurt Kimball	City of Grand Rapids
Cy Moore	Council Treasurer
Rick Root	City of Kentwood
Al Vanderberg	Ottawa County
Rob VerHeulen	City of Walker

Absent

Audrey Nevins	Byron Township
---------------	----------------

Other

Leon Branderhorst	Grand Valley Metro Council
Abed Itani	Grand Valley Metro Council
Gayle McCrath	Grand Valley Metro Council
Don Stypula	Grand Valley Metro Council

1. Call To Order

The meeting was called to order at 12:30 p.m.

2. Approval of Minutes

**MOTION – To Approve the Minutes of the November, Executive Committee Meeting.
MOVE – Vanderberg. SUPPORT – Root. MOTION CARRIED.**

3. Transportation

Don Stypula reported on the two items up for consideration in Transportation. The first is an amendment to GVMC's 2006-2008 Transportation Improvement Program to enable advance construction of improvements to the I-96 at Walker Avenue bridge, using existing MDOT federal and/or state funds until federal FY2006 CMAQ funds are available.

MOTION – To Amend the 2006-2008 TIP to Enable Advance Construction of Improvements to the I-96 at Walker Ave. Bridge. MOVE – Beelen. SUPPORT – VerHeulen. MOTION CARRIED.

The second item requested is authorization for GMVC staff to obtain financing for and purchase the new mobile pavement management system approved by the Council on October 6, 2005.

Abed Itani discussed the financing options for the purchase of the equipment. Financing could be sought through the vender, however it would be 2% above what is being offered by LaSalle Bank.

Cy Moore questioned whether we could get a better rate with a local bank.

MOTION - To Move Forward with the Financing, with Additional Quotes Sought from Local Lenders. MOVE – VerHeulen. SUPPORT – Hilton. MOTION CARRIED.

4. REGIS Update

Don Stypula reported that Dr. Dharmesh Jain has been selected as the new REGIS Director. Dr. Jain will start on January 30, 2006. The Selection Committee is pleased with the appointment as Dr. Jain combines technological knowledge, experience, and interpersonal skills which should be very beneficial for REGIS.

5. Report of the Personnel Committee

Jim Buck reported on the history involved in the creation of the GVMC benefit and compensation package.

Gayle McCrath reported on the discussion with the Personnel Committee on three proposed policy changes: changing the bereavement policy so that it does not mandate attendance of the funeral; Ability to offer part-time employees (at least 20 hrs per week) prorated benefits; and permission to discontinue VSP vision coverage.

The Personnel Committee recommended making the changes to the bereavement policy and VSP insurance. Regarding benefits for part-time employees, it recommended prorating only

those benefits which were **not** insurance coverage. They did however allow part-time employees to purchase insurance so long as it was permitted through our underwriters.

Gayle McCrath also reported to the Committee that there were some inconsistencies in the salary range that may need to be addressed.

The Personnel Committee stated it would like a review of the entire compensation and benefit program, as well as a review of the Policies and Procedures.

Gayle McCrath reported that upon review of the files on the last compensation and benefit survey, two questions arose:

- First, there seemed to be dissatisfaction with the procedure or sophistication of the survey, and ultimately a new survey was commissioned by the MML. If a survey were to be conducted now, what format would be acceptable? Would it need to be commissioned again through the MML.
- The memorandums in the file indicate there was disagreement between the Executive Committee and the Personnel Committee regarding the Personnel Committee's powers and limits. In a memo to the Personnel Committee from then Chair of the Committee Leon VanHarn, he states it is the Decision of the Executive Committee that the Personnel Committee's power should be limited to only conducting the Executive Director's evaluation. Based on this, should we proceed with the review of the Policies and Procedures as well as conduct a new salary and benefit survey?

The Executive Committee discussed the necessity of a review and new survey. They also discussed whether direction to do so should come from the Executive Committee.

MOTION – To Table the Discussion on the Personnel Policy Changes, and Put a Review of the Entire Program on the Agenda of the January Executive Committee Meeting, at Which Time it Will Be Decided Whether a Review by the Personnel Committee is Warranted. MOVE – Kimball. SUPPORT – Delabbio. MOTION CARRIED.

6. Legislative Update

Don Stypula reported Congress is still in session and will probably be until early Saturday morning.

Cable TV franchise fees are still a big issue, however it is expected they will be set aside for a couple of months.

7. Adjourn 1:30 p.m.

MOTION to Adjourn. MOVE – Kimball. SUPPORT – Delabbio. MOTION CARRIED.