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**Beaver Creek Township Special Meeting
March 28, 2014**

The Beaver Creek Township Board held a special meeting on Friday, March 28, 2014 at 7:00 pm. Board members present: Ashton, Little, Raybuck, Van Nuck and Hartman. There were 40 guests present.

The supervisor led the Pledge of Allegiance.

The purpose of the meeting was to hear public comment on the future of the pension plan. Should we have a pension plan as we move forward in 2014 and what should it be?

Motion by Van Nuck and seconded by Hartman to rescind a previous motion stating that we would send out flyers to residents asking for their comments on the future pension plan. Roll call vote with all ayes, motion carried. The cost of sending out a flyer would be very expensive and approximately \$1,800.

The supervisor gives a short history of our pension plan; it is currently at 15% of gross wages.

J. Balmes-What was used to make the determination on the pension, as to what is a full time employee?
Attorney-It is not for this meeting.

S. Priebe-Have we looked at what other townships are doing and how many have a plan? Fifteen percent is a rather extraordinary contribution, a lot of money for a little township with as few residents as we have. Four percent is standard.

J. Balmes-How is determination made, according to ordinance as to when is an employee full time? I got bad information at the last meeting and I am trying to clear it up.

J. Van Nuck-We get 5% at Milliken's and I think 15% is overkill.

John Small-Wants figures on cost per year.

E. Holtcamp-It is 15% gross wages. The fire department wages are \$150,000-\$160,000 and the township is approximately \$75,000, 15% times that figure.

C. Raybuck-Mr. Balmes, would like to hear your question.

Balmes-Who is full time employee?

C. Raybuck-Refer to Employee Policy/handbook. Full time is 40 hours.

J. Balmes-The only reason ask cuz when I read the ordinance, it appears that board members and trustees were considered full time. Therefore, at that point in time, they considered any "permanent employee" a full time employee.

Attorney-No basis for what you are doing here Balmes.

E. Holtcamp-Regarding 15%, it sounds like a lot of money, but when implemented, board members were making \$3,000 a year or so. Only full time employees were Weatherly and myself. Keep in mind that the majority of those receiving the pension now are only making \$10 to \$12 per hour. Most of our folks could qualify for food stamps. So, even with the 15%, you are getting a hell of a bargain at what they are being paid. There may be a better plan, but the fire department is not over paid, even with this delayed compensation.

S. Priebe-Maybe more pay.

E. Holtcamp-As may be a good idea of more pay, that raises workmen's comp and social security and will affect the budget in other ways.

S. Nelson-Is it an option for each employee to pick their own retirement?

Attorney-Not economically feasible.

L. Riley-I was there when they passed the pension plan and hate to see it change, only maybe guarantee 5% plus offer matchup of 5%. I would hate to see it go away, it helps getting good employees and board members.

G. Schmidt-New resident on Memory Lane. Welcome Glen! Worked for Wayne County and they want to take that pension away. Just finding out what the township offers.

Balmes-A 401k cannot be taken away, right?

Attorney-No.

Motion by Van Nuck and seconded by Ashton to hold another special meeting on Friday, April 11, 2014 at 7:00 pm to hear public input on the future of the pension plan. All ayes, motion carried. A decision can possibly be made in May.

Motion by Little and seconded by Van Nuck to adjourn. Motion carried.

Sharon K. Hartman, Clerk