

KEWEENAW COUNTY ROAD COMMISSION

Minutes

December 23, 2008

A special meeting was held at 5:00 P.M. on Tuesday, December 23, 2008 at the offices of the Keweenaw County Road Commission for Employee Negotiations.

Present: Commissioners Tuoriniemi, Bjorn and McEvers

Guests: Byron Muljo, Chris Cronenworth, Jim Gariepy

The Employees' Association met with Fred Gaff, our insurance agent, on Monday, December 15, 2008. He presented the UP Blue plan for health insurance for Blue Cross/ Blue Shield. It was a very productive meeting and all questions were answered. The employee's were willing to consider accepting this for their health insurance based on what the total compensation package contained.

The Board discussed various options including the health insurance, health reimbursement accounts (HRA), health savings accounts (HSA) and wage increases.

The following options were presented to the Employees' Association negotiating team.

Option 1

This option is a 1 year offer which includes a 0% raise, UP Blue health insurance with the same coverage and HRA as the 2008 plan.

Option 2

This option is a 1 year offer which includes a 3% raise, eliminating the HRA and implementing a HSA with the Road Commission providing \$1,500 into each employee's account, and the UP Blue health insurance plan.

Option 3

This is a 3 year offer similar to the original offer. It includes 3% raise in 2009, 4% in 2010 and 4% in 2011. The health insurance would be the UP Blue plan with the rates capped at the 2009 levels, which are \$343.14 for a single, \$769.85 for a two person and \$1,363.69 for a family. The HRA would remain the same as 2008.

The meeting adjourned at 7:00 p.m.

JOEL TUORINIEMI, CHAIRMAN

GREGG M. PATRICK, ENGINEER