

**INGHAM COUNTY DEPARTMENT OF  
TRANSPORTATION TRANSITION PLAN**  
(As Approved by the County Services Committee on March 20, 2012)

**CALENDAR OF EVENTS**

**Legislation** - Public Acts 14 and 15 were signed by Governor Snyder on February 21, 2012. Attached are copies of those bills. (Attachment #1)

**Public Hearings** - Resolution #12-68 approved by the Ingham County Board of Commissioners on March 13, 2012 established public hearing dates on March 27, 2012 and April 10, 2012 regarding the transfer of powers, duties and functions of the Ingham County Road Commission (ICRC) to the Ingham County Board of Commissioners.

**Final Board Approval** - At the April 24, 2012 Board of Commissioners meeting, the Board will adopt resolutions necessary to implement the transfer and create the Department of Transportation. The resolutions will authorize the transfer, create new Ingham County Divisions within the Municipal Employees Retirement System for the transferred employees, approve a budget for the remainder of the 2012 fiscal year for the new department, and will address any other issues needed to effectuate the transfer.

**Effective Date of Transfer** - The transfer will become effective no sooner than June 1, 2012.

**POWERS, DUTIES, AND FUNCTIONS**

**Finance/Payroll** - The County will absorb these functions. Currently the ICRC employs 2 Finance Clerks and a Director of Finance. Effective on the date of transfer of powers, the 2 Clerks will become employees of the County's Financial Services Department. The Director of Finance is retiring soon. The County will need a part time accountant to handle these duties but not a Director level position.

The ICRC currently processes their own payroll and administers their own employee benefits programs. In addition, the ICRC utilizes their own financial reporting software. In order to maintain continuity and consistency, the new Department of Transportation may continue to utilize these same software systems, including processing their payroll and finance transactions until the end of the 2012 fiscal year.

**Cash** - The County Treasurer already manages the cash for the ICRC. The ICRC's cash is not pooled with the County and is accounted for separately.

**Budget** - The Board of Commissioners will need to pass a resolution establishing a budget for the Department of Transportation for the remainder of the 2012 fiscal year. In addition, the Budget Office will work with the ICRC to make sure that they are included in the budget development process for the 2013 fiscal year.

**Purchasing** - These functions should be absorbed. Purchases that are currently approved by the ICRC would be authorized according to the County's purchasing policies. The ICRC employs a Purchasing Agent and a Buyer. Both positions would become part of the County's Purchasing Department on the effective date of the transfer.

**Human Resources /Labor Relations** - These functions would be absorbed into the County's Human Resources (HR) Department. Currently there are no HR positions at the ICRC. The County will establish a new full time employee to assist HR with the new Department of Transportation, the new 911 Center, labor relations, and other HR activities will be needed. The County Attorney also provides labor relations services for the ICRC so the legal transition should be seamless.

**Liability Insurance** - The County's insurance carrier is the Michigan Municipal Risk Management Authority (MMRMA). The ICRC's carrier is the Michigan Road Commission Self Insurance Pool. The Controller and Financial Services Director met with officials from the MMRMA. MMRMA was provided with ICRC's premium and claim information for the last ten years. They are preparing a quote to add the Department of Transportation to the County's existing policy effective June 1, 2012.

**Worker's Compensation Insurance** - The County is self insured. The ICRC's carrier is the County Road Association Self Insurance Fund. The County will absorb the Department of Transportation employees into the County's self insurance pool.

**Collective Bargaining Agreements (CBAs)** - The ICRC employees are covered by 3 different bargaining units, AFSCME (highway workers), OPEIU (Office & Professional), and OPEIU (Supervisors). All three units have signed CBAs through December 31, 2013. The resolution authorizing the transfer of functions will recognize the 3 CBAs through the end of the contract period (December 31, 2013).

**Health Insurance** - Physicians Health Plan is the insurance carrier for both the ICRC and the County. The recently ratified AFSCME and OPEIU (Office & Professional) contracts increase the employee's share of premiums from 2% to 10%. In addition, the employees must pay 50% of the increase in any premium costs. The ICRC has approved a 20% premium sharing for the employees covered by the OPEIU Supervisors unit. Attached is a summary that compares the premium costs and deductibles for the County plans and the ICRC plans. (Attachment #2)

It is unclear how the merging of these units into County government may impact the County's overall compliance with the recently enacted legislation (PA 152) that places caps on the public employer's share of employee health insurance premiums.

**Retiree Health Insurance** - Health insurance is provided for retirees and their spouse at the ICRC's cost. The retiree is only responsible for the cost of the prescription coverage. The only exception is retirees that retired before January, 1, 1991, and whose monthly pension amount from MERS is \$800 or less. For these retirees, the ICRC also pays the premium for the Prescription Drug Plan. In addition, retirees are provided life insurance

in the amount of \$5,000 or \$10,000. The recently signed CBAs change the coverage for new hires in that they will only receive single coverage and will not receive life insurance.

**MERS Benefits** - The ICRC offers the MERS B-4 plan to all of their employees. Please see the attached spreadsheet (Attachment #3) which compares the County's MERS plans to the ICRC. The major difference between the County and the ICRC is that the ICRC employees' contribution is zero. The new CBAs also include a new pension plan for new hires with a multiplier of 1.5 as opposed to the 2.5 for current employees. As part of the transition, the Board of Commissioners will adopt a resolution that establishes Ingham County as the employer for the ICRC Divisions. As separate Divisions MERS will automatically track the funded ratios and employer contributions so that all costs may appropriately be charged against transportation funds.

**Transportation Planning** - The ICRC's federal funds are allocated based on the Transportation Improvement plan developed and authorized by the Tri-County Regional Planning Authority. The local projects are developed in cooperation with the townships and approved by the ICRC.

Currently the County has 5 representatives on the TCRPC Board. Two of the representatives are appointed by the Board of Commissioners (Commissioners Holman & McGrain), one is appointed by Meridian Township, one by E. Lansing, and one by the Road Commission. All 4 of these entities pay \$20,580 per seat on the TCRPC Board. After the transition, the Board could appoint a Department of Transportation representative, or a county commissioner, or a township official, or a delegate at large to the TCRPC Board, assuming the dues of \$20,580 is continued. The dues would of course continue to be paid out of road funds.

**Advisory Board** - Upon dissolution of the ICRC, the Board of Commissioners may wish to appoint an advisory board that handles strategic planning activities related to local roads. The advisory board would be made up of local township officials.

**County Funding**—The County currently provides no funding support to the ICRC. If the duties and responsibilities are absorbed into a County Department of Transportation, the Board would make it clear in the resolution that the County does not intend to provide any general fund support. The Board will also direct the Controller/Administrator to separately track all unfunded pension and post employment benefit obligations and develop a plan to ensure that the costs and obligations are paid for out of road funds and do not become an obligation of the county's general operating fund.

The resolution transferring power will indicate the Board of Commissioners intent to maximize funding for transportation priorities by reducing administrative and operational costs. The resolution will also state that the Board will comply with Article IX Section 9 of the Michigan Constitution. That section requires that transportation related fees and taxes must be spent on transportation purposes. The section requires that "All specific taxes, except general sales and use taxes and regulatory fees, Imposed directly or

indirectly on fuels sold or used to propel motor vehicles upon highways and to propel aircraft and on registered motor vehicles and aircraft shall, after the payment of necessary collection expenses, be used exclusively for transportation purposes as set forth in this section...”

The County Board is committed to insuring that transportation dollars are spent on transportation purposes and will not be used for other County operations. The County, however, would be allowed to allocate documented direct and indirect service related charges.

**Other Attachments** - Also attached are copies of an organization chart (Attachment #4) and an updated ICRC Fact Sheet (Attachment #5).

Act No. 15  
Public Acts of 2012  
Approved by the Governor  
February 21, 2012  
Filed with the Secretary of State  
February 21, 2012  
EFFECTIVE DATE: February 21, 2012

**STATE OF MICHIGAN  
96TH LEGISLATURE  
REGULAR SESSION OF 2012**

Introduced by Rep. Zorn

**ENROLLED HOUSE BILL No. 5126**

AN ACT to amend 1851 PA 156, entitled "An act to define the powers and duties of the county boards of commissioners of the several counties, and to confer upon them certain local, administrative and legislative powers; and to prescribe penalties for the violation of the provisions of this act," by amending section 11 (MCL 46.11), as amended by 2003 PA 94.

*The People of the State of Michigan enact:*

Sec. 11. A county board of commissioners, at a lawfully held meeting, may do 1 or more of the following:

(a) Purchase or lease for a term not to exceed 20 years, real estate necessary for the site of a courthouse, jail, clerk's office, or other county building in that county.

(b) Determine the site of, remove, or designate a new site for a county building. The exercise of the authority granted by this subdivision is subject to any requirement of law that the building be located at the county seat.

(c) Authorize the sale or lease of real estate belonging to the county, and prescribe the manner in which a conveyance of the real estate is to be executed.

(d) Erect the necessary buildings for jails, clerks' offices, and other county buildings, and prescribe the time and manner of erecting them.

(e) Borrow or raise by tax upon the county those funds authorized by law. The exercise of the authority granted by this subdivision is subject to any voting requirement provided by the law authorizing the borrowing or tax if different from the voting requirement under section 3.

(f) Provide for the repayment of a loan made by the board, by tax upon the county. The loan shall be repaid within 15 years after the date of the loan, except that a loan to erect a county building for a public function shall be repaid within 30 years after the date of the loan.

(g) Prescribe and fix the salaries and compensation of employees of the county if not fixed by law and, except in a county having a board of county auditors, adjust claims against the county. The sum allowed in the adjustment of a claim is subject to appeal as provided by law.

(h) Direct and provide for the raising of money necessary to defray the current expenses and charges of the county and the necessary charges incident to or arising from the execution of the board's lawful authority, subject to the limitations prescribed in this act. The county board of commissioners may borrow in a year, in anticipation of the levy or collection of taxes for the year, a sum of money, not exceeding 50% of the tax to be levied or collected for the general fund of the county, necessary to defray current expenses of the county. The money borrowed shall be repaid from the tax when levied and collected.

(i) Authorize the making of a new tax roll.

(j) By majority vote of the members of the county board of commissioners elected and serving, pass ordinances that relate to county affairs and do not contravene the general laws of this state or interfere with the local affairs of a township, city, or village within the limits of the county, and pursuant to section 10b provide suitable sanctions for the violation of those ordinances. The board may change the limits of a city, village, or school district within the county as provided by law. If there is not a general law governing the subject, or if a change cannot be made pursuant to a general

law, the board may change the limits of the village upon petition of at least 10% of the resident taxpayers. An ordinance or act of incorporation provided in this subdivision shall take effect when notice of the adoption is published in a newspaper of general circulation in the county. The clerk of the county board of commissioners shall engross each ordinance or act, and it shall be signed by the chairperson of the county board of commissioners and certified by the clerk of the county board of commissioners. If, within 50 days after the county board of commissioners adopts an ordinance or act, a petition signed by not less than 20% of the electors residing in the district to be affected by the ordinance or act is filed with the county clerk asking that the ordinance or act be submitted to electors of the district to be affected by the ordinance or act for approval or rejection, then the ordinance or act shall not take effect until it is approved by a majority of the electors of the district affected voting on that issue at a regular or special election called for that purpose. The county board of commissioners shall provide the manner of submitting the ordinance or act to the electors for their approval and of determining the result of the election.

(k) Require a county officer whose salary or compensation is paid by the county to make a report under oath to the county board of commissioners on any subject connected with the duties of that office and require the officer to give a bond reasonable or necessary for the faithful performance of the duties of the office. An officer who neglects or refuses either to make a report or give a bond within a reasonable time after being required to do so may be removed from office by the board by a vote of 2/3 of the members elected or appointed, and the office declared vacant. The board may fill the vacancy for the unexpired portion of the term for which the officer was elected or appointed. If an election occurs before the expiration of the unexpired term, and if the office is elective, the vacancy shall be filled at that election. The board shall give reasonable notice of the election to fill the vacancy.

(l) Represent the county and have the care and management of the property and business of the county if other provisions are not made.

(m) Establish rules and regulations in reference to the management of the interest and business concerns of the county as the board considers necessary and proper in all matters not especially provided for in this act or under the laws of this state. The county board of commissioners shall not audit or allow a claim, including a bill or charge, against the county unless the claim has been filed with the county clerk of the county before the fourth day of a regular meeting of the board, or before the second day of an adjourned or other meeting, the claim is contracted by the board during the session of the board or the claim is for mileage and per diem of the members of the board. The county clerk shall keep a book of all claims in the order in which the claims are presented, giving the name of each claimant and the amount and date of presentation of each claim. The book, after the time prescribed for the presentation of claims, shall be delivered to the chairperson for the use of the board. At the October session, the board, by a vote of 2/3 of the members, may receive and allow accounts that have wholly accrued during the session.

(n) Subject to subdivision (o), remove an officer or agent appointed by the board if, in the board's opinion, the officer or agent is incompetent to execute properly the duties of the office or if, on charges and evidence, the board is satisfied that the officer or agent is guilty of official misconduct, or habitual or willful neglect of duty, and if the misconduct or neglect is a sufficient cause for removal. However, an officer or agent shall not be removed for that misconduct or neglect unless charges of misconduct or neglect are preferred to the county board of commissioners or the chairperson of the county board of commissioners, notice of the hearing, with a copy of the charges, is delivered to the officer or agent, and a full opportunity is given the officer or agent to be heard, either in person or by counsel.

(o) If the county has an appointed county manager or other appointed chief administrative officer or a county controller, the county board of commissioners may enter into an employment contract with that officer. The term of the employment contract may extend beyond the terms of the members of the county board of commissioners. The term of the employment contract shall be 3 years or less, unless the employment contract is entered into on or after August 1 of an even-numbered year, in which case the term of the employment contract shall be 1 year or less. However, in a county organized under 1966 PA 293, MCL 45.501 to 45.521, with an appointed chief administrative officer, an employment contract with the appointed chief administrative officer shall be for the term provided by section 11a of 1966 PA 293, MCL 45.511a. An employment contract under this subdivision shall be in writing and shall specify the compensation to be paid to the officer, any procedure for changing the compensation, any fringe benefits, and any other conditions of employment. If the officer serves at the pleasure of the county board of commissioners, the contract shall so state and may provide for severance pay or other benefits in the event the employment of the officer is terminated at the pleasure of the county board of commissioners.

(p) Establish rules consistent with the open meetings act, 1976 PA 267, MCL 15.261 to 15.275, for the manner of proceeding before the board.

(q) Acquire by exchange land needed for county purposes, including the purchase of land to be used in exchange for other land of approximate equal value owned by the federal government and needed for county purposes.

(r) Grant or loan funds to a nonprofit corporation organized for the purpose of providing loans for private sector economic development initiatives. A grant or loan under this subdivision shall not be derived from ad valorem taxes except for ad valorem taxes approved by a vote of the people for economic development. The county shall establish an application process for proposals to receive a grant or loan under this subdivision. The awarding of a grant or loan under this subdivision shall be made at a public hearing of the county board of commissioners. The grant or loan contract shall require a report to the county board of commissioners regarding the activities of the recipient and the degree to which the recipient has met the stated public purpose of the funding.

(s) Before January 1, 2015, by majority vote of the members of the county board of commissioners elected and serving in a county with an appointed board of county road commissioners, pass a resolution that transfers the powers, duties, and functions that are otherwise provided by law for the appointed board of county road commissioners of that county to the county board of commissioners. The resolution is subject to the requirement in section 6(9) of chapter IV of 1909 PA 283, MCL 224.6. The appointed board of county road commissioners of that county is dissolved on the date specified in the resolution adopted under this subdivision, and the county board of commissioners is authorized to receive and expend funds as allowed under 1951 PA 51, MCL 247.651 to 247.675. If the powers, duties, and functions of the board of county road commissioners of a county are transferred to the county board of commissioners of that county under this subdivision and the powers and duties of the office of county drain commissioner of that county had previously been transferred to the board of county road commissioners as provided in section 21(3) of the drain code of 1956, 1956 PA 40, MCL 280.21, then the county board of commissioners of that county shall reestablish, by resolution, the office of county drain commissioner as an elected office. The resolution reestablishing the office of county drain commissioner shall provide for the appointment of an acting county drain commissioner for that county who shall hold office until the next general election at which a county drain commissioner will be elected as provided in chapter X of the Michigan election law, 1954 PA 116, MCL 168.191 to 168.211.

(t) Before January 1, 2015, by majority vote of the members of the county board of commissioners elected and serving in a county with an elected board of county road commissioners, pass a resolution to submit to the qualified and registered electors of the county at the next regular election to be held in the county the question of transferring the powers, duties, and functions of the elected board of county road commissioners of that county to the county board of commissioners. The resolution is subject to the requirement in section 6(9) of chapter IV of 1909 PA 283, MCL 224.6. If a majority of the qualified and registered electors of the county voting on the question vote in favor of transferring the powers, duties, and functions of the elected board of county road commissioners of that county to the county board of commissioners, the elected board of county road commissioners of that county is dissolved and the county board of commissioners is authorized to receive and expend funds as allowed under 1951 PA 51, MCL 247.651 to 247.675. If the powers, duties, and functions of the board of county road commissioners of a county are transferred to the county board of commissioners of that county under this subdivision and the powers and duties of the office of county drain commissioner of that county had previously been transferred to the board of county road commissioners as provided in section 21(3) of the drain code of 1956, 1956 PA 40, MCL 280.21, then the county board of commissioners of that county shall reestablish, by resolution, the office of county drain commissioner as an elected office. The resolution reestablishing the office of county drain commissioner shall provide for the appointment of an acting county drain commissioner for that county who shall hold office until the next general election at which a county drain commissioner will be elected as provided in chapter X of the Michigan election law, 1954 PA 116, MCL 168.191 to 168.211.

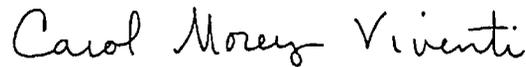
(u) If, after a board of county road commissioners is dissolved as provided in subdivision (s) or (t), the county board of commissioners for a county determines that a board of county road commissioners would provide a cost savings to the county residents and would better meet the needs of the county residents, the county board of commissioners for that county may, upon majority vote of the members of the county board of commissioners, submit the question of adopting a county road system with a board of county road commissioners to a vote of the electors of the county as provided in chapter IV of 1909 PA 283, MCL 224.1 to 224.32.

Enacting section 1. This amendatory act does not take effect unless House Bill No. 5125 of the 96th Legislature is enacted into law.

This act is ordered to take immediate effect.



Clerk of the House of Representatives



Secretary of the Senate

Approved .....

.....  
Governor

Act No. 14  
Public Acts of 2012  
Approved by the Governor  
February 21, 2012  
Filed with the Secretary of State  
February 21, 2012  
EFFECTIVE DATE: February 21, 2012

**STATE OF MICHIGAN  
96TH LEGISLATURE  
REGULAR SESSION OF 2012**

Introduced by Rep. Switalski

**ENROLLED HOUSE BILL No. 5125**

AN ACT to amend 1909 PA 283, entitled "An act to revise, consolidate, and add to the laws relating to the establishment, opening, discontinuing, vacating, closing, altering, improvement, maintenance, and use of the public highways and private roads; the condemnation of property and gravel therefor; the building, repairing and preservation of bridges; maintaining public access to waterways under certain conditions; setting and protecting shade trees, drainage, and cutting weeds and brush within this state; providing for the election or appointment and defining the powers, duties, and compensation of state, county, township, and district highway officials; and to prescribe penalties and provide remedies," by amending section 6 of chapter IV (MCL 224.6), as amended by 2009 PA 39.

*The People of the State of Michigan enact:*

CHAPTER IV

Sec. 6. (1) Except as otherwise provided by law and under subsection (4), (5), (7), or (8), in a county where the county road system is adopted, a board of county road commissioners consisting of not less than 3 members or more than 5 members shall be elected by the people of the county. The initial road commissioners shall be appointed by the county board of commissioners or elected at a general or special election called for that purpose, as determined by the county board of commissioners. The county board of commissioners may by resolution provide for staggered terms of office for the road commissioners under this subsection so that not more than 2 road commissioners' terms of office expire in the same year.

(2) If the road commissioners are appointed, they shall hold office only until January 1 of the first odd numbered year following the date of appointment. If the road commissioners are to be elected at a general or special election, notice of the election, embodying a copy of the resolutions of the county board of commissioners, giving the number and terms of the office of the road commissioners to be elected, shall be published by the clerk as required by section 3 of this chapter.

(3) The regular election of county road commissioners shall be held at the general election on the first Tuesday after the first Monday in November. The term of office of an elected county road commissioner shall commence on January 1 in the year following his or her election. The notice of the election shall be given at the time notice is given of the general election of county officers.

(4) The election of county road commissioners shall not be mandatory in any county that contains all or part of 12 surveyed townships as determined by the government survey of the county. Except as provided under subsection (5), in a county under this subsection the county board of commissioners, by a majority of its members elect, may appoint the county road commissioners. A county road commissioner appointed under this subsection shall not be removed from office before the expiration of his or her term of office without being given written notice of the charges made against him or her and an opportunity to appear before the county board of commissioners for a hearing on the charges.

(5) In a county having a population of 750,000 or more that has adopted a charter under 1966 PA 293, MCL 45.501 to 45.521, the powers and duties that are otherwise provided by law for a board of county road commissioners may be reorganized by amendment to the charter. In a county having a population of 750,000 or more with a charter commission proposing a charter under 1966 PA 293, MCL 45.501 to 45.521, the powers and duties that are otherwise provided by law for a board of county road commissioners may be reorganized under the charter if, at the election considering the approval of the charter, the voters approve both the charter and a separate ballot question presented by the charter commission to reorganize the board of county road commissioners. Funds provided to the county under 1951 PA 51, MCL 247.651 to 247.675, shall only be expended for the purposes provided under 1951 PA 51, MCL 247.651 to 247.675.

(6) If the county board of commissioners proposes to alter the number of county road commissioners as allowed under this act, the county board of commissioners shall hold not less than 1 public hearing on the proposed change to the road commission. The county board of commissioners shall give notice as required under the open meetings act, 1976 PA 267, MCL 15.261 to 15.275, of the time and place of the public hearing not less than 28 days before the hearing. The county board of commissioners shall also provide written notice of the hearing to the county road commission and, if available, by posting the notice on the county's website. The county board of commissioners may vote on whether to alter the number of county road commissioners at the meeting noticed under this subsection.

(7) Except as otherwise provided under subsection (5) and subject to the requirement provided in subsection (9), before January 1, 2015, the powers, duties, and functions that are otherwise provided by law for an appointed board of county road commissioners may be transferred to the county board of commissioners by a resolution as allowed under section 11 of 1851 PA 156, MCL 46.11. The appointed board of county road commissioners of that county is dissolved on the date specified in the resolution adopted under this subsection, and the county board of commissioners is authorized to receive and expend funds as allowed under 1951 PA 51, MCL 247.651 to 247.675.

(8) Except as otherwise provided in subsection (5) and subject to the requirement provided in subsection (9), before January 1, 2015, the county board of commissioners in a county with an elected board of county road commissioners may, by a resolution as allowed under section 11 of 1851 PA 156, MCL 46.11, submit to the qualified and registered electors of the county at the next regular election to be held in the county the question of transferring the powers, duties, and functions of the elected board of county road commissioners of that county to the county board of commissioners. If a majority of the qualified and registered electors of the county voting on the question vote in favor of transferring the powers, duties, and functions of the elected board of county road commissioners of that county to the county board of commissioners, the elected board of county road commissioners of that county is dissolved and the county board of commissioners is authorized to receive and expend funds as allowed under 1951 PA 51, MCL 247.651 to 247.675.

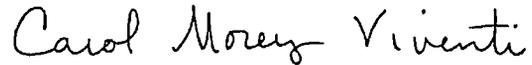
(9) Before adopting a resolution under subsection (7) or (8), the county board of commissioners shall conduct, at a minimum, 2 public hearings on whether to transfer the powers, duties, and functions of the board of county road commissioners to the county board of commissioners.

Enacting section 1. This amendatory act does not take effect unless House Bill No. 5126 of the 96th Legislature is enacted into law.

This act is ordered to take immediate effect.



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Clerk of the House of Representatives



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Secretary of the Senate

Approved .....

.....  
Governor

2012 PHYSICIANS HEALTH PLAN COVERAGE  
 COUNTY VS. ROAD COMMISSION

ATTACHMENT #2

	County High	County Standard	County High Deductible	Road Commission Base	Road Commission High Deductible
Deductible	None	\$500 Single/\$1,000 Family	\$1250 Single/\$2500 Family	\$100 Single/\$200 Family	\$2500 Single/\$5000 Family
Out of Pocket Max	\$1,000 Single/\$2,000 Family	\$1,500 Single/\$3,000 Family	\$2500 Single/\$5000 Family	\$1,000 Single/\$2,000 Family	\$5000 Single/\$10,000 Family
Office Visits	\$20 Co-pay	\$20 Co-pay	20% after Deductible	\$10 Co-pay	20% after Deductible
Most Services	100%	80% after Deductible	80% after Deductible	90% after Deductible	80% after deductible
Employer monthly premium--Family	\$ 1,253	\$ 1,149	\$ 1,007	\$ 1,426	\$ 864
Employee monthly premium--Family	\$ 398	\$ 235	\$ -	\$ 195	\$ 135
Total monthly family premium	\$ 1,650	\$ 1,383	\$ 1,007	\$ 1,622	\$ 999
Annual family premium	\$ 19,803	\$ 16,600	\$ 12,087	\$ 19,464	\$ 11,988
Employee % of Total	24.09	16.96	-	12.05	13.51

MERS Benefits

COUNTY EMPLOYEES

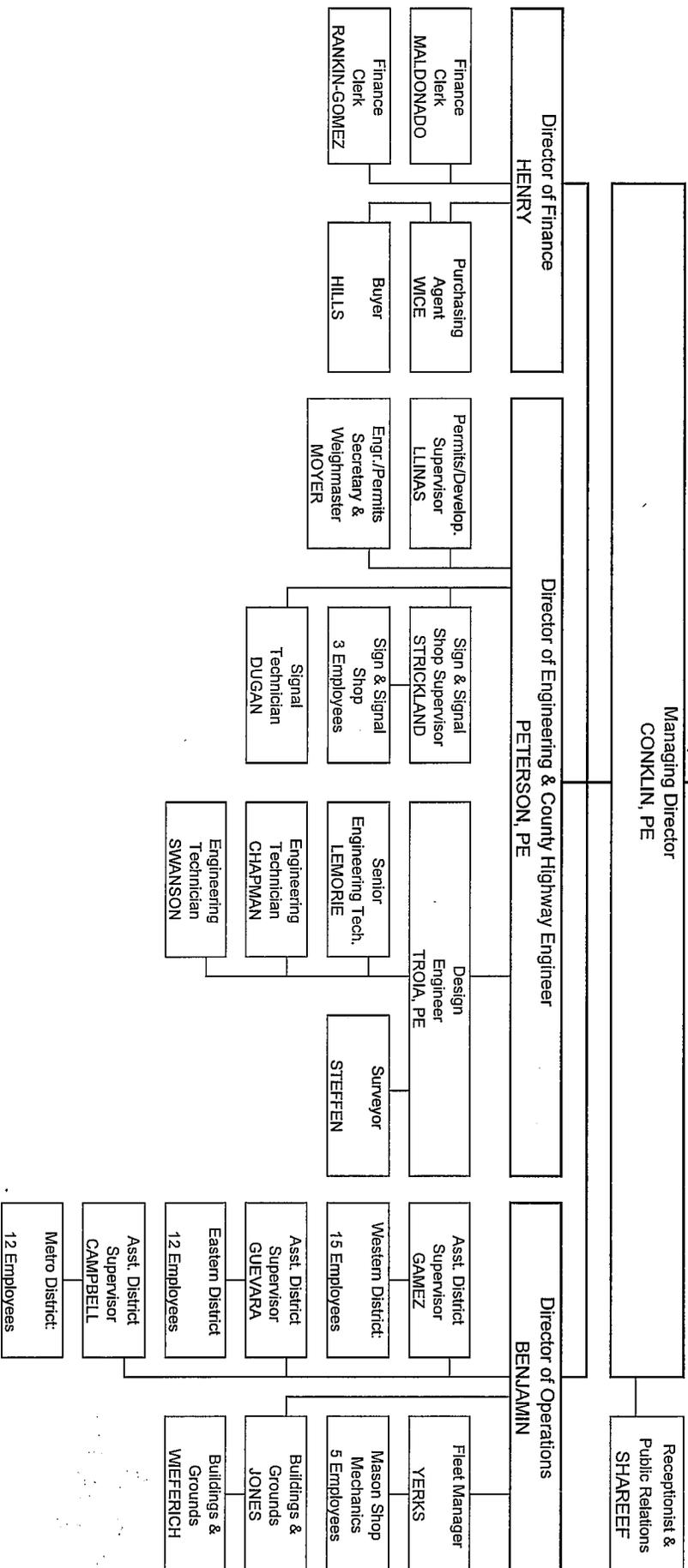
	Plan	Vesting	Service\Age	FAC	Employee Contribution
Confidentials	B-4	V-6	F55(15)	FAC-3	5.36
Sheriff Supervisors	3.20%	V-10	F55 (15) or 25 YOS	FAC-3	19.61
General Managers	B-4	V-6	F55(15)	FAC-3	6.39
ICEA Professionals	B-4	V-10	F55(15)	FAC-5	13.42 Cost of Living Factor
UAW	B-4	V-10	F55(15)	FAC-5	3.62
OPEIU	B-4	V-10	F55(15)	FAC-3	9.71
Animal Control	B-4	V-10	F55 (15) or 25 YOS	FAC-3	15.49 Cost of Living Factor
Nurses	B-3	V-6	F55(15)	FAC-3	11.87 Cost of Living Factor
ICEA Court Professionals	B-3	V-10	F55(15) or 20 YOS	FAC-5	9.84
Deputies	3.20%	V-10	F55 (15) or 25 YOS	FAC-5	10.96
APA	B-4	V-6	F55(15)	FAC-5	1.40
Parks Union	B-3	V-10	60	FAC-5	-
Parks Non-Union	B-4	V-10	F55(25)	FAC-3	-
Legal Research Groups	B-4	V-10	F55(25)	FAC-3	-
Zoo - MERS/Legal still working on	C-1	V-10	60	FAC-5	-

ROAD COMMISSION EMPLOYEES

General Hourly	B-4	V-8	F55(20)	FAC-3	0
Administration	B-4	V-8	F55(20)	FAC-3	0
Administration Union	B-4	V-8	F55(20)	FAC-3	0
Department Heads	B-4	V-8	F55(20)	FAC-3	0

## ORGANIZATION CHART INGHAM COUNTY ROAD COMMISSION

**Board of Ingham County Road Commissioners**  
 SHIRLEY M. RODGERS, CHAIR  
 JAMES DRAVENSTATT-MOCERI, VICE CHAIR  
 NORMAN L. GEAR, MEMBER  
 MILTON L. SCALES, MEMBER  
 MARC THOMAS, MEMBER



Organizational chart as of April 4, 2011

**INGHAM COUNTY ROAD COMMISSION FACT SHEET**

- FTEs - 70
- 2011 Adopted Budget - \$15,006,474
- Financial Statements as of December 31, 2010:
  - Actual Revenues \$19,623,444
  - Actual Expenditures 19,034,823
  - Fund Balance 4,338,949
  - Unreserved Fund Balance 3,092,083
- Collective Bargaining Agreements:
  - OPEIU - Office Personnel - Contract 1/01/2010-12/31/13
  - AFSCME - Highway Workers - Tentative Agreement 1/01/2011-12/31/2013
  - OPEIU - formerly SEIU - Supervisors - Draft Agreement 01/01/2010-through 12/31/2103
- Municipal Employees Retirement System (MERS):
  - Benefit plan B-4
  - 2.5% of final average compensation with maximum benefits of 80%
  - 2012 Contribution - \$964,728
  - 2012 Employer Contribution as a % of payroll - 19.14%
  - 2012 Employee Contribution as a % of payroll - 0%
- Long Term Unfunded Liabilities - Unfunded Accrued Actuarial Liability:
  - MERS Pension System - 70% funded ratio \$ 9,787,460
  - Other Post Employment Benefit - Retiree Health 13,679,964

**PROPOSED CALENDAR  
TRANSITION ROAD COMMISSION FUNCTIONS**

<u>DATE</u>	<u>RESPONSIBILITY</u>	<u>DESCRIPTION</u>
March 6, 2012	County Services	Approve resolution establishing public hearing dates required by Public Act 14 of 2012. Discuss preliminary transition plan.
March 13, 2012	Board of Commissioners	Adopt resolution establishing public hearing dates required by Public Act 14 of 2012.
March 20, 2012	County Services	Finalize Transition Plan.
March 27, 2012	Board of Commissioners	Holds 1 <sup>st</sup> public hearing regarding the transfer of powers, duties and functions of the Board of County Road Commissioners to the County Board of Commissioners.
April 10, 2012	Board of Commissioners	Holds 2 <sup>nd</sup> public hearing regarding the transfer of powers, duties and functions of the Board of County Road Commissioners to the County Board of Commissioners.
April 17, 2012	County Services	Approves resolution transferring the powers, duties and functions of the County Road Commission to the Board of Commissioners, effective June 1, 2012. Approves resolution establishing the 4 Road Commission MERS divisions as Ingham County divisions. Approves resolution adopting a county budget for the Department of Transportation for the remainder of the 2012 fiscal year. Approves other resolutions as necessary to finalize the transfer.
April 18, 2012	Finance Committee	Approve the resolutions discussed above for the April 17 County Services meeting.

<u>DATE</u>	<u>RESPONSIBILITY</u>	<u>DESCRIPTION</u>
April 24, 2012	Board of Commissioners	Adopt all resolutions necessary to transfer the powers, duties, and functions of the Ingham County Road Commission to the Ingham County Board of Commissioners.
June 1, 2012		Effective date of transfer.