

NORTH HOUGHTON COUNTY WATER AND SEWAGE AUTHORITY

DATE: 1/15/25.

Meeting was called to order by Bonenfant at 11:01 AM

**ROLL CALL:**, Bonenfant, LaRochelle, Coppo, Zubiena, Mukavetz, Gasperich

Others Present: Heikkila

**Benefits committee**

Mukavetz presented the committee's recommendations to the board as follows;

MERS: change from 6% funded to fully funded by the Authority

HEALTH INSURANCE: keep the same plan as 2024 with the 11.94% increase

WAGES: 4% increase from 2024 wages

HOLIDAYS: adopt the Michigan holidays with the exception of President's day, Christmas Eve and New Years Eve

SICK TIME POLICY: Employees will still receive the 80 hours annually, 320 hrs will be paid upon retirement, and annually 50% of any balance over 320 hrs will be paid in December.

The benefits committee presented a total cost of recommended changes for 2025 benefits of \$28,000, to the board.

*Motion Mukavetz, 2<sup>nd</sup> Gasperich, to approve the recommended changes as presented; Carried.*

*Motion LaRochelle, 2<sup>nd</sup> Coppo to adjourn at 11:31 am; Carried.*

Recorded by,



Cleve Heikkila

Submitted by,

Tom Primeau  
Secretary

