

**COUNTY BOARD OF COMMISSIONERS
PERSONNEL, EQUALIZATION AND APPORTIONMENT/TRANSPORTATION/HEALTH AND
SOCIAL SERVICES COMMITTEE**

October 9, 2025

A regular meeting of the Chippewa County Board of Commissioners Personnel/Equalization and Apportionment/Transportation/Health and Social Services Committee was held on Tuesday, August 5, 2025, at the Chippewa County Courthouse in Sault Ste. Marie, Michigan. Committee Member Scott Shackleton called the meeting to order at 10:02 a.m. with a quorum present.

MEMBERS PRESENT: Damon Lieurance, Justin Knepper, and Scott Shackleton

MEMBERS ABSENT: None

OTHERS PRESENT: Justin Fruchey, Mike Bitnar, Karen Senkus and Kelly Church

Approval of the Agenda

It was moved by Commissioner Shackleton, supported by Commissioners Knepper, to approve the agenda as presented. On a voice vote, the motion CARRIED.

Personnel Chair Damon Lieurance took over running the meeting at 10:04 a.m.

Public Comment

No public comment was offered.

Personnel – State and Federal Budget Concerns

The Committee held a brief discussion with Health Officer Karen Senkus regarding the State of Michigan and the Federal budget statues for various programs; noting that the WIC and Family Planning programs carried on during the last shutdown, but that she had not received specific acknowledgement for this shutdown. No action was taken.

Personnel – Non-Union Updated Pay Scale

The Committee previously approved a 2% wage increase for non-union personnel; the Committee reviewed the update pay scale as presented.

It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to approve the Non-Union Chippewa County pay scale effective October 1, 2025, as presented. On a voice vote, the motion CARRIED.

Personnel – 79-hour positions

Sheriff's Office – Jail – ICE Liaison Officer

The Committee discussed a request from the Sheriff's Office to authorize an increase in hours for the Jail ICE Officer who also schedules the County Courthouse and County Building security for up to 79-hours bi-weekly. County policy 241 – holds part-times hours to less than 29-hours per week. The Committee asked the Sheriff's about the daily jail population.

It was moved by Commissioner Knepper, supported by Commissioner Shackleton to approve and authorize the Sheriff's Office Jail ICE Liaison Officer position to a 79-hour position. On a voice vote, the motion CARRIED.

Personnel – 79-hour positions

Animal Shelter – 2 position changes in hours

The Committee reviewed a letter from Shelter Manager Holly Henderson regarding an increase in scheduled hours for two part-time employees: the first being additional hours to serve as the veterinary technician for Dr. Ayers, the request is for six to eight additional hours weekly, these hours would be funded through the Special Fund Animal Shelter Millage. The second position is an increase of 10 hours per week to a total of 32 hours per week, which exceeds the County Policy 241 of 29 hours per week by three hours. These additional hours would be paid for from the general fund allocation and are needed for the increase in animals entering the care of the facility; these hours would help with being able to have more consistent coverage at the Animal Shelter. These positions will be listed on the pay scale as 79-hour positions.

It was moved by Commissioner Knepper, supported by Commissioner Shackleton to approve the increased hours of the two part-time Animal Control positions as requested by the Animal Shelter Manager: increasing the veterinary technician hours by six to eight per week and the shelter attendant by ten hours per week. On a voice vote, the motion CARRIED.

Personnel – 58 Hour Janitorial Attendee \$16.78, cancel cleaning services

The Committee reviewed a job posting for a 58-hour janitorial attendee (up to 29 hours per week) to be paid at \$16.78; and to cancel the cleaning service with Hunt's Maintenance and Service, as the cleaning service just doesn't meet the afternoon needs of the two buildings; as they come in for very specific jobs dictated by their task list. We have a former part-time employee interested in returning to this afternoon position who County Administration will reach out to.

It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to authorize a 58-hour janitorial attendee position to be paid \$16.78 per hour and to cancel the Hunt's Maintenance and Service contract, as it does not meet the needs of the County for afternoon maintenance needs. On a voice vote, the motion CARRIED.

Health and Social Services – Health Care Renewal FY2026

Retiree Health to Humana, Switch all to Simply Blue and Add GLP1's Program

The Committee reviewed several documents and information from Acrisure regarding the FY2026 renewal, including the line of business, which shows all the division rates and costs by contract. Acrisure has been able to help lower the overall percentage increase, by changing the contracts to simply blue from community blue; an option that bears no changes to the employees; change the Medicare Advantage retirees from a BC/BS MA to Humana MA; which is a cost savings and actually gives the retirees some added benefits including post overnight inpatient stay meals, rideshare services. The Humana Plan is a Passive Design basis, which means members can access care at MyMichigan Health without disruption even though it is considered out-of-network, since the plan we proposed offers identical benefits for both in-network and out-of-network care. Therefore, members who choose to receive care out-of-network will not incur any additional out-of-pocket costs compared to in-network services. All Medicare-covered services will continue to be paid 100%. The reason for the switch from BC/BS MA is due to the projected increase due to the Inflation Reduction Act and reimbursement changes on medication going from 60% to 80%, basically BC/BS changed their risk strategy and pushed those increases out to the users. The other change that can and still offer GLP1 coverage is to join a new Weight Lose Medication Program, which Administration received information on September 30th; this would roll back the prior decision to increase the co-pay cost and have the GLP1 co-pay be either \$40 or \$80 per month, we are waiting for the final numbers from Acrisure. This would remove Anti-Obesity medications in total from the plan; the employees would get a card that would enable them to get the medication directly from the vendor, this would remove the PBM therefore decreasing the cost of the medication. Discussion followed, Commissioner Shackleton wants to make sure that when the change letters go out to the retirees that we lead with the positives of the changes.

It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to approve the change for Medicare Advantage to Humana from BC/BS, which will utilize the Passive Design Plan, as offered from Acrisure for the cost savings, matching all current coverages and adding a few additional services. On a voice vote, the motion CARRIED.

Note: This motion was changed to stay with BC/BS during Regular Session as new rates from BC/BS were brought forward.

It was moved by Commissioner Shackleton, supported by Commissioner Knepper, to also approve the change to Simply Blue from the current Community Blue for the entire group; and to add the new Weight Loss Medication program and to roll back the prior decision, lower the co-pay back down to either \$40.00 or \$80.00 co-pay depending on the overall cost savings. On a voice vote, the motion CARRIED.

CLOSED SESSION

Collective Bargaining Negotiations pursuant 15.268 (c)

It was moved by Commissioner Knepper, supported by Commissioner Shackleton, to enter closed session to discuss collective bargaining negotiations, pursuant to MCL 15.268 (c).

Roll call vote 3-0. Closed session began at 10:23 a.m.

It was moved by Commissioner Knepper, supported by Commissioner Shackleton, to exit closed session wherein we discussed upcoming collective bargaining negotiations, pursuant to MCL 15.268 (c).

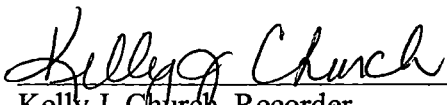
Roll call vote 3-0. Return to open session at 10:42 a.m.

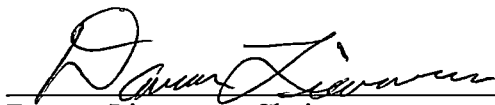
Committee and Chairman's Comments

No additional comments were received.

Adjourn

The meeting was declared adjourned at 10:43 a.m.


Kelly J. Church, Recorder


Damon Lieurance, Chairperson