

MEMORANDUM OF MEETING

Personnel Committee

October 22, 2025 – 7:00 AM

City Hall Main Floor Conference Room

PRESENT: Mayor Klynstra, Mayor ProTem Gruppen, BPW Chair Boerman, BPW Vice Chair Cooney, Council Member VanDorp

Staff Present: City Manager Klunder, Assistant City Manager/Finance Director Plockmeyer, BPW General Manager Boatright, and Administrative Assistant Moore

Mayor Klynstra called the meeting to order at 7:00 AM

Employee Comments

No employee comments.

2026 Health Insurance Renewal

Klunder began the meeting by informing the committee that Melanie Hellenthal, the city's new HR Specialist, has begun work this week. She will be working part-time (@ 32 hours/week), with hours here and remotely at home.

He then provided an overview of premium plans/costs for the 2026 calendar year for employees that are proposed for renewal. The city's hard cap is set at 2.9% and in 2026, and the plan premium increases are 6.1%. Per the city's policy, employees pay the difference between the hard cap and the premium. Based on the percentage increases, the 2026 increases equate to \$0-\$41.15 for family coverage; \$19.89-\$33.93 for two-person coverage; and \$0-\$14.45 for single coverage – depending on which of the five available plans they choose.

Staff are not recommending any changes to plan coverage limits with the exception of one change required by the IRS: high-deductible plan with deductible amounts of \$1,650 (single) & \$3,300 (two-person and family) amounts will need to increase to \$1,700/\$3,400 respectively to meet IRS regulations.

Klunder noted the committee will need to meet again in the near future regarding dental insurance. Staff received a quote from Delta yesterday. They are willing to hold current rate, however, the Pool is looking to grow their dental pool and provided a proposal as well (about a 9% reduction in rates with the same coverage – it would be a different administrator and staff not clear yet how it compares with Delta Dental.) Staff have heard from a few employees that their dental provider has stopped accepting Delta.

Motion was made by Cooney and seconded by VanDorp to recommend renewing the 2025 health plans with the Western Michigan Health Insurance Pool for 2026. All voting aye. Motion passed.

Motion was made by Cooney and seconded by VanDorp to amend the funding policies for full-time employee's health & RX dental coverage as of January 2026 as presented. All voting aye. Motion passed.

Klunder reported that Medicare coverage for retirees will be switching from Priority Health to Humana. A meeting for retirees is scheduled for October 30, 2025.

Meeting adjourned @ 7:35 AM.

Susan Moore, Administrative Assistant