

Grand Ledge Area Emergency Services Authority

Special Meeting Agenda

December 22, 2025

6:00 pm

Meeting will be at

500 N. Clinton St. Grand Ledge MI, 48837

Training Room, Grand Ledge Fire Department

- I. **Roll Call of Authority Board** – Chairperson Don Willems, Vice Chairperson Keith Mulder, Treasurer Janet Schultz, Secretary Rick Lantz, Trustee Robert Stahelin II
- II. **Pledge of Allegiance**
- III. **Audience Participation** – Any person (s) attending may comment on any subject. All presentations before the Authority Board shall be limited to five minutes per individual presentation.
- IV. **Approval of Consent Agenda** – The Authority Board approves items listed on the consent agenda by a single roll call vote without debate. If the Authority Board desires to debate any item listed on the consent agenda, it may remove the item and place it on the regular agenda for consideration in due order.
- V. **Approval of Special Meeting agenda** – The Authority Board may remove any item or add any item to the regular agenda.
 - A. Motion – To approve the December 22, 2025, Special Authority Board Meeting Agenda
- VI. **Committee and Board Reports** – Fire Authority Board members and staff may report on discussions and actions of committees and boards.
 - A. **Building Committee** –
 - B. **Finance Committee** –
 - C. **Truck/Equipment Replacement Committee** -
 - D. **Public Education Committee** –
 - E. **Personnel Committee** –
- VII. **Fire Chief/Staff Reports** – The Authority board may receive reports from the Chief, staff members, or contractors.
 - A. Monthly Run Activity
 - B. Vehicle Report

- VIII. **Old Business** – The Authority board discusses any business unfinished from a previous meeting
- A. Resolution # 16-2025 - **TO EXEMPT THE GRAND LEDGE AREA EMERGENCY SERVICES AUTHORITY FROM THE REQUIREMENTS OF 2011 PUBLIC ACT 152, THE PUBLICLY FUNDED HEALTH INSURANCE CONTRIBUTION ACT, AND TO APPROVE THE 2026 EMPLOYEE HEALTH CARE PLANS FOR THE PLAN YEAR JANUARY 1, 2026 THROUGH DECEMBER 31, 2026**
- IX. **New Business** – The Authority Board may bring up for discussion any business not previously debated and may act or not act on the item(s) indicated.
- X. **Audience Participation** – any person (s) attending may comment on any subject. All presentations before the Authority board shall be limited to five minutes per individual presentation.
- XI. **Communications from Authority Board members.**
- XII. **Closed session** – the Open Meetings Act allows the Authority board to discuss certain subjects without the presence of the public. The Authority Board may request a staff member or any other person the Authority Board determines to be necessary to attend the closed session. Once the closed session has ended, the Authority Board will resume the regular meeting.
- XIII. **Adjournment** – when the Fire Authority Board has completed all items listed on the approved agenda, it may not take any further action until its next regular meeting or a special meeting. If the time is significantly late and items remain on the approved agenda, the presiding officer may ask for a motion to adjourn the meeting to another specific date, time, and place at which to resume and complete the approved agenda.



Grand Ledge Area Emergency Service Authority

500 N. Clinton Street, Grand Ledge, Michigan 48837
Phone (517) 627-1157 • Fax (517) 627-0417

GRAND LEDGE AREA EMERGENCY SERVICES AUTHORITY RESOLUTION # 16-2025

TO EXEMPT THE GRAND LEDGE AREA EMERGENCY SERVICES AUTHORITY FROM THE REQUIREMENTS OF 2011 PUBLIC ACT 152, THE PUBLICLY FUNDED HEALTH INSURANCE CONTRIBUTION ACT, AND TO APPROVE THE 2026 EMPLOYEE HEALTH CARE PLANS FOR THE PLAN YEAR JANUARY 1, 2026 THROUGH DECEMBER 31, 2026

WHEREAS, 2011 Public Act 152 (the "Act") was passed by the State Legislature and signed by the Governor on September 24, 2011; and

WHEREAS, the Act provides three options for public employers to comply with the requirements related to employee health care cost contributions:

- **Section 3 - "Hard Caps" Option**, which limits a public employer's total annual health care costs based on coverage levels defined by the State;
- **Section 4 - "80%/20%" Option**, which limits a public employer's share of total annual health care costs to not more than 80% and requires an annual majority vote of the governing body; and
- **Section 8 - "Exemption" Option**, which allows a local unit of government to exempt itself from the requirements of the Act by an annual **two-thirds (2/3) vote** of the governing body; and

WHEREAS, Grand Ledge Area Emergency Services Authority has closely followed the "Hard Cap" option based on the rates established by the Michigan Department of Treasury; and

WHEREAS, the Board of the Grand Ledge Area Emergency Services Authority has determined that it is in the best interest of the Grand Ledge Area Emergency Services Authority and its employees to exempt itself from the requirements of 2011 Public Act 152 for the medical benefit plan coverage year beginning **January 1, 2026 through December 31, 2026**; and

WHEREAS, the Grand Ledge Area Emergency Services Authority's premium cost-sharing arrangement for the 2026 plan year shall be in the following manner:

- All employees who elect health care coverage under the Authority's health care plan and who have **not opted-out** shall contribute **\$87.00 per pay period** toward the cost of health insurance premiums.
- Employees who properly opt-out of coverage shall not be required to pay the premium contribution.

And;

WHEREAS, the Grand Ledge Area Emergency Services Authority Board further desires to approve the continued participation in the following employee health care plans for the 2026 benefit year:

- **Priority Health Priority HMO Platinum - Health Care Plan**
- **Delta Dental - Dental Coverage**
- **Ameritas Vision Service Plan (VSP) - Vision Coverage**

NOW, THEREFORE, BE IT RESOLVED, that the Board of the Grand Ledge Area Emergency Services Authority hereby **elects to exempt** the Grand Ledge Area Emergency Services Authority from the requirements of 2011 Public Act 152, the Publicly Funded Health Insurance Contribution Act, pursuant to Section 8 of the Act, by a **two-thirds (2/3) vote** of the governing body for the coverage year **January 1, 2026 through December 31, 2026**; and

BE IT FURTHER RESOLVED, that the Board of the Grand Ledge Area Emergency Services Authority hereby **approves participation** in the Priority Health Priority HMO Platinum, employee health care plans for the 2026 benefit year, and authorizes the Fire Chief to proceed with open enrollment for the upcoming plan year.

BE IT FURTHER RESOLVED, that the Board of the Grand Ledge Area Emergency Services Authority hereby agrees to the Memorandum of Understanding (“MOU”) between the Authority and Union regarding “Approval of 2026 Employee Health Care Premium contribution” and authorizes and directs the Fire Chief to execute same on behalf of the Authority.

The foregoing resolution was presented by _____ and supported by _____ for approval.

ADOPTED by the following roll call vote:

Yeas: __

Nays: __

Absent: __

CERTIFICATION

I, [_____] for the Grand Ledge Area Emergency Services Authority, do hereby certify that the foregoing is a true and complete copy of a resolution duly adopted by the Board of the Grand Ledge Area Emergency Services Authority during its regular meeting held on Monday, December 15, 2025, and that said meeting was conducted, and public notice given, pursuant to and in full compliance with the Open Meetings Act, being 1976 P.A. 267, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

Don Willems, Chairman

Rick Lantz, Secretary



Grand Ledge Area Emergency Service Authority

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MEMORANDUM OF UNDERSTANDING

Between

**GRAND LEDGE AREA EMERGENCY SERVICES AUTHORITY
and
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL 2627**

Regarding

Approval of 2026 Employee Health Care Premium contributions

This Memorandum of Understanding (“MOU”) is entered into by and between: Grand Ledge Area Emergency Services Authority (“Authority” or “Employer”) and International Association of Fire Fighters, Local 2627 (“Union”) collectively referred to as the “Parties.”

PURPOSE

The purpose of this Memorandum of Understanding is to memorialize the agreement between the Parties regarding:

1. The employee health care plans to be offered for January 1, 2026 through December 31, 2026 plan year; and
2. The employee premium cost-sharing contribution for the 2026 plan year.

BACKGROUND

WHEREAS, 2011 Public Act 152 (“Act”) provides three options for compliance related to employee health care cost contributions, including an annual exemption pursuant to Section 8 by a two-thirds (2/3) vote of the governing body; and

WHEREAS, the Authority has historically followed the “Hard Cap” option established by the Michigan Department of Treasury; and

WHEREAS, the Authority has determined that it is in the best interest of both the Authority and its employees to exempt itself from the requirements of Public Act 152 for the 2026 coverage year; and

WHEREAS, the Authority’s Board adopted **Resolution #16-2025** approving the exemption and the employee health care plans for the 2026 benefit year; and

WHEREAS, the Union represents employees affected by the health care benefits described herein and agrees to the terms set forth in this MOU.

AGREEMENT

PA 152 EXEMPTION

The Union acknowledges that the Authority has elected, in its sole discretion, pursuant to Section 8 of 2011 Public Act 152, to exempt itself from the requirements of the Act for the coverage year January 1, 2026 through December 31, 2026, as approved by a two-thirds (2/3) vote of the Authority’s governing body.

EMPLOYEE PREMIUM CONTRIBUTIONS

For the 2026 plan year:

- All employees who elect health care coverage under the Authority’s health care plan and who have **not opted-out** shall contribute **\$87.00 per pay period** toward the cost of health insurance premiums.
- Employees who properly opt-out of coverage shall not be required to pay the premium contribution.

DURATION OF MOU

This MOU shall be effective **January 1, 2026**, and shall remain in effect through **December 31, 2026**, unless otherwise modified by mutual written agreement of the Parties.

NO PRECEDENT / LIMITED PURPOSE

This MOU is entered into for the limited purpose of addressing the Authority’s PA 152 exemption and health care benefits for the 2026 plan year only. It shall not be considered a precedent or waiver of either Party’s rights in future negotiations unless expressly stated in writing.

COLLECTIVE BARGAINING AGREEMENT

Except as specifically modified by this MOU, all other terms and conditions of the applicable Collective Bargaining Agreement between the Parties shall remain in full force and effect.

ENTIRE AGREEMENT

This MOU represents the entire understanding between the Parties regarding the matters addressed herein and may be amended only by written agreement signed by authorized representatives of both Parties.

SIGNATURES

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on the dates indicated below.

GRAND LEDGE AREA EMERGENCY SERVICES AUTHORITY

By: _____
Name: _____
Title: _____
Date: _____

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2627

By: _____
Name: _____
Title: _____
Date: _____