# MISILC Executive Committee Meeting

20230222-1800 PM EST Meeting

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>> Jan: All right, it's 6:00. And I feel like we can get started so I'm going to call this meeting to order. Tracy, if you can do the roll call, please, to start us.

>> Tracy: Jan. Jamia. Stephanie. Aaron. You have a quorum.

>> Jan: Thank you. Sorry to talk over you. Thank you. Do we have any accommodation requests at this time? Seeing none, we will move on to approval for today's agenda. If we could have a motion to approve the agenda for today's meeting to start with.

>> Jamia: I do.

>> Stephanie: This is Stephanie. I second the motion.

>> Jan: Thank you. Any discussion? Hearing none, we can just do a like a vote, an out loud vote. All in favor say aye.

(Multiple ayes.)

Awesome. That motion carried so thank you very much. The next thing on our agenda -- let me look here -- do-do-do. Oh, you pulled it back up.

Let's review the agenda for the business meeting so we can make sure we've got everything on there that we would like. So, Steve, do you want to take the lead to tell us what is on, what we have on tap?

>> Steve: On this one? I believe Stephanie and Mindy have had a chance to look at that and are all thumbs up to go on that one.

>> Jan: For the 990.

>> Steve: Yep. We did file for an extension for submitting that and then we have our standing staff committee reports. Council education, we have David Wickstrom. I'm not sure if you're all familiar, but he used to be a program manager at ACL until three years ago, and then he departed and started his own company that does this mapping software that uses a lot of different surveys, a lot of different GIS layers to identify pockets of folks with disabilities around the country. This is something that the CILs looked into, and they invited Jan and I to see a demonstration of this several months ago.

And we had talked with Dave about possibly having him present to the council a condensed version of what he has so that you can kind of see what the CILs are looking at as a potential resource in the future for them. So that's what we're proposing for council education. I am proposing that we put that right before or right after the approval of the 990 so we can get David in around 12:30.

>> Jan: Okay.

>> Steve: From 12:30 to 1:00, if that's okay with everyone. That is my only suggestion for a change to this agenda. The rest of those things are standing agenda items except for what we will talk about for the employee handbook coming up later on the agenda.

>> Jan: Okay. Just to be clear, we're in-person or are we hybrid?

>> Steve: We will be in-person and hybrid, so the meeting is going to be hosted at Disability Network Mid-Michigan in Midland in their conference room from noon to 3:00. Tracy will arrange for a lunch, so she'll send out inquiries to everybody if they're going to attend in person or not.

>> Jan: Okay. All right, perfect. And then will our presenter be in person or he's going to be virtual because he's not in Michigan.

>> Steve: Yeah, David's out of state, and I told him that if he was in town he was welcome to join us, but we of would have a Zoom link if that's his preference.

>> Jan: All right. That sounds good. That's March 10 so fingers crossed we don't have storms that hit us.

>> Steve: Right. (Laughing.)

>> Jan: And all of us at the Congress actually get back, don't have delayed flights.

>> Steve: Yep.

>> Jan: I hear about people whose flight home is delayed for two days. What do you mean, two days?

>> Steve: No, what is that?

>> Jan: What is that? I don't know. So hopefully that won't happen. All right. So, does anyone have any other questions for Steve about this agenda or anything that you would want to propose related to our agenda for the business meeting?

>> Jamia: I have a question. I believe at the last meeting Lisa brought up something about, was it about the SPIL monitoring? Was it a merger of something? I don't recall what it is exactly she spoke about, but it was regarding the reports, maybe? I don't know if it was like an overlap between the reports and the monitoring? I thought she brought up something; I can't recall what it was.

>> Jan: That Lisa did?

>> Jamia: I thought so. It was about something.

>> Jan: So, one of the things that Lisa does when she -- so she has -- there's an ex officio report she does but also a SPIL goal, and a lot of times when she does her ex officio report, she talks about the SPIL goal at the same time.

>> Jamia: Oh, okay, yeah.

>> Jan: When got to that line on the SPIL monitoring last, I went, "Oh, you probably already reported on that" and she said, yes, there's overlap, and blah, blah, blah.

>> Jamia: Okay. All right. That's what I heard, then. I thoughts it was something, substitute or change in the agenda.

>> Jan: No, and I think it's important that we at least preserve the line, both for her ex officio report and also for the SPIL objective just in case there's a point where there's something substantive that isn't on our SPIL that she wants to talk about in her ex officio report.

>> Jamia: Okay, sounds good. Thank you.

>> Jan: Yeah, you're welcome. So, if nobody has any other questions or comments or things they would like to see in the agenda, we can entertain a motion to accept this agenda with the one change that Steve recommends moving our education up.

>> Aaron: I move we exempt with the changes as presented.

>> Jan: Thank you. Do we have a second?

>> Jamia: This is Jamia. I second the motion.

>> Jan: Thank you. Any further discussion? Seeing none, let's just do a vote, a call-out vote. All in favor, say aye.

(Multiple ayes.)

Opposed, same side.

Okay. Motion carries. That will be our agenda. That software, that geo tracking software, was very interesting, to I'm interested to see what he presents to the whole council.

Okay. So, let's see. There is in our personnel handbook, it looks like we need to do some kind of an update with regard to our 403(b) annuity for staff. Steve or Tracy, did you want to share what you're asking here?

>> Tracy: I think Steve's having some problems.

>> Jan: I think so, too, with his thing. So what I'm seeing, Tracy, I see tax-deferred annuity 403(b). Is this proposed language or what is currently in our personnel file?

>> Tracy: That's current.

>> Jan: Okay.

>> Tracy: I think Steve was going to talk about what we wanted to do.

>> Jan: Okay. So just to help, for any folks that might watch the playback, I will just read what we currently have because it's short if that's okay.

”MiSILC corporation provides this operation to employees upon completion of a three-month waiting period. We're talking about a 403(b), a tax-deferred annuity. MiSILC corporation may, if funding available, match employee's 403(b) plan contribution dollar-for-dollar up to a maximum of 3% of the employee's annual salary. Employees will be notified in June upon approval of the SILC operational contract for the preceding fiscal year if contributions will be made. So that's the current policy as it stands.”

So Steve, what is it that you're thinking about here? Uh-oh. We can't hear you.

>> Steve: Gosh.

>> Jan: Maybe turn your camera off?

>> Steve: How about now?

>> Jan: Yep, it's better.

>> Steve: Is that better?

>> Jan: Yes.

>> Steve: All right, good. Okay, so Mindy was always looking for ways to be able to increase compensation for employees without actually increasing compensation; and so in some of my conversations with some state employees, what I'm learning is that employees that were hired after a certain date about, I would say about ten years ago, the state stopped offering medical insurance upon retirement. So, my understanding is that the state has been contributing upwards of 16% to 18% of an employee's salary to their 401(k) retirement in lieu of them not getting that medical benefit after they retire.

>> Jan: Okay.

>> Steve: What I was proposing was modifying this language to make it open-ended, to make it dovetail with whatever state employees were getting in that annual fiscal year but then leave it to the discretion of the council what they wanted to do with that; because every time we go into budget negotiations the State, it's typically BSBP that is challenging us on justifying what we're asking for. And so we tried to ride along with what state employee benefits are.

I know that may sound excessive going from 3% up to, you know, what the State is doing; but that's why I have that language that would put a cap on it at what state employees are getting but give the council discretion within that budget year to determine what the actual percentage would be to go into negotiations with the DSC at that time. So that language could live on into perpetuity for the next council the next folks to come and fill my chair.

>> Jan: Okay, so I want to make sure I understand. So what you're proposing is that we would change language in our policy manual that essentially says that the council, the board, of the corporation has the ability to contribute up to whatever the maximum is for the state employees in any given fiscal year.

>> Steve: That's correct. They have the authority to make that less than if they choose to in the fiscal year.

>> Jan: Okay.

>> Steve: That's the language I want to craft if you're in agreement to that. That would be proposed to the council on March 10.

>> Jan: Okay. Do folks have any questions or comments for Steve about that? What are your thoughts, council members?

>> Jamia: I would say it's appropriate, given that we've already made adjustments to Tracy and Steve's income to match the state employees so I would say the same for this as well.

>> Jan: Mm-hmm. Okay.

>> Stephanie: I agree. I believe the language Steve is proposing gives us, the council, whoever it may be at the time, flexibility, depending on the situation. We can match what the state is doing, or we have freedom to do less than if the situation warrants it.

>> Jan: Right if something weird happens with funding or whatever. Right. Okay.

>> Aaron: I would agree.

>> Jan: Okay, okay. So do you need a consensus, Steve, or do you need us to vote -- does the executive committee have to approve you crafting the language to bring to the full council?

>> Steve: I think that is for informational purposes but for the council to say yes, we are in agreement that this should be put on the agenda; a motion like that would be great.

>> Jan: Okay. So the motion that would be that I'm proposing someone make would be that we add a proposal related to our 403(b) policy to the agenda for the March meeting. Would someone like to make that motion?

>> Stephanie: Sure. I will. This is Stephanie. I'll make a motion to add the 403(b) as a portion of our agenda for our upcoming business meeting.

>> Jan: Thank you.

>> Aaron: I would support.

>> Jan: Any other discussion before we take a vote? Seeing none, all in favor say aye.

(Multiple ayes.)

Any opposed? Okay, that motion also carries.

Okay. Let's see; the next item on our agenda is the Form 990 approval. I noticed that's also on our March full council agenda so what action do you need from us tonight, Steve, on that topic?

>> Steve: You can just move along from that one.

>> Jan: Okay. So, then the next item on our agenda is strategic planning update.

>> Steve: Yep, and the only update on that one is we have set March 23 for our next meeting for the internal work group that's work on SILC goals for the next SPIL.

>> Jan: Perfect. Okay. Thank you. Do you have an update on the SPIL writing team?

>> Steve: The only thing on that is we are going to start meeting again in the spring. In the meantime, we are sending updates to the team. We will start sending those updates based on the community needs assessment survey results that we've received so far.

>> Jan: Okay. Perfect. Thank you. Do you know -- if you don't, it's okay -- do you know off the top of your head where we are with the number of folks that have responded to the survey?

>> Steve: Yeah, Tracy, do you have that most recent number, by chance?

>> Tracy: Oh, I do not.

>> Jan: It's okay.

>> Tracy: Last I knew, it was in the high 60s.

>> Steve: Yeah, 60s. So, we still have to -- we're gonna do a big push on that once the SPIL writing team start status up again.

>> Jan: Perfect. Okay, perfect. Yeah, I think we just really need to get our partner organizations to help us get their constituents, you know, to fill it out.

>> Steve: And we're going to start up again next month and the month after. We're gonna have links to those out there on the informational table so folks can fill those out.

>> Jan: So they can do it right then and there if they want to with their phone. Perfect. Okay. All right. Thank you so much for those updates, Steve; and at this point, we are to the time for public comment. We don't have any members of the public, but we do have, you know, a few folks on; does anyone have any public comment they would like to make at this time?

Okay. Seeing none, I would entertain a motion to adjourn our meeting.

>> Aaron: Motion to adjourn the meeting.

>> Jan: Okay, do we have a second?

>> Jamia: I second.

>> Jan: Thank you. All in favor?

(Multiple ayes.)

Opposed, same sign.

Okay, this meeting is adjourned. Thank you all so much for coming on. I'm excited for our March meeting. It will be right after the SILC Congress, and we're going to have a great educational program. It will be a good day!