



AGENDA

REGULAR MEETING OF THE PARCHMENT CITY COMMISSION

DECEMBER 5, 2016

7 P.M.

PARCHMENT CITY COMMISSION

MAYOR ROBERT B. HEASLEY
COMMISSIONER TERRY HAGEMAN
COMMISSIONER JON HEASLEY
COMMISSIONER ERIC CRONIN

VICE MAYOR ROBERT D. BRITIGAN III
COMMISSIONER DOUGLAS FOY
COMMISSIONER HOLLY EVANS

OFFICERS

CITY MANAGER DENNIS DURHAM
CITY TREASURER/CLERK SHANNON STUTZ

CITY ATTORNEY ROBERT SOLTIS

1. CALL TO ORDER
2. SWEARING IN OF NEW COMMISSIONER
3. ROLL CALL
4. APPROVAL OF MINUTES
 - A. City Commission Regular Meeting Minutes of November 21, 2016 - Accept
5. ADDITIONS OR CHANGES TO THE AGENDA

6. CITIZEN COMMENTS

Persons wishing to address the City Commission on items not already an agenda item, will be allowed five minutes. Please state your name and address for the record. If you require special accommodation, please notify the Clerk.

7. CONSENT AGENDA

Items included on the consent agenda will be dealt with upon one vote by the City Commissioner unless a Commissioner requests an item be dealt with individually.

A. Motion to APPROVE as indicated:

- i. Warrant No. 1323 – Accept

8. UNFINISHED BUSINESS

9. NEW BUSINESS

- A. Setting of December Board of Review – Approve
- B. Hiring of New City Assessor – Approve
- C. Credit Card Payment – Approve
- D. Employee Healthcare Insurance Renewal - Approve

10. BOARD AND COMMISSION REPORTS/MINUTES

11. CITIZEN COMMENTS

Persons wishing to address the City Commission on items not already an agenda item, will be allowed five minutes. Please state your name and address for the record. If you require special accommodation, please notify the Clerk.

12. MAYOR AND COMMISSIONER COMMENTS

13. CITY MANAGER COMMENTS/REPORTS

14. ADJOURNMENT

**MINUTES OF THE REGULAR MEETING OF THE PARCHMENT CITY
COMMISSION HELD ON MONDAY NOVEMBER 21, 2016.**

1. Call to order

Mayor Heasley called the meeting to order at 7:00 p.m. He led those present in the "Pledge of Allegiance".

2. Roll Call.

Present: Mayor Heasley, Vice Mayor Britigan, Commissioners Evans, and Heasley. City Manager Durham, Treasurer/Clerk Stutz, and City Attorney Soltis.

Absent Commissioners Fooy and Hageman.

Moved by Commissioner Heasley, supported by Vice Mayor Britigan to excuse Commissioners Fooy and Hageman.

Motion Carried.

4. Minutes

Moved by Vice Mayor Britigan, supported by Commissioner Heasley to approve the amended Minutes of the November 7, 2016 regular meeting.

Motion Carried.

5. Additions or Changes to the Agenda

Eliminating item 9A.

6. Citizen Comments

Deb Lawson, 507 Keyes, said the Neighborhood Watch met again and have a plan for the City to review (handed to Commissioners and CM). She noted that they have several captains already and will begin canvassing soon. Ms. Lawson stated that the group wants to add signs at/near the City limits, park, and other intersections around the new year. She noted that KTPD will have a list of the captains for reference.

Mike Conner, 1150 Parchmount, said he had FOIA'd credit card statements and had previously addressed his concerns with the Mayor. Mr. Conner questioned the Treasurer's ethics, cited "lack of oversight". He presented the Mayor with his written comments.

7. Consent Agenda

A. Moved by Vice Mayor Britigan, supported by Commissioner Heasley to receive the consent agenda items and table discussion on Road Diet until budget sessions. Vice Mayor Britigan suggested having a presentation from Prein & Newhof during such time.

Motion Carried.

8. Unfinished Business

A. City of Parchment Rental Housing Code – Accept for Second reading. Attorney Soltis indicated improvements have been made based on the recommendations and discussion of Commissioners. Mayor Heasley noted he felt the changes fit the city and thanked Attorney Soltis for his hard work. Moved by Vice Mayor Britigan, supported by Commissioner Heasley to accept the City of Parchment Rental Housing Code with change of #5, section 14-66, paragraph C. **Motion Carried.**

B. City of Parchment Rental Housing Code – Final Adoption. Moved by Commissioner Evans, supported by Vice Mayor Britigan, to adopt the City of Parchment Rental Housing Code as amended. Roll call vote was as follows:

Ayes: Britigan, Evans, J Heasley, R Heasley.

Nays: None.

Absent: Fooy, Hageman.

Abstain: None.

Motion Carried 4-0

9. New Business

None.

10. Standing Board and Committee Reports

None.

11. Citizen Comments

Boy Scouts troop 218 asked on the status of their application to sell Christmas trees. They were told the CM approved their request.

Deb Lawson, 507 Keyes, asked about Consumers Energy doing work in her neighborhood, saying they dug up her yard, they failed to notify her, etc. City Manager Durham detailed his contact with CE, and that he was assured that residents' property would be returned to its original state.

12. Mayor and Commissioner Comments

Commissioner Heasley stated that voting day went well, complimenting staff on their work.

Vice Mayor Britigan noted that he and Commissioner Fooy went to a local township elections dinner where Teri DeBoer was guest speaker, saying it was well attended. He also wished all a Happy Thanksgiving.

Mayor Heasley wished everyone a safe and Happy Thanksgiving.

13. City Manager Comments/Reports

A. City Manager Durham thanked Vice Mayor Britigan for the tour of Midlink. He also supplied the commission with the Code Violation Log, noting citations issued. CM Durham gave an update on the hiring of an assessor.

14. Adjournment

There being no further business to come before the Commission, it was moved by Commissioner Evans and supported by all to adjourn the meeting at 7:43 p.m.

Shannon S. Stutz
City Clerk

City of Parchment
Check Register Report
Warrant 1323

Check Number	Check Date	Vendor Name	Check Description	Amount
MERCANTILE Checks				
33472	11/21/2016	5 ALARM FIRE & SAFETY EQUIP.	MSA SCBA Yearly Flow Test& Par	1,063.16
33473	11/21/2016	MOLLY ANDREWS	Election Worker - 11/08/16	135.00
33474	11/21/2016	ASSOCIATED GOVERNMENT SERVICES	Sept & Oct-Retainer,Permits,Or	820.00
33475	11/21/2016	BLUE CROSS BLUE SHIELD OF MI	Employee Ins - Dec (Incl Camron)	12,827.96
33476	11/21/2016	JOE BONHOMME	Supplies for hosting Kal Co Fire	84.75
33477	11/21/2016	CINTAS CORP	Restock 1st Aid Cabinet	38.07
33478	11/21/2016	CINTAS CORPORATION LOC. 725	Uniform Rental & Towels	224.23
33479	11/21/2016	CLARK TECHNICAL SERVICES	October Support	247.50
33480	11/21/2016	CLEAN EARTH ENVIRONMENTAL	Hydro Excavate Water Shut Offs	1,389.11
33481	11/21/2016	SARA COLLISON	Election Worker - 11/08/16	135.00
33482	11/21/2016	CONSUMERS ENERGY	Monthly Electricity	2,693.74
33483	11/21/2016	CORNERSTONE OFFICE SYSTEMS	Monthly Contract to 12/3/16	100.62
33484	11/21/2016	CT ELECTRICAL SERVICES, INC.	Install alarm w/3 yrs of cell	1,310.00
33485	11/21/2016	DECORATIVE THREAD	City Logo & Names-PW	98.00
33486	11/21/2016	JEANNE DRENTH	Election Worker - 11/08/16	135.00
33487	11/21/2016	ENGINEERED PROTECTION SYSTEMS	Maintenance Bldg- to 2/28/17	126.69
33488	11/21/2016	FORD, KRIEKARD, SOLTIS & WISE	Police/Gen'l Matters October	1,906.25
33489	11/21/2016	FRANCOTYP-POSTALIA, INC.	Rental-Meter,Scale, Resets to	78.00
33490	11/21/2016	GABRIDGE & COMPANY, PLC	Progress billing for Audit	3,675.00
33491	11/21/2016	KAREN HEASLEY	Election Worker-11/08/16	135.00
33492	11/21/2016	BILLIE HERRICK	Election Worker - 11/08/16	135.00
33493	11/21/2016	RALPH HERRICK	Election Worker - 11/08/16	135.00
33494	11/21/2016	J & J LOCKSMITHS	Service Call& Rekey Lock	84.00
33495	11/21/2016	KALAMAZOO COUNTY HAZ-MAT	2017 Annual Membership Fee	1,400.00
33496	11/21/2016	KALAMAZOO OIL CO.	Fuel Chgs 10/16 to 10/31/16	287.07
33497	11/21/2016	KALAMAZOO OIL CO.	361 Gallons Diesel Fuel	710.20
33498	11/21/2016	KALAMAZOO TOWNSHIP	Police Services Contract-Oct.	24,412.67
33499	11/21/2016	KELLY WHITE DESIGN, INC.	Update Web Page-October	37.50
33500	11/21/2016	SHIRLEY KISHPAUGH	Election Worker - 11/08/16	135.00
33501	11/21/2016	MARY KNECHTEL	Election Worker - 11/08/16	135.00
33502	11/21/2016	LINDE GAS NORTH AMERICA LLC	Monthly Comp Air &Compliance C	25.38
33503	11/21/2016	MAINTENANCE MASTERS, INC.	Mowing of Right of Ways	350.00
33504	11/21/2016	MICHIGAN ELECTION RESOURCES	Election Supplies	855.40
33505	11/21/2016	MORTON SALT, INC.	109.83 Tons Road Salt-Early Dr	4,906.10
33506	11/21/2016	MULDER'S LANDSCAPE SUPPLIES IN	Rocks for around sign in Park	636.00
33507	11/21/2016	NATIONWIDE LIFE INSURANCE CO.	Fire Dept. Ins. to 12/15/2017	899.71
33508	11/21/2016	REPUBLIC SERVICES #249	City Wide Pickup - November	8,049.72
33509	11/21/2016	ROSE PEST SOLUTIONS	Pest Control - Contract	76.00
33510	11/21/2016	SEVERANCE ELECTRIC CO INC	Traffic Signal Maint-Oct. 2016	120.00
33511	11/21/2016	SHERIFF-GOSLIN COMPANY	Repair on PW & Water Buildings	900.00
33512	11/21/2016	SMALL BUSINESS ADMIN SERVICES	HRA-November	52.50
33513	11/21/2016	HEATHER STEWART	Election Worker - 11/08/16	135.00
33514	11/21/2016	T-SHIRT PRINTING PLUS, INC.	City Shirts for Camron	76.00

MEMORANDUM

To: Mayor Heasley, Vice-Mayor Britigan and City Commissioners
From: Dennis Durham, City Manager
Date: December 2, 2016
Subject: December Board of Review

RECOMMENDED MOTION

It is MOVED that the City Commission set December 20, 2016 as the meeting date for the December 2016 Board of Review.

BACKGROUND

The City of Parchment is required to convene the Board of Review in December to correct mistakes of fact or clerical errors to the 2017 Tax Roll. Upon the Commission setting the date, public notice will be posted in a newspaper of general circulation.

MEMORANDUM

To: Mayor Heasley, Vice-Mayor Britigan and City Commissioners
From: Dennis Durham, City Manager
Date: December 2, 2016
Subject: Hiring New City Assessor

RECOMMENDED MOTION

It is **MOVED** that the City Commission approve the hiring of Mr. Michael Richmond to serve as Parchment City Assessor on a part-time basis at a monthly fee not to exceed \$800 contingent upon City Attorney acceptance of a written service agreement, and authorize the City Manager to execute all documents related to this action.

BACKGROUND

Mr. Michael Richmond is currently serving as the Assessor of Record in Bloomingdale Township, as well as working for Assessors in Dowagiac, Plainwell and Texas Township. He is a licensed MCAO Assessor.

Mr. Richmond's first tasks will be to conduct the December Board of Review, work with the Michigan Tax Tribunal to address AMAR audit results and continue property review work started by former Assessor Frakes in 2015.

MEMORANDUM

To: Mayor Heasley, Vice-Mayor Britigan and City Commissioners
From: Dennis Durham, City Manager
Date: December 2, 2016
Subject: City Credit Card Approval

RECOMMENDED MOTION

It is MOVED that the City Commission approve payment to Fifth Third Bank in the amount of \$7,274.30 for purchases made with city credit cards.

BACKGROUND

As required by City Policy.



FIFTH THIRD BANK
 PO BOX 740523
 CINCINNATI OH 45274-0523

FIFTH THIRD BANK
 PO BOX 740523
 CINCINNATI OH 45274-0523

ACCOUNT NUMBER ~~XXXXXXXXXXXX~~
 PAYMENT DUE DATE 12-23-16
 AMOUNT DUE \$7,274.30
 CURRENT BALANCE \$7,274.30

AMOUNT
 ENCLOSED \$

CITY OF PARCHEMENT
 CORPORATE BILLING ACCT
 C/O SHANNON STUTZ
 650 S RIVERVIEW DR
 PARCHEMENT MI 49004-1219

**T0000782

5569260001911546 0007274301 0007274301

Please tear payment coupon at perforation.

STATEMENT MESSAGES

CORPORATE ACCOUNT SUMMARY

CORPORATE ACCOUNT NUMBER
~~XXXXXXXXXXXX~~

CLOSING DATE	11-28-16	PREVIOUS BALANCE	4,868.57
PAYMENT DUE DATE	12-23-16	PURCHASES AND OTHER CHARGES	7,274.30
CREDIT LIMIT	25,000	CASH ADVANCES	.00
AVAILABLE CREDIT	17,726	CREDITS	.00
		PAYMENTS	4,868.57-
FOR CUSTOMER SERVICE CALL: 1-800-375-1747		LATE PAYMENT CHARGES	.00
		CASH ADVANCE FEE	.00
SEND BILLING INQUIRIES TO: FIFTH THIRD BANK P.O. BOX 630781 CINCINNATI OH 45263-0781		FINANCE CHARGES	.00
		NEW BALANCE	7,274.30
		TOTAL PAYMENT DUE	7,274.30
		DISPUTED AMOUNT	.00

ACCT. NUMBER:	XXXXXXXXXXXXXXXXXXXX		
CREDIT LIMIT	25,000.00	CASH ADVANCE BALANCE	.00
CURRENT BALANCE	7,274.30	MINIMUM PAYMENT DUE	7,274.30
AVAILABLE CREDIT	17,725.70	PAYMENT DUE DATE	12-23-16

CORPORATE ACCOUNT ACTIVITY

CITY OF PARCHMENT XXXXXXXXXXXXXXXXXXXX				TOTAL CORPORATE ACTIVITY \$4,868.57 CR
Post Date	Trans Date	Reference Number	Transaction Description	Amount
11-21	11-21		AUTO PAYMENT DEDUCTION	4,868.57 CR

INDIVIDUAL CARDHOLDER ACTIVITY

PHIL WOLTHUIS XXXXXXXXXXXXXXXXXXXX		CREDITS \$0.00	PURCHASES \$4,074.37	CASH ADV \$0.00	TOTAL ACTIVITY \$4,074.37
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
10-27	10-26	55436876300173008356241	ROE COMM INC PORTAGE MI	107.50	
11-09	11-08	55446416313207689800214	EDWARDS INDUSTRIAL KALAMAZOO MI	69.57	
11-10	11-09	05436846314300131444873	MARTIN SPRING & DRIVE, KALAMAZOO MI	2,351.47	
11-17	11-16	05436846322000300846029	TRACTOR SUPPLY #1272 KALAMAZOO MI	20.15	
11-17	11-16	05436846322000300845948	TRACTOR SUPPLY #1272 KALAMAZOO MI	27.45	
11-21	11-17	05436846323100069642814	MENARDS KALAMAZOO EAST COMSTOCK TOWN MI	43.20	
11-25	11-23	05436846329100073662471	MENARDS KALAMAZOO EAST COMSTOCK TOWN MI	19.29	
11-25	11-23	55446416328207689900058	EDWARDS INDUSTRIAL KALAMAZOO MI	50.80	
11-25	11-23	75454916329394701243504	MUNICIPAL SUPPLY COMPA PORTLAND MI	1,384.94	
BILL CAHILL XXXXXXXXXXXXXXXXXXXX		CREDITS \$0.00	PURCHASES \$234.92	CASH ADV \$0.00	TOTAL ACTIVITY \$234.92
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
10-28	10-26	05436846301100061421692	MENARDS KALAMAZOO EAST COMSTOCK TOWN MI	9.92	
10-31	10-28	75337006303411400264285	BEST WAY DISPOSAL K-DI KALAMAZOO MI	76.00	
11-02	11-01	55506296306608701314799	ONE WAY PRODUCTS 02693433772 MI	75.64	
11-04	11-02	25415756308000250330976	CARTER LUMBER KALAMAZOO MI	30.36	
11-16	11-15	55500806321207000000077	J & J LOCKSMITH KALAMAZOO MI	43.00	
JOE BONHOMME XXXXXXXXXXXXXXXXXXXX		CREDITS \$0.00	PURCHASES \$499.97	CASH ADV \$0.00	TOTAL ACTIVITY \$499.97
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
10-27	10-26	55429506301027454836125	E-CONLIGHT 08982439445 WI	200.32	
10-31	10-28	55453706303042000014310	ADVANCE AUTO PARTS #17 KALAMAZOO MI	6.79	
10-31	10-28	55483826303400007594074	WAL-MART #5064 KALAMAZOO MI	133.70	
11-03	11-02	55432866307000644339331	LOWES #00765* KALAMAZOO MI	7.70	
11-08	11-07	55548076312083187237591	1ST AYD CORP 08476220001 IL	151.46	
JIM DUBY XXXXXXXXXXXXXXXXXXXX		CREDITS \$0.00	PURCHASES \$288.92	CASH ADV \$0.00	TOTAL ACTIVITY \$288.92
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
10-27	10-26	55446416301081080523772	ETNA DISTRIBUTORS KALA KALAMAZOO MI	281.00	
10-31	10-27	55464946302200186602528	LEXISNEXIS ECRASH 08888833282 FL	12.00	
11-07	11-03	05436846309100063480144	MENARDS KALAMAZOO EAST COMSTOCK TOWN MI	15.92	

ACCT. NUMBER: XXXXXXXXXXXXXXXXXXXX			
CREDIT LIMIT	25,000.00	CASH ADVANCE BALANCE	.00
CURRENT BALANCE	7,274.30	MINIMUM PAYMENT DUE	7,274.30
AVAILABLE CREDIT	17,725.70	PAYMENT DUE DATE	12-23-16

INDIVIDUAL CARDHOLDER ACTIVITY					
DENNIS DURHAM					
		CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
		\$0.00	\$863.74	\$0.00	\$863.74
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
10-27	10-25	55541866300004026649650	ADOBE *PS CREATIVECLD 800-833-6687 CA	254.27	
11-03	11-02	05410196307295064071082	BEST BUY 00004135 PORTAGE MI	503.49	
11-14	11-12	05436846318100078094517	OFFICEMAX/OFFICE DEPOT KALAMAZOO MI	89.02	
11-22	11-21	05227026326300168600231	CROWN TROPHY 104 PORTAGE MI	16.96	
SHANNON STUTZ					
		CREDITS	PURCHASES	CASH ADV	TOTAL ACTIVITY
		\$0.00	\$1,312.38	\$0.00	\$1,312.38
Post Date	Trans Date	Reference Number	Transaction Description	Amount	
11-02	11-02	55432866307000444820720	VZWRLSS*APOCC VISB 800-922-0204 GA	138.58	
11-07	11-07	55432866312000334180543	SPRINT *WIRELESS 800-639-6111 KS	281.83	
11-08	11-07	05436846313500158933861	OFFICEMAX/OFFICE DEPOT KALAMAZOO MI	50.27	
11-08	11-07	55436876312173121068919	RENDALEX KALAMAZOO MI	78.76	
11-18	11-17	05410196322105156671718	QUILL CORPORATION 800-982-3400 SC	67.98	
11-23	11-22	55480776327083177515269	TDS METROCOM 08665716662 WI	694.96	



MEMORANDUM

To: Mayor Heasley, Vice-Mayor Britigan and City Commissioners

From: Dennis Durham, City Manager

Date: December 2, 2016

Subject: Employee Healthcare Insurance 2017

RECOMMENDED MOTION

Motion to accept the recommendation of the City Administration to engage the services of Blue Cross Blue Shield of Michigan for the provision of employee medical, dental and vision insurance coverage with the CB HRA Platinum 1500 plan beginning February 1, 2016.

BACKGROUND

The City of Parchment provides healthcare insurance benefits to full-time employees covering medical, vision and dental services. The City's coverage renews each year on February 1. The City recently received rates for 2017 from Blue Cross Blue Shield of Michigan, which are 6.29% higher (compared with 2016). The plan remains the same in coverage amounts and employee deductibles.

An alternative plan was considered with Blue Cross Blue Shield (SB Gold 500), which would essentially result in no change to current monthly premiums. The SB Gold 500, however, includes:

- Increased employee deductibles
- Increased employee co-insurance maximums
- Increased employee out-of-pocket maximums
- Increased prescription co-pays and addition of two more prescription co-pay tiers

City of Parchment - Effective 02/01/2017

BCBSM PPO		BCBSM PPO
CB HRA Platinum 1500		SB Gold 500
Deductibles, Coinsurance and Maximums		
Individual Deductible	\$1,500	\$500
Family Deductible	\$3,000	\$1,000
Coinsurance	20%	20%
Coinsurance Max - Single	\$1,500	\$3,000
Coinsurance Max - 2 or More	\$3,000	\$6,000
Total Out-of-Pocket Max - Single	\$6,350	\$6,600
Total Out-of-Pocket Max - 2 or More	\$12,700	\$13,200
Physician Office Visits		
Primary Care (PCP) Office Visit Copay	\$20	\$20
Specialist Office Visit Copay	\$20	\$40
Virtual Telemedicine Copay	\$20	\$20
Preventive Services	\$0	\$0
Emergency Medical Care		
Urgent Care Copay	\$60	\$60
Emergency Room Copay	\$150	\$250
Prescriptions		
Tier 1 Copay	\$5	\$15
Tier 2 Copay	\$40	\$50
Tier 3 Copay	\$80	50% (max \$100)
Tier 4 Copay	n/a	20% (max \$200)
Tier 5 Copay	n/a	25% (max \$300)
Network	Community Blue	Community Blue
Rates	Current Rates	Renewal Rates
Employee Only	Member Level Rated	Member Level Rated
Employee + Spouse		
Employee + Child(ren)		
Family		
Estimated Total Monthly Premium	\$11,083.42	\$11,780.83
Estimated Total Annual Premium	\$133,001.04	\$141,369.96
Change of Monthly Premium from Current	Included	6.29%
Estimated Annual Taxes and Fees	Included	Included
Notes	Includes Pediatric Vision Employer Contribution \$1,250 / \$2,500	Includes Pediatric Vision

Comparisons are a brief summary of benefits. In the event of a conflict, the Certificate of Coverage will override this document. All rates are estimates subject to change based on final submission. Please note that many insurance companies will require at least a 30 day cancellation notice



First Name	Last Name	Age	MEDICAL STATUS	BCBSM Current Rates	BCBSM Renewal Rates	BCBSM SB Gold 500
Phillip	Wolthuis	55	Family	\$728.29	\$776.87	\$729.50
Kathy	Wolthuis	52		\$636.19	\$680.02	\$638.56
Audra	Wolthuis	22		\$216.61	\$348.37	\$327.13
Taylor	Wolthuis	21		\$341.12	\$348.37	\$327.13
Joseph	Bonhomme	56	Employee Spouse	\$760.70	\$812.75	\$763.19
Diane	Bonhomme	55		\$728.29	\$776.87	\$729.50
Dennis	Durham JR	48	Family	\$533.17	\$569.58	\$534.86
Heidi	Durham	47		\$511.68	\$544.50	\$511.30
Dennis	Durham III	20		\$216.61	\$221.21	\$207.73
Carter	Durham	17		\$216.61	\$221.21	\$207.73
Tate	Durham	15		\$216.61	\$221.21	\$207.73
Wendy	Gaul	51	Single	\$609.24	\$649.71	\$610.10
James	Duby	54	Family	\$695.88	\$743.77	\$698.42
Ronda	Duby	54		\$695.88	\$743.77	\$698.42
Amy	Duby	26		\$342.48	\$356.73	\$334.98
Cameron	Boekhoven	29	Employee Spouse	\$401.21	\$389.83	\$366.06
Casey	Boekhoven	29		\$401.21	\$389.83	\$366.06
Wendell	Mihalek	63	Single	\$980.04	\$1,028.39	\$965.69
Steven	Smith	61	Single	\$925.80	\$978.92	\$919.24
William	Bongers	61	Single	\$925.80	\$978.92	\$919.24
TOTAL				\$11,083.42	\$11,780.83	\$11,062.57