

WASHTENAW CLIMATE AND SUSTAINABILITY COLLABORATIVE

DRAFT WORKING AGREEMENT (1)

November 3, 2022

Purpose

In response to the Climate Crisis, a Washtenaw Climate and Sustainability Collaborative (1) (“Collaborative”) is being formed by leading community institutions to help make Washtenaw County a sustainable and carbon neutral community, with the benefits of its actions shared equitably by all county citizens without regard to geography, race, color, origin, gender identity or income. The Collaborative will share its collective knowledge and resources to enable its organizations and the entire community to understand and work together to meet the challenges of Climate Change.

Mission

The mission of the Collaborative is to encourage and coordinate effective actions of our county’s organizations, to mitigate global climate change while advancing social and environmental justice, improving health and quality of life, and promoting economic sustainability.

Collaborative Responsibilities

To recruit members

To convene members

To obtain and share knowledge

To encourage collaboration wherever and whenever possible, and to help facilitate that collaboration.

To record progress, meeting results, etc.

To communicate with members and when appropriate

To facilitate funding to support the Collaborative and where appropriate, the use of Justice40 funds.

To advocate for changes in state policy and legislation that will enable more rapid implementation of equitable carbon neutrality plans and strategies

Organization

The Collaborative is a virtual organization with a voluntary membership and will be managed and operated as such, directed by an Executive Committee representative of its members. The Executive Committee will appoint an Executive Director to manage day-to-day activities and a Membership Committee to develop criteria for additional members. The Executive Director may be hired from within the Collaborative or be an external contractor. The Executive Committee will also oversee the work of the Executive Director, appoint standing committees and task groups as needed.

Washtenaw County will be asked to support the Collaborative by providing office space and technical assistance (2); a separate environmentally focused nonprofit will serve as its fiduciary (3). The Collaborative’s membership will meet at least twice annually to assess progress, share lessons learned, and set goals and objectives.

Founding Members

Ann Arbor Public Schools
Ann Arbor Transportation Authority
City of Ann Arbor
City of Ypsilanti
Eastern Michigan University
Michigan Medicine
Pittsfield Township
Trinity Health
University of Michigan
Washtenaw Community College
Washtenaw County Government
Washtenaw Intermediate School District
Wolfpack Climate Action Team (Sponsored by National Wildlife Federation) (4)
Ypsilanti Community Schools
Ypsilanti Township

Membership will be open to any organization located in or doing business in Washtenaw County that meets the membership criteria recommended by the Membership Committee and adopted by the Collaborative. New members will be encouraged to be active participants in the Collaborative. The Committee will work to ensure that member participation reflects the demographics of the entire county and particularly organizations advocating for disadvantaged communities.

Committees

Committees may be formed to achieve specific tasks or to oversee ongoing aspects of the collaborative's work. Initial committees will be the Executive Committee (see below), Finance and Development Committee, Membership Committee and Communications Committee. Working committees may include representatives from non-member organizations and the general public.

Executive Committee

An initial committee of 5 – 7 people representative of the Founding Members. Executive committee members will have staggered multi-year terms starting in Year II.

Reporting

The work of the Collaborative will be reported to members on a regular basis through an e-newsletter, at membership meetings and to the public as and when determined by the Executive Committee, but not less than annually. The annual meeting will be convened to assess progress and lessons learned during the prior year, present new information and research on Climate Change, and make plans for the upcoming year, including budget, election of Executive Committee members, and other matters relevant to the Collaborative and its membership.

Resources

The Collaborative will solicit financial support from its members, the community and from grants. The financial structure will be developed during the first year.

Notes to the Working Agreement

1. The name, “Washtenaw Climate and Sustainability Collaborative” and this “Working Agreement” are drafts agreed to by the members of Planning Committee to be reviewed and accepted by the Founding Members.
2. A contract will be needed regarding office space and technical support by Washtenaw County and whomever is chosen to facilitate the Collaborative.
3. A Fiduciary organization will be a 501-C-3 entity that can accept and acknowledge gifts, manage finances, disburse funds as directed by the organization. For example, the National Wildlife Federation is the fiduciary for the Wolfpack and would be a natural choice to serve in this capacity.
4. The Wolfpack Climate Action Team that has served in a leadership and convening role for the Collaborative will remain supportive of the work going forward but will reduce its role over time and not remain as an active member of the Collaborative unless requested by the Collaborative.



2022 Summary of Activities:

In 2022, WRRMA continued to move forward with its short-term goal of increasing the quantity of high-quality recycling through analyzing data, standardizing communications, and implementing a cohesive and comprehensive messaging campaign. WRRMA also began pursuing the long-term goal of contracting solid waste services as a group of member communities.

The WRRMA board accepted a grant from the State of Michigan and The Recycling Partnership with a value of \$137,905. The first phase of the grant, called Recycling Quality Improvement, aimed to reduce contamination in single family curbside recycling for Ann Arbor City residents. The other WRRMA members completed this grant in 2021. Recycling material samples taken before and after the Ann Arbor campaign indicate the program reduced recycling contamination by over 20%, down to a 12.75% contamination rate. Notably, the program's effort in Ann Arbor to educate residents through a single-issue mailer about scrap metal, which is no longer accepted curbside, resulted in an 80% decrease in scrap metal as compared to the pre-campaign audit. The grant also includes a second phase, called App to Action, that WRRMA is using to increase recycling participation and collect information about barriers to participation. As a follow up to all the grants, an audit is being scheduled to determine how long education and outreach impact recycling contamination. A summary of the grant actions and impacts will be available on the WRRMA website by early 2023.

The WRRMA Board continues to engage with service providers to learn more about services and infrastructure. The new Material Recovery Facility (MRF) in Ann Arbor came online in early 2022, and all but GFL customer's recycling material is primarily sent to the Ann Arbor MRF. Under contract, GFL customers' materials are sent to the GFL MRF. In May, several members of the Board toured the Ann Arbor MRF to see how recycling is sorted and processed. Additionally, WRRMA hosted Recycle Ann Arbor to learn more about the Drop-Off Station located near Ellsworth and Platt Roads. At the same meeting, the board participated in an input session that is helping to guide a proposed replacement Drop-Off Station.

One of the fundamental reasons that WRRMA formed is to work regionally and collaboratively to take advantage of economies of scale to reduce costs and/or improve services, while providing a clear and consistent message to residents. WRRMA has been investigating providing an option to collaboratively contract for solid waste services for interested municipalities with contracts ending in 2024 or 2025. The Board has been reviewing a draft request for proposal and is discussing the appropriate next steps. If the RFP is put out and favorable bids are received, the municipality would contract with WRRMA and WRRMA would collaboratively contract with a service provider. Per WRRMA's Articles of Incorporation, consideration and approval from the respective municipal legislative body would be required prior to any contractual arrangement.



Washtenaw County Regional Resource Management Authority (WRRMA)
Fiscal Year 2023 Budget (Draft)

Washtenaw County Regional Resource Management Authority's fiscal year begins January 1 and ends December 31. The proposed budget is prepared, discussed, and per the Articles of Incorporation, sent to Authority member's legislative bodies for objections each October. The WRRMA Board will review and address objections received by December 1, and then set their budget at the December meeting. The members of the WRRMA are: The Charter Township of Ann Arbor, Pittsfield Charter Township, Scio Township, the Charter Township of Ypsilanti, the City of Ann Arbor, the City of Dexter, the City of Saline, and the City of Ypsilanti.

Revenue: Authority Members have agreed to provide initial capital to advance the goals and initiatives falling within the purposes of WRRMA. The membership dues are collected in arrears and invoiced in December. Eight municipal members contributing membership dues of \$5,000 each, including the City of Ann Arbor whose dues are prorated from their joining in February 2022, results in a revenue of \$39,583.33 for FY 2022 and a revenue of \$40,000 in FY 2023.

Expenditures: As WRRMA has a few years of documented expenditures, the organization can reasonably pare down budgeted expenditures for 2023. The majority of WRRMA's financial activities have been grant related in 2021 and 2022. WRRMA has not applied for grants for FY2023 and no matching funds are anticipated. Should the Board desire to take on projects that are not budgeted for, they will need to be financed with reserves. WRRMA anticipates having approximately one year of operating expenses available at the beginning of FY2023. In the future, the membership dues may need to increase to fund WRRMA's activities depending on its future goals.

Washtenaw County Staff time for administrative support includes staff time, overhead, and fringe. Staff time includes only work done on behalf of WRRMA. Time is tracked and reimbursed in accordance with the contract including coordination responsibilities, budget creation and tracking, contract creation, billing, grant application and coordination, meeting support, campaign creation, social media outreach and monitoring, website development, and any other education and outreach requirements requested by the Board. Contracted legal support provides legal advice and opinions, WRRMA meeting attendance, occasional municipal board attendance, material review, contract assistance, and any litigation. Printing budget includes printing required for meetings or drafted materials. Supplies provides support materials required for campaign costs. An annual audit is required and provided through the County as fiduciary. Expenditures in 2023 are budgeted for \$40,000.

(Revenue and expense details on the next page)

WRRMA BUDGET FY2023

Description	Amount	
REVENUE	Budgeted	
Member Contribution	\$	\$40,000
State Revenue	\$	-
Local Revenue	\$	-
Total Revenue 2023		
EXPENDITURES	Budgeted	
Salaried	\$	25,000.00
Printing	\$	200.00
Postage		-
Operating Supplies	\$	433.33
Auditing	\$	700.00
Consultants and Contracts		-
Advertising and Outreach	\$	4,750.00
Project Costs		-
Legal	\$	8,916.67
Total Expenditures	\$	40,000.00



Pittsfield Charter Township
Department of Human Resources

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Mandy Grewal, Supervisor

MEMORANDUM

TO: Pittsfield Charter Township Board of Trustees

THROUGH: Mandy Grewal, Township Supervisor

FROM: Patricia Denig, Director of Human Resources

DATE: November 2, 2022

SUBJECT: UPDATE to Health Insurance Rates and PA 152 Hard Cap Amounts for 2023

This memo is intended for informational purposes on a slight reduction in the Township's Health Insurance rates for 2023, which will also result in a slight reduction in the PA 152 Hard Cap rates for employees for 2023.

BACKGROUND:

The Board approved the Township insurance rates and PA 152 Hard Cap rates at their regularly scheduled Board meeting on October 12, 2022. However, the Township was notified after that Board meeting that the illustrative health insurance rates were reduced slightly by approximately \$4,000 per year. This reduction was a result of the Township adding enhancements to an add-on program within its health insurance package called "Livongo." The Livongo enhancement specifically assists employees to better manage certain conditions such as high cholesterol, diabetes, pre-diabetes and high blood pressure which helps improve their quality of life and reduce the Township's health insurance costs for the treatment of these conditions.

Additionally, the reduced illustrative health insurance rates have also slightly reduced the related Hard Cap amount employees are responsible for paying by approximately \$1/per pay (depending on which health insurance plan option they choose). The updated PA 152 Attachment 2—Township Hard Cap vs. 80-20 Table 2012 through 2023 amounts is attached for informational purposes.

ATTACHMENTS:

Pittsfield Charter Township PA 152 Hard Cap vs. 80-20 Table 2012 thru 2023 comparison.

Attachment 2

**PA 152 - Public Employee Medical Benefits Plan
"Hard Cap" vs "80-20" Comparison**

2023

<u>Health Plan</u>	Hard Cap				80% / 20%			
	2023 Premium	Maximum Twp. Cost	Employee Cost		2023 Premium	80% Twp. Cost	20% Employee Cost	
			Annualized	Per Pay			Annualized	Per Pay
<u>BCBSM HDHP Div 0007</u>								
Family	\$21,495.48	\$20,180.43	\$1,315.05	\$50.58	\$21,495.48	\$17,196.38	\$4,299.10	\$165.35
2 Person	\$17,196.48	\$15,474.60	\$1,721.88	\$66.23	\$17,196.48	\$13,757.18	\$3,439.30	\$132.28
Single	\$7,165.20	\$7,399.47	\$0.00	\$0.00	\$7,165.20	\$5,732.16	\$1,433.04	\$55.12
Retiree MA 2 Person	\$8,392.56	\$15,474.60	\$0.00	\$0.00	\$8,392.56	\$6,714.05	\$1,678.51	\$64.56
Retiree MA Single	\$4,196.28	\$7,399.47	\$0.00	\$0.00	\$4,196.28	\$3,357.02	\$839.26	\$32.28
<u>BCBSM PPO Div 0008</u>								
Family	\$22,682.88	\$20,180.43	\$2,502.45	\$96.25	\$22,682.88	\$18,146.30	\$4,536.58	\$174.48
2 Person	\$18,146.40	\$15,474.60	\$2,671.80	\$102.76	\$18,146.40	\$14,517.12	\$3,629.28	\$139.59
Single	\$7,560.96	\$7,399.47	\$161.49	\$6.21	\$7,560.96	\$6,048.77	\$1,512.19	\$58.16
Retiree MA 2 Person	\$8,392.56	\$15,474.60	\$0.00	\$0.00	\$8,392.56	\$6,714.05	\$1,678.51	\$64.56
Retiree MA Single	\$4,196.28	\$7,399.47	\$0.00	\$0.00	\$4,196.28	\$3,357.02	\$839.26	\$32.28

2022

<u>Health Plan</u>	Hard Cap				80% / 20%			
	2022 Premium	Maximum Twp. Cost	Employee Cost		2022 Premium	80% Twp. Cost	20% Employee Cost	
			Annualized	Per Pay			Annualized	Per Pay
<u>BCBSM HDHP Div 0007 (Plan 9)</u>								
Family	\$18,591.60	\$19,921.45	\$0.00	\$0.00	\$18,591.60	\$14,873.28	\$3,718.32	\$143.01
2 Person	\$14,873.16	\$15,276.01	\$0.00	\$0.00	\$14,873.16	\$11,898.53	\$2,974.63	\$114.41
Single	\$6,197.28	\$7,304.51	\$0.00	\$0.00	\$6,197.28	\$4,957.82	\$1,239.46	\$47.67
<u>BCBSM PPO Div 0008 (Plan 4)</u>								
Family	\$19,509.60	\$19,921.45	\$0.00	\$0.00	\$19,509.60	\$15,607.68	\$3,901.92	\$150.07
2 Person	\$15,607.80	\$15,276.01	\$331.79	\$12.76	\$15,607.80	\$12,486.24	\$3,121.56	\$120.06
Single	\$6,503.16	\$7,304.51	\$0.00	\$0.00	\$6,503.16	\$5,202.53	\$1,300.63	\$50.02

2021

<u>Health Plan</u>	Hard Cap				80% / 20%			
	2021 Premium	Maximum Twp. Cost	Employee Cost		2021 Premium	80% Twp. Cost	20% Employee Cost	
			Annualized	Per Pay			Annualized	Per Pay
<u>BCBSM PPO Plan Option 4 (Div 0008)</u>								
Family	\$17,402.64	\$19,210.66	\$0.00	\$0.00	\$17,402.64	\$13,922.11	\$3,480.53	\$133.87
2 Person	\$13,922.04	\$14,730.96	\$0.00	\$0.00	\$13,922.04	\$11,137.63	\$2,784.41	\$107.09
Single	\$5,800.92	\$7,043.89	\$0.00	\$0.00	\$5,800.92	\$4,640.74	\$1,160.18	\$44.62
<u>BCBSM HDHP Option 9 (Div 0007)</u>								
Family	\$15,696.96	\$19,210.66	\$0.00	\$0.00	\$15,696.96	\$12,557.57	\$3,139.39	\$120.75
2 Person	\$12,557.52	\$14,730.96	\$0.00	\$0.00	\$12,557.52	\$10,046.02	\$2,511.50	\$96.60
Single	\$5,232.24	\$7,043.89	\$0.00	\$0.00	\$5,232.24	\$4,185.79	\$1,046.45	\$40.25

2020

<u>Health Plan</u>	Hard Cap				80% / 20%			
	2020 Premium	Maximum Twp. Cost	Employee Cost		2020 Premium	80% Twp. Cost	20% Employee Cost	
			Annualized	Per Pay			Annualized	Per Pay
<u>BCBSM PPO Current Plan Option</u>								
Family	\$20,123.88	\$18,596.96	\$1,526.92	\$58.73	\$20,123.88	\$16,099.10	\$4,024.78	\$154.80
2 Person	\$16,099.20	\$14,260.37	\$1,838.83	\$70.72	\$16,099.20	\$12,879.36	\$3,219.84	\$123.84
Single	\$6,708.00	\$6,818.87	\$0.00	\$0.00	\$6,708.00	\$5,366.40	\$1,341.60	\$51.60
<u>BCBSM PPO Plan Option 4-UPDATED RATES</u>								
Family	\$17,091.12	\$18,596.96	\$0.00	\$0.00	\$17,091.12	\$13,672.90	\$3,418.22	\$131.47

2 Person	\$13,672.92	\$14,260.37	\$0.00	\$0.00	\$13,672.92	\$10,938.34	\$2,734.58	\$105.18
Single	\$5,697.00	\$6,818.87	\$0.00	\$0.00	\$5,697.00	\$4,557.60	\$1,139.40	\$43.82
BCBSM HDHP Option 9-UPDATED RATES								
Family	\$15,384.36	\$18,596.96	\$0.00	\$0.00	\$15,384.36	\$12,307.49	\$3,076.87	\$118.34
2 Person	\$12,307.44	\$14,260.37	\$0.00	\$0.00	\$12,307.44	\$9,845.95	\$2,461.49	\$94.67
Single	\$5,128.08	\$6,818.87	\$0.00	\$0.00	\$5,128.08	\$4,102.46	\$1,025.62	\$39.45
2019								
Health Plan	Hard Cap				80% / 20%			
	2019	Maximum	Employee Cost		2019	80%	20% Employee Cost	
	Premium	Twp. Cost	Annualized	Per Pay	Premium	Twp. Cost	Annualized	Per Pay
BCBSM PPO Current Plan Option								
Family	\$19,620.72	\$18,232.31	\$1,388.41	\$53.40	\$19,620.72	\$15,696.58	\$3,924.14	\$150.93
2 Person	\$15,696.48	\$13,980.75	\$1,715.73	\$65.99	\$15,696.48	\$12,557.18	\$3,139.30	\$120.74
Single	\$6,540.24	\$6,685.17	\$0.00	\$0.00	\$6,540.24	\$5,232.19	\$1,308.05	\$50.31
BCBSM PPO Plan Option 4								
Family	\$16,673.76	\$18,232.31	\$0.00	\$0.00	\$16,673.76	\$13,339.01	\$3,334.75	\$128.26
2 Person	\$13,339.20	\$13,980.75	\$0.00	\$0.00	\$13,339.20	\$10,671.36	\$2,667.84	\$102.61
Single	\$5,557.92	\$6,685.17	\$0.00	\$0.00	\$5,557.92	\$4,446.34	\$1,111.58	\$42.75
BCBSM HDHP Option 9								
Family	\$15,175.20	\$18,232.31	\$0.00	\$0.00	\$15,175.20	\$12,140.16	\$3,035.04	\$116.73
2 Person	\$12,140.16	\$13,980.75	\$0.00	\$0.00	\$12,140.16	\$9,712.13	\$2,428.03	\$93.39
Single	\$5,058.36	\$6,685.17	\$0.00	\$0.00	\$5,058.36	\$4,046.69	\$1,011.67	\$38.91
2018								
Health Plan	Hard Cap				80% / 20%			
	2018	Maximum	Employee Cost		2018	80%	20% Employee Cost	
	Premium	Twp. Cost	Annualized	Per Pay	Premium	Twp. Cost	Annualized	Per Pay
Blue Cross Blue Shield of Michigan (124 members)								
Family	\$17,373.60	\$17,892.36	\$0.00	\$0.00	\$17,373.60	\$13,898.88	\$3,474.72	\$133.64
2 Person	\$13,898.88	\$13,720.07	\$178.81	\$6.88	\$13,898.88	\$11,119.10	\$2,779.78	\$106.91
Single	\$5,791.20	\$6,560.52	\$0.00	\$0.00	\$5,791.20	\$4,632.96	\$1,158.24	\$44.55
2017								
Health Plan	Hard Cap				80% / 20%			
	2017	Maximum	Employee Cost		2017	80%	20% Employee Cost	
	Premium	Twp. Cost	Annualized	Per Pay	Premium	Twp. Cost	Annualized	Per Pay
Blue Cross Blue Shield of Michigan (124 members)								
Family	\$19,436.28	\$17,304.02	\$2,132.26	\$82.01	\$19,436.28	\$15,549.02	\$3,887.26	\$149.51
2 Person	\$15,549.00	\$13,268.93	\$2,280.07	\$87.70	\$15,549.00	\$12,439.20	\$3,109.80	\$119.61
Single	\$6,478.80	\$6,344.80	\$134.00	\$5.15	\$6,478.80	\$5,183.04	\$1,295.76	\$49.84
2016								
Health Plan	Hard Cap				80% / 20%			
	2016	Maximum	Employee Cost		2016	80%	20% Employee Cost	
	Premium	Twp. Cost	Annualized	Per Pay	Premium	Twp. Cost	Annualized	Per Pay
Blue Cross Blue Shield of Michigan (121 members)								
Family	\$15,244.92	\$16,751.23	\$0.00	\$0.00	\$15,244.92	\$12,195.94	\$3,048.98	\$117.27
2 Person	\$12,195.96	\$12,845.04	\$0.00	\$0.00	\$12,195.96	\$9,756.77	\$2,439.19	\$93.82
Single	\$5,081.64	\$6,142.11	\$0.00	\$0.00	\$5,081.64	\$4,065.31	\$1,016.33	\$39.09

2015								
Health Plan	Hard Cap				Comparison 80% / 20%			
	2015 Premium	Maximum Twp. Cost	Employee Cost		2015 Premium	80% Twp. Cost	20% Employee Cost	
			Annualized	Per Pay			Annualized	Per Pay
Blue Care Network (115 members currently)								
Family	\$15,565.80	\$16,342.66	\$0.00	\$0.00	\$15,565.80	\$12,452.64	\$3,113.16	\$119.74
2 Person	\$12,475.44	\$12,531.75	\$0.00	\$0.00	\$12,475.44	\$9,980.35	\$2,495.09	\$95.96
Single	\$5,722.56	\$5,992.30	\$0.00	\$0.00	\$5,722.56	\$4,578.05	\$1,144.51	\$44.02
BCBSM (0 members currently)								
Family	\$34,142.88	\$16,342.66	\$17,800.22	\$684.62	\$34,142.88	\$27,314.30	\$6,828.58	\$262.64
2 Person	\$27,314.40	\$12,531.75	\$14,782.65	\$568.56	\$27,314.40	\$21,851.52	\$5,462.88	\$210.11
Single	\$11,380.92	\$5,992.30	\$5,388.62	\$207.25	\$11,380.92	\$9,104.74	\$2,276.18	\$87.55
2014								
Health Plan	Hard Cap				80% / 20%			
	2014 Premium		Employee Cost		2014 Premium	80%	20% Employee Cost	
		Twp. Cost	Annualized	Per Pay		Twp. Cost	Annualized	Per Pay
Blue Care Network								
Family	\$16,370.76	\$15,975.23	\$395.53	\$15.21	\$16,370.76	\$13,096.61	\$3,274.15	\$125.93
2 Person	\$13,120.68	\$11,715.17	\$1,405.51	\$54.06	\$13,120.68	\$10,496.54	\$2,624.14	\$100.93
Single	\$6,018.72	\$5,857.58	\$161.14	\$6.20	\$6,018.72	\$4,814.98	\$1,203.74	\$46.30
2013								
Health Plan	Hard Cap				80% / 20%			
	2013 Premium		Employee Cost		2013 Premium	80%	20% Employee Cost	
		Twp. Cost	Annualized	Per Pay		Twp. Cost	Annualized	Per Pay
Blue Care Network								
Family	\$16,877.00	\$15,525.00	\$1,352.00	\$52.00	\$16,877.00	\$13,501.60	\$3,375.40	\$129.82
2 Person	\$13,526.00	\$11,385.00	\$2,141.00	\$82.35	\$13,526.00	\$10,820.80	\$2,705.20	\$104.05
Single	\$6,205.00	\$5,692.50	\$512.50	\$19.71	\$6,205.00	\$4,964.00	\$1,241.00	\$47.73
2012								
Health Plan	Hard Cap				80% / 20%			
	2012 Premium		Employee Cost		2012 Premium	80%	20% Employee Cost	
		Twp. Cost	Annualized	Per Pay		Twp. Cost	Annualized	Per Pay
Blue Care Network								
Family	\$15,937.00	\$15,000.00	\$937.00	\$36.04	\$15,937.00	\$12,750.00	\$3,187.00	\$122.59
2 Person	\$12,773.00	\$11,000.00	\$1,773.00	\$68.19	\$12,773.00	\$10,218.00	\$2,555.00	\$98.25
Employee & Child	\$12,773.00	\$11,000.00	\$1,773.00	\$68.19	\$12,773.00	\$10,218.00	\$2,555.00	\$98.25
Single	\$5,859.00	\$5,500.00	\$359.00	\$13.81	\$5,859.00	\$4,687.00	\$1,172.00	\$45.07
Priority Health								
Family	\$21,318.00	\$15,000.00	\$6,318.00	\$243.00	\$21,318.00	\$17,054.00	\$4,264.00	\$163.98
Single	\$7,586.00	\$5,500.00	\$2,086.00	\$80.23	\$7,586.00	\$6,069.00	\$1,517.00	\$58.35
2 Person	\$16,978.00	\$11,000.00	\$5,978.00	\$229.92	\$16,978.00	\$13,582.00	\$3,396.00	\$130.60
Family Other	\$20,635.00	\$15,000.00	\$5,635.00	\$216.73	\$20,635.00	\$16,508.00	\$4,127.00	\$158.73

From: Jessica West

Sent: Tuesday, November 1, 2022 2:27 PM

To: Jessica West

Cc: Mandy Grewal; Melissa Sheldon

Subject: Pittsfield Township Business Roundtable: Talent and Space Needs Survey Results – Register Today!

Good Afternoon,

Pittsfield Township and Ann Arbor SPARK are pleased to invite you to a networking and informational session to share the results of the recent talent and space needs survey. Since talent emerged as the primary concern for most businesses surveyed in Pittsfield Township, we will also have local talent-related organizations and resources available to provide short presentations and connect with. Please join us along with local business leaders to learn, connect, and share best practices.

Date: Wednesday, November 16, 2022

Time: 9:00 am – 11:00 am

Location: Pittsfield Township Hall (Morris Hall), 6201 W. Michigan Ave., Ann Arbor, MI 48108

Registration: [Please Register by Monday, November 14th](#)

Questions? Please contact Dr. Mandy Grewal, Pittsfield Township Supervisor at grewalm@pittsfield-mi.org or Melissa Sheldon, Director of Research for Ann Arbor SPARK at melissa@annarborusa.org.

Warm Regards,



Jessica K. West | Director of Community Development

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