

**Minutes of the Clay Township Regular Board Meeting Held Monday, September 19, 2011
at the Clay Township Meeting Hall, 4710 Pte Tremble, Clay Township, Michigan.**

Supervisor Krueger opened the meeting at 7:30 p.m. with the Pledge of Allegiance

ROLL CALL

PRESENT: Supervisor Tom Krueger, Clerk Lisa White, Treasurer Connie Turner, Trustee Karen Straffon, Trustee Joanne Shirkey

ABSENT: Trustee Tom Fetter, Trustee John Horvath

Citizens: Sixteen

BILLS PAYABLE

Motion by Turner, supported by White, to pay the bills in the amount of \$26,281.37.

Straffon: Inquired about fire dept invoice from Theut Products

White: Explained that it was for cement work to repair and extend parking lot

Shirkey: Questioned invoice on diver's medical physicals

White: That was approved last year. Henry Ford was delayed in invoicing us

AYES: All

NAYES: None

MOTION CARRIED

CONSENT AGENDA

Motion by Shirkey, supported by Straffon, to approve the Consent Agenda.

AYES: All

NAYES: None

MOTION CARRIED

UNFINISHED BUSINESS

None

PUBLIC COMMENTS RELATING TO ANY NEW BUSINESS

None

NEW BUSINESS

1. Resolution For Liquor License Transfer

Krueger: Police Dept completed and approved their report for Inlaws Bar-B-Q LLC. This is for Nelson Templeton's Sandbar Restaurant

Motion by Turner, supported by Shirkey, to approve the resolution for the liquor license transfer of Inlaws Bar-B-Q LLC.

ROLL CALL VOTE

AYES: White, Straffon, Krueger, Shirkey, Turner

NAYES: None

ABSENT: Horvath, Fetter

MOTION CARRIED

2. MTA Workshops

Krueger: I would like to recommend to anyone on the board, Planning Commission, ZBA, etc to request to take advantage of these internet based webinar education classes. They are reasonably priced and "on demand" so they can be taken at any time.

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Motion by Krueger, supported by Shirkey, to approve allowing any board or commission members to participate in any of the MTA offered webinar educational classes.

AYES: All

NAYES: None

MOTION CARRIED

Shirkey: Would like to make sure this information gets to all the boards and commissions. Will pass the word to the ZBA.

White: Encouraged interested board members to communicate and possibly watch these webinars as a group.

3. Request For Dump Trailer Hitch

Krueger: We purchased two dump trailers for our recycling yard and we need to get a DPW truck fitted with a hitch.

J. DeBoyer: I have three quotes for the exact same hitch. It's a flush mount hitch which enables us to use the truck bed normally when we are not towing. Price includes the pigtail for electronics and the brake assembly. Auto Stylers in Marysville came in with a significantly lower price.

Shirkey: Auto Stylers quote says install gooseneck hitch but the other quotes are quite descriptive. Are we sure it's "apples to apples". I would like to see a more detailed invoice.

Krueger: It makes you wonder why they are \$400.00 lower.

Straffon: Any idea why the labor is so much lower with this company?

J. DeBoyer: I really don't know. This is my first time dealing with this company.

Motion by Straffon, supported by Shirkey, to approve the purchase a BMW hitch from Auto Stylers & RV in the amount of \$844.00 providing they bring back for our review a more detailed invoice.

AYES: All

NAYES: None

MOTION CARRIED

4. POAM/Professional Staff Contract Agreement

Krueger: Last week we did reach a tentative agreement with POAM/Office staff. Would like to thank the professional staff for ratifying this contract. There is a lot of sacrifice in this. The term of the agreement goes through June 2013. Work week hours are reduced to 32 hours, overtime over 40 hrs. The employer's retirement contribution rate is capped at 7% with union personnel paying the difference as billed by MERS. Health Plan will be Health Plus, Delta Dental and Co-Op Optical. Each member will have to contribute towards their health care costs in an amount detailed in Senate Bill 7 beginning 1/1/2012. If the township opts out of the Senate Bill 7 plan the contribution rate will be \$40 per bi weekly pay for single/couple coverage and \$80.00 per pay for family coverage. \$2500 "in lieu of" payment for health coverage is terminated. Post Employment Healthcare, Employees would have their retiree health care replaced with a PEHCA with MERS that would be formed by moving their share of the pooled funds to their own individual account. After that the township will fund that account at 3.5% of their wages. New Hires will have a 20% lower pay scale, lower based pension, benefits the same. No retirement health except for the 3.5% contribution to the MERS PECHA. Life insurance has increased from \$25,000 to \$50,000. Any language in the current contract will be adjusted to reflect these new changes.

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Turner: Sick, Personal, etc have been crossed out

Krueger: When we went from 5 day week to a four day week things changed. Vacation days used to be measured in hours. One week was 40 hours and now it is 32. So I think a week is just a "week" or "day" not hours. It doesn't affect personal, sick etc, because those are already measured in days.

White: Did you check with MERS on how to work this adjusted contribution. The group the office is in also includes the Building Administrator, Fire Chief and Tax Assessor. How are we going to keep them separate?

Krueger: I spoke with MERS and there is a way. We may have to move the department heads to a different group. It can be worked out.

White: What about the office hours? How can we be open 40 hours with 32 hour employees.

Shirkey: Working hours can be adjusted. It can be worked out.

White: Back in July we approved a budget with cuts that we had no plan in place to implement. Now here we are in September and we have line items over. I don't think we should approve something without a plan of action. I don't agree with cutting the employee's hours. They are valuable and provide a service. These employees are taking a hit on their retirement and their hours. We have a new park and a Phragmite's board that has added work. We take reservations, handle applications, answer questions and phone calls. We could hire a part time person if we stayed open for 40 hrs, but I don't feel they would be loyal or experienced. I think there is a lot of history and experience in these people. They are the mainstays when elected officials come and go. We have never had a questionable audit or someone with sticky fingers. General fund is the only one that didn't take money from fund balance. Water, sewer, police and fire all did. They all got either more sick or vacation days, or increased uniform allowance. I feel we didn't make an effort when it came to general fund to look anywhere else for cuts. We immediately put it on the backs of the four office employees. I believe our fund balance is more than sufficient and if we are able to save this much money the citizens deserve to have their taxes lowered.

Turner: If all you board members had seen how busy we were today you might understand. I was left alone for awhile while Laura was at lunch. Customers were waiting, phones were ringing. It can't be done by one person. What if someone gets sick? These work hours can't be staggered. I shouldn't have to fill in all the time. I have my own job I have to do. Mondays are always busy and so are Thursdays.

White: It's customer service. People need to talk to the office staff about water bills, streetlight's cemetery plots, the park, garbage pickup etc. We layed off a full time office employee in October 2008 and then July 1st we eliminated the office manager position which was 20-30 hours a week. It doesn't sound like much but they did a lot of work that now falls on us.

Turner: At one time we had 16 employees in the front office

White: Think about accountability. Laura's alone in the office. What about checks and balances?

Turner: The auditors are already concerned about my deputy taking cash and reconciling the bank statements. Even if assessing and building help out they still can't take payments. They can't be in the cash register

Krueger: At times we are busy in the office. The girls work very hard in the office. The problem is we decided at budget workshop we were paying too much in personnel and not enough to roads, bridges, parks, etc. I was impressed how the union stepped up to the plate and negotiated this. The budget will be over because we didn't make the changes we should have.

Shirkey: They have stepped up to the plate which is what we have before us.

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Motion by Shirkey, supported by Straffon, to accept the mediation proposal for the POAM office employees

ROLL CALL VOTE

AYES: Straffon, Krueger, Shirkey

NAYES: Turner, White

ABSENT: Fetter, Horvath,

MOTION CARRIED

Krueger: We should decide what to do about the hours of operations. We only have two options. Either keep the business hours the same and stagger the shifts or shorten the business hours from 10 to 8 daily

White: You are going to have to shorten the hours.

Krueger: Do you want 8am till 5pm with one night till 6pm.

Shirkey: I think you could stagger it so we could be open one night later till 6pm. Someone could come in an hour late so they could stay till 6pm. Judge by when you are usually busy.

B.Schutt: For my department I have lots of things I have to get done. I have timetables and limits by law I am held to .My contract says forty hours.

Shirkey: We don't have to decide tonight. It will get worked out.

PUBLIC COMMENTS

W. Simons: Questioned if the township requires a full time building inspector

Supervisor Krueger: Yes, the attorney is working on it.

N. Rhoades: Inquired about electronic or credit card payment options for the township. It's difficult to operate when the Township is closed on Friday

Supervisor Krueger: We are looking at it as well as online payments

Nelson Templeton: Re: Thanks for the license transfer

M. Fannon: Re: police issues during a stolen boat incident

BOARD MEMBER COMMENTS

Straffon: Sign or embroidery business has been started in a newly built garage down the road. Would like to find out if this is permitted.

White: Have a vacancy on DDA and are looking for a recording secretary for various boards.

ADJOURNMENT

Motion by Straffon, supported by Turner, to adjourn at 8:40 p.m.

AYES: All

NAYES: None

MOTION CARRIED

Lisa M. White
Clay Township Clerk

Prepared by
Lisa M. White
Clerk