

**Minutes of the Clay Township Regular Board Meeting Held on Monday December 4, 2006
in the Clay Township Meeting Hall, 4710 Pointe Tremble Road, Clay Township, Michigan**

Supervisor Manos called the meeting to order at 7:30 p.m.

ROLL CALL

Present: Supervisor Jon Manos, Clerk Michael Pellerito, Treasurer Connie Turner, Trustee Patricia Sharrow, Trustee John Makuch, Trustee Jay DeBoyer, Trustee David Dare

Absent: None

Citizens: 30

BILLS PAYABLE

Motion by Turner, supported by Makuch, to pay the bills in the amount of \$27,474.61

ROLL CALL VOTE

AYES: Sharrow, Makuch, Turner, Pellerito, DeBoyer, Dare, Manos

NAYES: None

MOTION CARRIED

CONSENT AGENDA

Motion by Makuch, supported by Dare, to approve the agenda as submitted

Letter from Mid City Nutrition Program to Chief Edler of Mainland Fire Department thanking them for sponsoring the Mobile Food Pantry and helping with the distribution read by Clerk Pellerito

AYES: All

NAYES: None

MOTION CARRIED

OLD BUSINESS

1. Board Appointments

Motion by Sharrow, supported by DeBoyer, to accept the recommendation of the Supervisor and reappoint Mark Thompson and Joseph Little to another four-year term on the Downtown Development Board.

AYES: All

NAYES: None

MOTION CARRIED

Motion by Makuch, supported by Dare, to accept the recommendation of the Supervisor and reappoint Mary Jane Hardy and Shirley Gooden to the Algonac-Clay Library Board for another five-year term.

AYES: All

NAYES: None

MOTION CARRIED

2. Contract Negotiations

Manos: No contracts before us tonight. Would like discussion as to Boards wishes regarding reimbursement to salaried personnel for unused sick, personal and flex days at the end of the year. Have done this in the past, have now introduced in contract negotiations that it no longer be done. Also introduced an additional salary amount in the Assessor's contract to offset any time left over. Trying to get to a point that the salaried employees take the time off rather than be reimbursed. Have two more contracts to negotiate.

Dare: Did we discuss personal and sick days previously or just vacation?

Manos: Did discuss all. Those days become appreciable in dollars at the end of the year.

Turner: They have sick days but if people are not sick, you are getting on their case because they are not sick.

DeBoyer: Possibly we should have eligible days regardless of reason and give X number of days.

Turner: People on salary usually are like that.

Manos: This goes back a long way but now department heads are in the over fifty thousand range so wanted to try to get them to use those days so at the end of the year they don't come in with a lot of time and ask us to come up with another ten thousand dollars when we've already paid the salary for that year. Reflects on the wage structure.

DeBoyer: Could carry a portion forward rather than cashed out.

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Pellerito: Say salary is fifty thousand a year, if they use three sick days it is still fifty thousand. So premise was that when we budget fifty thousand dollars for that position it is fifty thousand dollars. If numerical multiplier for vacation days is still a given, it always creates a known for the associate that I am supposed to be gone for those amount of weeks per my contract. If have seven sick days and take off ten days, they still receive fifty thousand dollars and we do not expect them to use their vacation days. The definition of benefit time needs reiteration. This has been accomplished in one contract and we have two more and then two more in the following years. This is not to diminish anything they receive, simply salary.

Manos: There were some additional incentives. One has already been put into effect, now would have to go back and redo, not right to do it differently.

Sharrow: Agree with what Michael said, with salary we know where we are going, but what if someone becomes ill for six months, disability kicks in and we are not paying the salary?

Pellerito: Disability pay kicks in after seven days, they receive 66% of their normal pay through third party carrier.

Sharrow: What if employee is just taking off three days a week, week after week, then if we had something that would limit benefit days would be good.

DeBoyer: Anything in contracts about core work hours, an ethics kind of thing?

Pellerito: Our situation here is not being here enough, our situation is being here too much. With some type of carry over, it would refer strictly to a portion that management would approve, a carry over of vacation time with no monetary payoff?

DeBoyer: Right, would change to benefit days rather than vacation, sick, etc days, would have to have a factor of the total quantity of days.

Manos: Had major problems in the past with carrying over days, finally paid them off and did away with that program.

Pellerito: Due to the General Accounting Standards Board we have to book them as a liability and we deleted that several years ago so the Township was not faced with any liabilities.

Manos: Only dealing with establishing a policy for our department heads that says you're doing a good job, we want you to take your time off and we don't want to be burdened with the extra dollar amounts at the end of the year.

DeBoyer: It is an un-budgetable number.

Pellerito: If I understand the Board directive correctly, this is no attempt to reduce benefit time, just no payoff at year-end.

Sharrow: Question, if department head plans to take their vacation at year-end and because of circumstance it makes it nearly impossible to take the time unless the department is shut down what happens?

Pellerito: Management has ability to bring someone in or carry over; because we said they could not go wouldn't lose it.

Manos: We have never done less than that. We've got to be fair across the board.

Pellerito: All contracts have been signed, retro pay and upgrades are done. Expect Command to begin negotiations and would like to extend a letter of agreement to the Department of Public Works allowing them to participate in the Health Care Savings program with MERS for 2007.

Manos: Will proceed along the lines that the sick time is to be used.

Pellerito: Or converted to benefit time, so whether sick or not can use it.

PUBLIC COMMENTS RELATING TO ANY NEW BUSINESS

None

NEW BUSINESS

1. MTA Educational Conference & Trade Expo

Manos: This is the annual MTA conference, which we have always attended. Having a difficult time with MTA because have sent them information on our fight with FEMA raising the flood levels and have not received an acknowledgement.

Pellerito: Valid point, MTA could have been more helpful to us in opposing FEMA. This conference is educational and sharing of ideas and concepts and I have learned more from round table discussion with fellow Townships than in some of the classes.

Motion by Pellerito, supported by Turner, to allow any Township Trustee be allowed to attend the 54th Annual MTA conference in Detroit.

AYES: All

NAYES: None

MOTION CARRIED

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Manos: There was a suit against DEQ that MTA joined in with some Townships concerning the Storm Water Phase II requirements. They required Townships that don't have storm sewers to participate in the program at quite a cost to the Township. Judge ruled the DEQ overstepped their authority. DEQ is going to appeal.

2. Assessors Certification

Pellerito: Will this be split with Cottrellville?

Assessor: They don't meet until Wednesday; will split the Assessor's cost.

Motion by Pellerito, supported by Sharrow, to approve the Assessor level 3 certification at one half of one hundred twenty-five dollars (\$125.00) and seventy-five dollars (\$75.00) for the Level 2 certification for Robin Martin.

AYES: All

NAYES: None

MOTION CARRIED

3. Project Control Engineering Review Fees

Manos: Have set fees for the Planner, the Engineer works on time & material basis. Some discussions on having set fees so developers know up front. Will bring back and will work with the Planning Commission and Building Department so we do not duplicate anything.

4. Water Department Request to purchase supplies

Motion by Makuch, supported by Sharrow, to approve the Water Department Superintendent's recommendation to purchase the 1" meter yokes for a total cost of \$8,985.00.

5. Algonac-Clay Township Historical Society Dues

Motion by Sharrow, supported by Dare, to pay the Historical Society dues in the amount of twenty-five dollars (\$25.00).

AYES: All

NAYES: None

MOTION CARRIED

6. Winter Recycling Yard Hours

Motion by Makuch, supported by Dare, to approve the Recycling Yard winters hours as Saturday 10:00 a.m. to 4:00 p.m. December 1, 2006 through April 14, 2007.

Pellerito: Will not affect container recycling.

Sharrow: Residents that use real trees for Christmas can put them at the curb for pickup.

Pellerito: Reminder to all mainland residents, trash pickup is on Friday.

AYES: All

NAYES: None

MOTION CARRIED

7. Discussion of televising various Township Boards Meetings

Pellerito: DRC Board has explored possibility of televising meetings. Thought perhaps school could send someone to do taping, school has said do not wish to send anyone. Have three time slots weekly to broadcast, my personal opinion is the Township Board should be primary. If had things such as FEMA hearings or ordinance changes or Masterplan changes, could be televised. Should maintain regular schedule.

Sharrow: Agree, Board is primary, secondary would be Planning Commission, have most effect on people in community, public hearings interesting to people, rest not of much interest. Our negotiations for franchise come up in next year or so, if get better equipment etc can review at that time. Planned Unit Developments prompted requests, those PUDs will come to this Board for final approval, and those will be televised.

Pellerito: Or if allotted our own channel. Any motions?

Motion by Makuch, supported by DeBoyer, to keep the broadcasting schedule as we have it now.

AYES: All

NAYES: None

MOTION CARRIED

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PUBLIC COMMENTS

Leonard Kasperowicz, 6603 Dyke Rd: Property acquisition

Susan House, 6418 Swartout Rd: Trash pickup change and PUD

Cindy Kirkpatrick, 9641 Wright Dr: Thank you to police for assistance and suggestion re citizens awards

Nick Sarzinski, 7482 Venice, Harsens Island: Televising Planning Commission meetings

BOARD MEMBER COMMENTS

None

ADJOURNMENT

Motion by Makuch, supported by DeBoyer, to adjourn the meeting at 8:17 p.m.

Michael P. Pellerito
Clay Township Clerk