

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

MEMBERS PRESENT: Supervisor Jim Slezak, Treasurer Tim Green, Clerk Patrick Miller,
Trustee Lori Tallman, Trustee Matt Karr

Attorney David Lattie

MEMBERS ABSENT: None

OTHERS PRESENT: None

CALL TO ORDER

The Davison Township Board was called to order at 12:00 pm at the Davison Township Municipal Center, 1280 N. Irish Road, Davison, MI 48423. The Pledge of Allegiance was recited.

ADOPT THE AGENDA

MOTION BY KARR, SECOND BY TALLMAN to adopt the February 23, 2022, agenda as presented. Motion carried unanimously.

UNFINISHED BUSINESS

None

PUBLIC COMMENT

The public comment period opened at 12:02 P.M.

The public comment period was closed at 12:02 P.M.

NEW BUSINESS

Discuss New Hires for the Clerk's Department

Miller – I forwarded these on to Matt and Lori; First one is Hannah Eaton

Karr – I didn't get anything.

Green – I didn't get anything either.

Miller – I sent it to your email that I have on file for you Matt, it said it sent so I don't know why you didn't get it. Hannah Eaton is a younger gal, looking for a career in local Government. I had my staff conduct the interviews with me as they know what questions to ask and know what the job entails. Chantel Duggins I interviewed her, she is a bit little older, same type of deal. She would fit right in to take care of what we are losing in the clerks. After that I had went in and talked with Jim and told him I would like to hire two and that would be best for the department. He said he understood but addressed the budget concern and would see what could possibly be done. That's why I'm asking to hire two individuals. My department is basically down to one and she is scheduled to have surgery real soon and is going to retire soon. We are at a dire straight and people will not get their paychecks if I don't have people in there, so that will get peoples

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

attention. The clerk's department went 7 months without paying the clerk's MERS spot. So, there is money left in the budget. I understand we will have three full-time and within a year Alma stated she was going to retire. I want to put Hannah on the elections and do what Ashley was doing. Chantel would morph into what Alma is doing. She will sit with Alma and learn that position. Chantel has not given her two weeks' notice yet, Hannah is for immediate. Both candidates would be great for the clerks.

Slezak – I just did a quick budget on what is left going forward, I just did this within the last hour. So, you're saying Chantel if Alma was to leave would take Alma's spot.

Miller – Yes, I had to break the department up by what Cindy's recommendation was. Need to break that up. Both were okay with the pay that was being offered for the spots which is under what we pay.

Tallman – So what would the pay be?

Miller – Hannah would start out at \$18.00/hour and Ashley was making \$19.47/hour. Chantel would be \$19.50/hour because what she is leaving to come into.

Tallman – I know Alma is not leaving right now, but what is Alma making right now?

Slezak – It's on the sheet I gave you, but it is \$25.58.

Tallman – Okay.

Miller – I don't know if I can put this out, but September is when Alma is going to leave. Not sure if it is this September or next. I feel comfortable doing payroll, I've done 4 so far and everything has gone well. Mers is a little trickier. I can call Ashley if I need anything. Hannah is very eager to start.

Slezak – I've talked with Gauri on pay scale we have come up with a wage scale down. The way it must be done. After your first six month working you are supposed to get a \$.50 bump up in pay. We have not hired anyone in a long time before we took office, so this is all new to us. We found this out after one in the parks was hired after six months, should be getting a pay raise. So, Hannah will be elections in Ashley's spot.

Miller – She will be trained as an election director, certified to run elections. She would do accounts payable, payroll and over see fire authority and senior center. Chantel would be experienced in insurance areas. I want everyone to cross train so we don't hear she is not here today so it will not get done. She would do accounts receivables, payroll, insurance. She would get a crash course on it. I don't know if they are aware I'm getting a straight salary. I keep my benefits from when I was treasurer. There are no benefits paid on me so that is a savings on the township.

Tallman – Jim is that what Mary did as well?

Slezak – Yes, she didn't take the benefits package. So, did we run a background check on them?

Miller – No, I was waiting to see. I didn't know what one we would do. There are two different types, and there is a cost to that. I didn't know we did that.

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

Slezak – I know with Jami we did just a regular background check.

Karr – It's like \$10 bucks for the state of Michigan.

Slezak – Jay could do that here in a couple minutes.

Miller – I needed direction on that one. I didn't want to do it if we are not looking to hire.

Tallman – We should have a [policy, usually done through HR.

Slezak – I talked with Casey because she does a really good job.

Tallman – That is good if you are involved with kids.

Slezak – If you get a sid number that pops up you will want to investigate that.

Green - Also, Casey does a drug test which is important. We should do drug and background checks, as we deal with so much sensitive information in here.

Tallman – Right.

Miller – Both must go through the bonding process too, they have to be bondable.

Slezak – I don't know what that entails.

Tallman – Usually just an application and then a background check.

Miller – That's what we would wait on.

Lattie – You should do the full background check before you bond them; the way you do that make a conditional offer subject to background checks; they will be on probation for six months, \$.50 more after six months.

Miller – The problem I had is our pay way to low for what the job entails. I know two fo them I had to tell them I could not pay them. Sheila we are getting a ton of work out of her for very low pay.

Lattie – How much does she get paid?

Miller – Sheila gets \$13.74.

Lattie – It will be awkward having someone making \$5bucks more, she wont stick around much longer.

Miller – She didn't take the job for the pay. She was high up on the Alga Credit Union as a supervisor. Biggest thing is if she was not caring for her father daily, she would have applied for Ashley's job.

Green – Let's go down the road, Alma leaves for good and Sheila is gone.

Miller – No, Sheila might stay on, and it will be like I have right now. Two full-time and one part-time.

Green – Sheila told me the reason why she is leaving is because this is not a part-time job and that's what she is wanting.

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

Miller - We are working the snot out of her right now and we can only work her for 25 hours.

Green - She told me that is not part-time and that is why she is looking for another job.

Tallman – That doesn't surprise me because she doesn't have to work, she does it because she likes too. It gives her something to do and gets her out of the house. Her dad is going to be a big factor in her decision.

Slezak – I have question, we can say Alma is going to leave in six months or whatever time frame. She comes in and trains her and Alma doesn't leave, I'm in a contra there. I would rather have someone train for Ashley's old job. Alma could train that person and still do her job. If you tell Chantel that you are in top of the line for that job and possibly six months, you could get it.

Tallman - I get what you are saying, but Alma has told me many times that her plan has always been to go, and it keeps getting to be a shorter amount of time. It gets a total of about a year to train them on her job. I suppose in a year if she has not left, we can terminate them.

Slezak – We can't do that with the union.

Tallman – I have a candidate that has 32 years in accounting experience, not in a municipality. Once I told her the wages and the MERS she would not consider this position.

Green - They have ten years with no raise Lori.

Miller – That's not true, that's what they always say. Up until they became unionized, they got a 1% longevity raise, every year they got that. They also got a 2.5% cost of living every single year which equals to 3.5% raise. We pay 100% of their health care, that itself is almost a \$5/dollar hour raise right there. So, when the inmates start saying they don't get paid and don't get raises I remind them what the township has done for them and give them. Alma will get her surgery done, and if she comes to me next month and says she is getting it done I have no one to do that job.

Tallman – Going back to pay the other thing what happened with Covid the pay scale got adjusted. Look at McDonalds they were making \$10/hour now they are making \$15/hour. It is hard to get people in here with our pay.

Slezak – It is because we had six months off. I have to add \$50,000 to the Clerk's budget for this coming fiscal year. We don't have a crystal ball to see when she would want to retire.

Tallman – I think as soon as she realizes that the person is trained, she will leave.

Miller – My conversation with her before is she said when I feel the person can do the job I will leave. I told her respectively Alma you're not making the call on this. You will give me target date as to when you are leaving. I'm not going to hire someone and then you are working side by side with this new person for two years. Budget constraints won't allow that. Ideally six months to a year. I believe she would be gone once she is set; she sometimes makes some mistakes like that. She is tired and wants to ride off in the sunset. I'm really concerned about the future of the township they have quality people in here. Elected officials can't get in and run the departments.

Karr – Alma has always been up front, why can't we go to her and say we have a girl out

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

there that is willing to come in, but we don't want to bring her in if you're going to be working another year or two. Can you be courteous when you're three months out from when you think you're going to do this were going to bring this girl in so you can start teaching her. That way we are not caught in a crunch where Alma stays two more years, and we have four people working that department that we don't need.

Miller – But if she decides to have her surgery now, I will lose her and have no one in that spot to do that job.

Karr – Well when is her surgery? How about getting some information from her about this.

Miller – It is right now. When ever the doctor has an opening.

Karr – How long will she be out?

Miller – I look or her to be out about 8 weeks.

Tallman – I would say 8 weeks.

Slezak – I don't think two people can come in and get trained at the same time on two different jobs. Sheila can do elections, but senior, fire, paying the bills and getting the board bills ready for the meetings. I don't know how Alma is going to be able to do that and train at the same time. With what she already has to do.

Tallman – I feel she trains them as she is doing her regular job. If the other person that is doing Ashley's old job is self-sufficient, I believe they can do the job.

Miller – Ashley left a real good instruction book on how to do her job. I was hoping I would have gotten one week with Ashley to train, but that didn't happen. Hannah would have to learn as she goes.

Slezak – My thought is that have Hannah come in and Alma can teach her as quick as she can. If she does go surgery, short term then we don't know if someone will wait.

Tallman – But then you will have someone out and we are already hurting. We have Ashley gone, we know Alma is going to be off, we have Jami is out. I think if we have qualified candidates, we need to get them in here now and get them trained. We know in good time that Shelia will be leaving, and Alma will be soon too.

Karr – If I knew for sure she was leaving in September I wouldn't have a problem with this, I'd say let's do this. But what if she doesn't?

Tallman – By June don't we have to do budgets? We would be able to have more commitment out of her.

Karr – But we just hired somebody, and we hired them before June.

Tallman – We don't have anyone to train.

Green – I agree with Matt. You can't go hiring people on what might happen in the future and there is no way around it. Richfield had contracted around and had Ashley come in for a little bit. We have Plante Moran that can come in like Jim had when Rhonda left. We can't afford it we

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

had insurance went up \$72,000 we don't seem to be to be concerned about that. And to top that off we have MERS in July if we don't do anything about that it is going up another 26% of their pay unless we put in \$1million dollar plus in.

Slezak – I just got the final number it is going to be 24.98%.

Tallman - So basically 25%.

Green – I agree with Matt we can't do it. She doesn't have to say she will be gone in six months. She might be out in surgery for a month. When I talk with Alma she said she is buried herself, so how is she going to train two people?

Miller – That's why I wanted two, because she is just going to do the one. Hannah is basically going to learn on her own and do the elections.

Green – When Shelia leaves, you're going to need a part-time person.

Miller – No I don't.

Green – Okay, where are you going to get in the budget for it. And by the way what is that person going to do in 2023 when we have no elections at all that year? Are they going to shuffle cards?

Miller – Yes, you have not looked down at those girls, those girls are working there assess off. And you don't think they are. They work all the time down there.

Green – Who said that Pat? Where are you getting that information from? Why are you getting so worked up for?

Slezak – We know they are working.

Green – And we also help each other out.

Tallman – What are you talking about elections? Hannah will be doing Ashley's old job and also elections. Which is exactly what Ashley did.

Green – That is exactly right, so what we are going to have to do is when Sheila leaves and so now we need to hire a part-time person.

Tallman – Right, we would hire a part-time person if we were replacing Sheila.

Slezak – Alright quiet, everybody.

Green – I agree with Matt, you don't hire another person until Alma is leaving.

Slezak – Let me offer a suggestion since Hannah will be sitting where Ashley used to sit, can we get more information. Can we get a little more facts on Alma?

Miller – Do you want me to get that information from Alma? I'll go ask her what her plans are when she is going to step aside.

Green – She doesn't have to tell you, and I don't think you can ask because they are in a union. Because then she can say you are trying to force her out by hiring a younger person to replace her. I see the lawsuit already. You can't do that we are in a union now. You would have to

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

ask the labor attorney.

Miller – No we don't, we have counsel up here we can ask.

Green – He is not a labor attorney.

Slezak – I'm going to ask Lattie this on her training someone because they have job descriptions.

Lattie – She doesn't have an obligation to train someone, she doesn't have to tell you when she is leaving. If she wants to, she can. So, Alma's input is that crucial to you guys. I don't know how close you are going to cut this. You have to decide if you want to be over staffed or understaffed.

Green – Plus Lori didn't you say you want to interview them first in the future before you make a decision?

Tallman – No, I said I want to see their resumes which is why I called Pat and asked him to email me their resumes.

Miller – Departmental head doesn't have to have board members interview them.

Green - I just remember her saying that she wants to personally interview them.

Tallman – That is for committee appointments before we appoint anyone first. That's why I asked to see their resumes.

Slezak – I don't know if anyone agrees to hire at least one since we do need one.

MOTION BY TALLMAN, SECOND BY GREEN to hire Hannah Eaton to replace Ashley's old job starting at \$18.00/hour with contingent on background check and drug test done. Roll Call; Miller – yes; Green – yes; Tallman – yes; Karr – yes; Slezak – yes. Motion carried unanimously.

MOTION BY TALLMAN, SECOND BY MILLER to hire Chantel Duggins at \$19.50/hour with contingent on background check and drug check. Roll Call; Tallman – yes; Miller – yes; Green – no; Karr – no; Slezak – no. Motion not carried.

Karr – Do you guys all agree that he can tell her that she was high on the list and it may be 3 months, 6 months, a year and we would hire you. At least have that out there.

Green – That is a great idea.

Tallman – If Pat gets some information from Alma.

Miller – That's immaterial.

Slezak – We can come back that's for sure.

Tallman – Oaky.

Karr – I don't know what the boundaries are, but Alma is an honest person.

Miller – I only came to Jim for two because it was relayed to me that one wanted out.

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

Slezak – I would like to, but budget won't support it right now.

Karr – I have big concerns on our budget for this year coming up.

Miller – If we don't get the pay up where it should be we are going to end up with people coming in that know nothing. We need to look at the fact that the township has gotten by with low pay.

Karr – You just got done saying how we have taken care of our employees.

Green – Exactly.

Karr – I have been here 20 years and I think we pay them great with what we give as benefits and wages. People starting off with \$18.00/hour with no college education is great.

Miller – This department was running with no clerk before I came in, they had to do that. We did pay them a stipend for doing that and I'm grateful the board agreed to that.

Tallman – Here is the problem at \$19.50/hour her take home pay, when you factor in MERs she is already at \$14.62 and take another 30% off for taxes she is only doing that job for \$12.00/hour. We are not going to get someone in here to do that job for that pay in this economy.

Karr – Full benefits and retirement too.

Slezak – We can't just throw a number out.

Lattie – That is another problem that needs to be solved. What you have is antiquated compensation. A lot of people don't really care about health care and don't understand the benefits of MERs.

Slezak – That is what we have been working on to be more palatable.

Lattie – Maybe phase out other things, get contributions for health care, change MERs. Long term problem.

Miller – I am going to call Chantel and let her know as of right now we are not going to hire her, but in six months if something changes, I'll call her back and if she would still want it.

Karr – You are not bound by her.

Miller – I was concerned she told her employer that she was putting her notice in, but she had not yet.

Tallman – She is our top candidate, we need better planning, budget issue.

Miller – I think I will interview the other ones as well.

Green – I think we need to figure out when she goes out on surgery who you will get to help?

Miller – I just can't put anyone in there, they must be bondable, sworn in. I don't have the luxury of hiring a part-time and I wouldn't do that.

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
FEBRUARY 23, 2022**

Green – Well who is going to do it then?

Miller – I don't know we will see. When you don't get your paycheck, you know who to blame.

ADJOURNMENT

MOTION BY SLEZAK, SECOND BY GREEN TO ADJOURN AT 12:56 P.M. Motion carried unanimously.

Patrick Miller, Clerk

Jim Slezak, Supervisor