

**DAVISON TOWNSHIP
SPECIAL BOARD MEETING
MARCH 28, 2022**

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

Building Official Matt Place

Park's Director Casey Reed

MEMBERS ABSENT: None

OTHERS PRESENT: None

CALL TO ORDER

The Davison Township Board was called to order at 9:00 am at the Davison Township Municipal Center, 1280 N. Irish Road, Davison, MI 48423. The Pledge of Allegiance was recited.

ADOPT THE AGENDA

Slezak – I would like to revise the agenda with the removal of new business C as she has accepted a full-time position somewhere else.

MOTION BY SLEZAK, SECOND BY KARR to adopt the March 28, 2022, agenda with the removal of item C from the agenda. Motion carried unanimously.

UNFINISHED BUSINESS

None

PUBLIC COMMENT

The public comment period opened at 9:02 A.M.

The public comment period was closed at 9:02 A.M.

NEW BUSINESS

Discuss and Approve Full-Time hire in the Clerk's Department

Slezak - I had interviewed her for the part-time position with Matt and we thought she would be a great fit for the Clerk's position; she wanted full-time but at the time it was not available.

Tallman - so even though she knew that one was part time she was interested in full time as well?

Slezak – yes.

Miller - I wasn't aware that she applied for the part time, but I good on that; she has more experience than the one I previously hired for that position earlier; she should come along and

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work side Alma and get a handle on payroll and insurance and stuff.

MOTION BY MILLER, SECOND BY TALLMAN to hire Kimberly Sparks to replace Alma's old job starting at \$19.50/hour full-time with 35-hours a week and start date April 10th, 2022 with contingent on background check and drug test done. Roll Call; Tallman – yes; Miller – yes; Slezak – yes; Karr – yes; Green – yes. Motion carried unanimously.

Discuss and Approve Full-Time hire in the Building Department

Slezak – Matt and I interviewed Mantei; he has been at Vienna Township; has all his licensese; replace building and code enforcement both; one that Charm Healy is contracting right now; I know Charm would like to be out by August; this would replace two employees we had in the past.

Karr - so basically our building guy and our code enforcement? And Matt would be zoning?

Slezak - didn't know exactly what his pay was there until I offered him 31 and he said that was a lateral move he's not coming for that; \$33.00/hour offered then was going to talk with his wife and also with two weeks' vacation to start and he'll be on a 6-month probationary period; And he'll get a \$0.50 increase after that; also has more vacation time there so to possibly add one more week to his vacation here for a total of 3-weeks.

Karr - so that would be \$33 an hour at 35 hours a week not 40 hours?

Slezak – yes.

Tallman - so that is hourly not a salary position with benefits?

Slezak – yes; their benefits almost mere our benefits.

Miller - at \$33 that would put him high coming in, and it dwarfs others we have in here.

Karr - you have to remember we paid Jeremy \$56,000 and we paid Kris \$40,000, that is \$96,000 a year with two benefit packages; we will be down to one guy paying \$60,000 and one benefit package.

Miller - does he have any training as far as education in the planning?

Place – he has building official, plan reviewer, building inspector.

Miller – does he have any planning that is put on by the Michigan Planner's Association.

Place – no, we didn't get into that, this position is just for building inspector and code enforcement.

Tallman - give me an understanding or overview on how you're going to separate these two things; because before we had Jeremy, Kris and you; and we discussed the pay raise it was you taking on more of the planning and zoning; so, he is going to take over the building part of it?

Place - I will always be doing building along with him; I will be the building official response for enforcement of the code; gives us a position where one is gone, they can fill in.

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Tallman - so all the planning and zoning would be handled by you?

Place – yes.

Miller - the Planning Commission would be the ones to go to the Township, right?

Place – what do you mean?

Miller - I don't necessarily think you'd be the planning administrator where you would have the say.

Place – no, everything would still go to the Planning Commission.

Tallman - I don't remember exactly what Jeremy's title was.

Slezak - I just know that by August we are going to be having Matt as the only one in the department; the scans very well qualified looking at his resume; he is very well versed in everything.

Miller - did I hear right that he's requesting an additional week of vacation?

Slezak – no, we are going to offer that because he has more than that over there and he has 15 years of experience there.

Tallman - are we able to do that under the contract?

Miller – it violates our contracts, doesn't it? one to four you get two weeks of paid vacation.

Slezak - when I talk with Gouri she said as long as we put it in it's OK; we can hold off on this and it's totally fine; get it in writing first; he hasn't got back with me on the for sure; but we'd be back this week to have this meeting.

Place – with this candidate it would also open the door for me in five years to be retired; and it gives the ability for someone with experience; I'm not saying at certain five years I'll retire but be practical.

Tallman – I appreciate you looking forward in the future and planning this out.

Miller - I just have a little problem with one of the candidates I interviewed I had to not consider her because of the vacation and pay puts it up there; \$60,000 to come in and if you start out with someone who is younger and put them on that path.

Slezak – that's what we had before, and they left; it would have been a minimal four years before they go out on their own to do inspections; Charm wants to be done soon.

Miller - I understand that we must get qualified people and it's hard to get people in here with what we pay them.

Slezak - we are at the lower end of the pay here.

Karr - you have to look at the savings too; we always had Matt over there Jeremy over there had Kris over there; with all three of their salaries over \$170,000 with three benefit packages; we are saving \$30,000 salary in one benefit package; we made some big cuts and huge

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savings.

Place - we can't operate less with the people we have now.

Karr - the more qualified guy would get in there we wouldn't have to hire a part time person.

Tallman - I get the vacation time because that's something you deal with everywhere you go; it is hard to have an employee leave a job that gets four weeks, and we only offer two weeks.

MOTION BY KARR, SECOND BY GREEN to hire Michael Mantei at \$33.00/hour with additional week vacation pending approval from Gouri a total of three weeks. Roll Call; Miller – yes; Slezak – yes; Karr – yes; Green – yes; Tallman – yes. Motion carried unanimously.

Place – is that at the start or after probation period.

Slezak – after probation period.

Miller – will he give us an answer today?

Slezak – I hope so unless he is bathing in the sun.

Ratify Union Contract for Salaried Workers GELC

MOTION BY MILLER, SECOND BY KARR to ratify union contract for salaried workers GELC.

Miller - I see an article 11, hours worked building hours is 40 but we're bringing him at 35 hours.

Slezak – no this is for salaried.

Tallman - I have lots of questions and because we didn't get it until late on Friday, I didn't have an opportunity to talk to Gouri; I would prefer that we table this and schedule another meeting or put it off until the next board meeting but that might be too long away; it came to us at 4:30 on Friday and it's 9:00 AM on Monday I didn't have any time to look it over.

Miller – I would like some extra time as well; I went through it really quick but did not get to read it front and back.

Slezak - do you want to retract your motions then?

Miller – well no I think it would go to adopt it or not.

Slezak – yeah, we can adopt it or not.

Miller – would we vote it down and then come back with another motion?

Slezak – you are supposed to go right to a vote.

Karr – so are we going to schedule this for another date then? Are we in time crunch?

Slezak – we have already scheduled a new meeting for new contracts talk April 23.

Karr - for the other employees?

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Miller – why are we doing this, I don't understand.

Slezak – because we have never ratified the contract when they started the union back in the beginning of 2020.

Tallman – under Roberts we can agree that this will be tabled.

MOTION BY MILLER, SECOND BY KARR to withdraw the motion to ratify the union contract for salaried workers GELC.

MOTION BY TALLMAN, SECOND BY GREEN to table the ratification of the union contract for salaried workers GELC. Motion carried unanimously.

Approve roof on South house detached garage.

MOTION BY KARR, SECOND BY TALLMAN to approve roof on South house detached garage by Sweers Eavestrough and Roofing Co. Inc. for the mount of \$6,400.00. Roll Call; Karr – yes; Green – yes; Tallman – yes; Miller – yes; Slezak – yes. Motion carried unanimously.

Miller – what was the last one we did out there.

Reed – last year we did the north house, attached garage is this time.

Green – how many quotes did we send it out to it? Square feet?

Reed - sent it out to six people and they were the only ones who replied back.

ADJOURNMENT

MOTION BY SLEZAK, SECOND BY GREEN TO ADJOURN AT 9:30 A.M. Motion carried unanimously.

Patrick Miller, Clerk

Jim Slezak, Supervisor