

**PROCEEDINGS OF THE VILLAGE OF FRANKLIN
SPECIAL VILLAGE COUNCIL MEETING
TUESDAY, FEBRUARY 28, 2006, 8:00 P.M.
32325 FRANKLIN ROAD, FRANKLIN, MICHIGAN**

I. CALL TO ORDER

President Jahnke called the meeting to order at 8:00 p.m. at the Franklin Village Hall, Franklin, Michigan.

II. ROLL CALL

Present: Brian Coyer, Fred Gallasch, Alan Harnisch, Bill Lamott
Randy McElroy, Dominick Schiano, Mark W. Jahnke

Absent: None

Also Present: Jon Stoppels, Administrator
Eileen Pulker, Clerk
John Staran, Village Attorney, Hafeli Staran Hallahan Christ & Dudek, PC

III. CONSIDER APPOINTMENT OF POLICE CHIEF

Jahnke stated that he would begin by making the appointment which would then be ratified by the Council. "For many things the President of the Village Council is one of seven (7) Council members, however, in the Franklin Village Charter, the President of the Village Council is accorded certain specific duties related to law enforcement in the Village. And one of them is to appoint the Police Chief and also to work with the Police Chief who reports directly to the President, again, according to the Charter. I take these special and additional responsibilities very seriously and have taken time over the six (6) years as Village President to get to know our chiefs, our officers, our reserves, and understand the role they play in our community and in Bingham Farms. By all accounts, we have a great group of officers in our Police Department. We have had no turnover for the last several years and very little since the late 1980's, due in large part to the commitment of the leadership of our Police Department and the collective efforts of the entire department and the Volunteer Fire Department, the Villages of Franklin and Bingham Farms have enjoyed a unique arrangement for many years. Although both departments are housed in Franklin they serve both Villages equally and have a glittering reputation on both sides of Telegraph Road. Tonight the Village of Franklin is taking a large step to continue those fine traditions and I expect no less going forward. In fact, I believe that a combination of our veteran force and the new police chief will improve our public safety efforts and perhaps just as importantly, prepare us for the challenges that lie ahead. Before we formally appoint the new chief, I just want to take a minute to thank all of our officers for their efforts over the past eight (8) months and especially thank Bill Castro. I appointed Bill to be the interim chief immediately upon Ed Glomb's retirement and Bill's leadership throughout this time was solid and his attitude, instead the attitude of all of the officers was, 'don't worry everything will be fine, no problem' and I believe that it was. The choice of a new chief is a significant one and I believe that the selection process was complete, fair, and open. We had assistance of Bob Hamilton with the Michigan Municipal League (MML) and also for an Oral Board of Review we enlisted the help of Tom Markus (City Manager Birmingham), Dan Roberts (FBI), Jon Stoppels, and John Michrina (City of Monroe, Police Chief) and Bob Hamilton of MML who was our search facilitator and was a former City Manager in Cadillac and Monroe. Again, I thought it was a very fair and open process. We started out in December with about

thirty (30) resumés, we had an Oral Board convene of those individuals I just mentioned, and they interviewed seven (7) candidates at length, and recommended to this Council to interview three finalists; three finalists being Pat Brown, Bill Castro, and Ken Morgan. Tonight, I will appoint Pat Browne to be the next Police Chief for the Village of Franklin. Pat comes to us with thirty-three (33) years of law enforcement experience; the last three as the assistant Chief of Police in Farmington Hills. Most residents should be aware that for the last several years, our Police Department has contracted dispatch services with Farmington Hills. Pat has had other opportunities, but is using the Franklin opportunity as a situation where he can apply much of the experience he learned in Farmington Hills to our department. Conversely, Pat realizes that although we are a small community, we are very diverse, independent minded (and some might say stubborn) population with two very active Mobile Watch groups, two Village Councils, and reserve officers. So despite our size, he will have a lot to learn about us. I'm confident that Pat will work well with our veteran Police officers and that he will work well with Jon Stoppels and the Village staff. And I believe that he will reach out and work well with the Bingham Farms Council and staff too, and obviously that is very important. And finally, I would like to thank again Bill Castro and Ken Morgan who were our other two finalists for this position. All members of this Council have expressed the sentiment to me that we have had three (3) excellent candidates to choose from. I especially appreciate Bill for taking the time from his duties to be very supportive of this whole process and to Ken Morgan (for those of you who do not know) who traveled down here from Northern Michigan (from his home) to take extra time to understand our community. At this time I would ask for a motion to have Council ratify my appointment of Patrick T. Browne as the next Police Chief for the Village of Franklin, to be followed by Council comments."

#2006-08 Motion by Gallasch supported by Harnisch to ratify the nomination of the President of Patrick T. Browne as the Police Chief for the Village of Franklin.

Council Comments:

McElroy: "1) Thanks to all of those who have been involved in the extensive selection process as it clearly shows to all people associated with the Police Department that you are proud of them, and consider them as "your" Police Department which is very unusual as specifically noted in the professional study of our Police Department, which showed such concern and involvement with the Department as a clear "strength". Rest assured that all the Trustees are aware and grateful for the support that you have shown. 2) Although it is always important that all of the Trustees concern themselves with the welfare of all of our employees, and that we should always consider the ramification of our actions on our employees, please remember that our primary responsibility as Trustees is for the welfare of the Village as a whole. In fact, we have all sworn an oath to that effect, and kept this in mind during our selections process. 3) Please remember that it is not a high-level 'protected-union' job that we are deciding. This is clearly an 'at will position' which means that the employee could be relieved of their position at any time, for any reason, as long as four Trustees, present or future, raise their hands to do so. Please note that both the job applicants and the Trustees have had to incorporate this into their decision making. 4) Please be assured that all of us have worked diligently to make the right decision. I know that in my own case, this is the hardest decision that I have had to help make in over eight years on the Council."

Schiano: "Bill Castro has done such a fabulous job as interim chief, did not ever ask a question, and said that he had it covered, gave excellent reports to the Council and got rave reviews from everyone in the Village. And from me personally Bill, and a lot of

people that I know, thanks a lot for a great job. Thanks to Franklin and Bingham Farms' finest, several of whom are here in the audience tonight, bearing with us to make this decision and we appreciate it. All of the officers carried on as if everyday is another day, doing the same fine job you have always done. Thanks to everyone involved in the process and I really thought that it was an excellent process; I learned a lot and have never been involved in anything like that before. I think we used the Mercer Group and MML well. I thought the interview process was, for me, interesting and fair; I learned a lot about that process. I feel that for this Village, we were really lucky to have had three of the type of individuals that came in front of us, this Council, any one of which I would be proud to have as Police Chief. They were three top notch, law enforcement officials and three, I thought, outstanding human beings and I was proud to have them here looking for a job at Franklin. And lastly, to Chief Browne pending a vote to be coming up, congratulations, welcome aboard, we look forward to working with you, we think you have an outstanding background and think you will be perfect for this job, looking forward to getting to know you, looking forward to having you in the town and getting with our policemen, and hope that you and Bill Castro will get along well. I know you will because you are both seem to be fine human beings. This is an important meeting, and I felt these things needed to be said, and now is the time to say what is on your mind."

Gallasch: "I was honored to have had an opportunity to work with the Police officers this year on the contract. I got to know them a lot better as friends and I felt like a little give and take but I felt that it was very professional situation. With regards to the Police Chief, I too agree with Randy; it was probably the toughest decision I have had to make since I have been on Council. I do agree that the process worked well; I had the honor of being able to sit in on the Oral Reviews, which were very informative, very instructive. And that was a large part that helped throughout my decision. Again, I welcome Brown on board, assuming he gets voted in and I will work with Bill Castro to help him through whatever help he needs."

Harnisch: "I seconded the motion and I am whole-heartedly in support of this appointment and I would like to say a few remarks, and although I may echo some of what has already been said, let me mention several things. First of all, my decision to be in favor of the appointment of Pat Browne is not in any way a negative indication toward Bill Castro. Bill is a very good man; he has been a long serving and effective detective and sergeant here in our Village. He has done an admirable job as the interim chief of police over the last six months or so, and I certainly hope and expect that Bill will stay on the force here in the Village of Franklin and continue to be an important factor in public safety in our community. I think despite obvious disappointment of this, that Bill can grow his career and possibly might have a chance at this position sometime in the future. And I think that there is a good chance that he will be better prepared than he is now because of the way I expect Pat Browne to perform as Chief of Police. Nor is this vote of mine, I hope to be perceived in any way as negative about our Police force in general. Several of our force members are present here tonight, which I think further demonstrates their commitment to our two Villages. We are very fortunate to have a superb and dedicated police department here; I have tried to be as supportive as I can of our police during my tenure on Council, and I regard this vote as a further manifestation of that support. On a personal note, I will share with you that I came into this process with a mind set that we had a capable chief in the interim chief Bill Castro and that it would take a very special and even superstar candidate to take that job away from Bill and I believe such a candidate has emerged in Pat Browne. Frankly, Mr. Browne has the credentials,

experience, and gravitas, much greater than we can realistically expect in our special and privileged, but nonetheless small, community. He has a broad range of experience, in many important police department functions at a major, neighboring department. As far as I can discern, he has the respect, admiration, and support throughout the Farmington Hills Police Department from Chief Bill Dwyer down to the junior patrol officers. He is dynamic, energetic, and articulate, and will represent us very well in any forum where he is present. And as Fred Gallasch had done, I was able to be present for his Oral Board and at the Council interviews, so I got to see him in the interview setting twice. Very importantly, Mr. Browne has the background and the knowledge to professionally upgrade our Police Department in a significant way, and although he is not currently with Franklin, he is from a neighboring community, and as previously mentioned, works closely with our department and hopefully can do so even more in the future and can be expanded upon. Therefore, he will be able to foster even closer and greater mutual support between the Franklin Police Department and the Farmington Hills Police Department as well as other local law enforcement agencies in the region. I believe Pat knows our community well and will be able to hit the ground running as Chief. I believe he has the respect and admiration of the officers generally in our Police Department, and will not be perceived as an outsider, I think he will fit in pretty quickly and easily. In short, I believe that Pat Browne is a special candidate for Police Chief frankly more qualified and capable than I expected to see and I think we would be foolish not to take this opportunity to hire him as our Chief. In short, I believe he is one of the best candidates for any chief position that might emerge in the southeast Michigan area, possibly even the best. I also want to take a moment to give a sports analogy; in my way of thinking, I think of this as though we have a local football team that is very good and represents us very well, and we need a coach, and all of a sudden we find out that a Vince Lombardi, in his prime, is somehow available to come in and be our coach. And even though the assistant coaches may be very good, it is a special opportunity to do something extraordinary and that is the analogy that I would draw. I want to say a couple of final things; I know that Bill Castro has lots of supporters, rightfully so, both within this room and outside. As I had mentioned before, I count myself as one of his biggest fans, and came into this process inclined towards Bill, but I expect and hope that Bill also recognizes the special qualities of Mr. Browne and knows that he can ultimately benefit from this choice as well even though undoubtedly disappointing at the moment. I asked Bill's many supporters to keep an open mind on this, assuming Council does ratify the appointment; that you give Mr. Browne a chance and see if you don't agree with my assessment in the next few months. Finally I want to say that this probably will be the most important decision, we as a Council make this year. Undoubtedly public safety is the most important thing a municipality can provide to its citizens. I have been on the Council six years and this is probably the most important decision I have been involved in. I take it very seriously and for those reasons, that is my considered judgment."

Coyer: "I think this is probably going to be a unanimous decision on the part of Council and I would like to add just a few other comments about it. I may be saying some of the same things my colleagues are saying, I'm going to try to say them in a different way and maybe touch on some other things. First of all, in the selection of the chief it is very important that we be very clear in the criteria that we use for the selection of that person. In my own thinking about this, the first thing that I had in mind was: Is this a person who would fit the policing that is required for Franklin Village? We are a small town, we are residential, our children are becoming a very, and increasingly, important part of our population and is this person going to be the one that is going to provide community policing? To be visible, to be available, to be seen as the community's police officer. I

think all three of the candidates met that qualification. I think we had excellent people in all regards and I think the Mobile Watch people are here tonight, and maybe others would be saying Bill Castro fit that qualification very well. I have no doubt that Mr. Browne will also fit that qualification. Secondly, I look for leadership, somebody who is capable of leading a group of people, and not necessarily in the process of telling people what to do, which is quite easy, but generating support while he requests their cooperation in doing what has to be done. Who are the people that are most relevant to this decision? The officers themselves. Are the officers going to be satisfied and take to a leader who has come in from another part of the community? Here is Mr. Castro sitting waiting, and with the respect to his officers. Mr. Browne also distinguishes himself in his ability to do that. What about qualifications? When you take a look at the qualifications of the men that come before us, it is in this regard, that is to say the policing qualifications, the background, the commitment to the education that is required to be a good police officer in the modern era, Mr. Browne distinguishes himself. And that is not to say that Mr. Castro cannot do that and that is one of the responsibilities of Mr. Browne and this Council, to see that that can happen, and perhaps by implication, a suggestion that more of that could have happened in the past. So where does that leave me? That says that I believe that Mr. Browne can be the person who can best police the Village of Franklin. And there are a lot of interests to be taken into account. We have our friends and neighbors, the Village of Bingham Farms, who also share an equal concern. They have been included in the process, I hope that their voice has been heard informally or in any other way that it can be, citizens in the community, those watching the broadcast of the meeting and those present here tonight, you are important in this process as well. Because we want you to understand what it is that Mr. Morgan told us so nicely and that is that the police officers are the community's police officers. They are here, they are viewed as 'our' police and this does not happen in too many other communities. Our former chief helped to make that possible and we thank him for that as he leaves this Village. Finally, the last criterion is: Can Mr. Browne work with the rest of the Village? He has officers to be responsible for; can he work with our administrators? Can he work with us? Mr. Browne I'm sure will be able to do so. I think those conversation have been had with Mr. Browne, he responded very positively to the questions that were asked during the interview process, his responses are a matter of public record. And I think that that the voice of our Village administrator and our staff is important in this process too. Can they work with Mr. Browne? And I have been assured that any one of the three candidates is going to be an acceptable person in that regard. I think the way that the arrangement is going to be set up is that our Village Administrator will be the supervisor of our Chief of Police. And so that is a critical relationship and I understand that relationship can be satisfied. So, am I going to vote for Mr. Browne's ratification? Yes with pleasure. I agree that is was a difficult choice to make but when one is faced with three good choices that is the best of all possible worlds, and I hope that when the process is over six months or a year down the road, when we take a look at this again as I am sure that we will and everybody will be looking at this very carefully with a new person coming in, that we can all look back and say this was the right decision. I think this is the right decision."

Lamott: "We considered three very well respected law enforcement officials as we went through this process. Bill Castro had a ton of enthusiasm, a lot of sincerity, a great record with the Village of Franklin. Pat Browne has a tremendous reputation, has a great knowledge of southeast Michigan law enforcement activities, great technical knowledge, and training. Ken Morgan is my kind of work ethic and style guy, a very down to earth and very straight forward, and again a lot of technical knowledge and a lot of good

recommendations. So, for me personally, this was a tough decision. I have talked to many people, done a lot of introspective reflection, I believe a lot of my success in industry has been my ability to judge people and put together a good team, and I think Pat Browne, at this time, is the appropriate person to appoint to the Police Chief position.”

Schiano asked a procedural question, regarding whether or not the appointment should be subject to the appointee agreeing to the agreement that we present to him, to which Gallasch responded he was amenable to the change in the motion should it be necessary. Jahnke replied that procedurally is: first the appointment is made, the employment agreement is presented to the appointee, and that agreement comes back to the Council for approval. Jahnke added that that means the Council will have an opportunity to approve the agreement after the appointee has the chance to review it as well.

John Staran stated that the first step, pursuant to the Charter, is the appointment, implicit in that appointment is that the terms of the appointment will be agreed upon. Staran continued stating obviously there is another party to this who may or may not accept the appointment. Staran added that as part of the Council’s next discussion, further direction will be provided regarding what the terms and conditions of the agreement should be, after which he expects that Council will provide some authority to offer this agreement and these terms to the appointee and to authorize the necessary officials to execute that agreement. Staran stated that the Council may or may not want the agreement to come back for approval, certainly should there be negotiations and any material changes, those would have to come back to the Council. Staran added that if it were generally acceptable as authorized by the Council tonight, there is no reason for it to come back to Council. Staran stated that the direction provided in the next discussion should provide sufficient direction being given to provide what the contents of the agreement should be and if that agreement is acceptable to the appointee then the Council could authorize tonight to execute the agreement.

Coyer agreed with Schiano stating that he thought the Council should make the appointment subject to agreement with the contract that is being worked on later in the Agenda. Coyer noted his concern however, in that the Charter doesn’t provide for that, the Charter essentially states: here is the appointment, here is the ratification and does not provide the opportunity to qualify that ratification, and the point is well taken and he opined the process should be here is the contract, if there are material changes, as has been suggested, it could come back and the Council would have a choice to make and he would hate to see it come to that.

Staran stated that it is a two step process, first being the appointment, subject to the Council’s ratification, and then the terms and conditions of employment or offer are up to the Council which is stage two, and the Council is trying to tie up both at this meeting. Coyer opined that if the President chose to make an appointment subject to the terms of the contract that might be acceptable. Jahnke noted that he had spoken to a number of communities, and the way we are proceeding having spoken to Bob Hamilton at length, Jon Stoppels and John Staran, he thought the council was proceeding in an appropriate way; the Council makes the appointment, the employment agreement is being worked on and will be discussed further in this meeting, and not having a written agreement with the former police chief (probably not how these arrangements were handled in the 1980’s) there should have had an agreement from the beginning. Jahnke added that the Village has agreements with Jon Stoppels and Bill Dinnan, so the Council is absolutely going to proceed with the execution of this employment agreement. Jahnke added (in agreement with Coyer) the appointment as outlined in the Charter does not allow for any ratification to be subject to contingencies.

Roll Call Vote:

Coyer **yea**
Gallasch **yea**
Harnisch **yea**
Lamott **yea**
McElroy **yea**
Schiano **yea**
Jahnke **yea**
Motion carried.

Jahnke asked if there were any public comments and there being none, proceeded with the next item on the Agenda.

IV. CONSIDER POLICE CHIEF EMPLOYMENT AGREEMENT

Jahnke stated that before the Council was a draft document having been worked on previously by Jahnke, Stoppels, and Staran, and Jahnke invited Stoppels and Staran to fill in the blanks in the document provided. Stoppels stated that it was to be a 2 year agreement, renewable at the end with one year extensions after that; the notice would be 90 days, or 3 calendar months; item 7 compensation would be bi-weekly at \$2,615.00, based on the newly updated MML range of salaries (at the top of the salary range for Police Chief); Item 10, 15 paid leave days to start; Item 11, automobile policy version dated 1/1/2005; Item 13, Michigan Association of Chief's of Police (MACP) with a \$1,000 limit for dues payable each year to that and other organizations; Item 15, personnel policy manual, where this agreement is silent, the adopted personnel policy of the Village in place at the time shall prevail. Staran added that the previous chief was subject to this adopted personnel manual, and this makes that as clear as it can be.

Jahnke asked if the Council had any additional edits to the agreement.

Coyer noted that he had additional language circulated today, that Jahnke stated he had not received, replacing Section I. Discussion ensued regarding the duties and those Charter provisions already in place.

#2006-09 Motion by Coyer supported by Lamott to change Section I to state the following:

Duties: Employer employs Employee as Police Chief of the Village of Franklin. Employee shall serve as the chief administrative officer of Employer's Police Department and perform and fulfill the responsibilities, functions and duties of Village Marshall and Chief of Police as prescribed in Employer's Charter, Codified Ordinances, and the job description attached hereto. In performing such duties, Employee shall be supervised by the Village Administrator.

Coyer stated that this agreement needs to make clear administratively, consistent with the Charter and the Personnel Manual, and the Village Administrator Ordinance that the Administrator is the chief supervisor of the Chief of Police, and whoever comes into this position should not be under the misconception that there are three bosses for day to day supervision. Coyer further stated what is delineated in the Charter regarding to whom the Chief would report and discussed the Village Administrator ordinance. Discussion ensued Council's authority and that of the President, remaining even though the day to day supervision would be by the Administrator. Staran in response to questions stated that the Chief of Police is not answerable to the Bingham Farms Council in that the arrangement with Bingham Farms is that of a contract for police service and the Police Chief will be under an employment agreement with the Village of Franklin only.

Jahnke stated that he was seeing this suggestion for the first time this evening, and commented that he appreciated the concern, and if this perceived conflict would need to be eliminated, then the Village should create a charter commission changing the Charter to allow a Village Manager, who would appoint the Police Chief among other items that would change. Jahnke noted however, that the Charter has withstood the test of time and that the civilian control over the police department remains foremost to independent minded Villagers. Jahnke asked if the Village Administrator has the ability to hire and fire the Police Chief, to which Staran replied that no individual (Administrator, President or Council Trustee) can hire or fire a Police Chief on their own, while the initiative would come from the President for any such action. Jahnke also stated that there are times when Villagers only want to talk to the person in charge, which would be Jon Stoppels, not other staff members. Jahnke commented on a serious incidence in the Village in which two ladies had a situation on one of their driveways, within 48 hours Jahnke had begun to receive phone calls from Villagers asking him what he was going to do about it, and fortunately he was prepared for those calls because he had been alerted to the situation by the Police Chief. Jahnke added that he was not talking about day to day supervision, but rather a line of communication. Jahnke stated that he would vote to approve the agreement tonight, but that he also wanted to say that the Charter is the document that drives this Village, and if there is anything that would appear to be a conflict in this agreement with the Charter, he would rely on the Charter. Jahnke stated that while he prefers this revision to the paragraph over one he reviewed earlier in the week, he reiterated that the Charter states that the Chief of Police shall report directly to the President, and it also says that as Police Officer he or she shall be subject to the direction of the President and the Council. Jahnke added that the writers of the Charter and as pointed out by McElroy, the Police Chief cannot answer to seven different people, so in between regular monthly Council meetings, the Police Chief has to be working with somebody, obviously now per the Administrator Ordinance that would be Jon Stoppels, but what he has asked of Ed Glomb and Bill Castro is that if something significant happens, he has to know about it, because he will be receiving phone calls from Villagers and he will need to know what it going on, and so that people know that there is civilian supervision of the Police Department.

Gallasch stated that he agreed that when something significant happens the President would need to know, however, what concerns him is the term supervision versus reporting. Gallasch continued by saying that the supervision (a softer term than reporting) day to day, reporting would go to Jon Stoppels, to report to and communicate with, but being sure to inform the President should there be any serious issues that come up.

Staran noted that he agrees with the statement, as all of Council does too, that the Charter is the law of our land here, and there is nothing that we can, should, or attempt to do through an employment agreement, attempting to modify the Charter, including the specific Charter requirement that the Chief of Police reports directly to the President. The next level is the Ordinances, second layer of the law of the land, and in the future there may be additional ordinances that will affect the function of the police chief. Staran stated that what he had attempted to do in drawing the agreement up was to attempt to address through this section number one, another laundry list of things that the Council wanted to address with the new police chief to allay any uncertainty, as to what extent is the Administrator in the chain of command vis à vis the chief of police.

Schiano stated that he felt the Council was working to create a first line supervisor in the chain of command that goes up through the President and the Council. Schiano opined that the earlier draft of the agreement which states that the new employee would be subject to the direction of the Village President, Council and Administrator and that the Police Chief would report directly to the President, would be difficult for someone to understand. Schiano added that having talked

about how this works, which he thinks is fine, he also thinks that creating the first line supervisor seems to make sense to him, without changing the intent. Schiano added that none of this would preclude the police chief from going to the President should there be some kind of dispute. Discussion ensued regarding dismissals and day to day workings, budget questions, and working with all three parts, Administrator, President and Council.

Staran stated that he agreed with the proposed changes, and Jahnke added that he felt it would be incumbent upon he and Stoppels to make sure that since incorporated by reference the Charter, Ordinances, and job description should be communicated (those documents) to Browne, along with the Personnel policy.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano

Nays: None

Abstain: Jahnke

Motion carried.

Jahnke abstained due to his inability to review the material having only received the material at the meeting.

Motion by Coyer to add a phrase in section 3 at the end of the first sentence which would be “by the Village Council”, to read: “Direct disciplinary action, when warranted, may be administered by Employer in accordance with the Village of Franklin Personnel Policies Manual, as may be amended or supplemented from time to time, by the Village Council”.
No support was given for this motion.

#2006-10 Motion by Coyer supported by Lamott to change Section 4, to delete the word “comparable” to read, “employee obtains other employment” and direct legal counsel to develop language to convey that sentiment.

Discussion ensued regarding lengths of suspensions, and whether to add “or suspension” to section 3, and Staran was directed to draft some language to address that.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke

Nays: None

Motion carried.

#2006-11 Motion by Coyer supported by Schiano to modify Section 7 Compensation to reflect bi-weekly rather than annual salary.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke

Nays: None

Motion carried.

#2006-12 Motion by Lamott supported by Coyer, in section 8 to change the wording to convey the sentiment that, “The Village Administrator, in consultation with the President and the Council...”

Discussion ensued regarding how best to word the changes, that Stoppels and the Police Chief would most likely develop goals initially, and to incorporate that the Personnel Committee also works with Stoppels and Pulker to perform evaluations and set goals generally.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke

Nays: None
Motion carried.

Motion by Lamott to change section 10, to eliminate the words, “paid sick leave days and” in the fourth line.

Lamott opined that longevity pay is also inappropriate for management employees, and in lieu of that specific payment, Council should consider some sort of performance based, merit pay rather than increase in pay based on how long someone has worked. Discussion ensued regarding provisions in the Administrator contract and in the personnel manual that reference these points, and the fact that the sick pay leave days are used for record keeping purposes. No support was given for the motion.

Coyer questioned whether or not the changes made would let the manual govern in the contract to which he was assured it would be in regards to Section 15.

As originally proposed by Coyer, but not voted on earlier:

#2006-13 Motion by Harnisch supported by McElroy to add “by the Village Council” in Section 3, third line after, “time to time”.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke
Nays: None
Motion carried.

#2006-14 Motion by Coyer supported by Schiano to adopt this contract to be proposed to the nominated, ratified Chief of Police Patrick Browne and authorize the President to execute the document on behalf of the Village.

Staran advised that any additional material changes to the approved agreement would require an additional review and consideration by the Council, at a subsequent meeting.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke
Nays: None
Motion carried.

Schiano commented that he had had concerns about the appointment of the new police chief from the beginning; the process and the teamwork, and was proud to be a part of this group right up to and including this meeting; that the teamwork along with John Staran, Jon Stoppels, and Eileen Pulker and everyone else who was involved in making this something that was not decisive, bringing the community together. Schiano concluded stating that he offered his compliments to his colleagues, the staff, and Village residents who assisted in the process.

V. ADJOURNMENT

Motion by Schiano supported by Gallasch to adjourn the meeting.

Ayes: Coyer, Gallasch, Harnisch, Lamott, McElroy, Schiano, Jahnke
Nays: None
Motion carried.

There being no further business, the meeting adjourned at 9:37 p.m.

Respectfully submitted,

Eileen H. Pulker, Clerk

Mark W. Jahnke, President