

VILLAGE OF FRANKLIN
VILLAGE COUNCIL – SPECIAL MEETING
JUNE 22, 2010, 7:00 PM
Immediately following closed, executive session
FRANKLIN VILLAGE HALL – BROUGHTON HOUSE
32325 FRANKLIN ROAD, FRANKLIN, MICHIGAN

I. CALL TO ORDER

The meeting was called to order by President Gallasch at 8:09 p.m. at the Franklin Village Hall, Franklin, Michigan.

Present: Brian Gettel, Mark Jahnke, Jim Kochensparger, Bill Lamott, Steve Rosenthal, Mike Seltzer, Fred Gallasch.

Also Present: Eileen Pulker, Village Clerk
John Staran, Village Attorney

II. PUBLIC COMMENTS

Gallasch explained the purpose of the special meeting, which was to discuss, review and determine the content of the proposed contract for the Village Administrator.

Randy McElroy, 30575 Woodside, spoke in support of Jon Stoppels, Village Administrator, noting that he had been on Council when Stoppels was hired, that he had done a marvelous job over the last eight to nine years, opined that the problem now was of a personal matter, not one of efficient government, and further explained his support of Stoppels over his many years of marvelous service to the Village.

A Villager, who did not wish to be named, stated that she was pleased that the contract was being reviewed, compared a previous contract to the current one, stated that any reductions in pay or benefits should not be allowed unless they were to apply “across the board” to all non-union employees, which she opined would create an uncomfortable work environment, and questioned conflicts of interest and where and how that might be reported.

Joe Roisman, 30633 N. Greenbriar, stated that he was curious in regards to the thought process in the decision to reduce the salary, spoke in support of Stoppels, and questioned whether or not it was an attempt to get rid of a good guy. Roisman also questioned whether or not a negotiation had taken place with the administrator to determine a salary cut.

The personnel committee members advised that they had reviewed the contract, as directed by Council in February, which had not been revised substantially since 2003, and in as much as it is one of the largest contracts the Village is involved in, the review was necessary, and that changes were necessary in light of the reductions in taxable values throughout the Village, reductions in state revenue sharing, and the increase in legacy costs. The inability of an advisory committee to negotiate with an employee was reviewed, and the fact that the entire Council will determine how to proceed.

Roisman commented that Stoppels had saved Village money in many ways, he hoped that things would work out that would enable Stoppels to stay in his position as Administrator.

III. CONSIDER VILLAGE ADMINISTRATOR EMPLOYMENT AGREEMENT

Gallasch outlined the provisions changed in the new contract, noting that the existing contract is due to expire in December 2010, as follows:

1. Severance period changed from nine (9) calendar months to two (2) calendar months.
2. Salary changed from \$88,545.00 to \$80,000.00
3. Vacation days to remain the same.
4. Sick days changed from twelve (12) to six (6) annually.
5. Holiday pay to remain the same.
6. Longevity pay currently at \$1,800.00 is eliminated.
7. Professional develop amount of \$1,000.00 remains the same, but would now require previous approval.
8. Vehicle costs are no longer provided, and will instead provide a \$200.00 per month allowance, and the current vehicle is to be provided for purchase at a cost of \$1.00.
9. Cell phone costs are no longer provided, and will instead provide an \$80.00 per month allowance.
10. Retirement plan, 401b, Village contribution to be changed from 8% to 6%, with the employee contribution to remain at 2%.

The process used to consider the proposed changes, and for Council to review, and agree on particular contract provisions, was discussed.

Shally Williams, 26620 Woodlore, commented that Stoppels had provided a lot of good work.

A performance review was discussed noting that a public review would not be conducted.

Richard Surdacki, 24480 Cromwell, commented that all municipalities in the state were facing budget cuts, noting that area taxes are down, agreed that it was important to take a look to see where money can be cut and supported the Village Council's efforts to do so, stated that it was a generous salary and opined that there may be room to negotiate.

A discussion ensued, reviewing the contract in detail including: attendance at monthly meetings (which is already covered in the Administrator Ordinance), goals and objectives to be reviewed annually prior to the budget process (a possible advisory, long term planning sub-committee for that purpose), the Village Council's role in assigning tasks to the Administrator, the term of the contract (when it is due to become effective) and that with mutual agreement between Stoppels and the Council could begin before December 2010, exclusive employment, at will employee, suspension requirements, termination and severance, resignation, disability, salary (comparative results from fifteen (15) other

communities were discussed – other comparables were also discussed, no comparatives having been provided in advance of the meeting), health insurance (non-union employee coverage to renew in January 2011), vacation and sick leave (as defined in the personnel manual), retirement contributions (change to 6% contribution), automobile allowance, and mobile phone.

Further discussion was lent to the compensation package: salary, retirement contributions, longevity, vehicle, health insurance costs (to be reviewed at renewal), effective date of contract, and severance. The amount of the decrease in benefits (approximately 14.5%) and the implications of the area's economic downturn was reviewed.

#2010-68 Motion by Jahnke supported by Kochensparger to approve the contract for the Village Administrator with the following changes: change the annual salary to \$82,000, Village retirement contribution is to be 6%, longevity pay is now \$0, vehicle allowance is \$200 per month, the cell phone allowance is now \$80 per month, severance period is now two (2) months, and the effective date is to be September 1, 2010, and the vehicle (2007 Chevy Malibu) is to be sold to Stoppels for \$1.00 on September 1, 2010.

Ayes: Gettel, Jahnke, Kochensparger, Rosenthal, Seltzer.

Nays: Lamott, Gallasch

Motion carried.

It was determined that Gallasch and Jahnke should present the contract to Stoppels, and Staran advised he could provide a corrected document within a few days. The procedure to be followed was reviewed, and if the contract were to be amended further, it would need to be approved by the entire Council.

#2010-69 Motion by Gettel supported by Seltzer to provide that Gallasch and Jahnke be assigned to present the contract to Stoppels.

Ayes: Gettel, Jahnke, Kochensparger, Lamott, Rosenthal, Seltzer, Gallasch

Nays: None

Motion carried.

IV. ADJOURNMENT

Motion by Gettel supported by Rosenthal to adjourn the meeting.

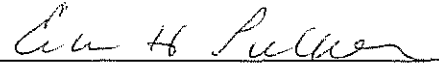
Ayes: Gettel, Jahnke, Kochensparger, Lamott, Rosenthal, Seltzer, Gallasch.

Nays: None

Motion carried.

There being no further business, the meeting adjourned at 9:32 p.m.

Respectfully submitted,



Eileen H. Pulker, Village Clerk

H. Frederick Gallasch, Village Present