

March 24, 2011

A special meeting was held on Monday, March 21, 2011 at 9:00. All board members were present along with Mr. Steve Tinti, Randy Bucek, Jerry Fredericks, and Terry Alexa. There were 8 public attendees present. Motion by Dalpra, supported by Seppala to approve the agenda. All ayes. Motion carried.

REVIEW FIRE DEPARTMENT ISSUES:

“We are here today, said Lesandrini, to set forth a few issues. Mr. Tinti provided a letter to the board. We need to work through those issues indicated in the letter and make some decisions. We did have a motion, support and it did pass at our regular meeting on Monday, March 14th to terminate one position. The board did not give any names in that motion. I do have a recommendation to the board for termination. I would like to make a motion that we terminate as of April 29, 2011 our chief John Ahola and retain Ray Niemi as our one engineer,” supported by Seppala. Kut asked, “Why would we retain the engineer and not the Fire Chief, as the Fire Chief seems to be in charge of the operation?” Lesandrini stated that the board will be setting goals and objectives for whoever will be retained as Chief. A probation period of three months will be given and if this person does not comply to the goals and objective set forth he will be terminated. Lesandrini also suggested an advisory board for the fire department.

Kut stated that she had put a lot of thought into the Fire Chief position, not the person. Kut gave the board a brief synopsis of the Expectations of a Fire Chief, and she also prepared a questionnaire that should begin the process to identify requirements. Kut said “I had purchased the book On-Call Fire Departments from MTA, which is where I am basing all this information on.” The Fire Chief has presently achieved the completion of the fire reports through the NFIRS system with MI State Fire Marshal division, since the township has not been notified differently. Department training in the last two months has started to be implemented. Recruitment has been activated, however, this needs improvement since our ordinance specifies certain requirements to be achieved before township board approval is granted and township board members have also failed to address those requirements before granting approval, so the learning curve is needed on both ends of the operation” Kut said “What our fire chief needs to provide to the township board is an updated and revised Rules and Regulations that were requested back in November, which should be incorporated into this Standards of Operation Manual. Provide a written Standard of Operations Manuel for the Crystal Falls Fire Department. Develop procedures outlined in Fire Department Ordinance 101 for specific fire chief duties, and finally develop and update the fire department procedures.” Kut said “I am recommending putting this challenge out there for our Fire Chief. I have prepared this questionnaire with 81 questions for the Fire Chief in regards to the operation of the Fire Department to assist this board with the status of our current fire department. I am recommending a project plan adopted by this board with fixed target dates and a completion date of 90 days.”

“We do have a Fire Chief,” said Kut, “what we do not know is how well our fire department has been running”. “I am thinking”, said Kut, “whoever would get that Fire Chief position, needs to take the ball, and we as a township board needs to provide that person with goals and objectives to achieve what we need to have as a fire department within a given time period.” “We do have a month” said Lesandrini until the termination takes affect to meet with Niemi and Ahola to work toward those goals and objectives within that time frame. Tinti said “this would give the board an opportunity to tell individuals that are interested, that Crystal Falls Township’s Fire Department is changing. If the Township has someone in-house and applies and is the best candidate, simple decision. It shows that the Township is making a fundamental change in how these services will be delivered.” After further discussion, roll call was taken from the original motion and support. Dalpra, yes Aho, yes Kut, yes Seppala, yes and Lesandrini, yes. Motion carried.

Lesandrini recommended to the board to have the clerk purchase 6 copies of the book On Call Fire Departments and to reimburse Kut for her copy that she had purchased. Motion by Seppala, supported by Dalpra to purchase 6 copies of the On-Call Fire Department book from MTA and to reimburse \$25.00 to Kut for the purchase of the same book. Roll call was taken. All ayes. Motion carried.

REVIEW COMPENSATION ADVISORY COMMITTEE:

Alexa stated that he was not in favor of the Compensation Committee. “My thoughts,” said Alexa “is that Lesandrini is his Supervisor and that he would think that this board should be making these decisions instead of a compensation committee. Kut stated that she was quite surprised that she had just learned that both Fredericks and Bucek were both water certified. Kut stated that she was still questioning the promotional part of the scale. After further discussion by the board, Fredericks stated that he thought that Bucek should be at the same pay scale as himself, which is \$15.00 per hour. Motion by Kut to implement the step program, supported by Dalpra, and to approve \$20.50 an hour for Alexa, and \$15.00 an hour for Bucek and Fredericks as of April 1, 2011. Roll call was taken. All ayes.

Motion by Seppala, supported by Aho to approve the salaries for the deputy treasurer and the deputy supervisor at \$10.75 and the deputy clerk/utility billing clerk at \$12.10 per hour. Roll call was taken. All ayes. Motion carried.

Motion by Kut, supported by Dalpra to accept the recommendation of \$12.40 an hour for the part-time DPW and Sanitation worker. Roll call was taken. All ayes. Motion carried.

Motion by Seppala, supported by Kut to accept the recommendation of \$200.00 annual for the Board of Review. Roll call was taken. Motion carried.

Motion by Seppala, support by Kut to accept the recommendation of \$22,000.00 for the Assessor. Roll call was taken. All ayes. Motion carried.

Lesandrini stated that the compensation committee recommended the following to be adopted by the board:

Election Positions:

The recommended salaries of the election positions of the township are meant to be the entire compensation for that position. Required taxes, worker compensation, etc are to be paid in addition to the salary. The salary is meant to include attendance at all meetings (Township, County, Road Commission, etc), "in-county" travel, pay in-lieu of health insurance, drug reimbursement, etc.

The Officers and trustees that serve on a committee (i.e. planning, zoning, etc) as a member of that committee will be entitled to the normal compensation for that additional service to the Township. In addition, the Elected Officials will be entitled to reimbursement of normal expenses for costs incurred on Township business including "out of county" travel. The Elected Officials will also be entitled to an additional stipend of \$80.00 per night for each overnight spent on Township business and reimbursement for millage. Lesandrini commented that when he would be chlorinating, he would use the extra truck from Public Works.

Dalpra commented that the compensation committee recommended to the board to combine all benefits into their salaries. "After speaking to some of the board members", said Dalpra "the conclusion by the board members was to try to keep the life insurance and pension in place". Kut stated that the objective of the compensation committee was to group all the benefits together, not to reduce the dollar amount in the budget. "The thought process that I have," said Kut, "I am having a little bit of a problem with Supervisor's salary, based on the dollars that the Supervisor would be getting when attending other meetings within the Township. Kut said "that if the board could come down on the compensation of \$1,000.00 from the Supervisor, and leave the Clerk, Treasurer and Trustee at the recommended salary that the compensation board has completed, and incorporate the \$500.00 into the pension or leave the pension part there so we can say compensation and there is one benefit. Lesandrini disagreed. Motion by Aho, supported by Seppala that the total compensation for the position of Supervisor is \$22,500.00. Roll call was taken. All ayes. Motion carried. Motion by Kut, supported by Dalpra to increase the compensation for the Clerk from \$16,500.00 to \$17,000.00. Roll call was taken. All ayes. Motion carried. Motion by Kut, supported by Seppala to increase the compensation for the Treasurer from \$17,000.00 to \$17,500.00. Roll call was taken. All ayes. Motion carried. Dalpra made a motion, supported by Seppala to increase the compensation for the Trustees from \$2,400.00 per year to \$3,000.00. Roll call was taken. Dalpra, yes, Aho, no, Kut, yes, Seppala, yes, and Lesandrini, yes. Motion carried. Dalpra said "just so everyone is aware, Joanne made a voluntary decision to drop off of the health insurance, which gave the Township an opportunity to look outside of Blue Cross. This alone saved the Township over \$10,000.00."

FIRE DEPARTMENT ISSUES CONTINUED:

Lesandrini stated that he would discuss the recommendations by the board with both of the Fire Department employees and would also be followed up with a letter from the Clerk.

A recommendation by Lesandrini to meet with the Fire Department on April 12, 2011, which will be the same day as the Township board meeting. It was decided to have the regular board meeting 4:30, then continue at the Fire Hall at 7:00.

Motion by Aho, supported by Dalpra to adjourn the meeting. Meeting was adjourned at 11:10. Roll call was taken. All ayes. Motion carried.

Joanne Seppala/Clerk