

BREITUNG TOWNSHIP BOARD  
SPECIAL BOARD MEETING  
JUNE 21, 2006

The meeting was called to order by Supervisor Olson at 7:00 p.m.

**Roll Call: Present;** Trustees; Gaudette, Wales, Dixon & Erickson, Clerk Coron, Treasurer Cahee & Supervisor Olson.

Also Present: Interim Superintendent, Perry Franzoi

Those in attendance gave Pledge to the Flag.

No Public Comment

Topics to be covered: Superintendent Agreement, Tire Grant Update & Utility Survey Results.

The board reviewed the proposed Superintendent Employment Agreement drafted by Attorney Hahner between the Township and Perry Franzoi. The following recommendations of the Personnel Committee were considered:

Reference M. Hahner Draft Employment Agreement for Superintendent:  
Section Action

ADD Language accepting the ICMA Code of Ethics.

3) ADD (A). Health Insurance Salary Addition: Employer shall add \$200.00 per month to Employees salary as long as Employees ERISA health insurance premium remains under \$375.00 per month. Employer may make adjustments to the health insurance salary addition if premiums rise or fall 5% or more. This section shall cease to apply when and if Employee joins any then current Employer Health Insurance Plan or when Employees' health insurance premium is equal to the cost of Employer Health Insurance Plan. NOTE: Sam will confirm with auditors that we can do this

3) ADD (B). Pension Waiver Salary Addition: Employer shall add per payroll period an amount equal to the Township maximum pension benefit to Employees salary (currently \$2700.00 annually).

4) ADD Employee agrees to waive any reimbursement of mileage and travel expenses including daily travel, meetings, conferences and any other use of personal vehicle which might normally be reimbursed.

5) Question - meaning of last line of first paragraph "Employee shall not be paid for unused vacation time unless he has unused vacation time when this agreement (change from contract) is terminated. Is this in conflict or agreement with our change to section 10 on "lump sum payout of accrued vacation time? Does it mean vacation time for current year is prorated instead of all earned on first day of year?"

5) CHANGE One-half day to one day.

6) CHANGE In last sentence change "suggestions and recommendations" to "documents and notes".

8) ADD Employer agrees to waive any waiting periods for eligibility to participate in health insurance coverage. Employer agrees to pay Employees current health insurance premium and make an addition to salary as detailed in Section 3 (A).

9) CHANGE Section 9. Employee shall waive eligibility to participate in Employer's pension plan in consideration of the Pension Waiver Salary Addition as described in Section 3 (B). Employee shall be eligible, with no waiting or probation period, to participate in Employer's deferred compensation plan in accordance with and subject to the plans' requirements.

10) ADD Lump sum payout of accrued vacation time.

10 & 11) Question If Employer is required to give thirty days notice when does severance pay begin? In all likelihood we would want to say "Thanks, Good-bye now. Here is your severance."

11) ADD If Employee is convicted of a felony Employer may terminate with no benefits payable under this section.

11)CHANGE ".3 or more new members." to ". 1 or more new members."

11)CHANGE ".when less than.to terminate Employee," to ".for any other reason,."

11) CHANGE ".90 days." to ".180 days." and ".30days." to ".120 days."

12) ADD No severance benefits are payable if terminated under the provisions of this section.

14) ADD Employees initial evaluation shall be prior to board approval of 2007 annual budget.

**Motion** by Treasurer Cahee, second by Trustee Wales to agree to all the changes to the Superintendent Employment Agreement with official action to be taken on the updated, final agreement at the Regular Board Meeting to be held on June 26, 2006. Employment agreement to take effect on July 1, 2006. **Vote: Unanimous, motion carried.**

Supervisor Olson gave a short update on the tire grant. There are even more tires than had been anticipated. An amendment to the grant is being looked into.

Seeing as the Superintendent Employment Agreement took up so much time, we will reschedule a different Special Meeting/Workshop in order to go over the Utility Survey Results. All board members to come to the June 26th meeting with their schedules, so a date can be agreed on.

**Motion** by Trustee Erickson, second by Trustee Wales to adjourn the special meeting.  
**Vote: Unanimous, Motion carried.**

The meeting was declared adjourned by Supervisor Olson at 9:10 p.m.

Respectfully Submitted by,

Samantha Coron  
Breitung Township Clerk