

**CHARTER TOWNSHIP OF CLINTON
REGULAR MEETING OF THE BOARD OF TRUSTEES
MONDAY, MARCH 1, 2010**

PRESENT:	ROBERT J. CANNON	SUPERVISOR
	GEORGE FITZGERALD	CLERK
	WILLIAM SOWERBY	TREASURER
	ERNEST HORNUNG	TRUSTEE
	KENNETH PEARL	TRUSTEE
	DEAN REYNOLDS	TRUSTEE
	JENIFER WEST	TRUSTEE

ABSENT: NONE

The Regular Meeting of the Board of Trustees was called to order at 6:30 p.m. in the Board Chambers. Also in attendance was Jack Dolan, Township Attorney. The Pledge of Allegiance was recited.

APPROVAL OF AGENDA

Mr. Fitzgerald requested the following deletion:

Item #7 – Recommendation of purchase of Two-Way Event Radios – Senior Center. Mr. Fitzgerald noted that the Senior Center Director recommended that this item be placed on the next agenda.

Mr. Fitzgerald requested the following additions:

Item #12 – Request Temporary Tent for St. Patrick’s Day Celebration: The Box Bar & Grille

Item #13 – Request to Discuss Request for Proposal (RFP) for Engineering Services, submitted by Mr. Jason Mills

Mr. Fitzgerald also noted that there is a new cover letter for Item #10 – Public Hearing on 2010-2011 Budget.

Motion by Mr. Pearl, supported by Mr. Reynolds, to approve the agenda as amended. Roll Call: Ayes – Pearl, Reynolds, Hornung, Cannon, West, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

Mr. Cannon announced the upcoming Blood Drive and indicated that Mr. Sowerby will provide some of the details.

Mr. Sowerby confirmed that the 11th Annual Blood Drive will be held on March 3rd and March 4th, 2010 at the following six locations:

Wednesday, March 3 rd :	Clintondale High School	8 a.m – 8 p.m.
Wednesday, March 3 rd :	Fifth Third Bank @ Romeo Plank & Hall Roads	9 a.m.-3 p.m.
Wednesday, March 3 rd :	Chippewa Valley High School	2 p.m.-8 p.m.
Thursday, March 4 th :	Clinton Township Senior Center	10 a.m.-8 p.m.
Thursday, March 4 th :	Medstar @ Gratiot & Joy	9 a.m.-3 p.m.
Thursday, March 4 th :	Baker College	1 p.m.-7 p.m.

Mr. Sowerby added that donations are much appreciated because there is an urgent need for blood donations.

1. PUBLIC HEARING – CDBG & HOME PROGRAM 2010 PROGRAM YEAR

Mr. Carlo Santia, Director of the Department of Planning and Community Development, explained that this is a public hearing for the Community Development Block Grant & HOME Program funds. They are anticipating receiving \$522,000 of Community Development Block Grant Funds and \$271,000 in HOME Funds that they are planning on programming for Fiscal Year starting July 1, 2010. Mr. Santia advised that they are requesting agencies interested in having some of these dollars allocated for their projects to present some information about their agency or organization to the Township, either this evening or within the next week, up to noon on Monday, March 8th, 2010. Those requests submitted after tonight can be directed to the Planning Department.

Ms. Ann Petriches, Manager of Prescription Network Services at Henry Ford Macomb Hospital, explained that they help low-income individuals receive their prescriptions for free. This program has been in effect since 2000, and although they did not receive funds from CDBG last year, they continued to provide services. Last year they provided 124 prescriptions to 49 Clinton Township residents, which saved those residents a combined total of \$89,682. She added this enabled those individuals to spend that savings on such essentials as food and shelter. She calculated this savings as an average of \$1,830 per client.

Ms. Kim Isola, representing Turning Point, P. O. Box 723, Mount Clemens, Michigan 48046, explained that their organization serves to end domestic violence and sexual assault. They provide a 24-hour shelter, along with many other areas of assistance for these women. She indicated that they are asking for \$3,000 from the 2010 Community Development Block Grant funds to help support this service. She provided the Board members with some information about their mission.

Ms. Kathy Goodrich, representing the Macomb County Warming Shelter, 24450 Gratiot, Eastpointe, Michigan 48021, explained that they have rotating churches where they provide shelter for the homeless during the winter months. This service helps to keep the homeless off of the street, and provides them assistance in the way of a warm shelter at

night, bus tickets when needed, and other services. They do what they can from the end of November through the end of March, and they would appreciate any assistance that Clinton Township is willing to allocate to them for this service.

Ms. Penny Hader, 20246 Anita, Clinton Township, Michigan, stated she is here tonight for MCREST and HOPE Housing. She explained that MCREST involves 90 churches that provide shelter for the homeless. They are a “zero tolerance” organization, and they provide many of the supplies to the churches, including but not limited to pillows, blankets, sheets, towels, bus tickets, identification of the guests, etc., along with a manual on how to run the program at their church. She explained that some of the churches are now finding it difficult in these tough economic times to pick up the cost for hosting this service. She estimated that it costs approximately \$2,000 per week to provide this care. Ms. Hader noted that there are 9 churches in Clinton Township, and 70 guests identified Clinton Township as their last known address. She explained that she is the new case manager for the HOPE Housing Program. They have 7 individuals from Clinton Township who are in apartments. They are working with Perry Manor, Rivercrest and other apartment complexes in the area to provide this service. It costs approximately \$1,200 to get a family into an apartment complex, and they continue to provide ongoing support for the first year, including mental or substance abuse counseling, bus tickets, etc. She added that they are requesting \$4,000 of Community Development Block Grant funds to help with this program.

Mr. Cannon stated that they used to have a lot of money and were able to help out more organizations, but he was confident that they will come up with a recommendation to help as many as they can.

Motion by Mr. Pearl, supported by Ms. West, to close the Public Hearing and receive and file the information presented for the Community Development Block Grant (CDBG) and HOME Program for the 2010 Program Year. Roll Call: Ayes – Pearl, West, Reynolds, Hornung, Cannon, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

2. SPECIAL LAND USE: RESALE SHOP IN B-3 GENERAL BUSINESS DISTRICT & SITE PLAN FOR RERUNS RESALE SHOPPE @ PEACHTREE PLAZA: LOTS 471, 472 & PART OF 473, INGLESIDE FARMS #3

Mr. Santia explained that the taxes on this parcel have not been paid. He added that it has been the policy of the Township Board not to process any approvals involving parcels where taxes are overdue. He replied to inquiry that the taxes are the responsibility of the owner of the plaza.

Mr. Thomas Weisgerber, 10001 Pound Road, Columbus, Michigan 48063, explained that they applied for this in January and were not advised that there were taxes owed on the property. He added that it is now going on 2-1/2 months since they leased the property, and this delay will hold them back even more. He replied to inquiry that the landlord has been good about helping them out with the rent, and he explained that the current

landlord recently purchased the property, which was previously owned by the bank. The landlord assured him that as soon as he finalizes the paperwork with the bank, the taxes will be paid.

Mr. Pearl inquired as to whether this could be approved contingent upon the taxes being paid.

Mr. Sowerby stated this should have never been submitted to the Planning Commission. He noted that it is the Planning Department's responsibility to make sure the taxes are current. Mr. Sowerby advised that 2007 and 2008 taxes are in owed to the Macomb County Treasurer, and the 2009 taxes, which were due by today, have also not been paid. He estimated that the owner of the parcel owes approximately \$71,000, and he explained that this amount must be paid with cash or a cashier's check. If it is paid by a personal check, he has to wait 14 days for the check to clear. He cautioned that the owner is close to tax forfeiture, and he added that there does not appear to be any willingness by the owner to work with the Macomb County Treasurer.

Mr. Dolan replied to inquiry that the proper action would be to "postpone indefinitely" rather than to "receive and file" if the intent is to approve this request if and when the taxes are paid current.

Motion by Mr. Sowerby, supported by Mr. Hornung, with reference to a proposed Special Land Use for a resale shop in the B-3 General Business District and a Site Plan for Reruns Resale Shoppe @ Peachtree Plaza, located west of Groesbeck Highway, south of Weybridge, submitted by Mr. Thomas Weisgerber, that further consideration of this request be postponed indefinitely due to the fact that the property taxes on the subject property have not been paid. Roll Call: Ayes – Sowerby Hornung, Reynolds, Pearl, Cannon, West, Sowerby. Nays – None. Absent – None. Motion carried.

3. REQUEST TO DISCUSS CURRENT WATER BILLING SYSTEM

Ms. Jessica Lentz, owner of Arrowhead Property Management, P. O. Box 380613, Clinton Township, Michigan 48038, explained that they currently own and operate a small apartment building on Deanhurst and they pay for water and gas for these one-bedroom apartments. They have been working hard to reduce their costs by "going green", including such measures as fixing all leaks, replacing old windows with energy-efficient windows, and educating the residents to "go green" and cut down on waste. Ms. Lentz noted that once all of these improvements were done, they noticed a significant decrease in the units of water used per apartment per month. She expressed frustration, however, that regardless of how little water they use, they are still being charged for a minimum of 5 units of water per apartment per month. She urged the Township to consider charging residents for only the amount of water they actually use, and she pointed out that the residents in their apartment units are only utilizing approximately two to three units per month. She complained that their bills have been reflecting a rate hike of approximately 20%, and that includes an increase on water she is not even using. She

stressed that she cannot pass this increase along to their tenants, especially twice in one year. She felt that with the minimum requirement, there is no incentive for residents to “go green”. Ms. Lentz clarified that she is not asking the Township to help her pay for water she uses, only to adjust their policy so that they charge residents for water actually used.

Mr. Cannon explained that every community has a basic way they receive money from their customers for water and sewer service. He noted that they have to keep pipes clean and operating, so Clinton Township charges for a minimum of 5 units of water per apartment per month. He added it is the same with garbage pick-up, and while some families put out 15 bags and others put out 1 bag, they are all charged the same.

Mr. Joe Tressick, Assistant Superintendent, Department of Water and Sewer, explained that this is a minimum billing issue and it is similar to the phone company’s flat rate. Some communities call it a “ready-to-serve” fee, while others call it a “pipe charge”. He recalled that it has been this way for at least the twenty-three years he has been with the Township. He noted that each apartment is assessed a monthly minimum of 5 units, and each residential home is assessed a monthly minimum of 5 units as well. He acknowledged it is a flat fee but with a different name.

Mr. Dolan agreed with Mr. Tressick and confirmed that other communities refer to it as a “ready-to-serve” fee. The Township has to provide residents and business owners an opportunity to use the utility by providing accessibility and service at all times. If the fee was reduced so that there is almost no charge, then people on the other end, those utilizing more water, would have to pay much more. They would then receive complaints that people who have the opportunity to use the water but do not utilize much are “not paying their fair share”.

Mr. Pearl commended Mr. & Mrs. Lentz for doing their part to conserve. He noted that there are approximately 15,000 apartment units in Clinton Township. He checked some of the bills and they seem to go up and down, with some meeting the minimum and others not reaching the minimum usage. He stated that he uses less than the minimum at his house unless his kids are home from college, but he emphasized that it takes everyone to pay for the whole system. Mr. Pearl encouraged the Lentz’s to continue to keep an eye on it, and he was confident that they will still be able to keep costs down and catch any sudden increase in water usage that could be a sign of a leak.

Motion by Mr. Hornung, supported by Ms. West, to receive and file the letter dated February 19, 2010 from Jessica and John Lentz, Arrowhead Property Management Company owners and operators, with regard to their concerns about the current water billing system. Roll Call: Ayes – Hornung, West, Reynolds, Pearl, Cannon, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

4. REQUEST TO EXTEND OUTSIDE SELLING DISPLAY AREA – KROGER STORE #528 (GARFIELD ROAD)

Mr. Don Canavesio, 41941 Garfield, Clinton Township, Michigan 48038, submitted a letter to the Board from Mr. Thomas Frank, Real Estate Manager, regarding their conversation at the last meeting about the sidewalks for the shopping center. He explained he is here to request an extension of their permit for their outside selling display area for an additional ninety days, to June 25, 2010.

Mr. Sowerby thanked Mr. Canavesio for trying to reach out to his landlord with regard to the sidewalk issue. Mr. Sowerby noted that they are trying to get the bad behavior remedied.

Motion by Mr. Sowerby, supported by Mr. Pearl, to receive and file the letter dated February 11, 2010 from Mr. Don Canavesio, Kroger #528, 41941 Garfield Road, Clinton Township, Michigan 48038, and approve the request for a ninety-day extension of the permit for outside selling display area, to expire on June 25, 2010, as requested. Roll Call: Ayes – Sowerby, Pearl, Reynolds, Hornung, Cannon, West, Fitzgerald. Nays – None. Absent – None. Motion carried.

5. REQUEST TO TRANSFER OWNERSHIP OF 2009 CLASS C LICENSED BUSINESS (IN ESCROW) FROM PEPPERS RESTAURANT AT 71332 VAN DYKE, ROMEO, TO 41860 GARFIELD – ASAHI SUSHI RESTAURANT, INC. AND REQUEST NEW SDM LICENSE

Motion by Mr. Hornung, supported by Mr. Fitzgerald, to receive and file the letter dated February 19, 2010 from Captain Franey, Police Department, and approve the request for transfer of ownership of 2009 Class C Licensed Business (in escrow) from Pepper's Restaurant, located at 71332 Van Dyke, Romeo, Michigan 48065, in Bruce Township, to Asahi Sushi Restaurant, Inc., at 41860 Garfield, Clinton Township, Michigan 48038; further, to grant applicant a new SDM License to be held in conjunction, as requested. Roll Call: Ayes – Hornung, Fitzgerald, Pearl, Cannon, West, Sowerby. Nays – None. Absent – Reynolds. Motion carried.

6. RECOMMENDATION OF PURCHASE OF FOUR FIRE SERVICE METERS

Mr. Tressick clarified that proposal is for four fire service meters to replace the turbine and compound meters.

Motion by Mr. Cannon, supported by Mr. Fitzgerald, to receive, file and concur with the letter dated February 24, 2010 from the Chairperson of the Budget/Ways & Means Committee, and approve the purchase four fire service meters from Neptune at a cost of \$11,600 per meter, for four manufactured home communities in the Township, to be installed by the Water Department at a cost just under \$50,000, with the money to be taken from the Water Department's Material Inventory Budget and to authorize the meter installation as soon as possible after the meeting, with the communities to inform them of

this change. Roll Call: Ayes – Cannon, Fitzgerald, Reynolds, Hornung, Pearl, West, Sowerby. Nays – None. Absent – None. Motion carried.

7. RECOMMENDATION OF PURCHASE OF TWO-WAY EVENT RADIOS – SENIOR CENTER

This item was deleted from tonight's agenda.

8. RECOMMENDATION OF THE PERSONNEL VACANCY REVIEW COMMITTEE

Mr. Cannon commented that Mr. Brouwer, the Township's Emergency Management Coordinator, has done an excellent job in securing grants for the Township, most of which have not required any matching funds. Mr. Cannon explained that the Systems Control Supervisor in the Water Department has to be filled but as employees move up, the lower position will not be filled.

Ms. Lauretti replied to inquiry from a resident, Mr. Dana Dugger, as to where this can be found in the budget.

Motion by Mr. Reynolds, supported by Mr. Pearl, to receive, file and concur with the letter dated February 22, 2010 from the Human Resources Director and approve the recommendations of the Personnel Vacancy Review Committee as follows:

- Building Department: Promote Assistant Superintendent Michael Gentry to the Superintendent position upon Mr. John Codron's retirement on March 19th; further, to subsequently eliminate the Assistant Superintendent position.
- Emergency Management Office: Renew Emergency Management Coordinator Paul Brouwer's contract for three years, to expire on March 31, 2013.
- Water & Sewer Department: Fill the Systems Control Supervisor position vacancy created by the impending retirement of the incumbent on March 17th of this year; further, to hire five (5) seasonal employees.

Roll Call: Ayes – Reynolds, Pearl, Hornung, Cannon, West, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

9. APPROVAL OF EMERGENCY MANAGER CONTRACT

Motion by Mr. Hornung, supported by Mr. Reynolds, to receive and file the letter dated February 22, 2010 from the Human Resources Director and approve a new three-year contract for Emergency Management Coordinator Paul Brouwer, as outlined in the correspondence; further, to authorize the Township Supervisor and Township Clerk to sign the agreement. Roll Call: Ayes – Hornung, Reynolds, Pearl, Cannon, West, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

10. PUBLIC HEARING ON 2010-2011 BUDGET

Mr. Cannon explained that this is a continuation of a public hearing on the 2010-2011 budget. He acknowledged that every community is facing deficits and tough economic times, so to address the Township's proposed deficit, he is proposing a reduction in staff of 17 personnel. He expressed that this has not been an easy task and it is not perfect. Last year, the Township reduced staff in the Building Department by four employees, and while that was extremely difficult, some of those employees had not been with the Township for a long time. This time, it involves long-term employees. He noted these are people who do a lot for the community and the Township. He stressed the money the Township once had is no longer available because revenues have decreased drastically. Mr. Cannon recalled a recent conversation with an elderly resident who stated he felt guilty because his taxes decreased by \$410 and he knew that would make the Township Board's job more difficult, and he indicated he would rather see services kept in tact.

Motion by Mr. Cannon, supported by Mr. Sowerby, to approve the proposed 2010-2011 Budget, as submitted by Mr. Cannon, which includes the reduction of 17 positions, as outlined in the proposal. Discussion ensued.

General Fund

Ms. Laretti reviewed the proposal, applying both of the reductions discussed at the last meeting. The third column on each page reflects each of the staff reductions that Mr. Cannon mentioned. She indicated that revenues would exceed expenditures in the General Fund by \$68,000, not counting the staff reductions. She reviewed the following changes:

- Assessing: Reduce the Appraisal Clerk II position to an Appraisal Clerk I, which is a savings of almost \$4,000. She felt someone internally will apply, and they will have a higher cost in health care, so this would be an addition rather than a reduction; however, it will save money in a different department.
- Planning: Elimination of the Assistant Planning Director position through attrition. The Assistant Director has submitted a letter noting his intent to retire. They would add a contractual planning position for 24 hours per week, and that change in staffing would result in a \$73,567 savings.
- Cable: Elimination of a Producer through attrition. Elimination of the part-time Associate Producer and add part time at 30 hours per week, reflecting a net savings of \$45,149.
- Public Works: Elimination of one maintenance worker and one inspector, providing a savings of just over \$124,000. Reduce all seasonal wages by 10% with no increased in the next year. This would save \$11,800 so the combined savings for this department would be \$136,165.
- Parks and Recreation: Reduction of part-time office support staff will save approximately \$16,000 and reduction of all seasonal wages by 10% will save another approximate \$22,000, resulting in a total combined savings of \$38,100.

Ms. Laretti reviewed the three-year projection with the reductions noted. She relayed the figures and indicated that the fund balance will still be in the deficit in the next few years.

Police Fund

Ms. Laretti reviewed the following changes:

- Elimination of two (2) sergeant positions.
- Elimination of an additional Office Clerk II position.

Ms. Laretti noted that they were previously looking at a figure of expenditures exceeding revenues by \$621,857. With the adjustments discussed last week, that number is revised to expenditures exceeding revenues by \$212,857. If the reduction of staff is taken into consideration as well, that number is revised to expenditures exceeding revenues by \$102,125. She added that this is not reflected long-term, but it has pushed out the date about 10 months for when the funds run out.

Fire Fund

Ms. Laretti indicated that the following staff change has been made to the proposed budget:

- Lay-off of ten (10) firefighters. This would result in a \$401,000 savings the first year. She noted this number is on the lower side because it takes into account that other firefighters would have to be paid time-and-a-half to make up for some of that loss.

Ms. Laretti noted that the expenditures exceeding revenues was originally anticipated to be \$1.6 million. With the adjustments discussed last week, that number is revised to \$1.2 million. If the reduction of staff is taken into consideration as well, that number is revised to expenditures exceeding revenues by \$771,000. She projected, however, that the budget deficit would escalate to \$3 million next year, \$4.2 million the following year and \$4.8 million the year after that. She reminded that the fund will be out of money long before that.

Water & Sewer Fund

Ms. Laretti indicated that the following staff change has been made to the proposed budget:

- Elimination of one (1) utility worker and one (1) billing & posting clerk, along with a 10% reduction of all seasonal wages, amounting to a savings of \$104,000.

Ms. Laretti concluded that with the proposed staff reductions, the Township will have 78 less positions than they did in 2003.

Mr. Cannon stated they do not want to end up like Troy.

Mr. Hornung inquired as to how much the one-time hit on health care is anticipated to be.

Ms. Lauretti replied that the Township went from fully insured to self-insured, and during this process, a certain amount of money is held by Blue Cross and eventually returned as a rebate. She added that they have also been able to make the adjustment through GASB 45.

Mr. Hornung inquired as to whether any overtime as a result of the firefighter layoffs will exceed the savings because of minimum manning.

Ms. Lauretti confirmed that has already been figured into the savings, and that is why the cost savings seems low for 10 firefighters. She added that the unemployment rates have also been figured into the equation.

Mr. Fitzgerald commended anyone for trying to come up with solutions, but he questioned how they arrived at targeting these different departments. He requested a synopsis of how these recommendations were determined. He noted that there was a structure in Assessing that is proposed to be changed, an individual in the Planning Department that does a lot more than CDBG. He also handles the Neighborhood Stabilization Program (NSP) and is a grant writer for the Township and a valued employee. He noted that there are franchise fees received in Cable TV and they are proposing to eliminate a producer. He commented that a maintenance worker and inspector may be titles for positions in the Department of Public Works, but he reminded that there are people behind all of these titles. He felt the Township needs to think of the years of seniority these employees have, as well as their commitments and obligations in life. He was confident that Mr. Cannon had discussed all of these proposed reductions with the department heads to make sure this is all feasible. Mr. Fitzgerald inquired as to whether the Police Chief knew about the proposed reductions.

Chief Posavetz replied that he was aware of the proposal.

Mr. Fitzgerald calculated that these savings total approximately \$940,000. He noted that the Finance Department ran some numbers but this does not solve their problems. He thanked Mr. Cannon for trying to address the problems, and he noted that he has asked Finance to run some numbers. He was shocked but the numbers were so enlightening that he wanted to present the possibility that for each furlough day, there is a savings of \$147,191.13. He calculated that if all employees took six furlough days, that would come close to the \$900,000 savings. He felt that, rather than passing the budget tonight, this provides an avenue for discussion to see if it would be possible in lieu of the layoffs. He pointed out that this would still keep services going. By March 31st, the Township has to have some formal budget, but he felt tonight can be more of a brainstorming session. He added that furlough days can be added, eliminated or changed.

Mr. Cannon reiterated that evaluating which positions to eliminate was a horrible task for him. He inquired as to whether unions would have to negotiate furlough days.

Mr. Smith replied that it is a term of employment so it would have to be addressed through contract negotiations.

Mr. Cannon explained that there are 13 union contracts in the Township.

Discussion took place regarding the fact that furlough days may not necessarily be a simple answer because in the Fire Department, with minimum manning requirements, some of the employees may be off on furlough days, while they are forced to call in some other firefighters on overtime. It was also noted that there are issues with tax-exempt status. There are also payouts, and with employees being off a set number of furlough days, they may not end up taking as much of their vacation, and that could result in the Township having to buy them out.

Mr. Fitzgerald clarified that the City of Sterling Heights had indicated they had similar problems that they had to iron out. They are working it out where the concession is the same. They altered uniform allowances, etc. It is a possibility but will need to be negotiated.

Mr. Pearl agreed with Mr. Fitzgerald. He pointed out that the City of Detroit has worked this out, so it should be possible for Clinton Township. He commented on the proposed staff reductions, noting that some departments were more affected than others. He observed that Treasurers, Engineering and GIS were not touched. He stated that Cable TV brings in revenues and he did not want to get to the point where they are eliminating product. He was not in favor of the layoffs, but he understood that the Fire Fund is in bad shape. He questioned whether early retirements can be considered. He admitted that there may be some additional costs up front and sick bank time would have to be paid out eventually, but it would eliminate having to pay into unemployment. He checked with a CPA and extra retirements costs for early retirement could be spread over twenty years, which he felt an actuary would show. He cautioned that early retirement is not cost-effective if that position has to be filled. Mr. Pearl pointed out that tax revenues are down because property values are down. He added that his own property tax decreased this year and he is actually saving \$400.

Mr. Cannon defended his layoff selection, reiterating that it has been a horrible thing to have to do. He pointed out that Engineering Department is very small, as is GIS, yet they are both very valuable assets. He added that several of the people recommended for layoffs are friends. He pointed out that he has known some of the firefighters since they were young and played in Little League with his son; others were former students of his. He reiterated that it was not easy putting this list together.

Mr. Pearl stated he is not trying to get rid of Engineering or GIS, but if they are currently requesting RFP's for Engineering, possibly if they are going to keep an engineer, they do

not need a consultant. He felt that they should give all of the work to the Township Engineer. He suggested that having Water Department employees out in the field calculate the GIS coordinates could save GIS costs.

Mr. Reynolds agreed with Mr. Fitzgerald and Mr. Pearl. He spoke with every department head that is proposed to have cuts in their departments, and they all feel they will have difficulty continuing current service with the cuts. The General Fund will be in the black, but other funds will still be in the red, so the reduction of staff is not the entire solution. He commended Mr. Fitzgerald for coming up with an idea “out of the box” and thanked him for bringing it to the Board. He felt that if other communities are successfully implementing the furlough days, he felt it is a possibility for Clinton Township as well.

Ms. Sue Westlake, 37314 Charter Oaks Boulevard, Clinton Township, Michigan 48036, stated that the police protect her and the firemen protect her home. She claimed the seven Board members “don’t do anything” for her. She inquired as to whether the three full-time officials have taken a pay cut.

Mr. Cannon informed that their wages have been frozen for the past six years and all seven Board members have taken a voluntary reduction in health care coverage.

Ms. Westlake threatened that if the Board makes cuts in police and fire, they are “cutting” her safety. She felt that the self-preservation of the residents in Clinton Township is more important than having a Township Board.

Mr. Simon Haddad, 37796 Horseshoe Drive, Clinton Township, Michigan 48036, noted that the initial deficits that Ms. Lauretti pointed out at the last meeting were arrived at after a reversal of the “Truth In Taxation” rollback.

Mr. Cannon clarified that they have not increased taxes on the residents. It is in the budget. He replied to inquiry that they notified the public that it is proposed to be in the budget, and that was published in the newspaper ad.

Mr. Dolan explained that under the Uniform Budget and Accounting Act, the rollback can occur through notification concurring with public notification of the budget. The Board has not acted yet to adopt the budget but when they do, the rollback will be effected. He assured that the Township is acting consistent with the Act. He also pointed out that the Township is also acting consistent with all of the surrounding communities. If anything, there have been many years of additional benefit to taxpayers in relation to the other communities because for many years, surrounding communities have implemented “Truth In Taxation” override. This is being implemented in this budget because of the economic circumstances. Mr. Dolan offered to go over it with Mr. Haddad and he will point out the statutory section in each Act and how they work in conjunction with each other.

Mr. Cannon informed Mr. Haddad that if they had known he had wanted that information, they could have had it for him tonight. He reiterated that it is not a tax increase.

Ms. Lauretti replied that the rate was 0.7289 last year.

Mr. Cannon agreed with Mr. Dolan that the Township has saved the taxpayers money for many years, but unfortunately, they cannot do that this year. He informed that they also have the ability to impose a 1% Administrative Fee but they have not done so.

Mr. Haddad hoped that the Board will not impose the Administrative Fee. He disagreed with Mr. Dolan and Mr. Cannon and claimed the “Truth In Taxation” is indeed a tax increase for residents. He is concerned with procedural items, and he noted that he needs clarification from Mr. Dolan.

Mr. Dana Dugger, 37852 Suburban, Clinton Township, Michigan 48036, stated he has examined the budget on line, concentrating on the four largest departments: Police, Fire, Department of Public Works and the Department of Water & Sewer. He calculated that the average cost to the Township for an employee in DPW or Water is \$80,447. In the Police Department, that average annual cost per employee rises to \$126,527. In the Fire Department, the average cost per employee is \$136,000. He commented that the discrepancy between those departments is what the Board needs to address. He felt the Township can no longer do what they did in good times, and he calculated that if they reduced the employee cost in Fire and Police by 10%, it would result in a \$3 million savings per year. Mr. Dugger stated he looked closely at line items, which is something he cannot recall that the Board has discussed. He looked at clothing allowances, and the clothing allowance for three custodians in the Police Department totals \$3,900 (\$1,300 per year per person). He felt they need to look line-by-line at this budget and take advantage of every savings. He offered to play “devil’s advocate” with each Board member and show them where the savings can be found.

Mr. Adam Simon, 42415 Colorado, Clinton Township, Michigan, stated he is a resident and employee of Clinton Township. He admitted that thousands of Michigan residents have already lost their jobs, but speaking as a resident, taxpayer and employee, he felt the decision to lay off emergency personnel is premature. He cited Mr. Cannon’s previous claim that the reason residents and businesses are drawn to Clinton Township is because of the exceptional programs and services offered. What keeps them here is that, in an emergency situation, they always have enough people responding. He claimed that police and fire service comprise almost 90% of residents’ tax bills, and he felt this shows that residents pay for protection, not programs. He commented that programs are a benefit, but safety is paramount. Reducing the staff will result in increased response time, and increased physical, mental and psychological stress on the employees, especially when they are not able to help the residents that they took an oath to help. He stressed that one minute can mean the difference between life and death or a fire that is controllable versus a fire that results in total loss. He cautioned that the decision this

Board makes tonight will result in safety being compromised if the layoffs are approved as part of the budget. He felt how the Board votes tonight could tear down all of what the citizens have worked so hard to build up.

Mr. Cannon again reiterated that layoffs are not something he wants to do, but the Township is looking at a 35% decline in tax dollars over the last several years.

Mr. Richard Philippi, 15854 Nader Court, Clinton Township, Michigan 48038, resident and employee of Clinton Township and Chapter Chair of AFSCME Chapter 1917, stated he does not want to see anyone laid off. He does not want to see emergency workers laid off, but as a taxpayer, he wants to see emergency services that he can afford. He felt the Township is “stuck in a bad contract” with the firefighters. As a union leader, he has said they are open to a lot of ideas, but no one has mentioned furlough days to him prior to tonight. He felt that just because furlough days are not cost effective and will not work in the Fire Department does not mean they will not work for other departments. He is not against looking at options, but he is against laying off other employees in the General Fund to help “prop up” other funds. It does not seem fair to lay off General Fund employees to make up money elsewhere. He noted that with the proposed layoff of the Cable TV producer, there will be only a Director and Assistant Director of that department left, and they will be supervising no one, which did not make sense to him. He stated he would like to see money spent wisely.

Mr. Roy Gruenawald, 20768 McKishine, Clinton Township, Michigan 48035, felt this economy is getting better. He claimed that half of his neighbors are laid off and cannot afford to pay their taxes. He has heard no discussion from the Board members about unions renegotiating their contracts. He stated he worked in the Detroit Public Schools for years and they had to take many steps when times were bad, including renegotiating contracts, eliminating overtime, taking furlough days, etc. He added that some of the employees have not had a raise in 15 years. He pointed out that everyone in the community has taken cuts or have been laid off, and he felt the employees of the Township need to come in line with the community in which they work. He claimed it is “a known fact that government employees are overpaid and make more than the employees in the private industry”. He urged renegotiation of contracts to avoid layoffs.

Mr. Cannon advised that the Board asked all bargaining units to open negotiations. Some of them have come forward and others have not responded.

Mr. Gruenawald added that early retirements can work, also.

Mr. Dan Tollis, 43370 Devin, Clinton Township, Michigan 48038, noted that several times tonight, the comment has been made that “other communities are doing this”. He suggested the possibility of Clinton Township not following what everyone else is doing, but taking the lead. He felt this Township needs a Citizen’s Advisory Committee that would “work this budget out themselves”. He noted that there are doctors, lawyers and other professionals who are citizens of the Township, and he was confident they could

get a nice panel together to come up with the real solutions. He felt that someone “outside of the system” will have the best answer. He complained about Plante Moran, noting that during the series of workshops in the summer, they had some ideas but never gave solid answers.

Mr. Jason Mills, 35643 Griswald, Clinton Township, Michigan 48035, representative of the UAW Professional Water Works Bargaining Unit, inquired as to why a utility worker is being laid off.

Mr. Cannon replied that the Township has an excess of workers. He replied to further inquiry that the Water & Sewer Fund can only be used for that purpose.

Mr. Mills inquired as to whether they are still proposing to hire seasonal help.

Mr. Cannon replied that the budget proposes the hiring of five part-time seasonal youths.

Mr. Mills questioned why they would let go of someone with a family, yet they will spend \$20,500 for seasonal employees. He questioned whether that is necessary. He further inquired as to whether the Water & Sewer Fund will still be paying the Administrative Fee to the General Fund.

Mr. Cannon replied affirmatively.

Mr. Mills inquired as to whether the Engineering cost is neutral to the Water & Sewer Fund.

Ms. Laretti responded that it is difficult to say. The Engineer would be available to do engineering on certain projects so it would be dollars saved.

Mr. Dolan cautioned that it is not appropriate to look at that analysis. When the Township was growing, there were a lot of inspection fees and other fees that were reimbursable. Now that the community is maturing, especially in these bad economic times, this has come to a halt and the revenues do not offset the expenses.

Mr. Mills could not understand why they are looking to cut a position out of their fund when it is already balanced. He felt they need to look at dollars and cents, and he felt engineering services are one of those items. He pointed out that Water & Sewer provides vital service to this community, and questioned why they would keep engineering if it is not cost effective.

Mr. Cannon stated the Township Engineer spends a lot of time in the Water & Sewer Department.

Mr. Mills could not see why a lot of the Engineer’s time should be spent in their department because they do not have a lot of capital improvement projects.

Mr. Cannon clarified there are five ongoing projects and one coming up next summer. He felt that the Township Engineer plays an important role now.

Mr. Mills agreed that some of GIS could be handled by their personnel because they open countless manholes on a daily basis and could mark those coordinates.

Mr. Cannon acknowledged that the Water & Sewer employees may be able to gather the information on a daily basis, but the Township has to have someone to put it into a form they can use.

Mr. Mills pointed out that they already have an outside engineering source, and are currently going out to bid. He stressed he would like to look at options other than laying off a utility worker in a balanced fund.

Ms. Darlene Jewett, 38056 Marlene, Clinton Township, Michigan 48038, estimated that approximately one-third of the residents in her trailer park have moved out. She has heard that the empty lots are taken off of the tax rolls, and inquired as to whether this is true. She claimed there was a developer in the 1970's who used to do this.

Mr. Sowerby replied that, to his knowledge, this is not the case.

Mr. Marty Wozniak, of the Water & Sewer Department, suggested the Board look at the option of offering early retirements. He stated he would be willing to look at that if it was offered to him, and it may save the layoff of a utility worker.

Mr. Bill Susick, 43276 Brooks Drive, Clinton Township, Michigan 48038, stated a lot of residents are hurting, and he pointed out that a lot of military families are on food stamps. He indicated that he was in the military.

Mr. Tim Falk, Presidents of the Professional Firefighters Union Local 1381, recalled that they were in a meeting on December 22nd with the Budget/Ways & Means Committee, and they reviewed the Police and Fire budgets. He claimed there did Budget/Ways & Means make two separate motions and both were to recommend the budget as it was that day for approval, with the motion for the Fire Fund including “no reductions in staff but a study of overtime”.

Mr. Cannon stated that two weeks ago, the Budget was presented to the Board exactly the way it was recommended by Budget/Ways & Means; however, there was a discussion to try to balance the budget and come up with what the budget would look like with the layoff of firefighters.

Mr. Falk stated he asked for that information and Ms. Laretti's office produced it that same day; however, he reminded that the recommendation of the Budget/Ways & Means was to approve the budget as submitted.

Mr. Cannon clarified that the Budget/Ways & Means is a recommending committee. They recommended sending it to the Board, but it can be approved or disapproved by the Board.

Mr. Falk inquired as to whether buy-outs are budgeted each year.

Ms. Lauretti replied that they total accruals are not budgeted each year, only the buy-backs of unused sick and personal time. She explained that when an employee uses a sick day, that money is paid from the “sick time” rather than the “regular time”. They are allowed to buy back a certain amount of that time if it is not used, and that time is already in the budget.

Mr. Falk inquired as to the amount budgeted for the next year in the Fire Fund for buy-backs.

Ms. Lauretti replied that they have budgeted \$25,000 for Personal and \$91,000 for Sick and Vacation. She replied to further inquiry that the details are online.

Mr. Falk thanked the Board for being able to speak tonight, and he admitted that they have a tough job. He felt that in unusual times, they have to “think outside the box”. He explained that in 2001, this community put together a Citizen’s Advisory Committee to study the Fire Department, population and what is needed to move forward for protection. They came up with numbers of personnel, stations and a system was designed based upon that recommendation. It was designed to operate with 87 personnel. They are currently operating with 77 personnel, and with the proposed changes to the budget tonight, they will have only 67 personnel to accomplish this. He added that they were down 7 personnel last year, which was 10 less than what was recommended by the Citizen’s Advisory Committee. He cautioned that there will be budgeted overtime as a result.

Mr. Cannon noted that the overtime was factored into the cost savings, as well as any unemployment costs.

Ms. Lauretti replied that they estimated \$540,000 in overtime and unemployment costs.

Mr. Falk claimed it “flat out won’t work”. He cautioned that the personnel will be overtaxed. With a reduction of between 18,000 and 19,000 hours as a result of laying off another 10 personnel, he did not know how that could possibly be made up. He was concerned that those employees will be fatigued when they go on runs. Because of seniority issues, they will be laying off the younger people, and will therefore be raising the average age of the department. Some of the gains in savings will be offset with claims as the older personnel could have more difficulty with the fatigue factor. He cautioned that fatigue takes its toll. Mr. Falk stated they have tried to look at this from a union standpoint. The negotiation process has not gotten them to an end result, so he felt

they need to “get unconventional immediately” and figure out how to solve the problem. They have tried to put a concept together since last August but they have stepped up the efforts in the last couple of weeks.

Mr. Duncan presented the Board with a potential cost savings plan that they have put together. Mr. Falk noted that this moves their budget crisis out a couple of years. This is based on some concepts they discussed, such as early retirements. They had an actuary done that came in at about 4:00 this afternoon, although Mr. Falk pointed out it came in slightly different than they had anticipated. It looked at the past history of the pension fund. This plan suggests the offered “early outs” for ten individuals in lieu of layoffs, and not replaces any of the ten. He discussed the actuary in relation to this. He stressed they want to keep the same service for the community. He admitted this proposal will require them to reduce minimum manning to a reasonable number but it will reduce overtime down to about \$300,000 or less. He stressed they tried to be conservative with their numbers. He noted that the Board is proposed to schedule a Closed Session tonight, and he suggested that the Board invite the executive board of their bargaining unit into the Closed Session tonight to have a brief discussion of their proposed plan.

Ms. West inquired as to what other assumptions they made to come up with this plan. She inquired as to whether they lowered minimum manning.

Mr. Tim Duncan submitted a synopsis of what was taken into consideration as they were working on this plan.

Ms. West inquired as to whether there is a proposed decrease in wages included.

Mr. Falk replied there is no decrease in wages. He stated they had agreed to a wage freeze in 2009, and they had further agreed to a downgrade to Blue Cross Community Blue I, which was a cost savings of approximately \$300,000. They are proposing to reduce minimum manning.

Ms. West recalled that Mr. Falk had stressed that with the ten layoffs, they would not be able to provide the service required. She inquired as to how they propose they can do this if they offer early retirement to ten individuals without replacing them.

Mr. Falk explained that with the proposed layoffs, it goes by seniority and they would be taking those ten individuals directly out of suppression. The majority of personnel who would be offered early retirement are mostly out of management, and he assured they would agree not to fill those positions. Their contract language requires they be filled immediately, but that is something they would have to change. He admitted it will still be a burden to their department, but would not have as much of an impact to the public.

Mr. Hornung observed that their plan shows a reduction of five firefighters.

Mr. Falk replied that is what they put together, but he suggested they talk with Chief Shea.

Mr. Pearl inquired as to whether the Board is allowed to invite representatives of their union in to the Closed Session.

Mr. Dolan replied that the Board has the authority to invite people in to Closed Sessions.

Mr. Pearl stated he would go along with that, if that is the wishes of the Board.

Mr. Dolan cautioned that any actual decision that relates to the adoption of the budget or any changes to collective bargaining agreements have to be done in open session following discussion and opportunity for public comment. He reminded that decisions cannot be made in Closed Session.

Mr. Cannon noted that they are currently in negotiations with the Firefighters, and they have negotiators in place to accomplish this. He was glad that their union is acknowledging that there needs to be a contraction of fire service, but he stated he has a problem with any minimum manning requirements. He stressed the Township has told the Firefighter's union that minimum manning is not on the table any more, and that has been a hold-up in negotiations. He is willing to take a look at the concept, and he stressed that he does not like to see all of the young firefighters on the layoff list, either. He reiterated that, although the union is now representing that they may be willing to reduce the minimum manning number, Mr. Cannon stressed that they do not intend to negotiate anything that would specify a number for minimum manning.

Mr. Falk felt the Board does not understand the effect of minimum manning. He stressed that is an item they must negotiate.

Mr. Smith confirmed that the letter was sent to the Fire Department prior to negotiations.

Mr. Falk felt it is dangerous when the Township Supervisor "speaks for the Fire Chief". He requested that the budget for each fund be voted on separately.

Mr. Cannon replied that the Board has the prerogative to do so, if they choose.

Mr. Fitzgerald noted that according to the Firefighter's proposal, they indicate ten "early outs", including five firefighters.

Mr. Falk acknowledged that there will be a reduction in firefighters, but it keeps the younger ones in the working ranks. Instead of ten leaving suppression, there would be five or less. They would prefer to see all of the positions stay, but felt it would be safer to take out some of the administrative people rather than the individuals who are actually fighting the fires.

Mr. Reynolds stated he is happy to hear that they are “thinking out of the box”. He added that he would be glad to invite them into the Closed Session.

Ms. West inquired as to whether there are five firefighters close to retirement.

Mr. Falk replied that there are, but he would have to review the list. He noted that five are within one year of retirement, one is within two years of retirement, and four are within two-and-a-half years of retirement.

Ms. April Bell, President of the Technical Office Professionals through UAW, inquired as to whether they are proposing to lay off a Clerk II and a Billing and Posting Clerk, or whether that includes one who was already planning on retiring soon.

Ms. Lauretti replied that it is the one who is retiring, and they propose not to fill that position.

Ms. Bell inquired as to why they are laying off in the Police Department. She recalled being told that they would not be losing any more employees in their union. She noted that they have already lost four people and still have more retirements coming.

Mr. Cannon stated that they had others in mind but were advised they would be better to do what they are proposing. He agreed that they have been hit the hardest and he admitted he does not like what he presented tonight; however, if they can find a better way to accomplish the same results in the budget, that would be good.

Ms. Bell did not know how the women will keep up in the Police Department.

Mr. Cannon pointed out that they have reduced a lot of positions and combined staff and departments. He felt there will be some substantial changes in local government and residents will be feeling it. He noted that Clinton Township has been reducing staff levels since 2002, and if they had not started being proactive back then, they could be looking at a situation similar to Troy.

Mr. Susick claimed that when he was in the military, he had one of the highest security clearances in the nation. He felt that there are a lot of people suffering now and he suggested that there may be residents who would like to help out in the Township offices, volunteering their time. He explained that he lives in Rivergate Subdivision, and he noted that there are a lot of people who are losing their homes and everything they have. He inquired as to whether they could volunteer to fill in and do some of the office work at the Township.

Mr. Smith replied to inquiry that would be bargaining unit work, and he was confident that grievances would result. He noted they are in contract negotiations with nine different units at this time. He replied to further inquiry that one bargaining unit reopened their contract and took substantial concessions, including increased contribution

to health care, so he felt to say there have not been any concessions is not accurate. There is a lot that goes into these negotiations, but he clarified that there have already been concessions.

Mr. Pete Vitale, 42379 Clinton Place, Clinton Township, Michigan, did not feel that the Board should go into Closed Session tonight with representatives from the Firefighters union. He felt any discussion on this should be in an open forum.

Mr. Terry Baumgarten, employee of the Water and Sewer Department and resident of Chesterfield Township, inquired as to what capital improvement projects are current.

Mr. Cannon replied that measuring flow, which is hydraulic measuring, is one of the projects. Other projects have been started and will continue.

Ms. Bednar replied that they are finishing up projects with the ACO (Administrative Consent Order). They will be monitoring in seven different locations and determining flow.

Mr. Dolan briefly explained the ACO and that it originated as an order from the state.

Mr. Westerman replied to inquiry that the cost was reduced because they can use Water Department employees along with the consulting representative for installation of that project.

Mr. Baumgarten could not understand why one of the workers in his department would be cut when there is another department that is not generating revenue. He recalled that they were told there would be no more projects because they were trying to build up the Water & Sewer Fund, but they are still spending. He reiterated that they generate money and yet Engineering does not. He questioned why the proposal is to cut an employee from the Water Department, yet they are not cutting Engineering.

Mr. Cannon responded that the Township Engineer does a lot of work for the Water Department.

Mr. Dugger suggested that the Township look into the possibility of combining Police and Fire dispatch services. He also felt that other departments with similar functions may be able to be combined. He noted that the Department of Public Works and the Water & Sewer Department now share one department head. He suggested the combining of Seniors with Parks & Recreation, or Cable TV with Information Technology.

Mr. Cannon assured that they are looking at all possibilities right now.

Mr. Haddad stated that this is the first Board meeting where he has seen so many employees of the Township present. He thought they would be more understanding of the situations of the Township residents. He did not see any of these employees present

when the water rates were raised. He saw a \$30 increase in his water bill as a result. He sympathized with senior residents on fixed incomes because he was concerned that the increases in their water bills may now mean they have to “decide whether to buy their medicine or flush their toilet”. He accused the employees of this “greed on display” tonight.

Mr. Cannon stated they have some changes to make. He reiterated that he is not happy with what he has to do. He felt strongly that the Township has the best employees and he would be willing to put them against any other employees in southeast Michigan. He agreed that they have to make some changes, and he felt tonight is a “big wake-up call”. He did not feel the employees ever thought the Board would be looking at a possible reduction of 17 people. He informed that every employee has a right to speak at these Budget meetings because they have earned it by what they have done for the Township, and they have the right to be here.

Mr. Simon assured he is not trying to restrain or restrict the employees from speaking, but he stated he is disappointed in their attitudes. He claimed this is the first time he has seen any of the firefighters present.

Mr. Cannon disagreed and noted that they have had representation at every meeting. He added that they may have disagreed but they have been active and present.

Mr. Haddad inquired as to whether the ten proposed layoffs in the Fire Department are according to their contract.

Mr. Dolan replied that Police and Fire Civil Service Act was adopted by the public and layoffs have to occur on a seniority basis. Those individuals with the least seniority are laid off first, and that is according to the Act that was adopted by the people.

Ms. West felt there have been many good ideas raised tonight, such as the possibility of furlough days. She inquired as to whether Accounting can put together some numbers. She also inquired as to how the furlough days would work for the Fire Department.

Ms. Lauretti replied that she does not have the information to make those calculations. As far as the Fire Department, if they assumed that each furlough day would require someone to come in on overtime, it would not save any money and would actually cost more because the employee who would be filling in would be making 1-1/2 times his salary.

Ms. West felt that the furlough days could be scheduled on holidays when employees are already off. She felt that would be a significant savings.

Ms. Lauretti replied she cannot make the calculations unless she has all of the information.

Mr. Fitzgerald explained that in the City of Sterling Heights, the employees have eight furlough days, four of which have been scheduled as unpaid holidays. He replied that would be applicable for any bargaining group.

Ms. West stressed she does not want to decrease service to the citizens and that is why she is recommending that furlough days be scheduled on holidays, because the Township is already closed on those days.

Mr. Fitzgerald indicated that it is a difficult balance, and he stated he is worried they “may bite too much off, or not enough”.

Mr. Pearl felt they need to postpone making a decision tonight and continue with discussion.

Motion by Mr. Pearl, supported by Ms. West, to postpone further discussion on the Budget. Discussion ensued.

Mr. Cannon indicated he would like some suggestions to change the current proposal on the floor. He stated he would like to meet with two Board members at a time within the next week or two, along with Mr. Smith and either Ms. Lauretti or Ms. Hein, to discuss various ideas. He cautioned that any ideas must be “sustainable, verifiable and realistic”.

Discussion took place as to when to schedule the next Budget Hearing.

Mr. Fitzgerald replied that he is part of the Masters program at Central and he stated he is available on either the 8th or the 22nd of March.

It was determined that all Board members are available on March 22nd.

Mr. Cannon suggested that if the Budget is not adopted on March 22nd, then the Board should plan on meeting on March 23rd at 6:30 p.m., then again on March 24th at 6:30 p.m. if necessary.

Mr. Pearl agreed to amend his motion as follows, and Ms. West agreed to support it:

Motion by Mr. Pearl, supported by Ms. West, to postpone further discussion on the Budget to Monday, March 22nd, 2010 at 6:30 p.m., with tentative meetings also scheduled for Tuesday, March 23rd, 2010 at 6:30 p.m. and Wednesday, March 24th, 2010 at 6:30 p.m., if necessary; further, that two Board members at a time will meet with Mr. Cannon, along with Mr. Smith and either Ms. Lauretti or Ms. Hein, between now and March 22nd to discuss possible solutions to balance the budget, noting that any ideas presented must be sustainable, verifiable and realistic.

More discussion ensued.

Mr. Sowerby noted the comment made with regard to “Truth In Taxation”. He explained that this began as a state statute in 1992, and this Township implemented it for the first time in 2002. He felt he needs to point out some of the things that have been done over the years in being conservative with taxpayers’ dollars. He informed that because the Township has not chosen implement this statute that other communities have done for years, it has saved the Township’s taxpayers over \$4 million of uncollected dollars. In 1998, the Township voters were generous and gave the Township a bond to build a new fire station. The Township was conservative with those funds and had enough money left over they were able to pass it on to the taxpayers. He stated that the 1% Administrative Fee, which the Township is allowed to levy, has not been collected. He added that most communities and municipalities collect this. He indicated that taxes can be required by February 14th; however, the Township Board did away with that and taxes are not required to be paid until February 28th. These measures have saved Township taxpayers a lot of money. The Township has been actively supporting businesses by granting tax abatements that have brought in a lot of large companies. When the state offered Renaissance Zones, the Township Board voted to pass those as well. The Township Board hosted a series of Strategic Planning Sessions last summer, talking about some of the same issues discussed tonight. He inquired as to when the letters were sent to the unions, asking them to consider opening contract negotiations.

Mr. Smith replied the first letter was sent out in September or October 2009. One of the bargaining units agreed to open negotiations and has recently settled their contract. Two of the units agreed to open discussions early, and the remainder said they would wait. He replied to further inquiry that the Firefighters negotiations started in March or April 2009. Their contract expired in March 2009.

Mr. Sowerby stressed they recognized the problem last summer and have continued to work on it. Every week that goes by when these contracts are not settled is costing the Township, but he stressed the Board has not been remiss. The letters were sent out asking bargaining units to consider reopening their contracts. The Firefighters have been in negotiations for nearly a year, and meanwhile, they are getting the pay and benefits of their current contract, with all of this compounding on the budget problem. At the last Township Board meeting, he recalled that one of the Board members challenged the Supervisor to bring something forward. He supported Mr. Cannon’s efforts to bring forward a recommended budget that was very difficult for him. He admitted that he has a difficult time looking at it as well. He also commended Mr. Cannon for scheduling small workshops with a couple of Board members at a time. He agreed that the numbers of any proposed savings need to be verifiable, and should be sustainable and realistic as well. He felt that the problem is not going to go away, and felt that layoffs are looming. He was also concerned that lengthy bargaining will only erode funds that have already been eroded.

Mr. Mills addressed the issue of the letters sent to each bargaining unit, requesting a re-opening of the current contracts, and he read the letter sent back to Mr. Smith from his

bargaining unit. Mr. Mills stated they “want to work together as equal partners, not as someone dictated to”.

Mr. Sowerby noted that the bargaining process takes time, but unfortunately it is time they do not have due to money constraints. He felt if they do not act quickly, they will be without money.

Roll Call Vote (on amended motion): Ayes – Pearl, West, Reynolds, Hornung, Cannon, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

Discussion took place regarding the fact that there is still an open motion on the floor and whether Robert’s Rules require that motion to be rescinded or whether it automatically carries over to the next meeting.

Mr. Dolan indicated that it should be rescinded. He advised that they can make the same motion at the next meeting if they so desire.

Mr. Sowerby felt it does not have to be rescinded and will carry over because they just took action to table further discussion until March 22nd.

Mr. Cannon stated he would withdraw his previous motion at this time.

11. REQUEST CLOSED SESSION TO DISCUSS CONTRACT NEGOTIATIONS

Motion by Mr. Pearl, supported by Mr. Reynolds, to schedule a Closed Session immediately following tonight’s meeting and to invite representatives from the Firefighter’s Union Local 1381 to give a presentation. Discussion ensued.

Mr. Sowerby questioned as to whether it would be fair to the Township’s negotiating team, consisting of the Township Attorney and Human Resources Director, to have this thrown at them tonight, even if the ideas have merit. He felt that if they go into Closed Session by themselves tonight and possibly invite them to the next Closed Session, that may be fair.

Mr. Hornung stated that before the Firefighter’s Union representatives are invited into the Closed Session, he would like to hear from the Township negotiating attorney and Mr. Smith in Closed Session. He added that if the Board determines in Closed Session to invite them, it would be for a presentation only and not a discussion.

More discussion ensued, and following that discussion, Mr. Pearl withdrew his motion and Mr. Reynolds withdrew his support.

Mr. Cannon replied to inquiry that the Board will not be coming out of Closed Session. He indicated that the Board will talk with the Attorney and Human Resources Director in

closed session about the Firefighter's offer to make a presentation and will advise them if they will be included in tonight's Closed Session.

Motion by Ms. West, supported by Mr. Hornung, to go into Closed Session immediately following tonight's meeting for the purpose of discussing contract negotiations. Roll Call: Ayes – West, Hornung, Reynolds, Pearl, Cannon, Sowerby, Fitzgerald. Nays – None. Absent – None.

12. REQUEST TEMPORARY TENT FOR ST. PATRICK'S DAY CELEBRATION: THE BOX BAR & GRILLE

Mr. Fitzgerald informed that he talked with Mr. Rotondo today and informed him about some of the regulations regarding temporary tents, including no outside sales, no outdoor speakers and the requirement for some type of barrier in front of the tent. Mr. Fitzgerald stated the petitioner indicated he will have parked vehicles serving as a barrier.

The petitioner was present and inquired as to how they should handle the tips for the bartenders and waitresses who are serving in the tent.

Mr. Sowerby clarified that bartenders and waitresses are not allowed outside.

Mr. Cannon noted there are no outdoor sales permitted. Patrons can go inside, purchase food and drink inside, and then bring it into the tent for consumption. He explained that a special license is needed in order to actually serve drinks outside.

Mr. Steven Frolich, General Manager of The Bank, stated he helps out with events such as this. He inquired as to whether they would be allowed to have a draft beer center in the tent.

Mr. Cannon replied that is not permitted. He stated that a tent with tables and chairs is permitted, but there is to be no serving outside.

The petitioner stated they would like to have a DJ outside. He replied to inquiry that their usual hours of operation are from 11 a.m. to 2 a.m. He anticipated that they will be opening at 7 a.m. that day but they would not begin the music outside until approximately 2 p.m.

Discussion took place regarding music in the tent. The petitioners were advised to open their doors if they wanted music but it is not to be in the tent.

Motion by Mr. Pearl, supported by Mr. Reynolds, to receive and file the letter from The Box Sports Bar & Grill and approve the request for a temporary tent for a St. Patrick's Day celebration, as outlined in the correspondence, contingent on no outdoor sales and all other ordinances being met. Discussion ensued.

Mr. Sowerby commented that there are residential condominiums in close proximity to the bar, and since this was an add-on with no notification to the residents so they would have an opportunity to see that this was on the agenda tonight, he stated he would be voting against it.

Roll Call: Ayes – Pearl, Reynolds, Hornung, Cannon, West, Fitzgerald. Nays – Sowerby. Absent – None. Motion carried.

13. REQUEST TO DISCUSS REQUEST FOR PROPOSAL (RFP) FOR ENGINEERING SERVICES

Mr. Jason Mills, 35643 Griswald, Clinton Township, Michigan 48035, inquired as to the “Inspection Fee” referred to on Page 8 of the RFP. He inquired as to whether this indicates that the Township will be requesting engineering services for inspections.

Ms. Mary Bednar, Township Engineer, clarified that has been included in the RFP only if it is needed. She pointed out that there is also a “GIS Fee”, but if they were to contract that portion out, it would have to go through proper protocol. She felt the inclusion of these fees will give them a complete package.

Mr. Mills recalled that at the last meeting, Ms. Bednar indicated this RFP was modeled from those used in Washington Township, Shelby Township and Farmington Hills. He inquired as to who are the current engineering firms for those communities.

Ms. Bednar replied that Giffels Webster is the engineering firm for Washington Township. She believed that Fazal Khan is the engineering firm for Shelby Township, and she indicated that, to her knowledge, Farmington Hills is using three different firms, one of which may be Spalding DeDecker.

Motion by Mr. Hornung, supported by Mr. Reynolds, to receive and file the letter from Mr. Jason Mills, with regard to requesting discussion of the RFP for Engineering Services. Roll Call: Ayes – Hornung, Reynolds, Pearl, Cannon, West, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

Mr. Cannon noted that this is not a departure in policy.

APPROVAL OF MINUTES OF FEBRUARY 16, 2010 REGULAR TOWNSHIP BOARD MEETING

Mr. Cannon requested the deletion of the following:

Page 14, third line from the bottom of the page: “Mr. Cannon was confident that the opinions coming back will be favorable to the Clerk because the Election law will be considered”.

He indicated that he had not made that statement.

Motion by Mr. Hornung, supported by Ms. West, to approve the minutes of the February 16, 2010 Regular Township Board Meeting, as amended. Roll Call: Ayes – Hornung, West, Reynolds, Pearl, Cannon, Sowerby, Fitzgerald. Nays – None. Absent – None. Motion carried.

APPROVAL OF BILLS

Motion by Mr. Fitzgerald, supported by Mr. Reynolds, to approve the bills as presented. Roll Call: Ayes – Fitzgerald, Reynolds, Hornung, Pearl, Cannon, West, Sowerby. Nays – None. Absent – None. Motion carried.

PUBLIC COMMENTS

Mr. Dana Dugger, 37852 Suburban, Clinton Township, Michigan 48036, complained that when he addresses questions to the Township Board members, he does not receive much response. He indicated that he sent a communication via e-mail with regard to questions about debt service for sewer, and he only received responses from Mr. Cannon and Ms. West. He sent another e-mail communication with regard to questions about the budget, and that time he only received responses from Mr. Cannon and Mr. Sowerby. He felt they all have public e-mail addresses and should respond to their e-mails. He expressed his feeling that “the political posturing and hard-nose unions need to go away, or the Township will end up in the hands of a receiver”.

Mr. Dan Tollis, 43370 Devin Drive, Clinton Township, Michigan 48038, felt the solution is cutting wages and benefits for all employees. He suggested that the Board approve a 20% wage reduction across the Board, and he felt that would be a fairly reasonable concession to ask for. He added that should also include the Board members.

Mr. Cannon pointed out that this Board has had a freeze on their wages for six years, which he calculated to the equivalent of an 18% decrease.

Mr. Tollis felt that, while that was admirable, the Board members should be included in with the employees in an “across-the-board” pay cut.

ADJOURNMENT

Mr. Cannon noted that the Board will not be coming out of Closed Session.

Motion by Mr. Hornung, supported by Mr. Pearl, to adjourn the meeting. Roll Call: Ayes – Hornung, Pearl, Reynolds, Cannon, West, Sowerby, Fitzgerald. Nays - None. Absent – None. Motion carried. The meeting adjourned at 9:52 p.m. and went into Closed Session.

Respectfully submitted,

GEORGE FITZGERALD, CLERK
CHARTER TOWNSHIP OF CLINTON

ces:03/08/10