

CHARTER TOWNSHIP OF WHITE LAKE
DRAFT Minutes of the Special Board of Trustees Meeting
May 23, 2023

CALL TO ORDER

Supervisor Kowall called the meeting to order at 5:30 P.M. He then led the Pledge of Allegiance.

Clerk Noble called the roll:

PRESENT:

Rik Kowall, Supervisor
Mike Roman, Treasurer
Anthony L. Noble, Clerk
Michael Powell, Trustee
Andrea Voorheis, Trustee
Liz Smith, Trustee

ABSENT:

Scott Ruggles, Trustee

OTHERS:

Cathy Derocher, Human Resources Manager
Daniel T. Keller, Chief of Police
Brandon Fournier, Labor Attorney
Hannah Micallef, Recording Secretary

APPROVAL OF AGENDA

It was **MOVED** by Clerk Noble, **SUPPORTED** by Treasurer Roman to approve the agenda as presented. The motion **PASSED** by voice vote (7 yes votes).

PUBLIC COMMENT

No public comment.

NEW BUSINESS

A. Request By Preserve at Hidden Lake LLC for Stormwater Management Agreement Easement Waiver

Trustee Powell said he asked the applicant regarding units that backed up against the stormwater easement, and was told there was enough room between those specific units and the easement to be able to provide the fence as well. He added that he felt that the HOA would be responsible for the improvements for repair or replacement in a stormwater/storm sewer maintenance event.

It was **MOVED** by Trustee Powell, **SUPPORTED** by Treasurer Roman to approve the Preserve at Hidden Lake's Stormwater Management Agreement Easement amendment to allow the privacy fence to be installed and for the HOA to be responsible for any repair or replacement of the privacy fence in the event of a stormwater/storm sewer maintenance event. The motion **CARRIED** with a voice vote: (6 yes votes).

- B. Closed Session to discuss Attorney Client Communication in Accordance with MCL 15.268
It was **MOVED** by Clerk Noble, **SUPPORTED** by Treasurer Roman, to recess into closed session to discuss Attorney Client Communication in Accordance with MCL 15.268 at 5:36 P.M. The motion **CARRIED** with a roll call vote: Kowall- yes, Noble – yes, Roman – yes, Smith – yes, Powell – yes, Voorheis – yes.

It was **MOVED** by Clerk Noble, **SUPPORTED** by Supervisor Kowall to move into regular session at 6:33 P.M. The motion **CARRIED** with a roll call vote: Kowall – yes, Roman – yes, Noble – yes, Smith – yes, Voorheis – yes. Powell – yes.

- C. Request To Consider Elected Officials and Deputies Wage Proposal

Brandon Fournier, Labor Attorney, and H.R. Manager Cathy Derocher stated that they engaged in a wages research study. The wages collected within the study were comparable to surrounding municipalities. A science-based analysis was created to project where the wages should be currently. Wage adjustments were proposed for the elected officials and the trustees. The last time wages were adjusted for the elected officials and trustees was over 20 years ago.

Trustee Powell asked when the last time the staff as a whole received an overall wage increase. Manager Derocher said she would have to research that information. The Board discussed the information presented. Trustee Smith stated that none of the provided municipalities within the study were 'apples to apples' with White Lake Township. She said she would like to see raises fair and at the same rate across the Board. Trustee Powell stated he was concerned with the idea of additional pay for extra meetings due to possible frequency and appointments, thus not being fair to all of the Board. He stated he preferred to not have any increase in wages at all until all of the Township staff received increases in their wages. Supervisor Kowall stated that wage increases had been happening on an individual basis, and would continue to as staff positions and efforts were reviewed. He added that the same process was being applied to the Board. Clerk Noble added that several of the positions that had recently received wage increases were at will positions, and to negotiate union wages would require discussion within the union.

Treasurer Roman stated many employees had received wage increases over the past several years, and the elected officials were among the last to receive a wage increase. He added in a lot of communities, the three in-house officials made the same, but they discussed and agreed that the Supervisor should be paid at the highest wage. He felt the

trustees should have their wages increased to \$14,000. Clerk Noble agreed. Treasurer Roman said \$14,000 was fair due to the amount of work the trustees did within the Township.

Trustee Powell said there was a difference between the in-house officials and the trustees, as the in-house officials supported their families with their salaries. A trustee would not expect the same. He said the wage increase would not impact his duties as a trustee either way.

Trustee Voorheis said she preferred the \$12,000 proposed salary for the trustees.

Trustee Smith said she was comfortable with the wages proposed either way, and it would be good to be competitive with similar communities.

Trustee Powell said he was comfortable with the proposed \$12,000 wage for the trustees. Supervisor Kowall asked Trustee Powell if he would compromise at \$13,000. Trustee Powell agreed.

It was MOVED by Supervisor Kowall, SUPPORTED by Clerk Noble, the suggested incremental increases for the 2023 pay scale for the Supervisor, Clerk, Treasurer, and their respective deputies be as proposed in the wages study from the Labor Attorney and Human Resources, and the trustee wages to be set at a base rate \$13,000 with the effective date of the first pay period in July. The motion CARRIED with a roll call vote (6 yes votes): Smith-yes, Kowall-yes, Noble-yes, Roman-yes, Powell-yes, Voorheis-yes

Trustee Powell thanked the Supervisor for being back. Trustee Powell also added that the horse farm on Porter Road had been recently purchased. The new owner would like to have a riding stable for individuals with special needs. The ZBA would need to grant variances for the number of horses as the stables.

ADJOURNMENT

It was MOVED by Supervisor Kowall, SUPPORTED by Clerk Noble, to adjourn at 7:17 P.M. The motion CARRIED with a voice vote: (6 yes votes).

Rik Kowall, Supervisor
Charter Township of White Lake

Anthony L. Noble, Clerk
Charter Township of White Lake