

**CHARTER TOWNSHIP OF FENTON BOARD OF TRUSTEES
MINUTES FOR SPECIAL MEETING OF JANUARY 20, 2020**

**FENTON TOWNSHIP CIVIC COMMUNITY CENTER
12060 MANTAWAUKA DRIVE, FENTON, MICHIGAN**

Supervisor Mathis called the meeting to order at 6:30 p.m.

Present: Mathis, Krug, Tucker, Goupil, Kesler, Lorraine, Reid and Operations
Manager Broecker

Absent: None

APPROVAL OF AGENDA:

Motion to approve the 1/20/20 Fenton Township Special Board Meeting agenda as presented.

Motion by: Tucker

Seconded: Krug

Ayes: Mathis, Krug, Tucker, Goupil, Kesler, Lorraine, Reid

Nays: None

Motion carried. The agenda is approved.

NEW BUSINESS:

Employment Agreements/Compensation - Exempt Staff

Supervisor Mathis noted that Fire Chief Volz has been out of town so his review and compensation will not be discussed this evening.

Supervisor Mathis reported that she conducted a performance review with Operations Manager Broecker earlier today. Overall, she is very pleased with his performance and she stated that he is doing an excellent job. Based on the review she is recommending a merit salary increase of 3.1%, plus a cost of living increase of 2%, for a total of 5.1%.

Operations Manager Broecker asked the board to consider a larger salary increase due to the disparity between his current salary and the salaries of managers in similar sized townships, and the fact that annual reviews were not conducted at the end of 2017 or 2018. He requested that the board consider a salary increase in the range of 10-12%.

After considerable discussion, a recommendation was made by Clerk Krug to increase the manager's portion of the salary by 10%.

Motion to:

- Increase the salary for Operations Manager Broecker to \$84,150, plus \$6,000 for Deputy Clerk, effective 01/20/20.
- Authorize the Township Supervisor to execute a revised Employment Agreement on behalf of the Township Board to reflect the revised salary.

Motion by: Krug

Seconded: Tucker

Ayes: Krug, Tucker, Goupil, Kesler, Lorraine, Reid

Nays: Mathis

Motion carried.

The board also discussed the need to complete performance reviews for exempt employees every year. Trustee Lorraine suggested formalizing that commitment with board action.

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Motion to require the completion of formal performance reviews for all exempt employees during the month of January each year.

Motion by: Lorraine

Seconded: Krug

Ayes: Mathis, Krug, Tucker, Goupil, Kesler, Lorraine, Reid

Nays: None

Motion carried.

PUBLIC COMMENT:

None

ADJOURN:

Meeting adjourned at 7:25 p.m.

Bonnie Mathis, Supervisor

Robert Krug, Clerk

Minutes Posted 1/21/20