

**PROCEEDINGS OF PERSONNEL COMMITTEE
WEST BLOOMFIELD TOWN HALL
4550 WALNUT LAKE ROAD
CONFERENCE ROOM 75/76
TUESDAY, NOVEMBER 24, 2009 – 12:15 P.M.**

CALL TO ORDER

Trustee Larry Brown called the meeting to order at 12:17 p.m.

ROLL CALL

Members present: Trustee Larry Brown
Trustee Howard Rosenberg

Members absent: Trustee Steve Kaplan via conference call

Staff Present: Denise Maier, Human Resources Director
Chief Poppelreiter, Fire Chief
Catherine Shaughnessy, Township Clerk
Jay Wiseman, Asst Fire Chief
Marya Duncan, HR Specialist

General Public: None

APPROVAL OF AGENDA

Motion by Mr. Rosenberg and supported by Mr. Brown to approve the agenda presented.

Ayes: Rosenberg, Brown

Nays: None

Absent: Kaplan

Motion carried

UNFINISHED BUSINESS

None

NEW BUSINESS

**REVIEW AND RECOMMENDATION REGARDING NEWLY APPOINTED FIRE CHIEF
WISEMAN'S COMPENSATION VS. CHANGE IN BENEFITS.**

Denise Maier, HR Director, presented a spread sheet showing what Jay Wiseman's current salary and benefits are and what his compensation might be after he becomes Fire Chief, effective December 1, 2009.

Jay Wiseman's current salary is \$80,650. Along with his salary and longevity, he also receives \$3,131 for his AEMT license, \$3,676.00 in holiday pay and \$599 for food allowance, bringing his total salary to \$94,508.00. Jay Wiseman stated he is aware of the Township's budget situation and wasn't asking for an increase, but to keep his current salary.

Mr. Rosenberg made the suggestion that Jay Wiseman's salary level should move from its current position of 8E to 9B, with including a slight increase in his longevity payout, Mr. Wiseman would see an increase of approximately \$200.00 annually.

Mr. Kaplan, via phone, thought that would be a good fit for his salary. Mr. Rosenberg also stated that as a Department Head he would be subject to any benefit changes that current Department Heads may face in the future. Jay Wiseman stated he understood that would be the case.

Motion by Rosenberg and supported by Brown to recommend to the Township Board an increase from an 8E to a 9B, eliminating any payout for AEMT, Holiday Pay and Food Allowance.

Ayes: Rosenberg, Brown

Nays: None

Absent: Kaplan

Motion carried

AUDIENCE GENERAL COMENTS/QUESTIONS

Asst. Chief Wiseman stated that as far as his pension goes, he was told that he could have the choice of which pension to be a part of. He could choose to stay with his current Fire Department pension or join the General Office pension program.

AUDIENCE GENERAL COMMENTS/QUESTIONS

Mr. Rosenberg asked if that was possible. Asst Chief Wiseman and Chief Poppelreiter stated that it has been allowed in the past. Mr. Rosenberg and Mr. Brown stated he did not have a problem either was as long as the Plan documents stated that was allowed.

Mr. Rosenberg stated that if the Plan documents were silent on the issue of which Pension he would be apart of and it has just been past practice, then he felt that the Pension Attorney and General Council should weigh in on the issue.

Asst. Chief Wiseman stated that the issue at hand was that by switching to the General Office Pension system it essential obligates him for another eight (8) to ten (10) years. Mr. Rosenberg stated that as the Fire Chief, he is no longer protected by the Union that he can only be terminated by four (4) votes of the Township Board.

Ms. Shaughnessy stated she has an issue with how salary increases have been given in the past. She stated that it seems as though every other Department Head in the Township can decide what their new employees can make. She questioned the practice of new employees being brought in at the top of their level and she is unable to upgrade a probationary employee to a higher level.

Ms. Shaughnessy questioned how a former part-time employee's time is calculated once they become full-time and how does it impact their seniority date. She stated the contract indicates that employees are considered probationary until they have had one (1) full year of full-time employment.

Ms. Shaughnessy stated that when Lisa Stoner was made an Office Manager in January 2009, she was told she her pay level had to remain the same. Ms. Stoner's pay level went from a 5.5G to a 6F. Ms. Shaughnessy stated there were too many inconsistencies and there needed to be clear policies in place for the future.

Mr. Rosenberg agreed Ms. Shaughnessy was correct and felt that this should be added to the next Personnel Committee meeting. He added that better policies should be in place.

ADJOURNMENT

There being no further business, the meeting adjourned at 12:50 p.m.

Respectfully submitted,

Marya Duncan

Marya Duncan
HR Specialist

NOTE: Approved minutes of this meeting are maintained as part of the public record and are available upon request. A fee will be required for copies of all meeting tapes and and/or approved minutes. Please contact the Human Resources Department for information.