

**CHARTER TOWNSHIP OF SUPERIOR BOARD  
REGULAR MEETING  
DECEMBER 17, 2018  
ADOPTED MINUTES  
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**1. CALL TO ORDER**

The regular meeting of the Charter Township of Superior Board was called to order by the Supervisor Ken Schwartz at 7:00 p.m. December 17, 2018 at the Superior Township Hall, 3040 North Prospect, Superior Township, Michigan.

**2. PLEDGE OF ALLEGIANCE**

Supervisor Schwartz led the assembly in the pledge of allegiance to the flag.

**3. ROLL CALL**

The members present were Meghan Winslow, Brenda McKinney, Nancy Caviston, Ken Schwartz, Lynette Findley, Lisa Lewis, and Alex Williams.

**4. ADOPTION OF AGENDA**

It was moved by McKinney, supported by Caviston, to adopt the agenda as presented.

**5. APPROVAL OF MINUTES**

**REGULAR MEETING OF NOVEMBER 19, 2018**

It was moved by Caviston, supported by Winslow to adopt the minutes of the regular board meeting of November 19, 2018

The motion carried by unanimous vote.

**6. CITIZEN PARTICIPATION**

- Lawrence Zelanka, known as Larry introduced himself. Larry spoke on behalf of the citizens present at the meeting. He stated, we reside at 9109 Panama Ave. for the last three years. We have had renters across the street at 9108 Panama. The first year was a disaster, we requested Supervisor Schwartz and the Washtenaw County Sheriff to look into the matters at hand, and as a result, the owner evicted a mother and daughter for many reasons. Then a new renter moved into the home with a marijuana license, this has been a difficult situation for us. Larry stated that the police monitored everything for some time and could not find anything wrong. He is there 24 hours a day and able to see what is actually taking place in their community. The person that was renting the home was shot and killed on October 14, 2018, and we (the residents) were not happy with how it ended. In the context of us attending the last meeting at the Township, some stated our troubles were

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over, however, Larry stated, he would not agree because the property is up for rent again, we are concerned about who would move in next. Larry previously spoke with Mr. Schwartz, who stated, a property management company will run credit and criminal background checks for future renters. Mr. Brown lives next door to the renters and has experienced hell in the last three years. Ms. Marlene Karpo has witnessed some of the things that he has seen as well. We are concerned about our future with who is going to move in next, Larry believes the landlord is moving in the right direction with hiring a property management company, but it seems he has a problem with screening his tenants.

- Marlene Karpo introduced herself and stated, she lives at 9117 Panama, just across the street from the house Larry discussed. We have seen all of the drug traffic going in and out; hands down we have known what was going on for many years. We have been involved with the neighborhood watch program and this is our next step as a result of the incident of seeing the man die. Our concerns and safety for our neighborhood are overwhelming. What happens next time? Is it a drive-by shooting? We have children living on one side of the house and next door to me. This really terrified us and shook the neighbors. She stated her home has been a family home since the beginning of that community for 40 years; this is disturbing. In the past, we have brought issues up, there have been a lot of correspondences with Larry being the liaison for us and Mr. Schwartz; but our frustrations has built up. The recommendation was made for us to buy the home if we wanted to terminate this situation, this is not the remedy we want. Ms. Karpo stated, she had concerns about the condition of the property. She has looked through the window of this home and there are things that should meet code and she believes from what she has seen through the windows, do not meet code. Therefore, she asked, are there any inspections that could be done at the township level for rental homes? Supervisor Schwartz stated the only inspections that are done by ordinance are done for multi-family homes, we do not have them for single family homes. Supervisor Schwartz further stated that if you are saying you have concerns because you have witnessed some possible code violations, the township could have their inspector take a look. Marlene Karpo stated that would be wonderful, and that she really appreciates them going through a property management company. She wants to continue to make that her home and feel safe there.
- Mr. Mark Brown, 9100 Panama, stated he has been living there for about 26 years and the last three years has been miserable. He feels unsafe and has had problems with the renter's dogs. He has had problems with pit bull dogs in his yard and has reported it on two different occasions. Mr. Brown has made a few calls to check the records and it appears nothing has been done. The dogs have been out of control until unfortunately this young man was killed. He does not believe the property owner has received any tickets. His mailbox along with his neighbor

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Larry's mailbox has been ran over. We have experienced loud noise all through the night and day and our quality of life has really gone down. He loves his home and neighbors and really wish the township could do something to help and correct this situations.

- Supervisor Schwartz stated this house has been a problem for three years now, there were problems with dogs with the prior tenants also, and we did go there to enforce compliance. The renter got rid of one dog and came into compliance. Every time animal control went out to the house, the dogs were in their own backyard. The property owner did evict those people. However, the new tenants became a problem as well and he did keep some of his dogs in the house and they were not all in the backyard at the same time. Supervisor Schwartz further stated that we did meet with Larry and brought Officer Flores in at the time. Sergeant Hunt is here tonight to describe what was done. Sergeant Hunt stated that the police did surveillance on that house for well over a year. They made over 40 stops of people coming out of that house, found a few people with bench warrants, but found nothing illegal in the vehicles or within themselves. They did a house inspection and found him to be compliant. Furthermore, after roughly 40 stops, the police said they did not feel comfortable stopping anyone anymore, they felt like it was going overboard. Sergeant Hunt, stated the property owner called the police and said his tenant was getting harassed and everyone that came to his house. They were stopping individuals but were not getting any investigative leads out of the stops to lead to anything further. They spoke to the renter and he let them into the house, he was running his music business out of his house and worked as a marijuana caregiver. We knew it may have been a cover-up, but we have to be able to prove that it was. We do believe this is what led to the robbery of his home. We have two individuals in custody in regards to this homicide. A resident asked can the property owner be charged for anything that could have been caught on the tape in the home, Sergeant Hunt, replied the property owner cannot be held responsible for what his tenant was doing.
- Schwartz, stated that he did talk with the property manager and she is the realtor trying to lease the house. She told him they will do a criminal background and credit checks. He told her they were prohibiting marijuana production in the house as an option and she agreed. She stated she will do everything possible as she understand the entire history of the home. The company she works for helps landlords in distress in these situations, the landlord will only sign the lease but the recommendation will come from the property manager. Supervisor Schwartz stated again that he will have our Township Inspector go down and inspect the house to see if there are any code violations that we can enforce. He wants the people of Panama to know that the Township Board has done a lot to try to address issues in Panama besides that issue, which was very difficult. We have paved the road, the Court would have been done this year, but due to the strike

and the lockout by the asphalt company, it will not be completed until spring. We trimmed all the trees, we did everything within reasonable power to enhance the property value of the home. In 2013, the houses in that area were selling for \$45 - \$50,000 and now they are selling for \$125,000. He thinks we are on the right track and your concerns are very legitimate, you have been very understanding and we did try to do what we could within law enforcement and our legal powers. Mr. Brown, stated that we are really concerned about our quality of life and safety. Mr. Schwartz, asked the question, is it from that one house? All the residents' present stated, "yes". Supervisor Schwartz stated that maybe the neighbors could pitch in and buy the house. We have to give everyone due process, we are a government. We have to give equal protection to every individual in the community. We tried to give that to that person as well, there was no evidence for probable cause.

- Larry stated, we praise the Washtenaw County Sheriff Department and how they did everything. Supervisor Schwartz stated he will send a letter to the realtor tomorrow to let her know the residents have concerns about criminal & credit background checks, marijuana, home business, and dogs. Thank you all for coming in; he will send our inspector down this week.

## **7. PRESENTATIONS AND PUBLIC HEARINGS**

- Supervisor Schwartz stated, we will move on to Presentation and Public Hearing. Lance Pierce, who is the Union representative for Firefighters, would like to present at this time. Lance Pierce stated he will talk briefly about the labor agreement. We started negotiations with the Township with Kevin, Chief, Supervisor Schwartz, the president, Captain Bob and Captain French with the negotiation committee. It started in October and we have come to a tentative agreement. We have had a good relationship with the Township and the Firefighter's Union and nothing has changed at this time. He thinks we have a fair agreement between us (the Firefighters) and the Township with 3%. It is a 3-year contract, we both agreed we did not want to go further than three years. We made a few notes on the contract and there was discuss on healthcare. Schwartz, asked Lance to stay in case further questions arise.

## **8. REPORTS**

### **A. SUPERVISOR REPORT**

Supervisor Schwartz reported on the following:

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- On the agenda under unfinished business is Ordinance 193 to prohibit marijuana to establish the second reading. We introduced this at the request of our attorney in November. This was to prohibit any establishments under the recreational licensing. We already sent to the Planning Commission the medical facilities act. They held off because they want to see how this all goes together, but since we introduced the marijuana ordinance he has received clarification from LARA that no license will be issued until the rules are written and they have one year in which to do that. He thinks that when we get to that on the agenda, we will need a motion so that we can table it till June. Trustee Lewis, asked to clarify LARA for all, Schwartz stated LARA is the Licensing and Regulatory Affairs.
- We had a Christmas party at HAABs a week ago where almost everyone attended. We had individuals from Parks, Utilities, Fire Chief, and the firemen on duty did not attend because it was not feasible to park their trucks.
- A couple of weeks ago we met with OCED, Office of Community Economic Development and they were just wondering how we might want to spend our CBDG money. We have historically put it towards roads because the assessments that go with these federal grants request forms that the road commission already had. Therefore completing them are pretty easy. However, they may not require them anymore so we may be able to do more such as street lights and trees. We will talk more about it later. We have \$63,000 plus our allocation for 2019 that will be available which is roughly \$80,000. Supervisor Schwartz will send out an email that will explain the program and some of the things that public communities are now doing.
- If you travel down Geddes you will see a large structure going up there. It is a stable and horse arena. This is for one of our resident horses. It will not be a stable like Superior stable where you can board your horse. They will not be renting anything out there, it is almost done being built.
- We had a water main break on MacArthur road over the last month or so in an area that was kind of hidden. An old pipe that ran from MacArthur to Geddes Ridge into the wetland is where it broke. It was AC or Asbestos cement and that the water main from MacArthur from Harris down to Wiard was the oldest water main. It was put in about 65 years ago or so. We had OHM design a water main replacement and they will be here in January for the replacement. We applied for SRF (Clean Water State Revolving) grant from the State. We had to have it in by the end of the year, its non-binding. We will see if we can finance this project through the grant.
- Library update: we met with the Library and the architecture and some of the project managers are coming to meet with us on Wednesday morning, you will

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see in your package later on that you will be receiving the bid for a topographical survey. The library is on 12 acres, rectangle over on Harris Road. The library will take up 2 ½ acres in the extreme southwest corner of the 12 acres, so they will have to do a topographical survey on that no matter what. The question is do we want to tag along to be able to get the rest of the topo done even if we decide to put a structure in there. It is \$3800 to tag on and get our Topo done which is a pretty good price. The lowest part of the property is in the southeast corner where we may end up having a detention facility for the Library and the rest of the Parks. Supervisor Schwartz thinks it would be wise to do the topo at this time all at once with the discount. Clerk Findley, asked Schwartz about the meeting on Wednesday morning, he replied Wednesday at 9:30 here, he thought Lisa sent the email to everyone, Findley replied she did not see the actual meeting time in the last email.

- Sandy Lopez asked about a drainage problem in Arbor Woods. Schwartz stated there was a problem there with the houses. There was a petition approved and completed in 2017 and the Township had to pay 35% of that project which was \$300,000, which solved the problem.
- Lopez asked a question about the library and would like to know if the land the library is being built on could be assessed first. Supervisor Schwartz stated that the board is not sure how the land will be purchased by land lease or other, we do not know at this point.
- Lopez asked, with the Parks Commission meeting being held on Wednesday, will there be any discussion if Parks will be able to use the facility at all? Supervisor Schwartz answered “No” he thinks the decision has kind of been made that they really did not want Parks to do that unless Parks would join in. It would have been \$400 per square foot and the cost would have been about \$500,000. Lopez stated they are building on our (Parks) property. Schwartz, stated that is Township property, every parcel in this Township is bought by the township. Lopez stated the property has been assigned to Parks for maintenance and care. Schwartz said he did not know, it was before his time. He thinks before the decision is made it would be appropriate to sit down and meet with the Commission as everyone will not be able to make the Wednesday meeting. He further explained that this meeting here was to talk about the topo primarily, how they will proceed with the survey and try to get a time limit. His sense was that a joint use agreement for that facility was not that desirable and Schwartz personally did not think it would be that workable. He thought the usage between the library and parks was inconsistent. In addition, he stated we need to develop our own community center and recreation center probably right on this property. We should join in to the degree that we can on utilities, water main, sewer, and parking, so we can start creating an infrastructure and share in on some of that cost, so when we decide to

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build, that is already done or if we do not build and we use it for recreation, we can have restrooms and water. Lopez stated it seems that it has been a lack of communication between the commission and the people making the decision and that she would like that to be clarified. Schwartz stated, that it is the library making the decision not us, we are not telling you what they can and cannot do, and they are a separate independent body. Marion, the Chairperson has been to all the meetings thus far.

- Next, a quick update on Cheney School. The Ypsilanti Community School (YPS) District is willing to give us Cheney School. There was a water main break. The utility workers did a walk through, the roof is leaking everywhere, and there are lots of problems throughout the school. The individuals that met with the Utility workers stated they do not want the building because it will cost too much to repair, eventually they will want to know if we want the building. Supervisor Schwartz does not think it will be worth the cost.
- Gotfredson Road, there was a bill that was pending in the Senate to erode local patrol over the Township controls over right-a-ways. Supervisor Schwartz thought it was Schostak, but found out it was AT&T for their G-5 towers that they are putting up.
- Supervisor Schwartz is supposed to have a meeting in Lansing and has already talked to Senator Warren and Representative Peterson to make sure they are on alert for any possible entities to come in and amend that statute that gives us authority over those sewers coming into our Township from another community. They both said it has not come through yet. The road commission reaffirmed last week they will not issue a permit until the Township signs off.
- Finally, McKinney, the Treasurer will make a report on the interest we have earned on our funds last year. Treasurer McKinney stated the interest of investment rates has been rising and she is pleased to report the YTD interest earned as of November 30. In 2007 and 2008 the interest rate dropped when the economy went down. She made sure that our money was in the safest financial institutions. \$87,000 is a lot compared to what it was when the economy drop. Summer tax collections ended September 14, 2018, she has collected \$19,165,501.00 and everything balanced to the penny.
- Clerk Findley inquired about a visit from the Mr. Holman, (video camera installer) and if a meeting was held. McKinney and Schwartz stated it was a social visit.
- That concludes the Supervisor's Report

**B. DEPARTMENT REPORTS: BUILDING DEPARTMENT, FIRE DEPARTMENTS  
ORDNANCE OFFICER REPORT, PARKS COMMISSION MINUTES,  
SHERIFF'S REPORT**

It was moved Caviston, supported by Winslow, that the Superior Township Board receive all reports.

The motion carried by unanimous vote.

**9. COMMUNICATIONS**

**A. PARKS & RECREATION** - Information only

**B. COMMITTEE TO PROMOTE SUPERIOR TOWNSHIP** - Brenda Baker

- The committee is a group of volunteers who supports and motivate the township residents to show appreciation for what we have here in Superior Township. Our mission statement is always at the top of the communications. We are an ad hoc committee, we are not appointed by the Supervisor, but we are in place at the request of the board. We use facilities to meet, we might need the photocopy machine and help with some incidentals. A list of things we do are provided in the communication. Baker stated that she has outlined the bullet points in the document as to what we have done and the continuous new things going on throughout the year. Even though we have been around for some time, we are still meaningful and have difficulty with participation and finding volunteers. If there is anything you can do to help us with participation it will be appreciated.

**C. A RESOLUTION UPHOLDING SUSTAINABLE FOOD PACKAGING AND  
RESTRICTING THE PURCHASE OF SOME TYPES OF SINGLE USE  
PLASTICS BY WASHTENAW COUNTY** - this is just an FYI

**10. UNFINISHED BUSINESS**

**A. ORDINANCE 193, TO PROHIBIT MARIHUANA ESTABLISHMENTS, SECOND  
READING**

- Supervisor Schwartz suggested Ordinance 193 Prohibit Marihuana be tabled till June 2019, once LARA Clarify rules. This ordinance was introduced at the last meeting by our Attorney, Fred Lucas. He was under the impression that they will began to issue licenses to recreational users unless a township opted out of the recreational side. It has been clarified since then and that will not happen. Schwartz personally think we



should wait till we get clarification on the rules for LARA and table this till the June meeting.

The motion was made by Lewis, supported by McKinney to table Ordinance 19

The motion carried by unanimous vote.

## **11. NEW BUSINESS**

### **A. RESOLUTION 2018-46, ADOPT OPT-OUT UNDER PUBLIC ACT 152**

Supervisor Schwartz stated that when the state of Michigan set the amount of medical care cost that a township can spend on employees that was an amount that we could not exceed per employee on the bases of the group unless you opted out. We still come in under that amount.

The following resolution was moved by McKinney, supported by Lewis.

#### **SUPERIOR CHARTER TOWNSHIP WASHTENAW COUNTY, MICHIGAN**

#### **RESOLUTION TO ADOPT THE ANNUAL EXEMPTION OPTION AS SET FORTH IN THE 2011 PUBLIC ACT 152, THE PUBLICLY FUNDED HEALTH INSURANCE CONTRIBUTION ACT**

**RESOLUTION NUMBER: 2018-46**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, Public Act 152 of 2011 contains three options for complying with the requirements of the Act:

1. Section 3 – Hard Caps Option- limits a public employer’s total health care costs for employees based on coverage in the Act.
2. Section 4 – 80%/20% Option – limits a public employers share of total annual health care costs to not more than 80%.
3. Section 8- Exemption Option – a local unit of government as defined in the Act, may exempt itself from the requirements of the Act by an annual 2/3 vote of the governing body.

**WHEREAS**, the Superior Township Board of Trustees has decided to adopt the annual exemption option, section 8 of the Act, as its choice of compliance under the Act.

**NOW THEREFORE BE IT RESOLVED**, the Superior Township Board of Trustees elects to comply with the requirements of the Act by adopting the annual exemption option for the medical benefit plan coverage year from 1/1/2019 through 12/31/2019.

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

Ayes: Meghan Winslow, Brenda McKinney, Nancy Caviston, Ken Schwartz Lynette Findley, Lisa Lewis, and Alex Williams.

Nays: None

The motion carried by unanimous vote.

**B. RESOLUTION 2018-47 – PURCHASE EMPLOYEE HEALTH CARE INSURANCE**

The following resolution was moved by McKinney, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION TO APPROVE THE ADMINISTRATIVE STAFF OF THE CHARTER TOWNSHIP OF SUPERIOR TO PURCHASE MEDICAL, DENTAL AND VISION INSURANCE FOR EMPLOYEES OF SUPERIOR TOWNSHIP**

**RESOLUTION NUMBER: 2018-47**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, the Charter Township of Superior provides health care insurance plan benefits to all full-time Township employees; and

**WHEREAS**, the Township's current health care insurance plan expires on December 31, 2017; and

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**WHEREAS**, Township officials and staff have received and reviewed quotes for various health care providers through its agent Brown and Brown; and

**WHEREAS**, pursuant to its authority, Superior Township has elected to renew the Simply Blue HSA PPO Gold \$1,350 health care plan, the Delta Dental Premier dental insurance plan and the VSP vision plan for 2019 with a total health care premium cost to the township of approximately \$293,461.56 with an effective term of January 1, 2019 through December 31, 2019; and

**WHEREAS**, Superior Township will continue to offer its fulltime employees the option to opt-out of health insurance in consideration of a payment to the employee of 40% of the costs of providing health care insurance resulting in a costs of \$38,698.92; and,

**WHEREAS**, Superior Township will offer its employees a wellness bonus in 2019 in the following amounts which is the employee’s responsibility to utilize as desired to ensure maximum personal health in the amount of \$72,350.00 divided as follows:

<u>Non-union</u>			<u>Union</u>		
Single	\$1,350		Single	\$2,350	
Family	\$2,700		Family	\$4,700	

**WHEREAS**, the total costs to Superior Township to provide medical, dental and vision insurance, plus opt outs and wellness is \$404,510.24 for 2019, a 0.16% increase over 2018.

**NOW, THEREFORE BE IT RESOLVED**, that the Superior Township Supervisor, Clerk or Treasurer are authorized to execute any documents necessary to provide the described health care benefits and corollary opt out and wellness incentive payments.

**CERTIFICATION STATEMENT**

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\_\_\_\_\_  
 Lynette Findley, Township Clerk

\_\_\_\_\_  
 Date Certified

Ayes: Lewis, Williams, Findley, Schwartz, Winslow, Caviston, McKinney  
 Nays: None

The motion carried by unanimous vote.

**C. RESOLUTION 2018-48, AMEND HCSP CONTRIBUTIONS FOR INDIVIDUAL EMPLOYEES**

Supervisor Schwartz stated that only two firemen decided to change their selections. They are allowed to do so according to MERS.

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
 WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION TO AMEND THE HEALTH CARE SAVINGS PLAN PARTICIPATION AGREEMENTS WITH INDIVIDUAL EMPLOYEES**

**RESOLUTION NUMBER: 2018-48**

**DATE: DECEMBER 17, 2018**

**WHEREAS** Superior Charter Township employees hired prior to November 1, 2011 are permitted to request the Superior Township Board to amend their MERS Health Care Savings Plan Participation Agreement (HCSP) once per calendar year; and

**WHEREAS** employees hired after November 1, 2011 are a separate and distinct group for purposes of their MERS Health Care Savings Plan Participation Agreement (HCSP), and are divided into non-union and union groups, and each group must vote as a separate group to amend their contribution by majority vote; and,

**WHEREAS** said non-union and union groups decided in November 2018 not to amend the amount withheld and continue to contribute at the rate of 3% for non-union and 8% for union of their gross pay; and,

**WHEREAS** the following employees hired prior to November 1, 2011 have requested a change in the amount they contribute to their HCSP for fiscal 2019 heretofore;

**2019 HEALTH OPTION CHANGES**

NAME	DIVISION NUMBER		New Rate
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Conklin, Barry	<b>300488</b>	<b>Fire Union Health Option #1</b>	<b>2%</b>
Kujawa, Jeffrey	<b>300492</b>	<b>Fire Union Health Option #3</b>	<b>5%</b>

**NOW, THEREFORE, BE IT RESOLVED** that a new MERS Health Care Savings Plan Participation Agreement be created for each above employees with the employee contribution rates for 2019 as indicated above, with all other provisions of their current existing MERS Health Care Savings Plan Participation Agreement to remain the same;

**BE IT FURTHER RESOLVED** that any fulltime employee, upon termination or separation from Superior Township, may elect roll over any amount of cash owed to the employee into their individual MERS Health Care Savings Plan by virtue of any unpaid regular pay, unpaid overtime pay, unpaid education pay, unpaid longevity pay, unpaid vacation pay, unpaid sick time pay and unpaid personal time pay.

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\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

Ayes: Williams, Findley, Schwartz, Winslow, McKinney, Findley, Caviston.  
Nays: None

The motion carried by unanimous vote.

**D. RESOLUTION 2018-49, HCSP CONTRIBUTIONS FOR EMPLOYEE GROUP**

The following resolution was moved by Winslow, supported by Lewis.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION TO SET THE RATE OF EMPLOYER CONTRIBUTION TO THE MERS  
HEALTH CARE SAVINGS PROGRAM FOR NON-UNION AND UNION EMPLOYEES**

**RESOLUTION NUMBER: 2018-49**

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**WHEREAS**, on March 21, 2005, the Superior Charter Township Board of Trustees adopted a resolution to participate in the MERS Health Care Savings Program for the benefit of the non-union and union employees of the Township; and

**WHEREAS**, the Township contribution to each employee was set at one hundred (\$100.00) dollars per month, and this amount has been raised several times since then; and

**WHEREAS**, the Township Board has given this matter due consideration through the budgeting process;

**NOW, THEREFORE, BE IT RESOLVED** that the Superior Township Board does hereby establish the monthly contribution for Health Care Savings Plan for union employees in the amount of two hundred and seventy five dollars (\$300.00) per month in 2019; and does hereby establish the monthly contribution for non-union employees in the amount of two hundred dollars (\$250.00) per month in 2019.

**CERTIFICATION STATEMENT**

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\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

The motion carried by unanimous vote

**E. RESOLUTION 2018-50, AFFIRM SALARIES FOR NON-UNION EMPLOYEES**

Supervisor Schwartz stated he was going to combine Resolutions 50-54 because nothing has changed.

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION AFFIRMING THE SALARIES OF ALL NON-UNION EMPLOYEES OF  
SUPERIOR TOWNSHIP FOR THE 2019 BUDGET**

**RESOLUTION NUMBER: 2018-50**

**DATE: DECEMBER 17, 2018**

**WHEREAS:** the Superior Charter Township Board of Trustees approved the 2019 budgets for all funds on October 15, 2018; and

**WHEREAS:** the Board of Trustees did not specifically designate the compensation for the full-time and part time Township employees and

**WHEREAS:** the Township auditors have requested that the compensation for the employees be approved by the Board of Trustees by resolution; and

**WHEREAS:** the residents of Superior Township continue to receive service that reflects positively on the employees, officials and trustees of the Township,

**NOW THEREFORE BE IT RESOLVED:** that compensation for all full-time and part-time non-union employees be three percent (3%) higher in 2019 than their compensation in 2018 except as otherwise set by the 2019 budget.

The motion carried by unanimous vote.

**F. RESOLUTION 2018-51, AFFIRM SALARIES FOR BOARD OF TRUSTEES**

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION AFFIRMING THE SALARY OF SUPERIOR TOWNSHIP  
TRUSTEES FOR THE 2019 BUDGET**

**RESOLUTION NUMBER: 2018-51  
DATE: DECEMBER 17, 2018**

**WHEREAS:** the Superior Charter Township Board of Trustees approved the 2019 budgets for all funds on October 15, 2018; and

**WHEREAS:** the Board of Trustees did not specifically designate the compensation for the full-time elected officials or the Board of Trustees; and

**WHEREAS:** the Township auditors have requested that the compensation for the full-time elected officials and the Board of Trustees be approved by the Board of Trustees by resolution; and

**WHEREAS:** the residents of Superior Township continue to receive service that reflects positively on the employees, officials and trustees of the Township,

**NOW THEREFORE BE IT RESOLVED:** that compensation for the Superior Charter Township Board of Trustees shall be \$175.00 per meeting attended in 2019.

The following resolution was moved by Winslow, supported by Caviston.

**G. RESOLUTION 2018-52, AFFIRM SALARY FOR SUPERVISOR**

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION AFFIRMING THE 2019 SALARY OF SUPERIOR TOWNSHIP  
SUPERVISOR**

**RESOLUTION NUMBER: 2018-52**

**DECEMBER 17, 2018**

**WHEREAS:** the Superior Charter Township Board of Trustees approved the 2019 budgets for all funds on October 15, 2018; and



**WHEREAS:** the Board of Trustees did not specifically designate the compensation for the full-time elected officials or the Board of Trustees; and

**WHEREAS:** the Township auditors have requested that the compensation for the full-time elected officials and the Board of Trustees be approved by the Board of Trustees by resolution; and

**WHEREAS:** the residents of Superior Township continue to receive service that reflects positively on the employees, officials and trustees of the Township,

**NOW THEREFORE BE IT RESOLVED:** that compensation for the Supervisor be three percent (3%) higher in 2019 than his compensation in 2018 as listed in the 2019 budget adopted by the Superior Charter Township Board of Trustees.

**H. RESOLUTION 2018-53, AFFIRM SALARY FOR CLERK**

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION AFFIRMING THE 2019 SALARY OF  
SUPERIOR TOWNSHIP CLERK**

**RESOLUTION NUMBER: 2018-53**

**DATE: DECEMBER 17, 2018**

**WHEREAS:** the Superior Charter Township Board of Trustees approved the 2019 budgets for all funds on October 15, 2018; and

**WHEREAS:** the Board of Trustees did not specifically designate the compensation for the full-time elected officials or the Board of Trustees; and

**WHEREAS:** the Township auditors have requested that the compensation for the full-time elected officials and the Board of Trustees be approved by the Board of Trustees by resolution; and

**WHEREAS:** the residents of Superior Township continue to receive service that reflects positively on the employees, officials and trustees of the Township,

**NOW THEREFORE BE IT RESOLVED:** that compensation for the Clerk be three percent (3%) higher in 2019 than her compensation in 2018 as listed in the 2018 budget adopted by the Superior Charter Township Board of Trustees.

**I. RESOLUTION 2018-54, AFFIRM SALARY FOR TREASURER**

The following resolution was moved by Winslow, supported by Caviston.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION AFFIRMING THE 2019 SALARY OF  
SUPERIOR TOWNSHIP TREASURER**

**RESOLUTION NUMBER: 2018-54**

**DATE: DECEMBER 17, 2018**

**WHEREAS:** the Superior Charter Township Board of Trustees approved the 2019 budgets for all funds on October 15, 2018; and

**WHEREAS:** the Board of Trustees did not specifically designate the compensation for the full-time elected officials or the Board of Trustees; and

**WHEREAS:** the Township auditors have requested that the compensation for the full-time elected officials and the Board of Trustees be approved by the Board of Trustees by resolution; and

**WHEREAS:** the residents of Superior Township continue to receive service that reflects positively on the employees, officials and trustees of the Township,

**NOW THEREFORE BE IT RESOLVED:** that compensation for the Treasurer be three percent (3%) higher in 2019 than her compensation in 2018 as listed in the 2019 budget adopted by the Superior Charter Township Board of Trustees.

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

The motion carried by unanimous vote.

**J. RESOLUTION 2018-55, BUDGET AMENDMENTS FOR YEAR-END 2018**

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION ADOPTING BUDGET AMENDMENTS FOR ALL FUNDS**

**RESOLUTION NUMBER 2018-55**

**DATE: DECEMBER 17, 2018**

Supervisor Schwartz stated the budget amendments for year end 2018 were computed by Nancy Mason and Controller Keith Lockie. This is the beginning of the audit, getting the information together for the audit.

The following resolution was moved by Winslow, supported by Caviston.

**WHEREAS**, the Charter Township of Superior Board of Trustee's has carefully reviewed the Township's current spending, and

**WHEREAS**, the Charter Township of Superior Board of Trustees recognizes its responsibility to the citizens of Superior Township to carefully monitor the Township funds and provide for the needs of the Township, and

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**WHEREAS**, the Board of Trustees of the Charter Township of Superior has carefully reviewed the revenues and expenditures for the 2018 and offers the following budget amendments.

**NOW THEREFORE BE IT RESOLVED** that the Charter Township of Superior Board of Trustee's adopt the proposed budget amendments as set forth in the attached spreadsheet.

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

Ayes: Meghan Winslow, Brenda McKinney, Nancy Caviston, Ken Schwartz Lynette Findley, Lisa Lewis, and Alex Williams.

Nays: None

**K. RESOLUTION 2018-56, BOARD OF REVIEW APPOINTMENTS FOR 2019**

Supervisor Schwartz stated the Board of Review appointments must be made annually. The committee meets three times a year

The following resolution was moved by Findley, supported by Lewis.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**RESOLUTION APPOINTING SUPERIOR TOWNSHIP BOARD OF REVIEW  
MEMBERS FOR 2019**

**RESOLUTION NUMBER: 2018-56**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, Superior Township conducts annual boards of review in March, July and December to hear property assessment appeals and to correct error and omissions on the tax roll; and,

**WHEREAS**, three township residents and property owners have volunteered to serve on the Board of Review for 2019.

**NOW THEREFORE**, the following residents are appointed to serve on the Superior Township Board of Review for the calendar year 2019.

1. John MacNicol
2. James Switala
3. Kay Williams

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

The motion carried by unanimous vote

**L. RESOLUTION 2018-57, APPROVE THE LABOR AGREEMENT BETWEEN SUPERIOR TOWNSHIP AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS UNION LOCAL 3292**

Supervisor Schwartz discussed the Labor Agreement between Superior Townships and the Fire Fighters Union Local 32 92 National Association of Fire Fighters. He stated that he sent everyone an email on Friday, and he apologized for being late. We received it late and we got it done on Friday night. According to the Fire Department it is usually approved in January. He has outlined the changes which most of them were clarifications: it is a 3% raise across the

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board, we increase HCSP by \$25 a year. We have basically doubled the healthcare savings plan for the firefighters from the last contract to the current one. Most firefighters will retire in their early 50's and they do not have any retirement healthcare benefits. They rely on the healthcare savings plans over the years to accumulate enough money to payout on healthcare premium until they get Medicare, co-pays, or they may have to pay 80/20. Our firefighter really need this accounts to pay for healthcare and these accounts are only for healthcare. The cost would be much more if we were paying retiree healthcare. Firemen also have a high presumptive illnesses and diseases. It is a hazardous job, and they face a lot of toxic materials. Trustee Caviston questioned Article A-11, page 17, "holiday pay, all employees shall be paid \$2,300 holiday pay on the first payroll of November". She stated, this did not make a lot of sense to her and that it might need some tweaking, also pages 16 & 17 were not clear to her. Supervisor Schwartz stated that we have paid holiday pay in the past it use to be \$2,150 so they will receive \$150 increase. It only applies to fire fighter employees. Trustee Lewis, asked the fire fighters if they had as a collective group of firefighters, and had gone to the state of Michigan or the Federal Government? She thought this is a travesty they did not have healthcare after retirement. Supervisor Schwartz stated that it was a part of the 2005 negotiations. The firefighters did have retirement healthcare, however in 2005 they took that away.

The following resolution was moved by Winslow, supported by Lewis.

**CHARTER TOWNSHIP OF SUPERIOR**

**RESOLUTION APPROVING THE LABOR AGREEMENT BETWEEN SUPERIOR  
TOWNSHIP AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
UNION LOCAL 3292**

**RESOLUTION NUMBER: 2018-57**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, The Charter Township of Superior through the Fire Chief and the Supervisor (management) and, the fire captains and fire fighters bargaining team (union), and;

**WHEREAS**, The Superior Township and the union has reviewed all the provisions of the current labor agreement with Fire fighters Union Local 3292, International Association of Fire fighters, and have negotiated in good faith to address all work-related issues which are relevant to a labor contract; and,

**WHEREAS**, the union had a meeting of its members and voted to tentatively approve a new labor agreement covering January 1, 2019 through December 31, 2021.

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**NOW THEREFORE BE IT RESOLVED** that the Superior Township Board of Trustees hereby approves the labor agreement with Union Local 3292 of the International Association of Fire Fighters as presented.

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

Ayes: Meghan Winslow, Brenda McKinney, Nancy Caviston, Ken Schwartz Lynette Findley, Lisa Lewis, and Alex Williams  
Nays: None

**M. RESOLUTION 2018-58, APPROVE LONGEVITY INCREASES TO NON-UNION EMPLOYEES**

Supervisor Schwartz stated that back in 2012 the board took away nonunion longevity actually cut from 1% 2 – 5; 2% 6 -15; 3% 16 + reduction from 2,4,6 % and we had more brackets in the pass and more rates, which was done legitimately at the time because we were in a recession and everyone was looking for ways to cut. We cut the general fund in half one year, firefighter did not get the best agreement during that time. Right now we are a very prosperous Township. He received mail from the University of Michigan that analyzed where we are financially and we are considered the top 10% financially top in the state. Our tax rate growth of almost 6% which is really good, and the five year projections for Superior Township is really good. So if we ever have another downturn, we may have to take a look at this again. We have good workers and a good workforce and we can afford it at this point. Trustee Caviston asked, on Resolution 55, we affirmed the salaries for all employees at 3%, Schwartz stated that is their increase. Trustee Caviston stated that Resolution 58, we are approving over and above 3% up to 6%. Supervisor Schwartz stated that this came about because years ago we were training employees and they were going elsewhere, so now they get the longevity to retain employees.

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Trustee Lewis, asked if the longevity pay will be offered only when the Township is in good standing to be able to cover the pay? Supervisor Schwartz responded that once we approve the pay, it will stay into effect for the contract unless we hit a recession. We have let people go and they have gone, in Utilities a few people retired and we only hired two back and we have saved money on salaries. We use to have three people in utilities and now we have 2 ½ and Brenda use to have two people now she has 1 ½. Therefore, we have reduced employees and hours. He has not completed a comparison to other communities but some do not carry the longevity pay, but some pay more. Rick has 19 years and Paula C has 13 years. They will receive the highest longevity pay. Saxon has received his level 3 in 18 months and makes about \$44K and have received offers from other areas making \$62,500 but has turned them down, and Paula has others in her role making \$95K as a Township Assessor. We have individuals working in our clerical with Master's Degree. This is generous that we do this and we have done it before. Rick's salary is paid by the Building Department and last year we bought a vehicle for inspection and one for the fire department for the Chief. Juan clarified that the difference between the yearly increase and the longevity. The raise is 3% yearly and the longevity is on an individual's anniversary date.

The following resolution was moved by Winslow, supported by McKinney.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**A RESOLUTION TO APPROVE LONGEVITY INCREASES  
TO NON-UNION EMPLOYEES**

**RESOLUTION NUMBER: 2018-58**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, the Charter Township of Superior provides longevity increases to all full-time Township employees; and

**WHEREAS**, longevity was established in the 1990's to keep good employees from leaving Superior Township to pursue better salary options; and,

**WHEREAS**, the Township's current longevity pay for nonunion employees is:

<b>2-5 years</b>	<b>1%</b>
<b>6-15 years</b>	<b>2%</b>
<b>16+ years</b>	<b>3%</b>



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; and

**WHEREAS**, several township employees have received numerous bona fide job offers from other communities, governments and the private sector for more pay and equal benefits; and

**WHEREAS**, longevity pay was reduced in 2012 during the recession from the following:

<b>2-3 years</b>	<b>1%</b>
<b>4-5 years</b>	<b>2%</b>
<b>6-7 years</b>	<b>3%</b>
<b>8-9 years</b>	<b>4%</b>
<b>10-19 years</b>	<b>5%</b>
<b>Over 20</b>	<b>6%</b>

and,

**WHEREAS**, the Board can take common notice that the current labor market is a worker's market, and that many opportunities for advancement or increased pay are available throughout Washtenaw County and southeast Michigan for Superior Township employees.

**WHEREAS**, Superior Township has several permanent part time employees that provide invaluable service to the residents and should receive longevity pay to entice continued employment.

**NOW, THEREFORE BE IT RESOLVED**, that the Superior Township Board shall return to the pre-recession levels of longevity pay as set forth below.

<b>2-3 years</b>	<b>1%</b>
<b>4-5 years</b>	<b>2%</b>
<b>6-7 years</b>	<b>3%</b>
<b>8-9 years</b>	<b>4%</b>
<b>10-19 years</b>	<b>5%</b>
<b>Over 20</b>	<b>6%</b>

**BE IT FURTHER RESOLVED** that part time employees shall receive longevity pay in exactly (1/2) one half of the amount as set forth above.

**BE IT FURTHER RESOLVED**, that these increases do not constitute a vested right and may be maintained at this level, increased, decreased or eliminated depending on the financial condition of the Township.

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

The motion carried by unanimous vote

**N. RESOLUTION 2018-59, APPROVE A PROPOSAL TO PURCHASE NEW EQUIPMENT AND SERVICES FROM NIMBLE SYSTEMS**

This resolution is to approve the proposal for purchase of new equipment from Dell and Service from Nimble. The proposal came in late last Friday, December 14, 2018 and I was unable to put a copy together because that was a mistake that needed to be corrected. We authorized purchase for a new service for the township and Nimble plans to work on the installation on MLK Holiday shutdown. We will eventually have new computers for everyone tied to a new server with a new software architecture, this will take us to about 80% of the IT expenses. Lewis states there is a typo, and correction should be in in the agreement “an authorized” in the third paragraph.

The following resolution was moved by McKinney, supported by Lewis.

**SUPERIOR CHARTER TOWNSHIP  
WASHTENAW COUNTY, MICHIGAN**

**A RESOLUTION TO APPROVE A PROPOSAL TO PURCHASE NEW  
EQUIPMENT AND SERVICES FROM NIMBLE SYSTEMS**

**RESOLUTION NUMBER: 2018-59**

**DATE: DECEMBER 17, 2018**

**WHEREAS**, the Superior Township needs a supplemental hardware and services to cut over to the new server and tie all the old server’s information and data into the new server; and,

**WHEREAS**, the township has received two proposals for this work and hardware; and,

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**WHEREAS**, the Nimble Systems is an authorized Dell Consultant Network member has passed along a 47% discount of the hardware to the township.

**NOW, THEREFORE BE IT RESOLVED**, the Superior Township Board of Trustees accepts the bid from Nimble Systems and the estimated amounts as follows:

Supplemental hardware in the amount of	\$17,100
Server installation and cut over in the amount of	\$11,000

**CERTIFICATION STATEMENT**

I, Lynette Findley, the duly qualified Clerk of the Charter Township of Superior, Washtenaw County, Michigan, do hereby certify that the foregoing is a true and correct copy of a resolution adopted at a regular meeting of the Superior Charter Township Board held on December 17, 2018 and that public notices of said meeting were given pursuant to Act No. 267, Public Acts of Michigan, 1976, as amended.

\_\_\_\_\_  
Lynette Findley, Township Clerk

\_\_\_\_\_  
Date Certified

The motion carried by unanimous vote.

**O. SUPERIOR BRANCH TOPO SURVEY PROPOSAL**

Supervisor Swartz stated, he put a motion together for the Topo survey proposal and no motion was presented. He put a copy on the table for each board member. This is the land survey and scope for the library, which is zone A and our alternate zone B. He informed us that we need to have the 9 ½ and 10 acres survey boundary and topo will only be \$3900 and Rick our inspector, said it will be a great deal.

**12. BILLS for PAYMENT and RECORD of DISBURSEMENT**

It was moved by McKinney, supported by Caviston to receive bills for payment (none) and record of disbursements in the amount of \$1,101,694.59.

**13. PLEAS and PETITIONS**

Clerk Findley introduced Tracie Duncan as her new Deputy Clerk. She stated that she came highly recommended by Frances McMullens, the Clerk for Ypsilanti City. All board members welcomed Tracie.

**14. ADJOURNMENT**

It was moved by McKinney, supported by Winslow to adjourn the meeting. The meeting adjourned at 8:33 p.m.

Respectfully submitted,

Lynette Findley, Clerk

Kenneth Schwartz, Supervisor