

**CHARTER TOWNSHIP OF SUPERIOR BOARD
WORK SESSION
OCTOBER 9, 2025
APPROVED MINUTES
PAGE 1**

1. CALL TO ORDER

The work session meeting of the Charter Township of Superior Board of Trustees was called to order by Supervisor Dabish Yahkind at 4:00 p.m. on October 9, 2025, at the Superior Charter Township Hall, 3040 N. Prospect Rd, Superior Charter Township, Michigan.

2. ROLL CALL

The board members present included Supervisor Dabish Yahkind, Clerk Robinson, Trustee Devereaux, Trustee Greene, and Trustee Schwartz.

Absent: Treasurer Lewis

Trustee McKinney arrived at 4:07 p.m. and was present for the remainder of the meeting.

3. ADOPTION OF AGENDA

The motion was made by Trustee Schwartz and supported by Clerk Robinson to approve the agenda.

The motion carried unanimously.

4. CITIZEN PARTICIPATION

The following residents and township employees addressed the board regarding employee compensation and handbook policies:

- **Mary Burton**, Utility Director, thanked the board for reinstating the education bonus; requested the cost-of-living adjustment (COLA) remain in place and that the overtime policy be reconsidered due to its impact on mandatory call-outs.
- **Allison Oleynik**, Building Department Administrative Assistant, requested the board maintain the COLA, citing rising living costs.
- **Rob Millette**, Utilities Technician, shared concerns that the overtime policy penalizes staff who use minimal benefit time during weeks with emergency call-outs.
- **Raymond Wilson**, Utilities Field Technician, requested a closed-session Q&A between the board and utility staff for clarification on overtime and PTO provisions in the new handbook.
- **Gary Foster**, Utilities Field Technician, spoke against the removal of education and licensing bonuses and expressed that the overtime restriction discourages use of earned benefit time.

**CHARTER TOWNSHIP OF SUPERIOR BOARD
WORK SESSION
OCTOBER 9, 2025
APPROVED MINUTES
PAGE 2**

- **Aalea Skrycki**, Utility Accountant/Billing Specialist, thanked the board for restoring the education bonus and urged retention of COLA as a baseline for fair compensation.
- **Benjamin McCleery**, Assessing Department, supported maintaining the COLA for township employees.
- **Ricky Harding**, Utilities Superintendent, requested the board review handbook changes that disproportionately affect the utilities department and reinstate the education and licensing pay incentives.
- **Kristina Rankin**, Clerk's Office Staff, expressed support for retaining the cost-of-living adjustment (COLA), distinguishing it from merit-based pay. She stated that COLA increases are necessary for employees to maintain financial stability amid inflation and should not be replaced with performance-based raises.

Following public comment, Trustee Devereaux noted that the overtime policy referenced was carried forward from a prior manual and that a previous discussion had indicated intent to revise it.

5. PRESENTATIONS

- A. Controller contractor Brian Camiller of Plante Moran presented an overview of the Proposed FY2026 Budget, including fund balance trends, cost allocation updates, and departmental highlights. The presentation covered the General Fund, Parks Fund, Fire Fund, Law Fund, Utility Fund, and other special funds. Discussion included long-term planning, Public Act 33 considerations, and strategies for maintaining balanced fund reserves.

No formal action was taken.

6. DISCUSSION

A. REVIEW PROPOSED 2026 BUDGET

The board reviewed the Proposed 2026 Budget as presented in the work session packet, including departmental summaries, revenue projections, and general fund expenditures. Discussion included preliminary adjustments to the employee compensation line items and consideration of feedback from staff regarding COLA and handbook policy impacts.

No formal action was taken.

Notes:

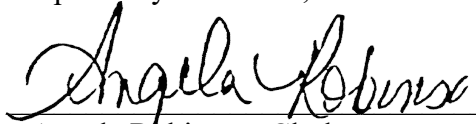
- The agenda listed a single discussion item: *Review Proposed 2026 Budget*.
- Materials referenced included budget detail and tables provided in the packet and items submitted at the table.

**CHARTER TOWNSHIP OF SUPERIOR BOARD
WORK SESSION
OCTOBER 9, 2025
APPROVED MINUTES
PAGE 3**

7. ADJOURNMENT

The motion was made by Trustee McKinney and supported by Trustee Greene to adjourn the meeting. The motion carried and the meeting adjourned at 6:08 p.m.

Respectfully submitted,



Angela Robinson, Clerk