

**CASCADE CHARTER TOWNSHIP
SPECIAL BOARD MEETING**

Personnel Committee
Tuesday, February 28, 2006
5:30 P.M.

Cascade Township Office
2865 Thornhills SE Grand Rapids, MI

- Article 1.** Supervisor Julien called the meeting to order.
Present: Clerk Goodyke, Trustee Beahan, Supervisor Julien, and Treasurer Carpenter.
Others Present: Manager Cravens
Absent: None
- Article 2. New Business**
Discussion of compensation for Trustees 2006
Supervisor Julien led the discussion. Consensus among the members was to postpone the decision on compensation for Trustees who serve on the Planning Commission and Zoning Board of Appeals until the 2007 budget process. Trustee Beahan stated he would need to go back to Trustees Koessel and Currier to discuss the postponement of the compensation for the Trustees who serve on the Planning Commission and the Zoning Board of Appeals.
- Article 3. Manager Comments (None)**
- Article 4. Board Member Comments**
Trustee Beahan mentioned his concern over the plethora of illegal signs in the Township. Manager Cravens will discuss it with Planner Peterson and Building and Grounds Director McSorley.
Clerk Goodyke mentioned that he would like to bring to the Board a personnel matter concerning Act 88, which allows staff members who have experience in previous municipal employment to use that time to enhance their retirement benefits with little or no effect on the Township's financial obligation. He also suggested that the personnel committee begin early to investigate a new structured system to establish a step system for various jobs with a base starting salary and a cap at the top. This allows for more equity in raises and prevents mere longevity from pricing an employee beyond reasonable pay for a particular job. It was suggested that we consider writing an RFP to various firms that do that type of work to advise us and to assist in gathering the needed information in order to accurately assess the dollar value of the various positions. This assessment could include fringe benefit costs also.
- Article 6. Adjournment**
The meeting was adjourned at 7:00 p.m.

Approved by:

Ronald H. Goodyke, Clerk

Michael R. Julien, Supervisor