

**CHARTER TOWNSHIP OF YPSILANTI
MINUTES OF THE SEPTEMBER 15, 2009 REGULAR MEETING**

The meeting was called to order by Supervisor Brenda L. Stumbo at approximately 7:07 p.m. in the Ypsilanti Township Civic Center Board Room, 7200 S. Huron River Drive, Ypsilanti Township. The Pledge of Allegiance was recited and a moment of silent prayer was observed.

Members Present: Supervisor Brenda L. Stumbo, Clerk Karen Lovejoy Roe, Treasurer Larry Doe, Trustees Jean Hall Currie, Stan Eldridge and Mike Martin

Members Absent: Trustee Dee Sizemore

Legal Counsel: Wm. Douglas Winters

PUBLIC COMMENTS:

Public comments were received.

(COMMENTS RELATING TO THE REDUCED WORK WEEK FOR AFSCME EMPLOYEES WERE TRANSCRIBED VERBATIM)

Cheryl Lynn-Bruestle, Chief Steward Local 3451: "I'm not a resident of here, Brenda, but I am an employee. I was a 25 year resident of Ypsilanti Township for the people in the audience, and I'm also a 25 year employee veteran here at Ypsilanti Township and I'm also the Chief Steward of Local 3451. I'm here on behalf of my Union and representing them at this time, because of a notification we got from the Board, stating that they wanted to reduce our hours to 32 hours per week. As of this point, we have not met. We don't know what the reduction entails that you are asking for, but coming out of seven months of negotiations and the concessions we have taken over the next two and a half years, and now take us down to a 20% pay cut is heartless and cruel. I'm here to tell the Board that we are here and we will be here and until we meet and find out what exactly this is going to entail, we want you to know our displeasure at this point with this decision that you have made. And on behalf of the Union people here and our supporters, I would like to know on behalf of the Board, which one of you supports this decision to cut our wages 20%, after all the concessions we have taken and will be taking over the next two years? I would like to know each Board Member by a show of hands, who supports this decision?"

Supervisor Stumbo: "The only thing I do know Cheryl, is that they've set up a meeting with Mr. Winston, the Council Representative for Thursday the 28th, to discuss with the Union the decision to move forward."

Cheryl Lynn-Bruestle: "O.K., apparently that was in place and it was changed to this Friday. Is it back to the 28th?"

Supervisor Stumbo: "That's my understanding. Our Labor Attorney Mr. Hancock was supposed to contact Mr. Winston to find out...and the contract that was just recently settled, it allowed for a 32 hour work week."

Cheryl Lynn-Bruestle: "It did not allow for them. There was always a point in the contract where there could be a reduction of hours. That language was put in place because it's put in place with various other contracts that Mr. Hancock does service in this vicinity and the vicinities that are the Local 3451 and the reason why it was put in place was if there was ever a temporary need or a drastic need for a reduction. It was not an agreement to reduce our hours to 32 hours per week. It was put in place if there was an absolute need to do it. The language was always in there, we just put the amount of hours in there this time, as comparison to other local contracts. It's never been implemented, that I know

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of...I've been here 25 years. The language has always been there, Brenda but it's never been implemented."

Supervisor Stumbo: "The page that it had, it was new language."

Cheryl Lynn -Bruestle: "Correct."

Supervisor Stumbo: "So it's never been in there before. This is brand new language...it was inserted into the contract, correct?"

Cheryl Lynn-Bruestle: "The language was always in there under seniority and under seniority, you always had the right to reduce hours, this is correct. Mr. Hancock pointed that out in negotiations, however the language that was implemented in the layoff clause is an addition in its wording that in case of a layoff, that...that language would be put in there, which is in the current YCUA contract and other contracts in the vicinity, which was pointed out to us by your HR people and Mr. Hancock. It's not a given to take us down to 32 hour work weeks. There has to be a really good reason and we're supposed to meet to discuss it first-hand."

Supervisor Stumbo: "Yes."

Cheryl Lynn-Bruestle: "And I just want the Board to know at this point that there are a lot of upset people here and it's caused a lot of anxiety and a lot of grief, and it is so unfair after seven months of negotiations and to get done and to settle a contract...it was ratified, you voted on it, you said it was fine, and now to reduce us to a 32 hour work week. A 20% reduction in pay...that will bankrupt people, Brenda, it will bankrupt people."

Supervisor Stumbo: "It's really not a 20% reduction, Cheryl because employees earn five hours per week. And I think that...."

Cheryl Lynn-Bruestle: "No, that's only employees who have many years of service. Employees will continue to accrue their time as a full-time person as...accordance with #15 under the layoff clause. However, if you don't have PTO time, you will have to use that time and you can use it to make up the 8 hours."

Supervisor Stumbo: "Correct."

Cheryl Lynn-Bruestle: "However, it's also a way of not letting us accrue any time, nobody will be accruing time because they will have to use it. Nobody will have vacation time left, nobody will have anything left because we will be forced to use it to make up those 8 hours."

Supervisor Stumbo: "Like I said..."

Cheryl Lynn-Bruestle: "I would just...at this point, I would just like to know from the Union stand point, because we have not met...I don't know the specifics, I don't know the structural change that you plan to implement, but what I would like know...who is for this on this Board?"

Clerk Lovejoy Roe: "The whole board voted for the contract."

Cheryl Lynn-Bruestle: "I'd like to know who is for the 32 hour work week on this Board. That's all I'm asking."

Supervisor Stumbo: "Well, I support invoking the contract as negotiated. It was my understanding that you guys completely understood that that was an option."

Cheryl Lynn Bruestle: "That is not true."

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Supervisor Stumbo: "Well, I wasn't at the table with the labor attorney and HR. The financial problems that we are facing are great and you know that, and when we meet we will provide the layout, but we have had budget presentations."

Cheryl Lynn Bruestle: "I've been to all those meetings, I've seen the budget presentations."

Supervisor Stumbo: "Yes."

Cheryl Lynn Bruestle: "I know your budget here and backwards and I know where the expenditures go out. The expenditures are on the website, they're open information. They're at the end of the board packets, everyone can look and see how the money is spent every month at the Township. It is the spending...there are other ways to cut. To cut 20% out of our income per week...and you've got people with day care situations, children...they still have to pay full day care. We're going to have to get second jobs, I mean, this a huge, huge thing and I cannot believe...I cannot believe, you can't find other ways to cut corners than to gouge us 20%...I cannot believe it."

Supervisor Stumbo: "Well...and we're cutting in every way that we possibly can, Cheryl and it is hard times and it's terrible to do this, and I thought that...."

Cheryl Lynn Bruestle: "We know that."

Supervisor Stumbo: "What I thought it was, I thought it was honorable that the union didn't want any layoffs for sixteen months, so in exchange for that, there was a 32 hour work week to save jobs. I thought it was wonderful what you guys did."

Cheryl Lynn Bruestle: "It was a complete package that we agreed upon. We went back and forth, we went back and forth. In the end, it was a complete package that was agreed upon. There were other factors that were involved, it wasn't just wages, it wasn't...but to think that we did that whole contract to cut us to 32 hour work weeks, that's ridiculous."

Supervisor Stumbo: "For no layoffs either for sixteen months."

Cheryl Lynn Bruestle: "Part of the no layoff clause was an agreement for other things that you got in those concessions."

Supervisor Stumbo: "But we will be meeting."

Cheryl Lynn Bruestle: "And that will also be brought up in the meeting, too...but I want to know again...I want to show...see a show of hands. I want to know what Trustees and what Board Members are for the 32 hours. That's all I'm asking."

Supervisor Stumbo: "I don't know if...if that's appropriate. I am supporting implementing the 32 hour work week."

Cheryl Lynn Bruestle: "For how long? I mean, I know we don't...we haven't gone into the structural things of it but you need to know how this is affecting our union. The public needs to know how it's going to affect us."

Supervisor Stumbo: "And until we meet, I think it inappropriate to discuss in a public meeting."

Cheryl Lynn Bruestle: "It is true."

Supervisor Stumbo: "O.K., because that's what the contract calls for."

Cheryl Lynn Bruestle: "We have been notified, I know that Brenda, but until I..."

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Supervisor Stumbo: "Who notified you?"

Cheryl Lynn Bruestle: "I'm sorry?"

Supervisor Stumbo: "Who notified you? Who?"

Cheryl Lynn Bruestle: "Yes, apparently we have not met, and according to the contract under Article 8, Layoff Clause #15, the first step in that is we have to meet with management. Apparently what's been brought up tonight is our employees have already been approached by management and have been provided part-time schedules. We have not even met and had an agreement that we've agreed to reduce and go down to a 32 hour work week. It's against the contract."

Supervisor Stumbo: "And we have to follow the contract."

Cheryl Lynn Bruestle: "Again, I'm asking to see who's for it? Why can't you tell me right now and here...who's for this and who's not? You are apparently."

Supervisor Stumbo: "Yes, I said I was."

Clerk Lovejoy Roe: "Every member of the Board voted for it, Cheryl."

Cheryl Lynn Bruestle: "So everybody's for it?"

Clerk Lovejoy Roe: "With the understanding that you had huge...most people have huge time banks...there were a lot of things that went back and forth, so you know it was a unanimous vote, so I don't understand what you're getting at. The issue for...wherever we were at is...the biggest issue that's facing us is the 1.7 million dollar deficit, I mean it's huge. And you know because you work here how many positions...I think its 26 positions that we haven't filled to date. More people are planning on retiring and we're planning on not filling those and that's still not closing the gap...and I'm with Brenda in terms of...we thought, because I remember because I was out of town and I remember they said that they wanted the no layoff clause. I just thought, well that's honorable. That's a great thing because a lot of unions would go after protecting themselves and the highest seniority and screw the fifteen people at the bottom that are going to face layoff under that, without cutting the hours and using the PTO time. So I mean, that's why and you know...if there was some...we weren't at the table, you know that, we weren't at the table...but the 32 hours and it is all brand new language...it's...maybe it was somewhere else. The entire...everything was red lined and that whole section is red lined as brand new language now and if you had told your people that there was no way that they were getting laid off with you negotiating and bringing that back to the table, which is my understanding...maybe you didn't but my understanding was that the 32 hours was what was brought back from the union. When we asked for 24, you came back and offered 32 and if you told your people that there's no way that there's going to be a layoff or go to 32 hours, then you were wrong because you negotiated that language, and it was there."

Cheryl Lynn Bruestle: "The language..."

Clerk Lovejoy Roe: "That was our understanding and that's why there is no way with what we're facing with the police department and everything...you know how bad it is. There is no way we would have agreed to that kind of...because you know there has to be cuts in labor costs, there has to be, and they have to be substantial and that's what we thought you were willing to do to protect your fifteen members that were going to hit the streets and guaranteed a sixteen...where in the world are people getting a sixteen month guarantee on that? And so if there was some misunderstanding between what happened at that table and what came to us, that's a different story but I do know and anybody can look at it, that whole section is brand new and red lined."

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Cheryl Lynn Bruestle: "That is brand new, Karen; however, there is a misinterpretation here and apparently that was misconstrued across the table. That language was implemented if there was a dire need to reduce hours."

Clerk Lovejoy Roe: "We're not in a dire need?"

Cheryl Lynn Bruestle: "Of course we are."

Clerk Lovejoy Roe: "O.K."

Cheryl Lynn Bruestle: "But there's other ways to reduce besides cutting 20% of people's wages after the concessions we taken. Again, thank you very much. Other people have something to say and I just would like to thank everybody who showed up in support tonight and this conversation will continue. Thank you so much."

Supervisor Stumbo: "Thank you, Cheryl."

Myla Harris, Township Employee: "I'm an employee of Ypsilanti Township. The address is 8140 Jack Pine Drive and that's in Ypsilanti. I just had one question about the 20% that we will be taking with the 32 hours...reduction in hours. I just want to know how many...if the Board is also taking a 20% cut?"

Clerk Lovejoy Roe: "Actually, I think it's 21%."

Myla Harris: "O.K., can you...in what area are you talking about in 2009 because from our understanding, ours will be what, within 2 weeks. So if you all took a cut, is it effective in 2009 or in 2010...the 21%?"

Supervisor Stumbo: "It's in 2010, the actual reduction from the pensions from the Trustees and the reduction for the full-time officials."

Clerk Lovejoy Roe: "We actually took a pay cut this year, too."

Myla Harris: "How much was it, 2%?"

Clerk Lovejoy Roe: "2.59% at the beginning for all of 2009."

Myla Harris: "I just believe, as an Ypsilanti Township resident, with the 32 hour reduction in hours...like it was mentioned, to piggy back Cheryl's that you know, in order to function, to still be able to pay for day care if...even if it is the recommendation, if it's a half day, whole day...even if it is, you still have to pay for day care. It doesn't allow for the employees to get a second job if they need to. The comment about most employees have large PTO Banks, I'm just here to tell you that I am not one of them. You know I have small children, I have three children but my point is, I have no PTO built up because with small kids there is sick time, emergencies, so yes, of course I do have to use PTO and I do know that that is voluntary but if you do the 32 hours and then we have the 5.75 that we can use for PTO, like Cheryl said...where does that leave us if the kids are sick? We still have to go without pay, there's what, 3.25 hours that we will still have to go without pay and if there's more than one day in that week...if your child is sick, you'll be compensated for 5.75 but then it's another day, it's a whole 8 hours of PTO, so, what that's 11 hours? I just wanted to comment that I really don't think it's fair. I do agree that this is hard times, that you all did take a pay cut, but your time is 2010, ours is pretty much immediately and I just don't think that we've had time to prepare and I just don't think it's fair. Thank you so much."

Supervisor Stumbo: "Thank you, Myla."

Dawn Scheitz, Township Employee: "I'm Dawn Scheitz, I live at 7659 Greene Farm Court in Ypsilanti Township. I was on the bargaining committee and I just wanted to say that in the contract, it does say if the need arises. I know that Mr.

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Hancock never brought in a 24 hour deal as was stated. There was several, several times that we asked to have the Officials and the Board come into our meetings and sit with us and kind of give a back and forth on things and it was refused several times. The other thing I wanted to ask...the 20% cut that you guys are taking for next year...isn't that really the 20% is just not going into your retirement from the taxpayers' money? That it's being cut?"

Supervisor Stumbo: "No, we have to pay into it."

Dawn Scheitz: "Right, the taxpayers' money is not going into your retirement anymore. That 20%, it's actually going to be your money now?"

Supervisor Stumbo: "What's the question?"

Dawn Scheitz: "Before your retirements were funded by the taxpayers' money with that 20%."

Supervisor Stumbo: "Correct, that was part of our salary plan."

Dawn Scheitz: "You're not going to be getting that 20%, so it's really not a 20% cut for you because now you're just going to be putting in money into your retirement. It's really not a 20% cut."

Clerk Lovejoy Roe: "We currently have 20% going in and it does belong to us totally, 100%, and now what's going to happen, as conceptually if what we talked about is adopted, the same as what you have and the Township will be putting in 9%, so it's still 11% cut of cash that were not going to have in our bank accounts. And on top of that, we did take a cut in pay this year, at the beginning of the year from January. You all did get your raise and your contract was up in March and you still got it all the way through, so I mean if you want to do a comparison of that...and then on top of that, we now are going to, you know, as a part of MERS you've got to contribute, so that's something that we weren't, you know, that we didn't have the ability to do or that we weren't doing before so that's...that's part, so it is a substantial cut in pay for us."

Supervisor Stumbo: "For everybody."

Clerk Lovejoy Roe: "I think it's about \$15,000 to \$16,000 a year, you know...and we felt that strongly...that the leadership should take that, that we should take that hit and show...and try to show the seriousness of how, the trouble we're in, and you know...figure it out, how much do you make? And how much does anyone make? Just take an average salary, benefit package, and everything...what does it take to get to \$1.7 million? How many people will have to be cut in order to do that? If we go to a 32 hour work week, which is the plan, we are still going to have some pretty major, substantial layoffs in 2011. This is just going to keep some people...we thought, at least I did, that most people can use their time bank and those that don't, it will be going, you know, it will be 5 hours or the average is 4 hours will go into there, and people will keep doing that and so if you calculate out the actual loss in that, it's much, much lower than 20%...and then what we thought was that gives you...because you offered that the 16 months...16 months for the fifteen people that are probably going to hit the street that would hit it right away, gives them time to plan and get ready, you know for when the layoff is going to come in probably, you know in January of 2011 unless someone writes a check to the Township for, you know one and a half million dollars because even though we're working hard on Economic Development and we know that kind of property stuff is starting to flat line, you know how long it takes for the assessments...even if the market goes up, it's going to take a couple of years for those dollars to come to the Township. If we got blessed with some great corporation coming in and going to drop in \$40 million and a new business here, it's still going to take two or three years before that hits our revenue. We're affected, we have the highest foreclosure rate in the county and probably one of the largest ones in the nation and part of that is

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because we're so tied to Pfizer because that's when it started...and then we're so tied to the auto industry, and so when all those, you know we lost all those jobs and the foreclosures, and you know if you drive down any street, you know what that looks like...and so they're projecting, our projections are a 40% revenue cut. Most SEMCOG (South Eastern Michigan Coalition of Governments) are projecting around a 25...at tops a 25% cut, so we are in a lot worse situation in terms of revenue stream on projections than most communities. The good side is, the only reason why we didn't push to have the layoffs is because we do have some fund balance that is going to get us through the rest of 2009. I mean the interest rates alone, what was it Larry? We made...we're doing 2010 budget or Brenda's presenting it...it was \$300,000 last year which is what we budgeted. Who knew it was going to drop to 0.02 or whatever it is now...down to, how much? \$5,000 we're projecting? So right there's a \$295,000 cut that nobody saw coming. Just like that because the banks are not paying interest on the money that we're collecting. We can go through all those which is what part of the presentation will be, whenever Winston's coming. I don't know if it's the 28th or if it's Friday or what. The economic...the dire situation not only is here, it's been here."

Dawn Scheitz: "We have had a high foreclosure rate, but I think Sharon Frischman gave a very good graph that showed that we did have a good absorption rate with all the foreclosures, so and that's been known...and as far as asking for cuts, you know you look at the budget that is given by the Board, and granted, I love Ypsi Township, I love taking my kids on the bike rides. I look at the bike trails, but I look at the things...and you're giving how much to OHM for bike trails? If we are in such dire need right now, why are we paying \$42,000 for bike trails? If we are in that dire need and you're going to lay all these people off and give us 32 hours, why are we spending that kind of money? Why are we spending money on GPS units on vehicles and paying \$350.00 a month to maintain them? I mean, there is spending out there that's like...what, you're your getting rid of these people but you can really stand here and say I can pay for that stuff when we're in dire times. If my household is in dire times, guess what, we don't get cable. If we're in dire times, I don't think we should have GPS units or worry about bike trails right now. There's more important things to worry about than that type of stuff that I see on some of the budgets. Thank You."

Supervisor Stumbo: "Yes Ma'am, I'm sorry."

Jenny Chapault, Township Resident: "I live at South Eagle Court in Ypsilanti Township. Just a couple of comments...I'm wondering if, and I appreciate all that the Board has done and are doing. I know that it's a lot of work and it's hard work and you're doing a great job...I appreciate everything. But I do wonder how many people know how much these people make per year and also, I'm not sure about statistics but what I heard and read in December, the Board gave themselves a raise, an upfront amount paid at the end of the year, 2% and then in the Ann Arbor News about a month ago, they quoted that because of the hard times, that they will be taking a 2%, I believe a 2.17% decrease, not 20%. I heard it in the newspaper, which basically is the amount that they gave themselves as a raise in December."

Daniella Smith, Township Employee: "My name is Daniella Smith. I live at 1805 South Pasadena. I've been a resident of the Township for 33 years, my whole life. I've also been an employee here for twelve and a half years and I guess I just wanted to make a comment and say that you know, there are a lot of people in our union that are dedicated to helping the residents and obviously, they should definitely come first and with all of these hourly cuts, aren't they going to be the ones that suffer when were not able to answer the phones, which we already have issues upstairs. The phones ring so much, we're picking up now which I have no problem picking up any department's phone or helping anyone, but I mean, they're the ones that are going to suffer in the end and it's like why can't we look at cutting in different spots, you know like the bike trails. I mean

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they would rather have a senior center or someone there to answer the phone when they call than to have bike trails. I mean, I'm a single mother, my income is it for my household. I drive a 1997 Pontiac Grand AM, I pay for everything myself...well, I can't say that. If my hours are cut 32 hours a week or 8 hours a week, not only am I going to suffer, but my family is as well because they're the ones that have to help me when I'm not able to pay my bills or buy my daughter's prescriptions...and I know that with our healthcare, our prescriptions just went up to \$40.00 for non-generic from \$20.00. My daughter has three non generic prescriptions. That's \$120.00 a month from \$60.00, and I'm not trying to get anything that I wouldn't want everyone to have. I just want what's fair and I just want to know that I have a secure income for my daughter so I can take care of her and I think it is so unfair to just...and it's like almost everyone,,s being sneaky about it, like it's almost so unfair that they're behind closed doors and they won't tell us what's going on. I mean this is our lives here, you know, we have families and kids and parents and maybe elderly parents that need to be taken care of. My grandfather has been a resident of the Township for 70 something years, Wilbur Bagget, and he is just so upset and beside himself, because you know he's helped me tremendously."

Supervisor Stumbo: "Right."

Daniella Smith: "But when I told him what was going on with the hours cut, it was like you know...and I hear people say well you make too much money anyways, you know some people say that and it's like, well how can you say that? We're providing a service. We're being paid to do a service and as far as I'm concerned, I do my job well and I do it with integrity and I help the residents to the best of my ability and I just...I wish I could just ask the Board to just please consider what this will do to not only us, but to our families. My daughter's 10 you know, she wants the best shoes, the best clothes...I can't provide that, because I'm a single Mom. My ex-husband won't even pay his child support, but it's not like I'm living above my means. I just want to make enough to cover the bills that I have , you know acquired, you know...knowing what my income's going to be. And that's all, I'm not trying to attack anyone."

Supervisor Stumbo: "I know."

Daniella Smith: "But I mean this is my life, this is you know, for my daughter. I just want her to grow up and have better than I did coming from a household with a single Mom, with three kids, making \$5.00 an hour. And that's all, that's all I want to say."

Supervisor Stumbo: "Thank You, Daniella."

Clerk Lovejoy Roe: "Thank You, Daniella."

Gary Wencel, Township Resident: "Hi my name is Gary Wencel, I live at 560 Kansas and at one time I was an employee here. I would like to thank the employees that do work here because they were really, really good employees when I was working here and it seems to me like if you're going to do some kind of 20% cut, then you all should do it."

Supervisor Stumbo: "Sir?"

Ed Harris, Township Resident: "Hi my name is Ed Harris, I reside at 8140 Jack Pine Drive. I had two questions. The first one would be centered around the reduction in pay, not only what the union would be taking, but also you guys included. What is the projected amount that would be saved in the budget from those union...from those reduction in pay expenses?"

Supervisor Stumbo: "The reduction, it's around \$50,000 for 2010, which is about a 3% average reduction per employee."

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Ed Harris: "So are you saving \$50,000 as a whole or \$50,000 per person?"

Supervisor Stumbo: "As a whole."

Ed Harris: "So, everybody's losing eight hours a week and it's going to save the Township \$50,000? (Inaudible)"

Supervisor Stumbo: "Correct and...and they're really not losing eight hours a week because they get...in our contract, we have what's called paid time off and they earn somewhere between 4 and 5 ½ or 5.7...5 ½ I think is the highest amount per week in paid time off, so the 32 hour reduction, per the contract allows them to use that paid time off bank if they choose. They don't have to, only if they choose to supplement the reduction in the hours."

Ed Harris: "Which would mean they get no vacation or sick time or paid leave of absence?"

Supervisor Stumbo: "If they used all of their banks."

Ed Harris: "So if they did what your explaining, the 5.75 a week, applying that to their paycheck instead of allowing that to build up in the bank, then what your saying is they wouldn't...they...is there any stipulation to allow for, if someone did choose to do that, so they're only losing 2.25 hour a week?"

Supervisor Stumbo: "Yes."

Ed Harris: "Is there also an access of that time for sick time or vacation or anything like that?"

Supervisor Stumbo: "No, it's just whatever they have in their PTO, I refer to it as a liability bank, and it's all the total hours of everyone that they have built up over the years in order to save for, actually whatever they want to use it for...for time. So that bank could be applied to this. In the first year, no one is expected to lose actual dollars in 2009. In 2010, the total for AFSCME employees would be somewhere around \$50,000.

Ed Harris: "So...I mean, that's disheartening to be frank, that obviously you know many people that have voiced their concerns, my wife included...you know she really doesn't have any paid time off, so she would see this reduction in pay at this point, as well as others that have made comments about the struggles that everyone is dealing with. It seems to me with...and I don't...and I'm not familiar with all the particulars of the budget for the Township, but I'm not clear that in my conscience the \$50,000 is worth that. Now if I may ask one question?"

Supervisor Stumbo: "And now that's an estimate, please don't hold me to that because they have to look at all the PTO liabilities of each person and calculate it out, so that's an estimated amount."

Ed Harris: "Sure. The next question is you also mentioned earlier about the reduction in interest rates, which I'm very familiar with. There's a good possibility that we could see that sustain itself for a period of time. Not only that but probably many people here are very clear about the unemployment rate in this area, which obviously has a big impact on why we're here tonight. That's probably going to sustain itself for...and possibly even decline moving forward in the near term and possibly for even the next couple of years. Since we have such a huge reduction of 40% revenue reduction, what other steps are being taken to, you know, make up for that? I mean just from the interest payments alone from what I heard, going from \$300,000 to \$5,000, you know, has there been a consideration of possibly exploring avenues to increase that interest amount or are there any other outside business investments that are considered coming to the Township to create additional revenue? I mean, where...where are we going to...where does the next shoe drop?"

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Supervisor Stumbo: "And that's been our position all along. We cannot cut our way out of this economic spiral we're in. You can't cut enough people, you can't operate a Township, you can't operate a business with that many less people. So, our number one goal is to increase the tax base. That's the only...and to provide jobs for our people. We meet and talk weekly with people and potential investors, like you said. General Motors...no one expected that to happen, it's our number one tax payer."

Ed Harris: "That's been a conversation that's been taking place for the last fifteen years, though. My dad being part of the union, I'm very clear."

Supervisor Stumbo: "Ypsilanti Township never expected General Motors to close. They invested \$600,000,000 in 2006...six hundred million. We thought we were really...that was sign of a good investment and for the future to come and for people to work and a tax base. No one expected that. State shared revenue, \$189,0000, this year alone. We still have September, October, November, and December to go through. We know it's going to be reduced, we just don't know how much. I think what we have going for us is that we do have fund balance...so...to carry us out, to try to just keep operating, keep things open and to, you know, to manage the Township. It's not going to be exactly the same, no one's life is the same right now but we're going to work. We have to work together to get through it."

Ed Harris: "As far as fund balances, how much are you...you considering that is available to maintain that would make up for the 40% gap?"

Supervisor Stumbo: "We did a presentation that's also on our website, I just don't have it with me."

Ed Harris: "And I apologize."

Supervisor Stumbo: "No, no...I just like to answer accurately...but they did a projection of...we hired a financial advisor doing a projection. 2013, that's when there is no fund balance at all."

Clerk Lovejoy Roe: "Actually, we're at twelve. If we do nothing, if we don't make any of these changes that are so, you know heart rendering, we're at \$12 million in the hole in 2013, and that was before General Motors if I'm not mistaken, so it's \$12 million and then some."

Supervisor Stumbo: "It's like...this is the worst time of my life that I remember as being elected and, you know in almost 21 years. We have never done concession bargaining that I...since I've been on the Board. I don't know...there's been employees here longer than I have, but this is an amazing, difficult time for everybody and what we're trying to do is the least impact...which would have been, there's a sixteen month no layoff...no one is losing their job in AFSCME for sixteen months. Teamsters don't have that, management doesn't have that and non-union members do not have that. So we're trying to do really the least impact, not only on the employees but on the community as well."

Ed Harris: "So after sixteen months, what does that picture look like? Cause hopefully you guys are looking ahead at that and seeing the obviously miniscule impact that the current steps are taking. So what's the next step? Because hopefully..."

Supervisor Stumbo: "I don't even like using the word lay off. I used to say that we would never use that but the reality is, unless there's a miracle, there's going to be layoffs."

Ed Harris: "Have you explored what positions or what...what areas?"

Supervisor Stumbo: "Not yet. It's tough times...I mean, everybody."

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Clerk Lovejoy Roe: "2011 is the worst year, kind of flat line on the projections, it flat lines after that...but 2011 right now, with fund balance were expecting a \$1.7 million deficit."

Ed Harris: "For 2011?"

Clerk Lovejoy Roe: "Right."

Ed Harris: "Again, you know part of my concern after this, in the midst of this conversation is...it seems like, and you even mentioned with the Willow Run Plant closing you know that kind of caught everybody off guard but it seems to me like...and I know that some of you weren't in these positions up until the most recent election so it's not directed over to anyone in particular, but it seems like some things have caught people off guard and are now causing a lot of other people to suffer that...that really in my opinion should have been projected and expected and even prepared for in advance. So I'm a little concerned, especially my wife being an employee, that you know we've been in this mess for a year now and the Township has been in this mess as far as the reduction in revenue...I'm assuming that General Motors is not the start of the reduction of revenue. I would assume that."

Supervisor Stumbo: "Last year was our first year reduction. 2009 budget was our first reduction of \$300,000."

Clerk Lovejoy Roe: "We've always had 6% growth."

Supervisor Stumbo: "We've always had 6% growth...always."

Clerk Lovejoy Roe: "And because of the way the assessments work, it's like two years behind."

Ed Harris: "Sure."

Clerk Lovejoy Roe: "So you know, I think the Township did know even before I left, I mean...because the fact that they haven't filled...can you imagine how bad it would be right now if they had filled...if we had filled the twenty six positions? So for three years, as people go...do we really need it, who can pick up that work? I mean you can ask a lot of people, including the wonderful employees from AFSCME, everybody's working a whole lot harder because they're picking up everybody's slack across the board, from every single job and occupation or classification that's out there."

Ed Harris: "Well as a Board, what is your projection on getting your arms around, you know, the next steps or you know, whether...whatever other cuts or actions that need to be taken, whether it's, you know actions regarding facilities or labor or whatever costs that may be reduced. You know, do you guys have a time line on when you're getting your arms around...because obviously you have the projections, you know what to expect at least from a revenue base, you know however realistic it may be. So what is the time line, I mean..."

Supervisor Stumbo: "We're in the process of developing a two year budget for the first time in order to, like you said, project out you know, as much as we can. I mean if everyone knew what the stock market was going to do, they wouldn't have invested in it and lost all their money so it's really hard to project but based on the information that we have with the loss in revenue on our housing stock, the decrease in commercial and industrial values and the decrease in state shared revenue, were projecting 20% for next year. We've agreed to no lay off for AFSCME for sixteen months so the 2011 budget will have cuts in it and we, as a Board, will be working together to try and figure out where, that has the least impact on our community and our employees...so it's really a great challenge we have before us."

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Clerk Lovejoy Roe: "We have...just if I can add, we also have huge...everybody, every corporation, a lot of homeowners, probably a lot of you all, are all challenged in their assessment...and we're facing...Ford has moved one up, they're, I think our number two taxpayer now."

Supervisor Stumbo: "Yeah, they're number two."

Clerk Lovejoy Roe: "They are challenging and if they win their Tribunal Case, which is on the agenda tonight, first to hire and spend some money to hire professional...you know...professional folks to counteract their appraisal. I think it's another...Larry says he thinks it's another \$600,000 loss to the Township. So I mean...and they're the big one and then there's a million little ones just like that, that are going up to the Tribunal. You know, we try to settle those that we can for, you know, but a lot of them are just really like the Ford one...well, \$600,000...you can't just roll over and say o.k., let's see if we can work and they're not negotiating...like in the past you used to be able to negotiate...your difference was maybe \$50,000 or something...you could negotiate for that but they're taking it to the bank. They've hired expert...nationwide experts to testify that their property is not worth anything...and these are assessments before it even took a drop. This is like, I think 2007 I think, isn't it, Brenda?"

Supervisor Stumbo: "2006 & 2007."

Clerk Lovejoy Roe: "2006 & 2007, so who knows after they settle that...I mean, we're hoping we'll win and then those...there will be more willing to not challenge seven and settle for seven and eight. So I mean there is just a lot of unknowns out there that we're working on and I do have a firm belief...I wrote on a blog in the Ann Arbor.com that I know that it's really, really hard especially if you've never been through it but a lot of these people sitting out here have been through it...and I look at my Mom and Dad and I think about them being born in the depression and how terrible that was and they survived and what came out of that...doesn't make it right, doesn't make it easy. I think about the 70's and 80's where a lot of people were laid off for four and five years from the auto industry and how tough that was, but it takes sticking together and keeping your faith and hope and you know, it might mean that a lot of us have to pick up, you know something else, if you can find it out there, you know to supplement your good job...your real job with something else but my...I think all of us...I think I can speak for the whole Board and all the management team that it's not an easy time. You know it's not and you know that some people you know may lose their car...that is the reality of the situation that we're in. I mean my husband works for Ford and we can all tell those same stories and we lost our tuition. I have three kids in college and we lost our tuition, you know that's over \$5,000 a year there. He took...they don't get any of their payout on their vacations anymore, so they lost that and they've taken over the last four or five years probably about a 20% pay...it's 3% this year and 3% cut that year...and it's just a reality. I think we're impacted so hard because we are so dependent between Pfizer and them...two huge employers and you know a lot of those people lived in Ypsilanti Township because it was a great place to live and it still is. You know we have one of the lowest tax rates around and we're easy accessible and we've got price range on homes and especially now, we have good deals on homes. You know a lot of people that worked at Pfizer, you know lived here and that was kind of the beginning of the downward spiral. You know the County I think, is facing a \$35 million deficit. They're talking about 170-180 employees being laid off and that's just for next year and they're like us, they know...our assessments come out, we'll know the numbers for next year around March and so there again, all...and instead of that 6% growth you know, it's a negative number now, so the value...the taxable value is in the negative. So we're completely upside down, just like many people are in their homes."

Ed Harris: "Were there any stimulus projects that were brought to Ypsilanti Township?"

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Supervisor Stumbo: "Yes."

Ed Harris: "As far as government funding, I'm not familiar with how the shell game works but I know the State has been able to make moves as far as averting money from XYZ budget. The stimulus plan is allowed to move, like for instance, to other...move that they made earlier this year, based on the stimulus plan that allowed them to keep some state troopers. By redirecting some money from this budget that they were able to replenish from the stimulus plan and then use the general fund which originally paid for that project and then keep the troopers on force. Has there been consideration for things like that?"

Supervisor Stumbo: "Yes, Mike...do you have a....."

Trustee Martin: "I'm sorry to interrupt. My name's Mike Martin, I'm a Township Trustee, I've been an organizer for the Teamsters, I mean a negotiator for the Teamsters for over thirty years. Matter of fact, I have a 9:15. I had my opinions about the concessions that were made in this contract but not being at the bargaining table, I really couldn't criticize or have an opinion on why the concessions that were made, were made because I wasn't there to see the dynamics of the negotiations. Couple points that I would like to point out...voluntary layoffs preclude you from collecting unemployment. You can't collect unemployment if you accept a voluntary layoff. On scripts, prescription drugs maintenance where it's a monthly prescription...I mean it's probably not much consideration, but they do have a program where you can get three months for the price of two when you do it through the mail, so that can save you some money, but...and you can check into that, I mean it's...it is my understanding it's available...you don't have that? It's my understanding it's available in your medical plan. Something you might want to check into to help save something. But I mean I looked at the stuff that the Teamsters gave up and the stuff that AFSCME gave up and quite frankly, I was amazed at what they gave up. My understanding was that the Board was looking at 3%. When I started looking at these numbers, I'm thinking, this adds up to way more than 3%. They took a wage freeze, they reduced classifications for more flexible scheduling, they modified longevity pay, pension concessions, the prescription co-pays, they put in language for a 32 hour work week. Now we had some discussion with the Board on the interpretation of that language and quite frankly, I was of the opinion that it may be problematic...the Board took a blanket 32 hour work week for everybody because I told them up front that's not how I interrupt that language, that they can do that but I gave my opinion as a Trustee. The retiree insurance modified, PTO time, there was a reduced rate of accumulation of PTO time, floating holidays, new hires came in at \$3.00 an hour less, COLA was frozen, the holiday pay was prorated, the TRV Program Letter of Agreement was deleted from the contract...I mean these were huge concessions that were given by AFSCME and when I looked at this, I couldn't for the life of me figure out why all these concessions were given when my understanding was the Board was looking for 3%...and again, I wasn't at the table...I can't second guess negotiators. You know I've been in some very dynamic negotiations and you know it's quite frankly overwhelmed by...by the final product. As a Township Trustee, once it was ratified, we voted to accept the contract. You asked me...you asked who would endorse the 32 hour work week? I don't endorse the 32 hour work week. I'm a labor representative, I endorse a 40 hour work week. What...because problematic is there's language in here that now calls for a 32 hour work week as a cost savings to the Township and now it has to be determined how that 32 hour work week is going to apply. One of the problems I saw that looked problematic to me was number one, under the reduction of hours, if the need arises for the reduction of hours, management and union will meet to discuss the procedure to be followed. The management reasons for reduction in hours, in my opinion, those...that discussion should have happened at the negotiation table...that the procedure and the qualification should have been clearly outlined. This policy does elude to departmental bumping and it happening sporadically in different areas but...the interpretation of an

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attorney...a labor attorney can be looked at and say that the Township has the right to reduce the hours across the Board, as long as it was temporary and then it gets to be what is temporary. In a two year contract, is one year temporary? So then that becomes a matter of discussion...maybe a matter of grievance and arbitration if it goes that far...if it can't be remedied at the table...but I think there is an obligation by both sides to sit down and discuss this procedure before the Township implements a 32 hour work week and come to an understanding on the application of that. Now with that being said, I have a few more minutes...I have a 9:50 flight to New York and I'm not trying to beg out, I really didn't expect this conversation today, but I thought the Board Meeting would be done by 8:15 or so, so I could get my business done before I had to leave...but I have an 8:00 meeting tomorrow morning in Long Island that I have to make...I'm part of...I work for the International also...I do some work for them...I have to travel out of town. This is my full time job, what I do...but I did want to throw my thoughts out there and the interpretations of what I saw and what we discussed in the Board Meeting, the previous Board Meeting about this clause because I mean the concessions were...I mean, I told them I was overwhelmed by the concessions that were negotiated...some of them not so financial, not necessarily financially or negatively impact the Bargaining Unit, but they gave the Township some flexibility, like the elimination of some classifications to allow for more flexible scheduling. That's something that saves money without actually taking money out of people's pockets because the way it works...and I understand a lot of it and a lot of the stuff that was negotiated in here is very smart. Some of the things I wondered why quite frankly, why so much was given."

Cheryl Lynn-Bruestle: "I would just like to say thank you for those comments, Mike. It was greatly appreciated and again, I would hope as Dawn had mentioned, we asked many times for the Board to come to the table and speak with us, they did refuse. I hope in the future that it does turn to collaboration and that turns into trust between both parties...and I hope that's going to be the final product. Thank You."

MINUTES OF THE SEPTEMBER 1, 2009 WORK SESSION, REGULAR MEETING AND EXECUTIVE SESSION

A motion was made by Trustee Currie, supported by Treasurer Doe to approve the minutes of the September 1, 2009 Work Session, Regular Meeting and Executive Session. The motion carried unanimously.

SUPERVISOR REPORT

Supervisor Stumbo reported that the part-time position for a level four assessor had been filled. She also provided an overview of the meetings attended by the three full-time officials and staff.

CLERK REPORT

Clerk Lovejoy Roe reported that the Clerk's office was preparing for the November Election and gave a review of the ballot language and the millage proposals that are on the ballot. She also stated that the last day to register to vote was Monday, October 5, 2009.

TRUSTEE REPORT

Trustee Eldridge gave a brief overview of the AATA Route System and expressed the opposition to the 10% increase from the meeting he attended at the City of Ypsilanti.

TREASURER'S REPORT

A. AUGUST 2009

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Treasurer Doe gave the report for August 2009. The beginning balance was \$30,829,934.66 and the ending balance is 32,969,127.64.

A motion was made by Clerk Lovejoy Roe, supported by Trustee Eldridge to receive and file the August 2009 Treasurer's report (see attached). The motion carried unanimously.

ATTORNEY REPORT

A. REQUEST AUTHORIZATION TO INITIATE LEGAL ACTION IN WASHTENAW COUNTY CIRCUIT COURT TO ABATE PUBLIC NUISANCE FOR THE PROPERTY LOCATED AT 1353 ROLLING COURT

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to authorize legal action in Washtenaw County Circuit Court to abate the public nuisance for the property located at 1353 Rolling Court. The motion carried unanimously.

(The Board agreed at the Work Session to add item B to the agenda)

B. REQUEST AUTHORIZATION TO INITIATE LEGAL ACTION IN WASHTENAW COUNTY CIRCUIT COURT TO ABATE PUBLIC NUISANCE FOR 1325 COMMONWEALTH

A motion was made by Treasurer Doe, supported by Trustee Eldridge to authorize legal action in Washtenaw County Circuit Court to abate the public nuisance for the property located at 1325 Commonwealth. The motion carried unanimously.

(The Board agreed in the Executive Session to add item C to the agenda)

C. AUTHORIZATION TO PROCEED WITH THE APPROVAL FOR THE APPEAL FOR WASHTENAW COUNTY VERSUS YPSILANTI TOWNSHIP

A motion was made by Trustee Currie, supported by Clerk Lovejoy Roe to approve the appeal for Washtenaw County versus Ypsilanti Township. The motion carried unanimously.

OLD BUSINESS

1. 2nd READING RESOLUTION NO.2009- 28, PROPOSED ORDINANCE NO. 2009-396, AMENDING CODE OF ORDINANCES - TRAFFIC AND VEHICLES (1st reading held at the August 18, 2009 Regular Meeting)

A motion was made by Trustee Eldridge, supported by Trustee Currie to approve the 2nd reading of Resolution No. 2009- 28, Proposed Ordinance No. 2009-396, amending the Code of Ordinances - Traffic and Vehicles (see attached). The motion carried unanimously.

2. 2nd READING RESOLUTION NO. 2009-27, PROPOSED ORDINANCE NO. 2009-397, AMENDING CODE OF ORDINANCES-ANIMAL CONTROL (1st reading held at the August 18, 2009 Regular Meeting)

A motion was made by Treasurer Doe, supported by Clerk Lovejoy Roe to approve the 2nd reading of Resolution No. 2009-27, Proposed Ordinance No. 2009-397, amending the Code Of Ordinances- Animal Control (see attached). The motion carried unanimously.

NEW BUSINESS

1. BUDGET AMENDMENT #9

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to approve Budget Amendment #9 (see attached). The motion carried unanimously.

2. BUDGET AMENDMENT #10

A motion was made by Clerk Lovejoy Roe, supported by Trustee Currie to approve Budget Amendment #10 (see attached). The motion carried, with Trustee Eldridge voting no.

3. REQUEST FOR AN UNPAID LEAVE OF ABSENCE FROM JANUARY 20, 2010 THROUGH MARCH 12, 2010

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to approve the request for an employee to take an unpaid leave of absence from January 20, 2010 through March 12, 2010. The motion carried unanimously.

4. PROFESSIONAL SERVICES CONTRACT FROM MRV CONSULTING, LLC TO REVIEW FORD RAWSONVILLE PLANT APPRAISALS FOR REAL AND PERSONAL PROPERTY IN THE AMOUNT OF \$42,000, BUDGETED IN LINE ITEM # 101-209-000-811-000

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to approve the Professional Services Contract from MRV Consulting, LLC to review the Ford Rawsonville Plant Appraisals for Real and Personal Property, in the amount of \$42,000. The motion carried unanimously.

5. WASHTENAW COUNTY ROAD COMMISSION AGREEMENT FOR WENDELL AVENUE TRAFFIC CALMING DEVICES IN THE AMOUNT OF \$33,696.68, BUDGETED IN LINE ITEM # 212-212-000-810-006

A motion was made by Treasurer Doe, supported by Clerk Lovejoy Roe to authorize the Washtenaw County Road Commission Agreement for Wendell Avenue Traffic Calming Devices in the amount of \$33,696.68. The motion carried unanimously.

6. REQUEST TO UTILIZE SPECIAL MAINTENANCE FUNDS HELD BY WATER RESOURCES COMMISSIONER FOR STREAMWOOD DRAIN REPAIRS, NOT TO EXCEED \$200,000.00

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to approve the request to utilize special maintenance funds held by the Water Resources Commissioner for the Streamwood Drain Repairs, not to exceed \$200,000.00. The motion carried unanimously.

7. OHM AGREEMENT TO DESIGN, INSPECT AND ENGINEER BORDER TO BORDER TRAIL IN THE AMOUNT OF \$42,600, BUDGETED IN LINE ITEM #211-970-000-997-000

A motion was made by Clerk Lovejoy Roe, supported by Trustee Currie to authorize the OHM Agreement to design, inspect and engineer the Border to Border Trail in the amount of \$42,600. The motion carried, with Trustee Eldridge voting no.

8. SET PUBLIC HEARING DATE OF TUESDAY, OCTOBER 6, 2009 AT APPROXIMATELY 7:00 P.M. – SPECIAL ASSESSMENT LEVY

A motion was made by Trustee Currie, supported by Clerk Lovejoy Roe to set a public hearing date of Tuesday, October 6, 2009 at approximately 7:00 p.m., for the Special Assessment Levy. The motion carried unanimously.

OTHER BUSINESS

- 1. AUTHORIZATION FOR NEIGHBORHOOD NEW LETTER, NOT TO EXCEED \$8,000 FROM MESSENGER PRINTING, BUDGETED IN LINE ITEM #101-267-000-730-000 AND LINE ITEM #101-267-000-900-000**

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to authorize the neighborhood news letter, not to exceed \$8,000 from Messenger Printing. The motion carried unanimously.

- 2. CHANGE HOURS OF OPERATION FOR TOWNSHIP CIVIC CENTER.**

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to change the hours of operation for the Township Civic Center to 8:30 a.m. to 4:30 p.m., Monday thru Friday, effective Monday, October 5, 2009. The motion carried unanimously.

AUTHORIZATIONS AND BIDS

ACCEPT:

- A. The recommendation of Chief Copeland to award the bid to Dexter Cabinet & Counters for 21 lockable laminate wardrobe cabinets in the amount of \$12,600, budgeted in line item #206-970-000-980-001**

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to award the bid to Dexter Cabinet & Counters for 21 Lockable Laminate Wardrobe Cabinets in the amount of \$12,600. The motion carried unanimously.

STATEMENTS AND CHECKS

A motion was made by Treasurer Doe, supported by Clerk Lovejoy Roe to approve Statements and Checks in the amount of \$803,955.34. The motion carried unanimously.

ADJOURNMENT

A motion was made by Clerk Lovejoy Roe, supported by Treasurer Doe to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 9:10 p.m.

Respectfully submitted,

Brenda L. Stumbo, Supervisor
Charter Township of Ypsilanti

Karen Lovejoy Roe, Clerk
Charter Township of Ypsilanti