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CHARTER TOWNSHIP OF YPSILANTI SPECIAL MEETING

Friday, May 22, 2009 – 11:30 a.m.
Board Room, Civic Center, 7200 S. Huron River Drive, Ypsilanti Township

AGENDA

A special meeting of the Charter Township of Ypsilanti Board of Trustees has been called by Supervisor Brenda L. Stumbo to consider the Employment Agreement with Eric Copeland for the position of Fire Chief

EMPLOYMENT AGREEMENT

This Agreement is made this **22nd day of May, 2009** by and between the CHARTER TOWNSHIP OF YPSILANTI, and ERIC COPELAND.

WHEREAS, the Township is desirous of employing Eric Copeland in the position of Fire Chief, and

WHEREAS, Eric Copeland is desirous of being employed by the Charter Township of Ypsilanti in the position of Fire Chief

NOW THEREFORE, the Charter Township of Ypsilanti and Eric Copeland agree and accept the terms and conditions of the employment hereinafter set forth:

EMPLOYMENT:

The Charter Township of Ypsilanti shall employ Eric Copeland in the position of Fire Chief effective June 1, 2009.

COMPENSATION:

For serving as Fire Chief, Mr. Copeland will receive an annual salary of Seventy-seven thousand (\$77,000.00) Dollars. On an annual basis through the budgetary process, the salary will be reviewed and with the authorization of the Township Board may be improved to reflect change in market wage or to reflect the same salary improvement factor as may be applied to the administrative employees.

The Township will provide for registration fees and travel expenses, within the guidelines of the Township's education and travel policies, for you to attend the annual EDI (Executive Development Institute) Conference or such alternative professional development program deemed beneficial to your position.

Membership and subscription to professional and trade associations will be provided through department budget.

PTO, HOLIDAY:

In addition to any other compensation set out in this agreement, Mr. Copeland shall receive the following time-off with pay continuation:

PTO: Fifteen days off with pay continuation per year. The scheduling shall be for full days only and for no more than ten (10) consecutive days at a time with out the prior approval of the Township Supervisor. In the first year of employment, the use of vacation time will be limited to a maximum of ten days in the first six months of employment. PTO time may be accrued to a limit of two times the annual allotment. Any accrued PTO time in excess of the accrual limit on December 31st of each year will be paid at a rate of 75%. Unused PTO time at termination will be paid to you at 100%.

Eric Copeland

05/20/2009

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Holiday: The Township observes thirteen holidays: New Year's Day, Martin Luther King Jr., President's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day and New Year's Eve. Holidays are time off with pay continuation. If a holiday falls on a Saturday, it is observed on the prior Friday. Should a holiday fall on a Sunday, it is observed on the following Monday.

FRINGE BENEFIT:

The Fringe Benefit package includes participation in the Police & Firefighter's Pension Plan, dental and life insurance benefits.

Retirement: Participation is required in the Ypsilanti Township Police & Firefighters' Retirement System effective with the date of hire. Current employee contribution is 7% of wage, post tax basis (Contribution rate is subject to change pending Actuarial Report and Bargaining Contract Language). The retirement benefit offered is a defined benefit program with vesting at 10 years of service. The benefit formula is: **(Average of the high three consecutive of the last ten years of wage (FAC) times years of service, times a 3.0% multiplier for the first 25 years of service and 1% multiplier for all years over 25 = annual benefit)**

Participation is optional in the Nationwide Retirement Solutions 457 deferred compensation program.

Dental Insurance: Effective on the 61st day of employment. The same option for dental insurance as is currently made available to the Firefighters will be provided to you and your eligible dependents.

Life Insurance: Effective on the 91st day of employment, \$35,000 group life insurance with AD&D for employee only.

MISCELLANEOUS:

The Charter Township of Ypsilanti will provide Mr. Copeland with a vehicle for Township business and upon Mr. Copeland residing within the Charter Township of Ypsilanti, the vehicle may be used to drive to and from his home to the office and within the scope of his employment as Fire Chief.

The Charter Township of Ypsilanti will provide the following uniforms for Mr. Copeland: "Dress Class A" and PPE.

The Fire Chief Position includes a one-year probationary period. Upon successful completion of the probationary period, your continued employment will fall into the category of "just cause" employment.

No change, addition or amendment shall be made except by written modification approved by the Charter Township of Ypsilanti Board.

EMPLOYEE

Eric Copeland

Dated: _____

CHARTER TOWNSHIP OF YPSILANTI

Brenda L. Stumbo, Supervisor

Dated: _____

Karen Lovejoy Roe, Clerk

Dated: _____