

Member of the Village Council:

When I see that proposed changes to policies are going to hurt people, then I have to say something.

Recent changes in Michigan employment law do need to be addressed by the Village, and are not included in the employee manual, which is in turn in need of updates.

For the actions on salaried employees: As a bit of background, the police chief and the DPW director have been in a status of salaried non-exempt (as defined by the new law). They are salaried but sometimes are called upon to do the work their crews do, to meet the demands of the task or cover open shifts. So sometimes Dusty is up at 2:00 am to plow the streets before people want to head to work at 6:00; sometimes the chief is on midnights or works an extra half shift because somebody is out sick. Their overtime is cheaper than hiring more FTEs to cover these times. **The overtime is much, much cheaper than recruiting, hiring, and onboarding new department heads.**

For the actions on PTO/vacation time: I find the documents about these confusing. Are the terms PTO and vacation being used interchangeably? Will employees get 120 hours PTO and also some accrued vacation time? That needs to be clarified and looked at very carefully because some employees will be facing a benefit cut if PTO and vacation are the same.

Whether you call it PTO or vacation time, it is a benefit for the employees that is budget neutral and predictable. You budget as if they work every day. When they have time off, a benefit, it doesn't hurt the budget at all.

For part-time personnel, the new document only provides for ESTA benefits and does not address the fractional vacation accrual they get now. Are the part-time personnel getting a benefit cut?

I understand there is concern about developing a balanced budget for the next year. Trying to balance it on the backs of the Village employees is a mistake. That is a whole different kind of bankruptcy. If you make the Village a lesser place to work, high-value employees will leave, and it will not be long before the Village is a lesser place to live.

I urge Council to table these Personnel policy documents for review and send them back to the Personnel Committee. They are incomplete, confusing, misleading, and even contradict themselves in several places. Do better.

Regards,

Linda Lavey

**RECEIVED**

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