

Chairman Ray Schulte called the Special Meeting of the Hinckley Township Board of Trustees to order on Wednesday, March 11, 2020 at 1:01 p.m., for the purpose of discussing the personnel appointments and compensation for the Service Department. Present were Trustees Augustine, Burns and Schulte, Mike Behary and Jim Praisler.

Mr. Burns made a motion to adjourn into Executive Session at 1:02 p.m., for the purpose of discussing personnel appointments and compensation for the Service Department. Augustine second. Vote: A-yes, B-yes, S-yes.

Mr. Burns made a motion to close the Executive Session at 2:47 p.m. and reconvene the Special Meeting at 2:52 p.m. Augustine second. Vote: A-yes, B-yes, S-yes.

Mr. Burns made a motion to hire Mike Behary to the position of Service Superintendent under the terms as follows:

- \$59,000 annual salary with the expectation to work up to 88 hours per 2-week pay period on occasion. Additional hours over and above that will be offset with Comp Time at 1.5 (hourly wages) per hours worked in over. This is to accommodate for heavy and long snowfalls, emergency responses in the community, and unexpected calls to work above and beyond the norm.
- Position allows for a township vehicle to be driven to and from home.
- All other benefits in place regarding clothing allowance, sick time accumulation, vacation time accumulation will remain intact.
- A 6-month probationary period will commence upon acceptance of the offer.
- Mr. Behary will be retroactively paid the (wage) difference between current and promoted rates effective Wednesday, February 26, 2020.
- Salary will be reviewed at 6-months by Trustees. Should Trustees vote for his continuation in the role of Service Superintendent, a pay increase of \$1,600 will be awarded.
- Trustee liaison will be responsible for pre-approving hours worked that would require comp time except in emergency situations.

Augustine second. Vote: A-yes, B-yes, S-yes.

Mr. Schulte made a motion to adjourn the Special Meeting at 2:54 p.m. Augustine second. Vote: A-yes, B-yes, S-yes.

Meeting minutes approved by:

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