

Chairman Becky Lutzko called the Special Meeting of the Hinckley Township Board of Trustees to order on Tuesday, April 23, 2019 at 6:31 p.m., for purpose of discussing employment and compensation matters within the Service Department. Present were Trustees Becky Lutzko, Jim Burns and Ray Schulte, Fiscal Officer Catherwood and 1 resident.

Mr. Burns made a motion to hire Nicholas Haigh as the Hinckley Township Road Superintendent for a probationary period of 180-days under the following terms of employment:

- The position being offered is for a full-time salaried exempt Hinckley township employee conditioned upon a successful drug screening completed at Cleveland Clinic@Work in Medina, Ohio, a satisfactory driver's abstract from the OBMV, and a favorable criminal background check.
- \$60,000 salary/year
- 80 hours sick leave carry-over from Mr. Haigh's previous governmental entity per ORC.
- 10 days paid vacation is preloaded and treated as already earned, with additional vacation accrual as per the employee manual.

Mr. Burns indicated that Mr. Haigh could begin as early as April 29, 2019. Ms. Lutzko seconded the motion. Vote: B-yes, S-yes, L-yes.

Ms. Lutzko made a motion to adjourn into Executive Session to discuss Service Department compensation. Burns Second. Vote: B-yes, S-yes, L-yes.

Discussion: The Trustees discussed requiring a physical examination prior to Mr. Haigh's start date. The Trustees decided that a physical would be required of Mr. Haigh, or documentation of a recent physical from his former employer within the last six-months.

Resident Jack Swedyk asked the Trustees how many people Mr. Haigh would supervise; the Trustees replied that Mr. Haigh would be a working supervisor over two full-time employees, and any additional part-time or full-time employees that the Township hires. Mr. Swedyk felt that the starting compensation was high for the number of employees to be supervised. The Trustees responded that they had input from Medina Township and Brunswick Hills Township, as well as others, and the compensation being offered to Mr. Haigh is in line with what those communities provide their Road Superintendent.

Mr. Schulte added that Mr. Haigh is being hired as a salaried employee, and the effective compensation would likely be greater if it was an hourly position instead.

Mr. Swedyk asked if the Trustees had considered starting at a lower compensation rate and the moving up from there. Ms. Lutzko replied that the Trustees did consider a range of pay options, along with competitive salaries from surrounding communities, and that even with that, the appointed individual was taking a pay cut from his current position by working for Hinckley. Mr. Burns added that Mr. Haigh has leadership qualities and experience the Trustees feel will be an asset to the Township.

There being no further discussion the Trustees adjourned into Executive Session at 6:47 p.m.

The Trustees returned from Executive Session at 7:30 p.m. with no decision being made. Ms. Lutzko made a motion to adjourn the Special Meeting at 7:30 p. m. Schulte second. Vote: S-yes, L-yes, B-yes

Meeting minutes approved by:







