

**The Village of Lexington Common Council held a Special Council Meeting Monday, November 16, 2020 via Zoom.**

**Call to Order Regular Council Meeting at 7:26 p.m..** by President Kristen Kaatz

**Pledge of Allegiance** led by President Kristen Kaatz

**Roll call taken by** Clerk Beth Grohman

**Present:** Muoio, Adams, Jarosz, Fulton, Kaatz, Schultz

**Absent:** None

**Others present:** Tatman and 8 citizens

**Public Comment - None offered**

**BUSINESS**

**ADMINISTRATION**

**A. MANAGER EVALUATION** – Kaatz reviewed the evaluation calculations. Discussion on the summary of comments.

Strengths - People skills, accessible, organized, good communications, staff management , time management, research, knowledgeable of current developments, crisis management, grant writing, results oriented and thick skinned, has handled the slander very well.

Improvements –Continuing education, networking and more training, delegate more, work to develop stronger relationships with townships, Croswell, and Port Sanilac, develop a periodic community information show for residents and businesses, focus on the appearance of the village, felt Holly should have been more forth coming with her husband’s employment with RBV, pursue a reasonable financial solution to the erosion, more scheduled appointments for non emergency visits, to many people taking advantage of the open door policy.

Additional Comments – Strength and willingness it takes to run the Village successfully. Holly continues to impress with positive, hardworking spirit. Her navigation of COVID -19 , numerous fallacious personal attacks on line, funding reductions, township antic, personal threats through email has demonstrated her professional resolve and her ability to focus and unwavering commitment to the Village.

Holly is requesting in lieu of a raise, to have a work at home of her choosing. Currently all employees are a four day week, so not really an issue at this time. One employee has requested to return to work full time.

Jarosz opposed to the one day work at home request. Jarosz also questioned the bike path maintenance. Tatman stated she and Chad questioned Croswell regarding the lack of maintenance. Village and Township both paying a share of the maintenance and no money was being spent to maintain it. An RFP was done to hire a company to do the yearly maintenance. Eager Beaver was awarded the bid. Increase in cost for maintenance almost doubled. Tatman made the decision to bow out and have the DPW maintain the Village portion of the bike path.

Recommendation from the Personnel Committee to approve the positive review and allow Tatman one day work at home in lieu of compensation. Kaatz reported two suggestions were made, other one was additional

time off, Tatman reported she has accumulated quite a bit of vacation time, due to COVID-19 not much has been used. Comp time is given for night meetings in which Tatman uses instead of the vacation/personal time. Kaatz reminded members, according to her contract, Tatman is not allowed to accumulate comp time. One day work at home offer will only be beneficial after the shut down and will only be until May 2021, her next evaluation.

Motion by Kaatz, seconded by Schultz, to approve the positive review with the offer of a work at home day one day a week at Tatman's choosing.

Discussion

Roll Call

Ayes- Kaatz, Schultz, Muoio, Adams, Fulton

Nays- Jarosz

Motion carried

Tatman thanked the members for the positive review.

**B. MASTER PLAN RESOLUTION** – Tatman explained that neither her nor Jackie Huepenbecker were aware that a resolution by the Planning Commission or Council was needed at the time of the approval. This information was just relayed by the Smith Group. Planning Commission approved it at their November 2, 2020 meeting. This does not change anything with the Master Plan.

Motion by Kaatz, seconded by Adams, to approve Resolution 2020-04 Master Plan Update as presented.

Roll Call

Ayes- Kaatz, Adams, Muoio, Schultz, Fulton

Nays – Jarosz

Motion carried

### **PUBLIC COMMENT**

Dina Wurmlinger – Park Street – Comments regarding the work at home one day a week for the Manager and the agenda

### **COUNCIL PERSONS COMMENTS**

Muoio- Thank you Holly and also asked about the availability of MML Training.

Fulton – Thank you Holly

Jarosz – Thank you Holly and also commented on loans for water and sewer, updated sewer rate study. Also thanked Barb Schultz for her years of service. You will be missed.

Adams – Great job

Kaatz – Thank you Holly. Commented on meetings, until further notice all meetings will be done by zoom.

**ADJOURNMENT** – Motion by Jarosz, seconded by Fulton, to adjourn the meeting 8:37 p.m.

Motion carried

Respectfully Submitted

Beth Grohman