



MINUTES

SPECIAL MEETING OF THE VILLAGE COUNCIL - INCLEMENT WEATHER CLOSING POLICY

Monday, October 13, 2025

5:30 PM

Village Hall – 21 East Church Street, Lake Orion, MI 48362

(248) 693-8391 ext. 102

1. Call to Order

The October 13, 2025 Village Council Special meeting was called to order at 5:30 PM by President Rutt.

2. Roll Call and Determination of Quorum

PRESENT

President Teresa Rutt

President Pro Tem Stan Ford

Council Member Nancy Moshier

Council Member Michael Lamb

Council Member George Dandalides

Council Member Eric Papacek

ABSENT

Council Member Alex Comparoni Jr

STAFF PRESENT

Village Manager Darwin McClary

Police Chief Mark Amundson

Clerk/Treasurer Sonja Stout

MOTION made by President Rutt, Seconded by Council Member Dandalides to excuse Council member Comparoni, Jr from the October 13, 2025, Village Council Special meeting.

VOTING YEA: Rutt, Ford, Moshier, Lamb, Dandalides, Papacek

VOTING NAY: None

ABSENT: Comparoni, Jr

MOTION: Carried

PURPOSE OF THE SPECIAL MEETING: Discuss the Village Hall inclement weather closing policy.

3. Presentations

None.

4. Call to the Public

None.

5. Other Items

A. Review Village Hall Inclement Weather Closing Policy

Village Manager McClary reviewed the current inclement weather policy and explained how it has evolved over the years.

Council Member Moshier expressed that the Village should not automatically follow the school closing schedule, noting that schools close primarily for bus-related reasons. She felt staff should decide individually whether it is safe to come in.

Council Member Lamb agreed that the Village should not base closures on school decisions. He supported allowing the Village Manager to determine closures and letting employees decide whether it is safe to report to work. He also noted that the new five-day schedule allows for flexible time use.

Village Manager McClary emphasized that, unlike the township—which has 48 employees—the Village has only four full-time staff members. If even one or two employees cannot report due to weather, the Village Hall cannot operate effectively. While three employees can work from home, this does not allow for public service at the counter. Limited staffing could therefore require closing Village Hall.

Council Member Papacek acknowledged the size difference between the Village and the township but liked the idea of staying in sync with the township for consistency. He preferred that the Village remain open when possible.

President Pro Tem Ford appreciated that schools have systems to monitor roads and communicate closures quickly. He noted that if staff individually decide whether to come in, it may delay public notices about Village Hall operations.

Council Member Dandalides felt the Village should not be tied to the school district since schools assess road conditions differently. He opposed closing for reasons that do not directly impact the Village.

Council Member Moshier added that while she enjoys snow days, roads are often cleared by mid-morning. She suggested offering later start times rather than full closures and opposed working from home.

President Rutt acknowledged both perspectives, emphasizing the importance of flexibility. She suggested that police could post signs if the Village Hall opens late or closes early and supported flexibility for both remote and in-person employees.

Council Member Dandalides agreed that early closure may be appropriate if a storm is approaching.

During discussion of employee compensation during closures, Council Member Lamb reiterated that the Village Manager should make closure decisions and that the Village should generally remain open. Council Member Dandalides stated that full-time employees should still be paid if the office is closed. Council Member Lamb agreed that if the Village Manager closes the office, employees should receive regular pay.

During discussion of employee compensation and possible policy revisions, the Council reviewed which portions of the inclement weather policy to amend or remove. Council decided to revise Section 1 by striking part of the first sentence, while keeping the remainder of the policy unchanged. President Rutt expressed that the rest of the policy should remain under the Village Manager's discretion.

MOTION made by Council Member Dandalides, seconded by President Rutt, to revise the current *Inclement Weather Policy, Section 1: Closure of Administrative Offices Due to Inclement Weather*, by striking the phrase "The administrative offices of the Village shall be closed due to inclement weather whenever the Lake Orion Community Schools declares a closing of its schools or..." from the first sentence.

VOTING YEA: Rutt, Ford, Moshier, Lamb, Dandalides, Papacek
VOTING NAY: None
ABSENT: Comparoni, Jr
MOTION: Carried

6. Call to the Public

7. Adjournment

MOTION made by Council Member Dandalides, Seconded by Council Member Moshier to adjourn the October 13, 2025, Village Council Special Meeting.

VOTING YEA: Rutt, Ford, Moshier, Lamb, Dandalides, Papacek
VOTING NAY: None
ABSENT: Comparoni, Jr
MOTION: Carried

The October 13, 2025, Village Council Special meeting adjourned at 6:09 PM.

Teresa Rutt
President

Sonja Stout
Clerk/Treasurer

Date Approved: as presented on October 27, 2025