



## Kalamazoo Lake Sewer and Water Authority

### Minutes of Special Meeting

July 18, 2025, in-person at Saugatuck Township Hall

3461 Blue Star Highway, Saugatuck, MI 40453

1. Call to Order: Abby Bigford, Vice-Chair, called the meeting to order at 1:00 PM
2. Roll Call:
  - a. Present: A. Bigford, J. Clark, G. Freeman, J. Ludwick
  - b. Absent: B. Johnson
3. Public Comment:
  - a. Two KLSWA Employees spoke. Both said, "They hoped their comments would not be held against them at work."
  - b. One employee stated that, "On one occasion he said something that upset Daryl so badly that Daryl's face got all red and his fists were balled up. He thought he was going to get hit, or worse."
  - c. The second KLSWA employee said, "He has not had a performance review in 5 years." He said, "Daryl manipulates people and the very high turn-over rate is because of Daryl and how he treats people."
  - d. The third speaker was the Operating Engineers Union organizer, Mike Pekler. He said he hadn't planned to speak but wanted to support #1 and #2. He simply said, "these people are a family."
4. Personnel Matter:
  - a. Motion by Clark to postpone the personnel discussion until the Monday, July 21, and go into Closed Session. There being no support for this motion, the motion failed.
  - b. Motion by Freeman, supported by Ludwick, as follows:
    - i. Motion that the Authority Commission hereby terminates the employment of Daryl VanDyke as Manager of the Kalamazoo Lake Sewer and Water Authority, effective immediately, without cause.


- ii. Mr. VanDyke is entitled to severance pay in accordance with the employment agreement dated June 27, 2022.
- iii. Mr. VanDyke shall immediately return all Authority property including keys, access devices, electronic equipment, credit cards and Authority records to the Commission Chair.
- iv. Motion passes – Bigford – yes, Freeman – yes, Ludwick – yes. Clark – no.
- c. Motion by Bigford, supported by Freeman, as follows:
  - i. Motion that Kazimir (Kaz) Bajc be appointed interim Manager of the Kalamazoo Lake Water and Sewer Authority, until further notice.
  - ii. Motion passes - Bigford – yes, Freeman – yes, Ludwick – yes. Clark – no.
- 5. Meeting Adjourned by Bigford at 1:15 PM

Next Meeting: Regularly Scheduled Monthly Meeting on July 21, 2025 at KLSWA office.

Barry Johnson  
Chair

Abby Bigford  
Vice-Chair

Greg Freeman  
Secretary - Treasurer

  
7/25/25