

Abigail Tithof

From: Abigail Tithof
Sent: Thursday, December 18, 2025 5:03 PM
To: 'Angela Guillen'
Subject: RE: Meridian Township Official Offer of Employment

Hi, Angie,

Based on your qualifications, skills, and abilities, we are able to increase your starting salary offer \$83,262.40. This includes the zero premium for health, dental, and vision insurance for 2026 as mentioned in your original offer, plus all of the additional fringe benefits offered to eligible permanent full-time staff in the positions collective bargaining unit. This offer would still be contingent on successful completion of the Township's background and physical, and you would be eligible for a step increase based on the union contract in January 2027, based on a January 2026 hire date. We are sincerely hopeful that this offer will meet your expectations and that you will enjoy the terrific benefits the Township has to offer.

Thank you for the opportunity to discuss.

Abby

From: Angela Guillen <[REDACTED] Privacy Exemption MCL 15.243(1)(a)>
Sent: Thursday, December 18, 2025 3:14 PM
To: Abigail Tithof <tithof@meridian.mi.us>
Subject: Re: Meridian Township Official Offer of Employment

Abby,

Thank you again for the offer and for the opportunity to join your team. I'm genuinely excited about the role and the work ahead.

After giving the offer thoughtful consideration, I'd like to discuss the starting salary. Based on my background and experience, I am seeking a starting salary of \$85,000.

This request reflects several factors I would bring to the position:

- Specialized knowledge in election administration, including compliance, operations, and stakeholder coordination in a highly regulated environment
- Extensive public service experience, with a proven track record of managing complex responsibilities, deadlines, and public-facing processes
- Advanced education in elections, which strengthens my ability to approach policy, governance, and organizational challenges strategically

I am confident that my experience and expertise would allow me to contribute immediately and add meaningful value to the organization. I remain very enthusiastic about the position and am hopeful we can find a compensation level that reflects both the role's responsibilities and my qualifications.

Thank you for your time and consideration. I look forward to continuing the conversation.

Warm regards,
Angie

On Thu, Dec 18, 2025 at 11:33 AM Abigail Tithof <tithof@meridian.mi.us> wrote:

Hey Angie,

Just checking in with you to confirm if you received our email from yesterday afternoon. Please let me know at your earliest convenience if you have questions or anything of concern regarding our offer of employment. We'd love to connect- I'm here all day today and tomorrow and my direct line is 517-853-4210 if a call could work well for you. If I don't receive an email response, I can call to make sure you have received our offer. Thank you so much!

Abby

From: Abigail Tithof

Sent: Wednesday, December 17, 2025 2:29 PM

To: Privacy Exemption MCL 15.243(1)(a)

Cc: Carol Hasse <hassec@meridian.mi.us>

Subject: Meridian Township Official Offer of Employment

Hello, Angie!

We are so happy to make this conditional offer of employment for the Deputy Clerk & Elections Administrator position with Meridian Township! Per our phone conversation, the official job offer is contingent upon the successful completion of the Township's background check and pre-employment physical. The Township is offering you a starting pay rate of \$37.25 per hour, and you would be eligible for all of the benefits to permanent, full-time employees in the Administrative Professionals' collective bargaining agreement. For 2026 benefits year (which runs January 1 to December 31, in alignment with our calendar fiscal year), the Township Board has agreed to cover health insurance premiums for all employees enrolling in our Blue Care Network HMO health insurance. Dental and Vision insurance are also covered at no cost to the employee for all of 2026. As mentioned in our call this afternoon, the Township offers an excellent fringe benefits package, including Defined Benefit pension retirement plan for members of this union, life insurance, long term disability, sick leave, vacation leave, and 13.5 paid holidays. I'm copying our HR Administrator, Carol Hasse, who can help with the specifics of any of the benefits for which you may have questions.

Please let us know if there is more we can do to help, as you consider this formal offer of employment with Meridian Township.

Thank you so much- talk to you soon!

Abby



A Prime Community

Abigail Tithof

Human Resources Director

tithof@meridian.mi.us

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