

**CITY OF NEGAUNEE
SPECIAL MEETING
TUESDAY AUGUST 29, 2023 @ 6:30 PM
NEGAUNEE SENIOR CENTER, 410 JACKSON ST (TOBIN St. ENTRANCE)**

- 1. CALL TO ORDER**
- 2. PLEDGE TO FLAG**
- 3. ROLL CALL**
- 4. APPROVAL OF AGENDA**
- 5. PUBLIC COMMENT (3 min. limit)**
- 6. CITY MANAGER AGREEMENT RENEWAL**
- 7. PUBLIC COMMENT (3 min. limit)**
- 8. COUNCIL COMMENTS**
- 9. ADJOURNMENT**



4.

Nathan Heffron, City Manager

June 23, 2023

RE: City Manager Contract Negotiations

To the Mayor and City Council,

In accordance with my employment contract with the City of Negaunee, as City Manager, specifically section II, part (a); this council has extended my contract for four years. My current contract is set to expire on January 15, 2024. I wish to enter into negotiations as it pertains to my contract. It is my desire to negotiate and to reach mutually agreed upon terms prior to our budget workshops, in October. If you should have any questions feel free to reach out to me at anytime to discuss this mater.

Respectfully submitted,



Nate Heffron, City Manager

Contract Request

Term of Contract:

January 15, 2024 to January 15, 2030

Severance Pay:

Equal to six-months annually salary.

Salary and Review:

Salary

2024	\$108,000 (Counter Offer)
2025	3% (\$111,240.00)
2026	3% (\$114,577.00)
2027	3% (\$118,143.00)
2028	3% (\$121,687.00)
2029	3% (\$125,337.00)
2030	3% (\$129,097.00)

Remove Advance

Review

Every two years as follows:

May 2026, 365 Review

May 2028, Review to be mutually agreed upon

May 2030, Review to be mutually agreed upon

Fringe Benefits

Vacation

35 each year, life for the contract

Retirement

Keep at current rate of 7%

Add to MERS Defined Benefit (New Division)

2.25% multiplier

Final Average Compensation period 3 years

8-year vesting – vesting & early eligibility service granted from date of hire of 6-years

Employee Contribution Rate – 0% **CHECKIN ON**

Just received a \$969,575 grant o bring out funding levels to 60%or above. MERS reps have also indicated that they have reached out to Treasury and that this will not affect tour current corrective action plan due to it being a new division. MERS is running an estimated actuarial on this senior, it will not be available until September.

Vehicle Allowance

Vehicle Allowance of \$500 per month

Employment Agreement

*Current
Contract*

This Employment Agreement (the "Agreement"), entered into between the City of Negaunee (the "City"), a municipal corporation, and Nathan Heffron (the "Employee") on this 15th day of October, 2019, is made for the purpose of employing the services of Employee as City Manager to the City. To that end, and in consideration of the mutual covenants herein contained, the parties hereto agree as follows:

I. Employee Employment Duties.

The City hereby agrees to employ Employee as the City Manager to the City to perform functions and duties specified by the City Charter and City Ordinances. Such functions and duties include, but are not limited to, those function and duties contained in Section 6.4 of the City Charter:

- Supervising the affairs of the City;
- Carrying out the policies formulated by the Negaunee City Council ("Council");
- Preservation of the peace, health and safety of persons and property in the City;
- Enforcement of ordinances, including zoning laws, and the laws of the State of Michigan;
- Attending Council meetings, and reporting on conditions and needs of the City; and
- Perform other legally permissible proper duties and functions as the City Council shall, from time to time, assign.

II. Term, Discharge and Resignation.

A. Term.

The Agreement shall have a term commencing on January 15, 2020, and ending on January 15, 2024 (the "Termination Date"). Employee agrees to remain in the exclusive employ of the City until the Termination Date, unless the Agreement is terminated as hereinafter provided. The term "exclusive employ" shall not be construed to include occasional teaching or consulting, performed on the Employee's own time.

B. Discharge.

The Employee shall be employed as the Negaunee City Manager based upon an "at-will" status, pursuant to the provisions of Section 6.3 of the Negaunee City Charter, or any applicable amendments thereto.

C. Resignation.

Nothing in this Employment Agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign at any time from the position with the City, subject only to the provisions set forth herein.

III. Severance Pay, Effective Termination and Notice.

A. Severance Pay.

If the Employee is terminated by the City prior to the expiration of this Agreement and Employee is willing and able to perform the duties of City Manager as herein provided, the City agrees to immediately pay a lump sum cash payment ("Severance Pay"), equal to 25% of the base or annual salary, subject to City's prepayment of all applicable withholdings; provided, however, that in the event the Employee is terminated because of a conviction of any felony, or any violation of the City Charter, state or federal law, then the City shall have no obligation to pay any Severance Pay. The Employee will not be entitled to Severance Pay should he voluntarily resign his employment.

B. Notice of Resignation.

In the event the Employee voluntarily resigns Employee's position with the City prior to the Termination Date, the Employee agrees to, and shall give the City at least thirty (30) days written notice. Failure to give at least thirty-day written notice shall be considered a quit, not in good standing, and the Employee will not be compensated for accumulated, unused vacation, sick leave or personal days.

IV. Salary, Advance, and Review.

A. The annual base salary for the first year ("First Year") of this Agreement shall be \$80,000.00, through January 15, 2021. The annual salary for the second year (the "Second Year") of this Agreement shall be \$81,666.00, through January 15, 2022. The annual salary for the third year (the "Third Year") of this Agreement shall be \$83,332.00, through January 15, 2023. The annual salary for the fourth year (the "Fourth Year") of this Agreement shall be \$85,000.00, through January 15, 2024. There shall be no reduction in salary, compensation or other financial benefits to the Employee, except to the degree of such a reduction across all City employees.

B. For each of the four (4) years of this Agreement, Employee will be advanced a sum of \$5000.00 of his salary referenced above in Section IV(A), to be paid during the first pay period following January 15, annually. If Employee voluntarily resigns within the first month of the year, he must repay the portion of the advancement not yet earned.

C. In addition, the City agrees to provide written review of the Employee's performance. The first such review shall be conducted in the Second year of this agreement by the Harding Group. Subsequent reviews shall be conducted in June of each year. The first such review shall be in December, 2020. The format of the review shall be reasonably agreed upon by the council and the City Manager. Any review/evaluation shall be discussed at a regular or special meeting of the council. Subsequent review during this agreement shall be by discretion of the council.

V. Hours of Work.

Employee is expected to be at work from 8:00AM to 4:00PM, Monday through Friday, and is expected to attend regularly scheduled and special Council meetings. Unless otherwise agreed there will be no comp time.

VI. Professional Development.

The City agrees to pay for the travel, registration, and subsistence expenses of Employee for short courses, institutes, and seminars that are necessary for his professional development and for the good of the City as approved in advance by the Council. Receipts are required for reimbursement and must be turned in within ten (10) days, or the expenses are deemed waived. Also, a detailed report thereof shall be provided to the council at its next regular meeting.

VII. Insurance.

A. Health Insurance.

The City agrees to pay the premiums of hospitalization, surgical, comprehensive medical, optical and dental policies for the Employee and the Employee's legal dependents pursuant to the City's current or future contractual plan. The health insurance coverage shall remain in effect during the term of the Agreement, unless this agreement is terminated earlier in which case the health insurance shall also terminate.

B. Life Insurance.

The City agrees to pay the premium for full term life insurance coverage for the employee in the amount of the employee's salary while employed.

VIII. Retirement

The City shall match contributions made by Employee through the City's payroll deduction process toward a retirement savings plan selected by the manager in an amount up to seven per cent (7%) of Employees annual salary.

IX. Other Terms and Conditions.

A. Other Conditions.

The City shall fix such other terms and conditions of employment, as it may determine from time to time, relating to the performance of Employee, provided such terms and conditions are not inconsistent with or conflict with the provisions of this Employment Agreement, the City's Charter, or any other applicable law or ordinance.

B. Fringe Benefits.

The Employee will receive those fringe benefits as provided in attached "Addendum A," in addition to the other benefits enumerated in this Agreement

Employee will also be provided a City issued cell phone to be used for City purposes.

C. Vacation, Sick Leave, Personal Leave Days.

1. Sick Leave Accrual.

Upon signing of this Agreement, the Employee shall be granted three (3) sick days, and upon termination, resignation or retirement, the City shall deduct three (3) sick days from the total accumulated. Thereafter, Employee shall earn and be entitled to one (1) day's sick leave for each month of service, but Employee must be compensated for ten (10) or more work days in said month as a prerequisite to earning the sick day. The Employee may accumulate an unlimited number of sick days and then take that amount for actual sick leave in a long term illness, upon request. Upon retirement, death, or separation in good standing after six (6) months of service to the City, the Employee, or his estate, shall be entitled to a cash settlement equal to value of 50% total accumulated sick leave, not to exceed \$8,000.00.

2. Paid Time Off

Employee shall have 21 days a year of paid time off annually available to him in the First Year, and Second Year, respectively. Employee shall have 22 days a year of paid time off annually available to him in the Third Year, and Fourth Year, respectfully. Paid time off days cannot be carried over year-to-year. Employee agrees to notify in advance the Council or Mayor, and key co-workers of any planned paid time

off, and provide at least a week advance notice for any planned paid time off of more than four (4) consecutive days.

X. General Provisions.

A. Assignment.

None of the work to be performed under this Agreement by the Employee may be assigned to a third-party outside of the City of Negaunee without the prior written consent of the Council.

B. Binding Effect.

The terms and conditions of this Agreement shall be binding on all parties, their heirs, assigns, and successors.

C. Waiver.

Failure of either party to insist, in any one or more instances, upon the performance of any of the terms, covenants or conditions of this Employment Agreement, or to exercise any right hereunder shall not be construed as a waiver of the future exercise of such right.

D. Severability.

The invalidity or unenforceability of any particular provision of the Agreement shall not affect the other provisions, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision(s) were omitted.

E. Amendments.

The Agreement may not be amended, modified, released, discharged, supplemented, or changed in any manner except by written agreement signed by both parties hereto.

F. Headings.

The headings utilized herein are provided as aids in referencing provisions of the Agreement, but are not to be utilized in interpretation or construction of the terms and conditions hereof.

G. Merger.

This Agreement, along with Addendum A, and when signed by both parties hereto, contains the entire agreement between the parties, and any representations not contained herein shall have no binding effect on either party.

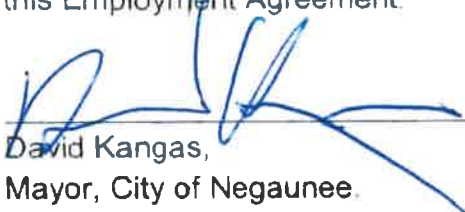
H. Force Majeure.

Neither party shall be liable or deemed to be in default for any delay or failure to perform under this Agreement resulting, directly or indirectly, from any cause beyond its reasonable control, including, but not limited to war, fire, riot, insurrection, or act of God.

I. Choice of Law and Venue.

If either party asserts any action or lawsuit arising out of the Agreement, Michigan law will control and any matter will be venued in Marquette County, MI.

In Witness whereof, the City of Negaunee on a vote of its City Council has caused this Employment Agreement to be signed and executed on its behalf by its Mayor and duly attested by its City Clerk, and Nathan Heffron, have signed and dated this Employment Agreement.




David Kangas,
Mayor, City of Negaunee.

Dated: 10/15/19

Attest:


Judy Swanski, City Clerk

Dated: 10/15/2019



Nathan Heffron,
Employee/City Manager

Dated: 10-15-19

ADDENDUM A

SECTION 1: HOLIDAYS

Employee shall receive credit for eight (8) hours work towards the fifty (50) hour weekly maximum for each of the following Holidays listed below on which no work is required to be performed:

New Years Day	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Years Eve

If the scheduled holiday falls on Saturday; Friday, not Saturday, shall be declared a holiday. If a scheduled holiday falls on Sunday; Monday, not Sunday, shall be declared a holiday.

A holiday is not to be considered a vacation day. When a holiday is observed during Employee's vacation, he shall be entitled to one (1) additional day of vacation.

SECTION 2: SICK LEAVE

Employee contracting or incurring any non-service connected sickness or disability, which renders Employee unable to perform the duties of his employment, shall receive sick leave with pay to the extent of accrued sick leave.

Employee may use sick leave in the event that a member of his immediate family is sick, not to exceed two (2) weeks per calendar year, with a doctor's certificate.

If no sick leave is used during a calendar year, two (2) extra days of vacation shall be granted for the following calendar year.

SECTION 3: FUNERAL LEAVE

In the case of death in the immediate family, Employee may be granted a leave of absence with pay for a period not to exceed three (3) working days to attend the funeral. Immediate family is defined as wife, children, brother, sister, father, mother, father-in-law, mother-in-law, grandparents, brothers-in-law, sisters-in-law, stepchildren, sons-in-law, daughters-in-law, or other relative living in the same household.

Employee will be allowed one-half day off with pay to act as a pallbearer.

SECTION 4: JURY DUTY

Employee shall be granted a leave any time required to report for jury duty. Employee shall be paid the difference between jury pay and actual base salary.

SECTION 5: WAGES

The salary and wages of Employee shall be paid at the same time as other City employees.

SECTION 6: WORKERS' COMPENSATION

Employee will be paid on the following basis, if a compensable accident occurs: compensation checks will be issued to the Employee under the existing statute. The difference between the compensation checks received and the Employee's regular rate of pay may, at the option of the Employee, be paid to Employee and charged against accrued sick leave credit.

The City shall pay the insurance premiums for Employee during Employee's absence from work due to a work related injury for a period not to exceed eighteen (18) months.

City to City Comparison

Community	Base Wage	Vehicle allowance	Retirement	Bonus
Marquette	\$127,000	\$600/month	Highbred	NO
Ishpeming	\$100,000	\$600/month	457 at 20%	\$3000/year*

*Upon review.

Community Accomplishments 2018-2023

- Completed
- In progress
- Waiting for action

2023-2024

Current Projects

- Working to update Master Plan Update
- Working on Water Project 2022-2024
- Working on filing for Water Sewer Project 2022-224
- Working on Dock Project
- Working on Playground Project
- Street paving projects 2022-2028
- Working to build archery range
- Working our outreach and education programs for building owners
- Working to establish land-use agreement with rock/ice climbing group
- Safe Routes to School project
- Working on assessment and business plan for the City's cemetery
- MEDC RAP GRANT PROEJCT
- 8-City Façade Project's
- Heikki Lunta 2023
- Restarted the DDA
- Buffalo Road Sewer Main Project
- Wenonah St Water Maim Project
- Gold Street Bypass Sewer Main Project
- Water Tower Repainting and Maintenance Project
- Water Works Committee 2022
- Ann Street Park Committee 2022
- Hazardous Migration Planning Committee 2023
- Economic Extraction & Tourism Enhancement Trail Committee 2023
- TCO #68 – Parking Restrictions Near Gold/Rail St Intersection 2023
- Property Maintenance Code Chapter #153 2023
- Wells Chapter #51 2023
- Survey And Environmental Assessment Work (Snow Street Property) 2023
- Trailhead Development Project
- Working to Hire DDA Director

- Cemetery Tree Removal
- DWAM Gant
- MERS corrective action plan
- Council Orientation Manuals
- Outdoor Recreation and Build Back Better Resolution support of regional grant
- Intergovernmental Housing Taskforce
- Downtown Economic Development Grant Program
- Jackson Grove housing lots project
- Purchase of SCBAs FD
- Interlocal agreement with IOHT-Campground
- Interlocal agreement with IOHT-Trail Head
- Refinanced Sewer Bonds
- Refinanced Water bonds
- Capital Improvements Plan Update
- Water Later Grant Program
- Trail Advisory Committee
- Traffic control ordinance
- Working on Adam Johnston Lawsuit

2022-2023

- Forestry Management Plan 2022
- Instituted City Council Orientation – Scheduled Training 2022
- Instituted City Organization Training 2022
- Commission On Aging Ordinance Amendment 2022
- Intergovernmental Prof Svc Agreement – School Resource Officer
- Capital Improvements Plan Update
- 2022 Recreational Land Use Agreement City of Negaunee and Ishpeming Ski Club 2022
- Iron Ore Heritage Trail Lease Agreement for Campground and Trail Head Project 2022
- Alleyway Project 2022 City Marketing & Branding Plan 2022
- Social District Resolution
- Moved Farmer’s Market to Downtown 2022
- Brownfield Plan – Iron Ore Holdings LLC Development 2022
- Gold Street Bids and Budget Adjustment 2022
- First Arbor Day 2022
- Miller Road Culvert Emergency Repair 2022
- Division Lift Station Repainting Project 2022
- Drinking Water Revolving Plan Application 2022
- Cemetery Fencing 2022
- Parks And Recreation 5 Year Plan 2022
- Disc Golf Recreation Land Agreement 2022
- Iron Ore Heritage Trail Lighting Project Phase #2 2022
- Ordinance Amendment #156 Business District 2022

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- Amended Development Agreement – Snapp Building Co. Jackson Grove Lots 2022
- OPEB Trust Account Resolution 2022
- Livebarn Agreement – Negaunee Ice Arena 2022
- Water Services Line Agreement (private Property Laterals) 2022
- Cip 2022
- ATC Project Commitment Agreement 2022
- Capital Improvements Plan Update
- Infrastructure Damage Request from City of Ishpeming 2022
- Working to replacement Plan for Substation
- Completed on Beach Project
- Heikki Lunta 2022
- Tinseltown 2022
- Working to Codify ordinances and City Charter
- Created Commercial Rehabilitation Grant Program
- Working on Commercial Rehabilitation Administrative Guide
- Working on Commercial Rehabilitation Applicant Guide
- Working to secure Mine fencing issues, plan, and programming
- Successfully Negotiated DPW Union Contract
- Successfully Negotiated Police Union Contract
- Successfully Negotiated Administrative Union Contract
- Forge Your Adventure publication
- Mining Journal Person of the Year
- 2nd Annual Blood Fight Drive
- Became the UP Representative for the Michigan Downtown Association
- CRD award to Strega Nona
- CRD award to Argall Real Estate Group
- Cemetery Tree Removal

2021-2022

- Completed Electrical Substation study
- Working to establish National Historic Designation
- Tinseltown 2021
- Fund Balance Increase to general fund and all enterprise funds
- Create Commercial Rehabilitation Tax Abatement District
- Obtained Carp River Bridge Maintenance Grant
- Amened Animal Control Ordinance
- Entered into MECA Electrical Safety Program
- Senior Center Insulation Project
- 2021 Seal Crack Project (Only year a street has not been paved since I have been here)
- Underbody Blades for plows
- CRD award to 906 Enterprises DBA Campfire Coffee
- Iron Ore Heritage Trail Lighting Project Phase #1 2021

- Mine fencing Project
- Law Enforcement Mutual Aid Agreement with School District
- Mackenzie Hill/Furnace Road Project
- Interlocal Agreement for water services with Powell Township
- Marquette County Hazardous Mitigation Plan Adoption
- Capital Improvements Plan Update
- Cemetery Tree Removal

2020-2021

- Teal Lake Lighting Project Phase #1 2021
- Sale of Jackson Grove Tennis courts to Negaunee School District
- Ordinance Amendment #1273 – To Add Marijuana Establishments As A Special Land Use To Industrial District
- DDA TIF Expansion #2
- State Historic Tax Credits Resolution for restoration of state funding
- Adopted Complete Street Ordinance
- AMI Metering Project
- Rail Street Project
- Amended Ordinance #1269 Home Occupation
- Amended Ordinance #1286.07 Fences
- Amended Ordinances related to Subdivisions
- Adopted UPAWS Contract for Animal Control
- Mutual Aid Agreement with UPPCO
- Kirkwood Teardown Project
- Purchase Of A VOTING TABULATOR
- Garbage Contract renewed
- Hired DDA Consultant
- First Responder Hazard Pay Premiums Application Grant
- Traffic Control Order #64, Traffic Control Orders #65 & #66.
- COVID Response Planning and Execution
- City Code or Ordinances Codification
- Jackson Miners Park Pavilion
- Fund Balance Increase
 - General
 - Water
 - Sewer
 - Electric
- Created New Website
- Became the Superior Trade Zone Chairperson
- 1st Annual Blood Fight Drive

Accomplishments 2018-2020

- Fire Hall repainting
- Moving Forward-Negaunee's first ever economic development plan
- Reestablishment of relation and effectively partnering with the LSCP
 - Creation of a Business Retention and Expansion Program
 - Creation of a Business Retention and Expansion brochure
 - Creation of a business attraction brochure
 - Meeting one-on-one with business owners
 - Marketing available commercial spaces
- Establishing a partnership with the Superior Trade Zone
- Reestablishment of the Downtown Development Authority
 - Creation of a Downtown Plan
 - Establishment of the Downtown Citizens Advisory Council
- Establishment of an internal Façade Program
 - Completed 2 façade projects under MEDC (\$200,000.000 of MEDC and owner investment)
- Established a relationship with Invent NMU through their kiosk program
 - Scheduled several workshops throughout the end of this year into next based on the kiosk
 - Scheduled visits with the middle school and high school students in the Invent NMU program through the use of the kiosk
- Reestablished relations with CUPADD
 - Obtained and working through MSHDA Home Rehabilitation grant (\$50,000)
 - Established our new Capital Improvements Program and tiered it to our budget
 - Established a Public Participation Plan
 - Establish Complete Streets Ordinance for RRC certification
 - Establish Sidewalk Assessment
 - Updated Planning and Zoning Ordinances
- Eliminated first rail crossing on S. Baldwin Avenue-Streets
- Updated equipment and 2nd rail Crossing S. Ballwin Avenue-Streets
- Updated the Water Ordinance
- Updated the Sewer Ordinance
- Update the Electrical Ordinance
- Established Marquette rowing club land-use agreement
- Sale of the Waste Water Treatment Plant
- Negotiated 4-year contract with the police union 2018
 - Establishment of Physical Fitness Program for the Negaunee Police Department
- Established contract relations with 906 Technologies for an IT contract
- Negotiated 4-year contract with the Administrative Union 2018
- Negotiated 4-year contract with the DPW Union 2018
- Reallocated funds through payroll to help stabilize the general fund
- Established a Rental Code Ordinance
 - Register properties
 - Trained for inspector
- Established a Property Maintenance Code Ordinance

- Trained for inspector
- Helped guide the establishment of the Library Strategic Plan
- Established Special Advisory Committee on Blight Resolution to help develop PMC
- Established Special Committee on Cultural and Historical Preservation to assist on national Historic Designation
- Completed work on Charter Cable litigation
 - Conducted cable survey to assist in litigation
 - Met with the MSPC to resolve litigation
- Completed settlement on Sandburg Building litigation
- Helped to resolve Negaunee Cable litigation
- Established great working relationship with county officials
- Established great working relationship with state officials
- Established working relationship with the City of Ishpeming
- Established working relationship with Negaunee Township
- Joined the Rotary Club to advance city objectives
 - Working on a Teal Lake project jointly
- Meeting regularly with representatives of the state legislature
- Meeting regularly with representatives of the federal legislature
- Member of the Marquette County Ambassadors
- Established the Negaunee Economic Development Advisory Team to assist in creating the Moving Forward initiative
- Established a Drug Screening program for pre-employment
- Established a City of Negaunee Technology & Electronic Record Policy
- Established a City of Negaunee social media & Website Policy
- Reestablished our social media site building our followers from 400 to 1100
- Reestablished and have effectively partnered with the local media to promote the community
- Established direct relations with downtown business owners
- Established direct relations with the school district
 - Transferred tennis court ownership to the school district
- Established direct relation with the public at-large
- Increased the amount of access to information via press releases and social media
- Increased the frequency of publication of the city newsletter
- Joined the Michigan Downtown Association
- Established, prioritized, and actively seeking out investors of redevelopment sites
- Placed surplus monies in interest bearing CDs
- Established update Nuisance Code Ordinance
- Established Marijuana Ordinance
- Completed department head yearly reviews
- Established a Tree City US A and Forestry Management Ordinance
- Finished assessment of the City's electrical system
- Finished assessment of the City's water system
- Finished assessment of the City's sewer system
- Reestablished relations with WPPI and have joined Government relation Board
- Worked with MERS retirement system to save money
- Senior Center Rehab Project

Reinvestment in equipment

- New Zamboni-Parks& Recreation
- DPW roof-DPW
- Dump box-DPW
- 2 Snow Plow-DPW
- Police Cruiser-Police Department
- Fire Hall Roof-Fire department
- Fire Hall Paint-Fire Department
- Peck St. Water Main Project-Water Department
- Brown Avenue Sewer Main Project- Sewer Department
- Mill and Overlay Project 2019-Streets Department
- Computer upgrades-Citywide
- Division street Pump-Sewer Department
- Ice Arena Floors-Ice Arena
- New mowers-Cemetery

Economic Development

- Hired DDA consultant
- Reactivated the DDA
- Established a Tax Increment Finance District #1
- Established a Tax Increment Finance District #2
- Established a Commercial Redevelopment District
- Superior Trade Zone Chairman
- Increased Tax valuation 2019, 2020, 2021, 2022
- Columns bi weekly to promote the downtown and community
- Working on Marketing and Branding plan
- Working with Mather B Developer
- Working with Developers for Housing Developments
- Working with Developer for Senior Apartments
- Working to establish Iron Range Recreation Area Park
- Working directly with developer for tourism development
- Working with private landowners to establish new railroad crossing for school safety
- Working towards starting 4 façade projects under MEDC (\$610,000.00 of MEDC and owner investment) PROJECT CANCELED DUE TO COVID
- Meeting this summer to begin the process of our round three Façade Program PROJECT CANCELED DUE TO COVID
- Working on becoming a Main Street USA community

Grants Applied for and received

<input checked="" type="checkbox"/> MDARD Beach Project	\$82,600
<input checked="" type="checkbox"/> MDNRTF Grant Pavilion	\$291,000
<input checked="" type="checkbox"/> MDNRTF Grant Playground	\$125,700
<input type="checkbox"/> MEDC Senior Center	\$490,730
<input checked="" type="checkbox"/> USDARD Police Car	\$8,000

<input checked="" type="checkbox"/> RAP Grant Fencing	\$2,765
<input checked="" type="checkbox"/> VFW Patronicity Grant	\$12,000
<input checked="" type="checkbox"/> Ballot Machines: Center for Civic Life	\$5,000
<input checked="" type="checkbox"/> Ballot Machines State of Michigan	\$2,500
<input checked="" type="checkbox"/> Teal lake study	\$15,000
<input checked="" type="checkbox"/> MDOT Rail Upgrade grant	\$60,000
<input checked="" type="checkbox"/> Small Urban Grant	\$375,000
<input checked="" type="checkbox"/> MDARD Brown Steet	\$100,000
<input checked="" type="checkbox"/> MDARD Irion Street	\$100,000
<input checked="" type="checkbox"/> Army Corps of Engineers	\$400,000
<input checked="" type="checkbox"/> MEDC RAP Grant	\$885,000
<input checked="" type="checkbox"/> RAP Grant Cameras	\$2,831
<input checked="" type="checkbox"/> DWAM	\$446,500
<input checked="" type="checkbox"/> Small Urban Grant #1	\$375,000
<input checked="" type="checkbox"/> Small Urban Grant #2	\$375,000
<input checked="" type="checkbox"/> Bridge Grant	\$170,000
<input checked="" type="checkbox"/> MEDC Moving Forward Economic Development Plan	\$15,000
<input checked="" type="checkbox"/> MSPS Disaster Relief Funds	\$27,570
<input checked="" type="checkbox"/> LaCombe Field Patronicity Grant	\$100,000
<input checked="" type="checkbox"/> Playground Patronicity Grant	\$100,000
<input checked="" type="checkbox"/> Marquette County Brownfield Environmental Assessment Grant	\$25,000
<input checked="" type="checkbox"/> MEDC Technical Assistance funds Marketing and Branding Plan	\$15,000
<input checked="" type="checkbox"/> VISTA direct state budget expenditure	\$3,000,000
<input checked="" type="checkbox"/> Stabilization Fund Grant (VISTA)	\$435,424.00
<input checked="" type="checkbox"/> MERS Stabilization Funds	<u>\$969,575.00</u>
	\$9,012,195

Grant Applied for, waiting on, or preparing to apply for

<input checked="" type="checkbox"/> FEMA AFG SCBAs	\$614,320
<input checked="" type="checkbox"/> Safe routes to school Projects	\$900,000
<input checked="" type="checkbox"/> USDA RD Water Project	\$4,466,250
<input checked="" type="checkbox"/> USDA RD Sewer Project	\$2,762,100
<input checked="" type="checkbox"/> SPARK GRANT (Campground)	\$1,000,000
<input checked="" type="checkbox"/> MDNRTF Grant (Campground)	\$350,000
<input checked="" type="checkbox"/> EGLE Community Pollution Prevention Grant	\$20,000
	\$10,112,670

Completed Projects

- Electrical Study
- Millage renewals
- Social media
- Teal Lake Climate & Health Adaptation Study
- Rail Street Project
- Kirkwood building remediation
- Vista building remediation
- Rental Code Inspection Program Established

- Creation of a Streetscape Vision

Public Communication

- Local TV interviews
- Mining Journal interviews
- Face Book posts
- Op Eds (50)
- News Letters
- Website posts
- Direct Mailers
 - Millage Flier 1: Street Maintenance Plan
 - Millage Flier 2: Equipment Millage Plan
 - Utility Rate and Update 2021
 - Utility Rate and Update 2022
 - Utility Rate and Update 2023
- Water/Sewer Projects Flier 2022-2024
- Street Projects Flier 2021
- Street Projects Flier 2022
- Street Projects Flier 2023
- Press releases (95)
- Video outreach series Irontown Talk (13)

Equipment purchases

- 3 police vehicles
- 2 city trucks
- 2 truck plows
- 1 bucket truck
- 1 dump truck
- Refurbished Vactor truck
- Sewer Rodding system
- Water correlator- emergency purchase
- Fire Department radios
- Back yard-auger systems
- Camera system
- SCBAs FD
- Fire Truck Pumper
- 1-Ton Pickup Dump Truck with Plow
- Hot water heater for ice Arena
- Zamboni Hot Water Tank Emergency Purchase
- Tasers
- Police Radios
- Police guns

Fiscal Management

- MERS funding estimate %49
- MERS Corrective Action Plan Filed
- City Budget Correction Action Plan Filed
- Police Union Retirement funding estimate %89
- Reduced spending 2021, 2022
- MERS Contract issue resolved
- 2020 refinanced bonds ordinance Saved \$442,535.65
- 2020 Water refinanced bonds ordinance Saved \$383,466.22

Ordnances

- Working to updating Aging Commission Ordinance
- Working to updating Library Board Ordinance
- Working to updating Cemetery Ordinance
- Working to updating Housing Commission Ordinance

COVID Response

- First responder hazard pay premiums (Grant)
- Closed City Hall March 16th 2019
- Developed internal Policies
- Attends Week Health Dept. updates

Odds and ends

- Water leaks decreased from 69% to 20%
- Filed Kirkwood Lawsuit and Resolved
- Non-Union employee policy
- MECA Agreement
- New PD chief
- New DPW director/City Engineer
- Dept head Evaluations
- Growing our social media site from 1100 to 2500 followers
- ~~Working to fill Diversionary Team~~
- Helped to resolve Huffman short-term rental litigation
- Working to Resolve Michelson litigation
- Resolved Neimi Lawsuit
- Hired Planning and Zoning Administrator

New Businesses Opened in Downtown since 2018

Strega Nonna

Campfire Coffee
Samara Floral Shop
Argal Real Estate Group
RF Building
UP Brewing
Love and Bicycles
Gunner's Tattoo
Mary E. Luttinen, CPA
Beyoutiful Salon
Glazed Impressions
Hidden Gem
Jasper Hill Photography
Modern Drift Unity 906
Lake Effect Jiu Jitsu
West End Gymnastics Center