

City of Negaunee

Special Meeting

Tuesday, August 29, 2023

Negaunee Senior Center 410 Jackson Street

Meeting Minutes

1. Call to Order

- The meeting was called to order by Mayor Dave Kangas at 6:30 P.M. Eastern time.

2. Pledge of Allegiance

3. Roll Call

- Roll call was taken, present was Council Members Stagliano, Ilmonen, Smith, Howard, and Mayor Kangas. Absent was Council Members Karki and LaLonde.

4. Approval of the Agenda

- A motion to approve the agenda as presented was made by Council Member Ilmonen and seconded by Council Member Smith. Motion carried four to one with Council Member Howard voting no to approval of the agenda.

5. Public Comment

- Public comment was opened by Mayor Kangas. No member of the public offered any comment. Public comment was then closed.

6. City Manager agreement renewal

- Council Member Smith made a motion to adopt the renewal contract as presented with amendments to the payrate and to the defined contribution term. Council Member Stagliano seconded the motion. Mayor Kangas then opened the floor for discussion. Council Member Smith discussed the terms of the contract, compared the terms to that of the City of Ishpeming City Manager, and identified the reasons for his amendments to the contract as presented. He also indicated that Manager Heffron has proven himself to be a good manager and that he was somewhat underpaid during his first contractual term. Council Member Stagliano voiced his approval for the contract as amended. He indicated the term of the extension was appropriate and that the City was in somewhat disrepair when Heffron began his term as City Manager and significant improvements have been made since. Council Member Ilmonen concurred with the comments of Smith and Stagliano. Council Member Howard disapproved of the contract both in form and substance. He indicated that the proposed raise in pay was greater than the raise given to other City employees, that the City Manager was not responsive to citizen complaints, and that the City did not have sufficient financial means

to offer contractual terms such as the instant contract. Mayor Kangas further supported the motion and reiterated that many positive changes and improvements have been made since Heffron began his tenure with the city and that retaining him as City Manager was important to the continued success of the community.

- City Manager Heffron was then permitted to offer comments. Mr. Heffron highlighted some of his accomplishments during his tenure and offered his gratitude to the city staff, board, and council members for making his success possible. He also clarified the benefits received by other City employees and discussed additional details related to the defined contribution plan, the review periods for his job review, the fringe benefit package, the severance pay term, vehicle allowance, and the term of the contract.
- Council Member Smith further articulated the change to the defined contribution term, the years of which the review would take place, and the overall term of the contract. The motion also included authorization for the Mayor to execute the revised agreement. He then made an amendment to his motion to reflect same, which was also seconded by Council Member Stagliano.
- A roll call vote on the motion was then held with Council Members Stagliano, Ilmonen, Smith, and Mayor Kangas voting to approve, and Council Member Howard voting not to approve the contract as amended.

7. Public Comment

- The floor was then opened for additional public comment. No additional public comment was received. Public comment was then closed by Mayor Kangas.

8. Council comments

- Mayor Kangas offered council comments indicating that he served on the search committee for the last City Manager and that Heffron's original contract was low, that he has since proved his worth, and that it is in the best interest of the community to insure his continued employment. He also thanked the City staff and various boards for working hard together and noted that a recent city audit reflected that the City was in good financial health.
- Council Member Smith added that he was also on the search committee when Heffron was hired and he believed they got him at a discount at that time, that he has gained a lot of experience in his time with the city, and that he has developed his own style of leadership which works well for Manager Heffron.
- Council Member Howard offered comments that he thought the contract was foolish, that taxes and utilities would need to be raised to pay for the contract, and that Heffron's review was not good.
- Council Member Ilmonen indicated that he had nothing further to add.

- Council Member Stagliano indicated that he has worked with many City Managers, that good ones are hard to find, and that Heffron was a forward-thinking individual. He also underscored the community, economic development that has been occurring in the community, and that he thinks Heffron will continue to do a top-notch job.
- City Manager Heffron then thanked the council, city staff, and city boards for the opportunity to continue serving the community. Attorney Pickens offered no further comments.

9. Adjournment

- A motion to adjourn the meeting was made by Council Member Stagliano and seconded by Council Member Smith and passed unanimously. The meeting was adjourned at approximately 7:30 P.M. Eastern.

A handwritten signature in black ink, appearing to be "Stagliano", written in a cursive style. The signature is located in the lower right quadrant of the page.