

The Special Meeting of the Ishpeming City Council was held on Tuesday, November 17, 2015 in the Ray Leverton Room at the Carnegie Public Library. Mayor Mike Tonkin called the meeting to order at 10:00 a.m.

Present: Mayor Mike Tonkin, Council Members Claudia Demarest, Joseph Juidici, Justin Koski, Mike Tall (5). Also present were City Manager Mark Slown and City Attorney Bonnie Hoff.

AGENDA COMMENT - There was none.

PHASE 1 TESTING ON ISHPEMING SENIOR CENTER PROPERTY

A motion was made by Councilwoman Demarest, supported by Councilman Koski and carried unanimously to approve the Phase 1 testing on the Senior Center property if a Brownfield grant could be obtained.

GUNDLACH CHAMPION PAY REQUEST #3 – CITY FACILITIES PROJECT

A motion was made by Councilman Koski, supported by Councilman Juidici and carried unanimously to approve Pay Request #3 from Gundlach Champion for the City Facilities Improvement project in the amount of \$430,262.27.

GUNDLACH CHAMPION CHANGE ORDER #3 - CITY FACILITIES PROJECT

There was discussion pertaining to the project contingency and Mr. Slown and Mr. Kangas noted there was approximately \$40,000 remaining in the project contingency.

A motion was made by Councilwoman Demarest, supported by Councilman Tall and carried unanimously to approve Change Order #3 for the City Facilities Improvement project in the amount of \$17,794.98.

FIRST READING OF ORDINANCE #11-905

A motion was made by Councilman Koski, supported by Councilwoman Demarest and carried unanimously to approve the first reading of Ordinance #11-905, Approving new Tax Increment Financing and Development Plan and amending boundaries for the Ishpeming DDA.

MDOT GOOD FAITH OFFER AND CONSENT TO GRADE FOR ROUND-ABOUT

After some brief discussion on the Consent to Grade for the north side of the round-about, a motion was made by Councilwoman Demarest, supported by Councilman Juidici and carried unanimously to accept the Good Faith Offer from MDOT and the Consent to Grade for the Round-about project.

AUTHORIZATION TO SIGN THE OBLIGATION CONTRACT FOR THE VACALL

A motion was made by Councilwoman Demarest, supported by Councilman Juidici and carried unanimously to approve the Vacall Government Obligation Contract and authorize the Mayor to sign.

PURCHASE OF GROOMING EQUIPMENT

Mr. Kangas explained the purchase of a second set of camoplast tracts for the Gator, which was the most affordable machine to operate for ski trail grooming, would allow one set of tracks to be in operation while the second set underwent the frequent maintenance that was required.

After some brief discussion related to grooming the trails at Al Quaal, a motion was made by Councilman Tall, supported by Councilman Koski and carried unanimously to approve the purchase of the camoplast tracks for the Gator.

#### DISCUSSION OF NON-UNION EMPLOYEE POLICY

Mr. Slown advised he would like to pursue a personnel policy for non-union employees and to move away from employment agreements. He also recommended non-union employees receive the same wage increase as union employees, specifically .60 cents per hour. Lastly he suggested increasing the compensation by \$5.00/hour for the City Treasurer and the Zoning Administrator as the positions have been underpaid as compared to related positions in other municipalities of similar population.

There was discussion related to the increase in wages for the City Treasurer Kaitlyn Feldbauer and Zoning Administrator Al Pierce and how valuable they were to the City. Also discussed was the absence of comp time accrual in the City Treasurer's contract; and developing a personnel policy for non-union employees.

A motion was made by Councilman Koski, supported by Councilwoman Demarest and carried unanimously to immediately increase both Kaitlyn Feldbauer, City Treasurer and Al Piece, Zoning Administrator, wages by \$5.00/hour and to include in the City Treasurer's agreement the comp time language from the Finance Manager's contract in Section 4b.

Councilman Koski pointed out the .60 cents per hour, would not be added to this increase.

Council Members Tall and Demarest were appointed to the sub-committee to develop a non-union personnel policy.

Discussion followed on providing the same .60 cent increase the unions received to the non-union employees which would include the Finance Manager, Chief of Police, Assistant to the City Manager and the part-time Assistant Clerk positions. The City Treasurer and Zoning Administrator would be excluded from this increase. The increase would take effect January 1, 2016 and would only be for 2016. When the non-union personnel policy is completed, the Policy would take effect for future years.

A motion was made by Councilman Juidici, supported by Councilwoman Demarest and carried unanimously to provide the .60 cent/hour increase effective January 1, 2016 to the Finance Manager, Chief of Police, Assistant to the City Manager, and the part-time Assistant Clerk positions.

#### CITY ATTORNEY CONTRACT

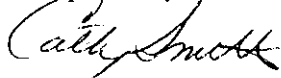
There was discussion related to Ms. Hoff's contract and the 20-30 hours per month versus the number of hours actually required.

It was the consensus of the Council to establish a subcommittee to review the City Attorney's contract and bring a revised contract back to Council. Council Members Juidici and Koski would be on the Committee.

ADJOURNMENT

At 11:18 a.m., motion was made by Councilwoman Demarest, supported by Councilman Koski and carried unanimously to adjourn.

Respectfully submitted,

A handwritten signature in cursive script that reads "Cathy Smith".

Cathy Smith  
Recording Secretary