

**CITY OF MT. MORRIS
CITY COUNCIL AGENDA
11649 N. Saginaw Street
Mt. Morris, MI 48458
May 27th, 2025
7:00 P.M.**

1. MEETING CALLED TO ORDER: Mayor Sara Dubey

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. APPROVAL OF AGENDA

5. APPROVAL OF MINUTES

- a. Approval of regular meeting minutes from May 12th, 2025.

6. COMMUNICATIONS:

None.

7. APPROVAL OF WARRANT: Approval of Warrant #25-11 in the amount of \$98,009.10.

8. PUBLIC COMMENT (Agenda Items Only /Five Minute Time Limit).

9. UNFINISHED BUSINESS:

None.

10. NEW BUSINESS:

- a. **RESOLUTION 25-11: Approval of AFSCME Union Contract**
- b. **RESOLUTION 25-12: Approval of POLC Union Contract**
- c. **RESOLUTION 25-13: Adoption of Fiscal Year 2025/2026 Budget**
- d. **RESOLUTION 25-14: Set Public Hearing Date – Solid Waste Rate**

11. PUBLIC COMMENT (Five Minute Time Limit).

12. COUNCIL MEMBER AND STAFF COMMENTS

13. ADJOURNMENT

PLEASE SILENCE ALL CELL PHONES AND OTHER ELECTRONIC DEVICES PRIOR TO THE MEETING.

CITY OF MT. MORRIS
CITY COUNCIL – REGULAR MEETING
May 12th, 2025

At 7:00 p.m., Mayor Sara Dubey called the Regular Council Meeting to order.

PRESENT: Smith, Withey, Templeton, Darisaw, Vance, Walter, and Dubey.

ABSENT: None.

OTHERS: Police Chief Kevin Mihailoff, City Manager/Clerk Spencer Lewis, DPW Superintendent Paul Zumbach, Fire Chief James Young and City Attorney Amanda Odette (Ben Stoltman).

The Pledge of Allegiance.

ROLL CALL:

None.

APPROVAL OF AGENDA:

A motion was made by Councilmember Vance, and seconded by Councilmember Withey to approve the agenda.

City Manager/Clerk Spencer Lewis asked if we could please make a motion to amend the agenda to add in the Warrant #25-10 in the amount of \$500.00, for the DJ from the May food truck event.

A motion was made by Councilmember Vance, and seconded by Councilmember Withey to approve the agenda, as amended, including warrant #25-10.

All ayes.

Motion carried.

APPROVAL OF MINUTES:

A motion was made by Councilmember Vance and seconded by Councilmember Darisaw to approve the budget workshop minutes and the regular meeting minutes from April 28th, 2025.

All ayes.

Motion carried.

COMMUNICATIONS:

None.

APPROVAL OF WARRANT:

A motion was made by Councilmember Vance and seconded by Councilmember Sorensen to approve **Warrant #25-09 in the amount of \$78,212.02, and Warrant #25-10 in the amount of \$500.00**

Roll call: ___7___ Ayes ___0___ Nays ___0___ Absent

Motion Carried.

PUBLIC COMMENT:

None.

UNFINISHED BUSINESS:

- a. ORDINANCE 2025-04: Amending the zoning ordinance (appendix D, and zoning map) by rezoning 11735 N. Saginaw (57-12-526-003) from C-R to C. (second reading and adoption)**

A motion was made by Councilmember Walter, and seconded by Councilmember Smith to approve the ordinance 2025-04.

Roll call: 7 Ayes 0 Nays 0 Absent

Motion Carried.

NEW BUSINESS:

- a. Public Hearing: City's Fiscal Year 2025/2026 Budget and "The Proposed Tax Millage Rate proposed to be levied to Support the Proposed Budget."**

A motion was made by Councilmember Darisaw, and seconded by Councilmember Templeton to open the public hearing at 7:05 p.m.

All ayes.

Motion carried.

A motion was made by Councilmember Vance, and seconded by Councilmember Smith to close the public hearing at 7:06 p.m.

All ayes.

Motion carried.

PUBLIC COMMENT:

Bill Lincoln, 335 Spruce - Bill spoke upon a property by his house with some potential code enforcement issues to city council.

COUNCIL MEMBER AND STAFF COMMENTS:

Attorney Ben Stoltman stated that the district court here in Mt. Morris will be closing coming up, as of August 5th.

Councilmember Walter stated that since it is National Police Week, he wanted to personally thank Police Chief Kevin Mihailoff and his officers for all of their work.

Councilmember Templeton welcomed Fire Chief James Young back to the city.

DPW Superintendent stated that things are ramping up and getting busy with the warmer weather here.

Fire Chief James Young stated that we have around 10 people lined up for the fire department, and reminded city council that they will be down at the cemetery on May 24th, at 10 a.m. to place flags

Police Chief Mihailoff stated that they had a gentleman try to kick out the Tahoe window over the last week, so there will be a small bill for getting that repaired here shortly.

Mayor Sara Dubey thanked Police Chief Kevin Mihailoff for him and his staff. She touched base on the food truck event a couple weeks ago, and thanked Councilmember Walter for helping out during the event.

Council Minutes

May 12th, 2025.

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CLOSED SESSION: Police Officer & DPW Union Contract negotiations.

A motion was made by Councilmember Vance, seconded by Councilmember Withey to go into closed session at 7:12 p.m.

Roll call: ____ 7 ____ Ayes ____ 0 ____ Nays ____ 0 ____ Absent

Motion Carried.

A motion was made by Councilmember Walter, seconded by Councilmember Templeton to go into open session at 7:25 p.m.

Roll call: ____ 7 ____ Ayes ____ 0 ____ Nays ____ 0 ____ Absent

Motion Carried.

ADJOURNMENT:

With no further business, the council meeting was adjourned at **7:50 p.m.**

Spencer Lewis, City Clerk

GL Number	Invoice Line Desc	Vendor	Invoice Description	Amount	Check #
Fund 101 General					
Dept 000					
101-000-066.000	UNDISTRIBUTED FRINGE BENEFITS	BLUE CARE NETWORK	JUNE 2025 HEALTH INS.	10,233.07	
101-000-066.000	UNDISTRIBUTED FRINGE BENEFITS	HUMANA HEALTH PLAN INC	DENTAL/VISION INS. JUNE 2025	1,328.93	
		Total For Dept 000		11,562.00	
Dept 215 ADMINISTRATION					
101-215-740.000	OPERATING EXPENSE	CITY OF MT. MORRIS	PETTY CASH REIMBURSEMENT	8.00	
101-215-740.000	OPERATING EXPENSE	US BANK EQUIPMENT FINANCE	COPIER LEASE	77.48	
101-215-825.000	MAINTENANCE AGREEMENTS	SHUMAKER TECHNOLOGY GROUP	ANNUAL WEBSITE HOSTING	600.00	
101-215-850.000	COMMUNICATIONS	STAR2STAR COMMUNICATIONS	PHONES	154.23	
101-215-874.000	RETIREE INSURANCE BENEFITS	BLUE CARE NETWORK	JUNE 2025 HEALTH INS.	2,703.26	
101-215-991.000	COPIER	US BANK EQUIPMENT FINANCE	COPIER LEASE	77.06	
		Total For Dept 215 ADMINISTRATION		3,620.03	
Dept 265 CITY HALL & GROUNDS					
101-265-801.000	PROFESSIONAL SERVICES	CURBCO	STREET SWEEPING	335.00	
101-265-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	CITY HALL GAS	99.22	
101-265-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	CITY HALL ELEC.	529.33	
		Total For Dept 265 CITY HALL & GROUNDS		963.55	
Dept 267 OTHER CITY PROPERTY					
101-267-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	11800 N. SAG PARKING LOT	54.16	
		Total For Dept 267 OTHER CITY PROPERTY		54.16	
Dept 305 POLICE DEPARTMENT					
101-305-740.000	OPERATING EXPENSE	CITY OF MT. MORRIS	PETTY CASH REIMBURSEMENT	24.00	
101-305-740.000	OPERATING EXPENSE	CMP DISTRIBUTORS, INC.	ACTIVE SHOOTER TRAINING ROUNDS	723.24	
101-305-740.000	OPERATING EXPENSE	HUBBARD'S MILITARY SUPPLY	RIFLE CASES FOR OFFICERS	871.00	
101-305-740.000	OPERATING EXPENSE	MT. MORRIS TWP. POLICE DEPT	PRACTICE/DUTY AMMO	1,100.00	
101-305-740.000	OPERATING EXPENSE	SIRCHIE DEPT 6481	LATEX GLOVES	120.03	
101-305-759.000	UNIFORMS	ZODIAC ENTERPRISES, LLC	OFC. BUTCHER AND DUNKLEE HATS	76.00	
101-305-850.000	COMMUNICATIONS	STAR2STAR COMMUNICATIONS	PHONES	88.11	
101-305-932.000	REPAIR & MAINTENANCE - VEHICL	AUTO PRIDE COLLISION	DOOR REPAIR - TAHOE #122	100.00	
101-305-932.000	REPAIR & MAINTENANCE - VEHICL	LOUIE'S TOWING & AUTO REP	TIRES FROM MSP, OIL CHANGE, WIPERS #100	196.00	
101-305-958.000	INSERVICE TRAINING	VICTORIA BUTCHER	STREET GANG TRAINING MILEAGE	161.00	
101-305-991.000	DEBT SERVICE - PRIN	US BANK EQUIPMENT FINANCE	COPIER LEASE	144.99	
		Total For Dept 305 POLICE DEPARTMENT		3,604.37	
Dept 336 FIRE DEPARTMENT					
101-336-801.000	PROFESSIONAL SERVICES	GENESEE TOWNSHIP	FIRE SERVICES 04.01.25-05.17.25	10,000.00	
101-336-850.000	COMMUNICATIONS	STAR2STAR COMMUNICATIONS	PHONES	44.03	
		Total For Dept 336 FIRE DEPARTMENT		10,044.03	
Dept 371 CODES & ENFORCEMENT					
101-371-740.000	OPERATING EXPENSE	MAPLE TOWNE PRINTING	HIGH WEED STICKERS	150.00	
		Total For Dept 371 CODES & ENFORCEMENT		150.00	
Dept 441 PUBLIC WORKS					
101-441-740.000	OPERATING EXPENSE	JOHN DEERE FINANCIAL	HYDRAULIC LINE AND SUPPLIES #22/#30	527.23	
101-441-740.000	OPERATING EXPENSE	MENARDS - CLIO	SUPPLIES	0.55	
101-441-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	DPW GARAGE	466.52	
		Total For Dept 441 PUBLIC WORKS		994.30	
Dept 790 LIBRARY					

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INVOICE GL DISTRIBUTION REPORT FOR CITY OF MT MORRIS
 EXP CHECK RUN DATES 05/28/2025 - 05/28/2025
 BOTH JOURNALIZED AND UNJOURNALIZED
 BOTH OPEN AND PAID
 WARRANT 25-11

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GL Number	Invoice Line Desc	Vendor	Invoice Description	Amount	Check #
Fund 101 General					
Dept 790 LIBRARY					
101-790-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	LIBRARY	411.89	
		Total For Dept 790 LIBRARY		411.89	
Dept 904 CAPITAL OUTLAY					
101-904-970.200	POLICE EQUIP CAPITAL OUTLAY	VC3, INC	NEW COMPUTER FOR PD PATROL ROOM	1,405.98	
		Total For Dept 904 CAPITAL OUTLAY		1,405.98	
		Total For Fund 101 General		32,810.31	
Fund 202 Major Street					
Dept 463 STREET ROUTINE MAINTENANCE					
202-463-740.000	OPERATING EXPENSE	BEAVER RESEARCH COMPANY	SOY LEASE	105.07	
202-463-801.000	PROFESSIONAL SERVICES	CURBCO	STREET SWEEPING	1,875.00	
		Total For Dept 463 STREET ROUTINE MAINTENANCE		1,980.07	
Dept 474 TRAFFIC SERVICES					
202-474-801.000	PROFESSIONAL SERVICES	GENESEE COUNTY ROAD COMMIS	SIGNAL MAINTENANCE	625.97	
		Total For Dept 474 TRAFFIC SERVICES		625.97	
		Total For Fund 202 Major Street		2,606.04	
Fund 203 Local Street					
Dept 463 STREET ROUTINE MAINTENANCE					
203-463-740.000	OPERATING EXPENSE	BEAVER RESEARCH COMPANY	SOY LEASE	105.08	
203-463-801.000	PROFESSIONAL SERVICES	CURBCO	STREET SWEEPING	1,475.00	
		Total For Dept 463 STREET ROUTINE MAINTENANCE		1,580.08	
		Total For Fund 203 Local Street		1,580.08	
Fund 248 DOWNTOWN DEVELOPMENT AUTHORITY					
Dept 103 AUTHORITY BOARD					
248-103-740.000	OPERATING EXPENSE	VIC'S PARTY RENTAL, LLC	MAY FOOD TRUCK EVENT	790.00	
248-103-740.000	OPERATING EXPENSE	ZODIAC ENTERPRISES, LLC	LIGHT POLE BANNERS	160.00	
		Total For Dept 103 AUTHORITY BOARD		950.00	
		Total For Fund 248 DOWNTOWN DEVELOPMENT AUTHORITY		950.00	
Fund 590 SEWER FUND					
Dept 215 ADMINISTRATION					
590-215-850.000	COMMUNICATIONS	STAR2STAR COMMUNICATIONS	PHONES	88.11	
590-215-874.000	RETIREE INSURANCE BENEFITS	BLUE CARE NETWORK	JUNE 2025 HEALTH INS.	933.45	
590-215-991.000	COPIER	US BANK EQUIPMENT FINANCE	COPIER LEASE	77.08	
		Total For Dept 215 ADMINISTRATION		1,098.64	
		Total For Fund 590 SEWER FUND		1,098.64	
Fund 591 Water Fund					
Dept 215 ADMINISTRATION					
591-215-850.000	COMMUNICATIONS	STAR2STAR COMMUNICATIONS	PHONES	66.01	
591-215-874.000	RETIREE INSURANCE BENEFITS	BLUE CARE NETWORK	JUNE 2025 HEALTH INS.	933.45	
591-215-991.000	COPIER	US BANK EQUIPMENT FINANCE	COPIER LEASE	77.06	
		Total For Dept 215 ADMINISTRATION		1,076.52	
Dept 537 WATER DISTRIBUTION					

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INVOICE GL DISTRIBUTION REPORT FOR CITY OF MT MORRIS

EXP CHECK RUN DATES 05/28/2025 - 05/28/2025

BOTH JOURNALIZED AND UNJOURNALIZED

BOTH OPEN AND PAID

WARRANT 25-11

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GL Number	Invoice Line Desc	Vendor	Invoice Description	Amount	Check #
Fund 591 Water Fund					
Dept 537 WATER DISTRIBUTION					
591-537-725.000	FRINGE BENEFIT-NON PAYROLL	CINTAS CORP	UNIFORMS	65.75	
591-537-725.000	FRINGE BENEFIT-NON PAYROLL	CINTAS CORP	UNIFORMS	47.65	
591-537-740.000	OPERATING EXPENSE	GENESEE COUNTY DRAIN COMM	WATER SAMPLING	75.00	
591-537-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	METER PIT 310 W. MT.MORRIS	39.75	
591-537-920.000	PUBLIC UTILITIES	CONSUMERS ENERGY	METER PIT 321 LINCOLN	41.61	
591-537-921.000	COST OF WATER	GENESEE COUNTY DRAIN COMM	APRIL 2025 WATER	55,643.15	
Total For Dept 537 WATER DISTRIBUTION				55,912.91	
Dept 539 WATER REPAIR					
591-539-740.000	OPERATING EXPENSE	AJAX MATERIALS CORP	STREET CUT REPAIR	648.74	
591-539-740.000	OPERATING EXPENSE	AJAX MATERIALS CORP	STREET CUT REPAIR	181.17	
591-539-740.000	OPERATING EXPENSE	AJAX MATERIALS CORP	STREET CUT REPAIR	724.69	
591-539-740.000	OPERATING EXPENSE	PMG SM HOLDINGS,LLC	STREET CUT REPAIR	420.00	
Total For Dept 539 WATER REPAIR				1,974.60	
Total For Fund 591 Water Fund				58,964.03	

GL Number	Invoice Line Desc	Vendor	Invoice Description	Amount	Check #
Fund Totals:					
			Fund 101 General	32,810.31	
			Fund 202 Major Street	2,606.04	
			Fund 203 Local Street	1,580.08	
			Fund 248 DOWNTOWN DEVELC	950.00	
			Fund 590 SEWER FUND	1,098.64	
			Fund 591 Water Fund	58,964.03	
			Total For All Funds:	98,009.10	

**CITY OF MT. MORRIS
RESOLUTION 25-11**

WHEREAS: Negotiations with AFSCME Michigan, Local 1908.04 have been concluded and agreement has been made as to amendments to the current contract; and

WHEREAS: The terms and conditions thereof are as follows:

1. Contract amendments will be effective July 1, 2025, through June 30, 2028.
2. Article 23 – Absent Leave – To use absent leave for purpose other than sickness, from minimum of 4 hours to minimum of 1 hour.
3. Article 37 – Uniforms – Increase boot allowance from \$200 per contract year to \$300 per contract year.
4. Article 38 – Pay Rates - Annual and hourly wages will reflect a 4% increase for fiscal year beginning July 1, 2025, a 4% increase for fiscal year beginning July 1, 2026, and a 4% increase for fiscal year beginning July 1, 2027. Additionally, water test certification licenses, will raise hourly pay accordingly: S4 license from \$0.65 to \$0.75, S3 license from \$0.75 to \$1.00, and S2 license from \$1.00 to \$1.25.

NOW THEREFORE BE IT RESOLVED:

That this Council does hereby direct the Manager and Attorney to draft an appropriate amendment to the contract incorporating the said terms and conditions and does hereby authorize the City Manager to execute the same on behalf of the City.

Moved by Council member _____, seconded by Council member _____, and thereafter adopted by the City Council of the City of Mt. Morris at a regular meeting held Tuesday, May 27, 2025 at 7:00 p.m.

_____ Yea

_____ Nay

_____ Absent

Sara Dubey, Mayor

Spencer Lewis, City Clerk

**CITY OF MT. MORRIS
RESOLUTION 25-12**

WHEREAS: Negotiations with respect to the agreement between the City of Mt. Morris and the Police Officer's Labor Council representing the police officers of the City of Mt. Morris have been completed and a tentative agreement has been reached, and;

WHEREAS: The attached tentative agreement reflects the final status of said negotiations and constitutes the basis for the execution of the successor agreement for the three-year period to run from July 1, 2025 to June 30, 2028, and;

WHEREAS: Said tentative agreement has been reviewed by the Treasurer and the Chief of Police and has been, accordingly, executed by the City Manager and;

NOW THEREFORE BE IT RESOLVED:

That this Council des hereby approve the terms of the said tentative agreement; does approve a collective bargaining agreement for the terms aforesaid, i.e., from July 1, 2025 to June 30, 2028; and does hereby direct the Manager and Attorney to draft an appropriate amendment to the contract incorporating the said terms and conditions and does hereby authorize the City Manager to execute the same on behalf of the City.

Moved by Council member _____, seconded by Council member _____, and thereafter adopted by the City Council of the City of Mt. Morris at a meeting held on Tuesday, May 27, 2025 at 7:00 p.m.

_____ Yea

_____ Nay

_____ Absent

Sara Dubey, Mayor

Spencer Lewis, City Clerk

TO: City of Mt. Morris
FROM: Police Officers Labor Council
DATE: March 14, 2025
RE: Counter Proposal for a successive Collective Bargaining Agreement

1. **Non-economic/Language Clarification:** The Union proposes to *modify* the cover page, Agreement and Article 19-Duration to reflect a three-year successor agreement to start on July 1, 2025 and end on June 30, 2028.
2. **Article 1, Section 1 Recognition:** Pursuant to an existing Letter of Agreement *include* Lieutenant to the recognition clause.

Section 1. Bargaining Unit. The Employer hereby recognizes the Union as the sole and exclusive bargaining representative for all full-time, regular salaried employees of the Mt. Morris Police Department employed or whose positions are classified as Patrolman **or Lieutenant**. The term "officer", as used hereinafter in this Agreement, shall refer to all employees represented by the Union in the bargaining unit. The term "regular" refers to full-time employees employed throughout the year who have completed the formal or informal probationary period as distinguished from seasonal, probationary and/or temporary employees.

3. **Article 10-Holidays:** The Union *proposes* to add 1 ~~2~~ holidays for a total of 11 ~~12~~ paid holidays per year.

New Year's Day	July 4 th
Martin Luther King Day	Labor Day
Presidents Day	Thanksgiving
Easter	Christmas Eve Day
Memorial Day	Christmas Day
	New Year's Eve Day

4. **Appendix A-Wages:** The Union *proposes*:
 - a. For an across-the-board wage increase of **5%** for the contract year beginning July 1, 2025.
 - b. For an across-the-board wage increase of **3%** for the contract year beginning July 1, 2026.
 - c. For an across-the-board wage increase of **3%** for the contract year beginning July 1, 2027.
 - d. To increase the shift premium for 2nd and 3rd shift from 1% to **2%**.
 - e. To incorporate the Lieutenant into the Wage schedule pursuant to an existing letter of agreement.
 - f. Retroactivity to apply in the event that this successor agreement is settled after July 1, 2025.

	7/1/2022	7/1/2023	7/1/2024
	Step Modifications	(+3%)	(+3%)
Start/Probationary	\$20.52 hr./\$42,682 yr.	\$21.14 hr./\$43,971 yr.	\$21.77 hr./\$45,282 yr.
After 1 Year	\$22.65 hr./\$47,112 yr.	\$23.33 hr./\$48,526 yr.	\$24.03 hr./\$49,982 yr.
After 2 Years	\$24.33 hr./\$50,606 yr.	\$25.06 hr./\$52,125 yr.	\$25.81 hr./\$53,685 yr.
After 3 Years	\$26.49 hr./\$55,099 yr.	\$27.28 hr./\$56,742 yr.	\$28.10 hr./\$58,448 yr.
After 4 Years	\$28.10 hr./\$58,448 yr.	\$28.94 hr./\$60,195 yr.	\$29.81 hr./\$62,005 yr.
After 5 Years	\$29.79 hr./\$61,963 yr.	\$30.68 hr./\$63,814 yr.	\$31.60 hr./\$65,728 yr.

Wages

	7/1/2025	7/1/2026	7/1/2027
	(+5%)	(+3%)	(+3%)
Start/Probationary	\$22.86 hr./\$47,549 yr.	\$23.54 hr./\$48,963 yr.	\$24.25 hr./\$50,440 yr.
After 1 Year	\$25.23 hr./\$52,478 yr.	\$25.99 hr./\$54,059 yr.	\$26.77 hr./\$55,682 yr.
After 2 Years	\$27.10 hr./\$56,368 yr.	\$27.91 hr./\$58,053 yr.	\$28.75 hr./\$59,800 yr.
After 3 Years	\$29.51 hr./\$61,381 yr.	\$30.39 hr./\$63,211 yr.	\$31.30 hr./\$65,104 yr.
After 4 Years	\$31.30 hr./\$65,104 yr.	\$32.24 hr./\$67,142 yr.	\$33.21 hr./\$69,076 yr.
After 5 Years	\$33.18 hr./\$69,014 yr.	\$34.18 hr./\$71,094 yr.	\$35.20 hr./\$73,216 yr.
Lieutenant	\$34.84 hr./\$72,465 yr.	\$35.89 hr./\$74,649 yr.	\$36.96 hr./\$76,877 yr.

Patrol Shift Premiums:

2nd shift - one per cent ~~(1%)~~ **(2%)**

3rd shift - one per cent ~~(1%)~~ **(2%)**

*****The Union reserves the right to add to or amend these proposals at any time during the negotiations.**

*****All other language and benefits contained in the July 1, 2022 to June 30, 2025 agreement are to remain in full force and effect.**

TO: City of Mt. Morris

FROM: Police Officers Labor Council

DATE: 2/14/2025

REF: Michigan Earned Sick Time Act (Proposal to Comply)

Section 4. Absent Leave. A full-time employee will be allowed to be absent from work one hundred and four (104) hours during the City's Fiscal Year. Such leave will be available to the employee on July 1st of each year; however, such leave shall be earned at the rate six (6) hours leave per calendar month. Accordingly, absent leave will be prorated on all new hires eight and six-tenths (8.6) hours per full calendar month of service. As of July 1st, of any year, employees with unused sick time shall be paid up to fifty-six (56) hours with any remaining absent leave being forfeited to the Employer.

The use of such absent leave for purposes other than sickness may not be less than 4 hours nor more than 16 consecutive hours. Further, such leave shall not be used to precede or extend vacation or holiday leaves.

Such absent leave may be used as sick leave **under the following circumstances:**

- (a) The employee's "mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury or health condition; or preventative medical care for the employee."**
- (b) The employee's "family member's mental or physical illness, injury, or health condition, medical diagnosis, care, or treatment of the employees' family member's mental or physical illness, injury, or health condition or preventative medical care for a family member of the employee."**
- (c) In cases where the employee or the employee's family member "is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability, to obtain services from a victim services organization, to relocate due to domestic violence or sexual assault, to obtain legal services, or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault."**
- (d) To attend "meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child."**
- (e) Various incidents related to declared public health emergencies.**

· For purposes of the Act, "Family Member" includes:

- (a) Biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.
- (b) Biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or an employee's spouse or domestic partner or an individual who stood in loco parentis when the employee was a minor child.
- (c) Spouse or domestic partner.
- (d) Grandparent.
- (e) Grandchild.
- (f) Biological, foster, or adopted sibling.
- (g) Individual related by blood to the employee.
- (h) Individual whose relationship is close enough with employee that they are like a family member.

However, in the event such use exceeds twenty-three (23) consecutive working hours, the employee, prior to returning to work, may be required to submit a medical report **compliant with the Michigan Earned Sick Time Act (ESTA)** indicating that the employee has sought medical care and is able to resume their duties and responsibilities. **The Employer shall treat as confidential any information obtained through the documentation process.** Employees absent due to illness shall give notice to their immediate supervisor of such illness at least two (2) hours prior to the beginning of their shift and in any case as soon as possible and shall give said supervisor reasonable continuing information relative to the expected length of such absence. **An Employee may use as little as one-hour increments at a time for the purpose of sick leave.**

Any new hire whose probationary period encompasses June 30, the city shall bank the unused absent leave which shall be paid to the employee if they successfully complete their probation. Any probationary employee who is released from employment or any full-time employee who is fired for just cause shall not be entitled to payment of any unused absent leave **unless required by ESTA. Additionally, a new hire shall be able to use sick time after 120 days of employment. I am not sure if a new employee can use sick time right away or if they must wait a period before they can use it. This does not need to be in the contract if they can use it right away.**

Section 5. Medical Certification. Medical certification will not generally be required to substantiate sick leave of absence of three (3) consecutive working days or less; however, medical certification **compliant to ESTA** or, in lieu thereof, a signed written statement from the employee setting forth the reasons for the sick leave may be required at the discretion of the Employer for each absence regardless of duration if the Employer has reason to believe the employee is abusing the sick leave privileges. Falsification of the medical certificate or falsely setting forth the reasons for the absence shall constitute just cause for dismissal.

Section 6. Medical Dispute. If an employee is absent from work for twelve (12) consecutive days due to illness, he/she may be required to submit a doctor's statement for return to work **compliant to ESTA**. Any additional examinations or reports shall be at the Employer's expense.

City of Mt Morris
Resolution No. 25-13

A Resolution to adopt the Annual City Budget for FY 2025-2026 and to provide a general appropriations act; to permit the City Manager to execute transfers within stated limits between departments/activities without prior approval of the legislative body; and to set the annual millage rate.

WHEREAS: Chapter VII of The City Charter specifies that the City shall adopt a budget and set the millage rate for the next fiscal year not later than the second Monday in June, and

WHEREAS: The City Council held a public hearing on the proposed budget and a Truth In Taxation Hearing on Monday, May 12th, 2025.

NOW THEREFORE BE IT RESOLVED: That this council does set the levels of appropriations, estimated revenues and uses of fund balance as follows:

Amounts and Source of Monies Appropriated

GENERAL FUND

Estimated Revenues (By Source):

Property Taxes, Fees, and Interest	899,500
Licenses and Permits	56,500
Federal Grants	0
State Grants	504,500
Contributions from Local Units	2,100
Charges for Services	249,300
Fines and Forfeitures	41,500
Interest, Royalties, and Rents	8,800
Other Revenue	23,500
Operating Transfers	92,500
Fund Balance	246,543
Total	2,124,743

Expenditures:

City Council	23,350
Administration	166,906
Auditor	55,000
Treasurer	51,255
Assessor	14,650
Elections	9,378
City Hall	52,185
Attorney	45,000
Other City Property	11,965
Police Department	1,002,155

Fire Department	124,600
Codes & Enforcement	10,550
Public Works	124,554
Trash Collection	237,005
Weed Control	30,000
Cemetery	21,330
Planning	2,600
Library	22,760
Capital Outlay	119,500
Transfers Between Funds	0
Amount Appropriated	2,124,743

CEMETERY PERPETUAL CARE

Estimated Revenues (By Source):

Sales	300
Interest	100
Total	400

Expenditures:

Reimbursement to funds	0
Amount Appropriated	0

MAJOR STREETS

Estimated Revenues (By Source):

Act 51 Funds	330,000
Interest	1,500
Other Revenue	15,000
Fund Balance	0
Total	346,500

Expenditures:

Sidewalks	5,200
Street Construction	0
Routine Maintenance	64,101
Traffic Services	51,102
Winter Maintenance	45,502
Transfers Out	175,000
Amount Appropriated	340,905

LOCAL STREETS

Estimated Revenues (By Source):

Act 51	110,000
Interest	8,000
Transfers from Major Streets	150,000
Fund Balance	0
Total	268,000

Expenditures:

Sidewalks	5,390
Routine Maintenance	95,801
Traffic Services	15,341
Winter Maintenance	28,801
Amount Appropriated	145,333

DDA

Estimated Revenues (By Source):

Current Property Tax	17,000
Current Property Tax Penalty	100
Food Truck Revenue	3,000
Fund Balance	9,340
Total	29,440

Expenditures:

Authority Board	29,440
Amount Appropriated	29,440

SEWER FUND

Estimated Revenues (By Source):

Fees	3,500
Sale of Treatment	550,000
Fines & Forfeits	15,000
Interest	5,000
Rental	19,100
Other Revenue	100
FundBalance	0
Total	592,700

Expenditures:

Administration	146,957
Sewer Distribution	356,092
Sewer Repair	50,292
Transfers Out	33,750
Total	587,091

WATER FUND

Estimated Revenues (By Source):

Fees	4,000
Tap-in Fees	0
Turn On/Off Fee	300
Sale of Water	1,300,000
Fines & Forfeits	43,000
Interest	0
Rental-General Fund	4,300
Rental-Major Street	10,000
Rental-Local Street	7,000
Rental-DDA	500
Rental-Sewer	2,000
Other Revenue	3,000
Fund Balance	0
Total	1,374,100

Expenditures:

Administration	145,007
Water Distribution	922,995
Water Repair	81,392
Transfers Out	33,750
Total	1,183,144

BE IT FURTHER RESOLVED, that the City Manager may make transfers in the amount of \$5,000 between departments/activities without approval of the City Council.

Constituting, in its entirety, the total of \$4,410,656 the budget is hereby ADOPTED.

The Budget ADOPTED by virtue hereof shall constitute to the extent applicable, as required by law, an appropriations measure or act within which the City Manager may execute transfers between its appropriations within stated limits. Public funds shall be disbursed or made available pursuant to this appropriations act and shall be in accordance with applicable laws of the State of Michigan, rules and regulations promulgated by the Michigan Department of Treasury and the Charter of the City of Mt. Morris.

BE IT FURTHER RESOLVED THAT:

- 1.) The Tax rate (millage) is hereby established as follows:
 - a. 18.7683 mills for General Operating Expenditures Fund 101
 - b. 1.6549 mills for Downtown Development Authority, and;

BE IT FURTHER RESOLVED THAT:

- 1.) Any grants received will automatically authorize the City Manager to amend the budget to reflect the changes in revenues and appropriations.
- 2.) Where encumbrances are outstanding at year end they will be reported as reservations of fund balance to be used for the subsequent year's expenditures.

Moved by Council member _____, seconded by Council member _____ and thereafter ADOPTED by the City Council of the City of Mt. Morris at a regular meeting held on Tuesday, May 27, 2025 at 7:00 p.m.

_____Yeas _____Nays _____Absent

Sara Dubey, Mayor

Spencer Lewis, City Clerk

**CITY OF MT. MORRIS
RESOLUTION 25-14**

WHEREAS: Section 50 of the Code of Ordinances of the City of Mt. Morris provides that charges for solid waste, recycling and yard waste services shall be set by resolution of the City Council and provide that a public hearing shall be held prior to the enactment of such a resolution and that at least ten days notice of the public hearing shall be published in a paper of general circulation within the city indicating in addition to such other information as the Council deems appropriate, the Council's intention to increase or decrease rates and a schedule of the new rates contemplated; and

WHEREAS: This Council has determined that due to increased costs rates must be changed to consumers within the City.

NOW THEREFORE, BE IT RESOLVED:

That this Council does hereby:

1. Declare and confirm its intent to change solid waste rates.
2. That the schedule of new rates shall be as follows:

	<u>FROM</u>	<u>TO</u>
Collection fee (per unit)	\$17.63	\$18.51

BE IT FURTHER RESOLVED:

That a public notice shall be published in a paper of general circulation within the city, to wit: the Mt. Morris-Clio Herald, in a form to be approved by the Manager and City Attorney setting forth such intent and the schedule of new rates contemplated. The said public notice shall be essentially in the format annexed hereto. The public hearing shall be set for June 9, 2025 at 7:00 p.m.

Moved by Council member _____, seconded by Council member _____, and thereafter adopted by the City Council of the City of Mt. Morris at a regular meeting held Monday, May 27, 2025 at 7:00 p.m.

_____ Yea

_____ Nay

_____ Absent

Sara Dubey, Mayor

Spencer Lewis, City Clerk