

**CITY OF CHARLEVOIX**  
**REGULAR CITY COUNCIL MEETING MINUTES**  
**Monday, April 21, 2014 – 7:00 p. m.**  
210 State Street, City Hall, Council Chambers, Charlevoix, MI

The meeting was called to order at 7:02 p.m. by Mayor Norman L. Carlson, Jr.

**I. Pledge of Allegiance**

**II. Roll Call of Members Present**

Mayor: Norman L. Carlson, Jr.  
City Manager: Rob Straebel  
City Clerk: Joyce Golding  
Members Present: Councilmembers Peggy Brennan, Shane Cole, Lyle Gennett, and Leon Perron  
Absent: Councilmembers Shirley Gibson and Jeff Porter

**III. Inquiry Regarding Possible Conflicts of Interest**

None.

**IV. Consent Agenda**

The following items were approved and filed:

- A. Approval of Minutes – April 7, 2014 Regular Meeting Minutes
- B. Accounts Payable Check Register – April 4, 2014
- C. Accounts Payable Check Register – April 22, 2014
- D. ACH Payments – April 7, 2014 – April 17, 2014
- E. Tax Disbursement – April 22, 2014
- F. Payroll Check Register – April 11, 2014
- G. Payroll Transmittal – April 11, 2014

**V. Public Hearings**

None.

**VI. Reports**

None.

**VII. Requests, Petitions and Communications and Actions Thereon**

**A. Consideration to Appoint Chief Doan to the Dual Position of Police/Fire Chief**

At the February 17, 2014 Public Safety Department Consolidation Ad Hoc Committee, Committee members voted to recommend Chief Doan be appointed to the position of Police Chief/Fire Chief. The Committee recommends a 20% increase in pay to be granted as follows:

- 10% increase in pay upon completion of Firefighter I and II classes;
- 10% increase when Chief Ivan retires, anticipated to be September of 2014.

Chief Doan's current wage of \$62,508 would increase to the proposed salary of \$75,009 (20% increase). The Chief is agreeable to this amount and the timing of the pay raises. The position will be reviewed in September 2015 for cost savings and any issues associated with delivery of EMS/Fire and Police services. As future Fire/EMS overtime and part-time costs are an unknown at this point, Staff has developed a spreadsheet monitoring these costs on a monthly basis.

Mayor Carlson stated that absent Councilmembers Gibson and Perron were parts of the Public Safety Department Consolidation Ad Hoc Committee, and therefore both approve the recommendation to appoint Chief Doan to the position of Police Chief/Fire Chief.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Brennan, second by Councilmember Perron, to approve the Police Chief/Fire Chief job description dated April 21, 2014.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

Motion by Councilmember Gennett, second by Councilmember Cole, to approve appointing Chief Doan to the position of Police Chief/Fire Chief effective upon the retirement of Paul Ivan with a 10% increase in pay upon completion of Firefighter I and II classes and a 10% increase in pay at the time he takes over the dual positions of Police Chief/Fire Chief.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

B. Consideration to Amend Employee Handbook to Limit Retirees' Access to the City's life Insurance Plan

Retired city employees' access to the City's life insurance plan was discussed at the April 7th Council meeting. As mentioned at this meeting, there are currently seven retirees receiving life insurance through the City's plan. Due to the ages of these retirees on the City's plan, the City has only found one insurance company willing to underwrite its life insurance policy. Additionally, the seven retirees on the City's plan are paying the same rate for their life insurance benefit as the City is paying for its current employees. As a result, the City is subsidizing the retirees' premiums by a minimum of \$2,000 annually while at the same time paying significantly higher rates for its current employees. Moreover, three of the seven retirees signed an agreement with the City that states their request to remain on the City's policy shall stay in effect until they reach the age of 75. All three of these retirees are now over the age of 75 and should be removed from the City's policy per the terms of the signed agreement.

The direction from Council at the April 7 meeting was for City Staff to recommend a policy based on option 3. Based on this direction, Staff recommends that retired employees not have access to the City's life insurance plan beginning May 1, 2014 with the exception of the seven retirees currently on the City's plan. For these retirees, the three individuals who are over the age of 75 and signed an agreement to stay on the City's policy until they reach the age of 75 will be allowed to remain on the City's plan until October 1, 2014, at which point their coverage on the City's plan will end. The remaining four retirees will be allowed to remain on the City's plan until the age of 75, at which point their coverage on the City's plan will end.

Additionally, Staff recommends Council approve an amendment to the employee handbook so that future retirees understand the benefit status of life insurance. The recommended change is in italics at the end of section 4.4, which is presented below in its entirety.

4.4 LIFE INSURANCE

The City shall provide group life insurance benefits to regular full-time employees in the amount of their yearly salary up to a maximum of \$50,000 with an accidental death and dismemberment rider.

*Beginning May 1, 2014, retired employees (union and non-union) will not have access to the City's life insurance plan.*

Council asked if any other options existed for the current retirees. Rates were received from our insurance company, The Standard, for converting the retirees' group life insurance to an individual insurance policy. However, the premiums are extremely high and probably not a realistic option for any of the individuals to consider.

Mayor Carlson and Council discussed several options which would allow for retirees to remain on the City's plan, but mitigate the additional cost to the City.

Mayor Carlson opened the item to public comment.

Eugene Liotta expressed his concern regarding the three retirees who signed the contract terminating their policy at age 75 and stated that this contract was not allowed under the policy. Leonard Dubey voiced concern regarding his ability to obtain life insurance. Kathy Liotta stated similar concerns.

Mayor Carlson closed the item to the public.

Motion by Councilmember Perron, second by Councilmember Brennan to approve that all future retired City employees not have access to City life insurance plans beginning May 1, 2014 and to adopt the amendment to the employee handbook adding a paragraph to Section 4.4 that reads "*Beginning May 1, 2014, all future retired employees (union and non-union) will not have access to the City's life insurance plan*".

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

Motion by Councilmember Cole, second by Councilmember Gennett to approve continued access to the City's life insurance policy for current retirees and direct Staff to recoup the additional cost associated with this retiree benefit.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

C. Consideration to Amend Employee Handbook to Limit Retiree's Access to City Health Insurance Plans Beginning October 1, 2014

As was discussed at the Council meeting on April 7th, new regulations brought forth by the Affordable Care Act (ACA) will require the City to contribute to retiree health care plans starting October 1, 2014 (the City's next renewal date) for all retirees under the age of 65 and for all retirees over the age of 65 unless the City offers a specific type of plan. Per the ACA, the City's contribution to retiree health care plans is required to be the same amount it contributes for active employees. Currently, the City does not contribute to retiree health care plans. As a result, the City will potentially be exposing itself to a large financial liability if it continues to allow retirees to have access to its health insurance plans.

The direction from Council at the April 7th meeting was for City Staff to recommend a policy regarding retiree access to City health insurance plans, since a written policy or statement currently does not exist. Based on this direction, Staff recommends that retired employees not have access to City health insurance plans starting October 1, 2014.

Additionally, Staff recommends Council approve an amendment to the employee handbook so that future retirees understand the benefit status of health insurance. The recommended change is in italics at the end of section 4.2(b), which is presented below in its entirety.

4.2 (b) MEDICAL/DENTAL/VISION INSURANCE

The City offers the option for regular full-time employees to participate in one of at least two health plans which include medical, dental, and vision coverage. Plan descriptions and options may vary from year-to-year. Selection is made at time of hire, or thereafter, during the annual open enrollment. The City and employees share premium costs, which are subject to change. The insurance policies themselves govern the terms and conditions of benefits. Contact Human Resources for complete plan details.

Regular part-time employees are eligible to participate in the City's health plan but must pay full premium costs and are not eligible to receive the City's premium contribution.

*Beginning October 1, 2014 retired employees (union and non-union) will not have access to the City's health care plans.*

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Perron, second by Councilmember Gennett, to approve that retired City employees not have access to City health insurance plans beginning October 1, 2014 and to adopt the amendment to the employee handbook adding a paragraph to Section 4.2(b) that reads "*Beginning October 1, 2014 retired employees (union and non-union) will not have access to the City's health care plans.*"

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

D. Consideration to Approve Purchase of a Fairway Tractor Mower

In the 2014/2015 Budget is a sum of \$40,000.00 allocated toward the purchase of a Fairway Tractor Mower for the golf course. This particular piece of equipment will be replacing our 2001 Toro 52000 Tractor Mower. The Toro 52000 tractor has acquired 4382 operational hours. In the Fall of 2013, the transmission failure, along with other cost prohibitive repairs, amounted to over \$12,000; therefore, the tractor has been deemed decommissioned and parts have been salvaged for usage on our older 1991 Toro Tractor (3808 hours).

On March 28, 2014, advertisement for bids was posted in the newspaper. On April 8, 2014, we received bids from three equipment distributors within the State of Michigan. Of the three distributors, two of those met bid specifications, those being Spartan Distributors representing the Toro Company, and Jacobsen/Michigan representing the Jacobsen Company.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Gennett, second by Councilmember Cole, to award the Tractor bid to Jacobsen/Michigan for the 2013 Jacobsen LF 510 Fairway Tractor at the bid price of \$35,877 as indicated on the bid tabulation sheet.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

E. Consideration to Award Bid for Restroom Cleaning

The City of Charlevoix advertised for the yearly service of restroom cleaning for all of the public restrooms throughout the city.

On March 25, 2014 Up North Property Services was the sole bidder and is the company that we have used since 2009. The pricing presented by Up North Property Services has not changed from the 2009 agreement. We are currently contracted with Up North Properties Service and over the course of the existing contract they have performed well, have always been available for emergency cleanings, and know and understand what is expected of them throughout our busy summer season.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Brennan, second by Councilmember Perron, to accept the bid, as presented, by Up North Properties Service and enter into a two year contract, commencing May 1, 2014.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

F. Consideration of Contract with Charlevoix City Band

Residents of the City of Charlevoix have been entertained by the Charlevoix City Band for generations. The Charlevoix City Band entertains residents in East Park on Tuesday evenings during the summer.

The 2014/2015 Budget has \$3,000 allocated for an entertainment contract with the Charlevoix City Band.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Cole, second by Councilmember Gennett, to direct Mayor Carlson to execute the contract between the Charlevoix City Band and the City of Charlevoix for the 2014 season.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

G. Consideration of Approval for the Charlevoix Craft Beer Festival

The Community Economic Development Director was approached by the proprietors of the Bridge Street Tap Room about co-hosting a Charlevoix Craft Beer Festival in Downtown Charlevoix's Bridge Park on Saturday, June 7<sup>th</sup> from 2-6pm.

The Bridge Street Tap Room would organize the event with coordination and logistical support from the Charlevoix DDA. The tap room would then donate all of the profits from the event to the DDA to support the Charlevoix Summer Concert Series. This event also falls in line with supporting the economic development goal, "use city facilities to host off-season events" that City Council approved at the April 7, 2014 meeting.

The event organizers are not requesting funds from the City, just a small amount of staff support and approval to waive a portion of the Charlevoix City Code.

Phil Parr, proprietor of the Bridge Street Taproom, reviewed the event plan and stressed this will be a safe event for ages 21 and over and will promote the Charlevoix area to craft beer enthusiasts.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

Motion by Councilmember Brennan, second by Councilmember Cole, to allow the City Manager to waive the provision in the City Code under *Title III: Parks and Public Grounds, Chapter 31, Section 3.14*.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

H. Arbor Day and Tree City USA Award

The Tree City USA program went national in 1976 recognizing 42 communities, both small and large, for their efforts in proper tree care management. There are now more than 3,400 Tree Cities across the country. In 2013, the City of Charlevoix planted 49 trees, pruned 25 trees, removed 37 trees, and spent \$16,500 to plant and maintain our street trees. Charlevoix also picks up leaves and chips brush for our residents at a cost of \$172,200.

Charlevoix has been designated as a "Tree City USA" 22 times since 1987. This award is a feather in the City's cap that can help sustain or improve our forestry program in these tight economic times. Staff asks residents in the City of Charlevoix to support and observe April 21st-April 25th as Arbor Week.

Mayor Carlson opened the item to public comment.

John Campbell, Shade Tree Commission member discussed the need for additional trees due to disease.

Mayor Carlson closed the item to the public.

Mayor Carlson stated he will sign the proclamation to support the observance and celebration of National Arbor Day on April 25, 2014 in the City of Charlevoix.

I. Authorization of Bank Signature Cards

The banks the City uses for its business accounts require a City Council resolution to approve the staff allowed to be on signature cards to deposit funds and write checks on City accounts. Due to the appointment of Joyce Golding as City Clerk, and because the City Code requires the City Clerk to be a signatory, staff has proposed to include the following signatures:

Check signors: Joyce M. Golding, City Clerk, Joseph A. Zielinski, City Treasurer  
Account Signature Cards at Banks: Joseph A. Zielinski, Robert Straebel, Alida K. Klooster, Joyce M. Golding

Action by resolution.

J. Discussion of Temporary and Seasonal Business License Fees as Established in Resolution 83-6-4.

In 1983, City Council adopted Resolution 83-6-4. These fees were also a part of the recently adopted 2014-15 City budget. Councilmember Leon Perron has asked that Council review the license fees for all temporary and seasonal businesses.

Councilmember Perron stated the business license fees were established over 30 years ago. Treasurer Zielinski indicated that in 2013, 18 permits were issued for a total of \$1,875. City Manager Straebel cautioned that license fees should remain relatively low in order to promote small business opportunities in the City. City Manager Straebel, Treasurer Zielinski, and Clerk Golding will canvas surrounding municipalities to determine what fees they charge and make a comparison to the City fees. Once completed, this information will be brought back to Council.

Mayor Carlson opened the item to public comment. There was no public comment, and Mayor Carlson closed the item to the public.

K. Appointments

The following boards have vacancies at this time:

Planning Commission: Mayoral appointment, three vacancies. Current Members R.J. Waddell and Toni Felter have terms which expire this month. Both are willing to continue to serve.

Motion by Councilmember Perron, second by Councilmember Gennett re-appointing R.J. Waddell and Toni Felter to the Planning Commission to the seats that they currently hold.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

Downtown Development Authority: Mayoral appointment, two vacancies. Current Members Kirby Dipert and Luther Kurtz have terms which expire this month. Both are willing to continue to serve.

Motion by Councilmember Cole, second by Councilmember Brennan to re-appoint Kirby Dipert and Luther Kurtz to the Downtown Development Authority.

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

**VIII. Introduction and Initial Actions Relating to Ordinances or to Resolutions That Require Publication or Hearings Prior to Final or Further Action**

None.

**IX. Resolutions**

A. Authorization of Bank Signature Cards

Motion by Councilmember Brennan, seconded by Councilmember Gennett, to approve Resolution 2014-04-03, Authorized Bank Signatories, as follows:

RESOLUTION NO. 2014-04-03  
AUTHORIZED BANK SIGNATORIES

WHEREAS, City Council has approved the Charlevoix State Bank and First Merit Bank (formerly Citizens Bank) as depositories for the City business accounts during the City Council meeting of February 4, 2013; and

WHEREAS, these banks are required to comply with Michigan P.A. 20 and have agreed to follow our adopted investment policy; and

WHEREAS, the appointment of a City Clerk by Council has required changes be made to the staff which are allowed to authorize receipts and payments to these banks.

THEREFORE BE IT RESOLVED, that any and all funds standing to the credit of the City of Charlevoix with these banks in their main checking and/or sweep accounts may be withdrawn with checks, drafts, notices for the payment of money, when signed by any of the following:

Joseph A. Zielinski, City Treasurer  
Robert Straebel, City Manager  
Alida K. Klooster, Payroll Administrator  
Joyce M. Golding, City Clerk

RESOLVED this 21 day of April, A.D. 2014.

Resolution adopted by the following yea and nay votes:

Yeas: Brennan, Cole, Gennett, Perron  
Nays: None  
Absent: Gibson, Porter

**X. Ordinances**

None.

**XI. Miscellaneous Business**

Councilmember Gennett questioned City Manager Straebel whether monies had been found to help pay for water main breaks. City Manager Straebel responded that he hasn't heard of any formal funding sources from the State at this time.

**XII. Audience - Non-agenda Input (written requests take precedent)**

Wayne Schmidt State Representative and State Senate candidate discussed his background.

Tony Cutler, East Jordan City Commissioner, Deputy Mayor of East Jordan and State Representative candidate discussed his background.

**XIII. Adjourn**

The Mayor stated barring any objections, the meeting would adjourn.

There were no objections.

Meeting adjourned at 8:42 p.m.

|            |           |              |           |
|------------|-----------|--------------|-----------|
| DTE ENERGY | 17,928.53 |              |           |
|            |           | <b>TOTAL</b> | 17,928.53 |

|                                      |           |                               |                   |
|--------------------------------------|-----------|-------------------------------|-------------------|
| <b>Accounts Payable – 04/22/2014</b> |           |                               |                   |
| ACCESS LOCKSMITHING INC              | 140.00    | JULIAN, JIM                   | 14.44             |
| ACE HARDWARE                         | 3,627.89  | KIWANIS CLUB OF CHARLEVOIX    | 78.00             |
| AIRGAS USA LLC                       | 1,025.32  | KORTHASE FLINN                | 2,445.34          |
| ALTEC INDUSTRIES INC                 | 303.00    | KSS ENTERPRISES               | 278.27            |
| AMERICAN WASTE INC.                  | 2,194.00  | LANDSCAPE FORMS INC.          | 4,172.00          |
| APX INC.                             | 101.71    | LAVOIE, RICHARD               | 14.00             |
| ARROW UNIFORM-TAYLOR L.L.C.          | 1,045.36  | MDC CONTRACTING LLC           | 1,983.00          |
| ASPLUNDH TREE EXPERT CO              | 7,154.40  | MI ASSN MUNICIPAL CEMETERIES  | 85.00             |
| AT YOUR SERVICE PLUS INC             | 230.00    | MICHIGAN OFFICEWAYS INC       | 1,341.36          |
| AT&T                                 | 3,555.33  | MICHIGAN TASER DISTRIBUTING   | 5,000.91          |
| AUTO VALUE                           | 26.11     | MICHIGAN WATER ENV ASSOC      | 312.00            |
| AVFUEL CORPORATION                   | 26,612.44 | MICRONET INC.                 | 170.00            |
| BAKER COLLEGE OF CADILLAC            | 45.00     | MID STATES BOLT & SCREW CO    | 20.83             |
| BELVEDERE GOLF CLUB                  | 200.00    | MISS DIG SYSTEM INC           | 1,048.89          |
| BLECKE, SCOTT                        | 31.50     | NLMWA                         | 15.00             |
| BRADFORD'S                           | 61.75     | NORTH COAST FASTENERS LLC     | 15.80             |
| BREWER, JOHN                         | 180.00    | NORTHERN MICHIGAN JANITORIAL  | 119.75            |
| CARQUEST OF CHARLEVOIX               | 1,562.77  | NORTHERN MICHIGAN REVIEW INC. | 1,227.21          |
| CENTRAL DRUG STORE                   | 71.42     | OLESON'S FOOD STORES          | 159.98            |
| CHARLEVOIX AREA                      | 4,225.00  | OTEC                          | 30.00             |
| CHARLEVOIX AREA HOSPITAL             | 42.96     | PERFORMANCE ENGINEERS INC     | 11,560.50         |
| CHARLEVOIX COURIER                   | 58.80     | PLUNKETT & COONEY             | 400.00            |
| CHARTER COMMUNICATIONS               | 1,129.27  | POWER LINE SUPPLY             | 1,076.43          |
| CHEMSEARCH                           | 644.62    | PREIN & NEWHOF                | 89,401.96         |
| CHILDS CONSULTING ASSOC. INC.        | 1,300.00  | PURITY CYLINDER GASES INC     | 329.60            |
| CINTAS CORPORATION                   | 77.67     | RS TECHNICAL SERVICES         | 4,984.00          |
| CLEAR WATER PLUMBING & HEATING       | 1,082.11  | SHORELINE POWER SERVICES INC. | 155.25            |
| COAST TO COAST COMPUTER              | 147.53    | SPARTAN DISTRIBUTORS INC      | 647.21            |
| ELECTION SYSTEMS & SOFTWARE          | 30.53     | SPARTAN STORES LLC            | 19.30             |
| EMERGENCY MEDICAL PRODUCTS INC       | 731.08    | STEVENS, BRANDON              | 13.52             |
| ETNA SUPPLY                          | 239.68    | SUPERIOR MECHANICAL           | 623.39            |
| FISHER SCIENTIFIC                    | 552.59    | TELE-RAD INC                  | 1,358.00          |
| FOX CHARLEVOIX                       | 243.20    | TERMINAL SUPPLY CO            | 457.45            |
| GORDON FOOD SERVICE                  | 73.92     | USA BLUE BOOK                 | 2,328.88          |
| GREAT LAKES ENERGY                   | 244.79    | USA MOBILITY WIRELESS INC.    | 678.24            |
| HACH COMPANY                         | 533.32    | VILLAGE GRAPHICS INC.         | 75.10             |
| HARRELL'S                            | 725.00    | WHITELAW, GRACE               | 40.19             |
| HEALTH DEPT OF NW MICHIGAN           | 1,250.00  | WHITLEY, ANDREW               | 14.00             |
| HOLIDAY COMPANIES                    | 7,532.44  | WOJAN PLUMBING & HEATING      | 44.99             |
| HYDRO DESIGNS INC.                   | 515.00    | WORK & PLAY SHOP              | 65.78             |
| INDEPENDENT DRAFTING SERVICES        | 1,888.00  | YOUNG GRAHAM                  | 4,351.00          |
| INI SALES INC.                       | 2,930.00  |                               |                   |
| JACK DOHENY SUPPLIES INC             | 101.50    | <b>TOTAL</b>                  | <b>211,623.58</b> |

|                                      |        |                                |               |
|--------------------------------------|--------|--------------------------------|---------------|
| <b>Tax Disbursement – 04/22/2014</b> |        |                                |               |
| CHARLEVOIX COUNTY TREASURER          | 211.26 | CHARLEVOIX PUBLIC SCHOOLS      | 11.37         |
| CHARLEVOIX DISTRICT LIBRARY          | 27.79  | CITY OF CHARLEVOIX - TAXES DUE | 178.62        |
| CHARLEVOIX PUBLIC SCHOOLS            | 82.58  | RECREATIONAL AUTHORITY         | 4.94          |
| CHARLEVOIX PUBLIC SCHOOLS            | 23.37  | <b>TOTAL</b>                   | <b>541.03</b> |
| CHARLEVOIX PUBLIC SCHOOLS            | 1.10   |                                |               |

|   |           |                              |                   |
|---|-----------|------------------------------|-------------------|
| <b>ACH Payments – 04/07/2014 – 04/17/2014</b> |           |                              |                   |
| MI PUBLIC POWER AGENCY                        | 10,542.38 | VANTAGEPOINT (457 ICMA PLAN) | 13,105.43         |
| IRS (PAYROLL TAX DEPOSIT)                     | 38,778.04 | MI PUBLIC POWER AGENCY       | 31,923.97         |
| ALERUS FINANCIAL (HCSP)                       | 280.00    | STATE OF MI (SALES TAX)      | 20,288.58         |
| STATE OF MI (WITHHOLDING TAX)                 | 5,088.17  |                              |                   |
| VANTAGEPOINT (401 ICMA PLAN)                  | 728.06    | <b>TOTAL</b>                 | <b>120,734.63</b> |

**PAYROLL: NET PAY**

**Pay Period Ending 04/05/2014 – Paid 04/11/2014**

|                                |          |                       |                  |
|--------------------------------|----------|-----------------------|------------------|
| CARLSON JR., NORMAN            | 1,151.35 | NISWANDER, JOSEPH F.  | 1,255.82         |
| GIBSON, SHIRLEY J.             | 674.15   | BLANCHARD, SCOTT W.   | 10,725.12        |
| PORTER, JEFFREY L.             | 555.02   | FRYE, EDWARD J.       | 2.46             |
| PERRON, LEON R.                | 555.02   | JONES, TERRI L.       | 921.74           |
| COLE, SHANE                    | 570.26   | SWEM, DONALD L.       | 1,628.64         |
| GENNETT, LYLE E.               | 610.09   | WILSON, TIMOTHY J.    | 2,524.96         |
| BRENNAN, PEGGY L.              | 421.25   | LAVOIE, RICHARD L.    | 1,299.93         |
| VANMETER-SANDERSON, KIMBERLY K | 132.14   | STEVENS, BRANDON C.   | 1,127.88         |
| TIMMS, ROBERT N                | 184.70   | WHITLEY, ANDREW T.    | 1,683.37         |
| STALEY, ARLENE L               | 138.52   | ELLIOTT, PATRICK M.   | 1,587.16         |
| WELLER, LINDA JO               | 1,339.67 | HODGE, MICHAEL J.     | 1,305.30         |
| STRAEBEL, ROBERT J.            | 2,496.76 | WELLS JR., DONALD E.  | 1,745.78         |
| LOY, EVELYN R.                 | 997.09   | BRADLEY, KELLY R.     | 1,684.03         |
| KLOOSTER, ALIDA K.             | 1,508.72 | WILSON, RICHARD J.    | 1,090.49         |
| BROWN, STEPHANIE C.            | 1,578.49 | HART II, DELBERT W.   | 824.43           |
| SPENCER, MICHAEL D.            | 1,817.76 | JONES, ROBERT F.      | 1,064.68         |
| SPENCLEY, PATRICIA L.          | 1,010.17 | DORAN, JUSTIN J.      | 1,447.95         |
| NASH, JENNIFER B.              | 981.03   | WILKIN, AMANDA J.     | 776.98           |
| PANOFF, ZACHARY R.             | 667.96   | BOSS JR, DALE E.      | 589.28           |
| MILLER, FAITH G.               | 48.20    | BOSS, JAMES W.        | 483.40           |
| PEARSON, BETHANY S.            | 1,224.96 | RAMSEY, MADISON L.    | 512.89           |
| ZIELINSKI, JOSEPH A.           | 1,706.40 | HOLM, ARTHUR R.       | 65.79            |
| DOAN, GERARD P.                | 1,191.17 | HEID, THOMAS J        | 1,248.99         |
| SHRIFT, PETER R.               | 1,092.57 | STEIN, DONNA E.       | 244.30           |
| SCHLAPPI, JAMES L.             | 1,043.29 | GILL, DAVID R.        | 471.42           |
| UMULIS, MATTHEW T.             | 1,184.49 | WOODY, SCOTT R.       | 1,523.84         |
| HANKINS, SCOTT A.              | 1,434.29 | VANLOO, JOSEPH G.     | 357.00           |
| ORBAN, BARBARA K.              | 1,403.29 | HAND, HEATHER K.      | 841.78           |
| TRAEGER, JASON A.              | 1,343.81 | TABER, HOLLY S.       | 636.80           |
| WARNER, JANINE M.              | 1,167.28 | CROFT, JAMES E.       | 189.78           |
| IVAN, PAUL M.                  | 1,682.05 | WYMAN, MATTHEW A.     | 724.32           |
| SCHWARTZFISHER, JOSEPH L.      | 725.42   | DRAVES, MARTIN J.     | 1,811.02         |
| ROLOFF, ROBERT P.              | 1,378.28 | EATON, BRAD A.        | 1,792.98         |
| BRODIN, WILLIAM C.             | 1,240.09 | MORRISON, KEVIN P.    | 1,136.77         |
| RILEY, DENISE M.               | 339.07   | JOHNSON, STEVEN P.    | 1,327.93         |
| TEUNIS, STEVEN L.              | 1,772.79 | DOAN, GERARD P.       | 181.89           |
| WURST, RANDALL W.              | 1,298.43 | HANKINS, SCOTT A.     | 219.17           |
| MAYER, SHELLEY L.              | 1,349.74 | IVAN, PAUL M.         | 961.15           |
| HILLING, NICHOLAS A.           | 1,206.93 | MEIER III, CHARLES A. | 177.82           |
| MEIER III, CHARLES A.          | 1,616.61 |                       |                  |
| ZACHARIAS, STEVEN B.           | 1,166.91 | <b>TOTAL</b>          | <b>92,101.26</b> |

**PAYROLL: TRANSMITTAL**

**04/11/2014**

|                                |          |                               |                 |
|--------------------------------|----------|-------------------------------|-----------------|
| AMERICAN FAMILY LIFE           | 182.40   | COMMUNICATION WORKERS OF AMER | 568.42          |
| AMERICAN FAMILY LIFE           | 269.17   | MI STATE DISBURSEMENT UNIT    | 596.19          |
| BAY WINDS FEDERAL CREDIT UNION | 4,110.00 | NORTHWESTERN BANK             | 150.00          |
| BAY WINDS FEDERAL CREDIT UNION | 300.00   | NORTHWESTERN BANK             | 150.00          |
| CHAR EM UNITED WAY             | 84.54    | POLICE OFFICERS LABOR COUNCIL | 382.00          |
| CHARLEVOIX STATE BANK          | 1,041.16 | PRIORITY HEALTH               | 1,052.77        |
| CHARLEVOIX STATE BANK          | 950.00   | <b>TOTAL</b>                  | <b>9,836.65</b> |