



GLADSTONE CITY COMMISSION REGULAR MEETING

City Hall Chambers – 1100 Delta Avenue

July 13, 2026

6:00 PM

AGENDA

CALL TO ORDER

1. Invocation
2. Pledge of Allegiance
3. Roll Call

CONFLICTS OF INTEREST

PUBLIC HEARINGS

PUBLIC COMMENT

CONSENT AGENDA

- [4.](#) City Commission Regular Meeting Minutes June 22, 2026
- [5.](#) Payment of Bills
- [6.](#) Sherwin Industries, Inc. - Crack Filler Invoice SS111679
- [7.](#) Hawkins Inc. Invoice 7461938 Water Chemicals \$6,695.19
- [8.](#) Electric Resco invoice #3118952
- [9.](#) Bell Lumber and Pole Invoice #056247
- [10.](#) Beach Wall Blocks - Bichler Concrete \$6345.00

UNFINISHED BUSINESS

NEW BUSINESS

- [11.](#) City Manager Robert Spreitzer Contract
- [12.](#) Chapter 54 Traffic & Vehicles Article I. General Section 54-6 Snowmobile/ORVs & Off-Road Vehicles Discussion
- [13.](#) Special Event - Gladstone Area Pickleball Tournament
- [14.](#) Collection System Improvements Request for Disbursement of Funds #2.
- [15.](#) Police Officers Labor Council Gladstone Public Safety Contract
- [16.](#) Police Officers Labor Council Gladstone Public Safety Command Contract
- [17.](#) Discussion of Unoccupied-Vacant Properties

CITY MANAGER'S REPORT

CITY COMMISSION & COMMITTEE REPORTS

BOARDS & COMMISSIONS REPORTS

CITY COMMISSIONER COMMENTS

CITY CLERK COMMENTS

CLOSED SESSION

ADJOURNMENT

The City of Gladstone will provide all necessary, reasonable aids and services, such as signers for the hearing impaired and audiotapes of printed materials being considered at the meeting to individuals with disabilities at the meeting/hearing upon five days notice to the City of Gladstone. Individuals with disabilities requiring auxiliary aids or services should contact the City of Gladstone by writing or calling City Hall at (906) 428-2311.

Posted: 07-09-2026

Kimberly Berry, MiPMC
906-428-2311
kberry@gladstonemi.gov

RULES FOR PUBLIC COMMENT/ PUBLIC HEARINGS

(Excerpt from City Commission Rules of Procedure Adopted: 11-25-2019)

A. Public Comment / Public Hearings

At regular and special meetings of the commission, individuals wishing to be heard may address the commission during the public comment/public hearing periods as set forth in the agenda under the following rules:

1. Each speaker shall state name and address for the record.
2. Each speaker is limited to three (3) minutes of comment unless the presiding officer decides more time is necessary
3. Each speaker shall try to be concise and refrain from repeating comments already addressed by the commission.
4. Speakers who do not cease speaking when asked to do so will be deemed out of order and will not be allowed to address the commission again for the remainder of the meeting; continued disruption will warrant removal from the meeting.
5. The commission shall not decide issues that arise during public comment.
6. Speakers should address the commission through the presiding officer.
7. Commissioners and staff will not debate with the public.
8. Speakers will not verbally attack City Commissioners, City Staff or members of the public attending the meeting. Any such behavior will not be tolerated and any person presenting in this manner will be warned by the Mayor and shall be removed by Public Safety for noncompliance.
9. No vulgar or obscene language will be used by the speakers.
10. Any information the speaker wants to distribute to the Commission must first ask the Chair (Mayor) if they may present the Commission written comments at the meeting.
11. Speakers may not ask questions of the board during this time as the Commission or Staff will not address them during this public comment period.



GLADSTONE CITY COMMISSION REGULAR MEETING

City Hall Chambers – 1100 Delta Avenue
June 22, 2026
6:00 PM

Item 4.

MINUTES

Mayor Thompson called the meeting to order; Mayor Pro-Tem Mantela gave the Invocation and led the Pledge of Allegiance.

Clerk Berry called the roll:

PRESENT

Mayor Joe Thompson
Commissioner Judy Akkala
Mayor Pro-Tem Brad Mantela
Commissioner Whitney Maloney

ABSENT - EXCUSED

Commissioner Steve O'Driscoll

The following individuals spoke under public comment:

Gale St. Martin, 115 Kenneally Blvd
Michael O'Connor, 526 Minnesota Avenue – submitted petition to clerk
Katee Inghram, Principal of Cameron Schools, 803 29th Street

Motion made by Commissioner Akkala, Seconded by Mayor Pro-Tem Mantela to approve the consent agenda as presented.

MOTION CARRIED

Motion made by Mayor Thompson, Seconded by Commissioner Maloney to table the Off-Road Vehicle (ORV) City Ordinance to Monday, July 13, 2026 Regular Commission Meeting.

MOTION CARRIED

Motion made by Mayor Thompson, Seconded by Mayor Pro-Tem Mantela to approve the contract as presented for the Teamsters Union 406 and authorize Mayor Joe Thompson and City Manager Robert Spreitzer to sign.

MOTION CARRIED

Motion made by Mayor Pro-Tem Mantela, Seconded by Commissioner Maloney to approve the extension of the summer property tax due date to September 14, 2026.

MOTION CARRIED

Motion made by Commissioner Akkala, Seconded by Mayor Thompson to place the delinquent utilities in the amount of \$31,407.19 and miscellaneous invoices in the amount of \$809.33 as liens on the summer 2026 tax bills as presented:

MISC INVOICES
OFF TO TAXES
SUMMER 2026

PARCEL #	NAME	SERVICE ADDRESS	INVOICE #	DESCRIPTION	AMOUNT	10 % PENALTY	TOTAL
616-007-00	Gary Micheau	120 Cliffs Ave	3865	lift station call out	\$ 94.05	\$ 9.41	\$ 103.46
406-002-00	Michelle Valdez	525 N 11th St	4093	frozen water meter at rental	\$ 78.00	\$ 7.80	\$ 85.80
101-006-00	Laura LaFave	403 S 17th St	3997	water service disconnect from main	\$ 440.00	\$ 44.00	\$ 484.00
325-014-00	Joshua Coble	1722 N Lakeshore Dr	3815	lift station call out	\$ 95.70	\$ 9.57	\$ 105.27
006-001-00	Gerald Micheau	206 S 3rd St	3999	NSF fee for returned check on property tax payment	\$ 28.00	\$ 2.80	\$ 30.80
						\$ -	\$ -
						\$ -	\$ -
						\$ -	\$ -
					\$ 735.75	\$ 73.58	\$ 809.33

UTILITIES
OFF TO TAXES
Summer 2026

Account No	Parcel ID	Acct Name	Service Address	Owner Name (if different)	Electric	Fire Protection	Refuse	Sewer	Water	Compost	Utility Balance	10% Pen	Total	Notes
1102-30	020-014-00	Ardith Bartelt	410 S 5th St		\$ 41.70	\$ 4.30	\$ -	\$ -	\$ -	\$ 18.90	\$ 64.90	\$ 6.49	\$ 71.39	owner passed away; remaining balance from winter writeoff; utilities off
1226-31	275-025-00	Nicole Gundry	567 N 9th St	Brock Gundry	\$ 417.58	\$ 4.85	\$ 34.07	\$ 162.93	\$ 79.33	\$ 21.07	\$ 719.83	\$ 71.98	\$ 791.81	former domestic account
1239-35	274-024-00	Nelleke Corwin	613 N 9th St	Huntington National Bank	\$ 61.51	\$ 2.33	\$ 31.00	\$ 40.19	\$ 18.96	\$ 10.26	\$ 164.25	\$ 16.43	\$ 180.68	foreclosure
1361-30	411-012-00	Jerome C Couillard	559 N 13th St	Jason Couillard Jr	\$ 390.88	\$ 16.86	\$ 118.22	\$ 362.53	\$ 173.19	\$ 72.54	\$ 1,134.22	\$ 113.42	\$ 1,247.64	former owner
1624-31	175-023-00	Kelly Norkooli	433 29th St		\$ -	\$ -	\$ 174.72	\$ -	\$ -	\$ 100.04	\$ 274.76	\$ 27.48	\$ 302.24	refuse only customer
1946-31	325-034-00	Ian Larson	1717 Cleveland St	Larson & Schaeffer Distribution	\$ 9,654.26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,654.26	\$ 965.43	\$ 10,619.69	enforced shut off; default payment plan; closed business
1980-31	271-005-00	Courtney Wiltzius	212 N Court St		\$ 27.72	\$ 1.47	\$ 10.31	\$ 25.26	\$ 11.92	\$ 6.45	\$ 83.13	\$ 8.31	\$ 91.44	landlord
2274-32	043-003-00	Xccelerate Fitness	805 Delta Ave	Jeff Diebolt II	\$ 949.85	\$ 7.96	\$ 55.71	\$ 321.12	\$ 156.90	\$ 33.61	\$ 1,525.15	\$ 152.52	\$ 1,677.67	enforced shut off; closed business
2307-38	044-013-00	Gladstone Deli LLC	824 Delta Ave	Scott & Cindy Chouinard	\$ 4,381.46	\$ 10.53	\$ 73.13	\$ 523.11	\$ 228.95	\$ 40.73	\$ 5,257.91	\$ 525.79	\$ 5,783.70	nsf payment; business given back to previous owner
2373-32	064-008-00	Kristen Overla	1115 Delta Ave	Jacob Taylor	\$ 57.06	\$ 2.27	\$ 15.93	\$ 51.50	\$ 24.72	\$ 9.96	\$ 161.44	\$ 16.14	\$ 177.58	former owner
3076-30	088-002-00	Christopher Becker	1407 Michigan Ave		\$ 1,071.05	\$ 6.35	\$ 44.64	\$ 155.53	\$ 74.93	\$ 27.92	\$ 1,380.42	\$ 138.04	\$ 1,518.46	enforced off
3130-30	012-027-00	Terri Sargent	402 Minnesota Ave	Maia Ogea	\$ 160.34	\$ 5.69	\$ 39.82	\$ 103.60	\$ 48.83	\$ 24.05	\$ 382.33	\$ 38.23	\$ 420.56	former owner
3491-33	563-012-90	William Christie	1021 Minneapolis Ave		\$ 392.67	\$ 7.24	\$ 50.87	\$ 608.02	\$ 303.11	\$ 31.81	\$ 1,393.72	\$ 139.37	\$ 1,533.09	enforced off; owner in nursing home; water pipe burst
3652-34	371-019-00	Mary Ring	23 Parkway Dr		\$ 1,424.44	\$ 17.05	\$ 119.47	\$ -	\$ 16.25	\$ 72.64	\$ 1,649.85	\$ 164.99	\$ 1,814.84	enforced off
3667-38	371-044-00	Tracy Harris	1 Pinewood Dr		\$ 157.14	\$ 8.25	\$ 57.32	\$ -	\$ 270.99	\$ 36.27	\$ 529.97	\$ 53.00	\$ 582.97	landlord
3863-35	014-002-00	Jason Strom	508 Superior Ave	Jeff Diebolt II	\$ 198.97	\$ 5.98	\$ 41.96	\$ 221.94	\$ 108.33	\$ 25.60	\$ 602.78	\$ 60.28	\$ 663.06	former tenant
3890-41	045-002-00	Jacob Isaacson	804 Superior Ave		\$ 747.34	\$ 15.57	\$ 109.44	\$ 1,098.33	\$ 557.82	\$ 68.43	\$ 2,596.93	\$ 259.69	\$ 2,856.62	enforced off
3928-35	076-002-00	Connie Johnson	1205 Superior Ave	Tyler Connor	\$ 24.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24.84	\$ 2.48	\$ 27.32	former owner
3935-30	007-009-00	Guen Landenberger	1218 Superior Ave		\$ 295.48	\$ 12.50	\$ 87.86	\$ 215.30	\$ 101.55	\$ 54.94	\$ 767.63	\$ 76.76	\$ 844.39	enforced off; owner passed
4202-31	581-010-00	Patrick Malchow	56 Wintergreen	Stacy Smith	\$ 17.24	\$ 0.93	\$ 6.56	\$ 16.08	\$ 7.58	\$ 4.10	\$ 52.49	\$ 5.25	\$ 57.74	former owner
4385-35	089-006-50	Greg Martunson	1427 Wisconsin Ave	2 Lane Properties LLC	\$ 48.33	\$ 1.20	\$ 8.44	\$ 45.59	\$ 22.35	\$ 5.27	\$ 131.18	\$ 13.12	\$ 144.30	landlord
											\$ -	\$ -	\$ -	
											\$ -	\$ -	\$ -	
					\$ 20,519.86	\$ 131.33	\$ 1,079.47	\$ 3,951.03	\$ 2,205.71	\$ 664.59	\$ 28,551.99	\$ 2,855.20	\$ 31,407.19	

Business(current or previous owner)	\$ 16,437.32	57.57%
Landlord	\$ 744.28	2.61%
Back to Bank	\$ 164.25	0.58%
Enforced shutoff	\$ 7,788.55	27.48%
Vacant	\$ 64.90	0.23%

Comparisons (totals w/o 10% penalty)		
Winter 2025	\$	7,907.01
Summer 2025	\$	9,028.35
Winter 2024	\$	1,093.44
Summer 2024	\$	8,219.47

UTILITIES
OFF TO TAXES
Summer 2026

Account No	Parcel ID	Acct Name	Service Address	Owner Name (if different)	Electric	Fire Protection	Refuse	Sewer	Water	Compost	Utility Balance	10% Pen	Total	Notes
Prev Owner/Tenant		\$ 3,142.83	11.01%								Winter 2023		\$	7,119.87
Subtotal		\$ 28,342.13									Summer 2023		\$	7,987.45
All Others		\$ 209.86	0.74%								Winter 2022		\$	3,096.47
Total		\$ 28,551.99									Summer 2022		\$	28,340.93

MOTION CARRIED



Resolution 2026-04

A RESOLUTION TO AMEND THE GLADSTONE SOCIAL DISTRICT MANAGEMENT AND MAINTENANCE PLAN

Motion by Mayor Pro-Tem Mantela; seconded by Commissioner Maloney:

WHEREAS, the Gladstone City Commission adopted Resolution 2025-03 on May 12, 2025, establishing the Gladstone Social District pursuant to MCL 436.1551; and

WHEREAS, the Gladstone Social District is managed by the Gladstone Downtown Development Authority (DDA) in accordance with an approved Management and Maintenance Plan; and

WHEREAS, the Gladstone Downtown Development Authority has reviewed the operation of the Social District and recommends amendments to improve usability, support downtown businesses, and enhance opportunities for community events; and

WHEREAS, the proposed amendments include:

1. Revising the Social District hours of operation to allow participation Sunday through Saturday from 12:00 PM to 10:00 PM; and
2. Expanding the designated Event Commons Areas to include three city-owned downtown parking lots as identified in the amended Gladstone Social District Management and Maintenance Plan; and

WHEREAS, the amended Management and Maintenance Plan has been prepared by the Gladstone Downtown Development Authority and submitted for review and approval by the Gladstone City Commission; and

WHEREAS, any amendments approved by the City Commission must be submitted to the Michigan Liquor Control Commission (MLCC) for review and approval before becoming effective.

NOW, THEREFORE, BE IT RESOLVED, that the Gladstone City Commission hereby approves the amended Gladstone Social District Management and Maintenance Plan, attached hereto as Exhibit A, which:

- A. Establishes Social District operating hours of Sunday through Saturday, 12:00 PM to 10:00 PM; and

- B. Designates three city-owned downtown parking lots as additional Event Commons Areas within the Gladstone Social District.

BE IT FURTHER RESOLVED, that City staff and the Gladstone Downtown Development Authority are authorized to submit the amended Management and Maintenance Plan and any supporting documentation to the Michigan Liquor Control Commission for review and approval.

BE IT FURTHER RESOLVED, that all other provisions of Resolution 2025-03 establishing the Gladstone Social District shall remain in full force and effect unless specifically amended herein.

This resolution shall take effect immediately upon adoption.

Duly adopted by the Gladstone City Commission on June 22, 2026.

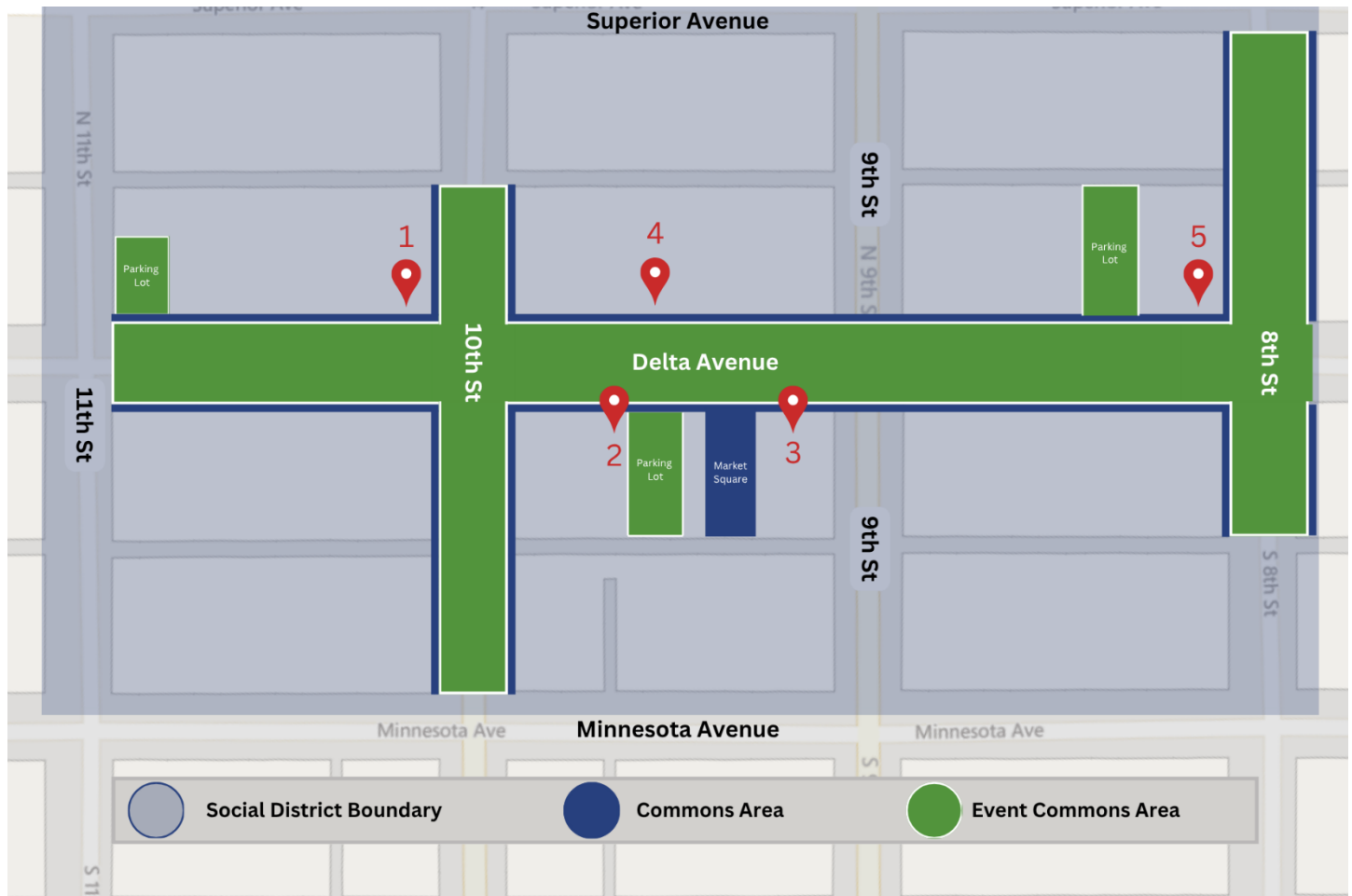
Joe Thompson, Mayor

Certified to be a true copy on June 22, 2026.

Kimberly Berry, City Clerk

Exhibit A

City of Gladstone Proposed Social District Map & Qualified Licenses



The City of Gladstone's proposed social district boundary would allow for five existing licensed establishments to participate in the district. It is recognized that this list of eligible establishments may change or grow over time.

(1) Saunders Point Brewing LCC

DBA Name: Saunders Point Brewing
1000 Delta Ave
Gladstone, MI 49837

(2) White Water Tavern, Inc.

DBA Name: Wally's Bar
917 Delta Ave
Gladstone, MI 49837

(3) Jazzz, Inc.

DBA Name: MIDD Bar & Lounge
903 Delta Ave
Gladstone, MI 49837

(4) Dew Enterprises LCC.

DBA Name: Dew Drop Family
Restaurant
916 Delta Ave
Gladstone, MI 49837

**(5) August Mattson Post, No 71,
The American Legion**

DBA Name: American Legion
802 Delta Ave
Gladstone, MI 49837

Motion made by Commissioner Akkala, Seconded by Mayor Pro-Tem Mantela to approve the "Rocking For Bay" event request submitted by Wally's Bar for August 29, 2026, including closure of the City-owned parking lot between Wally's Bar and Wild Bills's Tobacco beginning at 8:00 a.m. and use of a City barricade, subject to all applicable City requirements.

MOTION CARRIED

Motion made by Mayor Pro-Tem Mantela, Seconded by Commissioner Akkala to uphold the Labor, Cost Search fee hourly rate of \$47.27 as the lowest employee capable of completing the task in the calculation of $\$47.27/4=\11.81 per increment was correct, the City will refund \$7.08 rounding from 7.6 increments to 7.0 increments pursuant to MCL15.234 sec. 4(1)(a). The refund will be in the form of a credit to be applied to any pending FOIA requests with the City and if the credit is not utilized a refund check will be mailed.

Mayor Pro-Tem Brad Mantela	Yes
Commissioner Whitney Maloney	No
Commissioner O'Driscoll	Absent - Excused
Commissioner Judy Akkala	Yes
Mayor Thompson	Yes

MOTION CARRIED

Motion made by Commissioner Akkala, Seconded by Mayor Pro-Tem Mantela to uphold the approval of FOIA request as no public records were denied and to uphold the fee in the amount of \$23.62 as MCL15.234 Section 4(1) allows for the examination, review and the deletion and separation of exempt from nonexempt information.

Commissioner Akkala	Yes
Commissioner Maloney	No
Mayor Pro-Tem Mantela	Yes
Commissioner O'Driscoll	Absent - Excused
Mayor Thompson	Yes

MOTION CARRIED

Motion made by Mayor Pro-Tem Mantela, Seconded by Commissioner Maloney to appoint Kristyn Madalinski to the Parks & Recreation Board with a term expiration of January 1, 2027.

MOTION CARRIED

Motion made by Mayor Pro-Tem Mantela, Seconded by Commissioner Maloney to reappoint Roger Aho, and Gary Stevenson to the Parks & Recreation Advisory Board with a term expiration of January 1, 2029.

MOTION CARRIED

There being no further business before the City Commission Mayor Thompson adjourned the meeting at 6:43 p.m.

Mayor Joe Thompson

City Clerk Kimberly Berry

CHECK REGISTER FOR CITY OF GLADSTONE

CHECK DATE 06/01/2026 - 06/30/2026

Item 5.

Check Date	Check	Vendor Name	Amount
Bank BAY			
06/01/2026	2026(E)	JCB FINANCE	1,326.04
06/01/2026	2027(E)	DEARBORN LIFE INSURANCE CO.	902.97
06/01/2026	83263	JANICE ANN FRIZZELL	3,841.67
06/04/2026	83265	1ST AYD CORPORATION	171.84
06/04/2026	83266	AMERISCAN IMAGING SERVICES	600.00
06/04/2026	83267	ASHLEY VIZINEAU	375.00
06/04/2026	83268	CHATFIELD MACHINE	160.02
06/04/2026	83269	CINDY COLLINS	100.00
06/04/2026	83270	CITY OF GLADSTONE	22,089.81
06/04/2026	83271	CLOVERLAND DISTRIBUTING, LLC	549.82
06/04/2026	83272	COLEMAN ENGINEERING COMPANY	571.00
06/04/2026	83273	DEHOOGHE & VIAU PLUMBING	68.32
06/04/2026	83274	DELTA DISPOSAL	897.00
06/04/2026	83275	FASTENAL COMPANY	377.29
06/04/2026	83276	FISHER SCIENTIFIC	221.38
06/04/2026	83277	GARD SPECIALISTS	289.11
06/04/2026	83278	GMSLA, INC.	32.73
06/04/2026	83279	HELEN PEEK	230.81
06/04/2026	83280	HIAWATHA CHEF SUPPLY, INC.	38.00
06/04/2026	83281	HYDROCORP LLC	917.70
06/04/2026	83282	INSIGHT FS	570.18
06/04/2026	83283	JEFF'S GLASS & WINDOWS, INC.	766.00
06/04/2026	83284	JOHN FABICK TRACTOR COMPANY	182.29
06/04/2026	83285	JOSEPH JAMES GIBBS	419.65
06/04/2026	83286	KEVIN ADERMAN	100.00
06/04/2026	83287	KEYNECTA INC.	2,800.00
06/04/2026	83288	KIESLER POLICE SUPPLY	1,126.88
06/04/2026	83289	KIM BUCKMAN	375.00
06/04/2026	83290	KIMBALL MIDWEST	690.33
06/04/2026	83291	L&M FLEET SUPPLY, INC.	239.95
06/04/2026	83292	LARA-MPSC	3,713.87
06/04/2026	83293	LEE'S GREENERY	1,298.25
06/04/2026	83294	M&M SERVICE STATION	1,010.26
06/04/2026	83295	MCCOY CONSTRUCTION & FORESTRY	425.21
06/04/2026	83296	MEL'S LAWN, GARDEN & FEED	777.50
06/04/2026	83297	MENARDS - ESCANABA	1,952.92
06/04/2026	83298	MICHELLE CZYGAN	100.00
06/04/2026	83299	MICHIGAN COMMUNITY ACTION	8,004.34
06/04/2026	83300	MIDWAY RENTALS AND SALES	995.00
06/04/2026	83301	MILLER, CANFIELD, PADDOCK & S	540.00
06/04/2026	83302	MML WORKERS' COMP FUND	8,524.00
06/04/2026	83303	MOTOROLA SOLUTIONS, INC	556.48
06/04/2026	83304	MSC INDUSTRIAL SUPPLY CO.	105.84
06/04/2026	83305	NORTHGATE EQUIPMENT & SALES	6,725.14
06/04/2026	83306	NYE UNIFORM	149.52
06/04/2026	83307	OCD PAINTING	2,379.00
06/04/2026	83308	PARAGON LABORATORIES, INC.	1,833.00
06/04/2026	83309	PRO ARC WELDING & FABRICATING	40.60
06/04/2026	83310	QUARRYSTONE INC.	2,112.73
06/04/2026	83311	RESCO	3,948.00
06/04/2026	83312	ROBERT BROWN	199.99
06/04/2026	83313	STANDARD ELECTRIC COMPANY	354.98
06/04/2026	83314	STATE OF MICHIGAN	30.00
06/04/2026	83315	SUNBELT RENTALS, INC.	799.47
06/04/2026	83316	TRUCK EQUIPMENT INC	45.92
06/04/2026	83317	UP INTERNATIONAL TRUCKS, INC	371.86
06/04/2026	83318	USA BLUE BOOK	1,767.80
06/04/2026	83319	VICKI KELL	70.49
06/05/2026	2047(E)	DTE ENERGY	3,434.80
06/08/2026	2045(E)	MICHIGAN DEPT OF TREASURY	13,452.00
06/08/2026	2046(E)	STATE OF MICHIGAN	12,147.55
06/09/2026	83320	CITY OF GLADSTONE	61.13
06/10/2026	83321	CITY OF GLADSTONE	50.00
06/10/2026	83322	EDBERG, THOMAS	225.00
06/10/2026	83323	BRIAN MCMILLAN	90.00
06/10/2026	83324	SAMANTHA GAUDINO	1,127.96
06/10/2026	83344	GLADSTONE LIONS	1,000.00
06/11/2026	2054(E)	QUADIENT FINANCE USA, INC.	800.00
06/11/2026	83345	CITY OF GLADSTONE	25.00
06/11/2026	83346	PAUL PERRY	400.00
06/12/2026	2049(E)	EMPOWER	27,240.17

CHECK REGISTER FOR CITY OF GLADSTONE

CHECK DATE 06/01/2026 - 06/30/2026

Item 5.

Check Date	Check	Vendor Name	Amount
Bank BAY			
06/12/2026	2051(E)	FICA, MEDICARE, FEDERAL	35,824.25
06/12/2026	2052(E)	NATIONWIDE RETIREMENT SOLUTIO	12.01
06/12/2026	83340	IBEW LOCAL 876	309.30
06/12/2026	83341	MATRIX TRUST COMPANY	2,160.00
06/12/2026	83342	MICHIGAN STATE DISBURSEMENT U	199.31
06/12/2026	83343	POLICE OFFICERS LABOR COUNCIL	212.00
06/16/2026	2053(E)	MERS	63,501.00
06/16/2026	83347	NATIONAL WALLEYE TRAIL	9,000.00
06/16/2026	83348	PATRICIA WEST	1,356.23
06/18/2026	83349	DERRELL SYRIA	400.00
06/18/2026	83350	4 CONTROL, INC.	779.18
06/18/2026	83351	ADVANCE AUTO PARTS (CARQUEST)	709.94
06/18/2026	83352	BLACK IRIS STUDIO	200.00
06/18/2026	83353	BORDER STATES INDUSTRIES INC.	4,771.56
06/18/2026	83354	CASCADE ENGINEERING	16,538.00
06/18/2026	83355	CHEMTRADE CHEMICALS US LLC	7,101.56
06/18/2026	83356	CLOVERLAND DISTRIBUTING, LLC	1,126.52
06/18/2026	83357	COLEMAN ENGINEERING COMPANY	8,916.25
06/18/2026	83358	DAILY PRESS	751.10
06/18/2026	83359	DAVIS WANIC LAND SURVEYORS PC	900.00
06/18/2026	83360	DELTA SOLID WASTE MGMT AUTHOR	9,284.50
06/18/2026	83361	DICKINSON WRIGHT PLLC	1,620.00
06/18/2026	83362	FASTENAL COMPANY	187.84
06/18/2026	83363	GEORGE SAILER	200.00
06/18/2026	83364	GLADSTONE AREA SCHOOLS	150.00
06/18/2026	83365	GMSLA, INC.	32.73
06/18/2026	83366	GORDON FOOD SERVICE, INC.	35.96
06/18/2026	83367	GUY MANNLEIN	40.00
06/18/2026	83368	HAWKINS, INC.	592.43
06/18/2026	83369	INFOSEND	1,885.72
06/18/2026	83370	JEFF'S GLASS & WINDOWS, INC.	336.00
06/18/2026	83371	JIM BEALL	180.00
06/18/2026	83372	KEVIN ADERMAN	50.00
06/18/2026	83373	KONICA MINOLTA BUSINESS SOLUT	37.07
06/18/2026	83374	L&M FLEET SUPPLY, INC.	9.38
06/18/2026	83375	LAWSON PRODUCTS, INC	23.35
06/18/2026	83376	LEE'S GREENERY	128.00
06/18/2026	83377	LITTLE BAY CONCRETE PRODUCTS	15,791.00
06/18/2026	83378	MARK CHRISTOFF	7,005.00
06/18/2026	83379	MCCOY CONSTRUCTION & FORESTRY	420.26
06/18/2026	83380	MEL'S LAWN, GARDEN & FEED	38.98
06/18/2026	83381	MENARDS - ESCANABA	1,997.01
06/18/2026	83382	MICHIGAN RURAL WATER ASSOCIAT	1,000.00
06/18/2026	83383	MILLER, CANFIELD, PADDOCK & S	1,080.00
06/18/2026	83384	NORTHERN MACHINING & REPAIR,	1,840.50
06/18/2026	83385	OSF MEDICAL GROUP-OCCUPATIONA	650.00
06/18/2026	83386	PAYMENTUS CORPORATION	3,320.35
06/18/2026	83387	PAYNE & DOLAN INC	633.32
06/18/2026	83388	PRIMUS MARKETING GROUP INC	2,564.19
06/18/2026	83389	RESCO	98.09
06/18/2026	83390	RICHARD ROMAN	105.00
06/18/2026	83391	RIVERSIDE AUTO SALES, INC.	264.60
06/18/2026	83392	SCOTT ROELKE	105.00
06/18/2026	83393	SPIELBAUER FIREWORKS CO., INC	11,000.00
06/18/2026	83394	STANDARD ELECTRIC COMPANY	59.37
06/18/2026	83395	THE SAFETY COMPANY, LLC	335.21
06/18/2026	83396	THE SHERWIN WILLIAMS CO.	2,271.50
06/18/2026	83397	TRUCK COUNTRY OF WISCONSIN	369.12
06/18/2026	83398	TRUCK EQUIPMENT INC	77.93
06/18/2026	83399	U.S. BANK EQUIPMENT FINANCE	84.09
06/18/2026	83400	UP CONCRETE PIPE COMPANY	290.62
06/18/2026	83401	USA BLUE BOOK	884.67
06/22/2026	2055(E)	MICHIGAN CONFERENCE OF TEAMST	79,483.45
06/22/2026	83402	1ST AYD CORPORATION	1,253.60
06/23/2026	83437	MICHAEL O'CONNOR	2.92
06/24/2026	2056(E)	MERS	63,501.00
06/25/2026	2061(E)	AFLAC	883.16
06/25/2026	83438	YELLOWLIA LLC	400.00
06/26/2026	2057(E)	EMPOWER	26,540.06
06/26/2026	2059(E)	FICA, MEDICARE, FEDERAL	36,364.36
06/26/2026	2060(E)	NATIONWIDE RETIREMENT SOLUTIO	12.01

CHECK REGISTER FOR CITY OF GLADSTONE

CHECK DATE 06/01/2026 - 06/30/2026

Item 5.

Check Date	Check	Vendor Name	Amount
Bank BAY			
06/26/2026	2062(E)	WEX BANK	9,456.80
06/26/2026	83439	IBEW LOCAL 876	662.49
06/26/2026	83440	IBEW LOCAL UNION 906	329.32
06/26/2026	83441	MATRIX TRUST COMPANY	2,110.00
06/26/2026	83442	MICHIGAN STATE DISBURSEMENT U	199.31
06/26/2026	83443	POLICE OFFICERS LABOR COUNCIL	212.00
06/26/2026	83444	TEAMSTERS LOCAL #406	977.00
06/29/2026	2063(E)	U.S. BANK EQUIPMENT FINANCE	223.05
06/29/2026	2064(E)	WPPI ENERGY	177,590.64
06/29/2026	83445	CITY OF GLADSTONE	262.50
06/29/2026	83446	BRIAN WALLEN	300.00
06/29/2026	83447	WATER'S EDGE CHIROPRACTIC PLC	1,000.00
06/29/2026	83448	C & C SALES	882.30
BAY TOTALS:			
Total of 155 Checks:			774,409.54
Less 0 Void Checks:			0.00
Total of 155 Disbursements:			774,409.54

JOURNAL TOTALS BY FUND REPORT FOR CITY OF GLADSTONE

For Check Dates 06/01/2026 to 06/30/2026

Item 5.

Fund	Item	Amount
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Totals For Fund: 101

Gross Payment:	155,551.47
Net Payment:	109,004.09
Total Payroll:	182,389.92

-- Deductions --

AFLAC_AFTER	240.45
AFLAC_PRE	245.28
CRCL_TST	3,213.75
DC LOAN REPAY	1,846.65
DC LOAN REPAY2	131.19
DEFINED COMP 4%	920.34
DEFINED_COMP_3	2,665.71
FITW	10,643.10
FOC	126.44
FOP	424.00
HEALTHINSCONT	7,603.17
MEDICARE_EE	2,087.93
MERS 457 ROTH	5.00
MERS 457 ROTH %	232.92
MERS457	402.82
MERS457%	555.53
MSA EE FAM SUPE	256.57
PSUPRPHONE	10.07
PUBSAFPHONE	14.87
SITW_MI	5,544.05
SOCSEC_EE	8,927.74
SUPSUNIONDUES	198.66
TEAMSTERS	227.12
USCM2284	24.02

Total Deductions:	46,547.38
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-- Expenses --

DEFINED_COMP_11	12,272.28
MEDICARE_ER	2,087.93
MSA ER EX SUPER	400.00
MSA ER EXP 100	513.13
MSA ER EXP- PS	1,800.00
MSA ER EXPENSE	820.08
SOCSEC_ER	8,927.74
SUI	17.29

Total Expenses:	26,838.45
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Totals For Fund: 202

Gross Payment:	10,315.77
Net Payment:	7,123.73
Total Payroll:	12,354.25

-- Deductions --

AFLAC_AFTER	0.81
AFLAC_PRE	4.05
DC LOAN REPAY	27.41
DC LOAN REPAY2	51.70
DEFINED_COMP_3	273.47
FITW	747.26
FOC	49.83
HEALTHINSCONT	701.14
MEDICARE_EE	139.34
MERS 457 ROTH	62.25
MERS457	48.43
MERS457%	43.77
SITW_MI	378.35
SOCSEC_EE	595.86
SUPSUNIONDUES	11.19
TEAMSTERS	57.18

Total Deductions:	3,192.04
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-- Expenses --

DEFINED_COMP_11	1,002.75
MEDICARE_ER	139.34

JOURNAL TOTALS BY FUND REPORT FOR CITY OF GLADSTONE

For Check Dates 06/01/2026 to 06/30/2026

Item 5.

Fund	Item	Amount
	MSA ER EXPENSE	299.81
	SOCSEC_ER	595.86
	SUI	0.72
	Total Expenses:	2,038.48
Totals For Fund: 203		
	Gross Payment:	10,083.33
	Net Payment:	6,826.92
	Total Payroll:	11,997.97
	-- Deductions --	
	AFLAC_AFTER	1.97
	AFLAC_PRE	9.87
	DC LOAN REPAY	66.79
	DC LOAN REPAY2	126.02
	DEFINED_COMP_3	249.41
	FITW	712.39
	FOC	121.45
	HEALTHINSCONT	641.99
	MEDICARE_EE	136.75
	MERS 457 ROTH	30.00
	MERS457	2.50
	MERS457%	45.47
	SITW_MI	372.04
	SOCSEC_EE	584.75
	SUPSUNIONDUES	9.59
	TEAMSTERS	145.42
	Total Deductions:	3,256.41
	-- Expenses --	
	DEFINED_COMP_11	914.47
	MEDICARE_ER	136.75
	MSA ER EXPENSE	277.61
	SOCSEC_ER	584.75
	SUI	1.06
	Total Expenses:	1,914.64
Totals For Fund: 248		
	Gross Payment:	5,658.27
	Net Payment:	4,147.04
	Total Payroll:	6,583.67
	-- Deductions --	
	AFLAC_AFTER	1.21
	AFLAC_PRE	6.07
	DC LOAN REPAY	41.10
	DC LOAN REPAY2	77.55
	DEFINED_COMP_3	106.27
	FITW	178.61
	FOC	74.74
	HEALTHINSCONT	247.51
	MEDICARE_EE	77.73
	MERS 457 ROTH %	79.36
	MSA EE FAM SUPE	43.43
	SITW_MI	202.96
	SOCSEC_EE	332.41
	SUPSUNIONDUES	16.78
	TEAMSTERS	25.50
	Total Deductions:	1,511.23
	-- Expenses --	
	DEFINED_COMP_11	389.62
	MEDICARE_ER	77.73
	MSA ER EXP 100	86.87
	MSA ER EXPENSE	37.50
	SOCSEC_ER	332.41
	SUI	1.27
	Total Expenses:	925.40
Totals For Fund: 540		
	Gross Payment:	10,193.12
	Net Payment:	6,849.12

JOURNAL TOTALS BY FUND REPORT FOR CITY OF GLADSTONE

For Check Dates 06/01/2026 to 06/30/2026

Item 5.

Fund	Item	Amount
	Total Payroll:	12,252.14
	-- Deductions --	
	AFLAC_AFTER	4.61
	AFLAC_PRE	6.92
	CRCL_TST	3.75
	DC LOAN REPAY	13.70
	DC LOAN REPAY2	25.85
	DEFINED_COMP_3	281.26
	FITW	707.65
	FOC	24.91
	HEALTHINSCONT	741.32
	MEDICARE_EE	125.46
	MERS 457 ROTH	302.75
	MERS457	35.99
	MERS457%	53.43
	MSA EEFAM P&D	9.92
	SITW_MI	331.70
	SOCSEC_EE	536.46
	SUPSUNIONDUES	3.20
	TEAMSTERS	135.12
	Total Deductions:	3,344.00
	-- Expenses --	
	DEFINED_COMP_11	1,029.66
	MEDICARE_ER	125.46
	MSA ER EXPENSE	357.52
	MSA ER PATTI-DA	9.92
	SOCSEC_ER	536.46
	Total Expenses:	2,059.02
Totals For Fund: 582		
	Gross Payment:	58,749.89
	Net Payment:	37,585.69
	Total Payroll:	70,837.18
	-- Deductions --	
	AFLAC_AFTER	51.53
	AFLAC_PRE	228.22
	CRCL_TST	2.50
	DEFINED_COMP_3	1,721.09
	ELECPHONE	29.74
	FITW	6,318.01
	HEALTHINSCONT	1,999.94
	IBEW876DEATH	30.00
	IBEW876FLAT	250.00
	IBEW876UNION%	691.79
	MEDICARE_EE	811.61
	MERS457	1,152.66
	MERS457%	1,727.02
	MSA EE FAM IBEW	100.00
	MSA EEFAM P&D	300.88
	SITW_MI	2,193.28
	SOCSEC_EE	3,470.28
	SUPSUNIONDUES	47.70
	TEAMSTERS	37.95
	Total Deductions:	21,164.20
	-- Expenses --	
	DEFINED_COMP_11	6,294.09
	MEDICARE_ER	811.61
	MSA ER EX SUPER	400.00
	MSA ER EXP IBEW	800.00
	MSA ER EXPENSE	5.00
	MSA ER PATTI-DA	300.88
	SOCSEC_ER	3,470.28
	SUI	5.43
	Total Expenses:	12,087.29
Totals For Fund: 590		
	Gross Payment:	39,714.37
	Net Payment:	25,094.31

JOURNAL TOTALS BY FUND REPORT FOR CITY OF GLADSTONE

For Check Dates 06/01/2026 to 06/30/2026

Item 5.

Fund	Item	Amount
	Total Payroll:	47,639.37
	-- Deductions --	
	AFLAC_AFTER	18.98
	AFLAC_PRE	22.06
	CRCL_TST	1,050.00
	DEFINED_COMP_3	1,186.69
	FITW	5,658.77
	HEALTHINSCONT	1,674.35
	MEDICARE_EE	548.78
	MERS 457 ROTH	7.57
	MERS457	213.80
	MERS457%	59.30
	MSA EE FAM WW-T	125.00
	MSA EEFAM P&D	44.60
	SITW_MI	1,445.52
	SOCSEC_EE	2,346.54
	SUPSUNIONDUES	42.20
	TEAMSTERS	175.90
	Total Deductions:	14,620.06
	-- Expenses --	
	DEFINED_COMP_11	4,343.69
	MEDICARE_ER	548.78
	MSA ER EXP WW T	500.00
	MSA ER EXPENSE	141.39
	MSA ER PATTI-DA	44.60
	SOCSEC_ER	2,346.54
	Total Expenses:	7,925.00
Totals For Fund: 591		
	Gross Payment:	22,410.38
	Net Payment:	15,049.30
	Total Payroll:	27,240.40
	-- Deductions --	
	AFLAC_AFTER	18.98
	AFLAC_PRE	22.15
	DC LOAN REPAY	0.69
	DC LOAN REPAY2	1.29
	DEFINED_COMP_3	666.06
	FITW	1,536.02
	FOC	1.25
	HEALTHINSCONT	1,514.58
	MEDICARE_EE	301.30
	MERS 457 ROTH	142.43
	MERS457	133.80
	MERS457%	756.87
	MSA EEFAM P&D	44.60
	SITW_MI	759.98
	SOCSEC_EE	1,288.27
	TEAMSTERS	172.81
	Total Deductions:	7,361.08
	-- Expenses --	
	DEFINED_COMP_11	2,434.76
	MEDICARE_ER	301.30
	MSA ER EXPENSE	761.09
	MSA ER PATTI-DA	44.60
	SOCSEC_ER	1,288.27
	Total Expenses:	4,830.02
Totals For Fund: 594		
	Gross Payment:	5,697.50
	Net Payment:	4,852.96
	Total Payroll:	6,136.65
	-- Deductions --	
	FITW	192.70
	MEDICARE_EE	82.59
	SITW_MI	216.00
	SOCSEC_EE	353.25

JOURNAL TOTALS BY FUND REPORT FOR CITY OF GLADSTONE

For Check Dates 06/01/2026 to 06/30/2026

Item 5.

Fund	Item	Amount
	Total Deductions:	844.54
	-- Expenses --	
	MEDICARE_ER	82.59
	SOCSEC_ER	353.25
	SUI	3.31
	Total Expenses:	439.15

Invoice

Page 1/1
Invoice SS111679
Date 6/8/2026

Sherwin Industries, Inc.
2129 W. Morgan Ave.
Milwaukee WI 53221

Bill To: GLADSTONE, CITY
1100 DELTA AVENUE
GLADSTONE MI 49837

Ship To: GLADSTONE, CITY
BARRY LUND
30 MICHIGAN AVENUE
GLADSTONE MI 49837

Purchase Order No.		Customer ID		Salesperson ID	Shipping Method	Payment Terms	Req Ship Date	Master No.
		GLAD695		03	SALESMEN	NET 30	6/8/2026	279,253
Ordered	Shipped	B/O	Item Number	Description		Discount	Unit Price	Ext. Price
1	1	0	*S0064R	SUPER SHOT 125DC RENTAL PER WEEK		\$0.00	\$7,000.00	\$7,000.00
0	0	0	.	SO #12138KZ		\$0.00	\$0.00	\$0.00

PHONE: 414-281-6400 FAX: 414-281-6404
All returns are subject up to a 30% restocking and handling fee.
Not all items are returnable.

Subtotal	\$7,000.00
Misc	\$0.00
Tax	\$0.00
Freight	\$0.00
Trade Discount	\$0.00
Total	\$7,000.00

202-463-751.000 \$ 6,000
203-463-751.000 \$ 1,000

BE

Original

Item 7.



Hawkins, Inc.
2381 Rosegate
Roseville, MN 55113
Phone: (612) 331-6910

INVOICE

Total Invoice **\$6,695.19**
Invoice Number **7461938**
Invoice Date **6/16/26**
Sales Order Number/Type **5186916 SL**
Branch Plant **54**
Shipment Number **6244927**

Sold To: 266160
ACCOUNTS PAYABLE
CITY OF GLADSTONE
1100 Delta Ave
Gladstone MI 49837-1434

Ship To: 266161
CITY OF GLADSTONE WATER PLANT
22 Delta Ave
Gladstone MI 49837-1904

CC approved
7-7-26

591-549-764.000
J.R.

Net Due Date		Terms	FOB Description	Ship Via	Customer P.O.#		P.O. Release		Sales Agent #
7/31/26		Net 45	PPD Origin	HWTG	Water				065
Line #	Item Number	Item Name/ Description	Tax	Qty Shipped	Trans UOM	Unit Price	Price UOM	Weight Net/Gross	Extended Price
1.001	699913	150 LB Chlorine Cylinder	N	2.0000-	CY	\$0.0000	RT	.0 LB	\$0.00
		CYL 3AA480		2.0000-	RT			200.0- GW	

Related Order #: 5186916

Container Barcodes: 109289, 111244

2.001	699923	30 GA Blue/Blk Drum	N	1.0000-	DR	\$30.0000	DR	16.0- LB	(\$30.00)
		DRUM 1H1/Y1.8/150		1.0000-	DR			16.0- GW	

Related Order #: 05045659

2.002	699923	30 GA Blue/Blk Drum	N	1.0000-	DR	\$30.0000	DR	16.0- LB	(\$30.00)
		DRUM 1H1/Y1.8/150		1.0000-	DR			16.0- GW	

Related Order #: 05076387

3.001	699916	330 G SQ Stackable Poly Tote	N	1.0000-	TO	\$0.0000	RT	275.0- LB	\$0.00
		Red Base #6610087B97202		1.0000-	RT			275.0- GW	

Related Order #: 5186916

Container Barcodes: 1809335361

4.000	33195	Aqua Hawk® 117	N	1.0000	TO	\$1.4913	LB	3,616.8 LB	\$5,393.73
		330 GA Tote		3616.8000	LB			3,891.8 GW	

Page 1 of 3

Tax Rate

Sales Tax

0 %

\$0.00

Invoice Total

Continued on next page

No Discounts on Freight
IMPORTANT: All products are sold without warranty of any kind and purchasers will, by their own tests, determine suitability of such products for their own use. Seller warrants that all goods covered by this invoice were produced in compliance with the requirements of the Fair Labor Standards Act of 1938, as amended. Seller specifically disclaims and excludes any warranty of merchantability and any warranty of fitness for a particular purpose.
NO CLAIMS FOR LOSS, DAMAGE OR LEAKAGE ALLOWED AFTER DELIVERY IS MADE IN GOOD CONDITION.

CHECK REMITTANCE:
Hawkins, Inc.
P.O. Box 860263
Minneapolis, MN 55486-0263

WIRING CONTACT INFORMATION:
Email: Credit.Dept@Hawkinsinc.com
Phone Number: (612) 331-6910
Fax Number: (612) 225-6702

FINANCIAL INSTITUTION:
US Bank
800 Nicollet Mall
Minneapolis, MN 55402

Account Name: Hawkins, Inc.
Account #: 180120759469
ABA/Routing #: 091000022
Swift Code#: USBKUS44INT
Type of Account: Corporate Checking

ACH PAYMENTS:
CTX (Corporate Trade Exchange) is our preferred method. Please remember to include in the addendum the document numbers pertaining to the payment.
For other than CTX, the remit to information may be emailed to Credit.Dept@Hawkinsinc.com

CASH IN ADVANCE/LEFT PAYMENTS:
Please list the Hawkins, Inc. sales order number or your purchase order number if the invoice has not been processed yet.

This contractor and subcontractor shall abide by the requirements of 41 CFR §§60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.

www.hawkinsinc.com

Job# 292609

18



Hawkins, Inc.
2381 Rosegate
Roseville, MN 55113
Phone: (612) 331-6910

Original

Item 7.

INVOICE

Total Invoice **\$6,695.19**
Invoice Number **7461938**
Invoice Date **6/16/26**
Sales Order Number/Type **5186916 SL**
Branch Plant **54**
Shipment Number **6244927**

Line #	Item Number	Item Name/ Description	Tax	Qty Shipped	Trans UOM	Unit Price	Price UOM	Weight Net/Gross	Extended Price
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Continued from previous page

Lot/SN: 990090

Demurrage charges may be invoiced if not returned timely.

Container Barcodes: 0608897460

4.001	699916	330 G SQ Stackable Poly Tote	N	1.0000	TO	\$0.0000	RT	275.0 LB	\$0.00
		Red Base #6610087B97202		1.0000	RT			275.0 GW	

Related Order #: 5186916

5.000	4800	Chlorine EPA 7870-2	N	2.0000	CY	\$1.3081	LB	300.0 LB	\$392.43
		150 LB CY (Hawkins Cylinder)		300.0000	LB			523.8 GW	
		Customer Item #: L1128565							

Demurrage charges may be invoiced if not returned timely.

Container Barcodes: 112799, 123955

5.001	699913	150 LB Chlorine Cylinder	N	2.0000	CY	\$0.0000	RT	.0 LB	\$0.00
		CYL 3AA480		2.0000	RT			200.0 GW	

Related Order #: 5186916

6.000	1135	Hydrofluosilicic Acid	N	1.0000	DR	\$0.7000	LB	300.0 LB	\$210.00
		300 LB DR		300.0000	LB			320.0 GW	

6.001	699923	30 GA Blue/Blk Drum	N	1.0000	DR	\$30.0000	RD	16.0 LB	\$30.00
		DRUM 1H1/Y1.8/150		1.0000	RD			16.0 GW	

Related Order #: 05186916

7.000	908705	LPC-DP	N	1.0000	DR	\$1.8204	LB	384.0 LB	\$699.03
		384 LB DR		384.0000	LB			400.0 GW	

7.001	699923	30 GA Blue/Blk Drum	N	1.0000	DR	\$30.0000	RD	16.0 LB	\$30.00
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Page 2 of 3

Tax Rate

Sales Tax

0 %

\$0.00

Invoice Total

Continued on next page

No Discounts on Freight
IMPORTANT: All products are sold without warranty of any kind and purchasers will, by their own tests, determine suitability of such products for their own use. Seller warrants that all goods covered by this invoice were produced in compliance with the requirements of the Fair Labor Standards Act of 1938, as amended. Seller specifically disclaims and excludes any warranty of merchantability and any warranty of fitness for a particular purpose.
NO CLAIMS FOR LOSS, DAMAGE OR LEAKAGE ALLOWED AFTER DELIVERY IS MADE IN GOOD CONDITION.

CHECK REMITTANCE:
Hawkins, Inc.
P.O. Box 860263
Minneapolis, MN 55486-0263

WIRING CONTACT INFORMATION:
Email: Credit.Dept@Hawkinsinc.com

Phone Number: (612) 331-6910
Fax Number: (612) 225-6702

FINANCIAL INSTITUTION:
US Bank
800 Nicollet Mall
Minneapolis, MN 55402

Account Name: Hawkins, Inc.
Account #: 180120759469
ABA/Routing #: 091000022
Swift Code#: USBKUS44IMT
Type of Account: Corporate Checking

ACH PAYMENTS:
CTX (Corporate Trade Exchange) is our preferred method. Please remember to include in the addendum the document numbers pertaining to the payment.
For other than CTX, the remit to information may be emailed to Credit.Dept@Hawkinsinc.com

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www.hawkinsinc.com

Job# 2926093

19



Hawkins, Inc.
2381 Rosegate
Roseville, MN 55113
Phone: (612) 331-6910

Original

Item 7.

INVOICE

Total Invoice **\$6,695.19**
Invoice Number **7461938**
Invoice Date **6/16/26**
Sales Order Number/Type **5186916 SL**
Branch Plant **54**
Shipment Number **6244927**

Line #	Item Number	Item Name/ Description	Tax	Qty Shipped	Trans UOM	Unit Price	Price UOM	Weight Net/Cross	Extended Price
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Continued from previous page

DRUM 1H1/Y1.8/150

1.0000 RD

16.0 GW

Related Order #: 05186916

***** Receive Your Invoice Via Email *****

Please contact our Accounts Receivable Department via email at Credit.Dept@HawkinsInc.com
or call 612-331-6910 to get it setup on your account.

Page 3 of 3

Tax Rate

Sales Tax

0 %

\$0.00

Invoice Total

\$6,695.19

No Discounts on Freight
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NO CLAIMS FOR LOSS, DAMAGE OR LEAKAGE ALLOWED AFTER DELIVERY IS MADE IN GOOD CONDITION.

CHECK REMITTANCE:
Hawkins, Inc.
P.O. Box 860263
Minneapolis, MN 55486-0263

WIRING CONTACT INFORMATION:
Email: Credit.Dept@Hawkinsinc.com

Phone Number: (612) 331-6910
Fax Number: (612) 225-6702

FINANCIAL INSTITUTION:
US Bank
800 Nicollet Mall
Minneapolis, MN 55402

Account Name: Hawkins, Inc.
Account #: 180120759469
ABA/Routing #: 091000022
Swift Code#: USBKUS44IMT
Type of Account: Corporate Checking

ACH PAYMENTS:
CTX (Corporate Trade Exchange) is our preferred method. Please remember to include in the addendum the document numbers pertaining to the payment.
For other than CTX, the remit to information may be emailed to Credit.Dept@Hawkinsinc.com

CASH IN ADVANCE/EFT PAYMENTS:
Please list the Hawkins, Inc. sales order number or your purchase order number if the invoice has not been processed yet.

This contractor and subcontractor shall abide by the requirements of 41 CFR 660-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.

www.hawkinsinc.com

Job# 292609

20



SUPPLYING THE COOPERATIVE ADVANTAGE

Rural Electric Supply Cooperative

INVOICE Item 8.

Remit To:

RESCO

PO BOX 684141

Chicago, IL 60695-4141

1-800-356-9370

INVOICE	
3118952	
Invoice Date	Page
06/23/2026	1 of 1
ORDER NUMBER	
1080630	

DIRECT SHIPMENT

Bill To:

GLADSTONE ELEC UTILITY

1100 DELTA AVE

GLADSTONE, MI 49837

US

Ship To:

GLADSTONE ELEC UTILITY

10 NORTH 11TH STREET

GLADSTONE, MI 49837

Attn: GLADSTONE ELEC ACCOUNTS PAYABLE

Customer ID: 11506

Ordered By: DAVE MATHIAS

Terms	Net Due Date	Discount Due Date	Discount Amount	Discounted Amt Due
.05% 15 Net 30	07/23/2026	07/08/2026	3.29	6,584.71

Order Date	Ship Date	Inside Salesrep	Cole Murray	Cust PO #	1395
02/24/2026 15:10:36	06/23/2026	Carrier:	Common Carrier	Tracking #:	

Line #	Item ID Item Description	Quantities				Unit Price	Extended Price
		Ordered	Backordered	Shipped	UOM		

1	10KVA POLE 12470/7200 TRANSFORMER POLE	6		6	EA	1,098.00000	6,588.00
---	---	---	--	---	----	-------------	----------

Total Lines: 1

SUB-TOTAL: 6,588.00

TAX: 0.00

AMOUNT DUE: 6,588.00

ORIGINAL

Rev 20240524

Cash Discount 3.29 if paid by 07/08/2026

6/24/2026 11:18:56AM



Document ID3118952

21



Invoice

REMIT TO:

Bell Lumber & Pole Company, LLC
Bin # 131418
PO Box 1414
Minneapolis, MN 55480

Number	INV-056247
Invoice date	6/22/2026
BOL	240495
Sales order	BLP-030461
Purchase Order No.	1398
Invoice account	CITYGLA
Salesperson	Josh Schindeldecker

Bill To: **City of Gladstone**
 1100 Delta Avenue
 Gladstone, MI 49837

Ship To: City of Gladstone
 624 Clark Dr
 Gladstone, MI 49837

Item number	Description	Quantity	Unit	Total Each	Amount
P-RP-035-03-DCOI 1398	1398	15.00	ea	472.00	7,080.00
P-RP-040-03-DCOI 1398	1398	25.00	ea	576.00	14,400.00

Bell Lumber & Pole Company, LLC
 778 1st Street NW
 New Brighton, MN 55112

Freight \$2,616.90
 Telephone (651) 633-4334
 Payment Net 30 Days

Subtotal \$24,096.90
Tax \$0.00
Total \$24,096.90 **USD**
 Page 1 of 1

BILL OF LADING - SHORT FORM - NOT NEGOTIABLE

Item 9.
Page 1 of 1

BELL LUMBER & POLE COMPANY

240495

P. O. Box 120786 New Brighton, MN 55112
Yard Phone: 651-633-4334 Yard Fax: 651-633-8852

Date: 6/22/2026

SHIP FROM	
FROM	Bell Lumber & Pole Co - New Brighton
Address:	778 First Street NW
Origin	New Brighton, MN
SHIP TO	
CONSIGNEE TO	City of Gladstone
Address	624 Clark Dr
	Gladstone, MI 49837

Carrier Name **OTTO TRANSFER INC.**

SCAC:

Freight Charge Terms (Freight charges are prepaid unless marked otherwise):

Prepaid ☐ Collect ☐ 3rd Party ☐

City of Gladstone

Lading Number: **240495**

Work Order: 166426-17

Customer PO Num: 1398

Type: Self Unload

LWS:

Note: WPPI member, please update PO in JP website upon delivery

Contacts: Please contact the Gladstone 24 hour phone line at 906-280-3699 24 hours prior to delivery. Alternate contact is Dave Mathias @ 906-428-1701.

DESCRIPTION OF ARTICLES AND SPECIAL MARKS Received By:

624 Clark Dr Gladstone, MI 49837

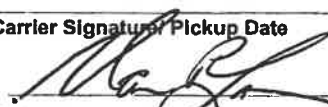
Qty	Product	Framing	PO Number	Other PO	Item Number	Deck
15	RP DCOI	3/35 Mod W1.1G (N1)				201
25	RP DCOI	3/40 Mod W1.1G (N1)				201
40	Weight: 39315 #					Wood Utility Poles

Where the rate is dependent on value, shippers are required to state specifically in writing the agreed or declared value of the property as follows: "The agreed or declared value of the property is specifically stated by the shipper to be not exceeding _____ per _____"

COD Amount: \$

Fee terms: Collect ☐ Prepaid ☐ Customer check acceptable ☐

Note: Liability limitation for loss or damage in this shipment may be applicable. See 49 USC § 14706(c)(1)(A) and (B).

Received, subject to individually determined rates or contracts that have been agreed upon in writing between the carrier and shipper, if applicable, otherwise to the rates, classifications, and rules that have been established by the carrier and are available to the shipper, on request, and to all applicable state and federal regulations		The carrier shall not make delivery of this shipment without payment of charges and all other lawful fees.	
SHIPPER Bell Lumber Pole Company		Consignee Signature _____	
PER _____	Trailer Loaded: ☐ By shipper ☐ By driver	Freight Counted: ☐ By shipper ☐ By driver	Carrier Signature  Pickup Date _____
Print Date 6/22/2026 Date Actual _____	Internal Yard Doc: NB-22961	Carrier acknowledges receipt of packages and required placards. Carrier certifies emergency response information was made available and/or carrier has the DOT emergency response guidebook or equivalent documentation in the vehicle. Property described above is received in good order, except as noted.	
Copies: White & Canary - Office Pink - Customer Goldenrod - Carrier			



QuarryStone Inc
6851 County 426 M.5 Rd
Escanaba MI, 49829

INVOICE

Item 10.

INVOICE	PAGE
26652	1
CUSTOMER #	DATE
CITYO200	06/12/26

CITY OF GLADSTONE
1100 DELTA AVENUE
GLADSTONE MI 49837

Manistique Plant - 620 Deer Street Manistique, MI 49854
Munising Plant - 6184N NF-13, Wetmore, MI 49895

Job ID	Customer PO/Contract#	Job Description	Terms
VAN CLEVE PARK		VAN CLEVE PARK	NET 30 DAYS

Ticket No.	Date	Item Number	Description	U/M	Qty	Unit Price	Total	TX
231664	06/11/26	BLKD-6C*02	2X2X6DECORATIVE BLOCK-COBBLE55	EA	11.00	180.00	1,980.00	3
231664	06/11/26	FUEL*02	FUEL SURCHARGE	EA	1.00	8.00	8.00	3
231664	06/11/26	QBL406*02	B2 BOOM TRUCK & TRAILER DELIVE	EA	1.00	127.00	127.00	3
231684	06/11/26	BLKD-6C*02	2X2X6DECORATIVE BLOCK-COBBLE55	EA	11.00	180.00	1,980.00	3
231684	06/11/26	FUEL*02	FUEL SURCHARGE	EA	1.00	8.00	8.00	3
231684	06/11/26	QBL406*02	B2 BOOM TRUCK & TRAILER DELIVE	EA	1.00	127.00	127.00	3
231701	06/11/26	BLKD-6C*02	2X2X6DECORATIVE BLOCK-COBBLE55	EA	11.00	180.00	1,980.00	3
231701	06/11/26	FUEL*02	FUEL SURCHARGE	EA	1.00	8.00	8.00	3
231701	06/11/26	QBL406*02	B2 BOOM TRUCK & TRAILER DELIVE	EA	1.00	127.00	127.00	3

Thank you for your business!

Please remit payment to 6851 County 426 M.5 Road,
Escanaba, MI 49829

Sub-Total 6,345.00

Sales Tax- MI 0.00

Invoice Total 6,345.00

TOTAL BALANCE DUE UPON DELIVERY WITHOUT PRIOR AGREEMENT.
Open accounts not paid in 30 days will incur 1.5% monthly finance charge.
All credit card transactions are subject to 4% service fee.



Board:	City Commission
Agenda Date:	07-13-2026
Department:	City Commission/City Manager
Presenter:	Mayor Thompson

Staff Report

Agenda Item Title:

City Manager Robert Spreitzer Contract

Background:

A six-month evaluation was conducted on 06-08-2026 where Interim Robert Spreitzer received a glowing six-month review and a motion was made to prepare a one-year contract with the following items to be included:

Mayor Pro-Tem Mantela called the meeting back into open session at 7:34 pm where he reported no actions were taken in closed session. Mayor Pro-Tem Mantela reported that City Manager Robert Spreitzer received a glowing six-month review.

Motion made by Mayor Pro-Tem Mantela, Seconded by Commissioner Akkala recommended Robert Spreitzer effective July 1, 2026 move from Interim City Manager to City Manager, salary of \$102,000; MERS Defined Contribution retirement of Employer contribution of 12% and Employee contribution of 4% in a one-year contract to be presented at the July 13, 2026 regular commission meeting.

Fiscal Effect:

Supporting Documentation:

Draft one year City Manager contract retroactive to 07-01-2026

Recommendation:

Motion to approve the one-year contract as presented to make Robert Spreitzer the City Manager effective 07-01-2026 and authorize Mayor Joe Thompson and City Clerk Kimberly Berry to sign.

EMPLOYMENT AGREEMENT OF ~~INTERIM~~ CITY MANAGER

THIS EMPLOYMENT AGREEMENT ("Agreement") is effective as of ~~January 1, 2026~~ ~~July 1, 2026~~, between the CITY OF GLADSTONE, a Michigan municipal corporation, the business address of which is 1100 Delta Avenue, Gladstone, Michigan 49837 ("City"); and Robert Spreitzer

AGREEMENT

In exchange for the consideration in and referred to by this Agreement, the parties agree as follows:

ARTICLE I EMPLOYMENT/DUTIES/CONDITIONS

1.1 The City agrees to employ Robert Spreitzer in the position of ~~Interim~~ City Manager, and he agrees to perform the functions and duties of ~~Interim~~ City Manager according to the job description as defined in the Charter/Code of Ordinances of the City of Gladstone, and whenever legally permissible, perform proper functions and duties as the City Commission directs.

1.2 The ~~Interim~~ City Manager serves at the pleasure of the City Commission for a term of ~~six (6)~~ ~~twelve (12)~~ months. ~~or until such time as a permanent City Manager is hired.~~

1.3 During the ~~Interim~~ City Manager's tenure, he shall devote his entire professional time, attention, and energy to the affairs of the City, and shall not engage in any activity, which will interfere, or conflict with the good faith discharge of his duties to the City.

1.4 The ~~Interim~~ City Manager shall, in the performance of his duties, comply with all applicable laws, rules, regulations, orders, directives, and resolutions of agencies or entities of competent jurisdiction.

ARTICLE II COMPENSATION

2.1 The ~~Interim~~ City Manager will receive ~~an annual~~ ~~a bi-annual~~ salary of ~~\$102,000.00~~ ~~\$46,409.00~~ beginning ~~January 1, 2026~~ ~~July 1, 2026~~ and paid in bi-weekly installments.

ARTICLE III FRINGES

3.1 The fringe benefits available to the ~~Interim~~ City Manager are set forth in Exhibit "A" attached to this Agreement. These benefits shall remain the same through the entire length of this contract.

ARTICLE IV INDEMNITY/LIABILITY INSURANCE

5.1 The City shall hold the ~~Interim~~ City Manager harmless, indemnify him for, and defend him against any threatened, pending, or completed claim, demand, suit, settlement, judgment, or award, whether civil, criminal, or administrative, and including any investigative proceedings or actions which result from the ~~Interim~~ City Manager performance of his duties under this Agreement. However, the City shall have no obligation if the ~~Interim~~ City Manager is ultimately found not to have acted in good faith, or have knowingly violated applicable laws, rules, regulations, guidelines, orders, directives or policies. With respect to any criminal proceedings, the City shall have no obligation under this provision unless the ~~Interim~~ City Manager had no reasonable cause to believe that his conduct was unlawful.

5.2 The City shall obtain and maintain liability insurance, which provides coverage for the ~~Interim~~ City Manager for his good faith acts in the performance of his duties under this Agreement.

5.3 The limits of the City's obligations under 5.2 above are to provide coverage or indemnification for liability up to \$1 million (\$1,000,000.00). While the City may provide additional coverage or indemnification, it is not obligated to do so.

ARTICLE V PERFORMANCE REVIEWS AND EVALUATIONS

6.1 Following ~~six~~ twelve months of employment, the City Commission may conduct an evaluation of the ~~Interim~~ City Manager's performance and of the performance of his duties under this Agreement. If requested by the ~~Interim~~ City Manager, a written summary of such review shall be provided by the City Commission.

ARTICLE VI TERM OF AGREEMENT

7.1 The term of this Agreement shall commence on ~~July 1, 2026~~ January 1, 2026 and continue until such time as a City Manager is hired.

ARTICLE VII SUSPENSION, TERMINATION, AND SEVERANCE

8.1 Suspension. The City Commission may suspend the ~~Interim~~ City Manager, with pay and continued fringe benefits, after any proceeding has been instituted under the City's Personnel Manual to remove the ~~Interim~~ City Manager from office.

8.2 Termination. This Agreement may be terminated as follows:

Written Resignation. The ~~Interim~~ City Manager may give written notice of intent to resign, which notice shall be given not less than fourteen (14) days prior to its effective date.

(a) Termination for Cause. By action of the City Commission after a finding that the ~~Interim~~ City Manager has willfully and materially failed to perform his duties under this Agreement continuing after receipt of notice from the City Commission, or for the reason of the ~~Interim~~ City Manager's misfeasance, malfeasance, or nonfeasance in office, the City Commission may terminate the employment of the ~~Interim~~ City Manager for just cause attributable to the ~~Interim~~ City Manager and, under such circumstances, the City shall pay to the City Manager the amounts due him for wages, flex time, vacation and sick leave, but no other severance amounts. Just cause shall be defined as stealing, abuse of controlled substance (narcotics) as defined by state and federal regulatory agencies. Excessive absenteeism or tardiness, walking off duty without permission of City Commission, fighting or gambling while on duty, falsifying city records, falsifying leave requests, conviction of felony, and sexual harassment.

(b) Termination for Other Than Just Cause Attributable to the ~~Interim~~ City Manager. The employment of the ~~Interim~~ City Manager may be terminated by the City for reasons other than just cause attributable to the ~~Interim~~ City Manager. Termination will be upon the affirmative vote of four members of the City Commission. Under such circumstances, the City shall pay the ~~Interim~~ City Manager the amounts due to him for wages, vacation, sick leave.

ARTICLE IX MISCELLANEOUS

9.1 Assignment. Neither party may assign its rights, duties or interest in this Agreement without the prior written agreement and consent of the other parties.

9.2 Jurisdiction and Venue. The parties agree that the exclusive jurisdiction and venue of any action brought or pursuant to or to enforce the terms of this Employment Agreement shall be solely in the state courts in Delta County, Michigan.

9.3 Prevailing Party. In any action brought pursuant to or to enforce any provisions of this Agreement, the prevailing party shall, in addition to any other remedies, be entitled to recover its actual costs, including, without limitation, actual reasonable attorney's fees incurred in order to bring, maintain, or defend such action from the first demand through any and all appellate proceedings.

9.4 Savings Clause. In the event any provision of this Agreement is found to be illegal or unenforceable, the parties stipulate and agree in advance that the remaining terms and provisions of this Agreement shall be binding and effective notwithstanding such partial illegality or unenforceability.

9.5 Merger Clause. The parties mutually stipulate and agree that all prior and contemporaneous discussions, negotiations, and agreements, whether written or oral, are merged into this Agreement and that the written Agreement represents the only agreements reached between the parties. No other representations, discussions, or agreements shall be effective to supplement or contradict this Agreement, unless such agreements are in writing and signed by the Mayor and the City Clerk.

CITY OF GLADSTONE

By: _____
Robert Spreitzer, ~~Interim~~ City Manager

By: _____
Joe Thompson, Mayor

By: _____
Kimberly A. Berry, City Clerk

Dated: 07-13-2026

EXHIBIT "A"
SALARY & BENEFITS SCHEDULE
~~Interim~~ City Manager

1. The ~~Interim~~ City Manager will receive an annual ~~a bi-annual~~ salary of ~~\$102,000 \$46,409.00~~ beginning ~~July 1, 2026 January 1, 2026~~ and paid in biweekly installments.
2. Health Insurance Coverage: Michigan Conference of Teamsters Health & Welfare Fund Plan 1023 and 122. For each plan year during the term of this Agreement, The Employer's contribution toward the cost of MCTWF's Base Medical Benefits and Prescription Drug Benefits (Plan 1023) will not exceed the annually adjusted hard cap amount set forth in PA 152.

Employees who opt out of the medical plan will be compensated at \$200.00 biweekly; proof of other insurance is required.

3. Life Insurance: Dearborn Life Insurance Policy #M03333-001
Basic Life Benefit: 1 times base annual salary, rounded to the next higher \$1,000 up to maximum of \$100,000.
Basic Dependent Life Benefit: Spouse \$4,000; each unmarried dependent child: under six months of age \$100, Six months to age 21* \$2,000; *23 if a full-time student.
4. Vacation Schedule: Maximum 300 hours

Supervisor Vacation Schedule		
Anniversary Date	Vacation Accrual	
	Per Pay-period	Annual
Upon Hire	N/A	Negotiated lump sum upon hire
Upon hire to 1 st Anniversary Date	3.5 Hours	91 Hours
1 st to 7 th Anniversary Date	5.5 Hours	143 Hours
7 th to 13 th Anniversary Date	7.0 Hours	182 Hours
13 th to 19 th Anniversary Date	8.5 Hours	221 Hours
19 th Anniversary Date and thereafter	10	260 Hours

5. Holidays: Paid Holidays will be the same as all City employees as noted in Section 11.1 of the City of Gladstone Personnel Policies and Procedures Manual.
6. Flex Time: All time over 80 hours in a pay period shall be accumulated as paid time off to be accumulated and used at the City Commission's discretion.
7. Cell Phone Allowance: The City shall pay the ~~Interim~~ City Manager \$50.00/month cell phone allowance or be allowed to be enrolled in the city cell phone plan per the current policy.
8. Retirement: MERS Defined Contribution Employer ~~8% 12%~~ of wages with ~~option of a Employer matching 3% when the Employee contribution of 3% 4%. Maximum 11% Employer and 3% Employee~~

9. Sick Leave: Sick leave is accrued at the rate of twelve (12) days per year; one (1) day per month on the first pay period of the month. A maximum accumulation is 960 hours. Forty (40) hours of 960 hours maximum balance may be compensated for as vacation time or pay once per fiscal year.
10. Longevity: Longevity payment for continuous service shall be paid on the payday closest to December 1st base on length of service as of the previous November 1st. Annual payments are as follows:

Length of Service

1 to 5 years continuous service	\$500.00
6 to 10 years continuous service	\$750.00
11 to 15 years continuous service	\$1,000.00
16 to 20 years continuous service	\$1,250.00
21 to 24 years continuous service	\$1,500.00
25 years and above	\$2,000.00

Signed: _____
Robert Spreitzer, ~~Interim~~ City Manager

Dated: _____

Signed: _____
Joe Thompson, Mayor

Dated: _____

Signed: _____
Kimberly A. Berry, City Clerk

Dated: _____



Board:	City Commission
Agenda Date:	07-13-2026
Department:	City Commission
Presenter:	Commissioner O'Driscoll

Staff Report

Agenda Item Title:

Off Road Vehicle (ORV) City Ordinance

Background:

Commissioner O'Driscoll is proposing to discuss the shortcomings of the existing ORV city ordinance and possible amendments. Since the passage of the ordinance there has been found to be some concerns and possible holes in our ordinance. His biggest concerns are vehicles covered - needing expansion to all electric and combustion powered vehicles and an age of operation concern for all motorized vehicles.

Fiscal Effect:

Supporting Documentation:

Chapter 54 Traffic & Vehicles Article I General Section 54-6 Snowmobile/ORVs & Off-Road Vehicles

City of Gladstone Streets Prohibited for Snowmobile/ORV Use – Adopted 06-22-2015

Recommendation:

Commission decision

Sec. 54-6. - Snowmobile/ORVS and off-road vehicles.

(a) *Definitions.*

Off-road vehicle (ORV) means a motor-driven off-road recreation vehicle capable of cross-country travel without benefit of a road or trail, on or immediately over land, snow, ice, marsh, swampland, or other natural terrain. A multitrack or multiwheel drive vehicle, a motorcycle or related two-wheel vehicle, a vehicle with three or more wheels, an amphibious machine, a ground effect air cushion vehicle, or other means of transportation may be an ORV. An ORV does not include a registered snowmobile/ORV, a farm vehicle being used for farming, a vehicle used for military, fire, emergency, or law enforcement purposes, a vehicle owned and operated by a utility company or an oil or gas company when performing maintenance on its facilities or on property over which it has an easement, a construction or logging vehicle used in performance of its common function, or a registered aircraft.

Snowmobile means any motor-driven vehicle designed for travel primarily on snow or ice of a type that utilizes sled-type runners or skis, an endless belt tread, or any combination of these or other similar means of contact with the surface upon which it is operated, but is not a vehicle that must be registered under the Michigan Vehicle Code, 1949 PA 300, MCL 257.1 to 257.923.

(b) *Purpose.* The intent of this section is to establish access routes along the streets within the city for use by snowmobile/ORV; establish the terms and conditions upon which such access routes may be used; and provide penalties for the violations thereof.

(1) Designation of streets for snowmobile/ORV use.

- a. Unless specifically designated otherwise as provided herein, all city streets and alleys within the city are hereby designated to be access routes upon which snowmobile/ORVs may be operated for the purpose of providing access to and from trails where snowmobile/ORV operation is permitted. Such access routes do not include or involve U.S. 2 and 41 and M-35 unless approved as a MDOT connector route.
- b. The city commission by resolution is hereby authorized to designate those streets or alleys under its jurisdiction, or parts or sections thereof, upon which the operation of snowmobile/ORVs shall be prohibited.

(2) Regulations on snowmobile/ORV operation.

- a. Snowmobile/ORVs shall only be operated on any approved street or alley for the following reasons:
 1. For the purpose of gaining access to or from trails where snowmobile/ORV operation is permitted, using the most direct route from the home of the operator.

(3) A snowmobile/ORV operated on a street or alley pursuant to this section shall at all times be operated:

- a. On the outermost right side of the roadway, but not on grassy areas or areas not normally used for vehicular travel;
- b. In single file, with the flow of traffic;
- c. In compliance with all the provisions of federal, state and local statutes, rules, regulations and ordinances applicable to such snowmobile/ORV operation;
- d. At a speed not to exceed 15 miles per hour.

(4) An snowmobile/ORV may be operated on the roadway of a street or alley under the jurisdiction of the city, whether or not such operation has been prohibited only:

- a. In a life-threatening emergency.
- b. By crossing such roadway at right angles, for the purpose of getting from one area to another if the operation can be done safely. The operator shall bring the snowmobile/ORV to

complete stop prior to crossing the roadway and shall yield the right-of-way to oncoming traffic.

- (5) An snowmobile/ORV may not be operated:
 - a. For the purpose of traveling to or from work or school;
 - b. On the part of a street normally occupied by ditches, front slopes, back slopes, or utilities such areas being more specifically defined as those parts of the street between the outside shoulder point and the right-of-way boundary line;
 - c. Within city owned parks except at designated access points approved by the city commission, or any natural areas within the city;
 - d. Upon U.S. 2 and 41 and M-35;
 - e. On those shoulders, paths or areas specifically designed as non-motorized facilities;
 - f. In violation of any of the provisions of MCL 324.81101 et seq. and that various subsections thereof, as amended as well as all other statutes, rules, regulations and ordinances applicable to such snowmobile/ORV operations.
- (6) Violations and penalties.
 - a. Any person who violates any provision of this section is committing a municipal civil infraction, and will be liable for a civil fine.

(Ord. No. 573, § 1, 6-23-2008; Ord. No. 597, 6-22-2015)

State Law reference— Authority to allow snowmobile/ORVs on streets, MCL 324.82119; snowmobile/ORVs generally, MCL 324.82101, MCL 324.81131.

City of Gladstone Streets Prohibited for Snowmobile/ORV Use

13th Street from Superior Avenue to Minneapolis Avenue

10th Street

9th Street between Railway Avenue to Minneapolis Avenue

Lake Shore Drive

4th Street

Michigan Avenue from US 2 & 41 to 3rd Street

South Hill Road from Keeton Street eastward toward US 2 & 41

600 block through 900 block on 29th Street

Delta Avenue from US 2 & 41 to 4th Street

Note: City Street Signs marked with a red sticker indicate these prohibited routes for snowmobile/ORV use.

City of Gladstone Approved Access Points in City Parks

VanCleve Park Access Points

Pram Dock Area

West of Skate Park

Lake Shore Drive/Marble Avenue

City Commission Adopted: 06-22-2015



Board:	City Commission
Agenda Date:	07-13-2026
Department:	City Commission
Presenter:	Rob Spreitzer

Staff Report

Agenda Item Title:

Proposed Special Event at the Gladstone Sports Park Pickleball Courts – 1st Gladstone Area Pickleball Tournament

Background:

This proposed event is to be held on Saturday, August 8th Rain date August 9th
 Set Up: Friday, August 7th 6:00 PM- 8 PM
 Event: Saturday, August 8th 8:00 AM to 7:00 PM

Special requests of the City are approximately 10 cones to assist with parking as there is a baseball tournament going on that same weekend. Two trash bins requested for their use.

The application was reviewed by the Parks & Recreation Director who had no concerns about the event and recommended approval.

Fiscal Effect:

None

Supporting Documentation:

Special Event Permit Application and event flyer

Recommendation:

Motion to approve Gladstone Area Pickleball Tournament to hold the special event at the Gladstone Sports Park Pickleball Courts on Saturday, August 8, 2026 from 8:00 AM to 7:00 PM with a rain date of Sunday, August 9, 2026.

Gladstone

MICHIGAN

Special Event Permit Application

Event Sponsor Information

Name of Event Sponsor: Gladstone Area Pickleball

Business Name (if applicable): —

Non-Profit ID #: 92-0944995

Address: Pickleball Courts - Sports Park.

Street: Pickleball Courts - Sports Park.

City/Town: _____ State: _____ ZIP: _____

Person in Charge of Activity

First & Last Name: Paula Fochesato

Phone Number: 906-280-1216.

Email Address: Fochesatopa@gmail.com.

Event Information

Event Name: GAP - Gladstone Area Pickleball.

Event Date: Aug. 8. Rain date Aug 9th.

Event Time: 8am - 7pm.

Event Location: Pickleball Court.

Will this event take place in the DDA District?

☐ Yes ☒ No

Is this event open to the public?

☒ Yes ☐ No

Will the event require street closure?

☐ Yes ☒ No

Will the street closure utilize the Social District?

☐ Yes ☒ No

Please provide a description of your needs for a street closure (which streets, where should barricade placement go, etc.)

Borrow Cones (approx. 10)
Additional trash bins (2)

How many participants are you anticipating?

150

Event Set-Up & Clean-Up

Set-Up Date:

Fri. 6-8pm.

Set-Up Time:

6-8pm.

Clean-Up Date:

Sun. 6-8pm

Clean-Up Time:

6-8pm.

Do you have any special requests for this event?

Enclosed Documentation

- ☒ Promotion flyer or advertisement
☐ Proof of General Liability Insurance with a minimum limit of \$1,000,000.00

Liability Waiver

By signing below, the individual and/or event sponsor named above shall indemnify and hold harmless the City of Gladstone, its officers, employees, and agents from and against any and all claims, demands, liabilities, costs, and expenses of whatever nature, including court costs and counsel fees, arising out of injury to or death of any person or persons, or loss of or physical damage to any property resulting from willful misconduct, acts, or negligence by the applicant, its sub-consultants, agents, employees, volunteers, licensees, or guests in connection with this Special Event Permit.

It is understood the City of Gladstone issues the permit to review and approve all plans for events which will affect public facilities or the public right-of-way.

Waiver of Subrogation

The lessor waives all rights of recovery against the lessee, lessee's employees, agents, and invitees for any loss or damage to property of the lessor located at the premises covered by this Special Event Permit, including property insured under valid and collectible insurance policies, to the extent of any recovery collectible under such insurance.

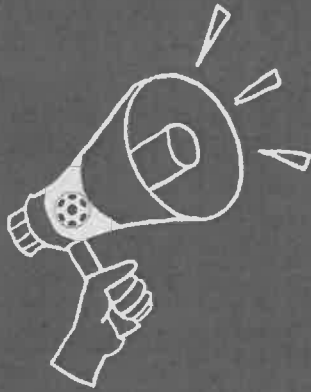
Signature of Event Sponsor:

Paula Forchetas

Date:

6-19-26

FIRST ANNUAL



Scan to register

"COURTS OF DREAMS" PICKLEBALL TOURNAMENT

AUGUST 8, 2026

REGISTRATION OPENS MAY 1ST

ROUND ROBIN FORMAT
THREE SKILL LEVELS

\$35 ENTRY FEE/\$15 SECOND EVENT
MENS/WOMENS/MIXED DOUBLES



PLAY BEGINS AT 8:45 A.M EST. (CHECK-IN OPENS 7:30 AM EST)

REGISTER BY JULY 16 TO GUARANTEE A T-SHIRT

REGISTRATION CLOSES AUGUST 2, 2026

For more information go to "Gladstone Area Pickleball" Facebook Page
or copy / paste to your browser:

<https://www.signupgenius.com/go/10C0A44A5AD2BA2FFC70-63623539-2026>

T-SHIRTS SPONSORED BY:





Board:	City Commission
Agenda	July 13, 2026
Date:	
Department:	Wastewater
Presenter:	Rodney Schwartz

Staff Report

Agenda Item Title:

Collection System Improvements Request for Disbursement of Funds #2.

Background:

According to the procedures required by Michigan Finance Authority State Revolving Loan Fund documents, requests for reimbursement of funds require Commission approval before sending to the State. Request for Disbursement #2 includes engineering, mobilization, sewer main cleaning, and CIPP costs totaling \$353,950.48.

Fiscal Effect:

\$353,950.48

Supporting Documentation:

Request for Disbursement of Funds #2 packet.

Recommendation:

To approve the Request for Disbursement of Funds #2 totaling \$353,950.48.



MICHIGAN DEPARTMENT OF ENVIRONMENT, GREAT LAKES, AND ENERGY
Finance Division

**Drinking Water State Revolving Fund, Clean Water State Revolving Fund, and Strategic Water Quality Initiatives Fund
Request for Disbursement of Funds**

As required under authority of Parts 52, 53, and 54 of NREPA, 1994 PA 451, as amended.

General Information

You must complete the information on pages 1 and 2 for each request for disbursement of funds that is submitted to the State Revolving Funds (SRF). A separate form is required for each assigned SRF project number. Detailed instructions can be found at the end of this document. Email this completed request along with cost supporting documentation (invoices) to your [EGLE project manager](#).

SRF Project Number: 5866-01 Request #: 2 Request Type: ☒ Partial ☐ Final

Period Covered by Request (M/D/Y): 8/1/2025 to 5/29/2026 Loan Amount: \$ 6,065,000

Loan Recipient's Name: City of Gladstone Recipient's EIN: _____

Address: 1100 Delta Avenue, Gladstone, MI 49837 Phone Number: 906-428-2311

Recipient's Bank Name: Baybank

Address: 104 S. 10th Street, Gladstone MI 49837 Phone Number: 906-428-4040

Account Name: Checking ABA #: 091102894 Account #: 10027971

Special Instructions: _____

You must complete the information above along with page 2 for your request to be processed.

FOR EGLE USE ONLY

Amount this request from funding sources:

SRF loan (including BIL supplemental): _____

BIL EC: _____ BIL LSLR: _____ Booker LSLR: _____

ARP: _____ DWI: _____ L & I: _____

Request Approved by EGLE Project Manager: _____ Date: _____

Budget Items (all amounts to the penny)	Amount Incurred this Period	Amount Incurred to Date	Item 14.
1. Asset Management Program/Fiscal Sustainability Costs			
2. Planning Costs		15000	
3. Rate Methodology Development Costs			
4. Design Engineering Costs		346708.93	
5. Legal/Financial Service Fees		46102.86	
6. Administrative Costs			
7. Bond Counsel Fees		31500	
8. Bond Advertisement Costs			
9. Bid Advertisement Costs		75	
10. Capitalized Interest			
11. Land Acquisition/Relocation Costs			
12. Land Purchase Costs			
13. Construction Engineering Costs	20425	20425	
14. Construction Costs (Bid Contracts)	333525.48	333525.48	
15. Construction Costs (Force Account)			
16. Equipment Costs			
17. Other Project Costs			
18. Adjustments Due to Other Funding			
19. Reimbursement from SRF-associated grant (ARP-SRF, DWI, L&I, etc.)			
20. Total Amounts Incurred	353950.48	793337.27	
21. Amount Previously Disbursed		439386.79	
22. Amount Requested for Loan Disbursement		353950.48	

I certify that I am an authorized representative of the recipient and am authorized to make the following certifications on behalf of the recipient: (i) there is no pending litigation or event which will materially and adversely affect the project, the prospects for its completion, or the recipient's ability to make timely repayments on the obligation issued in connection with this project; (ii) the representations, warranties and covenants contained in the supplemental agreement for the obligations pursuant to which this request for disbursement is submitted continue to be true and accurate in all material respects as of the date hereof; (iii) to the best of my knowledge and belief, the costs above were incurred in accordance with the terms of the supplemental agreement and the application for assistance for this project; and (iv) the amount requested for disbursement represents the loan amount due, which has not previously been requested.

If this request for disbursement is for a FY 2025 or later DWSRF Bipartisan Infrastructure Law (BIL) Lead Service Line Replacement (LSLR)-financed project, I certify that the submitted BIL LSLR costs are for service lines that are lead or galvanized service lines downstream of **known** lead.

Authorized Representative Name: Rob Spreitzer Title: City Manager

Authorized Representative Signature: _____ Date: _____



Please Remit Payment To:
 106 West Allegan Street Suite 500
 Lansing, MI 48933
 1-866-454-3923

January 23, 2026

Project No: 22-0421

Invoice No: 79570

Rodney Schwartz
 City of Gladstone
 1100 Delta Avenue
 Gladstone, MI 49837-0032

Project 22-0421 City of Gladstone 2023 CWSRF

Professional Services for the period ending January 11, 2026

Phase 01 Project Plan

Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Project Plan	15,000.00	100.00	15,000.00	15,000.00	0.00
Preliminary Design	185,000.00	100.00	185,000.00	185,000.00	0.00
Final Design	104,000.00	100.00	104,000.00	104,000.00	0.00
Bidding	11,000.00	100.00	11,000.00	11,000.00	0.00
Construction Engineering	215,000.00	3.3542	7,211.56	5,375.77	1,835.79
Post Construction	21,000.00	0.00	0.00	0.00	0.00
Total Fee	551,000.00		322,211.56	320,375.77	1,835.79
Total Fee					1,835.79
Total this Phase					\$1,835.79

Phase 07 Additional Design Engineering

Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Soil Boring	16,750.00	70.40	11,792.00	11,792.00	0.00
Control Survey	33,500.00	100.00	33,500.00	33,500.00	0.00
Part I & II SRF Application	3,350.00	0.00	0.00	0.00	0.00
Permitting	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	56,950.00		48,642.00	48,642.00	0.00
Total Fee					0.00
Total this Phase					0.00

Phase 08 Additional Construction Engineering

Fee

Invoices are due upon receipt.

Project	22-0421	Gladstone 2023 CWSRF	Invoice		79570
Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Construction Layout	50,250.00	0.00	0.00	0.00	0.00
Material Testing	13,400.00	0.00	0.00	0.00	0.00
Storm Water Monitoring	6,700.00	0.00	0.00	0.00	0.00
American Iron and Steel Monitoring	7,500.00	0.00	0.00	0.00	0.00
Part III SRF Application	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	81,200.00		3,350.00	3,350.00	0.00
Total Fee					0.00
Total this Phase					0.00
Total this Invoice					<u><u>\$1,835.79</u></u>

Outstanding Invoices

Number	Date	Balance
78908	7/23/2025	14,350.00
79196	9/30/2025	1,729.35
79298	10/31/2025	7,418.91
79531	12/30/2025	1,510.58
Total		25,008.84



Please Remit Payment To:
 106 West Allegan Street Suite 500
 Lansing, MI 48933
 1-866-454-3923

February 12, 2026
 Project No: 22-0421
 Invoice No: 79667

Rodney Schwartz
 City of Gladstone
 1100 Delta Avenue
 Gladstone, MI 49837-0032

Project 22-0421 City of Gladstone 2023 CWSRF

Professional Services for the period ending February 08, 2026

Phase 01 Project Plan
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Project Plan	15,000.00	100.00	15,000.00	15,000.00	0.00
Preliminary Design	185,000.00	100.00	185,000.00	185,000.00	0.00
Final Design	104,000.00	100.00	104,000.00	104,000.00	0.00
Bidding	11,000.00	100.00	11,000.00	11,000.00	0.00
Construction Engineering	215,000.00	4.6512	10,000.00	7,211.56	2,788.44
Post Construction	21,000.00	0.00	0.00	0.00	0.00
Total Fee	551,000.00		325,000.00	322,211.56	2,788.44
Total Fee					2,788.44
Total this Phase					\$2,788.44

Phase 07 Additional Design Engineering
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Soil Boring	16,750.00	70.40	11,792.00	11,792.00	0.00
Control Survey	33,500.00	100.00	33,500.00	33,500.00	0.00
Part I & II SRF Application	3,350.00	0.00	0.00	0.00	0.00
Permitting	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	56,950.00		48,642.00	48,642.00	0.00
Total Fee					0.00
Total this Phase					0.00

Phase 08 Additional Construction Engineering
Fee

Project	22-0421	Gladstone 2023 CWSRF	Invoice		79667
Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Construction Layout	50,250.00	0.00	0.00	0.00	0.00
Material Testing	13,400.00	0.00	0.00	0.00	0.00
Storm Water Monitoring	6,700.00	0.00	0.00	0.00	0.00
American Iron and Steel Monitoring	7,500.00	0.00	0.00	0.00	0.00
Part III SRF Application	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	81,200.00		3,350.00	3,350.00	0.00
Total Fee					0.00
Total this Phase					0.00
Total this Invoice					<u><u>\$2,788.44</u></u>

Outstanding Invoices

Number	Date	Balance
78908	7/23/2025	14,350.00
79196	9/30/2025	1,729.35
79298	10/31/2025	7,418.91
79531	12/30/2025	1,510.58
79570	1/23/2026	1,835.79
Total		26,844.63



Please Remit Payment To:
 106 West Allegan Street Suite 500
 Lansing, MI 48933
 1-866-454-3923

March 13, 2026
 Project No: 22-0421
 Invoice No: 79768

Rodney Schwartz
 City of Gladstone
 1100 Delta Avenue
 Gladstone, MI 49837-0032

Project 22-0421 City of Gladstone 2023 CWSRF

Professional Services for the period ending March 08, 2026

Phase 01 Project Plan
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Project Plan	15,000.00	100.00	15,000.00	15,000.00	0.00
Preliminary Design	185,000.00	100.00	185,000.00	185,000.00	0.00
Final Design	104,000.00	100.00	104,000.00	104,000.00	0.00
Bidding	11,000.00	100.00	11,000.00	11,000.00	0.00
Construction Engineering	215,000.00	7.50	16,125.00	10,000.00	6,125.00
Post Construction	21,000.00	0.00	0.00	0.00	0.00
Total Fee	551,000.00		331,125.00	325,000.00	6,125.00
Total Fee					6,125.00
Total this Phase					\$6,125.00

Phase 06 RPR

Contract Recap	Current Billing Amount	Previous Billed Amount	To-Date
Total Billings	0.00	0.00	0.00
Contract Amount			268,000.00
Contract Balance			268,000.00
Total this Phase			0.00

Phase 07 Additional Design Engineering
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Soil Boring	16,750.00	70.40	11,792.00	11,792.00	0.00
Control Survey	33,500.00	100.00	33,500.00	33,500.00	0.00
Part I & II SRF Application	3,350.00	0.00	0.00	0.00	0.00

Invoices are due upon receipt.

Project	22-0421	Gladstone 2023 CWSRF			Invoice	79768
Permitting		3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee		56,950.00		48,642.00	48,642.00	0.00
Total Fee						0.00
Total this Phase						0.00

Phase 08 Additional Construction Engineering
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Construction Layout	50,250.00	0.00	0.00	0.00	0.00
Material Testing	13,400.00	0.00	0.00	0.00	0.00
Storm Water Monitoring	6,700.00	0.00	0.00	0.00	0.00
American Iron and Steel Monitoring	7,500.00	0.00	0.00	0.00	0.00
Part III SRF Application	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	81,200.00		3,350.00	3,350.00	0.00
Total Fee					0.00
Total this Phase					0.00
Total this Invoice					\$6,125.00

Outstanding Invoices

Number	Date	Balance
79531	12/30/2025	1,510.58
79570	1/23/2026	1,835.79
Total		3,346.37



Please Remit Payment To:
 106 West Allegan Street Suite 500
 Lansing, MI 48933
 1-866-454-3923

April 22, 2026
 Project No: 22-0421
 Invoice No: 79887

Rodney Schwartz
 City of Gladstone
 1100 Delta Avenue
 Gladstone, MI 49837-0032

Project 22-0421 City of Gladstone 2023 CWSRF

Professional Services for the period ending April 12, 2026

Phase 01 Project Plan
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Project Plan	15,000.00	100.00	15,000.00	15,000.00	0.00
Preliminary Design	185,000.00	100.00	185,000.00	185,000.00	0.00
Final Design	104,000.00	100.00	104,000.00	104,000.00	0.00
Bidding	11,000.00	100.00	11,000.00	11,000.00	0.00
Construction Engineering	215,000.00	9.50	20,425.00	16,125.00	4,300.00
Post Construction	21,000.00	0.00	0.00	0.00	0.00
Total Fee	551,000.00		335,425.00	331,125.00	4,300.00
Total Fee					4,300.00
Total this Phase					\$4,300.00

Phase 06 RPR

Contract Recap	Current Billing Amount	Previous Billed Amount	To-Date
Total Billings	0.00	0.00	0.00
Contract Amount			268,000.00
Contract Balance			268,000.00
Total this Phase			0.00

Phase 07 Additional Design Engineering
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Soil Boring	16,750.00	70.40	11,792.00	11,792.00	0.00
Control Survey	33,500.00	100.00	33,500.00	33,500.00	0.00
Part I & II SRF Application	3,350.00	0.00	0.00	0.00	0.00

Invoices are due upon receipt.

Project	22-0421	Gladstone 2023 CWSRF			Invoice	79887
Permitting		3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee		56,950.00		48,642.00	48,642.00	0.00
Total Fee						0.00
Total this Phase						0.00

Phase 08 Additional Construction Engineering
Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Construction Layout	50,250.00	0.00	0.00	0.00	0.00
Material Testing	13,400.00	0.00	0.00	0.00	0.00
Storm Water Monitoring	6,700.00	0.00	0.00	0.00	0.00
American Iron and Steel Monitoring	7,500.00	0.00	0.00	0.00	0.00
Part III SRF Application	3,350.00	100.00	3,350.00	3,350.00	0.00
Total Fee	81,200.00		3,350.00	3,350.00	0.00
Total Fee					0.00
Total this Phase					0.00
Total this Invoice					\$4,300.00

Contractor's Application for Payment

Owner:	City of Escanaba	Owner's Project No.:	22-0421
Engineer:	C2AE	Engineer's Project No.:	22-0421
Contractor:	Barley Trucking & Excavating, Inc.	Contractor's Project No.:	
Project:	Gladstone Wastewater Sanitary Sewer Improvements		
Contract:	CWSRF No. 5866-01		

Application No.:	<u>1</u>	Application Date:	<u>6/11/2026</u>
Application Period:	From <u>9/22/2025</u>	to <u>5/29/2026</u>	

1. Original Contract Price	\$ 5,129,901.41
2. Net change by Change Orders	
3. Current Contract Price (Line 1 + Line 2)	\$ 5,129,901.41
4. Total Work completed and materials stored to date (Sum of Column G Lump Sum Total and Column J Unit Price Total)	\$ 370,583.87
5. Retainage	
a. <u>10%</u> X <u>\$ 370,583.87</u> Work Completed	\$ 37,058.39
b. <u> </u> X <u>\$ -</u> Stored Materials	\$ -
c. Total Retainage (Line 5.a + Line 5.b)	\$ 37,058.39
6. Amount eligible to date (Line 4 - Line 5.c)	\$ 333,525.48
7. Less previous payments (Line 6 from prior application)	\$ -
8. Amount due this application (Line 6 - Line 7)	\$ 333,525.48
9. Balance to finish, including retainage (Line 3 - Line 6)	\$ 4,796,375.93

Contractor's Certification

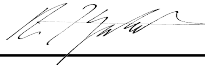
The undersigned Contractor certifies, to the best of its knowledge, the following:

- (1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment;
- (2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such liens, security interest, or encumbrances); and
- (3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.

Contractor: Barley Trucking & Excavating, Inc.

Signature: Jordan Barley Digitally signed by Jordan Barley
Date: 2026.06.11 16:21:16 -05'00' **Date:** 6/11/26

Recommended by Engineer

By: 
Title: Project Manager
Date: 6/12/2026

Approved by Funding Agency

By: _____
Title: _____
Date: _____

Approved by Owner

By: _____
Title: City Manager
Date: _____



C2AE - MI

Detailed Payment

220421 - Gladstone Wastewater Sanitary Sewer Improvements

Description CWSRF # 5866-01

Payment Number 1

Pay Period 09/22/2025 to 05/29/2026

Prime Contractor Barley Trucking & Excavating, Inc
1824 10th Avenue
Menominee, MI 49858

Payment Status Draft

Awarded Project Amount \$5,129,901.41

Authorized Amount \$5,129,901.41

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
Section: 1 - Participating Items										
0010	1100001	LSUM	\$215,405.560	1.000	0.500	0.000	0.500	0.500	\$107,702.78	\$107,702.78
Mobilization, Max										
0020	1047051	LSUM	\$709.550	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Project Sign										

Det 52 Payment:

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0030	1047051	LSUM	\$19,344.830	1.000	1.000	0.000	1.000	1.000	\$19,344.83	\$19,344.83
_: Audio-Visual Record										
0040	1047051	LSUM	\$63,601.120	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Maintenance of Traffic										
0050	1047051	LSUM	\$28,691.500	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Environmental Mitigation										
0060	2020002	Ea	\$1,032.070	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Tree, Rem, 19 inch to 36 inch										
0070	2020004	Ea	\$516.030	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Tree, Rem, 6 inch to 18 inch										
0080	2020006	Ea	\$709.550	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Stump, Rem, 19 inch to 36 inch										
0090	2020008	Ea	\$451.530	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Stump, Rem, 6 inch to 18 inch										
0100	2030011	Ea	\$516.030	9.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure, Rem										
0110	2040045	Cyd	\$212.870	10.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Masonry and Conc Structure, Rem										
0120	2040050	Syd	\$7.930	770.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Pavt, Rem										
0130	2040020	Ft	\$4.320	6,260.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Curb and Gutter, Rem										

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0140	2040055	Syd	\$3.230	2,605.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sidewalk, Rem										
0150	2047050	Ea	\$607.740	31.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_ : Exploratory Investigation										
0160	2050016	Cyd	\$18.150	4,646.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Excavation, Earth										
0170	3020016	Syd	\$8.430	1,000.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Aggregate Base, 6 inch										
0180	3020030	Syd	\$16.400	19,434.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Aggregate Base, 12 inch										
0190	3062002	Ea	\$703.060	16.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Intersection Maintenance										
0200	3070008	Syd	\$15.090	1,057.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Approach, CI I, 6 inch										
0210	3070125	Syd	\$10.350	431.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Shld, CI II, 3 inch										
0220	4020600	Ft	\$91.500	50.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer, CI E, 12 inch, Tr Det B										
0230	4020601	Ft	\$98.390	10.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer, CI E, 15 inch, Tr Det B										
0240	4020602	Ft	\$114.680	40.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer, CI E, 18 inch, Tr Det B										

Det	54	Payment:																	
Item 14.																			
0.026																			

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0250	4027001	Ft	\$115.680	50.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer, Cl E, 21 inch, Tr Det B										
0260	4020603	Ft	\$157.690	10.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer, Cl E, 24 inch, Tr Det B										
0270	4021202	Ea	\$580.540	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 8 inch										
0280	4021203	Ea	\$580.540	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 10 inch										
0290	4021204	Ea	\$645.040	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 12 inch										
0300	4021205	Ea	\$645.040	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 15 inch										
0310	4021206	Ea	\$774.050	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 18 inch										
0320	4021207	Ea	\$903.060	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 24 inch										
0330	4021208	Ea	\$1,161.070	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Tap, 30 inch										
0340	4027050	Ea	\$148.360	7.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer Bulkhead, 8 inch										
0350	4027050	Ea	\$193.520	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer Bulkhead, 12 inch										

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0360	4021231	Ea	\$258.020	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 15 inch										
0370	4021232	Ea	\$354.770	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 18 inch										
0380	4021233	Ea	\$387.020	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 21 inch										
0390	4021234	Ea	\$496.680	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 24 inch										
0400	4021235	Ea	\$645.040	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 27 inch										
0410	4021236	Ea	\$774.050	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sewer Bulkhead, 30 inch										
0420	4021260	Cyd	\$86.430	150.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Trench Undercut and Backfill										
0430	4027001	Ft	\$170.510	20.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer, Cl A, 6 inch to 12 inch, Tr Det B1, Modified										
0440	4027050	Ea	\$387.020	6.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer, Connect to Existing, 6 inch to 12 inch										
0450	4027050	Ea	\$838.550	4.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sewer, Connect to Existing, 15 inch to 24 inch										
0460	4027050	Ea	\$709.550	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Dr Structure, Connect to Existing, 6 inch to 12 inch										

Det	56	Payment:								Item 14.

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0470	4027050	Ea	\$838.550	6.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_ : Dr Structure, Connect to Existing, 15 inch to 24 inch										
0480	4030005	Ea	\$580.540	18.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure Cover, Adj, Case 1										
0490	4030050	Ea	\$1,440.660	8.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure Cover, Type K										
0500	4030210	Ea	\$4,760.450	7.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure, 48 inch dia										
0510	4030220	Ea	\$5,512.820	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure, 60 inch dia										
0520	4030312	Ea	\$838.550	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Dr Structure, Tap, 12 inch										
0530	5010005	Syd	\$2.710	18,583.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA Surface, Rem										
0540	5010025	Ton	\$345.560	25.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Hand Patching										
0550	5010061	Ton	\$301.940	84.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA Approach										
0560	5012024	Ton	\$144.060	1,531.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA, 4EL										
0570	5012036	Ton	\$136.100	1,531.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA, 5EL										

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0580	8010005	Syd	\$86.410	975.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Driveway, Nonreinf Conc, 6 inch										
0590	8020021	Ft	\$24.960	5,787.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Curb and Gutter, Conc, Det C2										
0600	8020002	Ft	\$76.740	50.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Curb, Conc, Det E2										
0610	8030010	Ft	\$46.580	456.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Detectable Warning Surface										
0620	8030030	Ft	\$40.760	608.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Curb Ramp Opening, Conc										
0630	8030044	Sft	\$8.410	11,408.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sidewalk, Conc, 4 inch										
0640	8030046	Sft	\$10.030	7,376.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sidewalk, Conc, 6 inch										
0650	8070095	Ea	\$258.020	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Post, Mailbox										
0660	8100402	Ea	\$322.520	24.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sign, Type III, Erect, Salv										
0670	8167011	Syd	\$11.260	3,736.597	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_ : Restoration, Turf Establishment										
0680	8232024	Ea	\$5,904.890	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Water Main Conflict, 8 inch										

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0690	8237001	Ft	\$14.960	175.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Insulation										
0700	8252036	Ft	\$67.050	30.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer, PVC, 6 inch, Tr Det B2										
0710	8252037	Ft	\$163.370	3,535.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer, PVC, 8 inch, Tr Det B2										
0720	8252038	Ft	\$109.330	2,825.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer, PVC, 10 inch, Tr Det B2										
0730	8257001	Ft	\$175.100	460.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Sewer, PVC, 15 inch, Tr Det B2										
0740	8257001	Ft	\$194.850	480.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Sewer, PVC, 18 inch, Tr Det B2										
0750	8257001	Ft	\$83.210	3,540.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Cured In-Place Pipe Liner, 8 inch										
0760	8257001	Ft	\$96.330	3,350.000	868.400	0.000	868.400	868.400	\$83,652.97	\$83,652.97
_: Cured In-Place Pipe Liner, 10 inch										
0770	8257001	Ft	\$108.040	1,685.000	812.300	0.000	812.300	812.300	\$87,760.89	\$87,760.89
_: Cured In-Place Pipe Liner, 12 inch										
0780	8257050	Ea	\$838.550	15.000	15.000	0.000	15.000	25.000	\$12,578.25	\$12,578.25
_: Sewer Obstruction Removal										
0790	8257050	Ea	\$445.080	40.000	10.000	0.000	10.000	10.000	\$4,450.80	\$4,450.80
_: Intruding Tap Removal										

Det 5	Payment:	0	026
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Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
0910	8252111	Ea	\$967.570	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Structure, Tap, 8 inch										
0920	8252112	Ea	\$1,032.070	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Structure, Tap, 10 inch										
0930	8257050	Ea	\$1,225.580	1.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Structure, Tap, 18 inch										
0940	8252122	Ft	\$56.240	5,465.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer, Serv Lead, PVC, 6 inch										
0950	8252123	Ft	\$67.260	50.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer, Serv Lead, PVC, 8 inch										
0960	8257050	Ea	\$420.000	164.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Sewer Cleanout, 6 inch, Modified										
0970	8257050	Ea	\$502.480	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Sewer Cleanout, 8 inch, Modified										
0980	8257050	Ea	\$65.790	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Sanitary Service Lateral Cap, 6 inch										
0990	8252138	Ea	\$774.050	5.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Sewer Lead, Rem and Abandon										
1000	8252145	Ea	\$580.540	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Structure Cover, Adj, Case 1										
1010	8252146	Ea	\$451.530	2.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sanitary Structure Cover, Adj, Case 2										

Line Number	Item ID	Unit	Unit Price	Authorized Quantity	Current Paid Quantity	Previous Paid Quantity	Total Quantity Paid To Date	Total Quantity Placed To Date	Current Payment Amount	Total Amount Paid To Date
1100	5012024	Ton	\$144.060	469.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA, 4EL										
1110	5012036	Ton	\$136.100	469.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
HMA, 5EL										
1120	8010005	Syd	\$86.410	517.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Driveway, Nonreinf Conc, 6 inch										
1130	8020021	Ft	\$24.960	3,226.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Curb and Gutter, Conc, Det C2										
1140	8027001	Ft	\$64.050	60.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Driveway Opening, Conc, Det M, Modified										
1150	8030044	Sft	\$8.410	750.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
Sidewalk, Conc, 4 inch										
1160	8167011	Syd	\$11.260	1,075.000	0.000	0.000	0.000	0.000	\$0.00	\$0.00
_: Restoration, Turf Establishment										
Section Totals:										\$0.00
Total Payments:										\$370,583.87

Summary

Current Approved Work:	\$370,583.87	Approved Work To Date:	\$370,583.87
Current Stockpile Advancement:	\$0.00	Stockpile Advancement To Date:	\$0.00
Current Stockpile Recovery:	\$0.00	Stockpile Recovery To Date:	\$0.00
Current Retainage:	\$37,058.39	Retainage To Date:	\$37,058.39
Current Retainage Released:	\$0.00	Retainage Released To Date:	\$0.00
Current Liquidated Damages:	\$0.00	Liquidated Damages To Date:	\$0.00
Current Adjustment:	\$0.00	Adjustments To Date:	\$0.00
Current Payment:	\$333,525.48	Payments To Date:	\$333,525.48
Previous Payment:	\$0.00	Previous Payments To Date:	\$0.00

Funding Details

Non Participating (City Funded):	\$0.00	Non Participating (City Funded) To Date:	\$0.00
Participating (Project Funded):	\$370,583.87	Participating (Project Funded) To Date:	\$370,583.87
Current Payment:	\$370,583.87	Payments To Date:	\$370,583.87

220421 Gladstone Wastewater Sanitary Sewer Improvements
Contractor Payment Breakdown

Pay Estimate	Participating	Non Participating	Total Amount Paid This Estimate	Amount Paid to Date	Retainage		Net Payment To Contractor	Net Payment to Contractor Participating	Net Payment to Contractor Non Participating	Retainage Participating	Retainage Non-Participating	
Estimate 01	\$370,583.87	\$0.00	\$370,583.87	\$370,583.87	\$37,058.39	\$333,525.48	\$333,525.48	\$333,525.48	\$0.00	\$37,058.39	\$0.00	\$37,058.39
Estimate 02			\$0.00	\$370,583.87	\$37,058.39	\$333,525.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Estimate 03			\$0.00	\$370,583.87	\$37,058.39	\$333,525.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Estimate 04			\$0.00	\$370,583.87	\$37,058.39	\$333,525.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Estimate 05			\$0.00	\$370,583.87	\$37,058.39	\$333,525.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Estimate 06			\$0.00	\$370,583.87	\$37,058.39	\$333,525.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

220290 Div A: Collection System
Contractor Payment Breakdown - Participating

Pay Estimate	Participating	Non Participating	Total Amount Paid This Estimate	Amount Paid to Date	Retainage		Net Payment To Contractor			Retainage Participating	Retainage Non-Participating	
Estimate 01	\$370,583.87	\$0.00	\$370,583.87	\$370,583.87	\$37,058.39	\$333,525.48	\$333,525.48			\$37,058.39	\$0.00	\$37,058.39
Estimate 02										\$0.00	\$0.00	\$0.00
Estimate 03										\$0.00	\$0.00	\$0.00
Estimate 04										\$0.00	\$0.00	\$0.00
Estimate 05										\$0.00	\$0.00	\$0.00
Estimate 06										\$0.00	\$0.00	\$0.00

220290 Div A: Collection System
Contractor Payment Breakdown - Non participating

Pay Estimate	Participating	Non Participating	Total Amount Paid This Estimate	Amount Paid to Date	Retainage		Net Payment To Contractor			Retainage Participating	Retainage Non-Participating	
Estimate 01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	\$0.00	\$0.00
Estimate 02										\$0.00	\$0.00	\$0.00
Estimate 03										\$0.00	\$0.00	\$0.00
Estimate 04										\$0.00	\$0.00	\$0.00
Estimate 05										\$0.00	\$0.00	\$0.00
Estimate 06										\$0.00	\$0.00	\$0.00



Board:	City Commission
Agenda Date:	07-13-2026
Department:	City Commission
Presenter:	Manager Spreitzer

Staff Report

Agenda Item Title:

Police Officers Labor Council - PSO Tentative Agreement - City of Gladstone

Background:

Negotiating team consisting of Mayor Joe Thompson, Commissioner Maloney and Manager Spreitzer met with the POLC- PSO Union representatives and agreed to the tentative agreement as presented.

The changes are as follows:

Wages, Defined Contribution Retirement from Employer 11% to 12% and Employee 3% to 4%, Holiday from 8 hours to 12 hours as that is what the normal work day is, Sign-on bonus of \$1,000 for new hires and for experienced (five years or more) public safety offers to start at 5 year vacation schedule to attract experienced officers to Gladstone Public Safety, clothing allowance of \$200.00.

Fiscal Effect:

Supporting Documentation:

Tentative Agreement 04-01-2026 to 03-31-2029

Recommendation:

Approve the contract as presented for the POLC- PSO Union and authorize Mayor Joe Thompson and City Manager Spreitzer to sign.

AGREEMENT

Between

CITY OF GLADSTONE

And



POLICE OFFICERS LABOR COUNCIL
GLADSTONE PUBLIC SAFETY OFFICERS

April 1, 2026 through March 31, 2029

ORIGINAL

INDEX

Purpose and Intent.	1
Recognition, Security and Union Deductions	1
Rights to Manage	3
Sick Leave	4
Funeral Leave	5
Leave of Absence Without Pay	5
Military Leave	5
Seniority	6
Grievance Procedure	8
Disciplinary Action	9
Wages Rates and Classifications	10
Holidays	10
Vacation	11
Hours of Work, Overtime and Premium Pay	12
Hospitalization and Life Insurance	13
Workers' Compensation	13
Longevity	14
Retirement	15
Working Supervisors	15
General.	15
Residency	16
Termination and Modification.	16
Signatures	17
Schedule A - Wage Schedule	18
Lateral- New Hire Incentives	19

This AGREEMENT made and entered into this ____ day of July 2023 by and between the City of Gladstone, hereinafter referred to as the "Employer" and the Police Officers Labor Council hereinafter referred to as the "Union".

PURPOSE AND INTENT

The general purpose of this agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.

The parties recognize the interest of the Community and the job security of the employees depends upon the Employer's success in establishing a proper service to the Community. To these ends the Employer and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

RECOGNITION, SECURITY AND UNION DEDUCTIONS

To the extent the laws of the United States and the State of Michigan permit, it is agreed that:

Section 1.0 The current or future employment of bargaining unit employees is not contingent upon membership in the Union or payment of union dues or fees.

Section 1.1 The Employer agrees to make Union payroll deductions once each month from the pay of the employees who have authorized that such deductions be made as set forth in subsections 1.3 and 1.4.

Section 1.2 As soon as practicable following the decision to hire a new employee into the bargaining unit, the Employer shall notify the Union of newly-hired bargaining unit employees and provide the Union an opportunity to meet with the newly-hired employee to discuss the employees' options with respect to becoming or not becoming a member of the Union.

Section 1.3 Each employee who becomes a member of the Union after June 17, 2018, must sign the Union's Application for Union Membership and Authorized Dues Deduction Card, and shall do so with the understanding that the dues authorization and assignment shall be irrevocable for the term of the applicable contract between the Union and the Employer or for one year, whichever is lesser, and shall automatically renew itself for the successive yearly or applicable contract periods thereafter, whichever is the lesser, unless the employee gives written notice to the Employer and the Union at least sixty (60) days, but not more than ninety (90) days before any periodic renewal date of this authorization and assignment of the employee's desire to revoke same. Such authorization and assignment is voluntary and not conditioned upon present or future membership in the Union.

Section 1.4 The Employer shall not make any Union payroll deductions from any employee without written authorization from the employee. In case of an employee who becomes a member after June 27, 2018, written authorization must be in the form of a signed Application for Union Membership and Authorized Dues Deduction Card, as well as any additional written authorization as the Employer may require. In the even the terms of the Employer's written authorization conflicts with the terms of the Union's Card, the terms of the Card shall be controlling. For an employee who became a member prior to June 27, 2018, the Employer must have from the employee written authorization showing the employee's clear intent to participate in Union payroll deductions.

Section 1.5 Employees may resign their Union membership at any time by notifying the Union, but may still be responsible for payroll deductions as set forth in subsection 1.3.

Section 1.6 Deductions for any calendar month shall be remitted to the Union. In the event that a refund is due to an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.

Section 1.7 The Employer shall not be liable for the remittance or payment to the Union of any sums other than those constituting actual deductions made. If the Employer fails to make a deduction for any employee as provided, it shall make the deduction from the employee's next pay period in which such deduction is normally deducted after the error has been called to its attention by the employee or the Union.

Section 1.8 If there is an increase or decrease in Union payroll deductions, as determined and established by the Union, such changes shall become effective upon the second pay period following notice from the Union to the Employer of the new amount(s).

No person with the bargaining unit in this department will be laid off until all civilian dispatchers have been laid off. There will be no reduction in the work force of the members of the unit so long as civilian dispatchers are working. However, upon any member of the unit leaving employment for any reason except lay-off or a reduction in force, that unit member need not be replaced and there need be no reduction in the number of civilian dispatchers who are working. The restrictions imposed above shall be limited to lay-off or reduction in force and shall not apply to attrition within the department.

RIGHT TO MANAGE

Section 2.0 The City, on its own behalf, and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and constitution of the State of Michigan and of the United States. Further, all rights which ordinary vest in and reserved to and remain vested in the City, including, but without limiting the generality of the foregoing, the right:

- (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered; the controls of materials, tools, and equipment to be used; the discontinuance of any services, material, or methods of operation;
- (b) to introduce new equipment, methods, machinery, or processes; change or eliminate existing equipment and institute technological changes; decide on materials, supplies, equipment and tools to be purchased;
- (c) to subcontract or purchase any or all work, process or service, or the construction of new facilities or the improvement of existing facilities;
- (d) to determine the number, location and type of facilities and installations;
- (e) to determine the size of the work force and to increase or decrease its size;
- (f) to hire, assign and lay off employees, to reduce the work week, or the work day or effect reduction in hours worked by combining layoffs and reductions in work week or work day, to set hours of employment and to set times during the work day of all shifts;
- (g) to direct the work force, assign work, and determine the number of employees assigned to operations;
- (h) to establish, change, combine, or discontinue job classifications and prescribe and assign new job duties, content and classifications; provided that, in the exercise of all these prerogatives, the City shall not violate the provisions of this Agreement.

SICK LEAVE

Section 3.0 Sick leave will be accrued at the rate of 8 hours a month or ninety-six (96) hours per year. Sick leaves may be accrued to a maximum accumulation of nine hundred sixty (960) hours.

New Employees shall receive twenty-four (24) hours of Sick Leave on their Date of Hire. This benefit will be retroactive to April 1, 2022.

Section 3.1 Employees who terminate City employment (except voluntary quits or by being discharged prior to being retirement eligible) shall be paid twenty-five (25%) percent of their accumulated sick leave in cash, contribute it in their employee Health Savings Retirement Plan or a combination of both as directed by the employee. Cash payment will be remitted on their final paycheck.

It shall be the responsibility of the Employer to maintain the sick leave records and it shall be the responsibility of the employee to verify their records and notify the City if a discrepancy is noted. All employees shall be required to fill out sick leave forms supplied by the Employer, after they have returned to work.

Section 3.2 An employee who has not served a full year between the time of entering the City service and the anniversary date for sick leave, which is April 1 of each year, shall be entitled to sick leave for the portion of the year worked, but may not take sick leave until after he/she has served six (6) months. (May take only accrued time.)

Section 3.3 The department head will be responsible for approving sick leave, and may do so only for valid reasons, and after an employee informs the department head of the employee's intention not to report for work. Unless the employee is hospitalized, the employee will be responsible for notifying the department head of the intended absence each day of the absence, even when such absences are consecutive.

Section 3.4 The department head responsible for approving sick leave may require a doctor's examination for the employee(s) requesting sick leave, and if the illness is verified by the City doctor, the City will assume the cost of the physical. If the City doctor judges the employee fit for duty, the employee will report for duty or be taken off of sick leave. If an employee refuses to undergo examination as provided for in this subsection, the employee will report for duty or be taken off sick leave.

Section 3.5 Employees covered by this Agreement, who have accumulated the maximum amount of sick leave possible (under the terms of this Agreement - 960 hours), as of March 31st of each year, shall be eligible to receive forty (40) hours of leave with pay, or in the alternative, to work and receive forty (40) hours of extra pay (at the employee's regular hourly rate). If an employee chooses to take off, he may do so only at a time designated by the Director of Public Safety or his/her designee during the following fiscal year of the City. Such additional time off or pay shall be deducted from the employee's accumulated sick leave.

Section 3.6 In the event of an off-duty or non-work-related illness, the employee will normally utilize any accumulated sick leave consecutively during his or her absence from duty until all accumulated sick leave would normally be exhausted. Thereafter, the employee shall be deemed absent from work with permission consistent with this

Agreement and past practice, but such absence shall not be deemed an excused absence under Section 11.1 (Holiday) below. Exceptions may be granted by either the Director of Public Safety or the City Manager of Gladstone.

Section 3.7 Maternity/Paternity Leave: An employee, by reason of pregnancy, shall be granted a leave of absence on the same terms and at the same rate as to commencement and duration of leave, availability of extensions, reinstatement and so forth, as any other employee requesting leave due to temporary disability. Leave will be applied for to the City Manager of Gladstone.

FUNERAL LEAVE

Section 4.0 Emergency leave will be granted in the event of a death in the immediate family, which falls within the scheduled workweek as follows:

Forty-eight (48) hours of paid emergency leave will be granted in the event of death of the spouse, mother, father, current step-mother or step-father of the employee and his or her current spouse, children of the employee or in case of the death of mother-in-law, father-in-law, sister, brother, daughter-in-law, son-in-law, grandmother, grandfather, or grandchild of the employee.

The forty-eight (48) hours may be taken at any time during the funeral process. In cases where considerable distance-travel is involved, unpaid leave days may be extended at the discretion of the City of Gladstone.

LEAVE OF ABSENCE WITHOUT PAY

Section 5.0 Leave of absence without pay may be obtained with the written permission of the City Manager for a period not to exceed one (1) year. The City Manager will be the sole determiner for the necessity of the request for a leave of absence.

MILITARY LEAVE

Section 6.0 Military leave shall be granted according to applicable State and Federal laws.

SENIORITY

Section 7.0 Seniority shall be defined for the purpose of this Agreement as the net credited service of the employee. Net credit service shall mean continuous employment with the Employer beginning with the date and hour on which the employee began to work after last being hired, including paid sick time, time off compensable by worker's compensation, time off due to service in the Armed Forces of the United States, and other authorized paid time off.

Section 7.1 New permanent employees will be considered probationary employees for a period of not less than one (1) year from the date of initial, continuous, full-time employment. An employee may be discharged or disciplined at any time during the probationary period by the appointing authority without the right of appeal or a hearing. The employee may, however, be represented by the Union in the grievance procedure for matters other than termination, discharge or discipline.

Section 7.2 Seniority shall be on a department basis for the purpose of department advancement and the Employer will post a departmental seniority list annually

Section 7.3 In the event of layoff in the department, employees shall be laid off in inverse order of seniority, the employee in the department with the least seniority being the first laid off. Recall shall be on the basis of seniority, the last man laid off to be the first recalled.

In the event of layoff (reduction in force), each employee scheduled to be laid off shall receive written notice by certified mail at least seven (7) days in advance of such layoff.

Section 7.4 Laid off employees will remain on the seniority list for a period of two (2) years, and shall be given a written notice of recall to their last registered address with the City.

Section 7.5 Employees shall lose their seniority for the following reasons:

- (a) The Employee voluntarily resigns;
- (b) The Employee is discharged and the discharge is not reversed through the procedures set forth in this Agreement.
- (c) The Employee is absent for two (2) working days without notifying the Employer. The Employer shall send written notice to the employee at his last known address that he has lost his seniority, and that his employment has been terminated.

- (d) The Employee does not return to work within ten (10) days of the mailing of written notice of recall by the Employer to the employee's last known address by certified mail.
- (e) The Employee is laid off for a period of two consecutive years.

Section 7.6 Employees who are injured while on duty shall continue to accumulate seniority during their absence due to such injury, and shall be reinstated upon recovery to their former position with full seniority rights, provided they are physically qualified to return to work.

Section 7.7 In selecting employees for promotion, three (3) factors shall be considered with the following weight:

- (a) Test - 50%
- (b) Performance-50%
- (c) One-half (1/2) point for each year of service in the Gladstone Public Safety Department or its predecessor Police and Fire Departments, up to a maximum of ten (10) points.

The Director of Public Safety may promote from any of the top three (3) candidates for a promotional position. Employees shall be given a three (3) month trial period on such new job and shall reserve the right to return to their former position at the end or during such three (3) month period.

The Employer shall not seek candidates for vacant or newly created promotion positions (other than that of Director) from outside of the Gladstone Public Safety Department unless no current employee(s) post for the position.

Any Employee who is or has been a member of this Bargaining Unit and is or has been promoted or appointed to any position within the Public Safety Department but not within this Bargaining Unit, may return to this Bargaining Unit with their original seniority date of hire as a result of demotion, layoff, or voluntary reduction in rank. Such individual will maintain all seniority for purposes of this Agreement and as seniority pertains to this Agreement.

GRIEVANCE PROCEDURE

Section 8.0 In the event a dispute arises concerning the application or interpretation of this Agreement during the term of this Agreement, it shall be handled in accordance with this grievance procedure. The grievance procedure shall contain the following consecutive mandatory steps:

Step 1: An information conference shall occur between the employee and the Union if desired by the employee. Such conference shall be held within five (5) days of the alleged dispute, excluding Saturdays, Sundays or holidays or the grievance shall be deemed waived. The time shall commence to run from the time the employee knew or should have known of the conditions or circumstances giving rise to the alleged violation of this Agreement. In appropriate cases the parties may waive this initial step and the grievance may be initiated at Step 2 of this procedure. This is intended where the grievance involves the action of the Director of the Department of Public Safety. In no event shall a grievance be initiated beyond Step 2 of the procedure.

Step 2: Within seven (7) consecutive days of the meeting set forth in Step 1, above, the employee-Union shall submit the grievance in writing to the Director of the Public Safety if not satisfactorily resolved at Step 1. The written grievance shall specify the specific nature of the grievance and the specific provisions and tem1 of the Agreement alleged to have been violated or misapplied. The written grievance shall be submitted to the Director personally, and in the event the Director shall be absent from his office, the written grievance may be delivered directly to the City Manager. The Director of Public Safety shall respond within five (5) days of receipt of the written grievance by delivering his/her response, in writing, to the Union Steward. Failure on the part of the employee-Union to file the grievance within the stated time period shall be conclusively deemed a waiver of the grievance and failure of the Director to respond within the time allowed shall be deemed to be a granting of the relief sought by the employee-Union.

Step 3: If not satisfactorily resolved at Step 2, the grievance shall be submitted in writing to the City Manager. The grievance shall be submitted within five (5) days after receipt of response of the Director of Public Safety provided at Step 2. The written grievance shall specify the nature of the grievance and the specific terms and provisions of the Agreement claimed to have been violated or misapplied.

Within five (5) days of receipt of the written grievance, the City Manager shall schedule a meeting between the City Manager, Director of Public Safety, involved employee, Union Steward and staff representative of the Union. The meeting shall be schedule to occur within fifteen (15) days of the date of receipt of the written grievance by the City Manager unless otherwise agreed by the City of Gladstone and the Police Officers Labor Council. The meeting shall be held in the City of Gladstone. If the City Manager is out of his/her office or unavailable upon filing of the grievance at this step, the time limits shall be extended accordingly. Within five

(5) days after the conclusion of the meeting, the City Manager shall submit his response to the grievance to the Union Steward in writing.

Step 4: If the grievance is not resolved at Step 3, above, the matter may proceed to binding arbitration. A demand for arbitration shall be filed with the City Manager not more than thirty (30) days after receipt of the written decision of the City Manager following the meeting described at Step 3, above. The party requesting arbitration shall also notify the American Arbitration Association of the filing of a demand for arbitration.

The matter shall be submitted to a single arbitrator selected by consent of the parties or in accordance with the procedures of the American Arbitration Association. Fees and expenses of the arbitration shall be equally divided by the City of Gladstone and the Police Officers Labor Council. The arbitration shall be held in Gladstone, Michigan, or at a location mutually agreed to by the parties. The parties shall attempt to have the arbitrator appointed and the arbitration hearing within sixty (60) days after submission of the written decision by the City Manager at Step 3, above. In the event this cannot be reasonably accomplished, the matter shall proceed to a hearing as soon as reasonably convenient. The arbitration hearing shall be conducted in accordance with the rules and procedures of the American Arbitration Association and those rules and procedures generally applicable to the conduct of labor relations arbitration.

Section 8.1 The arbitrator shall be governed by the terms and provisions of this Agreement, and shall have no authority to modify, add to, subtract from, or alter the express terms and provisions of this Agreement. The arbitrator shall have the authority to exercise his general discretion in controlling the arbitration hearing and shall have those powers generally accorded arbitrators in the conduct of such hearing. Within thirty (30) days of the completion of the arbitration hearing, the arbitrator shall submit his/her opinion, in writing, to the parties or their representatives as designated at the arbitration hearing. The decision of the arbitrator shall be final and binding except as provided by law.

Section 8.2 Under no circumstances will services be stopped, slowed or otherwise impaired while the grievance procedure is in effect.

DISCIPLINARY ACTION

Section 9.0 It is agreed that nothing herein shall in any way prohibit the Employer from discharging or otherwise disciplining any employee, regardless of seniority, for just cause. Grounds for summary discharge shall include, but not limited to drunkenness or drinking on the job, dishonesty, unrepeated absence from work of two (2) days, careless use or abuse of City property, failure to report for a physical exam when so ordered by the Employer during claimed sick leave, willful or wanton or grossly negligent misperformance of duties, conviction of a criminal charge involving illegal controlled substances, incompetence or insubordination.

Section 9.1 In the event that the discharged employee feels that he had been unjustly dealt with, said employee or the Union shall have the right to file a complaint with the Employer, which must be in writing, and must be submitted to the Employer as required by the grievance procedures of this Agreement. Said complaint will be treated as a grievance and shall be subject to the grievance procedure herein provided. If no complaint is filed within the time limits specified in the grievance procedure, then said discharge shall be deemed to be final in all events.

WAGE RATES AND CLASSIFICATIONS

Section 10.0 Schedule "A" attached hereto and made a part of this Agreement, is a schedule showing the wage rates and classifications of the members of this bargaining unit.

HOLIDAYS

Section 11.0 Holiday defined: Full holiday when used herein shall mean a full twenty-four (24) hours commencing at 7:00 a.m. on the day of the holiday and ending at 7:00 a.m. on the following day.

Section 11.1 Conditions for granting pay on holidays: Employees shall receive no pay for holidays, unless they work their scheduled work days preceding and succeeding such holiday; provided, however, that if either of these two (2) days is vacation time, sick leave, or an excused absence, it shall be excepted.

All employees shall be entitled to pay for holidays, subject to the conditions contained herein.

Section 11.2 The following holidays will be recognized: Day before New Year's Day (December 31st); New Year's Day; Good Friday; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Day after Thanksgiving; Day of December 24th and Christmas Day.

Section 11.3 Employees holidays will be compensated as follows: Employees will receive Twelve (12) hours of Holiday pay for each listed Holiday.

Work During Regular Shift: Rate-Base rate x 1-1/2 for hours worked, plus Twelve (12) hours Holiday pay for full Holiday.

Work Other Than During Regular Shift Hours: Rate-Base rate x 2 (double time) for all hours worked plus Twelve (12) hours Holiday pay for full Holiday

Section 11.4 Bargaining Unit Members Birthday: Members Birthday shall be a floating Holiday and may be taken off on his/her birthday or any time during the calendar year but may not be accrued from year to year. Members will receive twelve (12) hour day off, with pay, for the day he takes off for his/her Birthday- Floating Holiday.

VACATIONS

Section 12.0 Vacation leave with pay will be granted to all permanent full-time employees on a pro rata basis commensurate with the period of time that they have been employed (Date of Hire). The pro rata share will be determined by pay periods.

Vacation accrual will be based on the following formula with the anniversary dates being the employee's date of hire.

New Employees shall receive forty (40) hours of vacation on their date of hire. This benefit will be retroactive to April 1, 2022

Up to 1st Anniversary date:	1.5 hours per pay period.
1st Anniversary date up to 5 th Anniversary d	3.5 hours per pay period.
5 th Anniversary date up to 10 th Anniversary d	5.0 hours per pay period.
10 th Anniversary date up to 15 th Anniversary	6.5 hours per pay period.
15 th Anniversary date and thereafter:	8.0 hours per pay period.

Section 12.1 Vacation schedules are subject to approval of the department head who is charged with the responsibility of ensuring that vacation time granted will not seriously impair the operation of his department.

Section: 12.2 Any employee requesting vacation leave will apply at least forty-eight (48) hours in advance, except for particular periods of time when the department head may deem it necessary to prepare schedules covering particular periods of time; said schedules to be prominently posted within the department for at least two (2) weeks.

Section 12.3 Seniority along with departmental personnel needs will be the determining factor in approving vacation.

Section 12.4 Pre-approved vacation schedules (See Section 12.2) will be declared closed on specific dates as advertised by the department head and will no longer be subject to change because of seniority, however, such permission may be revoked by the department head when departmental needs dictate such action.

Section 12.5 Employees terminating their City employment will be entitled to pay for the unused and accrued portion of their vacation leave to the last date of their employment. The last date of City employment is declared to be the last date on which the employee worked a full shift.

Section 12.6 Employees are allowed to accrue up to a maximum of 275 hours of vacation at any one time. Upon obtaining 275 hours, the employee would be required to use vacation or not accrue any further vacation until their total was below 275 hours.

Section 12.7 Bargaining unit members may designate three (3) days per year, from their vacation days, as emergency leave. The Director, or his/her designee, shall not be arbitrary in granting or denying such requests for personal leave, but may deny them if the vacancy cannot be adequately filled. Emergency leave shall be defined as short notice need for time away from work for reasons of personal nature. This provision is not intended to provide priority to late leave requests.

HOURS OF WORK, OVERTIME AND PREMIUM PAY

Section 13.0 The provisions of this Article are intended to provide for a base for determining the number of hours worked for which an employee shall be entitled to be paid at overtime rates and shall not be construed as a guarantee to such employee of any specified number of hours worked, either per day or per week, or as limiting the right of the City to fix the number of hours worked (including overtime) either per day or per week for such employee.

Section 13.1 Time and one-half (1- 1/2) the regular hourly rate shall be paid for all hours worked in excess of eighty (80) hours in one two-week pay period. Sick leave will normally be considered as time worked for the computation of overtime. The City reserves the right to deny this provision on an individual basis if it determines an abuse of sick time has occurred.

Section 13.2 The hours of work and specific shift assignments will be determined by department head, except that past-time or seasonal help shall not be assigned work when regular employees are on layoff or on a reduced work schedule.

Section 13.3 Shift premium: Beginning with the pay period starting on July 24, 2023, shift premiums will be terminated. Employees agree to this termination in exchange for a one-time fifty (\$.50) cents per hour wage increase. This increase is not retroactive and will start on July 24, 2023.

Section 13.4 An employee who responds to a call back to duty after having been released from regular day's work, or on days other than his/her scheduled work days, and who works less than one hour shall be paid for three (3) hours at the straight regular hourly rate. Call back will be by the Director of Public Safety or his/her designee.

Section 13.5 Employees called into work on the day, which a holiday falls, will be paid a minimum of two (2) hours at the holiday rate for responding to calls. Call back duty will be by the Director of Public Safety or his/her designee.

Section. 13.6 Previously paid shift differential for Sunday work is now incorporated into the hourly rate.

Section 13.7 Employees shall receive two 15 minutes breaks each workday, which shall be allowed at the direction of the Director of Public Safety or his/her designee.

Section 13.8 The Memorandum of Understanding (MOU), that was agreed upon and signed by the Director and the Canine Handler on 10/26/22, will be added to the end of the contract as an attachment.

HOSPITALIZATION- LIFE INSURANCE

Section 14.0 The Employer agrees to pay the current premium of the hospitalization, medical, major medical and dental insurance. The health care plan in effect is Michigan Conference of Teamsters Welfare Fund (MCTWF) health insurance. MCTWF insurance includes hospitalization, medical coverage, and prescription coverage, Dental, Optical, and Total & Permanent Disability Benefits (993). The Employer will pay amount up to the hard cap, once the premiums exceed the hard cap amount set by P.A. 152 of 2011, the employees will pay any cost above that amount, the difference shall be shared equally by the employees and shall be deducted from their weekly payroll.

For employees hired prior to April 1, 2010 and retiring after April 1, 2017, The City will fund the MERS Health Care Savings Plan (HCSP) at the rate of one thousand dollars (\$1000.00) per month for seventy-two (72) consecutive months per eligible employee. Payments shall begin at the time the employee becomes eligible for a non-deferred retirement as defined by MERS rules (currently twenty-five years at any age for Defined Benefit Plan, Age plus years of service equals sixty-five (65) years for Defined Contribution Plan (I.E. fifteen years of service and age fifty (50)). Eligible employees need not elect to retire to begin receiving the HCSP contribution when eligible.

Should the employee be deceased prior to receiving seventy-two months of contributions to the MERS Health Savings Retirement Plan (HSRP), the contributions shall continue to be made to the plan for the employee beneficiary.

This benefit is vested and unalterable for current and future qualified retirees and shall survive the expiration of the Collective Bargaining Agreement.

Upon execution of this agreement, employees hired after April 1, 2013 shall have a weekly deposit of fifty (\$50.00) dollars made by the employer to a MERS HSRP for the employee.

Section 14.1 The Employer agrees to furnish, at no cost to the employee, a term life policy in the amount of one year's salary (w/ double indemnity for accidental death/dismemberment) for each employee. In addition, the employee's spouse is covered for \$4,000. Dependent children of the employee are covered for \$100 (up to 6 months age) and \$2,000 (6 months, but less than 19 years-21 years if full time student).

Section 14.2 Employees may elect not to subscribe to the City-provided healthcare plan if they are eligible to be covered by healthcare through another source. For employees hired before April 1, 2007, such employees who opt-out of City provided health insurance coverage will receive \$267.81 per bi-weekly paycheck. Employees hired after April 1, 2007 who opts out will receive \$200.00 per pay period if they choose to opt-out of the City-provided hospitalization coverage.. Employees may contribute all or part of their opt-out pay into their MERS Health Savings Retirement Plan (HSRP).

Employees shall be permitted to re-enroll in the City provided health care plan upon notification to the Employer and subject to the provisions of the insurance carrier.

WORKERS' COMPENSATION

Section 15 .0 All employees injured or incapacitated in actual discharge of duty shall receive

compensation and medical care, subject to the provisions of the Michigan Workers Disability Compensation Act and subject to the limitations in Section 15.1, the employees on workers compensation may use accumulated sick leave, vacation pay, or comp time to make up the difference between the regular salary of the injured employee and the legal rate of compensation provided in the Workers' Compensation Act.

Workers' Disability Compensation Act and subject to the limitations in Section 15.1, the employees on workers compensation may use accumulated sick leave, vacation pay, or comp time to make up the difference between the regular salary of the injured employee and the legal rate of compensation provided in the Workers' Compensation Act.

Section 15.1 Such additional payment shall be known as Supplementary Workers' Compensation. It shall apply:

1. From the date of injury and continue during the period of incapacity, but not to exceed more than six (6) months of payment for any one personal injury.

It shall not apply:

1. In partial incapacity cases when an employee refuses to accept limited duties after certification for such duties by a physician.
2. When an employee terminates, through death, retirement or other reason.
3. When injury results from the employee's misconduct or negligence.
4. When the employee's injury claim is disputed by the City through lack of visual evidence or other reasonable proof.
5. When notice of the work-related injury shall not have been reported to the Employer within forty-eight (48) hours of the alleged occurrence.

Section 15.2 The provisions of Section 15.0 and 15.1 are subject to the legal limitations provided for in the Michigan Workers' Disability Compensation Act as well as the City's authority to continue as a self-insured Employer under Michigan law.

Section 15.3 The employees entitled to benefits under this subsection shall tender their Workers' Disability Compensation check to the City, endorse the check over to the City, and deliver the check to the City in return for payment of wages due them during their regular scheduled work week.

LONGEVITY PAY

Section 16.0 After completing one full year of service as of November 1st, each employee shall receive Longevity Pay annually on the payday closest to December 1st. Employees hired after April 1, 2013 shall complete five (5) full years of service as of November 1st to receive this benefit.

Longevity Pay is computed as follows:

(Hourly Rate) x (2080) x (Years of Service) x (.0006) The

hourly rate shall be per the wage Schedule "A".

RETIREMENT

Defined Contribution retirement. The City will contribute 12 %; the employee Shall contribute 4%. Employees may contribute additional funds to a City participating 457 retirement plans as per IRS guidelines.

Commencing April 1, 2013, a maximum of 240 paid leave hours may be added to the FAC calculation and no overtime will be calculated into the FAC. The City will still pay the balance on vacation, comp time and 25% of sick leave to the employee, but only 240 will be added to the FAC calculation.

WORKING SUPERVISORS

Section 18.0 It is not the intention of the Employer to deprive any employee of work by assigning extra additional work or duties to a foreman or supervisor. However, it is understood and agreed by the Employer and the Union that certain supervisors and foremen of the Employer have been performing all of the regular duties that are currently performed by their subordinates. Such performance of these duties is necessitated by the size of the Employer and by the nature and extent of the duties and departments of the Employer. It is understood and agreed that the following supervisor can continue to perform all of the duties that they are now performing and that are performed by their subordinates; Director of Public Safety.

GENERAL

Section 19.0 Work Periods: The normal work period for members of the Public Safety Department is an eight (8) hours day and an average of forty (40) hours per week.

Section 19.1 Work schedules shall be listed at least two (2) weeks in advance, but it is recognized such schedules are subject to change, as circumstances require.

Section 19.2 Employees leaving work for personal reasons, such as for a doctor or dental appointment, shall not be paid for any time absent from his/her job duties with the City; and said employee must secure written permission from the department head a minimum of twenty-four (24) hours preceding any such appointment. If an employee's department head grants permission for the employee to make such appointment, the employee may be paid if he/she deducts the time absent from his/her job duties from the amount of the employee's accrued sick leave.

Section 19.3 This Agreement specifically does not cover volunteer firemen, whether they are regular employees of the City of Gladstone or not. If any regular employee of the City is working as a volunteer fireman, he/she shall be considered solely a volunteer, and shall not be entitled to benefits in his/her regular capacity with the City of Gladstone while working as a volunteer fireman.

Section 19.4 Other work by City employees: Any employee seeking part-time work with another department or employer shall apply therefore to the City Manager.

Section 19.5 There shall be no strike or lockout during the term of this Agreement.

Section 19.6 Employees called on to perform temporary work in a higher classification shall receive the higher rate of pay for all time worked. An employee performing temporary work in a lower classification shall continue to receive his regular rate of pay. This clause shall not apply to job demotions.

Section 19.7 It is understood that all references to the masculine gender shall include both the masculine and feminine genders.

Section 19.8 Equipment Allowance- The Employer shall provide each employee with an annual equipment allowance of two hundred dollars (\$200.00). This allowance may be used through reimbursement upon submission of receipts to the Department Head or by ordering approved equipment through the Department. Acceptable equipment shall include, but is not limited to, clothing, hats, gloves, tactical gear, flashlights, knives, emergency medical equipment, optics, protective eyewear, or any other equipment deemed useful, job-related, or intended to improve the employee's quality of life while performing work duties.

RESIDENCY

Section 20.0 As of April 1, 1999, employees of the Union are not subject to a provision of required residency within the city limits of Gladstone with the exception of the following limitation. It is understood between the City and the Union that Union members be able to respond to work within 30 minutes (under normal driving conditions) of the city's notification to respond.

TERMINATION AND MODIFICATION

Section 20.1 This Agreement shall be in full force and effect from April 1, 2023 and shall continue in full force and effect until midnight March 31, 2026 and for successive annual periods thereafter, unless not more than one hundred twenty (120), but at least ninety (90) days prior to the end of its original term or of any annual period thereafter, either party shall serve upon the other, written notice that it desires termination, revision, modification, alteration, renegotiation, change or amendment, or any combination thereof, shall have the effect of terminating this Agreement in its entirety on the expiration date in the same manner as a notice of desire to terminate, unless, before such date aforementioned, all subjects of agreement proposed by their party have been disposed of by agreement or by withdrawal by the party proposing amendment.

Either party shall, at the time it notifies the other party by written notice, that it desires termination, revision, modification, alteration, negotiation, change or amendment or any combination thereof of this Agreement, submit in writing any and all of its suggested revisions, modifications, alterations, changes or amendments to this Agreement. In the event that the initiating party shall fail to submit in writing the items enumerated above when it shall be required

to do so under this Article, then the parties covenant and agree that the notice of termination, revision, modification, alteration, renegotiation, change or amendment served by either the Union or the Employer shall be null and void and of no force and effect whatsoever, and the present contract shall continue for a like term.

In the event of any notice above referred to, the parties shall begin to hold negotiation meetings no later than ten (10) workdays following the receipt of such notice.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 1st day of July 2026.

For the Employer:

Rob Spreitzer, City Manager

Date

Joe Thompson, Mayor

Date

For the Union:



06-15-2026

Mike Griffin, Labor Rep. POLC

Date

Leif Sjoquist, Steward

Date

SCHEDULE "A"WAGE SCHEDULE

This Bargaining Unit is composed of all Public Safety Officers of the Gladstone Department of Public Safety. The hourly wage rates for bargaining unit personnel shall be as follows:

Public Safety Officers Wage Schedule

Effective April 1, 2026: \$30.96 per hour to \$32.80 per hour

Effective April 1, 2027: \$32.80 per hour to \$34.80 per hour

Effective April 1, 2028: \$34.80 per hour to \$36.90 per hour

The following pay schedule for new employees starting without fire-fighting (FFII) certifications:

- a. 1st year of service 90% of PSO rate.
- b. 2nd year of service 95% of PSO rate.
- c. 3rd year of service 100% of PSO rate.

The following pay schedule for new employees starting with fire-fighting (FFII) certification:

- a. 1st year of service 95% of PSO rate.
- b. 2nd year of service 100% of PSO rate.

New Employees that have at least 3 years of prior Law Enforcement experience and fire-fighting (FFII) certification shall start at 100% of PSO rate. (Retroactive to April 1, 2022)

RETENSION BONUS-AMERICA RESCUE PLAN ACT (ARPA)

Every employee shall receive a lump sum bonus as follows:

April 1, 2024 \$1000.00

(Should an Employee be hired after the payment date (4/1/2025-3/31/2026) then the amount paid shall be prorated for that time period.)

LATERAL/NEW HIRE INCENTIVES

Section 20.1-Newly hired Public Safety Officers shall receive a one-time sign-on bonus in the amount of One Thousand Dollars (\$1,000.00), payable on the employee's date of hire.

Any employee receiving the sign-on bonus must remain employed with the Gladstone Department of Public Safety for a period of three (3) years from the date of hire. If the employee voluntarily separates employment prior to completing three (3) years of service, the employee shall be required to repay the sign-on bonus to the City.

Section 20.2-Employees hired with five (5) or more years of prior Public Safety Officer experience shall be placed at the five-year vacation accrual rate as a lateral hire incentive.

This vacation accrual incentive shall also apply retroactively to current employees of the Department who were hired with five (5) or more years of prior Public Safety Officer experience.



Board:	City Commission
Agenda Date:	07-13-2026
Department:	City Commission
Presenter:	Manager Spreitzer

Staff Report

Agenda Item Title:

Police Officers Labor Council – PSO Command Tentative Agreement - City of Gladstone

Background:

Negotiating team consisting of Mayor Joe Thompson, Commissioner Maloney and Manager Spreitzer met with the POLC- PSO Command Union representatives and agreed to the tentative agreement as presented.

The changes are as follows:

Wages, Defined Contribution Retirement from Employer 11% to 12% and Employee 3% to 4%, Holiday from 8 hours to 12 hours as that is what the normal work day is, Sign-on bonus of \$1,000 for new hires and for experienced (five years or more) public safety offers to start at 5 year vacation schedule to attract experienced officers to Gladstone Public Safety, clothing allowance of \$200.00.

Fiscal Effect:

Supporting Documentation:

Tentative Agreement 04-01-2026 to 03-31-2029

Recommendation:

Approve the contract as presented for the POLC- PSO Command Union and authorize Mayor Joe Thompson and City Manager Spreitzer to sign.

AGREEMENT

BETWEEN

CITY OF GLADSTONE

-AND-

POLICE OFFICERS LABOR COUNCIL GLADSTONE
PUBLIC SAFETY COMMAND OFFICERS

April 1, 2026 Through March
31, 2029



This AGREEMENT, made and entered into this ____ day of , 2026 by and between the City of Gladstone, hereinafter referred to as the "Employer" and the Police Officers Labor Council hereinafter referred to as the "Union".

PURPOSE AND INTENT

The general purpose of this agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.

The parties recognize the interest of the Community and the job security of the employees depends upon the Employer's success in establishing a proper service to the Community. To these ends the Employer and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

RECOGNITION, SECURITY AND UNION DEDUCTIONS

To the extent the laws of the United States and the State of Michigan permit, it is agreed that:

Section 1.0 The current or future employment of bargaining unit members is not contingent upon membership in the Union or payment of union dues or fees.

Section 1.1 The Employer agrees to make Union payroll deductions once each month from the pay of employees who are authorized that such deductions be made as set forth in sections 1.3 and 1.4.

Section 1.2 As soon as practicable following the decision to hire a new employee into the bargaining unit, the Employer shall notify the Union of newly hired bargaining unit employees and provide the Union an opportunity to meet with the newly hired employee to discuss the employees' options with respect to becoming or not becoming a member of the Union.

Section 1.3 Each employee who becomes a member of the Union after June 17, 2018, must sign the Union's application for Union Membership and Authorized Dues Deduction Card, and shall do so with the understanding that the dues authorization and assignment shall be irrevocable for the term of the applicable contract between the Union and the Employer or for one year, whichever is lesser, and shall automatically renew itself for the successive yearly or applicable contract periods thereafter, whichever is lesser, unless the employee gives written notice to the Employer and the Union at least sixty (60) days, but not more than ninety (90) days before any periodic renewal date of this authorization and assignment of the employee's desire to revoke same. Such Authorization and assignment is voluntary and not conditioned upon present or future membership in the Union.

Section 1.4 The Employer shall not make any Union payroll deductions from any employee without written authorization from the employee. In case of an employee who becomes a member after June 17, 2018, written authorization must be in the form of a signed Application for Membership and Authorized Dues Deduction Card, as well as any additional written authorization as the Employer may require. In the event the terms of the Employer's written authorization conflicts with the terms of the Union's Card, the terms of the Card shall be controlling. For an employee who became a member prior to June 17, 2018, the Employer must have from the employee written authorization showing the employee's clear intent to participate in Union Payroll deductions.

Section 1.5 Employees may resign their Union membership at any time by notifying the Union but may still be responsible for payroll deductions as set forth in subsection 1.3.

Section 1.6 Deductions for any calendar month shall be remitted to the Union. In the event a refund is due to an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.

Section 1.7 The Employer shall not be liable for the remittance or payment to the Union of any sums other than those constituting actual deductions made. If the Employer fails to make a deduction for an employee as provided, it shall make the deduction from the employee's next pay period in which such a deduction is normally deducted after the error has been called to its attention by the employee or the Union.

Section 1.8 If there is an increase or decrease in Union Payroll Deduction, as determined and established by the Union, such changes shall become effective upon the second pay period following notice from the Union to the Employer of the new amount(s).

No person with the bargaining unit in this department will be laid off until all civilian dispatchers have been laid off. There will be no reduction in the work force of the members of the unit so long as civilian dispatchers are working.

However, upon any member of the unit leaving employment for any reason except lay-off or a reduction in force, that unit member need not be replaced and there need be no reduction in the number of civilian dispatchers who are working. The restrictions imposed above shall be limited to lay-off or reduction in force and shall not apply to attrition within the department.

RIGHT TO MANAGE

Section 2.0 The City, on its own behalf, and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and constitution of the State of Michigan and of the United States. Further, all rights which ordinary vest in and reserved to and remain vested in the City, including, but without limiting the generality of the foregoing, the right:

- (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered; the controls of materials, tools, and equipment to be used; the discontinuance of any services, material, or methods of operation;
- (b) to introduce new equipment, methods, machinery, or processes; change or eliminate existing equipment and institute technological changes; decide on materials, supplies, equipment and tools to be purchased;
- (c) to subcontract or purchase any or all work, process or service, or the construction of new facilities or the improvement of existing facilities;
- (d) to determine the number, location and type of facilities and installations;
- (e) to determine the size of the work force and to increase or decrease its size;
- (f) to hire, assign and lay off employees, to reduce the work week, or the workday or effect reduction in hours worked by combining layoffs and reductions in work week or workday, to set hours of employment and to set times during the work day of all shifts;
- (g) to direct the work force, assign work, and determine the number of employees assigned to operations;
- (h) to establish, change, combine, or discontinue job classifications and prescribe and assign new job duties, content and classifications; provided that, in the exercise of all these prerogatives, the City shall not violate the provisions of this Agreement;

SICK LEAVE

Section 3.0 Sick leave will be accrued at the rate of 8 hours a month or ninety-six (96) hours per year. Sick leaves may be accrued to a maximum accumulation of nine hundred sixty (960) hours. New Employees shall receive twenty-four (24) hours of Sick Leave on their Date of Hire. This benefit will be retroactive to April 1, 2022.

Section 3.1 Employees who terminate City employment (except voluntary quits or by being discharged prior to being retirement eligible) shall be paid twenty-five (25%) percent of their accumulated sick leave in cash, contribute it in their employee's Health Savings Retirement Plan or a combination of both as directed by the Employee. Cash payment will be remitted on their final paycheck.

It shall be the responsibility of the Employer to maintain the sick leave records and it shall be the responsibility of the employee to verify their records and notify the City if a discrepancy is noted. All employees shall be required to fill out sick leave forms supplied by the Employer after they have returned to work.

Section 3.2 An employee who has not served a full year between the time of entering the City service and the anniversary date for sick leave, which is April 1 of each year, shall be entitled to sick leave for the portion of the year worked but may not take sick leave until after he/she has served six (6) months. (May take only accrued time.)

Section 3.3 The department head will be responsible for approving sick leave and may do so only for valid reasons, and after an employee informs the department head of the employee's intention not to report for work. Unless the employee is hospitalized, the employee will be responsible for notifying the department head of the intended absence each day of the absence, even when such absences are consecutive.

Section 3.4 The department head responsible for approving sick leave may require a doctor's examination for the employee(s) requesting sick leave, and if the illness is verified by the City doctor, the City will assume the cost of the physical. If the City doctor judges the employee fit for duty, the employee will report for duty or be taken off of sick leave. If an employee refuses to undergo an examination as provided for in this subsection, the employee will report for duty or be taken off sick leave.

Section 3.5 Employees covered by this Agreement, who have accumulated the maximum amount of sick leave possible (under the terms of this Agreement - 960 hours), as of March 31st of each year, shall be eligible to receive forty (40) hours of leave with pay, or in the alternative, to work and receive forty (40) hours of extra pay (at the employee's normal, regular hourly rate). If an employee chooses to take off, he may do so only at a time designated by the Director of Public Safety or his/her designee during the following fiscal year of the City. Such additional time off or pay shall be deducted from the employee's accumulated sick leave.

Section 3.6 In the event of an off-duty or non-work-related illness, the employee will normally utilize any accumulated sick leave consecutively during his or her absence from duty until all accumulated sick leave would normally be exhausted. Thereafter, the

employee shall be deemed absent from work with permission consistent with this Agreement and past practice, but such absence shall not be deemed an excused absence under Section 11.1 (Holiday) below. Exceptions may be granted by either the Director of Public Safety or the City Manager of Gladstone.

Section 3.7 Maternity/Paternity Leave: An employee, by reason of pregnancy, shall be granted a leave of absence on the same terms and at the same rate as to commencement and duration of leave, availability of extensions, reinstatement and so forth, as any other employee requesting leave due to temporary disability. Leave will be applied for to the City Manager of Gladstone.

FUNERAL LEAVE

Section 4.0 Emergency leave will be granted in the event of a death in the immediate family, which falls within the scheduled workweek as follows:

Forty-eight (48) hours of paid emergency leave will be granted in the event of the death of the spouse, mother, father, current stepmother or stepfather of the employee and his or her current spouse, children of the employee or in case of the death of mother-in-law, father-in-law, sister, brother, daughter-in-law, son-in-law, grandmother, grandfather, or grandchild of the employee.

The forty-eight (48) hours may be taken at any time during the funeral process. In cases where considerable distance-travel is involved, unpaid leave days may be extended at the discretion of the City of Gladstone.

LEAVE OF ABSENCE WITHOUT PAY

Section 5.0 Leave of absence without pay may be obtained with the written permission of the City Manager for a period not to exceed one (1) year. The City Manager will be the sole determiner for the necessity of the request for a leave of absence.

MILITARY LEAVE

Section 6.0 Military leave shall be granted according to applicable State and Federal laws.

SENIORITY

Section 7.0 Seniority shall be defined for the purpose of this Agreement as the net credited service of the employee. Net credit service shall mean continuous employment with the Employer beginning with the date and hour on which the employee began to work after last being hired, including paid sick time, time off compensable by worker's compensation, time off due to service in the Armed Forces of the United States, and other authorized paid time off.

Section 7.1 Seniority shall be on a department basis for the purpose of department advancement and the Employer will post a departmental seniority list annually.

Section 7.2 In the event of layoff in the bargaining unit, employees shall be laid off in inverse order of time in a grade in the bargaining unit with the least time in a grade being the first laid off. Recall shall be on the basis of time in grade, the last man laid off to be the first recalled. Bargaining unit members who are laid off may bump back to a lower classification as long as they have department seniority to allow them to do so.

In the event of a layoff (reduction in force), each employee scheduled to be laid off shall receive written notice by certified mail at least seven (7) days in advance of such layoff.

Section 7.3 Laid-off employees will remain on the seniority list for a period of two (2) years, and shall be given written notice of recall to their last registered address with the City.

Section 7.4 Employees shall lose their seniority for the following reasons:

- (a) The Employee voluntarily resigns;
- (b) The Employee is discharged, and the discharge is not reversed through the procedures set forth in this Agreement.
- (c) The Employee is absent for two (2) working days without notifying the Employer. The Employer shall send written notice to the employee at his last known address that he has lost his seniority, and that his employment has been terminated.
- (d) The Employee does not return to work within ten (10) days of the mailing of written notice of recall by the Employer to the employee's last known address by certified mail.

- (e) The Employee is laid off for a period of two consecutive years.

Section 7.5 Employees who are injured while on duty shall continue to accumulate seniority during their absence due to such injury, and shall be reinstated upon recovery to their former position with full seniority rights, provided they are physically qualified to return to work.

Section 7.7 In selecting employees for promotion, three (3) factors shall be considered with the following weight:

- (a) Test - 50%
- (b) Performance - 50%
- (c) One-half (1/2) point for each year of service in the Gladstone Public Safety Department or its predecessor Police and Fire Departments, up to a maximum of ten (10) points.

Employees shall be given a three (3) month trial period on such new job and shall reserve the right to return to their former position at the end or during such three (3) month period.

The Employer shall not seek candidates for vacant or newly created promotion positions (other than that of Director) from outside of the Gladstone Public Safety Department unless no current employee(s) post for the position.

Any Employee who is or has been a member of this Bargaining Unit and is or has been promoted or appointed to any position within the Public Safety Department but not within this Bargaining Unit may return to this Bargaining Unit with their original seniority date of hire as a result of demotion, layoff, or voluntary reduction in rank. Such an individual will maintain all seniority for purposes of this Agreement and as seniority pertains to this Agreement.

GRIEVANCE PROCEDURE

Section 8.0 In the event a dispute arises concerning the application or interpretation of this Agreement during the term of this Agreement, it shall be handled in accordance with this grievance procedure. The grievance procedure shall contain the following consecutive mandatory steps:

Step 1: An information conference shall occur between the employee and the Union if desired by the employee. Such conference shall be held within five (5) days of the alleged dispute, excluding Saturdays, Sundays, or holidays or the grievance shall be deemed waived. The time shall commence to run from the time.

the employee knew or should have known of the conditions or circumstances giving rise to the alleged violation of this Agreement. In appropriate cases, the parties may waive this initial step and the grievance may be initiated at Step 2 of this procedure. This is intended where the grievance involves the action of the Director of the Department of Public Safety. In no event shall a grievance be initiated beyond Step 2 of the procedure.

Step 2: Within seven (7) consecutive days of the meeting set forth in Step 1 above, the employee-Union shall submit the grievance in writing to the Director of the Public Safety if not satisfactorily resolved at Step 1. The written grievance shall specify the specific nature of the grievance and the specific provisions and terms of the Agreement alleged to have been violated or misapplied. The written grievance shall be submitted to the Director personally, and in the event, the Director shall be absent from his office, the written grievance may be delivered directly to the City Manager. The Director of Public Safety shall respond within five (5) days of receipt of the written grievance by delivering his/her response, in writing, to the Union Steward. Failure on the part of the employee-Union to file the grievance within the stated time period shall be conclusively deemed a waiver of the grievance and failure of the Director to respond within the time allowed shall be deemed to be a granting of the relief sought by the employee-Union.

Step 3: If not satisfactorily resolved at Step 2, the grievance shall be submitted in writing to the City Manager. The grievance shall be submitted within five (5) days after receipt of the response of the Director of Public Safety provided at Step 2. The written grievance shall specify the nature of the grievance and the specific terms and provisions of the Agreement claimed to have been violated or misapplied. Within five (5) days of receipt of the written grievance, the City Manager shall schedule a meeting between the City Manager, Director of Public Safety, involved employee, Union Steward, and staff representative of the Union. The meeting shall be scheduled to occur within fifteen (15) days of the date of receipt of the written grievance by the City Manager unless otherwise agreed by the City of Gladstone and the Police Officers Labor Council. The meeting shall be held in the City of Gladstone. If the City Manager is out of his/her office or unavailable upon filing of the grievance at this step, the time limits shall be extended accordingly. Within five (5) days after the conclusion of the meeting, the City Manager shall submit his response to the grievance to the Union Steward in writing.

Step 4: If the grievance is not resolved at Step 3 above, the matter may proceed to binding arbitration. A demand for arbitration shall be filed with the City Manager not more than thirty (30) days after receipt of the written decision of the City Manager following the meeting described at Step 3 above. The party requesting arbitration shall also notify the American Arbitration Association of the filing of a demand for arbitration.

The matter shall be submitted to a single arbitrator selected by the consent of the parties or in accordance with the procedures of the American Arbitration Association. Fees

and expenses of the arbitration shall be equally divided by the City of Gladstone and the Police Officers Labor Council. The arbitration shall be held in Gladstone, Michigan, or at a location mutually agreed to by the parties. The parties shall attempt to have the arbitrator appointed and the arbitration hearing within sixty (60) days after submission of the written decision by the City Manager at Step 3 above. In the event this cannot be reasonably accomplished, the matter shall proceed to a hearing as soon as reasonably convenient. The arbitration hearing shall be conducted in accordance with the rules and procedures of the American Arbitration Association and those rules and procedures generally applicable to the conduct of labor relations arbitration.

Section 8.1 The arbitrator shall be governed by the terms and provisions of this Agreement and shall have no authority to modify, add to, subtract from, or alter the express terms and provisions of this Agreement. The arbitrator shall have the authority to exercise his general discretion in controlling the arbitration hearing and shall have those powers generally accorded arbitrators in the conduct of such hearing. Within thirty (30) days of the completion of the arbitration hearing, the arbitrator shall submit his/her opinion, in writing, to the parties or their representatives as designated at the arbitration hearing. The decision of the arbitrator shall be final and binding except as provided by law.

Section 8.2 Under no circumstances will services be stopped, slowed, or otherwise impaired while the grievance procedure is in effect.

DISCIPLINARY ACTION

Section 9.0 It is agreed that nothing herein shall in any way prohibit the Employer from discharging or otherwise disciplining any employee, regardless of seniority, for just cause. Grounds for summary discharge shall include, but not limited to:
drunkenness or drinking on the job, dishonesty, unreported absence from work of two (2) days, careless use or abuse of City property, failure to report for a physical exam when so ordered by the Employer during claimed sick leave, willful or wanton or grossly negligent misperformance of duties, conviction of a criminal charge involving illegal controlled substances, incompetence, or insubordination.

Section 9.1 In the event that the discharged employee feels that he had been unjustly dealt with, said employee or the Union shall have the right to file a complaint with the Employer, which must be in writing and must be submitted to the Employer as required by the grievance procedures of this Agreement. Said complaint will be treated as a grievance and shall be subject to the grievance procedure herein provided. If no complaint is filed within the time limits specified in the grievance procedure, then said discharge shall be deemed to be final in all events.

WAGE RATES AND CLASSIFICATIONS

Section 10.0 Schedule "A" attached hereto and made a part of this Agreement, is a schedule showing the wage rates and classifications of the members of this bargaining unit.

HOLIDAYS

Section 11.0 Holiday defined: Full holiday when used herein shall mean a full twenty-four (24) hours commencing at 7:00 a.m. on the day of the holiday and ending at 7:00 a.m. on the following day.

Section 11.1 Conditions for granting pay on holidays: Employees shall receive no pay for holidays, unless they work their scheduled workdays preceding and succeeding such holiday; provided, however, that if either of these two (2) days is vacation time, sick leave, or an excused absence, it shall be excepted.

All employees shall be entitled to pay for holidays, subject to the conditions contained herein.

Section 11.2 The following holidays will be recognized: Day before New Year's Day (December 31st); New Year's Day; Good Friday; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Day after Thanksgiving; Day of December 24th and Christmas Day.

Effective 4/1/07 the employee's birthday will be recognized as a floating holiday to be taken off twelve (12) hour day with pay within one year of the birthday.

Section 11.3 Employees working holidays will be compensated as follows: Employees will receive eight (8) hours of Holiday pay for each listed Holiday.

Work During Regular Shift: Rate - Base rate X 1-1/2 for hours worked, plus eight (8) hours Holiday pay for full Holiday.

Work Other Than During Regular Shift Hours: Rate-Base rate x 2 (double time) for all hours worked plus eight (8) hours Holiday pay for full Holiday.

Section 11.4 Bargaining Unit Members Birthday: : Members Birthday shall be a floating Holiday and may be taken off on his/her birthday or any time during the calendar year, but may not be accrued from year to year. Members will receive twelve (12) hour day off, with pay, for the day he takes off for his Birthday- Floating Holiday.

VACATIONS

Section 12.0 Vacation leave with pay will be granted to all permanent full-time employees on a pro-rata basis commensurate with the period of time that they have been employed (Date of Hire). The pro-rata share will be determined by pay periods.

Vacation accrual will be based on the following formula with the anniversary dates being the employee's date of hire.

Up to 1 st Anniversary date:	3.5 hours per pay period.
1 st Anniversary date up to 7 th	5.5 hours per pay period.
Anniversary date:	7.0 hours per pay period.
7 th Anniversary date up to 13 th	8.5 hours per pay period.
Anniversary date: 13 th Anniversary date up to 19 th Anniversary date:	10.0 hours per pay period.
19 th Anniversary date and thereafter:	

Section 12.1 Vacation schedules are subject to the approval of the department head who is charged with the responsibility of ensuring that vacation time granted will not seriously impair the operation of his department.

Section 12.2 Any employee requesting vacation leave will apply at least forty-eight (48) hours in advance, except for particular periods of time when the department head may deem it necessary to prepare schedules covering particular periods of time; said schedules to be prominently posted within the department for at least two (2) weeks.

Section 12.3 Seniority along with departmental personnel needs will be the determining factor in apportioning vacation.

Section 12.4 Pre-approved vacation schedules (See Section 12.2) will be declared closed on specific dates as advertised by the department head and will no longer be subject to change because of seniority, however, such permission may be revoked by the department head when departmental needs dictate such action.

Section 12.5 Employees terminating their City employment will be entitled to pay for the unused and accrued portion of their vacation leave to the last date of their employment. The last date of City employment is declared to be the last date on which the employee worked a full shift.

Section 12.6 Employees are allowed to accrue up to a maximum of 275 hours of vacation at any one time. Upon obtaining 275 hours, the employee would be required to use vacation or not accrue any further vacation until their total was below 275 hours.

Section 12.7 Bargaining unit members may designate three (3) days per year, from their vacation days, as emergency leave. The Director, or his/her designee, shall not be arbitrary in granting or denying such requests for personal leave but may deny them if the vacancy cannot be adequately filled. Emergency leave shall be defined as short notice need for time away from work for reasons of personal nature. This provision is not intended to provide priority to late leave requests.

HOURS OF WORK, OVERTIME AND PREMIUM PAY

Section 13.0 The provisions of this Article are intended to provide for a base for determining the number of hours worked for which an employee shall be entitled to be paid at overtime rates and shall not be construed as a guarantee to such employee of any specified number of hours worked, either per day or per week, or as limiting the right of the City to fix the number of hours worked (including overtime) either per day or per week for such employee.

Section 13.1 Time and one-half (1-1/2) the regular hourly rate shall be paid for all hours worked in excess of eighty (80) hours in one two-week pay period. Sick leave will normally be considered as time worked for the computation of overtime. The City reserves the right to deny this provision on an individual basis if it determines an abuse of sick time has occurred.

Section 13.2 The hours of work and specific shift assignments will be determined by the department head, except that past-time or seasonal help shall not be assigned work when regular employees are on layoff or on a reduced work schedule.

Section 13.3 Shift premium: Beginning with the pay period starting on July 24, 2023, shift premiums will be terminated. Employees agree to this termination in exchange for a one-time fifty (\$.50) cents per hour wage increase. This increase is not retroactive and will start on July 24, 2023.

Section 13.4 An employee who responds to a call back to duty after having been released from regular day's work, or on days other than his/her scheduled workdays, and who works less than one hour shall be paid for three (3) hours at the straight regular hourly rate. Call back will be by the Director of Public Safety or his/her designee.

Section 13.5 Employees called in to work on the day, which a holiday falls, will be paid a minimum of two (2) hours at the holiday rate for responding to calls. Call back duty will be by the Director of Public Safety or his/her designee.

Section 13.6 Previously paid shift differential for Sunday work is now incorporated into the hourly rate.

Section 13.7 Employees shall receive two 15 minutes breaks each workday, which shall be allowed at the direction of the Director of Public Safety or his/her designee.

HOSPITALIZATION - LIFE INSURANCE

Section 14.0 The Employer agrees to pay the current premium of the hospitalization, medical, major medical, and dental insurance. The health care plan in effect is the Michigan Conference of Teamsters Welfare Fund (MCTWF) health insurance. MCTWF insurance includes hospitalization, medical coverage, and prescription coverage, Dental, Optical, and Total & Permanent Disability Benefits (Plan 993). The Employer will pay up to the hard cap amount set by P.A. 152 of 2011, the employees will pay any cost above that amount, the difference shall be shared equally by the employees and shall be deducted from their weekly payroll.

For employees hired prior to April 1, 2010, and retiring after April 1, 2017, The City will fund the MERS Health Savings Retirement Plan (HSRP) at the rate of one thousand dollars (\$1000.00) per month for seventy-two (72) consecutive months per eligible employee. Payments shall begin at the time the employee becomes eligible for a non-deferred retirement as defined by MERS rules, currently twenty-five (25) years at any age for the Defined Benefit Plan, Age plus years of service equals sixty-five (65) years for the Defined Contribution Plan (I.E. fifteen (15) years of service and age fifty (50) = sixty-five (65) total years). Eligible employees need not elect to retire to begin receiving the HSRP contribution when eligible.

Should the employee be deceased prior to receiving seventy-two (72) months of contributions to the the MERS Health Savings Retirement Plan (HSRP), the contributions shall continue to be made to the plan for the employee beneficiary.

This benefit is vested and unalterable for current and future qualified retirees and shall survive the expiration of this Collective Bargaining Agreement.

Upon execution of this agreement, employees hired after April 1, 2013 shall have a weekly deposit of fifty (\$50.00) dollars made by the employer to a MERS HSRP for the employee.

Section 14.1 The Employer agrees to furnish, at no cost to the employee, a term life policy in the amount of one times year's salary (w/ double indemnity for accidental death/dismemberment) for each employee. In addition, the employee's spouse is covered for \$4,000. Dependent children of the employee are covered for \$100 (up to 6 months age) and \$2,000 (6 months, but less than 19 years-21 years if a full-time student).

Section 14.2 Employees may elect not to subscribe to the City-provided healthcare plan if they are eligible to be covered by healthcare through another source. For employees hired before April 1, 2007, such employees who opt-out of City-provided health insurance coverage will receive \$267.81 per bi-weekly paycheck. Employees hired after April 1, 2007, who opts out will receive \$200.00 per pay period if they choose to opt-out of the City-provided hospitalization coverage. Employees may contribute all or part of their opt-out pay into their MERS Health Savings Retirement Plan (HSRP).

Employees shall be permitted to re-enroll in the City provided health care plan upon notification to the Employer and subject to the provisions of the insurance carrier.

WORKERS' COMPENSATION

Section 15.0 All employees injured or incapacitated in actual discharge of duty shall receive compensation and medical care, subject to the provisions of the Michigan Workers' Disability Compensation Act and subject to the limitations in Section 15.1, the employees on workers compensation may use accumulated sick leave, vacation pay, or comp time to make up the difference between the regular salary of the injured employee and the legal rate of compensation provided in the Workers' Compensation Act.

Section 15.1 Such additional payment shall be known as Supplementary Workers' Compensation. It shall apply:

1. From the date of injury and continue during the period of incapacity, but not to exceed more than six (6) months of payment for any one personal injury.

It shall not apply:

1. In partial incapacity cases when an employee refuses to accept limited duties after certification for such duties by a physician.
2. When an employee terminates, through death, retirement or other reason.
3. When an injury results from the employee's misconduct or negligence.
4. When the employee's injury claim is disputed by the City through a lack of visual evidence or other reasonable proof.
5. When notice of the work-related injury shall not have been reported to the Employer within forty-eight (48) hours of the alleged occurrence.

Section 15.2 The provisions of Section 15.0 and 15.1 are subject to the legal limitations provided for in the Michigan Workers' Disability Compensation Act as well as the City's authority to continue as a self-insured Employer under Michigan law.

Section 15.3 The employees entitled to benefits under this subsection shall tender their Workers' Disability Compensation check to the City, endorse the check over to the City, and deliver the check to the City in return for payment of wages due them during their regular scheduled work week.

LONGEVITY PAY

Section 16.0 After completing one full year of service as of November 1st, each employee shall receive annually on the payday closest to December 1st.

Longevity Pay is computed as follows:

(Hourly Rate) x (2080) x (Years of Service) x (.0006) The

hourly rate shall be per the wage Schedule "A".

RETIREMENT

Section 17.0

All employees hired after April 1, 2007, will be required to enroll in the MERS Defined Contribution retirement. The City will contribute 12%; the employee shall contribute an additional 4%, of which no more 12 % Employer contribution. Employees may contribute additional funds to a City participating 457 retirement plans as per IRS guidelines.

WORKING SUPERVISORS

Section 18.0 It is not the intention of the Employer to deprive any employee of work by assigning extra additional work or duties to a foreman or supervisor. However, it is understood and agreed by the Employer and the Union that certain supervisors and foremen of the Employer have been performing all of the regular duties that are currently performed by their subordinates. Such performance of these duties is necessitated by the size of the Employer and by the nature and extent of the duties and departments of the Employer. It is understood and agreed that the following supervisor can continue to perform all of the duties that they are now performing and that are performed by their subordinates: Director of Public Safety.

GENERAL

Section 19.0 Work Periods: The normal work period for members of the Public Safety Department is an eight (8) hours day and an average of forty (40) hours per week.

Section 19.1 Work schedules shall be listed at least two (2) weeks in advance, but it is recognized such schedules are subject to change, as circumstances require.

Section 19.2 Employees leaving work for personal reasons, such as for a doctor or dental appointment, shall not be paid for any time absent from his/her job duties with the City; and said employee must secure written permission from the department head a minimum of twenty-four (24) hours preceding any such appointment. If an employee's department head grants permission for the employee to make such appointment, the employee may be paid if he/she deducts the time absent from his/her job duties from the amount of the employee's accrued sick leave.

Section 19.3 This Agreement specifically does not cover volunteer firemen, whether they are regular employees of the City of Gladstone or not. If any regular employee of the City is working as a volunteer fireman, he/she shall be considered solely a volunteer, and shall not be entitled to benefits in his/her regular capacity with the City of Gladstone while working as a volunteer fireman.

Section 19.4 Other work by City employees: Any employee seeking part-time work with another department or employer shall apply therefore to the City Manager.

Section 19.5 There shall be no strike or lock-out during the term of this Agreement.

Section 19.6 Employees called on to perform temporary work higher classification shall receive the higher rate of pay for all time worked. An employee performing temporary work in a lower classification shall continue to receive his regular rate of pay. This clause shall not apply to job demotions.

Section 19.7 It is understood that all references to the masculine gender shall be construed to include both the masculine and feminine genders.

Section 19.8 Equipment Allowance- The Employer shall provide each employee with an annual equipment allowance of two hundred dollars (\$200.00). This allowance may be used through reimbursement upon submission of receipts to the Department Head or by ordering approved equipment through the Department. Acceptable equipment shall include, but is not limited to, clothing, hats, gloves, tactical gear, flashlights, knives, emergency medical equipment, optics, protective eyewear, or any other equipment deemed useful, job-related, or intended to improve the employee's quality of life while performing work duties.

RESIDENCY

Section 20.0 As of April 1, 1999, employees of the Union are not subject to a provision of required residency within the city limits of Gladstone with the exception of the following limitation. It is understood between the City and the Union, that Union members be able to respond to work within 30 minutes (under normal driving conditions) of the city's notification to respond.

TERMINATION AND MODIFICATION

Section 21.0 This Agreement shall be in full force and effect from April 1, 2026, and shall continue in full force and effect until midnight March 31, 2029, and for successive annual periods thereafter, unless not more than one hundred twenty (120), but at least ninety (90) days prior to the end of its original term or of any annual period thereafter, either party shall serve upon the other, written notice that it desires termination, revision, modification, alteration, renegotiation, change or amendment, or any combination thereof, shall have the effect of terminating this Agreement in its entirety on the expiration date in the same manner as a notice of desire to terminate, unless, before such date of termination, all subjects of agreement proposed by their party have been disposed of by agreement or by withdrawal by the party proposing amendment.

Either party shall, at the time it notifies the other party by written notice, that it desires termination, revision, modification, alteration, negotiation, change or amendment or any combination thereof of this Agreement, submit in writing any and all of its suggested revisions, modifications, alterations, changes or amendments to this Agreement. In the event that the initiating party shall fail to submit in writing the items enumerated above when it shall be required to do so under this Article, then the parties covenant and agree that the notice of termination, revision, modification, alteration, renegotiation, change or amendment served by either the Union or the Employer shall be null and void and of no force and effect whatsoever, and the present contract shall continue for a like term.

In the event of any notice above referred to, the parties shall begin to hold negotiation meetings no later than ten (10) workdays following the receipt of such notice.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this ____ day of , 2026.

For the Employer:

Rob Spreitzer, City Manager
Date

Joe Thompson, Mayor
Date

For the Union:

Mike Griffin, Labor Rep. POLC
Date

Aaron Quinlan, Steward
Date

SCHEDULE "A"

WAGE SCHEDULE

This Bargaining Unit is composed of all Public Safety Command Officers of the Gladstone Department of Public Safety. Hourly rates for those personnel are as follows:

Public Safety Command Officers:

Sergeants: The hourly wage rate shall be twelve percent (12%) above the highest Public Safety Officer wage rate.

Classification	2026	2027	2028
PSO Wage	\$32.80	\$34.80	\$36.90
Command Wage (12%)	\$36.74	\$38.98	\$41.33

RETENSION BONUS-AMERICA RESCUE PLAN ACT (ARPA)

Every employee shall receive a lump sum bonus as follows:

April 1, 2024	\$1000.00
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Board: City Commission
Agenda Date: July 8, 2026
Presenter: Mayor Thompson

Item 17.

Staff Report

Agenda Item Title:

Discussion of Unoccupied Vacant Properties

Background:

The City continues to experience properties that are vacant, underutilized, or otherwise not contributing to the community's long-term economic and neighborhood vitality. These properties can create challenges related to property maintenance, public safety, redevelopment opportunities, tax base growth, and overall community appearance. At the same time, many communities have found that encouraging the productive reuse of existing buildings is an important component of neighborhood stabilization and economic development.

The purpose of this discussion is to provide the City Commission with an opportunity to explore potential approaches for addressing these properties. Discussion topics may include defining vacant, underutilized, or unoccupied properties; evaluating the feasibility of a vacant building registration and inspection program; reviewing existing code enforcement and nuisance abatement tools; considering redevelopment or rehabilitation incentives; and identifying other policies or programs that support reinvestment while balancing private property rights with the community's interest in maintaining safe, attractive, and economically productive neighborhoods. No formal action is requested at this time. The discussion is intended to establish priorities and provide direction for future research and policy development.

Fiscal Effect:

N/A

Supporting Documentation:

Excerpt from Master Plan (Pages 10,23,37-38)
Example of Registration Program from City of Detroit
Neighborhood Improvement Authority (NIA) Info Sheet

Recommendation:

Discuss the issue of underutilized, unoccupied, and vacant properties within the City and provide staff with policy direction regarding potential programs, ordinances, or redevelopment tools that warrant further evaluation.

Housing



Gladstone had modest homebuilding activity from 2010 to 2020 for a community of its size, adding 115 units. The 2020 census data analysis estimates 9.8% of the housing units in Gladstone sit vacant, which dropped from 10.2% during the 2010 census.

Table 3: Gladstone Housing Units

	2020	2010	2000
Occupied	2,297	2,182	2,126
Vacant	249	249	163
TOTAL	2,546	2,431	2,289

Source: [US Census Estimates: 2020](#)

The city's rental rate rose about seven percent from 2010 to 2020. Most homes in the city remain owner-occupied, however, at nearly 62.9%.

Table 4: Gladstone Owner Occupied vs. Rental Occupied Housing

	2020	2020 % Total	2010	2010 % Total	2000
Owner-Occupied	1,283	73.4%	1,676	68.9%	1,683
Renter-Occupied	465	26.6%	506	20.8%	443
TOTAL	1,748		2,431		2,289

Source: [US Census Estimates: 2020](#)

As shown in Table 5, over 75% of homes in the city are single-family detached structures, and nearly 15% of the housing units are multi-family homes.

Table 5: Housing Units by Type

	2021	2011
Single-Family Homes	1955	1971
Multi-Family Homes	377	366
Mobile Homes	214	161
TOTAL	2546	2498

Source: [US Census: 2021](#)

Residential Areas

Gladstone has several different types of residential neighborhoods. The older portion of the city, in the area below the bluff surrounding downtown, features a grid pattern of small blocks with connectable sidewalks, homes on smaller lots, with rear alleys (despite this, many have front driveways) and mature trees. On the bluff, many neighborhoods feature larger, wooded lots and a generally more suburban atmosphere. There are two manufactured housing parks and one retirement community on the bluff. Much of the rest of the city's housing is in small multi-family complexes near the lakeshore and on the bluff. About a quarter of Gladstone households rent.

The city's goal is to provide a mix of housing options that will attract new residents from all walks of life. The existing mix is eclectic; however, this plan notes several areas of potential opportunity or need:

- **Downtown Living:** Residents provide a downtown with a consumer base, increase property owner revenue, and contribute to a 24-hour activity level in the district. Allowing somewhat higher density housing development and encouraging upper floor residential uses in the downtown are two potential paths to promoting downtown living. Upper floor living and the conversion of vacant space to apartments can be incentivized financially using tax credits, tax stabilization or reduction measures, or state and federal incentive programs.
- **Other Mixed Use Residential:** There may exist opportunities for mixed commercial/residential structures outside of downtown, particularly in the currently undeveloped waterfront areas designated for flexible development in this plan, also referenced as the North Shore.
- **Attached Single Family Housing:** Maximizing the development potential of high-value areas such as the waterfront may call for allowing higher density single family housing options such as townhomes, rowhouses, and attached condominiums. These housing types are suited to both year-round and seasonal residents and may offer a pathway to providing a wider range of affordable housing options within the city. Higher density districts with close access to commercial uses are senior-friendly as well and may be attractive to Millennials and retirement-age Baby Boomers seeking alternatives to typical suburban development.
- **Multi-family:** The city has a modest amount of multi-family rental housing at present, and this type of housing should be in the mix when considering potential uses for undeveloped waterfront. As with attached single-family housing, multi-family housing can provide opportunities for affordable housing, senior living, empty nesters wishing to downsize, and young adults.
- **Cluster/Open Space Housing:** Cluster or open space subdivisions can help preserve the wooded, rural character of the areas in which they are built. The city should consider developing a zoning provision specific to this development option, which is currently an option under the Planned Unit Development provision, which sets minimal standards for this type of development.
- **Flexible Development Areas:** As discussed above and in the Waterfront Plan, multifamily and attached single family development can address multiple housing needs. The Flexible Development Areas identified in this plan are designed to allow these areas to respond nimbly to demand for multiple types of housing, from single family to mixed-use buildings.

Homeowner & Rental Rehabilitation/Vacant Homes

The city operates a Homeowner & Rental Rehabilitation program, which should be continued and expanded when possible. The city's high vacancy rate (around ten percent) increases the risk that unoccupied homes will fall into disrepair. Gladstone is considering ways to ensure that these homes are maintained through the exploration of a vacant property registration process. This process would ensure communication between absentee owners and code enforcement to ensure that minimum health and safety standards are met.

Goal 3: Economic Base

OBJECTIVE	STRATEGY	PRIORITY	OWNER
Expand job opportunities through the attraction, retention, and expansion of our local business industry.	Consider acquisition of vacant industrial sites to promote economic growth.	On-Going	City Administration
	Actively market industrial properties via MEDC and to trade groups.	On-Going	City Administration
	Develop a local tourism industry through the emphases of recreational opportunities and natural assets.	On-Going	City/Parks & Recreation
	Develop relationships with industrial tenants to maintain retention.	On-Going	City Administration
	Encourage and support the creation of a Gladstone Business Association to promote businesses through activities and events while serving as a resource to one another.	On-Going	DDA/EDC
	Develop screening and lighting standards for non-residential sites.	Mid Term	Community Development
	Encourage and support high speed internet infrastructure throughout the City of Gladstone to attract new businesses and remote workers to our community.	Long Term	City Administration
Maintain and rehabilitate existing commercial and industrial properties.	Improve code enforcement for properties through the implementation of a registration process for condemned, foreclosed and vacant properties.	Mid Term	Community Development /Public Safety
Create harmonious mixed-use districts within the city.	Continue to streamline and improve processes for upgrades and expansions to existing facilities.	On-Going	Community Development
	Improve off-street parking regulations.	Mid Term	Community Development
	Revisit the zoning map in all districts to encourage the best and highest use of property and support economic development.	Mid Term	Community Development



Goal 4: Residential Development

OBJECTIVE	STRATEGY	PRIORITY	OWNER
Shore up future population levels.	Market the city as a family-friendly place with excellent schools.	On-Going	City Manager
Expand the range of housing options.	Amend the Zoning Ordinance to allow for a variety of single and multi-family residential uses, as well as mixed-use structures in appropriate areas.	On-Going	Planning & Zoning
Accommodate the city's fastest growing population.	Enable residential retrofits for accessibility and plan for a diversity of housing styles by factoring standards for adult foster care.	Near Term	Planning & Zoning
Maintain and rehabilitate existing housing stock.	Continuously update our Property Maintenance Code to meet current standards.	On-Going	Community Development
	Improve code enforcement for properties through the implementation of a registration process for condemned, foreclosed and vacant properties.	Mid Term	Community Development /Public Safety
	Develop a set of neighborhood beautification awards.	Mid Term	Community Development
	Establish and support the city's homeowner and rental rehabilitation programs.	Long Term	Community Development
Plan for open space in future subdivisions.	Adopt fuller standards for open space subdivisions.	Long Term	Planning & Zoning
Enhance our rental inspection program to maintain property values while ensuring the health and safety standards are met.	Update our Property Maintenance Code to require all rentals post standard information relevant to the City of Gladstone and the community, which also requires a local contact be included in the event of an emergency.	Near Term	Community Development





Property Maintenance Division Inspections, Maintenance Requirements and Responsibilities

What is a Vacant Building?

A Vacant building is a structure that is unoccupied for more than thirty (30) days, unsecured or secured by other than normal means, illegally occupied, or poses an imminent danger to the health and safety of the surrounding residents, properties or the general public.

REGISTRATION

1. Must complete online Vacant Property Registration: <https://aca-prod.accela.com/Detroit>
2. For help with registering for eLAPS: <https://detroitmi.gov/BSEED/elaps>

Incomplete registration forms will not be accepted

Sec. 8-15-113. - Minimum requirements for vacant buildings and structures.

In addition to the other applicable requirements set forth in this division, each vacant building or structure shall remain in compliance with the following requirements during the time that the building or structure is vacant:

- 1) All grass and weeds on the premises, including grass and weeds that abut sidewalks, gutters and alleys, shall not be permitted to grow more than eight inches in height;
- 2) All dead or broken trees, tree limbs or shrubbery shall be cut and removed from the premises;
- 3) The interior walkway leading to the main entry door, and any public sidewalk adjoining the lot, shall be cleared and remain free of snow;
- 4) Debris, garbage, litter, rubbish, or any solid waste that creates a health, safety or fire hazard, including, but not limited to, any mail or flyers which have been delivered to the building or structure, shall not be permitted to accumulate on any portion of the exterior lot of the building or structure;
- 5) Foundations, basements, cellars, and crawl spaces shall be maintained in sound and watertight condition, shall be adequate to support the building or structure, and shall protect against the entry of rodents or other animals;
- 6) Exterior walls shall be free of holes, breaks, loose or rotting boards or timbers, and any other condition, which might allow rain or dampness to enter the interior portions of the walls or the interior spaces, and shall protect against the entry of rodents or other animals;
- 7) Peeling paint shall be removed from all exterior surfaces of any building or structure;
- 8) Exterior windows and doors shall be maintained in sound condition and good repair. Windows and doors shall fit tightly within their frames and the frames shall be constructed and maintained in relation to the adjacent wall construction so as to prevent rain or dampness from entering the building or structure. Any window that is broken, cracked or missing glass or glazing shall be replaced and maintained in good repair, or the opening for the building or structure shall otherwise be adequately secured pursuant to this section;
- 9) All exit areas shall have continuous exterior lighting from dusk to dawn, provided, that the normal intensity of lighting shall be not less than two foot candles per square foot on the floor surfaces, within an eight-foot radius around said exit and shall shine away from adjacent properties. This requirement may be met by the use of battery-powered or solar-powered lighting where such lighting meets the performance standards set by this subsection;
- 10) As applicable, all openings of a building or structure shall be closed and secured using secure doors, glazed windows, commercial-quality steel security panels, or filled with like-kind material as the surrounding wall to prevent entry by unauthorized persons and, except as authorized by Subsection (11) of this section, the use of plywood is prohibited. All barricades shall be secured to the building or structure in such a manner that entry to the building or structure through the barricade is not possible, unless the barricade has a lock device and is designed to be opened and closed to allow for authorized or legal access to the building or structure;
- 11) Openings that are less than one square foot in area and higher than eight feet above the ground may be boarded with plywood, provided, that the plywood is made weathertight and finished with varnish, or paint of a similar color to the exterior wall, and cut to the inside dimension of the exterior of the opening, and otherwise secured in the manner prescribed by the Buildings, Safety Engineering, and Environmental Department; and
- 12) At least one entrance to the building or structure shall be accessible from the exterior and secured with a door that is locked to allow access only to authorized persons. A minimum of two exit doors shall be available to exit from the interior of the building or structure, with at least one exit door available per 150 linear feet or horizontal travel at ground-floor level.



NEIGHBORHOOD IMPROVEMENT AUTHORITY (NIA)

Through the provisions of Public Act 57 of 2018, a Neighborhood Improvement Authority (NIA) may be established. An NIA may use its funds, including tax increment financing, to fund residential and economic growth in residential neighborhoods. An authority may also issue bonds to finance these improvements. Note: This document is offered as a general guide only and the legislation should be reviewed by local officials.

WHO IS ELIGIBLE?

Any city or village may establish an authority.

HOW DOES IT WORK?

Once established, the NIA prepares a development plan and a tax increment financing plan to submit for approval to the local municipality. A development plan describes the costs, location and resources for the implementation of the public improvements that are projected to take place in the NIA district. A tax increment financing plan includes the development plan and details the tax increment procedure, the amount of bonded indebtedness to be incurred and the duration of the program. After adoption of the two plans, the development plan is implemented and the tax increments, which occur as a result of improvements in the eligible property, accrue to the NIA to be used as required by the development plan. The activities of the NIA may be financed by:

1. Donations to the authority
2. Revenue bonds
3. Revenues from buildings or property owned or leased by the NIA
4. Tax increments
5. Special assessment
6. Grants

WHAT IS THE PROCESS?

1. Municipalities may have multiple authorities.
2. The governing body finds that it is in the best interests of the public to:
 - Promote residential growth in an area where 75 percent or more of the area is zoned for residential
 - Promote economic growth
3. The governing body sets a public hearing, based upon its resolution of intent, to create an NIA.
4. Notice must be given of a public hearing by publication and mail to taxpayers within a proposed district and to the governing body of each taxing jurisdiction levying taxes that would be subject to capture of tax increment revenues.
5. Public hearing is held.

6. Not less than 60 days following the public hearing, the governing body may adopt by resolution the creation of the NIA and designating the boundaries of the NIA district.
7. The resolution must be published at least once in the local newspaper and filed with the Secretary of State.
8. The governing board of the NIA shall consist of a chief executive officer of the municipality or his or her designee and between five and nine members.
 - Members shall be appointed by the chief executive officer of the municipality, subject to approval by the governing body of the municipality.
 - Not less than a majority of the members shall be persons having an ownership or business interest in property located in the development area.
 - At least one of the members shall be a resident of the development area or of an area within ½ mile of any part of the development area.

HOW CAN THIS TOOL BE USED?

For residential neighborhood improvements to public facilities such as housing, a street, plaza, pedestrian mall and any improvements to a street, plaza or pedestrian mall including street furniture and beautification, park, parking facility, recreational facility, right-of-way, structure, waterway, bridge, lake, pond, canal, utility line or pipe or building, including access routes designed and dedicated to use by the public generally, or used by a public agency.

OTHER IMPORTANT NOTES

- School and library millages are exempt from capture.
- All other taxing jurisdictions have the opportunity to negotiate the terms of, or opt out of capture, within 60 days of the public hearing establishing the TIF plan.
- An annual report must be submitted to the municipality and to the State Tax Commission on the status of the tax increment financing plan.

SUPPORTING STATUTE

Public Act 57 of 2018: Recodified Tax Increment Financing Act

CONTACT INFORMATION

For more information on Neighborhood Improvement Authorities, contact the Community Assistance Team (CAT) specialist assigned to your territory or visit www.miplace.org.