

# CALL MEETING TO ORDER

MAYOR FARMER WILL  
CALL MEETING TO ORDER



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# PLEDGE OF ALLEGIANCE

THE MAYOR WILL CALL ON A COUNCIL  
MEMBER TO LEAD THE PLEDGE,  
EVERYONE CAN PARTICIPATE



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# ROLL CALL & QUORUM

CLERK WILL DO A ROLL CALL, QUORUM IS  
FOUR (4) COUNCILMEMBERS



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# EXCUSE ABSENT COUNCIL MEMBERS

COUNCIL WILL ALREADY KNOW WHAT  
COUNCIL MEMBERS ARE ABSENT AND  
EXCUSES, THIS IS AN OPPORTUNITY TO  
EXCUSE OR NOT EXCUSE A COUNCIL  
MEMBERS ABSENCE AT EACH MEETING



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE



**Date:** Monday, January 5, 2026 // **Time:** 7:00 PM

**Location:** Council Chambers, 257 W Monroe St Bangor, MI 49013

**Mayor:** Lynne Farmer **Mayor Pro-Tem:** Pati Martinez-Serratos **City Manager:** Justin Weber  
**Council Members:** Amber Garcia, Darla McCrumb, Heléne Rivers, Jeremy Uplinger, Renee Doroh

*City Council meetings are conducted in accordance with Michigan's Open Meeting Act (OMA),  
1976 PA 267, MCL 15.261 et seq. and Roberts Rules of Order Newly Revised.*

**1. Call Meeting to Order**

**2. Pledge of Allegiance** Chair will ask a Councilmember to lead

**3. Roll Call and Determination of Quorum** Four (4)

**4. Authorization to Excuse Absences, if any, from the Meeting**

**5. Approval of Agenda for 01/05/26**

**6. Adopt Consent Agenda** (Roll Call Vote)

**STAY CONNECTED**

**WEBSITE:** cityofbangormi.org

**FACEBOOK:** BangorMI

**YOUTUBE:** @CityofBangorMI

**NIXLE:** text "49013" to 888777

All items listed under 'Consent Agenda Items' are considered to be routine and have previously been reviewed by Council, and will be enacted with one motion, unless stated otherwise by a Council Member, in which event the item will be removed from the consent agenda and considered in unfinished business.

- a. Approval of **Regular Meeting** minutes for **12/15/25**
- b. Approval of **General Checking Accounts Payable & Payroll** for **12/29/25** for **\$137,680.34**
- c. Approval of **Roads Accounts Payable** for **12/29/25** for **\$129,432.55**
- d. Approval of **T&A Accounts Payable** for **12/29/25** for **\$8,545.88**

**7. Regular Business** (Resolutions, Proclamations, Department Head Reports, and Presentations)

None

**8. Comments/Concerns from the Audience/Public\***

This is an opportunity for the public to address the Council and to make any appropriate comments. Persons addressing City Council are to wait until they are recognized by the Mayor/Chair. **Please limit your comments to three (3) minutes per speaker.**

**9. Unfinished Business/Postponed Items**

- a. None
- b. Items Removed from Consent Agenda *(If any item is removed from Consent Agenda, it is discussed here)*

**10. New Business**

- a. **ACTION ITEM: Board of Review Resignation** .....City Manager Weber  
**The Council will:** Accept the Resignation of Board of Review member Ron McCrumb effective 12/11/25.
- b. **ACTION ITEM: DDA Appointment** .....City Manager Weber  
**The Council will:** Accept or Deny the Appointment of DDA Member at Large Jeremy Uplinger 01/01/26-12/31/29
- c. **ACTION ITEM: DPW Wage Analysis** .....City Manager Weber  
**The Council will:** Accept or Deny the proposed DPW Wage Schedule

**11. Comments/Concerns from the Audience/Public\***

This is an opportunity for the public to address the Council and to make any appropriate comments. Persons addressing City Council are to wait until they are recognized by the Mayor/Chair. **Please limit your comments to three (3) minutes per speaker.**

**12. Councilmember Closing Comments**

**13. Closed Session**

- a. **ACTION ITEM: Closed Session** .....Attorney Charles Bogren

**The Council will:** Motion to go into closed session to consult with our attorney under MCL Section 15.268 Sec. 8 (h)  
"to consult with our attorney regarding: Farmer v City of Bangor et al, Case No 25-075260-AW, Cummins & Farmer v City of Bangor et al, Case No 2025-075292, and Gallegos v City of Bangor, Case No 25-075369-AW."

**The public will be dismissed from the council chambers at this time.**

#### **14. Back to Open Session**

- a. **ACTION ITEM: Open Session** .....Attorney Charles Bogren  
**The Council will:** Motion to go back into open session.

**The public may come back into the council chambers at this time.**

#### **15. Adjournment**

## REMINDERS:

**PLEASE NOTE: THE NEXT MEETING IS ON A TUESDAY, JANUARY 20<sup>TH</sup>, 2026  
DUE TO CITY HALL BEING CLOSED FOR MLK DAY ON MONDAY, JANUARY 19<sup>TH</sup>.**

For agendas and packets refer to the City's website at [www.cityofbangormi.org](http://www.cityofbangormi.org)

**Free Local Newspaper  
Weekly Delivery  
South Haven Beacon**  
New editions dropped  
off at City Hall every Thursday.

**Resources**  
Need Information or Help?  
Visit our website at  
[www.cityofbangormi.org](http://www.cityofbangormi.org) and go  
to **Community, Resources**.

**Live Stream  
Downtown Bangor**  
Visit our YouTube Channel  
[@CityofBangorMI](https://www.youtube.com/channel/UCityofBangorMI) and go to live.

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## Next Regularly Scheduled City Council Meetings:

**TUESDAY, JANUARY 20<sup>TH</sup>, 2026 & MONDAY, FEBRUARY 2<sup>ND</sup>, 2026**

For agendas and packets refer to the City's website at [www.cityofbangormi.org](http://www.cityofbangormi.org)

## Other Commission/Board Meetings:

**Planning Commission** January 8, 2026 @ 7PM at 257 W Monroe St *(Second Thursday)*

**Bangor Community Fire Department Fire Board** January 12, 2026 @ 7:30 PM at 417 W Arlington St *(Second Monday)*

**Parks & Recreation Advisory Board** January 13, 2026 @ 5PM at 257 W Monroe St *(Second Tuesday)*

**Bangor Housing Commission** January 15, 2026 @ 6PM at 820 Second St *(Third Thursday)*

**Downtown Development Authority (DDA)** January 20, 2026 @ 7PM at 257 W Monroe St *(Third Tuesday)*

**Economic Development Corporation (EDC)** Will resume meetings beginning in March 2026 *(Third Thursday)*

**Cemetery Committee** Will resume meetings beginning in April 2026 at 417 W Arlington St *(Fourth Monday)*

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\*The purpose of the public comment periods are for members of the public to inform the council of their views. Traditionally, Council does not respond to comments made at the meeting; however, the Mayor and/or City Manager may direct staff to follow up with the speaker as appropriate. Public and council comments are not required to be recorded.

***"Meeting Minutes are a record of what was done, not what was said" - Roberts Rules of Order Newly Revised (RONR)***



**Council Chambers**

**Regular Meeting**

**7:00PM**

**257 W MONROE ST BANGOR, MI 49013**

1. This meeting was called to order by Mayor Farmer at 7:00 pm.
2. **PLEDGE OF ALLEGIANCE IS LED BY COUNCILMEMBER GARCIA AND RECITED BY ALL PRESENT**
3. **ROLL CALL & DETERMINATION OF QUORUM**

Attendee Name	Title	Status	
		Present	Absent
Lynne Farmer	Mayor	<b>X</b>	
Pati Martinez-Serratos	Mayor Pro Tem	<b>X</b>	
Helène Rivers	Councilmember	<b>X</b>	
Jeremy Uplinger	Councilmember	<b>X</b>	
Renee Doroh	Councilmember	<b>X</b>	
Amber Garcia	Councilmember	<b>X</b>	
Darla McCrumb	Councilmember	<b>X</b>	
<b>QUORUM (4) MET (7 PRESENT)</b>			

**OTHERS PRESENT**

Justin Weber, City Manager  
Shelly Umbanhowar, City Clerk  
Scott Graham, City Attorney

Steve Lowder, DPW Director  
Derek Babcock, Fire Chief  
Tyler Kendregan, Police Officer  
Approximately 14 members of the public

4. **AUTHORIZATION TO EXCUSE ABSENT COUNCILMEMBER(S) FROM THE MEETING**  
None
5. **APPROVAL OF REGULAR AGENDA**

**Motion to accept Regular Meeting 12/15/25 Agenda as presented.**

**RESULT:** CARRIED (UNANIMOUS)  
**MOVER:** Amber Garcia, Councilmember  
**SECONDER:** Renee Doroh, Councilmember

6. **APPROVAL OF CONSENT AGENDA**

a. **Consent Agenda**

**Motion to accept Consent Agenda items:** Regular Meeting and Closed Session Minutes 12/01/25. Accounts Payable/Payroll: General Checking in the amount of **\$220,794.10**, and T&A Checking in the amount of **\$4,897.94**.

**RESULT:** MOTION CARRIED (7 YES) (ROLL CALL)  
**MOVER:** Amber Garcia, Councilmember  
**SECONDER:** Renee Doroh, Councilmember  
**AYES:** Rivers, Martinez-Serratos, Uplinger, Doroh, McCrumb, Garcia, Farmer  
**NAYS:** None



## 7. REGULAR BUSINESS

### a. Reports

#### i. Department Heads

DPW, Police, Fire\*, Code Enforcement\*\*, Clerk, and Treasurer: The reports have been received by the Council, reviewed as presented, and are hereby placed on file for record. *\*verbal report given, \*\*not present, no report to file*

#### ii. Commission and Boards

Reports from Planning, Cemetery\*\*, Parks & Recreation\*, EDC\*\*, and DDA\*: The reports have been received by the Council, reviewed as presented, and are hereby placed on file for record. *\*verbal, no report to file, \*\*did not meet, not report to file*

#### iii. Other

Bangor Housing Commission and Van Buren County Senior Services updates were not heard, not representative present.

Van Buren Conservation District

Kalli Marshall was present to discuss 2026 opportunities. They would like to host an electronics recycling in the City in 2026. Potential date would be July 8<sup>th</sup>, 2026 from 1PM to 5PM. Fire Chief Babcock offered the lot at the fire station as a staging zone. Bangor Township might have a styrofoam recycling drop off in 2026, if so the Bangor residents could also use for a fee.

## 9. OPPORTUNITY FOR PUBLIC COMMENT

Mayor Farmer opened the public comment. Three (3) public comment was offered. Mayor Farmer closed the public comment period.

## 10. UNFINISHED BUSINESS/POSTPONED ITEMS/REMOVED FROM CONSENT AGENDA ITEMS

### a. Unfinished Business/Postponed Items

None

### b. Items Removed From Consent Agenda

None

## 10. NEW BUSINESS

### a. Planning Commission Recommendation to Rezone Eleven (11) Parcels in the Industrial Park area to Multi Use.

**Motion to approve the Planning Commission recommendation to rezone 11 parcels in Industrial Park to Multi Use. Parcel Numbers:** 80-54-812-062-00; 80-54-812-058-00; 80-54-812-060-00; 80-54-812-059-20; 80-54-812-058-15; 80-54-812-058-41; 80-54-812-058-50; 80-54-812-071-00; 80-54-812-059-10; 80-54-812-061-00; 80-54-812-056-00

**RESULT:** CARRIED (UNANIMOUS)

**MOVER:** Jeremy Uplinger, Councilmember

**SECONDER:** Darla McCrumb, Councilmember

### b. Engagement Letter from Plunkett Cooney

**Motion to accept engagement letter from Plunkett Cooney to represent the City in the Gallegos v City of Bangor 25-075369AW lawsuit.**

**RESULT:** MOTION CARRIED (6 YES; 1 NO) (ROLL CALL)

**MOVER:** Jeremy Uplinger, Councilmember

**SECONDER:** Heléne Rivers, Councilmember

**AYES:** Rivers, Martinez-Serratos, Uplinger, Doroh, McCrumb, Garcia

**NAYS:** Farmer

**11. OPPORTUNITY FOR PUBLIC COMMENT**

Mayor Farmer opened the public comment. Five (5) public comments were offered. Mayor Farmer closed the public comment period.

**12. COUNCILMEMBER CLOSING COMMENTS**

Councilmember comments were heard.

**13. ADJOURNMENT**

**Motion to adjourn at 7:39 PM.**

**RESULTS: CARRIED (UNANIMOUS)**

**MOVER:** Jeremy Uplinger, Councilmember

**SECONDER:** Helène Rivers, Councilmember

\_\_\_\_\_  
Shelly Umbanhowar, City Clerk

\_\_\_\_\_  
Mayor Lynne Farmer

**CERTIFICATION**

I, **Shelly Umbanhowar**, the duly appointed Clerk for the City of Bangor, do hereby certify that this is a true and exact copy of the minutes from the **Regular Meeting held on Monday, December 15<sup>th</sup>, 2025**. These minutes were **approved by the City Council on Monday, January 5<sup>th</sup>, 2026**, by unanimous vote. The original is on file at the Bangor City Hall, 257 W. Monroe Street, Bangor, Michigan 49013.

\_\_\_\_\_  
Shelly Umbanhowar, City Clerk



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

## CITY COUNCIL

### AGENDA FACT SHEET

**To:** Mayor Farmer, Pro Tem Martinez-Serratos, Councilmember Rivers, McCrumb, Garcia, Doroh and Uplinger

**CC:** Justin Weber, City Manager

**From:** Amanda Karr, Deputy Clerk

**CC:** Stephenie Cagle, Treasurer; Shelly Umbanhowar, Clerk

**Subject:** Accounts Payable and Payroll

**Date:** 12/29/25

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#### **Recommended Action:**

**GENERAL CHECKING** - Treasurer recommends City Council approval of the following:

- **Invoice List** for 12/29/25 in the amount of **\$83,783.78**
- **Checks In Between** for 12/29/25 in the amount of **\$6,859.00.**
- **Payroll** for 12/19/25 in the amount of **\$46,808.77.**
  - **Payroll Correction** for 12/19/25 in the amount of **\$228.99.**
- **Credit Card Transactions** for Nov 2025 in the amount of **\$6,859.00.**
  - For a **grand total** amount of **\$137,680.34** from the **GCK-2** account.

• <b>TOTAL AMOUNT OF <u>GCK-2</u> BILLS LIST &amp; PAYROLL</b>	<b>\$137,680.34</b>
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**T&A** - Treasurer recommends City Council approval of the following:

- **Bill List** for 12/29/25 in the amount of **\$129,432.55.**
  - For a **grand total** amount of **\$129,432.55** from the **T&A** account.

• <b>TOTAL AMOUNT OF T&amp;A BILLS LIST</b>	<b><u>\$129,432.55</u></b>
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**ROADS** - Treasurer recommends City Council approval of the following:

- **Bill List** for 12/29/25 in the amount of **\$8,545.88.**
  - For a **grand total** amount of **\$8,545.88** from the **ROADS** account.

• <b>TOTAL AMOUNT OF ROADS BILLS LIST</b>	<b><u>\$8,545.88.</u></b>
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#### **Council Action:**

For Action

#### **Summary:**

See GCK-2, ROADS, AND T&A Invoice approval lists.

12/29/2025 INVOICE APPROVAL BY INVOICE REPORT FOR CITY OF BANGOR  
 EXP CHECK RUN DATES 12/29/2025 - 01/02/2026  
 BOTH JOURNALIZED AND UNJOURNALIZED OPEN AND PAID  
 BANK CODE: GCK-2

Vendor Code	Vendor Name		
	Invoice	Description	Amount
ABON	ABONMARCHE		
		ACA TMF REPORT AND STUDY PROFESSIONAL SVCS	
	161705	THRU 11/30/25	7,545.00
TOTAL FOR: ABONMARCHE			7,545.00
AT&T	AT&T MOBILITY		
	12142025	PHONE @ WELLS	117.72
TOTAL FOR: AT&T MOBILITY			117.72
AUTO	AUTO-WARES GROUP		
	378-231503	VEHICLE MAINT - SUPPLIES	29.19
		DPW SHOP SUPPLIES - FUEL TREATMENT & FUEL INJ	
	378-231589	CLEANER	11.28
	378-231634	DPW TRUCK MAINTANANCE	46.71
	378-231893	DPW DOT TRUCK MAINTANANCE	21.10
	378-231935	DPW VEHICLE MAINTANANCE	74.91
	378-232034	DPW DOT TRUCK MAINTANANCE	114.29
	378-232078	DPW DOT TRUCK MAINTANANCE	60.45
TOTAL FOR: AUTO-WARES GROUP			357.93
BENISTAR	BENISTAR/UA-6803		
	01012026	RETIREMENT BENEFITS JAN 2026	3,197.50
TOTAL FOR: BENISTAR/UA-6803			3,197.50
BLUE FIRE	BLUE FIRE MEDIA, INC		
	33699	WEB-DEV MONTHLY PAYMENT	100.00
TOTAL FOR: BLUE FIRE MEDIA, INC			100.00
CINTAS	CINTAS CORPORATION #301		
	4252880841	DPW UNIFORMS	57.49
	4253520542	DPW UNIFORMS	57.49
	4253921503	RUGS @ CITY HALL AND POLICE	102.16
	5290501803	DPW SUPPLIES	18.19
	5295158403	DPW SUPPLIES	112.44
	5309153602	DPW DISINFECT SUPPLIES	7.53
TOTAL FOR: CINTAS CORPORATION #301			355.30
Page 1 Total			11,673.45

COMCAST	COMCAST		
	111425_0022578	PARK ST LIFT INTERNET 10/28-11/27/23	50.15
	112425_0022594	WHITE OAK LIFT 12/07-01/06/26	52.90
	112425_0022602	ARLINGTON LIFT INTERNET 12/07-01/06/26	137.95
	112425_0022651	ARLINGTON LIFT INTERNET 12/07-01/06/26	52.90
	120825_0013411	DPW 12/21-01/20/26 INTERNET	164.80
	258051779	BILLING ACTIVITY UP TO AND INCLUDING 11/30/25	271.47
TOTAL FOR: COMCAST			730.17
CONSUMERS	CONSUMERS ENERGY		
	100010938270.12.25	WELL #9 11/18/25-12/14/25	356.03
	100010938833 12.25	WELL #8 11/18/25-12/14/25	1,645.25
TOTAL FOR: CONSUMERS ENERGY			2,001.28
SALES	CUMMINS SALES AND SERVICE		
		FULL SERVICE SAMPLES REQ'D - PLANNED MAINT ON	
	S3-251252247	EQUIP/DPW GENERAC	752.40
TOTAL FOR: CUMMINS SALES AND SERVICE			752.40
DARLA	DARLA MCCRUMB		
		REIMBURSEMENT FOR COOKIES, NAPKINS, CUPS	
		FOR CHRISTMAS PARADE, HOT CHOCOLATE AND	
	120225	COOKIES AT CITY HALL	98.96
TOTAL FOR: DARLA MCCRUMB			98.96
DELTA	DELTA DENTAL OF MICHIGAN		
	RIS0006763231	DENTAL INSURANCE JAN 2026	1,596.95
TOTAL FOR: DELTA DENTAL OF MICHIGAN			1,596.95
ELECTION	ELECTION SOURCE		
		ICP & ICX ANNUAL MAINTENANCE CONTRACT -	
	25-4846	ELECTION EQUIPMENT	385.00
TOTAL FOR: ELECTION SOURCE			385.00
ELHORN	ELHORN ENGINEERING COMPANY		
	309334	WATER TREATMENT SUPPLIES	2,406.00
TOTAL FOR: ELHORN ENGINEERING COMPANY			2,406.00
ETNA	ETNA SUPPLY COMPANY		
	S106560789.001	DPW SUPPLIES - WATER & SEWER	1,260.00
TOTAL FOR: ETNA SUPPLY COMPANY			1,260.00

GARMENT	GARMENT DISTRICT INC		
	26	BANGOR PD UNIFORMS	109.00
TOTAL FOR: GARMENT DISTRICT INC			109.00
INTEGRITY	INTEGRITY TECH PARTNERS		
	13740	LIVE CAM DOWNTOWN	3,151.40
TOTAL FOR: INTEGRITY TECH PARTNERS			3,151.40
KENNEDY	KENNEDY INDUSTRIES, INC.		
	649192	CHOPPER PUMP @ ARLINGTON LIFT STATION	17,030.00
TOTAL FOR: KENNEDY INDUSTRIES, INC.			17,030.00
MARKET VB	MARKET ONE		
		ECONOMIC & COMMUNITY DEVELOPMENT	
	M1-1-12182025	SERVICES	3,958.20
TOTAL FOR: MARKET ONE			3,958.20
MASTER	MASTER METER, INC		
	289914	ANNUAL SUPPORT JAN 1, 2026 - DEC 31, 2026	2,083.00
TOTAL FOR: MASTER METER, INC			2,083.00
MENARDS SH	MENARDS SOUTH HAVEN		
		WOOD FOR STAIRS AT KIWANIS PARK -	
	87283	REPAIR/REPLACE	1,277.87
TOTAL FOR: MENARDS SOUTH HAVEN			1,277.87
MIASSOCCOP	MI ASSOCIATION OF CHIEFS OF POLICE		
		CHIEF OF POLICE MEMBERSHIP FEE THROU	
	300012929	2/28/2026	115.00
TOTAL FOR: MI ASSOCIATION OF CHIEFS OF POLICE			115.00
MI TOWNSHI	MICHIGAN TOWNSHIP SERVICES ALLEGAN		
	4291	PERMIT FEES NOV 2025 ELECTRICAL	551.70
TOTAL FOR: MICHIGAN TOWNSHIP SERVICES ALLEGAN			551.70
MISSDIGG	MISS DIG SYSTEM, INC		
	20260038	2026 ANNUAL MEMBERSHIP FEE	1,094.63
TOTAL FOR: MISS DIG SYSTEM, INC			1,094.63
NYE	NYE UNIFORM		
	928218	POLICE UNIFORM	1,499.41
TOTAL FOR: NYE UNIFORM			1,499.41

PITNEY SUP	PITNEY BOWES INC		
	120725	POSTAGE FOR POSTAGE METER - CITY HALL	103.19
TOTAL FOR: PITNEY BOWES INC			103.19
PRIORITY	PRIORITY HEALTH		
	253510021056	HEALTH INSURANCE	12,425.49
TOTAL FOR: PRIORITY HEALTH			12,425.49
SH AIRPORT	SOUTH HAVEN AIRPORT AUTHORITY		
	15502	ANNUAL CONTRIBUTION - JULY 2025 - JUNE 2026	7,410.41
TOTAL FOR: SOUTH HAVEN AIRPORT AUTHORITY			7,410.41
STANDARD	STANDARD INSURANCE COMPANY		
	01012026	LIFE INSURANCE JAN 2026	165.20
TOTAL FOR: STANDARD INSURANCE COMPANY			165.20
STAPLES	STAPLES		
	7007991113	CITY TREASURER DESKTOP OFFICE PRINTER	249.99
	7008003563	OFFICE SUPPLES FOR DPW, CITY HALL & POLICE	797.89
TOTAL FOR: STAPLES			1,047.88
MDEQ	STATE OF MICHIGAN		
	11379110	NPDES ANNUAL PERMIT FEE MUNICIPAL MINOR, LOW-FLOW 2026	400.00
TOTAL FOR: STATE OF MICHIGAN			400.00
TELERAD	TELE-RAD, INC.		
	921900	REPLACE LIGHTS ON PLOW TRUCK	271.20
TOTAL FOR: TELE-RAD, INC.			271.20
TRACE	TRACE ANALYTICAL LABORATORIES, INC		
	5120801	WATER TESTING	124.00
TOTAL FOR: TRACE ANALYTICAL LABORATORIES, INC			124.00
USBANK	US BANK EQUIPMENT FINANCE		
	570349530	POLICE STATION COPIER LEASE NOV 2025	347.04
	570484915	COPIER LEASE	29.22
TOTAL FOR: US BANK EQUIPMENT FINANCE			376.26
VERIZWIRE	VERIZON WIRELESS		

	6130686920	DPW, POLICE, CODE ENF - ON DUTY CELL PHONES, WIFI HOTSPOT	162.11
TOTAL FOR: VERIZON WIRELESS			162.11

**Page 4 Total 22,485.74**

PP VILLAGE	VILLAGE OF PAW PAW		
	OCTOBER-25	LAB ANALYSIS OCTOBER 2025	985.00
TOTAL FOR: VILLAGE OF PAW PAW			985.00

VSP	VISION SERVICE PLAN		
	824254144	VISION INSURANCE JAN 2026	317.82
TOTAL FOR: VISION SERVICE PLAN			317.82

WSNIDER	WILLIAM SNIDER		
	121025	REIMBURSEMENT FOR TOOL KITS FOR DPW VEHICLES	420.60
TOTAL FOR: WILLIAM SNIDER			420.60

WOODSIDE	WOODSIDE CONSTRUCTION		
	1152	ROOFING ON WELL 8, LAB, SEWER LAB BUILDINGS	7,800.00
TOTAL FOR: WOODSIDE CONSTRUCTION			7,800.00

**TOTAL - ALL VENDORS 83,783.58**

#### PAYROLL

PAYROLL	PAYROLL		
	12/19/2025	11/30-12/13/25 CITY HALL/DPW/BHC/POLICE	43,041.00
	12/19/2025	11/30-12/13/25 POLICE CORRECTION	228.99
	12/31/2025	12/2025 2Q COUNCIL PAY	3,713.93
	12/19/2025	BOARD OF REVIEW PAY	53.84
TOTAL FOR: PAYROLL			47,037.76

**TOTAL - ALL PAYROLL 47,037.76**

#### CHECKS IN BETWEEN

CHECKS	CHECKS IN BETWEEN		
	12/10/2025	NOV 2025 VARIOUS CREDIT CARD TRANSACTIONS	6,859.00
TOTAL FOR: CHECKS IN BETWEEN			6,859.00

**TOTAL - ALL CHECKS IN BETWEEN 6,859.00**

**GRAND TOTAL - ALL CATEGORIES 137,680.34**



FUND TOTALS:

Fund 101 - GENERAL FUND	86,807.31
Fund 590 - SEWER FUND	30,308.34
Fund 591 - WATER FUND	18,175.85
Fund 661 - MOTOR EQUIPMENT FUND	2,388.84
	<hr/>
	137,680.34

BANK TOTALS:

Bank GCK-2 GENERAL CHECKING 2	137,680.34
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PAYMENT TYPE TOTALS:

Paper Check	87,084.35
EFT Transfer	49,501.36
ACH Transaction	1,094.63
	<hr/>
	137,680.34

12/26/2025

INVOICE APPROVAL BY INVOICE REPORT FOR CITY OF BANGOR  
EXP CHECK RUN DATES 12/31/2025 - 12/31/2025  
BOTH JOURNALIZED AND UNJOURNALIZED OPEN AND PAID  
BANK CODE: ROADS

Vendor Code	Vendor Name Invoice	Description	Amount
DETROIT	DETROIT SALT COMPANY SI26-33715	50 TONS ROCK SALT	3,287.88
TOTAL FOR: DETROIT SALT COMPANY			3,287.88
FLEIS	FLEIS & VANDENBRINK INC  75972	2025 ROUTINE BRIDGE INSPECTIONS; 2025 LOAD RATING UPDATES	2,400.00
TOTAL FOR: FLEIS & VANDENBRINK INC			2,400.00
LAWNBOYS	LAWN BOYS, INC.  49517	12/1 AND 12/2 SALTING OF ROADS - DURING TIME SALT SPREADER WAS DOWN AND BEING REPLACED	2,858.00
TOTAL FOR: LAWN BOYS, INC.			2,858.00
TOTAL - ALL VENDORS			8,545.88

**FUND TOTALS:**

Fund 202 - MAJOR STREETS FUND	4,272.94
Fund 203 - LOCAL STREETS FUND	4,272.94

**BANK TOTALS:**

Bank ROADS STREET FUNDS	8,545.88
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**PAYMENT TYPE TOTALS:**

Paper Check	8,545.88
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12/23/2025

INVOICE APPROVAL BY INVOICE REPORT FOR CITY OF BANGOR  
EXP CHECK RUN DATES 12/23/2025 - 12/24/2025  
BOTH JOURNALIZED AND UNJOURNALIZED OPEN AND PAID  
BANK CODE: T&A 2

Vendor Code	Vendor Name Invoice	Description	Amount
PASS THROUGH	PASS THROUGH TAXES	ABB JOINT FIRE BOARD	
		SUMMER TAX DISBURSEMENT 12/03/25-12/15/25	44.66
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	7,517.87
PASS THROUGH	PASS THROUGH TAXES	BANGOR DDA	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	3,385.18
PASS THROUGH	PASS THROUGH TAXES	BANGOR EDC	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	3,385.18
PASS THROUGH	PASS THROUGH TAXES	BANGOR HISTORICAL SOCIETY	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	1,417.40
PASS THROUGH	PASS THROUGH TAXES	BANGOR PUBLIC SCHOOLS	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	54,126.41
PASS THROUGH	PASS THROUGH TAXES	CITY OF BANGOR	
		SUMMET TAX DISBURSEMENT 12/03/25-12/15/25	386.77
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	18,171.75
PASS THROUGH	PASS THROUGH TAXES	SENIOR SERVICES OF VAN BUREN COUNTY	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	2,835.11
PASS THROUGH	PASS THROUGH TAXES	VAN BUREN COUNTY TREASURER	
		SUMMER TAX DISBURSEMENT 12/03/25-12/15/25	232.89
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	8,776.49
PASS THROUGH	PASS THROUGH TAXES	VAN BUREN DISTRICT LIBRARY	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	3,698.58
PASS THROUGH	PASS THROUGH TAXES	VAN BUREN INTERMEDIATE SCHOOL	
		WINTER TAX DISBURSEMENT 12/03/25-12/15/25	25,454.26
TOTAL FOR: PASS TRHROUGH TAXES			

<b>TOTAL - ALL VENDORS</b> 129,432.55
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# COMMENTS PUBLIC

WAIT UNTIL RECOGNIZED BY THE CHAIR  
-THREE (3) MINUTES PER SPEAKER



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

December 11, 2025

I am resigning as of today, December 11, 2025, from the City of Bangor Board of review,

Thank You!

Sincerely,

A handwritten signature in black ink that reads "Ronald McCrumb". The signature is written in a cursive style with a large, stylized "M".

Ronald McCrumb

RECEIVED

DEC 11 2025

City of Bangor



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

## **CITY COUNCIL**

### **AGENDA FACT SHEET**

**To:** Mayor Farmer, Pro Tem Martinez-Serratos, Councilmember Rivers, McCrumb, Garcia, Doroh, and Uplinger

**CC:** Justin Weber, City Manager

**From:** Amanda Karr, Deputy Clerk

**CC:** Stephenie Cagle, City Treasurer & Shelly Umbanhowar, City Clerk

**Subject:** DDA Open Seat

**Date:** 12/29/25

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#### **Summary:**

Councilmember Jeremy Uplinger has expressed his willingness to fill the current open seat on the Downtown Development Authority (DDA) as a Member At Large.

#### **Action:**

**The Council will:** If Council is in agreement, a motion may be made to approve the appointment of Jeremy Uplinger to the open Member At Large seat on the Downtown Development Authority (DDA).



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

## **CITY COUNCIL**

### **AGENDA FACT SHEET**

**To:** Mayor Farmer, Pro Tem Martinez-Serratos, Councilmember Rivers, McCrumb, Garcia, Doroh, and Uplinger

**CC:** Justin Weber, City Manager

**From:** Amanda Karr, Deputy Clerk

**CC:** Stephenie Cagle, City Treasurer & Shelly Umbanhowar, City Clerk

**Subject:** DPW Wage Analysis

**Date:** 12/30/25

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**Summary:**

See the attached letter and wage analysis for DPW Wage Rates compared to surrounding municipalities.

**Action:**

**The Council will:** Motion to either accept or deny the attached DPW Wage Rates.



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# CITY OF BANGOR

257 West Monroe Street / Bangor, Michigan 49013

Telephone: 269.427.5831 / Email: [clerk@cityofbangormi.gov](mailto:clerk@cityofbangormi.gov) / Website: [www.cityofbangormi.org](http://www.cityofbangormi.org)

City Manager Justin Weber

Treasurer Stephenie Cagle

Clerk Shelly Umbanhowar

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**To:** Bangor City Council

**From:** City Manager Weber

**Date:** 12/23/2025

**Subject:** Review of Public Works Wage Analysis and Proposed Wage Scale

Dear Council Members,

Please find attached a wage analysis for the Department of Public Works, comparing Bangor's current wages to those of similar municipalities in Van Buren County and surrounding communities. The analysis demonstrates that our current wage structure is below average, which may impact recruitment and retention of qualified employees.

I respectfully ask the Council to review the attached analysis and consider adopting the proposed wage scale, which starts at \$19 per hour and includes step increases reaching \$24 per hour after five years. Implementing this scale will better position Bangor to attract and retain skilled workers while maintaining reliable public works services for our community.

Thank you for your time and consideration.

Respectfully,

*Justin Weber*

City Manager  
City of Bangor





**BANGOR, MI**  
TRAIN CITY USA  
GATEWAY TO THE LAKE

# CITY OF BANGOR

257 West Monroe Street / Bangor, Michigan 49013

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City Manager Justin Weber

Treasurer Stephenie Cagle

Clerk Shelly Umbanhowar

## Department of Public Works Wage Analysis

### 1. Current Bangor Public Works Wages

**Position:** Public Works Maintenance Worker (entry-level, full-time)

**Current wage:** \$35,360 – \$43,680 annually

**Hourly rate:** \$17.00 – \$21.00

### 2. Comparison with Similar Communities (outside Van Buren County)

Community	County	Population	Min Hourly	Max Hourly	Min Annual	Max Annual
Perry	Shiawassee	2,091	\$22.06	\$27.36	–	–
Auburn	Bay	2,068	\$20.60	\$24.36	–	–
Galesburg	Kalamazoo	2,049	\$23.00	\$26.50	–	–
Lake Odessa	Ionia	1,994	\$20.90	\$27.54	–	–
Shelby	Oceana	1,964	\$18.34	\$26.18	\$38,147	\$54,458

### 3. Comparison with Van Buren County Communities

Community	Population	Min Hourly	Max Hourly	Min Annual	Max Annual
Paw Paw	3,362	\$23.57	\$35.10	\$49,026	\$73,011
Mattawan	2,550	\$27.86	\$29.49	–	–
Lawton	1,850	–	\$24.14	–	–

### 4. Current Bangor Public Works Wage Progression

Years of Service	Current Hourly Wage
Starting	\$17.00
6 months	\$17.50
1 year	\$18.00
2 years	\$19.00

<b>Years of Service</b>	<b>Current Hourly Wage</b>
3 years	\$20.00
4 years	\$21.00
5 years	

#### **5. Proposed Bangor Public Works Wage Progression**

<b>Years of Service</b>	<b>Proposed Hourly Wage</b>
Starting	\$19.00
6 months	\$19.50
1 year	\$20.00
2 years	\$21.00
3 years	\$22.00
4 years	\$23.00
5 years	\$24.00

#### **Key Points:**

- Starting wage increases from \$17 → \$19/hr, aligning more closely with Van Buren County peers.
- Employees reach \$24/hr after 5 years, competitive with other local municipalities.
- Step increases provide clear motivation and reward longevity and performance.

#### **4. Justification for Proposal**

1. Retention & Recruitment: Bangor's current wages are below market averages.
2. Equity: Step increases reward experience and tenure, similar to practices in surrounding towns.
3. Regional Competitiveness: Aligns Bangor wages with county averages without exceeding reasonable limits.

I respectfully request that the City Council consider increasing the starting and step wages for Public Works employees to make them more competitive with other municipalities in Van Buren County and surrounding communities. Currently, Bangor's entry-level wage of \$17 per hour, rising to \$21 after four years, falls below average, where similar positions start at \$20–\$23 per hour and can exceed \$24 within a few years. I propose adjusting the starting wage to \$19 per hour, with step increases reaching \$24 per hour after five years, providing fair compensation that recognizes experience and tenure. Updating our wage structure will help reduce turnover, improve employee morale, and support consistent, reliable maintenance of our city's infrastructure.

Respectfully,

*Justin Weber*

City Manager  
City of Bangor

# COMMENTS PUBLIC

WAIT UNTIL RECOGNIZED BY THE CHAIR  
-THREE (3) MINUTES PER SPEAKER



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# COUNCIL CLOSING COMMENTS

EACH COUNCIL MEMBER WILL GIVE THEIR  
CLOSING COMMENTS TO THE PUBLIC



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

## **CITY COUNCIL**

### **AGENDA FACT SHEET**

**To:** Mayor Farmer, Pro Tem Martinez-Serratos, Councilmember Rivers, McCrumb, Garcia, Doroh, and Uplinger

**CC:** Justin Weber, City Manager

**From:** Amanda Karr, Deputy Clerk

**CC:** Stephenie Cagle, City Treasurer & Shelly Umbanhowar, City Clerk

**Subject:** Closed Session

**Date:** 12/29/25

---

#### **Summary:**

Attorney Charles Bogren from Plunkett Cooney Law Firm will be present to speak to the council during closed session.

After the Council completes and closes their closed session, the Council will go back into open session, the doors will be unlocked/opened and any remaining public will be permitted to come back into the Council Room, the Council when back in Open Session will make any actions needed from the Closed Session and adjourn the meeting.

#### **Action:**

**The Council will:** Motion to go into closed session to consult with our attorney under MCL Section 15.268 Sec. 8 (h) "Farmer v City of Bangor et al, Case No 25-075260-AW, Cummins & Farmer v City of Bangor et al, Case No 2025-075292, and Gallegos v City of Bangor, Case No 25-075369-AW."

# OPEN SESSION

THE COUNCIL WILL: MOTION TO GO BACK INTO  
OPEN SESSION.

THE AUDIENCE MAY COME BACK INTO THE COUNCIL  
CHAMBERS AT THIS TIME.



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE

# MEETING ADJOURNMENT

-MAYOR WILL ADJOURN  
AND CLOSE MEETING

-ONCE THE MEETING IS ADJOURNED,  
PLEASE EXIT THE COUNCIL ROOM



**BANGOR, MI**  
**TRAIN CITY USA**  
GATEWAY TO THE LAKE