

CITY OF BANGOR
SPECIAL COUNCIL MEETING MINUTES
 January 25, 2024 @ 7:00 PM
 257 W. Monroe St. Bangor, MI // City Council Room

1. CALL TO ORDER.

Meeting was called to order at 7:04 PM by Mayor Farmer.

2. PLEDGE OF ALLEGIANCE.

The Pledge of Allegiance was recited by all present.

3. ROLL CALL.

Attendee Name	Title	Status
Pati Martinez-Serratos	Mayor Pro Tem	Present
Heléne Rivers	Councilmember	Present
Jeremy Uplinger	Councilmember	Present
Jerry Muenzer	Councilmember	Present
Amber Garcia	Councilmember	Present
Darla McCrumb	Councilmember	Present
Lynne Farmer	Mayor	Present

OTHERS PRESENT.

City Manager Justin Weber, City Attorney Scott Graham, Clerk Shelly Umbanhowar, and approximately nine (9) members of the public.

4. APPROVAL OF REGULAR AGENDA.

Motion to accept Special Meeting Agenda as presented.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Jerry Muenzer, Councilmember
SECONDER:	Amber Garcia, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

5. CITY MANAGER CONTRACT.

Motion to item #1/Employment, 4 year term.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Amber Garcia, Councilmember
SECONDER:	Heléne Rivers, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Motion to item #6/Compensation, \$82.5K annual salary.

RESULT:	APPROVED (6 to 1)
MOVER:	Amber Garcia, Councilmember
SECONDER:	Heléne Rivers, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Garcia, McCrumb, Farmer
NAYS:	Muenzer

Motion to item #10/Remote Work; add 'due to extreme emergency'.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Amber Garcia, Councilmember
SECONDER:	Pati Martinez-Serratos, Mayor Pro Tem
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Motion to item #11, \$300.00 annual clothing allowance.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Jerry Muenzer, Councilmember
SECONDER:	Amber Garcia, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Motion to item #12, 4 weeks' Vacation and 2 Weeks PTO (Paid Time Off).

RESULT:	APPROVED (5 to 2)
MOVER:	Heléne Rivers, Councilmember
SECONDER:	Amber Garcia, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Garcia, McCrumb
NAYS:	Farmer, Muenzer

Motion to a 3% annual increase.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Pati Martinez-Serratos, Mayor Pro Tem
SECONDER:	Heléne Rivers, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Motion to item #15; add the word 'reliable' in front of vehicle.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Amber Garcia, Councilmember
SECONDER:	Pati Martinez-Serratos, Mayor Pro Tem
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Motion to accept contract with the above changes.

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Jeremy Uplinger, Councilmember
SECONDER:	Darla McCrumb, Councilmember
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

DISCUSSION: Mayor Farmer presented information that showed similar municipality size and the compensation their City Manager's receive.

City Manager Weber presented documents that outlined his changes and/or requests.

Attorney Scott Graham explained to the Council that unless Weber wanted a partial closed session, the negotiations could be open. He asked Weber if he wanted closed session, Weber replied 'no'. Brief discussion about the terms of the agreement. The City Manager is independent of councilmember terms. The contract does not have to coincide with council terms.

There was discussion back and forth between council members reviewing and discussing each item in the contract. Attorney Scott Graham explained what industry standards for City Manager contracts are and that it is up to the Council to agree on amounts. He said the council should discuss and agree, make an offer and Justin will accept or reject their offer. Weber accepted the offer with the changes above.

6. OPPORTUNITY FOR PUBLIC COMMENT.

Public comments were heard – Congratulations Justin and thanks to the Council for the back and forth, it shows you can work as a team.

7. COUNCILMEMBER COMMENTS.

Martinez-Serratos: Thanks for coming.

Rivers: Thank you Councilmembers. We are a team; we can work together as a team. We are demonstrating that tonight.

Uplinger: Glad this done. We can move forward. Thanks for coming tonight.

McCrumb: Welcome Justin and I am glad we are moving on. Thank you to the City Attorney Scott and Mayor Farmer for your work done.

Garcia: Thank you for coming out. Thank you Justin and Congratulations. Jerry, thank you for your flexibility.

Muenzer: No comment.

Farmer: Thanks for coming. Thank you Scott for your hard work. Congratulations Justin.

ATTORNEY SCOTT GRAHAM COMMENTS.

I had a second meeting with FBI today. I will report in detail when appropriate. Congratulations Justin.

INTERIM CITY MANAGER WEBER COMMENTS.

Thank you Council for collaborating.

ADJOURNMENT.

Motion to adjourn at 8:12 PM

RESULT:	APPROVED (UNANIMOUS)
MOVER:	Heléne Rivers, Councilmember
SECONDER:	Pati Martinez-Serratos, Mayor Pro Tem
AYES:	Martinez-Serratos, Rivers, Uplinger, Muenzer, Garcia, McCrumb, Farmer

Shelly Umbanhowar, City Clerk

Mayor Lynne Farmer