Ontonagon
Harbor Town
Gateway to the Porcupine Mountains

VILLAGE OF ONTONAGON

Founded in 1843

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Ontonagon, Michigan 49953
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AGENDA

VILLAGE COUNCIL MEETING
MONDAY – DECEMBER 22, 2025
5:00 P.M. - 315 QUARTZ ST.

FINANCE COMMITTEE MEETS AT 4:30 P.M.

1. **PLEDGE OF ALLEGIANCE**
2. **CALL TO ORDER – ROLL CALL**
3. **PUBLIC COMMENT (Five Minute Limit Per Individual on Agenda and Non-Agenda Items)**
4. **PUBLIC HEARING TO CONSIDER ORDINANCE NO.2025-04: DDA Repeal Ordinance**
5. **APPROVAL OF CONSENT AGENDA: Finance Committee December 08, 2025; Village of Ontonagon Personnel Committee December 10, 2025; Ontonagon Village Housing November 18, 2025**
6. **APPROVAL OF AGENDA**
7. **APPROVAL OF BILLS**
8. **APPROVAL OF COUNCIL MINUTES: December 08, 2025**
9. **REPORTS:**
   a. **Financial Report**
10. **UNFINISHED BUSINESS**
    a. **MERS Updates**
    b. **OASD Bus Garage Lease (Community Development)**
    c. **AFSCME Contract**
11. **NEW BUSINESS**
    a. **Sanitary Survey Report December 15, 2025**
    b. **DDA Balance Sheet Adjustment**
    c. **Ordinance #2025-04: DDA Repeal Ordinance**
    d. **Keweenaw Overhead Door Proposal**
    e. **Michigan Coastal Management Program – Letter of Support Request**
12. **ANNOUNCEMENTS – OTHER COUNCIL BUSINESS**
    a. **Ontonagon County Airport Manager's Letter**
    b. **2026 Council & Commissions Meetings Schedule**
13. **ADJOURNMENT**

12/08/2025

Village of Ontonagon

Village Council Finance Committee

Called to order at 4:34 p.m.

Present: Seid, Rebholz, Hopper

Review of bills already paid: $5,160.00

Bills to be paid: 43,247.03

Total recommended for approval $102,768.67

Approved 11/24/2025 minutes

Moved by Rebholz, seconded by Seid.

Bus garage lease to go into effect on July 31st after the new water service is established this coming spring.

Adjourned at 4:54 p.m.

On a motion by Hopper, second Seid

Minutes taken by Rebholz

Village of Ontonagon Personnel Committee Meeting
Village Council Chambers
December 10, 2025

Meeting was called to order at 8:38 a.m.
Members present: Pam Coey, Mike Rebholz
Members absent: Matt Wiesen
Guests Present: AFSCME Jenny DeYcaza, Steve Preiss, Dan McGuire, Jason Sullivan, Deric Morris, Michael Wegener, Joseph Guy, Willie DuPont, Tanya Weisinger

Reviewed union's contract proposal including cell phone stipends, clothing stipends, new hire pay rates, and yearly wage increases.

Reviewed village requests for consideration of new hire physical and/or drug tests, physical review with doctor of Village council choice, and smoking regulations for village equipment and properties.

All parties were agreeable to items reviewed.

All parties present signed form with AFSCME Rep. Jenny DeYcaza.

Meeting adjourned at 8:45 a.m.

Ontonagon Village Housing Commission
Regular Meeting 5:15 PM, Tuesday November 18th, 2025
Ontonagon Village Housing Community Room

Pledge of Allegiance

Roll Call - A regular meeting of the Ontonagon Village Housing Commission was called to order at 5:15 PM by Board President Rich Ernest at the Ontonagon Housing Commission Office, Ontonagon MI on Tuesday November 18th, 2025. Present were Rich Ernest, Robert Seid, Jim Kangas, and Danielle Reath. Absent, but listening via telephone, was Sylvia Lehto. Also present was Secretary Karen Jackson.

Public Comment –Board wanted to thank Dot Phillips (who was in the crowd) for her many years of service and welcome Jim Kangas to the board as the new member.

Approval of Agenda – Motion was made by R Seid, supported by D Reath, to approve the agenda with the additions of new business - D. Resolution 2026-06 Disposal of Stoves and correction of A. to change the disposal of Stoves to Washing Machines. All voting aye, motion carried.

Approval of Meeting Minutes – Motion was made by D Reath, supported by J Kangas, to approve the meeting minutes from October 21st as presented. All voting aye, motion carried.

Financial Report – Motion was made by R Seid, supported by D Reath, to accept the financial reports as presented and place on file. All voting aye, motion carried.

Executive Directors Report –

- We have all the needed items for the kitchen remodeling project. Burke Construction has indicated they will start around December 1st
- The generator is fully installed. The meter is scheduled to be put in tomorrow. They will need to show us how to maintain it.
- We have installed motion LED lights in the overhang on the outside patio
- We have sold all of the refrigerators ($2,325) and several of the stoves. The stoves are in pretty bad shape so we will probably be disposing most of them
- No smoking Policy – any feedback

Motion was made by R Seid, supported by D Reath, to accept the director's report as presented. All voting aye, motion carried.

Resident Advisory Committee Report – None

Additional Committee Report – None

Acknowledgment/Approval of Bills – Motion was made by D Reath, supported by J Kangas, to acknowledge and approve the Expenditure for the month of November, Aye – D Reath, J Kangas, R Seid, and R Ernest. Nay-none, motion carried.

Unfinished Business

- None

New Business.

- Motion was made by J Kangas, supported by D Reath, to approve Resolution 2026-04 Disposal of Washing Machine. Aye – J Kangas, D Reath, R Seid and R Ernest, Nay – none, motion carried.
- Motion was made by J Kangas, supported by D Reath, to approve Resolution 2026-05 Disposal of Refrigerators. Aye – J Kangas, D Reath, R Seid and R Ernest, Nay – none, motion carried.
- Motion was made by R Seid, supported by D Reath, to approve Resolution 2026-06 Disposal of Stoves. Aye – R Seid, D Reath, J Kangas and R Ernest, Nay – none, motion carried.
- Motion was made by R Seid, supported by D Reath, to accept the new Flat rate rent of $711 for a one bedroom and $779 for a two bedroom effective January 1, 2026. Aye – R Seid, D Reath, J Kangas and R Ernest, Nay – none. Motion carried.

Commissioners Comments – none

Next Meeting date – December 16th, 2025 @ 5:15 PM.

Adjourn Meeting – Motion was made by R Ernest, supported by D Reath, to adjourn the meeting at 5:50 PM.

Chairperson 12/16/25 Date

Secretary 12/16/25 Date

ONTONAGON VILLAGE COUNCIL MEETING

HELD AT 5:00 PM ON MONDAY, DECEMBER 08, 2025

AT 315 QUARTZ STREET, ONTONAGON

PRESENT: Pro-Tem Hopper, Lyle Perry, Mike Rebholz, Debra Seid, Dorothy Sharkey, President Pamela Coey
ABSENT: Matt Wiesen

At 5:00 p.m. the meeting was called to order by President Coey and the Pledge of Allegiance was recited.

CALL TO ORDER – ROLL CALL

PUBLIC COMMENT (Five Minute Limit per Individual on Agenda and Non-Agenda Items):
None

APPROVAL OF CONSENT AGENDA: Finance Committee November 24, 2025
A motion was made by Rebholz, second by Seid (CARRIED), to approve the consent agenda as presented.
AYE: Rebholz, Seid, Hopper, Perry, Sharkey, President Coey
NAY: None
ABSENT: Wiesen

APPROVAL OF AGENDA:
A motion was made by Sharkey, second by Hopper (CARRIED), to approve the agenda as presented.
AYE: Sharkey, Hopper, Perry, Rebholz, Seid, President Coey
NAY: None
ABSENT: Wiesen

APPROVAL OF BILLS:
A motion was made by Seid, second by Rebholz (CARRIED), to approve the bills as presented.
ROLL CALL
AYE: Seid, Rebholz, Hopper, Perry, Sharkey, President Coey
NAY: None
ABSENT: Wiesen

APPROVAL OF COUNCIL MINUTES: November 24, 2025
A motion was made by Hopper, second by Perry (CARRIED), to approve the November 24, 2025 minutes as presented.
AYE: Hopper, Perry, Rebholz, Seid, Sharkey, President Coey
NAY: None
ABSENT: Wiesen

REPORTS:

a. **Managers' Report**

Ruotsala Construction has now completed roughly 75% of the project. Ruotsala is mostly done with their work on the project. They have two subcontractors doing electric work and pipe-lining who will resume work in the spring. The deadline to complete the project is July 03, 2026.

Winter parking restrictions are now in effect. Please do not park on Village streets between the hours of 2:30 am and 7:00 am. Our crew does an outstanding job of removing snow so everyone can get where they need to go regardless of how much snow we get. Their jobs are tough and if vehicles are parked in their way, significantly tougher.

The Village's Deficit Elimination plan stemming from the Year End 3/31/25 Audit was denied with an acceptable plan. The Marina has been in a deficit position since 2019.

Manager DuPont will reiterate the parking restrictions on the radio this week sometime as a reminder.

UNFINISHED BUSINESS:

a. **MERS Update**

MERS December 20th payment of $55,986.00 was made on November 24th. We are current with our MERS payments. The MERS January 20th payment is scheduled to be made by the end of December.

The Michigan Enhancement Grant that the Village received will cover the next four monthly payments. This grant is expected to close out in March of 2026.

b. **OASD Bus Garage Lease (Community Development)**

The Community Development Committee met with OASD Superintendent Lisa Johnson at which time she expressed the school's interest in purchasing the bus garage from the Village. The Village is not interested in selling the property but does intend to continue renting to the OASD and to install water service to the building next summer. The Community Development Committee will contact the OASD to discuss these issues further.

c. **Deficit Elimination Plan Determination**

Manager DuPont presented the Deficit Elimination Plan Denial letter dated November 19, 2025 from the State of Michigan.

NEW BUSINESS:

a. **AFSCME Contract**

A motion was made by Seid, second by Rebholz (CARRIED) to approve the Personnel Committee to negotiate with the Union for the changes agreed upon.
ROLL CALL
AYE: Seid, Rebholz, Hopper, Perry, Sharkey, President Coey
NAY: None
ABSENT: Wiesen

b. **Congressionally Directed Spending Award**

Manager DuPont informed the council that the Village has received a Congressionally Directed Spending Award through Senator Gary C. Peters office in the amount of $169,000.00. The award requires a 25% match and will be used to purchase a new plow truck.

c. **Holiday Enhancement Gift Card**

A motion was made by Perry, second by Sharkey (CARRIED) to approve a Holiday Enhancement Gift Card in the amount of $50.00 for each employee.
ROLL CALL
AYE: Perry, Sharkey, Hopper, Rebholz, President Coey
ABSTAIN: Seid
NAY: None
ABSENT: Wiesen

d. **Water Storage Tank Maintenance Inspections**

Manage DuPont presented the Water Storage Tank Maintenance Inspection completed by Dixon Engineering, Inc. The inspection results can be found on the Village website.

ANNOUNCEMENTS – OTHER COUNCIL BUSINESS:

Zoning Administrator Rebholz reminded Village residents that a site plan application must be filled out & a site plan review must take place for new structures as well as fences in the Village.

Manager DuPont will reiterate the parking restrictions and the permits/zoning requirements on the radio as a reminder.

President Coey gave a shout out to the Hometown Christmas organizers of the festivities for a job well done.

It was moved by Hopper, second by Rebholz to adjourn at 5:24 p.m.
AYE: Hopper, Rebholz, Perry, Seid, Sharkey, President Coey
NAY: None
ABSENT: Wiesen

Wendy Pence, Clerk

Approved

Fund 101 GENERAL FUND

GL Number	Description	Balance
*** Assets ***		
101-000.000-001.000	CHECKING MSB 0184	600.00
101-000.000-003.000	SAVINGS CSB 0900	463,931.21
101-000.000-005.000	MBS CDS 41948	486,000.00
101-000.000-014.000	PETTY CASH - VILLAGE OFFICE	500.00
101-000.000-014.100	PETTY CASH - TAXES	247.54
101-000.000-020.000	TAXES RECEIVABLES - REAL	51,911.18
101-000.000-022.000	TAXES RECEIVABLES - PERSONAL	3,783.75
101-000.000-023.000	PRIOR YEAR RE TAXES RECEIVABLE	620.24
101-000.000-023.100	PRIOR YEAR PP TAXES RECEIVABLE	5,110.50
101-000.000-026.000	RICC PARK ACCT CSB 6609	3,612.16
101-000.000-040.102	ACCRUED INTEREST	13,215.21
101-000.000-062.000	LEASES REC-AM TOWER-CURRENT	3,449.00
101-000.000-084.590	DUE FROM SEWER FUND	892,514.29
101-000.000-084.591	DUE FROM WATER FUND	524.98
101-000.000-084.641	DUE FROM EQUIP FUND	121,073.72
101-000.000-189.000	LEASE RECEIVABLE-AMERICAN TOWER	102,901.00
101-000.000-190.000	LAND - GRS	3,537.87
Total Assets		**2,153,532.65**
*** Liabilities ***		
101-000.000-204.200	FLOWER BOXES PAYABLE	(475.78)
101-000.000-204.201	COMMUNITY BENCH PAYABLE	4,958.83
101-000.000-204.500	PUBLIC MARKET PAYABLE	425.65
101-000.000-214.591	DUE TO WATER FUND	200.00
101-000.000-214.641	DUE TO EQUIPMENT FUND	4,840.90
101-000.000-339.100	DEFERRED INFLOW-AMERICAN TOWER	99,454.00
101-000.000-339.101	DEFERRED INFLOW-MI ENHANCEMENT GR	172,240.00
Total Liabilities		**281,643.60**
*** Fund Balance ***		
101-000.000-390.000	FUND BALANCE	1,321,498.87
Total Fund Balance		**1,321,498.87**
Beginning Fund Balance		**1,307,291.42**
Net of Revenues VS Expenditures		**550,390.18**
Fund Balance Adjustments		**14,207.45**
Ending Fund Balance		**1,871,889.05**
Total Liabilities And Fund Balance		**2,153,532.65**

Fund 202 MAJOR STREET FUND

GL Number	Description	Balance
*** Assets ***		
202-000.000-003.000	SAVINGS CSB 0934	486,706.38
Total Assets		**486,706.38**
*** Liabilities ***		
202-000.000-214.641	DUE TO EQUIPMENT FUND	4,473.28
Total Liabilities		**4,473.28**
*** Fund Balance ***		
202-000.000-390.000	FUND BALANCE	387,173.42
Total Fund Balance		**387,173.42**
Beginning Fund Balance		**387,173.42**
Net of Revenues VS Expenditures		**95,059.68**
Ending Fund Balance		**482,233.10**
Total Liabilities And Fund Balance		**486,706.38**

Fund 203 LOCAL STREET FUND

GL Number	Description	Balance
*** Assets ***		
203-000.000-003.000	SAVINGS CSB 0942	199,564.16
Total Assets		**199,564.16**
*** Liabilities ***		
203-000.000-214.641	DUE TO EQUIPMENT FUND	4,947.20
Total Liabilities		**4,947.20**
*** Fund Balance ***		
203-000.000-390.000	FUND BALANCE	212,051.49
Total Fund Balance		**212,051.49**
Beginning Fund Balance		**212,051.49**
Net of Revenues VS Expenditures		**(17,434.53)**
Ending Fund Balance		**194,616.96**
Total Liabilities And Fund Balance		**199,564.16**

Fund 206 FIRE DEPARTMENT FUND

GL Number	Description	Balance
*** Assets ***		
206-000.000-003.000	SAVINGS/OPS MSB 1280	585,341.25
Total Assets		**585,341.25**
*** Liabilities ***		
206-000.000-214.704	DUE TO PAYROLL CLEARING	2.27
Total Liabilities		**2.27**
*** Fund Balance ***		
206-000.000-390.000	FUND BALANCE	625,026.56
Total Fund Balance		**625,026.56**
Beginning Fund Balance		**625,026.56**
Net of Revenues VS Expenditures		**(39,687.58)**
Ending Fund Balance		**585,338.98**
Total Liabilities And Fund Balance		**585,341.25**

Fund 208 MARINA FUND

GL Number	Description	Balance
*** Assets ***		
208-000.000-003.000	SAVINGS CSB 5289	32,841.41
208-000.000-009.000	MARINA CC ACCT CSB 0895	11,943.20
208-000.000-016.000	PETTY CASH - MARINA	150.00
Total Assets		**44,934.61**
*** Liabilities ***		
208-000.000-214.641	DUE TO EQUIPMENT FUND	247,928.73
208-000.000-214.704	DUE TO PAYROLL CLEARING	213.42
Total Liabilities		**248,142.15**
*** Fund Balance ***		
208-000.000-390.000	FUND BALANCE	(227,089.90)
Total Fund Balance		**(227,089.90)**
Beginning Fund Balance		**(227,089.90)**
Net of Revenues VS Expenditures		**23,882.36**
Ending Fund Balance		**(203,207.54)**
Total Liabilities And Fund Balance		**44,934.61**

Fund 248 DOWNTOWN DEVELOPMENT AUTHORITY

GL Number	Description	Balance
*** Assets ***		
248-000.000-003.000	SAVINGS OPS/MAIN CSB 6583	7,287.74
248-000.000-141.000	LAND IMPROVEMENTS	3,000.00
248-000.000-142.000	LAND	77,500.00
248-000.000-153.000	ACCUMULATED DEPRECIATION	(1,367.00)
Total Assets		**86,420.74**
*** Liabilities ***		
Total Liabilities		**0.00**
*** Fund Balance ***		
248-000.000-390.000	FUND BALANCE	86,473.45
Total Fund Balance		**86,473.45**
Beginning Fund Balance		**86,473.45**
Net of Revenues VS Expenditures		**(52.71)**
Ending Fund Balance		**86,420.74**
Total Liabilities And Fund Balance		**86,420.74**

Fund 590 SEWER FUND

GL Number	Description	Balance
*** Assets ***		
590-000.000-003.000	SAVINGS OPS/MAIN CSB 3898	1,108,922.32
590-000.000-007.100	BOND REDEMPTION CSB 4050	37,623.01
590-000.000-037.000	SEWER DEBT SERVICE	72,766.56
590-000.000-040.000	ACCOUNTS RECEIVABLE	22,723.61
590-000.000-041.000	RESERVE FOR BAD DEBT	(27,229.71)
590-000.000-084.591	DUE FROM WATER FUND	50,579.38
590-000.000-134.000	FIXED ASSETS - CIP	5,259,707.90
590-000.000-136.000	FIXED ASSETS - BUILDINGS	5,553.71
590-000.000-140.000	FIXED ASSETS - EQUIPMENT	28,534.26
590-000.000-141.000	LAND IMPROVEMENTS	3,033.00
590-000.000-142.000	LAND	13,500.00
590-000.000-154.000	SEWAGE TREATMENT SYSTEM	8,377,296.94
590-000.000-155.000	ACCUMULATED DEPRECIATION	(7,359,666.70)
590-000.000-195.200	DEFERRED OUTFLOWS OF RESOURCES	10,702.00
Total Assets		**7,604,046.28**
*** Liabilities ***		
590-000.000-214.101	DUE TO GENERAL FUND	892,514.29
590-000.000-214.591	DUE TO WATER	3,539.92
590-000.000-214.641	DUE TO EQUIPMENT FUND	9,978.72
590-000.000-259.000	ACCRUED RETIREMENT	168,535.00
590-000.000-301.000	SEWER BOND PAYABLE	1,386,000.00
590-000.000-301.100	CWSRF BOND PAYABLE	1,801,624.81
Total Liabilities		**4,262,192.74**
*** Fund Balance ***		
590-000.000-376.000	RESERVE FOR BOND PAYMENTS	568,456.00
590-000.000-390.000	FUND BALANCE	1,067,125.56
590-000.000-391.000	NET INVESTMENT IN CAPITAL ASSETS	(212,665.00)
Total Fund Balance		**1,422,916.56**
Beginning Fund Balance		**1,422,916.56**
Net of Revenues VS Expenditures		**1,918,936.98**
Ending Fund Balance		**3,341,853.54**
Total Liabilities And Fund Balance		**7,604,046.28**

Fund 591 WATER FUND

GL Number	Description	Balance
*** Assets ***		
591-000.000-002.000	W/S DEP CHECKING CSB 1646	3,900.00
591-000.000-003.000	SAVINGS OPS/MAIN CSB 3880	210,476.17
591-000.000-003.102	WATER SEWER CC ACCT CSB 4679	2,768.95
591-000.000-003.103	WATER PASS THROUGH IB 2940	19,340.31
591-000.000-008.100	BOND & INT REDEMPTION CSB 2708	696,559.91
591-000.000-037.000	WATER DEBT SERVICE	137,803.08
591-000.000-038.000	M-64 ACCTS RECEIVALBES	6,045.56
591-000.000-039.000	W.P. ACCTS RECEIVABLE	175,478.46
591-000.000-040.000	ACCOUNTS RECEIVABLE	58,715.60
591-000.000-041.000	RESERVE FOR BAD DEBT	(208,144.41)
591-000.000-084.101	DUE FROM GENERAL FUND	200.00
591-000.000-084.590	DUE FROM SEWER FUND	3,539.92
591-000.000-135.000	FIXED ASSETS - VEHICLES	38,605.00
591-000.000-136.000	FIXED ASSETS - BUILDINGS	240,426.22
591-000.000-138.000	FIXED ASSETS - LINES	18,420,796.47
591-000.000-140.000	FIXED ASSETS - EQUIPMENT	76,259.35
591-000.000-142.000	LAND	20,000.00
591-000.000-155.000	ACCUMULATED DEPRECIATION	(9,026,686.69)
591-000.000-195.200	DEFERRED OUTFLOWS OF RESOURCES	33,491.00
Total Assets		**10,909,574.90**
*** Liabilities ***		
591-000.000-214.101	DUE TO GENERAL FUND	524.98
591-000.000-214.590	DUE TO SEWER	50,579.38
591-000.000-214.641	DUE TO EQUIPMENT FUND	14,979.95
591-000.000-252.102	CURRENT PORTION - COMPENSATED ABS	10,992.00
591-000.000-258.000	ACCRUED VACATION	10,992.00
591-000.000-259.000	ACCRUED RETIREMENT	527,408.00
591-000.000-285.000	WATER DEPOSITS	3,900.00
591-000.000-285.101	PREPAID WATER TEST	50.00
591-000.000-300.000	WATER BONDS PAYABLE	2,068,862.00
591-000.000-352.000	VILLAGE CONTRIB. CAPITAL	955,665.95
591-000.000-359.000	CONTRIBUTED CAPITAL - OTHER	7,256,758.56
Total Liabilities		**10,900,712.82**
*** Fund Balance ***		
591-000.000-376.000	RESERVE FOR BOND PAYMENTS	585,124.99
591-000.000-390.000	FUND BALANCE	(9,839.92)
591-000.000-395.000	RETAINED EARNINGS	(658,332.47)
Total Fund Balance		**(83,047.40)**
Beginning Fund Balance		**(83,047.40)**
Net of Revenues VS Expenditures		**91,909.48**
Ending Fund Balance		**8,862.08**
Total Liabilities And Fund Balance		**10,909,574.90**

BALANCE SHEET FOR VILLAGE OF ONTONAGON
Period Ending 11/30/2025

Fund 641 EQUIPMENT FUND

GL Number	Description	Balance
*** Assets ***		
641-000.000-003.000	SAVINGS CSB 0059	7,711.46
641-000.000-040.000	ACCOUNTS RECEIVABLE	25.00
641-000.000-084.101	DUE FROM GENERAL FUND	4,840.90
641-000.000-084.202	DUE FROM MAJOR STREETS	4,473.28
641-000.000-084.203	DUE FROM LOCAL STREETS	4,947.20
641-000.000-084.208	DUE FROM MARINA FUND	247,928.73
641-000.000-084.590	DUE FROM SEWER FUND	9,978.72
641-000.000-084.591	DUE FROM WATER FUND	14,979.95
641-000.000-134.000	FIXED ASSETS - CIP	9,491.00
641-000.000-135.000	FIXED ASSETS - VEHICLES	382,778.69
641-000.000-136.000	FIXED ASSETS - BUILDINGS	187,326.25
641-000.000-140.000	FIXED ASSETS - EQUIPMENT	1,575,496.71
641-000.000-155.000	ACCUMULATED DEPRECIATION	(1,315,398.65)
641-000.000-195.200	DEFERRED OUTFLOWS OF RESOURCES -	3,688.00
Total Assets		**1,138,267.24**
*** Liabilities ***		
641-000.000-214.101	DUE TO GENERAL FUND	121,073.72
641-000.000-334.000	NET PENSION LIABILITY	58,071.00
641-000.000-354.000	FEDERAL CONTRIB. CAPITAL	248,780.00
Total Liabilities		**427,924.72**
*** Fund Balance ***		
641-000.000-390.000	FUND BALANCE	760,565.14
Total Fund Balance		**760,565.14**
Beginning Fund Balance		**760,565.14**
Net of Revenues VS Expenditures		**(50,222.62)**
Ending Fund Balance		**710,342.52**
Total Liabilities And Fund Balance		**1,138,267.24**

MERS UPDATE

To: Village Council

From: William DuPont, Village Manager

Date: December 22, 2025

Subject: Hospital MERS Update

We paid MERS $55,986 on December 19th. This payment was due on January 20th. We are current with our MERS payments and our next payment will be due on February 20th. We will be making this payment towards the end of January.

At this time, the Michigan Enhancement Grant that the Village received will cover the next three monthly payments. We expect to close out this grant in March of 2026.

Thank you for your time.

AGREEMENT

BETWEEN

ONTONAGON VILLAGE

AND

ONTONAGON VILLAGE EMPLOYEES

CHAPTER OF LOCAL 1923

AFSCME Michigan, AFL-CIO

EFFECTIVE – JANUARY 1, 2026
EXPIRES – DECEMBER 31, 2028
RE-OPENER – OCTOBER 31, 2028

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AGREEMENT

This Agreement entered into on this 1st day of January 2026 between the Village of Ontonagon (hereinafter referred to as the "EMPLOYER") and Ontonagon Village Employees' Chapter of Local #1923, affiliated with AFSCME Michigan, AFL-CIO (hereinafter referred to as the "UNION").

NOTE: The headings and exhibits used in this Agreement neither add to nor subtract from the meaning, but are for reference only.

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 that the interest of the community and the job security of the employees depend 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 of friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1. RECOGNITION. (Employees Covered)

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Employer included in the bargaining unit described below:

A. <u>The term, full-time employee</u>, as used in this agreement, is an employee who is scheduled to work at least 40 hours per week. Such employees shall he entitled to all benefits under this agreement.

B. <u>The term, part-time employee</u>, as used in this agreement, is an employee who is scheduled to work an average of at least 16 hours per week. Such employees shall be entitled to the wages, overtime, and pro-rated fringe benefits for which they would otherwise be eligible.

C. <u>The term temporary part time employee</u>, as used in this Agreement, is an employee who is scheduled to work an average of at least forty (40) hours per week on a temporary basis. Such employee shall have the option to continue the health insurance coverage during off periods provided the employee pays the premium to the Village in a timely manner.

ARTICLE 2. AID TO OTHER UNIONS.

The Employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union.

ARTICLE 3. UNION SECURITY. (Agency Shop).

(a) Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall he required, as a condition of continued employment, to continue membership in the Union or pay a service fee to the Union equal to dues and initiation fees uniformly charged for membership for the duration of this Agreement.

(b) Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to may become members of the Union or pay a service fee equal to dues and initiation fees required for membership commencing ninety (90) days after the effective date of this Agreement, and such condition shall be required for the duration of this Agreement.

(c) Employees hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union or pay a service fee to the Union equal to dues and initiation fees required for membership for the duration of this Agreement, commencing the ninetieth (90th) day following the beginning of their employment in the unit.

(d) Section (a), (b) and (c) of this article are unenforceable under current law and therefore will not be continued regarding "as a condition of employment." If future statutes or court rulings make these sections enforceable, then they will be reinstated as part of this agreement.

ARTICLE 4. DUES CHECK OFF.

(a) The Employer agrees to deduct from the wages of any employee who is a member of the Union, all Union membership dues and initiation fees uniformly required, if any, as provided in a written authorization in accordance with the standard form used by the Employer herein (see paragraph d), provided, that the said form shall be executed by the employee. The written authorization for Union dues deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice given during the period thirty (30) days immediately prior to expiration of this contract. The termination must be given both to the Employer and the Union.

(b) Dues and initiation fees will be authorized, levied and certified in accordance with the Constitution and By-laws of the Local union. Each employee and the Union hereby authorize the Employer to rely upon and to honor certifications by the Secretary-Treasurer of the Local Union, regarding the amounts to he deducted and the legality of the adopting action specifying such amounts of Union dues and/or initiation fees.

(c) The Employer agrees to provide this service without charge to the Union.

(d) Check Off Form - See attached.

ARTICLE 5. REPRESENTATION FEE CHECK OFF.

(a) The Employer agrees to deduct from the wages of any employee who is not a member of the Union the Union representation fee, as provided in a written authorization in accordance with the standard form used by the Employer herein (see paragraph d), as provided, that the said form shall be executed by the employee. The written authorization for representation fee deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice, given during the period thirty (30) days immediately prior to expiration of this contract. The termination notice must be given both to the Employer and to the Union.

(b) The amount of such representation fee will be determined as set forth in Article 3 of this contract.

(c) The Employer agrees to provide this service without charge to the Union.

(d) Check Off Form - See attached.

ARTICLE 6. REMITTANCE OF DUES AND FEES.

(a) When Deductions Begin.

Check-off deductions under all properly executed authorization for check-off shall become effective at the time the application is signed by the employee and shall be deducted from the first pay period of the month and each month thereafter.

(b) Remittance of Dues to Financial Officer.

1. Deductions for any calendar month shall be remitted to such address designated to the designated financial officer of AFSCME Michigan, AFL-CIO, with an alphabetical list of names and addresses of all employees from whom deductions have been made no later than the fifth (5th) day of the month following the month in which they were deducted.

2. The Employer shall additionally indicate the amount deducted and notify the financial officer of the Council of the names and addresses of employees who, through a change in their employment status, are no longer subject to deductions and further advise said financial officer by submission of an alphabetical list of all new hires since the date of submission of the previous month's remittance of dues.

ARTICLE 7. SAVE HARMLESS CLAUSE.

The union shall indemnify the employer and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of, or by reason of, any action that shall be taken by the employer for the purpose of complying with the provisions of Article 3 (Union Security), Article 4 (Dues Check Off), Article 5 (Representation Fee Check Off), and Article 6 (Remittance of Dues and Fees).

ARTICLE 8. UNION REPRESENTATION.

(a) Stewards, Alternate Stewards and Unit Chairmen.

The Employees covered by this Agreement will be represented by two (2) stewards. The Union shall have the exclusive right to assign said stewards and shall assign one (1) steward to each of the following locations or departments:

One (1) in the Department of Public Works
One (1) in the Water and Waste/Water Treatment Plants.

1. The employer will be notified of the names of the stewards, as well as the alternate stewards.

2. The stewards, without loss of time or pay, may present grievances to the Employer during working hours.

3. Only regular full-time employees shall be eligible to serve as Chapter Chairman or Steward.

(b) Union Bargaining Committee.

1. Employees covered by this Agreement will be represented in negotiations by two (2) negotiating committee members.

2. All bargaining by the parties shall commence at a mutually agreed upon time.

ARTICLE 9. SPECIAL CONFERENCES.

(a) Special conferences for important matters will be arranged between the Chapter Chairman and the Employer or its designated representative upon the request of either party. Such meetings shall be between not more than two representatives of the bargaining unit and two representatives of management. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conference shall be confined to those included in the agenda. Conferences shall be held at a mutually agreed upon time. The members of the Union shall not lose time or pay for time spent in such special conferences. This meeting may be attended by representatives of AFSCME Michigan and/or representatives of the International Union.

(b) The Union representatives may meet at a place designated by the Employer for at least one-half hour preceding the conference.

ARTICLE 10. GRIEVANCE PROCEDURE.

It is the intent of the parties to this Agreement that the grievance procedure set forth shall serve as the means for the peaceable settlement of all disputes that may arise between them as to the application and interpretation of this Agreement or the conditions of employment. Employees are required to follow and to use this procedure in case they have any grievances which they wish to be considered and settled. The grievance, in order to become the basis for a claim, must be presented within seven (7) working days after the employee's knowledge of its occurrence or non-occurrence of the event upon which the grievance is based.

Procedure

Any grievance presented in writing should include the following:

1. Specific statement of facts giving rise to the alleged violation.
2. Section or subsection of this contract alleged to have been violated.
3. Date of alleged violation.
4. Relief requested.
5. Signature of the grievant, if possible.

Step 1: If an employee feels he has a grievance, the grievance shall be presented to the employee's immediate supervisor within seven (7) working days after the employee's knowledge of its occurrence. Step 1 grievances may be discussed with the employee's immediate supervisor. If the complaint is not resolved at this meeting, it may be presented in writing and appealed to Step 2 of the grievance procedure.

Step 2: Grievances not resolved by the immediate supervisor shall be reduced to writing and shall be dated and signed by the employee involved. The written grievance shall, within the employee's first five (5) working days after answer in Step 1 above, be presented by the employee and/or his steward, to the Village Manager for his written, signed disposition. The Village Manager shall give his written, signed disposition within his first five (5) working days after such written grievance is presented.

Step 3: If the answer at Step 2 is not satisfactory, the Union wishes to carry the matter further, the Chapter Chairman shall refer the matter to AFSCME Michigan.

In the event AFSCME Michigan wishes to carry the matter further, it shall, within fifteen (15) calendar days from the date of the Employer's answer at Step 2 meet with the Employer for the purpose of attempting to resolve the dispute(s). If the dispute(s) remain unsettled, the parties shall, within ten (10) days, from last meeting attempt to mutually agree upon an arbitrator. If unable to do so, either party may request a list of names from Michigan Employment Relations Commission. The arbitrator will be decided by the striking of names. Such a demand must be filed within forty-five (45) calendar days from the date of the Employer's answer at Step 3(b) or such longer period as may be agreed upon in writing.

Arbitration

The arbitration proceedings shall be conducted in accordance with the standard arbitration regulations and procedures.

There shall be no appeal from any arbitrator's decision. Each such decision shall he final and binding on the Union, its members, the employee or employees involved, and the Employer.

The arbitrator shall make a judgment based on the express terms of this Agreement, and shall have no authority to add to, or subtract from any of the terms of this agreement. The expenses for the arbitrator shall be shared equally between the Employer and the Union.

Withdrawal

A grievance may be withdrawn without prejudice and if so withdrawn all financial liabilities shall be cancelled. If the grievance is reinstated, the financial liability shall date only from the date of reinstatement. If the grievance is not reinstated within thirty (30) working days from the date of withdrawal, the grievance shall not be reinstated. When one or more grievances involve a similar issue, those grievances may be withdrawn without prejudice pending the disposition of the appeal of the representation case. In such event, the withdrawal without prejudice will not affect financial liability.

Miscellaneous

Any grievance not answered within the time limits by the Employer shall be deemed settled on the basis of the Union's original demand.

Any grievance not appealed by the Union within the time limits shall be deemed settled on the basis of the Employer's last answer.

For the purpose of the grievance procedure, the work week shall be defined as Monday through Friday.

ARTICLE 11. DISCHARGE AND SUSPENSION.

(a) Notice of Discharge or Suspension.

The Employer agrees, promptly upon the discharge or suspension of an employee, to notify, in writing, the employee and his steward of the discharge or suspension. Said written notice shall contain the specific reasons for the discharge or suspension. The employer shall deliver the notice of discharge or suspension to the employee, if available. Otherwise, the notice shall he sent to the employee by certified mail.

(b) The discharged or suspended employee will be allowed to discuss his discharge or suspension with his steward. Upon request, the Employer or his designated representative will discuss the discharge or suspension with the employee and the steward.

(c) Appeal of Discharge or Suspension.

Should the discharged or suspended employee and/or the steward consider the discharge or suspension to be improper, it shall be submitted to Step 3 (b) of the grievance procedure. The cost of arbitration will be on a 25% - Village and 75% - Union basis.

(d) Use of Past Record.

In imposing any discipline or discharge on a current charge, the Employer will not take into account any prior infractions which occurred more than one (1) year previously.

ARTICLE 12. SENIORITY. (Probationary Employees).

(a) New employees hired in the unit shall be considered as probationary employees for the first one hundred eighty (180) calendar days of their employment. When an employee finishes the probationary period, he shall be entered on the seniority list of the unit and shall rank for seniority from the day one hundred eighty (180) calendar days prior to the day he completes the probationary period. There shall be no seniority among probationary employees. Probationary employees shall receive all fringe benefits after the first ninety (90) calendar days.

(b) The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in Article 1 of this Agreement, except discharged and disciplined employees for other than union activity.

(c) Seniority shall be on an Employer-wide basis, in accordance with the employee's last date of hire.

(d) Probationary periods may be extended or reduced by mutual consent in the form of a Letter of Agreement signed by the Chapter Chairman and the Village Manager.

(e) Part-time employees will accrue seniority based on actual days worked, on a day to day basis, starting with the effective date of the agreement.

All seniority accrued prior to the effective date of the agreement will be counted.

Any employee who was laid off prior to July 1, 1995, and who did not accrue seniority while on layoff, shall have that time credited to them.

(f) In order that each new Bargaining Unit Member may be made familiar with the provisions of this Agreement and their rights and responsibilities thereunder, the Employer will allow the Chapter Chair or Designee an opportunity to meet with the new Bargaining Unit Members either at New Employee Orientation or at the time they start employment within the Local/Chapter Union's jurisdiction. The meeting will be allowed to take place privately in an appropriate location at the worksite agreeable to management and for a reasonable period of time not to exceed thirty minutes.

ARTICLE 13. SENIORITY LISTS.

(a) In accordance with Federal and State Law, seniority shall not be affected by the age, race, sex, marital status, or dependents of the employee.

(b) The seniority list on the date of this Agreement will show the date of hire, names and job classifications of all employees of the unit entitled to seniority.

(c) The Employer will keep the seniority list up to date and copies will be available at the Village Office and will be posted at the Village Office once per year.

ARTICLE 14. LOSS OF SENIORITY.

An employee shall lose his seniority for the following reasons only:

(a) He quits.

(b) He is discharged and the discharge is not reversed.

(c) He is absent for three (3) consecutive working days without notifying the Employer. In proper cases, exceptions may be made at a meeting between the Union and the Village Council at a regular session. After such absence, the Employer will send written notification to the employee at his last-known address that he has lost his seniority, and his employment has been terminated.

(d) If he does not return to work when recalled from layoff as set forth in the recall procedure.

(e) Return from sick leave and leaves of absence will be treated the same as (c) above.

(f) Employee accepts a total disability settlement.

ARTICLE 15. SHIFT PREFERENCE.

In the event of a vacancy, shift preference shall be granted on the basis of seniority.

ARTICLE 16. SENIORITY OF OFFICERS AND STEWARDS.

The Chapter Chairman and all stewards, in that order, shall head the seniority list of the unit during their term of office, for the purpose of layoff and recall only.

ARTICLE 17 LAYOFF DEFINED.

(a) The word "layoff" means a reduction in the work force due to a decrease of work or lack of funds.

(b) In the event it becomes necessary for a layoff, the Employer shall notify the proper union representatives and employees to be effected at least three weeks prior to the effective date of layoff, except in the case of an emergency, and at such time, the Employer shall submit a list of the number of employees scheduled for layoff, their names, seniority, and job classifications.

(c) For the purpose of layoff only, seniority shall be on a departmental basis. When a layoff takes place within a department, employees not entered on the seniority list shall be laid off first. Thereafter employees having seniority shall be laid off in the inverse order of their seniority, i.e. the least senior employee in the department being laid off first.

(d) During a layoff, there shall be no regularly scheduled overtime.

(e) Voluntary Layoff: The Employer shall have the option to ask for volunteers for a short term layoff (not to exceed 3 months). Voluntary layoffs shall be granted on the basis of seniority. All benefits are to be continued on a voluntary lay off.

(f) The Employer shall continue to pay applicable hospitalization insurance premiums for regular full-time employees who are laid off for a period not to exceed three (3) months from the effective date of layoff.

ARTICLE 18. RECALL PROCEDURE.

When the working force is increased after a layoff, employees will be recalled within the department according to seniority, with the most senior employee on layoff being recalled first. Notice of recall shall be sent to the employee at his last-known address by registered or certified mail. If an employee fails to report for work within ten (10) working days from the date of mailing of notice of recall, he shall be considered a quit. If layoff is six (6) months or more in duration, the employee will be allowed an additional five (5) working days to report for work. Employees not recalled within eighteen (18) months are automatically terminated due to staff reduction.

ARTICLE 19. TRANSFERS.

(a) Transfer of Employees. If an employee transfers to a position under the Employer not included in the bargaining unit, and thereafter, within ninety (90) calendar days, transfers back to a position within the bargaining unit, he shall have accumulated seniority while working in the position to which he transferred. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement.

(b) The Employer agrees that in any movement of work not covered by this agreement to notify the Union, in writing, of the change and the names of the employees involved.

ARTICLE 20. JOB POSTING AND BIDDING PROCEDURE.

(a) All vacancies and/or newly-created positions within the bargaining unit shall be posted on the Union bulletin boards within ten (10) calendar days of the date the vacancy occurs. All vacancies and/or newly-created positions within the bargaining unit shall be filled on the basis of seniority and minimum qualifications. Employees interested shall apply in writing to the Village Manager within the ten (10) calendar days posting period. The employee with the most seniority applying for the position who meets the minimum qualifications shall be granted a sixty (60) working day trial period. In the event the senior employee is denied the job, reasons for denial shall be given in writing to said employee.

(b) An employee on layoff status will be sent a notice of the job posting by registered mail and will be allowed to bid on any job posting using his seniority ranking to the date of layoff. Such notices will be sent to the employee for a eighteen-month period following his layoff or until such time as he has not bid on a posted position in the department that he was laid off from, whichever is shorter.

(c) During the sixty (60) working day trial period, the employee shall have the opportunity to revert back to his former job. Before the end of the sixty (60) days the employee will be evaluated to determine suitability for continued employment in the new position. The Village Manager shall have the right to extend the trial period an additional sixty (60) days. If the Village determines that the new employee is unsatisfactory in the new position, notice will be given to the employee, in writing, before he has worked his sixty-first (61st) day in the new position.

(d) During the trial period, the employee will receive the rate of the new position.

ARTICLE 21. EDUCATIONAL LEAVE OF ABSENCE FOR VETERANS.

Employees qualified under this Article may be granted a leave of absence for a period not to exceed one (1) year in order to attend school full-time. This leave is to be left up to the discretion of the Village Council.

ARTICLE 22. ILLNESS OR INJURY LEAVE.

(a) Unpaid leaves of absence for periods not to exceed ninety (90) days will be granted, in writing, without loss of seniority, for:

1. Serving in any elected full-time position (public or union).

2. Illness (physical or mental), injury, or maternity leave, after FMLA leave is exhausted.

3. Prolonged illness in immediate family (spouse or children), after FMLA leave is exhausted.

Such leave may be extended for like cause at the discretion of the Village Council.

1. Employees shall accrue seniority while on any leave of absence granted by the provisions of this agreement and shall be returned to the position they held at the time the leave of absence was granted, or to a like position held at the time the leave of absence was granted.

2. Members of the Union selected to attend a function of the Union shall be allowed time off without pay to attend.

ARTICLE 23. UNION BULLETIN BOARDS.

The Employer will provide bulletin boards in each Village Garage, Water Plant, and Office, which may be used only by the Union for posting notices pertaining to Union business.

ARTICLE 24. RATES FOR NEW JOBS.

When a new job is created, the Employer will notify the Union of the classification and rate structure prior to its becoming effective. In the event the Union does not agree that the classification and rate are proper, it shall be a subject of negotiations.

ARTICLE 25. TEMPORARY ASSIGNMENTS.

Temporary assignments for the purpose of filling vacancies of employees who are on vacation, absent because of illness, etc., will be granted to the senior employee who meets the minimum requirements for such job. Such employee will receive the rate of pay of the higher classification for all hours worked while filling such vacancy.

ARTICLE 26. JURY DUTY.

An employee who serves on jury duty (including an employee who reports for jury duty when summoned, whether or not he is used) will be paid the difference between the payment he receives for such service and the pay he would otherwise have received from the Employer for the hours he would have worked had he not been performing such service. (Such pay shall be based upon the employee's normal work day, and normal base rate, exclusive of overtime, not to exceed eight (8) hours per day). Payment hereunder is conditioned upon the employee's prompt return to work, after release, for the remainder of his scheduled shift. The employee will present proof, on a form provided by the Employer, that he did serve or report as a juror, his time of release, and the amount of pay received therefore.

ARTICLE 27. SAFETY COMMITTEE.

A safety committee of employees and the Employer is hereby established. This committee shall consist of a steward and the village Manager and shall meet upon request of either party during regular daytime working hours for the purpose of making safety recommendations. In the event the Employer fails to implement a valid safety recommendation of the Union and the Union wishes to carry the matter further, such shall become a proper subject for Step 2 of the grievance procedure.

ARTICLE 28. EQUALIZATION OF OVERTIME HOURS.

(a) On an annual basis, January 1st thru December 31st, overtime hours shall be divided as equally as possible among employees in the same department. An up-to-date list showing overtime hours will be pasted monthly on the Union bulletin boards.

(b) Time not worked because the employee did not chose to work, will be charged the average number of overtime hours of the employees working during that overtime period (two hour minimum). Time not worked because an employee could not be reached shall be considered in the equalization of overtime hours.

(c) An employee working overtime hours, refused by another employee, shall not be charged the overtime hours worked.

ARTICLE 29. WORKER'S COMPENSATION (On-the-Job Injury)

Each employee will be covered by the applicable Worker's Compensation Laws and the Employer further agrees that an employee being eligible for Worker's Compensation will receive, in addition to his Worker's Compensation, an amount to be paid by the Employer sufficient to make up the difference between Worker's Compensation and his regular weekly income, for a period not to exceed forty-five (45) working days.

After forty-five (45) working days, an employee may elect to use accumulated sick leave to make up the difference between Workers Compensation and his regular weekly income.

ARTICLE 30. WORKING HOURS AND SHIFT PREMIUM.

(a) Shift Hours:

<u>Water and Wastewater</u>

7 a.m. – 3 p.m.

<u>DPW</u>

6 a.m. – 2 p.m.

5 a.m. – 1 p.m. (Winter Months)

Effective January 1, 2023 second shift (2 p.m. – 10 p.m. or 1p.m. – 9 p.m. winter) premium shall be $1.00 per hour and third shift (10 p.m. – 6 a.m. or 9 p.m. – 5 a.m. winter) premium shall be $1.25 per hour.

(b) Water, Wastewater Plant and DPW employees shall be allowed thirty (30) minutes off for lunch, included in their eight (8) hour work day.

(c) Employees may take a thirty (30) minute coffee break in the A.M. of their regular shift. Coffee breaks shall be taken on Village premises. Lunch breaks may be taken off Village premises provided the employees punch in and out.

(d) An employee reporting for call-out overtime shall be guaranteed at least two (2) hours pay at the rate of time and one-half.

(e) Water/Wastewater employees who are at the plant producing water shall be required to have lunch at the water plant premises.

ARTICLE 31. SICK LEAVE.

(a) All employees covered by this Agreement shall accumulate one (1) sick leave day per month, not to exceed twelve (12) days per year, with 100 day maximum accumulation. An employee, while on paid sick leave will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement, and will be construed as days worked specifically. One (1) sick day shall be deemed to be eight (8) hours pay at the employee's base rate. Employees hired after July 1, 2010 shall accrue paid time off credits per Appendix D.

(b) All unused sick leave, up to 100 days maximum accumulation will be paid to the employee upon severance of employment with the Employer. Upon death of an employee it will be paid to the employee's beneficiary as indicated on employee's MERS declaration.

(c) Employees hired after July 1, 1981 shall receive upon death or retirement, all unused sick leave (100 days maximum) at the rate of sixty (60) dollars per day. Payment to be made to employee's beneficiary as indicated on employees MERS declaration.

(d) Employees who have more than 100 accrued days shall be frozen at their accrued level and may accumulate to that level only. Upon termination of employment, employees covered by this paragraph will be at the 1995 wage rate for their accrued days.

(e) Employees will be able to use their accrued paid sick leave in accordance with and for the qualifying reasons designated by the Michigan Earned Sick Leave Act, MCL 408.961 et seq ("ESTA").

ARTICLE 32. FUNERAL LEAVE

An employee shall be allowed a maximum of three (3) working days with pay as funeral leave days not to be deducted from sick leave for a death in the immediate family. Immediate family is to be defined as follows: Mother, father, step-parents, brother, sister, wife or husband, son or daughter, step-children, mother-in-law, father-in-law, son-in-law, brother-in-law, sister-in-law, daughter-in-law, grandparents and grandchildren. Any employee selected to be a pall bearer for a deceased employee will be allowed one (1) funeral leave day with pay not to be deducted from sick leave. In order to qualify for funeral leave the employee must attend the funeral.

ARTICLE 33. PERSONAL BUSINESS DAYS

Employees covered by this agreement shall be granted three (3) days per calendar year as a personal business day after one (1) year seniority. Such days will not accrue from year to year. Employees hired after July 1, 2010 shall accrue paid time off credits per Appendix D.

ARTICLE 34. TIME AND ONE- HALF AND DOUBLE TIME

(a) Time and one-half will be paid as follows:

1. For all hours over eight (8) in one day, except for the Water/Wastewater and Operator who may work two (2) sixteen-hour shifts per week. Public Works may work two (2) shifts in one (1) day when they have the next day off (snow removal).

2. For hours in excess of the regular work week, except for a holiday not worked.

(b) Double Time will be paid as follows:

1. For all hours worked on holidays that are defined in this Agreement in addition to holiday pay.

2. For all hours worked on Sundays.

ARTICLE 35. HOLIDAY PROVISIONS.

(a) The paid holidays are designated as:

New Years Day	Independence Day	Christmas Day
Good Friday	Labor Day	Thanksgiving Day
Memorial Day	Day Before Christmas Day	Day After Thanksgiving Day
Employee's Birthday		

Employees shall be paid their current rate based on their regular scheduled worked day for said holidays when the holiday falls on a scheduled work day. When the holiday falls on a scheduled day off, the employees shall receive, at the discretion of the Village Manager, either a scheduled work day off with pay or be paid holiday pay at their current rate based on the regular scheduled work day.

(b) Should a holiday fall on Saturday, Friday shall be considered as the holiday. Should a holiday fall on Sunday, Monday shall be considered as the holiday. This paragraph shall only apply to Department of Public Works.

(c) The work day before and the work day after a holiday must be worked, if scheduled, in order to qualify for holiday pay. Vacation and funeral leave days will qualify as days worked.

(d) No holiday pay shall be granted to an employee on layoff status, or on a leave of absence.

ARTICLE 36. VACATION ELIGIBILITY.

An employee will earn credits toward vacation with pay in accordance with the following schedule:

After 1 year.. 6 days
After 2 years.. 11 days
After 5 years.. 16 days
After 10 years.. 20 days
After 15 years.. 22 days
After 20 years.. 26 days
After 30 years.. 30 days
Anniversary date shall be used to determine years of service.

ARTICLE 37. VACATION PERIOD

(a) Vacation days will not accrue form year to year. If any earned vacation is not used before the next anniversary date, the employee will forfeit such vacation. Vacations will be granted at such times during the year as requested by the employee, as long as it does not affect the normal operation of the Village. Vacations will be scheduled at least a week in advance on a vacation schedule calendar to be kept in the Village Office, In the event of an emergency, vacations may be cancelled. In the event of an emergency, employees may be granted a vacation without the weekly notice being given.

(b) When a holiday is observed by the Employer during a scheduled vacation, the vacation will be extended one day continuous with the vacation.

(c) A vacation may not be waived by an employee and extra pay received for work during that period, except however, that if the employee because of the necessity to the employer's operation, is unable to use it, the employee shall be paid for unused vacation or be allowed to carry over up to 5 days vacation which must be used within the first 30 calendar days after being carried over.

(d) If an employee becomes ill and is under the care of a duly-licensed physician during his vacation, his unused vacation will be rescheduled, provided a doctor's certificate is presented to the Employer. In the event his incapacity continues through the year, he will be awarded payment in lieu of vacation at the rate of pay at the time the vacation was originally scheduled.

(e) Employees hired after July 1, 2010 shall accrue paid time off credits per Appendix D.

ARTICLE 38. PAY ADVANCE

(a) If a regular pay day falls during an employee's vacation, he will receive that check prior to the start of his vacation provided it is requested five working days prior to the start of his vacation.

(b) If an employee is laid off or retired, or severs his employment, he will receive any unused vacation credit including that accrued in the current calendar year.

(c) Rate during vacation: Employees will be paid their current base rate while on vacation and will receive credit for any benefits provided for in this Agreement.

ARTICLE 39. LONGEVITY

A four percent (4%) longevity after ten (10) years. Longevity to be paid with the last payday of December. For all employees:

After five (5) years' continuous service $0.10 to base rate; After ten (10) years' continuous service $0.15 to base rate; After fifteen (15) years' continuous service $0.20 to base rate; After twenty (20) years' continuous service $0.25 to base rate; After twenty-five (25) years' continuous service $0.30 to base rate. After thirty (30) years' continuous service $0.35 to base rate.

ARTICLE 40. MEDICAL, OPTICAL AND DENTAL COVERAGE.

(a) The Employer will fully fund a Health Care Insurance Plan as described in APPENDIX A. The Employer's obligation hereunder shall exist with respect to any employee only while he continues as a regular employee, and only with respect to a month in which the employee is either on (1) paid sick leave; (2) has earnings from the employer for hours actually worked; (3) has earnings from the employer for hours actually worked on workmen's compensation; or (4) is on approved FMLA leave. If an employee wishes to continue his coverage during any period with respect to which the Employer's obligation does not exist or apply, the employee shall have sole responsibility for making all arrangements necessary with the Village Office, for the continuance of such coverage at his own expense. No coverage is provided under this Article for any employee beyond the end of the month of his termination of employment with the Employer. Employees shall be responsible for any required co-pays regardless of leave status.

(b) The Employer shall fully fund a Dental and Vision Insurance Plan as described in APPENDIX A.

(c) The Employer shall make available the Health Care Insurance Plan as described in APPENDIX A to employees who retire after July 1, 1987. Coverage to be applied *for any sliding Three (3) consecutive years between retirement under the MERS Pension Program and* age sixty-five (65). Premium shall be paid on the basis of fifty per cent (50%) by Employer and fifty per cent (50%) by retiree. Retirees shall be responsible for any required co-pays. Employees hired before July 1, 1981 are eligible for the health insurance cost sharing benefit. Article 40 (c) shall be eliminated on or before January 1, 2025.

(d) Health Care Saving Plan (HCSP) – The Employer shall establish HCSP divisions or plans for each employee.
   a. The employer shall contribute 1% of employee's wages to the HCSP deposited not less than annually. Employee shall contribute 1% of wages by payroll deduction beginning April 1, 2023. Employees may make additional contributions to their plan.
   b. Employees hired before July 1, 2010 may annually have up to forty (40) hours of leave time (vacation or sick leave) paid at their current rate of pay into their HCSP.
   c. Employees hired after July 1, 2010 may have up to 40 hours of PTO leave paid at their current rate of pay into their HCSP
   d. The employer shall implement the HCSP and pay into Employees HCSP retro (on employer portion only) back to January 1, 2020 in one lump-sum for contributions prior to April 1, 2023.

ARTICLE 41. PENSIONS

(a) The Employer shall pay the full cost of the MERS pension plan for employees hired prior to January 1, 2022. The Employer shall provide a MERS B-2, F-55/30, FAC-3 pension benefit plan for full-time employees hired prior to January 1, 2022, under this agreement.

(b) The Employer shall establish a 401(a) plan for all employees hired after December 31, 2021.

   a. The employer shall contribute an amount equal to 5% of employee's wages to the 401(a) deposited within seven (7) days of each pay period.
   b. The employees may make an elective-deferral contribution of up to 5% of employee's wages into their 401(a) deposited within seven (7) days of each pay period.
   c. The employer shall make matching contributions of 100% of employees' elective-deferral contributions up to 5% of employee's wages deposited within seven (7) days of each pay period.
   d. The employees shall be vested in their 401(a) upon enrollment in their 401(a).

ARTICLE 42. GROUP LIFE INSURANCE

The Employer will pay the premium for a $10,000 group term life insurance policy with an accidental death and dismemberment rider on employees.

ARTICLE 43. WORK CLOTHES

Each employee shall receive a stipend of $300 per year, for the purchase of steel toe boots and work clothes beginning on April 1st of each year.

ARTICLE 44. COMPUTATION OF BENEFITS.

All regular hours paid to an employee, including vacation, funeral leave and sick leave hours, shall be considered as hours worked for the purpose of computing any of the benefits under this Agreement.

ARTICLE 45. TRAINING (Educational Programs and Meetings).

(a) The Employer agrees to pay for normally scheduled hours not worked plus expenses to employees for required training classes, meetings or any other educational programs which are approved by the Village Council or Village Manager.

(b) An employee shall be allowed to continue his/her education or training upon approval by the Village Manager, and if the necessary shift adjustments can be made with the Supervisor and fellow employees.

ARTICLE 46. UNEMPLOYMENT INSURANCE

The Employer agrees to provide unemployment insurance coverage for all employees under this agreement. The plan furnished shall be the state plan or an equivalent plan.

ARTICLE 47. CONTRACTING AND SUB-CONTRACTING OF WORK.

During the term of this agreement the Employer may contract or sub-contract work providing it does not replace or displace members of the bargaining unit or reduce the hours of the bargaining unit at the time the contract is let.

ARTICLE 48. CONSOLIDATION OR ELIMINATION OF JOBS

The Employer agrees that any consolidation or elimination of jobs shall be subject to negotiations.

ARTICLE 49. WORK PERFORMED BY SUPERVISORS

Non-bargaining unit members shall not be permitted to perform work within the bargaining unit except in cases of an emergency which calls for the immediate attention and instruction or training of employees, including demonstrating the proper method to accomplish the task assigned. It is further agreed that if because of changing conditions the matter would be a subject of negotiations.

ARTICLE 50. TEMPORARY & GOVERNMENTAL PROGRAM EMPLOYEES.

(a) The Employer may hire temporary employees and they shall not be covered by the terms of this agreement, provided, however, that their employment shall be limited to one-hundred twenty (120) days of work in a one (1) year period unless extended by mutual agreement between the parties; and further, that they shall not be used to perform work that has been or is being normally and regularly performed by members of the bargaining unit except on a supplemental basis.

(b) The Employer may use students and others whose wages are paid in whole or part by an agency of the State or Federal Government. These employees will not be covered by the terms of this agreement unless the enabling legislation gives them the rights and benefits of regular employees. Further, these employees are not to be used to perform work regularly performed by the bargaining unit in such a way as to replace, displace or reduce bargaining unit work.

(c) It is also agreed that government employment programs presently participated in by the village will not be covered by the terms of this agreement unless specified in enabling legislation.

ARTICLE 51. MANAGEMENT RIGHTS

All the functions and responsibilities which the Village has prior to the signing of this contract shall be the sole and exclusive responsibility of the Village except as modified by the articles of this contract. Such functions shall include but not be limited to the management of the Village and directions of the working force, including the right to hire, suspend or discharge for just cause; to assign work to the departments; to transfer employees within the department, except reasonable rules and regulations for employee conduct; let contracts for work or material to others; to determine the number and location of plants, garages, warehouses, lines and other facilities; the schedules for operation, the methods, processes and means of operation.

ARTICLE 52. RESPONSIBILITIES (Strikes and Lockouts)

The Employer agrees that for the duration of this agreement there shall be no lockouts. The Union, its officers, agents and members, agree that for the duration of this agreement there shall be no strikes, sympathy strikes, sit-downs, slow downs, stoppages of work or picketing of any kind or form, however peaceable which would interfere with the operations of the employer.

ARTICLE 53. NOTICE OF TERMINATION

An employee, upon terminating his employment, shall be required to give the employer a ten (10) working day advance notice.

ARTICLE 54. DISTRIBUTION OF AGREEMENT

The Employer agrees to make available to each employee a copy of this Agreement and to provide a copy of the same agreement to all new employees entering the employment of the Employer.

ARTICLE 55. APPENDICES.

The following appendices are incorporated and made a part of this Agreement:

Appendix A. Health Insurance Plans

Appendix B. Classifications and Rates

Appendix C. PEOPLE Check Off

Appendix D. Paid Time Off

Appendix E. Cell Phone Stipend

ARTICLE 56. TERMINATION AND MODIFICATION.

This Agreement shall continue in full force and effect until December 31, 2028.

(a) If either party desires to amend and/or terminate this Agreement, it shall, sixty (60) days prior to the above termination date, give written notification of same.

(b) If neither party shall give such notice, this Agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party on sixty (60) days written notice prior to the current year's termination date.

(c) If notice of amendment of this Agreement has been given in accordance with the above paragraphs, this Agreement may be terminated by either party on ten (10) days' written notice of termination.

(d) Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

(e) Notice of Termination or Modification. Notice shall be in writing and shall be sufficient if sent by certified mail addressed, if to the Union, to AFSCME Michigan, AFL-CIO, 826 Municipal Way, Lansing, MI 48917, and if to the Employer, addressed, Village of Ontonagon, Ontonagon, Michigan 49953; or to any such address as the Union or the Employer may make available to each other.

(f) Re-opener(s): If health insurance premium renewals exceed 15% for any plan year under this agreement, the Village may re-open the Agreement to negotiate health insurance. Notice will be provided to the Union as soon as renewals are received from the carrier.

ARTICLE 57. EFFECTIVE DATE.

This Agreement shall become effective as of January 1, 2026.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the day and year first above written.

FOR THE UNION:	FOR THE VILLAGE:
______________________	______________________
______________________	______________________
______________________	______________________
______________________	______________________
______________________	______________________
______________________	______________________
______________________	______________________

APPENDIX A
HEALTH INSURANCE PLAN

(a) Health Care Insurance – Blue Cross / Blue Shield Simply Blue HSA PPO Gold $1,500/20% Plan premium and HAS (or HRA)/Maximum Out of Pocket for each employee and family, including RX drug Simply Blue PPO HSA or substantially equivalent.

(b) Health Savings Account (HSA) Deposits—The employer shall deposit $6,000 per family or $3,000 per individual annually to employees as of January 1st. HSA deposits are to be made prior to January 31st each year of this agreement.

(c) Health Reimbursement Account (HRA)—The employer shall establish and maintain an HRA account. Through the HRA Account, the employer shall reimburse employees for out-of-pocket expenses exceeding the annual HSA Deposits.

(d) Dental and Vision Insurance – Dental SG BDPPO 80/50/50 and Blue Vision 12-12-12 $5/$10 or substantially equivalent.

(e) Employee Co-Pays - None.

APPENDIX B
CLASSIFICATIONS AND RATES

Effective:	**January 1, 2026 (6%)**	**January 1, 2027 (4%)**	**January 1, 2028 (4%)**
Public Works Crew Members	$24.15	$25.12	$26.12
Water/Wastewater Plant Supervisor	$26.21	$27.26	$28.35
Water/Wastewater Plant Operator	$24.15	$25.12	$26.12
DPW Water/Wastewater Trainees*	$19.44	$20.22	$21.03

Effective June 1, 2024, the Working Foreman Rate shall be $2.25 in addition to the Public Works Crew Member Rate.

Effective June 1, 2024, the Operator in Charge (OIC) as designated on the EGLE Operator Designation Form for Community Water Supply shall be $1.00 in addition to the Water/Wastewater Plant Operator Rate. Effective January 1, 2026, any employee who qualifies to be designated as the Operator in Charge will also receive the $1.00/hour stipend.

*Rate in effect for 30 working days when Inter-Department transfer employees do not meet the job qualifications (80% of base rate).

Employees' actually operating snow plowing equipment shall be paid an additional $.25 per hour to base rate of pay. This provision does not include hauling snow, cleaning hydrants of snow, or sanding and/or salting of streets.

License Wage Adjustments: Employees holding water/wastewater licenses shall receive the non-cumulative base wage adjustments:

Water Distribution:	S-4 = $0.50	S-3 = $1.00	
Water Treatment:	F-4 = $0.50	F-3 = $1.00	F-2 = $1.50
Wastewater Treatment:	L-1 = $0.50		

Employees holding licenses must provide proof of continuing license by December 31st of each year, or wage will be reduced to full base rate on January 1st of the ensuing year.

Water plant/water distribution system certification must be obtained per current EGLE requirements within three consecutive testing opportunities from the date of eligibility. Eligibility is one year after date of hire.

Rates for new employees:

80% of base rate for first thirty (30) days.
90% of base rate for next ninety (90) days.
100% of base after one-hundred twenty (120) days.

Newly hired employees will be required to complete a physical and drug test with a doctor of the Village's choice.

APPENDIX C
PEOPLE Check-off

The employer agrees to deduct from the wages of any employee who is a member of the union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

APPENDIX D
PAID TIME OFF

PAID TIME OFF

An employee hired after July 1, 2010 will earn credits toward Paid Time Off in accordance with the following schedule:

Years of Service	PTO Hours Accrued/Wk	PTO Hours Accrued/Yr
After 1 year	3.23	168
After 2 years	4.00	208
After 5 years	4.77	248
After 10 years	5.38	280

After 15 years	5.69	296
After 20 years	6.31	328
After 30 years	6.92	360

(a) The maximum PTO that can be accrued beyond the current years accumulation is 248 hours, thereafter the employee will forfeit such time. PTO will be granted at such times during the year as requested by the employee, as long as it does not affect the normal operation of the Village. PTO will be scheduled at least a week in advance on a PTO schedule calendar to be kept in the Village Office, In the event of an emergency, PTO may be cancelled. In the event of an emergency, illness or injury, employees will be granted PTO without the weekly notice being given.

(b) When a holiday is observed by the Employer during scheduled PTO, the PTO will be extended one day continuous with the PTO.

(c) PTO may not be waived by an employee and extra pay received for work during that period, except however, that if the employee because of the necessity to the employer's operation, is unable to use it, the employee shall be paid for unused PTO or be allowed to carry over up to an additional forty (40) hours which must be used within the first 30 calendar days after being carried over. Up to 40 hours of unused PTO may be paid into the employee's HCSP, per Article 40 (d) c.

(d) PTO will be paid in full upon termination of employment.

(e) Employees will be able to use their accrued Paid Time Off for sick leave in accordance with and for the qualifying reasons designated by the Michigan Earned Sick Leave Act, MCL. 408.961 et seq ("ESTA").

It is further understood and agreed that the Paid Time Off language above will be incorporated into the Agreement when all current employees (those with hire dates prior to July 1, 2010) are no longer employed by the Village of Ontonagon. Paid Time Off (PTO) will replace; ARTICLE 31 SICK LEAVE, ARTICLE 33 PERSONAL BUSINESS DAYS, ARTICLE 36 VACATION ELIGIBILITY, AND ARTICLE 37 VACATION PERIOD.

APPENDIX E
CELL PHONE STIPEND

CELL PHONE STIPEND

A cell phone stipend of $50 per month will be paid to each employee required by the Employer to carry a personal cell phone necessary to answer communications regarding work related issues.

Dues Authorization Form

Employee:____
I hereby request and authorize you to deduct from my earnings, one of the following:

- ☐ An amount established by the Union as monthly dues.
- ☐ An amount certified as a service fee (computed yearly).

The amount deducted shall be paid to Michigan Council 25, AFSCME, AFL-CIO on behalf of Local__________________ Date started union position:__________________________

Please print clearly and firmly

____
First Name Middle Initial Last Name

____
Address

____
City, State and Zip

____
Signature

EXAMPLE

December 15, 2025

Via Email

Willie DuPont
Village of Ontonagon
315 Quartz St
Ontonagon, MI 49953

WSSN: 5030
County: Ontonagon

Dear Willie DuPont:

SUBJECT: Sanitary Survey Report for the Water Supply Serving the Village of Ontonagon

This letter confirms the Department of Environment, Great Lakes, and Energy's (EGLE) meeting with Jeremy Graff and Willie DuPont on November 3, and November 5, 2025 to conduct a Sanitary Survey (Survey) of the Village of Ontonagon Regional Water Treatment System (Ontonagon) and to present final findings, discuss areas for improvement, and identify timelines for corrective actions. The purpose of a Survey is to evaluate water systems with respect to requirements of the Michigan Safe Drinking Water Act, 1976 PA 399, as amended (Act 399). It is also an opportunity to update EGLE's records, provide technical assistance, and identify risks that may adversely affect drinking water quality. Enclosed for your reference is a Survey review summary and the standard report for Ontonagon from our database. Please share these findings with Village of Ontonagon board members so local decision makers are informed of the water system needs.

Since the last Survey, EGLE acknowledges Ontonagon has completed the following water facility improvements and operations:

1. Raw Water Pump #1 was replaced.
2. Redundant soda ash feed equipment was purchased.
3. Began quarterly calibration of turbidimeters.
4. Investigated coagulant aid chemicals for high turbidity events.

The following table summarizes EGLE's final findings from the Survey of the water system:

Survey Element	Findings
Source	**Deficiencies Identified**
Treatment	**Deficiencies Identified**
Distribution System	**Deficiencies Identified**
Finished Water Storage	**Significant Deficiencies Identified**
Pumps	Recommendations Made
Monitoring & Reporting	Recommendations Made

Survey Element	Findings
Management & Operations	**Deficiencies Identified**
Operator Compliance	Recommendations Made
Security	No Deficiencies/Recommendations
Financial	Recommendations Made
Other	No Deficiencies/Recommendations

At this time, Ontonagon is meeting the strict primary water quality standards of Act 399 and complies with all water sampling requirements.

Significant Deficiencies:

Significant deficiencies are serious sanitary deficiencies identified in water systems which include, but are not limited to, defects in design, operation, maintenance, or a failure or malfunction of the sources; treatment, storage, or distribution systems that are determined to be causing, or have the potential to cause, contamination into the public water supply.

Significant deficiencies must be corrected or the water supply must have an EGLE-approved corrective action plan within 120 days of the date of this letter, or earlier if specified by EGLE. Failure to meet the deadline is a treatment technique violation with public notice requirements and may result in administrative penalties up to $10,000 per violation.

During the Survey, one significant deficiency was identified:

1. **R 325.11112 Storage tanks generally:** Per Rule 1112, All storage tanks, including hydropneumatic or gravity storage tanks which are used for the storage of finished water, shall meet all of the following requirements: (a) Be watertight below the maximum water level elevation. (b) Be constructed with materials and coatings approved by the department pursuant to part 21 of these rules. (c) Have no unprotected openings. (d) Be provided with access to the inside of the tank for inspection or repair.

   Professional inspections of the White Pine elevated storage tank have identified large holes in vent screens and a lack of adequate safety rails to access the rooftop entrance hatch. The inspection reports also recommended actions related to the foundation, structural steel, coatings, corrosion protection, and appurtenances were identified as essential to ensure the integrity of the tank. EGLE believes failure to address these concerns poses a sanitary risk to your customers and may lead to failure of the tank or its components. Annual inspections of the tank by Village staff are ongoing and a professional inspection is completed every three years, with the most recent being completed September 25, 2025. To correct this deficiency, the following actions are required:

   i. Replace the damaged vent screen by March 31, 2026.
   ii. Submit an updated plan for repairing or replacing the White Pine elevated storage tank by June 30, 2026.

iii. Beginnning in 2026 and continuing until the tank is repaired or replaced, submit an annual report on the status of progress made towards repairing or replacing the White Pine elevated storage tank.
iv. Repairs or replacement of the White Pine elevated storage tank must be completed by December 31, 2028.
v. Continue the schedule of annual inspections of the White Pine elevated storage tank, and completion of professional inspections at least every three years by a professional engineer or tank consultant.

Deficiencies:

Deficiencies indicate noncompliance with Act 399 and the promulgated rules, which include defects in a water system's infrastructure, design, operation, maintenance, or management that cause, or may cause, interruptions to the "multiple barrier" protection system and adversely affect the system's ability to produce safe and reliable drinking water in adequate quantities.

During the Survey, eight deficiencies were identified and are listed below:

1. **Rule 325.10907 Intake inlet and pipeline:** Per Rule 907 (3), The intake shaft shall be constructed to reasonably protect against physical hazards associated with the surface water source. Ontonagon has a single raw water intake and shore well that was installed in 1954 by the Copper Range Company. The intake has not been inspected since the 1990's and it is unknown if there has been any degradation of the intake impacting protection from hazards associated with the surface water source. To correct this deficiency, a complete inspection of the intake and shore well shall be completed by August 31, 2026.

2. **R 325.12102 Approval of chemicals and other materials:** Per Rule 2102, all chemicals that come into contact with water intended for use in a public water supply shall meet ANSI/NSF standard 60. Anti-siphon devices are necessary to prevent chemicals from being accidentally added above the NSF maximum dosage.

   Per section 5.5.5 of Ten States' Standards, all liquid chemical feeders shall be installed so that chemical solutions cannot be siphoned or overfed. No anti-siphon device or air gap is present on the alum, and soda ash feed systems. To correct this deficiency, install appropriate anti-siphon provisions to the chemical feeds by June 30, 2026.

3. **R 325.11108 Distribution system valves:** Per Rule 1108, sufficient valves shall be provided on distribution systems to minimize interruptions in service and minimize sanitary hazards during construction or repairs. Ontonagon does not have an active valve turning program for ensuring all valves are in operating condition. This could lead to interruption of service or cause potential risk to public health during repair or construction activities. To correct this deficiency, develop and implement a routine valve turning program for all valves in the Ontonagon regional water system and submit a copy to EGLE for review by March 31, 2026. Provide annual reports on the progress of implementation of the plan beginning September 31, 2026, and each subsequent year for a period of 5 years.

4. **R 325.11403 Cross connections prohibited:** Rule 1403(1) states that unprotected cross connections between a public water supply and any source, piping, or system that may contain non-potable water are prohibited. Rule 1403(2) states that this rule applies to all customer classes, including single- and multi-family residential accounts. Ontonagon has no residential component to its cross connection program. The Village of Ontonagon has

expressed uncertainty as to their legal authority to carry out a cross connection program for the distribution system outside of the village limits. To correct this deficiency the following actions are required:

i. Obtain a legal opinion or determine the Village of Ontonagon's authority to implement a cross connection program to the distribution system outside the village limits by January 31, 2026.
ii. If necessary, update the service agreements between the Village of Ontonagon and regional communities connected to the Ontonagon distribution system to authorize implementation of a cross connection program for the distribution system outside the Village of Ontonagon village limits by March 31, 2026.
iii. An updated cross connection program and ordinance shall be implemented by the Village of Ontonagon that includes provision for addressing all customer classes including residential. The updated cross connection program shall be submitted to EGLE for review by June 30, 2026. Not later than September 30 of each year, until directed otherwise, submit a written update to EGLE, indicating the number of cross connection inspections and re-inspections conducted during the year for each customer class for the entire regional are served by Ontonagon.
iv. Failure to meet the due dates outlined in the above items may result in referral for escalated enforcement.

5. **R 325.11603 General Plans; Updating requirements:** Per Rule 1603, upon receiving written notice from the department, public water supplies shall provide an updated general plan within 6 months. An updated general plan was requested by the department on February 1, 2022, and has not been provided. Ontonagon has indicated that an updated general plan is being developed by a consulting engineering firm. To correct this deficiency, submit a copy of the updated general plan to EGLE by February 28, 2026.

6. **R 325.11203 Study of water supply requirements for type I public water supply:** Per Rule 1203 (2) the study shall be updated every 5 years. An updated Reliability Study was requested by the department on February 1, 2022, and has not been provided and has not been updated for greater than 5 years. Ontonagon has indicated that an updated reliability study is being developed by a consulting engineering firm. To correct this deficiency, submit a copy of the updated reliability study by February 28, 2026.

7. **R 325.11112 Storage tanks generally:** Per Rule 1112(c), storage tanks shall have no unprotected openings. Per Recommended Standards for Water Works (Ten States' Standards) Section 7.1.7, tank overflows shall be protected against insect intrusion using 24-mesh non-corrodible screen, a 24-mesh-fitted flap valve, a weighted flap valve with interior 24-mesh screen, or a duckbill valve.

   The overflow outlets for the Ontonagon Tower is outdoor with a solid flapper and no insect screen. The Water Treatment Plant Clearwell is indoor and does not have any screen or cover. To correct these deficiencies, install adequate protective measures on the overflow outlets for the Ontonagon Tower and Water Treatment Plant Clearwell and provide documentation to EGLE by June 30, 2026.

   Per Ten States' Standards Section 7.1.9, vents shall be fitted with twenty -four mesh non-corrodible screen in combination with an automatically resetting pressure-vacuum relief mechanism. The Ontonagon Tower vent was reported by Dixon engineering to lack an appropriately fine screen mesh to prevent insect intrusion to the wet interior. To correct this deficiency, install an adequate 24-screen mesh non-corrodible screen by June 30, 2026.

8. **R 325.10611 Filtration and disinfection:** Per Rule 611, a water system shall install and properly operate water treatment processes to reliably achieve the applicable microbial contaminant removal or inactivation percentages. Preventative maintenance ensures that the WTP will continue to function as designed and meet regulatory requirements. Due to a lack of preventative maintenance, the sludge vacuum control system for removing solids accumulated from the sedimentation basins has been damaged, and the sludge vacuum removal system is not operational. The controls and sludge vacuum system must be repaired by June 30, 2026. To ensure settling treatment performance, manual sludge removal shall be carried out by plant staff to remove accumulated solids until the repairs are complete as needed. Ontonagon should also evaluate current staffing levels at the plant, additional staff may be necessary to carry out adequate preventative maintenance.

Reminders and Other Follow Up:

The reminders and actions below are not deficiencies but failure to complete them could result in potential deficiencies or significant deficiencies.

1. During the survey it could not be confirmed what disinfection standard the distribution system staff follow for watermain repairs and replacement. Provide confirmation that a copy of AWWA C651 or equivalent written disinfection standard is maintained by Ontonagon by January 31, 2026.

2. An updated Bacteriological Sampling Site Plan is needed that includes a designated back up certified lab. Please submit an update Bacteriological Sampling Plan by February 28, 2026.

3. The 5-year and 20-year capital improvement plan (CIP) is out of date. An updated CIP must be submitted by June 30, 2026.

4. The finished water transmission main from the water plant North along M-64 is over 60 years old has exceeded its anticipated useful life. The single main is a critical bottleneck to the distribution system. Ontonagon should prioritize replacement of this transmission main to minimize potential disruption to providing finished water to the Village of Ontonagon.

Recommendations:

Recommendations should be considered by the public water supply to enhance level of services, and to avoid future deficiencies.

During the Survey, ten recommendations were identified and are listed below:

1. Excessive corrosion was observed in the pretreatment room of the plant. This corrosion has damaged the controls of multiple pieces of equipment throughout the plant's lifetime. Ontonagon should investigate alternative disinfection practices that reduce the residual in the pretreatment processes and operation of air exchangers to reduce the corrosivity of the environment in the pretreatment room of the plant.

2. Chemical feed pumps should be regularly calibrated.

3. Adjust the heights of the sedimentation basin weirs to equalize flow through the effluent troughs.

4. Conduct analysis of the filter bed media to determine the condition of the aging media.

5. Ontonagon experiences high raw water turbidites during spring runoff events. Ontonagon should consider installation of a permanent redundant soda ash feed system that can feed soda ash prior to primary coagulant addition. This configuration would allow for greater operational flexibility and increase treatment efficiency during raw water high turbidity events. This should include intermittent alkalinity monitoring prior to primary coagulant feed.

6. Maintain written records of equipment maintenance activities.

7. Repair the fill valve on the Ontonagon Booster Station.

8. Develop written Standard Operating Procedures (SOPs) for treatment and distribution equipment and processes.

9. The raw water pump station is in poor condition and is oversized due to originally being designed to accommodate the White Pine Mine water demands. To reduce maintenance needs and improve power consumption efficiency, it is recommended that the existing shorewell be equipped with a new raw water pump building adjacent to the existing building, that is sized to meet the current and projected needs of the water system.

10. A spray pond control valve owned by the neighboring mine is damaged and has been reducing the available raw water flow to the treatment plant. Work with the utility to define the utility's water use and repair or cap this valve to ensure adequate raw water quality and quantity to meet the demands of the treatment plant.

EGLE's investigation is considered complete. This significant deficiency begins as of the date of this letter and will continue until Ontonagon completes corrective action. Ontonagon must complete corrective action within 120 days of the date of this letter or comply with a Corrective Action Plan and schedule approved by this office. Please contact EGLE within 30 days of the date of this letter to discuss appropriate corrective action and to provide any factual information for EGLE to consider regarding the Survey findings. You must also notify EGLE, in writing, within 30 days of correcting the significant deficiency.

Please note that any Significant Deficiency (SD) that remains unresolved at the time the annual Consumer Confidence Report (CCR) is distributed, the water supplier is required to provide a Special Notice in its CCR. The water supplier must inform your customers on the details regarding the unresolved SD including the date the SD was identified by EGLE; the EGLE approved plan and schedule for correction along with the current progress toward this approved plan. This Special Notice requirement shall be included in all future CCRs until the SD has been resolved.

If you have any questions, please feel free to contact me at the phone number listed below or by email at RoeserD@Michigan.gov.

Sincerely,

Davis Roeser, PE 2025.12.15 10:45:51 -05'00'

Davis Roeser, PE
Surface Water Engineer
Engineering Section
Drinking Water and Environmental Health Division
989-545-2347

Enclosure

cc: Jeremy Graff, Village of Ontonagon
Bob London, EGLE
Mike Bolf, EGLE
Brian Thurston, EGLE
Brandon Onan, EGLE
Matt Allen, EGLE
Ontonagon County Health Department

BALANCE SHEET FOR VILLAGE OF ONTONAGON
Period Ending 12/31/2025

Fund 248 DOWNTOWN DEVELOPMENT AUTHORITY

GL Number	Description	Balance
*** Assets ***		
248-000.000-003.000	SAVINGS OPS/MAIN CSB 6583	7,370.64
248-000.000-141.000	LAND IMPROVEMENTS	3,000.00
248-000.000-142.000	LAND	77,500.00
248-000.000-153.000	ACCUMULATED DEPRECIATION	(1,367.00)
Total Assets		**86,503.64**
*** Liabilities ***		
Total Liabilities		**0.00**
*** Fund Balance ***		
248-000.000-390.000	FUND BALANCE	86,473.45
Total Fund Balance		**86,473.45**
Beginning Fund Balance		**86,473.45**
Net of Revenues VS Expenditures		**30.19**
Ending Fund Balance		**86,503.64**
Total Liabilities And Fund Balance		**86,503.64**

248-000.000-142.000 LAND	Date In Service	Book Cost	
Purchase 2nd Lot from Reinhart	8/22/88	$ 50,000.00	Owned by Campioni
Purchase Lots 3,4 & 5, Blk 22 (Museum Parking Lot)	2/22/93	$ 10,000.00	Owned by Museum and Designlines
Marina Parking Improvements	3/15/94	$ 14,000.00	Owned by VOO
Hawley Building	1/24/22	$ 3,500.00	**321 River Street**
		$ 77,500.00	

248-000.000-141.000 LAND IMPROVEMENTS	Date In Service	Book Cost	
Lakeshore Park Gravel and Parking Lot CIP 3/1	5/31/18	$ 3,000.00	Owned by Tenet Equities
		$ 3,000.00	

VILLAGE COUNCIL
VILLAGE OF ONTONAGON
Ontonagon, Michigan

ORDINANCE NO. 2025-04

DDA Repal Ordinance

At a regular meeting of the Village Council of the Village of Ontonagon, Ontonagon County, Michigan, held on December 22, 2025, at 5 p.m., Councilperson ____________ moved to approve the following Ordinance for a first reading, publication, and subsequent adoption, which motion was seconded by Councilperson _____________:

> An Ordinance to dissolve the Downtown Development Authority for the Village of Ontonagon pursuant to Act 57 of 2018, as amended (MCL 125.4201 et seq.) and Chapter 10-25 of the Village Code; to provide that the Village of Ontonagon Tax Increment Financing Plan has no force and effect as of the date of this Ordinance; to transfer surplus funds to the taxing bodies; to transfer the property and assets of the Authority to the general fund of the Village of Ontonagon after the satisfaction of the obligations of the Authority; to repeal, Chapter 10 of the Village of Ontonagon Code of Ordinances; and to provide for other matters related thereto.

THE VILLAGE OF ONTONAGON, ONTONAGON COUNTY, MICHIGAN ORDAINS:

SECTION 1. TERMINATION OF PURPOSES: The Village of Ontonagon hereby determines that (1) it is in the best interest of the public to dissolve the Village of Ontonagon Downtown Development Authority because the Authority has completed its purpose and (2) dissolution will not operate as an impairment of any of its contracts.

SECTION 2. DISSOLUTION: The Village Council of the Village of Ontonagon hereby dissolves the Downtown Development Authority for the Village of Ontonagon as of the effective date of this Ordinance.

SECTION 3. DEVELOPMENT AND TAX INCREMENT PLAN: Because the Downtown Development Authority for the Village of Ontonagon is dissolved, the Village of Ontonagon Development and Tax Increment Financing Plan has no further force and effect as of the effective date of this Ordinance.

SECTION 4. FUNDS: Pursuant to MCL 125.4215(2), the surplus funds of the Downtown Development Authority for the Village of Ontonagon shall revert proportionately to the respective taxing bodies.

SECTION 5. PROPERTY AND ASSETS: Pursuant to MCL 125.4230(1), the property and assets of the Downtown Development Authority for the Village of Ontonagon, exclusive of surplus funds, shall belong to the Village of Ontonagon upon dissolution of the Authority. The President of the Downtown Development Authority shall execute all documents necessary to effectuate this Section 5.

SECTION 6. PUBLICATION AND COPIES: The Village Clerk for the Village of Ontonagon shall promptly send a certified copy of this Ordinance, along with copies of the required publications, to the Michigan Secretary of State.

SECTION 7. SEVERABILITY: The provisions of this Ordinance are declared severable. If any part of this Ordinance is declared invalid for any reason by a court of competent jurisdiction, that declaration does not affect or impair the validity of all other provisions that are not subject to that declaration.

SECTION 8. REPEAL: That the Code of Ordinances, Village of Ontonagon, Michigan (or Ontonagon Village Code), is hereby amended by deleting Chapter 10 of the Village Code. All ordinances or part of ordinances in the Village of Ontonagon Code of Ordinances that conflict with this Ordinance are hereby repealed.

SECTION 9. EFFECTIVE DATE. This ordinance shall take effect upon the latter of publication or the passage of twenty (30) days' time following its final adoption.

YEAS: ______________________________

NAYS ______________________________

ABSTAIN: ______________________________

ABSENT: ______________________________"

ORDINANCE DECLARED ADOPTED.

CERTIFICATION

I certify that this is a true and complete copy of an ordinance adopted by the Village Council of the Village of Ontonagon at a regular meeting held on December 22, 2025.

Dated: December 22, 2025

Public Hearing & Introduced:	December 22, 2025
Adopted:	December 22, 2025
Published:	December 31, 2025
Effective:	January 31, 2026

KEWEENAW OVERHEAD DOOR
19825 W Sharon Ave. #2
Houghton, MI 49931
Phone: (906)483-3791
Fax: (906)483-3792

PROPOSAL

Date: 12/15/2025

Proposal Submitted to: Jerry at the Ontonagon Fire Department 906-365-0857 griff7677@gmail.com

Project: Fire Hall Back Overhead Door Replacement

We propose to furnish material and labor:

1 Each 20'2" W x 11'H Clopay Model 3717 Insulated Commercial Overhead Door, Installed
1 ¾" Polyurethane Core, R16.2, Thermally Broken
Flush Steel Front with Horizontal Pencil Rib Pattern, Flush Steel Back
Insulated 24"x12" Windows in 3rd Section, 5 Across
Color: White, Chocolate Brown, Bronze, Gray, Tan, Charcoal, Mocha Brown
2" Reverse Angle Mounted Track, Standard Lift (16'3" floor to bar joist)
Full Weather Seal
Old Door Removed and Disposed Of
Hook to Existing Operator

FOR THE SUM OF: $7,481.00

All Material is guaranteed to be as specified and the work performed in a workman like manner on prepared openings, on finished floors and all electrical wiring by others.
Any alterations or deviations from above specifications involving extra cost will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Prices subject to change after 60 days.

By: David Huuki Per: Keweenaw Overhead Door, Inc.

____

Accepted: ______________________________ Date: ______________________________

Gmail

Willie DuPont <wdupont@villageofontonagon.org>

Michigan Coastal Management Program - Letter of Support Request
1 message

Carl Lindquist <Carl@superiorwatersheds.org> Thu, Dec 18, 2025 at 1:46 PM
To: "wdupont@villageofontonagon.org" <wdupont@villageofontonagon.org>, "citymanager@cityofmunising.org" <citymanager@cityofmunising.org>, "bbotbyl@menomineemi.gov" <bbotbyl@menomineemi.gov>, "jmcneil@escanaba.org" <jmcneil@escanaba.org>, "citymanager@cityofmanistique.net" <citymanager@cityofmanistique.net>, "detourtownshipclerk@detourvillage.org" <detourtownshipclerk@detourvillage.org>

Dear Upper Peninsula Coastal Communities;

The Superior Watershed Partnership (SWP) is requesting a support letter from your community for our regional proposal to the Michigan Coastal Management Program (MCMP). **See DRAFT support letter below.** If funded the SWP would provide coastal inventories, coastal drone video, preliminary coastal resiliency and public access design concepts, public outreach and more. Some projects will also receive assistance with grant writing to secure funding for MCMP approved concept implementation.

Sorry for the short notice over the holidays! **If possible please provide letters of support to SWP by December 30th or sooner!** Please let me know if you have any questions. THANKS!

Carl Lindquist, Executive Director

Superior Watershed Partnership and Land Conservancy

Lake Superior • Lake Michigan • Lake Huron

9 Peter White Drive

Presque Isle Park

Marquette, Michigan 49855

Phone: (906) 228-6095 Ext. 14

Fax: (906) 228-6863

Website: www.superiorwatersheds.org

SUPERIOR WATERSHED PARTNERSHIP and LAND CONSERVANCY

[Date]

David H. Schuberg
Coastal Habitat Coordinator
Michigan Coastal Management Program
Water Resources Division
Michigan Department of Environment, Great Lakes, and Energy
P.O. Box 30458
Lansing, MI 48909-7958

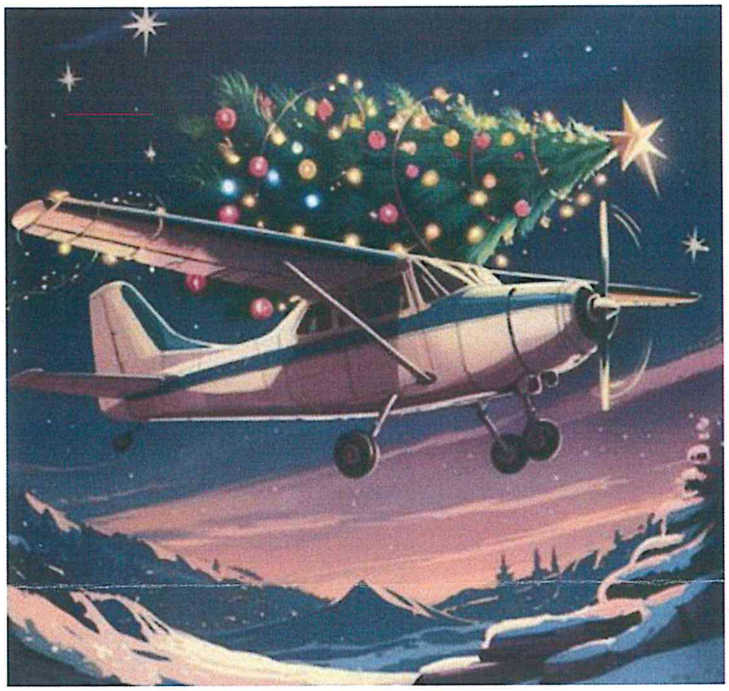
The city/community of _________ is pleased to provide this letter of support for the Superior Watershed Partnership's (SWP) proposed Michigan Coastal Management Program (MCMP) planning project focused on advancing living shoreline solutions as a pathway to resilience for Upper Peninsula coastal communities.

Building off previous work funded by MCMP, the SWP proposes to work with coastal communities along the Lake Superior, Lake Michigan, and Lake Huron coastlines to identify opportunities and interest in nature-based shoreline protection. Proposed activities include community outreach, coastal inventories, public access assessments, and limited preliminary living shoreline design concepts. These planning efforts would help communities continue along a clear pathway to resilience by positioning them for future MCMP funding and implementation.

Importantly, all planning and concept designs would focus on public infrastructure, public access and public benefit, ensuring alignment with MCMP eligibility requirements. I am pleased to provide this letter of support on behalf of this proposal submitted by the SWP on behalf of Upper Peninsula coastal communities.

Sincerely,

[Name]
[Title]
[Organization]



Village of Ontonagon:

My apologies for this late note. Many thanks and appreciation again for loaning us the Porta Johns to use for our 5th Fall Color Fly-in/Drive-in event at the Ontonagon County Airport. As always, we are thankful you let us borrow them. Because of your support and contribution each year, you have helped tremendously.

Thank you again and Happy Holidays

Lisa Linna, Ontonagon County Airport Manager

2026 COUNCIL AND COMMISSIONS MEETINGS

COUNCIL CHAMBERS - 315 QUARTZ STREET, ONTONAGON, MI 49953

PHONE: 906-884-2305 **WEBSITE: www.villageofontonagon.org**

2nd & 4th Monday VILLAGE COUNCIL 5:00 P.M.	*3rd Thursday* MARINA 3:30 P.M.	*3rd Wednesday* PLANNING 3:30 P.M.	*3rd Wednesday* RECREATION 5:00 P.M.	*4th Thursday* DDA 5:00 P.M.
January 12, 2026 January 26, 2026	January 15, 2026	January 21, 2026		
February 9, 2026 February 23, 2026	February 19, 2026	February 18, 2026		
March 9, 2026 March 23, 2026	March 19, 2026	March 18, 2026		
April 13, 2026 April 27, 2026	April 16, 2026	April 15, 2026		
May 11, 2026 May 25, 2026	May 21, 2026	May 20, 2026		
June 8, 2026 June 22, 2026	June 18, 2026	June 17, 2026		
July 13, 2026 July 27, 2026	July 16, 2026	July 15, 2026		
August 10, 2026 August 24, 2026	August 20, 2026	August 19, 2026		
September 14, 2026 September 28, 2026	September 17, 2026	September 16, 2026		
October 12, 2026 October 26, 2026	October 15, 2026	October 21, 2026		
November 9, 2026 November 23, 2026	November 19, 2026	November 18, 2026		
December 14, 2026 December 28, 2026	December 17, 2026	December 16, 2026		

OFFICE HOLIDAYS:

NEW YEARS DAY - Thursday, January 1
GOOD FRIDAY- Friday, April 3
MEMORIAL DAY - Tuesday, May 26
INDEPENDENCE DAY - Friday, July 3
LABOR DAY - Monday, September 7
THANKSGIVING - Thursday, November 26
DAY AFTER THANKSGIVING - Friday, November 27
CHRISTMAS EVE/DAY - Thurs. Dec 24 & Fri. Dec 25