

Regular Meeting of the Mt. Pleasant City Commission

Monday, August 11, 2025

7:00 p.m.

AGENDA

CALL TO ORDER:

PLEDGE OF ALLEGIANCE:

LAND ACKNOWLEDGEMENT STATEMENT:

ROLL CALL:

ADMINISTER OATH OF OFFICE TO COMMISSIONER SKALITZKY:

PROCLAMATIONS AND PRESENTATIONS:

1. Presentation on the 2025 Housing Report by Planning & Community Development Intern Yuyang Ding.
2. Presentation on 2025 mid-year Goals and Objectives progress by City Manager Desentz.
3. Presentation on EPIC MRA Workplace Climate Survey.

ADDITIONS/DELETIONS TO AGENDA:

PUBLIC INPUT ON AGENDA ITEMS:

RECEIPT OF PETITIONS AND COMMUNICATIONS:

4. Resignation letter of Glen Irwin II from the Planning Commission.
5. Monthly report on police related citizen complaints received.

CONSENT ITEMS:

6. Approval of minutes from the regular meeting held July 28, 2025.
7. Approval of minutes from the closed session held July 28, 2025.
8. Consider awarding the 2025-2027 snow hauling contract to R & T Murphy Trucking for \$138.00 per hour.

All interested persons may attend and participate. Persons with disabilities who need assistance to participate may call the Human Resources Office at 989-779-5313. A 48-Hour advance notice is necessary for accommodation. Hearing or speech impaired individuals may contact the City via the Michigan Relay Service by dialing 7-1-1. Public Comment and Public Hearings are opportunities for the public to comment on business and non-business items. Questions will not be answered during these times and instead should be directed to City Hall staff during normal business hours.

City Commission Agenda

Monday, August 11, 2025

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9. Consider awarding the 2025-2026 leaf hauling contract to R & T Murphy Trucking, of Mt. Pleasant, for \$138.00 per hour.
10. Consider approval of the purchase of six pickup trucks from LaFontaine Ford, of Lansing, for \$269,030, and a trade-in amount of \$186,000, for a net cost of \$83,030 for the Department of Public Works.
11. Consider approval of Payrolls and Warrants.

PUBLIC HEARINGS:

NEW BUSINESS:

12. Consider Adoption of Wellhead Protection Resolution to establish administrative procedures to be used to protect the source water of the City's water system.
13. Consider Approval of Self Insurance Deficit Elimination Plan.
14. Consider appointment of City Commissioners to applicable City boards and commissions.

ANNOUNCEMENTS ON CITY-RELATED ISSUES AND NEW BUSINESS:

PUBLIC COMMENT ON AGENDA AND NON-AGENDA ITEMS:

RECESS:

WORK SESSION:

15. Work session on animals' ordinance to address raising chickens and ducks in City limits.

RECESS:

CLOSED SESSION:

ADJOURNMENT:

All interested persons may attend and participate. Persons with disabilities who need assistance to participate may call the Human Resources Office at 989-779-5313. A 48-Hour advance notice is necessary for accommodation. Hearing or speech impaired individuals may contact the City via the Michigan Relay Service by dialing 7-1-1. Public Comment and Public Hearings are opportunities for the public to comment on business and non-business items. Questions will not be answered during these times and instead should be directed to City Hall staff during normal business hours.

TO: MAYOR AND CITY COMMISSION

AUGUST 11, 2025

FROM: AARON DESENTZ, CITY MANAGER

SUBJECT: CITY MANAGER REPORT ON AGENDA ITEMS

Proclamations and Presentations:

Receipt of Petitions and Communications:

Consent Items:

8. Consider awarding the 2025-2027 snow hauling contract to R & T Murphy Trucking for \$138.00 per hour.
 - a. The City utilizes private contractors to assist with snow removal during the winter months, supplementing city crews during heavy snow events. Staff released a request for proposals for this service and two (2) proposals were received. The City Commission is asked to award the 2025–2027 Snow Removal Contract to R & T Murphy Trucking for \$138.00 per truck per hour.
9. Consider awarding the 2025-2026 leaf hauling contract to R & T Murphy Trucking, of Mt. Pleasant, for \$138.00 per hour.
 - a. The City contracts with a private company to haul leaves collected during the fall season. Staff released a request for proposal for this service and two (2) proposals were received. The City Commission is asked to award the 2025-2026 Leaf Hauling contract to R & T Murphy Trucking for \$138.00 per hour.
10. Consider approval of the purchase of six pickup trucks from LaFontaine Ford, of Lansing, for \$269,030, and a trade-in amount of \$186,000, for a net cost of \$83,030 for the Department of Public Works.
 - a. The City maintains a fleet of F-series trucks manufactured by Ford that are used as part of our public works operations. The fleet was previously part of a program with a local Ford dealer that allowed the annual rotation of the vehicles out for brand new vehicles. Doing so allows for lower maintenance costs and continued reliability of the fleet. However, that program was discontinued in 2023 as the dealer was no longer able to offer it. As it is in the City's best interest to maintain such a program, a request for proposals was released for several new trucks to replace the oldest in our fleet (2022). The City Commission is asked to approve the purchase of six pickup trucks from LaFontaine Ford for a net cost of \$83,030, after a \$186,000 trade-in. Funds are available in the Motor Pool capital expenditures budget.

Public Hearings:

New Business:

12. Consider Adoption of Wellhead Protection Resolution to establish administrative procedures to be used to protect the source water of the City's water system.
 - a. The City Commission is asked to consider approval of a Resolution to support wellhead protection within the City of Mt. Pleasant. The Resolution underlines the importance of wellhead protection and ensures that the City of Mt. Pleasant will issue no land use permit, zoning permit, building or occupancy permit until such time that all required federal, state, county and/or local environmental permits or approvals have been obtained, and/or there is evidence that proper application to the responsible municipal, county, state or federal agencies has been made and significant issues affecting the Wellhead Protection Area have been addressed. The Resolution is being recommended by the Wellhead Protection Committee.
 - i. Recommended Action: A motion to approve the attached Resolution to establish administrative procedures for protecting the source water of the City's water system.
13. Consider Approval of Self Insurance Deficit Elimination Plan.
 - a. The 2024 annual audit reflects a deficit of \$77,666 in the City's Self Insurance Fund. This is caused by the timing of the invoices and recognition of revenues within the fund, as well as interfund transfers from the General Fund not being completed. Finance Director Lauren Pavlowski has provided the attached memorandum detailing the necessary budget amendments to eliminate this problem going forward. Funds are available from the General Fund.
 - i. Recommended Action: A motion to approve the proposed amendments to the Fiscal Year 2025 budget and to approve the deficit elimination plan for the Self Insurance Fund as of December 31, 2024.

Work Session:

15. Work session on animals' ordinance to address raising chickens in City limits.
 - a. The City of Mt. Pleasant does not have an ordinance that regulates the raising of chickens within City limits. The City's Policy Research Intern Colton Brewer will provide a presentation to the City Commission on this subject. The City Commission is asked to consider if the raising of chickens should be permitted in the city limits and if so, should there be regulations that are put in place for this activity.

Closed Session:

Memorandum



TO: Aaron Desentz, City Manager

FROM: Manuela Powidayko
Director of Planning and Community Development

DATE: August 11, 2025

SUBJECT: 2025 Housing Report

The new Planning & Community Development Intern – Yuyang Ding – will be presenting information to be included in the City’s 2025 Housing Report after Planning Commission’s preliminary feedback on the document’s structure and content.

The Planning & Community Development Department created a 12-week summer internship program to develop an updated Housing Report for the City of Mt. Pleasant. The report will analyze recent demographics and housing data and identify the housing needs and opportunities of the community.

Yuyang Ding, was selected to work on the 2025 Housing Report. Ding is currently pursuing a master’s degree in Urban and Regional Planning at the University of Michigan in Ann Arbor and has a strong interest in land use and community development.

Ding started on June 3, 2025 and has already reviewed State, regional and local housing needs assessments, as well as the city’s 2019 Housing Report (attached), highlighting crucial data and that help explain the current housing needs and opportunities in Mt Pleasant. Ding also reviewed research done by Central Michigan University, in collaboration with the Department, in the past 5 years. Ding has also developed a housing survey, which will be sent out to residents in Q3 of 2025 to better capture local housing needs and opportunities.

The ultimate goal for the report, is to conclude with policy recommendations that help further the 2050 Master Plan goals and objectives related to housing access and options. The Director will then utilize the findings of the report to work with the Planning Commission on implementing those policies and programs as part of the project “Zoning for Housing Opportunity”, which has been selected and approved by MSHDA’s Housing Readiness Incentive grant in 2024.

REQUESTED ACTION:

Receive presentation on the 2025 Housing Report.
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ATTACHMENTS:

- 2019 Housing Report

Housing Report
City of Mt. Pleasant, Michigan

November 2019

Prepared By:
Jacob Kain, AICP, City Planner
Planning & Community Development Department

Mt. Pleasant
[meet here]

INTRODUCTION

This report examines the housing stock in the City of Mt. Pleasant in terms of dwelling type, number of units, and occupancy type; trends in owner-occupancy; and gaps in the market and makes recommendations on potential regulatory or program responses available to the City government.

Information used in this report comes from a variety of sources including the 2016 housing study; current and past City master plans; the U.S. Census; and data from City departments including Assessing, Building Safety, Engineering, Fire, and Planning. In addition, new data was created in the City's Geographic Information System to classify all existing structures consistent with *missing middle* housing terminology.

EXISTING HOUSING STOCK

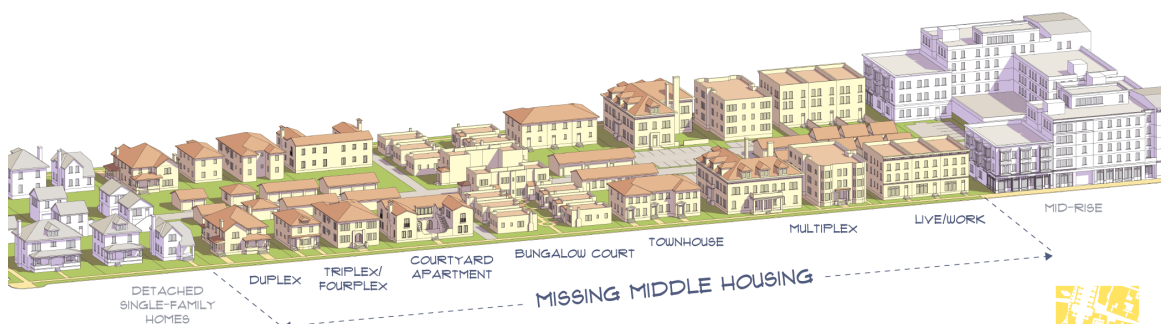
There are approximately 8,300 housing units in the City (not including on-campus housing, short- or long-term care facilities, or homeless shelters). A detailed breakdown of housing types

What is Missing Middle Housing?

The term "Missing Middle Housing" was coined by the founder of Opticos Design to describe "a range of multi-unit or clustered housing types—compatible in scale with detached single-family homes—that help meet the growing demand for walkable urban living."

According to Opticos:

These building types, such as duplexes, fourplexes and bungalow courts, provide diverse housing options to support walkable communities, locally-serving retail, and public transportation options. We call them "Missing" because they have typically been illegal to build since the mid-1940s and "Middle" because they sit in the middle of a spectrum between detached single-family homes and mid-rise to high-rise apartment buildings, in terms of form and scale, as well as number of units and often, affordability. Missing Middle Housing helps solve the mismatch between the available U.S. housing stock and shifting demographics combined with the growing demand for walkability.

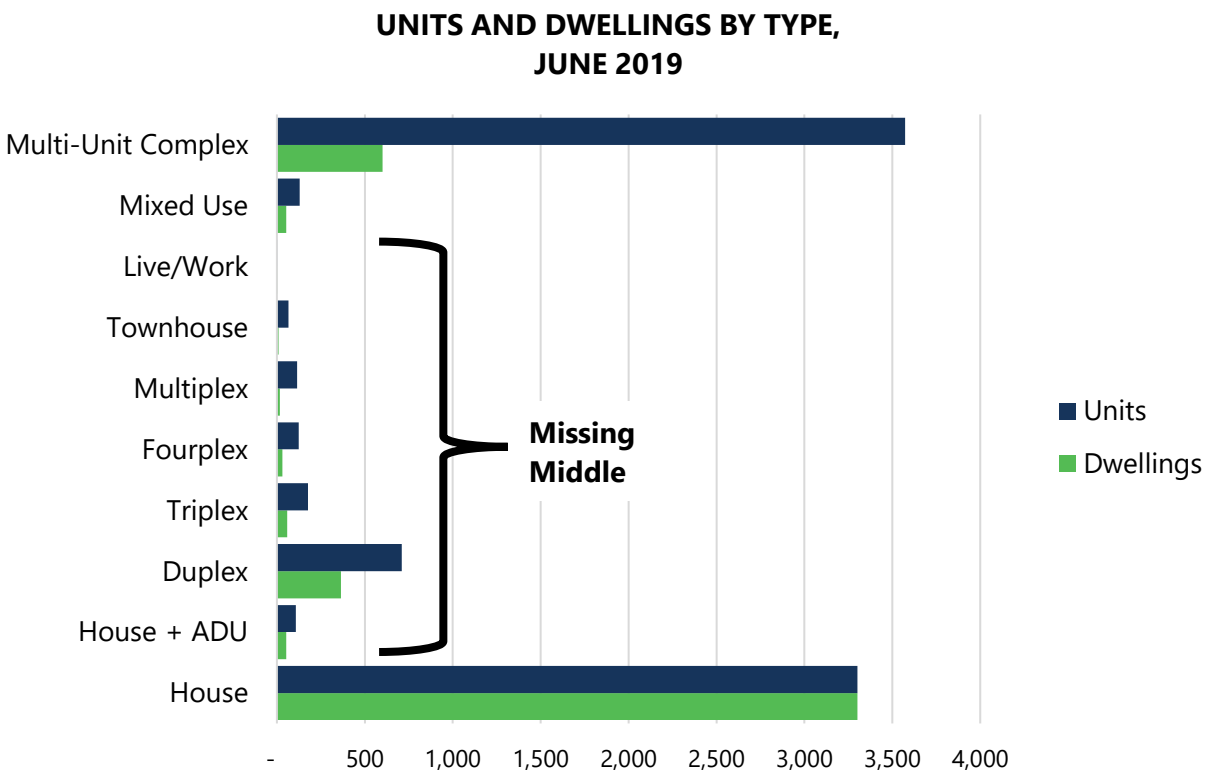


by type, occupancy, zoning, neighborhood, and other characteristics can be found in the appendix.

The predominant unit type is located in a multi-unit complex, which is defined as four or more units, attached or detached, either on a single lot or with common shared grounds and typically not fronting on a public street. Over 3,500 dwelling units are located in multi-unit complexes, 43% of all units citywide. These units are located in 67 distinct developments with over 600 dwellings (a dwelling in this case would be a distinct building containing multiple units). These units are on average newer than the average housing unit, overwhelmingly tenant occupied (92%), and equally likely to be family occupancy (occupied by no more than two unrelated individuals) or rooming occupancy (occupied by 3 or more unrelated individuals). Multi-unit complex units are generally located in the southern portion of the community.

Houses (detached, single-unit dwellings on a single lot) are nearly as common, with 3,300 units – 40% of units citywide. Nearly three-quarters of houses have a principal residence exemption. Only 4% of houses are licensed for rooming occupancy.

Duplexes are the third most common dwelling unit type – 9% of all units. Most duplexes are tenant occupied (only 13% have a principal residence exemption) and only 18% are licensed for rooming occupancy. Duplexes – like other missing middle housing types – are on average older than the average housing unit.



All other dwelling types combined (house with an accessory dwelling unit; triplex; fourplex; multiplex; townhouse; live/work; and mixed use) account for the remaining 9% of dwelling units.

These housing types are overwhelmingly located within the neighborhoods nearer to downtown and north of campus.

OCCUPANCY STATUS

The influence of Central Michigan University on the local housing market has contributed to a generally low owner-occupancy rate. The City's owner-occupancy rate is 39.1% in the most recent 2017 U.S. Census estimates. That rate is comparable with that of the Charter Township of Union (40.7) as well as other university communities such as Big Rapids (38.1) and Kalamazoo (44.8).

Between 1950 and 2000, the owner-occupancy rate dropped from 57.2% to 34.3%. That period corresponds with student enrollment growth at the university and the development of most of the multi-unit complexes in the City, which are overwhelmingly tenant-occupied. Since 2000, the owner-occupancy rate has remained relatively steady. Staff developed figures, using Assessor's data, finds a 2019 owner-occupancy rate of 34.6%.

HOMEOWNERSHIP RATE (PERCENT), CITY OF MT. PLEASANT

Sources: U.S. Census, 1987 Master Plan, 1965 Master Plan

1950	1960	1980	2000	2010	2011	2012	2013	2014	2015	2016	2017
57.2	55.3	43.0	34.3	35.1	36.7	36.6	35.3	35.1	36.8	38.3	39.1

The owner-occupancy rate of houses is not evenly distributed across all neighborhoods. Neighborhoods east of Mission Street and the southwest neighborhood (south of High, north of Broomfield, and west of campus) have owner-occupancy rates between 83-91%. This compares to 58% for houses between campus and downtown and 63% for houses in the Westside neighborhood.

Rental housing licenses distinguish between occupancy types. Family occupancies permit a family or up to 2 unrelated individuals, whereas rooming occupancies allow for 3 or more unrelated individuals (the number varies by property). In the local market, units licensed for rooming occupancies are typically considered "student housing" and are marketed as such. Just over one-quarter of all housing units are licensed for rooming occupancy (3 or more unrelated individuals) with a total licensed occupancy of almost 6,900 occupants. Nearly a quarter of existing missing middle housing types are rooming occupancy. For townhouses, 95% of units are licensed for rooming occupancy.

MARKET GAPS

A Residential Target Market Analysis (TMA) conducted for the East Central Michigan Prosperity Region 5 in 2016 provides further insights into gaps in the local market. This study included specific analysis of the Mt. Pleasant market and a market strategy to meet the unsatisfied demand for missing middle housing types.

The TMA confirmed the impact the student population has on the local housing market, particularly the frequency of unit turnover from tenant to tenant. The TMA further found that there is an undersupply of triplex and fourplex, townhouse, multiplex and midrise housing formats, whereas there was a surplus of duplex units and lower relative demand for houses.

Additional analysis using U.S. Census data illuminates other market gaps.

The median income for households living in owner-occupied units was \$65,318 in 2017. There is currently a mismatch between the number of owner households in each income bracket and the number of affordable homes supplied. In particular, for the approximately 300 households making less than 30% of the median income and the approximately 1,300 households making above 75% of the median income there is an insufficient supply of homes. In particular, there is a lack of homes available at \$200,000 and up which are affordable to households making more than the median income.

The median income for households living in rental units was \$22,720 in 2017. The rental market may be somewhat more in balance than the ownership market. In particular, when accounting for the significant number of student households with individuals that fall beneath the federal poverty level due to income, the lack of units available for rent at \$500 or less per month is likely offset to a significant degree by the excessive number of units available for between \$500-875 per month. Furthermore, as with owner units, it appears there is an undersupply of units available with rents of \$875 and up, affordable to renter households making well above the median income.

Despite relative overall balance in the rental housing market, extremely low-income households (those with annual household incomes under \$35,000) are mostly cost-burdened (spending more than 30% of their monthly income on housing expenses). Ninety-five percent of households making less than \$20,000 per year are cost burdened. Seventy-two percent of households making between \$20,000 and \$35,000 per year are also cost burdened. That rate drops significantly for households making between \$35,000 and \$49,999 per year, with only 29% of such households spending more than 30% of their monthly income on housing expenses. This illustrates that a major market gap exists in the provision of rental housing for extremely low-income households.

OTHER FINDINGS

In the production of this report, additional valuable insights were made which add further context to the housing market and may be useful in the consideration of other policy topics.

- Approximately half of the City's 25,711 residents (2017 U.S. Census estimate) are students enrolled in higher education. In the fall of 2017, over 16,000 undergraduate students and 2,000 graduate students were enrolled at CMU, the vast majority enrolled full-time. Of those, approximately 13,000 resided in the City –half living in on-campus housing and half residing elsewhere in the City.

- Using a methodology developed by the University of Virginia, staff developed an adjusted poverty rate for the City which accounts for the significant impact the student population has on the base poverty rate as developed by the U.S. Census. The 2017 U.S. Census poverty rate for Mt. Pleasant was 37.8%. Adjusted to account for the student population, the poverty rate drops to 19.5%.
- The median age was 22.1 in 2017. More than 40% of the City population in 2017 fell within the age bracket associated with the Millennial generation (born 1981-1996). Members of Generation Z (born 1997-2012) made up 28% of the population. Between 2000 and 2017, the number of residents between the ages of 25 and 34 – the “young professional” demographic – increased 22%

STRATEGIES

There are many potential strategies to address the market gaps identified by this report. Those strategies have been broken into three categories: those that encourage the development of housing for extremely low-income households; those that encourage the development of missing middle housing types; and those that encourage the conversion of non-conforming rooming occupancy housing to family occupancy housing (whether tenant- or owner-occupied).

Removing barriers to the construction of housing for extremely low-income households

- *Eliminate overnight parking prohibitions.*
Studies have increasingly demonstrated the connection between transportation costs and housing affordability, which has resulted in the State of Michigan refocusing affordable housing incentive programs toward projects located in walkable communities or near transit.

The City has already taken an important step in fostering affordability by eliminating minimum parking requirements for private development. However, the inability of on-street parking to act as a true substitute for on-site parking combined with the challenge for some households to eliminate the need for a vehicle leads to a direct increase in construction and operation costs for housing developers which is passed on to tenants through monthly rent. The land area consumed by on-site parking also reduces the potential unit count in such developments, further constraining the supply of housing and reducing the potential efficiency of project development.

- *Reconsider the City's policy on PILOTs (payment in lieu of taxes).*
In 2001, the City Commission adopted a policy eliminating consideration of PILOTs in association with low- and moderate-income housing citing a limited amount of available land for new development and a desire to expand the tax base.

Nevertheless, extremely low income households require housing, and so those households either wait for years for suitable housing, accept substandard housing that may or may not be affordable, face extraordinary cost burdens by renting housing at

market rates, or face homelessness.

In the meantime, substandard housing products linger in our marketplace as an option-of-last-resort. Substandard housing can produce health, safety, and welfare consequences for the households as well as for other property owners whose values flounder due to the blighting effects of such housing.

Incentives – including abatements and PILOTs – are a necessary component of the financing of low-income housing projects. The unavailability of those incentives insures that additional housing for extremely low income households will not be constructed in the City.

Removing barriers to the construction of missing middle housing

- *Reduce or eliminate land area per unit requirements for multiple-family housing units.*
Since 1984 the City has limited multiple family density in most areas of the community to no more than 15 units per acre. This means that for a typical Mt. Pleasant city lot, triplexes, fourplexes, or other housing styles not permitted. It also means makes townhouse style development impractical and incentivizes rooming style development (as such uses have a lower land area per occupant requirement than family style units). A reduction or elimination of that land area per unit standard would significantly increase the opportunity for missing middle housing development as well as decrease the expense of such development.
- *Provide design assistance for missing middle types*
Because most missing middle housing types have not been permitted in our city (and most communities) for several decades, context sensitive missing middle housing designs are not readily available. The City – through staff or contracted professionals – could provide design support to individuals looking to create missing middle housing types as an incentive toward the production of that housing in the community. If desired, parameters could be established (such as a maximum number of hours per project or the development of prototypes for general use) to minimize program costs.

Encouraging the conversion of non-conforming rooming occupancies to family occupancies

- *Refocus and resume incentive program.*
From 2009-2016, the City offered financial incentives to buyers of existing rental properties in the central neighborhoods provided those properties were converted to owner-occupancy for a period of at least five years. Over seven years, 15 homebuyers received incentives.

A 2016 review of the program found that the program did not have a significant impact on the percentage of rentals within the target neighborhoods and that most incented purchases would have occurred without the incentive dollars.

A new incentive program might be tailored to focus on non-conforming uses within certain residential districts in an effort to eliminate those non-conformities and stabilize family neighborhoods.

- *Establish a Neighborhood Enterprise Zone(s).*

The State of Michigan provides local units of government with the opportunity to establish Neighborhood Enterprise Zones (NEZs) in order to promote neighborhood revitalization, encourage owner occupied housing, and stimulate new investment. Within a NEZ, property taxes may be reduced for up to 15 years in association with new construction or rehabilitation of an existing structure.

APPENDIX

CITY OF MT. PLEASANT HOUSING UNITS, JUNE 2019

				<i>Principal Residence Exemption Status</i>		<i>Rooming Status*</i>	
Dwelling Type	Dwellings	Units	% All Units	Units	%	Units	%
House	3,301	3,301	40%	2,459	74%	120	4%
House + ADU	54	108	1%	38	35%	18	17%
Duplex	365	710	9%	92	13%	128	18%
Triplex	59	177	2%	6	3%	60	34%
Fourplex	31	124	1%	-	0%	36	29%
Multiplex	17	115	1%	-	0%	13	11%
Townhouse	9	66	1%	-	0%	63	95%
Live/Work	1	1	0%	-	0%	-	0%
Mixed Use	53	129	2%	2	2%	10	8%
Multi-Unit Complex	601**	3,572	43%	275	8%	1,695	47%
TOTAL UNITS	3,890	8,303		2,872	35%	2,143	26%

*Rooming status indicates a dwelling unit licensed for occupancy by 3 or more unrelated individuals.

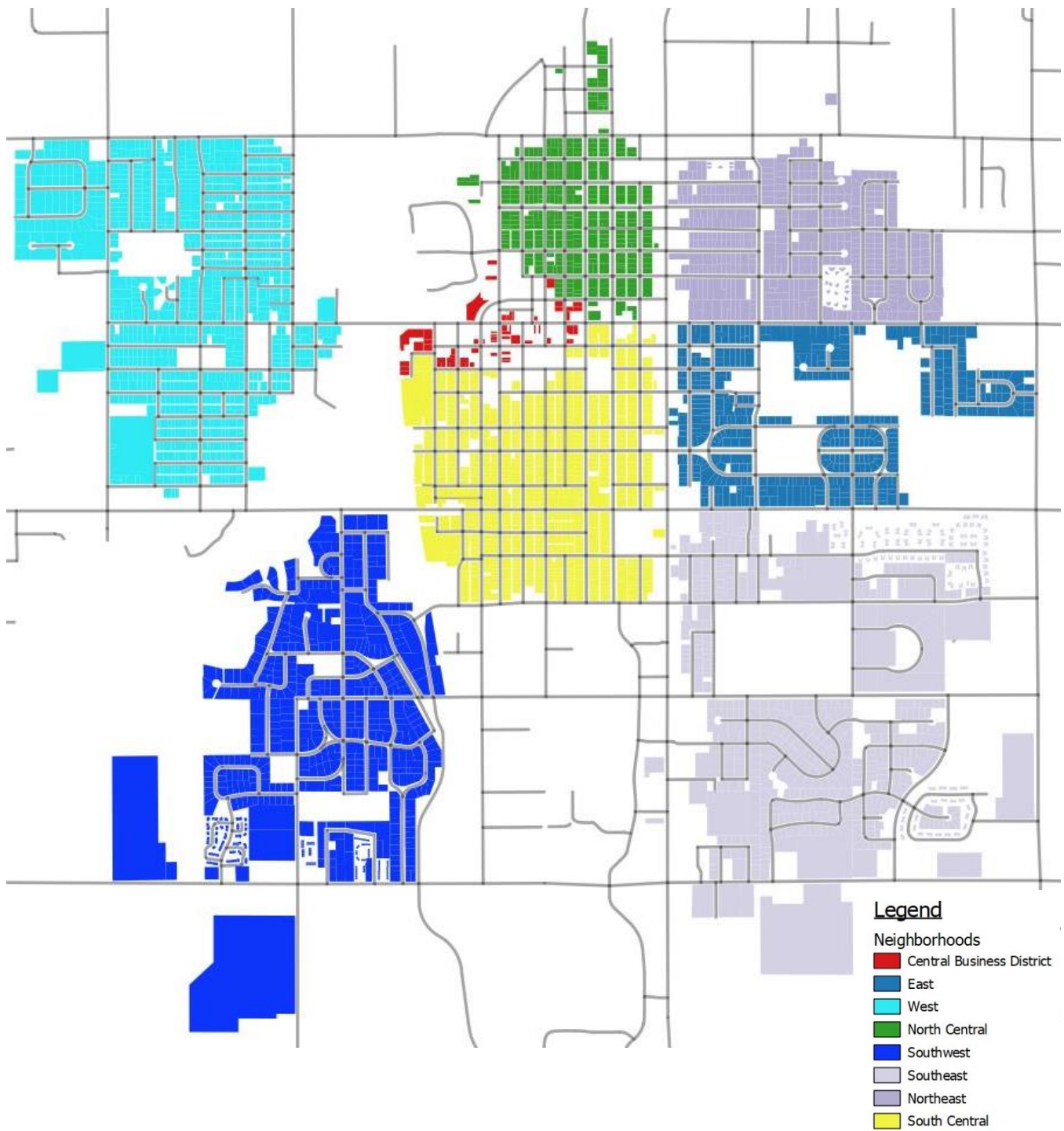
**601 dwellings in 67 distinct multi-unit complex developments

CITY OF MT. PLEASANT HOUSING UNITS BY TYPE BY NEIGHBORHOOD, JUNE 2019

	CBD	East	North Central	North east	South Central	South east	South west	West
House	18	406	279	382	554	443	386	837
House + ADU	-	8	24	10	52	2	-	10
Duplex	16	44	52	38	270	42	56	192
Triplex	9	3	36	6	120	-	-	3
Fourplex	4	-	20	12	76	-	4	8
Multiplex	6	-	11	8	63	17	10	-
Townhouse	-	-	-	3	43	20	-	-
Live/Work	-	-	-	-	-	-	-	1
Mixed Use	88	2	3	9	15	6	-	4
Multi-Unit Complex	114	-	-	61	219	2,137	877	164
TOTAL UNITS	255	463	425	529	1,412	2,667	1,333	1,219
% Missing Middle	14%	12%	34%	15%	44%	3%	5%	18%
% House	7%	88%	66%	72%	39%	17%	29%	69%
% Rooming	7%	0%	3%	1%	36%	38%	33%	1%
Mean Year Built	Insufficient data	1958	1906	1960	1917	1987	1973	1953
% Principal Residence Exemption	4%	79%	52%	65%	25%	23%	30%	49%
% Principal Residence Exemption, <i>Houses Only</i>	44%	84%	72%	83%	58%	87%	91%	63%
Est. Population*	616	1,119	1,027	1,279	3,413	6,446	3,222	2,946

*Calculated using an average of the owner and rental occupied household size from the 2017 ACS Estimates multiplied by the number of dwelling units per district. Does not include individuals living in institutional settings, including students residing in on-campus housing.

CITY NEIGHBORHOODS



CITY OF MT. PLEASANT HOUSING UNITS BY TYPE BY ZONING DISTRICT, JUNE 2019

	CD-3L	CD-3	CD-4	CD-5	SD-I	SD-A	CZ	PRD
House	854	2,236	183	4	20	3	1	-
House + ADU	-	100	6	-	2	-	-	-
Duplex	72	474	162	2	-	-	-	-
Triplex	3	120	51	3	-	-	-	-
Fourplex	-	76	36	-	-	-	-	-
Multiplex	-	44	71	-	-	-	-	-
Townhouse	-	16	50	-	-	-	-	-
Live/Work	-	-	1	-	-	-	-	-
Mixed Use	-	2	38	89	-	-	-	-
Multi-Unit Complex	-	14	2,903	359	-	-	-	296
TOTAL UNITS	929	3,082	3,501	457	22	3	1	296

HOUSING STATISTICS BY HOUSING TYPE

House

Single, detached unit on a single lot.

3,301 dwelling units (40% of all units)
2,459 dwelling units with a Principal Residence
Exemption (74%)
120 rooming dwelling units (4%)
Average year built 1948



House + Accessory Dwelling Unit (ADU)

Single, detached unit with a second single, detached unit on a single lot.

108 dwelling units (1% of all units)
38 dwelling units with a Principal Residence
Exemption (35%)
18 rooming dwelling units (17%)
Average year built 1918



Duplex

Two attached units (either stacked or side-by-side) on a single lot.

710 dwelling units (9% of all units)
92 dwelling units with a Principal Residence
Exemption (13%)
128 rooming dwelling units (18%)
Average year built 1946



Triplex

Three attached units (either stacked or side-by-side) on a single lot.

177 dwelling units (2% of all units)

6 dwelling units with a Principal Residence Exemption (3%)

60 rooming dwelling units (34%)

Average year built 1901

**Fourplex**

Four attached units (either stacked or side-by-side) on a single lot, typically with a common entrance.

124 dwelling units (1% of all units)

No dwelling units with a Principal Residence Exemption

36 rooming dwelling units (29%)

Average year built 1931

**Multiplex**

More than 4 attached units (either stacked or side-by-side) on a single lot.

115 dwelling units (1% of all units)

No dwelling units with a Principal Residence Exemption

13 rooming dwelling units (11%)

Average year built 1886



Townhouse

Attached units (typically 2-8) placed side-by-side with individual entrances.

66 dwelling units (1% of all units)

No dwelling units with a Principal Residence Exemption

63 rooming dwelling units (95%)

Average year built 1982

**Mixed Use**

One or more attached units co-located with a non-residential use on a single lot.

129 dwelling units (2% of all units)

2 dwelling units with a Principal Residence Exemption (2%)

10 rooming dwelling units (8%)

Average year built (Insufficient data)

**Multi-Unit Complex**

Four or more units, attached or detached, either on a single lot or with common shared grounds and typically not fronting on a public street

3,572 dwelling units (43% of all units)

275 dwelling units with a Principal Residence Exemption (8%)

1,695 rooming dwelling units (47%)

Average year built 1996



HOUSING STATISTICS BY NEIGHBORHOOD



Central Business District

Population estimate: 616

255 dwelling units (3% of all units)

10 dwelling units with a Principal Residence Exemption (4%)

8 houses with a Principal Residence Exemption (44% of houses)

18 rooming units (7%)

35 missing middle units (14%)

Average year built (Insufficient data)



East

Population estimate: 1,119

463 dwelling units (6% of all units)

365 dwelling units with a Principal Residence Exemption (79%)

341 houses with a Principal Residence Exemption (84% of houses)

No rooming units

55 missing middle units (12%)

Average year built 1958



North Central

Population estimate: 1,027

425 dwelling units (5% of all units)

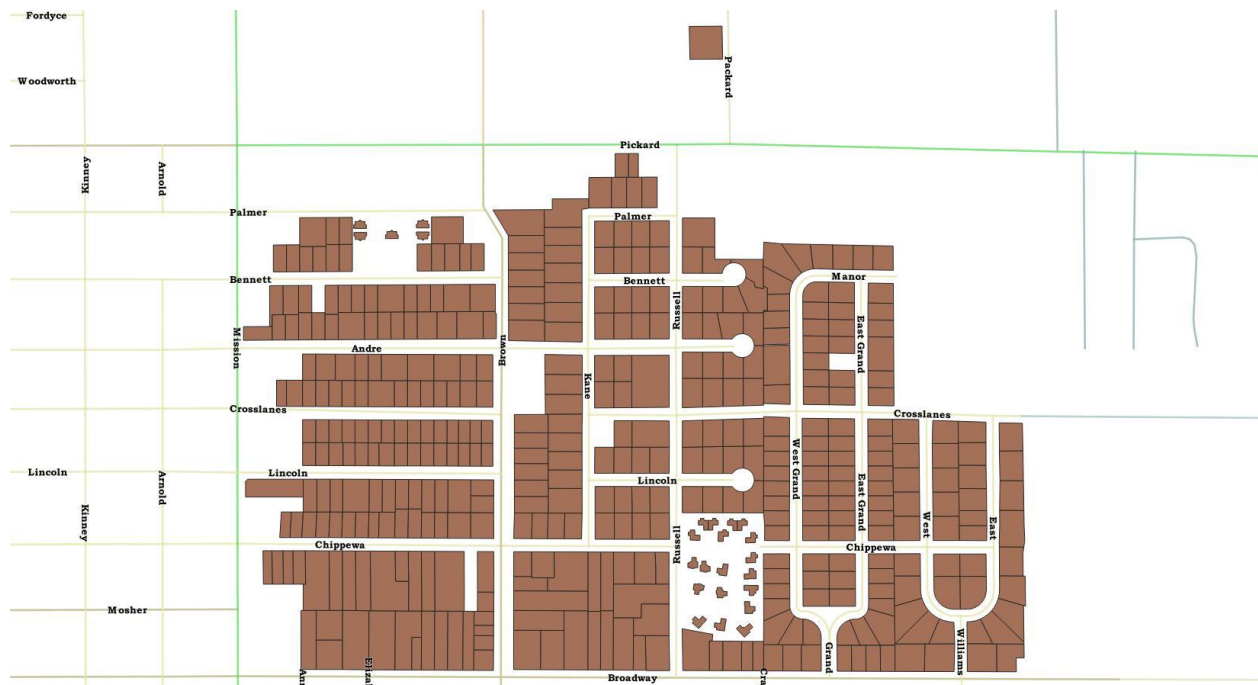
221 dwelling units with a Principal Residence Exemption (52%)

201 houses with a Principal Residence Exemption (72% of houses)

12 rooming units (3%)

143 missing middle units (34%)

Average year built 1906



Northeast

Population estimate: 1,279

529 dwelling units (6% of all units)

343 dwelling units with a Principal Residence Exemption (65%)

317 houses with a Principal Residence Exemption (83% of houses)

7 rooming units (1%)

77 missing middle units (15%)

Average year built 1960



South Central

Population estimate: 3,413

1,412 dwelling units (17% of all units)

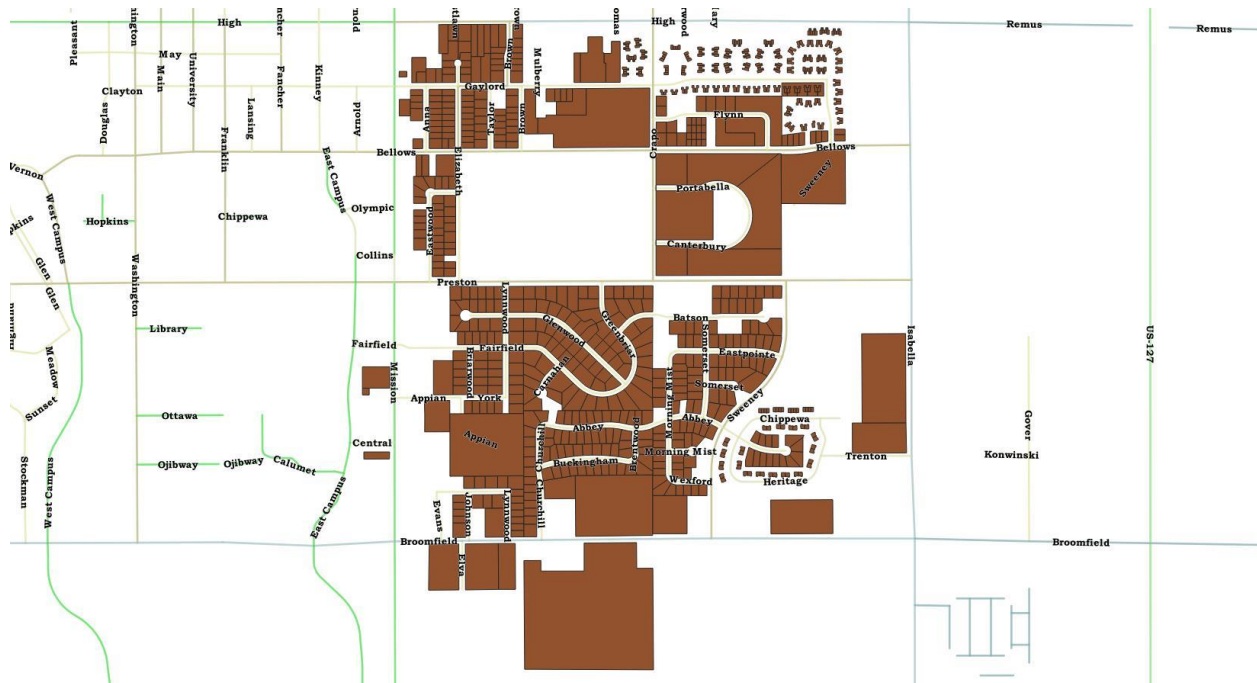
356 dwelling units with a Principal Residence Exemption (25%)

321 houses with a Principal Residence Exemption (58% of houses)

514 rooming units (36%)

624 missing middle units (44%)

Average year built 1917



Southeast

Population estimate: 6,446

2,667 dwelling units (32% of all units)

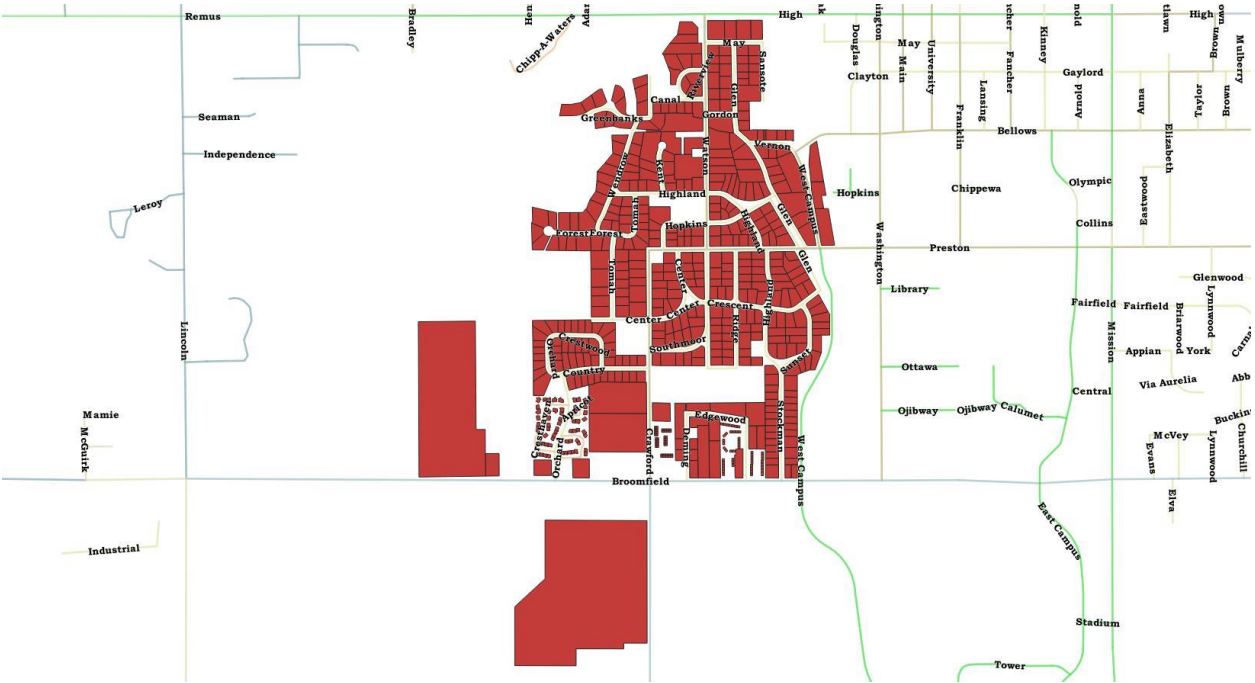
603 dwelling units with a Principal Residence Exemption (23%)

385 houses with a Principal Residence Exemption (87%)

1,005 rooming units (36%)

81 missing middle units (3%)

Average year built 1987



Southwest

Population estimate: 3,222

1,333 dwelling units (16% of all units)

406 dwelling units with a Principal Residence Exemption (30%)

351 houses with a Principal Residence Exemption (91%)

445 rooming units (33%)

70 missing middle units (5%)

Average year built 1973



West

Population estimate: 2,946

1,219 dwelling units (15% of all units)

593 dwelling units with a Principal Residence Exemption (49%)

527 houses with a Principal Residence Exemption (63%)

17 rooming units (1%)

214 missing middle units (18%)

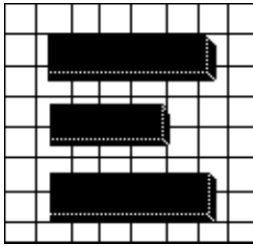
Average year built 1953

Goal: Ensure that all city departments consistently meet established service standards and benchmarks to provide efficient and effective services to residents and visitors.

Department/Metric	2025			
Public Safety:	Q1	Q2	Q3	Q4
Average Emergency Response Time	4 m 48s	4m 26s		
Written Complaints	737	768		
Complaints per Number of Calls for Service	0/3,050	0/3224		
Public Works:				
Meters Rotated	87	981		
Signs Replaced	5	18		
Street Sweeping Hours	75	322		
Sewer Backups	10	8		
Trees Serviced	20	190		
Valves Turned	128	19		
Chemical Cost per Million Gallons Treated	\$314.35	\$357.52		
kW/h per Million Gallons Treated	1,514	2,700		
Finance:				
Material Findings in Audit	Provided in Q2	3		
MGFOA Award Received	Received 03/2025	Received 03/2025		
Total Number of Transactions Processed				

Goal/Objective	Tactic	Measure	Anticipated Completion	Responsible Party	Update 03/31/2025	Update 06/30/2025	Update 09/30/2025	Update 12/31/2025
Maintain Service Excellence	Create a set of benchmarks							
Ensure that all city departments consistently meet established service standards and benchmarks to provide efficient and effective services to residents and visitors.	Monitor benchmarks throughout the year	See separate benchmarks worksheet	Q4 2025	City Manager	2025 metrics saved doc.xlsx	2025 metrics saved doc.xlsx		
Implement recommendations from the Fire Study to optimize fire service delivery, enhance emergency response capabilities, and improve overall fire safety within the community.	Report on benchmarks Create an implementation plan for goals identified in the CPSP study Report on various goals on a quarterly basis	Implementation of goals within the stated timeframe in the implementation plan	Q1 2025 - Create implementation plan Q4 2025 final reporting	Public Safety Director	FINAL FORMATTED FIRE STRATEGIC PLAN.docx	FINAL FORMATTED FIRE STRATEGIC PLAN.docx		
Prioritize proactive maintenance and infrastructure upgrades to ensure the reliable operation of the water distribution system, minimizing disruptions and ensuring access to clean and safe water for all residents.	Adopt a project plan in coordination with DWSRF program	Implementation of project plan	Q3 2025	Public Works Director	Phase I construction plans have been created. Will be finalized and bid in Q2.	Construction contract has been approved. Going through final DWSRF processes with the state.		
Regularly inspect, repair, and maintain roads and sidewalks throughout the city to enhance safety, accessibility, and mobility for all users.	Develop a 2025 implementation plan	PASER Ratings for completed roads and sidewalks	Q3 2025	Public Works Director	Overlays have been bid and approved. Construction to begin in June. Crack seal to begin in May and pavement marking in September. Sidewalk replacement will begin late April and finish at the end of May.	Sidewalk replacement is complete or very near completion. Street overlays are well under way.		
Implement comprehensive asset management practices to effectively maintain cemetery facilities and grounds.	Report on activities on a quarterly basis Using adopted 2024 Asset Management Policy, implement policy to provide services while ensuring sustainability of infrastructure in the future	Number of new policies or procedures created that support sustainable management of assets	Q3 2025	Parks and Recreation Director	Staff executed a contract with Pontem for Cemetery Record Management Software and are currently are working with them on developing the database and outward facing system for internal and external use. Anticipated live date is June 2025.	Staff has had some difficulty getting on the schedule together for training but we have the system and we have gone through the first round of training. Now we are in the process of getting the appropriate permissions for each employee. Anticipated live date has been moved to August 2025.		
Promote Professional Development	Development of an effective recruitment strategy based on best practices							
Implement targeted recruitment strategies to attract and select highly qualified candidates who possess the skills, qualifications, and values necessary to excel in their respective roles within the organization.	Implement recruitment strategy	Number of qualified candidates recruited	Q4 2025 final reporting	Human Resources Director	YTD hiring statistics: Seasonals: 3 PEAK: 1 Interns: 0 Full-time: 2 Part-Time: 1 Rec Assistants: 1 Water Meter Readers: 2 Board of Review: 1 City Commission: 1	YTD hiring statistics: Seasonals: 35 PEAK: 21 Interns: 4 Full-time: 10 Part-Time: 1 Rec Assistants: 5 Water Meter Readers: 4 Board of Review: 1 City Commission: 1		
Develop comprehensive onboarding and training programs for new hires to ensure they receive the necessary knowledge, skills, and resources to perform their duties effectively and integrate seamlessly into their roles and the organizational culture.	Review measurements on if the new strategy worked. Amend the strategy as necessary. Identify organizational learning and onboarding needs	Qualification of qualified candidates compared to previous methods Total number of skills to be developed	Q4 2025 final reporting	Human Resources Director	Assess organizational goals and analyze workforce capabilities. Evaluation of onboarding process and identify areas for improvement. Successfully onboarded 10 new staff.	Training development intern cohort placed to create in-house training opportunities; integrated basic computer skills testing into hiring processes		
Build leadership development programs to identify, nurture, and cultivate emerging leaders within the organization, fostering continuity and succession planning to ensure a strong and capable leadership pipeline for the future.	Develop training programs based on learning needs Measure and review programs to ensure that they are meeting the goal of the program Identify organizational learning needs Develop training programs based on learning needs Measure and review programs to ensure that they are meeting the goal of the program	Number of training resources to teach new skills Number of people able to demonstrate new skill Total number of skills to be developed Number of training resources to teach new skills Number of people able to demonstrate new skill	Q4 2025 final reporting	Senior Management Team	SMT has identified organizational learning needs. Intern cohort responsible for development of training to be onboarded late Q2. Training programs to be developed Q2/Q3. SMT to assess training Q4.	SMT has identified organizational learning needs. Intern cohort responsible for development of training to be onboarded late Q2. Training programs to be developed Q2/Q3. SMT to assess training Q4.		
Address Community Needs	Implement initiatives to enhance refuse and recycling services.							
Implement initiatives to enhance refuse and recycling services.	Implement new refuse and recycling pickup	Completion of implementation	Q1 2025	Public Works Director	Granger started pickup January 2nd. No major hiccups. Recycling is slightly up with no noticeable increase in residuals.	No issues of note.		
Deploy smart meter technology to enhance service delivery, including real-time monitoring of utility usage, identifying opportunities for energy efficiency and conservation, and providing residents with tools and resources to better understand and manage their utility consumption.	Develop implementation plan to include financing and installation of new meters Install and monitor new meters Identify those issues that require education	Number of new meters installed Number of communications developed from this tactic	Q4 2025	Public Works Director	An agreement with Hydrocorp for meter installation (1" and smaller) over the next five years has been approved and we will be working with them to start implementation in the next quarter. Initial order of meters has been placed. FAQ for Trash and Recycle changes related to the change to Grainger.	As of 6/24 86% of the rotates that Hydrocorp will be doing for the year were done. FAQ for Parking lot Construction Projects. FAQ and social media presence for Meter Rotation Project.		
Develop and implement outreach programs to increase citizen engagement and education on key community issues.	Provide necessary engagement and educational opportunities		Q4 2025 final reporting	Finance Director				
Implement Strategic Planning	Identify opportunities for improvements to the motor pool							
Conduct a thorough assessment of the city's motor pool operations to identify areas for improvement, such as optimizing vehicle usage, reducing maintenance costs, and implementing fuel-efficient and environmentally friendly practices to enhance the efficiency and sustainability of the city's fleet management.	Create a plan for improvements Monitor/review that changes did what they were designed to do	Number of opportunities identified Number of changes made Success rate based on number of successful changes	Q3 2025	Public Works Director	Through research done by the street superintendant, have decided to replace 1/3 of the pickup fleet every year. Will bid the oldest trucks out for trade in replacing with more fuel efficient vehicles were practice.	Information has been gathered and we will be putting out an RFP in the next quarter for trade in and purchase of 6 trucks.		
Develop and implement a wellhead protection plan ordinance to safeguard the city's drinking water sources from contamination.	Adopt a wellhead protection ordinance Identify key stakeholder needs	Adoption of ordinance	Q3 2025	Public Works Director	Have reviewed sample ordinances from other communities. No update at this time. Project being started Q2.	Plan to call a meeting of the wellhead protection committee in Q3 to discuss the Economic development report being worked on. Anticipated completion pushed back to Q3 2025.		
Collaborate with key stakeholders to develop and implement a comprehensive economic development plan that identifies strategic priorities, opportunities for growth, initiatives to attract investment, create jobs, and foster economic prosperity.	Align internal and external resources into a plan Adopt a plan	Adoption of plan	Q2 2025	City Manager				
Enhance Financial Management	Review the creation of a dedicated grant writing program within the city to systematically identify, pursue, and secure grant opportunities from various sources.							
Review the creation of a dedicated grant writing program within the city to systematically identify, pursue, and secure grant opportunities from various sources.	Hire a Grant Coordinator	Position filled Number of grants applied for	Q1 2025	Finance Director	Goal completed in Dec 2024 Applied for: 4 Awarded: 0 Successfully Managed: 1 (CDBG CHILL)	Goal completed in Dec 2024 Applied for: 4 Awarded: 1 Actively Managing: 3 - Monthly Reports: 0 - Qtrly Reports: 2 - Grants Closed: 0		
Actively seek out and apply for grants from various sources to supplement the city's budget, fund critical projects and initiatives, and reduce reliance on taxpayer funds.	Identify grants that align with the City's goals and objectives Apply for grants as needed	Number of grants awarded Number of grants successfully managed	Q4 2025 final reporting	Finance Director				

Conduct a comprehensive review of accounting policies and administrative procedures to ensure alignment with regulatory requirements and best practices.	Review accounting policies	Number of policies reviewed	Q2 2025	Finance Director	Reviewed: 2 Changed: 1	Reviewed: 0 Changed: 0
	Make changes as necessary					
Evaluate utility billing fees and policies to ensure sufficient funding is in place to protect public health and maintain critical infrastructure while working to keep our rates as affordable as possible.	Review changes to ensure success of new policies	Number of policies changed	Q3 2025	Finance Director	This will be done Q3 as part of the budget process	This will be done Q3 as part of the budget process
	Review fees and ensure that established rates support intended activities	Number of changes made to rate structure				



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Mt. Pleasant City Employee Survey Report

Executive Summary and Demographic Analysis

Final Report

July 2025

- Educational
- Political
- Industrial
- Consumer

- Market
- Research
- Analysis

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METHODOLOGY

EPIC ▪ MRA administered an online survey with current and past employees of the City of Mt. Pleasant. A total of 84 current employees out of 124 and 11 former employees participated in the survey. The online interviews were collected from June 23 through July 3, 2025. All current employees and former employees with email addresses were asked to participate in the survey.

Generally, in interpreting survey results, all surveys are subject to error; that is, the results of the survey may differ from what would have been obtained if the entire population were interviewed. Given the low number of former employees that consented to being contacted, and without concrete information on the size of the former employee universe that may have been solicited by the City for such consent, responses from former employees should be treated more as information that would be gleaned from a focus group study versus a scientific survey with a defined margin of error.

Among current employees, the sampling error for the survey is 6 percent. For example, when survey respondents were asked if they agree or disagree with the statement that management is truthful and honest with employees, 50% of current employees agreed with the statement and 50% disagreed (Q.21). With a 6 percent error rate, that means that with repeated sampling, it is very likely (95 out of every 100 times), that the percentage for the entire population of current employees would fall between 44% and 56%, hence 50 percent ± 6 points.

EXECUTIVE SUMMARY

While the participation of former employees was not large enough to reach any meaningful conclusions about their opinions in the survey, results among current employees generally show, with several significant exceptions, a fairly high level of satisfaction with their job, and an overall positive opinion of the City of Mt. Pleasant.

However, some key areas of concern emerge, including:

- A negative view among employees about the direction of the City.
- A view that management is not being as truthful and honest as they should be.
- A view that management is not caring about employees as much as they should be.
- A view that the City Commission is not being supportive of employees.
- Weak communication by the senior management team.
- Weak communication between departments.
- Top-down communication by superiors not being as strong as it should be.
- Employee morale lower than desired.
- And, a negative view about labor relations.

A 68% solid majority of current employee respondents offered a positive rating of “excellent” (21%) or “good” (47%) as a place to live, work and raise a family, with 32% offering a negative rating of “fair” (29%) or “poor” (3%).

When all respondents were asked how they rate the City of Mt. Pleasant and the surrounding area for offering recreational and entertainment activities and offerings, a 71% majority of current employees offered a positive rating of “excellent” (14%) or “good” (57%) for such offerings, with 29% offering a negative rating of “fair” (24%) or “poor” (5%).

When asked to offer a rating based on a scale of 0 to 10, with 0 meaning they would not recommend living in the City of Mt. Pleasant and the surrounding area to friends and family and 10 meaning they would strongly recommend it, 49% of current employee respondents offered a rating of 0 to 6 (considered detractors), 36% offered a rating of 7 or 8 (considered passives), with 15% offering a rating of 9 or 10 (considered promoters).

When asked to offer a rating using the same 0 to 10 scale to describe how much they would recommend working for the City of Mt. Pleasant, 49% of current employee respondents offered a rating of 0 to 6 (detractors), 21% offered a rating of 7 or 8 (passives), with 30% offering a 9 or 10 rating (promoters), which is double the percentage that would offer a 9 or 10 rating to recommend living in the Mt. Pleasant area.

The top things current employees like the most about working for the City of Mt. Pleasant included: “co-workers/fellow staff” (cited by 33%); “benefits” (13%); “community involvement/engagement/service” (9%); “atmosphere/environment/culture” (7%); “purposeful work/I enjoy my job” (6%); “management/managers/supervisors” (6%); “opportunities for advancement/training/growth” (6%); “flexible hours” (5%); “job security/stability” (4%); and “pay” (4%),

The top things current employees cited that they dislike the most about working for the City of Mt. Pleasant included: “management/managers/supervisors” (11%); “city manager” (10%); “pay” (10%); “atmosphere/environment/culture” (8%); “low morale/feel unappreciated/unvalued/negativity” (8%); “city commission” (7%); “communication is poor” (6%); “positions/job cut/going unfilled/job insecurity” (5%); and “benefits” (5%).

Current employee respondents were asked to rate the overall direction of the City of Mt. Pleasant. A 59% majority offered a negative rating of “fair” (35%) or “poor” (24%), with 41% offering a positive rating of “excellent” (12%) or “good” (29%).

While a solid majority of current employee respondents offered a negative rating about the direction of the City of Mt. Pleasant, a solid 77% said they were satisfied with their job, including 32% who were “very satisfied” and 45% who were “somewhat satisfied” with their job, with 23% saying they are “dissatisfied,” including 21% who were “somewhat dissatisfied” and 2% “very dissatisfied.”

When asked how satisfied they are with the pay they receive, 72% of current employee respondents said they are “satisfied” overall, including 19% who are “very satisfied” and 53% saying they are “somewhat satisfied,” with 28% saying they are “dissatisfied,” including 24% who are “somewhat dissatisfied” and 4% who are “very dissatisfied.”

When asked how satisfied they are with the benefits they receive, 83% of current employee respondents said they are “satisfied” overall, including 43% who are “very satisfied” and 40% saying they are “somewhat satisfied,” with 17% saying they are “dissatisfied,” including 12% who are “somewhat dissatisfied” and 5% who are “very dissatisfied.”

A 90% overwhelming majority of current employee respondents said they are satisfied with the personal and sick time they receive, including 46% who are “very satisfied” and 44% who are “somewhat satisfied,” with 10% saying they are dissatisfied, including 7% “somewhat dissatisfied” and 3% “very dissatisfied.”

A 77% solid majority of current employee respondents said they are satisfied with their “work-life balance,” including 35% saying they are “very satisfied” and 42% “somewhat satisfied,” with 23% saying they are dissatisfied, including 13% “somewhat dissatisfied” and 10% “very dissatisfied.”

A 67% majority of current employee respondents said they are satisfied with the career growth and advancement opportunities available to them personally, including 35% “very satisfied” and 32% “somewhat satisfied,” with 33% dissatisfied, including 21% “somewhat dissatisfied” and 12% “very dissatisfied.”

A 69% majority of current employee respondents said they are satisfied with their co-workers in their department, with 69% saying they are “very satisfied,” 31% saying they are dissatisfied including 26% who are “somewhat dissatisfied” and 5% who are “very dissatisfied.”

An 81% to 19% majority of current employee respondents offered a positive rating for the job done by the respondent’s immediate supervisor or who they report to in providing direction to the respondent and other employees in their department, including 57% offering an “excellent” rating and 24% offering a “good” job rating.

An almost unanimous 93% to 7% majority of current employee respondents said they were “very comfortable” (81%) or “somewhat comfortable” asking questions of their immediate supervisor or who they directly report to.

An almost unanimous 94% to 6% majority of current employee respondents said they are “very comfortable” (81%) or “somewhat comfortable” (19%) when receiving feedback from their immediate supervisor or who they directly report to.

When asked how often they receive feedback from their immediate supervisor or who they directly report to, a 75% to 25% majority of current employee respondents said they “very frequently” receive feedback (35%) or “somewhat frequently” receive feedback (40%), with only 2% saying they never receive feedback.

A 71% to 29% majority of current employee respondents agreed with the statement “management works to build an open and collaborative workforce, including 31% who “strongly agreed” and 40% who “somewhat agreed.”

A 60% majority of current employee respondents said they agree with the statement that “management is truthful and honest with employees,” including 28% who “strongly agree” with the statement and 32% who “somewhat agree,” with 40% saying they disagree with the statement, including 25% who said they “somewhat disagree” and 15% who said they “strongly disagree” with the statement.

A 63% majority of current employee respondents said they “agree” with the statement that “management cares about employees,” including 36% who “strongly agree” and 27% who said they “somewhat agree” with the statement. Another 37% said they “disagree” with the statement, including 23% who “somewhat disagree” and 14% who “strongly disagree.”

An 88% overwhelming majority of current employee respondents said they “agree” with the statement that “all employees are treated equally regardless of gender” including 60% who “strongly agree” and 28% who “somewhat agree,” with 12% saying they “disagree.”

A 53% majority of current employee respondents said that they disagree with the statement that “the City Commission is supportive of City employees,” including 33% who “somewhat disagree” and 20% who “strongly disagree” with the statement, and 47% who said they agree, including 11% who “strongly agree” and 36% who “somewhat agrees” with the statement.

A 52% narrow majority of current employee respondents said they “agree” with the statement that “the Senior management team communicates goals and objectives effectively,” including 17% who “strongly agrees” and 35% who “somewhat agrees,” with 48% saying they “disagree” with the statement, including 35% who “somewhat disagrees” and 13% who “strongly disagrees.”

A 78% solid majority of current employee respondents offered a positive rating for “the work environment in your department/organization,” including 38% “excellent” and 40% “good,” with 22% offering a negative rating, including 17% “fair” and 5% “poor.”

An 81% majority of current employee respondents offered a positive rating for the “communication that currently takes place within your department/organization,” including 33% “excellent” and 48% “good,” with 19% offering a negative rating, including 14% “fair” and 5% “poor.”

A 58% majority of current employee respondents offered a negative rating for “communication that currently takes place between departments/organizations,” including 35% “fair” and 23% “poor,” with 42% offering a positive rating, including 11% “excellent” and 31% “good.”

A 61% majority of current employee respondents offered a positive rating for the “top-down communication from their superiors,” including 30% “excellent” and 31% “good,” with 39% offering a negative rating, including 28% “fair” and 11% “poor.”

A narrow 54% majority of current employee respondents offered a positive rating for “employee morale within their department/organization,” including 20% “excellent” and 34% “good,” with 46% offering a negative rating, including 29% “fair” and 17% “poor.”

A 63% majority of current employee respondents offered a negative rating for “labor relations between the City of Mt. Pleasant and the union(s) that represent City employees,” including 24% “fair” and 29% “poor,” with 37% offering a positive rating, including only 2% “excellent” and 35% “good.”

The top reasons cited by current employee respondents offering a negative rating on labor relations included: “city manager” (15%); “decisions made based on money over people” (13%); “lack of transparency” (10%); “low morale/feel unappreciated/unvalued” (8%); “dishonesty/atmosphere of distrust” (8%); “pension cut” (8%); “could improve in general” (6%); “no negotiations/decisions were simply made” (6%); “communication is poor” (4%); “lack of quality staff retention/ replacement/employees are leaving” (4%); and “Us/You vs. Them attitude/approach” (4%).

A near unanimous 94% of current employee respondents said they are satisfied with personal differences, including diversity, equity, and inclusion, which is racial, ethnic or gender, including sexual identity and sexual orientation, in the City workforce being accepted. This included 49% saying they are “very satisfied” and 45% saying they are “somewhat satisfied.”

A 78% solid majority of current employee respondents said they would like to continue their employment with the City of Mt. Pleasant for the foreseeable future in their current position, or possibly another. Another 16% said they will continue their employment for the next couple of years, but they intend to move on eventually, and 6% said they will be leaving their employment with the City within the year or so.

Among current employee respondents who intend to leave employment with the City of Mt. Pleasant (very small number - only 18 individuals), when asked what the main reason is for intending to leave, the top reasons cited included: "city manager" (28%); "lack of opportunities for advancement/training/growth" (22%); "pay" (17%); "retirement" (11%); and "low morale/feel unappreciated/unvalued/negativity" (11%).

When current employee respondents were asked what the single most important thing that they would like to see the City of Mt. Pleasant change or improve on, the top responses were: "return to an atmosphere of respect/appreciation/more inviting environment" (19%); "quality employee retention/recruitment/proper staffing levels" (13%); "pay scale" (13%); "communication" (11%); "opportunities for advancement/training/growth" (8%); "incentives for part time employees to become full time" (7%); and "be open to change and a new way of doing things" (5%).

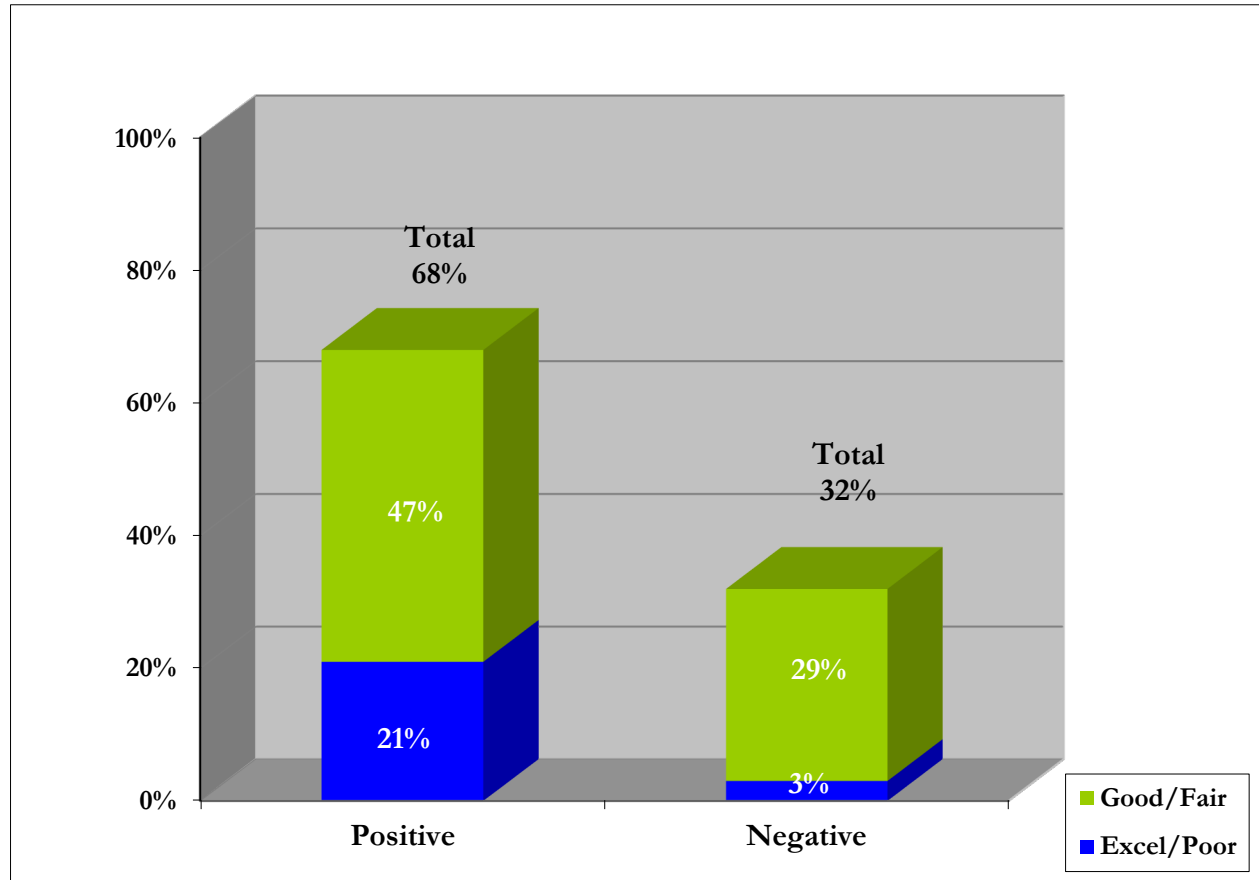
When current employee respondents were asked again to rate how much they would recommend working for the City of Mt. Pleasant, based on a 0 to 10 scale, 52% offered a rating of 0 to 6 (considered detractors), 17% offered a rating of 7 or 8 (considered passives), and 31% offered a rating 9 or 10 (considered promoters). The first time this question was asked, 49% offered a 0 to 6 rating, 21% offered a 7 or 8 rating, and 30% offered a 9 or 10 rating, showing that there was very little change between the two times this question was asked.

Among current employee respondents of current employee respondents offering a 0 to 6 rating (39 respondents), when asked what the main reason was that they would NOT recommend working for the City of Mt. Pleasant, the top reasons cited included: "management" (23%); "low morale/feeling unappreciated/unvalued/ negativity" (18%); "benefits" (13%); "pay" (10%); "lack of opportunities for advancement/ training/growth" (8%); "communication" (5%); "money over people/job insecurity" (5%); "pensions cut" (5%); and "union/labor relations" (5%).

MORE DETAILED Q BY Q BREAKDOWN OF SURVEY RESPONSES

Majority Offer Positive Rating For Mt. Pleasant As Place To Live – Q.2

When current employee respondents were asked how they would rate the City of Mt. Pleasant as a place to live, work and raise a family, 68% offered a positive rating, including 21% “excellent” and 47% “good,” with 32% offering a negative rating, including 29% “fair” and 3% “poor.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 68% included:

Small sample size = *

- 100% Promoter respondents on second test*
- 86% Passive respondents on second test*
- All women*
- Age 18-29*
- 79% Employed 5 years or less*
- 75% Plans to stay employed with the City
- 73% Employed 6 to 10 years*

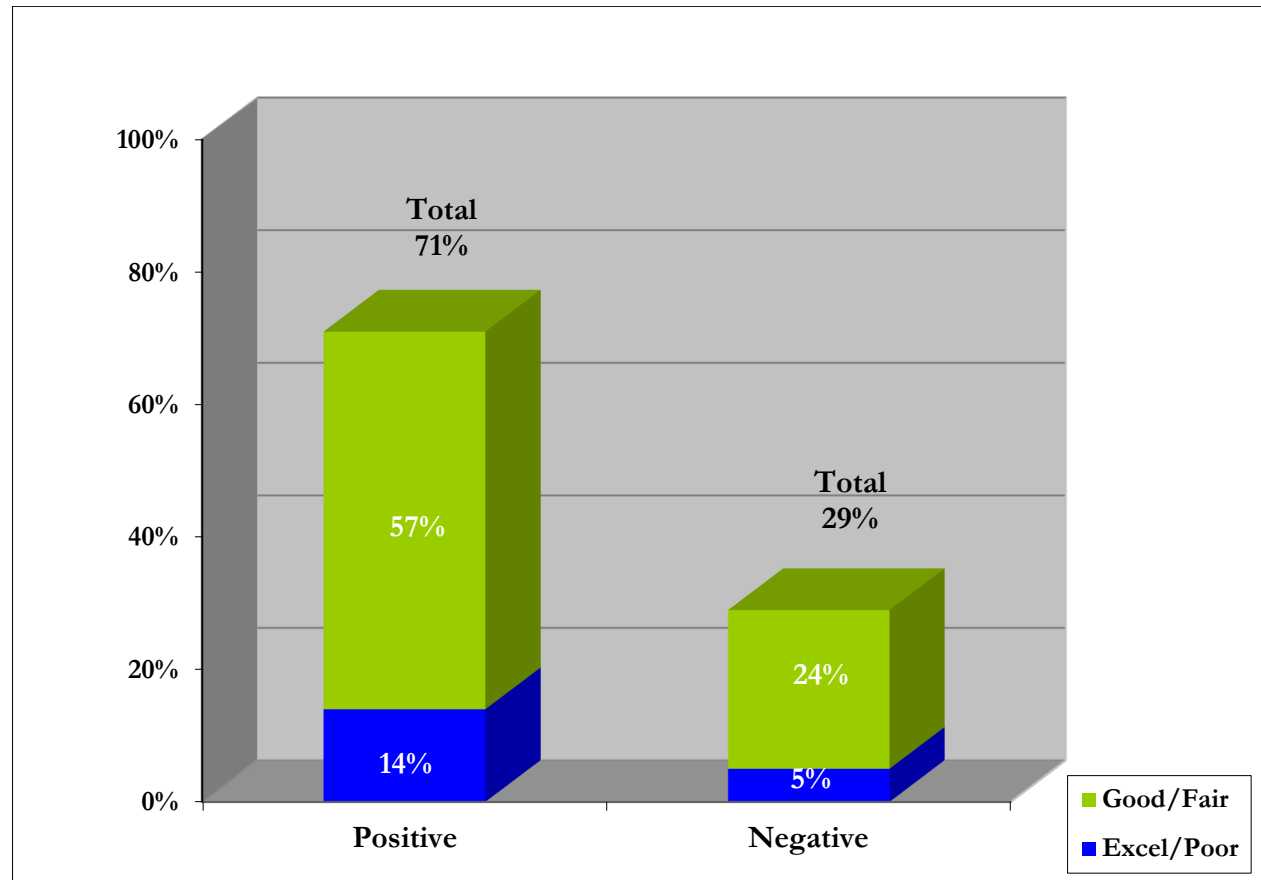
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 32% included:

Small sample size = *

- 57% Detractor respondents on second test
- 56% Plans to leave city employment*
- 53% Employed 11 to 20 years*
- 50% Other races*
- 45% Age 40 to 49*
- 38% All men
- 37% Post HS technical education*

Majority Offer Positive Rating For Recreational And Entertainment – Q.3

When current employee respondents were asked how they would rate the City of Mt. Pleasant and the surrounding area for offering recreational and entertainment activities, 71% offered a positive rating, including 14% “excellent” and 57% “good,” with 29% offering a negative rating, including 24% “fair” and 5% “poor.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 71% included:

Small sample size = *

- 96% Promoters on second test*
- 95% Age 30 to 39*
- 86% All women
- 80% Worked in the City for 6 to 10 years*
- 79% Worked in the City for 5 years or less*
- 77% Worked in the City for 21 years or more*
- White respondents
- Age 50 to 65
- 76% Plans to stay with City as an employee

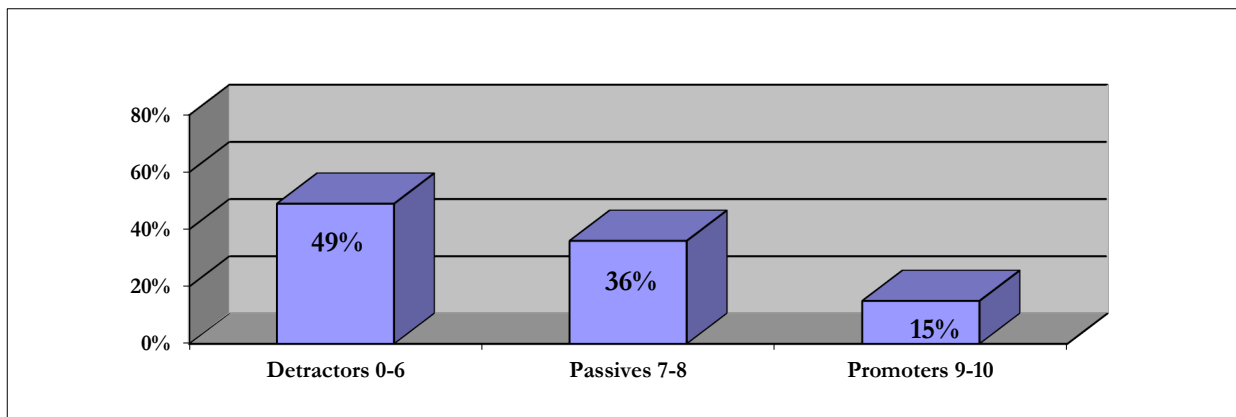
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 29% included:

Small sample size = *

- 44% Plans to leave city employment*
- 43% Age 18 to 29*
- 40% Detractors on second test
- 36% Passive respondents on second test*
- 35% Age 40 to 49*

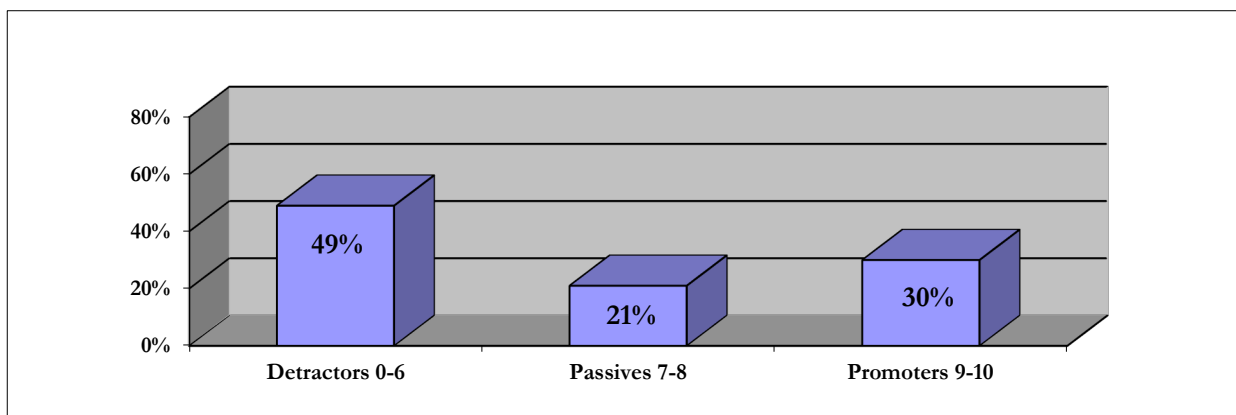
NPS Score Mt. Pleasant As A Place To Live – Q.4

Current employee respondents were asked: “On a scale of 0 to 10, with 0 meaning you would not recommend it to friends and family, and 10 meaning you would strongly recommend it, what number would you use to describe how much you would recommend living in the City of Mt. Pleasant and surrounding area? Among current employees, 49% offered a rating of 0 to 6 (considered detractors), 36% offered a rating of 7 or 8 (considered passives), and 15% offered a rating of 9 or 10 (considered promoters).



First NPS Score Mt. Pleasant As A Place To Work – Q.5

Current employee respondents were asked: “On a scale of 0 to 10, with 0 meaning you would not recommend it to friends and family, and 10 meaning you would strongly recommend it, what number would you use to describe how much you would recommend working for the City of Mt. Pleasant? Among current employees, 49% offered a rating of 0 to 6 (considered detractors), 21% offered a rating of 7 or 8 (considered passives), and 30% offered a rating of 9 or 10 (considered promoters). Twice as many employees offered a 9 or 10 recommendation for working for Mt. Pleasant than living in the area.



Like The Most About Working For Mt. Pleasant – Q.6

Respondents were asked, in an open ended question, to describe the one or two things that they like the most about working for the City of Mt. Pleasant. The responses were:

CURRENT N=80	FORMER N=11	
1%	---	None; nothing
33%	36%	Co-workers/Fellow staff
13%	23%	Benefits
9%	5%	Community involvement/engagement/service
7%	14%	Atmosphere – Environment – Culture
6%	9%	Purposeful work – I enjoy my job
6%	5%	Management – Managers – Supervisors
6%	5%	Opportunities for advancement/training/growth
5%	---	Flexible hours
4%	---	Job security/stability
4%	---	Pay
2%	5%	Engaging work – Variety of work – Never dull
1%	---	Buildings – Facilities
1%	---	Customer service
1%	---	HR Department
1%	---	Location – Nearby my home
1%	---	PTO accrual

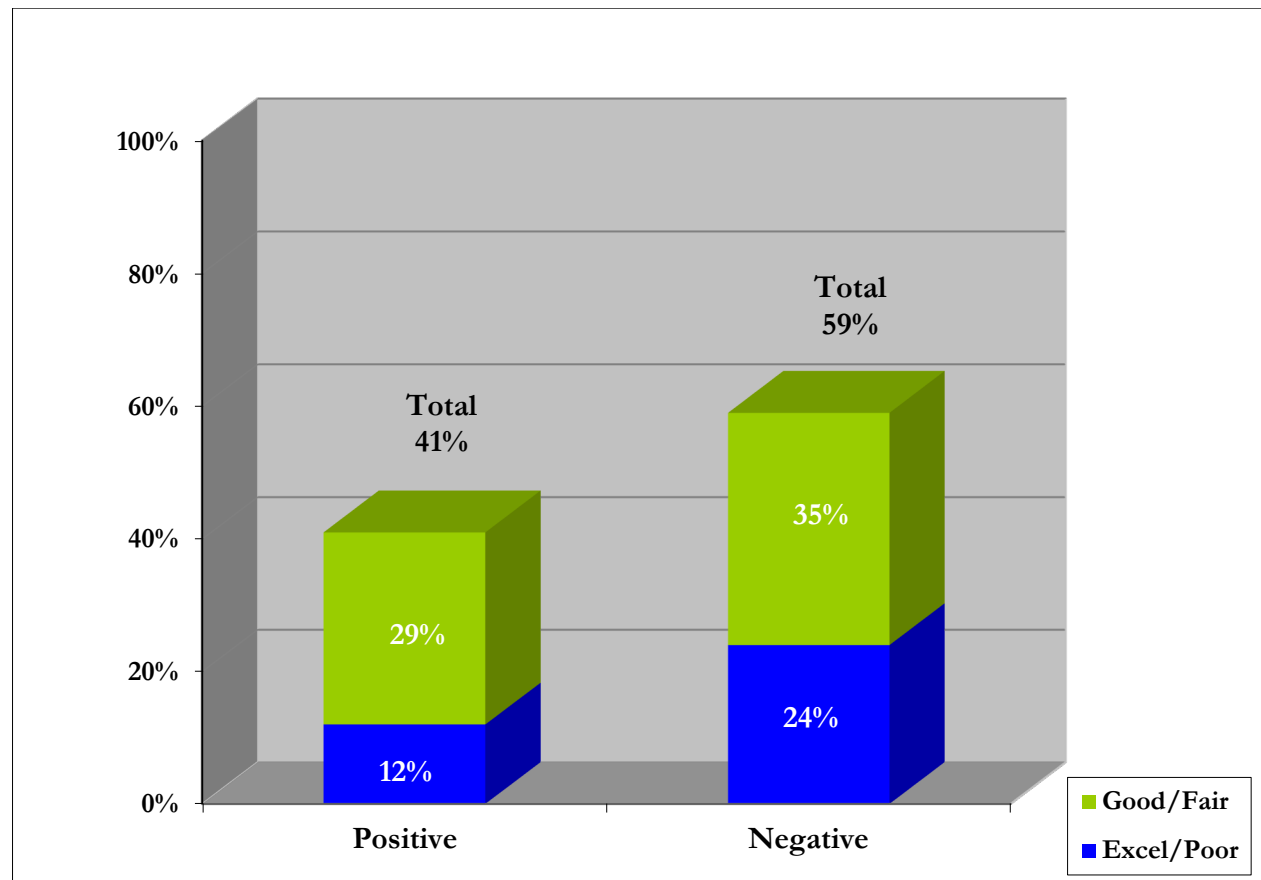
Dislike The Most About Working For Mt. Pleasant – Q.7

Respondents were asked, in an open ended question, to describe the one or two things that they dislike the most about working for the City of Mt. Pleasant. The responses were:

CURRENT N=78	FORMER N=11	
2%	---	None; nothing
11%	19%	Management – Managers – Supervisors
10%	48%	City Manager
10%	---	Pay
8%	5%	Atmosphere – Environment – Culture
8%	5%	Low morale – Feel unappreciated/unvalued – Negativity
7%	---	City Commission
6%	---	Communication is poor
5%	14%	Positions/job cut – Going unfilled – Job insecurity
5%	---	Benefits
3%	---	Inconsistency
3%	---	Lack of transparency
2%	---	Former staff/employees stirring the pot
2%	---	Lack of accountability
2%	---	Lack of innovation – Resistance to change
2%	---	Limited flexibility in work hours/remote work options
2%	---	Overworked – Lack of work-life balance
2%	---	Sense of entitlement among staff
2%	---	Slow to act/respond
1%	---	Commute – Distance to work
1%	---	Double standards
1%	---	Labor/union negotiations
1%	---	Lack of opportunities for advancement/training/growth
1%	---	Open floor plan work space is distracting
1%	---	Politics
1%	---	Public scrutiny
---	10%	HR Department
2%	---	Other (<i>less than 1% each</i>)
2%	---	Undecided/Refused

Majority Offer Negative Rating For Overall Direction Of The City – Q.8

When current employee respondents were asked how they would rate the overall direction of the City of Mt. Pleasant, 59% offered a negative rating, including 35% “fair” and 24% “poor,” with 41% offering a positive rating, including 12% “excellent” and 29% “good.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 41% included:

Small sample size = *

- 84% Promoters on recommending working for the City*
- 71% Passives on recommending working for the City*
- 62% All women
- 61% Worked for the City for 5 years or less*
- 50% Age 50 to 65*
- 49% Will stay as an employee
- 48% White respondents
- 47% Age 30 to 39*

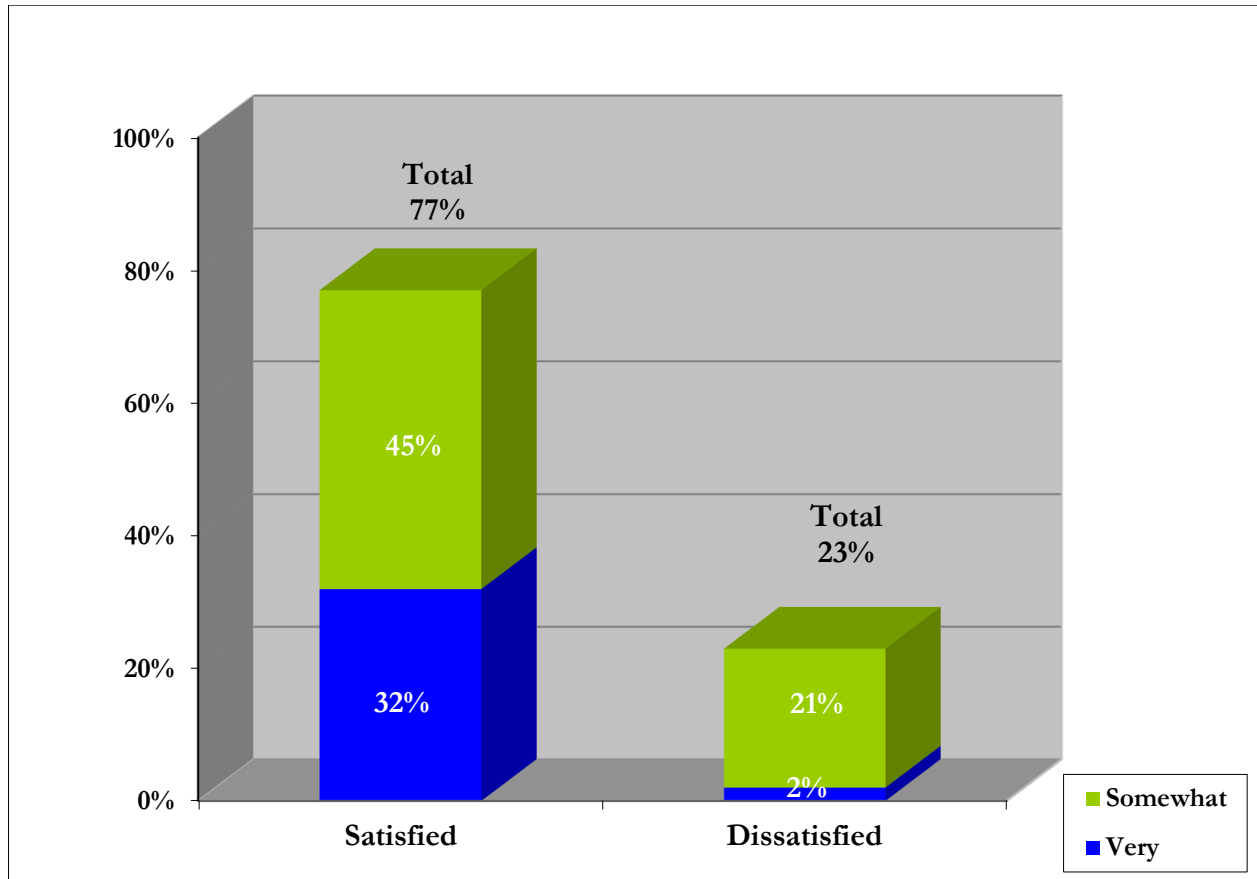
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 59% included:

Small sample size = *

- 95% Detractors on recommending working for the City
- 73% Worked for the City for 6 to 10 years*
- 70% Other races*
- 65% Age 40 to 49*
- 64% All men

Majority Satisfied With Their Job – Q.9

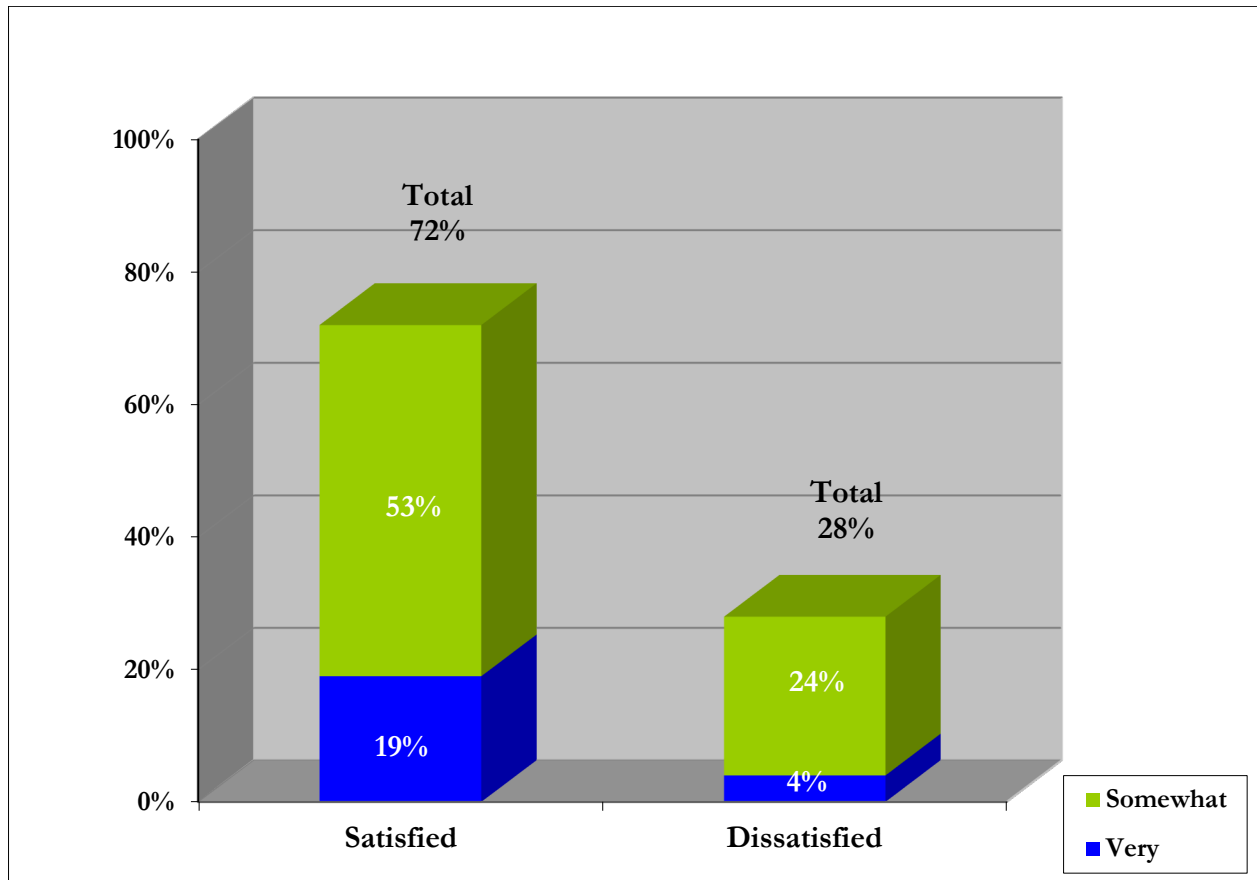
When current employee respondents were asked how satisfied they are with their job, 77% said they are satisfied, including 32% “very satisfied” and 45% “somewhat satisfied,” with 23% saying they are dissatisfied, including 21% “somewhat dissatisfied” and 2% “very dissatisfied.”



With 77% saying they are satisfied with their job, demographic analysis is not needed.

Majority Satisfied With The Pay They Receive – Q.10

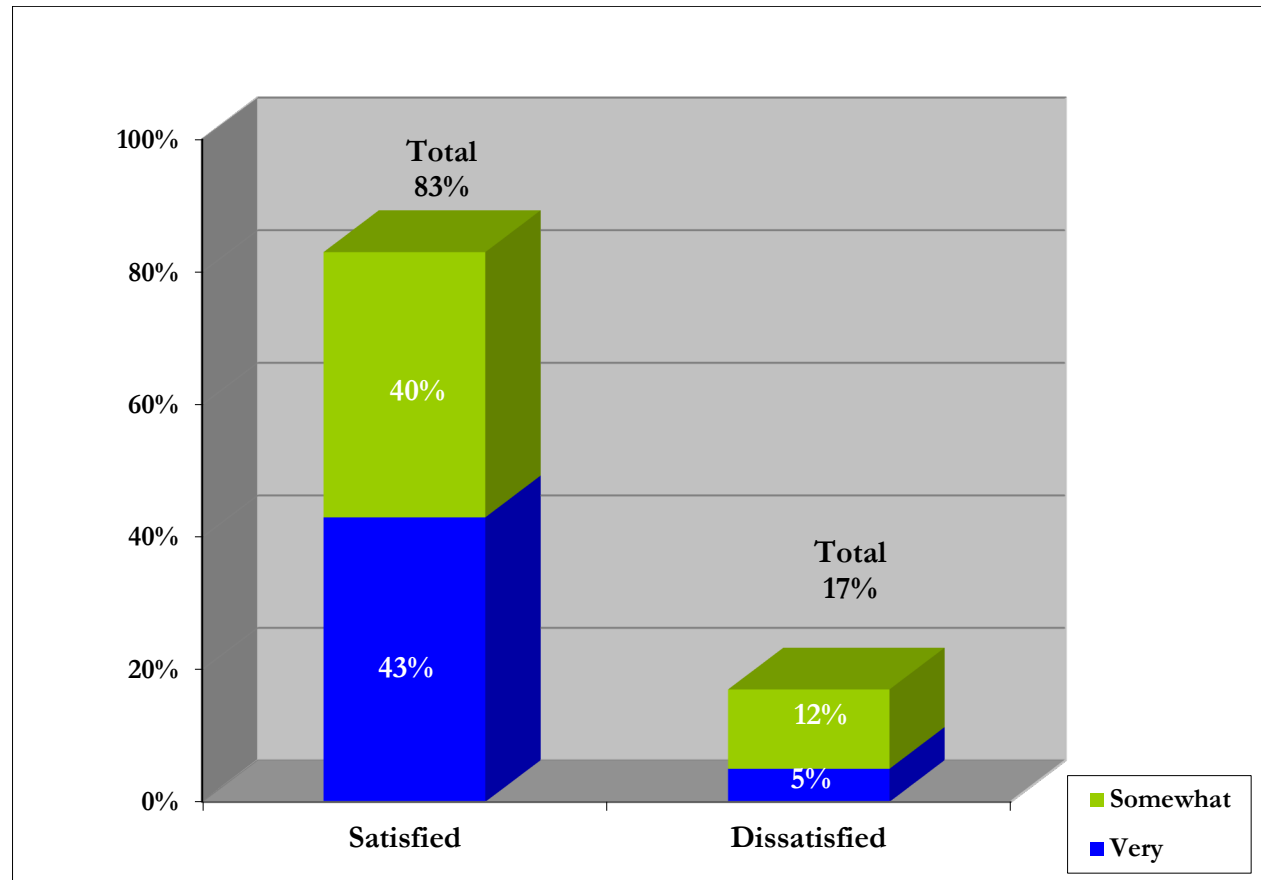
When current employee respondents were asked how satisfied they are with the pay they receive, 72% said they are satisfied, including 19% “very satisfied” and 53% “somewhat satisfied,” with 28% saying they are dissatisfied, including 24% “somewhat dissatisfied” and 4% “very dissatisfied.”



With such a strong majority offering a “satisfied” response, demographic analysis was not informative.

Majority Satisfied With The Benefits They Receive – Q.11

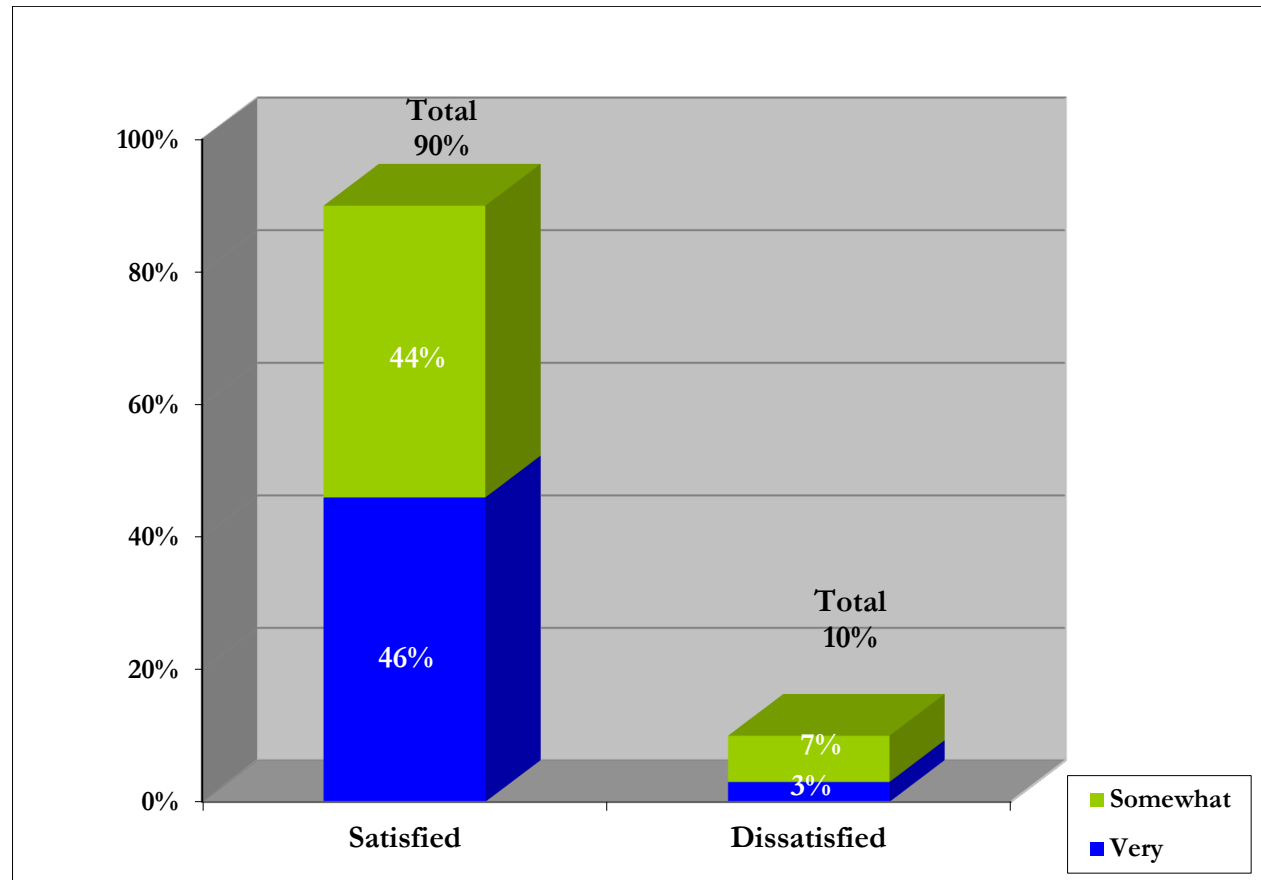
When current employee respondents were asked how satisfied they are with the benefits they receive, 83% said they are satisfied, including 43% “very satisfied” and 40% “somewhat satisfied,” with 17% saying they are dissatisfied, including 12% “somewhat dissatisfied” and 5% “very dissatisfied.”



With such a strong majority offering a “satisfied” response, demographic analysis was not informative.

Majority Satisfied With The Personal And Sick Time They Receive – Q.12

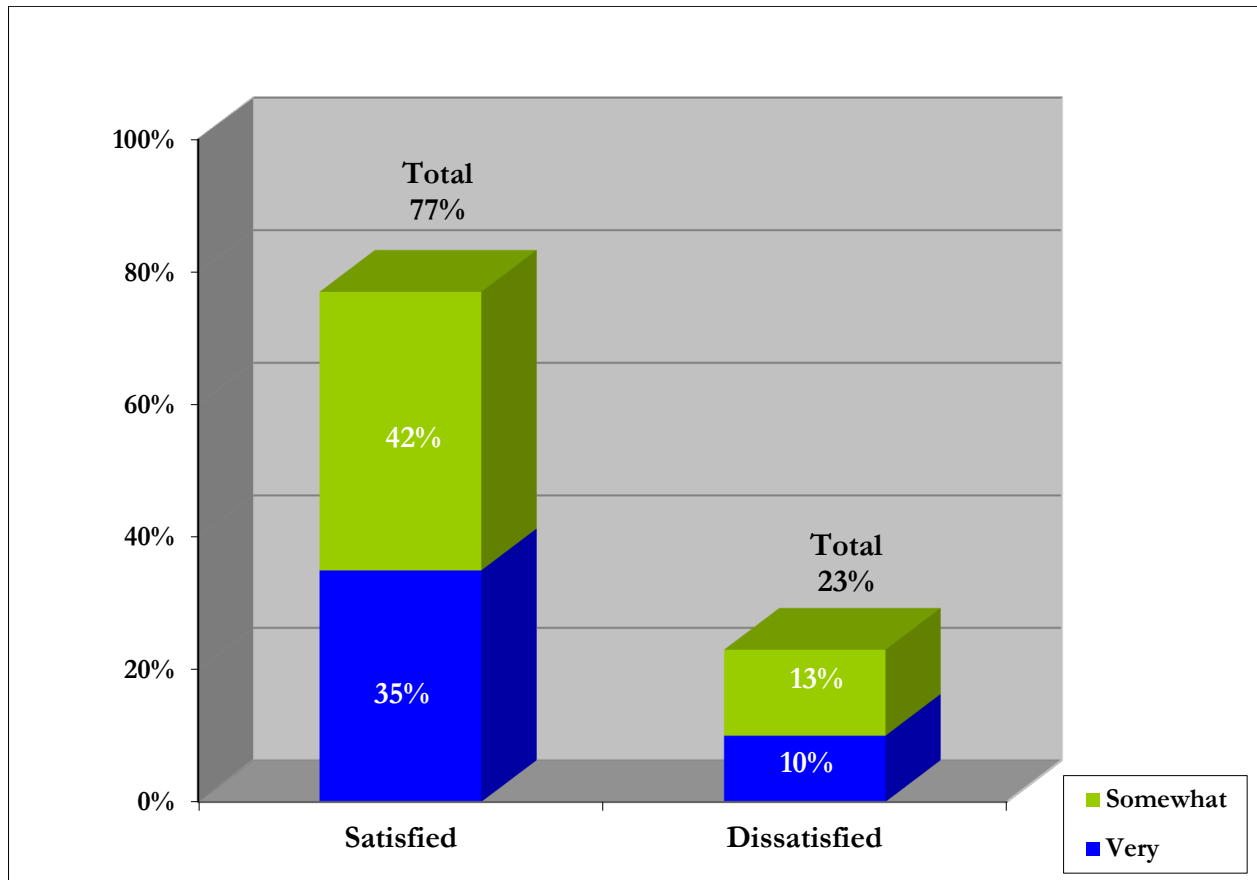
When current employee respondents were asked how satisfied they are with the personal and sick time they receive, 90% said they are satisfied, including 46% “very satisfied” and 44% “somewhat satisfied,” with 10% saying they are dissatisfied, including 7% “somewhat dissatisfied” and 3% “very dissatisfied.”



With such a strong majority offering a “satisfied” response, demographic analysis was not informative.

Majority Satisfied With Their Work-Life Balance – Q.13

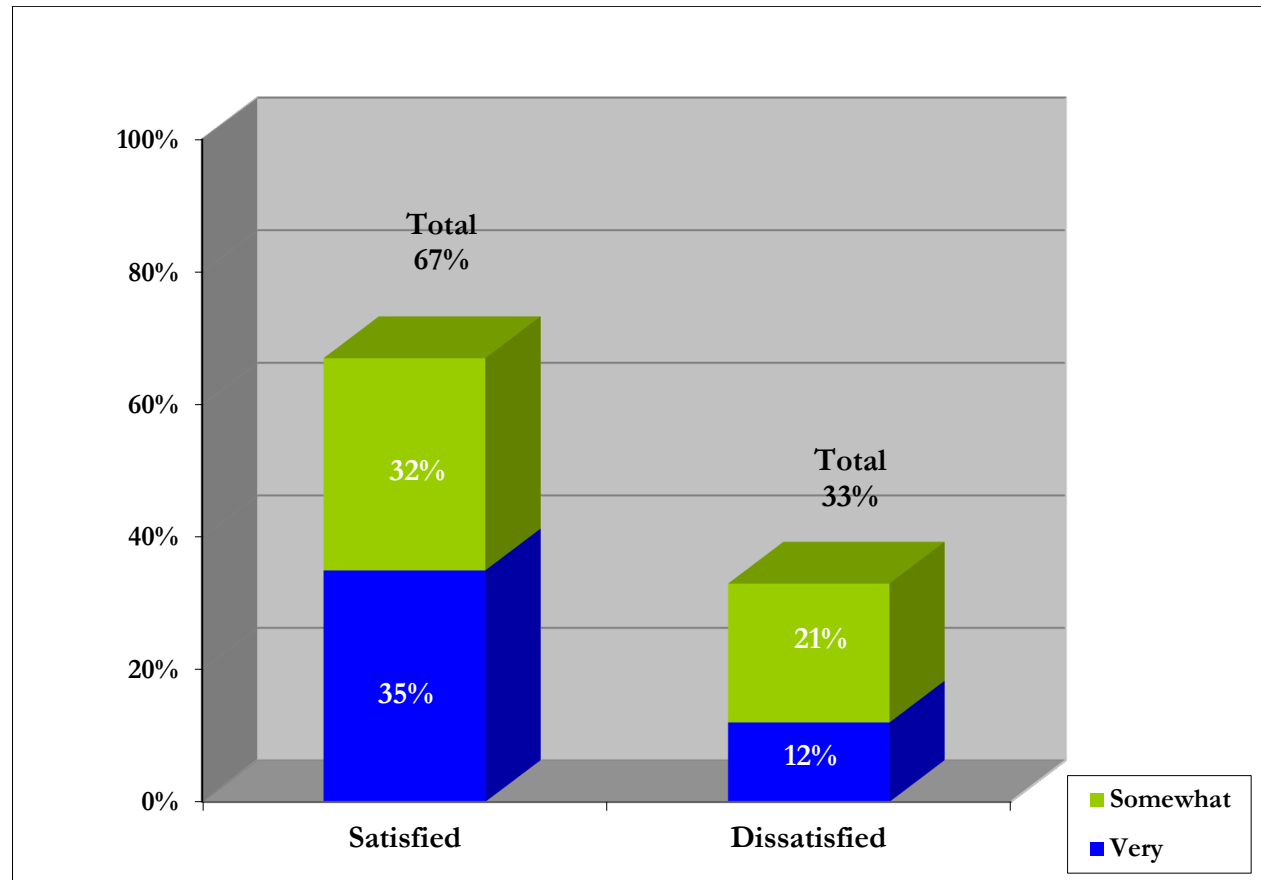
When current employee respondents were asked how satisfied they are with their work-life balance, 77% said they are satisfied, including 35% “very satisfied” and 42% “somewhat satisfied,” with 23% saying they are dissatisfied, including 13% “somewhat dissatisfied” and 10% “very dissatisfied.”



With such a strong majority offering a “satisfied” response, demographic analysis was not informative.

Majority Satisfied With Career Growth And Advancement Opportunities – Q.14

When current employee respondents were asked how satisfied they are with their career growth and advancement opportunities available to you in their job, 67% said they are satisfied, including 35% “very satisfied” and 32% “somewhat satisfied,” with 33% saying they are dissatisfied, including 21% “somewhat dissatisfied” and 12% “very dissatisfied.”



Demographic groups saying they are satisfied by a significantly higher percentage than the city-wide results of 67% included:

Small sample size = *

- 92% Promoters of working for the City*
- 89% Post HS technical education*
Age 30 to 39
- 82% Worked for City 5 years or less*
- 81% All women*
- 78% Will stay on the job
- 75% Age 40 to 49
- 73% Worked for City 6 to 10 years*

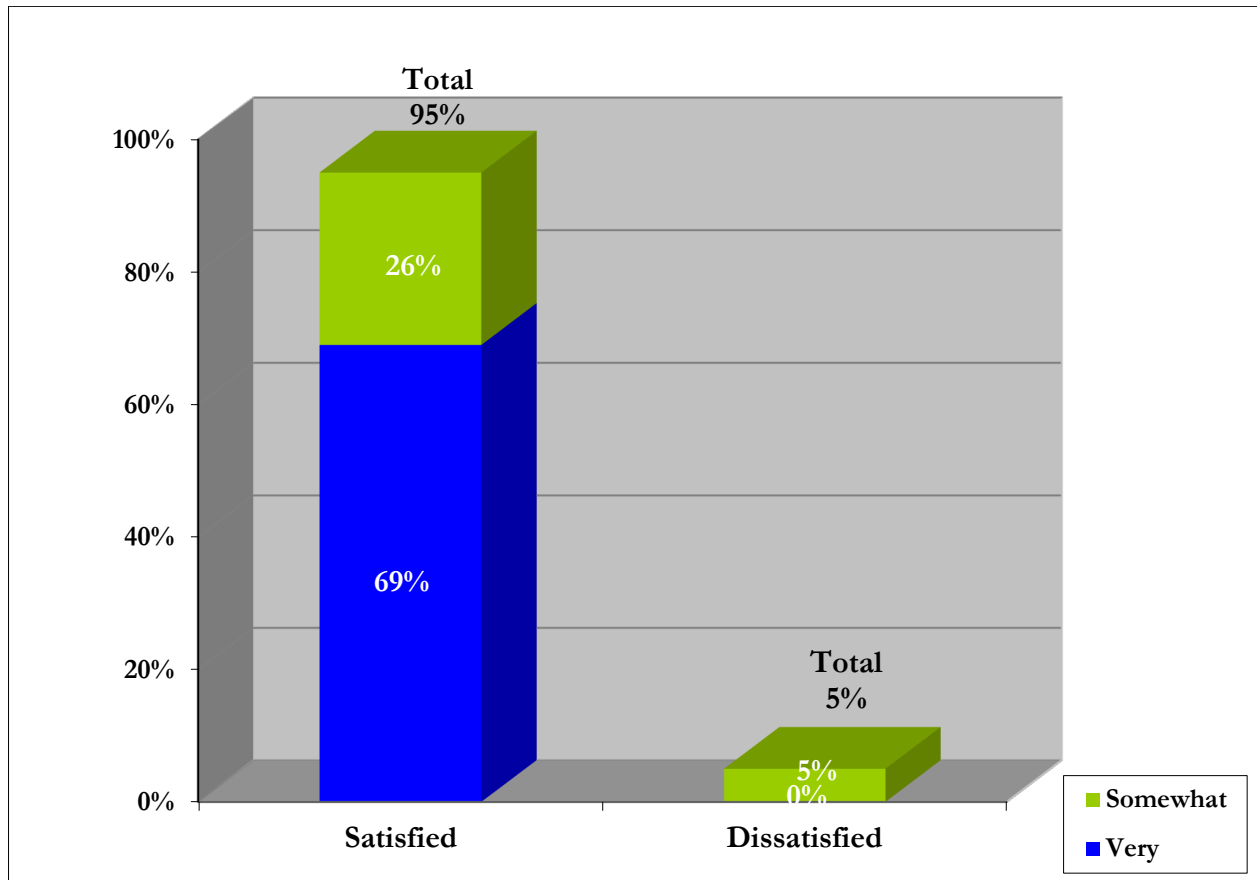
Demographic groups saying they are dissatisfied by a significantly higher percentage than the city-wide results of 33% included:

Small sample size = *

- 72% Will leave the job working for the City soon*
- 62% Worked for the City 21 years or more*
- 55% Age 50 to 65
- 48% Detractors of working for the City
- 39% College educated
- 38% All men

Nearly All Respondents Satisfied With Their Co-Workers – Q.15

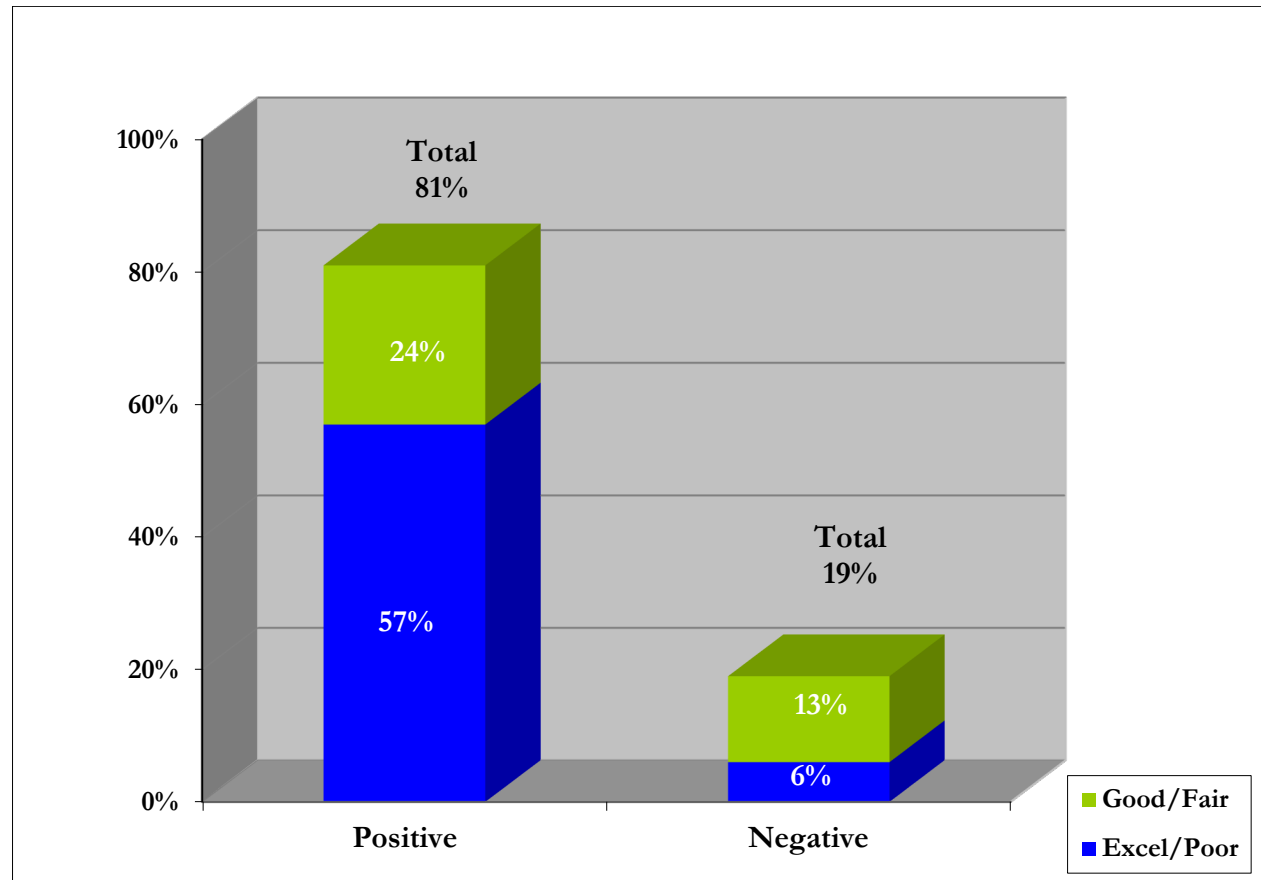
When current employee respondents were asked how satisfied they are with their co-workers, 95% said they are satisfied, including 69% “very satisfied” and 26% “somewhat satisfied,” with 5% dissatisfied, including 5% “somewhat dissatisfied” and 0% “very dissatisfied.”



With such a strong majority offering a “satisfied” response, demographic analysis was not informative.

Majority Offer Positive Rating for Supervisors Providing Direction – Q.16

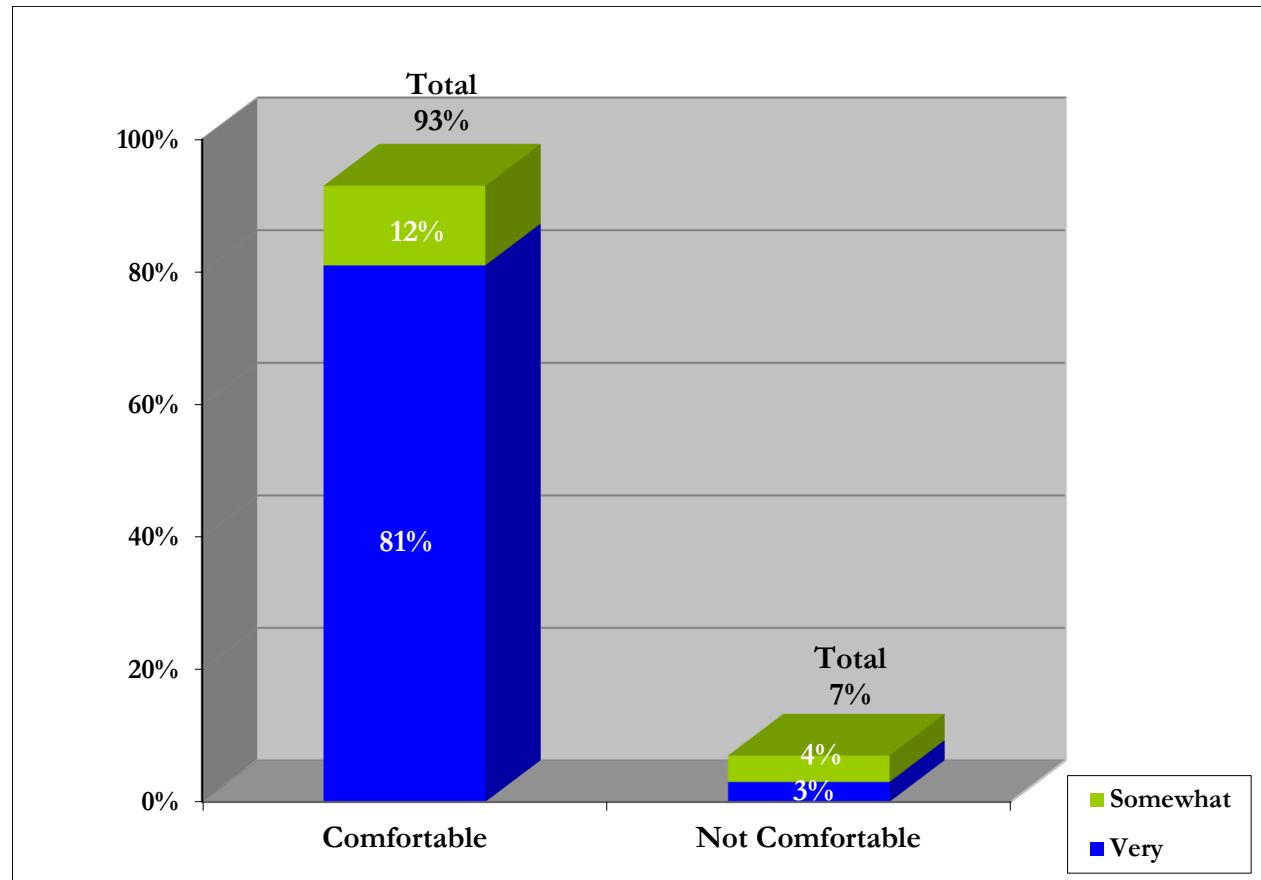
When current employee respondents were asked how they would rate the job done by their immediate supervisor or who they report to in providing direction to them and others in their department, 81% offered a positive rating, including 57% “excellent” and 24% “good,” with 19% offering a negative rating, including 13% “fair” and 6% “poor.”



With such a strong majority offering a “positive” response, demographic analysis was not informative.

Majority Comfortable Asking Questions Of Immediate Supervisor – Q.17

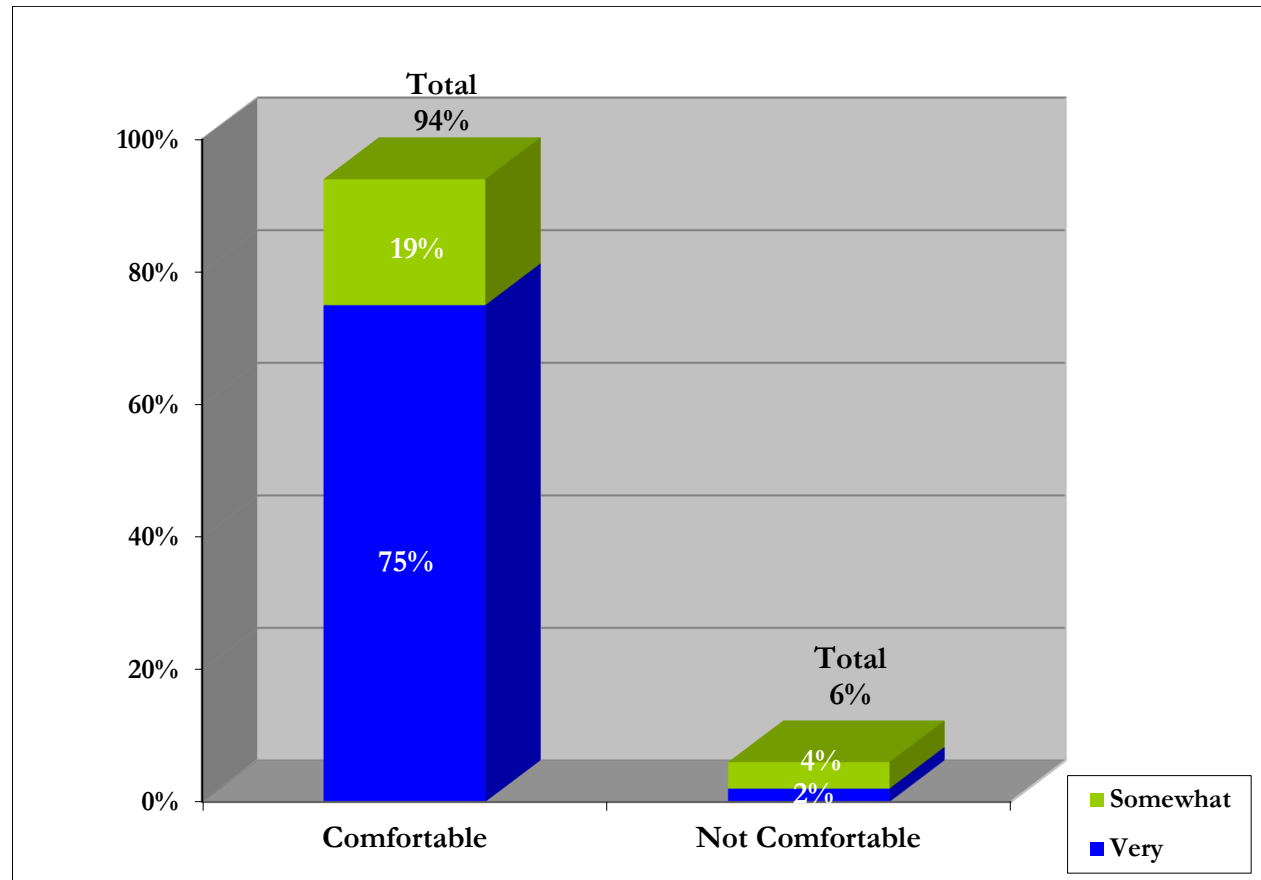
When current employee respondents were asked how comfortable they feel asking questions of their immediate supervisor or who they directly report to, 93% said they are comfortable, including 81% “very comfortable” and 12% “somewhat comfortable,” with 31% not comfortable, including 4% “only a little comfortable” and 3% “not comfortable at all.”



With such a strong majority offering a “comfortable” response, demographic analysis was not informative.

Majority Comfortable Receiving Feedback From Immediate Supervisor – Q.18

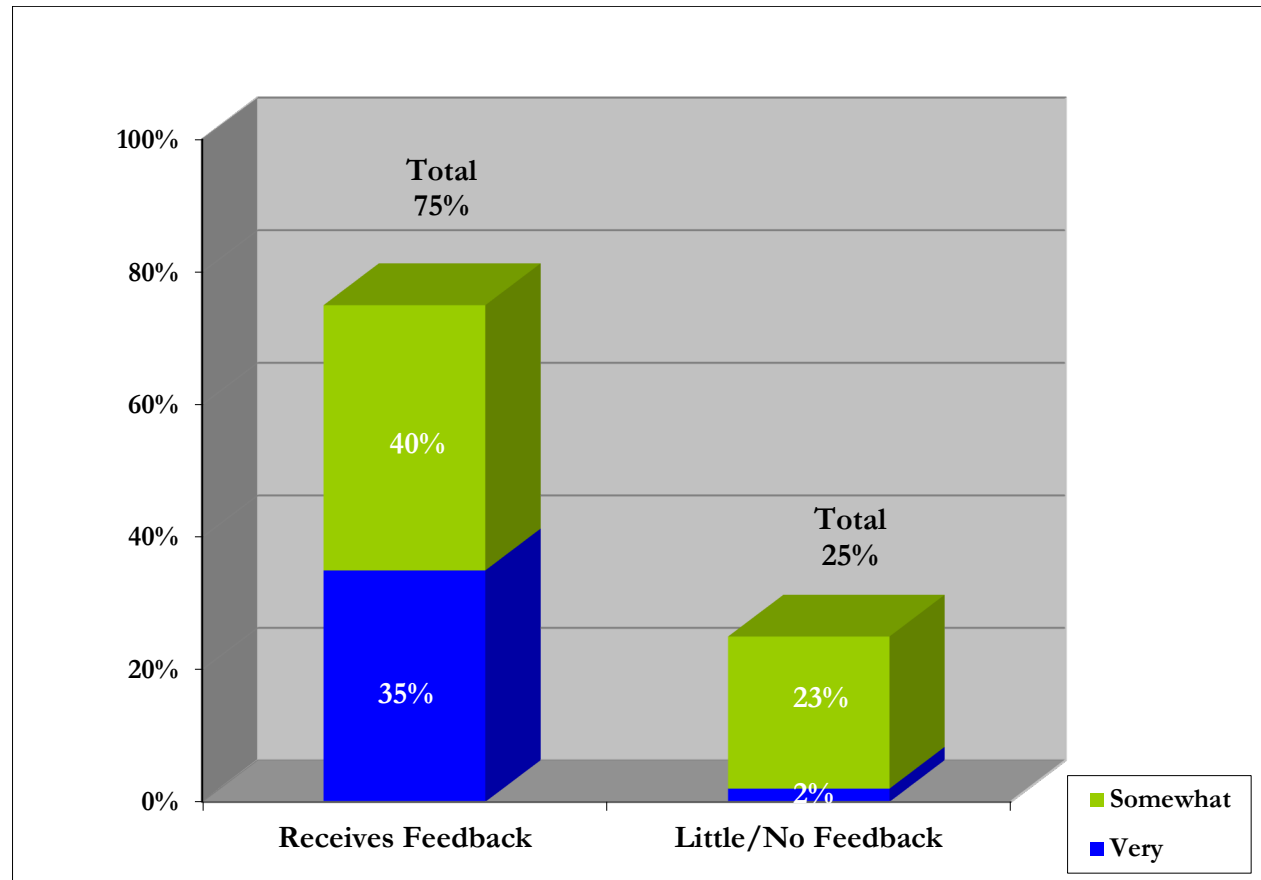
When current employee respondents were asked how comfortable they feel receiving feedback from their immediate supervisor or who they directly report to, 94% said they are comfortable, including 75% “very comfortable” and 19% “somewhat comfortable,” with 61% not comfortable, including 4% “only a little comfortable” and 2% “not comfortable at all.”



With such a strong majority offering a “comfortable” response, demographic analysis was not informative.

Majority Receive Feedback From Their Immediate Supervisor – Q.19

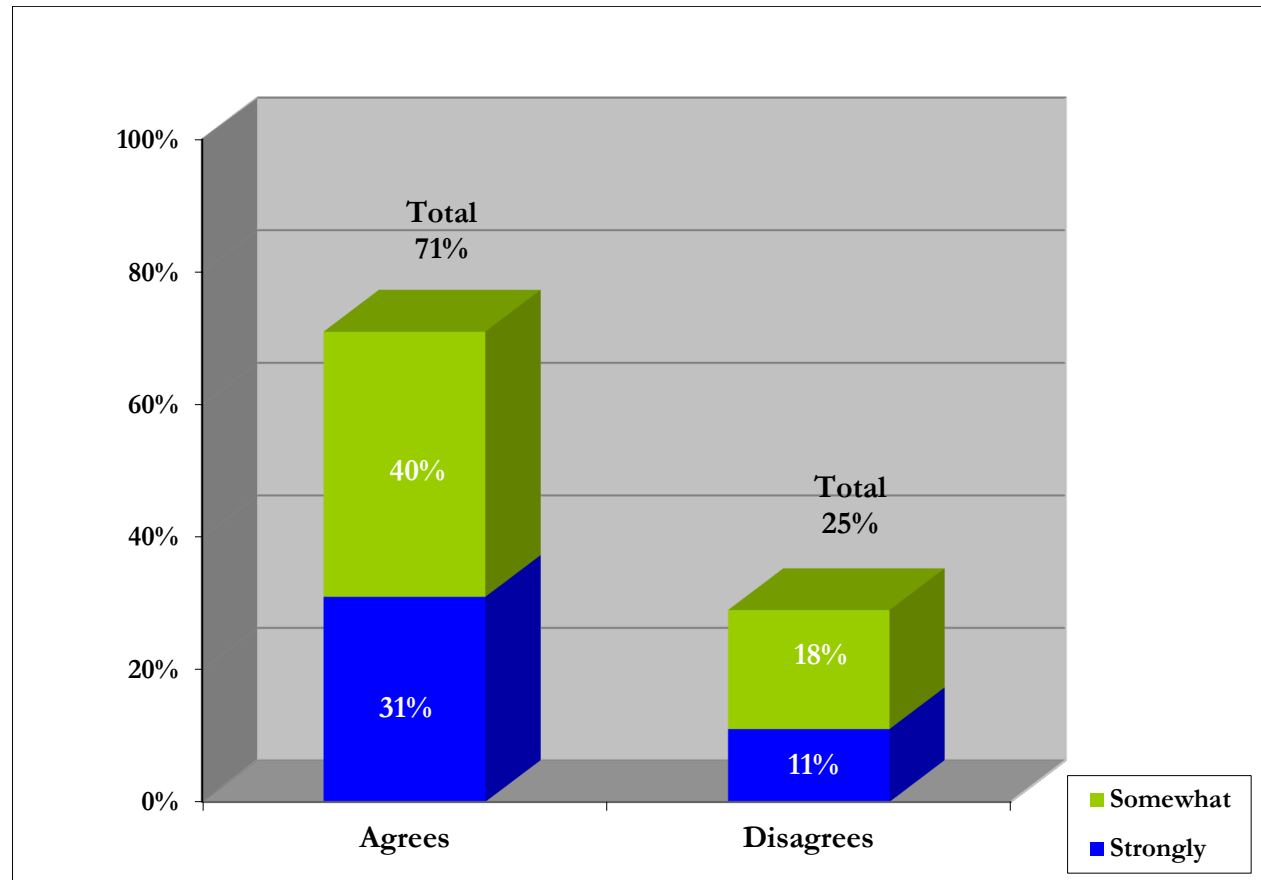
When current employee respondents were asked how often they receive feedback from their immediate supervisor or who they directly report to, 75% said they receive feedback “very frequently” (35%) or “somewhat frequently” (40%), with 25% receiving “very little feedback” (23%) or “no feedback at all” (2%).



With such a strong majority offering a “receives feedback” response, demographic analysis was not informative.

Majority Agrees That Management Works To Build A Collaborative Workforce – Q.20

When current employee respondents were asked if they agree or disagree with the statement “Management works to build an open and collaborative workforce,” 71% said they agree, including 31% who “strongly agree” and 40% who “somewhat agree,” with 29% saying they disagree, including 18% who “somewhat disagree” and 11% who “strongly disagree.”



Demographic groups saying they agree by a significantly higher percentage than the city-wide results of 71% included:

Small sample size = *

- 100% Passives about recommending working for the City*
- 100% Promoters about recommending working for the City*
- 86% All women*
- 82% Worked for the City for 5 years or less*
- White employees
- Age 50 to 65
- 80% Worked for the City for 6 to 10 years*
- 79% Will stay working for the City
- 77% Worked for the City for 21 years or more
- 76% College educated

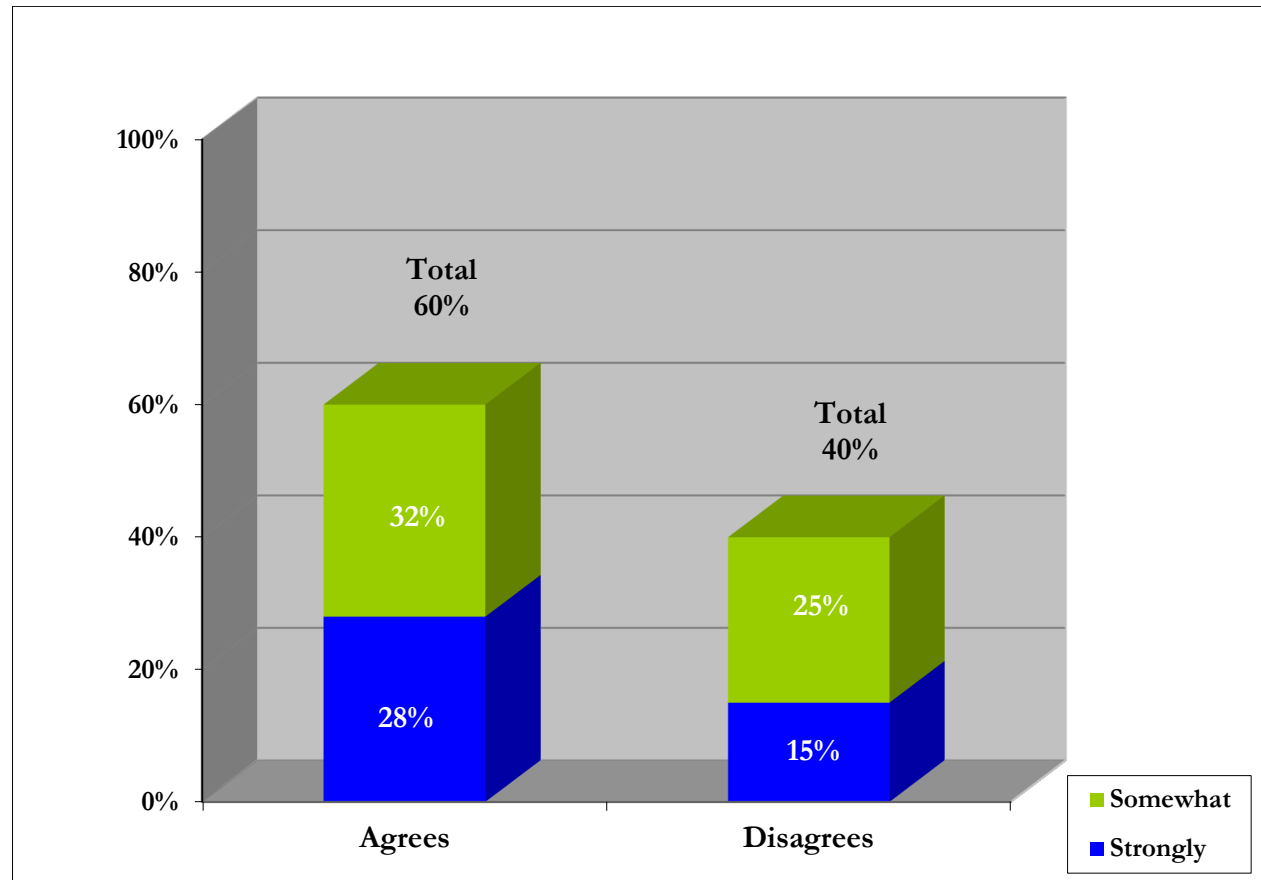
Demographic groups saying they disagree by a significantly higher percentage than the city-wide results of 29% included:

Small sample size = *

- 61% Will leave employment with the City soon*
- 57% Detractors about recommending working for the City
- 50% Other races*

Majority Agrees That Management Is Honest With Employees – Q.21

When current employee respondents were asked if they agree or disagree with the statement “Management is truthful and honest with employees,” 60% said they agree, including 28% who “strongly agree” and 32% who “somewhat agree,” with 40% saying they disagree, including 25% who “somewhat disagree” and 15% who “strongly disagree.”



Demographic groups saying they agree by a significantly higher percentage than the city-wide results of 60% included:

Small sample size = *

- 100% Passive respondents on recommending working for the City*
- 100% Promoter respondents on recommending working for the City*
- 86% Age 18 to 29
- 77% Worked for the City for 21 years or more*
- 71% Worked for the City for 5 years or less*
- All women*
- 70% White respondents
- Age 40 to 49*
- 68% Age 50 to 65*
- 67% Will stay as an employee working for the City

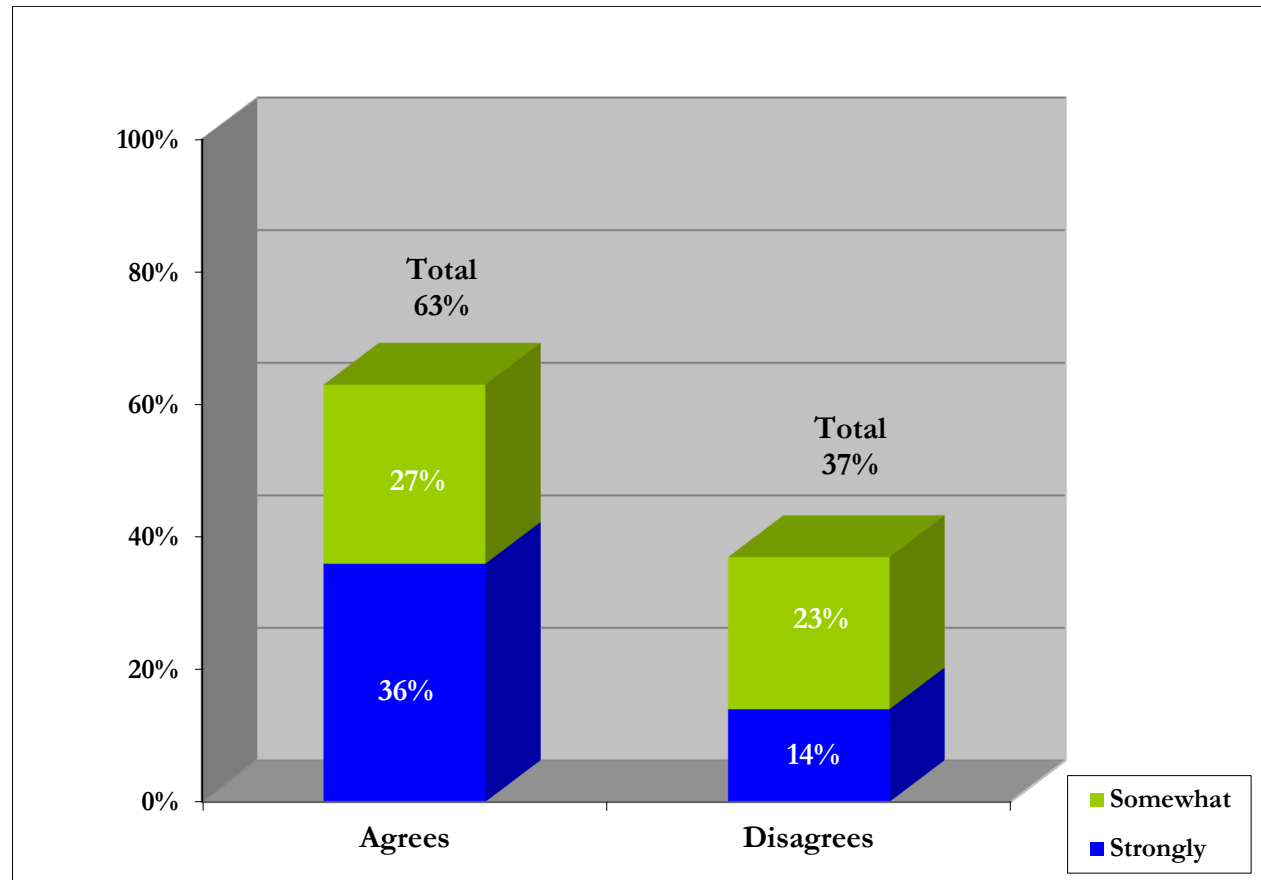
Demographic groups saying they disagree by a significantly higher percentage than the city-wide results of 40% included:

Small sample size = *

- 67% Will leave employment with the City soon*
- 60% Other races*
- 47% Worked for the City for 6 to 10 years*
Worked for the City for 11 to 20 years*
Age 30 to 39*

Majority Agrees That Management Cares About Employees – Q.22

When current employee respondents were asked if they agree or disagree with the statement “Management cares about employees,” 63% said they agree, including 36% who “strongly agree” and 27% who “somewhat agree,” with 37% saying they disagree, including 23% who “somewhat disagree” and 14% who “strongly disagree.”



Demographic groups saying they agree by a significantly higher percentage than the city-wide results of 63% included:

Small sample size = *

- 100% Passive respondents on recommending working for the City*
- 96% Promoter respondents on recommending working for the City*
- 86% Age 18 to 29*
- 77% Employed with the City for 21 years or more*
- 76% All women*
- 73% Employed with the City for 6 to 10 years*
- 72% White respondents
- 71% Will stay as an employee of the City
- 70% Age 40 to 49*
- 68% Employed with the City for 5 years or less*

Post HS technical education*

Age 50 to 65*

- 67% College educated

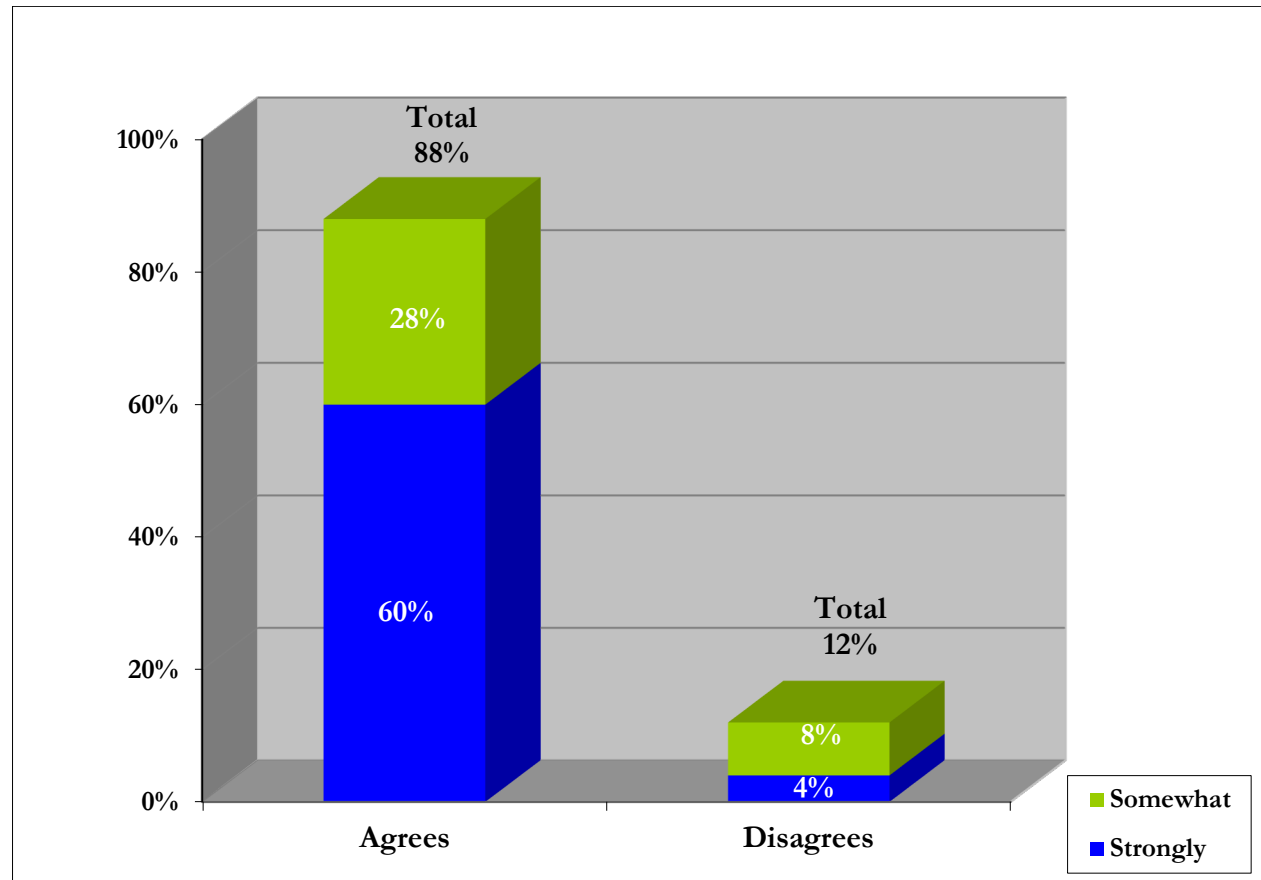
Demographic groups saying they disagree by a significantly higher percentage than the city-wide results of 37% included:

Small sample size = *

- 72% Will leave employment with the City soon*
 - 71% Detractors on recommending working for the City
 - 50% Other races*
 - 47% Employed by the City for 11 to 20 years*
- Age 30 to 39*

Majority Agrees Employees Are Treated Equally Regardless Of Gender – Q.23

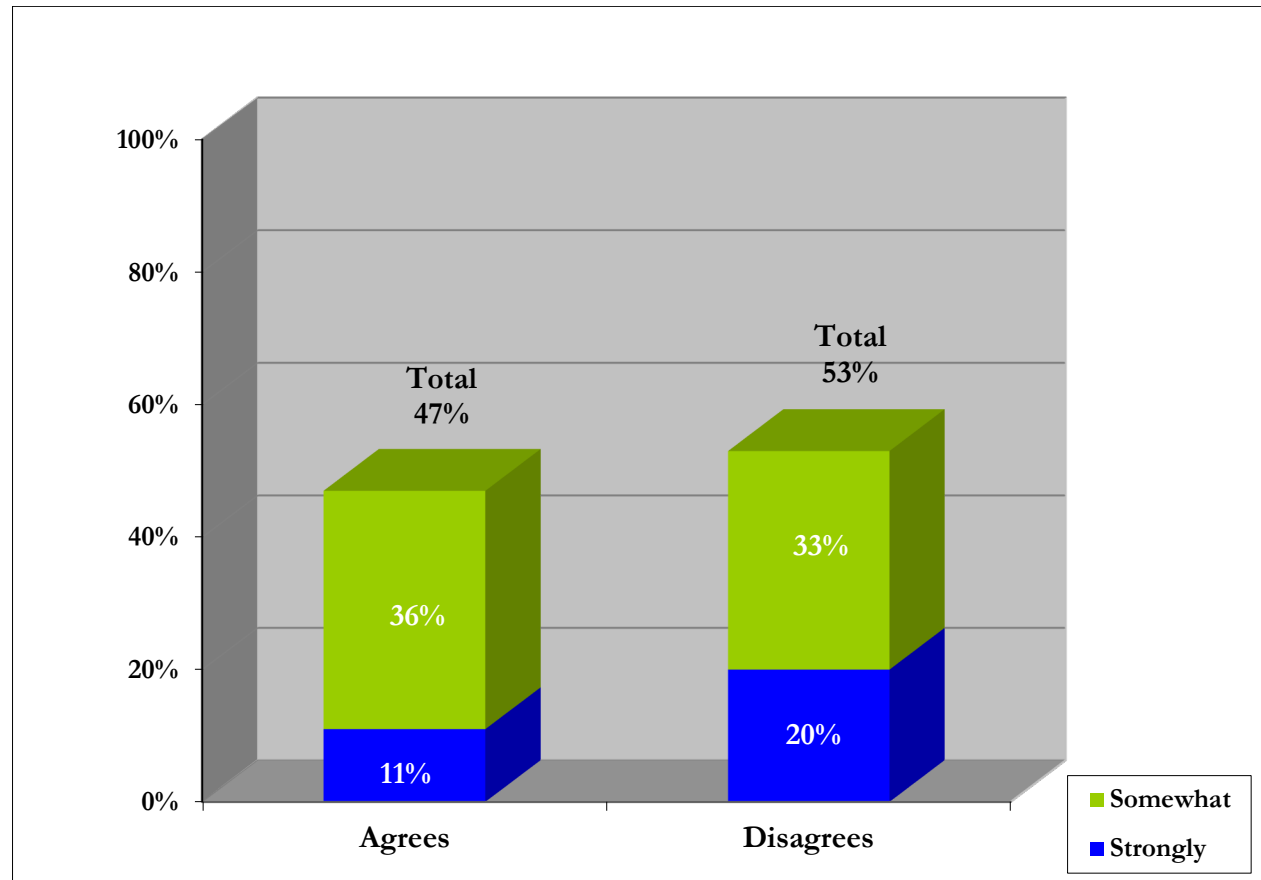
When current employee respondents were asked if they agree or disagree with the statement “all employees are treated equally regardless of gender,” 88% said they agree, including 60% who “strongly agree” and 28% who “somewhat agree,” with 12% saying they disagree, including 8% who “somewhat disagree” and 4% who “strongly disagree.”



Demographic analysis yields 91% of male respondents, and 86% of female respondents agree that all employees are treated equally regardless of gender.

Slim Majority Believes City Commission Is Unsupportive Of Employees – Q.24

When current employee respondents were asked if they agree or disagree with the statement “The City Commission is supportive of City employees,” 47% said they agree, including 11% who “strongly agree” and 36% who “somewhat agree,” with a 53% majority saying they disagree, including 33% who “somewhat disagree” and 20% who “strongly disagree.”



Demographic groups saying they agree by a significantly higher percentage than the city-wide results of 47% included:

Small sample size = *

- 68% Promoters of recommending working for the City*
- 62% All women*
- 61% Employed by the City for 5 years or less*
- 60% Employed by the City for 6 to 10 years*
- 58% Post HS technical education*
Age 30 to 39
- 57% Passive respondents on recommending working for the City*
Age 18 to 29*
- 53% White respondents
- 51% Will stay on as an employee of the City

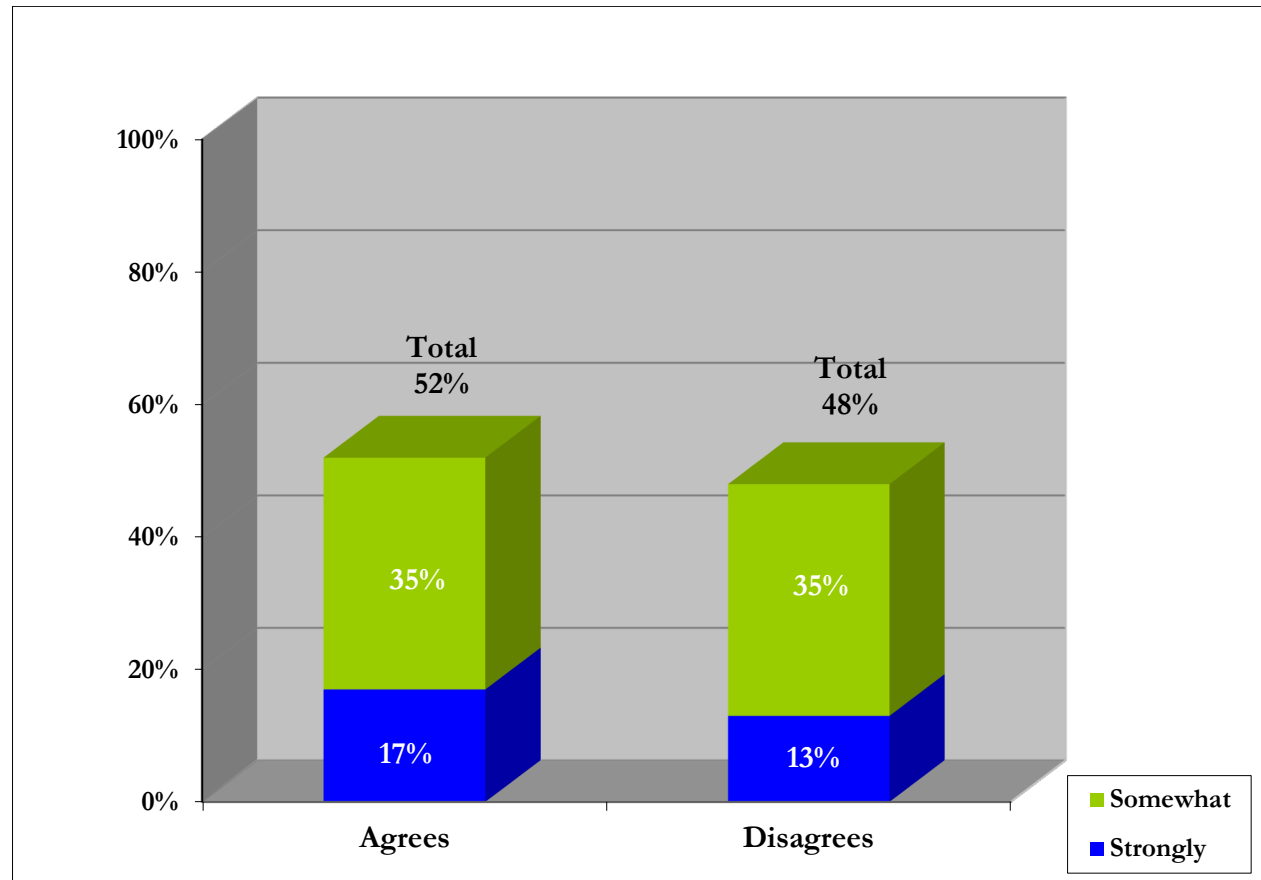
Demographic groups saying they disagree by a significantly higher percentage than the city-wide results of 53% included:

Small sample size = *

- 69% Employed by the City for 21 years or more
- 67% Detractors on recommending working for the City
- 61% Will leave employment with the City soon*

Slim Majority Agrees Senior Management Team Communicates Effectively – Q.25

When current employee respondents were asked if they agree or disagree with the statement “The Senior management team communicates goals and objectives effectively,” 52% said they agree, including 17% who “strongly agree” and 35% who “somewhat agree,” with 48% saying they disagree, including 35% who “somewhat disagree” and 13% who “strongly disagree.”



Demographic groups saying they agree by a significantly higher percentage than the city-wide results of 52% included:

Small sample size = *

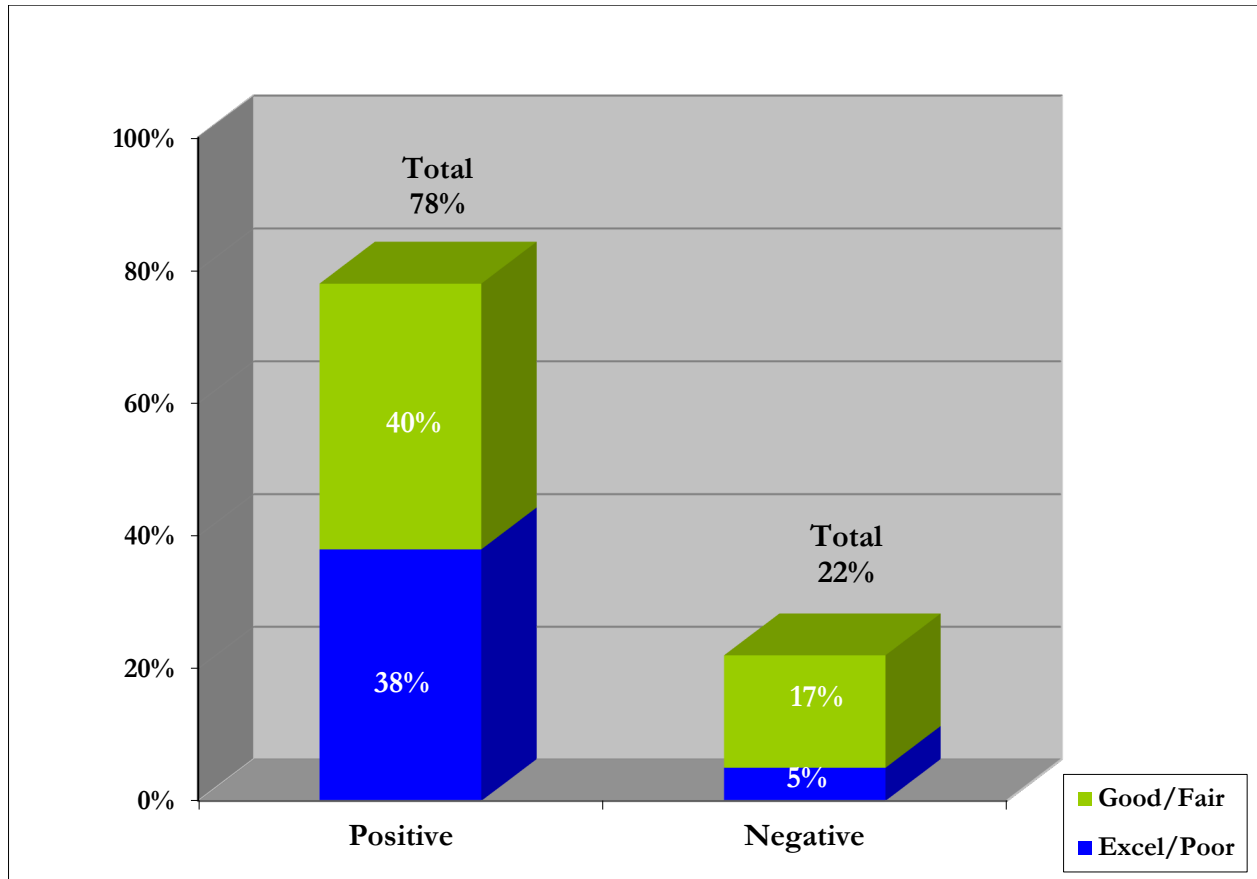
- 88% Promoters of recommending working for the City*
- 79% Passive respondents on recommending working for the City*
- 67% All women*
- 63% Will stay on as employees of the City
Post HS technical education*
- 61% Employed by the City for 5 years or less*
- 60% Employed by the City for 11 to 20 years*
White respondents

Demographic groups saying they disagree by a significantly higher percentage than the city-wide results of 48% included: **Small sample size = ***

- 83% Will leave the City soon as an employee*
- 76% Detractors on recommending working for the City
- 54% Employed by the City for 21 years or more*

Majority Offer Positive Rating For The Work Environment – Q.26

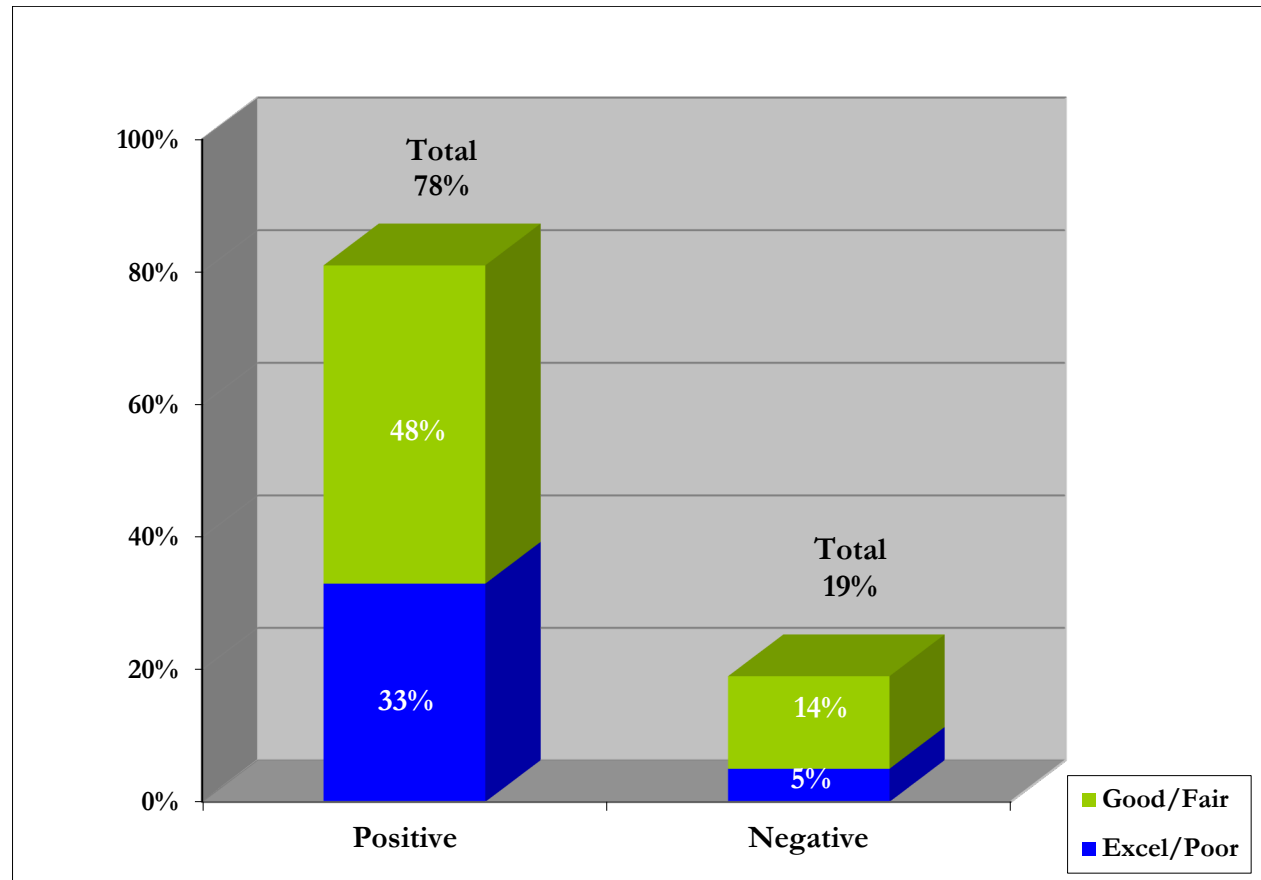
When current employee respondents were asked how they rate “the work environment in your department/organization,” 78% offered a positive rating, including 38% “excellent” and 40% “good,” with 22% offering a negative rating, including 17% “fair” and 5% “poor.”



With such a strong majority offering a “positive” response, demographic analysis was not informative.

Majority Offers Positive Rating For Communication Within Department – Q.27

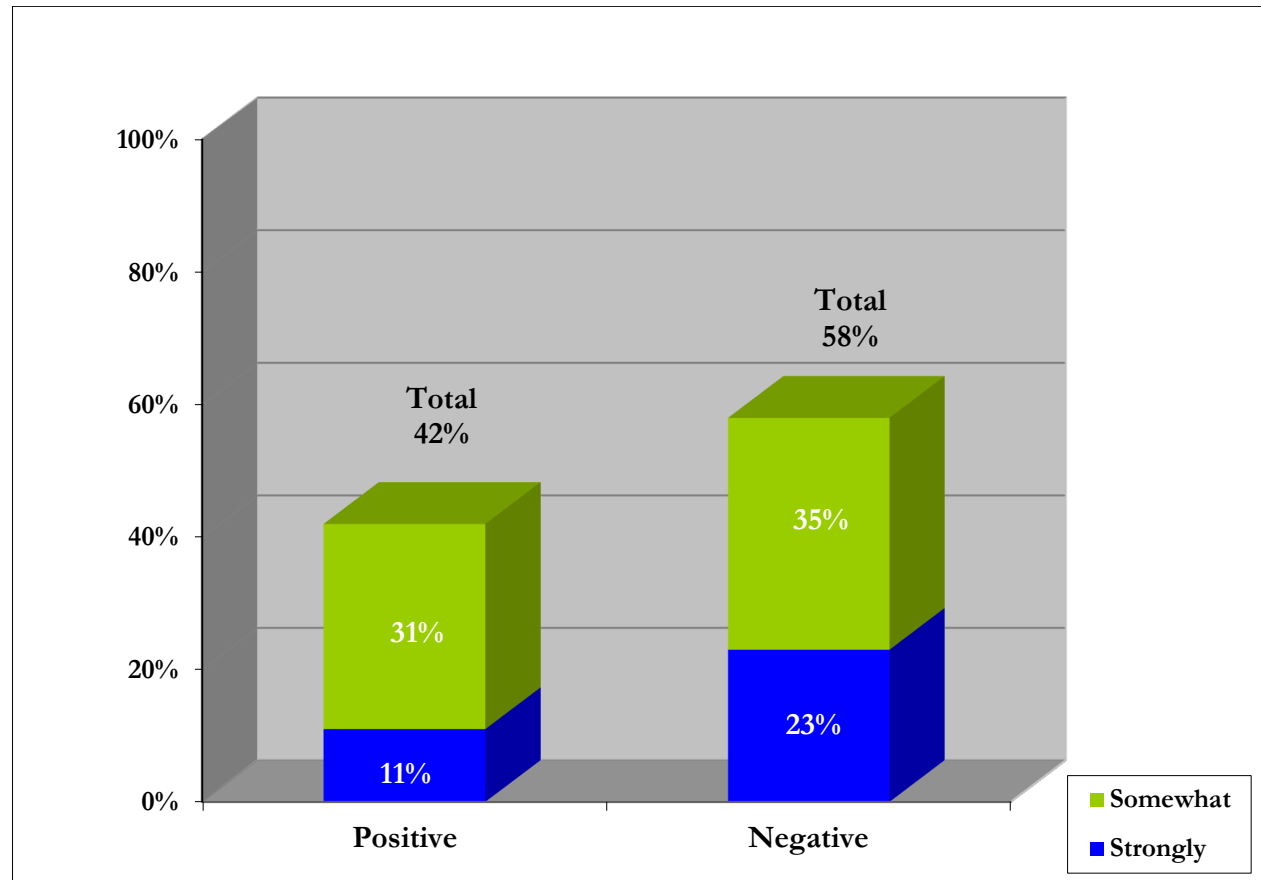
When current employee respondents were asked how they rate “the communication that currently takes place within their department/organization,” 81% offered a positive rating, including 33% “excellent” and 48% “good,” with 19% offering a negative rating, including 14% “fair” and 5% “poor.”



With such a strong majority offering a “positive” response, demographic analysis was not informative.

Majority Offers Negative Rating On Communication Between Departments – Q.28

When current employee respondents were asked how they rate the “Communication that currently takes place between departments/organizations,” 42% offered a positive rating, including 11% “excellent” and 31% “good,” with 58% offering a negative rating, including 35% “fair” and 23% “poor.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 42% included:

Small sample size = *

- 84% Promoters recommending working for the City*
- 55% Age 50 to 65*
- 54% Passive respondents on recommending working for the City*
- 53% Will stay on as employees of the City
- 52% Employed by the City for 5 years or less*
- All women*
- 47% Post HS technical education*
- White respondents
- 46% Employed by the City for 21 years or more*

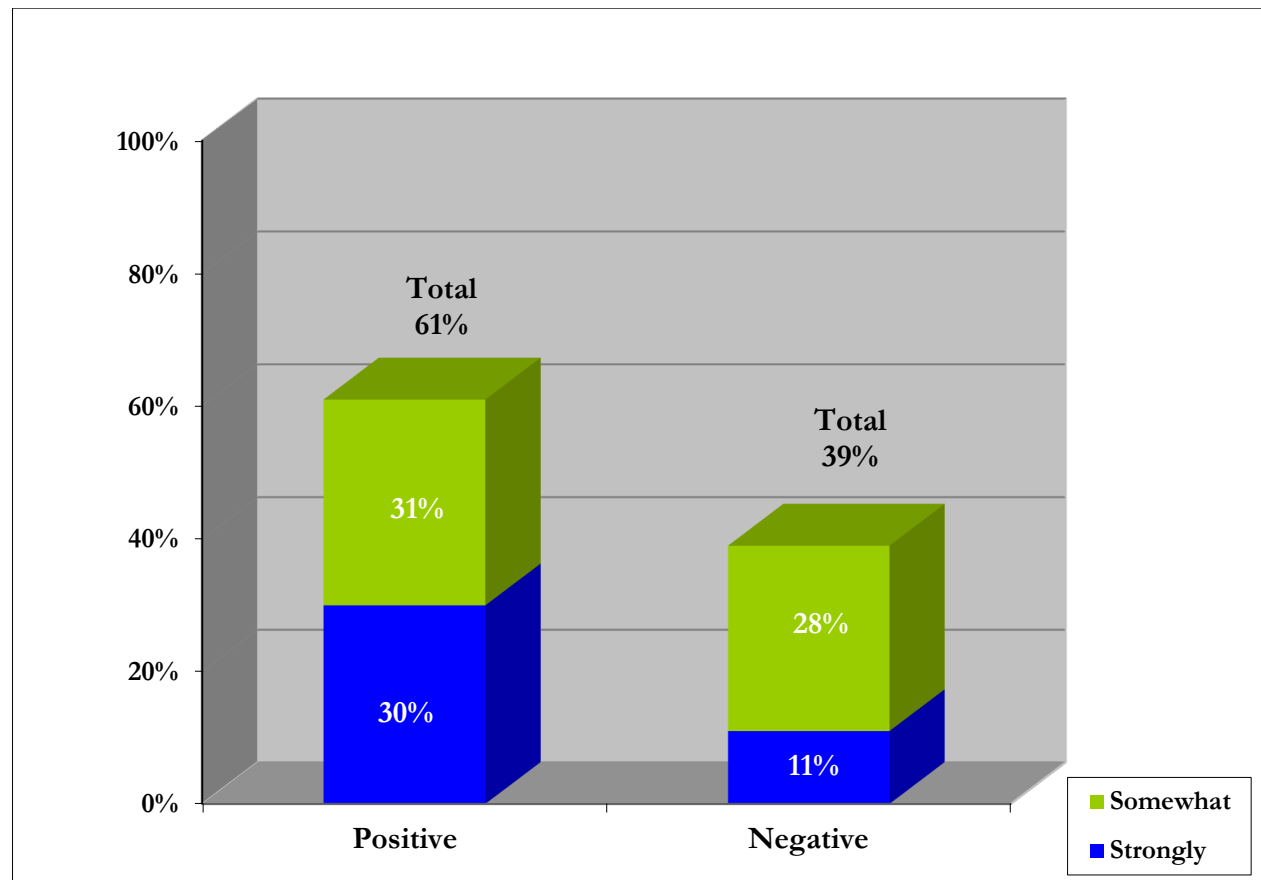
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 58% included:

Small sample size = *

- 94% Will leave the City soon as an employee*
- 86% Detractors on recommending working for the City
- 71% Age 18 to 29*
- 67% Employed by the City for 6 to 10 years*
- 61% All men
- 60% Employed by the City for 11 to 20 years*
- Other races*

Majority Offers Positive Rating For Top-Down Communication – Q.29

When current employee respondents were asked how they rate the “Top-down communication from your superior,” 61% offered a positive rating, including 30% “excellent” and 31% “good,” with 39% offering a negative rating, including 28% “fair” and 11% “poor.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 61% included:

Small sample size = *

- 88% Promoters on recommending working for the City*
- 79% Passive respondents on recommending working for the City*
- 73% Employed by the City for 11 to 20 years*
- 71% Will stay on as a City employee
- 70% Other races*
- Age 40 to 49*
- 69% Employed by the City for 21 years or more*
- 68% Age 50 to 65*
- 65% College educated
- White respondents

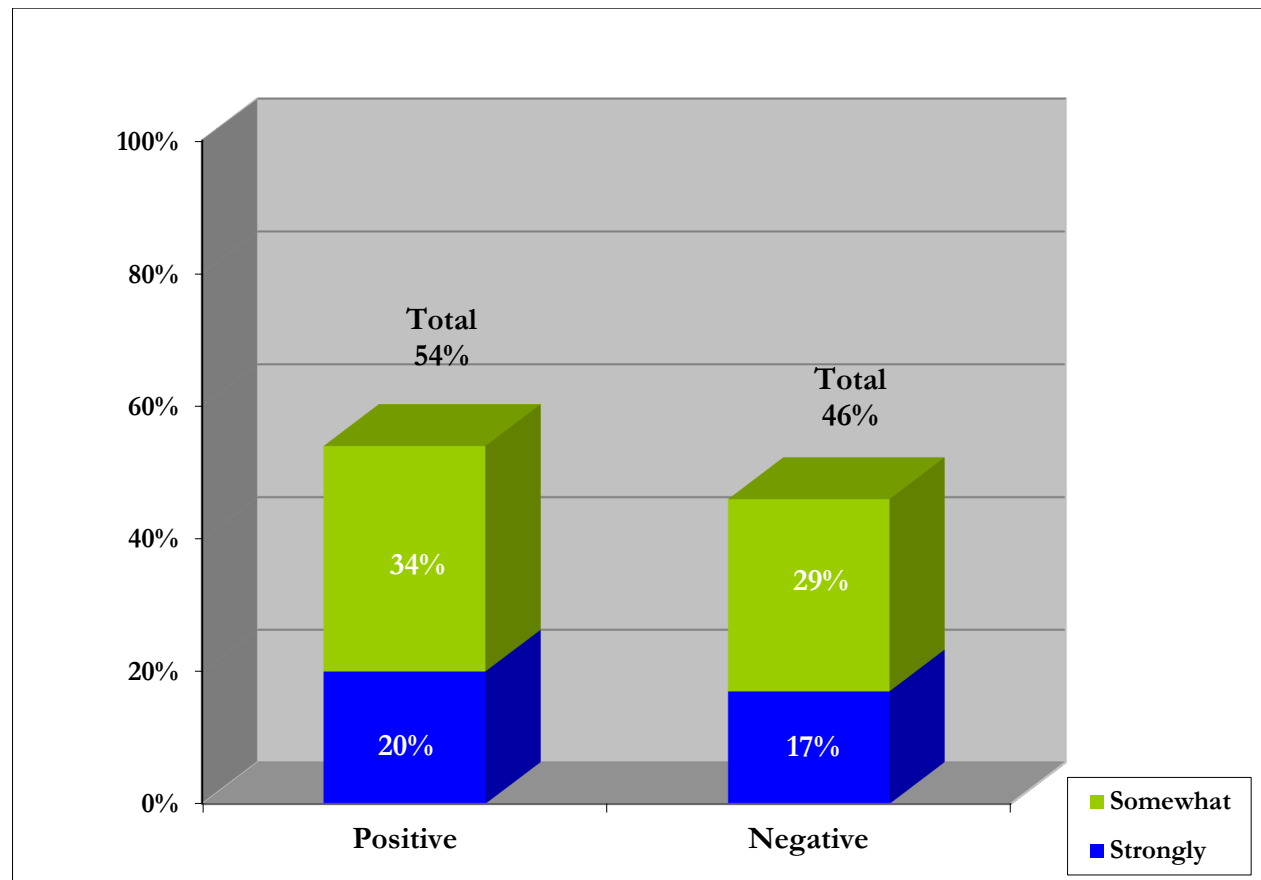
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 39% included:

Small sample size = *

- 78% Will leave the City soon as an employee*
- 62% Detractors on recommending working for the City

Slim Majority Offers Positive Rating For Employee Morale – Q.30

When current employee respondents were asked how they rate “Employee morale within your department/organization,” 54% offered a positive rating, including 20% “excellent” and 34% “good,” with 46% offering a negative rating, including 29% “fair” and 17% “poor.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 54% included:

Small sample size = *

- 88% Promoters on recommending working for the City*
- 73% Employed by the City for 11 to 20 years*
- 71% Passive respondents on recommending working for the City*
- Employed by the City for 5 years or less*
- Age 18 to 29*
- 70% Other races*
- 67% Will stay as an employee of the City
- All women*
- 65% Age 40 to 49
- 63% Post HS technical education*

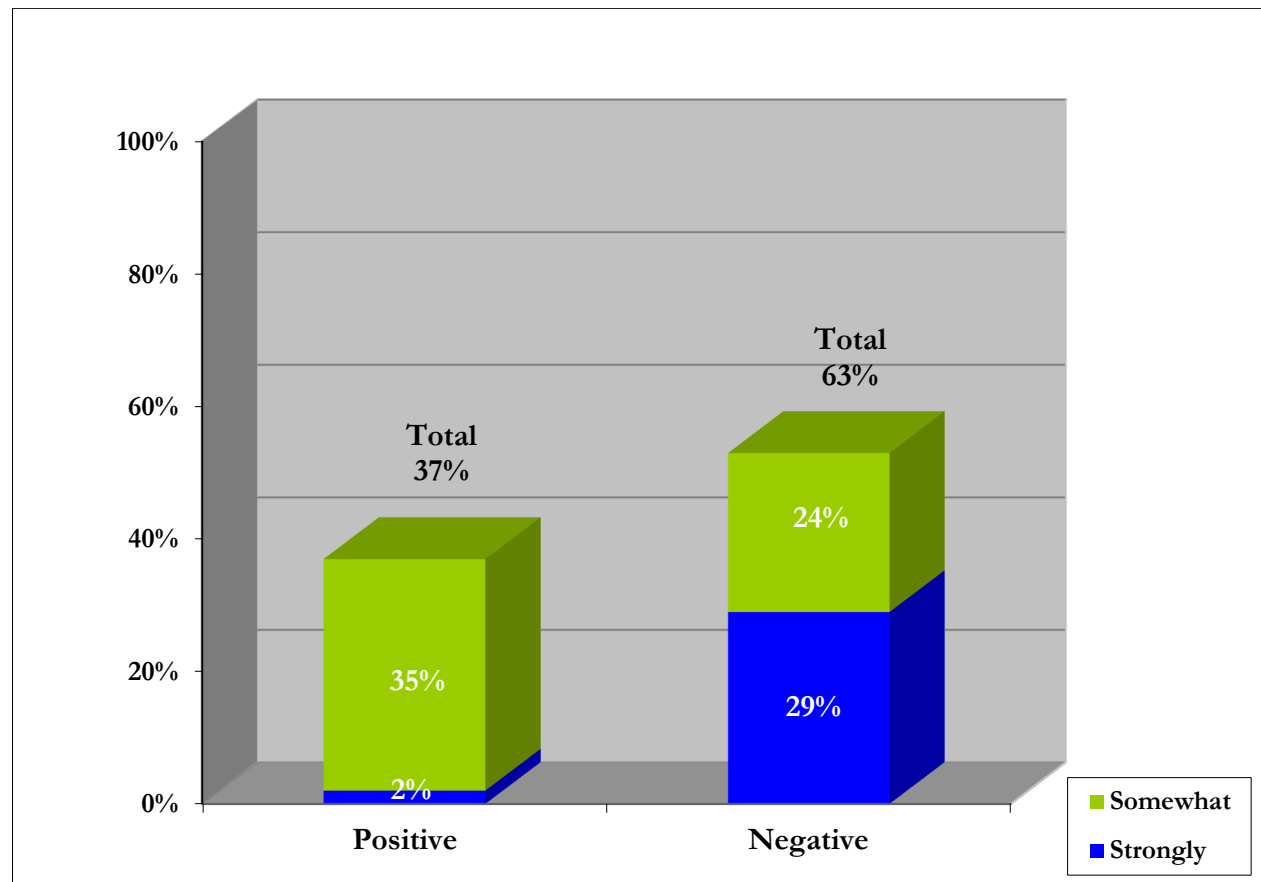
Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 46% included:

Small sample size = *

- 89% Will leave the City soon as an employee*
- 77% Employed by the City for 21 years or more*
- 71% Detractors on recommending working for the City
- 53% Employed by the City for 6 to 10 years*

Majority Offers Negative Rating On Labor Relations – Q.31

When current employee respondents were asked how they rate “Labor relations between the City of Mt. Pleasant and the union(s) that represent City employees,” 63% offered a negative rating, including 24% “fair” and 29% “poor,” with 37% offering a positive rating, including 2% “excellent” and 35% “good.”



Demographic groups offering a positive rating by a significantly higher percentage than the city-wide results of 37% included:

Small sample size = *

- 76% Promoters on recommending working for the City*
- 67% All women*
- 64% Employed by the City for 5 years or less*
- 47% Age 30 to 39*
- 45% White respondents
- 43% Will stay on as an employee of the City
- Passive respondents on recommending working for the City*
- College educated

Demographic groups offering a negative rating by a significantly higher percentage than the city-wide results of 63% included:

Small sample size = *

- 86% Detractors on recommending working for the City
- 78% Will leave the City soon as an employee*
- 77% Employed by the City for 21 years or more*
- 73% Employed by the City for 6 to 10 years*
- 70% Age 40 to 49*
- 68% Post HS technical education

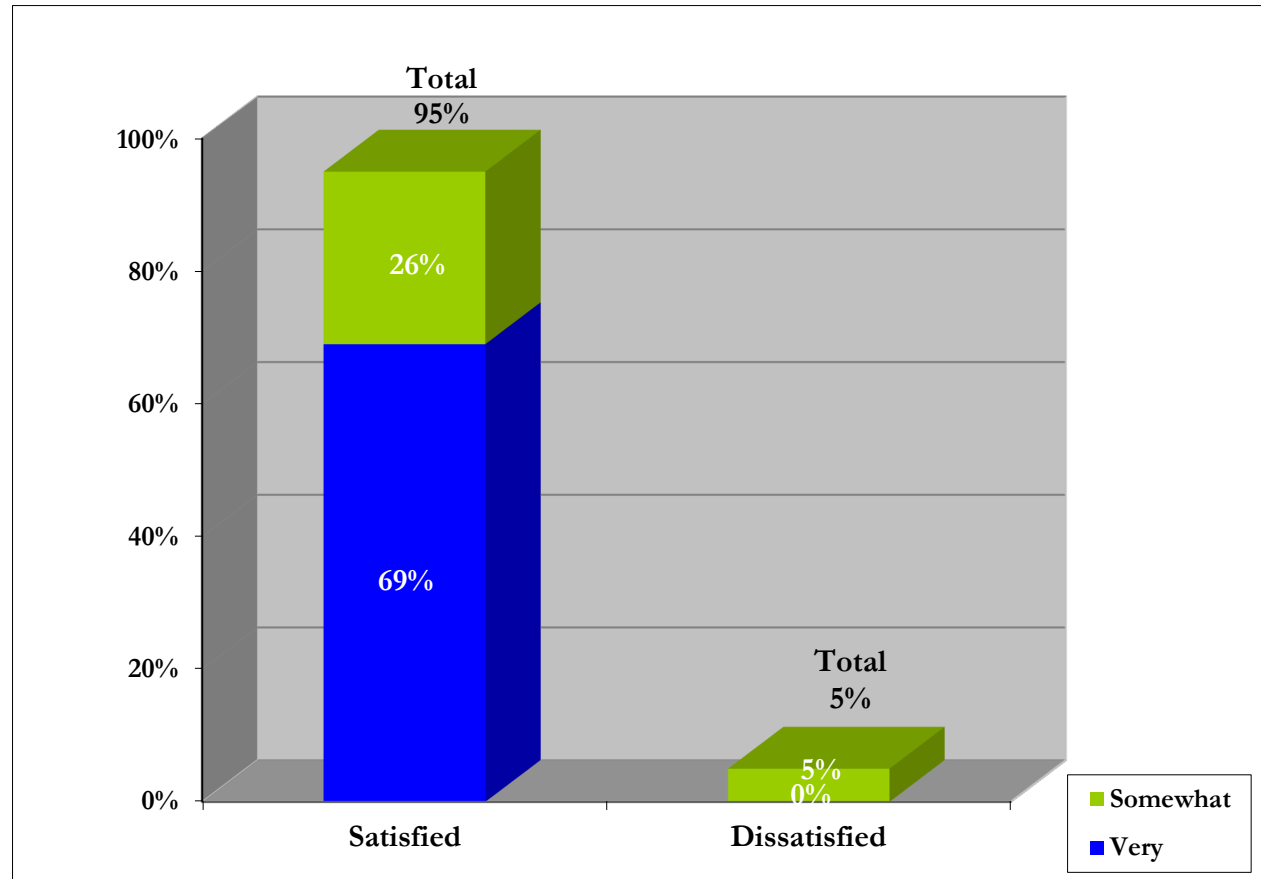
Top Reasons For Negative Rating On Labor Relations – Q.32

Respondents were asked, in an open ended question, to describe the main reason why they offered a negative rating on labor relations between the City of Mt. Pleasant and the union(s) that represent City employees. The responses were:

CURRENT N=48	FORMER N=11	
15%	55%	City Manager
13%	---	Decisions are made based on money over people
10%	---	Lack of transparency
8%	9%	Low morale – Feel unappreciated/unvalued
8%	18%	Dishonesty – Atmosphere of distrust
8%	---	Pensions cut
6%	---	Could improve in general
6%	---	No negotiations; decisions were simply made
4%	9%	Communication is poor
4%	9%	Lack of quality staff retention/replacement – Employees are leaving
4%	---	Us/You vs. Them attitude/approach
2%	---	Employee resistance to changes
7%	---	Other (<i>less than 1% each</i>)
4%	---	Undecided/Refused

Nearly All Satisfied With DEI In The City – Q.33

When current employees were asked, “Thinking about diversity, equity and inclusion, that is racial, ethnic or gender, including sexual identity and sexual orientation, how satisfied are they with personal differences in the city workforce being accepted,” 94% said they are satisfied, including 49% “very satisfied” and 45% “somewhat satisfied,” with 6% dissatisfied, including 5% “somewhat dissatisfied” and 1% “very dissatisfied.”



Demographic analysis yields 98% of male respondents, 95% of female respondents, 95% of white respondents, and 100% of non-white respondents (a small n-size 10 individuals) are satisfied with personal differences in the city workforce being accepted.

Why Dissatisfied With DEI In The City – Q.34

Among respondents indicating dissatisfaction “with personal differences in the city workforce being accepted, 5 current employee respondents and 4 former employee respondents offered a response as to “why” in an open ended question. 3 out 5 current employees cited that the workforce simply “is not diverse at all”, and 3 out 4 former employees cited that “women are disrespected.”

Majority Plans To Continue Their Employment With The City – Q.36

All current employee respondents were asked: “Which of the following statements best describes how long you anticipate continuing your employment with the City of Mt. Pleasant, whether in your current position, or possibly another?” The responses were:

CURRENT N=81		
78%	I would like to continue my employment with the City for the foreseeable future	
16%	I will likely continue my employment with the City for the next couple of years, but I intend to move on eventually	
6%	I will be leaving my employment with the City within the next year or so	

Former employees were presented with a statement “I would return to being employed at the City if the opportunity arose in the future” (Q.35) and asked to indicate their level of agreement. Among the N=9 former employees that offered an answer, only 11% agreed somewhat, versus 89% disagreeing in total (78% strongly disagreeing).

Top Reasons Cited For Intent To Leave Employment – Q.37

Eighteen current employee respondents, as well as five former employee respondents, responded to an open-ended question that asked them to describe the main reason why they intend to leave, or left, their employment with the City. The responses were:

CURRENT N=18	FORMER N=5	
28%	20%	City Manager
22%	---	Lack of opportunities for advancement/training/growth
17%	---	Pay
11%	60%	Retirement
11%	---	Low morale – Feel unappreciated/unvalued – Negativity
6%	---	Lack of transparency
---	20%	Atmosphere – Environment – Culture
---	---	Other (<i>less than 1% each</i>)
6%	---	Undecided/Refused

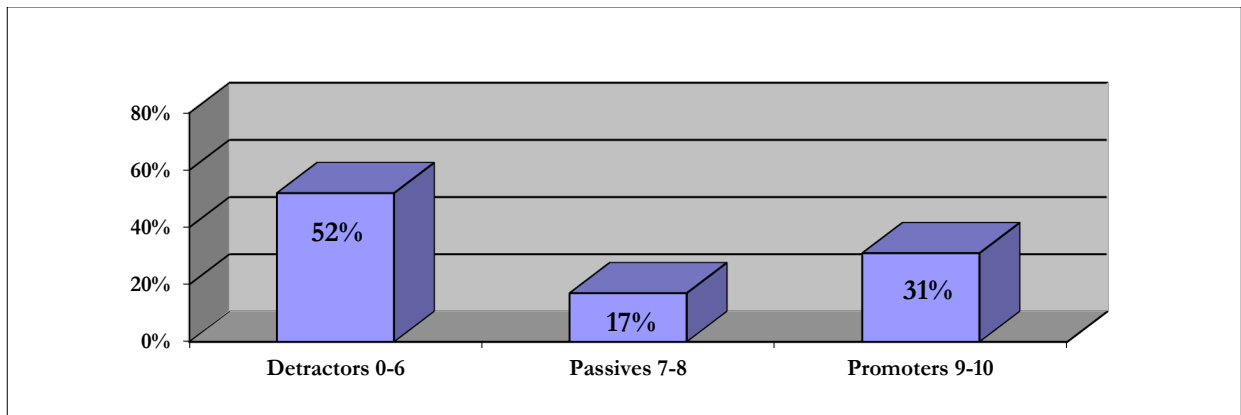
Single Most Important Thing To Change Or Improve On By The City – Q.38

All respondents were asked to think specifically about their current or former job and department and to describe, in an open ended question, what they believed the single most important thing that they would like to see the City of Mt. Pleasant change or improve on. The responses were:

CURRENT N=75	FORMER N=9	
3%	---	None; nothing
19%	33%	Return to atmosphere of respect/appreciation/More inviting environment
13%	22%	Quality employee retention/recruitment – Proper staffing levels
13%	---	Pay scale
11%	11%	Communication
8%	---	Opportunities for advancement/training/growth
7%	---	Incentives for part time employees to become full time
5%	---	Be open to change and a new way of doing things
3%	11%	City Manager
3%	---	Benefits
3%	---	Consistency – Consistency across departments
3%	---	Investment in technology to help us do our jobs more efficiently
1%	11%	Leadership
---	11%	Thinking long term – Setting clear long term goals/expectations/reasoning
7%	---	Other (<i>1% or less, each</i>)
1%	---	Undecided/Refused

Second NPS Score Mt. Pleasant As A Place To Work – Q. 39

All current employee respondents were told “Now that you have had the chance to think more about your employment with the City of Mt. Pleasant, on a scale of 0 to 10, what number would you use to describe how much you would recommend working for the City of Mt. Pleasant? Among current employees, 52% offered a rating of 0 to 6 (considered detractors), 17% offered a rating of 7 or 8 (considered passives), and 31% offered a rating of 9 or 10 (considered promoters). *The second test of this question shows very little change from the first test, shown earlier in this report.*



SURVEY DEMOGRAPHICS

How many years have you been/were you employed by/with the City of Mt. Pleasant?

CURRENT N=74	FORMER N=11	
38%	18%	0 to 5
20%	---	6 to 10
11%	9%	11 to 15
9%	27%	16 to 20
18%	46%	Over 20
4%	---	Refused
10.746	18.455	MEAN
8.0	20.0	MEDIAN

Please indicate your age.

CURRENT N=68	FORMER N=11	
10%	---	18 to 29 years
28%	---	30 to 39
29%	18%	40 to 49
31%	73%	50 to 64
2%	9%	65 and over

What is the last grade or level of schooling you completed?

CURRENT N=76	FORMER N=11	
---	---	1st to 11th Grade
4%	---	High School Graduate
3%	9%	Non-college post high school (technical training or skilled trades)
22%	18%	Some college
59%	46%	College graduate
12%	27%	Post college/Graduate degree

Which of the following racial or ethnic groups best describes you?

CURRENT N=70	FORMER N=11	
86%	100%	White
3%	---	Two or more races/Mixed race/Bi-racial
1%	---	Native American
---	---	African American/Black
---	---	Asian
---	---	Hispanic or Latino (Puerto Rican, Mexican American etc.)
10%	---	Other

How do you describe your gender?

CURRENT N=84	FORMER N=11	
56%	36%	Male
25%	64%	Female
1%	---	Other (<i>less than 1% each</i>)
18%	---	Refused

#####

City of Mt. Pleasant Mi.

320 W. Broadway St.

Aaron Desentz, City Manager

Glen Irwin II

1018 Sweeney St., Unit C.

Mt. Pleasant Mi.

Dear Aaron

I am sending this letter to inform you that I am resigning my seat on the City of Mt. Pleasant Planning Commission effective immediately. It has been a pleasure over the years to volunteer for the City. I would like to thank the City Commission and staff for appointing me over the years. Unfortunately, I no longer have the time to devote the proper resources to execute the task.

Sincerely,

A handwritten signature in black ink, appearing to read "Glen P. Irwin II", with a long, sweeping horizontal line extending to the right.

Glen P. Irwin II

[illegible]

Minutes of the regular meeting of the City Commission held Monday, July 28, 2025, at 7:00 p.m., in the City Commission Room, 320 W. Broadway St., Mt. Pleasant, Michigan with virtual options.

Mayor Wingard called the meeting to order.

The Pledge of Allegiance was recited.

Land Acknowledgement statement was recited.

Commissioners Present: Mayor Boomer Wingard and Vice Mayor Maureen Eke;
Commissioners Mary Alsager, Liz Busch, Amy Perschbacher, Grace Rollins & John Zang

Commissioners Absent: None

Others Present: City Manager Aaron Desentz, City Clerk Holly Schmeltzer and City Attorney Marshall Grate

Proclamations and Presentations

Mayor Wingard read and presented a Proclamation to Parks, Recreation & Public Spaces Director Phil Biscorner recognizing July as Parks and Recreation Month.

Douglas Vredevelde, Partner with Vredevelde Haefner and Finance Director Lauren Pavlowski gave a presentation of the 2024 Annual Comprehensive Financial Report.

GRS Consulting Actuary Casey Ahlbrandt-Rains gave a presentation on Police and Fire Pension related to the 2024 Annual Actuarial Valuation Report.

Tony Radjenovich of MERS gave a presentation on Municipal Employees' Retirement System of Michigan (MERS) pension related to the 2024 Annual Actuarial Valuation Report.

Christian Veenstra of Watkins Ross gave a presentation related to the 2024 Annual Actuarial Valuation for the City's and the Police's Other Post-Employment Benefits (OPEB) funds.

Additions/Deletions to Agenda

Moved by Vice Mayor Eke and seconded by Commissioner Alsager to approve the Agenda as presented. Motion unanimously adopted.

Receipt of Petitions and Communications

Received the following petitions and communications:

5. Second Quarter Investment Report.
6. Minutes of the June regular meeting of the Planning Commission.
7. Letter from Bruce Kilmer on Electric Bicycles and Scooters on City Trails.
8. Letter from Ginny Haight on the proposed Krist gas station.

Moved by Commissioner Busch and seconded by Commissioner Alsager to approve the following items on the Consent Calendar:

9. Minutes of the regular meeting of the City Commission held July 14, 2025.
 10. Renewal of Michigan Municipal Risk Management Authority (MMRMA) Insurance for the period July 1, 2025 thru July 1, 2026 in the amount of \$275,799.
 11. MDOT contract 2025-0477 and adopt resolution to support the continued operation and maintenance of the Automated Weather Observation and Data Dissemination System (AWOS) at the Mt. Pleasant Regional Airport and authorize the City Manager to sign the contract electronically.
 12. Terminate contract with Kihn Heating & Cooling and award the contract for the remaining 13 jobs to Custom Heating & Plumbing of Mt. Pleasant, Michigan in the amount of \$122,405 and approve a budget amendment in the amount of \$36,277.50 which will be funded CHILL grant program.
 13. Payrolls and Warrants dated July 24, 2025 totaling \$358,686.84.
- Motion unanimously adopted.

A public hearing was held on proposed amendment to Chapter 72: Bicycles and Electric Bicycles of the City of Mt. Pleasant Code of Ordinances regarding the usage of motorized bikes on City owned trails.

Public Safety Director Paul Lauria gave a presentation on the proposed Ordinance amendment.

Kim Martin and Dennis Martin, 113 N. Harris St., spoke in opposition to the proposed ordinance. There being no additional comments or communications received, the Mayor closed the public hearing.

Moved by Commissioner Busch and seconded by Commissioner Perschbacher that Ordinance 1103 an Ordinance to amend Chapter 72: Bicycles and Electric Bicycles of the City of Mt. Pleasant Code of Ordinances regarding the usage of motorized bikes on City owned trails having been introduced and read, now be passed, ordained and ordered published.

AYES: Commissioners Alsager, Busch, Eke, Perschbacher, Rollins & Wingard

NAYS: Commissioner Zang

ABSENT: None

Motion carried.

Moved by Commissioner Busch and seconded by Vice Mayor Eke to approve a budget amendment in the General Fund for no more than \$100,000 to establish the Sustainability Coordinator Position under the heading of Parks & Recreation.

AYES: Commissioners Alsager, Busch, Eke, Perschbacher, Rollins & Wingard

NAYS: Commissioner Zang

ABSENT: None

Motion carried.

Announcements on City-Related Issues and New Business

Commissioner Alsager thanked Commissioner Zang for his service on the Commission.

Commissioner Busch mentioned Farmers Market parking changes are working well. She also mentioned that National Farmers Market week is August 3 – 9, 2025.

Vice Mayor Eke thanked Director Biscorner for maintaining the parks. She also thanked Commissioner Zang for his commitment to the City and questioned why trash containers were still at the end of the road.

Commissioner Perschbacher advised residents to stay hydrated and stay inside due to the heat. Please walk your pets in the grass, not on pavement, as their paws will burn on the hot surfaces and make sure to refresh your pets' water.

Mayor Wingard reminded residents of the City election on Tuesday, August 4th and encouraged people to go to Michigan.gov/vote for election registration and information. He thanked Commissioner Zang for his service these past months.

Commissioner Zang stated it was an honor to serve as a Commissioner. He thanked the Mayor, residents and City employees past and present. He spoke in regard to concerns about results from the employee survey.

Public Comment on Agenda and Non-Agenda Items

Bill Gerstenlauer, 1514 Gaylord St., spoke of concerns about shrubs and tree branches needing maintenance near the sidewalks.

The Commission recessed at 9:49 pm and reconvened at 9:55 pm

Moved by Commissioner Perschbacher and seconded by Vice Mayor Eke to enter into Closed Session pursuant to subsection 8(h) of the Open Meetings Act to consider material subject to attorney-client privilege.

AYES: Alsager, Busch, Eke, Perschbacher, Rollins, Wingard & Zang

NAYS: None

ABSENT: None

Motion unanimously adopted.

Closed session ended at 10:30 pm. A separate set of minutes was taken for the closed session.

Mayor Wingard adjourned the meeting at 10:30 pm.

Boomer Wingard, Mayor

Holly Schmeltzer, City Clerk

Memorandum



TO: Aaron Desentz, City Manager
FROM: Jason Moore, DPW Director
DATE: July 31, 2025
SUBJECT: Award 2025-2027 Snow Hauling Contract

Request

The City Commission is requested to award the contract for the 2025-2027 Snow Hauling contract to R & T Murphy Trucking for \$138.00 per hour.

Reason

The city utilizes private contractors to assist with snow removal during the winter months, supplementing city crews during heavy snow events. To secure stable pricing and contractor availability, a two-season bid was issued covering the 2025-2026 and 2026-2027 winter seasons. As part of the bid, contractors could include discounted pricing if they are awarded the contracts for both snow and leaf hauling services.

Bids were opened on July 29, 2025. Two bids were received, and both firms provided identical rates for the snow and leaf hauling contracts. Provided below is a summary of the bids, with the 2023-2025 rates shown in parentheses for comparison.

Item	R & T Murphy Trucking Mt. Pleasant	Bear Down Logistics, Inc. Winter Garden, FL
Equipment & Capacity	3 trucks @ 45.6 cyds each	5 trucks @ 20 cyds, 3 trucks 25 cyds, and 2 trucks @ 30 cyds
Hourly Rate per Truck	\$145.00/hr. (\$124.50)	\$168.47/hr./\$179.34/hr./\$198.92/hr. (No prior bids)
Discount for Combined Award	\$138.00/hour	0.5%

R & T Murphy Trucking submitted the lowest bid. They have a reliable history of service with the city, having been awarded the snow hauling contract repeatedly over the years. Their pricing represents the most cost-effective option for snow hauling.

Funds for this contract are included in the annual Major Street and Parking Lot Maintenance contracted services budgets.

Recommendation

I recommend the City Commission award the 2025–2027 Snow Removal Contract to R & T Murphy Trucking for \$138.00 per truck per hour.

Memorandum



TO: Aaron Desentz, City Manager
FROM: Jason Moore, DPW Director
DATE: July 31, 2025
SUBJECT: Award 2025-2026 Leaf Hauling Contract

Request

The City Commission is requested to award the 2025-2026 leaf hauling contract to R & T Murphy Trucking, of Mt. Pleasant, for \$138.00 per hour.

Reason

The City contracts with a private company to haul leaves collected during the fall season. To secure the most competitive pricing, the City issued a two-season bid for leaf hauling services covering the 2025 and 2026 fall seasons. The bid specifications allowed vendors to offer a discounted rate if awarded the leaf and snow hauling contracts.

Bids were opened on July 29, 2025. Two companies submitted proposals, with each offering identical pricing for both the leaf and snow hauling contracts. A summary of the bids is shown below. For comparison, the 2023-2024 leaf hauling contract rates are included in parentheses.

Item	R & T Murphy Trucking Mt. Pleasant	Bear Down Logistics, Inc. Winter Garden, FL
Equipment & Capacity	3 trucks @ 45.6 cyds each	5 trucks @ 20 cyds, 3 trucks 25 cyds, and 2 trucks @ 30 cyds
Hourly Rate per Truck	\$145.00/hr. (\$124.50)	\$168.47/hr./\$179.34/hr./\$198.92/hr. (First time bidder)
Discount for Combined Award	\$138.00/hr.	0.5%

R & T Murphy submitted the lowest bid. They have a solid history with the city, having performed leaf hauling services reliably for many years.

Funds for the fall 2025 leaf hauling season are included in the 2025 Solid Waste budget. Funds for next year's services will be included in the 2026 budget.

Recommendation

I recommend the City Commission award the 2025-2026 Leaf Hauling contract to R & T Murphy Trucking for \$138.00 per hour.

Memorandum



TO: Aaron Desentz, City Manager

FROM: Jason Moore, DPW Director

DATE: August 1, 2025

SUBJECT: Approve Purchase of Replacement Trucks and Trade-In Offer

Request

The City Commission is requested to approve the purchase of six pickup trucks from LaFontaine Ford, of Lansing, for \$269,030, and a trade-in amount of \$186,000, for a net cost of \$83,030.

Reason

As part of the Motor Pool Capital Replacement Plan, four 2022-model Ford F-150 and two F-250 pickup trucks are scheduled for replacement this year. These trucks were originally acquired through Ford Motor Company's vehicle purchase-buyback program, which was discontinued in 2023. To maintain a reliable and cost-effective fleet, the Motor Pool continues to follow a planned replacement schedule. This approach allows the city to maximize the trade-in value for our low-mileage trucks, while ensuring departments are equipped with the most suitable and dependable vehicles for their operations. The six current trucks will be replaced with a Ford Maverick, three F-150s and two F-250s.

The bid package included a trade-in option for the 2022 models, aligning with our objective of managing fleet replacements strategically and responsibly within the overall Motor Pool budget.

Bids were opened on July 29, 2025, with five submissions received. The tables on the following page summarize the bid amounts for the new trucks and trade-in offers.

After a thorough review of the bids, LaFontaine Ford submitted the most cost-effective overall proposal. Although their quoted delivery window was 8 to 16 weeks, they later confirmed that all trucks could be delivered between mid-September and mid-November—sooner than originally estimated.

Additionally, six more trucks are scheduled for replacement in 2026. Staff plans to issue a bid in December for their purchase and delivery next year.

Recommendation

I recommend the City Commission approve the purchase of six pickup trucks from LaFontaine Ford for a net cost of \$83,030, after a \$186,000 trade-in. Funds are available in the Motor Pool capital expenditures budget.

Vehicle Purchase

Vendor	Model	QTY	Unit Price	Total Cost	Est. Delivery
LaFontaine Ford Lansing, MI	2025 Ford Maverick	1	\$30,310	\$30,310	8-16 Weeks
	2025 F-150 Super Cab	1	\$47,046	\$47,046	" "
	2026 F-150 Crew Cab	2	\$48,020	\$96,040	" "
	2026 F-250 Standard Cab	2	\$47,817	\$95,634	" "
Total New Vehicle Cost				\$269,030	
Spirit Ford Dundee, MI	2025 Ford Maverick	1	\$31,900	\$31,900	10/31/2025
	2025 F-150 Super Cab	1	\$49,000	\$49,000	11/30/2025
	2025 F-150 Crew Cab	2	\$49,000	\$98,000	11/30/2025
	2026 F-250 Standard Cab	2	\$48,800	\$97,600	9/1/2025
Total New Vehicle Cost				\$276,500	
Krapohl Ford Mt. Pleasant, MI	2025 Ford Maverick	1	\$32,000	\$32,000	2-3 months
	2025 F-150 Super Cab	1	\$49,715	\$49,715	" "
	2025 F-150 Crew Cab	2	\$50,875	\$101,750	" "
	2026 F-250 Standard Cab	2	\$50,740	\$101,480	" "
Total New Vehicle Cost				\$284,945*	
*Krapohl's total does not include documentation and title fees of \$1,770.00					
Bob Maxey Ford Howell, MI	2026 Ford Maverick	1	\$33,965	\$33,965	90 Days
	2025 F-150 Super Cab	1	\$47,520	\$47,520	" "
	2025 F-150 Crew Cab	2	\$49,630	\$99,260	" "
	2026 F-250 Standard Cab	2	\$48,440	\$96,880	" "
Total New Vehicle Cost				\$277,625	
One Nation Distribution Wexford, PA	2024 Ford Maverick	1	\$39,489	\$39,489	Did not provide
	2025 F-150 Super Cab	1	\$64,989	\$64,989	
	2025 F-150 Crew Cab	2	\$64,989	\$129,978	
	2024 F-250 Standard Cab	2	\$57,989	\$115,978	
Total New Vehicle Cost				\$350,434	

Vehicle Trade-In

Vendor	Model	QTY	Trade-In
LaFontaine Ford	2022 F-150 Super Cab	1	\$29,000
	2022 F-150 Super Cab	1	\$29,500
	2022 F-150 Super Crew	1	\$32,000
	2022 F-150 Super Crew	1	\$32,500
	2022 F-250 Regular Cab	1	\$30,000
	2022 F-250 Super Cab	1	\$33,000
	Total Trade-In		\$186,000
Spirit Ford	2022 F-150 Super Cab	1	\$30,000
	2022 F-150 Super Cab	1	\$30,500
	2022 F-150 Super Crew	1	\$32,500
	2022 F-150 Super Crew	1	\$32,800
	2022 F-250 Regular Cab	1	\$30,000
	2022 F-250 Super Cab	1	\$31,000
	Total Trade-In		\$186,800
Krapohl Ford	2022 F-150 Super Cab	1	\$29,000
	2022 F-150 Super Cab	1	\$29,500
	2022 F-150 Super Crew	1	\$29,500
	2022 F-150 Super Crew	1	\$30,500
	2022 F-250 Regular Cab	1	\$33,500
	2022 F-250 Super Cab	1	\$34,500
	Total Trade-In		\$186,500
Bob Maxey Ford	2022 F-150 Super Cab	1	\$25,000
	2022 F-150 Super Cab	1	\$26,000
	2022 F-150 Super Crew	1	\$25,500
	2022 F-150 Super Crew	1	\$26,500
	2022 F-250 Regular Cab	1	\$26,000
	2022 F-250 Super Cab	1	\$24,500
	Total Trade-In		\$153,500
One Nation Dist.	2022 F-150 Super Cab	1	\$13,000
	2022 F-150 Super Cab	1	\$13,000
	2022 F-150 Super Crew	1	\$13,000
	2022 F-150 Super Crew	1	\$13,000
	2022 F-250 Regular Cab	1	\$20,000
	2022 F-250 Super Cab	1	\$20,000
	Total Trade-In		\$92,000

Net Cost to City

LaFontaine Ford	$\$269,030 - \$186,000 = \$83,030$
Spirit Ford	$\$276,500 - \$186,800 = \$89,700$
Krapohl Ford	$\$284,945 + \$1,770 - \$186,500 = \$100,215$
Bob Maxey Ford	$\$277,625 - \$153,500 = \$124,125$
One Nation Dist.	$\$350,434 - \$92,000 = \$258,434$

08/07/2025

CHECK REGISTER FOR CITY OF MT PLEASANT
CHECK DATE FROM 07/25/2025 - 08/07/2025

Check Date	Vendor Name	Description	Amount
08/07/2025	ACE PIERSON	MILEAGE REIMB METER READER JULY-AUG 2025	26.60
08/07/2025	ALMA TIRE SERVICE INC	SUPPLIES/VEHICLE MAINT - POLICE - #NA034	412.53
08/07/2025	ANGIE MCCANN	MILEAGE REIMBURSEMENT THRU JULY 2025	8.40
08/07/2025	ASSOCIATION OF PUBLIC TREASURER US	MEMBERSHIP RENEWAL THRU SEPT 30 26	199.00
08/07/2025	BILL BRICKNER	REIMBURSEMENT PHONE JULY 25	50.00
08/07/2025	BILL KEHOE	FARMERS MKT TOKEN REIMB THRU JULY 26 25	75.00
08/07/2025	BILL'S CUSTOM FAB, INC	CONTRACT SVCS- DPS	165.00
08/07/2025	BLOCK ELECTRIC COMPANY	CONTRACT SVCS- DWTN REPAIRS	886.14
08/07/2025	BLUESTONE PSYCH	POST-COE EVAL	495.00
08/07/2025	BLYSTONE & BAILEY	SERVICES THROUGH JUNE 30 25	306.45
08/07/2025	BMW MOTORCYCLES SE MI	SUPPLIES DPS VEHICLE MAINT	1,563.16
08/07/2025	BRUCE JORCK	FARMERS MKT TOKEN REIMB THRU JULY 26 25	904.00
08/07/2025	C & O SPORTSWEAR	SUPPLIES RECREATION	292.20
08/07/2025	C & R ELECTRIC, LLC	CONTRACT SVCS- PUMP STATION REPAIR	525.00
08/07/2025	CDW GOVERNMENT, INC	SUPPLIES- CITY CLERK	510.68
08/07/2025	CENTRAL ASPHALT, INC	SUPPLIES- STREETS	136.86
08/07/2025	CENTRAL CONCRETE INC	SUPPLIES - STREETS	1,256.00
08/07/2025	CENTRAL PLUMBING, INC.	CONTRACT SVCS - DPS LOCKER ROOM REPAIR	125.00
08/07/2025	CHERYL WILLIAMS- CEDAR LAKE GROWERS	TOKEN REIMBURSEMENT THRU JULY 26 25	83.00
08/07/2025	CHRISTOPHER BECK	FARMERS MKT TOKEN REIMB THRU JULY 26 25	635.00
08/07/2025	CINTAS CORP	WRRF CLEANING SUPPLIES/FIRST AID	39.87
08/07/2025	CLARK FUNERAL CHAPEL	SUPPLIES- CEMETERY	1,663.00
08/07/2025	CLARK HILL P.L.C.	CONTRACT SVCS THRU AUGUST 25	12,009.52
08/07/2025	COMPASS MINERALS AMERICA	SUPPLIES -SALT FOR STREETS	34,324.69
08/07/2025	CONSOLIDATED FLEET SERVICES, INC	CONTRACT SVCS- DPS	2,251.25
08/07/2025	COREY D WALTHER	FARMERS MKT TOKEN REIMB THRU JULY 26 25	247.00
08/07/2025	COYNE OIL CORPORATION	FUEL FOR DPW	11,934.21
08/07/2025	D. CLARE SERVICES	CONTRACT SVCS- CODE ENFORCEMENT DUMPSTER	410.00
08/07/2025	DAVID GROTHAUSE	FARMERS MKT TOKEN REIMB THRU JULY 26 25	93.00
08/07/2025	DAVID W WHITEHEAD	FARMERS MKT TOKEN REIMB THRU JULY 26 25	56.00
08/07/2025	DELUXE	SUPPLIES- RECREATION	155.82
08/07/2025	DINGES FIRE COMPANY	SUPPLIES- FIRE DEPT	194.10
08/07/2025	ELECTIONSOURCE	CONTRACT SVCS- ELECTIONS TESTING	1,301.00
08/07/2025	F & M MECHANICAL SERVICES, LLP	REPAIRS FOR FIRE DEPT VEHICLE	1,149.00
08/07/2025	FIDELITY SECURITY LIFE INSURANCE CO	OPTICAL INSURANCE PREMIUMS - AUGUST	1,229.58
08/07/2025	FLEX ADMINISTRATORS	FSA ADMINISTRATIVE FEE JULY 25	184.80
08/07/2025	FOUR SUNS FARM LAVENDER	TOKEN REIMBURSEMENT THRU JULY 26 25	15.00
08/07/2025	FREDERICK CONROY	REIMBURSEMENT- LEAD SERVICE	2,500.00
08/07/2025	FRONT LINE SERVICES, INC	CONTRACT SVCS FIRE	9,315.16
08/07/2025	GREEN SCENE LANDSCAPING, INC.	MOWING SERVICE PAR 17-000-07104-00	6,030.72
08/07/2025	HYVION	VIDEO PRODUCTION PR	15,070.58
08/07/2025	JARED BOUMAN	REIMBURSEMENT CELL PHONE JUNE 2025	50.00
08/07/2025	JBS CONTRACTING, INC	CONTRACT SVCS - APT MAINTENANCE ON HANGA	552.00
08/07/2025	JOHN MONAHAN	FARMERS MKT TOKEN REIMB THRU JULY 26 25	108.00
08/07/2025	JOSH SCHAEFFER	FARMERS MKT TOKEN REIMB THRU JULY 26TH 2	8.00
08/07/2025	KATIE BUGBEE	FARMERS MKT TOKEN REIMB THRU JULY 26 25	113.00
08/07/2025	KENNEDY INDUSTRIES, INC	SUPPLIES- WTP	8,308.41
08/07/2025	KIHN HEATING & COOLING , LLC	CHILL PROGRAM PAY 2	6,900.00
08/07/2025	LONDON ALEXANDER	FARMERS MKT TOKEN REIM THRU JULY 26 25	108.00
08/07/2025	LAUREN PAVLOWSKI	TRAVEL REIMBURSEMENT LEADERSHIP TRAINING	445.13
08/07/2025	LETAVIS ENTERPRISES INC.- FAST EDDI	CAR WASHES	165.00
08/06/2025	LOCAL GOV FINANCIAL SERVICES DIVISI	MUNICIPAL FINANCE FILING FEE	2,100.00
08/07/2025	MANNIK SMITH GROUP	CONTRACT SVCS- LANDFILL QUARTERLY	804.50
08/07/2025	MAUREEN EKE	REIMBURSEMENT-JAPAN SISTER CITY EXCHANGE	329.73
08/07/2025	MAX SCHULTZ FARMS	FARMERS MKT TOKEN THRU JULY 26 25	54.00
08/07/2025	MCKENNA GEIGER	UB refund for account: 106-86000-03	116.30
08/07/2025	MES SERVICE COMPANY LLC	SUPPLIES DPS	3,373.68

08/07/2025	MICAH MILAN	FARMERS MKT TOKEN REIMB THRU JULY 26 25	534.00
08/07/2025	MICHIGAN DEPT OF TREASURY	MI WITHHOLDING TAX PERIOD 12/31/2024	4,581.72
08/07/2025	MIRANDA LEY	FARMERS MKT TOKEN REIMB THRU JULY 26 25	52.00
08/07/2025	MR. ELECTRIC OF CENTRAL MICHIGAN	CONTRACT SVCS - DPS	5,777.11
08/07/2025	MYMICHIGAN HEALTH	CONTRACT SVCS 700002727 HR NEW HIRE	1,740.00
08/07/2025	NICHOLAS MOFFATT-TRI CITY MUSHROOMS	FARMERS MKT TOKEN REIMB THRU JULY 26 25	51.00
08/07/2025	NYE UNIFORM COMPANY	UNIFORMS - DPS	708.70
08/07/2025	OAKLAND UNIVERSITY	CERTIFICATION FOR CITY CLERK HS	4,000.00
08/07/2025	ODP BUSINESS SOLUTIONS LLC	SUPPLIES- HR	99.70
08/07/2025	PAPAS PUMPKIN PATCH	FARMERS MKT REIMB THRU JULY 26 25	1,105.50
08/07/2025	PARKER UNITED FARMS	FARMERS MKT TOKEN REIMB THRU JULY 26 25	105.00
08/07/2025	PETTY CASH - TIM STANDEN	PETTY CASH REIMBURSEMENTS THRU AUGUST 20	212.78
08/07/2025	PLANIT GEO, INC.	CONTRACT SVCS - TREE INVENTORY SOFTWARE	3,675.00
08/07/2025	RAE ANN DOEPKER	PATCHES ON SHIRTS	80.00
08/07/2025	REBECCA SWAREY	FARMERS MKT TOKEN REIMB THRU JULY 26 25	36.00
08/07/2025	ROMANOW BUILDING SERVICES	CONTRACT SVCS - JANITORIAL - JULY 2025	5,945.36
08/07/2025	SARAH FAN	FARMERS MKT TOKEN REIMB THRU JULY 26 25	20.00
08/07/2025	SARAH STEVENS	FARMERS MKT TOKEN REIMB THRU JULY 26 25	40.00
08/07/2025	SPECTRUM PRINTERS, INC.	FOLDING ELECTION BALLOTS	224.00
08/07/2025	STANDARD ELECTRIC COMPANY	SUPPLIES- WTP	41.85
08/07/2025	STEPHEN FULLER	FARMERS MKT TOKEN REIMB THRU JULY 26 25	14.00
08/07/2025	SUN VALLEY BASKETS & GIFTS	PEAK SUMMER SUPPLIES	615.00
08/07/2025	T.H. EIFERT, LLC	CONTRACT SVCS- DPS	2,143.29
08/07/2025	T.H. EIFERT, LLC	CONTRACT SVCS- DPS	610.00
08/07/2025	THIELEN TURF IRRIGATION, INC	CONTRACT SVCS - GROUNDSKEEPING DWTN	1,248.10
08/07/2025	TINA CAPUSON	FARMERS MKT TOKEN REIMB THRU JULY 26 25	124.00
08/07/2025	TRENTON DOSCH	PPE REIMB FOOTWEAR	100.00
08/07/2025	UNIFIRST CORPORATION	MOTOR POOL MATS	253.68
08/07/2025	VIRGINIA ELIZABETH LOOSE	FARMERS MKT TOKEN REIMB THRU JULY 26 25	480.00
08/07/2025	WONSEY TREE SERVICE, INC.	TREE TRIMMING/REMOVAL	4,915.00
08/07/2025	WRIGHT EXPRESS FINANCIAL SERVICES	CITY CREDIT CARD PYMT	105,774.22
08/07/2025	YEO & YEO TECHNOLOGY	MONTHLY BILL JULY	900.00
Bank COMM COMMON CASH			

COMM TOTALS:

Total of 113 Checks:	278,572.08
Less 0 Void Checks:	0.00
Total of 89 Disbursements:	278,572.08

Bank TAX TAX COLLECTION

08/07/2025	CORELOGIC	2025 SUMMER TAX REFUND 17-000-03826-00	1,136.94
08/07/2025	CORELOGIC	2025 SUMMER TAX REFUND 17-000-04407-00	1,606.99
08/07/2025	CORELOGIC	2025 SUMMER TAX REFUND 17-000-04842-00	3,445.88
08/07/2025	LERETA LLC	2024 SUMMER TAX REFUND 17-000-02077-00	3,133.32
08/07/2025	LERETA LLC	2025 SUMMER TAX REFUND 17-000-08758-00	3,312.33
08/07/2025	LERETA LLC	2025 SUMMER TAX REFUND 17-000-11801-03	2,652.05
08/07/2025	LERETA LLC	2025 SUMMER TAX REFUND 17-000-11811-06	4,132.04
08/07/2025	LERETA LLC	2025 SUMMER TAX REFUND 17-000-12448-00	2,412.49
08/07/2025	LERETA LLC	2025 SUMMER TAX REFUND 17-00-15615-00	622.56

TAX TOTALS:

Total of 9 Checks:	22,454.60
Less 0 Void Checks:	0.00
Total of 9 Disbursements:	22,454.60

REPORT TOTALS:

Total of 122 Checks:	301,026.68
Less 0 Void Checks:	0.00
Total of 98 Disbursements:	301,026.68

Memorandum



TO: Aaron Desentz, City Manager
FROM: Jason Moore, DPW Director
DATE: August 1, 2025
SUBJECT: Adoption of Wellhead Protection Resolution

Request

The City Commission is requested to adopt a resolution to establish administrative procedures to be used to protect the source water of the city's water system.

Reason

One of the City Commission's 2025 strategic goals is to adopt a wellhead protection plan ordinance to safeguard the city's drinking water. Research into other municipal ordinances revealed that such an ordinance would be complex given the city's limited wellhead protection zone. As an alternative, a resolution would allow the city to enforce protection measures during site plan reviews for new developments.

The idea of using a resolution was presented to the Wellhead Protection Committee (WHP), which was established in 2024 to provide guidance on implementing and expanding the WHP plan. At a WHP Committee meeting held earlier this month, it was noted that Union Township has successfully used this approach to enforce protection measures. The committee expressed no concerns with proceeding by resolution.

Establishing administrative procedures at the time of site plan review, the attached resolution will support the City Commission's goal of protecting the city's source water.

Recommendation

I recommend the City Commission adopt the attached resolution to establish administrative procedures for protecting the source water of the city's water system.

RESOLUTION

At a regular meeting of the City of Mt. Pleasant, Michigan, on August 11, 2025, held at City Hall, 320 W. Broadway Street:

The following resolution was offered by member _____, and supported by member _____.

WHEREAS, the City of Mt. Pleasant recognizes the importance of its groundwater supply as a natural resource used for drinking; and

WHEREAS, it is the City's responsibility to as a public water supplier, to consider the health, safety, and welfare of its customers; and

WHEREAS, groundwater contamination can and does occur because of a variety of land use activities; and

WHEREAS, it is desirable to preserve and protect the quality and quantity of our groundwater resources to ensure continued safe, adequate, and usable supply, both now and in the future; and

WHEREAS, the protection of current and potential future sources of groundwater used for drinking water is worthwhile from the standpoint of resource protection; and

WHEREAS, state, county, and municipal laws and regulations require certain land uses to obtain permits and approvals for construction and operation; and

WHEREAS, state agencies are not always aware of new development proposals and the owners or developers of proposed new land uses are not always aware of state, county, and municipal permit and approval requirements; and

WHEREAS, local government officials, through adopted zoning ordinances, have the legal authority to review and/or approve land uses for the purpose of meeting the needs of the state's residents for natural resource protection and public services, including public water supplies.

NOW, THEREFORE, BE IT RESOLVED that the City of Mt. Pleasant agrees to act to: (1) protect the immediate Wellhead Protection Area(s) and (2) take steps to update the zone of contribution to the wells or well fields in compliance with the State of Michigan Wellhead Protection Program; and

BE IT FURTHER RESOLVED that the City of Mt. Pleasant designates budgets for expenses accrued in determining and updating the contribution of the wells and well fields, and to implement and update its Wellhead Protection Program Plan at such time as funds become available; and

BE IT ALSO RESOLVED that the City of Mt. Pleasant will issue no land use permit, zoning permit, building or occupancy permit until such time that all required federal, state, county and/or local environmental permits or approvals have been obtained, and/or there is

evidence that proper application to the responsible municipal, county, state or federal agencies has been made and significant issues affecting the Wellhead Protection Area have been addressed. An Environmental Permits Checklist and Hazardous Substances Reporting Form will hereby be adopted for administrative use when new, changed, or expanded land use activities are proposed.

Resolution duly adopted.

Boomer Wingard, Mayor

Certified to be a true copy, _____
(Date)

Holly Schmeltzer, City Clerk

Memorandum



TO: Aaron Desentz, City Manager

FROM: Lauren Pavlowski, Finance Director

DATE: August 7th, 2025

SUBJECT: Self Insurance Fund Deficit Elimination Plan

Background

The State of Michigan requires a formal Deficit Elimination Plan (DEP) to be approved by the governing body for any funds reflecting a deficit in the annual audit. The 2024 annual audit reflects a deficit of \$77,666 in the City's Self Insurance Fund. This is caused by the timing of the invoices and recognition of revenues within the fund, as well as interfund transfers from the General Fund not being completed. The root cause of this is due to the turnover in the finance department and no documented processes from the prior administration. Adequate funding has been identified for this fund and current processes are being documented and adhered to with the newly established finance department.

Next Steps

The Finance Department has reviewed the established 2025 annual budget compared to the prior year activity and the year-to-date activity and has determined the following amendments need to be made:

GL Category	GL number	GL Description	Required Amt
Revenues	677-000.000-643.001	CHARGES - RETIREE/COBRA HEALTH INSURANCE	\$25,000
Revenues	677-000.000-643.002	CHARGES - GENERAL LIABILITY	-\$10,000
Revenues	677-000.000-643.003	CHARGES - EMPLOYEE HEALTH INSURANCE	\$200,000
Revenues	677-000.000-665.003	INTERST - MMRMA	\$8,000
Expenses	677-238.000-802.001	CLAIMS PAID - RX	-\$105,000
Expenses	677-238.000-803.000	ADMINISTRATIVE COSTS	\$55,000
Expenses	677-238.000-803.001	PREMIUM - STOP LOSS	-\$33,720
		Total Amendment Proposed	\$139,280
		677 – Self Insurance Fund Balance 1/1/25	-\$77,666
		677 – Self Insurance Fund Balance 12/31/25 w/ proposed amendments	\$15,654

Funds are available from the General Fund for the Self Insurance Fund.

Requested Action:

I am recommending the following action be taken by the City Commission at the August 11th meeting:

- Approve the proposed amendments to the Fiscal Year 2025 budget.
- Approve the deficit elimination plan for the Self Insurance Fund as of December 31, 2024.

CITY OF MOUNT PLEASANT

COUNTY OF ISABELLA, MICHIGAN

**RESOLUTION Approval of the deficit elimination plan for the Self Insurance
Fund as of December 31, 2024**

Minutes of a Meeting of the City Commission of the City of Mount Pleasant, County of Isabella, Michigan, held in the City Hall of said City on August 11, 2025, at 7:00 o'clock P.M. Prevailing Eastern Time.

PRESENT:

Commissioners

ABSENT:

Commissioners

The following preamble and Resolution were offered by Commissioner

_____ and supported by Commissioner _____.

WHEREAS; The City of Mount Pleasant's Self Insurance Fund has a \$77,666 deficit fund balance on December 31, 2024; and

WHEREAS; 1971 PA 140 requires that a Deficit Elimination Plan be formulated by the local unit of government and filed with the Michigan Department of Treasury; and

NOW THEREFORE, IT IS THEREFORE RESOLVED that the City of Mount Pleasant's legislative body adopts the following as the City of Mount Pleasant Deficit Elimination Plan:

Self Insurance Deficit Elimination Plan for the City of Mt Pleasant

GL NUMBER	DESCRIPTION	2025
<hr/>		
Dept 000.000		
677-000.000-643.001	CHARGES - RETIREE/COBRA HEALTH INSURANCE	675,000.00
677-000.000-643.002	CHARGES - GENERAL LIABILITY	40,000.00
677-000.000-643.003	CHARGES - EMPLOYEE HEALTH INSURANCE	2,425,600.00
677-000.000-665.001	INTEREST - INVESTMENTS	16,000.00
677-000.000-665.002	INTEREST - CHECKING	100.00
677-000.000-665.003	INTERST - MMRMA	22,000.00
677-000.000-676.000	REIMBURSEMENTS	0.00
677-000.000-678.000	MISCELLANEOUS	0.00
NET OF REVENUES/APPROPRIATIONS - 000.000 -		<hr/> 3,178,700.00
Dept 237.000 - INSURANCE		
677-237.000-802.009	CLAIMS PAID - LIABILITY	0.00
677-237.000-803.000	ADMINISTRATIVE COSTS	0.00
677-237.000-803.003	DEFENSE	0.00
NET OF REVENUES/APPROPRIATIONS - 237.000 - INSURANCE		<hr/> 0.00
Dept 238.000 - HEALTH INSURANCE		
677-238.000-715.000	SOCIAL SECURITY TAX	5,300.00
677-238.000-719.000	WORKERS COMPENSATION	1,280.00
677-238.000-720.000	UNEMPLOYMENT	0.00
677-238.000-740.000	SUPPLIES	8,000.00
677-238.000-801.000	CONTRACTED SERVICES	0.00
677-238.000-802.001	CLAIMS PAID - RX	500,000.00
677-238.000-802.002	CLAIMS PAID - HEALTH	1,900,000.00
677-238.000-802.003	CLAIMS PAID - DENTAL	90,200.00
677-238.000-802.005	PREMIUM - OPTICAL	15,600.00
677-238.000-802.006	WELLNESS BENEFIT	50,000.00
677-238.000-802.007	HRA BALANCE ACCUMULATION	0.00
677-238.000-802.008	FLEX SPENDING FORFEITURES	0.00
677-238.000-803.000	ADMINISTRATIVE COSTS	200,000.00
677-238.000-803.001	PREMUIM - STOP LOSS	250,000.00
677-238.000-803.002	PREMIUM - THIRD PARTY INSURANCE	65,000.00
NET OF REVENUES/APPROPRIATIONS - 238.000 - HEALTH INSURANCE		<hr/> 3,085,380.00
ESTIMATED REVENUES - FUND 677		<hr/> 3,178,700.00
APPROPRIATIONS - FUND 677		<hr/> 3,085,380.00
NET OF REVENUES/APPROPRIATIONS - FUND 677		<hr/> <hr/> 93,320.00
Beginning Fund Balance (1/1/2025) - Fund 677		(77,666.00)
NET OF REVENUES/APPROPRIATIONS - FUND 677		<hr/> 93,320.00
Ending Fund Balance (12/31/2025) - Fund 677		<hr/> <hr/> 15,654.00

BE IT FURTHER RESOLVED that the City of Mount Pleasant's Finance Director submits the Deficit Elimination Plan to the Michigan Department of Treasury for certification.

AYES:

NAYS:

RESOLUTION DECLARED ADOPTED.

Holly Schmeltzer, City Clerk

CERTIFICATION

I hereby certify that the foregoing is a true and complete copy of a resolution adopted by the City Council of the City of Mount Pleasant, County of Isabella, and State of Michigan, at a regular meeting held this 11th day of August, 2025, and that public notice of said meeting was given pursuant to and in full compliance with Act No. 267, Public Acts of Michigan, 1976, and that the minutes of said meeting have been kept and made available to the public as required by said Act.

Holly Schmeltzer, City Clerk

City of Mount Pleasant

Mt. Pleasant City Commission

2025 Committee Assignments

Appointments Committee-meets as needed	1. Boomer Wingard-Chair 2. Mary Alsager 3. Grace Rollins
Central Michigan Center for Recovery, Education, and Wellness (CMCREW)- meets quarterly	1. Held for open appointment
Charter Committee-meets as needed	1. Boomer Wingard-Chair 2. Grace Rollins 3. Held for open appointment
Council of Governments-meets 3 rd Wednesday @ 7:00 p.m.	1. Boomer Wingard
Intergovernmental Liaison -meets as needed	1. Boomer Wingard -Mayor 2. Maureen Eke-Vice Mayor
International Relations/Sister City Council-meets monthly	1. Liz Busch 2. Maureen Eke(alternate)
Mt. Pleasant Area Diversity Council- meeting schedule unknown	1. Amy Perschbacher
Property Committee-meets as needed	1. Mary Alsager-Chair 2. Grace Rollins 3. Held for open appointment

In addition, City Commission seats are available on the following boards and commissions:

Audit Committee -meets once in March and early May

1. Amy Perschbacher
2. Maurene Eke
3. Grace Rollins (alternate)

City/CMU Student Liaison Committee-meets 4th Tuesday of the month 5:15 pm

1. Mary Alsager
2. Amy Perschbacher

Economic Development Corporation/Brownfield Redevelopment Authority-meets as needed

1. Mary Alsager
2. Boomer Wingard

Principal Shopping District Board - meets monthly (City Hall)

1. Amy Perschbacher

Tax Increment Finance Authority - meets the 4th Monday of the month at 8:30 a.m. (City Hall)

1. Liz Busch



Mt. Pleasant

[meet here]

Chicken- and Duck-Keeping in the Backyard: Research and
Recommendations

Colton Brewer

Overview of Discussion

- Current Michigan Law
- Potential Upcoming Michigan Law
- Farms as Public/Private Nuisance
- Laws and Ordinances of Other Michigan Cities/Counties
- Recommended Clauses Of New Ordinance
- Considerations in Creating Mt. Pleasant's Chicken-Keeping Laws

Current Michigan Law

- Most localities allow backyard chickens
- 2-6 hens allowed on a half-acre or less depending on the city/county (no roosters due to noise)
- Some localities allow more chickens on larger properties
- Most localities require a permit

Potential Upcoming Michigan Law

- 2025 potential new statewide legislation to standardize/regulate chicken-keeping
- Proposals include:
 - Standard min. property size of a quarter-acre
 - Up to five hens per quarter-acre
 - Max. flock size of 25 hens
 - Statewide prohibition of roosters
 - Requirements for keepers to follow humane treatment/cleanliness standards

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Farms as Public/Private Nuisance

- A farm operation cannot be found a public/private nuisance if conforming to current generally accepted agricultural/management practices
- Backyard chickens are not a farm, but the principle still applies
- Excessive noise, pollution, odor, etc. can be a reportable offense
- The above can be indicative of nonadherence to generally accepted practices

Laws/Ordinances of Other Michigan Cities/Counties

- State government has general laws on keeping chickens, most county/city governments have more tailored ordinances
- Discussed here: Ann Arbor, Grand Rapids, Eaton Rapids, and Clare
- Many similarities and some differences to consider in specifying Mt. Pleasant's chicken-keeping laws

Ann Arbor

- Up to six chickens or ducks, no roosters allowed
- Permit is required from city clerk prior to getting chickens, valid for five years
- Chickens must be kept in a secure, fenced enclosure
- Enclosure min. 10 ft. away from any property line, min. 40 ft. away from any residential structure on an adjacent property
- Slaughtering chickens is prohibited on owner's property

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Grand Rapids

- Properties <5,000 sq.ft. can have up to four chickens
- Properties >5,000 sq.ft. can have up to six
- Min. property size of 3,800 sq.ft. to keep chickens
- No more than two dwelling units on the property
- Written permission from landlord if renting
- No roosters
- Permit required, valid for three years

Grand Rapids, Cont.

- Chickens can only be kept in the backyard in a confined area
- Coop/enclosure must have adequate space for each chicken, not exceeding 8 ft. tall, 6 sq.ft. per chicken
- Coop must be at least 10 ft. away from any property line
- Coop/enclosure must be kept clean, secure from rodents, predators
- Enclosure cannot take up >50% of the yard

Eaton Rapids

- Up to four chickens, no roosters
- Property must be min. one acre to keep chickens
- Permit required
- Primary use of property: occupied single-family dwelling
- No slaughtering on owner's property
- Chickens must be kept in an enclosed, covered enclosure no smaller than 3 sq.ft., no larger than 11 sq.ft.

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Eaton Rapids, Cont.

- Enclosure must be surrounded by opaque material so they cannot be seen from outside, predator- and rodent-resistant
- Chickens can only be kept in the back yard
- Enclosure min. 10 ft. away from the residence on the property, min. 20 ft. away from the same on an adjacent property
- Feed must be stored in rodent-resistant containers
- Enclosure must be cleaned weekly

Eaton Rapids, Cont.

- Dead chickens must be removed, disposed of immediately
- No piling of waste; excessive odor is a violation
- Before application, property must be inspected for compliance
- Applications must include site plan for proposed chicken-keeping area
- After permit and before getting chickens, owner's enclosure must be inspected by code/law enforcement

Clare

- Permit required, five years; private restrictions (i.e., deed restrictions, neighborhood association by-laws, etc.) remain enforceable
- Written consent of adjacent property owners required with application
- Application/site plan must indicate:
 - Existing structures on the property
 - Location of proposed structures
 - Location of waste storage area(s)
 - Waste disposal plan
- No more than two birds (chickens, ducks, or one of each) per property; no roosters
- Primary use of the property: single- or two-family dwelling *Mt. Pleasant* [meet here]

Clare, Cont.

- Chickens must be kept in a covered, fully enclosed fence
- Chickens can only be kept in the back yard
- Enclosure min. 10 ft. away from any property line, min. 40 ft. away from an adjacent property's dwelling unless written consent of the adjacent property owner is given
- All enclosures, feed storage must be rodent- and predator-resistant
- Owners must present permit if requested by a code enforcement/police officer

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Recommended Clauses of New Ordinance

- Permit, 1-2 years, initial fee of \$150, renewal fee of \$75
- Initial property inspection after application, before applicant gets chickens; semi-annual compliance inspections; further inspections if reasonable suspicion of neglect/poor treatment
- Penalty clauses: 3 strikes for minor offenses; immediate permit revocation if neglect/abuse is evident
- Slaughter allowed inside one's own home/garage

Recommended Clauses, Cont.

- Selling the produce of backyard chickens prohibited (backyard chickens are not commercial chickens)
- Chickens kept in a secure pen/coop for pest/predator mitigation
- "Secure":
 - Deeply buried, heavy-gauge fencing
 - Sturdy construction
 - Complex locking doors
 - Solid roof
 - Gaps filled with small-gauge mesh (against mice, snakes, etc.)
 - Fully sealed, locking feed containers
- Predator response through animal control

Recommended Clauses, Cont.

- Coop min. 10 feet from any property line, min. 40 feet from adjacent homes unless written consent is given by the owner of the adjacent property
- If renting, written permission from landlord required
- Coops prohibited on properties with duplexes/multifamily homes
- Coops must be cleaned weekly at minimum, more as needed

Considerations in Specifying Mt. Pleasant's Backyard Chicken-Keeping Laws

- Will Mount Pleasant require a permit? Cost?
- Will ducks be allowed?
- Will Mt. Pleasant follow other cities' laws or legislate following potential new statewide laws?
- Minimum property size to keep chickens? Maximum number of chickens allowed?
- Regulations on waste disposal, including carcasses? Will Mt. Pleasant allow using waste as mulch?
- Slaughtering? If allowed, will there be regulations on method?
- Inspections?

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[meet here]

References

- [Michigan Right to Farm Act](#)
- [Backyard Chicken Barn article on current and potential future MI chicken laws](#)
- [Article on introduced bill for backyard chickens from GOPhouse.org](#)
- [Chewy.com beginners guide and information on keeping chickens humanely](#)
- [Humaneworld.org's basic points of keeping backyard chickens](#)
- [Ann Arbor chicken laws](#)
- [Grand Rapids chicken laws](#)
- [Eaton Rapids chicken keeping permit application, laws](#)
- [Clare chicken keeping application, laws](#)

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[meet here]