AGENDA
CITY OF NEGAUNEE REGULAR MEETING
OCTOBER 15, 2026 @ 6:30 P.M.
NEGAUNEE SENIOR CENTER, 410 JACKSON ST (TOBIN St. ENTRANCE)

1. **CALL TO ORDER**

2. **PLEDGE TO FLAG**

3. **ROLL CALL**

4. **APPROVAL OF AGENDA**

5. **PUBLIC COMMENT (3 min. limit)**

6. **PUBLIC HEARING**

   6.1 2027 CITY BUDGET

   6.2 COMMERCIAL REHABILITATION DISTRICT TAX ABATEMENT – 101 S. PIONEER

7. **UNFINISHED BUSINESS**

8. **NEW BUSINESS**

   8.1 2025 CITY AUDIT

   8.2 CITY MANAGER DEVELOPMENT PLAN

   8.3 BARNES HECKER RESOLUTION

   8.4 ICE ARENA CHILLER CHANGE ORDER #2

9. **CONSENT AGENDA**

   9.1 MINUTES – SEPTEMBER 10, 2026 REGULAR MINUTES, OCTOBER 1, 2026 SPECIAL/BUDGET SESSION MINUTES
   9.2 CLAIMS AND ACCOUNTS
   9.3 REVENUE/EXPENDITURE TRIAL BALANCE REPORTS
   9.4 TRAFFIC CONTROL ORDERS #76
   9.6 LPI SERVICE AGREEMENT – SENIOR CENTER NEWSLETTER
   9.7 VISTA ANNEX RENAMING AGREEMENT
   9.8 SURPLUS PROPERTY
   9.9 VERIZON TOWER LEASE EQUIPMENT

10. **PUBLIC COMMENT (3 min. limit)**

11. **COUNCIL MEMBERS COMMENTS**
    CITY MANAGER
    CITY ATTORNEY

12. **ADJOURNMENT**

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

6.1

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

To: The Honorable Mayor and City Council

Re: 2027 City Budget

BACKGROUND:

The Negaunee City Council has authorized a public hearing on the 2027 City Budget for this evening. The Negaunee City Charter requires the City Budget to be adopted by resolution of the Council at its regular meeting in November.

ANALYSIS:

The 2027 Budget is a comprehensive plan of City activities for the coming year. It includes all proposed expenditures for the General Fund, Enterprise Funds, and various Special Funds established according to generally accepted accounting practices and governmental requirements.

The proposed budget has been posted on our website for viewing.

RECOMMENDATION:

Conduct a public hearing and take comments on the proposed 2027 City Budget.

ALTERNATIVE:

None. This is mandatory per City Charter.

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15 2026

6.d

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

To: Public Hearing – Commercial Rehabilitation District Tax Abatement – 101 S. Pioneer

BACKGROUND:

Enclosed is the application for 101 S. Pioneer for a CRD Tax Abatement. The public hearing was properly advertised and posted on the City's website.

RECOMMENATION:

Hold a public hearing.

Approve the CRD application for 101 S. Pioneer for 10 years.

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

8.1

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Recommendation: 2025 City Audit

BACKGROUND:

Enclosed is a copy of the 2025 City Audit.

ANALYSIS:

A representative from Anderson Tackman will be present at the meeting for additional questions and to deliver a brief presentation on the Negaunee City Audit.

8.2

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: City Manager Development Plan

BACKGROUND:

Enclosed is the Assessment and Evaluation and Development Plan.

CITY OF NEGAUNEE
CITY MANAGER
ASSESSMENT &
EVALUATION
OCTOBER 2026

THE HARDING GROUP L.L.C.

MANAGEMENT SERVICES

TO: Negaunee City Council

FROM: Marc R. Harding, The Harding Group LLC

RE: City manager assessment feedback results and recommendations

DATE: October 07TH , 2026

This summary documents the process and the data we used to complete our fourth assessment & evaluation of Nathan Heffron's performance and leadership style as well as any recommendations we may have.

PROCESS

The process we used this year was a more holistic view of the role of City Manager and the assessment of Nate Heffron in that role. This is different from 2021 and 2022 because in 2022 the only group surveyed was the council and the previous mayor, and in 2021 it included the council and some outside partners. This year we broadened the scope by adding the Department Heads to the mix. The last time the Department Heads were in the mix was in 2019, when in addition to this tool we used a 360-degree feedback tool. This year we ended up with 22 participants: 10 Department Heads, 7 Council Members, and 5 Partners who responded.

In addition to the broader group, we added some additional categories for rating that we discussed in a prior council meeting that you thought were important to provide feedback. These were:

1) Regulatory compliance.
2) Comprehensive planning
3) Communications
4) Grant acquisitions

The survey itself is constructed to be anonymous, so anyone participating can do so without concern for repercussion. (We can't tell who scored what rating or made which comments.)

Some of my observations on the process that I believe should be noted are as follows.

1) After reviewing the online survey, one of the partners chose not to participate, and a number of them chose not to rate him in certain categories. (This is to be expected as their view would be much narrower than the others, and they may only have a view as it relates to their subject matter.)
2) One or more council members chose not to do a rating on 7 of the 9 categories.
3) We started with 9 department heads identified and ended up with 10 completing the assessment tool.

OBJECTIVE OVERALL RESULTS

The chart below shows the comparison since 2019 to the questions asked in the survey. If you look at the average results you will have the following as your top rankings: (Strengths 3.5 and above).

1) Downtown development
2) Marketing promotion
3) Infrastructure management

If you look at the median you would add the following:

1) You would add all but regulatory compliance.

COMPARATIVE OVERALL RESULTS (A)

Category	2019	2021	Range	2022	Range	2026 Ave	2026 Med	Range
Respondents		14		8		22	22	
Fiscal Management	3.36	3.46	1-5	4.5%	3-5	3.33	3.5	1-5
Infrastructure Management	3.6	4.00	2-5	4.8%	4-5	3.61	4.0	1-5
Downtown Development	4.13	4.36	3-5	4.6%	4-5	4.06	4.0	2-5
Marketing/Promotion	3.87	3.92	3-5	4.8%	4-5	3.94	4.0	1-5
Regulatory Compliance						3.06	3	1-5
Comprehensive Planning						3.6	4.0	1-5
Communications						3.29	4.0	1-5
Grant Acquisitions						3.31	4	1-5
Performance Rating (Question 15)				4.8	4-5	3.23	4	1-5

OBJECTIVE DETAILED ANALYSIS BY GROUP

DETAILED ANALYSIS CHART (B)

Category	DH AVE	MED	Range	CNL AVE	MED	Range	PART AVE	MED	Range
Respondents	10			7			5		
Fiscal Management	3.2	3.5	2-5	2.67	3.0	1-5	4.0	5.00	2-5
Infrastructure Management	3.5	4.0	2-5	4.6	4.5	2-5	3.5	NSD	2-5
Downtown Development	3.9	4	2-5	4.2	4	3-5	4.5	NSD	4-5
Marketing/Promotion	3.6	4	2-5	4.57	4	3-5	4.8	5	3-5
Regulatory Compliance	3.0	3.0	1-5	3.00	3	2-4	3.5	NSD	2-5
Comprehensive Planning	3.5	3.5	1-5	3.8	4	2-5	3.5	NSD	3-4
Communication	3.1	4	1-5	3.14	3	1-5	4.4	4.0	3-5
Grant Acquisitions	3.0	3.5	1-5	4.71	4	3-5	3.5	NSD	2-5
Overall Performance	2.9	3	1-5	3.57	4	1-5	4.4	5	2-5

In Chart B above, we broke the overall results down by group and listed the average, median, and range of responses for each of these groups. We did this to help identify where there might be significant issues and in what category these might fall. If you compare the groups, the following categories ratings are 3.5 or better by group using the average.

Council: All categories except: Fiscal Management, Regulatory Compliance, and Communications

Department Head: All categories except: Grant Acquisition, Communications, Regulatory Compliance, and Fiscal Management.

Partners: All Categories are 3.5 or better.

If you used the Median score, you would add the additional categories:

Council: No changes

Department Heads: You would add Communications, and Fiscal Management

Partners: No Change

Overall Performance Summary: 16 of 22 rated him 3 or better.

Council: 5 of 7 rated Nate 4 or better on overall performance.

Department Heads: 7 of 10 rated Nate 3 or better.

Partners: 4 of 5 rated Nate a 5 on overall performance.

SUBJECTIVE ANALYSIS

In addition to the objective data gathered, we asked all participants to answer 5 questions describing his leadership traits and why they ranked him the way they did in the overall performance category. (Question 15) I will address some of the themes in the comments from each question; these comments are in the attached document.

Question 10: What do you like most about his leadership style? Themes are: Project management, active and present in the city, bold and creative, vision and ambition, both short term and long-term planning, open to communicating to all people, actively engaging people in the community in setting direction for the city.

Question 11: What do you like least about his leadership style? Themes are: He needs to listen to all point of view especially given the current political environment, abrasive and dismissive to staff sometimes, does not take criticism well, micromanagement concerns, could do a better job communicating with the public, over commits himself at times, has no concept of fiscal responsibility and failed the state audit. If someone disagrees with him, he is disrespectful and perceived to be vindictive.

Question 12: What should Nate do more of?

Themes are: Delegate in an ethical and considerate manner, listen and react respectfully, improve communications to all parties, understand that Policy is the council's role, and he is responsible for administration and execution.

Question 13: What should Nate be doing less of? Themes are: Being abrasive to staff and/or board members, making threats to people who disagree with him, treating employees unequally and less impulsive reactionary actions.

Question 14: What should Nate continue to do? Themes are: Continue to advance and grow Negaunee, attract investment, be a good representative for local government, be tenacious and articulate the vision of the community.

Question 15: On a scale of 1-5 rate, the City Managers overall performance?

Question 16: Why did you rate him the way you did in question 15?

Themes are: Many good projects completed and awards won: He has brought more to the city than any CM in their lifetime. He is fair to his employees, but he may need to be more demanding. He is doing a good job overall. He has a vision and goals on where he wants the city to be in the future. He is an exceptional leader for the city. He has done amazing work for the city after years of neglect.

His management style and the culture he has created with employees needs significant work. He threatened to fire me. There is a perceived favoritism he shows to certain staff.

OVERALL CONCLUSIONS:

OBJECTIVE ANALYSIS: As I look at the analysis on the charts above overall, Nate continues to perform at an above expectations level overall. He has the support of 70% of your department heads, 80% of your partners, and about 72% of the council. As I look at the detail, it's apparent that there is a divide in both the Department Head Group and the Council who may not agree with the direction the city and/or Nate is headed, but he continues to get more support and higher ratings from the majority of both groups. There are, however, a number of areas he can make improvements on which will come out in a development plan.

SUBJECTIVE ANALYSIS: As we observed in the objective analysis, we have diverse views on Nate and what he should do or not do. I'll highlight a few of the comments and the answers here that led me to ask some questions of Nate, and I will ask of you.

1. Has the city ever failed a financial audit during Nates time as City Manager? The answer is no.
2. That three department heads left because of Nate. (Nate indicated he understood that there were two who left to improve their job level.) My question would be, did anyone do an exit interview with these people to determine their reason for leaving? If not, why not?
3. The city is not in good shape financially. What does your annual audit show from your accounting firm say about this? As I understand, the city is in much better shape than before he arrived and that there have been no issues with audits since his arrival.
4. There is an implication in comments that he is off doing things that the council has not approved: My question would be, does the council have an annual plan of work that they have developed with Nate for the fiscal year that then flows down to the Departments?
5. There is an implication that he is going beyond his role and implementing policy items that are the role of the council. My question here is, has he done this, or has he implemented something the council approved, and some people on the council disagree with what the Council approved and are blaming Nate.

Next steps:
Share the complete result with Nate including the comments and complete a development plan to bring back to the council for approval. Once approved, implement the development plan with a report back to the council on progress.
Review and implement other recommendations.

RECOMMENDATIONS

My recommendations are based on several different findings that I gleaned from the survey results and my observations during the council meeting and the closed session with Nate on August 13th meeting. In none of the various data sources did I hear that he had not done a lot to make improvements in the city. What I did hear was that how he did things sometimes has gotten in the way of him being more successful.

One of my observations is that several of the issues can be resolved by changing how you do things and developing some new policies.

Given this context and for purposes of clarity, I'm breaking out my recommendations into several categories. These are:

1) Organizational, process and structural changes:
    1. Create a committee of the council that deals with Human Resource matters that complies with the State of Michigan laws and your City Charter. Action: To be discussed with the council, City Attorney and City Manager
    2. Address the issues at the Senior Center. Action: Being addressed
    3. Annually have your accounting firm formally review the financial and audit results with the council and department heads. Action: the City Manager will ensure this happens annually.
    4. Engage a firm to provide fractional Human Resource services to address some of the items recommended under the policy changes.
    5. Action: City Manager and City Attorney to research and recommend a firm to provide these services.
    6. Actions: that could be taken by the firm are as follows:
        - Complete an HR Audit and address any shortcomings through the development of policy.
        - Conduct a training session on sexual harassment/hostile work environment/ discrimination at least once every two years.
        - Require exit interviews be conducted by an outside third party for any employees leaving the city and provide a summary of findings on a regular schedule.
        - If there are performance issues with any non-union staff and the City Manager is having a discussion with them about it, have a third party (This could be the same firm that does exit interviews) sit in on the discussion.)
        - Conduct an annual employee engagement survey of all non-union employees who work for the city.

2) Policy changes:
   - Put in place a dispute resolution policy/process for all non-union employees. Action: The City Attorney will draft a policy for Council to approve.
   - Require an annual plan of work from each Department as part of the budget process. (What are the top goals/objectives that will be accomplished and when.) Action: City Manager will work with each department to provide such a plan and then roll up an overall plan for review by Council for feedback prior to budget being submitted.
   - Conduct an annual facility walk through with the council at least once a year. Action: City Manager will conduct facility walk throughs for himself and the Council.
3) Development plan:
   - Participate in an accredited leadership development/coaching program with a focus on communication styles and techniques. Action: City Manager will Research programs and participate in one.
   - Do some formal teambuilding/development with your staff at least once a year that includes some sort of communications style elements. (This could be around your annual budget process.) Action: City Manager will ensure this occurs and may combine it with other actions below.
   - Complete a 360-degree formal assessment like we did when we started this process. (Use the same tool if possible.) every couple of years at a minimum. Action: City Manager will ensure this happens no later than June of 2028.
   - As you work with your council, committee, boards and department heads, be clear about roles and who has responsibility for what. Action: City Manager will review current definitions and all orientation materials and processes to ensure this is updated.
   - Move the performance planning cycle to annual for non-union employees. Action: City Manager will facilitate annual review for all department heads.
   - Conduct a long-term strategic plan with at a minimum your department heads and council. (This goes beyond the budget and the CIP.) Action: City Manager to work with department heads and council to develop a 3-5-year plan for the city.
   - Develop and implement an annual scorecard showing accomplishments by department and overall results. Action: City Manager will work with department heads to develop such a program and provide results to the Council and the public.

Appendix A. answers to open-ended questions.

10. What do you like most about Nate's overall leadership style? (Strengths)

Nate's ability to see things thru to completion

Nate is active and present in the City of Negaunee and definitely takes a hands-on approach to learning about challenges and opportunities.

Nate is bold and creative. He is not afraid to take chances on something that will grow the community. With that kind of leadership style, it creates an environment where everyone on the team will feel supported to be bold and creative.

I do not like his leadership style.

Vision and ambition

he really seems to care about the city

Believes in Negaunee's future. Making himself available to citizens.

Nate is progressing the city in getting most things done

Nate does a great job with strategically planning infrastructure projects. He's also well-informed and works within the constraints of city and state government regulations.

He is personally involved in many of the city's projects and spends a lot of time interacting in public settings.

Nate has the ability to plan both long and short term goals that coincide with each other, building infrastructure, development and community resources from day one of goal implementation.

He has a good vision of what he would like Negaunee to become.

He leads by example.

Attentive to the needs of the community and employees. Makes himself available 24/7. Goal oriented and finds solutions to problems that have plagued the community for years.

His visionary leadership style, combined with practical and strategic thinking. He's good at recognizing the final outcome he wants to achieve and the steps and details necessary to take the city there.

Nate is actively encouraging the community in decision making. Professional press releases that keep the public well informed. Advancements in the City as widely accepted by both employees and community members.

Nate has been a valued partner of SAIL, consistently working to incorporate accessible and inclusive design into both new and existing projects in Negaunee. Because of those efforts, the city has become a gold standard for what communities should strive for. It is a more welcoming and accessible place for a wider range of people, making it easier for everyone to participate and feel included.

I like that Nate asks if more communication or clarification is needed.

I found Nate to be very open to communicating with council, employees, supervision and the community and it's even better when people do not blatantly resist his vision just because they can, with no alternatives available.

11. What do you like least about Nate's overall leadership style? (Development Needs)

There are sometimes gaps and inaccuracies between what is promised and what is delivered during projects and daily administrative tasks. These issues could also be due to how Nate's team or contractors execute the projects assigned to them.

The community has been very supportive of the city but with the current political environment within the state and federal government, I think all public officials should be extra mindful in their approach to change. Nate is extremely intelligent, creative, and bold but when people are bitter towards government (even if it's not the local government), it would go really far with the general common folk to listen even more and hear their concerns before proceeding with potential big topics. This will help build and keep the trust between the community and local government. Nate does a great job at this, but he also likes to get things done and get them done now. Good news - Nate is completely capable of dialing it up or down based on the environment.

He is very abrasive and at times abusive to city staff and employees, especially with women. He does not take input or criticism very well, especially in regard to the street scape project. He is inconsiderate of any opinion that might go against what he believes is right for the city, even if it is a very reasonable idea or opinion. He does not remain politically unbiased, which is what he is supposed to do as a city manager. (Examples: Water flouridation public hearing, Protect Old Town innitiative) He does not take direction from the council. He has the attitude that he is to give direction to the council, and is above the council, and needs to be reminded where his place is, and what his job is. He has been known to retaliate against community members, employees, and board members who have publicly disagreed with him. (Examples: reporting property maintenance code violations, selective promotion of community small businesses, unwarranted removal of board members who disagree with him, working with media on biased press releases, painting his opponents in a bad light.) He has created a hostile work environment and an atmosphere of fear for

many employees. We have also lost 3 department heads in a few months, which in my opinion, is directly related to this behavior.

does not put enough into infrasturce updates.

There have been complaints about the way Nate address employees and these employees feel he is very dismissive.

better planning and communication at beginning of jobs. getting more money to replace equipment that is failing

Nate could do a better job of communicating with the general public. There is much confusion and misunderstanding regarding how the city works and the constraints it operates under.

He is heavy handed and attempts to control many facets of the city processes that a city manager should remain neutral on and unbiased. This aggressive use of a city manager's power has created much division and resentment in our community. He used inappropriate and derogatory language about our city's recent past. He needs to display more humility and less hubris.

His goals can sometimes seem difficult to achieve. Although through the planning process, it always seems to work itself out, his ideas can be far beyond what is originally thought possible.

Doesn't communicate or listen

He could be a little less involved in the day-to-day operations - allow department heads to run departments.

He threatens hard-working employees with termination while letting others slide by doing minimal effort. He is inconsistent, duplicitous, plays favorites, and puts on a false front for the public while yelling at department heads in meetings. He is a politician through and through.

He needs to be more assertive with underperforming employees.

I get the impression that sometimes he overcommits himself

Feedback is often delivered in a reactionary manor. As a result, employees are reluctant to bring important issues to his attention. Instances of intimidating behavior have been clearly evident to employees . Leaving employees to be hesitant to share honest feedback and to speaking freely. An imbalance in how department resources and employee treatment has been observed.

Nate micromanages and does not trust that I will get the job done as a department head. Nate uses his power to do whatever he wants without thought to the repercussions because he does not believe the rules apply to him. Nate tries to burn bridges with community partners and makes the City of Negaunee look terrible. Nate throws his weight around and makes threats if you do not do what he wants you to do. If Nate does not like you or feel threatened by you speaking out, he will take action against you. Nate has reneged on policies he approved for employees. Nate has no

concept of fiscal responsibility or budgeting. Seeing as he failed the state audit, I do not know how or why the council allows him to remain employed. It is clear that the council does not provide any oversight nor do they care about the future of Negaunee or else they would not leave it in Nate's hands. I would never recommend anyone work under Nate.

He can disregard people's thoughts on the city's advancement, but that usually means those people have no alternatives, just bitching that "we don't do that in Negaunee because we are not that", which adds to my opening statement; in other words choosing to be ignorant (those who blindly complain).

12. What should Nate do more of? (What should he be doing that he might not be doing today?)

He should be directing the staff underneath him in an ethical and considerate manner, fostering a constructive and respectful environment, free of fear of losing their jobs for having an opinion. He should also be directing staff, not policy. Policy is the council's job. He should be unbiased and take direction from the council.

Continue working to make the city a place where businesses and families want to live and operate.

do more updating city buildings, equipment, sewer, water and roads.

Listening to his employees and learning to react in a better demeanor.

less time and money on beautification projects and more time and money on DPW equipment to help serve the residents in winter and summer.

I'd like to see more communication with the public regarding the city's objectives given the constraints the city operates under. I think once the people understand that, the more leeway they'd be willing to give.

He should focus more on budgetary issues which are more important to our community's long-term success and should focus less on so many pet projects that are draining our financial resources. He should also let city staff do their jobs without excessive micromanaging. He should work harder at treating citizens equally because there is the general appearance of differential treatment that is being expressed by many members of our community.

He does a great job with providing updates to our community through media(TV and Radio), as well as social media. But communication can constantly be an improvement in any aspect.

Trust others on making departmental decisions.

He needs to be more honest and transparent, do what he expects of his employees, and learn how to be a better leader. Also, if there is continuing education available for city managers, including on how to manage employees compassionately, he needs to enroll - and give reports on what he learns. Also, he needs to learn how to negotiate with townships more equitably on behalf of the senior center, library, and other shared resources.

Nate should further investigate the use of Community Development Block Grants through MSHDA as another source of housing and community development funds.

Nate would benefit from a more consistent expectation between employees and departments. A less volatile environment would be welcomed.

Nate should not be running the city. It is too late to say he should do more of anything to be a better leader because he has already burned so many people. City Council should provide more oversight and stop acting like chickens with their heads in the sand. Corruption at this level should be stopped but it is clear that the "leaders" we have in place only care about their titles and not their actions.

I'm at a loss for that. Nate makes himself available for all, it's not his fault people don't take advantage of that (like attending his monthly coffee hours at Midtown Bakery).

13. What should Nate be doing less of? (What is he doing today that he should quit doing?)

There is nothing I can think of that he should be doing less of. He balances the demands of a community leader really well.

He should not be abusive to staff and steamroll board members. He should not be pushing his agenda on the city to make a name for himself.

worry less about down town

Starting so many projects when others have been left subpar.

micro managing department heads. trust that we know how to do our jobs

Overall, I think Nate is doing a very good job. I just don't think his detractors understand all of the parameters he has to juggle.

Less micromanaging, less non-essential spending, less ego and control.

stop meetings at brewery and coffee shop

He needs to be less duplicitous. He needs to treat all employees equally. And he needs to stop cutting down beautiful old trees in the cemetery, if we're going to be a "Tree City U.S.A." That's a perfect example of how he touts one thing and does another.

Nate is very diplomatic, and I think he offers more courtesy than some people deserve. There are times when being more direct and setting firmer boundaries would save time while still keeping projects moving forward.

Less of impulsive reactionary actions. Fair and equal treatment of employees.

Nate should not make threats to people he is afraid will speak out against him. Nate should not be discriminatory in his practices or hiring. Nate should stop threatening funding sources because he does not want to be held accountable. If Nate continues his plan to cut funding sources then the burden will be put back on the tax payers of the city.

He can take objections too personally, but in doing that I see him defending the improvement of the city. Others need to understand and accept that.

14. What should Nate continue to do today? (What is he doing well today that he should continue to do?)

Continue to advance Negaunee in the progressive manner that he has been doing for the past 8 years.

Nate is good at attracting investment into the business district. Nate should continue working hard to make it easy to start up and operate businesses in Negaunee.

Nate is a great asset to the greater community. He supports partners (other cities and organizations) and is very collaborative when it comes to regional initiatives. I call on him when I need a sounding board, a listening ear, or advice. He represents local government, rural communities, and small (but mighty) towns in Michigan. I love his approach to informing the community.

Despite his inappropriate behavior toward staff and board members, he is tenacious to get what he wants done for his vision for the city. With the proper motivation, and keeping in line with the direction of the city council, I think that kind of tenacity could be a positive thing.

Articulate the vision for the future of the city. Remind people that it won't happen overnight.

work on updating city

Seeking grants so the city doesn't keep losing money for all of the projects. Working with each department to meet their needs and concerns.

moving the city forward. listen to more residents input on what they would like to see

I think the overall vision for the city is excellent and well thought out. Keep doing that.

Keep working on our basic infrastructure including streets, sidewalks, and basic services like snow removal and maintaining existing city properties.

His dedication to the community is far beyond what anyone could expect from a city manager. His constant planning and positioning the city to be better in the future is what is most fascinating.

Trusting the employees to make day to day decisions that affect the City.

Overall, he has been the most productive City Manager we've ever had.

Nate has a good handle on city operations & finances, and a strong vision for the city going forward, but what's remarkable is that he shares what he's learned and his practices with other leaders across the region and the state, and he frequently steps up to support regional initiatives, like CUPPAD, Superior Trade Zone, Housing Now, UP City Managers, Michigan Downtowns, etc.

Involving the community in advancements within the City.

Nate should continue to leave for business trips. It allows employees a chance to breathe and not feel like he is hovering.

Nate is on point for what we hired him for, improving the City of Negaunee.

16 Please tell us why you rated him the way you did in question 15?

After decades of neglect by past city managers, Nate is doing everything he can to rebuild our city.

In any leadership position there is always room for continuous growth and improvement. I hold myself to the same standards and would never give myself a perfect score.

He has done AMAZING work for the city. It is apparent that he has genuine interest in making the community a better place for everyone. He is bold and creative. He is a huge support to the other community leaders (city and township managers).

While he is tenacious and motivated, and has had some positive contribution to the city, his treatment of staff and attitude towards board members is inappropriate. His management style is abrasive and unethical. He seems to be unaware of his place as city manager. His job is administrative and operational execution, not political leadership and policy making. He is at times vindictive and retaliatory against those who would criticize him or disagree with him. He is at times irresponsible with city funds, and disregards any input from much more experienced and educated staff, stating that their opinions don't matter. Overall, he needs to make some big changes. If unwilling to make these changes, he should be replaced with a better fit for the city.

Significant projects were undertaken / completed. The city won several awards during this time period. Public sentiment about his leadership is very positive.

he is doing a good job overall as far as managers do

He is meeting the needs, but there are concerns that employees have brought up that need to be addressed and there will always be room for improvement.

he does have goals and a vision where the city should be in the future. he has done infrastructure projects. needs to get better at spending less money in certain areas.

The substance of what Nate has done is excellent, but the communication might need some work.

I feel he has created a divisive and polarizing atmosphere. Although there are certain things he has been effective at, our financial situation could be much better.

He has brought more to the city of Negaunee than any City Manager in my lifetime. He has also corrected the many issues that prior Managers and Staff neglected, all while implementing new and exciting ideas.

Nate is fair to his employees, but he may need to be demanding at times which comes with be the City Manager, so you have to respect it but might not always agree.

I would like to hold the city manager to the same expectations I hold myself to.

Nate has a real passion for what he does and he takes ownership for his work, for the benefit of the city and it's residents, and has a high degree of accountability. He always stays true to himself and does what he thinks is right.

Actions of favoritism have been widely observed. A fair and honorable manager would refrain from these actions.

Nate is a terrible manager and has threatened to fire me. I do not feel comfortable working under him.

CITY OF NEGAUNEE

P.O. Box 70 • Negaunee, Michigan 49866 • Phone (906) 475-7700
Fax (906) 475-0178 • www.cityofnegaunee.com

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CITY OF NEGAUNEE
BARNES HECKER DAY
NOVEMBER 3, 2026

The Negaunee City Council does hereby declare November 3, 2026 as "Barnes Hecker Day" in the City of Negaunee. The Council encourages all residents to participate in activities and observances that honor the memory of those lost in the Barnes-Hecker Mine disaster and recognize the enduring legacy of Negaunee's mining history.

_____
Craig Ilmonen, Negaunee Mayor

_____
Judith Iwanski, City Clerk

The City of Negaunee is an equal opportunity program/employer.
Auxiliary aids and service are available upon request to individuals with disabilities.

8.4

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: Ice Arena Chiller Agreement – Change Order #2

BACKGROUND:

Enclosed is a change order for the ice arena chiller project. The increase is for Snow shield/structural upgrades to security fencing and electrical service cost change associated with the buried piping.

This change order is an increase of $4716.20 will be paid from the bond proceeds and is within the 10% retainage.

RECOMMENDATION:

Approve change order #1 in the amount of $4716.20 bringing the agreement amount to $326,027.20.

CHANGE ORDER NO.: 2

Owner: City of Negaunee
Engineer: Treado Engineering & Development
Contractor: Prime Mechanical
Project: Neg Ice Rink Chiller Replacement Project
Contract Name: Neg Ice Rink Chiller Replacement Project
Date Issued: 10/5/2026

Owner's Project No.:
Engineer's Project No.:
Contractor's Project No.:
Effective Date of Change Order:

The Contract is modified as follows upon execution of this Change Order:

Description:

Change exterior supply and return piping to buried between the chiller pad and the building exterior. Piping to be buried to 48" to bottom of pipe. Exterior underground rated insulation shall be used.

Attachments:

Substantial Completion – Full Chiller Startup & Final payment – Site Cleanup and Fencing

Change in Contract Price	Change in Contract Times
Original Contract Price: $ $299,273.00	Original Contract Times: Substantial Completion: Sept 15, 2026 Ready for final payment: Sept 25, 2026
Increase from previously approved Change Orders No. 0 to No. **1**: $ $22,038	**Increase** from previously approved Change Orders No.0 to No. **1**: Substantial Completion: 10 Ready for final payment: 30
Contract Price prior to this Change Order: $ 321,311.00	Contract Times prior to this Change Order: Substantial Completion: Sept 25, 2026 Ready for final payment: Oct 25, 2026
Increase this Change Order: $ $4,716.20	**Increase** this Change Order: Substantial Completion: 0 Ready for final payment: 0
Contract Price incorporating this Change Order: $ 326,027.20	Contract Times with all approved Change Orders: Substantial Completion: Sept 25, 2026 Ready for final payment: Oct 25, 2026

	Recommended by Engineer (if required)	Accepted by Contractor
By:		
Title:		
Date:		

	Authorized by Owner	Approved by Funding Agency (if applicable)
By:		N/A
Title:		N/A
Date:		

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PRIME

Prime Mechanical Contracting
902 W. Baraga Ave.
Marquette, MI 49855

REQUEST FOR CHANGE / TIME & MATERIAL WORK

JOB #	P00509
JOB NAME	Negaunee Ice Arena
RFC #	2
DATE SUBMITTED	10/05/26

TO:	Treado Engineering & Development
ATTN:	Matt Treadow

REQUEST FOR CHANGE SCOPE / DESCRIPTION:

Structural updates and privacy screen for the new fence around the new chiller

MATERIALS:

Item / Description	Quantity	Cost	Cost Ext'd
Structural Updates	1.00	$ 750.00	$ 750.00
Privacy Slats	1.00	$ 2,000.00	$ 2,000.00
			$ -
			$ -
			$ -
			$ -
			$ -
		Subtotal	$ 2,750.00
		Freight	$ -
		Total Materials	**$ 2,750.00**

EQUIPMENT:

Item / Description	Quantity	Rate	Equip Ext'd
	0.00		$ -
	0.00		$ -
			$ -

LABOR:

Description	Quantity	Rate / Hr	Hours	Labor Ext'd
				$ -
				$ -
			Total Labor	**$ -**

SUBS:

Subcontractor / Scope Description	Subcontract
Total Subcontract	**$ -**

SUMMARY:

Subtotal Materials and Equipment			**$ 2,750.00**
Subtotal Labor			**$ -**
State of Michigan Sales Tax		6%	**$ 165.00**
Total Overhead and Profit on Materials and Equipment	0%	15%	**$ 412.50**
Total Subcontracts			**$ -**
Total Subcontact Mark-Up		10%	**$ -**
Subtotal			**$ 3,327.50**
Bond	0%		**$ -**
Total Request for Change			**$ 3,327.50**

Don Schetter
AUTHORIZED SIGNATURE

Project Manager
TITLE

PRIME

Prime Mechanical Contracting
902 W. Baraga Ave.
Marquette, MI 49855

REQUEST FOR CHANGE / TIME & MATERIAL WORK

JOB #	P00509
JOB NAME	Negaunee Ice Arena
RFC #	3
DATE SUBMITTED	10/05/26

TO:	Treado Engineering & Development
ATTN:	Matt Treadow

REQUEST FOR CHANGE SCOPE / DESCRIPTION:

Added electrical scope for direct burrying the chilled water piping

MATERIALS:

Item / Description	Quantity	Cost	Cost Ext'd
Underground Electrical	1.00	$ 1,147.69	$ 1,147.69
			$ -
			$ -
			$ -
			$ -
			$ -
			$ -
		Subtotal	$ 1,147.69
		Freight	$ -
		Total Materials	**$ 1,147.69**

EQUIPMENT:

Item / Description	Quantity	Rate	Equip Ext'd
	0.00		$ -
	0.00		$ -
			$ -

LABOR:

Description	Quantity	Rate / Hr	Hours	Labor Ext'd
				$ -
				$ -
			Total Labor	**$ -**

SUBS:

Subcontractor / Scope Description	Subcontract
Total Subcontract	**$ -**

SUMMARY:

Subtotal Materials and Equipment			**$ 1,147.69**
Subtotal Labor			**$ -**
State of Michigan Sales Tax		6%	**$ 68.86**
Total Overhead and Profit on Materials and Equipment	0%	15%	**$ 172.15**
Total Subcontracts			**$ -**
Total Subcontact Mark-Up		10%	**$ -**
Subtotal			**$ 1,388.70**
Bond	0%		**$ -**
Total Request for Change			**$ 1,388.70**

Don Schetter
AUTHORIZED SIGNATURE

Project Manager
TITLE

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15 2026

9.4

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: Traffic Control Order #75 – Restricted Parking around Lakeview School

BACKGROUND:

Attached is a memo from the Chief of Police describing a request for changes related to restricted parking on the north side of Collins Street along with the west and south side of Lakeview St.

RECOMMENDATION:

It is recommended the City Council approve Traffic Control Order #75 which would make the signage permanent.

ALTERNATIVE:

Do not approve the Traffic Control Order. Seek some other form of traffic control.

TCO - 76
No Parking zone - Lakeview and Collins St.
Legend
No Parking Zone
Google Earth
Image © 2026 Airbus
N
100 ft

Negaunee City Police Department

Chief Patrick Ketola
319 W. Case St.
Negaunee MI 49866 *Telephone: (906) 475-4154* *Fax: (906) 475-6911*
www.cityofnegaunee.com/police.html

Memo

Date: 09/11/26

To: Mr. Heffron - Negaunee City Manager

From: Pat Ketola

Subject: TCO #76 - No Parking on Lakeview and Collins St.

Mr. Heffron,

Traffic Control Order (TCO) #76 is being presented for your review and approval by the City Council.

Order #76 has been created due to a safety concern identified by the Department of Public Works on Lakeview St. and Collins St. Currently there are no parking restrictions in place which allows for roadside parking on both sides of the street. Lakeview and Collins Street are already narrow roadways and with vehicles parking along both sides of the street, the width of the roadway is greatly reduced, making it difficult, if not impossible, for larger vehicles such as plow trucks, ambulances or fire trucks to navigate through. Additionally, residents of Lakeview St. and Collins St. have expressed similar concerns to the DPW.

The north side of Collins Street, along with the west and south side of Lakeview St. will be posted No Parking; see the attached map. This change will allow for an adequate road width to accommodate larger vehicles, while also allowing an efficient, unimpeded route for DPW to remove snow. Roadside parking will still be available on the opposite side of each street.

Temporary Traffic Control Orders are in place, but are limited to 90 days. These orders will have to be approved by the City Council to become permanent.

If you have any questions or concerns, please let me know.

Respectfully submitted,

Pat Ketola
Chief of Police – Negaunee City Police Department

9.6

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: LPI Service Agreement – Senior Center Newsletter Publication

BACKGROUND:

The Senior Center is responsible for publishing their monthly newsletter.

Enclosed is an agreement with LPI to produce the senior centers newsletters each month by selling ads that pay for the production of the newsletter. This will save in house printing costs and money for paper and printer.

RECOMMENDATION:

Approve the agreement.

SERVICE AGREEMENT

This Agreement is made this 26 day of August, 2026 by and between LPi (Provider) and Negaunee Senior Citizens Center, Negaunee, MI (Customer). The parties agree that the Customer will use Provider's services as defined in section II below and shall provide content on a timely basis. In consideration for Provider providing a complete and continuous service, the Customer agrees to distribute the service to its members and hereby assigns to Provider, all its rights to any advertising revenue from the service, and shall not grant other parties similar advertising solicitation rights, or rights to provide other advertising supported materials whether printed, electronic, or otherwise, including but not limited to directories, apps, online directories, other digital advertising offers, websites, or jubilee/anniversary services. Every attempt will be made to deliver the services in a timely manner, however, the customer acknowledges that the Provider cannot be held responsible for delivery exceptions due to weather emergencies, strikes, natural disasters, or acts of God.

I. TERM: This agreement shall commence immediately and shall continue in effect for 3 consecutive Service Years (each service year consisting of 12 services), with the first initial service year to begin on the 01 day of December, 2026. The term of this Agreement shall include the initial Service Year(s) and any subsequent renewal(s) (collectively the "Agreement Term").

II. SERVICES: Provider shall provide to Customer all benefits outlined in the Agreement, provided 25 spaces of advertising sponsorship is maintained at all times during the term of this Agreement; otherwise, Provider reserves the right to use alternate printing procedures or production methods; modify certain terms and conditions, or terminate this Agreement.
Absent the existence of factors beyond the control of either party (including without limitation due to acts of God, natural disasters, war or the failure of Internet service providers, other vendors, or shipping carriers and without such party's fault or negligence), Provider shall deliver the service to Customer within 7 business days. services received after 2pm CST may take an additional business day.

   A. Provider shall provide the following service(s)/services:
      - 12 issues of a(n) 12 page (8.5x11) Newsletter consisting of 9.5 page(s) of content and 2.5 pages of sponsorship (bottom half of 3, 5, 9 and full on page 11), collate and staple, on 70# paper. Quantity published will be 1000 copies per publication. Newsletter will consist of the following:Cover Sheet: Digital 11x17 4/4.Sheet 2: Digital 11x17 4/4.Sheet 3: Digital 11x17 4/4.

III. VALUE ADDED SERVICES: Provide at no additional cost.

   A. Customer will have unlimited access to Provider's web-based service for content submission processes
   B. Unlimited access to WeCreate*, a Content and artwork resource to help produce vibrant communications (a $499/yr. value) – our source for content and artwork to help you produce a better service.
   C. Provider reserves the right to reproduce, publish, and/or distribute materials designed by Provider and distributed to Customer for the purpose of marketing and promotion.
   D. MyCommunityOnline (https://mycommunityonline.com) - Your publication's presence on the Internet that includes the last twelve issues of your publication online. Customer agrees to install the MyCommunityOnline Widget on their website. Customer agrees to submit to Provider a digital distribution list of deliverable email addresses.

IV. AGREEMENT: The contents of this document, including attached exhibits and/or subsequent renewal Agreements, extensions, or revisions constitutes the entire Agreement regarding the subject matter contained herein between Provider and the Customer. The parties understand and agree to be bound by its terms and conditions. This Agreement shall bind the parties, their successors and assigns. This Agreement is not intended to supersede or modify other agreements.
Customer agrees to provide Provider a copy of their vendor list for purposes of distribution of content and solicitation of advertising for the service. Provider agrees to maintain confidentiality of these lists and only use them for contracted services between Provider and the Customer and shall treat all such information under Provider's data privacy statement found at 4lpi.com/privacy-policy. Customer also agrees to make available a telephone, Internet connection (if available), and workspace for the Provider's representative during scheduled sponsorship campaign(s). The Customer further agrees to insert a timely pre-sell message into their Services as defined in Paragraph II.

V. RENEWAL: Provider and Customer agree that at any date prior to the expiration of this Agreement, this Agreement may be renewed or revised on terms then mutually agreeable to both parties. If the Customer has not signed a new Agreement with Provider or notified Provider in writing of its decision to non-renew service at least 180 days prior to the expiration of the Agreement Term, the parties agree to then renew this Agreement for such a period and under such terms as are identical to those contained in this Agreement.

VI. ParishesOnline.com,MyCommunityOnline.com, WeCreate, WeConnect and other brand items are brand identities and/or trademarks of the Provider. Provider reserves the right to upgrade, modify, suspend, or replace with like quality any aforementioned brand identity products during the Term of this Agreement.

Prior to replacing the service provided by the Provider, the Customer agrees to give the Provider the opportunity to match or exceed any other Provider's offer before entering into an agreement with them.

Negaunee Senior Citizens
Center
410 Jackson St
Negaunee, MI 49866
(906) 475-6266

LPi
2875 South James Drive
New Berlin, WI 53151
(317) 442-2424

By:_____ DATE:_____ ← SIGN HERE _____

Stacey Ellsworth
Communication Consultant

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

9.1

Re: Naming Rights and Use Agreement – VISTA Annex

BACKGROUND:

In June of this year the Council approved a name change to the VISTA Annex to "The Hirvonen Annex".

RECOMMENDATION:

Attached is the agreement to be approved.

NAMING RIGHTS AND USE AGREEMENT

The Ray and Peg Hirvonen Charitable Foundation (the "Hirvonen Foundation"), a private, 501(c)(3) tax-exempt charitable foundation whose address is 451 Lakewood Lane, Marquette, MI 49855 , and the City of Negaunee, Michigan, (the "City"), a Michigan municipal corporation whose address is 319 West Case Street, Negaunee, MI 49866 enter into this agreement (the "Agreement") on terms and for the consideration set forth herein for the construction and naming of the Annex, located on City owned property on Iron Street in Negaunee, MI.

1. **Term**: The term of this Agreement is in perpetuity, except as otherwise specifically contained in this Agreement.

2. **Financial Commitment**: The Hirvonen Foundation will provide a total of $500,000.00 for the Vista rehabilitation project. If the Annex addition project is abandoned by the City for any reason, the $500.000.00 will be returned to the Hirvonen Foundation within the fiscal year in which the City abandons the project.

3. **Naming Rights**: During the term of this Agreement, the City hereby grants to the Hirvonen Foundation the exclusive rights to name the new Annex addition "The Hirvonen Annex."

4. **Design, Build, and Signage**: The Parties agree to continue open and honest communication, and work with one another in good-faith regarding the design, buildout, and signage for the Annex. The signage will include, but not be limited to, new signs at the planned Annex addition, the design, placement, and location of which will be subject to review and approval pursuant to any applicable City ordinances.

5. **Ownership**: The Annex addition will be owned by the City, who retains sole responsibility for liability arising out of the design, construction, and operation of the Annex, and sole discretion as to any use of the Annex by the City.

6. **Non-Waiver**: The failure of either party to exercise any rights or remedies under this Agreement for any breach shall not constitute a waiver of any obligation and shall not prevent either party from pursuing such rights or remedies for any succeeding breach.

7. **Binding Effect**: This Agreement, once approved and signed by both parties, is binding on and shall inure to the benefits of the parties and their respective successors, assigns, subcontractors, heirs and legal representatives.

8. **Termination**: The City is responsible for maintaining the structure. At the end of its useful life and/or upon reconstruction funded by an entity other than the Hirvonen Foundation, the agreement will terminate.

9. **Governing Law**: This Agreement shall be governed by the laws of the State of Michigan.

The Parties hereto agree that this Naming Rights and Use Agreement shall have effect on this day 21 of Sept., 2026.

THE RAY AND PEG HIRVONEN CHARITABLE FOUNDATION

By: Linda A Hirvonen Date: 9/21/ 2026
Its: President

CITY OF NEGAUNEE

By:_____ Date: _____ 2026
Nate Heffron, City Manager

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

9.8

☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: City Property as Surplus

BACKGROUND:

Attached are lists of City property that need to be declared surplus to either scrap or sell as City staff sees fit.

RECOMMENDATION:

Declare attached lists as surplus and authorize City Staff to either sell or dispose as they see fit.

ALTERNATIVE:

Do not declare this property surplus.

REQUEST TO DISPOSE OF ASSETS

Requesting Department: FIRE DEPT

Items to be deemed surplus:	Original purchase price (if available)	Today's estimated Value
1998 FREIGHTLINER/PIERCE FIRE TRUCK	$ 150,000.00	$ 10,000.00
	$	$
	$	$
	$	$

Justification for disposal: TRUCK WAS REPLACED IN 2026, FIRE PUMP HAS MAJOR ISSUES, OTHE FIRE ITEAMS HAVE BEEN REMOVED FROM CAB AND BODY "NOT USUABLE AS A FIRE APPARATUS"

Recommended form of Disposal: ☒ Auction ☐ Open Market ☐ Waste

Rational: TRUCK CHASSIS AND DRIVE TRAIN ARE USUABLE

(SAME YEAR PIERCE PUMPER IN GOOD SHAPE AND WORKING CONDITION 17,00.00 ON LINE)

I have read and understand and will abide by the city's Disposal of Assets Policy.

Department Head: [signature]

Date: 9-30-26

Approved By Council

Date

I concur with the Department Head,

City Manager:

Date:

Copy to the Treasurer to ensure that the Balance Sheet and Inventory in the City's Fiscal Reporting system must reflect removal of a real asset.

AGENDA SUPPLEMENT
CITY OF NEGAUNEE REGULAR MEETING
October 15, 2026

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☐ **Public Hearing** ☐ **Agenda Items** ☐ **Consent Agenda**

Re: Verizon Tower Lease Equipment

BACKGROUND:

The City of Negaunee and Verizon have a lease agreement for Verizon equipment on our water tower.

The attached agreement will allow them to switch out some equipment. This agreement was reviewed by the City Attorney and City Staff.

RECOMMENDATION:

Approve the letter allowing Verizon to make the necessary changes of equipment on the City's water tower.

Verizon Wireless
c/o Insite RE, Inc.
1S660 Midwest Rd.
Oakbrook Terrace, IL 60108

September 28, 2026

VIA Email

They City of Negaunee
Jeffrey Thornton, City Manager
319 W Case Street
Negaunee, MI 49866

RE: Water Tower Lease Agreement (the "Lease"), dated February 26th, 2016, by and between the City of Negaunee ("Landlord") and Alltel Communications Wireless of Louisiana, Inc d/b/a Verizon Wireless ("Verizon Wireless"), covering the leased site located at 500 N. Pioneer Ave, Negaunee, MI 49866 (the "Premises") – **Verizon Wireless Site Name / Location Code: Branch / 5000238059**

Dear Sir or Madam:

The purpose of this letter is to obtain Landlord's written consent, pursuant to Paragraph 8 of the Lease, to certain proposed modifications by Verizon Wireless to its equipment located on the water tower on the Premises as described herein below. Verizon Wireless hereby requests your consent to the following equipment modifications:

EQUIPMENT TO BE REMOVED:

- Nine (9) Amphenol CWWX063X25X00 antennas
- Three (3) Ericsson RRU 12 B4+A2 radios
- Three (3) Ericsson RRU 12 B2+A2 radios
- Three (3) Ericsson RRU 11 B13+A2 radios

EQUIPMENT TO BE ADDED:

- Three (3) Commscope NN-65C-HG-R1B TD antennas
- Three (3) Ericsson AIR6419 RRUs with integrated antennas
- Three (3) Ericsson AIR3283 RRUs with integrated antennas
- Three (3) Ericsson 4490 RRUs

EQUIPMENT TO BE RETAINED:

- Three (3) Raycap RC3DC-3315-PF-48 surge suppressor
- Three (3) 1-5/8" hybrid cable

A structural analysis of the tower has been performed based on the proposed equipment modifications, and no additional reinforcement of the tower structure or foundation are necessary to support the proposed modifications.

Please indicate Landlord's consent to the proposed modifications by signing in the space provided below. Then, please return the original hereof to me.

Thank you for your cooperation in connection with this matter. If you have any questions or concerns regarding this request, please feel free to contact me at 224-531-1370.

Sincerely,

Kathleen H Groark
Site Acquisition Agent
1s660 Midwest Rd., Suite 308
Oakbrook Terrace, IL 60181
groark@insite-inc.com

City of Negaunee

By: _____
Name: _____
Title: _____
Date: _____