

## AGENDA REPORT

TO: Mayor & City Commissioners  
FROM: Ken Hibl, City Manager  
DATE: June 2, 2010  
RE: City Manager's Report



For the Agenda of June 7, 2010

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Planning Commission Meeting. The Planning Commission is scheduled to meet on Wednesday, June 9<sup>th</sup>. The Commission currently has two primary agenda topics to discuss: completion of its annual report to the City Commission and the review and consideration of a Payment in Lieu of Taxes (PILOT) request from one of our current low-to-moderate income, multi-family units. The Planning Commission will tentatively hold a special meeting on June 30<sup>th</sup> to consider to site plan requests.

Rental Rehab Grant. Mr. Gary Todd has signed the contract with the City to allow him to proceed with our first downtown rental rehabilitation project. He intends to commence construction this week.

Response to Mr. Joe Hart. I have completed my informal inquiry related to the allegations made publicly at the May 17<sup>th</sup> City Commission meeting by Mr. Joe Hart. I found no corroboration of Joe's allegations and informed him via letter (*copy att'd*) of my findings.

Beech Street & W. Fourth Street Streetscape Grant. We have been informally advised by our contact at MEDC that the review of our grant application has been completed without fault and has been forwarded to MEDC's legal department for preparation of grant agreement documents, which should be forwarded to us for consideration and approval within the next few weeks.

Depot Project. Jill Sutton, the Executive Director of the MidMichigan Community Action Agency (MMCAA) informed me this week that her Board of Directors favorably considered the purchase of the former CarQuest Building contingent upon agreement with the current property owners and tentatively approved the donation of property adjacent to the CarQuest Building and currently owned by MMCAA to the City for a relocation site for the depot – contingent of course on all the other pieces of this project falling in place, e.g., property purchase, movement of the depot, fund availability to rehab the depot, etc.

Board & Committee Vacancies. The monthly board and committee vacancy list is attached. Please note that the one-year rotational chair on the Pere Marquette District Library Board is the City's to fill commencing July 1<sup>st</sup>. Diane has commenced public solicitation for applications for this position, but I suggest that if the respective City Commissioners know of someone they believe would be a good candidate for this position, they should make their nomination(s) known to the other City Commissioners prior to the June 21<sup>st</sup> Commission meeting so an appointment can be made at that meeting – or discuss at the June 7<sup>th</sup> meeting the process that you wish to use to nominate and appointment an individual to fill this seat.

Attachments.

1. Letter.
2. Board & Committee Vacancies.



# CITY OF CLARE

202 West Fifth Street • Clare, Michigan 48617-1490  
989/386-7541 • Fax 989/386-4508

[www.cityofclare.org](http://www.cityofclare.org)

May 26, 2010

## CITY HALL

Ph 989/386-7541  
Fx 989/386-4508  
[www.cityofclare.org](http://www.cityofclare.org)

Mr. Joe Hart  
11935 North Shore Drive  
Lake, Michigan 48632

Dear Joe,

## DEPARTMENT OF PUBLIC WORKS

Ph 989/386-2182  
Fx 989/386-3445

I have completed an informal inquiry regarding your allegations of the existence of a hostile work environment within the City's Department of Public Works created by the direct actions and behavior of Bob Bonham, the department's supervisor. I found no evidence or credible information to substantiate your allegations.

## W/WWT PLANT

Ph 989/386-2321  
Fx 989/386-2387

I personally and individually spoke with all but one of our Department of Public Works (DPW) employees, to include our three seasonal, part-time employees; the one DPW employee I did not talk to is on medical absence. I also randomly selected and spoke to five other full-time City employees who are not members of the DPW but routinely interact with the department on a daily basis. While a few of the DPW employees offered instances wherein Mr. Bonham counseled them for less than exemplary work performance or job-related judgmental errors, every single DPW employee informed me that they consider your allegations to be without merit or substantiation. The non-DPW employees I spoke to consider Mr. Bonham to be consistently professional; to be unhesitatingly responsive to citizen service requests and concerns; and to be one of the most dedicated, hard-working individuals currently employed by the City.

## POLICE DEPT.

Non-emergency  
Ph 989/386-2121  
Fx 989/386-0440

## FIRE DEPT. NON-EMERGENCY

Ph 989/386-2151  
Fx 989/386-3020

I suggest that the employee comments I received are further substantiated by the longevity of our DPW work force and the fact that in the past twelve years I have not received a single employee complaint, not even one union complaint, and no grievances have been filed regarding an undesirable work environment in our DPW. We have a number of DPW employees with, near, or exceeding 30 years of service; two of our three seasonal DPW/Parks employees have returned for employment for the last three consecutive years; the other has returned for his second consecutive year. If a hostile work environment exists, one would certainly think that the full-time DPW employees would have left the City's employment long ago (or at least that they would have filed a complaint regarding a hostile work environment) and that the seasonal employees would not have voluntarily returned if they knew they would be subjected to harassment, humiliation, and intimidation.

## PARKS & RECREATION

Ph 989/386-7541  
Fx 989/386-4508

## AIRPORT

Ph 989/386-0445  
Fx 989/386-4508

## MAIN STREET MANAGER

Ph 989/386-9190  
Fx 989/386-9190

I also spoke to Mr. Bonham regarding your allegations. He readily admits that a personality conflict has existed between the two of you ever since you were hired. In respect to your allegation that you have been the target of his ranting, raving, and

swearing, Mr. Bonham denies all such allegations. But Mr. Bonham offered that he counseled or corrected you for various work-related issues. He also shared with me that he attempted to alleviate the personality conflict issue between the two of you by placing you under the direct supervisory control of one of his subordinates, thereby limiting the personal interaction the two of you had.

Your statement that the City makes double payments to Mr. Bonham is absolutely inaccurate. The City pays Mr. Bonham an annual salary (currently \$54,995.20). The City no longer contributes to the retirement of Mr. Bonham (as we do for all of our other full-time employees), and we have not done so for several years. The current employment relationship with Mr. Bonham actually saves the City approximately \$10,000 annually rather than costing the City additional funds as you insinuated in your letter.

The Municipal Employee Retirement System (MERS) allows retiring employees to make personal choices regarding the manner and the amount of monthly retirement they receive; consequently, we (the City) do not know the monthly or annual amount Mr. Bonham is receiving from his MERS retirement account. And as the City no longer incurs a cost for Mr. Bonham's retirement, we have no purpose for retaining this information locally and quite frankly we believe this to be a personal matter between MERS and Mr. Bonham. But you can certainly contact MERS of Michigan at 800-767-6377. I expect that they can inform you whether this is public information and whether they will release it to you. We do not retain this information in our files.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Ken Hibi', written over a faint circular stamp.

Ken Hibi  
City Manager

June 2, 2010

Current Board and Commission Vacancies

1 Parks and Recreation Advisory Board

1 Downtown Development Authority – reappointment pending. Mr. Doherty has confirmed that he wishes to serve another term on the Board.

1 Cemetery Advisory Board

1 Library Board (rotational)

Diane Schmidt

City Clerk