



## **MONTROSE CITY COUNCIL 2025**

### **SPECIAL MEETING**

**Tuesday June 9, 2026 at 7:00 p.m.**

#### **1. CALL IN DIRECTIONS**

In an effort to further our goals of transparency the City of Montrose will continue to host its City Council Meetings on Zoom **for viewing purposes** only. Registration is required.

Topic: City of Montrose City Council Meeting  
June 9, 2026 07:00 PM Eastern Time (US and Canada)

Meeting ID: 820 8235 8066

Checked Passcode: 874927

Registration Link: <https://us06web.zoom.us/meeting/register/dZoKW7BuSfKT-HToF0kbAw>

#### **2. CALL TO ORDER**

#### **3. ROLL CALL**

#### **4. PLEDGE OF ALLEGIANCE**

#### **5. APPROVAL OF AGENDA for June 9, 2026**

#### **6. MEETING OPEN TO THE PUBLIC (Agenda Items Only)**

The purpose of this agenda item is to allow persons to comment on agenda items that will be considered at this meeting. This is not a forum for debate or for which questions will be answered. The City Council will consider all comments and questions and decide if they wish to address those items during the relevant agenda item. All persons addressing the City Council are asked to limit their comments to no more than three (3) minutes.

#### **7. NEW BUSINESS**

- 1.** Consider Transition Governance, Organizational Structure, Pivot Group Plan, and Charter Compliance
- 2.** Consider Resolution to remove and add City Authorized Administration to Banking and Investment Documents

#### **8. ADJOURNMENT**



1,

# MEMORANDUM

<b>TO:</b>	Mayor Banks and Members of City Council
<b>FROM:</b>	Joe Karlichek, City Manager
<b>DATE:</b>	June 2, 2026
<b>RE:</b>	Special Meeting - Transition Governance, Organizational Structure, Pivot Group Plan, and Charter Compliance

Mayor and Council,

City Administration held a departmental meeting with City staff to discuss the upcoming transition, operational expectations, and the importance of maintaining stability during the period between my departure as City Manager and the appointment of an interim or permanent successor. The meeting was productive, professional, and constructive.

Staff understand the need to remain disciplined, continue service delivery, and stay focused on their assigned duties during this transition period. The City has a capable team, and the organization can continue to function effectively if Council provides clear policy direction and follows the approved transition process.

To preserve continuity and avoid ambiguity, I am recommending that the City Council schedule a special meeting to formally review and adopt the proposed transition organizational chart, reaffirm the approved Pivot Group Municipal Services contract and transition/search plan, and reaffirm Council's commitment to the City Charter and the council-manager form of government.

The purpose of this special meeting should be to establish clear policy direction, protect staff, preserve operational continuity, and ensure that the City proceeds in an orderly, lawful, and professional manner during the vacancy.

The City is best served by a disciplined, orderly, and transparent transition process. Staff are prepared to continue doing their jobs and serving the residents of Montrose. Council's formal adoption of the organizational chart, reaffirmation of the Pivot Group contract and plan, and renewed commitment to the City Charter will provide the clarity needed to move forward responsibly.

## 1. Proposed Transition Organizational Chart

Attached for Council review is the proposed Transition Organizational Chart. The chart is intended to clarify the temporary structure during the City Manager vacancy and reinforce the following principles:

- The Mayor and City Council remain the governing body and provide policy direction through formal Council action;
- Existing staff positions remain in their current operational lanes;
- Departmental responsibilities continue without interruption;
- The Treasurer/Finance Director may be considered for limited financial continuity functions only, subject to Council authorization; City Attorney reviewed the plan and accepted.
- The Transition Consultant role is advisory and limited in scope;
- No individual elected official should direct, supervise, discipline, assign work to, or otherwise manage City staff outside formal Council action and lawful administrative authority.

The proposed organizational chart does not create a new supervisory chain. Rather, it is intended to provide clarity, stability, and guidance during the transition. Formal Council adoption of the chart will help ensure that staff, elected officials, and outside parties understand the temporary operating framework during the vacancy.



## **2. Pivot Group Municipal Services Transition and Search Plan**

The City Council has already approved the engagement of Pivot Group Municipal Services to assist with the City Manager transition and search process. Pivot Group has provided a transition/search plan, and that plan should be followed and respected.

The special meeting should not be used to redesign the search process or create competing administrative channels. Rather, Council should reaffirm its commitment to the approved Pivot Group contract and transition/search plan.

Pivot Group should remain the designated professional resource for the City Manager search and related transition guidance. Candidate communications, process questions, search timelines, recruitment materials, candidate screening, and related steps should proceed through the Pivot Group process.

To preserve fairness, consistency, and professionalism, staff should not be placed in the position of accepting informal applications, screening candidates, managing walk-in interest, or responding to competing direction outside the approved Pivot Group process.

The Council-approved process should be respected and followed.

## **3. Commitment to the City Charter and Council-Manager Form of Government**

The transition period does not suspend the City Charter or alter the City's form of government. Council's authority remains legislative and policy-focused, exercised through formal action of the governing body.

During the vacancy, it is important that Council formally reaffirm its commitment to the City Charter and the council-manager form of government. That includes the principle that individual elected officials do not direct City employees, interfere with administrative operations, manage departments, assign work, discipline employees, or create operational directives outside formal Council action and lawful administrative authority.

This reaffirmation is necessary to protect the City, protect employees, maintain morale, and avoid conflicting direction during the transition.

Staff should continue performing their existing duties and should remain focused on service delivery. Policy issues should be brought to Council through the proper agenda process. Legal issues should be referred to the City Attorney. Operational matters should remain within the approved transition structure.

## **4. Limited Financial Continuity**

A key issue requiring Council direction is how the City will maintain payroll, routine accounts payable, and emergency financial processing during the vacancy.

The Treasurer/Finance Director may be considered for limited financial continuity matters only. This would not constitute appointment as Interim City Manager and would not include supervisory, personnel, operational, labor-relations, or executive authority.

Any such authorization should be reviewed by the City Attorney and, if appropriate, adopted by formal Council action. The authorization should be narrowly limited to:

- Processing regular payroll for existing employees at already-approved rates;
- Processing routine budgeted accounts payable under existing City procedures;
- Coordinating financial documentation, invoices, claims, and payroll support;
- Handling emergency expenditures only within Council-approved limits and subject to documentation and ratification;
- Reporting emergency or unusual financial matters to Council at the next regular or special meeting.

This structure would protect the City, protect staff, and avoid confusion during the transition period.



## 5. Role of the Transition Consultant

The transition consultant role should remain advisory and limited in scope. It should not be confused with the City Manager position.

Unless separately authorized by formal Council action, the Transition Consultant should not be responsible for:

- Supervising employees;
- Approving expenditures;
- Executing contracts;
- Handling personnel matters;
- Directing department heads;
- Making operational decisions reserved for the City Manager.

The consulting role should remain focused on institutional knowledge, transition support, project continuity, and advisory assistance as requested and authorized.

## 6. Elected Official and Staff Communication During the Transition

Staff have expressed concern regarding the potential for individual elected officials to come into City Hall and provide direction during the vacancy. This issue should be addressed directly and proactively.

Council should reaffirm that:

- Council acts as a body through formal action;
- Individual elected officials do not direct City employees;
- Staff should continue performing their existing duties;
- Operational requests should follow the authorized transition structure;
- Policy questions should be brought to Council through the proper agenda process;
- Legal questions should be referred to the City Attorney;
- Personnel, discipline, labor, code enforcement, building, finance, and departmental matters should not be handled through individual elected-official direction.

This guidance is necessary to protect the City, maintain staff morale, and avoid conflicting directives.

**Recommended Council Action: It is recommended that the City Council take formal action to establish clear transition direction.**

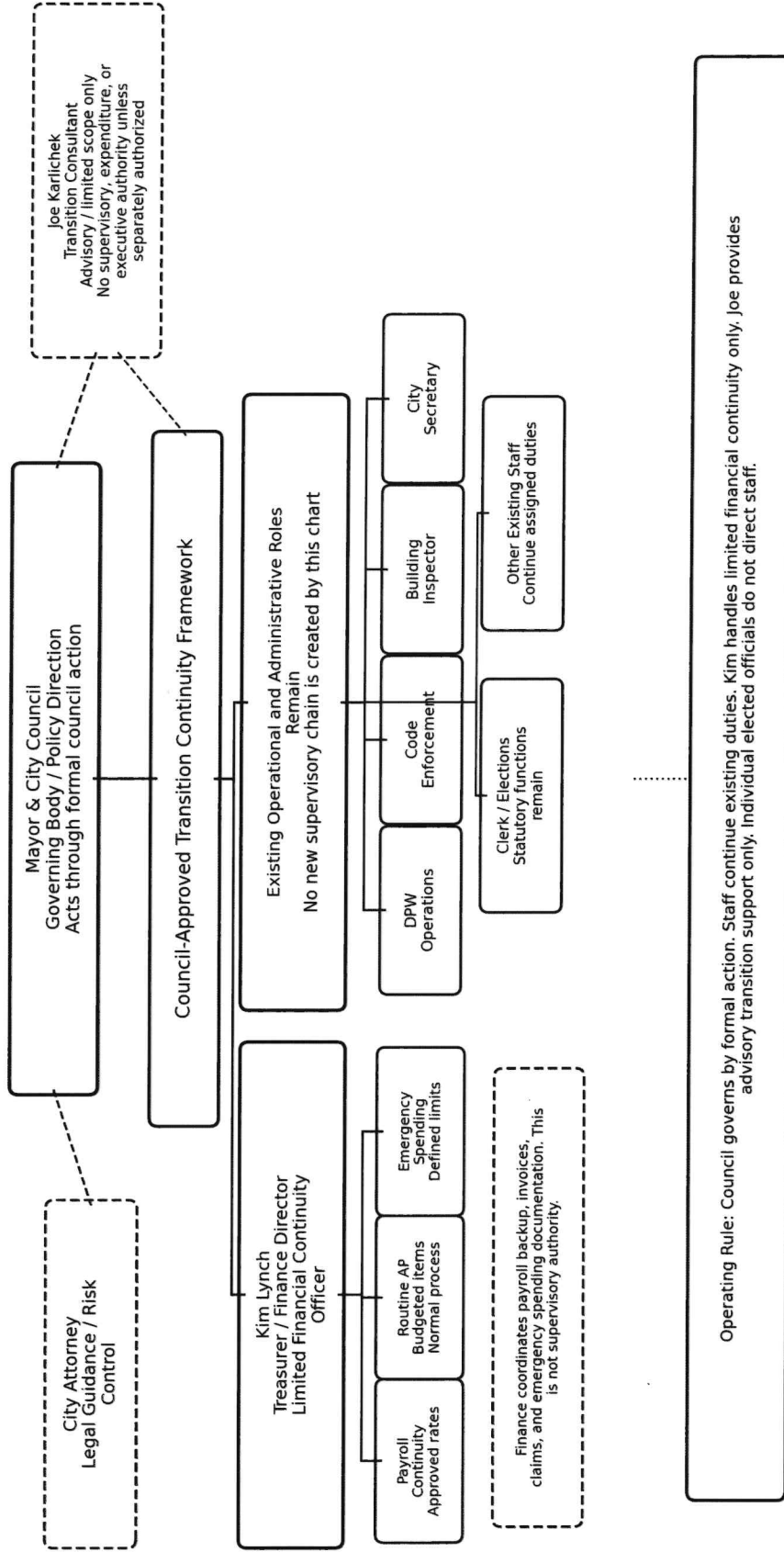
1. **Authorize, limited financial continuity procedures** for payroll, routine accounts payable, and emergency financial processing during the vacancy;
2. **Formally adopt the proposed Transition Organizational Chart** as the temporary operational framework during the City Manager vacancy;
3. **Formally reaffirm and implement the approved Pivot Group Municipal Services contract and transition/search plan**, recognizing Pivot Group as the Council-approved professional resource responsible for guiding the City Manager transition and search process;
4. **Reaffirm the City Council's commitment to the City Charter and council-manager form of government**, including the principle that Council acts as a governing body through formal action and that individual elected officials do not direct City employees or interfere with administrative operations;
5. **Confirm the limited advisory role of the Transition Consultant**, consistent with the approved transition consulting agreement and without creating supervisory, executive, expenditure, or operational authority unless separately authorized by formal Council action.



# Attachment: Proposed Transition Organizational Chart

## City of Montrose - Transition Organizational Chart

Temporary continuity structure during City Manager vacancy



Operating Rule: Council governs by formal action. Staff continue existing duties. Kim handles limited financial continuity only. Joe provides advisory transition support only. Individual elected officials do not direct staff.

**Legend:** — formal structure / transition framework    - - - - - advisory or documentation coordination    ..... operating rule reference



# **PIVOT** group | Municipal Services

*City of Montrose, Michigan*

**A proposal for Mayor Banks  
and  
City Council**





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[www.PivotGroupMunicipalServices.com](http://www.PivotGroupMunicipalServices.com)

City of Montrose  
139 S. Saginaw Street  
Montrose, MI 48457

May 14 2026

Re: Executive Recruitment, City Manager

Dear Mayor Banks and City Council,

Choosing the City of Montrose's next City Manager is one of the most important decisions you will make in the upcoming year. At Pivot Group Municipal Services, we take the process of recruiting, robustly vetting, and selecting the best candidate for such a critical position very seriously. With that in mind, we are proud to provide the City of Montrose with the following proposal to conduct professional services during the search for your next City Manager.

Pivot Group will provide professional vetting of candidates and advocacy of the best possible choice for the City, soliciting candidates from the ranks of various professionals and public policy practitioners across our state and region. We will actively reach out and recruit candidates, bearing in mind that the qualified candidates you desire are not necessarily spending their days looking at job boards or classified ads. We know that Montrose is a wonderful community, and we believe the opportunity to serve as your next City Manager will garner much interest among qualified professionals.

**We provide a one-year placement guarantee.** If for any reason the chosen candidate does not work out during their first year on the job, we will redo the search at no cost to the City.

We look forward to collaborating with you during this important process.

Respectfully,

A handwritten signature in black ink that reads "Kris D. Pence".

---

Kris Pence, Principal

## Executive Search Team

### James R. Freed, Lead Executive Recruiter

James has more than 18 years of senior leadership experience in both the public and private sectors. In the private sector, James served as an executive working to grow businesses in southern Michigan. In the public sector, as City Manager of one of Michigan's larger core communities, he led one of the largest financial turnarounds in state history. James has also led executive recruitments for municipalities ranging in size from six employees to more than 540 employees. This gives him a unique perspective on local government, as well as the needs of the business community.

James holds a Bachelor of Science from Indiana Wesleyan University, with an emphasis in political science, as well as a Master of Business Administration from DeVos Graduate School at Northwood University.



James was among the *Crain's Detroit Business* "40 Under 40" winners in 2016. In 2017, the Port Huron NAACP awarded him the Martin Luther King "Honorable Mention" for his work on equity and inclusion. And in 2018, the Michigan Chamber Foundation and JCI Michigan included him on their list of Outstanding Young Michiganders.

James has previously served as a keynote speaker for the Michigan Municipal League, West Michigan Policy Forum, and several colleges and universities.

In addition to his formal education, James has proven experience in economic development, community development, government administration, human resources fiscal policy, grant writing, collective bargaining negotiations, project management, environmental protection, and constituent relations.

### Kris Pence, Principal

Kris Pence is an organizational development consultant, licensed professional counselor, and award-winning educator. He is passionate about human capital — aiding organizations in the retention of high-value employees and the attraction of new talent. Kris draws on more than a decade of experience teaching political science and public policy, and nearly as much time counseling/consulting with individuals, groups, and organizations.

Pivot Group was started when Kris began consulting with organizations to develop and strengthen their people and processes. He has designed and delivered learning strategies to meet the needs of everyone from frontline employees to members of the boardroom. As his engagement with leaders deepened, it provided opportunities to aid with hiring decisions and subsequently finding talent as well. He has also



## **Phase II: Market the Posting to the Right People, and Assess Applicants**

We will use social media and national job boards to promote the opportunity, as well as to promote the amazing aspects of living, working, and playing in and around the City of Montrose. This will result in the largest possible number of qualified applicants. In addition to searches of executive and professional talent databases, we will perform direct targeted outreach to candidates who might not apply through social media platforms or who might not engage with Michigan Municipal League and other municipal websites. This targeted outreach will help create a deep, diverse pool of qualified and interested candidates.

Upon receipt of applications, we will thoroughly assess the qualifications and suitability of all candidates in an independent and objective manner. We will use a survey, video interview, phone interview, cyber review, reference checks, and background checks to thoroughly assess applicants. We will provide access to and summarize this data for review by relevant decision stakeholders. Select candidates will be recommended for further consideration and as potential interview candidates. Additional assessments can be coordinated, as needed, or directed by the Mayor and Council.

## **Phase III: Interviews**

We will coordinate an outstanding interview experience of the top three or four candidates, conducted by the City stakeholders, in compliance with current laws. Finalists will have an on-site interview, which can include a wide range of community engagement opportunities and tours. As directed by the Mayor and Council, we will coordinate schedules, manage candidate communications, and provide on-site logistic support during the on-site interviews. We will thoroughly prepare the Mayor and Council for the interviews by providing guidance, support, and interview questions customized to the qualities that emerged through the detailed position profile and ideal candidate assessment. We will also provide a comprehensive background review of the selected lead candidate.

## **Phase IV: Negotiation and Contract Development**

We will assist with the negotiation and contract development process, along with other administrative and legal parties. We can provide a sample contract for consideration. Our specific role will be directed by the Mayor and Council as it relates to an offer extension and the facilitation of contract negotiation. An Everything DiSC® Management Profile will be completed upon offer acceptance.

## **Optional Phase V: Onboarding and Transition Support**

For additional fees, candidate onboarding and support services can be arranged to aid in their successful transition into their new role. We offer a complimentary 360-degree feedback check-in after six months, and we will assist the hiring stakeholder(s) in determining performance expectations.

assisted with generating organizational change by helping leaders clarify their goals, shift workplace cultures, close performance gaps, and achieve organizational objectives.

Kris holds a Bachelor of Science from Indiana Wesleyan University, with majors in political science, psychology, and history. He also holds a Master of Arts in political science from Miami University of Ohio, as well as a Master of Arts in clinical mental health counseling from Western Michigan University (WMU). He is in the final stages of his doctoral work in counselor education and supervision at WMU. He is a licensed professional counselor (License # 6401015448) and a licensed marriage and family therapist (License # 4151000160) in the State of Michigan.

### Darin Dood, Lead Investigator

Darin has spent 22 years working in Michigan law enforcement, 16 of those years as a chief of police. In addition to his experience in community policing and criminal investigations, Darin has also served as a Village Manager/DDA Director and chief administrative officer in our state. This gives him great perspective on what municipalities are looking for during an executive recruitment process.

Darin is an expert in candidate vetting and background investigations. His deep dives into a candidate's history include criminal, financial, and social media reviews.



## Just a few of our recent comments



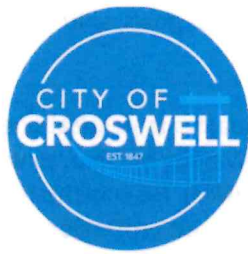
Pivot Group is leading the Executive Recruitment for the City of Saline's next Director of Public Services. You can learn more about his opportunity here: [Saline Opportunity](#)



Pivot Group is leading the Executive Search for the Village of Birch Run's next Village Manager/ DDA Director



Pivot Group led the second round Executive Search for the City of Belding



Pivot Group led the successful search for the next City Administrator for Croswell, Michigan.



Pivot Group led successful the search for the next City Manager for Boyer City, Michigan.



Pivot Group lead the successful search for the City of Albion's new City Manager



Pivot Group successfully lead the recruitment and placement of Montrose' new Village Manager



Pivot Group lead the successful search for the City of Portland's new City Manager



Pivot Group successfully recruited and placed a new Library Director for the Lapeer District Library



The City of Charlotte, Michigan engaged Pivot Group to facilitate their successful executive recruitment for their City Manager, Chief Administrative Officer.



"In a tight talent market, Pivot Group did a great job bringing us quality candidates and ultimately a new quality City Manager. I would not hesitate to hire Pivot Group again in the future. They are very professional, always available, and completely guide you through the process."

-Mayor Deb Marquardt  
[www.cityoflapeer.org](http://www.cityoflapeer.org)



Pivot Group Municipal Services successfully placed the City Planner | Director of Neighborhood Services for the City of Coldwater, Michigan  
[www.coldwater.org](http://www.coldwater.org)



Pivot Group led the City of Northville, Michigan's search for their next Community Development Director.



Pivot Group was retained by the City of Auburn Hills, MI to facilitate the executive search for their next Recreation Director.  
[www.auburnhills.org](http://www.auburnhills.org)



"Pivot Group Municipal Services did an excellent job. Their product was on par with larger and more expensive firms. We are very pleased with their recruitment work and City Manager placement"

-Mayor Lori Williams  
[www.stantononline.com](http://www.stantononline.com)

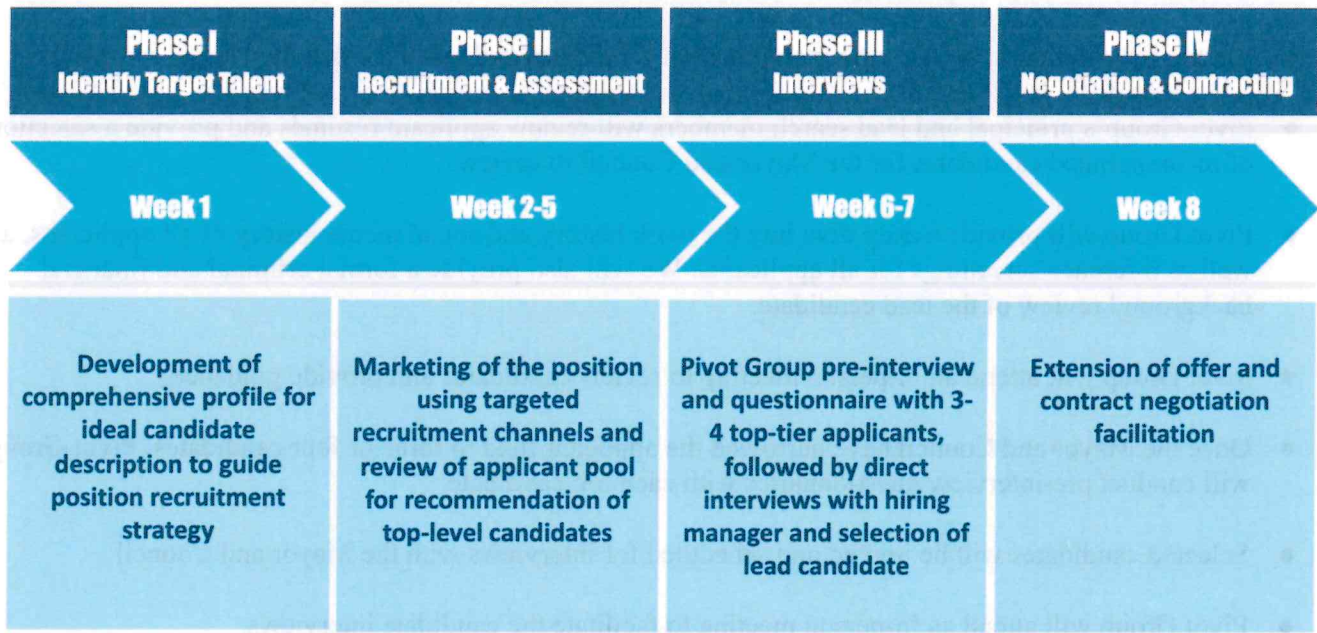
## Scope of Services

Pivot Group Municipal Services proposes to provide the following services to the City of Montrose:

- Develop a public job posting based on consultation with the City of Montrose and the job description as denoted by the City of Montrose and ordinances.
- Advertise the job posting on the Michigan Municipal League, Michigan Municipal Executives and the International County/City Management Association websites.
- Market the position to select, top-notch potential candidates and advocate that they apply for the job.
- Pivot Group's principal and lead search members will review applicant résumés and provide a selection of recommended candidates for the Mayor and Council to review.
- Pivot Group will provide a deep dive into the work history and social media history of all applicants, as well as reference screenings for all applicants. We will also provide a formal criminal and financial background review of the lead candidate.
- Pivot Group will attend an in-person meeting to review candidates and provide guidance.
- Once the Mayor and Council have narrowed the applicant field to three or four candidates, Pivot Group will conduct pre-interview questionnaires with each top candidate.
- Selected candidates will be invited and scheduled for interviews with the Mayor and Council.
- Pivot Group will attend an in-person meeting to facilitate the candidate interviews.
- Upon identification of a lead candidate, Pivot Group will provide a criminal background check completed by a certified law enforcement officer in the State of Michigan.
- Pivot Group will facilitate the completion of an Everything DiSC® Management Profile questionnaire, as well as a research-validated personal assessment, and we will offer professional feedback to the Mayor and Council.
- A sample contract will be provided for the Mayor, Council, and candidate to review.
- Aid in contract negotiation facilitation will also be provided as necessary.
- Onboarding and transition support services can be added at additional cost, pending individual and organizational need.
- Leader success check-in following six months of employment to aid in transition and performance review.

## Executive Search Work Plan

Pivot Group submits the following Executive Search Work Plan to outline the timeline of this recruitment proposal. This structured but flexible process is meant to be adapted as the needs of the City, stakeholders, and potential candidates are taken into consideration.



### Phase I: Identify Target Talent

Through in-depth listening assessments, we will learn the “must-have” and “ideal” experiences, traits, and behaviors you are looking for in a City Manager. We will start by interviewing stakeholders and staff members to understand the goals, skills, experiences, and behaviors that are critical and “ideal” for the position. We will also identify the key selling points of the position, organization, and community, which informs the marketing strategy that we will create to pursue a talent pool.

Based on stakeholder assessments, a comprehensive position profile will be prepared for approval. Additionally, we will research the existing compensation and benefits structure as compared to the market. The finalized position profile and compensation will be presented for approval prior to marketing the position.

## Executive Recruitment – Price Proposal

<b>Executive Recruitment Fee:</b>	<b>\$10,400</b>
- Scope of Services & Executive Search Work Plan	
- Consultant Travel (up to 3 trips)	

**Total Recruitment Fee: \$10,400**

The recruitment fee does not include advertising/publication costs, background review (up to \$750), or travel/accommodations for candidates interviewed.

Consultant travel expenses, up to three trips, are included in the price proposal. Possible in-person meetings could include:

1. Stakeholder interviews for position profile and ideal candidate description.
2. Presentation of recommended candidates.
3. Interview process and lead candidate selection dialogue.

Any additional consultant visits requested by the client (beyond the three visits listed above) will be billed at \$100 per hour, \$340 for a half day, or \$680 for a full day. The travel expenses incurred for additional visits will be billed to the client.

### Payment for Fees and Services

Professional fees and expenses will be invoiced as follows:

<b>1<sup>st</sup> Invoice upon acceptance of proposal:</b>	40% of the Recruitment Fee
<b>2<sup>nd</sup> Invoice upon recommendation of candidates:</b>	40% of the Recruitment Fee
<b>Final Invoice upon completion:</b>	20% of the Recruitment Fee plus all expenses

Payment of invoices is due within 30 days of receipt (unless the client advises that its normal payment procedures require 60 days).



## Placement Guarantee

Pivot Group is dedicated and committed to assisting our clients until a candidate is appointed to the position. Therefore, no additional professional fee will be incurred if the client does not select from the initial group of recommended candidates and requests that additional candidates be developed for interview consideration. If additional advertising beyond Phase I is requested, the client will be billed for the actual advertising charges.

Upon appointment of a candidate, Pivot Group provides the following guarantee: Should the selected and appointed candidate, at the request of the client or the employee's own determination, leave the employ of the client within the first 12 months of appointment, we will (if desired) conduct one additional recruitment, billing the client for the cost of expenses and announcements only. This request must be made within three months of the employee's departure.

## Proposal Acceptance

We believe we have provided you with a comprehensive proposal; however, if you would like a service that you do not see in our proposal, please let us know. We can most likely accommodate your request.

This proposal will remain in effect for a period of six months from the date of the proposal. We look forward to working with you on this recruitment and selection process!

The City of Montrose, Michigan, agrees to retain Pivot Group Municipal Services to conduct City Manager recruitment in accordance with the above proposal. The terms of the proposal are incorporated herein and shall become a part of this contract.

### ACCEPTED:

#### City of Montrose, Michigan

By: JOE KARLICHEK

Title: CITY MANAGER

Date: MAY 27, 2026

Billing Contact: CHRISTINA RUSH

Billing Contact Email: CLERK@CITYOFMONTROSE.US

#### Pivot Group Municipal Services

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

## Recent Client References

Paul Moore  
*Village Manger, DDA Director*  
Village of Birch Run  
(989) 624.5711

Dan Swallow  
*City Manager*  
City of Saline

Jeannine Leary  
*Mayor*  
City of Belding  
(305) 988.7888

Tim Nemecek  
*Mayor*  
City of Boyne City  
(616) 389.3725

Micheal Duweck  
*Mayor Pro-Tem*  
City of Charlotte  
(517) 888.3544

Micheal Womack  
*City Manager*  
City of Lapeer  
(586) 215.0851

Dan Kelly  
The Kelly Firm  
(248) 655.7025

Bill Marquardt  
*Board Chair*  
Lapeer District Library  
(810) 240.0546

Jim Barnes  
*Mayor*  
City of Portland  
(517) 256.3585

Lori Williams  
*Former Mayor*  
City of Stanton  
(989) 304.1426

Thomas Banks  
*Mayor*  
City of Montrose  
810.639.6125

Doug Terry  
City Manager  
City of Albion  
(517) 320.5700



2,

**BANKING RESOLUTION REMOVING CITY MANAGER NAME ON THE CITY'S BANKING AND INVESTING DOCUMENTS**

At a special meeting of the City Council of the City of Montrose, County of Genesee, State of Michigan, held at the City of Montrose Offices Building, 139 S. Saginaw Street, Montrose, Michigan, on the 9<sup>th</sup> of June, 2026 at 7:00 o'clock p.m.,

**PRESENT MEMBERS:** \_\_\_\_\_

**ABSENT MEMBERS:** \_\_\_\_\_

The following resolution was **moved** by \_\_\_\_\_ and **seconded** by Council Member \_\_\_\_\_:

**THE CITY COUNCIL OF THE CITY OF MONTROSE HEREBY RESOLVES:** to approve by resolution and remove City Manager Joe Karlichek from the City's banking and investing documents.

**THE CITY COUNCIL OF THE CITY OF MONTROSE HEREBY RESOLVES:** to approve by resolution and add City Treasurer/Finance Director Kim Lynch to the City's banking and investing documents.

**AYES:** \_\_\_\_\_

**NAYS:** \_\_\_\_\_

**RESOLUTION DECLARED ADOPTED**

\_\_\_\_\_  
Christina M. Rush, City Clerk

STATE OF MICHIGAN        )

                                  Ss:    )

COUNTY OF GENESEE        )

I, the undersigned, the duly qualified and acting Clerk for the City of Montrose, Genesee County, Michigan, do hereby certify that the foregoing is a true and complete copy of a Resolution adopted by the City of Montrose, at a regular meeting of the City of Montrose Council on the 9<sup>th</sup>, day of June, 2026.

\_\_\_\_\_  
Christina M. Rush, City Clerk

\_\_\_\_\_  
Thomas J. Banks, City Mayor

