

CITY COMMISSION  
SPECIAL MEETING  
CITY MANAGER CANDIDATE INTERVIEWS  
TUESDAY, MAY 27, 2025  
12:30 p.m.  
AGENDA

- A. Call to order Special Meeting, Pledge of Allegiance, roll call
- B. Public Comments (non-agenda items)
- C. Approval of Interview Questions
- D. Commence Interview; Joseph Darter(candidate #2)
- E. Commissioner Discussion
- F. Public Comment
- G. Adjournment



Joseph M. Darter

120 Harris Rd. Apt 4  
East Peoria, Illinois 61611  
(309) 251-5401  
[josephdarter@gmail.com](mailto:josephdarter@gmail.com)

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Ms. Chris Berry  
Mayor of Munising, MI  
301 E. Superior St.  
Munising, MI 49862

RE: City Manager Position

Dear Ms. Berry,

My name is Joseph (Joe) Darter, and I am very interested in applying for the City Manager position with the City of Munising, MI. I have been employed in municipal government for over 13 years, with the City of Bloomington, Illinois.

My position as Property Manager with the City of Bloomington (population 80,000) is very similar to that of a small-City Manager. Central to my responsibilities as the Property Manager, my staff and I provide municipal services to our leaseholders, which includes all aspects of Public Works, Water, Parks and Recreation, Policing and Refuse services to our leaseholders surrounding our reservoirs. The Lake Bloomington community, situated within the townships of Hudson and Money Creek, in McLean County, both City of Bloomington and McLean County ordinances and regulations are enforced through my office. Because of this, I have been able to build strong relationships with all of the Departments of the City of Bloomington and the government of McLean County. I am very proud of my ability to work with different interests and groups to achieve the goals of all stakeholders.

In addition to the above stated responsibilities, I also manage the 70,000-acre watershed for our two drinking water reservoirs. Our watershed program is nationally recognized by the USEPA and the recipient of the National Water Quality Initiative. Through our partnership with the McLean County Soil & Water Conservation District, we have been awarded approximately \$1.5 million in grant funding through the IEPA, USDA and other agencies due to our success in combating nitrate and sediment loading into our two reservoirs. Through this partnership, we have built a strong relationship with farmers to educate and reduce nutrient loading, partnered with Illinois State University for a program that funds graduate students the opportunity to conduct water quality and hydrological studies that we then use within our watershed. Because of this, I have been reelected to the Board of Directors for the Illinois Lakes Management Association for a second term.

My desire to relocate to Michigan is not due to my career with the City of Bloomington. I absolutely love my career, the residents of Lake Bloomington and the staff members. However, the City of Bloomington is led by a very talented and dedicated Administration and therefore advancement is somewhat limited. I have a strong desire to push myself to new challenges and experiences and I feel that this will be best served by relocating to Michigan, a state where I have always wanted to live. I feel extremely confident that through my experience with the City of Bloomington and life experiences, I can effectively lead a City with dedication, honesty and passion.

While working full time for the City of Bloomington, I attended the University of Illinois at Springfield, earning a bachelor's and master's degree in Political Science in 2016.

Please feel free to contact me directly to discuss this position.

Sincerely,



Joseph M. Darter

## JOSEPH M. DARTER

### EXPERIENCE

#### **PROPERTY MANAGER, CITY OF BLOOMINGTON**

September 2013 to Present

- Manages all municipal services (road maintenance, snow plowing, metered water sales, water distribution, garage collection, lake policing) to the Lake Bloomington, Illinois, community, consisting of 221 leased lots, 7 parks, and two large summer camps.
- Responsible for the Watershed and Wetland Management program for the City of Bloomington. Approximately 70,000 acres of watersheds that supply the City of Bloomington drinking water supply.
- City of Bloomington Watershed and Wetland Management program is a nationally awarded program by the US Environmental Protection Agency. Through grants (\$1.5 million received) and annual City funds, successful implementation of our long-range and strategic infrastructure improvements.
- Funds and directs the McLean County Soil and Water Conservation District for the implementation of the Watershed Management Plan.
- Through the partnership with the McLean County Soil and Water Conservation District, budgets and applies for Illinois EPA and USEPA grants for watershed management. Received over \$1.5 million in grants.
- Successfully managed large projects to completion: annual shoreline stabilization projects within both reservoirs; annual road maintenance for private and public roads; successful completion of an Illinois EPA Compliance Commitment Agreement for lime sludge release in 2020; removal of 15,000 dry-tons of lime sludge per year from three lagoons; study to determine reservoir dredging and raising of the spillway at Evergreen Lake (ongoing).
- Manages the lead service line removal from water shut off to home for all leased lots at Lake Bloomington, per Illinois law.
- Manages water distribution and repairs of all water mains for the Lake Bloomington community as well as the large distribution mains from Water Treatment Plant to the City of Bloomington (approximately 14 miles away from Treatment Plant).
- Oversees the City of Bloomington research contracts with Illinois State University and the University of Illinois for research conducted throughout our extensive watersheds. Works with Master level students on thesis projects that the City of Bloomington utilizes in grant applications.

- Responsible for obtaining permits with Army Corps of Engineers for shoreline stabilization projects and wetland mitigation practices.
- Review permit applications to ensure that all City of Bloomington Codes and Water Department standards are met in consultation with the Water Director, residents and contractors.
- Consults with various City of Bloomington and McLean County departments to coordinate and implement landuse decisions.
- Yearly operating budget exceeds \$2 million annually.
- Manages seven (7) employees. Three staff members are union members and four are non-union full-time staff members.
- Meet monthly with the Lake Bloomington Association to build a strong relationship between the City of Bloomington the residents. Discuss concerns, questions and partners with the Lake Bloomington Association on various projects within the Lake Bloomington community.

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#### EDUCATION

#### UNIVERSITY OF ILLINOIS AT SPRINGFIELD; M.A. POLITICAL SCIENCE

- 3.87 cumulative GPA in the M.A. program of Political Science
- 3.89 cumulative GPA for undergraduate degree in Political Science – graduated with Magna Cum Laude honors.
- Outstanding Thesis Paper award winner, May 2016

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#### LEADERSHIP

- Board of Directors, Illinois Lakes Management Association, 2022-Current.
- Vice President and Board of Directors, Friends of Everbloom, 2019-Current.
- One of sixteen students selected to represent the University of Illinois at Springfield for the Model United Nations Symposium, New York City, 2015.
- ICMA Cohort – Professional Development Academy
- Mentoring program for in-coming Master-level students at University of Illinois at Springfield (2016-2018)



CITY COMMISSION  
SPECIAL MEETING  
CITY MANAGER CANDIDATE INTERVIEWS  
TUESDAY, MAY 27, 2025  
1:45 p.m.  
AGENDA

- A. Call to order Special Meeting, roll call
- B. Public Comments (non-agenda items)
- C. Approval of Interview Questions
- D. Commence Interview; Kyle Harris (candidate #1)
- E. Commissioner Discussion
- F. Public Comment
- G. Adjournment



# Kyle R. Harris, MPA, CPM

503 18<sup>th</sup> Street N., Benson, MN 56215 / (989) 666-6504 / [Krharris6@gmail.com](mailto:Krharris6@gmail.com)

April 3, 2025

City of Munising  
301 E. Superior St.  
Munising, MI 49862

Dear Mayor Berry and Members of the City Commission,

Please accept this as my letter of interest for the position of City Manager for the City of Munising. Having served six years as a county commissioner in Michigan and time as a City Manager in Minnesota, I believe I can deliver the desired skills and attitude needed for this role. In addition to my time in local government, I have spent time working in the Michigan State Legislature and in agriculture, representing farmers from several states at the state and federal levels.

Furthermore, I have completed a Master of Public Administration from Central Michigan University and received the designation of Certified Public Manager through Saginaw Valley State University. I have also enrolled in classes at the University of North Dakota to enhance my understanding of private sector finance and human resource management.

With my education and work experience, I have worked on both public and private budgets, worked with various policy matters, and have learned to understand different perspectives. I have had a unique opportunity to see various subjects, such as transportation and roads, from both a policy level and a practical everyday standpoint.

As a City Manager, I oversaw the day-to-day operations of Public Works (roads, water/wastewater, parks, electric), Police, Fire, Finance, Municipal Liquor Store, Airport, and more. While I would spend time in my office keeping up on paperwork and handling meetings, I was also happy to get out and visit staff and learn from them as they conducted their work to fill a sink hole in the road, or repair a broken water main, or ride with the police. Not only did this help to educate me on the city from a different perspective, but it gave me an opportunity to build a relationship with my staff. I also did this while serving as a county commissioner and I would like to carry this forward in Munising, should I be selected as the next City Manager.

I would greatly appreciate the opportunity to discuss my experiences and what I could bring to the team at the City of Munising in greater detail. I look forward to hearing back and appreciate, in advance, your consideration.

Pursuant to Michigan law, I respectfully request confidentiality unless selected for an interview.

Respectfully,

Kyle Harris  
(989) 666-6504

# **Kyle R. Harris, MPA, CPM**

503 18<sup>th</sup> Street N., Benson, MN 56215 / (989) 666-6504 / [Krharris6@gmail.com](mailto:Krharris6@gmail.com)

## **SUMMARY OF QUALIFICATIONS**

- Over 12 years of experience in federal, state, and local government
- Experienced in public and private budgets
- Former County Commissioner and Director At-Large, Michigan Association of Counties
- Self-motivator who is capable of handling stressful situations in a fast-paced work environment
- Able to view matters objectively and work to create solutions to address the situation
- Demonstrated ability to work in a team environment with a diverse group of thought

## **RELEVANT SKILLS & EXPERIENCE**

### **City Manager:**

- Zoning Administrator, Airport Manager, and Flood Plain Coordinator
- Reviewed City's budgets and finances
- Collaborated with Finance Director to construct General Fund budget, Library budget, and Enterprise Fund budgets. Enterprise Funds included, Electric, Water, Wastewater, Storm Sewer, Municipal Liquor Store, and Economic Development.
- Reviewed City ordinances, policy and procedures and propose necessary changes
- Managed department heads (Police, Fire, Finance, Public Works, Clerk, and Economic Development)
- Collaborated with Public Works to create asset management plan (infrastructure and equipment)
- Engaged with various state and federal agencies
- Worked with contracted building official to ensure compliance with local zoning and building codes
- Enforced blight and other code violations
- Oversaw Human Resource issues to include investigating allegations against personnel, collective bargaining, and hiring and termination of employees
- Got involved with Missouri River Energy Solutions regarding electric generation and transmission and energy policy
- Reviewed grant applications and grant contracts to ensure compliance
- Worked to ensure compliance with state and federal laws
- Partnered with City Attorney to create, review, and update City contracts, agreements, and ordinances
- Kept Council informed on matters relating to the City
- Worked with various community stakeholders, residents, business owners, engineers, contractors, elected officials, and potential developers
- Set agenda for Council meetings and other sub-committee meetings
- Oversaw various City projects, their contracts, sub-contractors, and project budgets
- Worked to encourage economic development
- Maintained adequate public safety services

### **Director, Grower Relations:**

- Maintained a working knowledge of foreign and domestic pesticide regulations
- Reviewed, analyzed, and provided comments on state and federal legislation
- Advocated on behalf of the U.S. tart cherry industry and the Michigan sweet cherry industry at the state and federal levels
- Oversaw program budgets and assisted with the organization's budget
- Met with members of Congress and federal agencies
- Reviewed and analyzed trade issues & data
- Member of the Michigan Agricultural Environment Assurance Protection (MAEAP) Advisory Committee, Michigan Technical Committee (USDA), Minor Crop Farm Alliance, Michigan Tree Fruit Commission, CMI's Crop Management Committee, and Pesticide Policy Coalition
- Reviewed and analyzed policies implemented by competing foreign industries
- Assisted with writing grant proposals to state agencies
- Executed the implementation of grants received & oversee subcontractors to ensure compliance

- Reviewed and scored proposals for research grant requests
- Lead the marketing of Michigan sweet cherries and assist with marketing of tart cherries
- Acted as a liaison between farmers, food processors, government officials, Farm Bureau, and other commodity groups
- Attended Grower Meetings in various member states
- Analyzed, edited, and published U.S. tart cherry industry statistics book
- Represent the industry in litigation related meetings

#### **Legislative Staff/Department of State:**

- Attended meetings regarding specific issues on behalf of the Legislator
- Assisted with policy research, bill tracking and review of bills with regards to primary committees
- Lead on policy regarding Transportation, Capital Outlay, Natural Resources, and other policy issues
- Prepare all necessary materials needed for specific committees
- Maintained social media account
- Media relations
- Maintained an open line of communications with outside entities, including those out of state
- Constituent correspondence and case work response
- Hired/managed interns
- Used multiple databases and online resources to conduct research
- Entrusted to make judgment calls based on information at hand
- Conducted meetings with multiple supervisors and department heads

#### **County Commissioner:**

- Collaborated in a team environment to craft a county budget
- Designed and implementation of county policies
- Provided direction to County Administrator and County Attorney collective bargaining
- Participated in matters relating to capital improvements
- Seated on the Committee on Labor Relation (Vice Chair) and Committee on Courts and Public Safety
- Member of Michigan Association of Counties (MAC); Agriculture and Tourism Committee, Transportation and Infrastructure Committee, and General Government Committee, former chair.
- National Association of Counties (NACo); Agriculture and Rural Affairs Committee
- Provided input on state-wide policy regarding county government

### **WORK HISTORY**

- ***City Manager***, The City of Benson - Benson, MN  
03/2023- 09/2024
- ***Legislative Staff***, The Office of Representative Gary Eisen – Lansing, MI  
06/2022 – 12/2022
- ***Director, Grower Relations***, Cherry Marketing Institute – DeWitt, MI  
01/2020 – 06/2022
- ***County Commissioner***, Saginaw County Board of Commissioners - Saginaw, MI  
01/2017 – 12/2022
- ***Laborer***, Harris Custom Wood Floors – Chesaning, MI  
08/2009 – 01/2020
- ***Legislative Assistant and District Liaison***, The Office of Representative Tim Kelly - Lansing, MI  
01/2013 -12/2018
- ***Campaign Manager***, Tim Kelly for State Representative Campaign - Saginaw, MI  
03/2012 - 11/2012; 5/2014 - 11/2014; 5/2016 - 11/2016

### **EDUCATION**

- **Master of Business Administration, University of North Dakota, Grand Forks, ND**  
08/2023 - current
- **Certified Public Managers Course, Saginaw Valley State University, Saginaw, MI**

02/2023 – 12/2024

- **Master of Public Administration, Central Michigan University, Mount Pleasant, MI**  
08/2020 – 05/2022
- **Henry Marsh Institute for Public Policy, Saginaw Valley State University, Saginaw, MI**  
1/2017 - 12/2017, Certificate of Completion
- **Michigan State University, Institute for Public Policy and Social Research, East Lansing, MI**  
2/2014 -11/2014, Certificate of Completion, Michigan Political Leadership Program
- **Bachelor of Arts, Public Administration, Minor: Economics; Saginaw Valley State University, Saginaw, MI**  
8/2009 - 8/2013

### **CIVIC/PROFESSIONAL EXPERIENCE**

- **Minnesota City/County Management Association, St. Paul, MN**  
Member, 2023 - current
- **League of Minnesota Cities, St. Paul, MN**  
Member, 2023 - 2024
- **Minnesota Council of Airports, St. Paul, MN**  
Member, 2023-2024
- **Michigan Association of Counties, Board of Directors, Lansing, MI**  
08/2018 – 12/2022
- **Saginaw Conversation District, Board of Directors, Saginaw, MI**  
10/2022 – 03/2023
- **Michigan Department of Agriculture and Rural Development's Generally Accepted Agricultural and Management Practices for Farm Markets (GAAMPs) Review Committee, Lansing, MI**  
Member, 11/2019 – 03/2023

CITY COMMISSION  
SPECIAL MEETING  
CITY MANAGER CANDIDATE INTERVIEWS  
TUESDAY, MAY 27, 2025  
3:00 p.m.  
AGENDA

- A. Call to order Special Meeting, roll call
- B. Public Comments (non-agenda items)
- C. Approval of Interview Questions
- D. Commence Interview; David Rappaport (candidate #8)
- E. Commissioner Discussion
- F. Extend a conditional offer of employment to \_\_\_\_\_ for the position of city manager conditioned on successful completion of a background check and a tentative employment agreement
- G. Create an ad-hoc committee to initiate negotiations on terms of a mutually acceptable employment agreement
- H. Public Comment
- I. Adjournment



## DAVID A. RAPPAPORT

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City Of Munising

Re: City Manager – City Of Munising, Michigan

Thank you for taking the time to review my request for consideration for Munising City Manager. The listing caught my attention on the Michigan Municipal League (MML) website for a number of reasons. Currently, I am considering public service as a pivot direction for my career. This opportunity is in many respects aligned my interests and existing skills while also proposing very attractive challenges that are unique. A cursory look at my resume should show that I am differently qualified for consideration. I feel that my training and experience in the legal profession would bring needed perspective and valuable skills to Munising. It is my sincere hope that Munising is interested in giving me the opportunity of equal consideration.

I have been working with the City of Westland in related roles for about 10 years. As Planning Commissioner, I have served as statutory liaison to the Zoning Board of Appeals, served on steering committees to update Westland Master Plan and Zoning Ordinances, other special committees, and have had the honor of being elected to serve both deliberative bodies as Chairperson. Working with our Mayor, the Planning Director, and my colleagues has been quite rewarding. My efforts in working with my local municipal government has encouraged me to seek a change in my career path more focused on public service than just being an officer of the court has allowed. Additionally, I have been seeking direct mentorship from Westland Deputy Mayor James Godbout, who performs much the same function as a City Manager for Westland. The network of trust and service that I have developed in and around Westland would benefit whatever role I take in any other municipality.

I believe that I am a considerable candidate for Munising. Aside from my experience and activities on behalf of Westland, I am also a practicing attorney. My relevant areas of competency include municipal, property, small business, and contracts. I submit that my qualifications meet or exceed the needs of the position in a complimentary manner.

I am greatly interested to speak with you further about the position. My resume and a list of references is attached for your review. I would look forward to scheduling an interview at your convenience. If there are any developments, or you would require additional information, please feel free to contact me by cellular phone at (734) 788-8156 or by Email at, [davidarappaport@gmail.com](mailto:davidarappaport@gmail.com). I would additionally offer that contacting Westland Planning Director Mohammed Ayoub may provide some indication of what I might bring to Munising given the opportunity. Thank you for your time and consideration.

Sincerely,

David A. Rappaport, Esq.

## DAVID A. RAPPAPORT

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### Education and Licensing:

- Admitted to Michigan Bar November 2002
- Admitted to Federal Bar September 2003
- University of Detroit Mercy School of Law, Detroit MI. J.D. May 2002
- Albion College, Albion MI. B.A. Political Science, Environmental Studies May 1998
- Eastern Michigan University, Ypsilanti, MI. August 1991-December 1995

### Leadership Experience:

- **Student Bar Association:** Chairperson Legislative Action Committee
- **Jewish Law Students:** Founding President
- **Phi Alpha Delta:** Murphy Chapter, Executive Officer
- **Environmental Law Society:** President
- **Alpha Phi Omega** National Co-ed Service Fraternity: Distinguished Service Key, Fraternity Staff (Specialties: Bylaws, Conflict Resolution, Leadership Development)

### Work Experience:

- **Private Practice** Westland, MI. July 2005-Present  
Contract, Small Business, Municipal, Misdemeanor/Traffic, Family Law, Elder Law.
- **City of Westland** Westland, MI. August 2013-Present  
**Planning Commission/Zoning Board of Appeals**  
Chairperson Westland Planning Commission, formerly Zoning Board Chairperson.
- **Weik and Associates, PC** Warren, MI. April. 2005-July 2005  
**Confirmation Attorney**  
Executed high-volume Chapter 13 docket for confirmation before Judge Marci McIvor. Facilitated 341 weekly hearings. High level of confirmation with challenging client base.
- **Black & Rappaport, PLLC** Plymouth, MI. Dec. 2002-Feb.2004  
**Coordinating Partner**  
Contract, Misdemeanor/Traffic, Family Law, Property, Elder Law, Small Business Counsel, General Civil, Courtroom Experience, and Small Office Management.
- **Detroit Mercy Urban Law Clinic** Detroit, MI. June 2001-Sept. 2001  
**Student Attorney**  
Represented misdemeanor clients Pro Bono under MCR 8.120. Argued as advocate before District Judge, prepared case for trial, drafted testamentary will.

### Awards:

- Undergraduate Dean's List
- Three-time recipient UDM Law School Book Award for Community Service

### Reference:

- **Andrew C. Thompson**, Municipal Law Partner  
Poznak Dyer Kanar Schefsky and Thompson, PLC.  
143 McDonald Street Midland, Michigan 48640  
(989) 832-1770 [athompson@pdkg.com](mailto:athompson@pdkg.com)

**Additional References Upon Request**