

**COUNTY OF HOUGHTON
GENERAL APPROPRIATIONS ACT
OCTOBER 1, 2021 THROUGH SEPTEMBER 30, 2022
RESOLUTION #21-13**

A resolution appropriating monies and adopting the 2021-2022 Houghton County Budget including: the General Fund Operating Budget, Special Revenue Fund Budgets and other Proprietary Fund Budgets.

It being the finding and opinion of the Houghton County Board of Commissioners:

The committee of the Whole has had under consideration the taxes for the local units of government and the needs of various County departments/budgetary units.

The Committee of the Whole after considerable deliberations has recommended adoption of the budgets and reports attached and made a part of this Appropriations Act.

In recognition of the above-listed findings and opinion:

The Houghton County Board of Commissioners hereby resolves to adopt the attached 2021-2022 General Fund Operating Budget, Special Revenue Fund Budgets and other Proprietary Fund Budgets, and appropriate monies from various County revenues and equity reserves to authorize expenditures in accordance with the Account Group Detail of the various funds.

The Board further resolves that an appropriation is not a mandate to spend but shall limit the amount which may be spent for such purposes as are defined by the Board of Commissioners and which shall be limited to the fiscal year beginning October 1, 2021 and ending September 30, 2022. All Special Revenue fund balances at year end are to be considered the initial allotment under the Appropriations Act for the new fiscal year. If a budgetary unit contends that part of its year end fund balance is either obligated or otherwise restricted from being considered as an initial allotment of County monies under the new fiscal year appropriations, it will be incumbent upon that unit to demonstrate the obligation or restriction to the satisfaction of the County Board of Commissioners.

In recognition of the need to consider appropriation of monies from time to time to agencies or institutions outside of general operations the Board of Commissioners further resolves to review requests from such agencies when and as funds are available for such purposes. Any County department, agency, board, commission or unit whatsoever and any organization, public or private, which accepts a County appropriation shall do subject to an agreement which provides for inspection and/or audit by Houghton County Board or its designee. The Board, or its designee, shall have access for the purpose of audit and examination, to any and all books, documents, papers and records of the recipient organization.

The Board further resolves that the budget may be amended as conditions indicate upon the recommendation of the Finance Committee provided the budget remains in a balanced state. It

further authorizes the County Administrator to make certain budget transfers in accordance with the Board's Budget transfer policy up to ten percent of departmental expenditures. In addition, the Board instructs the County Administrator to incorporate into the 2021-2022 departmental general fund budgets, wages and related fringe benefits for the county elected and appointed employees as authorized by the Board of Commissioners.

The Board further resolves that in administration of the adopted budgets, budgetary control shall reside at the most detailed level of budget adopted by the Board, i.e., department, program or activity. Unlimited transfers among line items without prior approval within the ASupplies@ and AOther Services and Charges@ account groups may be made by the Administrator/Department.

I, Jennifer Kelly, Clerk of the County of Houghton, State of Michigan, do hereby certify that the above-stated Appropriations Act was taken under consideration at the budget hearing on September 29, 2021 of the Houghton County Board of Commissioners, and the following action taken. It was moved by Commissioner _____, supported by Commissioner _____, and carried by a roll call vote that the resolution be passed.

Ayes:

Nays:

Absent:

Sworn to me on this 29th day of September, 2021

Jennifer Kelly, County Clerk

PUBLIC NOTICE

A budget hearing will be held on September 29, 2021 at 12:00 PM for interested citizens of Houghton County. The following budgets are proposed for the fiscal year beginning October 1, 2021 and ending September 30, 2022.

**COUNTY OF HOUGHTON
BUDGET SUMMARY
GENERAL FUND**

	REVENUES		EXPENDITURES
TAXES	6,834,769	LEGISLATIVE	108,100
LICENSES AND PERMITS	344,800	JUDICIAL	1,626,525
FEDERAL SOURCES	3,713,000	GENERAL GOVERNMENT	1,560,472
STATE SOURCES	1,437,432	LAW ENFORCEMENT	1,363,258
CHARGES FOR SERVICES	1,404,029	CORRECTIONS	807,900
OTHER REVENUES	211,250	PROTECTIVE	333,641
INTEREST EARNINGS	227,533	HEALTH/WELFARE	172,139
TRANSFERS IN:	202,000	RECREATION/CULTURE	23,116
MARRIAGE COUNS. FUND	2,000	CAPITAL OUTLAY	278,673
DELINQ. TAX FUNDS	200,000	OTHER	2,712,293
		TRANSFERS OUT:	
		AIRPORT	0
		CHILD CARE	310,000
		C.C. MENTAL HEALTH	164,495
		DISTRICT HEALTH	266,338
		LAW LIBRARY	17,000
		TRI-CO. WORK CAMP	380,000
		SOCIAL WELFARE	5,000
		USDA GRANT FUND	58,000
		INDIGENT DEFENSE	120,238
TOTAL GENERAL FUND	14,374,813		10,307,188

SPECIAL REVENUE FUNDS

BROWNFIELD	52,000	BROWNFIELD	39,121
CDBG HOMEBUYER*	0	CDBG HOMEBUYER	0
CHILD CARE	363,334	CHILD CARE	363,334
CORR. OFFICER TRAINING	6,000	CORR. OFFICER TRAINING	6,000
CCW BOARD*	20,000	CCW BOARD	27,000
DELINQ. TAX PROP. SALE	160,000	DELINQ. TAX PROP. SALE	160,000
ECON. DEV. REVOLVING LOAN	40,000	ECON. DEV. REVOLVING LOAN	35,000
FAMILY COUNSEL. SERV.	2,500	FAMILY COUNSEL. SERV.	2,500
FRIEND OF COURT	8,100	FRIEND OF COURT	8,100

BROWNFIELD	52,000	BROWNFIELD	39,121
CDBG HOMEBUYER*	0	CDBG HOMEBUYER	0
CHILD CARE	363,334	CHILD CARE	363,334
HO. CO. ROD AUTOMATION*	30,000	HO.CO.ROD AUTOMATION	25,000
INDIGENT DEFENSE	673,930	INDIGENT DEFENSE	616,420
JAIL COMMISSARY	75,000	JAIL COMMISSARY	75,000
LAND BANK AUTHORITY	10,000	LAND BANK AUTHORITY	5,000
LAW LIBRARY	22,000	LAW LIBRARY	22,000
MI JUSTICE TRAINING	4,000	MI JUSTICE TRAINING	4,000
OTTER LAKE ASSESS DIST.	0	OTTER LAKE ASSESS DIST.	0
PROSECUTOR FORFEITURE	500	PROSECUTOR FORFEIT.	500
REGION 8- 2017 HOMELAND	0	REGION 8-2017 HOMELAND	0
REGION 8 - 2018 HOMLAND	0	REGION 8-2018 HOMELAND	0
RICE LAKE ASSESS DIST	0	RICE LAKE ASSESS DIST	0
SOCIAL WELFARE FUND*	5,000	SOCIAL WELFARE FUND	5,000
SPECIAL EQUIP/REWARD	5,000	SPEC. EQUIP/REWARD	5,000
TREATMENT COURT	289,100	TREATMENT COURT	269,100
TRI-CO. WORK CAMP	498,840	TRI-CO. WORK CAMP	494,840
TWIN LAKES ASSESS DIST*	0	TWIN LAKES ASSESS DIST	3,000
USDA RURAL GRANT	98,300	USDA RURAL GRANT	70,000
VETERANS' AFFAIRS	232,900	VETERANS AFFAIRS	221,400
TOTAL SPECIAL REV. FUNDS	2,596,504	TOTAL SPECIAL REV. FUNDS	2,457,315
TOTAL ALL FUNDS	16,971,317	TOTAL ALL FUNDS	12,764,503

*USE OF FUND BALANCE WILL BE USED TO BALANCE.

The hearing will be held at the County Courthouse commencing at 12:00 PM for the purpose of discussion and for subsequent adoption at the regular board meeting immediately thereafter. The proposed budgets may be examined on weekdays in the Administrator's Office at the Courthouse 8:00 A.M. to 4:30 P.M.

Albert Koskela, Chairman
Houghton County Board of Commissioners
Jennifer Kelly, Clerk

AGREEMENT FOR SALE OF ADDITIONAL LAND

This Agreement is entered into this ____ day of _____, 2021, between **THE COUNTY OF HOUGHTON**, a municipal corporate body organized and existing pursuant to Article VII, Section 1, of the Michigan Constitution of 1963, as successor in interest to the dissolved Houghton County Airport Authority, whose address is Houghton County Courthouse, 401 E. Houghton Avenue, Houghton, Michigan 49931, (Grantor); and **COPPER ISLAND ACADEMY REAL ESTATE, LLC**, a Michigan limited liability company, whose address is Post Office Box 414, Houghton, Michigan 49931 (Grantee).

WHEREAS, the Grantor previously sold and Grantee purchased Lots Nineteen (19), Twenty (20), and the North forty (40) feet of Lot Twenty-one (21) of the Houghton County Airpark and other adjoining lands located in Franklin Township, Houghton County, Michigan;

WHEREAS, Grantee has realized the need to purchase additional land for the purpose of expanding its school building;

THEREFORE, Grantor and Grantee agree as follows:

1. The Grantor agrees to sell and the Grantee agrees to purchase an additional abutting parcel of property located in the Township of Franklin, County of Houghton, and State of Michigan more particularly described as:

The West Three Hundred Thirty feet (330') of the South One Hundred Eighty-five feet (185') of the North Two Hundred Twenty-five feet (225') of Lot Twenty-One (21) of the Houghton County Airpark, Franklin Township, Houghton County, Michigan, according to the recorded Plat thereof, said Plat being recorded in Plat Cabinet 1, Folio Number 88-93, Houghton County Records.

Subject to any and all restrictions, reservations, easements, rights-of-way, and covenants appearing in the record chain of title, including any and all restrictions or covenants adopted August 31, 1973 by the Houghton County Airport Authority, and recorded September 12, 1973 in Liber 23 of Misc. Records, at Page 157, Houghton County Register of Deeds Records, and as subsequently amended.

This parcel would otherwise be land-locked, shall not be considered a "stand-alone" parcel, and shall not be conveyed separately or apart from the North Forty feet (40') of Lot 21 of the Houghton County Airpark, which Grantee has previously required in a deed recorded at Houghton County Register of Deeds, Document Number 2021-R-_____.

2. The purchase price shall be Five Thousand Dollars (\$5,000.00).
3. Title insurance for the additional property described in Paragraph 1 shall be procured through Keweenaw Title Agency located at 400 E. Houghton Avenue, Suite B, Houghton, Michigan 49931, which is the same title agency that issued title insurance on the adjoining property purchased by Grantee. Keweenaw Title Agency shall conduct the closing of this transaction.
4. Grantee shall pay or reimburse Grantor for all costs incurred in this transaction, including but not limited to cost of title insurance; preparation of this purchase Agreement, Warranty Deed, and Board of Commissioners Resolution; document recording fees; cost of survey to establish new boundary; and customary reasonable closing fees charged by the title company closing the transaction.
5. Possession shall transfer immediately upon closing.
6. Grantee acknowledges that a municipal water tank is located and operated upon the remaining portion of Lot 21. Grantee warrants that it will not introduce any hazardous substances upon the property described in Paragraph 1, and that it will undertake no activity that would interfere with operation of the municipal water tank and system.
7. This Agreement contains all representations by each party to the other and expresses the entire understanding between the parties with respect to the contemplated transaction. All prior communications concerning the subject matter are merged in or replaced by this Agreement.
8. This Agreement shall be construed and enforced according to Michigan law. Any action to enforce this Agreement shall be brought in Houghton County, Michigan.
9. The terms of this Agreement extend to and bind the heirs, administrators, successors and assigns of the parties hereto.

Executed by the Grantor on the _____ day of _____, 2021:

THE COUNTY OF HOUGHTON

 By: ALBERT KOSKELA
 Its: Board of Commissioners, Chairman

Executed by the Grantee on the _____ day of _____, 2021:

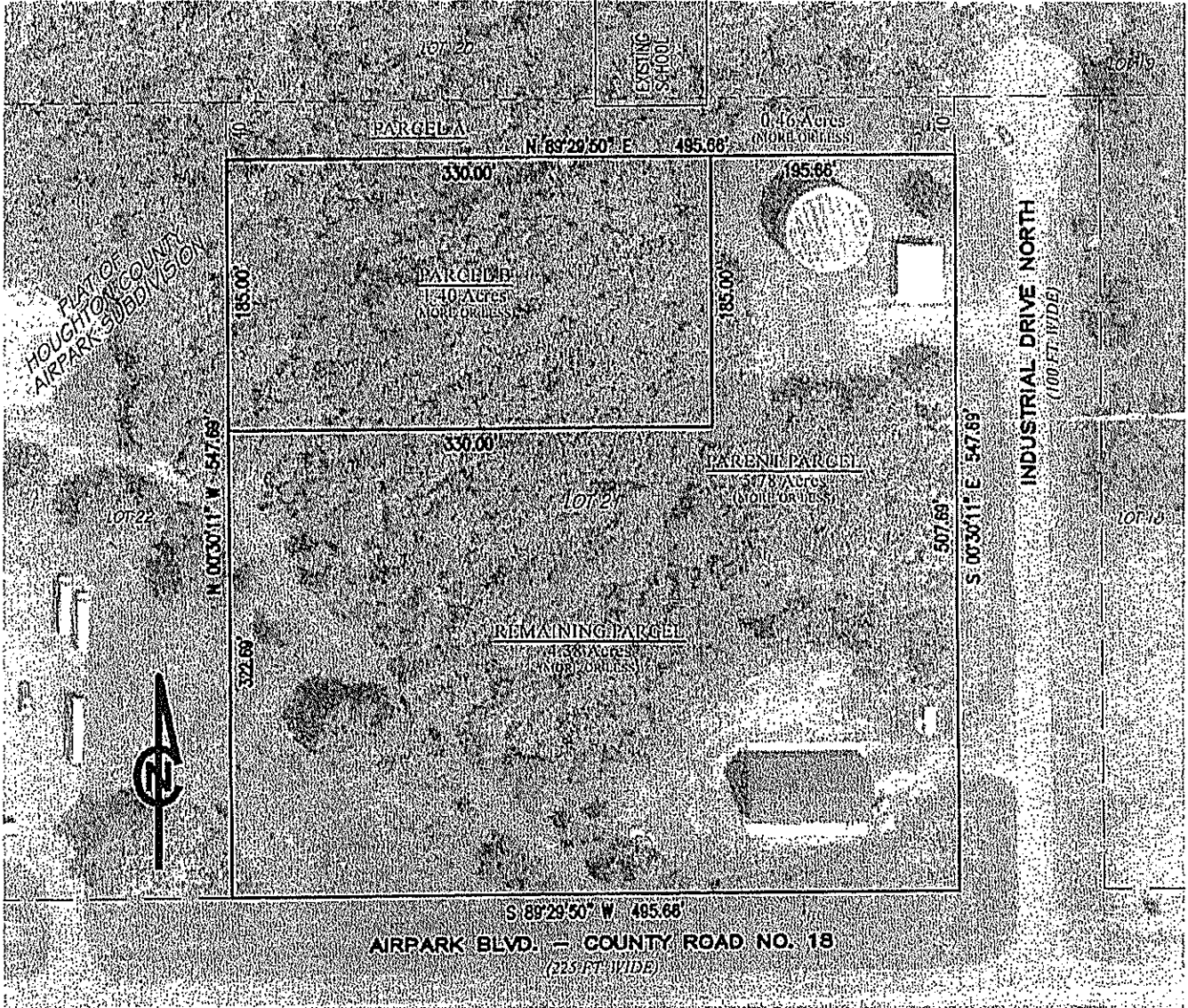
COPPER ISLAND ACADEMY REAL ESTATE, LLC

 By: _____
 Its: _____

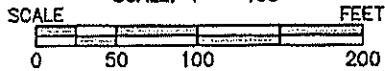
SKETCH & DESCRIPTION

*BEARINGS ARE BASED ON HOUGHTON COUNTY AIRPARK SUBDIVISION

NOTE: NOT SURVEYED



SCALE: 1" = 100'



PARCEL A

The North 40 feet of Lot 21, Houghton County Airpark Subdivision, Township 55 North, Range 33 West, Franklin Township, Houghton County, Michigan. Containing 0.46 Acres more or less.

PARENT PARCEL

Lot 21, Houghton County Airpark Subdivision, Township 55 North, Range 33 West, Franklin Township, Houghton County, Michigan, EXCEPT The North 40 feet thereof. Containing 5.78 Acres more or less.

PARCEL B



RENEWAL SUMMARY - ARORs/Direct

Customer Name: Houghton County
 Group #: 007003527
 Renewal Date: January 1, 2022

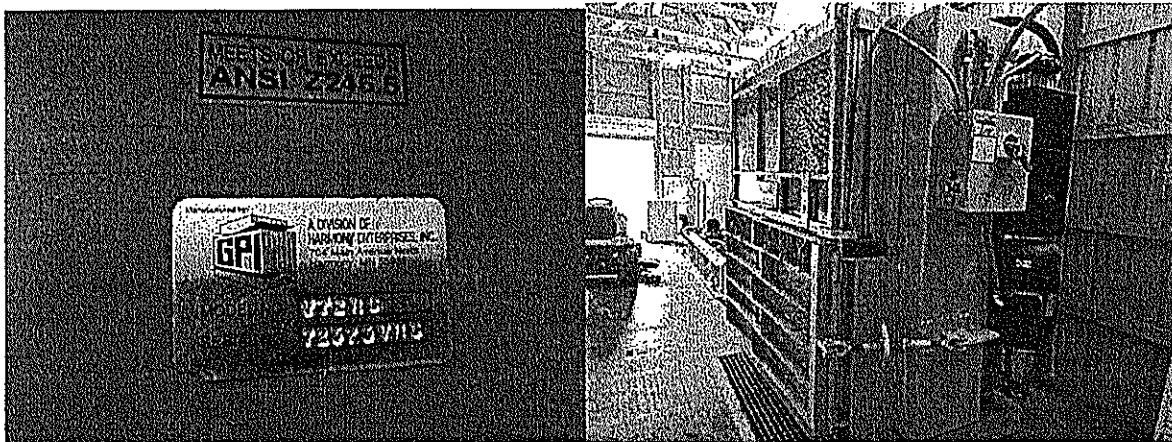
In-Network	Current Division 0003	Reimbursed Plan Division 0003	Current Division 0007/0008/0010	Reimbursed Plan Division 0007	Reimbursed Plan Division 0008	Reimbursed Plan Division 0010	Current Division 0009 - Retiree
Deductible	\$5000 / \$10,000	\$250 / \$500	\$5000 / \$10,000	\$500 / \$1000	\$250 / \$500	\$1000 / \$1000	\$5000 / \$10,000
Coinsurance % Max	20%	20%	20%	20%	10%	20%	20%
Prescription	\$1,600 / \$3,200	\$500 / \$1,000	\$1,600 / \$3,200	\$1,500 / \$3,000	\$500 / \$1,000	\$1,500 / \$3,000	\$1,600 / \$3,200
90 Day Supply	\$10 / \$40 / \$80	\$10 / \$40 / \$80	\$10 / \$40 / \$80	\$10 / \$40 / \$80	\$10 / \$40 / \$80	\$10 / \$40 / \$80	\$10 / \$40 / \$80
Office Visit Co-Pay	\$40 PCP / \$80 SP	\$30 PCP / \$50 SP	\$40 PCP / \$80 SP	\$30 PCP / \$50 SP	\$30 PCP / \$50 SP	\$30 PCP / \$50 SP	\$40 PCP / \$80 SP
Chiropractic (Max Visit)	\$40 (12)	\$0 (12)	\$40 (12)	\$0 (12)	\$0 (12)	\$40 (12)	\$40 (12)
Different Care/Emergency Room	\$60 / \$250	\$30 / \$250	\$60 / \$250	\$30 / \$250	\$30 / \$250	\$60 / \$250	\$60 / \$250
Out of Pocket Max	\$6600 / \$13,200	\$6600 / \$13,200	\$6600 / \$13,200	\$6600 / \$13,200	\$6600 / \$13,200	\$6600 / \$13,200	\$6600 / \$13,200
Riders	EA	EA	UP Blue, EA	UP Blue, EA	UP Blue, EA	UP Blue, EA	UP Blue, EA
Notes		Seamless HRA	Seamless HRA	Seamless HRA	Seamless HRA	Seamless HRA	
Plan Design	Simply Blue HRA PPO	Simply Blue HRA PPO	Simply Blue HRA PPO	Simply Blue HRA PPO	Simply Blue HRA PPO	Simply Blue HRA PPO	Simply Blue PPO
	simplyblue	44 NORTH	44 NORTH	44 NORTH	44 NORTH	44 NORTH	simplyblue

	Total Enrolled 0003	Current Illustrative Cost	Renewal Illustrative Cost	Total Enrolled 0007	Current Illustrative Cost	Renewal Illustrative Cost	Total Enrolled 0008	Current Illustrative Cost	Renewal Illustrative Cost	Total Enrolled 0010	Current Illustrative Cost	Renewal Illustrative Cost	Total Enrolled 0009	Current Monthly Cost	Illustrative Monthly Cost	% Change
Single	2	\$780.88	\$752.15	7	\$695.72	\$586.63	6	\$727.75	\$715.61	4	\$687.36	\$673.86	4	\$615.34	\$599.42	-2.59%
Two Person	1	\$1,845.00	\$1,777.17	2	\$1,653.29	\$1,622.54	7	\$1,717.51	\$1,689.47	0	\$1,625.59	\$1,599.68	1	\$1,476.83	\$1,438.62	-2.59%
Family	1	\$2,301.06	\$2,216.44	7	\$2,061.95	\$2,073.65	18	\$2,144.68	\$2,105.83	6	\$2,027.69	\$1,987.87	0	\$1,846.03	\$1,798.27	-2.59%
Total Employees																
% Change from Current:			-3.68%			-1.86%			-1.63%							
Monthly Total Cost:		\$5,708	\$5,495		\$22,638	\$22,217		\$54,939	\$54,043		\$14,916	\$14,623		\$3,918	\$3,836	-2.00%
Annual Total Cost:		\$68,494	\$65,975		\$271,660	\$266,603		\$659,272	\$648,515		\$178,987	\$175,471		\$47,258	\$46,036	-2.63%
\$ Change From Current:			(\$2,519)			(\$5,056)			(\$10,757)			(\$3,515)			(\$1,223)	
COMBINED CURRENT COST			\$1,225,671													
COMBINED RENEWAL COST			\$1,202,608													
% CHANGE			-1.83%													

2022 PAUSE Calculations	Annual Hard Cap	Single	Two Person	Family
Annual Hard Cap:	\$7,304.51	\$183.95	\$461.48	\$553.85
Single:	\$150.43	\$119.48	\$286.75	\$358.44
Two Person:	\$355.43	\$324.51	\$404.73	\$404.73
Family:	\$443.29	\$421.37	\$421.37	\$421.37

DISCLAIMERS

- Rates include estimated federal and state taxes, fees and assessment.
- All rates are based on the 44 North Division 0003. If you are applying for a new plan, the rates may vary based on your plan design.
- Final rates are determined by the underwriting process. There is only a 30-day lookback period for rates. If there is a discrepancy between this document and any applicable plan document, the plan document will control.
- Costs based on most current membership numbers available.
- Administrative fees may apply. Pre-existing conditions, participation rules, and medical underwriting rules may apply prior to final rates (not included above).
- Plan design above shows the network comparison only. See specific plan benefit summary sheets for out of network.
- All benefit changes are subject to underwriting approval. Exceptions may apply with prior underwriting approval of union or contract.
- Please allow a minimum of 45-60 days for a benefit change (works based on contract).
- This is not a binder of coverage, please do not cancel current coverage until final approval is given by new carrier.
- 44 North is not responsible for typographical errors.



The Houghton County Board of Commissioners is selling the Cardboard Baling Machine at the County Transfer Station. This fully functioning and recently refurbished baler will be sold to the highest bidder at the November Monthly Meeting on November 16th. The Board will accept sealed bids for the Baler up until November 15 at the close of business. Minimum bids will start at \$5000, and they can be mailed or dropped off in a sealed envelope to Elizabeth Bjorn, County Administrator, 401 E. Houghton Ave., Houghton, MI 49931. For more information please contact Administrator Bjorn at 906-482-8307 or controller@houghtoncounty.net.

HOUGHTON COUNTY BOARD OF COMMISSIONERS

Schedule of Board Meetings 2022

The Regular Meetings of the Board of Commissioners for the County of Houghton will be held in the Conference Room on the fifth floor of the Houghton County Courthouse on the 2nd Tuesday following the 1st Monday of each month. All meetings will commence at 5:00 P.M.

January	Tuesday	11 th	July	Tuesday	12 th
February	Tuesday	15 th	August	Tuesday	9 th
March	Tuesday	15 th	September	Tuesday	13 th
April	Tuesday	12 th	October	Tuesday	11 th
May	Tuesday	10 th	November	Tuesday	15 th
June	Tuesday	14 th	December	Tuesday	13 th

In the event of changes of dates for meetings, or any Special Meeting, the change or other meeting date will be posted, and if necessary advertised.

Jennifer Kelly
Houghton County Clerk/Register of Deeds

2022 Calendar

January							February							March							April						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5														
2	3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9	10	11	12	3	4	5	6	7	8	9
9	10	11	12	13	14	15	13	14	15	16	17	18	19	13	14	15	16	17	18	19	10	11	12	13	14	15	16
16	17	18	19	20	21	22	20	21	22	23	24	25	26	20	21	22	23	24	25	26	17	18	19	20	21	22	23
23	24	25	26	27	28	29	27	28	27	28	29	30	31	24	25	26	27	28	29	30	24	25	26	27	28	29	30
30	31																										

May							June							July							August						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7	5	6	7	8	9	10	11	3	4	5	6	7	8	9	1	2	3	4	5	6	
8	9	10	11	12	13	14	12	13	14	15	16	17	18	10	11	12	13	14	15	16	7	8	9	10	11	12	13
15	16	17	18	19	20	21	19	20	21	22	23	24	25	17	18	19	20	21	22	23	14	15	16	17	18	19	20
22	23	24	25	26	27	28	26	27	28	29	30	24	25	26	27	28	29	30	21	22	23	24	25	26	27		
29	30	31												28	29	30	31	28	29	30	31	28	29	30	31		

September							October							November							December						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30	25	26	27	28	29	30	31			
							30	31																			

**BOARD OF
County Road Commissioners
HOUGHTON COUNTY**

WILLIAM H. SILER, Chairman
Torch Lake Township
GENE LONDO, Vice Chairman
Calumet Township
PETE TOROLA, Member
Chassell Township

20140 Gagnon Circle, M-26, Ripley
P.O. Box 269
Hancock, MI 49930
Office • 1-906-482-3600
Fax • 1-906-482-9600
Web • www.houghtoncountyroads.org

KEVIN P. HARJU, P.E.
County Highway Engineer
ROBERT P. TARVIS
Office Manager

November 8, 2021

Ms. Elizabeth Bjorn, Controller
Houghton County Courthouse
Houghton, MI 49931

Dear Ms. Bjorn:

The Road Commission received a directive from the Michigan Department of Treasury stating that the county board of commissioners must approve and allocate funds for compensation and benefits for the road commission board members on an annual basis.

Below is listed the 2021 compensation and benefits for road commissioners for consideration by the county board. This list and the statement that "The cost of all compensation and benefits for the road commissioners is to be paid from the county road fund and approved in the annual Houghton County Road Commission General Appropriations Act," should be included in the county board's authorization.

**HOUGHTON COUNTY BOARD OF ROAD COMMISSIONERS
COMPENSATION PACKAGE
01/01/2021**

Salary	\$2,000.00
Life insurance	\$5,000 policy from carrier of Commissioner's choice
Bill Siler	\$17.90/month
Gene Londo	*\$62.50/quarter
Pete Torola	*\$62.50/quarter
Mileage reimbursement for use of own car	56.0 cents per mile for 2021 or current I.R.S. rate

*Per Houghton County Board action 06/11/01, \$250.00/year compensation in lieu of life insurance for Mr. Rowe and all new road commissioners thereafter.

Ms. Elizabeth Bjorn
Page 2
November 8, 2021

Hospitalization Insurance:

Michigan Conference of Teamsters Welfare Fund Plan according to the Union contract.

1. Any employee, if permitted by the plan, may decline coverage, and would be paid in lieu of this health insurance coverage, an increase in compensation of \$600.00 per month.
2. The Houghton County Road Commission contribution toward the cost of Michigan Conference of Teamster Welfare Fund Plan 1036 base medical benefits, benefit rider R3, and prescription drug benefits will use the annually adjusted hard caps as set forth in PA 152 of 2011. The annual hard cap adjustment based on the change in the medical care component of the C.P.I. will occur on January 1 of each year. Currently the employees are paying \$26.24 or \$141.01/employee/pay period for 2021, estimated to be \$60.36 or \$162.83/employee/per pay period for 2022 based on which plan the employee selects.

Other business expenses

See enclosed standard employee policy

The cost of all compensation and benefits for the road commissioners is to be paid from the county road fund and approved in the annual Houghton County Road Commission General Appropriations Act.

EMPLOYEE BUSINESS EXPENSE REIMBURSEMENT POLICY

For business meetings only, an employee may be reimbursed by either claiming individual meal actual expenditures for part or whole day participation, or in case of whole day meal expense only, may elect to claim a \$40.00 per day flat rate meal reimbursement. All other business related expenses included but not necessarily limited to, room rent, cab fare, car rental and air fare are reimbursable for the actual expenses incurred.

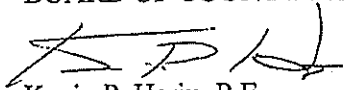
For business use of a personal automobile, an employee will be reimbursed the current I.R.S. approved mileage rate which includes all operating expenses such as gas, oil, parts or insurance.

All expenses to be reimbursed shall be itemized on the current applicable travel expense report and signed by the employee.

Employees shall be permitted to charge business expenses on a road commission approved credit card.

Very truly yours,

BOARD OF COUNTY ROAD COMMISSIONERS


Kevin P. Harju, P.E.
County Highway Engineer

KPH/lb

11/12/21, 8:49 AM

Mail - countyclerk@houghtoncounty.net

Re-appointment to HC Planning Commission

horst schmidt <horsthear@yahoo.com>

Wed 11/10/2021 9:32 PM

To: Jennifer Kelly <countyclerk@houghtoncounty.net>; Elizabeth Bjorn <controller@houghtoncounty.net>;

This a request to be reappointed to the HC Planning Commission at the December, 2021 Board of Commissioners.

Thank You

Horst Schmidt

This email was scanned by Bitdefender

Hi Jennifer,

I found your email and yes I would like to be considered for reappointment to the planning commission. My new email is timothydsears@protonmail.com for future correspondence. I don't often check my old msn email as it is unreliable. Thanks. If you need anything else from me let me know

Tim Sears

STATEMENT SHOWING TAXABLE VALUATIONS AND MILLS APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

*REVISED 11/16/2021

TO: DEPARTMENT OF TREASURY
STATE TAX COMMISSION
TREASURY BUILDING
LANSING, MI 48922

THIS REPORT IS ISSUED UNDER THE AUTHORITY OF P.A. 282 OF 1905. FILING OF THIS REPORT IS MANDATORY. FAILURE TO COMPLETE AND FILE THIS REPORT MAY RESULT IN A PENALTY OF \$100.

L-4402

1020 (REV. 10-02)	TAXING GOV AUTHORITY	TAXABLE VALUATION	M I L L SEPARATE OR ALLOCATE	A G E S EXTRA VOTED OPER	BLDG	SITE & DEBT	PURPOSE
STATE EDUCATION TAX		1,008,014,414	6.0000				SET
COUNTY :	HOUGHTON	1,009,378,368	6.2691	1.3529	2.5349	0.1490	RDS & MED CARE VETERANS
TOWNSHIPS:							
	ADAMS	51,495,016	1.2951	0.2988			OPER CEMETERY
	CALUMET	107,027,966	1.2918		0.9937		OPER ARMORY
	RENAISSANCE	0			0.0000	0.0000	
	CHASSELL	67,408,880	1.2909	1.9860	0.9930	0.4886	OPER RDS FIRE REC
	DUNCAN	15,777,284	1.2971	0.8923	0.9411	2.2553	OPER AMBUL FIRE
	ELM RIVER	25,640,789	1.3000	2.9383	1.0000	1.0000	OPER FIRE RDS
	FRANKLIN	42,272,105	1.3000	1.0000	2.0000	0.2500	FIRE RDS EQUIP
	RENAISSANCE	0				0.0000	
	HANCOCK	26,115,471	1.2837		1.1687	0.2334	OPER FIRE FIRE
	LAIRD	17,651,482	1.2898	1.9840	0.9920	0.9920	FIRE AMBL ROADS
	OSCEOLA	44,830,896	1.3000	2.9420			OPER ROADS
	PORTAGE	114,187,785	1.2898			0.9922	OPER FIRE
	QUINCY	9,491,627	1.2857	0.9844	0.9844		OPER FIRE
	SCHOOLCRAFT	44,739,310	1.2872	1.4238	0.9491		OPER ROADS
	STANTON	61,932,003	1.2864	1.9792		1.9792	OPER ROADS FIRE
	TORCH LAKE	104,441,180	1.2764	0.9819			OPER ROADS

CITIES:	TAXING GOV AUTHORITY	TAXABLE VALUATION	TOTAL TAX RATES	DOLLARS OF AD VALOREM TAXES LEVIED
HANCOCK		120,848,319	14.8600	1,795,806.02
HOUGHTON		155,518,255	15.0000	2,332,773.83
VILLAGES:				
	CALUMET	9,012,907	18.7229	168,747.76
	COPPER CITY	2,242,950	8.7722	19,675.61
	LAKE LINDEN	14,509,824	18.7308	271,780.61
	LAURIUM	25,290,077	19.6955	498,100.71
	SOUTH RANGE	13,089,393	15.2047	199,020.29

LIBRARIES:	TAXING GOV AUTHORITY	TAXABLE VALUATION	TOTAL TAX RATES	DOLLARS OF AD VALOREM TAXES LEVIED
PORTAGE DISTRICT LIBRARY		269,706,040	1.9594	528,462.01

OTHER:	TAXING GOV AUTHORITY	TAXABLE VALUATION	TOTAL TAX RATES	DOLLARS OF AD VALOREM TAXES LEVIED
CALUMET TWP FIRE DIST 2T2		70,482,032	1.3289	
CALUMET TWP ROADS CALRDS		70,482,032	1.4613	
CALUMET TWP BLDG/MAIN		70,482,032	1.4766	
CALUMET VILLAGE DDA 2D4		4,388,106	1.1783	
FRANKLIN TWP QUINCY/BOSTON FIRE!		0	0.0000	
FRANKLIN TWP RIPLEY WATER 2W2		0	0.0000	
FRANKLIN TWP RIPLEY FIRE 2B2		0	0.0000	
FRANKLIN TWP BOSTON FIRE 2C2/WITI		0	0.0000	
FRANKLIN FIREHALL		24,934,979	1.3000	
OSCEOLA TWP FIRE # 1 2F2		10,050,526	5.2800	
OSCEOLA TWP FIRE # 2 2E2		19,969,789	2.2000	
OSCEOLA TWP FIRE # 4 2G2		10,634,397	1.4000	
QUINCY FIREHALL		8,444,495	1.2000	
TORCH LAKE TWP FIRE # 1 2F2			2.0000	
TORCH LAKE TWP FIRE # 2 2B2			0.9819	
TORCH LAKE FIRE 2E2			0.5100	

IT IS IMPORTANT THAT ALL CITY AD VALOREM TAXES BE ENTERED ON THIS SHEET.
LIST ALL SCHOOL DISTRICTS ON PAGE 4.
COUNTY BOARD OF COMMISSIONERS DO NOT CERTIFY CITY OR VILLAGE TAX RATES.
THESE RATES ARE FOR INFORMATIONAL PURPOSES ONLY.

STATEMENT SHOWING TAXABLE VALUATIONS AND MILLS APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

ALL PROPERTY	NON- HMSTD	SCHOOL DISTRICTS NAME AND CODE	TOWNSHIP OR CITY WHERE SCHOOL DISTRICT IS LOCATED	TAXABLE VALUATION	ISD'S ONLY SEPARATE OR ALLOCATE	MILLAGES EXTRA-VOTED OPER/BLDG & SITE	COUNTY USE (REMARKS)
X		ADAMS TWP SCH (31020)	ADAMS TWP HOUGHTON CITY	51,495,016 89,036	3.3256	11.4500	BOND BLDG
X		CAL LAUR KEW (31030)	SEE BELOW: CALUMET TWP RENAISSANCE ZONE OSCEOLA TWP SCHOOLCRAFT TWP	106,182,643 0 12,463,409 1,591,978	3.3256	6.4800	BOND BLDG
X		CHASSELL TWP SCHLS (31050)	CHASSELL TWP	67,408,880	3.3256	2.4000 0.1969	DEBT SINKING FND
X		ELM RIVER (31070)	ELM RIVER TWP	25,640,789	3.3256	0.0000	
X		HANCOCK PUBLIC SCHLS (31010)	SEE BELOW: FRANKLIN TWP RENAISSANCE ZONE HANCOCK TWP QUINCY TWP HANCOCK CITY	42,272,105 0 26,115,471 9,491,627 120,848,319	3.3256	6.5000 2.4000 1.5000	DEBT DEBT SINKING FND
X		HOUGHTON- PORTAGE SCHLS (31110)	SEE BELOW: PORTAGE TWP HOUGHTON CITY	104,741,253 155,350,554	3.3256	9.6400	DEBT
X		LAKE LINDEN- HUBBELL(31130)	SEE BELOW: CALUMET TWP SCHOOLCRAFT TWP TORCH LAKE TWP	845,323 43,147,332 76,495,975	3.3256	5.1500	DEBT
X		DOLLAR BAY-TAMARACI SCHLS (31100)	SEE BELOW: OSCEOLA TWP TORCH LAKE TWP	32,367,487 27,945,205	3.3256	3.6500 2.4500	DEBT DEBT
X		STANTON TWP SCHLS (31140)	STANTON TWP HOUGHTON CITY	61,932,003 78,665	3.3256	3.0000	DEBT
X		BARAGA SCH (07020)	PORTAGE TWP	9,446,532	3.3256	2.9970	SINKING FND
X		EWEN-TROUT CREEK W 1/2 DUNCAN TWP (66045)		7,692,764	3.6101	6.0000	DEBT
X		L'ANSE SCHLS (07040)	SEE BELOW: E 1/2 DUNCAN TWP LAIRD TWP	8,084,520 17,651,482	3.3256	2.9000 1.0000	VOTED DEBT SINKING FND
X		CCISD (31000)	HOUGHTON COUNTY	1,001,685,604	3.3256		SPECIAL ED
			CALUMET RENAISSANCE	0			
			FRANKLIN RENAISSANCE	0			
X		GOGEBIC- ONTONAGON (27000) W 1/2 DUNCAN TWP		7,692,764	3.6101		& VOC SPECIAL ED & VOC

STATEMENT SHOWING TAXABLE VALUATIONS AND MILLS APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

NON- HMSTD	SCHOOL DISTRICTS NAME AND CODE	TOWNSHIP OR CITY WHERE SCHOOL DISTRICT IS LOCATED	TAXABLE VALUATION	ISD'S ONLY SEPARATE OR ALLOCATE	MILLAGES EXTRA-VOTED OPER/BLDG & SITE	COUNTY USE (REMARKS)
X	ADAMS TWP SCH (31020)	ADAMS TWP HOUGHTON CITY	19,001,937 89,036	3.3256	17.4862 11.4500	BOND BLDG
X	CAL LAUR KEW (31030)	SEE BELOW: CALUMET TWP RENAISSANCE OSCEOLA TWP SCHOOLCRAFT TWP	48,270,472 0 6,024,700 505,288	3.3256	17.5962 6.4800	BOND BLDG
X	CHASSELL TWP SCHLS (31050)	CHASSELL TWP	18,753,579	3.3256	17.6273 2.4000 0.1969	DEBT SINKING FND
X	ELM RIVER (31070)	ELM RIVER TWP	17,653,076	3.3256	18.0000 0.0000	
X	HANCOCK PUBLIC SCHLS (31010)	SEE BELOW: FRANKLIN TWP RENAISSANCE HANCOCK TWP QUINCY TWP HANCOCK CITY	18,962,115 0 8,486,335 2,997,886 62,976,277	3.3256	18.0000 6.5000 2.4000 1.5000	DEBT DEBT SINKING FND
X	HOUGHTON-PORTAGE SCHLS (31110)	SEE BELOW: PORTAGE TWP HOUGHTON CITY	43,365,136 83,597,755	3.3256	17.4561 9.6400	BOND BLDG
X	LAKE LINDEN-HUBBELL(31130)	SEE BELOW: CALUMET TWP SCHOOLCRAFT TWP TORCH LAKE TWP	189,980 16,605,134 44,191,499	3.3256	17.5250 1.8000 2.3000 1.0500	DEBT DEBT DEBT
X	DOLLAR BAY-TAMARAC SCHLS (31100)	SEE BELOW: OSCEOLA TWP TORCH LAKE TWP	11,086,332 10,753,414	3.3256	18.0000 3.6500 2.4500	BOND BLDG BOND BLDG
X	STANTON TWP SCHLS (31140)	STANTON TWP HOUGHTON CITY	19,274,912 77,165	3.3256	18.0000 3.0000	BOND BLDG
X	BARAGA SCH (07020)	PORTAGE TWP	3,577,351	3.3256	17.9820 2.9970	SINKING FND
X	EWEN-TROUT CREEK W 1/2 DUNCAN TWP (66045)		4,975,441	3.6101	18.0000 6.0000	BOND BLDG
X	L'ANSE SCHLS (07040)	SEE BELOW: E 1/2 DUNCAN TWP LAIRD TWP	5,634,846 8,217,099	3.3256	18.0000 2.9000 1.0000	VOTED DEBT SINKING FND
X	CCISD (31000)	HOUGHTON COUNTY	450,291,324	3.3256		SPECIAL ED
		CALUMET RENAISSAN FRANKLIN RENAISSAN	0 0			
X	GOGEBIC-ONTONAGON (27000) W 1/2 DUNCAN TWP		4,975,441	3.6101		& VOC SPECIAL ED & VOC

STATEMENT SHOWING TAXABLE VALUATIONS AND MILLS APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

HMSTD	INDUSTRIAL PERSONAL PROPERTY	SCHOOL DISTRICTS NAME AND CODE	TOWNSHIP OR CITY WHERE SCHOOL DISTRICT IS LOCATED	TAXABLE VALUATION	ISD'S ONLY SEPARATE OR ALLOCATE	MILLAGES EXTRA-VOTED OPER/BLDG & SITE	COUNTY USE (REMARKS)
X		ADAMS TWP SCH (31020)	ADAMS TWP HOUGHTON CITY	10,030 0	3.3256	11.4500	BOND BLDG
X		CAL LAUR KEW (31030)	SEE BELOW: CALUMET TWP RENAISSANCE OSCEOLA TWP SCHOOLCRAFT TWP	387,792 0 0 0	3.3256	6.4800	DEBT
X		CHASSELL TWP SCHLS (31050)	CHASSELL TWP	0	3.3256	2.4000 0.1969	DEBT SINKING FUND
X		ELM RIVER (31070)	ELM RIVER TWP	0	3.3256		
X		HANCOCK PUBLIC SCHLS (31010)	SEE BELOW: FRANKLIN TWP RENAISSANCE HANCOCK TWP QUINCY TWP HANCOCK CITY	230,854 0 0 0 572,057	3.3256	8.9000 1.5000	BOND BLDG SINKING FND
X		HOUGHTON- PORTAGE SCHLS (31110)	SEE BELOW: PORTAGE TWP HOUGHTON CITY	28,264 34,407	3.3256	9.6400	BOND BLDG
X		LAKE LINDEN- HUBBELL(31130)	SEE BELOW: CALUMET TWP SCHOOLCRAFT TWP TORCH LAKE TWP	0 0 0	3.3256	5.1500	DEBT
X		DOLLAR BAY-TAMARACI SCHLS (31100)	SEE BELOW: OSCEOLA TWP TORCH LAKE TWP	100,550 0	3.3256	2.4500 3.6500	BOND BLDG BOND BLDG
X		STANTON TWP SCHLS (31140)	STANTON TWP HOUGHTON CITY	0 0	3.3256	3.0000	BOND BLDG
X		BARAGA SCH (07020)	PORTAGE TWP	0	3.3256	2.9970	SINKING FND
X		EWEN-TROUT CREEK W 1/2 (66045)	DUNCAN TWP	0	3.6101	6.0000	BOND BLDG
X		L'ANSE SCHLS (07040)	SEE BELOW: E 1/2 DUNCAN TWP LAIRD TWP	0 0	3.3256	2.9600 1.0000	VOTED DEBT SINKING FND
X		CCISD (31000)	HOUGHTON COUNTY CALUMET RENAISSANCE FRANKLIN RENAISSANCE	1,363,954 0 0	3.3256		SPECIAL ED & VOC
X		GOGEBIC- ONTONAGON (27000)	W 1/2 DUNCAN TWP	0	3.6101		SPECIAL ED & VOC

STATEMENT SHOWING TAXABLE VALUATIONS AND MILLS APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

NON-HMSTD	COMMERCIAL PERSONAL PROPERTY	SCHOOL DISTRICTS NAME AND CODE	TOWNSHIP OR CITY WHERE SCHOOL DISTRICT IS LOCATED	TAXABLE VALUATION	ISD'S ONLY SEPARATE OR ALLOCATE	MILLAGES EXTRA-VOTED OPER/BLDG & SITE		COUNTY USE (REMARKS)
X		ADAMS TWP SCH (31020)	ADAMS TWP HOUGHTON CITY	4,925,306 0	3.3256	5.4862	11.4500	BOND BLDG
X		CAL LAUR KEW (31030)	SEE BELOW: CALUMET TWP RENAISSANCE OSCEOLA TWP SCHOOLCRAFT TWP	1,617,377 0 368,200 0	3.3256	5.5962	6.4800	DEBT
X		CHASSELL TWP SCHLS (31050)	CHASSELL TWP	419,400	3.3256	5.6273	2.4000 0.1969	DEBT SINKING FND
X		ELM RIVER (31070)	ELM RIVER TWP	108,709	3.3256	6.0000	0.0000	
X		HANCOCK PUBLIC SCHLS (31010)	SEE BELOW: FRANKLIN TWP RENAISSANCE HANCOCK TWP QUINCY TWP HANCOCK CITY	556,886 0 1,684,400 0 3,929,536	3.3256	6.0000	8.9000 1.5000	BOND BLDG SINKING FND
X		HOUGHTON-PORTAGE SCHLS (31110)	SEE BELOW: PORTAGE TWP HOUGHTON CITY	1,228,371 3,955,684	3.3256	5.4561	9.6400	BOND BLDG
X		LAKE LINDEN-HUBBELL(31130)	SEE BELOW: CALUMET TWP SCHOOLCRAFT TWP TORCH LAKE TWP	0 321,267 321,620	3.3256	5.5250	5.1500	BOND BLDG
X		DOLLAR BAY-TAMARACI SCHLS (31100)	SEE BELOW: OSCEOLA TWP TORCH LAKE TWP	348,417 82,997	3.3256	6.0000	3.6500 2.4500	BOND BLDG DEBT
X		STANTON TWP SCHLS (31140)	STANTON TWP HOUGHTON CITY	2,794 0	3.3256	6.0000	3.0000	BOND BLDG
X		BARAGA SCH (07020)	PORTAGE TWP	0	3.3256	5.9820	2.9970	SINKING FND
X		EWEN-TROUT CREEK W 1/2 DUNCAN TWP (66045)		165,369	3.6101	6.0000	6.0000	DEBT
X		L'ANSE SCHLS (07040)	SEE BELOW: E 1/2 DUNCAN TWP LAIRD TWP	7,308 24,713	3.3256	6.0000	2.9600 1.0000	VOTED DEBT SINKING FND
X		CCISD (31000)	HOUGHTON COUNTY CALUMET RENAISSANCE FRANKLIN RENAISSANCE	19,902,985 0 0	3.3256			SPECIAL ED & VOC
X		GOGEBIC-ONTONAGON (27000)	W 1/2 DUNCAN TWP	165,369	3.6101			SPECIAL ED & VOC

2021

CODE	SCHOOL DISTRICT	SUMMER LEVY	WINTER LEVY
=====	=====	=====	=====
31020	ADAMS	28.9362	0.0000
31030	CAL LAUR KEW	24.0762	0.0000
31050	CHASSELL	20.2242	0.0000
31070	ELM RIVER	18.0000	0.0000
31010	HANCOCK PUBLIC	28.4000	0.0000
31110	HOUGHTON-PORTAGE	13.5480	13.5481
31130	LAKE LINDEN-HUBBELL	22.6750	0.0000
31100	DOLLAR BAY-TAMARACK	24.1000	0.0000
31140	STANTON	0.0000	21.0000
07020	BARAGA	0.0000	20.9790
66045	EWEN-TROUT CREEK	18.0000	6.0000
07040	L'ANSE	21.9000	
31000	CCISD	3.3256	0.0000
27000	GOISD	0.0000	3.6101

SUMMER LEVY IN FOLLOWING TWPS & CITIES	WINTER LEVY IN FOLLOWING TOWNSHIPS
=====	=====
	ADAMS
	CALUMET
	CHASSELL
	DUNCAN
	ELM RIVER
	FRANKLIN
	HANCOCK TWP
	LAIRD
	OSCEOLA
	PORTAGE
	QUINCY
	SCHOOLCRAFT
	STANTON
	TORCH LAKE
HANCOCK CITY	
HOUGHTON CITY	

CERTIFICATION

I HEREBY CERTIFY THAT THIS REPORT IS A TRUE STATEMENT OF THE TAXABLE VALUATION OF EACH ASSESSING DISTRICT AND OF ALL AD VALOREM MILLAGES APPORTIONED BY THE COUNTY BOARD OF COMMISSIONERS OF THE COUNTY OF HOUGHTON FOR THE YEAR 2021.

Cheryl M. Patrick
(SIGNATURE)

EQUALIZATION DIRECTOR

CHERYL M. PATRICK

NOTARIZATION

Jennifer Kelly
(SIGNATURE) *Jennifer Kelly*

NOTARY PUBLIC

HOUGHTON COUNTY, MICHIGAN

STATE OF MICHIGAN
SS
COUNTY OF HOUGHTON

SUBSCRIBED BEFORE ME THIS 16th DAY OF November, 2021

MY COMMISSION AS NOTARY EXPIRES 8/16/2028

Laurium Labs



Houghton County Cyber Security Optimization

Implementing a forward looking Cyber Security strategy

November 15, 2021

Curtis Pennala
Laurium Labs
300 Hecla St.
Laurium, MI 49913

Overview

Houghton County has not had a security assessment conducted to determine their security posture.

Multiple County employees have noticed spam and other potentially malicious email traffic reaching their inboxes.

In security, it is most often the user who is the weakest link. Without adequate cyber security training Houghton County is the same.

Network Environment

The Houghton County network spans the Houghton County Courthouse, Houghton County Sheriff's Office, Houghton County Solid Waste Transfer Station, and The Houghton County Memorial Airport.

No Down Time

During the cyber security assessment, Houghton County networks should experience no downtime. Most services offered are passive in nature and do not involve altering the current network. Any adjustments will be done with the Director of IT's awareness.

Benefits

A Cyber Security Assessment to include Cyber Security Hygiene training provided by Laurium Labs will provide multiple tangible and intangible benefits, summarized as follows:

- ❖ Protect networks and data from unauthorized access
- ❖ Protect productivity by limiting device exposure to malicious content
- ❖ Improved information security and business continuity management
- ❖ Protect Personally Identifiable Information
- ❖ Faster recovery times in the event of a breach

Cybercrime is expected to cost the world economy over 6 Trillion dollars in 2021. (<https://cybersecurityventures.com/annual-cybercrime-report-2020>) Without a cyber security strategy, your organization cannot defend itself against data breach or denial of service campaigns, making it an irresistible target for cybercriminals.

The Laurium Labs Solution

To address the immediate needs of Houghton County, Laurium Labs proposes a solution involving Cyber Security Hygiene Training and email flow analysis. Laurium Labs will provide training to Houghton County employees to improve cyber security understanding and awareness. Email flow analysis will be conducted to determine current email filtering techniques and provide hardening recommendations.

Cyber Hygiene Training will include:

- Raising awareness of common vulnerabilities in cyber security
- Informing employees of the cost of improper cyber hygiene
- Providing recommendations for individuals to improve their cyber posture.

Email flow analysis will include:

- Assessing current email filtering hardware / software solution
- Analyzing volume, content types, and storage solutions
- Provide hardening recommendations

Initial Steps



Laurium Labs will work with Houghton County to determine a time and format to deliver Cyber Security Hygiene training. Work will simultaneously begin to investigate current email controls, requirements, and filtering strategy.



Prospective Schedule:

Late-November	Determine training time and format (preference on small groups)
Late-November	Initial analysis of current email solutions
Mid-December	Early experiments trying email filtering optimization (should start seeing benefits in here)
December	Provide Cyber Security Hygiene training for Houghton County employees
Early-Jan	Full email filtering strategy implemented
Late-Jan	Discuss course to implement Laurium Labs Cyber Security Strategy Road Map

Road Map

To provide a comprehensive forward looking Cyber Security Strategy, Laurium Labs envisions a plan outlined in the following charts:

 Immediate Term 	
Cyber Security Hygiene Training	Small group training to address cyber landscape and gravity of cyber hygiene.
Email Filtering methods	Assess current email filtering methods and implement improvements.

 Laurium Labs Cyber Security Strategy Road Map 	
Infrastructure Assessment	Performed to understand the County structure and survey the network devices / end-points. Additionally, reviewing the number of users, office types, connectivity mechanisms, internally hosted services / applications, and facility access.
Performance Assessment	Identify types and volume of network traffic during average and peak times. Compare results to needs.
Availability Assessment	Survey of diversity, design, current configuration, and facilities to determine if they address the availability requirements of Houghton County.
Management Assessment	Review methods used to manage enterprise devices and servers, as well as review security policy and strategy.
Security Assessment	Analyze the perimeter, network, and monitoring solutions, protocols, and processes.
Recommendations	After thorough analysis of the results of the first five phases of the cyber

	security assessment, tailored recommendations are made to address industry best practices, County requirements, security and network management, and network hardening.
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Immediate Deliverables:

Deliverable	Cost	Estimated Hours
Cyber Security Hygiene Training	\$120.00/hr	6-8 hours
Email flow analysis	\$120.00/hr	10-20 hours

Estimate: \$3,360.00

Terms:

Hours billed monthly