



CITY OF AUBURN HILLS
REGULAR CITY COUNCIL MEETING
MINUTES

NOVEMBER 17, 2025

OATH OF OFFICE TO NEWLY ELECTED CITY COUNCIL MEMBERS AT 7:00 PM

The City Clerk administered the Oath of Office to the newly elected City Council Members.

CALL TO ORDER & Clerk Pierce at 7:03 PM.

PLEDGE OF ALLEGIANCE:

LOCATION: Council Chamber, 1827 N. Squirrel Road, Auburn Hills MI

ROLL CALL: Present: Council Members Ferguson, Fletcher, Hawkins, Marzolf, Moniz and Verbeke
Absent: None

Also Present: City Manager Tanghe, Asst City Manager Skopek, City Attorney Kelly, City Clerk Pierce, Police Chief Gagnon, Fire Chief Robinson, DPW Director Baldante, Community Development Director Cohen, Asst. Community Development Director Lang, Finance Director/Treasurer Schulz, Deputy Treasurer Jones, Senior Services Director Monroy, Recreation Director Stepp, Community Engagement Mgr Passalacqua, Asst to the Manager Hagge, Engineer Driesenga

38 Guests

4. TRIBUTE TO COUNCILMAN ELECT GREG OUELLETTE

State of Michigan Representatives Steele, Carter and Senator Moss were present to pay tribute to Councilman Elect Greg Ouellette.

City Council presented a tribute to Councilman Elect Greg Ouellette. Mr. Marzolf acknowledged the Proclamation from the Oakland County Board of Commissioners.

Mrs. Ouellette was present to receive these tributes and thanked City Council and staff for their support during this time.

5. ELECTION OF MAYOR

Moved by Marzolf:

RESOLVED: To nominate Eugene Hawkins for Mayor.

Mr. Hawkins accepted the nomination.

Moved by Verbeke, seconded by Moniz:

RESOLVED: To close the nominations for the position of Mayor.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.165

Motion Carried (6 - 0)

ROLL CALL VOTE FOR EUGENE HAWKINS FOR MAYOR:

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.166

Motion Carried (6 - 0)

6. ELECTION OF MAYOR PRO TEM

Moved by Fletcher:

RESOLVED: To nominate Brian Marzolf for Mayor Pro Tem.

Mr. Marzolf accepted the nomination.

Moved by Verbeke, seconded by Moniz:

RESOLVED: To close the nominations for the position of Mayor Pro Tem.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.167

Motion Carried (6 - 0)

ROLL CALL VOTE FOR BRIAN MARZOLF FOR MAYOR PRO TEM:

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.168

Motion Carried (6 - 0)

Mr. Marzolf thanked the Councilmembers for their support and is looking forward to the continuation of working together. He is especially looking forward to working with Mayor Hawkins and has complete confidence in him to continue to move the city forward.

Mayor Hawkins shared that he is deeply humbled and extremely honored to serve on City Council for another four-year term. He is excited to be selected by his council colleagues to serve as Mayor for the next two years. He stated that he will not take this responsibility lightly and will do everything in his power to serve with honor. He thanked his family, Team Hawkins, the residents and the city leadership.

Clerk Pierce recessed the meeting at 7:26 PM.

Mayor Hawkins reconvened the meeting at 7:38 PM.

7. APPROVAL OF MINUTES

7a. City Council Regular Meeting Minutes, October 20, 2025

Moved by Verbeke, Seconded by Fletcher.

RESOLVED: To approve the City Council Regular Meeting Minutes of October 20, 2025.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.169

Motion Carried (6 - 0)

8. APPOINTMENTS AND PRESENTATIONS

9. PUBLIC COMMENT

10. CONSENT AGENDA

10a. Board and Commission Minutes

10a1. Tax Increment Finance Authority, August 12, 2025

10a2. Tax Increment Finance Authority, September 9, 2025

10a3. Downtown Development Authority, October 13, 2025

RESOLVED: To receive and file the Board and Commission Minutes.

10b. Motion - To receive and file the Mariner Consulting 3rd quarter Cash Management Investment Performance Review.

RESOLVED: To receive and file the Mariner Consulting 3rd quarter Cash Management Investment Performance Review.

10c. Motion – To adopt the 2026 Benefits Resolution for Non-Union Personnel.

RESOLVED: To adopt the 2026 Benefits Resolution for Non-Union Personnel, as submitted. (Attachment A)

10d. Motion - To clarify the Local Road Budget Amendment for Birchfield Patrick Henry Project needed for the 2026 Budget.

RESOLVED: To clarify the amendment of 10/20/2025 and reapprove the increase in the 2026 Local Road Fund appropriations of \$620,000 for the Birchfield Patrick Henry project. Also, to increase the appropriations in the General fund Street Improvement Department \$620,000 and the revenues in Local Roads fund \$620,000.

10e. Motion - To amend the General Fund Assessing department budget increasing appropriations \$1,200.

RESOLVED: To amend the General Fund Assessing department budget increasing appropriations \$1,200.

10f. Motion – To amend appropriate Wage and Benefit lines within General Fund Departments and other Funds.

RESOLVED: To amend each General Fund department's 2025 wages and/or benefit line increasing or decreasing appropriations as stated above. (Attachment B)

RESOLVED: To amend the Fieldstone Golf Fund increasing the 2025 Budget appropriations as stated above.

RESOLVED: To amend the Water/Sewer Fund increasing the 2025 Budget appropriations as stated above.

10g. Motion – To award a three-year professional services agreement for Household Hazardous Waste Collection and Disposal.

RESOLVED: To award ERG Environmental Services a three-year professional services agreement for the annual household hazardous waste collection and disposal event, with two optional one-year extensions.

10h. Motion – To approve the Performance Resolution for Governmental Agencies Annual Permit for Work on State Highway Right-Of-Way Required by MDOT.

RESOLVED: To approve the Performance Resolution for Governmental Agencies as required by MDOT for the purpose of receiving the 2026 Annual Construction Permit for miscellaneous operations within the State highway right-of-way. (Attachment C)

10i. Motion – To approve a budget amendment for the 2025 Fleet Fund.

RESOLVED: To amend the Fleet Repair and Service – External Account (661-594-932.001) by +\$175,000 for the 2025 Fiscal Year.

Moved by Verbeke, Seconded by Moniz.

RESOLVED: To approve the Consent Agenda.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.170

Motion Carried (6 - 0)

11. UNFINISHED BUSINESS

12. NEW BUSINESS

12a. Public Hearing/Motion – To approve the Community Development Block Grant Funding Allocation for Program Year 2026.

Ms. Monroy-Krieg shared that Oakland County has changed the process for Community Development Block Grant (CDBG) Funding Allocation and is now a more competitive process than in the past. She commented that with the changes, the city still plans to fund public services for 2026.

Mayor Hawkins opened the Public Hearing at 7:45 PM.

Hearing no comment, Mayor Hawkins closed the Public Hearing at 7:46 PM.

Ms. Verbeke sought clarification regarding funding from the past two years and how it had been allocated.

Moved by Ferguson, Seconded by Fletcher.

RESOLVED: To accept the Conflict-of-Interest Certification as part of the CDBG application and to authorize the City Mayor to sign the application and staff to submit documents to Oakland County.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.171

Motion Carried (6 - 0)

Moved by Ferguson, Seconded by Verbeke.

RESOLVED: To accept the Community Development Block Grant (CDBG) application budget line item: Yard Services in the amount of \$11,000 and authorize the City Mayor to sign the application and staff to submit the documents to Oakland County.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.172

Motion Carried (6 - 0)

12b. Motion – To declare a vacancy on City Council.

Mr. Tanghe stated that with the untimely passing of Mr. Ouellette, who won the two-year term, there is now a vacancy on City Council. He explained that according to the City Charter the vacancy would be declared, and the City Council will need to appoint a new member to City Council within 30 days of the vacancy or proceed with a Special Election. Once the process has been approved by the current City Council, the process will begin with an announcement on Wednesday declaring the vacancy.

Moved by Ferguson, Seconded by Fletcher.

RESOLVED: To declare a vacancy on City Council effective November 17, 2025.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.173

Motion Carried (6 - 0)

13. COMMENTS AND MOTIONS FROM COUNCIL

Mr. Moniz congratulated the candidates on running a good campaign and being elected. He thanked the residents for their vote of confidence.

Ms. Verbeke congratulated those that won this past election.

Dr. Fletcher congratulated the Deputy Clerk for receiving the designation of Master Municipal Clerk from the International Institute of Municipal Clerks. She remarked that over the past two years, City Council has recognized the importance of leading by example and setting aside personal agendas and she urged the Council to continue serving Auburn Hills residents effectively.

Mr. Ferguson announced the Tree Lighting and the Winter Solstice events that will take place later in the month.

Mr. Marzolf congratulated Mayor Hawkins and those that were newly elected. He thanked Clerk Pierce for her work on running the election.

Mayor Hawkins congratulated those that won the election and Clerk Pierce for all her work. He thanked the residents for their vote.

14. CITY ATTORNEY REPORT

15. CITY MANAGER REPORT

Mr. Tanghe shared that the celebration of those exiting City Council will be held at the December 8th meeting.

16. ADJOURNMENT

Moved by Fletcher, Seconded by Moniz.

RESOLVED: To adjourn the meeting.

VOTE: Yes: Ferguson, Fletcher, Hawkins, Marzolf, Moniz, Verbeke

No: None

Resolution No. 25.11.174

Motion Carried (6 - 0)

The meeting was adjourned at 8:00 PM.

Eugene Hawkins III, Mayor

Laura M. Pierce, City Clerk

ATTACHMENT A

**CITY OF AUBURN HILLS
2026 RESOLUTION
BENEFITS FOR NON-UNION PERSONNEL – AS AMENDED
EFFECTIVE JANUARY 1, 2026 THROUGH DECEMBER 31, 2026**

This Resolution, as adopted by City Council on August 28, 1985, and subsequently amended as stated in Section XIII of this resolution, is proposed to be amended as follows:

WHEREAS, certain employees of the City are not covered by a collective bargaining agreement;
and

WHEREAS, the salaries and certain benefits for these employees are covered in other Resolutions and Motions of the City Council, but certain other conditions of employment and benefits have not been specifically stated before; and

WHEREAS, it is the intent of this Resolution to specifically state and provide for certain conditions of employment and benefits.

III. NON-DUTY CONNECTED DISABILITY

- A. The employer shall pay the premium to provide the STD insurance policy presently in effect. The weekly benefit shall be equal to 66 2/3% of the employee's base weekly salary to a maximum of \$1,500.00.
- B. The employer shall pay the premium to provide the LTD insurance policy in effect. The monthly benefit shall be equal to 66 2/3% of the employee's base monthly salary to a maximum of \$6,500.00.

IV. Sick Leave

- A. All administrative employees shall accrue sick leave at the rate of eight (8) hours for each month of service, not to exceed ninety-six (96) hours per year.
- B. Sick leave is provided to permit an employee to remain in pay status while absent from work because of:
 - 1. Personal illness or injury
 - 2. Pregnancy
 - 3. Illness or injury in own family (mother, father, wife, husband, children, step-children).
- C. Accumulation of sick leave may not exceed thirty (30) days at the end of any calendar year. Employees will be paid for all accumulated sick days over thirty (30) at the end of any calendar year.
- D. Upon the employee's death, retirement, or resignation, the City will pay one hundred percent (100%) of their accumulated unused sick time. An employee who resigns from the City must submit a written resignation to Human Resources designating their effective date of resignation ("termination of employment date"). A minimum of fourteen (14) days advanced written notice is required. Any employee failing to give that advance timely written notice shall receive payment for only fifty percent (50%) of accumulated unused sick time.
- E. Employees off sick shall be required to bring in a doctor's slip if the City Manager requests it. The employer may require an examination of the employee, following an illness or injury, by a doctor of the employer's choice on City time and City expense.

V. DUTY-CONNECTED INJURY PAY

- A. Provisions of the Michigan Worker's Compensation Act shall apply to all duty-connected accidents or injuries of the employees in the line of duty.
- B. The employee shall receive eighty percent (80%) of his/her gross pay exclusive of all deductions for duty-connected injuries for up to one (1) year in conjunction with Worker's Compensation.

VI. OTHER LEAVE

- A. Jury Duty: Any employee required to serve on jury duty will suffer no loss of pay but will be paid the difference between jury pay and his/her regular pay. The employee shall return to work if his/her presence is not required at court.
- B. Funeral Leave: In the case of death occurring in the employee's immediate family requiring his/her absence during a duty period, the employee shall be granted a leave of absence with pay for such period not to exceed five (5) consecutive workdays as will be necessary in the particular circumstances, one day of which shall be the day of the funeral. Immediate family is defined as the employee's wife, husband, children, mother, father, sister or brother. Three (3) days, one of which shall be the day of the funeral, shall be granted for parents-in-law, grandparents, or grandchildren. One (1) day on which the funeral takes place, shall be granted for grandparents-in-law, brother-in-law, sister-in-law, niece, nephew, aunt, or uncle of the employee or employee's spouse, provided the funeral occurs on an employee's scheduled workday.

VII. HOLIDAY PROVISIONS

The paid holidays are designated as follows:

- | | |
|------------------|------------------------------|
| 1. New Years Day | 6. Thanksgiving Day |
| 2. Good Friday | 7. Friday after Thanksgiving |
| 3. Memorial Day | 8. Christmas Eve |
| 4. 4th of July | 9. Christmas Day |
| 5. Labor Day | 10. New Years Eve |

In addition to the above ten (10) holidays, employees will be granted four (4) "Floating Holidays" each calendar year. The "Floating Holidays" shall be granted at any time provided one (1) week notice is given by the employee. "Floating Holidays" can also be used to extend vacations provided notice is given one (1) week prior to the scheduled vacation. Floating holidays shall not be carried over to the next year and shall not be paid out at the conclusion of the calendar year. An employee who resigns from the City must submit a written resignation to Human Resources designating their effective date for resignation ("termination of employment date"). A minimum of fourteen (14) days advanced written notice is required. Any employee failing to give that advance timely written notice shall receive payment for only fifty percent (50%) of their unused and earned floating holidays.

VIII. HEALTH INSURANCE

Section 1. Active Employee Health Benefits

The employee and his/her eligible dependents shall be covered by health insurance, including a prescription drug plan under the terms and conditions of the plan manager, and cost containment provisions for second opinion surgery, and exclusion for pre-existing conditions may exist. Hospital pre-admission certification may be required for the employee and eligible dependents in accordance with the policy currently in effect.

The HMO/EPO shall have a \$20 PCP/\$40 specialist office visit co-pay, \$40 urgent care visit co-pay, \$100 emergency room visit co-pay. The in-network deductible shall be \$500/\$1,000. Co-insurance is 80/20% to \$1,000 single/\$2,000 couple or family. The PPO shall have \$25 PCP/\$50 specialist office visit co-pay, \$50 urgent care visit co-pay, \$100 emergency room visit co-pay. The in-network deductible shall be \$750/\$1,500. In network co-insurance is 80/20% to \$1,000 single/\$2,000 couple or family. Out-of-network co-insurance is 50/50% to \$5,000 single/\$10,000 couple or family.

A. Job-Related Injury

Health insurance premiums shall be paid for a period of up to five (5) years for an employee disabled due to a job-related injury and for a period of up to one (1) year for other disabilities not related to employment.

B. Medical Insurance Buyout Option

Medical Insurance buyout is available at the rate of \$130 per pay period or \$3,380 per year to employees who elect to no longer take the City's health care insurance. This waiver of insurance shall apply only to the medical and prescription portion of coverage and not to the dental or optical portions. Should the employee lose coverage from another source, the employee may elect to once again take coverage and to relinquish their right to the monthly buyout. The City shall require that the employee provide proof of insurance coverage from another source (including spouse and dependent coverage where applicable) prior to the City granting buyout payment. In any case, the annual buyout payment shall not exceed 1/3 the cost of the annual premium amount of the medical coverage. Payment for the medical insurance buyout shall not be included as part of the final average compensation calculations for the pension.

C. Prescription Drug Coverage

Prescription drug coverage shall be provided to the employee and his/her eligible dependents based on a three-tier co-pay system whereby the employee is responsible for:

- \$10 for Generics
- \$30 for Brand Name Drugs
- \$80 for Non-Preferred Drugs

with two times the applicable co-pay for the 90-day supply mail-in program and generic enforcement. The plan shall include formulary changes from time to time that may cause drugs to be placed into different co-pay categories. Specialty drugs, as determined by the plan manager shall have a 50% employee co-pay. Availability of specialty drugs shall occur only after all other drug therapies have been exhausted.

D. Dental Coverage

Dental coverage shall be provided to the employee and his/her eligible dependents through the Delta Dental Family Plan, Class I and Class II, or equivalent coverage from another provider with an accrued benefit amount of \$1,200 per family member and an 80/20 co-pay. The co-pay for major restorative (caps, crowns, etc.) shall be 50/50. The coverage shall also include orthodontics with a 50/50% benefit level to a maximum of \$2,000 per family member with an age limit of 19.

E. Vision Coverage

Vision coverage shall be provided to the employee and his/her spouse and eligible dependents through Preferred Vision or equivalent coverage from another provider. Coverage includes annual eye exam, lenses, frames and contact lenses; frame allowance of \$135 (approximately) retail, contact lenses \$100 for cosmetic purposes/covered in full for medical necessity (in lieu of all other benefits); \$10 co-pay for examinations.

F. COBRA

The City shall offer the employee continuation health coverage as required under the Consolidated Omnibus Budget Reconciliation Act of 1985 (Public Law 99-272 Title IX). The premiums for such coverage shall be the responsibility of the employee and/or eligible beneficiary.

G. EMPLOYEE PREMIUM SHARE

The Employer may opt to implement either PA 152 cap on an annual basis. The Employee contribution shall be collected by way of twenty-four or twenty-six equivalent payroll deductions and shall begin on January 1, 2015.

Section 2. Retiree Health Benefits

A. Employees Hired before January 1, 2007

Health insurance, including a prescription drug plan, dental coverage and optical services, shall be provided for the eligible retiree and his/her spouse. An eligible spouse is one who is the spouse of record two years prior to retirement. In the event of the death of the retiree, the City shall pay the total cost of providing medical coverage, subject to contribution requirements below under "Effective January 1, 2011 for Defined Benefit Retirees", for the surviving spouse until such time the surviving spouse is eligible for Medicare Supplemental Policy, at which time the City shall pay the cost of the Medicare Supplemental Policy.

EFFECTIVE JANUARY 1, 2010 FOR ALL RETIREES: Health insurance, including a prescription drug plan, dental family coverage and optical services, shall be available for the eligible dependents of the retiree. Such care may be purchased through the City at a cost of 102% of the policy premium in effect at the time. Eligible dependents qualify by being on record with the City for at least two years prior to employee's retirement and meeting eligibility requirements of the policies.

EFFECTIVE JANUARY 1, 2011 FOR DEFINED BENEFIT RETIREES: Health insurance, including a prescription drug plan, dental and optical coverage, shall require a contribution from all retirees, regardless of retirement date, as follows: For retirees whose monthly pension payment is equal to or greater than \$5,000.00, the employee shall contribute the equivalent of 10% of the monthly premiums for each type of coverage listed in this paragraph.

Continuing Coverage for Surviving Spouse and Eligible Dependents of Retiree hired before January 1, 2007

- a. City-paid health care coverage shall be limited to a surviving spouse as defined in 2A., above.
 - b. The City shall continue to make health care coverage available for eligible dependents as defined and at the cost shown in 2A., above.
 - c. Regular retirement medical will be provided to the surviving spouse if they are not Medicare eligible, until such time they achieve Medicare eligibility. The employee must have met the eligibility requirements for retiree health care.
 - d. The City shall provide dental and optical coverage for a surviving spouse of a retiree.
 - e. The City shall continue to make dental and optical coverage available for eligible dependents as defined and at the cost shown in 2A., above.
 - f. Once a surviving spouse becomes eligible for coverage under another group medical plan, the City-provided coverage shall cease, subject to COBRA extensions paid for by the surviving spouse.
 - g. Coverage shall not be available to the surviving spouse once it has been terminated.
 - h. If an employee should die prior to retirement, the surviving spouse shall qualify for coverage, if the employee had been eligible for normal retirement.
 - i. If an employee should die prior to retirement, the City shall continue to make coverage available for eligible dependents as defined and at the cost shown in 2A., above, if the employee had been eligible for normal retirement.
- B. Employees Hired on or after January 1, 2007
The City will provide a Retirement Health Savings (RHS) Plan for employees with an employer contribution of 3% of base pay only per pay period and a 3% required match by the employee on base pay, during active employment. Such plan shall be utilized as the sole retirement health coverage provided to retirees by the City. No medical, prescription, dental or optical insurances shall be provided to the retiree, spouse or eligible dependents.

IX. RETIREMENT BENEFITS

Section 1. Defined Benefit Plan

A. Pension Benefits

In accordance with the Plan Document, the Defined Benefit Pension Plan shall provide pension benefits to the participating employee calculated using a benefit factor of two and sixty-five-one-hundredths percent (2.65%) for all eligible years of service, to a maximum of 80% of final average compensation and will continue to be provided for the employees covered under this resolution, and to set the age for full retirement for vested employees at the age of fifty-five (55) with early retirement no sooner than age fifty (50) with at least ten (10) years of service with a reduction of calculated benefit of ½% for each month prior to age 55. The Pension Plan for this group shall provide adjustments as follows: January 1, 1992, and annually thereafter as of January 1, the amount of pension benefit payable to each retiree whose service to the City has terminated and has reached fifty-five (55) years of age, shall be increased by five percent (5%) of the amount of pension benefit which the participant is entitled to receive, when such benefit first becomes payable. Each January 1 thereafter, the pension benefit shall be increased by the same dollar amount for a period of fifteen (15) years. Employees in the Defined Benefit Pension Plan who are eligible and elect to retire on or after January 1, 2010, shall have their Cost-of-Living-Allowance reduced from 5% non-compounding for fifteen years to 2.5% non-compounding for fifteen years as prescribed in this section.

Effective on the February 8, 2007 payroll, the pension plan requires a six percent (6%) employee contribution of base earnings to be paid as a pre-tax employer pickup under Internal Revenue Code 414(h)(2). All eligible employees shall participate in the employer "pick-up" program whereby mandatory employee contributions to the Retirement System shall be paid by the City of Auburn Hills in lieu of contributions by the employees. The terms and conditions of such contributions shall be in accordance with the provisions of the Internal Revenue Code Section 414(h)(2) and related Treasury Regulations and applicable law. The provisions of this section are mandatory, and the member shall have no option concerning the pick-up or to receive the contributed amount directly instead of having such amount paid by the City directly to the

Retirement System. Member contributions picked up under the provisions of this section shall be treated as City contributions for purposes of determining income tax obligations under the Internal Revenue Code; however, such contributions picked up under this section shall continue to be designated member contributions for purposes of the Retirement System and all other federal and state laws. All contributions picked up under the provisions of this section shall be considered part of the member's salary for purposes of determining the amount of the member's contribution. Implementation of the pick-up program occurs upon authorization by the Retirement System. In no event may implementation occur other than at the beginning of a pay period. Pensions are vested at fifty percent (50%) for five (5) years of service and ten percent (10%) for each additional year, with full vesting at ten (10) years of service.

Employees in the Defined Benefit Pension Plan shall qualify for retirement medical coverage per the current resolution (as defined in Section IX (2) above) with ten (10) years of service as defined in the pension plan and with the attainment of 55 years of age, or age 50 if an early retirement provision is elected. Employee must be actively employed by the City at the time of retirement in full pay status and meet the qualifying pension age to obtain medical insurance.

B. Supplemental 401(K) Plan

In addition to the Defined Benefit Pension Plan, the City shall make available a Supplemental 401(K) Plan to which employees may make contributions.

Further guidelines are set forth in Section 401(k) of the Internal Revenue Code and in the plan documents.

Section 2. Defined Contribution Plan

For employees hired on or after April 1, 1998, the City will provide a Defined Contribution Plan jointly funded by the employer and employee. The City shall contribute 9% of base salary without an employee contribution. However, an employee who elects to contribute 3% of base income shall have that matched with an additional employer match of 3%, bringing the total employer/employee contribution to 15% of base salary. City contributions shall vest at the rate of 20% per year, 100% at five (5) years. The plan documents more fully describe the Defined Contribution Plan.

Employees in the Defined Contribution Plan shall qualify for retirement medical coverage per the current resolution (as defined in Section IX (2) above) with ten (10) years of service and the attainment of 55 years of age. Employee must be actively employed by the City in full pay status at time of retirement and meet the qualifying retirement age to obtain medical insurance.

Section 3. Deferred Compensation

The City shall make available a 457 Deferred Compensation Plan that is funded solely by employee contributions. Such plan is available to employees who participate in either the Defined Benefit or Defined Contribution plans. Rules of participation are found in the employer plan documents and as set forth in Section 457 of the Internal Revenue Code.

Section 4. Employer 457 Plan Contribution for RHS Plan Participants

For those employees hired on or after January 1, 2007 who are enrolled in the City's Retirement Health Savings (RHS) Plan, the City will contribute 1.00% of base salary to a 457 Deferred Compensation Plan upon the employee completing ten (10) years of active service. Upon completion of twenty (20) years of active service, the City will increase its contribution to the 457 Deferred Compensation Plan by an additional 1.00%, making the total City contribution 2.00%. Active service is defined as continuous employment with the City without an interruption exceeding ninety (90) consecutive calendar days, unless the absence is protected under federal or state law.

Section 5. Voluntary 457 Plan Participation for Defined Contribution Plan Participants Only

Effective February 4, 2019, the Employer will match dollar for dollar with the Employee, on a pre-tax basis, contributions to an employee's 457 plan on each payroll as follows: \$20, \$30 or \$40. Employee contributions are not mandatory; however, employees will not receive an identical employer match to one of the amounts listed in this section if they do not contribute. Contributions are not tied to wages and

therefore are not subject to overtime, rollup costs on benefits, or any other circumstance that would increase employer costs. The Employer will continue the Employees' previous annual election amount into the next year unless the Employee notifies the Employer by December 1 that they wish to change their election amount. Under no circumstance shall the Employee change their election amount after December 1.

X. TUITION REIMBURSEMENT

The City shall reimburse the cost of tuition at an accredited education institution in accordance with the following:

- A. The course(s) must be related to the job.
- B. Tuition reimbursement will not be made in advance. The employee will pay for the course and be reimbursed upon proof of completion of the course with a grade of "C" or better, and the submission of a signed affidavit that the amount requested has not been requested or received from another source.
- C. City reimbursement will be for tuition and mandatory fees. Books, supplies, and other expenses will be the employee's responsibility.
- D. Reimbursement will apply to active employees only and will require prior approval by the City Manager. Reimbursement will be limited to five thousand dollars (\$5,000) per person per calendar year.

XI. LIFE INSURANCE

The City shall pay the premium to maintain life insurance in the amount of one and one-half (1 1/2) times the annual salary for employees with less than five (5) years of service, and two (2) times the annual salary for employees with five (5) or more years of service, and who are enrolled in the Defined Benefit Pension Plan.

In lieu of the above-described life insurance benefit, the employer shall pay the premium to maintain a life insurance policy equal to three (3) times the annual salary for employees covered by the defined contribution plan.

Life Insurance Reduction Schedule: Employees who are in full-time active status and who have attained the age of 65 shall have their life insurance reduced by 35%. From and after age 65, employees who remain employed in full-time active status shall receive another reduction of an additional 15% (for a total of 50%) once they have attained the age of 70.

XII. VESTED RIGHTS

The passage of this resolution shall not vest upon any employee the right or expectancy to continue receiving any benefits provided for in this resolution. The City Council expressly reserves the right to amend or repeal this resolution, or any part thereof, at any time.

THIS RESOLUTION WAS ADOPTED BY THE AUBURN HILLS CITY COUNCIL ON AUGUST 28, 1985,
AMENDED BY SAME APRIL 27, 1987, NOVEMBER 23, SEPTEMBER 18, 1989, FEBRUARY 19, 1990,
JUNE 17, 1991, DECEMBER 7, 1992, OCTOBER 25, 1993, MARCH 7, JUNE 6, 1994, MARCH 6, 1995,
APRIL 20, 1998, APRIL 15, 2002, MARCH 17, 2003, AND MAY 17, 2004.

THIS RESOLUTION WAS ADMINISTRATIVELY AMENDED BY CITY MANAGER RANDALL, JUNE 28,
2005

THIS RESOLUTION WAS ADMINISTRATIVELY EXTENDED BY CITY MANAGER CULPEPPER,
AUGUST 25, 2006.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, JANUARY 22, 2007.

THIS RESOLUTION WAS ADMINISTRATIVELY AMENDED BY CITY MANAGER CULPEPPER,
DECEMBER 12, 2007.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, FEBRUARY 2, 2009.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, AUGUST 24, 2009.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 6, 2010.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 5, 2011.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 17, 2012.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 16, 2013.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 15, 2014.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, NOVEMBER 23, 2015.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 12, 2016.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 11, 2017.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 12, 2018.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 16, 2019.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 7, 2020.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, NOVEMBER 15, 2021.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, NOVEMBER 28, 2022.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, DECEMBER 4, 2023.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL NOVEMBER 25, 2024.

THIS RESOLUTION WAS AMENDED BY THE AUBURN HILLS CITY COUNCIL, NOVEMBER 17, 2025.

AYES:
NAYS:
ABSENT:
ABSTENTIONS:

RESOLUTION ADOPTED

STATE OF MICHIGAN))SS
COUNTY OF OAKLAND)

I, the undersigned, the duly appointed City Clerk for the City of Auburn Hills, Oakland County, Michigan do hereby certify that the foregoing is a true and complete copy of "2026 Resolution - Benefits for Non-Union Personnel" as adopted and made effective January 1, 2026 through December 31, 2026 by the Auburn Hills City Council.

IN WITNESS WHEREOF, I have hereunto affixed my official signature on this 17th day of November, 2025.

Laura M. Pierce, City Clerk

ATTACHMENT B

STAFF RECOMMENDATION

Staff recommends the following increases and decreases in appropriations to the General fund departments, Water/Sewer fund, and Fieldstone Golf fund listed below be approved. The details of the exact wage and benefit and employment tax lines to be adjusted have been identified by payroll personnel in each department or Fund affected and will be adjusted accordingly upon approval of the amendment.

Department	Net appropriations increase (decrease)	Primary Reason
215 - Clerks	7,000.00	Full time wage adjustments
253 - Treasurer/Finance	(29,000.00)	Less tenured staff
257 - Assessor	2,000.00	Election needs
270 - Human Resources	4,000.00	Full time wage adjustments
441 - DPW Management	16,000.00	Full time wage adjustments
266 - Grounds	23,376.00	Staffing adjustments
371 - Building Services	(76,555.00)	Staffing adjustments
301 - Police Patrol	(200,600.00)	Unfilled positions
305 - Police Administration	63,100.00	Part time wages & benefits
336 - Fire Administration	34,585.00	Retired/termed leave payouts
339 - Fire Suppression	214,254.00	Overtime wages & benefits
651 - EMS	138,720.00	Overtime wages & benefits
685 - Senior Citizens	91,300.00	Retirement Payouts/Part time
686 - SMART Grant	3,500.00	Part time wages
703 - Community Development	7,197.00	Full time wage adjustment
755 - Recreation	(134,350.00)	Change in PT wage reporting
770 - Parks	(44,550.00)	Part time unfilled positions
261 - General Administration	(160,736.00)	Reduce held wage reserves
Total General Fund	(40,759.00)	
753- Golf	113,500.00	Extended season
535 - Sewer	3,000.00	Insurance changes
536 - Water	25,000.00	Insurance changes, overtime

ATTACHMENT C

Clear Form

Michigan Department
of Transportation
2207B (05/21)

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PERFORMANCE RESOLUTION FOR MUNICIPALITIES

This Performance Resolution (Resolution) is required by the Michigan Department of Transportation for purposes of issuing to a Municipality an "Individual Permit for Use of State Highway Right of Way", and/or an "Annual Application and Permit for Miscellaneous Operations within State Highway Right of Way".

RESOLVED WHEREAS, the City of Auburn Hills
(County, City, Village, Township, etc.)

hereinafter referred to as the "MUNICIPALITY," periodically applies to the Michigan Department of Transportation, hereinafter referred to as the "DEPARTMENT," for permits, referred to as "PERMIT," to construct, operate, use and/or maintain utilities or other facilities, or to conduct other activities, on, over, and under State Highway Right of Way at various locations within and adjacent to its corporate limits;

NOW THEREFORE, in consideration of the DEPARTMENT granting such PERMIT, the MUNICIPALITY agrees that:

1. Each party to this *Resolution* shall remain responsible for any claims arising out of their own acts and/or omissions during the performance of this *Resolution*, as provided by law. This *Resolution* is not intended to increase either party's liability for, or immunity from, tort claims, nor shall it be interpreted, as giving either party hereto a right of indemnification, either by Agreement or at law, for claims arising out of the performance of this Agreement.
2. If any of the work performed for the MUNICIPALITY is performed by a contractor, the MUNICIPALITY shall require its contractor to hold harmless, indemnify and defend in litigation, the State of Michigan, the DEPARTMENT and their agents and employee's, against any claims for damages to public or private property and for injuries to person arising out of the performance of the work, except for claims that result from the sole negligence or willful acts of the DEPARTMENT, until the contractor achieves final acceptance of the MUNICIPALITY Failure of the MUNICIPALITY to require its contractor to indemnify the DEPARTMENT, as set forth above, shall be considered a breach of its duties to the DEPARTMENT.
3. Any work performed for the MUNICIPALITY by a contractor or subcontractor will be solely as a contractor for the MUNICIPALITY and not as a contractor or agent of the DEPARTMENT. The DEPARTMENT shall not be subject to any obligations or liabilities by vendors and contractors of the MUNICIPALITY, or their subcontractors or any other person not a party to the PERMIT without the DEPARTMENT'S specific prior written consent and notwithstanding the issuance of the PERMIT. Any claims by any contractor or subcontractor will be the sole responsibility of the MUNICIPALITY.
4. The MUNICIPALITY shall take no unlawful action or conduct, which arises either directly or indirectly out of its obligations, responsibilities, and duties under the PERMIT which results in claims being asserted against or judgment being imposed against the State of Michigan, the Michigan Transportation Commission, the DEPARTMENT, and all officers, agents and employees thereof and those contracting governmental bodies performing permit activities for the DEPARTMENT and all officers, agents, and employees thereof, pursuant to a maintenance contract. In the event that the same occurs, for the purposes of the PERMIT, it will be considered as a breach of the PERMIT thereby giving the State of Michigan, the DEPARTMENT, and/or the Michigan Transportation Commission a right to seek and obtain any necessary relief or remedy, including, but not by way of limitation, a judgment for money damages.
5. The MUNICIPALITY will, by its own volition and/or request by the DEPARTMENT, promptly restore and/or correct physical or operating damages to any State Highway Right of Way resulting from the installation construction, operation and/or maintenance of the MUNICIPALITY'S facilities according to a PERMIT issued by the DEPARTMENT.

MDOT 2207B (05/21)

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6. With respect to any activities authorized by a PERMIT, when the MUNICIPALITY requires insurance on its own or its contractor's behalf it shall also require that such policy include as named insured the State of Michigan, the Transportation Commission, the DEPARTMENT, and all officers, agents, and employees thereof and those governmental bodies performing permit activities for the DEPARTMENT and all officers, agents, and employees thereof, pursuant to a maintenance contract.
7. The incorporation by the DEPARTMENT of this *Resolution* as part of a PERMIT does not prevent the DEPARTMENT from requiring additional performance security or insurance before issuance of a PERMIT.
8. This *Resolution* shall continue in force from this date until cancelled by the MUNICIPALITY or the DEPARTMENT with no less than thirty (30) days prior written notice provided to the other party. It will not be cancelled or otherwise terminated by the MUNICIPALITY with regard to any PERMIT which has already been issued or activity which has already been undertaken.

BE IT FURTHER RESOLVED that the following position(s) are authorized to apply to the DEPARTMENT for the necessary permit to work within State Highway Right of Way on behalf of the MUNICIPALITY.

Title and/or Name:

City Manager, Assistant City Manager, Public Works Director, and the Managers of Public Utilities,

Fleet and Roads, and Municipal Properties

I HEREBY CERTIFY that the foregoing is a true copy of a resolution adopted by

the City Council
(Name of Board, etc.)
of the City of Auburn Hills of Oakland County
(Name of MUNICIPALITY) *(County)*
at a regular meeting held on the 17th day
of November, A.D. 2025.

Signed

City Clerk

Title

Laura M. Pierce

Print Signed Name