



# CITY OF AUBURN HILLS

## Regular City Council Meeting Minutes

December 16, 2019

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**CALL TO ORDER:** Mayor McDaniel at 7:00 p.m.  
**LOCATION:** City Council Chamber, 1827 N. Squirrel Road, Auburn Hills, MI 48326  
Present: Mayor McDaniel, Council Members Burmeister, Kittle, Knight, Marzolf, Moniz and Verbeke  
Absent: None  
Also Present: Assistant City Manager Grice, City Attorney Beckerleg, City Clerk Pierce, Police Chief Baker, Finance Director/Treasurer Schulz, Deputy Finance Director/Deputy Treasurer Farmer, DPW Director Melchert, Management Intern Hagge  
  
2 Guests

Mayor McDaniel moved Item 7c (2020 Benefits Resolution for Non-Union Personnel) from the Consent Agenda to Item 9c under New Business.

#### 4. APPROVAL OF MINUTES

4a. City Council Workshop Minutes, December 2, 2019

**Moved by Verbeke, Seconded by Knight.**

**RESOLVED: To approve the City Council Workshop Minutes of December 2, 2019 as presented.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.198**

**Motion Carried (7 - 0)**

4b. City Council Minutes, December 2, 2019

**Moved by Verbeke, Seconded by Moniz.**

**RESOLVED: To approve the City Council Minutes of December 2, 2019 as presented.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.199**

**Motion Carried (7 - 0)**

#### 5. APPOINTMENTS AND PRESENTATIONS

5a. Motion – To confirm the reappointments to the Brownfield Redevelopment Authority.

**Moved by Knight, Seconded by Verbeke.**

**RESOLVED: To confirm the reappointment of Craig Capen and Christopher Slocum to the Brownfield Redevelopment Authority for a term ending December 31, 2022.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.200**

**Motion Carried (7 - 0)**

#### 6. PUBLIC COMMENT

#### 7. CONSENT AGENDA

7a. Motion – To approve the revisions to the City Council Rules of Order and Business.

**RESOLVED: To approve the revisions to the City Council Rules of Order and Business.**

7b. Motion – To receive and file the corrections to the budget amendments approved December 2, 2019.

**RESOLVED: To receive and file the corrections to the December 2, 2019 amendments as described in the memo.**

**Moved by Verbeke, Seconded by Knight.**

**RESOLVED: To approve the Consent Agenda.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.201**

**Motion Carried (7 - 0)**

**8. OLD BUSINESS**

**9. NEW BUSINESS**

9a. Motion – To authorize the Finance Director to amend the budget of identified accounts according to the details provided the memo.

Ms. Schulz presented the need to have staff work with budget amendments at the time of need. She stated that this change should help reflect where the budget amounts are at to provide proper account amounts, better accountability and help to minimize the amount of adjustments that need to be made at the end of the year.

**Moved by Verbeke, Seconded by Moniz.**

**RESOLVED: To approve the Finance Director/Treasurer or directed staff to amend identified accounts within General Fund individual departments or within other Funds as a reallocation of the current budget as indicated in the memo.**

**Further, City Council agrees that any language of future agenda items indicating a proposed amendment (which must include the account to be amended, the accounts current budget prior to amendment, and the accounts budget after amendment) will be made as of the date of the approved agenda item without further communication to City Council.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.202**

**Motion Carried (7 - 0)**

9b. Motion - To approve the Third Golf Course Maintenance Contract Extension Agreement.

Mr. Grice presented the need to extend the current contract for another year. This decision will allow the new golf course manager the opportunity to focus their efforts to areas that need attention. It was stated that Davey Golf has provided great service to the golf course for the past seventeen years and this extension will help with a smooth transition into the 2020 golf season.

Jerry McVetty, regional golf course manager, mentioned that the former manager of Davey Golf has retired but has been training a new manager that will take over this position to continue the quality of work that has been established in the past making it the premiere golf course in southeast Michigan.

In response to a question by Mr. Knight, Mr. Kittle explained that the main focus for next year is to improve the pace of play, be more of a guest driven organization, and increased customer satisfaction.

**Moved by Knight, Seconded by Marzolf.**

**RESOLVED: To approve the "Third Golf Course Maintenance Contract & Specifications Extension Agreement" with Davey Golf, a Division of Davey Tree, for a total amount not to exceed \$503,700 for the 2020 golf season and authorize the City Manager to convey acceptance by purchase order.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.203**

**Motion Carried (7 - 0)**

9c. Motion – To adopt the 2020 Benefits Resolution for Non-Union Personnel.

Mr. Grice presented the non-union personnel 2020 benefit resolution for review and approval. For the 2020 year a modest recommended change in the area of annual tuition reimbursement is being requested. The increase would change from \$4,000 to \$5,000 per year.

Mr. Marzolf stated he would like further discussion on the changes to the non-union personnel benefits, which have taken place over the years, for employee retention purposes.

Attorney Beckerleg stated that Mr. Burmeister and Mr. Marzolf would need to abstain from this issue because as former non-union employees of the City cannot vote on any non-union benefits resolution. He stated that even though this change would not impact them at all, because they are former non-union employees, theoretically they could be connected and therefore they cannot vote on this item.

**Moved by Knight, Seconded by Verbeke.**

**RESOLVED: To allow Mr. Marzolf and Mr. Burmeister to abstain from this item.**

**VOTE: Yes: Burmeister, Kittle, Knight, Marzolf, McDaniel, Moniz, Verbeke**

**No: None**

**Resolution No. 19.12.204**

**Motion Carried (7 - 0)**

**Moved by Verbeke, Seconded by Moniz.**

**RESOLVED: To adopt the 2020 Benefits Resolution for Non-Union Personnel as attached. (Attachment A)**

**VOTE: Yes: Kittle, Knight, McDaniel, Moniz, Verbeke**

**No: None**

**Abstention: Marzolf, Burmeister**

**Resolution No. 19.12.205**

**Motion Carried (5 - 0)**

## **10. COMMENTS AND MOTIONS FROM COUNCIL**

Mr. Marzolf – Commented on the water damage at the Community Center. He shared that they have done a great job at cleaning it up and the daily operations are continuing to run smoothly.

Ms. Verbeke – Wished everyone a Merry Christmas and a Happy New Year. She shared that she is looking forward to working with everyone in the upcoming year.

Mr. Knight – Stated that it has been a great privilege to work with the Council and that they work together very well.

Mr. Moniz – Thanked DPW for installing a bench at Collier and Hill roads.

Mr. Burmeister – Mentioned that Mr. Tanghe was honored with an award at the Silver and Gold Banquet. He also shared that Mr. Stahly and Officer Miller received honorable mention.

Mayor McDaniel – Shared that the 2019 year has been a great year and that there are many great things coming up in 2020. He thanked Mr. Tanghe and Mr. Grice, as well as staff for the work that has been accomplished on behalf of the residents.

**11. CITY ATTORNEY REPORT**

**12. CITY MANAGER REPORT**

**13. ADJOURNMENT**

Hearing no objections, the Mayor adjourned the meeting at 7:24PM.

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Kevin R. McDaniel, Mayor

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Laura M. Pierce, City Clerk

## **ATTACHMENT A**

### **CITY OF AUBURN HILLS 2020 RESOLUTION BENEFITS FOR NON UNION PERSONNEL – AS AMENDED EFFECTIVE JANUARY 1, 2020 THROUGH DECEMBER 31, 2020**

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.

NOW, THEREFORE, BE IT RESOLVED that the following shall be effective for these employees of the City of Auburn Hills:

#### **I. WORK WEEK**

The normal work week consists of five (5) days, Monday through Friday. The normal workday consists of eight (8) hours of work with a one-hour lunch break. Normal work hours are 8:00 a.m. to 5:00 p.m. daily. In addition to normal office hours, employees may be required to attend evening meetings and perform other duties outside regular office hours in the best interest of the City.

#### **II. VACATION LEAVE**

A. Administrative (Non-Union) employees shall receive leave time as follows:

1. First year to end of year 5: 6.66 hours/month (10 days)
2. Year 6 to end of year 9: 10 hours/month (15 days)
3. Year 10 and over: 13.33 hours/month (20 days)
4. Maximum accrual: 1 times annual accrual, excess forfeited

B. Employees who lost time due to on-the-job disability under Worker's Compensation up to a maximum of one (1) year shall receive their vacation as though the time was worked. In instances where employees lose time other than on-the-job disability, the City Manager shall determine the extent of their benefits earned during their absences, if any.

C. Employees are encouraged to take leave and each employee covered by this resolution shall be required to take one period of leave per year consisting of forty (40) consecutive work hours (5 days). Employees may elect to receive a buyout of up to 40 hours of vacation time at the end of each year, to be paid in January for the preceding year and at the preceding year's regular base pay rate, only if the employee has eighty (80) or more hours accumulated in their bank as of December 31. Vacation time buyout shall not be considered as part of Final Average Compensation Calculations for Defined Benefit Pensions.

- D. Upon termination of employment, an employee shall be paid for the unused and earned accumulation of leave hours in their leave bank up to a maximum of two (2) times the amount of leave hours allowed on an annual basis.

**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 the 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 work days 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. In the event of the death of other family members, the City Manager may grant appropriate leave.

## **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 three (3) "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.

## **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 City's medical insurances include an HMO/EPO and PPO. The HMO/EPO Plan shall include a \$250 deductible, \$1,000 per member co-insurance maximum, \$20 PCP-OV, \$40 Specialist OV, \$40 urgent care, and \$100 emergency room and coverage found in the HMO/EPO Plan document provided. The PPO plan shall continue as follows: \$25 PCP-OV, \$50 Specialist OV, \$50 urgent care, and \$100 emergency room; deductibles \$500/single, \$1,000/family; co-insurance of 90/10% to \$10,000; and out-of-network coverage at 50/50%, and coverage found in the existing PPO plan benefits summary.

#### **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. 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. 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: \$10, \$20, or \$30. 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. Employees will make their annual election no later than December 1<sup>st</sup> for the following calendar year and may not change their election amount until the following election period ending December 1. Failure to make an election by December 1 shall prohibit the Employee from receiving the Employer contribution until the next year's election. The election date for the introductory year only is January 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.

AYES: 5 (Kittle, Knight, McDaniel, Moniz, Verbeke)  
NAYS: None  
ABSENT: None  
ABSTENTIONS: 2 (Marzolf, Burmeister)

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 "2019 Resolution - Benefits for Non-Union Personnel" as adopted and made effective January 1, 2020 through December 31, 2020 by the Auburn Hills City Council.

IN WITNESS WHEREOF, I have hereunto affixed my official signature on this 16<sup>th</sup> day of December, 2019.

\_\_\_\_\_  
Laura M. Pierce, City Clerk