



# Rochester Hills

## Minutes

### City Council Regular Meeting

*David J. Blair, Jason Carlock, Ryan Deel, Carol Morlan, Theresa Mungioli, Marvie Neubauer and David Walker*

***Vision Statement: The Community of Choice for Families and Business***

***Mission Statement: "Our mission is to sustain the City of Rochester Hills as the premier community of choice to live, work and raise a family by enhancing our vibrant residential character complemented by an attractive business community."***

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Monday, July 7, 2025

7:00 PM

1000 Rochester Hills Drive

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#### CALL TO ORDER

*President Deel called the Regular Rochester Hills City Council Meeting to order at 7:00 p.m. Michigan Time.*

#### ROLL CALL

**Present** 7 - David Blair, Jason Carlock, Ryan Deel, Carol Morlan, Theresa Mungioli, Marvie Neubauer and David Walker

#### Others Present:

*Bill Fritz, Public Services Director  
Janelle Hayes, Rochester Hills Government Youth Council  
Brooke Insana, Human Resources Director  
Sara Roediger, Planning & Economic Development Director  
Tom Ryan, City Attorney  
Leanne Scott, City Clerk  
Mike Viazanko, Building/Ordinance/Facilities Director*

#### PLEDGE OF ALLEGIANCE

#### APPROVAL OF AGENDA

A motion was made by Carlock, seconded by Morlan, that the Agenda be Approved as Amended to move Legislative File 2025-0288 "Appointment of the 2025/2026 Rochester Hills Government Youth Council (RHGYC)" from Presentations to Nominations and Appointments immediately following Attorney's Report. The motion carried by the following vote:

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

#### COUNCIL AND YOUTH COMMITTEE REPORTS

**Rochester Hills Government Youth Council (RHGYC):**

***President Deel introduced the RHGYC Representative, Janelle Hayes.***

**Ms. Hayes** stated that she is a rising 12th grader at Stoney Creek High School and that she has served on the RHGYC for the past three years and is also on the Planning Commission. She announced that they recently participated in Festival of the Hills and have conducted many interviews for the Youth Council's 2025-2026 term. She also shared that they will be assisting with the Brooklands Block Party on July 30th, and they plan to film their end-of-the-year report for City Council in which they will showcase all the wonderful events they have hosted this year. She added that the next RHGYC meeting will be August 6th at 6:00 p.m.

**Rochester/Auburn Hills Community Coalition:**

**Ms. Neubauer** announced that the Coalition is hosting Peace, Love, and Me on July 20th at the Van Hoosen Farm in the Calf Barn from 1:00 to 4:00 pm. She explained that the event is a mental health fair aimed at youth and is a good opportunity for youth to unwind and enjoy activities such as rock climbing, therapy dogs, and live music.

**Rochester Avon Recreation Authority (RARA):**

**Ms. Mungioli** reported that RARA began work on their Master Plan today, with completion targeted for December. She shared that they will be holding meetings to gather insight into recreation programs and various obstacles, and she would like Council and City staff to participate. She added that she would like to have a member of the RHGYC serve as a Youth Representative on the RARA Board. She also informed the public to be on the lookout for invitations from RARA to participate in open houses, community gathering events, and online surveys to provide feedback on the future of RARA.

**Ms. Mungioli** recognized the City's Fire Department and EMTs, sharing that her husband had a medical emergency last week and needed to be transported to Henry Ford Health System, where he stayed for several days. She thanked the paramedics for keeping her and her husband calm, and the staff at Henry Ford for their exceptional care.

## PRESENTATIONS

2025-0281      Presentation on Pathway Renewal; Joe Snyder, Chief Financial Officer, Presenter

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Presentation.pdf](#)

**Joe Snyder**, Chief Financial Officer, provided the following information regarding the renewal of the City's Pathway Millage:

- The current Pathway Millage was approved by voters in 2006 for 20 years and is in place through Fiscal Year 2026. The new Pathway Millage must be approved by November 2026 to go into effect beginning in Fiscal Year 2027; July 21st, 2025, is the last date for Council to approve ballot language for the November 2025 General Election; and July 2026 is the last date for Council to approve ballot language for

the November 2026 General Election, which would be the last chance to renew the Pathway Millage.

- Pathway Millage / Language

- Pathway-related items, as well as activities along the Clinton River Trail, can be funded through the Pathway Millage.

- City Attorney Dan Christ is exploring whether the Paint Creek Trailway could be included in the Pathway renewal going forward.

- Pathway Operating Fund

- 214 - PW Operating Fund Revenues:

- \$850,000 = 0.1715 Mill

- \$25,000 = Other PW Operating Revenue

- \$875,000 = Projected FY 2026 PW Operating Total Revenue

- 214 - PW Operating Fund Expenditures:

- \$475,000 = Annual Pathway Operations & Maintenance

- \$400,000 = Transfer-Out to 403 - PW Construction Fund \*

- \$875,000 = Projected FY 2026 PW Operating Total Expenditures

- \* = Any funding available after funding PW Operations is transferred-out to PW Construction Fund

- Pathway Construction Fund

- 403 - PW Construction Fund Revenues:

- \$400,000 = Transfer-In from 214 - PW Operating Fund

- \$50,000 = Other PW Construction Revenue

- \$450,000 = Projected FY 2026 PW Construction Total Revenue

- 403 - PW Construction Fund Expenditures:

- \$400,000 = PW Rehabilitation Program

- \$50,000 = Other PW Segments

- \$450,000 = Projected FY 2026 PW Construction Total Expenditures

- Pathway Rehabilitation Program

- 403 - PW Construction Fund Expenditures:

- FY 2025 = South Boulevard Pathway (Crooks - Livernois)

- 1-Mile PW Segment = ~ \$400,000 (actual)

- Citywide Pathway System = 100-miles

- Current Level of Service = 1-Mile / Year

- ~100-years to rehabilitate entire City Pathway system

- ~\$400,000 per year

- Recommended Level of Service = 5-Miles / Year \*

- ~20-years to rehabilitate entire City Pathway system \*

- ~\$2,000,000 per year

- Per DPS: Pathway segment lifespan ~20-years before significant rehabilitation is required

- Pathway Rehabilitation Potential Funding

- 0.1715 Mill = \$875,000

- Current Pathway Millage Funding Level

- Generates ~\$400,000 per year for PW Rehabilitation Program

- 0.3285 Mill = \$1,625,000 \*

- \* = Potential Additional Pathway Millage Funding Level

- Generates ~\$1,625,000 per year for PW Rehabilitation Program
- 0.5000 Mill = \$2,500,000 \*
- \* = Potential Total Pathway Millage Funding Level
- Generates ~\$475,000 per year for PW Operations and Maintenance
- Generates ~\$2,025,000 per year for PW Rehabilitation Program
- Capacity to support PW Safety Enhancements & PW Gaps

  

- Pathway Millage Ballot Options
  - Renew Current Pathway Millage at same millage rate
    - 1-Mile / Year = 100-Year Replacement Cycle = 0.1715
      - 5-Year Renewal (Short-Term)
      - 10-Year Renewal
    - Administration to come up with options to increase replacement cycle
  - Increase Pathway Millage
    - 5-Miles / Year = 20-Year Replacement Cycle = 0.5000 mill
    - 4-Miles / Year = 25-Year Replacement Cycle = 0.4200 mill

**President Deel** requested confirmation of his understanding that the current millage allows for the reconstruction of one mile per year for 100 miles of pathway, but this does not include the replacement or addition of any pathways.

**Mr. Snyder** confirmed President Deel's understanding.

**President Deel** expressed his belief that the 100-year replacement cycle is not sustainable, noting that the pathways receive much use. He continued that a five-mile replacement per year would also not provide funding to expand the pathways, as this would just be maintaining the existing pathways. He brought up a donated property on Rochester Road near Bordine's, and inquired where the funding to redo that pathway would come from.

**Mr. Snyder** shared that the five-mile replacement per year would primarily consist of maintenance and potentially the filling of a few gaps. He added that the funding to fill the gap on Rochester Road would come from the Pathway Construction Fund.

**Mr. Blair** inquired whether the pricing is linear or whether there are economies of scale that would allow the City to address more length of pathway for less. He shared that he is not opposed to raising \$2 million but would be disappointed if only five miles came out of this amount. He also questioned how the City grades the quality of its pathways to gauge where to focus its efforts. He continued by inquiring whether the City will be doing all of the \$2 million worth of work immediately, and whether some money can be allocated to remove snow on pathways should the City implement this increase.

**Mr. Snyder** responded that they would likely address five miles along a given road instead of one mile stretches here and there, lowering the economies of scale. He added that the City's DPS conducts assessments in which they drive the roads and inspect the pathways to score them. He also shared that DPS's first priority after a snow event is clearing the roadways, and additional staff would be necessary to dedicate more attention to pathways.

**President Deel** questioned whether there are any economies of scale that could be obtained by bidding this along with the City's annual asphalt replacement.

**Mr. Snyder** shared that the City currently does this and will continue to do so.

**Mr. Walker** brought up the Safe Streets for All grant that was added in the first quarter budget amendment and the TAP grant that DPS will utilize for a project, and inquired about the availability of other funding sources. He pointed out that the Safe Streets for All grant went into pathway maintenance.

**Mr. Snyder** shared that the grants Mr. Walker referred to are primarily safety enhancements and that they will leverage every possible grant, but there are not many grants for general rehabilitation. He also shared his belief that the Safe Streets for All grant dollars were intended to hire a consultant to come out and identify opportunities for safety enhancements, not to actually carry out the asphalt rehabilitation.

**Mr. Walker** questioned whether Mr. Snyder could prepare an option to increase the millage and subsidize it through grants. He voiced his belief that the county, state, and federal government have monies for the pathways.

**Mr. Snyder** reiterated that he does not know if there are many grants for simply rehabilitating one or two miles of existing pathway. He explained that pathways like those along John R near Borden Park may not score well, but higher traffic areas like those along Rochester Road will score well. He added that pathways are City assets for which they are liable.

**Ms. Mungioli** commented that this item was very challenging for her, as she does not like to raise taxes, but recognized safety as the City's first strategic objective. She noted that the pathways, particularly ones that lead to schools on main roads, receive a great deal of use. She inquired whether the City can fill pathway gaps on private property without buying the property.

**Mr. Snyder** responded that the owner of the private property would need to provide right-of-way access to put the pathway along their property.

**Ms. Mungioli** expressed her desire for the City to warn residents when a pathway is going to end and indicate a safe spot for them to cross the road. She shared her belief that the City cannot feasibly address the pathway gaps within the revenue generated from a millage. She also questioned whether they could include this item on the ballot for the Primary Election in August 2026.

**Mr. Snyder** responded in the affirmative.

**Ms. Mungioli** shared her preference that snow is removed from major streets first, especially because kids use them to get to school. She also stated that she would want the funding option of 0.3285 mill to be conditional on fixing existing pathways before adding new ones.

**Ms. Morlan** inquired about the process for following up with homeowners who do

*not have a sidewalk in front of their house. She also shared that she knows a homeowner on Livernois who sees kids from Lutheran High Northwest having no path for part of their walk down to the corner of Auburn and Livernois. She questioned what that homeowner can do to add a pathway there.*

**Mr. Snyder** expressed his understanding that when a house changes ownership, the City sends a letter to the new owner asking if they are interested in installing a pathway. He also encouraged contact with the Department of Public Services to get a pathway installed. He cautioned that if there is a gap of five houses and the homeowner in the middle does not want a pathway, the City might not implement a pathway but may acquire the right-of-way and move in that direction eventually.

**Ms. Neubauer** inquired about the number of pathways the City has replaced or restored since the 20-year millage was passed. She suggested that figuring out how many miles that tax season covered could help them calculate the lifespan of pathways.

**Mr. Snyder** responded that they can find out that exact number but pointed out that pathways they rehabilitated back in 2006 or 2007 are likely getting close to being due.

**Ms. Neubauer** explained that she would like to know what the lifespan is with the materials the City uses, as ever-changing materiality and technology are contributing factors. She continued that the Planning and Economic Development Department is focusing on connectivity and pathways around the schools because there are several areas where kids walk to school with no sidewalks. She voiced her desire to see if the City can obtain state or federal funding to address this issue.

**Mr. Snyder** stated that conversations will continue over the next year and that one potential next step is taking this item to the Public Safety and Infrastructure Committee and getting a complete package to bring back to Council.

**Presented.**

## PLANNING AND ECONOMIC DEVELOPMENT

2025-0250 Request for Conditional Use Approval for Unified Volleyball, a health, recreation and physical education facility over 5,000 sq. ft., to occupy space within the EC Employment Center zoning district at 1655 W. Hamlin Rd., located south off Hamlin Rd. and east of Crooks Rd.; Brian Kim, Unified Volleyball/Unified Ventures, LLC, Applicant

Attachments: [070725 Agenda Summary.pdf](#)  
[Staff Report 061125.pdf](#)  
[Unified Volleyball Letter 050925.pdf](#)  
[Development Application.pdf](#)  
[Environmental Impact Statement.pdf](#)  
[Plans.pdf](#)  
[Phase I ESA.pdf](#)  
[Draft PC Minutes 061725.pdf](#)  
[Public Hearing Notice.pdf](#)  
[Resolution \(Draft\).pdf](#)  
[SUPPL Presentation.pdf](#)

**Sara Roediger**, Planning & Economic Development Director, **Brian Kim**, applicant, and **Jason Gambone**, applicant, were present.

**Ms. Roediger** shared that the applicants currently operate their volleyball facility in an industrial park on Waterview and are looking to relocate to a site better suited to their growing needs. She noted that this item went to the Planning Commission in June and received a unanimous recommendation for approval. She detailed that the new site, which is on the south side of Hamlin, is a standalone parcel in the center of the Employment Center District and is not part of a larger industrial complex. She continued that the site is almost 30,000 square feet, offers 99 parking spaces, and includes features such as sitting areas, locker rooms, and office spaces in addition to the courts. She added that the maximum occupancy is 90 people, and the applicants have committed to no tournaments, large competitions, or outdoor uses. She stated that the question before Council is whether the use of this property would uphold the standards of the Conditional Use.

**Mr. Kim** stated that he and Mr. Gambone are the owners of Unified Volleyball and that they have been in business for ten years, growing to include over 30 volleyball teams. He voiced that the new facility will better allow them to continue growing and serving youth volleyball athletes.

**Ms. Neubauer** commented that this item was easy to evaluate when it came to the Planning Commission. She added that most of the individuals who are part of the volleyball club are under 18 years, so there will not be many people driving themselves and parking in the lot.

**A motion was made by Neubauer, seconded by Morlan, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungoli, Neubauer and Walker

Enactment No: RES0153-2025

**Resolved**, that the Rochester Hills City Council hereby Approves the Conditional Use to allow for a health, recreation and physical education facility, Unified Volleyball at 1655 W. Hamlin Rd. in the EC Employment Center zoning district, based on documents received by the Planning Department on May 11, 2025 with the following findings:

#### **Findings**

1. The proposed use will promote the intent and purpose of the Zoning Ordinance.

2. The existing building and proposed conditional use have been designed and is proposed to be operated, maintained, and managed so as to be compatible, harmonious, and appropriate in appearance with the existing and planned character of the general vicinity, adjacent uses of land, and the capacity of public services and facilities affected by the use. The limited maximum occupancy of 90 people for this business will be no greater than or even less than the occupancy for a light industrial type user that would be permitted by right and would be less than the health, recreation and physical education facility that previously occupied the building.
3. The proposed addition of a health, recreation, and physical education facility will provide expanded services being sought within the greater Rochester Hills community. The proposed use at this location represents an existing City of Rochester Hills business that is already located in the City and due to its success is seeking a larger, more efficient and effective building.
4. The existing development and proposed use are served adequately by essential public facilities and services, such as highways, streets, police and fire protection, water and sewer, drainage ways, and refuse disposal, particularly since the previous use that occupied the building was also a health, recreation and physical education type use.
5. The existing development and proposed use should not be detrimental, hazardous, or disturbing to existing or future neighboring land uses, persons, property, or the public welfare as the existing building and the surrounding buildings already include several other health, recreation and physical education type uses. Those other uses are of such a nature that they should not necessarily be impacted by the introduction of the proposed use, as there is no proposed outdoor activity area, and the proposed limited number of persons to be serviced within the building do not directly conflict with normal business hours for the existing industrial type tenants.
6. The proposal will not create additional requirements at public cost for public facilities and services that will be detrimental to the economic welfare of the community.

#### Conditions

1. If outdoor use areas are proposed or if the intensity of the use increases to include operations such as competitions or occupancy greater than 90 people for other events or uses inconsistent as those presented as part of this application (etc.), City staff may require and order the conditional use approval to be remanded to the Planning Commission and City Council as necessary for re-examination of the conditional use approval.

## **PUBLIC COMMENT for Items not on the Agenda**

*Rhonda Yates, 56 Texas Ave, recognized Dylan Foss of the Van Hoosen Museum for the wonderful job he does giving tours of downtown Rochester as part of Museum at the Market. She shared that the event's attendees this week were all from Rochester Hills, and encouraged others to take a tour with Mr. Foss if they get the chance.*

## **CONSENT AGENDA**

All matters under Consent Agenda are considered to be routine and will be enacted by one motion, without discussion. If any Council Member or Citizen requests discussion of an item, it will be removed from Consent Agenda for separate discussion.

**2024-0650** Approval of Minutes - City Council Regular Meeting - September 23, 2024

**Attachments:** [CC Min 092324.pdf](#)  
[Resolution \(Draft\).pdf](#)

**This Matter was Adopted by Resolution on the Consent Agenda.**

Enactment No: RES0154-2025

**Resolved**, that the Minutes of the Rochester Hills City Council Regular Meeting held on September 23, 2024 be approved as presented/amended.

**2024-0651** Approval of Minutes - City Council Special Meeting - October 7, 2024

**Attachments:** [CC Special Min 100724.pdf](#)  
[Resolution \(Draft\).pdf](#)

**This Matter was Adopted by Resolution on the Consent Agenda.**

Enactment No: RES0155-2025

**Resolved**, that the Minutes of the Rochester Hills City Council Special Meeting held on October 7, 2024 be approved as presented/amended.

**2024-0652** Approval of Minutes - City Council Regular Meeting - October 7, 2024

**Attachments:** [CC Min 100724.pdf](#)  
[Resolution \(Draft\).pdf](#)

**This Matter was Adopted by Resolution on the Consent Agenda.**

Enactment No: RES0156-2025

**Resolved**, that the Minutes of the Rochester Hills City Council Regular Meeting held on October 7, 2024 to be approved as presented/amended.

**2025-0279** Request for Purchase Authorization - FACILITIES: Blanket Purchase Order/Contract for on-call painting services at City-owned properties in the amount not-to-exceed \$90,000.00 through August 31, 2027; General Painting Company, LLC., Rochester Hills, MI

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

**This Matter was Adopted by Resolution on the Consent Agenda.**

Enactment No: RES0157-2025

**Resolved**, that the Rochester Hills City Council hereby authorizes a blanket purchase order/contract for on-call painting services at City-owned properties to General Painting Company, LLC., Rochester Hills, Michigan in the amount not-to-exceed \$90,000.00 through August 31, 2027 and further authorizes the Procurement Manager to execute an agreement on behalf of the City.

**2025-0280** Request for Approval of a Uniform Video Service Local Franchise Agreement with DIRECTV for an additional ten (10) years

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Franchise Agreement.pdf](#)  
[Map.pdf](#)  
[Resolution \(Draft\).pdf](#)

**This Matter was Adopted by Resolution on the Consent Agenda.**

Enactment No: RES0158-2025

**Whereas**, the Uniform Video Services Local Franchise Act, 2006 PA 480 ("Act"), requires a Video Service Provider to enter into a State-Mandated Uniform Video Service Local Franchise Agreement (the "Franchise Agreement") with the City, as the Franchising Entity, prior to offering video services within the City's boundaries; and

**Whereas**, the City approved and entered into a Uniform Video Service Local Franchise Agreement 10-year term with AT&T Michigan in 2007, for a 10-year term; and

**Whereas**, in 2016 AT&T Michigan applied for an additional 10-year renewal pursuant to Section V.B of the current Franchise Agreement and Section 3(7) of PA 480. In 2021, That Agreement was transferred from AT&T Michigan to DIRECTV, LLC, and

**Whereas**, DIRECTV, LLC has applied for an additional 10-year renewal pursuant to Section V.B of the current Franchise Agreement and Section 3(7) of PA 480. The form of the new Franchise Agreement and the fee will be the same as the current Agreement; and

**Whereas**, Section 3(3) of the Act requires a Franchising Entity to approve a Franchise Agreement within thirty (30) calendar days after a complete Franchise Agreement is submitted; and

**Whereas**, the City Council determines the Franchise Agreement is complete and meets the requirements of the Act, and therefore, undertakes to adopt this Resolution approving the Franchise Agreement, as required by the Act, and

**Now, Therefore, It Is Resolved**, the Rochester Hills City Council finds that the Franchise Agreement meets the requirements of the Act, and for that reason, the City approves the Franchise Agreement with DIRECTV, LLC

**It Is Further Resolved**, by approving the Franchise Agreement, the City does not intend to waive any right to challenge any provisions of the Act or any related provisions of the Franchise Agreement on the basis that such provisions are unconstitutional, unlawful, invalid or enforceable, including on the grounds that a particular action is an unconstitutional impairment of contractual rights, and further reserves any and all rights stemming from any successful challenge to such provisions undertaken by any other local franchising entity.

**It Is Further Resolved**, DIRECTV, LLC , shall be expected and required to obtain necessary approvals and comply with City requirements concerning installation of cabinets and infrastructure within rights-of-ways, and shall further be expected to cooperate with the City and affected residents concerning the location, screening and maintenance of such cabinets.

**Passed the Consent Agenda**

A motion was made by Mungioli, seconded by Neubauer, including all the preceding items marked as having been adopted on the Consent Agenda. The motion carried by the following vote:

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

**The following Consent Agenda Item was discussed and adopted by a separate Motion:**

**2025-0283** Request for Approval - DPS/ENG: Request for Approval of new METRO Act Telecommunications Right-of-Way Use Permit (Bilateral form); Ezee Fiber, LLC.

**Attachments:** [070725 Agenda Summary.pdf](#)  
[METRO Act Application.pdf](#)  
[Resolution \(Draft\).pdf](#)  
[SUPPL 2025-07-07 City Council Member Questions.pdf](#)

**Bill Fritz**, Public Services Director, shared that they have received a request from another telecommunications company to install their fiber optic networks throughout the City, and this falls under the METRO Act.

**Ms. Mungioli** questioned whether they will be creating a strategic plan regarding how best to address multiple requests. She stated that from a resident's perspective, having multiple fiber optics underground is confusing. She added that she was pleased to see how much money the City generates from having these cables.

**Mr. Fritz** shared that he checked with the right-of-way permit coordinator, who has been in communication with the Public Service Commission, and explained that having multiple fiber optics is advantageous to residents of the state because it generates competition.

**Tom Ryan**, City Attorney, explained that starting in the late 1990s, the federal government has preempted this, as they want broadband internet and connectivity to the United States. He continued that the Public Service Commission holds the authority in Michigan, but the legislative goal of the country and state is to allow for competition and for information sharing to citizens at the lowest cost possible.

**Ms. Mungioli** inquired whether the Public Service Commission will ever restrict the number of vendors that can run wires in the City.

**Mr. Ryan** stated that under the statute, the Public Service Commission will mediate between the provider and the community if necessary and attempt to find out if there is an issue.

**Ms. Mungioli** questioned whether the City makes the same amount of money off every vendor.

**Mr. Fritz** responded that vendors report how much they install to the MPSC and

subsequently receive money, which is redistributed to communities based on the percentage of telecommunications fiber that has been installed in their city. He continued that the City only receives a \$500 permit fee at the time of application, and this is supposed to cover all administrative costs; however, this amount is sometimes short given all the complaints they must address.

**Ms. Mungioli** inquired whether the City can negotiate a higher rate.

**Mr. Ryan** shared that they cannot, as it is set by the state.

**Ms. Mungioli** inquired whether the City can ask the state if they can negotiate a higher rate.

**Mr. Ryan** responded that they can ask, but the state does not want patchwork regulations in the country and wants to ensure that the avenue is open for business.

**Ms. Mungioli** referred to how Ezee Fiber has stated that they will do the whole City, and questioned how many more providers there will be.

**Mr. Fritz** shared that he does not know the answer, as it is an economic decision based on private industry. He added that they will be trying to figure out what other communities are doing and creating a plan for how to address multiple requests in the future.

**Ms. Mungioli** brought up that as a homeowner, she cannot ask Xfinity to use Ezee's fiber network and that all they can do is give her a box that may or may not work.

**Mr. Fritz** pointed out that it is also possible for them to install the box in hopes that another carrier will purchase their infrastructure.

**Ms. Mungioli** stated that she would like the City to look at this matter from a more holistic perspective. She voiced her understanding that they cannot say no to new vendors, but she would like the City to have a plan for when they do come forward.

**Mr. Ryan** confirmed Ms. Mungioli's belief, explaining that saying no puts the City in a difficult spot given the time limit to make a decision. He continued that if the state has allowed a company to do business, then the City is at a disadvantage trying to challenge that.

**Ms. Mungioli** questioned whether they must let another company come in if they already know that the City is covered and they have met the requirements of having fiber network throughout the entire City.

**Mr. Ryan** responded that that matter is a business decision that the next company will make, and they may want to put in aerial instead of underground because it is cheaper.

**Ms. Morlan** inquired whether there is a point at which the City will no longer have

space underground, and asked for clarification on how the fiber optics work physically.

**Mr. Fritz** explained that they are all separate conduit runs and that they are plastic or polyethylene pipe about two to three inches in diameter. He continued that companies directionally drill down the block and install boxes along the properties wherever services are located.

**Ms. Morlan** requested confirmation that her neighborhood could continue getting conduits and boxes installed.

**Mr. Fritz** responded in the affirmative.

**Mr. Blair** shared that when you are relocating, you can check the National Broadband Map; a tool at [broadbandmap.fcc.gov](http://broadbandmap.fcc.gov) that shows all the available connectivity options for a particular address. He expressed his belief that competition in this industry is good because it will help improve much of the experience, as many of the smaller, more regional companies, though slightly more expensive, are easier to deal with.

**President Deel** questioned whether it is within the jurisdiction of the City to address coiled-up excess fiber on utility poles.

**Mr. Fritz** stated that when the City finds or is notified of these coils, the permits coordinator contacts the private utility companies, who often come out to fix the problem.

**Ms. Mungioli** informed residents that they can contact the utilities and file a report if they see cables hanging dangerously low.

**A motion was made by Mungioli, seconded by Blair, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0159-2025

**Whereas**, Ezee Fiber LLC has applied for and requests City Council to issue a permit utilizing the standard METRO Act Permit Bilateral form, with a 15-year initial term.

**Therefore, Be It Resolved**, that the Rochester Hills City Council hereby approves and authorizes the execution of the Bilateral Metro Act Right-of-Way permit between the City of Rochester Hills and Ezee Fiber Texas, LLC.

**Further Resolved**, that the Rochester Hills City Council, authorizes the Mayor to sign the permit agreement and to undertake any and all other necessary and appropriate action in furtherance thereof.

## LEGISLATIVE & ADMINISTRATIVE COMMENTS

**Mr. Blair** shared a recent article detailing a new type of scam; the fake closing down of businesses. He showed an example of one such advertisement, which leads to an AI-generated website selling overpriced leather backpacks. He explained that it is very difficult to identify these types of scams, but consumers

can evaluate various factors, including fake reviews, foreign addresses, and the web domain creation date, when making an online purchase.

## ATTORNEY'S REPORT

*City Attorney Tom Ryan had nothing to report.*

## NOMINATIONS/APPOINTMENTS

**(President Deel exited at 8:15 p.m. and re-entered at 8:17 p.m.)**

**2025-0288** Appointment of the 2025/2026 Rochester Hills Government Youth Council (RHGYC)

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

*President Deel recused himself from this item.*

**Vice President Carlock** announced that this year, the Rochester Hills Government Youth Council (RHGYC) received 37 applications that met the minimum qualifications to be considered, and 11 of these were from current Youth Council members requesting to be reappointed to an additional term. He detailed that the application process included the submission of the application, essay questions, and two letters of recommendation, and interviews by the interview team consisting of Youth Council Adult Advisor Erin McKay, City Council President Ryan Deel, and Youth Council Representatives Eliza Pizzuti, Jackson Otlewski, and Seo-Yun (Yuna) Woo. He noted that 26 students participated in the interview process. He reported that the interview team ultimately took into account the composition of the RHGYC district representation, school representation, and the number in each graduating year, and they are recommending to Council that they appoint 15 students to the Youth Council this year, with terms of office for one year coinciding with the school calendar year beginning on September 1st, 2025, and expiring on August 31st, 2026. He provided the names of the students requested to be appointed:

- Isabella Blakely (International Academy)
- Oliver Blakely (Rochester High School)
- Saachi Dahanukar (Adams High School)
- Brennan Deel (Stoney Creek High School)
- Jackson Deel (Stoney Creek High School)
- Lucas DiGrande (Notre Dame Preparatory)
- Kishyo Giri (Stoney Creek High School)
- Janelle Hayes (Stoney Creek High School)
- Sasha Joshi (Adams High School)
- Eliza Pizzuti (Adams High School)
- Dev Shah (International Academy)
- Siddh Sheth (Stoney Creek High School)
- Mohammed Uzair (Rochester High School)
- Christina Wang (Adams High School)
- Seo-Yun Woo (Stoney Creek High School)

**A motion was made by Blair, seconded by Mungioli, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 6 - Blair, Carlock, Morlan, Mungioli, Neubauer and Walker

**Abstain** 1 - Deel

Enactment No: RES0160-2025

**Resolved**, that the Rochester Hills City Council hereby concurs with the recommendation of the Rochester Hills Government Youth Council (RHGYC) Interview Team and appoints the following students to the 2025/2026 term beginning September 1, 2025 and ending August 31, 2026:

Name	High School	Council District
Isabella Blakeley	International Academy	2
Oliver Blakeley	Rochester High School	2
Saachi Dahanukar	Adams High School	1
Brennan Deel	Stoney Creek High School	4
Jackson Deel	Stoney Creek High School	4
Lucas DiGrande	Notre Dame Preparatory	2
Kishyo Giri	Stoney Creek High School	4
Janelle Hayes	Stoney Creek High School	4
Sasha Joshi	Adams High School	1
Eliza Pizzuti	Adams High School	2
Dev Shah	International Academy	3
Siddh Sheth	Stoney Creek High School	2
Mohammed Uzair	Rochester High School	3
Christina Wang	Adams High School	1
Seo-Yun Woo	Stoney Creek High School	2

## NEW BUSINESS

2023-0353 Rescind City Council Resolution of Intent relative to Special Police Millage

**Attachments:** [070725 Agenda Summary.pdf](#)  
[072423 Agenda Summary.pdf](#)  
[072423 Resolution.pdf](#)  
[Resolution \(Draft\).pdf](#)  
[SUPPL Mungioli Resp Email.pdf](#)

**Joe Snyder, Chief Financial Officer, presented a request to rescind a prior City Council Resolution of Intent relative to funding Police Services, which was first approved by City Council in May 2012 and reaffirmed most recently in July 2023. He provided the following information:**

*- The Resolution of Intent stated that City Council intends to offset any increase needed in the Police millage with an equal and corresponding decrease to the City's General Operating millage so that no net millage increase to City's*

*taxpayers would result from the approval of the renewed Police millage.*

*- In November 2023, Rochester Hills voters approved the combination and renewal of two expiring Police millages, I & II, into one new combined Police millage starting in Fiscal Year 2025 for ten years through Fiscal Year 2034 with a total authorized levy of 3.4864 mill.*

*- In September 2024, the Rochester Hills City Council approved the current Police millage levy at 2.4180 mill to fund Police Services in Fiscal Year 2025. The City had anticipated a 10% increase in the Oakland County Sheriff's Office contract rates, which caused an increase to the Police millage by 0.1476, and the General Operating millage levy was correspondingly reduced so that no net millage increase to City taxpayers resulted from the renewed Police millage in Fiscal Year 2025.*

*- In December 2025, the City was informed that the Oakland County Board of Commissioners had approved increases to the Oakland County Sheriff's Office (OCSO) contractual rates of approximately 36% over the next three years (2025-2027), including a 17.9% increase in Year One followed by back-to-back 9% increases in Years Two and Three. This was an increase far greater than any community contracting for OCSO Policing Services, including the City of Rochester Hills, could have reasonably anticipated. By Year Three of the existing OCSO contract, an annual budget shortfall of approximately \$2.4 million per year is forecasted.*

*- To address the significant OCSO contractual increases approved by the Oakland County Board of Commissioners in December 2025, the City explored numerous options to fund Policing Services, including:*

- 1. Decrease the number of OCSO officers to maintain the same bottom line City millage rate*
- 2. Decrease the number of City General Fund staff to maintain the same bottom line City millage rate*
- 3. Utilize Fund Balances to maintain the same bottom line City millage rate*
- 4. Ask voters to approve an additional Police millage to address the OCSO rate increases*
- 5. Rescind the existing Resolution of Intent, increase the approved Police millage levy within its previously authorized limits, and not have an equal and corresponding decrease to the City's General Operating millage*

*- Option One was estimated to result in a decrease in the number of OCSO officers from 65 officers to 55 officers, a net reduction of ten officers, or 15%. The reduction in OCSO deputies would be anticipated to reduce public safety levels in the City moving forward.*

*- Option Two was estimated to result in the decrease of the number of City General Fund staff from 100 staff members to 75 staff members, a net reduction of 25 staff members, or 25%. The decrease in General Fund staffing levels in departments such as Parks, Clerks, Building, Planning, HR, Assessing, and the Mayor's Office was anticipated to reduce levels of service in the City moving forward.*

- Option Three was estimated to result in the elimination of all planned Parks and Facility infrastructure projects moving forward, and was anticipated to use all remaining Capital Improvement Fund Balance by 2026 and all remaining General Fund Balance by 2030. This would temporarily maintain the same bottom line millage rate for a few years until those fund balances are depleted, at which point either the OCSO or the General Fund staffing levels would need to be reduced or a new millage increase would be needed.
- Option Four drew concerns that it could create confusion in City voters who recently approved the renewal of the existing Police millage in November 2023.
- Option Five is recommended as:
  - a) Continue to fund the current level of OCSO officers, as there is still ample room within the approved Police millage to fund Police Services into the foreseeable future
  - b) Continue to fund the current level of General Fund staffing and planned Parks and Facility infrastructure projects
  - c) Will not draw down Fund Balances to imprudent levels, with no plans on how to address the structural deficit in Fiscal Year 2030 and beyond
  - d) Will not confuse voters who recently approved a Police millage with ample millage room available
- It is currently projected that the net increase needed in the Police millage to break even in 2027, the final year of the current contract, is 0.4344 mills. This would take the current 4.218 Police millage to a 2.8524 millage levy in 2026 and beyond. The bottom line millage rate would be projected to increase from the current 10.8473 mills to 11.2817 mills in 2026. A bottom line increase of 0.4344 mills would equate to an increase of approximately \$86 per year for a household with a \$400,000 home.
- At the 11.28 city millage level, the City of Rochester Hills would remain as the third lowest millage rate in all cities within Oakland County with a population of over 5,000, trailing over only Troy and Novi. Both Troy and Novi have 1-mill increases planned for their November election, and if Novi's 1-mill increase is approved by their voters, they would move to 11.54 mill, and the City of Rochester Hills would move back into the #2 spot. Number 4 on the list is the City of Rochester, who has a millage rate of 12.8, so Rochester Hills would still have a millage rate over 1.5 mill less than Rochester.
- It is anticipated that with the new Police millage levy, the City will be able to sustain the Police Fund at the current OCSO staffing levels through 2030; the final year of the next three-year contract. If the next OCSO contract increases approved by the Oakland County Board of Commissioners are approximately 5.25% percent per year over the next three-year contract, around 15.75% total, any proposed Police millage dollar increase will flow directly into the Police Fund and can only be used for eligible Police Fund activities, which are almost exclusively related to the cost of the OCSO contract.
- If the Police millage is increased for Fiscal Year 2026, this would mark the first time the City has increased the City portion of its bottom line millage rate since 2015. At that time, the Fire millage was presented to voters and was approved to

*increase and hire additional full-time firefighters to move the City to a full 24/7 coverage at all five fire stations. The OPC increased their millage from 0.23 mills to 0.32 mills in 2021, and the Library increased their millage in 2025 by 0.39 mills.*

*- While the intent of both City Council and Administration was to hold the bottom line millage rate steady, the alternative of reducing police officers by 15% or cutting City staff by 25% would lead to noticeable decline in public safety and/or City service levels. Additionally, deferring all Parks and Facility capital projects and using up any available fund balances is not a sustainable solution. The recommendation to rescind the existing Resolution of Intent relative to Police Services will allow an increase in the Police millage within the level previously authorized by voters in 2023 and will keep the General Operating levy status quo. This option is presented as the most fiscally responsible option to preserve the services that residents expect and to ensure the City's financial stability through 2030.*

**President Deel** emphasized that this matter is very important to Council, as public safety remains a top priority. He addressed why they are discussing this right now, explaining that the City's budget is typically completed by September and takes effect on January 1st of the following year, while Oakland County works on a fiscal year that runs from October 1st to October 1st. He pointed out that the County voted on these millage increases in December 2024, which was after both the City's and the County's budgets were completed and after the election. He voiced that the City is being asked to increase what they are paying for Police Service without receiving any additional Police Service, and they will do this simply to keep residents as safe as they are today. He noted that the increase was well beyond the City's built-in structural surplus. He also expressed his belief that the County did not have this additional Police cost increase in their budget and thus were able to operate without it. He stressed that the County is spending taxpayers' money the way they see fit.

**Ms. Mungioli** shared that City Council has held closed sessions to discuss the contract and its implications, and they also asked County Commissioner Brendan Johnson questions for over 90 minutes but did not receive any answers. She continued that this will be the first time in six years she will have to raise taxes that were not voted upon by voters. She pointed out that although \$86 may not seem like a lot, this will be on top of other taxes that are increasing, as well as approved millages the County has passed. She encouraged residents to initiate conversations with County Commissioners Brendan Johnson, Mike Spisz, and Mike Gingell, and added that if people have questions about the City's budget, they can attend the budget workshop on the third Monday in August.

**Ms. Neubauer** stated that Commissioner Johnson did not know the answers to the questions City Council asked him, nor has he gotten back to them. She shared that the Oakland County Commissioners have spent \$4.27 million on the construction of a building that was budgeted to be a \$36.9 million project, but they just canceled the project. She noted that City Council asked for a forensic accounting of how Oakland County is spending the money the City is being taxed on; however, they still do not have those answers. She continued that the County made the decision

*to increase their contract when the City was in a time of crisis following the Brooklands Splash Pad shooting, the MSU shooting, and the passing of Oakland County Deputy Bradley Reckling, and this decision forced them to eliminate a special task force that was going to protect citizens from being targeted in high-end robberies. She revealed that when the City tried to make this situation public, the County threatened them with retaliation. She added that she believes the County's decision was related to the election and was punitive in nature. She continued that she hates raising taxes but that the City did not have a choice, and she would like to see what the Michigan Municipal League of Attorneys can do and potentially join forces with other counties having the same problem. She commended Mr. Snyder for taking care of and being transparent in the City's budget.*

**President Deel** announced that although the City does its Assessing in-house and is therefore not impacted, the County has increased fees for Assessing Services; for some communities, by double-digit amounts. He shared his concern that this problem is systemic, and underscored that the City needs to strategically consider how it will provide Police Services in the future. He noted that the City has always had a beneficial relationship with the Sheriff's Department and Oakland County, but reliable actors are necessary on both sides to continue.

**Ms. Morlan** echoed President Deel's concern about the pattern the County has created, explaining that they had their budget set in September knowing they were going to make this decision in December. She added that the County will also be increasing the City's Water rates to pay for some of their infrastructure. She thanked Mr. Snyder for his diligence and financial forecasting, and encouraged residents to monitor the County Commissioners' budget and ask questions.

**President Deel** praised Mr. Snyder and his team for their work in navigating the City through this situation. He reported that when City Council asked Commissioner Johnson about the use of additional funds, he stated that they are keeping their options open, likening the practice to what the City does. President Deel expressed his frustration with his response, as the City has a ten-year capital improvement plan and a seven-year financial forecast and thus knows exactly where it is spending its money and where it is getting that money from.

**A motion was made by Mungioli, seconded by Blair, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0161-2025

**Resolved**, the Rochester Hills City Council rescinds the June 24, 2023 Resolution of Intent relative to the funding of Police Services.

**2025-0282**

Request for Purchase Authorization - FACILITIES: Purchase Order/Contract for the demolition of two (2) residential homes (3514 S. Livernois and 694 S. Rochester Road) and the Velodrome located in Bloomer Park in the amount of

\$115,500.00 with a 10% project contingency in the amount of \$11,550.00 for a total not-to-exceed project amount of \$127,050.00; International Construction, Inc., Shelby Township, MI

**Attachments:** [070725 Agenda Summary.pdf](#)

[Bid Tabulation.pdf](#)

[Resolution \(Draft\).pdf](#)

**Mike Viazanko**, Building/Ordinance/Facilities Director, stated that this item is for the demolition of two homes on separate parcels that the City acquired in late 2023 and in 2024, and Bloomer Park's Velodrome, which is no longer being utilized.

**A motion was made by Blair, seconded by Neubauer, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0162-2025

**Resolved**, that the Rochester Hills City Council hereby authorizes a purchase order/contract for the demolition of two (2) residential homes (3514 S. Livernois and 694 S. Rochester Road) and the Velodrome to International Construction, Inc., Shelby Township, Michigan in the amount of \$115,500.00 with a 10% project contingency in the amount of \$11,550.00 for a total not-to-exceed project amount of \$127,050.00 and further authorizes the Procurement Manager to execute an agreement on behalf of the City.

**Further Resolved**, that the City's acceptance of the proposal and approval of the award of a contract shall be contingent and conditioned upon the parties' entry into and execution of a written agreement acceptable to the City.

**2025-0183**

Request for Purchase Authorization - DPS/ENG: Increase to the blanket purchase order/contract for the 2025 Concrete Road Replacement Program for the added scope to include approximately 400 feet of additional concrete paving on Pheasant Ring Drive in the amount of \$151,174.13 for a revised total not-to-exceed project amount of \$3,284,511.48; Koala-T Construction, Inc., Holly, Michigan

**Attachments:** [070725 Agenda Summary.pdf](#)

[Cost Estimate.pdf](#)

[Map.pdf](#)

[042825 Agenda Summary.pdf](#)

[Bid Tabulation.pdf](#)

[2025 Concrete Overall Map.pdf](#)

[042825 Resolution.pdf](#)

[Resolution \(Draft\).pdf](#)

[Resolution \(Revised Draft\).pdf](#)

**Bill Fritz**, Public Services Director, explained that there is a section adjacent to Pheasant Ring Drive that was slightly poorer than the area that had been identified, and they would like to use remaining unused budget from the Asphalt Program to extend the area that will be paved.

**Public Comment:**

**Michael Watson**, 2817 Eagle Dr, thanked Bill Fritz, Public Services Director;

*Tracey Balint, City Engineer; and Mayor Barnett on behalf of the Pheasant Ring Homeowners Association. He also recognized Councilwoman Morlan for quickly addressing this situation, which emerged only three weeks ago.*

**Council Discussion:**

*Ms. Morlan pointed out that the entire area around this 400-foot section will be paved, so it makes fiscal sense and common sense to address this area.*

**A motion was made by Morlan, seconded by Neubauer, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0163-2025

**Resolved**, that the Rochester Hills City Council hereby authorizes an increase to the blanket purchase order/contract for the 2025 Concrete Road Replacement Program for the added scope to include approximately 400 feet of additional concrete paving on Pheasant Ring Drive to Koala-T Construction, Inc., Holly, Michigan in the amount of \$151,174.13 for a revised total not-to-exceed project amount of \$3,284,511.48 and further authorizes the Procurement Manager to execute a contract amendment on behalf of the City.

**2025-0265** Request for City of Rochester Hills Resolution in Support and to Commit Matching Funds for the M-150 Non-Motorized Connectivity Project

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Grant Application.pdf](#)  
[062325 Agenda Summary \(Removed from Agenda\).pdf](#)  
[062325 Resolution.pdf](#)  
[062325 Revised Resolution.pdf](#)  
[Resolution \(Draft\).pdf](#)  
[SUPPL Grant Application.pdf](#)  
[SUPPL 2025-07-07 City Council Member Questions.pdf](#)

*Bill Fritz, Public Services Director, shared that they are applying for a Transportation Alternatives Program grant to extend the pedestrian bike path across the M-59 bridge as part of the 2027 Rochester Road Replacement Project, and this item is a request for authorization to apply for the TAP grant.*

**A motion was made by Neubauer, seconded by Carlock, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0164-2025

**Whereas**, the City of Rochester Hills has prepared and is applying to the Michigan Department of Transportation (MDOT) Transportation Alternatives Program (TAP) to receive a grant for the M-150 Non-Motorized Connectivity Project that will provide sidewalk on the east side of M-150 between Michelson and Nawakwa, including non-motorized sidewalk and crosswalk improvements on the M-150 bridge over M-59;

**Whereas**, the City of Rochester Hills supports the M-150 Non-Motorized Connectivity Project as it improves access over M-59, it fills a gap in the non-motorized transportation system that is identified in the Rochester Hills Master Transportation Plan, it increases access and use by residents and visitors of the SMART regional bus system, and increases access to the Paint Creek Trail and the Clinton River Trail that are part of the

Iron Belle Trail and Great Lake-to-Lake Trail, two major statewide trail systems to the north of the project location;

**Whereas**, the total estimated project cost is \$1,795,956 with the TAP program funding 80% of the estimated project cost or \$1,436,765, and the City of Rochester Hills committing to fund 20% of the estimated project cost or \$359,191 from the Rochester Hills Major Roads Fund;

**Whereas**, the City of Rochester Hills commits to being responsible for grant reporting requirements, engineering, permits, administration, potential cost overruns, and any non-participating items, if applicable;

**Whereas**, the City of Rochester Hills is requesting MDOT Oakland TSC implement the project on their behalf;

**Resolved**, that the Rochester Hills City Council authorizes Mayor Bryan Barnett to act as the applicant agency's agent during project development and sign a project agreement upon receipt of a grant funding award, and that the City of Rochester Hills commits to owning and operating the constructed facility and commits to funding/implementing a maintenance plan/program over the design life of the sidewalks, including the portion on the M-150 bridge over M-59, that is constructed with TAP funds; and

**Further Resolved**, that Rochester Hills City Council certifies that financing is secured, available, and committed to use in constructing the project. This includes matching funds, nonparticipating funds, if applicable, and cash flow available for a locally let project.

### **The following seven (7) Legislative Files are related to Salary Recommendations**

**2025-0290**      Salary Recommendation for Department Directors' Variable Performance (Discretionary) Pay - 2025

Attachments: [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

*Brooke Insana, Human Resources Director, stated that she is seeking approval of the recommendation of the Human Resources Technical Review Committee (HRTTC) regarding the Mayor's discretionary performance pay budget for Directors in Fiscal Year 2025. She shared that the HRTTC met on June 24th, 2025, and engaged in comprehensive discussion and review of the appropriate information provided by the Administration regarding Directors' performance pay. She continued that this thorough vetting process led to a consensus among the Committee members to recommend an increase in the performance pay budget from \$15,000 to \$20,000, and this proposed \$5,000 increase not only restores the historical performance pay, which was in place from 2003 to 2008, but also accounts for the impact of increased inflation since the last adjustment in 2017. She noted that this allocation allows the Mayor to provide discretionary performance pay as a direct acknowledgment of Directors' contributions throughout the year.*

**A motion was made by Blair, seconded by Carlock, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0165-2025

**Whereas**, pursuant to Article III, Section 5 of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee met to discuss recommendations concerning variable performance (discretionary) pay for Department Directors in Fiscal Year 2025; and

**Whereas**, a \$15,000 performance pay budget was authorized to recognize Director performance in 2024;

**Resolved**, that the Rochester Hills City Council hereby concurs with the recommendation of the Human Resources Technical Review Committee to increase the budget for variable performance pay for Department Directors in 2025 to \$20,000.

**2025-0291**      Salary Recommendation for Boards and Commissions - 2026

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

*Brooke Insana, Human Resources Director, reported that in collaboration with the Human Resources Technical Review Committee (HRTA) and their recommendation regarding the compensation for members of Boards and Commissions for Fiscal Year 2026, the HRTA reviewed this matter on June 24th and, after discussion, concurred with maintaining the current per diem compensation for chairpersons and citizen members for meetings attended as indicated on the agenda. She continued that they recommend that City Council approves maintaining the current per diem rate of \$100 for chairpersons and \$90 for citizen members of the named Boards and Commissions, and a rate of \$100 for members of the Board of Review for Fiscal Year 2026.*

*Ms. Mungoli shared that she sits on the HRTA with Councilwoman Morlan and Councilman Carlock and that because they had ample opportunity to ask questions during the technical review process, she will not be asking many questions at this point.*

**A motion was made by Mungoli, seconded by Morlan, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungoli, Neubauer and Walker

Enactment No: RES0166-2025

**Whereas**, pursuant to Article VI of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee met to discuss recommendations concerning the per diem compensation for members of Boards and Commissions in Fiscal Year 2026; and

**Resolved**, that the Rochester Hills City Council hereby concurs with the recommendation of the Human Resources Technical Review Committee to maintain the current per diem compensation of one hundred dollars (\$100) for chairpersons and ninety dollars (\$90) for citizen members of Boards and Commissions per meeting attended in Fiscal Year 2025 for the following Boards and Commissions:

Construction/Fire Prevention Code Board of Appeals  
Historic District Commission

Planning Commission  
Zoning Board of Appeals/Sign Board of Appeals  
Board of Review

**Further Resolved**, that the 2026 per diem for Board of Review will also remain unchanged at one hundred dollars (\$100) for members.

**2025-0292**      Salary Recommendation for City Council - 2026

**Attachments:** [070725 Agenda Summary.pdf](#)  
[2026 Compensation Recommendation.pdf](#)  
[Resolution \(Draft\).pdf](#)

**Brooke Insana**, Human Resources Director, explained that in the fall of 2024, the City's largest employee group, GELC Local 1984, which was previously AFSCME 2491, ratified a contract with a 2.75% general adjustment for Fiscal Year 2026. She continued that following a review of other ratified contracts and further discussion with the Human Resources Technical Review Committee (HRTRC), the Committee reached a consensus to recommend a 2.75% general adjustment to the salary schedule for City Council positions for 2026. She added that this adjustment ensures consistency among employee groups; specifically, the City Council President's base salary would be \$9,466.15, and City Council Members' 2026 base salary would be \$7,456.21.

**A motion was made by Morlan, seconded by Carlock, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0167-2025

**Whereas**, pursuant to Article V of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, as amended and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee met to discuss recommendations concerning the compensation for members of City Council in Fiscal Year 2026;

**Resolved**, that the Rochester Hills City Council concurs with the Committee's recommendation to increase the base pay by 2.75% consistent with the unified salary schedule, for Council President at \$9,466.15 per year and base pay for Council Members at \$7,456.21 per year.

**2025-0293**      Salary Recommendation for Department Directors' General Adjustment - 2026

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Director General Adjustment.pdf](#)  
[Resolution \(Draft\).pdf](#)

**Brooke Insana**, Human Resources Director, requested approval of the recommendation of the Human Resources Technical Review Committee (HRTRC) for a 2.75% general adjustment to the salary schedule for Department Directors for 2026. She shared that she briefed the Committee on the City's unified salary schedule, which emphasizes commitment to an above-market-average pay philosophy and maintaining the internal equity pay amongst all employee groups; both union and non-union. She continued that a 2.75% general adjustment as

*proposed will align with both the seven-year forecast budget and the previously ratified GELC Local 1984 contract. She concluded by stating that the HRTRC reached a consensus to recommend the 2.75% general adjustment to the base salary for Directors, as well as step increases for their respective positions, and this adjustment amounts to \$40,538.11, for a total base salary budget of \$1,514,651.11.*

**A motion was made by Morlan, seconded by Neubauer, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0168-2025

**Whereas**, pursuant to Article II of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions, and authorized by resolution number 2017-0279, the HR Technical Review Committee has met to discuss recommendations concerning general base pay adjustments for Department Directors in 2026; and

**Whereas**, the unified salary schedule that was implemented for City employee groups in 2017, includes Department Directors; and

**Whereas**, a 2.75% general adjustment to the salary schedule for 2026 is consistent with the recommendation for the Mayor, and the ratified 2025-2027 GELC, Local 1984 Collective Bargaining Agreement;

**Resolved**, that 2.75% in the amount of \$40,538.11 shall be added to the 2026 base salary budget for Department Directors, bringing the total 2026 base salary budget to \$1,514,651.11.

**2025-0294** Salary Recommendation for Directors' Equity Adjustment - 2026

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

*Brooke Insana, Human Resources Director, announced that this is a status quo recommendation regarding the equity adjustments for Department Directors. She explained that a comprehensive compensation study for all employee union groups and non-union groups outside of Fire is budgeted for completion in 2027. She noted that there are no individual Department Director adjustments being recommended at this time.*

*President Deel requested confirmation that it has been about ten years since the last adjustment.*

*Ms. Insana responded in the affirmative.*

**A motion was made by Carlock, seconded by Morlan, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0169-2025

**Whereas**, pursuant to Article III, Section 5 of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions

and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee met to discuss recommendations concerning individual salary equity adjustments for Department Directors in Fiscal Year 2026; and

**Whereas**, a market survey of comparable communities is budgeted for completion in 2027 as part of a comprehensive compensation study, which will include Department Director positions; and

**Resolved**, that the Rochester Hills City Council hereby concurs with the recommendation to authorize no individual market equity adjustments for Department Director positions in 2026.

**2025-0295**      Salary Recommendation for Mayor's General Adjustment - 2026

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Mayor General Adjustment.pdf](#)  
[Resolution \(Draft\).pdf](#)

*Brooke Insana, Human Resources Director, stated that the Human Resources Technical Review Committee (HRTRC) unanimously agreed to the proposed 2.75% general adjustment to the salary schedule for the Mayor in 2026. She shared that this adjustment maintains internal equity and consistency among unified salary schedules. She continued that the HRTRC accepted this recommendation, ensuring that the unified salary schedule remains competitive, and noted that this adjustment amounts to \$4,894.23, for a base total salary for 2026 of \$182,866.23.*

**A motion was made by Morlan, seconded by Neubauer, that this matter be Adopted by Resolution. The motion carried by the following vote:**

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungoli, Neubauer and Walker

Enactment No: RES0170-2025

**Whereas**, pursuant to Article IV of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions and authorized by resolution number 2017-0279, the Human Resources Technical Review Committee (HRTRC) has met to discuss recommendations concerning the Mayor's salary for 2026; and

**Whereas**, the position of Mayor is included in a unified salary schedule authorized by City Council in 2017; and

**Whereas**, a 2.75% general adjustment to the salary schedule for 2026 is consistent with the recommendation for Directors, and the ratified 2025-2027 GELC, Local 1984 Collective Bargaining Agreement;

**Resolved**, that 2.75% in the amount of \$4,894.23 shall be added to the 2026 salary budget for the position of Mayor, for an annual base salary \$182,866.23.

**2025-0296**      Recommendation for 2026 Adjustment to the Monthly Vehicle Allowance for Mayor

**Attachments:** [070725 Agenda Summary.pdf](#)  
[Resolution \(Draft\).pdf](#)

*Brooke Insana, Human Resources Director, presented a request for the approval*

*of the recommendation of the Human Resources Technical Review Committee (HRTRC) to increase the Mayor's monthly vehicle allowance for 2026. She explained that the HRTRC reviewed current vehicle expenses and determined that increasing the allowance, which has remained at \$550 per month since 2012, to \$850 per month aligns with market rates for comparable positions and mirrors the standard costs for other City-eligible positions that utilize a City vehicle. She continued that this adjustment offers significant financial savings and administrative benefits to the City by eliminating the need for the City to manage insurance, registration, and fuel costs, and by avoiding depreciation risk and maintenance expenses. She added that there would be no City liability for personal use of the vehicle.*

**President Deel** requested confirmation that this has always been in the budget but has simply not increased since 2012, and the City is now bringing it in line with inflation.

**Ms. Insana** confirmed President Deel's understanding.

A motion was made by Carlock, seconded by Morlan, that this matter be Adopted by Resolution. The motion carried by the following vote:

**Aye** 7 - Blair, Carlock, Deel, Morlan, Mungioli, Neubauer and Walker

Enactment No: RES0171-2025

**Whereas**, pursuant to Article IV of the City Council Policy for Salaries of Department Directors and Mayor, and Per Diem Fees for City Boards and Commissions and authorized by resolution number 2017-0279, the Human Resource Technical Review Committee (HRTRC) has met to discuss recommendations concerning the Mayor's fringe benefits for 2026; and

**Whereas**, it was the consensus of the HRTRC that the recommended increase in the Mayor's vehicle allowance addresses the significant rise in vehicle-related costs since the last adjustment in 2012.

**Resolved**, that City Council accepts the recommendation of the HRTRC that the Mayor's vehicle allowance be increased from \$550 per month to \$850 per month, effective the first pay period in 2026 and each year thereafter.

## ANY OTHER BUSINESS

**NEXT MEETING DATE - City Council Regular Meeting - July 21, 2025 - 7:00 p.m.**

## ADJOURNMENT

*There being no further business before Council, it was moved by Mungioli and seconded by Neubauer to adjourn the meeting at 9:17 p.m.*

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*RYAN DEEL, President  
Rochester Hills City Council*

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*LEANNE SCOTT, MMC, Clerk  
City of Rochester Hills*

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*EMMA BOWEN  
City Clerk's Office*

*Approved as presented at the December 1, 2025 Regular City Council Meeting.*