CHARTER TOWNSHIP OF WHITE LAKE

DRAFT Minutes of the Regular Board of Trustees Meeting
June 16, 2026

CALL TO ORDER
Supervisor Kowall called the meeting to order at 6:30 P.M., followed by the Pledge of Allegiance and the invocation.

ROLL CALL
Clerk Noble called the Roll:

Present:
Rik Kowall, Supervisor
Mike Roman, Treasurer
Anthony L. Noble, Clerk
Scott Ruggles, Trustee
Steve Anderson, Trustee
Andrea Voorheis, Trustee
Liz Smith, Trustee

Also Present:
Trish Pergament, Deputy Supervisor
Sean O'Neil, Community Development Director
Robin Myers, H.R. Manager
Matthew Ivory, Chief of Police
J. David Feichtner, Fire Chief
Lisa Hamameh, Township Attorney
Hannah Kennedy-Galley, Recording Secretary

APPROVAL OF AGENDA
Supervisor Kowall stated that 9a and 9b will be swapped.

It was MOVED by Clerk Noble, seconded by Trustee Ruggles to approve the agenda as amended. The motion carried with a voice vote: (7 yes votes).

PUBLIC COMMENT
County Commissioner Christine Long was present and stated the Charles Wright museum is requesting a millage be put on the November ballot. The county budget will be reviewed and worked on this July.

CONSENT AGENDA
A. REVENUE AND EXPENSES
B. CHECK DISBURSEMENTS
C. DEPARTMENT REPORT - POLICE
D. DEPARTMENT REPORT - FIRE
E. DEPARTMENT REPORT - COMMUNITY DEVELOPMENT
F. DEPARTMENT REPORT - TREASURER

G. THE ASSISTANCE TO FIREFIGHTERS GRANT PROGRAM
H. MASTER CRAFTER RIDER EXPERIENCE WAKEBOARD EVENT ON PONTIAC LAKE

It was MOVED by Treasurer Roman, seconded by Trustee Anderson to approve the consent agenda as presented. The motion carried with a voice vote: (7 yes votes).

MINUTES

A. APPROVAL OF MINUTES - REGULAR BOARD MEETING, MAY 19, 2026
B. APPROVAL OF MINUTES - SPECIAL BOARD MEETING, MAY 21, 2026

It was MOVED by Treasurer Roman, seconded by Trustee Ruggles to approve the minutes of May 19, 2026, and May 21, 2026, as presented. The motion carried with a voice vote: (7 yes votes).

PRESENTATIONS

A. SWEARING IN DANIEL ZIMMERMAN – OFFICER

Chief Ivory presented Officer Zimmerman, and he was then sworn in by Clerk Noble. He was pinned by his father.

B. SWEARING IN SHAWN KIDLE - SERGEANT

Chief Ivory presented Sergeant Kidle, and he was then sworn in by Clerk Noble. He was pinned by his children.

NEW BUSINESS

A. REQUEST TO APPROVE PRELIMINARY SITE PLAN - MACK INDUSTRIES

Director O'Neil reviewed the applicant's request. He added that the request received a recommendation for the Board to approve the preliminary site plan as well as final site plan approval. This is not the ordinary way a site plan moves through the process, but the request is minor in nature. The paving of the site will remain as is due to the nature of the business's use. A traffic study was also waived due to an insignificant amount of additional traffic that would occur.

Director O'Neil added the project was also considered at the ZBA for a height variance, which was approved. The adjacent property owner was present at the ZBA meeting and did not have an objection to the variance. The Planning Division and Planning Commission did not have any objections to the applicant's request.

Director O'Neil noted that the issue of screening along White Lake Road was discussed, with the potential of the applicant donating to the Township for future pathways. It did not make sense to install sidewalk along the site as the area is not well pedestrian traveled, but a sidewalk in another desirable area within the Township could be considered. It would be a detriment to install sidewalks along the site as it would require eliminating much of the landscape berm on White Lake Road. The sidewalk could be installed in a well traversed area along M-59. He clarified the motion in the Planning Commission notes should read "a donation of sidewalks in the amount of $150,000 or less, as determined by staff or consultants."

Director O'Neil also mentioned that due to the age of the business, they did not have Special Land Use. It was determined that any future expansions to the density of the site will require a Special Land Use application and approval.

Trustee Ruggles asked staff if this request prompted the conversation for sidewalk installation/donation. Director O'Neil confirmed and said due to the scope of the work that is proposed to be done on the site, it was an appropriate conversation to have. There isn't an exact science to it, but if the site changes were minor in nature, the sidewalks wouldn't have come up in conversation.

Trustee Ruggles stated he felt that $150,000 was too much to ask from the applicant.

Director O'Neil said if the Board chooses not to require the donation from the applicant now, it can potentially be requested if Mack Industries expands in the future.

Clerk Noble stated he was not in favor of the sidewalk because of the location. He suggested that the block building on site be demolished.

Scott Salzeider, contractor for the applicant, said the block building was previously occupied by Consumer's Energy and was not owned by Mack Industries.

Attorney Hamameh stated the request to waive the sidewalk requirement may be a Zoning Board of Appeals request.

Director O'Neil said there is very little site work going on, so the major financial investment will be the equipment put inside the addition.

The Board continued to discuss the need for the sidewalk donation.

It was MOVED by Treasurer Roman, seconded by Clerk Noble to approve the preliminary site plan for Mack Industries without the required sidewalk installation and to address the sidewalk issue later if future expansion is requested. The motion carried with a voice vote: (5 yes votes, Smith & Voorheis opposed).

Trustee Anderson asked staff if the sidewalk donation was designated to a specific area in the Township. Director O'Neil said no but reiterated that it was discussed to potentially install sidewalk along the M-59 corridor.

Trustee Smith added that the Board usually is in favor of sidewalk donations, and this is an opportunity to put sidewalks in for the residents. There may be a middle ground in this situation.

Attorney Hamameh said the Community Development Director has the discretion to trigger whether the ordinance regarding the sidewalks applies to projects. In this case, the idea was since the addition is large, Director O'Neil brought it to the Planning Commission to discuss, and now the Board.

Trustee Voorheis agreed with Trustee Smith and said there could be another area in White Lake to install the sidewalks.

Mr. Salzeider said at the Planning Commission the option of deferring this to a future project that would be of a larger impact where the sidewalks might be appropriate was not part of the discussion at the Planning Commission meeting. He welcomes the opportunity to defer the contribution to the sidewalk fund at a more appropriate time. He advised he is seeking approval of the site plan from the Board tonight.

Treasure Roman advised the Board of the significant property tax potential this project will bring.

Clerk Noble addressed if the applicant told the Planning Commission yes because of duress.

Director O'Neil added that he was at that meeting and that was not the tone of the meeting.

Clerk Noble stated that is how he understands the applicants characterization.

The applicant added he was not under duress and that he did not intend to make that point.

Director O'Neil clarified that at no point did anyone tell the applicant he was going to give money to get approval.

Supervisor Kowall called for a vote.

B. <u>REQUEST TO APPROVE ADDITION TO PERSONNEL POLICIES AND PROCEDURES - PAID PARENTAL LEAVE - NON-UNION EMPLOYEES</u>

Human Resources Manager Myers reviewed the parental leave policy. She stated as the workplace expectations evolve, family friendly benefits have become key in attracting and retaining a skilled workforce. Manager Myers clarified this policy would be eligible for all non-union, full-time employees, and union employees would need to negotiate for this policy.

Supervisor Kowall asked how long the leave was proposed to last for. Manager Myers stated four weeks paid.

Trustee Ruggles asked if an employee would still be allowed the Family Medical Leave Act (FMLA). Manager Myers stated yes that they would be allowed four weeks paid time off and then 12 weeks with FMLA. As there is no policy currently, an employee would have to spend both vacation and sick time to get paid while they are on FMLA.

Trustee Ruggles asked if this policy applies to both men and women. Manager Myers confirmed. He clarified that men would get four weeks paid time off when their wife has a child. Manager Myers stated yes, and cited concerns for discrimination under Federal Law, specifically Title 7, under the Civil Rights Act of 1964.

Trustee Ruggles said he is not sure it is discrimination as not every Townships have these policies. He asked if there are Townships that have other situations where a set period of time is allotted for women and a set time for men.

Manager Myers responded yes and stated that similarly, Highland Township offers six weeks for a primary parent, and three weeks for a secondary parent, if both individuals work at the Township.

Trustee Ruggles stated men and women are not the same. He believes the experiences for men and women are factually different and that it is not discrimination. He opposes giving adult men four weeks of paid leave. He believes supporting women is a different conversation.

Deputy Supervisor Pergament reminded that this is not just a recovery policy but also a bonding policy. She stated that if the Board is looking into a different type of policy, the Township could do a strictly a birthing type of policy.

Trustee Ruggles stated if the Township has to give men this just to avoid a lawsuit, then he does not want any of it. He stated women are the primary care givers.

Manager Myers stated she also prepared an alternative policy proposed for the mother that is more concentrated on the medical leave aspect and would still allow the mother to recover and bond with their new child.

Deputy Supervisor Pergament stated that when she had her first child, her husband was home with her to assist her as a new mother. There is an overlap of help, and this type of assistance is the thought behind developing a parental leave policy.

Trustee Smith commended Manager Myers for including men in this parental leave policy. She stated that men are absolutely fifty percent equal parents. She is in support of employees strengthening the bond of their family with a newborn.

Trustee Voorheis said she would like to see the adoption age in the policy raised above one year. as older children are the ones in need of adoption and should be included within this policy.

Trustee Smith stated she wants to clarify a point. She would like to see the language regarding the primary and secondary parent referenced. She stated there are married couples working at White Lake Township.

Trustee Anderson asked if surrogacy was included in this policy. Manager Myers answered that for the purpose of this policy, surrogacy was not included. Surrogacy tends to have a monetary value, and this leave would apply to bonding. The policy could be expanded to include language about surrogacy. The adoption of a child from a surrogate would qualify.

Treasurer Roman asked about giving the birth mother four weeks, and the birth father two.

Manager Myers explained the options of designating a primary and secondary caregiver.

Trustee Smith clarified that would apply in the event if both employees worked for White Lake Township and that if only the male or female was the employee they would be entitled to four weeks each.

Trustee Ruggles said he thinks four weeks for a man is too much. He could go along with two but even that is generous.

Clerk Noble asked if we could do it for two weeks.

Manager Myers stated we cannot discriminate on sex. The Township could designate primary and secondary parent but the individual would be the one to make that choice.

Attorney Hamameh stated that there appears to be some confusion. There are two different issues; one being the leave time for both parents and the leave time if both parents are employees.

Deputy Supervisor Pergament indicated consideration should be given to the situation where both parents are employed but do not work in the same department.

Supervisor Kowall stated he thinks this needs to go back to the drawing board.

It was MOVED by Clerk Noble, seconded by Supervisor Kowall to table the request to approve Addition to Personnel Policies and Procedures - Paid Parental Leave - Non-Union Employees. The motion carried with a voice vote: (5 yes votes, Smith and Voorheis opposed).

C. <u>RESOLUTION #26-015; INTERESTED IN PARTICIPATING IN URBAN COUNTY COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM - 2027-2029</u>

It was MOVED by Trustee Ruggles, seconded by Trustee Voorheis to approve Resolution #26-015; Interested in Participating in Urban County Community Development Block Grant Program - 2027-2029. The motion carried with a voice vote: (7 yes votes).

D. <u>REQUEST TO APPROVE DONOR RECOGNITION RIGHTS POLICY</u>

Attorney Hamameh stated she believes this policy reflects the Township's desires as they discussed at their previous Board meeting.

Supervisor Kowall stated after reading the document, he believes it is reasonably clear. He stated it does allow the Township to basically have final say.

Attorney Hamameh stated referred to a remaining issue and indicated it isn't clear what the Board wants to list in "Exhibit A".

Trustee Smith asked for clarification on page one, Public Facilities. She asked if the redlining was supposed to be included. She indicated she believed the Board previously eliminated donor recognitions on buildings. She requested to strike the word "buildings".

Attorney Hamameh said there was confusion at the last meeting about plaque discussion. The intent of the policy would allow for a plaque outside the Public Safety Building and if building is not listed then the plaque cannot go on the building. She added that does not mean to name the building itself.

Trustee Anderson indicated it could be specified as interior and not exterior.

Attorney Hamameh clarified her understanding is that the intent is for both inside and outside.

Trustee Smith clarified that there is already a request to put a plaque outside of the public safety building and that the request is still pending Board approval. She asked if this policy will go into place before that happens?

Attorney Hamameh answered that ideally yes but reminded the Township Board while the policy wasn't in place yet, but that this Township Board did previously approve a motion to accept a donation from this individual.

Treasurer Roman added, to be put on the building g. He hadn't decided whether it would be the inside or outside. He reminded that each and every potential donation will need to be approved by the Board.

Attorney Hamameh added that the policy is to set the framework, and in future instances, the Township Board will have the authority of placement and size of dedication plaques and similar items. She directed the Board to the definitions and indicated that in the policy she has defined "donor dedication rights" to indicate that it's to purchase the right to place appropriate dedications recognitions, or memorials on fixed Township assets.

Trustee Smith said in her opinion, it still leaves the impression that the building can be named.

Treasurer Roman added that "naming" was removed out of the policy completely.

Trustee Smith stated that building was still included on page one under Public Facilities. Treasurer Roman replied that it was in relation to a building being a Township asset a plaque would be placed on.

Trustee Smith inquired about the list and asked if the Board would be compiling the list and how it will be handled.

Attorney Hamameh suggested creating a list prior to adopting the policy.

Supervisor stated that there is a list in exhibit A.

Treasurer Roman said that Township Hall should be added to the list. Attorney Hamameh said there would be benefit to compiling a list of buildings, spaces, amenities, or facilities. The list could be amended by the Board in the future or remain as outlined in Exhibit A with the addition of Township Hall.

Trustee Smith added she wanted to see a prohibition against campaign contributors to current Board members receiving donor recognition rights.

Treasurer Roman asked for further explanation.

Trustee Smith stated they should not mix. She believes there should be a clear division.

Supervisor Kowall reviewed the current list and added Township Hall. He emphasized that the Board will still have the ability to review in the future.

Trustee Smith asked if there were any objections to adding language addressing campaign contributions.

Attorney Hamameh said that would be something more related to personnel or ethics policy, not necessarily this policy

It was MOVED by Supervisor Kowall, seconded by Treasurer Roman to approve the Donor Recognition Policy by adding the Township Hall to the list in exhibit A . The motion carried with a voice vote: (6 yes votes, Smith opposed).

E. <u>REQUEST TO APPROVE FIREWORKS PERMIT - CEDAR ISLAND LAKE</u>

Chief Feichtner stated there is no issue from the Fire Department.

It was MOVED by Supervisor Kowall, seconded by Treasurer Roman to approve the fireworks permit – Cedar Island Lake. The motion carried with a voice vote: (7 yes votes).

F. <u>REQUEST TO APPROVE FIREWORKS PERMIT - PONTIAC LAKE</u>

Chief Feichtner stated there is no issue from the Fire Department.

It was MOVED by Supervisor Kowall, seconded by Treasurer Roman to approve the fireworks permit – Pontiac Lake. The motion carried with a voice vote: (7 yes votes).

G. REQUEST TO APPROVE ADDITION TO THE ADMINISTRATIVE POLICIES AND PROCEDURES - NON-SUFFICIENT FUNDS (NFS) POLICY

Treasurer Roman said the Township gets a significant amount of checks that bounce, and there is a fee that is to be collected. They are hard to collect, and some communities add them to the individual's tax bill.

Trustee Anderson asked if the charges proposed are exactly as charged by the bank. Treasurer Roman stated the fee is $50 per the Township fee schedule.

Trustee Voorheis asked how often this occurs. Treasurer Roman stated that there are about 100 instances of this per year.

It was MOVED by Clerk Noble, seconded by Trustee Ruggles, to approve the request to add to the Administrative Policies and Procedures – Non-Sufficient Funds (NSF) Policy. The motion carried with a voice vote: (7 yes votes).

H. FIRST READING; AMENDMENT TO ZONING ORDINANCE - 26-001

Director O'Neil stated the Planning Commission has considered these amendments in two separate parts. The first item, 26-001, is housekeeping items to the ordinance. Several amendments are in relation to addressing substandard lots, noise levels, daycare use in the Pontiac Lake Gateway District, and driveway spacing. The Planning Commission recommended approval of Amendment to Zoning Ordinance 26-001.

It was MOVED by Treasurer Roman, seconded by Trustee Anderson to move to second reading; Amendment to Zoning Ordinance – 26-001. The motion carried with a voice vote: (7 yes votes).

I. FIRST READING; AMENDMENT TO ZONING ORDINANCE - 26-002

Director O'Neil said included in the packet is redlined amendments presenting which Board has what authority and how it would change if this amendment was approved. Director O'Neil said the Planning Commission recommended denial of this amendment and recommended keeping the ordinance language as is.

Trustee Voorheis commented that since the Ordinance change twenty years ago, this is the first problem.

Director O'Neil stated this is the first time this has come up to go back to the way it was 19 years ago.

Supervisor Kowall said the past administration strived to become "One Stop Ready" and this will remove the Township from the list.

Trustee Anderson asked if the Township still does training on the One Stop Ready program. Director O'Neil answered that with the changes in 2007, White Lake Township was already prepared when the County asked us to join that program around 2013.

Supervisor Kowall stated this amendment will undo the program.

Treasurer Roman asked about communities like Lyon Township where the Planning Commission approves a Data Center; who takes the heat for the approval? Director O'Neil and the Treasurer Roman agreed it is probably both. Treasurer Roman stated that is the type of situation he is looking to avoid and a big reason why he is in favor of approving this amendment. He also added that a majority of the Board didn't realize the Planning Commission had the authority to give final site plan approval.

Trustee Smith objected to Director O'Neil's personal life being used as an example but stated she is in favor of the amendment as ultimately; the Board is responsible for what happens.

Trustee Ruggles said the Planning Commissioners are dedicated and represent the Township well. He is in favor of leaving the ordinance language as is.

Trustee Voorheis said she was against going back to the 1990's and changing the ordinance for one developer. She stated she was against the amendment.

Mary Earley, 5925 Pine Ridge Court, said every month the Township Board agenda includes a consent agenda, which in times can be very large. She added despite the size of the information, the consent agenda is approved. In the same scenario, she asked the Board to respect the recommendations from the Planning Commissioners. She stated that by adding another layer of bureaucracy and red tape by making the final site plan at the Township Board meeting will only serve to delay and deter developers from doing business in White Lake. The Planning Commission has excellent members who work hard and deserve the same respect and trust the Board does. She requested the Board uphold the Planning Commissioner's request and deny the proposed language outlined in Amendment 26-002.

Supervisor Kowall said the previous ordinance language has worked fine for twenty years, and the Board does have the opportunity to make changes during the preliminary site plan approval process. The Board would still have the same opportunity to tweak or advise changes to site plans if the ordinance language remained unchanged. He added changing the ordinance will add a lot of time to the Board meetings. He stated he agrees with Mrs. Early and added that after all this time, he questions why it is all the sudden a problem. He is not in support of the change.

Trustee Anderson said he was on the Planning Commission for 18 years, and there is always an opportunity for the Planning Commission to make a recommendation or for final approval. He did not think the amendment would delay the process.

Supervisor Kowall asked Director O'Neil for his thoughts on the change. Director O'Neil said if the language were to change, it would add an extra month to the site plan approval process on average. He discussed potential project timeline scenarios with the Board.

Mike Leuffgen, DLZ, added that after final site plan approval, final engineering approval must be granted administratively for all the engineering details on the plan that may not get picked up at final site plan approval.

It was MOVED by Treasurer Roman, seconded by Clerk Noble, to move to second reading; Amendment to Zoning Ordinance – 26-002. The motion carried with a voice vote: (4 yes votes) (Voorheis/no, Roman/yes, Kowall/no, Smith/yes, Ruggles/no, Noble/yes, Anderson/yes).

J. REQUEST TO APPROVE REZONING REQUEST - 9391 HIGHLAND ROAD

Director O'Neil said this first reading request is unusual in that it is a down zoning from Brendle Holdings LLC to go from Planned Business to Local Business. The Planning Commission unanimously recommended approval of the rezoning request.

Trustee Ruggles agreed with Director O'Neil's statement and personally did not see an issue with the request.

It was MOVED by Trustee Ruggles, Clerk Noble to move the rezoning request – 9391 Highland Road to second reading. The motion carried with a voice vote: (7 yes votes).

K. REQUEST TO APPROVE TRANSFER BETWEEN REVOLVING FUNDS

Treasurer Roman said to complete the construction of the new buildings, a transfer from the Improvement Revolving Fund needs to occur. It was always intended to make this transfer after the bond money had been used.

It was MOVED by Treasurer Roman, seconded by Supervisor Kowall, to allow Treasurer Roman to transfer any and all Improvement Revolving Funds to the Construction Fund to complete the construction process. The motion carried with a voice vote: (7 yes votes).

L. REQUEST TO APPROVE FIRE DEPARTMENT FURNITURE - NBS STEELECASE

Supervisor Kowall stated the furniture quote came in under budget, and the allocation was already approved by the Board previously. This motion is to approve this invoice as the invoice was a large amount.

It was MOVED by Supervisor Kowall, seconded by Trustee Anderson to approve the Fire Department Furniture – NBS Steelcase. The motion carried with a voice vote: (7 yes votes).

FYI - CIVIC CENTER UPDATE

Treasurer Roman said he visited the site today, and most of the brick is on Township Hall. Most of the roof is on Township Hall as well.

Supervisor Kowall said a significant amount of mechanical work has been approved in Township Hall, and drywall is ongoing. There is a question of fire suppression that will need to be clarified. He added Public Safety is farther along; light fixtures have been installed, and glass framework is underway. Site work will resume in mid-July; paving and landscaping will be installed.

TRUSTEE COMMENTS

Trustee Anderson said the ZBA considered five cases last month; four were approved. He and Clerk Noble were present at the ribbon cutting for the new Lafontaine dealership. The Police Open House was a success, and he wished everyone a safe Fourth of July.

Treasurer Roman thanked the residents in attendance this evening. He congratulated Officer Zimmerman and Sergeant Kidle.

Trustee Smith said she was impressed by Chief Ivory's participation in the dunk tank. The Open House had a great turnout. She said the Design Committee is wrapping things up to hopefully present their design package for Township Hall to the Board next month. The library's Summer Reading Program is underway.

Trustee Ruggles congratulated Chief Ivory.

Clerk Noble thanked Chief Ivory for a job well done on the Police Open House. He thanked the accounting department for their work on the audit.

Trustee Voorheis shared that she attended a library program about Mary Moore, a local Township resident who used to play women's baseball. She shared positive comments about the CERT program.

Supervisor Kowall shared that "Rockin the Farm" is Friday, June 26, 2026. Quake on the Lake is scheduled for August 15 and 16, 2026.

ADJOURNMENT

It was MOVED by Supervisor Kowall, seconded by Treasurer Roman, to adjourn at 8:34 P.M. The motion carried with a voice vote: (7 yes votes).

Rik Kowall, Supervisor
Charter Township of White Lake

Anthony L. Noble, Clerk, MiPMC II
Charter Township of White Lake