OSHTEMO CHARTER TOWNSHIP BOARD
7275 W. Main Street
Kalamazoo, MI 49009

November 10, 2026

REGULAR MEETING
5:30 P.M.
AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Remote Location Identification (for remote attendance when permitted by statute)
4. Township Mission/Vision/Core Values:

Professionalism: Commitment to continuous improvement to government operations.

5. Approval of Agenda
6. Resolution re Honoring Veteran's Day (Pg 7)
7. Public Officials and Community Partner Updates
8. Work Session
    a. Presentation 2027 Oshtemo Township Employee Benefit Package (Pg 9)
9. Public Comment on Consent Agenda or Non-Regular Session Items
10. Consent Agenda
    a. Meeting Minutes [Minutes of Regular Meeting October 27]
    b. Receipts and Disbursements
    c. Monthly Department Staff Reports (Pg 17)
    d. Oshtemo Friends of the Parks Officer Update (Pg 33)
    e. 2027 Oshtemo Charter Township Holiday Schedule (Pg 35)
    f. 911 Dispatch Calls for Service Summary Report (Pg 37)
11. Discussion and Consideration of 2027 Oshtemo Township Employee Benefit Package (Pg 41)
12. First Reading re Ordinance 698 – North 2nd Street Rezoning (Pg 83)
13. Discussion & Consideration re Red Med Box Fabrication and Installation (Pg 87)

14. Public Hearing: Special Assessment for Fire & Safety Protection Districts No. 1 & 2 & Levy (Pg 91)
15. Public Hearing: Road Maintenance & Improvement Levy (Pg 97)
16. Public Hearing: Special Assessment for Police Protection Districts 2004-1 & 2009-1 Levy (Pg 101)
17. Public Hearing: General Fund Budget/General Tax Levy (Pg 107)
18. Resolution: 2027 Routine Expenditures & Purchases (Pg 111)
19. Discussion and Consideration re Township Officers' and Trustees' Compensation Policy (Pg 113)
20. Resolution re 2027 Township Officers Compensation (Pg 117)
21. First Reading re General Moratorium Ordinance on Commercial Data Centers (Pg 119)
22. First Reading re General Moratorium Ordinance on Commercial Energy Storage Facilities (Pg 121)
23. Discussion and Consideration re Amended Public Comment Policy (Pg 123)
24. Discussion and Consideration – Budget Amendments (Pg 127)
    a. Revised 3rd Quarter Budget Amendments
    b. Fruitbelt Rail Trail
25. Closed Session re Written Opinion of Counsel – Police Protection Contract (Pg 131)
26. Public Comment
27. Board Member Comments & Committee Updates
28. Adjournment

Policy for Public Comment

Township Board Regular Meetings, Planning Commission, and ZBA Meetings

All public comment shall be received during one of the following portions of the Agenda of an open meeting:

a. Citizen Comment on Non-Agenda Items or Public Comment – while this is not intended to be a forum for dialogue and/or debate, if a citizen inquiry can be answered succinctly and briefly, it will be addressed or it maybe delegated to the appropriate Township Official or staff member to respond at a later date. More complicated questions can be answered during Township business hours through web contact, phone calls, email(oshtemo@oshtemo.org), walk-in visits, or by appointment.

b. After an agenda item is presented by staff and/or an applicant, public comment will be invited. At the close of public comment there will be Board discussion prior to call for a motion. While comments that include questions are important, depending on the nature of the question, whether it can be answered without further research, and the relevance to the agenda item at hand, the questions may not be discussed during the Board deliberation which follows.

Anyone wishing to make a comment will be asked to come to the podium to facilitate the audio/visual capabilities of the meeting room. Speakers will be invited to provide their name, but it is not required.

All public comment offered during public hearings shall be directed, and relevant, to the item of business on which the public hearing is being conducted. Comment during the Public Comment Non-Agenda Items may be directed to any issue.

All public comment shall be limited to four (4) minutes in duration unless special permission has been granted in advance by the Supervisor or Chairperson of the meeting.

Public comment shall not be repetitive, slanderous, abusive, threatening, boisterous, or contrary to the orderly conduct of business. The Supervisor or Chairperson of the meeting shall terminate any public comment which does not follow these guidelines.

(adopted 5/9/2000)
(revised 5/14/2013)
(revised 1/8/2018)

Questions and concerns are welcome outside of public meetings during Township Office hours through phone calls, stopping in at the front desk, by email, and by appointment. The customer service counter is open from Monday to Thursday, 8 a.m. to 1 p.m. and 2 to 5 p.m., and on Friday, 8 a.m. to 1 p.m. Additionally, questions and concerns are accepted at all hours through the website contact form found at www.oshtemo.org, email, postal service, and voicemail. Staff and elected official contact information is provided below. If you do not have a specific person to contact, please direct your inquiry to oshtemo@oshtemo.org and it will be directed to the appropriate person.

Oshtemo Township Board of Trustees		
Supervisor		
Cheri Bell	269.216.5220	cbell@oshtemo.org
Clerk		
Dusty Farmer	269.216.5224	dfarmer@oshtemo.org
Treasurer		
Clare Buszka	269.216.5260	cbuszka@oshtemo.org
Trustees		
Neil Sikora	269.760.6769	nsikora@oshtemo.org
Kristin Cole	269.375-4260	kcole@oshtemo.org
Zak Ford	269.271.5513	zford@oshtemo.org
Michael Chapman	269.375.4260	mchapman@oshtemo.org

Oshtemo Township Department Information		
Assessor		
Kristine Biddle	269.216.5225	assessor@oshtemo.org
Fire Chief		
Greg McComb	269.375.0487	gmccomb@oshtemo.org
Ordinance Enforcement		
Alan Miller	269.216.5230	amiller@oshtemo.org
Parks Director		
Vanessa Street	269.216.5233	vstreet@oshtemo.org
Rental Info	269.216.5224	rentals@oshtemo.org
Planning Director		
Jodi Stefforia	269.375.4260	jstefforia@oshtemo.org
Public Works Director		
Anna Horner	269.216.5228	ahorner@oshtemo.org

Zoom Instructions for Participants

Before a videoconference:

1. You will need a computer, tablet, or smartphone with a speaker or headphones. You will have the opportunity to check your audio immediately upon joining a meeting.
2. If you are going to make a public comment, please use a microphone or headphones with a microphone to cut down on feedback, if possible.
3. Details, phone numbers, and links to videoconference or conference call are provided below. The details include a link to "Join via computer" as well as phone numbers for a conference call option. It will also include the 11-digit Meeting ID.

To join the videoconference:

1. At the start time of the meeting, click on this link to join via computer. You may be instructed to download the Zoom application.
2. You have an opportunity to test your audio at this point by clicking on "Test Computer Audio." Once you are satisfied that your audio works, click on "Join audio by computer."

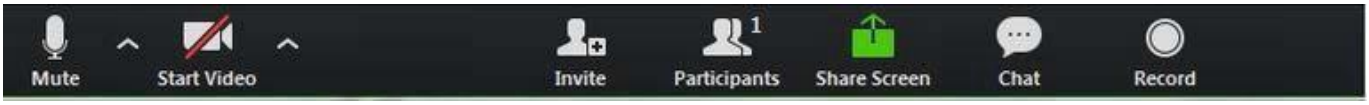
You may also join a meeting without the link by going to join.zoom.us on any browser and entering this **Meeting ID: 774 238 7802**

If you are having trouble hearing the meeting or do not have the ability to join using a computer, tablet, or smartphone then you can join via conference call by following instructions below.

To join the conference by phone:

1. On your phone, dial the teleconferencing number: +1 312 626 6799 US (Chicago)
2. When prompted using your touchtone (DTMF) keypad, enter the Meeting ID number: 774 238 7802#

Participant controls in the lower-left corner of the Zoom screen:



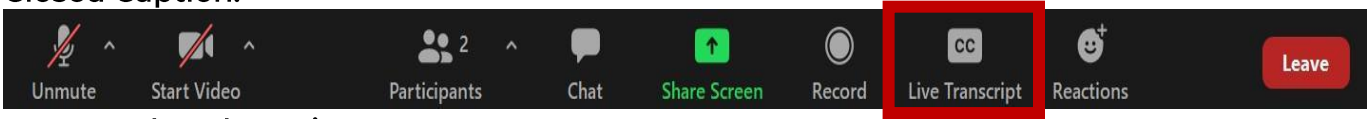
Using the icons at the bottom of the Zoom screen, you can (some features will be locked to participants during the meeting):

- Participants – opens a pop-out screen that includes a "Raise Hand" icon that you may use to raise a virtual hand. This will be used to indicate that you want to make a public comment.
- Chat – opens pop-up screen that allows participants to post comments during the meeting.

If you are attending the meeting by phone, to use the "Raise Hand" feature **press *9 on your touchtone keypad.**

Public comments will be handled by the "Raise Hand" method as instructed above within Participant Controls.

Closed Caption:



Turn on Closed Caption:

Using the icons at the bottom of the Zoom screen:

1. Click on the "Live Transcription" button.
2. Then select "Show Subtitle."

7275 W. Main Street, Kalamazoo, MI 49009 | Phone: 269.375.4260 | Oshtemo@oshtemo.org

Mission

To advance the quality of life of all residents through a commitment to responsible growth, and value-driven municipal services that promote the relationships among economic vitality, environmental stewardship, and social equity.

Vision

A sustainable and innovative community built through a legacy of planned, responsible growth, and rural preservation.

Core Values

PUBLIC SERVICE

- ✓ Fair treatment to all people.
- ✓ Each customer is welcomed, and their input is wanted.
- ✓ Difficult questions are not marginalized.
- ✓ Allow residents to interact directly with Township staff and officials.
- ✓ Decisions are made based on the value to our Township and residents.

SUSTAINABILITY

- ✓ Meet the needs of the present without compromising future generations.
- ✓ Consider the environment through practices that reduce impacts.
- ✓ Value-conscious decision-making.
- ✓ Committing to quality fire and police protection.

INNOVATION

- ✓ Providing the best value-conscious technology currently available.
- ✓ Leverage new technologies and ways of doing business to increase accessibility and improve services.

PROFESSIONALISM

- ✓ Hire staff with strong core competencies within their given profession.
- ✓ Commitment to continuous improvement to government operations.
- ✓ Dedicated to open communication to improve productivity and effectiveness.

INTEGRITY

- ✓ Decisions are made logically through the collection of evidence, facts, and public input.
- ✓ When promises are made, we follow through.
- ✓ We do not obfuscate – we say what we mean and do what we say.
- ✓ Transparent governmental practices are of the highest priority.

FISCAL STEWARDSHIP

- ✓ Ensure that taxpayer investments are spent wisely, effectively, and efficiently.

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

RESOLUTION HONORING VETERANS DAY

Adopted:

WHEREAS, Veterans Day is observed each year on November 11 to honor the service, sacrifice, courage, and dedication of all who have served in the United States Armed Forces; and

WHEREAS, throughout our Nation's history, generations of veterans have answered the call to serve and have defended the freedoms, liberties, and democratic principles enjoyed by all Americans; and

WHEREAS, the sacrifices made by our veterans extend beyond their time in uniform and are shared by their families and loved ones, whose support and strength are also deserving of our gratitude and recognition; and

WHEREAS, Oshtemo Charter Township recognizes and honors the veterans within our community and throughout our Nation for their patriotism, commitment, and selfless service; and

WHEREAS, Veterans Day provides an opportunity for all residents to reflect upon the contributions of those who have served and to reaffirm our lasting gratitude for their service to our country and our communities;

NOW, THEREFORE, BE IT RESOLVED, that the Oshtemo Charter Township Board hereby recognizes November 11, 2026, as Veterans Day and extends its sincere appreciation and gratitude to all veterans of the United States Armed Forces for their honorable and dedicated service.

BE IT FURTHER RESOLVED, that the Township Board encourages all residents of Oshtemo Charter Township to join in honoring our veterans, remembering their sacrifices, and recognizing the enduring contributions they have made in service to our Nation.

A motion was made by_____, and seconded by _____, to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____

Dusty Farmer, Clerk
Oshtemo Charter Township

****

CERTIFICATE

STATE OF MICHIGAN)

) ss.

COUNTY OF KALAMAZOO)

I, Dusty Farmer, the duly appointed and acting Clerk of the Township of Oshtemo, certify that the foregoing constitutes a true and complete copy of a Resolution adopted at a regular meeting of the Oshtemo Charter Township Board held on November 10, 2026, which meeting was preceded by required notices under the Michigan Open Meetings Act, being 1976 PA 267; that a quorum of the Board was present and voted in favor of said Resolution; and that minutes of said meeting were kept and will be or have been made available as required by said Open Meetings Act.

IN WITNESS WHEREOF, I have hereto affixed my official signature on this ___ day of November 2026.

_____

Dusty Farmer, Clerk
Oshtemo Charter Township

Date: November 10, 2026

To: Township Board

From: Sara Feister, Human Resources Director

Subject: 2027 Employee Benefit Package

Objective:

To summarize the 2027 Employee Benefit offerings and Board consideration.

Background:

The Township provides a comprehensive benefit package to employees. The Township works closely with Nulty as our agent for most of the benefits provided. Annually, typically in October, the renewal of benefit plans is discussed with Nulty. Subjects discussed include suggested vendor changes, rate impacts, regulatory compliance, and evaluation of offerings.

Draft Motion:

"I move to approve the 2027 Employee Benefit Package."

Summary of 2027 Benefit Package:

- Medical Insurance (Blue Cross Blue Shield of Michigan)
  - High-Deductible Health Plan (HDHP) ***Network Change***
    - 11.54% increase to premiums
    - Deductible increasing from $3,400/$6,800 to $3,500/$7,000
    - Out of Pocket Limit increasing from $3,400/$6,800 to $3,500/$7,000
    - Moving from a PPO (preferred provider organization) to a POS (point of service) network
  - Traditional Health Plan
    - 18.52% increase to premiums
    - Out of Pocket Limit increasing from $9,100/$18,200 to $10,000/$20,000
    - Sunsetting plan in 2028
  - In Lieu of Medical Insurance Credit
    - $1,370.00 annual
  - Medicare Reimbursement
    - Township reimburses 80% of Medicare cost for employee's spouses over the age of 65
- Health Savings Account for employees enrolled in the HDHP (Kushner)
  - Requesting Board approval to fund HSAs $1,750/$3,500 (50% of the deductible amount, which is proportional to 2026 funding)
- Health Reimbursement Arrangement for employees enrolled in the Traditional Health Plan (Kushner)
  - No structure changes
  - HRA will reimburse $1,500/$3,000 of the deductible (same as past years)
- Dental Insurance (Delta Dental)
  - 2.90% increase to premiums
  - No structure changes

- ❖ Vision Insurance (Delta Vision/VSP Network)
  - 0.00% increase to premiums
  - No structure changes
- ❖ Short- & Long-Term Disability Insurance (NIS/Kansas City Life)
  - No increase
  - No structure changes
- ❖ Employer Sponsored Life/AD&D Insurance (Colonial Life)
  - No increase
  - No structure changes
- ❖ Dependent Care Flexible Spending Account (Kushner)
  - Requesting funding of up to $5,000 per eligible employee on a reimbursement basis through Kushner
- ❖ Worker's Compensation (Accident Fund)
  - Increase amount is unknown and pending annual claim audit
  - No structure changes
- ❖ Firefighter Supplemental Insurance (VFIS)
  - Unknown amount of increase, if any
  - No structure changes
- ❖ Retiree Health Care Savings Plan (MERS)
  - $3,600 annual employer contribution
  - No structure changes
- ❖ 401(a)/457(b) Retirement Plan (MERs) ***Carrier Change***
  - See more information in separate memo
- ❖ Employee Assistance Program (Pine Rest)
  - Unknown amount of increase, if any
  - No structure changes

Employee Paid Benefits

- ❖ Medical Flexible Spending & Limited Purpose Flexible Spending Accounts
  - No structure changes
- ❖ Supplemental Insurance (Colonial Life)
  - No structure changes
- ❖ Additional Life/AD&D Insurance (Colonial Life)
  - No increase except for age related increases

Attachments:

1. Information on Blue Elect Plus Point of Service (POS) Network

Core Value(s):

Sustainability, Integrity, Fiscal Stewardship, Professionalism

Blue Elect Plus℠ POS cost share for health services in and outside of Michigan

Please refer to our *Frequently asked questions* on the next page to learn what members pay for services based on whether their enrolled address is in or outside of Michigan.

Blue Elect Plus members enrolled with a Michigan address must select a Blue Care Network primary care provider, or PCP, but still have the option to seek care from other physicians and specialists without a referral. Members enrolled with a non-Michigan address don't need an assigned PCP. They also don't need a referral; they just need to see a BlueCard® participating provider for in-network benefits. A BlueCard provider is a health care provider participating with the local Blue Cross Blue Shield plan. To find a BlueCard provider, go to **provider.bcbs.com** and select the BlueCard Traditional plan or call **1-800-810-BLUE(2583)**.

- **Blue Elect Plus in-network providers** are BCN HMO contracted providers and out-of-state BlueCard participating providers. Members pay less out of pocket when they're seen by these providers.

- **Blue Elect Plus out-of-network providers** in Michigan don't participate with BCN. Providers outside of Michigan that don't participate with BlueCard are also considered out of network. Members may get care from out-of-network providers for covered services, but they'll pay more.

When a subscriber or dependent is enrolled in Blue Elect Plus with a non-Michigan address and receives care through an office visit with a "PCP-like" BlueCard participating provider outside of Michigan, they'll pay either the PCP copay or the specialist copay; this depends on the member's enrolled address and the provider's location. PCP-like providers are BlueCard participating family medicine, general practice, pediatricians and internal medicine providers outside of Michigan that also include nurse practitioners for adult health, family, gerontology, pediatricians and primary care.

The following chart describes examples of where the member lives, where they're receiving care and what they'll pay for a PCP-like office visit.

Blue Elect Plus member (subscriber or dependent) enrolled address location	Member's assigned PCP performs office visit in this location	A PCP-like BlueCard participating provider outside of Michigan performs the office visit in this location	Member PCP requirement	Member pays
Michigan	Michigan	N/A	Yes	PCP copay
Michigan	N/A	Ohio*	Yes	Specialist copay
Florida*	N/A	Florida*	No	PCP copay
Florida*	N/A	Michigan (from a BCN contracted provider)**	No	Specialist copay
Florida*	N/A	Georgia*	No	Specialist copay
Office visit provided by an out-of-network provider, regardless of where the member lives or receives care.				Out-of-network cost share

*State used as an example; members can live and receive care in any state.

**In Michigan, only BCN contracted providers are in network.

Subscribers who work at a Michigan location and are enrolled with an address in a county that borders Michigan have the option to select a BCN PCP in Michigan based on the preference of each member listed on the contract:

Blue Care Network of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

- If the member selects a BCN PCP in Michigan, the amount the member pays will be as if they live in Michigan (rows 1 and 2 in the chart above).
- If the member doesn't select a BCN PCP in Michigan, the amount the member pays will be as if they live outside of Michigan (rows 3, 4 and 5 in the chart above).

Frequently asked questions

What is a "PCP-like" provider?

PCP-like providers are BlueCard participating family medicine, general practice, pediatricians and internal medicine providers outside of Michigan that also include nurse practitioners for adult health, family, gerontology, pediatricians and primary care.

What if the member lives in Michigan and has an assigned PCP, but sees another BCN contracted provider in Michigan for an office visit?

The specialist copay will apply, and a PCP referral isn't required.

What if the member lives in Michigan and has an assigned PCP, but sees a provider in Michigan contracted with Blue Cross Blue Shield of Michigan PPO, but isn't a BCN contracted provider?

The Blue Cross Blue Shield of Michigan PPO provider will be considered out of network and the out-of-network cost share will apply. This out-of-network provider may bill the member for the difference between our payment and the doctor's charges, and the member will be responsible for that amount. The balance bill amount won't apply to the member's out-of-pocket maximum.

What if the member is enrolled with an address outside of Michigan and sees a provider in Michigan contracted with Blue Cross Blue Shield of Michigan PPO, but isn't a BCN contracted provider?

The Blue Cross Blue Shield of Michigan PPO provider will be considered out of network and the out-of-network cost share will apply. This out-of-network provider may bill the member for the difference between our payment and the doctor's charges, and the member will be responsible for that amount. The balance bill amount won't apply to the member's out-of-pocket maximum.

What if an employee and their family live outside of Michigan and their spouse or dependent qualifies for a BCN65 or Medicare Advantage product? Can the employee select Blue Elect Plus?

The employee can select Blue Elect Plus, but they can't enroll their BCN65- or Medicare Advantage- eligible spouse or dependent on their contract. BCN65 and Medicare Advantage products aren't available to subscribers or dependents who live outside of Michigan. If the employee wants to cover their whole family, they would need to select another plan that isn't a Blue Elect Plus or BCN product. If Blue Elect Plus is the only plan offered, the group would have to offer the employee a PPO plan.

Are employees who live in Windsor, Canada eligible for Blue Elect Plus, if offered by their employer group?

Yes, the employees are eligible. However, since we don't have BlueCard in Canada, those employees and their dependents must select a BCN PCP in Michigan. The amount they pay for services will be determined as if they live in Michigan (see rows 1 and 2 in the chart above).

Can out-of-network providers balance bill members?

Yes. Doctors who aren't in network may bill members for the difference between our payment and the doctor's charges, and the member will be responsible for that amount. The balance bill amount won't apply to the member's out-of-pocket maximum.

Blue Care Network of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

If a Blue Elect Plus member living in Michigan has an office visit with a PCP-like BlueCard provider in Colorado, for example, what copay will they be charged?

The specialist copay will apply.

Blue Elect Plus doesn't require referrals to in- or out-of-network providers. Does prior authorization apply?

Yes. Doctors in and out of network must get prior authorization by BCN for certain services to be covered. For example, hospitalization, certain radiology services, outpatient therapy and other health care services.

How does an in- and out-of-network provider know to contact BCN for prior authorization for certain services?

For services provided by an in-network provider, the provider coordinates the prior authorization process. For services provided by an out-of-network provider that need prior authorization, it's the member's responsibility to have that provider call the number on the back of their ID card and share medical information for clinical review. If the out-of-network provider doesn't receive prior authorization from BCN, the member may be responsible for the entire cost of the service.

What if a member receives durable medical equipment from an out-of-network provider?

Durable medical equipment requires prior authorization from BCN. Members enrolled with a Michigan address need to receive DME from our BCN contracted vendors, such as J&B Medical Supply Company and Northwood. There's no option for out-of-network coverage. If a member uses an out-of-network vendor, it's not covered, in or out of state.

For members enrolled with an address outside of Michigan, the BlueCard participating provider may use a different vendor. Out of state, the member needs to follow the BlueCard host plan rules for DME to be covered.

Blue Care Network of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

Blue Care Network of Michigan

What to know about our point of service plans

Blue Elect Plus℠ POS and Blue Elect Plus HSA℠ POS

EDUCATE ENGAGE EMPOWER



Most HMO plans require a physician's referral to see a specialist, but not Blue Elect Plus point of service plans. You choose where to go for care — either in or out of your plan's network — without a referral.

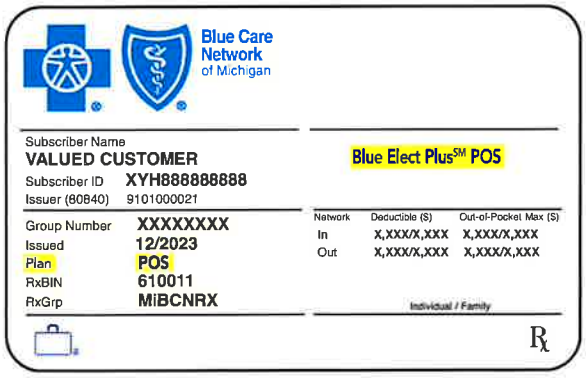
How a point of service plan works

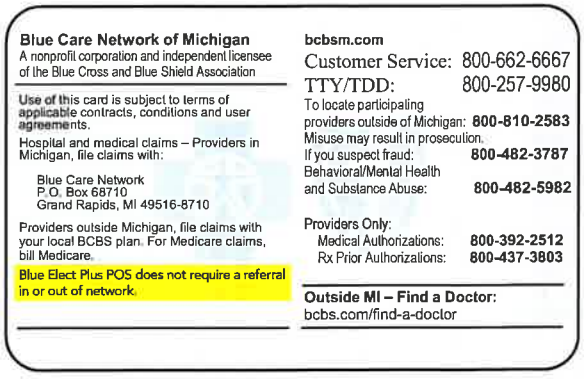
If you live in Michigan

You must select a BCN primary care provider located in Michigan. If you don't, one will be selected for you. You can have one primary care provider for everyone in your family. Or, each family member can have their own. For example, you may want your children to see a pediatrician, while adult family members go to an internist. And when you need to see a specialist or another physician, you don't need a referral. You pay less out of pocket for health care services when you see a participating BCN provider.

If you live outside Michigan

You don't need an assigned primary care provider or a referral to see other health care providers. To receive your lower-cost, in-network benefits, you need to see a BlueCard® Traditional participating provider who's based outside Michigan.





Always show your plastic member ID card at your doctor's office as proof of coverage. Make sure to show them the information we've highlighted on the sample ID card above, so the medical services you receive are billed correctly.

Ostemo Township Board: 11-10-2025 Packet: Page 15 Last Revised: 11-9-2026

What you pay will depend on where you go for care

- **In-network providers** are BCN-participating providers in Michigan and providers outside Michigan who participate in a BlueCard Traditional plan. You'll pay less out of pocket when you're seen by these doctors.
- **Out-of-network providers** in Michigan don't participate with BCN. Providers outside Michigan who don't participate with a BlueCard Traditional plan also are considered out of network. You may get care for services from these providers, but you'll pay more.

You're responsible for checking that the provider you see is participating in your plan's network. To be sure you receive your lower-cost in-network benefits, call your provider's office to confirm they're in network before receiving care.

Health care providers who aren't in network may bill you for the difference between what we pay and what they charge for their service. You'll be responsible for paying that difference, and this amount won't apply to your deductible (if applicable) or your out-of-pocket maximum. Some out-of-network providers may require you to pay in full for the services you receive when you receive them. You can then request reimbursement for our share of the cost.

Know which services require an in-network provider

With some services, your plan pays for them only when received from a health care provider in your plan's network (see List A).

But, there are also some preventive services that you can receive in or out of network (see List B).

A. In-network only services

- Most preventive services as defined by the Affordable Care Act (see List B for exceptions)
- Infertility counseling and treatment
- Adult sterilization
- Durable medical equipment
- Prosthetics and orthotics
- Diabetes supplies
- Weight reduction procedures
- Chiropractic services

Finding a doctor

Check that your doctor is in network:

1. Go to bcbsm.com/find-a-doctor.
2. Click *Search without logging in* and enter your location information.
3. Click *I don't know my network*, then *Find a different plan.*
4. Select *Blue Care Network (HMO and POS plans).*

Or log in to your online member account at bcbsm.com or use our app.

B. Preventive services received both in and out of network

- Flu vaccine
- Mammography screening
- Routine colonoscopy
- Routine maternity prenatal and postnatal care

Prior authorization for certain services

Blue Elect Plus point of service plans don't require referrals. However, certain services require our prior authorization before we pay for them. Examples are hospitalization, certain radiology services and outpatient therapy. For in-network services, the doctor coordinates the authorization process. **When you see a doctor who's not in your plan's network, you're responsible for having the out-of-network provider call the number on the back of your member ID card to request a prior authorization.**

You can log in to your member account or call the number on the back of your member ID card for a list of health care services that need prior authorization. Or check with your doctor to see if prior authorization is required for a health care service.

Blue Elect Plus HSA POS

If your plan is a Blue Elect Plus HSA POS plan, your employer may offer a health savings account, administered through HSA Bank® or HealthEquity®. Contact your employer to see what is available to you.

An HSA is like a 401(k) account for your health care. Use it to pay for current health care expenses and save for future qualified medical expenses, including retiree health expenses.

You'll be able to access money in your account with an HSA Visa® card.

If you're eligible for an HSA, you'll receive a welcome kit from the HSA administrator (HSA Bank or HealthEquity).

Key HSA facts

- Contributions, investment earnings and withdrawals for qualified medical expenses are all tax advantaged.
- Contributions that aren't spent roll over from year to year.
- Once the account reaches $1,000 with HSA Bank or $2,000 for HealthEquity, you can invest your money.

HealthEquity is an independent company supporting Blue Cross and BCN by providing health care spending account administration services. An independent, FDIC-insured bank holds the health saving account dollars.

HSA Bank is a division of Webster Bank, N.A., an independent company supporting Blue Cross and BCN by providing health care spending account administration services. An independent, FDIC-insured bank holds the health saving account dollars.

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October 2026 Department Reports

For November 10, 2026 Township Board Meeting

About These Reports

Monthly Department Head Reports are intended to provide the Township Board with a brief, high-level summary of notable departmental activities, accomplishments, opportunities, and upcoming items. Reports are limited in length and are not intended to be a comprehensive accounting of all work performed by each department during the reporting period. The absence of a particular activity, project, or responsibility from a report should not be interpreted as an indication that the work was not performed.

Department: Assessing

Submitted By: Kristine Biddle

Wins

- Closed out numerous Commercial and Residential building permits as final inspections occurred.
- Prevailed on a property classification appeal that was filed by a resident through the State Tax Commission.

Opportunities

- Continue working on the 2027 Assessment Roll.

Items for Board Awareness

- No significant issues, concerns, or items requiring Board attention at this time.

Department: Building

Submitted By: Elvira Oropeza

Wins

- Maintained high standard of customer service in-office and during field operations.
- Partnered with the Enforcement Department to process various permits and inspections at multiple apartment complexes, helping ensure safe and code-compliant living conditions for residents.
- Successfully transitioned Artie to serving as Interim Building Official while Ted Hanson is on medical leave through the end of November 2026.

Opportunities

- The Building Department Administrative Assistant position will become vacant on November 6, creating a need to recruit and onboard a replacement to maintain customer service levels, permit processing timelines, and administrative support for departmental operations.
- Build upon the department's new leadership structure to deepen integration with Township operations, strengthen cross-department collaboration, and invest in professional development opportunities that support long-term organizational success.
- Plan for the successful recruitment and transition of a new mechanical/plumbing inspector in anticipation of an upcoming retirement.

Items for Board Awareness

- Permits issued in the month of October: 215, Construction value: $57,590.50
    - Building: 61 Electrical: 27 Mechanical/Plumbing: 101/26
- Inspections completed in the month of October: 319
    - Building: 145 Electrical: 45 Mechanical/Plumbing: 67/58

Department: Clerk

Submitted By:

Wins

- Successful Election Administration!

Opportunities

- We spent significant time updating election related instructions and checklists.

Items for Board Awareness

- I will report election turnout at the next Board meeting.

Department: Human Resources

Submitted By: Sara Feister

Wins

- Continued moving the Employee Handbook review forward with the committee.
- Coordinated the transition to a new provider for the 401(a)/457(b) retirement plan.
- Participated in continuing education activities to ensure that the HR Department is aware and current regarding changing legislation.
- Supported employees through registering for the new benefit administration portal.
- Partnered with Nulty on the 2027 benefit renewals to balance cost management with meaningful value for employees.

Opportunities

- Continue searching for and identifying areas for policy/procedure improvements.
- Continue to promote employee wellness initiatives through work with the Culture & Connection Committee.

Items for Board Awareness

- Open Enrollment will run 11/16/26-11/25/26.
- Expected transition date for retirement plan is 01/01/27.

Department: Information Technology

Submitted By: Jon Gibson

Wins

- The IT Department continued to provide day-to-day technology support and maintain critical operational services throughout the Township. During this reporting period, 34 service tickets were completed, while also assisting with approximately the same number of walk-up support requests. These activities included addressing user support needs, resolving hardware and software issues, performing account management tasks, and providing general troubleshooting assistance.
- The IT Department completed the updating, testing, and configuration of 10 EPoll Book laptops to ensure they are fully operational and ready for election day deployment. This work included system updates, software verification, security checks, and device readiness testing to support a smooth election process.
- The IT Department completed the configuration and final adjustments of the Fire Department thermostat management system, ensuring proper operation and improved environmental controls within the facility.

Opportunities

- A continued area of focus is increasing employee use of the IT ticketing system when requesting technical assistance. Many support requests are still made through walk-up visits, phone calls, or informal conversations rather than through the established ticketing process.

Items for Board Awareness

- No significant issues, concerns, or items requiring Board attention at this time.

Department: Legal

Submitted By: Sierra Lucas, Paralegal Manager

Wins

- Coordinated the public hearing requirements for the correction and addition of properties between Police SAD Nos. 2004-1 and 2009-1 and Fire SAD Nos. 1 & 2 in advance of the October 27 public hearing.
- Coordinated the public hearing requirements for the general fund budget, fire fund budget, police fund budget, and road maintenance and improvement budget in advance of the November 10 public hearing.
- Drafted zoning and general moratorium ordinances for Commercial Data Centers and Energy Storage Systems in advance of their expiration dates.
- Drafted amendments to the Public Water Service Ordinance to provide greater flexibility in the use of surplus water funds, allowing surplus funds to support revolving loans to other Township funds.

Opportunities

- Ongoing Employee Handbook revisions and policy updates to align with board expectations, core values, operational needs, and legal requirements.

Items for Board Awareness

- The Legal Department remains actively engaged in discussions regarding the Police Protection Agreement. We recently met with the Sheriff's Department to address outstanding questions and will provide a written opinion of counsel for the November 10 meeting.
- The Culture and Connection Committee is excited to host an internal food and care package drive during our December holiday potluck. Employees will come together to assemble the donated items for distribution to a local organization before the holidays. Keep an eye out for more information on how you can participate and help make our drive a success! - Sierra Lucas, Chair – Culture & Connection Committee

Department: Maintenance

Submitted By: Greg Fountain, Maintenance Director

Wins

- Township Hall and Fire Station 1 HVAC project completed.
- Fire Station 1 window replacement project completed.
- Genesee Prairie expansion completed, with only final grave grid marking remaining by Prien & Newhof.
- Flesher Field and Township Park restrooms were successfully closed and winterized for the season.
- Cemetery water hydrants were winterized and shut off for the season.
- Leaf collection efforts began at all Township facilities.
- Maintenance team received 47 maintenance requests and closed 53 during October.
- The department reduced its maintenance backlog by closing six more requests than were received during the month.
- Vehicle Garage Project continues to make steady progress.

Opportunities

- Complete grave grid marking at Genesee Prairie in coordination with Prien & Newhof.
- Continue progress on the Vehicle Garage Project.
- Complete EV charging station installation at the Chief McCombs residence during the first week of November.
- Complete dumpster concrete pad and fence enclosure project, weather permitting
- Advance Hill Cemetery retaining wall project through review of contractor quotes at the November CB&G meeting.
- Continue planning and development of the OCC ventilation and roof project for the anticipated 2027 timeline.

Items for Board Awareness

- Vehicle Garage Project remains active and progressing.
- Genesee Prairie expansion is substantially complete; final grave grid layout remains pending completion by Prien & Newhof.
- Hill Cemetery retaining wall project will be presented to CB&G with contractor quotes in November.
- OCC ventilation and roof project remains in the planning phase with a projected 2027 implementation timeline.
- Dumpster pad and enclosure project schedule may be affected by weather conditions.

Department: Media and Communications

Submitted By: Rich Blair

Wins

- Completed the Township signage family kickoff with LKF Marketing and key Township stakeholders, providing the agency with the Township Identity Guide, proposed signage hierarchy, and direction for developing a consistent family of Township signage.
- Improved social media planning and organization by developing a structured content planner based on content pillars including transparency and visibility, resident services, community awareness, and educational campaigns.
- Developed a resident-focused social media plan for the Oshtemo Fire Department, including content categories, an eight-week initial posting plan, photography needs, and a phased approach for expanding from Facebook to Instagram and short-form video.
- Continued resident-facing communications through public meeting recaps, non-motorized path construction updates, event promotion, and an election integrity campaign.

Opportunities

- Continue developing proactive resident education campaigns such as Fire Department content, traffic and pedestrian safety information, and plain-language explanations of Township services and processes.
- Improve the format and internal workflow for public meeting recaps to make them more streamlined, timely, and useful to residents.

Items for Board Awareness

- The Township signage family project has moved into agency design work following the October 22 kickoff meeting. We anticipate the first round of concepts to be ready for review in November.
- The Township traffic safety and speed trailer webpage remained under departmental review at the end of October but are expected to go live in November.

Department: Ordinance Enforcement

Submitted By: Alan Miller

Wins

- Completed multiple rental housing certificate inspections and associated inspection reports, supporting compliance with Township rental housing standards.
- Conducted numerous re-inspections and follow-up site visits on active ordinance enforcement cases to monitor and achieve compliance.
- Issued violation notices and compliance-related correspondence to property owners where corrective action was required.
- Removed illegal signs and conducted compliance checks on commercial and residential properties, helping maintain community appearance and ordinance adherence.

Opportunities

- Several active compliance-order cases continue to require ongoing monitoring and follow-up to achieve full compliance.
- Blight and property maintenance complaints remain a recurring source of enforcement activity and staff time.
- Continued growth in follow-up communications, documentation, and case management duties reduces time available for proactive field inspections.

Items for Board Awareness

- New zoning, blight, and property maintenance complaints were received and investigated during the month.
- Ordinance Enforcement provided support to Township departments through property research, inspections, compliance verification, and case documentation.
- Coordination with the Zoning Department continues on cases involving overlapping zoning and ordinance enforcement concerns.
- Staff responded to resident inquiries and prepared records and documentation related to citizen complaints and administrative requests.

Department: Parks

Submitted By: Vanessa Street, Parks Director

Wins

- Completed end-of-season park maintenance, fall cleanup, and seasonal transitions across Township parks, athletic fields, garden beds, and facilities.
- Completed park restroom facility winterization and preparations for the winter season.
- Concluded the summer programming and event season, including the final October Guided Nature Walk – Fall comes to the Forest, and began compiling final attendance/engagement data.
- Continued coordinating volunteers in support of park projects and initiatives, including hosting the final volunteer session at Fruit Belt Rail Trail to install native plantings at the rain garden.
- Continued coordination with Oshtemo Historical Society to support fundraising efforts to contract with Better World Builders to complete the kitchen demolition project of the Drake House.

Opportunities

- Final volunteer hours, participation totals, and year-to-date engagement statistics are being compiled to support evaluation and future planning.
- End-of-season programming and event results will help identify opportunities to strengthen future offerings and community participation.
- Began looking ahead to the 2027 Music in the Park season, including potential performers, sponsorship opportunities, and community partnerships.
- Continued exploring potential grant funding and nonprofit partnerships for 2027 parks programming and improvements.
- Planning for the Township's 120th anniversary in April 2027 offers opportunities for community engagement and collaboration.

Items for Board Awareness

- Parks staff are completing the transition from fall operations to winter maintenance and facility oversight.
- Seasonal part-time employees are done for the season (Part-time Park Ranger, Seasonal Gardener)
- Friends of the Parks met October 20; the Board continues to support volunteer activities, fundraising, and Parks initiatives.
- Future planning includes 2027 programs, sponsorship outreach, and potential grant opportunities; funding and program details have not yet been finalized.

Department: Planning & Zoning

Submitted By: Jodi Stefforia

Wins

- Planning Commission finished public read through of draft one of energy systems ordinance.
- Walked Planning Commission through updates to lighting, parking and landscaping provisions as part of the Zoning Ordinance update with Progressive AE.
- Researched and prepared updates to the TIF policy to prioritize incentives that meet Township's housing goals, for Township Board consideration in November.
- Planning Department Staff and two Planning Commissioners attended the Michigan Association of Planning annual conference.

Opportunities

- Project management software still needs to be identified, possibly using different tools within software the Township already owns.

Items for Board Awareness

- Working through and verifying validity of dozens of pages of written comments and incorporating appropriate edits into draft two of the energy systems ordinance will take a significant amount of time. Draft two will be before the Planning Commission in 2027.
- With Public Works, we are still targeting getting consolidated environmental ordinances before the Township Board by the end of the year.
- Several new residential developments are in the early planning or review stage. Anticipate all of them requesting TIF approval.

Department: Public Works

Submitted By: Anna Horner, P.E., Director

Wins

- Wrapped up multiple construction projects for 2026 (H Ave path, sidewalk replacement on southwest quadrant of Stadium Dr and 9th St near Flesher Field, vehicle fencing and site improvements, USDA Ph II sanitary expansion).
- Executed contract with Wightman for 8th St sanitary sewer, non-motorized and road improvements project. Survey work will be completed in 2026, and design started in Q1 of 2027.
- Property acquisition (easements) for 2027 non-motorized projects, Drake Rd path and KL Ave path Ph 2, underway. KL Ave path EGLE permit for boardwalk over pond/wetlands needs to be resubmitted after design adjustment per RCKC standards.

Opportunities

- Explore transition to BSA Cloud services to leverage more modules, proactively implement, improve level of service, and facilitate better internal collaboration and efficiency.
- Purchasing Policy Update to be coordinated with staff operational feedback, recent project sizes and types, and budget creation (use of blue line system). Additional opportunity with quarterly budget amendments to improve process and align with core values, professionalism, fiscal stewardship and integrity.

Items for Board Awareness

- Scenario Planning for H Ave/W Main/US-131/Drake Rd is approximately 50% complete. PW and Planning staff met with consultant, Kittleson, to review model assumptions and discuss scenario priorities like increased transit use, future place types, and upcoming developments to prepare for testing (analysis).
- Maple Hill Drive Extension (for Youth Sports Complex) site plan and Traffic Impact Study (TIS) review complete. Township obtained non-motorized counts, which were very significant in the impact limits, and staff continues to advocate for pedestrian safety analysis and enhancements in mitigation efforts.

Department: Supervisor

Submitted By: David Kobb & Cheri Bell

Wins

- We identified and resolved a shortfall in the reimbursement received through Kalamazoo County's $100,000 ARPA grant for the Sheriff's vehicle-garage project.
- Continued research and analysis to support the Police Committee's review of the proposed 2027 Police Protection Agreement. Met with Sheriff Department representatives to answer a few outstanding questions.
- Developed formal charters and supporting materials for the Police Committee and Open Burn Ordinance Committee. Created template other committees can follow.
- Implemented the Township's new monthly department reporting process, providing the Board with consistent, concise updates on departmental accomplishments, operational opportunities, and emerging issues.

Opportunities

- Improve the quarterly budget-amendment process by establishing clearer submission requirements, earlier internal deadlines, stronger financial review, and greater accountability for the accuracy and completeness of each request.
- Strengthen implementation of the Township Strategic Plan by regularly reviewing approaching and overdue objectives, confirming assigned responsibilities, and documenting whether completed work satisfies each objective.

Items for Board Awareness

- The Township is now required to submit monthly construction-progress reports related to its USDA project.
- The Open Burn Ordinance Committee is continuing its review of potential ordinance revisions and is on a late-stage draft.

Department: Treasurer

Submitted By:

Wins

- Identified a shortage in the reimbursement received from Kalamazoo County's $100,000 ARPA grant for the Sheriff's vehicle-garage, reported it to PW and Supervisor's office.
- Identified double budgeted items (revenue and transfers), brought them to legal and accountant attention, resulting in corrected draft budget

Opportunities

- Working through locating individual transactions via mass ACH for Parks Department to the Fruit Belt reimbursement Grants. We currently only have access to the last 6 months
- Setting up winter 2026 tax database correctly with BSA special assistance due to past issues – checking accounts one at time to ensure correctness

Items for Board Awareness

- No action needed – Tax bills will be hitting mailboxes first week in December.

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Memorandum

Date: **11/10/26**

To: Township Board

From: **Oshtemo Friends of the Parks Board**

Vanessa Street, Parks Director

Subject: **Oshtemo Friends of the Parks Board Officer Updates**

Objective
To inform the Township Board that the Oshtemo Friends of the Parks officer positions have been updated.

Background
On May 31, 2026, Dennis Patzer resigned as president of Oshtemo Friends of the Parks. Cheri Bell was selected as interim President while the Board discussed a path forward.

At the regular meeting on September 15, 2026, a motion was made to elect Deb Everett as president and Kathy Fretz as secretary. The motion carried by a 5–0 vote, with two members absent.

These changes do not alter the number of Board members. Rather, they realign officer responsibilities to maintain clear leadership, support effective governance, and ensure the Board's duties are carried out efficiently in service to the community.

Information Provided
None

Core Value(s)
Professionalism
Integrity

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2027 HOLIDAY SCHEDULE

New Year's Day	Friday, January 1st
Martin Luther King Jr. Day	Monday, January 18th
President's Day	Monday, February 15th
Memorial Day	Monday, May 31st
Juneteenth *(observed)*	Friday, June 18th
Independence Day *(observed)*	Monday, July 5th
Labor Day	Monday, September 6th
Veteran's Day	Thursday, November 11th
Thanksgiving Day	Thursday, November 25th
Day After Thanksgiving	Friday, November 26th
Christmas Eve *(observed)*	Thursday, December 23rd
Christmas Day *(observed)*	Friday, December 24th

In addition to the above scheduled holidays, each employee shall be authorized one (1) Floating Holiday to be scheduled at their discretion.

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Calls for Service Summary Report
By Call Type and Public Safety Discipline

(Does not include FOIA Request call type)

OSHTEMO

October 2026

ORI	All
Create Date.Calendar	October 2026
Venue	OSHTEMO
Total Number of Calls for Service:	2999

Call Type	Agency Type or Discipline	# Calls Per Discipline
911 Hangup/Misdial	EMS	1
	Police	199
Abandoned Vehicle	Police	8
Abandoned Vehicle-Private Proper	Police	126
Alarm	Police	34
Alarm - Test (Police)	Police	1
Animal Complaint	Police	13
Arrest On Warr (Other Dept)	Police	1
Arson	Police	2
Assault/DV	Police	43
Assist Fire Dept	Police	10
Assist Other Dept	EMS	1
	Police	23
Assist Person	EMS	1
	Police	67
ATL	Police	13
B&E/Illegal Entry	Police	12
B&E/Larceny From Veh	Police	17
Background Investigation	Police	5
BH Petition	Police	5
BOL	Police	66
Brush/Grass Fire - No Exposure	Fire	1
Carbon Monoxide - No Symptoms	Fire	3
Carbon Monoxide - With Symptoms	EMS	2
	Fire	2
Check Welfare	EMS	2
	Fire	1
	Police	121
Child Abuse/Neglect	Police	5
Civil Calls	Police	17
Community Policing/Crime Prev	Police	40
Confined Space Notify	Fire	1
Crowd	Police	1
CSC	Police	6

Death Investigation	Police	4
Directed Patrol	Police	30
Disturbance/Fight	Police	25
Drugs/VCSA	Police	1
Felonious Assault	Police	10
Fire Alarm - Commercial	Fire	13
Fire Alarm - Residential	Fire	2
Fire Alarm - Test	Fire	16
Follow-Up	Police	94
Fraud	Police	22
Harassing TX/Texts	Police	21
Harrassment/Misc Criminal	Police	14
Health & Safety	Police	4
Hit & Run Accident	Police	20
Indecent Exposure/Peeping	Police	2
Juvenile Mischief	Police	7
Larceny	Police	35
Littering/Conservation	Police	4
Lost/Found Property	Police	8
MDP	Police	21
Message Delivery	EMS	4
	Police	5
MIP/Open Intox/Liquor Vio	Police	2
Misd Traffic (DWLS)	Police	5
Missing Person	Police	2
Motorist Assist	Police	27
Natural Gas Leak - Inside	Fire	3
Natural Gas Leak - Outside	Fire	1
Noise Complaint	Police	27
Obs Justice	Police	3
Ordinance Violation	Police	1
Outside Fire - with Exposure	Fire	1
OWI/OUID	Police	9
Panhandler/Vagrant/Solicitor	Police	13
Parking Complaint	Police	5
PD Accident	Fire	65
	Police	68
PD Rollover Accident	EMS	1
	Fire	1
	Police	1
Peace Officer	Police	21
PI - Confirmed Injuries	EMS	13
	Fire	12
	Police	10
Property Check - Commercial	Police	32
Property Check - Residential	Police	5
R&O/Fleeing	Police	5
Radio/Siren/Warning System Test	Police	1
Recover Stolen Vehicle	Police	4
Repossession	Police	6

Rescue-Medical Incoming	EMS	12
	Police	4
Rescue-Medical P1	EMS	127
	Fire	129
	Police	1
Rescue-Medical P1-ECHO	EMS	8
	Fire	7
	Police	5
Rescue-Medical P1-NO RESCUE	EMS	8
	Fire	8
Rescue-Medical P2	EMS	66
	Fire	65
Rescue-Medical P2-NO RESCUE	EMS	4
	Fire	5
Rescue-Medical P3	EMS	97
	Fire	96
Retail Fraud	Police	79
Road Commission/MDOT Notify	Police	8
Robbery	Police	2
Runaway	Police	10
Service For Department	Police	7
Shots Fired	Police	3
Silent Observer/OK2Say	Police	1
Special Service	EMS	1
	Fire	18
	Police	2
Stalking	Police	1
Structure Fire - Commercial	EMS	7
	Fire	5
	Police	1
Structure Fire - Residential	EMS	4
	Fire	6
Suicide/Attempt	Police	11
Suspicious	Police	160
Traffic Hazard	Police	15
Traffic Mishap/Acc Damage	Police	6
Traffic Stop	Police	234
Trespassing	Police	48
Trouble with Subject	Police	85
Unk Accident	EMS	18
	Fire	18
	Police	7
Unk Accident - Crash Notify	EMS	3
	Fire	3
	Police	1
Vehicle Fire	Fire	3
Vehicle Inspection	Police	5
Vehicle Theft (UDAA)	Police	6
VRDL/Fix it Tickets	Police	3
Warrant Service	Police	16

Weapons	Police	4
Grand Total		**2999**

Date: November 10, 2026

To: Township Board

From: Sara Feister, Human Resources Director

Subject: 2027 MERS Transition from Greenleaf Trust

Objective:

To summarize the 2027 401(a)/457(b) Retirement Plans Transition from Greenleaf Trust to MERS and Board consideration.

Background:

The Township currently offers 401(a)/457(b) Retirement Plans to all employees except seasonal and temporary employees. During the Union Negotiations to update the 2026-2028 Collective Bargaining Agreement with the Local 5240 IAFF, it was agreed upon "by the end of this contract, the Township agrees to modify plan documents to include an option for full retirement benefits by age 50 for bargaining unit members."

The Human Resources Department held several meetings with Greenleaf Trust and MERS to collect information, conduct a proper assessment, and explore options for early retirement for collectively bargained employees. Based on the information gathered, the transition of the retirement plans from Greenleaf to MERS included:

- 50 and out clause for collectively bargained employees
- Zero fees for all enrolled employees
    - The employee fees through Greenleaf amounted to $50,657.93 annually.

Ultimately, this transition will allow for the terms of the Collective Bargaining Agreement to be fulfilled while providing a large cost savings for all enrolled employees.

Attachments:

1. MERS Transition Proposal

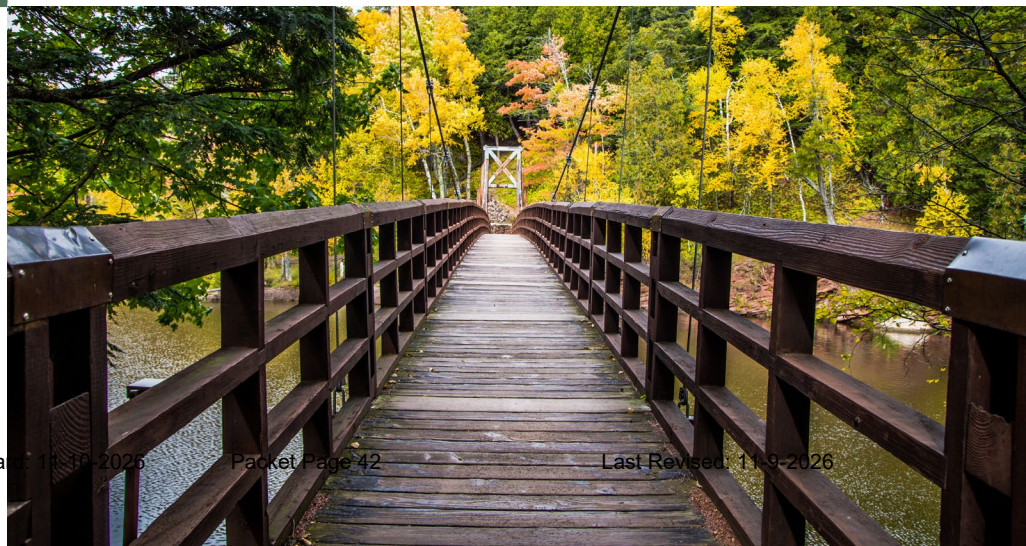
Core Value(s):

Sustainability, Innovation, Professionalism, Integrity, Fiscal Stewardship

MERS DC Plan
MERS 457 Program

Oshtemo Township

Using data as of June 30, 2026



The MERS Advantage

MERS Overview

- Who we are
- Board
- Fiduciary

Fee Comparison

- Types
- Examples
- Comparison

Benefits & Resources

- Employee
- Employer
- Empower



MERS Overview

We administer retirement plans for Michigan's local units of government on a **not-for-profit basis**.

We offer comprehensive services, keep costs low, and put your members' interests first – making us the plan **fiduciary.**



Trusted by more than
1,000 Michigan municipalities
with an Employee Retirement Plan



We provide reliable retirement benefits to over
150,000 participants



We pool over
$19 billion
in assets

MERS Retirement Board

MERS is governed by an independent nine-member board

Officer Members



Keith Van Beek
Officer Member –
Chairperson
City Manager of Holland



Kirk Harrier
Officer Member
Managing Director –
Otsego County Road
Commission



Lesley Foxx
Officer Member
Executive Director
for Saginaw Housing
Commission

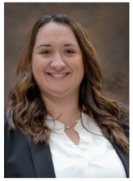
Employee Members



Jason Sarata
Employee Member –
Chair Pro-Tem
Firefighter/Paramedic
for Delta Township



Kyle Lewis
Employee Member
Firefighter/Paramedic
for Northville Township



Rechelle Porter
Employee Member
Human Resources
Specialist for Montcalm
County

Appointed Members



James R. Wiersma
Public Member
President, Family
Investment & Resource
Management, LLC,
Holland



Michael Gilmore
Public Member
President & CEO,
The 4100 Group, Inc.



John Ogden, CPA
Retiree Member
Retired Finance Director
from the City of Port
Huron

The Board:

- **Member-Elected**
- **Sole fiduciary responsibility**
- **Ensures MERS operates in the best interest of our members**

What is Fiduciary Responsibility?

Legal Compliance



Investment Oversight



Reasonable Expenses





Fiduciary Responsibility

Not all plan providers assume the same degree of responsibility

Plan Provider

Plan provider takes fiduciary responsibility, establishes the plan document, determines the investments, and monitors performance.

As the sole fiduciary, MERS provides employers with this level of confidence.

Co-Fiduciary Responsibility

Plan provider and employer share fiduciary responsibility.

The provider offers investment information and makes recommendations. The employer is responsible for selecting and monitoring the performance of the funds.

Employer

Most plan providers act only as a record keeper and leave decisions regarding the plan document, investment options, and monitoring to the employer.

Employer has unlimited choices under this scenario, but risks being held liable for fiduciary violations.

Fees:

How they are Calculated



Types of Fees

Asset-Based Fee: Percentage of assets

- Investment Management
- Administration
- Recordkeeping
- Consultant/Advisor

Per-Participant Fee: Charge to each participant regardless of assets

- Administration
- Recordkeeping
- Transactional Fee



MERS Moves to a Flat Fee Approach

Today, it is increasingly common across the retirement industry to move toward a flat-dollar fee structure for administrative costs, replacing the model where fees were based on a percentage of account balances.

This modern approach provides greater transparency, ensures fees are displayed directly on quarterly statements, and more evenly distributes administrative costs.

Investment management fees are subtracted from funds' investment returns and listed on each fund fact sheet.

Our economies of scale allow us to negotiate lower costs.

Straightforward Costs

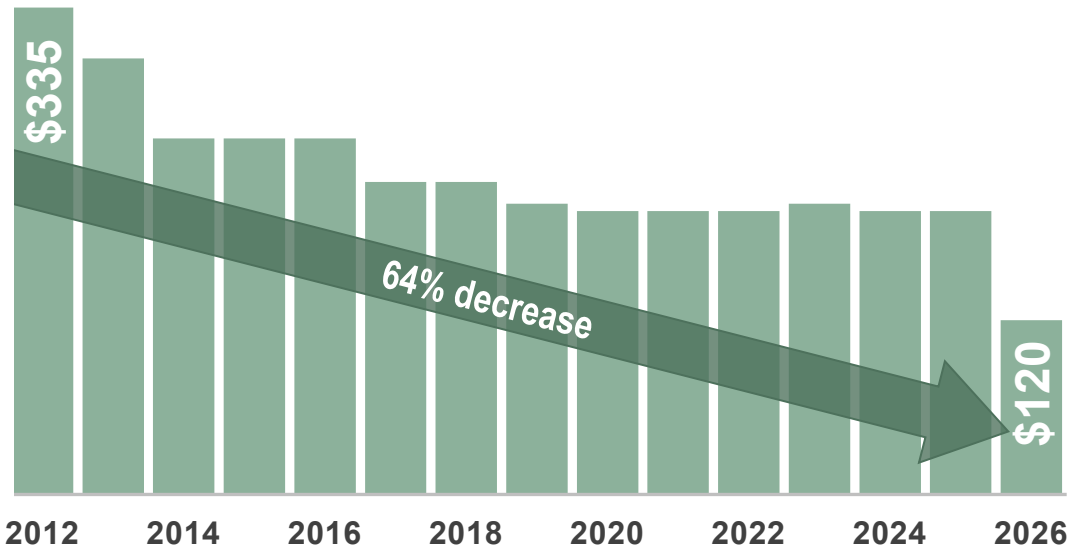
Total expenses:

Administrative Expense Plan service, participant education, fiduciary oversight, recordkeeping, plan administration, etc.	$120 annually per participant
Investment Management Expense Actual expense varies by fund and depends on participant elections. The default investment fund, the LifePath Target Date Fund, are 0.06%.	0.01% - 0.51%

MERS' weighted average fund cost: 0.06% (as of 12/31/2025)

The MERS weighted average fund cost is determined by the percentage of assets participants invest in each fund offered on the MERS Defined Contribution Plan, Hybrid Plan, and 457 Program Investment Menus.

A History of Cost Reduction



The MERS asset-weighted average fund cost is determined by the percentage of assets participants invest in each fund offered on the MERS Defined Contribution Plan, MERS 457 Program, and MERS Health Care Savings Program.

Prior to March 2026, MERS assessed fees as an asset-based fee that was included in the fund returns. The above represents the conversion of the asset-based fee to a flat fee based on an account balance of $50,000. The actual reduction will vary based on account balance.

Fee Comparison:

MERS to other providers



Provider Fee Comparison

Asset-Weighted Plan Averages *(Appendix III)*	Greenleaf	MERS	*Difference*
Expense			
Asset-Weighted Average Expense	0.85%	0.05%	***-0.80%***
Annual Per-Participant Fee	$44	$120	***$76***
Impact (performance less fund fees)			
1-Year Asset-Weighted Average Performance	18.74%	19.68%	***0.94%***
3-Year Asset-Weighted Average Performance	15.25%	15.80%	***0.55%***
5-Year Asset-Weighted Average Performance	7.63%	8.58%	***0.95%***
10-Year Asset-Weighted Average Performance	10.48%	10.64%	***0.16%***

MERS Municipal Employees' Retirement System

MERS valuation report as of 12/30/2026.
Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Annual Cost Comparison

Total Balance	Current Plan: Greenleaf	MERS Fee	Annual Savings
$300,000	$2,594	$270	$2,324
$200,000	$1,744	$220	$1,524
$100,000	$894	$170	$724
$50,000	$469	$145	$324

EXPENSES: Greenleaf: 0.85% + $44 annual fee and MERS: 0.05% + $120 annual fee

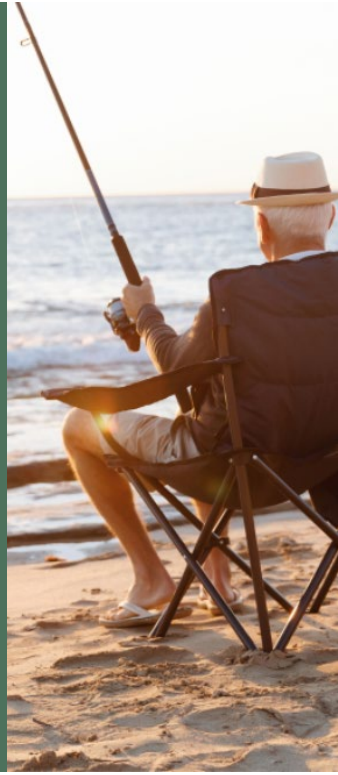
MERS Municipal Employees' Retirement System
MERS valuation report for 12/30/2026.
Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

The MERS Difference

With a MERS DC Plan and 457 Program, an employee has the potential to:

- Save 89% in fees over 30 years
- Have a savings balance of 17% more at retirement
- 28% more in monthly income during retirement

Let's review how.



Why Fees Matter

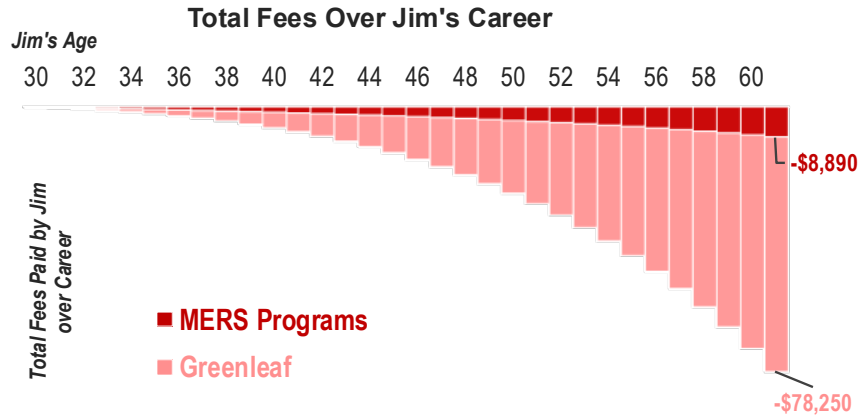
Meet Jim

- 30 years old
- Makes $50,000/year with an assumed 2% annual salary increase
- He contributes 4% into his 457 account, which has a $4,000 balance
- His employer contributes 8% into his DC Plan. He has a DC Plan balance of $8,000
- Assumes a 7% investment return
- Plans to retire at age 62
  - Plans to receive equal monthly payments until age 90 (28 years of payments)
  - Expects a lower investment return of 5% after retirement



Why Fees Matter *(Appendix IV & V)*

This comparison shows the projected fees paid by Jim over his working career using average expenses of 0.85% investment manager expense + $44 annual administrative expense *(proportionately charged as $29 to his DC Plan and $15 to his 457 accounts)* with Greenleaf and 0.05% investment manager expense + $120 annual administrative expense *(proportionately charged as $80 to his DC Plan and $40 to his 457 accounts)* with MERS.



Total fees paid over career:

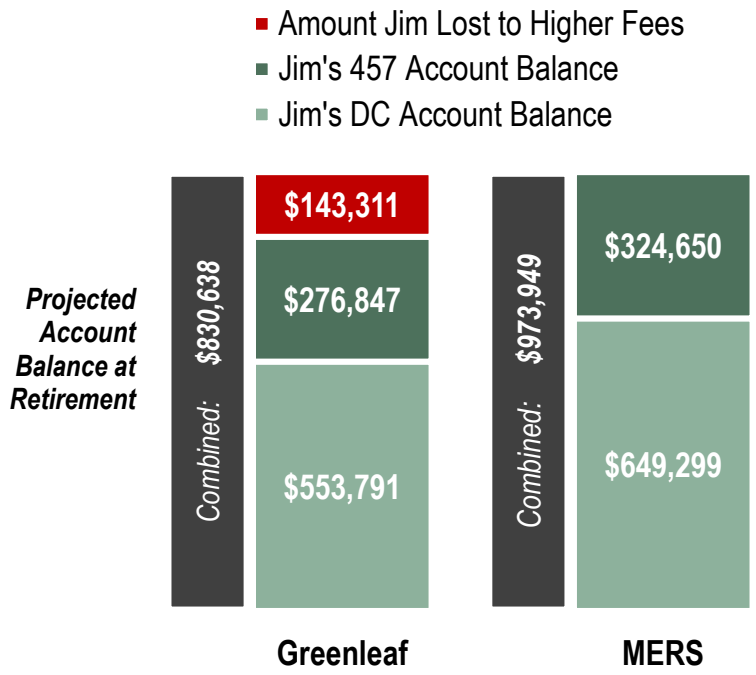
-89%

Less with MERS

MERS valuation report as of 12/30/2026.
Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Balance at Retirement *(Appendix IV & V)*

This comparison shows the impact of higher fees during Jim's projected ***accumulation phase.***



Investing with MERS would provide Jim with

17%

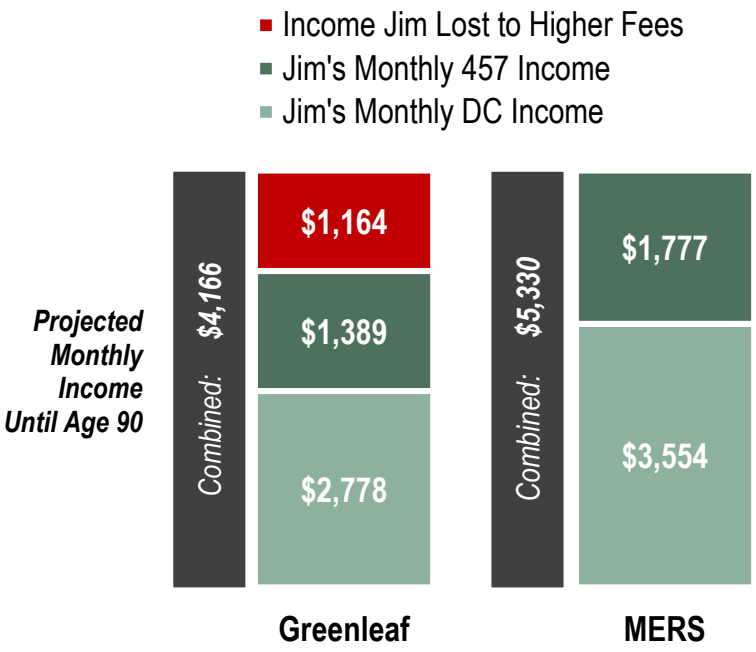
more at retirement!

AVERAGE EXPENSES:

Greenleaf: 0.85% + $44 annual fee
($29 DC Plan + $15 457 Program)
MERS: 0.05% + $120 annual fee
($80 DC Plan + $40 457 Program)

Monthly Income in Retirement *(Appendix VI)*

This comparison shows the impact of higher fees during Jim's projected distribution phase.



Investing with MERS would provide Jim with

28%

more in monthly income during retirement!

AVERAGE EXPENSES:

Greenleaf: 0.85% + $44 annual fee
($29 DC Plan + $15 457 Program)
MERS: 0.05% + $120 annual fee
($80 DC Plan + $40 457 Program)

MERS Municipal Employees' Retirement System

MERS valuations as of 12/30/2025.
Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Employee Benefits of Partnering with MERS





The “Jam Jar Study”

Less is More

- Too many choices discourages participation
- Limiting choice can help narrow decisions and feel more confident with selection

Investment Menu

Grouping investment options into logical categories helps participants easily create fully diversified portfolios

1

Help Me Do It

Fully diversified **target date funds** that automatically adjust over time

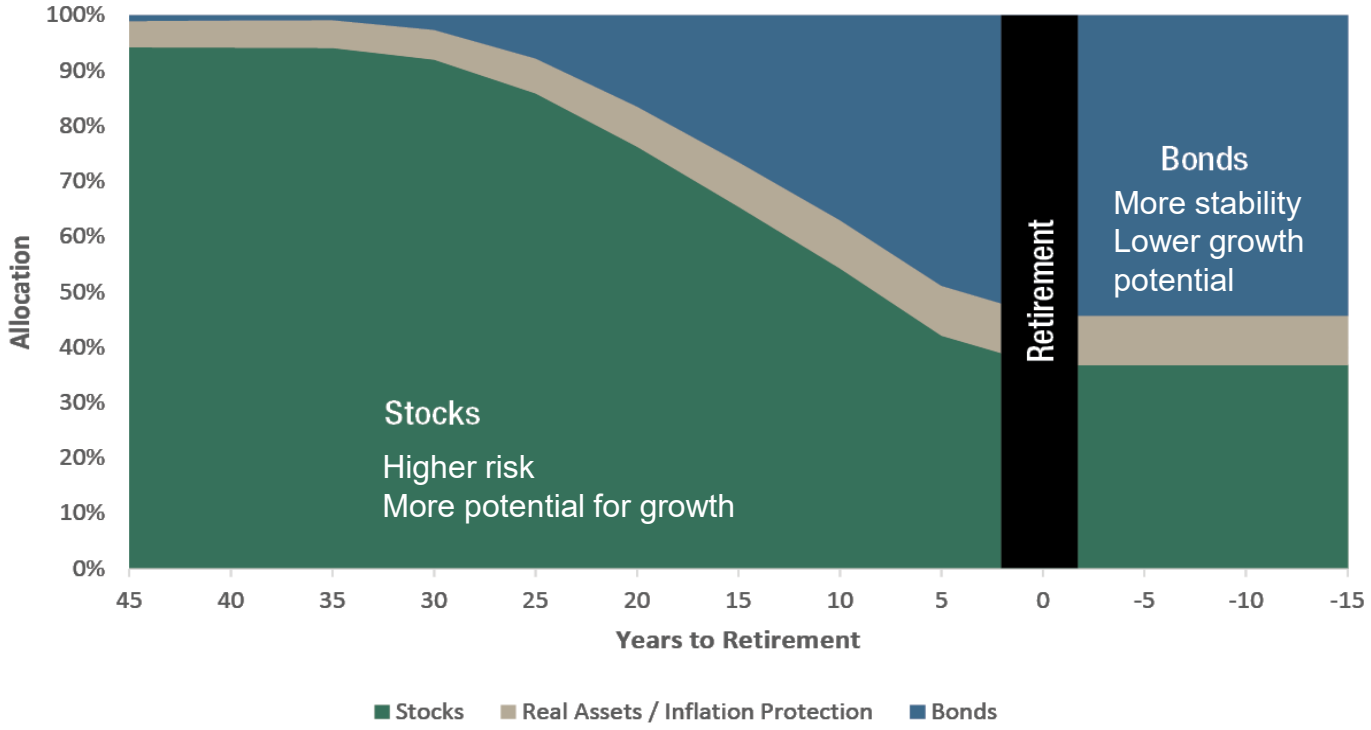
2

I'll Do It Myself

Additional fund options selected and monitored by MERS Investment Committee

DC & 457 participants also have access to the Self-Directed Brokerage Account (SDBA)

1 “Help Me Do It” – Target Date Funds

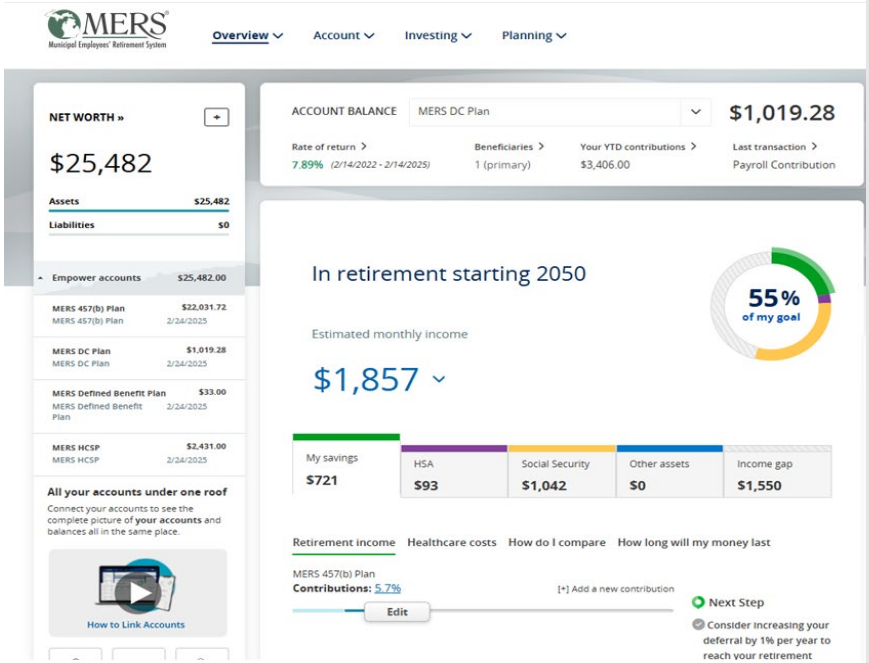


2 “I’ll Do It Myself” – Additional Fund Options

Global Equities	Mellon SL Stock Index Fund
	Mellon SL Mid Cap Stock Index Fund
	Mellon SL Small Cap 600 Stock Index Fund
	Mellon SL International Stock Index Fund
	Mellon SL Emerging Markets Stock Index Fund
	Mellon SL REIT Index Fund
Both	MERS Total Market Portfolio
Fixed Income	BlackRock US High Yield Bond Index Fund F
	Mellon SL Aggregate Bond Index Fund
	Vanguard Money Market Fund
	Stable Value



Creating Financially Well Employees



- Estimated monthly withdrawal at retirement
- Customizable based on income, salary, age at retirement
- Include multiple accounts, including spousal accounts

Participant Resources

Webinars

- Live and recorded
- Finances
- Investment
- Retirement planning
- Social Security
- Medicare



Customer Support

- Phone
- Online chat
- Investment advice at no additional cost



24/7 Access

- Online transactions
- Security Guarantee
- Financial wellness planning
- Budgeting



On-Site Education

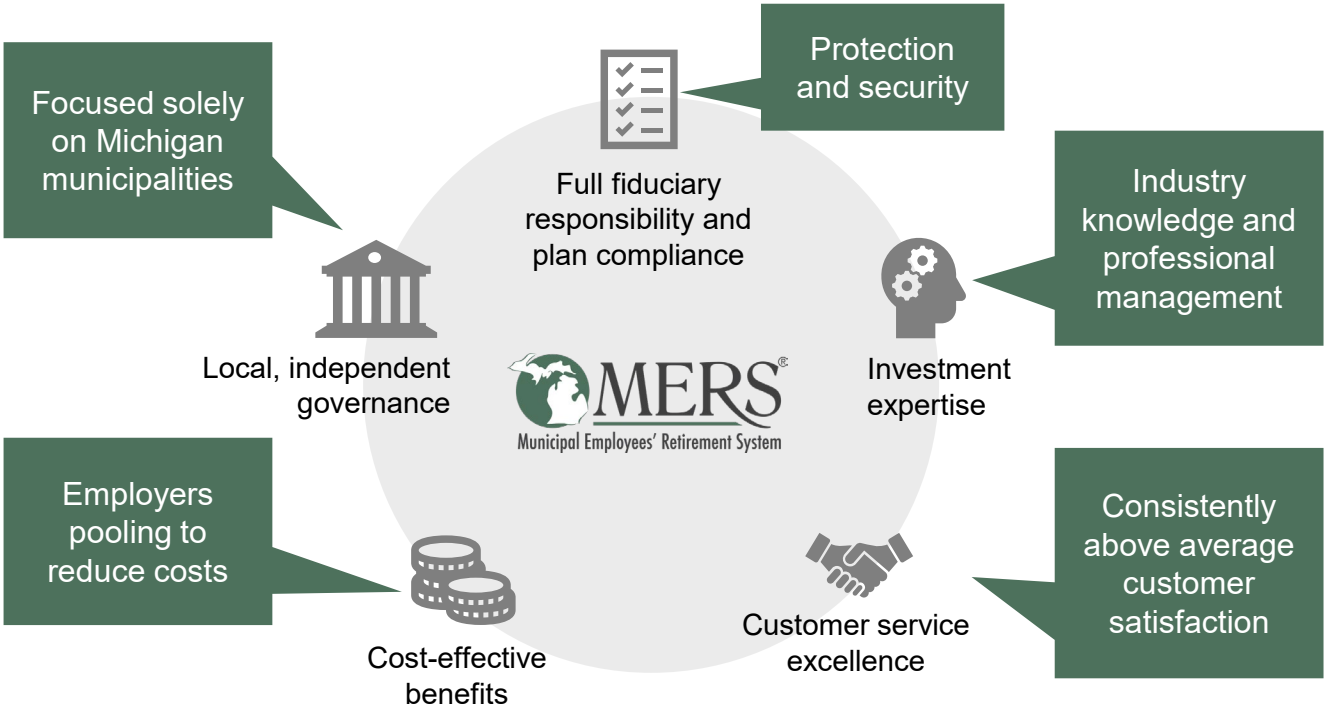
- Presentations tailored to your benefits
- In-person or virtual group meetings



Employer Advantages with MERS



Benefits of Partnering with MERS



Employer Resources

Employer Meetings



- Roundtable events hosted by your Regional Team
- Conversations with MERS CEO

MERS News

- CEO Updates
- Municipal Matters
- Mailings
- Web resources





Annual Conference

Education on retirement, health care saving, pension & OPEB funding, legislative updates



Regional Team Experts

Available to help you through any questions, in person or virtually

Better Together

MERS is committed to supporting a **secure retirement future** for those who service Michigan communities.

We want to provide customers with the **best tools and resources** to make the most out of retirement.

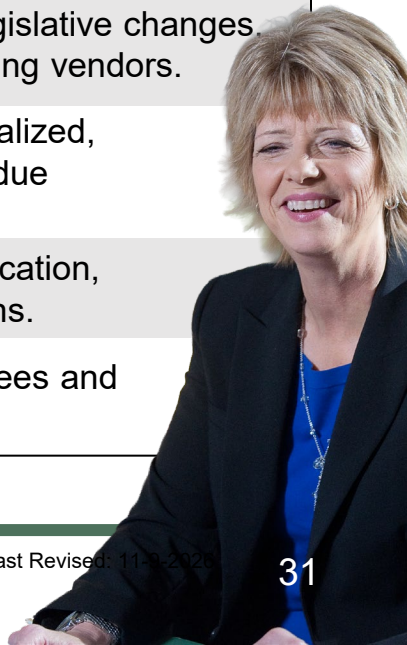
In **March 2026**, we moved to a new retirement recordkeeper partner, Empower!

EMPOWER



How MERS Supports Your Municipality

Low Fees	Leverages pooled assets from many employers to negotiate lower fees and better investment options.
Employee Retirement Savings	With lower fees, Employees' savings grow = more retirement income.
Relieves Administrative Burden	MERS handles monitoring legal and legislative changes, most compliance activities, and managing vendors.
Fiduciary, Governance & Oversight	MERS is sole fiduciary and offers centralized, professional governance with ongoing due diligence and vendor monitoring.
Employee Experience	Consistent, streamlined participant education, tools, and resources across MERS plans.
Employer Advantage	Employer can focus on serving employees and communities without plan distractions.



Appendices



Appendix I *Greenleaf Fund Expenses*

Funds	Ticker	Net Expense Ratio[1]	Trustee Fee[2]	Total Expense Ratio[3]
Nomura Emerging Markets Fund Class R6	DEMZX	1.06%	0.50%	**1.56%**
Nomura Small Cap Value Fund Class R6	DVZRX	0.71%	0.50%	**1.21%**
The Hartford International Opportunities	IHOVX	0.69%	0.50%	**1.19%**
BlackRock Equity Dividend Fund K Shares	MKDVX	0.58%	0.50%	**1.08%**
Northern Institutional Treasury Portfoli	NITXX	0.05%	0.50%	**0.55%**
PIMCO Total Return Fund Institutional Cl	PTTRX	0.52%	0.50%	**1.02%**
T. Rowe Price Retirement 2020 Fund I Cla	TRDBX	0.36%	0.50%	**0.86%**
T. Rowe Price Retirement 2025 Fund I Cla	TREHX	0.37%	0.50%	**0.87%**
T. Rowe Price Retirement 2030 Fund I Cla	TRFHX	0.39%	0.50%	**0.89%**
T. Rowe Price Retirement 2035 Fund I Cla	TRFJX	0.41%	0.50%	**0.91%**
T. Rowe Price Retirement 2040 Fund I Cla	TRHDX	0.42%	0.50%	**0.92%**
T. Rowe Price Retirement 2045 Fund I Cla	TRIKX	0.43%	0.50%	**0.93%**
T. Rowe Price Retirement 2050 Fund I Cla	TRJLX	0.44%	0.50%	**0.94%**
T. Rowe Price Retirement 2055 Fund I Cla	TRJMX	0.45%	0.50%	**0.95%**
T. Rowe Price Retirement Balanced Fund C	TRJWX	0.34%	0.50%	**0.84%**
T. Rowe Price Retirement 2060 Fund I Cla	TRLNX	0.46%	0.50%	**0.96%**
T. Rowe Price Retirement 2065 Fund I Cla	TRMOX	0.46%	0.50%	**0.96%**
Vanguard Total Bond Market Index Fund Ad	VBTLX	0.04%	0.50%	**0.54%**
Vanguard 500 Index Fund Admiral Shares	VFIAX	0.04%	0.50%	**0.54%**
Vanguard Intermediate-Term Treasury Fund	VFIUX	0.10%	0.50%	**0.60%**
Vanguard Short-Term Investment-Grade Fun	VFSUX	0.09%	0.50%	**0.59%**
Vanguard Morningstar Mid-Cap Index Fund	VIMAX	0.05%	0.50%	**0.55%**
Vanguard Morningstar Small-Cap Index Fun	VSMAX	0.05%	0.50%	**0.55%**
Vanguard Total International Stock Index	VTIAX	0.10%	0.50%	**0.60%**
Wasatch Core Growth Fund Institutional C	WIGRX	1.05%	0.50%	**1.55%**
Arithmetic Average Fund Expense - ALL FUNDS				***0.89%***

[1]The Net Expense Ratio shown is from the "Fund Performance by Asset Class" report for 7/2026 provided by Oshtemo Township to MERS.
[2]The Trustee Fe of 0.50% is disclosed through the "Greenleaf Trust Retirement Plan Service Provider Agreement and Fee Disclosure for Charter Township of Oshtemo 401(a) and 457(b) Plans." This agreement was provided to MERS.
[3]In addition to these asset-based fees, the "Greenleaf Trust Retirement Plan Service Provider Agreement and Fee Disclosure for Charter Township of Oshtemo 401(a) and 457(b) Plans" states a $28 per participant charge, and an additional Base Fee of $1,600 for the plan. with 101 participants on 7/2026, this is estimated to be an additional $16 per participant fee. The combined per participant fee is estimated to be $44 ($28 + $16) annually.

MERS will issue a statement for 7/2026. Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Appendix II *MERS Fund Expenses*

MERS Funds[1]	
Fund	**Inv. Mng. Expense[2]**
LifePath Retire Fund	0.05%
LifePath 2030 Fund	0.06%
LifePath 2035 Fund	0.06%
LifePath 2040 Fund	0.06%
LifePath 2045 Fund	0.06%
LifePath 2050 Fund	0.06%
LifePath 2055 Fund	0.06%
LifePath 2060 Fund	0.06%
LifePath 2065 Fund	0.06%
LifePath 2070 Fund	0.06%
MERS Total Market Portfolio	0.51%
Mellon SL Stock Index Fund	0.01%
Mellon SL Mid Cap Stock Index Fund	0.01%
Mellon SL Small Cap 600 Stock Index Fund	0.01%
Mellon SL International Stock Index Fund	0.03%
Mellon SL Emerging Markets Stock Index Fund	0.08%
Mellon SL REIT Index Fund	0.04%
Mellon SL Aggregate Bond Index Fund	0.01%
MERS US High Yield Bd Index Unitized Account	0.05%
Vanguard Cash Reserves Federal Money Market Adm	0.10%
Stable Value (*DC and 457 Only*)	0.30%
MERS Arithmetic Average	**0.08%**

[1]Custody, Recordkeeping, and MERS Operating costs are included in the monthly per-participant fee.

[2]Investment Management Expense: All costs incurred in the direct management of the fund.

MERS valuation report as of 12/30/2026.
Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Appendix III *Asset-Weighted Calculation*

Fund	Combined Assets	% Assets	Exp.	1 Yr	3 Yr	5 Yr	10 Yr	Wtd Exp.	Wtd 1 Yr	Wtd 3 Yr	Wtd 5 Yr	Wtd 10 Yr
Nomura Emerging Markets	$1,049	0%	1.56%	229.0%	71.2%	28.6%	22.5%	0.00%	0.0%	0.0%	0.0%	0.0%
Nomura Small Cap Value	$209,274	2%	1.21%	31.9%	16.3%	8.9%	10.6%	0.03%	0.7%	0.3%	0.2%	0.2%
Hartford Intl. Opp	$14,749	0%	1.19%	22.1%	17.5%	8.0%	9.6%	0.00%	0.0%	0.0%	0.0%	0.0%
BlackRock Equity Dividend	$30,230	0%	1.08%	24.1%	16.8%	11.1%	12.2%	0.00%	0.1%	0.0%	0.0%	0.0%
Northern Inst Treasury	$2,194	0%	0.55%	3.9%	4.6%	3.5%	2.3%	0.00%	0.0%	0.0%	0.0%	0.0%
PIMCO Total Return Inst	$7,254	0%	1.02%	5.5%	5.6%	0.7%	2.3%	0.00%	0.0%	0.0%	0.0%	0.0%
TRP Retirement 2020	$412,020	4%	0.86%	13.1%	11.4%	5.5%	8.0%	0.04%	0.5%	0.5%	0.2%	0.3%
TRP Retirement 2025	$73,703	1%	0.87%	13.8%	12.0%	5.7%	8.8%	0.01%	0.1%	0.1%	0.0%	0.1%
TRP Retirement 2030	$1,439,448	15%	0.89%	15.6%	13.3%	6.4%	9.6%	0.13%	2.2%	1.8%	0.8%	1.3%
TRP Retirement 2035	$160,607	2%	0.91%	18.1%	14.9%	7.4%	10.6%	0.01%	0.3%	0.2%	0.1%	0.2%
TRP Retirement 2040	$1,638,126	17%	0.92%	20.1%	16.3%	8.1%	11.4%	0.15%	3.2%	2.6%	1.2%	1.8%
TRP Retirement 2045	$964,210	10%	0.93%	21.6%	17.3%	8.8%	11.9%	0.09%	2.1%	1.6%	0.8%	1.1%
TRP Retirement 2050	$1,680,864	17%	0.94%	22.2%	17.6%	9.0%	12.0%	0.16%	3.7%	2.9%	1.4%	1.9%
TRP Retirement 2055	$29,599	0%	0.95%	22.4%	17.7%	9.1%	12.0%	0.00%	0.1%	0.1%	0.0%	0.0%
TRP Retirement Balance	$23,864	0%	0.84%	11.1%	10.1%	4.7%	6.4%	0.00%	0.0%	0.0%	0.0%	0.0%
TRP Retirement 2060	$892,592	9%	0.96%	22.3%	17.7%	9.1%	12.0%	0.09%	2.0%	1.5%	0.8%	1.0%
TRP Retirement 2065	$74,563	1%	0.96%	22.4%	17.7%	9.1%	12.0%	0.01%	0.2%	0.1%	0.1%	0.1%
VG Total Bond Market Index	$278,912	3%	0.54%	3.7%	4.2%	0.1%	1.5%	0.02%	0.1%	0.1%	0.0%	0.0%
VG 500 Index	$1,079,055	11%	0.54%	22.3%	20.6%	13.4%	15.5%	0.06%	2.4%	2.2%	1.4%	1.6%
VG Intmd-Term Treasury	$12,123	0%	0.60%	2.6%	4.0%	0.3%	1.3%	0.00%	0.0%	0.0%	0.0%	0.0%
VG Short-Term Invst-Grade	$246,244	2%	0.59%	3.9%	5.8%	2.5%	2.6%	0.01%	0.1%	0.1%	0.0%	0.1%
VG Morningstar MC Index	$423,812	4%	0.55%	16.8%	15.3%	7.9%	11.8%	0.02%	0.7%	0.6%	0.3%	0.5%
VG Morningstar SC Index	$67,633	1%	0.55%	29.5%	16.7%	7.7%	11.7%	0.00%	0.2%	0.1%	0.0%	0.1%
VG Total Intl Stock Index	$96,845	1%	0.60%	27.4%	18.7%	8.8%	9.9%	0.01%	0.3%	0.2%	0.1%	0.1%
Wasatch Core Growth Inst.	$26,022	0%	1.55%	1.9%	8.3%	1.5%	11.7%	0.00%	0.0%	0.0%	0.0%	0.0%
Combined Totals	**$9,884,993**	**100%**						**0.85%**	**18.7%**	**15.3%**	**7.6%**	**10.5%**

MERS	Exp.	1 Yr	3 Yr	5 Yr	10 Yr	Wtd Exp.	Wtd 1 Yr	Wtd 3Yr	Wtd 5 Yr	Wtd 10 Yr
Emerg Mkts Stock Index	0.06%	44.4%	23.0%	3.6%	7.7%	0.00%	0.0%	0.0%	0.0%	0.0%
SC 600 Stock Index	0.02%	37.7%	16.0%	7.4%	11.5%	0.00%	0.8%	0.3%	0.2%	0.2%
Intl. Stock Index	0.03%	21.0%	16.8%	8.8%	9.9%	0.00%	0.0%	0.0%	0.0%	0.0%
Stock Index	0.01%	22.3%	20.6%	13.4%	15.5%	0.00%	0.1%	0.1%	0.0%	0.0%
VG Cash Res Mny Mkt	0.10%	3.9%	4.7%	3.6%	2.4%	0.00%	0.0%	0.0%	0.0%	0.0%
Aggregate Bond Index	0.01%	3.8%	4.1%	0.1%	1.5%	0.00%	0.0%	0.0%	0.0%	0.0%
LifePath Retire	0.05%	11.7%	10.0%	4.3%	6.1%	0.00%	0.5%	0.4%	0.2%	0.3%
LifePath 2030	0.06%	13.8%	11.9%	5.7%	8.2%	0.00%	0.1%	0.1%	0.0%	0.1%
LifePath 2030	0.06%	13.8%	11.9%	5.7%	8.2%	0.01%	2.0%	1.7%	0.8%	1.2%
LifePath 2035	0.06%	16.2%	13.7%	7.0%	9.4%	0.00%	0.3%	0.2%	0.1%	0.2%
LifePath 2040	0.06%	18.7%	15.5%	8.2%	10.5%	0.01%	3.1%	2.6%	1.4%	1.7%
LifePath 2045	0.06%	21.2%	17.3%	9.3%	11.4%	0.01%	2.1%	1.7%	0.9%	1.1%
LifePath 2050	0.06%	23.3%	18.8%	10.3%	12.1%	0.01%	4.0%	3.2%	1.7%	2.0%
LifePath 2055	0.06%	24.4%	19.5%	10.7%	12.3%	0.00%	0.1%	0.1%	0.0%	0.0%
LifePath Retire	0.05%	11.7%	10.0%	4.3%	6.1%	0.00%	0.0%	0.0%	0.0%	0.0%
LifePath 2060	0.06%	24.5%	19.5%	10.7%	12.3%	0.01%	2.2%	1.8%	1.0%	1.1%
LifePath 2065	0.06%	24.5%	19.5%	10.7%	12.3%	0.00%	0.2%	0.1%	0.1%	0.1%
Aggregate Bond Index	0.01%	3.8%	4.1%	0.1%	1.5%	0.00%	0.1%	0.1%	0.0%	0.0%
Stock Index	0.01%	22.3%	20.6%	13.4%	15.5%	0.00%	2.4%	2.2%	1.5%	1.7%
Aggregate Bond Index	0.01%	3.8%	4.1%	0.1%	1.5%	0.00%	0.0%	0.0%	0.0%	0.0%
VG Cash Res Mny Mkt	0.10%	3.9%	4.7%	3.6%	2.4%	0.00%	0.1%	0.1%	0.1%	0.1%
Mid Cap Stock Index	0.02%	25.9%	15.5%	9.1%	11.6%	0.00%	1.1%	0.7%	0.4%	0.5%
SC 600 Stock Index	0.02%	37.7%	16.0%	7.4%	11.5%	0.00%	0.3%	0.1%	0.1%	0.1%
Intl. Stock Index	0.03%	21.0%	16.8%	8.8%	9.9%	0.00%	0.2%	0.2%	0.1%	0.1%
Mid Cap Stock Index	0.02%	25.9%	15.5%	9.1%	11.6%	0.00%	0.1%	0.0%	0.0%	0.0%
MERS Totals						**0.05%**	**19.7%**	**15.8%**	**8.6%**	**10.6%**
Difference in Weighted Averages						**-0.80%**	**0.94%**	**0.55%**	**0.95%**	**0.16%**

***Note**: Annualized Returns for Greenleaf are shown Net of the annualized "Trust Fee."*

Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Appendix IV *DC Account Growth Illustration*

Salary Growth	2.0%
Contr. Rate	8.0%

Greenleaf	
Market Return	7.00%
Fund Expense	0.85%
Net Return	***6.15%***

MERS	
Market Return	7.00%
Fund Expense	0.05%
Net Return	***6.95%***

Annual Fee	
Greenleaf	$29
MERS	$80

Age	Salary	DC Contr.	Greenleaf DC							MERS DC						
			Start	Growth	Asset-Fees	Annual Fee	Annual Total	Accum. Total	End	Start	Growth	Asset-Fees	Annual Fee	Annual Total	Accum. Total	End
30	$50,000	$4,000	$8,000	$598	-$88	-$29	-$117	-$117	$12,598	$8,000	$2,632	-$5	-$80	-$85	-$85	$12,632
31	$51,000	$4,080	$12,598	$892	-$128	-$29	-$157	-$274	$17,570	$12,632	$3,007	-$8	-$80	-$88	-$173	$17,679
32	$52,020	$4,162	$17,570	$1,210	-$172	-$29	-$201	-$475	$22,942	$17,679	$3,413	-$10	-$80	-$90	-$263	$23,173
33	$53,060	$4,245	$22,942	$1,552	-$220	-$29	-$249	-$724	$28,739	$23,173	$3,853	-$13	-$80	-$93	-$356	$29,148
34	$54,122	$4,330	$28,739	$1,922	-$271	-$29	-$300	-$1,023	$34,991	$29,148	$4,328	-$16	-$80	-$96	-$452	$35,641
35	$55,204	$4,416	$34,991	$2,321	-$326	-$29	-$355	-$1,378	$41,728	$35,641	$4,841	-$20	-$80	-$100	-$552	$42,689
36	$56,308	$4,505	$41,728	$2,750	-$386	-$29	-$415	-$1,793	$48,983	$42,689	$5,394	-$23	-$80	-$103	-$655	$50,336
37	$57,434	$4,595	$48,983	$3,213	-$450	-$29	-$479	-$2,272	$56,790	$50,336	$5,992	-$27	-$80	-$107	-$762	$58,625
38	$58,583	$4,687	$56,790	$3,710	-$518	-$29	-$547	-$2,819	$65,187	$58,625	$6,637	-$32	-$80	-$112	-$874	$67,606
39	$59,755	$4,780	$65,187	$4,245	-$592	-$29	-$621	-$3,440	$74,212	$67,606	$7,332	-$36	-$80	-$116	-$990	$77,328
40	$60,950	$4,876	$74,212	$4,820	-$672	-$29	-$701	-$4,141	$83,908	$77,328	$8,082	-$41	-$80	-$121	-$1,111	$87,848
41	$62,169	$4,973	$83,908	$5,437	-$757	-$29	-$786	-$4,928	$94,318	$87,848	$8,890	-$47	-$80	-$127	-$1,238	$99,226
42	$63,412	$5,073	$94,318	$6,099	-$849	-$29	-$878	-$5,806	$105,490	$99,226	$9,761	-$53	-$80	-$133	-$1,371	$111,523
43	$64,680	$5,174	$105,490	$6,810	-$948	-$29	-$977	-$6,783	$117,475	$111,523	$10,699	-$59	-$80	-$139	-$1,510	$124,810
44	$65,974	$5,278	$117,475	$7,572	-$1,053	-$29	-$1,082	-$7,865	$130,325	$124,810	$11,710	-$66	-$80	-$146	-$1,656	$139,158
45	$67,293	$5,383	$130,325	$8,390	-$1,166	-$29	-$1,195	-$9,060	$144,098	$139,158	$12,797	-$73	-$80	-$153	-$1,809	$154,647
46	$68,639	$5,491	$144,098	$9,266	-$1,288	-$29	-$1,317	-$10,377	$158,855	$154,647	$13,968	-$82	-$80	-$162	-$1,971	$171,361
47	$70,012	$5,601	$158,855	$10,204	-$1,417	-$29	-$1,446	-$11,823	$174,660	$171,361	$15,228	-$90	-$80	-$170	-$2,141	$189,389
48	$71,412	$5,713	$174,660	$11,208	-$1,557	-$29	-$1,586	-$13,409	$191,581	$189,389	$16,583	-$100	-$80	-$180	-$2,321	$208,829
49	$72,841	$5,827	$191,581	$12,284	-$1,705	-$29	-$1,734	-$15,143	$209,692	$208,829	$18,042	-$110	-$80	-$190	-$2,510	$229,785
50	$74,297	$5,944	$209,692	$13,435	-$1,865	-$29	-$1,894	-$17,037	$229,071	$229,785	$19,610	-$121	-$80	-$201	-$2,711	$252,366
51	$75,783	$6,063	$229,071	$14,666	-$2,035	-$29	-$2,064	-$19,101	$249,800	$252,366	$21,297	-$132	-$80	-$212	-$2,923	$276,694
52	$77,299	$6,184	$249,800	$15,983	-$2,218	-$29	-$2,247	-$21,347	$271,966	$276,694	$23,110	-$145	-$80	-$225	-$3,148	$302,896
53	$78,845	$6,308	$271,966	$17,391	-$2,412	-$29	-$2,441	-$23,789	$295,665	$302,896	$25,059	-$159	-$80	-$239	-$3,386	$331,109
54	$80,422	$6,434	$295,665	$18,896	-$2,621	-$29	-$2,650	-$26,439	$320,995	$331,109	$27,154	-$173	-$80	-$253	-$3,640	$361,480
55	$82,030	$6,562	$320,995	$20,505	-$2,843	-$29	-$2,872	-$29,311	$348,062	$361,480	$29,406	-$189	-$80	-$269	-$3,909	$394,167
56	$83,671	$6,694	$348,062	$22,224	-$3,081	-$29	-$3,110	-$32,422	$376,980	$394,167	$31,825	-$206	-$80	-$286	-$4,194	$429,339
57	$85,344	$6,828	$376,980	$24,060	-$3,336	-$29	-$3,365	-$35,786	$407,867	$429,339	$34,425	-$224	-$80	-$304	-$4,499	$467,178
58	$87,051	$6,964	$407,867	$26,021	-$3,607	-$29	-$3,636	-$39,422	$440,851	$467,178	$37,217	-$244	-$80	-$324	-$4,822	$507,877
59	$88,792	$7,103	$440,851	$28,114	-$3,897	-$29	-$3,926	-$43,348	$476,069	$507,877	$40,217	-$265	-$80	-$345	-$5,167	$551,645
60	$90,568	$7,245	$476,069	$30,350	-$4,206	-$29	-$4,235	-$47,584	$513,665	$551,645	$43,438	-$288	-$80	-$368	-$5,535	$598,706
61	$92,379	$7,390	$513,665	$32,736	-$4,537	-$29	-$4,566	**-$52,149**	**$553,791**	$598,706	$46,898	-$312	-$80	-$392	**-$5,927**	**$649,299**

Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Appendix V *457 Account Growth Illustration*

Salary Growth	2.0%
Contr. Rate	4.0%

Greenleaf	
Market Return	7.00%
Fund Expense	0.85%
Net Return	***6.15%***

MERS	
Market Return	7.00%
Fund Expense	0.05%
Net Return	***6.95%***

Annual Fee	
Greenleaf	$15
MERS	$40

Age	Salary	457 Contr.	Greenleaf 457							MERS 457						
			Start	Growth	Asset-Fees	Annual Fee	Annual Total	Accum. Total	End	Start	Growth	Asset-Fees	Annual Fee	Annual Total	Accum. Total	End
30	$50,000	$2,000	$4,000	$299	-$44	-$15	-$59	-$74	$6,299	$4,000	$316	-$3	-$40	-$43	-$43	$6,316
31	$51,000	$2,040	$6,299	$446	-$64	-$15	-$79	-$153	$8,784	$6,316	$484	-$4	-$40	-$44	-$86	$8,839
32	$52,020	$2,081	$8,784	$604	-$86	-$15	-$101	-$254	$11,469	$8,839	$666	-$5	-$40	-$45	-$131	$11,586
33	$53,060	$2,122	$11,469	$776	-$110	-$15	-$125	-$379	$14,367	$11,586	$865	-$7	-$40	-$47	-$178	$14,574
34	$54,122	$2,165	$14,367	$960	-$135	-$15	-$150	-$529	$17,493	$14,574	$1,081	-$8	-$40	-$48	-$226	$17,820
35	$55,204	$2,208	$17,493	$1,160	-$163	-$15	-$178	-$707	$20,860	$17,820	$1,316	-$10	-$40	-$50	-$276	$21,345
36	$56,308	$2,252	$20,860	$1,374	-$193	-$15	-$208	-$915	$24,487	$21,345	$1,571	-$12	-$40	-$52	-$328	$25,168
37	$57,434	$2,297	$24,487	$1,606	-$225	-$15	-$240	-$1,155	$28,390	$25,168	$1,847	-$14	-$40	-$54	-$381	$29,313
38	$58,583	$2,343	$28,390	$1,854	-$259	-$15	-$274	-$1,429	$32,588	$29,313	$2,147	-$16	-$40	-$56	-$437	$33,803
39	$59,755	$2,390	$32,588	$2,122	-$296	-$15	-$311	-$1,740	$37,099	$33,803	$2,471	-$18	-$40	-$58	-$495	$38,664
40	$60,950	$2,438	$37,099	$2,409	-$336	-$15	-$351	-$2,091	$41,946	$38,664	$2,822	-$21	-$40	-$61	-$556	$43,924
41	$62,169	$2,487	$41,946	$2,717	-$379	-$15	-$394	-$2,485	$47,150	$43,924	$3,202	-$23	-$40	-$63	-$619	$49,613
42	$63,412	$2,536	$47,150	$3,049	-$425	-$15	-$440	-$2,924	$52,735	$49,613	$3,612	-$26	-$40	-$66	-$685	$55,762
43	$64,680	$2,587	$52,735	$3,404	-$474	-$15	-$489	-$3,413	$58,727	$55,762	$4,056	-$30	-$40	-$70	-$755	$62,405
44	$65,974	$2,639	$58,727	$3,785	-$526	-$15	-$541	-$3,954	$65,151	$62,405	$4,535	-$33	-$40	-$73	-$828	$69,579
45	$67,293	$2,692	$65,151	$4,194	-$583	-$15	-$598	-$4,552	$72,036	$69,579	$5,053	-$37	-$40	-$77	-$905	$77,324
46	$68,639	$2,746	$72,036	$4,631	-$644	-$15	-$659	-$5,211	$79,413	$77,324	$5,611	-$41	-$40	-$81	-$985	$85,680
47	$70,012	$2,800	$79,413	$5,100	-$709	-$15	-$724	-$5,935	$87,314	$85,680	$6,214	-$45	-$40	-$85	-$1,071	$94,695
48	$71,412	$2,856	$87,314	$5,603	-$778	-$15	-$793	-$6,728	$95,773	$94,695	$6,863	-$50	-$40	-$90	-$1,160	$104,415
49	$72,841	$2,914	$95,773	$6,140	-$853	-$15	-$868	-$7,595	$104,827	$104,415	$7,564	-$55	-$40	-$95	-$1,255	$114,892
50	$74,297	$2,972	$104,827	$6,716	-$932	-$15	-$947	-$8,542	$114,515	$114,892	$8,319	-$60	-$40	-$100	-$1,355	$126,183
51	$75,783	$3,031	$114,515	$7,331	-$1,017	-$15	-$1,032	-$9,575	$124,877	$126,183	$9,133	-$66	-$40	-$106	-$1,462	$138,347
52	$77,299	$3,092	$124,877	$7,990	-$1,109	-$15	-$1,124	-$10,698	$135,959	$138,347	$10,009	-$72	-$40	-$112	-$1,574	$151,448
53	$78,845	$3,154	$135,959	$8,693	-$1,206	-$15	-$1,221	-$11,919	$147,806	$151,448	$10,953	-$79	-$40	-$119	-$1,693	$165,555
54	$80,422	$3,217	$147,806	$9,446	-$1,310	-$15	-$1,325	-$13,245	$160,469	$165,555	$11,969	-$87	-$40	-$127	-$1,820	$180,740
55	$82,030	$3,281	$160,469	$10,250	-$1,421	-$15	-$1,436	-$14,681	$174,000	$180,740	$13,062	-$94	-$40	-$134	-$1,954	$197,084
56	$83,671	$3,347	$174,000	$11,109	-$1,540	-$15	-$1,555	-$16,236	$188,456	$197,084	$14,239	-$103	-$40	-$143	-$2,097	$214,670
57	$85,344	$3,414	$188,456	$12,027	-$1,668	-$15	-$1,683	-$17,919	$203,897	$214,670	$15,505	-$112	-$40	-$152	-$2,249	$233,589
58	$87,051	$3,482	$203,897	$13,007	-$1,803	-$15	-$1,818	-$19,737	$220,387	$233,589	$16,868	-$122	-$40	-$162	-$2,411	$253,938
59	$88,792	$3,552	$220,387	$14,054	-$1,948	-$15	-$1,963	-$21,700	$237,993	$253,938	$18,332	-$132	-$40	-$172	-$2,584	$275,822
60	$90,568	$3,623	$237,993	$15,172	-$2,103	-$15	-$2,118	-$23,818	$256,787	$275,822	$19,908	-$144	-$40	-$184	-$2,767	$299,353
61	$92,379	$3,695	$256,787	$16,365	-$2,268	-$15	-$2,283	**-$26,101**	**$276,847**	$299,353	$21,601	-$156	-$40	-$196	**-$2,963**	**$324,650**

Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

MERS Municipal Employees' Retirement System

Appendix VI *Distribution Calculation*

Assumptions	Greenleaf DC	MERS DC	Greenleaf 457	MERS 457
Balance at Retirement (PV)	$553,791	$649,299	$276,847	$324,650
Balance after Retirement (FV)	$0	$0	$0	$0
Monthly Account Fee	-$2.42	-$6.67	-$1.25	-$3.33
Equal Monthly Payment (PMT) after account fee	***$2,778***	***$3,554***	***$1,389***	***$1,777***
Years of Payments	28	28	28	28
Total Monthly Payments (N)	336	336	336	336
Market Return	5.00%	5.00%	5.00%	5.00%
Average Fee	0.85%	0.05%	0.85%	0.05%
Net Investment Return (Rate)	***4.15%***	***4.95%***	***4.15%***	***4.95%***
Annual Income	$33,333	$42,643	$16,663	$21,321
Total of All Payments	**$933,311**	**$1,193,992**	**$466,560**	**$596,996**

Calculation uses the Time Value of Money (TVM), where PV=Payment; FV=Future Value; PMT=Payment; N=Number of Periods; ip=Interest Rate per period, and k=1 if payment made at the end of period, or 1+ip if made at the beginning:

$$PMT = \left(PV + \frac{PV + FV}{(1+ip)^{N} - 1} \right) \times \frac{-ip}{k}$$

Oshtemo Township provided its Greenleaf plan information (as disclosed in Appendix VII).

Appendix VII *Disclosures*

1) Oshtemo Township provided MERS with its "Executive Summary, Charter Township of Oshtemo, January 1 – August 12, 2026" for its combined 401(a) Plan and 457 Plan. This report provided the amount of assets held in each fund. Since each plan had the same fund options and share classes, the report did not separate the two plans, so the calculation used the same combined assets ($9,884,993) into a single weighted average. These details are shown in Appendix III.
2) Oshtemo Township provided MERS with its "Retirement Plan Service Provider Agreement and Fee Disclosure for Charter Township of Oshtemo 401(a) and 457(b) Plans" This report provided the fees participants are charged. This is shown on Appendix I.
3) Oshtemo Township provided MERS with its Greenleaf "Executive Summary" for 1/1/2026 to 8/12/2026. This report provided the ticker symbols of each fund, so each fund's performance is updated through 6/30/2026 (as provided through Morningstar.com). This is shown in Appendix III.
4) The funds are mapped to the closest "like-style" asset class available on the MERS investment menu. This is shown in Appendix III.
5) The 1-Year, 3-Year, 5-Year and 10-Year Impact (Performance, Less Fund Fees) are used to provide a long-term comparison.
6) Oshtemo Township provided MERS with its "Retirement Plan Service Provider Agreement and Fee Disclosure for Charter Township of Oshtemo 401(a) and 457(b) Plans." The report provided an additional "Trustee Fee" of 0.50% and a base fee of $1,600 for the plan, with 101 participants on 7/2026. The expense ratio used for the asset-weighted average expense calculation is shown in Appendix I.
7) The fees reflected for MERS include all investment management expenses charged by MERS are shown in Appendix II and all recordkeeping, custody, and operating expenses shown with the annual fee in Appendix IV, V, & VI.
8) The asset-weighted averages shown above are not intended to show actual expense or performance experienced by the plan during the periods shown because the calculation does not account for plan activity (i.e. contributions, distributions, participant transfers between investment options) during the periods. The asset-weighted averages reflect a hypothetical illustration based on assets held in each investment option as reported at a specific point in time.

MERS of Michigan

1134 Municipal Way
Lansing, MI 48917

800.767.6377

mersofmich.com



This presentation contains a summary description of MERS' benefits, policies or procedures. MERS endeavors to ensure that the information provided is accurate and up to date. Where the publication conflicts with the relevant Plan Document, the Plan Document controls.

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Memorandum

Date: November 10, 2026

To: Township Board

From: Colten Hutson, Zoning Administrator

Subject: First Reading Ordinance 698 – North 2nd Street Rezoning

Objective:

Accept for first reading and set for second reading and adoption of Ordinance 698.

Background:

On October 22, 2026, the Planning Commission forwarded a recommendation of approval to the Township Board for the rezoning of 5.74 acres at 4385 North 2nd Street from AG: Agricultural District to RR: Rural Residential District.

In 2025, a building permit was issued for a new single-family home to be constructed on the 80-acre parcel located at 4385 North 2nd Street. The subject parcel is presently owned by Drobny Brothers, LLC. The applicants, who also are members of the Limited Liability Company, desire to divide the land in efforts to keep the portion of property where the home lies separate from the farm so the 5.74 acres can be put in their names. With the property being agriculturally zoned, a minimum area of 40 acres is required per division. To avoid the parent parcel losing substantial acreage, and to transfer the ownership of the home from Drobny Brothers, LLC to the applicants, the applicants have requested to rezone 5.74 acres of land to RR: Rural Residential District, within which district a minimum area of 1.5 acres is required for a land division.

At the hearing, one of the applicants, Sally Drobny, briefly spoke to the Planning Commission detailing why the rezoning is being requested. There was no public comment. The Planning Commission unanimously found that the request satisfies all six criteria considered for a rezoning.

Information Provided:

Ordinance 698
Annotated Aerial Image

DRAFT OSHTEMO CHARTER TOWNSHIP ORDINANCE NO. 698

Adopted:

Effective:

AMENDMENT OF LAND SECTION 6 TO REZONE 5.74 ACRES OF LAND ON 4385 N 2ND ST. (PARCEL NO. 3905-06-280-015)

THE CHARTER TOWNSHIP OF OSHTEMO
KALAMAZOO COUNTY, MICHIGAN
ORDAINS:

SECTION I. AMENDMENT TO LAND SECTION 6: The Oshtemo Charter Township Zoning Ordinance is hereby amended to rezone 5.74 acres of land on 4385 N 2nd St. (Parcel No.05-06-280-015), from AG: Agricultural District to RR: Rural Residential District under the Oshtemo Charter Township Zoning Ordinance.

SECTION II. EFFECTIVE DATE AND REPEAL. All Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed. This Ordinance shall take effect upon publication after adoption in accordance with State law.

DUSTY FARMER, CLERK
OSHTEMO CHARTER TOWNSHIP

Kalamazoo County GIS

Site Plan



8/31/2026, 10:40:08 AM

Street Centerlines
County Primary Road
County Local Road

Parcels 2026
Lakes

1:9,028

0 0.05 0.1 0.2 mi
0 0.07 0.15 0.3 km

Sources: Esri, TomTom, Garmin, FAO, NOAA, USGS, (c) OpenStreetMap contributors, and the GIS User Community

Kalamazoo County

This map is for reference purposes only, and does not represent a survey or legal document. Data layers on this map are generated from individual local sources. The County makes no representation regarding the accuracy or reliability of the data contained herein.

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Memorandum & Request

Date: November 4, 2026

To: Oshtemo Charter Township Board

From: David Kobb, Operations Manager

Subject: Fabrication and Installation of Red Med Box

Objective:

Authorize Total Fabrication Solutions, LLC to design, fabricate, finish, deliver, and install the Red Med Box for an amount not to exceed $5,320, and authorize staff to issue the purchase order and coordinate final design approval and installation.

From:	GL 206-000-40000	Fire Operations Carryover	$5,320 - Opioid Settlement Funds
To:	GL 206-340-97009	Fire Operations Equipment	$5,320

Background:

The Township has been working to establish a secure medication collection box for public disposal of unused medications. Proposals were requested from area metal fabrication companies, and Total Fabrication Solutions, LLC was selected for the project.

The total project cost is $5,320. The price includes design and engineering, materials and fabrication, surface preparation and finishing, and delivery and installation. The expense is consistent with similar municipal projects in Kalamazoo County and will be paid with the Township's opioid settlement funds. The quote is valid through November 13, 2026.

The work is expected to take approximately 29 days after issuance of the purchase order and timely Township approval of the fabrication print.

Draft Motion:

Motion to authorize Total Fabrication Solutions, LLC to design, fabricate, finish, deliver, and install one red medication disposal box for Oshtemo Charter Township in an amount not to exceed $5,320, and to authorize staff to issue the purchase order and coordinate completion of the project.

Information Provided:

- Scope of Work Fabrication and Installation of Medication Collection Box

Core Value(s):

- Public Service
- Sustainability
- Fiscal Stewardship

TOTAL FABRICATION SOLUTIONS

SCOPE OF WORK

PROJECT INFORMATION

Client: Oshtemo Charter Township

Project: Custom Fabrication and Installation of Medication Collection Box

Project Location: Oshtemo, MI

Prepared By: Total Fabrication Solutions

Proposal Date: October 28, 2026

1. Project Overview

- **Project Title:** Medical Disposal Box Fabrication and Installation
- **Client:** Oshtemo Charter Township
- **Service Provider:** Total Fabrication Solutions, LLC
- **Quote Number:** 10372
- **Quote Date:** 9/11/2026 (Expires: 11/13/2026)

2. Project Scope & Deliverables

Total Fabrication Solutions, LLC will provide end-to-end services for one (1) medical disposal box, including the following specific requirements:

- **Design:** Complete full design specifications for the medical disposal box.
- **Fabrication:** Manufacture the medical disposal unit, including a removable door secured with a keyed lock.
- **Finishing:** Apply a red powder coating finish to the fabricated unit. Color will be comparable to existing unit.
- **Installation:** Perform on-site installation of the medical disposal box.

3. SCHEDULE

ITEM	EXPECTED TIME	ACTIVATOR
Fabrication print	7 DAYS	P.O
Fabrication	10 DAYS	Client approval
Powder coating	7 DAYS	Completion of fabrication
Delivery & Installation	5 DAYS (1 DAY INSTALL)	Completion powder coating

4. FINANCIAL OUTLINE

DESCRIPTION	AMOUNT
Design & Engineering	$ 798.00
Materials & Fabrication	$2,394.00
Administrative	$ 266.00
Surface prep and finish	$ 798.00
Delivery & Installation	$ 1,064.00
Total:	**$5,320.00**

4. Vendor Contact Information

- **Company:** Total Fabrication Solutions, LLC
- **Address:** 527 W North St, Kalamazoo, MI 49007
- **Phone:** 269-210-2236
- **E-Mail**
    - **Accounting-** accounting@totalfabricationsolutions.com
    - **Sales-** chris@totalfabricationsolutions.com

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OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

EXCERPT OF MINUTES OF REGULAR MEETING OF THE OSHTEMO CHARTER TOWNSHIP BOARD HELD ON NOVEMBER 10, 2026, REGARDING THE FIRE AND SAFETY PROTECTION SPECIAL ASSESSMENT DISTRICT NO. 1& 2

A meeting of the Oshtemo Charter Township Board was held in person at 7275 West Main Street, Kalamazoo, MI 49009 on November 10, 2026, commencing at 5:30 p.m.

Members Present:

Members Absent:

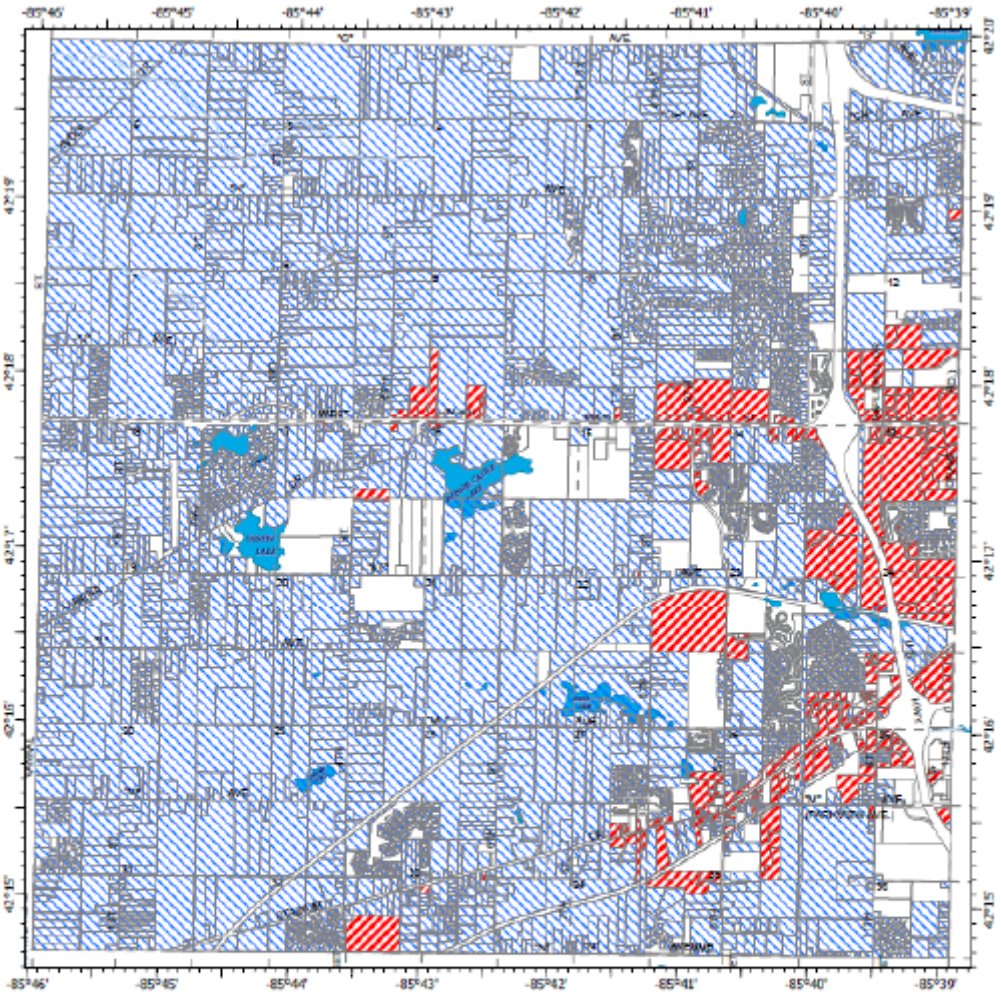
The Township Supervisor announced that the next item of business would be the public hearing on the proposed Fire and Safety Protection Budget and Special Assessment levies in the amount of $4,890,118.00 comprised of 3.75 mills against the lands and premises located within the Fire and Safety Protection Special Assessment District No. 1 and 5.75 mills against the lands and premises located within the Fire and Safety Protection Special Assessment District No. 2 previously created by the Oshtemo Charter Township Board.

The notice of the public hearing was published in the Kalamazoo Gazette, a newspaper of general circulation within the Charter Township, on October 29, 2026, and on November 5, 2026, and an affidavit of the foregoing publications are attached hereto.

It was explained that the levies of 3.75 mills (Fire and Safety Protection Special Assessment District 1 generating $3,153,430.00) and 5.75 mills (Fire and Safety Protection Special Assessment District 2 generating $1,775,317.00) would raise approximately $4,928,747.00 within said Districts which would be utilized to continue to furnish fire and safety protection within Fire and Safety Protection Special Assessment District No.1 (which includes all the property not otherwise included in the Fire and Safety Protection Special Assessment District No.2) and Fire

and Safety Protection Special Assessment District No.2 (which includes the commercial, commercially developed, high density and multi-family residential areas requiring a higher level of service, and does not include any residentially-assessed properties) for a 12 month period commencing January 1, 2027.

(See below Map)



LEGEND

	FIRE SAD #1
	FIRE SAD #2

The total Fire and Safety Protection budget for the 2027 fiscal year is $4,890,118.00 which includes approximately $4,890,118.00 to be raised by special assessment levy (from Fire and Safety Protection Special Assessment District No. 1 and Fire and Safety Protection Special

Assessment District No. 2), court judgments, and miscellaneous income.

The Township Supervisor then asked for comments from persons present at the hearing.

(Public comments were made and the following Resolution was then presented by the Township Attorney for consideration and adoption by the Township Board)

FIRE AND SAFETY PROTECTION BUDGET AND SPECIAL ASSESSMENT

RESOLUTION

WHEREAS, in accordance with Michigan Public Act 33 of 1951 and Public Act 188 of 1954, as amended, a hearing was scheduled and held this date with regard to the Fire and Safety Protection Special Assessment District No. 1 created by the Township Board for the purpose of raising sufficient funds to provide fire and safety protection within the District for a 12-month period; and

WHEREAS, in accordance with Michigan Public Act 33 of 1951 and Public Act 188 of 1954, as amended, a hearing was scheduled and held this date with regard to the Fire and Safety Protection Special Assessment District No. 2 created by the Township Board for the purpose of raising sufficient funds to provide fire and safety protection within the District for a 12-month period; and

WHEREAS Township Supervisor has submitted to the Oshtemo Charter Township Board a budget for fire and safety protection within the Township for calendar year 2027 in the amount of $4,890,118.00; and

WHEREAS, it has been tentatively determined by the Township to assess the sum of $4,890,118.00 against the taxable lands and premises (via a renewal of the current millage) within the Township through the levies of 3.75 mills (Fire and Safety Protection Special Assessment District No. 1) and 5.75 mills (Fire and Safety Protection Special Assessment District No. 2), respectively, special assessments; and

WHEREAS, notice of the hearing was given by publication in the Kalamazoo Gazette on

October 29, 2026, and on November 5, 2026; and

WHEREAS, an affidavit of the publications were presented as part of the records of the meeting and is attached to this Resolution; and

WHEREAS, a hearing was held on November 10, 2026, at 5:30 p.m. in accordance with duly published notice thereof in accordance with the law and statute and opportunity given to all persons present to be heard; and

WHEREAS, upon further review by the Township Board it appears reasonable and proper to approve the fire and safety budget for the 2027 fiscal year of the Township in the amount of $4,890,118.00 and to further approve a renewal of the Fire and Safety Protection Special Assessment levies of 3.75 mills (Fire and Safety Protection Special Assessment District No. 1) and 5.75 mills (Fire and Safety Protection Special Assessment District No. 2), respectively, against the taxable lands and premises within those Districts to defray the foregoing sums.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. That a budget of the estimated costs and expenses of fire and safety protection in the total amount of $4,890,118.00 for the 2027 fiscal year of the Township, commencing January 1, 2027, be hereby approved as reasonable and proper.

2. That the levy of 3.75 mills against the lands and premises within the said Fire and Safety Protection Special Assessment District No. 1 (as expanded and/or amended), which are benefitted by the continued fire and safety protection therein, be hereby approved and confirmed for collection in a special column on the tax statements to be mailed to the taxpayers of the Township in December of 2026.

3. That the levy of 5.75 mills against the lands and premises within the said Fire and Safety Protection Special Assessment District No. 2, which are benefitted by the continued fire and safety protection therein, be hereby approved and confirmed for collection in a special column on the tax statements to be mailed to the taxpayers of the Township in December of 2026.

4. That the assessment of the Fire and Safety Protection Special Assessment levies of 3.75 mills (Fire and Safety Protection Special Assessment District No. 1) and 5.75 mills (Fire and Safety Protection Special Assessment District No. 2), which will collectively raise $4,890,118.00.

6. That Fire and Safety Protection Special Assessment levies of 3.75 mills (Fire and Safety Protection Special Assessment District No. 1) and 5.75 mills (Fire and Safety Protection Special Assessment District No. 2), respectively, be hereby approved and confirmed for collection in a special column on the tax statements to be mailed to the taxpayers of the Township in December of 2026.

7. That the Township Treasurer be hereby directed to collect the foregoing Fire and Safety Protection Special Assessments at the time of the collection of ad valorem Township taxes in December 2026.

Motion was made by _____ seconded by _____, to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* *

CERTIFICATE

Dusty Farmer, the duly elected and acting Clerk of Oshtemo Charter Township, Kalamazoo

County, Michigan, hereby certifies that the foregoing is a true and correct copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board held on November 10, 2026, at which a quorum was present.

Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

EXCERPT OF MINUTES OF REGULAR MEETING OF THE OSHTEMO CHARTER TOWNSHIP BOARD HELD ON NOVEMBER 10, 2026, REGARDING ROAD MAINTENANCE AND IMPROVEMENT BUDGET AND LEVY

A meeting of the Oshtemo Charter Township Board was held in person at 7275 West Main Street, Kalamazoo, MI 49009 on November 10, 2026, commencing at 5:30p.m.

Members Present:

Members Absent:

The Township Supervisor announced that the next item of business would be the public hearing on the proposed Road Maintenance and Improvement Fund Budget and levy, in the amount of $1,524,029.00 (1.25 mills) against all the lands, premises, and personal property located within the Township.

The notice of the public hearing was published in the Kalamazoo Gazette, a newspaper of general circulation within the Charter Township, on October 29, 2026, and on November 5, 2026. An affidavit of the foregoing publications are attached hereto.

The Road Maintenance and Improvement District will be Township-wide levy, with a proposed levy of 1.25 mills ($1.25 per $1,000 of assessed valuation), which would raise $1,524,029.00 for road maintenance and improvement.

The Township Supervisor then asked for comments from persons present at the hearing.

(Public comment was made and the following Resolution was then presented by the Township Attorney for consideration and adoption by the Township Board.)

ROAD MAINTENANCE AND IMPROVEMENT BUDGET AND LEVY RESOLUTION

WHEREAS, the Township Supervisor has submitted to the Oshtemo Charter Township Board a budget for Road Maintenance and Improvement within the Township for the calendar year

of 2027 for road maintenance and improvement in the amount of $2,006,500.00; and

WHEREAS, the Township Board has tentatively determined that the aforesaid tax levy is necessary, and it has been tentatively determined by the Township to assess the sum of $1,524,029.00 against the taxable lands and premises within the Township through the levy of 1.25 mills and to pay any additional costs of such road maintenance and improvement from the General Fund of the Township; and

WHEREAS, notice of the hearing was given by publication in the Kalamazoo Gazette on October 29, 2026, and on November 5, 2026; and

WHEREAS, an affidavit of the October 29, 2026, and November 5, 2026, publication was presented as part of the records of the meeting and is attached to this Resolution; and

WHEREAS, a hearing was held on November 10, 2026, at 5:30p.m. in accordance with duly published notice thereof in accordance with the law and statute; and

WHEREAS, upon further review by the Township Board it appears reasonable and proper to approve the Road Maintenance and Improvement budget for the 2027 fiscal year of the Township in the amount of $2,006,500.00; and

WHEREAS, the Township Board finds the proposed Road Maintenance and Improvement levy as a Township-wide levy of 1.25 mills ($1.25 per $1,000 of assessed valuation) against the assessed valuation of the Township property reasonable and proper to defray the costs of road maintenance and improvement within the Township.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. That a budget of the estimated costs and expenses of Road Maintenance and Improvement for road maintenance and improvement in the amount of $2,006,500.00 for the 2027

fiscal year of the Township commencing January 1, 2027, be hereby approved as reasonable and proper.

2. That said Road Maintenance and Improvement levy against the assessed valuation of all the lands, premises, and personal property within the Township be set at 1.25 mills, raising the sum of $1,524,029.00.

3. That said Road Maintenance and Improvement levy be hereby approved and confirmed for collection on the tax statements to be mailed to the taxpayers of the Township in December of 2026.

4. That the Township Treasurer be hereby directed to collect the foregoing levy at the time of the collection of ad valorem Township taxes in December 2026.

Motion was made by_____, seconded by_____, to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* * * * * * * * * * * * * * * * * * * *

CERTIFICATE

Dusty Farmer, the duly elected and acting Clerk of Oshtemo Charter Township, Kalamazoo County, Michigan, hereby certifies that the foregoing is a true and correct copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board held on November 10, 2026, at which a quorum was present.

_____

Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

EXCERPT OF MINUTES OF REGULAR MEETING OF THE OSHTEMO CHARTER TOWNSHIP BOARD HELD ON NOVEMBER 10, 2026, REGARDING POLICE FUND BUDGET AND PROTECTION SPECIAL ASSESSMENT

A meeting of the Oshtemo Charter Township Board was held in person at 7275 West Main Street, Kalamazoo, MI 49009 on November 10, 2026, commencing at 5:30 p.m.

Members Present:

Members Absent:

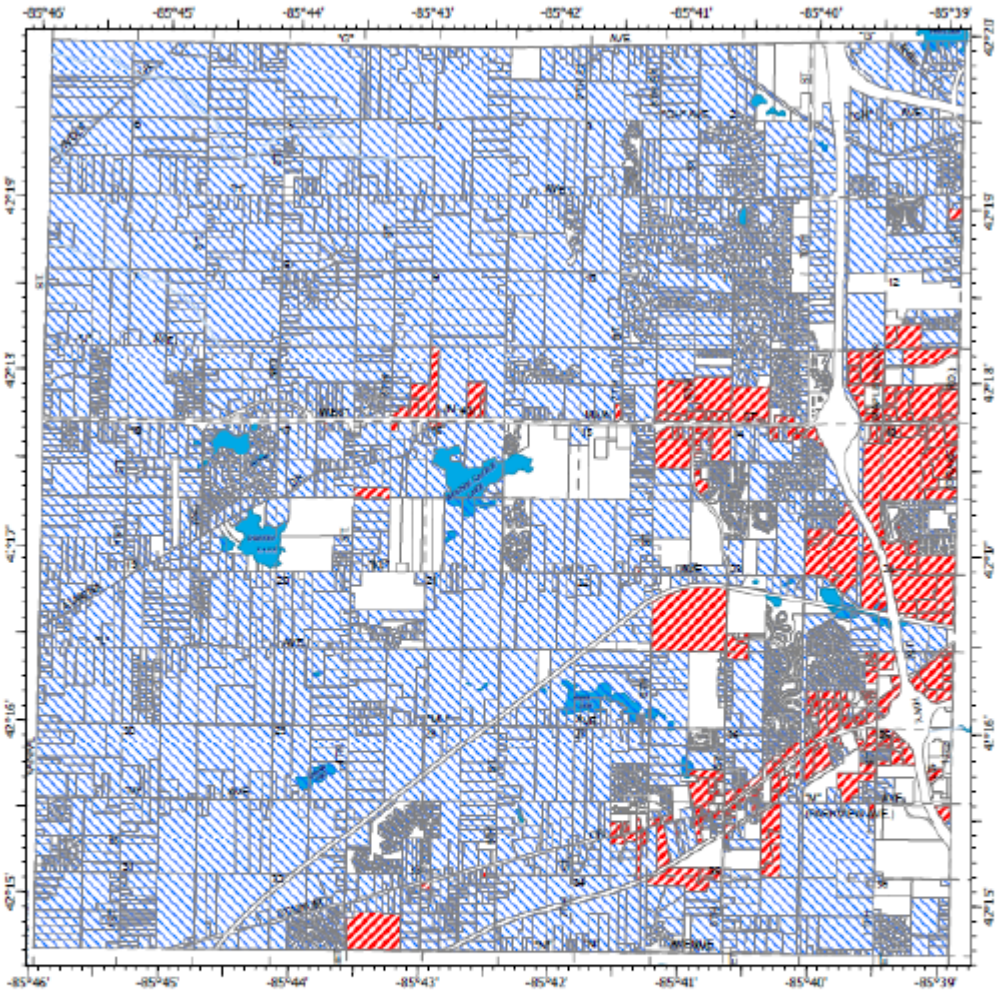
The Township Supervisor announced that the next item of business would be the public hearing on the proposed Police Protection Budget and Special Assessment levies in the amount of $1,427,915.00 comprised of 2.8 mills against the lands and premises located within the Police Protection Special Assessment District No. 2004-1 and .67 mills against the lands and premises located within the Police Protection Special Assessment District No. 2009-1 previously created by the Oshtemo Charter Township Board.

The notice of the public hearing was published in the Kalamazoo Gazette, a newspaper of general circulation within the Charter Township, on October 29, 2026, and on November 5, 2026, and an affidavit of the foregoing publication is attached hereto.

It was explained that the levies of 2.8 mills (generating $864,502.00) and .67 mills (generating $563,413.00) would raise approximately $1,427,915.00 within said Districts which would be utilized to continue to furnish police protection within Police Protection Special Assessment District No. 2004-1 (which includes the, commercially developed, high density and multi-family residential areas requiring a higher level of service, and does not include any residentially-assessed properties) and Police Protection Special Assessment District No. 2009-1

(which includes all the property not otherwise included in Police Protection Special Assessment District No. 2004-1) for a 12 month period commencing January 1, 2027.

(See below Map)



LEGEND

	POLICE SAD 2009-1
	POLICE SAD 2004-1

The total Police Protection budget for the 2027 fiscal year is $2,253,050.00 which includes approximately $1,427,915.00 to be raised by special assessment levy (from Police Protection Special Assessment District No. 2004-1 and Police Protection Special Assessment

District No. 2009-1), court judgements, and miscellaneous income, with the remaining $648,250.00 to come from reserves or a transfer from the Township's General Fund.

The Township Supervisor then asked for comments from persons present at the hearing.

(Public comment was made and the following Resolution was then presented by the Township Attorney for consideration and adoption by the Township Board.)

POLICE PROTECTION BUDGET AND SPECIAL ASSESSMENT RESOLUTION

WHEREAS, in accordance with Michigan Public Act 33 of 1951 and Public Act 188 of 1954, as amended, a hearing was scheduled and held this date with regard to the Police Protection Special Assessment District No. 2004-1 created by the Township Board on August 26, 1980 (expanded and/or amended and confirmed June 10, 2003, November 12, 2013, and October 10, 2017, September 23, 2025, October 27, 2026, after hearing), for the purpose of raising sufficient funds to provide additional police protection within the District for a 12-month period; and

WHEREAS, in accordance with Michigan Public Act 33 of 1951 and Public Act 188 of 1954, as amended, a hearing was scheduled and held this date with regard to the Police Protection Special Assessment District No. 2009-1 created by the Township Board on November 9, 2009 (confirmed on November 23, 2009, and amended October 10, 2017, October 27, 2026, after hearing), for the purpose of raising sufficient funds to provide additional police protection within the District for a 12-month period; and

WHEREAS Township Supervisor has submitted to the Oshtemo Charter Township Board a budget for Police Protection within the Township for calendar year 2027 in the amount of $2,253,050.00; and

WHEREAS, it has been tentatively determined by the Township to assess the sum of $1,427,915.00 against the taxable lands and premises (via a renewal of the current millage) within the Township through the levies of 2.8 mills (Police Protection Special Assessment District No.

2004-1) and .67 mills (Police Protection Special Assessment District No. 2009-1), respectively, special assessments, and to pay any additional costs of such Police Protection from the Township's General Fund; and

WHEREAS, notice of the hearing was given by publication in the Kalamazoo Gazette on October 29, 2026, and on November 5, 2026; and

WHEREAS, an affidavit of the publication on October 29, 2026, and on November 5, 2026, was presented as part of the records of the meeting and is attached to this Resolution; and

WHEREAS, a hearing was held on November 10, 2026, at 5:30p.m. in accordance with duly published notice thereof in accordance with the law and statute and opportunity given to all persons present to be heard; and

WHEREAS, upon further review by the Township Board it appears reasonable and proper to approve the Police Protection budget for the 2027 fiscal year of the Township in the amount of $2,253,050.00 and to further approve a renewal of the Police Protection Special Assessment levies of 2.8 mills (Police Protection Special Assessment District No. 2004-1) and .67 mills (Police Protection Special Assessment District No. 2009-1), respectively, against the taxable lands and premises within those Districts to defray the foregoing sums.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. That a budget of the estimated costs and expenses of Police Protection in the total amount of $2,253,050.00 for the 2027 fiscal year of the Township, commencing January 1, 2027, be hereby approved as reasonable and proper.

2. That the levy of 2.8 mills against the lands and premises within the said Police Protection Special Assessment District No. 2004-1 (as expanded and/or amended), which are benefitted by the continued additional police protection therein, be hereby approved and confirmed for collection in a special column on the tax statements to be mailed to the taxpayers of the

Township in December of 2026.

3. That the levy of .67 mills against the lands and premises within the said Police Protection Special Assessment District No. 2009-1, which are benefitted by the continued additional police protection therein, be hereby approved and confirmed for collection in a special column on the tax statements to be mailed to the taxpayers of the Township in December of 2026.

4. That the assessment of the Police Protection Special Assessment levies of 2.8 mills (Police Protection Special Assessment District No. 2004-1) and .67 mills (Police Protection Special Assessment District No. 2009-1), which will collectively raise $1,427,915.00 along with court judgements, and miscellaneous income will raise approximately $1,604,800.00.

5. That the remainder of the Police Protection budget will be paid from carryover of the Township's General Fund.

6. That the Township Treasurer be hereby directed to collect the foregoing Police Protection Special Assessments at the time of the collection of ad valorem Township taxes in December 2026.

Motion was made by seconded by, to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* * * * * * * * * * * * * * * * * * * *

CERTIFICATE

Dusty Farmer, the duly elected and acting Clerk of Oshtemo Charter Township, Kalamazoo County, Michigan, hereby certifies that the foregoing is a true and correct copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board held on November 10, 2026, at which a quorum was present.

_____

Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

EXCERPT OF MINUTES OF REGULAR MEETING OF THE OSHTEMO CHARTER TOWNSHIP BOARD HELD ON NOVEMBER 10 2026, REGARDING GENERAL FUND BUDGET, FIRE FUND BUDGET, POLICE FUND BUDGET, AND ROAD MAINTENANCE AND IMPROVEMENT BUDGET

A meeting of the Oshtemo Charter Township Board was held in person at 7275 West Main Street, Kalamazoo, MI 49009 on November 10 2026, commencing at 5:30p.m.

Members Present:

Members Absent:

The Township Supervisor announced that the next item of business would be the public hearing on the proposed 2027 General Fund Budget, including the Fire Fund Budget, Police Fund Budget, and Road Maintenance and Improvement Fund Budget for Oshtemo Charter Township.

The notice of the public hearing was published in the Kalamazoo Gazette, a newspaper of general circulation within the Charter Township, on October 29, 2026, and on November 5, 2026. An affidavit of the foregoing publications are attached hereto.

Reference was made to the budget document which stated that the total 2027 General Operations Budget for Oshtemo Charter Township -including special assessment levies- will be approximately $46,737,966.00. The cost and expenses of the General Fund operations for 2027 will be approximately $7,367,000.00.

The Budget for the Police Fund (for Police Protection, Parking Enforcement, and Ordinance Enforcement) for the fiscal year commencing January 1, 2027, is approximately $2,253,050.00 which includes $1,427,915.00 to be raised by the special assessment levy, court judgments, and miscellaneous income.

The Budget for the Fire Fund for the fiscal year commencing January 1, 2027, is approximately $4,890,118.00 which includes $3,153,430.00 (Fire SAD No. 1) and $1,735,317.00 (Fire SAD No. 2) to be raised by special assessment and revenue carryover.

The Budget for the Road Maintenance and Improvement Fund for the fiscal year commencing January 1, 2027, is approximately $2,006,500.00 of which $1,524,029.00 is to be raised by a 1.25 mill levy against the assessed valuation of the Township Property.

The general levy of 1.75 mills against the taxable property within the Township will raise $2,158,840.00.

The Township Supervisor then asked for comments from persons present at the hearing.

(Public comment was made and the following Resolution was then presented by the Township Attorney for consideration and adoption by the Township Board.)

GENERAL OPERATIONS BUDGET APPROPRIATIONS ACT AND MILLAGE RESOLUTION

WHEREAS, in accordance with law and statute a General Operations Budget has been prepared by the Township Supervisor and submitted to the Township Board covering the 2027 fiscal year of the Township in the total amount of $46,737,966.00 for General Operations, comprised of the Police Fund Budget of $2,253,050.00; the Fire Fund Budget of $4,890,118.00; the Road Maintenance and Improvement Fund Budget of $2,006,500.00; and General Operations Budget of $7,367,000.00; and

WHEREAS, it has tentatively been determined by the Township Board to levy 1.75 mills against the taxable real and personal properties within the Township to raise the sum of $2,158,840.00 of said total budget; and

WHEREAS, notice was published in the Kalamazoo Gazette of a hearing upon said Budget and the levy of 1.75 mills for charter millage and 1.75 for the road millage, on October 29, 2026, and on November 5, 2026, scheduling a hearing for this time and date upon the same and describing where said Budget may be reviewed by the public; and

WHEREAS, a public hearing has been held as scheduled in accordance with such notice and all persons given an opportunity to be heard upon said Budgets and Levies; and

WHEREAS, as a result of the foregoing, it appears reasonable and proper to approve a total General Operations Budget in the amount of $46,737,966.00 including the aforementioned Fire

Fund special assessment levies, Police Fund special assessment levies, a Road Maintenance and Improvement Fund levy, and to approve a General Charter Levy of 1.75 mills.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. That the General Operations Budget for the Charter Township of Oshtemo for the 2027 fiscal year of the Township, commencing on January 1, 2027, in the total amount of $46,737,966.00 -including $7,367,000.00 for General Township Operations, Police Fund Budget of $2,253,050.00 (which includes $1,427,915.00 from special assessment levy, court judgments, and miscellaneous income); Fire Fund Budget of $4,890,118.00 (which includes $4,888,747.00 from special assessment levy); and a Road Maintenance and Improvement Fund of $2,006,500.00 (which includes $1,524,029.00 from special assessment levy)- is adopted.

2. The Fire Fund and Police Fund special assessment levies are hereby approved and confirmed as reasonable and proper and shall be placed on the December 2026 notices to taxpayers in the Township and collected with said taxes.

3. The Road Maintenance and Improvement Fund levy in the amount of 1.25 mills is hereby approved and confirmed as reasonable and proper and shall be placed on the December 2026 notices to taxpayers in the Township and collected with said taxes.

4. That a general tax levy in the amount of 1.75 mills against the taxable real and personal properties within the Township be hereby approved and confirmed to be collected with the tax statement delivered to taxpayers in the Township in December of 2026 to defray a portion of the foregoing budget.

5. That the Township Clerk be hereby directed to report the foregoing tax levy to the Township Supervisor forthwith, and that the Township Supervisor, in turn, be hereby directed to

deliver certified copies of this Resolution to the Clerk of the County of Kalamazoo for presentation to the County Board of Commissioners at its subsequent annual meeting.

Motion was made by, seconded by , to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* * * * * * * * * * * * * * * * * * * *

CERTIFICATE

Dusty Farmer, the duly elected and acting Clerk of Oshtemo Charter Township, Kalamazoo County, Michigan, hereby certifies that the foregoing is a true and correct copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board held on November 10 , 2026, at which a quorum was present.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

RESOLUTION REGARDING 2027 ROUTINE EXPENDITURES AND PURCHASES

WHEREAS, in accordance with Michigan statute, a Budget was prepared and approved on November 10, 2026, for the 2027 fiscal year of Oshtemo Charter Township; and

WHEREAS, the Budget was prepared by "line item," but approved by function, and affairs and the payment of routine bills and the initiation of routine purchases, it is necessary that these be accomplished by the Township officers subject to Township Board ratification.

IT IS THEREFORE RESOLVED AS FOLLOWS:

1. The Township Supervisor, Clerk, and Treasurer are hereby authorized to amend the line-item budgeted amounts without Township Board prior approval, so long as the total budgeted revenues and expenditures of each fund for the fiscal year are not exceeded, and the Township's purchases are made in accordance with the Township's Purchasing Policy.

2. The Township Supervisor, Clerk, and Treasurer are hereby authorized to initiate purchases for the benefit of the Township in accordance with the Township's Purchasing Policy last amended by the Township Board on July 11, 2023.

3. The payment of reoccurring routine (i.e., regularly incurred) Township expenses are hereby authorized, and said disbursements may be made by the Township prior to Township Board approval of same, provided that said disbursements are within budget appropriations and no controversy or disagreement exists as to the amount or recipient of such disbursements.

Motion was made by _____ seconded by, _____ to adopt the foregoing Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* * * * * * * * * * * * * * * * * * * *

CERTIFICATE

Dusty Farmer, the duly elected and acting Clerk of Oshtemo Charter Township, Kalamazoo County, Michigan, hereby certifies that the foregoing is a true and correct copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board held on November 10, 2026, at which a quorum was present.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

Memorandum

Date: November 10, 2026

To: Township Board

From: Sara Feister, HR Director

Subject: Amended Trustee Compensation Policy

MOTION: I motion to approve the Amended Trustee Compensation Policy.

Objective
To provide flexibility for adjustments under the Trustee Compensation Policy and clarify the definitions for half-day and full-day compensation.

Background
Each year, the Township Board adopts a resolution establishing trustee compensation with reference to the Trustee Compensation Policy. A 5.00% increase to account for cost of living increases and to align with the Township's regular employee merit increases. This recommendation highlighted the need to amend the Trustee Compensation Policy.

Information Provided
Draft redline of Trustee Compensation Policy adopted November 15, 2022

Core Value(s)
Professionalism, Integrity

OSHTEMO CHARTER TOWNSHIP

TRUSTEE COMPENSATION POLICY

Adopted: ~~November 15, 2022~~

Effective: ~~November 15, 2022~~

General Purpose:

The purpose of this policy is to update and supersede the existing Oshtemo Charter Township Trustee Compensation Policy.

I. Base Salary. Based upon the state statutory responsibilities of a Trustee (MCL 42.6)~~),annual Trustee compensation will be set at $3,020.00 per year. The Trustees'~~ base salary will be ~~is~~ determined by a majority of the full Township Board, and adopted via the annual Resolution r~~R~~egarding Township Officer Compensation.

II. Per Diem. Trustees will be compensated for attendance at other meetings as approved by this policy, ~~or as~~ and the annual ~~approved~~ resolution adopted by the majority ~~full~~ board, based upon the additional responsibilities assigned to individual Trustees (MCL 42.6). The goal of this section is to achieve uniformity in compensation by defining what meetings qualify for additional per diem pay~~. Trustees will be paid $130.00 per Township Board meeting~~ (work session and regular meeting shall be considered one meeting). Trustees will be paid for~~an~~ additional ~~$65.00 per~~ half (~~1/2~~ up to 4 hours) days ~~for~~ and ~~$130.00) per~~ for additional full (over 4 hours) days for additional committee meetings as follows:

- Committee meetings which the Township Board creates and assigns
- Quarterly joint board meetings
- ZBA and Planning Commission meetings (when serving on said board)
- Public informational meetings scheduled for committee purposes

Any meetings not specifically listed above will not be paid, unless the Township Board takes formal action to create and assign responsibility and sets the number of meetings.

III. Additional Pay. The full Township Board has the authority to designate additional responsibilities to Trustee(s) by majority vote. The Township Board has the option to increase the salary or increase the per diem to compensate for such additional responsibility. Any additional responsibility assigned to a particular Trustee should be by majority board vote, and Trustees may receive additional pay for other responsibilities the full Township Board assigns as determined based upon the responsibility requested and by majority vote. (MCL42.9).

An example of additional responsibilities is the Fire Commissioner position but may include other yet-to-be-established positions.

IV. Insurance Coverage Option. While no insurance benefits are provided to Trustees, Trustees shall have the option to purchase the following benefits for themselves and their family, through the Township group plans and at the Trustee's own expense:

Benefit	Trustee Portion	Township Portion
Health Insurance	100%	0%
Dental Insurance	100%	0%
Vision Insurance	100%	0%
Long Term Care Insurance	100%	0%

V. Education. Trustees shall have the option to attend continuing education programs as budgeted annually.

Motion was made by _____ and seconded by _____, to adopt the foregoing Policy by Board Resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Moderator declared the motion carried and the Policy Resolution duly adopted.

_____
Dusty Farmer, Clerk
Oshtemo Charter Township

****

CERTIFICATE

STATE OF MICHIGAN)
) ss.
COUNTY OF KALAMAZOO)

I, Dusty Farmer, the duly appointed and acting Clerk of the Township of Oshtemo, certify that the foregoing constitutes a true and complete copy of a Resolution adopted at a regular meeting of the Oshtemo Charter Township Board held on November 10~~5~~, 2026~~2~~, which meeting was preceded by required notices under the Michigan Open Meetings Act, being 1976 PA 267; that a quorum of the Board was present and voted in favor of said Resolution; and that minutes of said meeting were kept and will be or have been made available as required by said Open Meetings Act.

IN WITNESS WHEREOF, I have hereto affixed my official signature on this _____ day of November, 2026~~2~~.

_____
Dusty Farmer, Clerk
Oshtemo Charter Township

OSHTEMO CHARTER TOWNSHIP
KALAMAZOO COUNTY, MICHIGAN

RESOLUTION REGARDING 2027 TOWNSHIP OFFICER COMPENSATION

WHEREAS, MCL 42.6 and 41.95(3) state that the Township Board determines the salaries/compensation of Township Officers; and

WHEREAS, the Oshtemo Charter Township Board wishes to set its 2027 compensation schedule for its Officers.

NOW, THEREFORE, IT IS HEREBY RESOLVED that:

1. That effective January 1, 2027, the salaries of the Township Supervisor, Township Clerk, and Township Treasurer will increase from the 2026 annual salary of ninety-one thousand five hundred and one dollars and seventy cents ($91,501.70) to ninety-six thousand seventy-six dollars and seventy-eight cents ($96,076.78).

2. That effective January 1, 2027, the salaries of Township Trustees will increase from the 2026 annual salary of three-thousand five hundred twenty-nine dollars and five cents ($3,529.05) to three-thousand seven hundred and five dollars and fifty cents ($3,705.50).

3. That effective January 1, 2027, the Township Trustees will be paid (in addition to their annual salary) one hundred and thirty six dollars and fifty cents ($136.50) per Township Board meeting, sixty-eight and twenty-five cents ($68.25) per half (1/2) day for committee meetings, and one hundred and thirty six dollars and fifty cents ($136.50) per full day for committee meetings in accordance with the Trustee Compensation Township Board Policy adopted November 10, 2026.

A motion was made by _____, seconded by _____, to adopt the foregoing resolution.

Upon roll call vote the following voted "Aye":

The following voted "Nay":

The following were Absent:

The following Abstained:

The Township Supervisor declared the motion carried and the Resolution duly adopted.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

* * * * * * * * * * * * * * * * * * * *

CERTIFICATE

I hereby certify that the foregoing constitutes a true and complete copy of an Excerpt of the Minutes of a meeting of the Oshtemo Charter Township Board, held on November 10, 2026, at which meeting ___ members were present and voted upon the same as indicated in said Minutes; that said meeting was held in accordance with the Open Meetings Act of the State of Michigan.

_____
Dusty Farmer, Clerk
OSHTEMO CHARTER TOWNSHIP

Memorandum

Date: November 10, 2026

To: Township Board

Prepared by: Sierra Lucas, Paralegal Manager

From: James Porter, Legal Counsel

Subject: First Reading re General Moratorium Ordinance on Commercial Data Centers

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Objective

MOTION: I make a motion to approve the first reading of the General Moratorium Ordinance for Commercial Data Centers and set second reading for November 24, 2026.

Background

With the current moratorium on Commerical Data Centers nearing expiration, an extension is needed to allow additional time to review the Zoning Ordinance and General Ordinance and amend them, if necessary, to establish appropriate ordinance provisions. Extending the moratorium will maintain the pause on development of these facilities during that review to protect public health, safety, and welfare.

Information Provided

Draft Ordinance

Core Value(s)

Public Service, Sustainability, Professionalism, Integrity

DRAFT OSHTEMO CHARTER TOWNSHIP ORDINANCE NO. 670

Adopted:

Effective:

An Ordinance to impose a General Moratorium on all Commercial Data Centers until such time as the Townships Ordinances can be revised to develop appropriate ordinance provisions necessary to ensure the public health, safety, and welfare associated with the development of Commercial Data Centers.

THE CHARTER TOWNSHIP OF OSHTEMO
KALAMAZOO COUNTY, MICHIGAN
ORDAINS:

COMMERCIAL DATA CENTERS GENERAL MORATORIUM ORDINANCE

SECTION I. THE TOWNSHIP MORATORIUM ON COMMERCIAL DATA CENTERS:

The Township hereby imposes a Moratorium (until December 31, 2027) on the consideration of an application or development of all Commercial Data Centers, until such time as the Zoning Ordinance and General Ordinances can be reviewed and amended, if necessary, to develop the appropriate ordinance provisions necessary, to ensure the public health, safety, and welfare, associated with the development of Commercial Data Centers.

SECTION II. EFFECTIVE DATE:

This Ordinance will take effect upon Publication after Adoption in accordance with state law. Ordinances, or parts Ordinances, in conflict herewith are hereby suspended until the Moratorium provisions of this Ordinance are otherwise amended or repealed or until the Moratorium ends.

DUSTY FARMER, CLERK
OSHTEMO CHARTER TOWNSHIP

Memorandum

Date: November 10, 2026

To: Township Board

Prepared by: Sierra Lucas, Paralegal Manager

From: James Porter, Legal Counsel

Subject: First Reading re General Moratorium Ordinance on Commercial Energy Storage Facilities

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Objective

MOTION: I make a motion to approve the first reading of the General Moratorium Ordinance for Commercial Energy Storage Facilities and set second reading for November 24, 2026.

Background

With the current moratorium on Commercial Energy Storage Facilities nearing its expiration date, an extension is necessary to allow additional time to review the Zoning Ordinance and General Ordinance and amend them, if necessary, to establish appropriate ordinance provisions. Extending the moratorium will maintain the pause on development of these facilities during that review to protect public health, safety, and welfare.

Information Provided

Draft Ordinance

Core Value(s)

Public Service, Sustainability, Professionalism, Integrity

DRAFT OSHTEMO CHARTER TOWNSHIP ORDINANCE NO. 671

Adopted:

Effective:

An Ordinance to impose a General Moratorium on all Commercial Energy Storage Facilities until such time as the Township's Ordinances can be revised to develop appropriate Ordinance provisions necessary, to ensure the public health, safety, and welfare, associated with the development of Commercial Energy Storage Facilities.

THE CHARTER TOWNSHIP OF OSHTEMO
KALAMAZOO COUNTY, MICHIGAN
ORDAINS:

COMMERCIAL ENERGY STORAGE FACILITY GENERAL MORATORIUM ORDINANCE

SECTION I. THE TOWNSHIP MORATORIUM ON COMMERCIAL ENERGY STORAGE FACILITIES:

The Township hereby imposes a Moratorium (until December 31, 2027) on the consideration of an application or development of all Commercial Energy Storage Facilities (as defined under Michigan PA 233 of 2023), until such time as the Zoning Ordinance and General Ordinances can be reviewed and amended, if necessary, to develop the appropriate ordinance provisions necessary, to ensure the public health, safety, and welfare, associated with the development of Commercial Energy Storage Facilities.

SECTION II. EFFECTIVE DATE:

This Ordinance will take effect upon Publication after Adoption in accordance with state law. Ordinances, or parts Ordinances, in conflict herewith are hereby suspended until the Moratorium provisions of this Ordinance are otherwise amended or repealed or until the Moratorium ends.

DUSTY FARMER, CLERK
OSHTEMO CHARTER TOWNSHIP

Memorandum

Date: November 10, 2026

To: Township Board

From: James Porter, Legal Counsel

Subject: Amended Public Comment Policy

Objective:

To enhance public participation and transparency by permitting written public comments to be submitted and included with meeting minutes under established guidelines.

Background:

This memorandum has been prepared in response to the Township Board's request to revise the public comment policy. Based on the Board's discussion, the intent of the proposed change is to provide an opportunity for written public comments to be submitted and included as part of the public record.

Section 3 of the Michigan Open Meetings Act requires public bodies to permit individuals to address meetings under rules established and recorded by the public body. The Township's current policy satisfies this requirement by providing residents with four minutes of oral public comment at the podium during meetings. However, the Township has received an increasing number of requests from residents who wish to submit written comments and have those comments included in the meeting record.

While seeking to avoid placing an undue administrative burden on Township staff, the administration believes it is important to address residents' requests for written public comments. Accordingly, the administration recommends the following amendment to the Township's Public Comment Policy:

Proposed Amendment:

A. Written Public Comments

Written public comments submitted at a public meeting shall be accepted for inclusion with the meeting minutes, provided that the comments:

1. Do not exceed two (2) pages in length; and
2. Include the author's name and address.

The proposed addition of written public comments to the meeting record extends beyond the requirements of the Open Meetings Act. The administration believes this amendment will encourage public participation by providing residents with an additional method of communicating their views to the Township Board and other

Township bodies. It is anticipated that written comments will provide information in a format that is often more useful to staff and elected officials while also promoting greater openness, transparency among the Township's boards and committees.

Information Provided:
Public Comment Policy Redline

Core Value(s):
Public Service, Professionalism, Integrity

Policy for Public Comment
Township Board Regular Meetings, Planning Commission & ZBA Meetings

All public comment shall be received during one of the following portions of the Agenda of an open meeting:

a. Written public comments may be accepted for inclusion with the meeting minutes if the comments:

1. Do not exceed two (2) pages in length;
2. Include the author's name and address.

Written comments satisfying these requirements will be scanned and attached to the public minutes of the meeting.

a. **b.** Citizen Comment on Non-Agenda Items or Public Comment – while this is not intended to be a forum for dialogue and/or debate, if a citizen inquiry can be answered succinctly and briefly, it will be addressed or it may be delegated to the appropriate Township Official or staff member to respond at a later date. More complicated questions can be answered during Township business hours through web contact, phone calls, email (oshtemo@oshtemo.org), walk-in visits, or by appointment.

~~b.~~ c. After an agenda item is presented by staff and/or an applicant, public comment will be invited. At the close of public comment there will be Board discussion prior to call for a motion. While comments that include questions are important, depending on the nature of the question, whether it can be answered without further research, and the relevance to the agenda item at hand, the questions may not be discussed during the Board deliberation which follows.

Anyone wishing to make a comment will be asked to come to the podium to facilitate the audio/visual capabilities of the meeting room. Speakers will be invited to provide their name, but it is not required.

All public comment offered during public hearings shall be directed, and relevant, to the item of business on which the public hearing is being conducted. Comment during the Public Comment Non-Agenda Items may be directed to any issue.

All public comment shall be limited to four (4) minutes in duration unless special permission has been granted in advance by the Supervisor or Chairperson of the meeting.

Public comment shall not be repetitive, slanderous, abusive, threatening, boisterous, or contrary to the orderly conduct of business. The Supervisor or Chairperson of the meeting shall terminate any public comment which does not follow these guidelines.

(adopted 5/9/2000)
(revised 5/14/2013)
(revised 1/8/2018)
(revised 11/10/26)

Questions and concerns are welcome outside of public meetings during Township Office hours through phone calls, stopping in at the front desk, by email, and by appointment. The customer service counter is open from Monday-Thursday, 8 a.m.-1 p.m. and 2-5 p.m., and on Friday, 8 a.m.–1 p.m. Additionally, questions and concerns are accepted at all hours through the website contact form found at www.oshtemo.org, email, postal service, and voicemail. Staff and elected official contact information is provided below. If you do not have a specific person to contact, please direct your inquiry to oshtemo@oshtemo.org and it will be directed to the appropriate person.

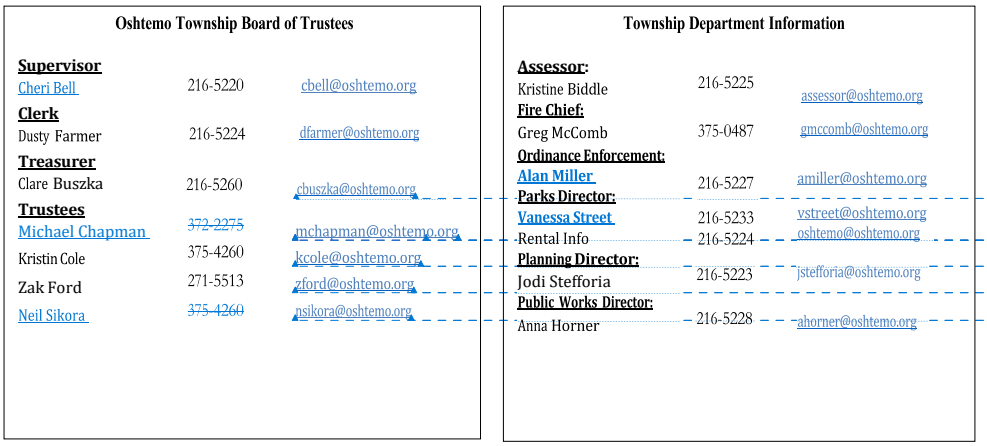
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Memorandum

Date: November 9, 2026

To: Township Board

From: Supervisor Bell & Ben Wakley

Subject: 2026 Third Quarter Budget Amendments

Objective:

To inform the township board of the 2026 third quarter budget amendments.

Proposed Motion:

Move to approve the 2026 budget amendments as presented.

Background:

Please find third quarter budget amendments below. These amendments incorporate a restatement of the amendments presented previously as well as additionally identified budget amendment needs.

1. Reallocation of funds to 9th st. sidewalk project line. No new money.

From:	101-441-97600.NMS9TH	$34,000	Stadium to Quail Run West
To:	101-441-97600.NMS9TH	$34,000	Stadium to Quail Run West

2. Mileage reimbursement. No new money.

From:	101-262-80800	$500	Elections Precinct Workers
To:	101-249-87000	$500	General Township Operations Mileage

3. Facility rental fees for elections – past due amounts. No new money.

From:	101-262-80800	$1,125	Elections Precinct Workers
To:	101-262-82670	$1,125	Elections Facility Rental Fees

4. Cemeteries Buildings & Grounds – Supplies. New money.

From:	101-000-63400	$200	General Fund Revenue – Grave Openings
To:	101-567-72800	$200	Cemeteries Buildings & Grounds – Supplies

5. Cemeteries Buildings & Grounds – Grave openings. New money.

From:	101-000-63400	$12,000	General Fund Revenue – Grave Openings
To:	101-567-96300	$12,000	CB&G – Contracted Grave Openings

6. Cemeteries Buildings & Grounds – Increase in rates due to fuel and fall cleanup for cemeteries. No new money

From:	101-567-93100	$3,700	CB&G – Maintenance Services
To:	101-567-96310	$3,700	CB&G – Contracted Lawn Services

7. Land purchase appraisal. No new money.

From:	101-249-90300	$4,000	General Township Operations – Legal Notices
To:	101-249-96300	$4,000	General Township Operations – Contracted Services

8. Business cards with new design. Reallocation, no new money.

From:	101-279-76100	$2,000	Media & Communications – Public Education
To:	101-249-72800	$2,000	General Township Operations – Supplies

9. Building department supplies. Reallocation, no new money.

From:	249-371-73000	$500	Building Department – Postage
To:	249-371-72800	$500	Building Department – Supplies

10. Building department contracted services. Use of fund balance, new money.

From:	249-000-40000	$2,500	249 Fund Balance
To:	249-371-96300	$2,500	Building Department – Contracted Services

11. Maintenance supplies. Use of fund balance, new money.

From:	101-000-40000	$100	101 Fund Balance
To:	101-567-72800	$100	Cemeteries Buildings & Grounds – Supplies

12. Cemeteries Buildings & Grounds supplies. Reallocation, no new money.

From:	101-567-76600	$500	CB&G – Supplies Expendable
To:	101-567-76000	$500	CB&G – Supplies-Facilities

13. Building Department – Additional building inspector coverage. Use of fund balance, new money.

From:	249-000-40000	$10,000	249 Fund Balance
To:	249-371-81000	$10,000	Building Department – Building Inspector

14. Building Department – Additional electrical inspection. Use of fund balance, new money.

From:	249-000-40000	$5,000	249 Fund Balance
To:	249-371-81100	$5,000	Building Department – Electrical Inspector

15. Building Department – Additional mechanical inspection. Use of fund balance, new money.

From:	249-000-40000	$10,000	249 Fund Balance
To:	249-371-81200	$10,000	Building Department – Mechanical Inspector

16. Building Department – Additional plumbing inspection. Use of fund balance, new money.

From:	249-000-40000	$10,000	249 Fund Balance
To:	249-371-81300	$10,000	Building Department – Plumbing Inspector

Core Values:

Fiscal Stewardship, Integrity

Memorandum & Request

Date: November 10, 2026

To: Township Board

From: Vanessa Street, Parks Director

Subject: Fruit Belt Rail Trail Budget Amendment Request

Objectives

Board approval for budget amendment to cover costs from the West grant segement to the East grant segment.

From:	GL: 107-756-98200.FBWEST	$25,000
To:	GL: 107-756-98200.FBEAST	

Proposed Motion

Motion to approve the budget amendment in the amount of $25,000 from GL 107-756-98200.FBWEST to GL 107-756-98200.FBEAST.

Background

The Fruit Belt Rail Trail project consists of three separate grants, identified by trail segment (East, Center, and West). During construction, costs for the East segment came in higher than anticipated, while costs for the West segment came in lower. The project as a whole remains within budget. This amendment simply moves funds from one line item to another to cover change order costs arising from unforeseen funding needs during construction.

Core Value(s)

Public Service
Fiscal Stewardship

CHARTER TOWNSHIP OF OSHTEMO
KALAMAZOO COUNTY, MICHIGAN

RESOLUTION REGARDING
CLOSED SESSION OF NOVEMBER 10, 2026

WHEREAS, it is necessary for the Township Board to meet and consult with its Attorney for purposes of discussing the written opinion of counsel regarding the Police Protection Agreement and to do so in an open meeting would have a detrimental effect upon the Township's position and could disclose matters protected by attorney-client privilege; and

WHEREAS, Section 8 of the Open Meetings Act, 1976 PA 267, as amended, permits a public body to meet in closed session to consult with its Attorney regarding material exempt from discussion and disclosure as set forth above.

NOW, THEREFORE, BE IT RESOLVED that, in accordance with the Open Meetings Act, the Oshtemo Charter Township Board hereby determines to meet in closed session this 10th day of November 2026, to consult with its Attorney regarding the written opinion of counsel on the proposed Police Protection Agreement and to consider material exempt from discussion or disclosure by state law.

A motion was made by _____seconded by_____, to adopt the foregoing Resolution.

Upon a roll call vote, the following voted "Aye":

The following voted "Nay":

The following was absent:

The Supervisor declared that the Resolution has been adopted by at least 2/3 of the members of the Board.

_____
DUSTY FARMER, Clerk
Oshtemo Charter Township

****

CERTIFICATE

I hereby certify that the foregoing constitutes a true and complete copy of an Excerpt of the Minutes of a regular meeting of the Oshtemo Charter Township Board, held on November 10, 2026, at which meeting __ members were present and voted upon the same as indicated in said Minutes; that said meeting was held in accordance with the Open Meetings Act of the State of Michigan.

IN WITNESS WHEREOF, I have hereto affixed my official signature on this ____ day of November, 2026.

_____

Dusty Farmer, Clerk

Charter Township of Oshtemo