



AGENDA

AD HOC LEGAL SERVICES REVIEW COMMITTEE

Tuesday, February 03, 2026

4:30 PM

Village Hall – 21 East Church Street, Lake Orion, MI 48362

(248) 693-8391 ext. 102

ADDRESSING THE VILLAGE COUNCIL: Each person wishing to address the village council shall be afforded an opportunity to do so. If you wish to comment, please stand or raise a hand to indicate that you wish to speak. When recognized, give your name and address and direct your comments to the Chair.

1. Call to Order

2. Roll Call and Determination of Quorum

3. Minute Approval

A. Approval of Minutes of December 15, 2025, Meeting of the Legal Services Review Committee

4. Call to the Public

5. Other Items

A. Contract Negotiations with Giarmarco, Mullins & Horton

6. Adjournment

In the spirit of compliance with the Americans with Disabilities Act, individuals with a disability should feel free to contact the Village, at least three (3) business days in advance of the meeting, if requesting accommodations. The Village of Lake Orion will provide foreign language or hearing impaired interpretation services for those individuals who contact the village to request such services at least seven (7) days prior to the meeting.

En el espíritu de la observancia de la Ley de Estadounidenses con Discapacidades, las personas con discapacidad debe sentirse libre para ponerse en contacto con el pueblo, por lo menos tres (3) días hábiles de antelación a la fecha de la reunión, si se solicitan alojamiento. El municipio de Lake Orion proporcionará idioma extranjero o personas con problemas de audición servicios de interpretación para las personas que

se ponen en contacto con el pueblo de solicitar dichos servicios con no menos de siete (7) días antes de la reunión.



MINUTES

AD HOC LEGAL SERVICES REVIEW COMMITTEE

Monday, December 15, 2025

3:45 PM

Village Hall – 21 East Church Street, Lake Orion, MI 48362

(248) 693-8391 ext. 102

1. Call to Order

The December 15, 2025, Ad Hoc Legal Services Review Committee Meeting was called to order at 3:45 PM by Village Manager McClary.

2. Roll Call and Determination of Quorum

PRESENT

Council Member Alex Comparoni Jr
Council Member George Dandalides (arrived at 3:49 PM)
Council Member Eric Papacek
Village Manager Darwin McClary
Police Chief Mark Amundson

STAFF PRESENT

Clerk/Treasurer Sonja Stout

3. Minute Approval

A. Approval of Minutes of December 10, 2025 Meeting of the Legal Services Review Committee

MOTION made by Comparoni Jr, Seconded by Chief Amundson, to approve the Minutes of the December 10, 2025 Ad Hoc Legal Services Review Committee Meeting, as presented.

VOTING YEA: Comparoni Jr, Papacek, McClary, Amundson

VOTING NAY: None

ABSENT: Dandalides

MOTION: Carried

4. Call to the Public

None.

5. Other Items

Before the interviews commenced, the Committee reviewed the interview procedure and confirmed it would follow the same process used in prior interviews. The Committee agreed that Village Manager McClary would begin each interview by outlining the process. He would ask all questions, and there would be no back-and-forth questioning. No additional procedural concerns were raised.

The Ad Hoc Legal Services Review Committee prepared fourteen interview questions, which were used consistently for all firms.

Council Member Dandalides arrived at 3:49 PM.

A. Beier Howlett 4:00 PM

At 4:03 PM, the Ad Hoc Legal Services Review Committee began the interview with Beier Howlett.

The interview ended at 4:52 PM.

The Committee expressed strong overall approval of the Beier Howlett interview. Committee members noted that the Village's existing relationship with Beier Howlett would be a strong benchmark compared to other firms, and that the firm's familiarity with the Village's current issues could help offset costs.

Police Chief Amundson stated that the firm is proactive in nature and demonstrates strong ethics. He also described the firm's pre-trial process and noted that Beier Howlett implemented a new cost recovery process within the past year, which resulted in increased revenue.

Other Committee members commented that the firm's experience and institutional knowledge could result in lower costs over the long term.

The Ad Hoc Legal Services Review Committee recessed at 5:18 p.m. and reconvened at 5:50 p.m.

B. Sherman & Sherman 6:00 PM

At 5:51 PM, the Ad Hoc Legal Services Review Committee began the interview with Sherman & Sherman.

The interview ended at 7:24 PM.

The Committee stated that Sherman, & Sherman demonstrated strong communication from all members of the firm and noted their extensive experience. However, the Committee also observed that the firm's experience did not fully align with the specific needs of the Village. The firm provided numerous examples of its work and discussed its prosecution experience.

C. Recommendation on Selection of Legal Services Firm

MOTION made by Council Member Comparoni, Jr, Seconded by Chief Amundson to recommend to the Village Council that the law firm of Beier Howlett of Troy, Michigan, be selected to provide general, prosecution, litigation, and other legal services for the Village of Lake Orion subject to the Committee’s negotiation of an acceptable services contract with the firm and subsequent approval of the contract by the Village Council.

- VOTING YEA:** Comparoni Jr,
- VOTING NAY:** Dandalides, Papacek, McClary, Amundson
- ABSENT:** None
- MOTION:** Failed

Chief Amundson stated that the decision would likely come down to Beier Howlett and Giarmarco, Mullins & Horton. He noted that he was initially not in favor of a change; however, after hearing the interview with Giarmarco, Mullins & Horton, he was impressed by the firm’s willingness to negotiate pricing, including offering the first fifteen minutes at no charge. He did express some concern regarding the time needed to bring the firm up to speed but stated that the interview was compelling.

The Committee expressed concern about the potential loss of institutional knowledge and the benefit of the current firm’s familiarity with Village issues through Beier Howlett. However, the Committee agreed that Giarmarco, Mullins & Horton conducted a very strong interview.

MOTION made by Council Member Dandalides, Seconded by Council Member Papacek to recommend to the Village Council that the law firm of Giarmarco, Mullins & Horton of Troy, Michigan, be selected to provide general, prosecution, litigation, and other legal services for the Village of Lake Orion subject to the Committee’s negotiation of an acceptable services contract with the firm and subsequent approval of the contract by the Village Council.

- VOTING YEA:** Dandalides, Papacek, McClary, Amundson
- VOTING NAY:** Comparoni Jr
- ABSENT:** None
- MOTION:** Carried

Chief Amundson stated that this decision was difficult due to the Village’s established relationship with the current firm, Beier Howlett.

6. Adjournment

MOTION made by Chief Amundson, Seconded by Council Member Dandalides, to adjourn the December 15, 2025, Ad Hoc Legal Services Review Committee Meeting.

- VOTING YEA:** Comparoni Jr, Dandalides, Papacek, McClary, Amundson
- VOTING NAY:** None
- ABSENT:** None
- MOTION:** Carried

The December 15, 2025, Ad Hoc Legal Services Review Committee Meeting adjourned at 8:09 PM.

Darwin McClary
Chairperson

Sonja Stout
Clerk/Treasurer

Date Approved:

CONTRACT FOR LEGAL SERVICES

This Contract for Legal Services is made on February _____, 2026, by and between the VILLAGE OF LAKE ORION, a Michigan municipal corporation (the “Village”), whose address is 21 East Church Street, Lake Orion, Michigan 48362 and GIARMARCO, MULLINS, & HORTON, P.C., a Michigan law firm (“Contractor”), whose address is 101 West Big Beaver, 10th Floor, Troy, Michigan 48084.

RECITALS

WHEREAS, the Village of Lake Orion is charged with the privilege and responsibility of carrying out the functions of a municipality within the geographic limits of the Village of Lake Orion, Oakland County, Michigan;

WHEREAS, it has been the experience of the Village of Lake Orion that said functions are best performed with the advice and assistance of competent legal counsel;

WHEREAS, the Contractor is able and experienced in general municipal matters of law and capable of providing the quality of complete legal services which the Village will require;

WHEREAS, the Village of Lake Orion believes the Contractor should represent the Village regarding all legal matters, as defined below.

TERMS AND CONDITIONS

1. **Scope of Representation:** Contractor will represent the Village of Lake Orion in matters related to municipal services, including the following:
 - A. Answer requests for legal opinions, in writing and verbally; prepare written legal opinions at the request of the Village, its Council members, and Village Manager and be available to respond to staff questions;
 - B. Work cooperatively with any other legal counsel retained by the Village; coordinate with other special counsel, as needed, to assure proper management of legal issues, and proper coordination and transition of legal information among special counsel;
 - C. Provides guidance and legal advice on the Open Meetings Act, the Freedom of Information Act, Robert’s Rules of Order, and Council rules and procedures;
 - D. Assist officials and employees in human resources and personnel matters, including those to understand the legal roles and duties of their respective offices and interrelationships with others;
 - E. Assist the Village and employees to maintain awareness of ethical standards and appearance of fairness standards, and to avoid potential conflicts of interest, prohibited transactions, and the appearance of prohibited transactions;

- F. Prepares and reviews ordinances and resolutions for legal correctness and acceptability;
 - G. Prepare and review contracts, leases, and other documents for legal correctness and acceptability; negotiate said contracts, leases, and other documents upon request;
 - H. Representation of the Village in all litigation to which it is a party in all courts;
 - I. Representation of the Village in all matters arising before administrative tribunals as a result of the ordinary and usual governmental functions of the Village.
 - J. Assist with land acquisition and all other real estate matters, including the purchase, sale, and lease of real property;
 - K. Prepare for and attend any meeting of the Village's Council, as requested. Attend other meetings when requested;
 - L. Prosecute ordinance violations and traffic violations in court and before other legally constituted tribunals as the Council may request;
 - M. Represent the Village in all labor and employment matters; and
 - N. All other legal services as assigned by the Village Manager or Village Council.
2. **Rate:** All Contractor attorneys would be billed at the rate of \$175.00 per hour, with the exception of prosecution services that will be billed at \$165.00 per hour. Any paralegal services will be billed at \$85.00 per hour. Any client telephone conferences or client email exchanges less than 15 minutes will not be billed.
 3. **Statements for Legal Services:** The Contractor will send the Village a statement on a monthly basis. The statement shall describe the services rendered and costs incurred to date. If any costs or expenses are advanced by the Contractor, as detailed in Section 4 below, or if there are any statements billed under Section 1, the Village agrees to pay each statement within 30 days. Any questions or objections regarding the statement must be made within 60 days of the statement date, or the Village waives any objections and agrees that the statement is accurate and fully due and payable. Any attorney fees or costs that are advanced that are not paid within 30 days after a statement is submitted will accrue interest at the rate of seven percent per year, until paid. Payments shall be applied first to accrued interest then to costs, and then to attorney fees.
 4. **Expenses:** The Contractor will not invoice the Village for long-distance telephone calls, facsimiles, and scanning. The photocopying charge is \$0.20 per page. Messenger Services through an outside professional courier service, court filing fees, and overnight and express mail charges will be invoice to the Village. The Contractor will charge for standard mileage. In addition, the Village shall reimburse the Contractor upon request for all out-of-pocket expenses incurred by the Contractor on behalf of the Village.
 5. **Conflicts of Interest:** The Contractor shall devote its best efforts to the business of the Village. The Contractor shall accept no representation contrary to the interests of the Village. To the best of the Contractor's knowledge, no such conflict now exists.

6. **Liability Insurance:** Contractor shall obtain and maintain in full force and effect during the entire term of this agreement a policy of comprehensive general liability insurance, including professional errors and omissions, with limits of liability of not less than \$2,000,000.00 and workers disability compensation insurance in compliance with Michigan’s statutory limits, and shall provide a certificate of insurance to the Village naming the Village as a certificate holder, upon request.

7. **Independent Contractors:** The parties agree that Contractor is an independent contractor as that term is commonly used and Contractor’s employees are not and shall not be considered subcontractors or employees of the Village and has no authority to bind the Village in any manner. Contractor shall be solely responsible for the withholding and reporting of all federal, state, and local income and employment taxes. Contractor acknowledges that it is not insured in any manner through the Village for any bodily injury, personal injury, or property loss whatsoever.

8. **Termination:** This contract is only terminable by resolution of the Village Council, with 30 days’ written notice or by 30 days’ written notice from the Contractor.

9. **Withdrawal:** The Village understands that Michigan Rules of Professional Conduct allow the Contractor to withdraw from representation of the Village if any of the following occur:
 - A. The Village insists upon pursuing a course of action the Contractor considers repugnant or imprudent;
 - B. The Village fails to pay the fees, expenses, and/or costs required under this Contract after reasonable warning that non-payment will result in withdrawal; and
 - C. Continued representation will result in an unreasonable financial burden on the Contractor.

IN WITNESS THEREOF, this contract is entered into by and between the parties on the date above.

VILLAGE OF LAKE ORION

GIARMARCO, MULLINS & HORTON, P.C.

By:
Its:

By: John C. Clark
Its: Senior Equity Partner

GIARMARCO, MULLINS & HORTON, P.C.

**101 West Big Beaver Road
Tenth Floor Columbia Center
Troy, MI 48084**

**Attorneys and Counselors at Law
Providing Legal Services to
Cities, Townships, School Districts, and
Municipalities throughout Michigan**

**John C. Clark
(248) 457-7023**

**Presented to:
Village of Lake Orion, Michigan**

**REQUEST FOR QUALIFICATIONS/PROPOSALS
LEGAL SERVICES**

Due: October 22, 2025, 2:00 PM

**Village of Lake Orion
Attn: Village Clerk
21 East Church Street
Lake Orion, MI 48362**

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1. FIRM NAME**a. Areas of Specialty**

Giarmarco, Mullins & Horton, P.C. (“GMH”) represents a wide variety of public and private entities throughout the State of Michigan. The firm’s commitment to the representation of local governments has been a primary focus of the firm throughout its 40+ year history. Primary areas of practice include municipal/public sector, education law, labor and employment, environmental, automotive, business, transactional, government-related services, international law, immigration law, taxes, mergers and acquisitions, telecommunications, real estate, probate and estate planning, tax tribunal, and election law. The firm’s litigation services include all areas of civil, commercial, criminal, workers’ compensation, and regulatory litigation.

b. Years in Business

GMH ranks in the top twelve largest law firms in Michigan and was founded in 1973.

2. OFFICE LOCATIONS

a. Office Location Where the Majority of the Work Will Be Performed.

The Firm's primary office is located in at the corner of Big Beaver and Livernois in Troy, Michigan. While GMH also has offices in Okemos and Munising, the attorneys providing services to the Village will be located in the Troy office.

b. Name and Address of Parent Firm (if applicable)

Giarmarco, Mullins & Horton, P.C.
101 West Big Beaver Road, 10th Floor
Troy, Michigan 48084

3. PERSONNEL

a. Principal Contact of the Firm

GMH proposes John C. Clark as the lead counsel and contact for the Village of Lake Orion. John can be reached directly at:

John C. Clark
Email: jclark@gmhlaw.com
Office: (248) 457-7023; Cell: (248) 310-1968

b. Proposed Personnel for Legal Services

Our Municipal practice group partners, John Clark, Anthony Chubb, and Stephen Hitchcock, are all Martindale-Hubbell AV rated and offer more than 50 years' cumulative experience in representing municipalities and public entities in their day-to-day operations, litigation, and other related issues.

The attorneys who will be assigned to work with the Village of Lake Orion are as follows:

- John C. Clark
(248) 457-7023; Cell: (248) 310-1968; Email: jclark@gmhlaw.com
- Anthony K. Chubb
(248) 457-7054; Cell: (734) 834-1906; Email: achubb@gmhlaw.com
- Steven J. Hitchcock
(248) 457-7024; Cell: (248) 320-8196; Email: sjh@gmhlaw.com
- Anne R. Gabbert
(248) 457-7053; Cell: (248) 765-9207; Email: agabbert@gmhlaw.com
- Karie Miller
(248) 457-7027; Cell: (248) 4420-5425; Email: kmiller@gmhlaw.com
- Michael Bosnic
(248) 457-7026; Cell: (248) 568-5461; Email: mbosnic@gmhlaw.com

- George Contis
(248) 457-7063; Cell: (248) 890-6256; Email: gcontis@gmhlaw.com

c. Other Key Personnel

GMH employees year-round law clerks who will assist in providing exceptional legal services to the Village.

d. Total Number of Licensed Attorneys at Primary Office

There is a total of 52 licensed attorneys at the Primary Office.

e. Total Number of All Staff at Office at Primary Office

There is a total of 107 individuals employed at GMH's Primary Office, inclusive of the highest quality support staff and attorneys.

4. STAFFING

GMH is adequately staffed to provide high quality, effective, and efficient legal services to the Village of Lake Orion. Our Firm has been fortunate to expand its client base and should the need arise to hire additional staff, GMH is prepared and excited to integrate competent attorneys and staff to meet those needs. All GMH attorneys are fully licensed with the State Bar of Michigan. In addition, the Firm is constantly updating its information technology systems and legal research platforms, offering state-of-the-art resources to provide exceptional legal services to its clients. Attorneys and staff undergo not only cybersecurity training several times a year, but also receive continued educational training for software applications, programs, and cybersecurity measures.

GMH has a full and complete understanding of the scope of work to be provided to the Village of Lake Orion as set forth in the RFP. In addition, GMH believes that its public sector clients are unique, and the relationships must be based upon trust, good communication, and straightforward advice. Municipal officials have several constituencies to serve, and unlike the private sector, a Village attorney is viewed almost as a part of the Village of Lake Orion's "team." It is important that the perception and communication with the public, press, and Village employees is consistent with the goals and objectives of the Village Council. GMH recognizes that it is a political process, which is far different than representing a CEO or owner of a privately held company. In addition to the Village of Lake Orion's lead attorney, many of GMH's lawyers have held elected or appointed positions on governmental boards.

The entire firm of GMH is committed to providing quality legal representation to the Village of Lake Orion. The firm has the experience and resources in all areas necessary for effective and efficient legal services. We are committed to our public sector representation and to the local area. Our goal is to develop a long-term relationship with the Village. We are excited by the opportunity to become part of the Village of Lake Orion' team. Of note, GMH has been accredited by the Detroit Free Press with the Top Work Places award and by Best Lawyers with the Best Law Firms award.



Attorneys

GMH proposes **John C. Clark** as the lead attorney to serve the Village of Lake Orion. Mr. Clark is an equity partner with the firm and currently serves on the GMH Board of Directors. He chairs the firm's Municipal/Labor Law practice group and has over 30 years of experience in Municipal and Public Sector law. John has represented numerous townships, cities, villages, and other governmental entities in day-to-day general representation.

Mr. Clark is a certified employment arbitrator through the American Arbitration Association overseeing complicated employment matters litigated by both public and private sector claimants. John has vast experience in labor and employment law, including contract negotiations, arbitrations, employment discrimination claims, wrongful discharge matters, civil rights complaints, proceedings in State and federal court, as well as matters pending before the Michigan Employment Relations Commission, the Michigan Department of Civil Rights, and the National Labor Relations Board.

Mr. Clark represents a variety of public and private sector clients, including several high-profile Metro Detroit cities, townships, and villages, private sector manufacturing companies, non-profit organizations, as well as public and charter schools. Mr. Clark is a long-standing member of several national, State, and local legal organizations. He has authored papers and has been a presenter of a variety of labor and employment topics, as well as addressing the complicated process and procedures surrounding the appointment of Emergency Managers. His most recent accolade is serving as a lecturer for the Public Sector Labor and Employee Relations class offered through the Master of Public Administration Program at Oakland University.

At the discretion of the Village of Lake Orion, other attorneys with significant municipal and specialized experience may be called in to assist the Village. Such attorneys include Anthony Chubb, Steve Hitchcock, Karie Miller, Michael Bosnic, and Anne R. Gabbert.

Anthony K. Chubb has over a decade of experience representing municipalities and governmental entities. As the Deputy Chief Legal Officer and subsequently the Chief Legal Officer for the City of Flint, Mr. Chubb argued in state and federal courts, including an issue of governmental immunity before the Michigan Supreme Court. He further honed his labor and employment and collective bargaining agreement negotiation and implementation skills as the City's Director of Human Resources and Labor Relations. He previously served as Assistant General Counsel for the SMART

regional transit authority in Detroit, where he focused his practice on labor and employment issues and commercial litigation. Mr. Chubb's extensive background working in-house for municipalities has given him a broad knowledge of both the legal and administrative sides of resolving complex cases.

In addition to labor and employment matters, Mr. Chubb has experience in counseling and advising clients on a wide array of topics including, FOIA, OMA, employee agreements, employment policies and practices, FMLA & ADA compliance, and best practices for municipal risk management.

Stephen J. Hitchcock concentrates in the areas of municipal law, litigation, employee benefits, and business transactions. Mr. Hitchcock has extensive experience in municipal matters over the past fifty years, handling municipal government and school board issues. He also represents a number of insurance companies in litigation defense, fringe benefits, disability, and other employment-related litigation. Mr. Hitchcock has previously served on the Zoning Board of Appeals and the School Board in Novi. He is former trustee on the Novi Educational Foundation.

Mr. Hitchcock has an "AV" Peer Review rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability. He represented the City of Romulus as city attorney from 1995 to 2001, and 2013 to present, and he continues to represent the City on retained matters.

Karie Miller will also assist and advise the Village of Lake Orion. Ms. Miller worked as an Assistant Prosecuting Attorney for Oakland County. There she litigated numerous criminal and civil cases on behalf of the People of the State of Michigan and developed extensive trial, motion and preliminary examination experience. She served in warrants, district court, juvenile and circuit court special units. She completed the Prosecuting Attorneys Association of Michigan (PAAM) prosecutor trial advocacy training, the National Institute of Trial Attorney (NITA) trial advocacy training, and numerous other litigation and law enforcement training on topics such as cross examination, money laundering, asset forfeiture, forensic interviewing, and operating while intoxicated investigations. Karie has experience in labor law and is proficient in the investigation of complaints regarding harassment and discrimination. She is familiar with the development and implementation of employee policies that strive to promote efficiency and assist in the fostering of a positive work environment. Karie served as an Instructor for the Oakland Police Academy, teaching basic and advanced training of law enforcement officers in the areas of Criminal Law, Criminal Procedure, Contraband, Civil Procedure, Juvenile Law, Testimony and Court Structure. Following law school, Karie clerked for the Honorable Edward Sosnick in 6th Circuit Court of Oakland County. Karie gained invaluable insight into the practice of law and developed a passion

for litigation. Karie also believes in serving and giving back to her community. She has served as an executive board member of the Berkley Youth Assistance, the Tri-Community Coalition, and the PTA.

Anne Gabbert has served as an assistant prosecutor in both Wayne and Oakland Counties. She has handled criminal matters as serious as capital crimes and as complex as white-collar crime and money laundering. Her practice has, in tandem, included a civil practice of asset forfeiture. Ms. Gabbert's experience in the civil practice of asset forfeiture for nearly thirteen years has given her expertise in the field. Anne has also worked closely with crime victims and places great value in her ability to listen and have those she represents feel both seen and heard. Ms. Gabbert is experienced in labor law and has developed departmental employee policies. She is knowledgeable in the investigation of employee complaints in the workplace, including those involving harassment and discrimination.

Ms. Gabbert has completed the National Institute of Trial Attorney Trial Advocacy Training (NITA), the Prosecuting Attorneys Association of Michigan (PAAM) trial advocacy training, money laundering, and civil asset forfeiture trainings. She has also served as an instructor on civil asset forfeiture for police agencies across the state of Michigan. Ms. Gabbert served as an instructor for the Oakland County Police Academy for a decade, teaching law enforcement officers in the areas of Civil Procedure, Criminal Procedure, Contraband, and Court Functions. Ms. Gabbert has served as a volunteer for the Redford Goodfellows Organization, Capital Area Humane Society, and as a speaker at Career Fairs for numerous local area schools.

Mike Bosnic concentrates his practice in the areas of school and municipal representation and litigation. He has successfully represented a number of communities in District and Circuit Courts, and is currently involved with numerous municipalities through his judicially appointed work with Drug Treatment/Sobriety Courts in Troy, Novi, and Waterford. He is deeply involved in the Veterans Court in Redford Township. Mike has extensive experience in the area of Property Tax Appeals. He has presented across the State on this practice area, at the request of numerous public officials. He also successfully represents clients in Federal Court, having prosecuted their claims for age and gender discrimination. He obtained a record jury verdict against the Internal Revenue Service, and was featured on the cover of the February 10, 2003 edition of *Michigan Lawyers Weekly*.

Mr. Bosnic currently serves as a magistrate judge in the 52-1 District Court in Novi. Mike has an "AV" Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability.

Current profiles for each attorney to be assigned to the Village are provided at *Attachment A*.

Support Staff

Giarmarco, Mullins & Horton has experienced legal assistants and paralegals on the ready to assist the municipal law practice group at all times. Each support staff member is trained and experienced in the legal field. Experienced legal assistants, Joan Sidlauskas, who has been a legal assistant/paralegal since 1991 and employed at GMH since 2000, and Shyraw Smith, who has been a legal assistant with the firm since 2020, proficiently provide timely and efficient support to the municipal law practice group. The firm also employs law clerks throughout the year, whose services will not be billed to the Village of Lake Orion.

5. FIRM EXPERIENCE

The Municipal Law practice group has been retained by over 25 cities and townships, including the Cities of Keego Harbor, Northville, Saline, East Lansing, Westland, Pontiac, Mount Clemens, Flint, Hamtramck, Saginaw, Benton Harbor, Belleville, Inkster, Melvindale, Warren, Highland Park, Ecorse, Trenton, Romulus, Taylor, Alpena, and Dearborn Heights and the Charter Townships of Northville, Independence, Bloomfield, Orion, Oakland, Oxford, Commerce, Royal Oak, Plymouth, Redford, Brownstown, Canton, Clinton, Van Buren, and Shelby.

Our municipal law specialists devote virtually all of their time to representation of public sector employers in connection with problems associated with the employer-employee relationship. This work involves substantial contact with numerous governmental agencies, including the Michigan Employment Relations Commission, the Michigan Department of Civil Rights, the Department of Labor, the Equal Employment Opportunity Commission, the Bureau of Workers' Disability Compensation, and the National Labor Relations Board. In short, we have attorneys that are experts in all of the areas in which the Village of Lake Orion would seek legal advice.

Throughout its history, GMH has employed an entrepreneurial philosophy in the delivery of legal services. By keeping its internal cost structure low, the firm has been able to provide quality legal services at a fair rate. Internally, GMH has created a competitive entrepreneurial environment which benefits our clients.

Not surprisingly, under the above management style, GMH has continued to grow despite the tough economic times in which we live. When budgets get tight, our clients have found we have the flexibility to work with them in reducing costs. The Village of Lake Orion can rest assured that it will be given the highest level of priority at GMH and that each attorney of the firm is committed to providing quality legal services to the Village.

6. WHY GMH SHOULD BE CONSIDERED

Throughout its history, GMH has enjoyed the highest rating awarded by Martindale Hubbell in its ranking of quality law firms. Many GMH attorneys are selected as court appointed mediators and guest speakers in their particular areas of expertise. Our continued growth in these challenging times is a result of our commitment to providing quality legal services on a timely basis and at a reasonable price.

How GMH Meets or Exceeds the Minimum Qualifications

Client Commitment

The Village of Lake Orion will be given the highest priority by the attorneys of GMH. Our policy is to respond quickly and effectively to all client inquiries. We will make available all contact information, including email addresses, work, cell, and home telephone numbers, and will be available virtually all hours of the day, night, or weekend. GMH understands the importance of the client relationship and that we are a partner with the Village.

Results

GMH understands that the bottom line in providing quality legal services is the results obtained. The firm welcomes accountability in its advice and services provided. We understand that clients seek straightforward, experienced advice. Legal advice designed to protect the lawyer is no advice at all. Many areas of the law are unclear and the results uncertain, however, GMH understands that the decision-maker must ultimately “make the decision.” We provide advice based upon our experience and knowledge and not based upon whether we will look good or be protected if an unanticipated result occurs.

Cost Effectiveness

The culture of GMH is a businesslike approach to providing legal services. We do not pursue issues for the academic fun of it or to increase the firm’s status. We work closely with our clients to understand their goals and objectives. Together, we then implement the most cost-efficient strategy for success. While setting precedence or new law for an attorney may be rewarding, we do not do so at the expense of our clients. GMH bills its clients hourly, in increments of 0.10 hours, providing a detailed monthly invoice for legal services rendered. Clients are billed for reimbursable charges such as filing fees, court reporters, overnight delivery, and milage at the statutory IRS rate.

GMH offers the Village of Lake Orion a three-prong approach towards providing proactive legal services to minimize expenses.

1. GMH offers comprehensive training on a variety of topics for all Village staff, including areas of discrimination, harassment, confidentiality, employee discipline and counseling. Additionally, the Firm offers training to Village Council, as well as Village Boards and Commissions on important topics including meeting decorum, Robert's Rules of Order, Open Meetings Act, Freedom of Information Act requests, and handling issues of public concern.
2. The Firm constantly monitors both State and federal legislation that could have an impact on the operations of the Village, including legislation that could affect Village finances, Open Meetings Act, Freedom of Information Act requests, environmental, zoning, planning, and taxation.
3. We closely monitor recent court decisions that again could have a direct impact on Village operations, similar to an overview of pending legislation. The Firm monitors recent court filings through *Detroit Report*, which sets forth recent Circuit Court and Federal Court filings.

Philosophy on Attorney-Client Relationship

GMH believes that its public sector clients are unique and the relationships must be based upon trust, effective communication, and straightforward advice. Government officials have many constituencies to serve, and unlike the private sector, a municipal attorney is viewed almost as a part of the government's "team." It is important that the perception and communication with the public, press, and Village employees is consistent with the goals and objectives of the client. GMH recognizes that it is a political process, which is far different than representing a CEO or owner of a privately held company. In addition to the Village's lead attorney, many of GMH's lawyers have held elected or appointed positions on governmental boards.

Summary

The entire firm of GMH is committed to providing quality legal representation to the Village of Lake Orion. The firm has the experience and resources in all areas necessary for effective and efficient legal services. We are committed to our public sector representation and to the local area. Our goal is to develop a long-term relationship with the Village. We are excited by the opportunity to become part of the Village of Lake Orion's team.

7. MUNICIPAL REFERENCES

Charter Township of Redford
Pat McRae, Superintendent
15145 Beech Daly Road Redford, MI 48239
(313) 387-2750
pmcrae@redfordtwp.com

General municipal, labor and employment, litigation, District Court prosecutions, real estate, and Michigan Tax Tribunal appeals

City of Northville
George Lahanas, City Manager
General municipal, labor and employment, litigation, District Court prosecutions, real estate, and Michigan Tax Tribunal appeals

City of Saline
Dan Swallow, City Manager
100 N. Harris Street
Saline, Michigan 48176
(734) 476-3961
dswallow@cityofsaline.org
General municipal, labor and employment

Charter Township of Bloomfield
Mike McCready, Township Supervisor
4200 Telegraph Road
Bloomfield Hills, MI 48303
(248) 433-7755
mmccready@bloomfieldtwp.org
General municipal and labor and employment

City of Keego Harbor
Tammy Neeb, Clerk and City Manager
2025 Beechmont Street
Keego Harbor, Michigan 48320
(248) 682-1930, Ext. 1
manager@keegoharbor.com
General municipal, labor and employment, litigation, District Court prosecutions, real estate, and Michigan Tax Tribunal appeals

City of Taylor
Dan Bzura, Chief of Staff
23555 Goddard Rd.
Taylor, MI 48180
(734) 374-1452
dbzura@ci.taylor.mi.us
General municipal, labor and employment, and litigation

Charter Township of Northville
Todd Mutchler, Township Manager
44405 Six Mile Road
Northville, MI 48168
(248) 348-5800
tmutchler@twp.northville.mi.us
General municipal and labor and employment

City of Saginaw
Tim Morales, City Manager
1315 S. Washington Avenue
Saginaw, MI 48601
(989) 759-1401
TMorales@saginaw-mi.com
Labor and employment and litigation

Charter Township of Plymouth
Chuck Curmi, Township Supervisor
9955 N. Haggerty Road
Plymouth, MI 48170-4673
(734) 354-3201 Office
ccurmi@plymouthtwp.org
General municipal and labor and employment

8. CLIENT CONFLICTS OF INTEREST

Giarmarco, Mullins and Horton has been retained by over 25 cities, villages, and townships. It has been our experience that representation of other municipalities generally provides opportunities for collaboration rather than conflicts. However, should any potential conflict arise, we would timely notify the Village and provide a proposed path moving forward. Prior to handling any new matter, an internal conflict check is routed to all staff in the firm, including the firm's billing system, which will show conflicts of any past and current client representation, including any real estate developers doing business with or anticipating doing business with the Village of Lake Orion.

9. DAY-TO-DAY ACTIVITIES

The GMH Municipal Group is staffed to allow for integration of the Village of Lake Orion's legal needs. The Village of Lake Orion will be given the highest priority by the attorneys of GMH. Our policy is to respond quickly and effectively to all client inquiries. We will make available all contact information, including email addresses, work, cell, and home telephone numbers, and will be available virtually all hours of the day, night, or weekend. GMH understands the importance of the client relationship and that we are a partner with the Village.

GMH understands that the bottom line in providing quality legal services is the results obtained. The firm welcomes accountability in its advice and services provided. We understand that clients seek straightforward, experienced advice. Legal advice designed to protect the lawyer is no advice at all. Many areas of the law are unclear and the results uncertain; however, GMH understands that the decision-maker must ultimately "make the decision." We provide advice based upon our experience and knowledge and not based upon whether we will look good or be protected if an unanticipated result occurs.

The culture of GMH is a businesslike approach to providing legal services. We do not pursue issues for the academic fun of it or to increase the firm's status. We work closely with our clients to understand their goals and objectives. Together, we then implement the most cost-efficient strategy for success. While setting precedence or new law for an attorney may be rewarding, we do not do so at the expense of our clients.

10. INSURANCE

GMH maintains Workers' Compensation, comprehensive general liability, and vehicle insurance as required by the Village of Lake Orion. Should GMH be awarded this contract, it will purchase and maintain, throughout the term of the Contract, insurance from an insurance company authorized to do business in the State of Michigan that will protect Contractors, subcontractors, and the owner from all liability claims under the Contract. The insurance will name the Village of Lake Orion as additional insured party on appropriate coverage(s) where possible.

11. EXCEPTIONS

GMH does not foresee any exceptions or conflicts of interest in its representation of the Village of Lake Orion.

12. BAR ASSOCIATION COMPLAINTS

Giarmarco, Mullins and Horton, P.C. has not been the subject of any Bar Association complaints within the past five years.

13. BANKRUPTCY OR REORGANIZATION

GMH's financial condition is stellar. All vendor invoices are paid within 30 days of submission and maintains a D&B "Good" rating. GMH has never filed for bankruptcy and is extremely proud of its commitment and reputation in the legal community.

14. TERMINATION

The City of Hamtramck ceased using the services of Giarmarco, Mullins and Horton, P.C. in 2018 after a change in City leadership.

The Charter Township of Royal Oak ceased using the services of Giarmarco, Mullins and Horton, P.C. in 2019 after a change in Township leadership. However, GMH was rehired as the Township’s general and prosecutorial counsel in 2021.

The City of Wayne ceased using the services of Giarmarco, Mullins and Horton, P.C. for its labor and employment legal services in 2024 after a change in City leadership. However, GMH remains the City’s general and prosecutorial counsel.

15. RESPONSE TIME

The Village of Lake Orion will be provided the direct contact information for all GMH personnel working for the Village. GMH staff will correspond directly with Village personnel upon engagement of an assignment or task when presented to them. Depending on the assignment, the average response time to a verbal inquiry or contact is one day, the average response time for written tasks is three days. This schedule of course is subject to the time-sensitive nature of the task.

Based upon our commitment to our clients, GMH makes it a priority to respond to all inquiries in a timely and efficient manner. Attorneys of the firm can be reached by phone, cell phone, email, text, or any other manner desired by the Village of Lake Orion. The Village's lead attorney will be available and responsive by any of the above means at any time of the day or evening, including weekends and vacations. All meetings, conferences, court appearances or other important events will be the priority in the lead attorney's schedule. As part of this client communication, GMH also will provide free municipal updates on emerging issues or cases, as well as seminars on relevant issues to the Village of Lake Orion and its employees. We take pride in our accessibility and recognize that emergencies do not respect a nine-to-five schedule.

16. FAMILIARIZATION WITH CURRENT VILLAGE ISSUES

The GMH Municipal Group is staffed to allow for integration of the Village of Lake Orion's legal needs. The Village will be given the highest priority by the attorneys of GMH. Our policy is to respond quickly and effectively to all client inquiries. We will make available all contact information, including email addresses, work, cell, and home telephone numbers, and will be available virtually all hours of the day, night, or weekend. GMH understands the importance of the client relationship and that we are a partner with the Village of Lake Orion.

GMH understands that the bottom line in providing quality legal services is the results obtained. The firm welcomes accountability in its advice and services provided. We understand that clients seek straightforward, experienced advice. Legal advice designed to protect the lawyer is no advice at all. Many areas of the law are unclear and the results uncertain, however, GMH understands that the decision-maker must ultimately "make the decision." We provide advice based upon our experience and knowledge and not based upon whether we will look good or be protected if an unanticipated result occurs.

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17. FIRM CONFLICTS OF INTEREST

GMH does not foresee any exceptions or conflicts of interest in its representation of the Village of Lake Orion.

As stated above, prior to handling any new matter, an internal conflict check is routed to all staff in the firm, including the firm's billing system, which will show conflicts of any past and current client representation, including any real estate developers doing business with or anticipating doing business with the Village of Lake Orion.

17. PRICING

A preliminary estimate or range of overall anticipated annual costs can only be ascertained based on the need for legal services by the Village of Lake Orion. However, GMH offers the following as its proposed compensation for legal services:

	Pricing Component	Amount
1.	Hourly Rate – Prosecution of Building/Code/Zoning Violations	\$ 165.00
2.	Hourly Rate – Civil Litigation and Litigation of Non-Insurance Cases	\$ 175.00
3.	Hourly Rate – Board of Review (if necessary)	\$ 175.00
4.	Hourly Rate (All Other Legal Services)	\$ 175.00
5.	Expenses: The Village will pay GMH for all expenses and court costs resulting from the Village’s legal services, including photocopying at \$0.20/page, overnight and express mail, courier fees, filing fees, and mileage fees (at the IRS annual rate).	

Any client telephone conferences less than 15 minutes and brief client email exchanges will not be billed. Also, the Village of Lake Orion will not be charged for law clerk or legal assistant services.

SIGNATURE PAGE AND ACKNOWLEDGMENT

Firm name: Giarmarco, Mullins & Horton, P.C.

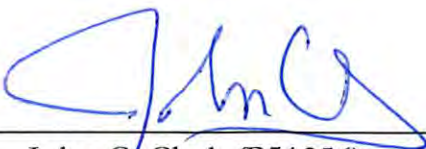
Address: 101 West Big Beaver Road, 10th Floor

City/State/Zip Code: Troy, Michigan 48084-5280

Telephone Number: (248) 457-7023

Fax Number: (248) 457-7001

Email Address: jclark@gmhlaw.com

SIGNATURE/DATE:  October 21, 2025
John C. Clark (P51356)

ATTACHMENT A – ATTORNEY PROFILES

GIARMARCO, MULLINS & HORTON, P.C.

ATTORNEYS & COUNSELORS AT LAW

EMAIL: JCLARK@GMHLAW.COM

TENTH FLOOR COLUMBIA CENTER

101 WEST BIG BEAVER ROAD

TROY, MI 48084-5280

DIRECT PHONE: (248) 457-7023

JOHN C. CLARK
EXPERIENCE

Mr. John Clark concentrates his practice in the areas of labor and employment law, servicing clients in both the public and private sector. Mr. Clark has been a member of the firm since 1995 and currently sits on the firm's Board of Directors. Mr. Clark also chairs the firm's municipal/labor and employment section. In addition, Mr. Clark is a certified employment arbitrator through the American Arbitration Association overseeing complicated employment matters litigated by both public and private sector claimants.

Mr. Clark has vast experience in labor and employment law, including contract negotiations, arbitrations, Act 312 proceedings, fact-findings, employment discrimination claims, wrongful discharge matters, civil rights complaints, proceedings in state and federal court, as well as matters pending before the Michigan Employment Relations Commission, the Michigan Department of Civil Rights and the National Labor Relations Board.

Mr. Clark represents a variety of public and private sector clients, including several high profile Metro Detroit cities and townships, private sector manufacturing companies, non-profit organizations as well as public and charter schools.

Mr. Clark is an expert in employee and management training on such topics as discrimination, harassment, bias, progressive discipline, Open Meetings Act, collective bargaining, and privacy. Mr. Clark also develops employee policies that strive to promote efficiency and aid in fostering a positive work environment.

Mr. Clark is a long-standing member of several National, State and local legal organizations. He has authored papers and has been a presenter of a variety of labor and employment topics, as well as addressing the complicated process and procedures surrounding the creation of positive labor relations between management and organized labor.

Mr. Clark's most recent accolade is serving as a lecturer for the Public Sector Labor and Employment Relations class offered through the Masters of Public Administration program at Oakland University. Mr. Clark also serves as a Trustee for an Oakland County Township.

PRACTICE AREAS

- Governmental Law
- Employment & Labor Law
- Litigation
- Municipal & Government
- Education Law
- Police Liability/Excessive Force Matters

**EDUCATION**

- Michigan State University, B.A.
- University of Detroit, J.D.
- American Arbitration Association, Certified

ADMITTED TO PRACTICE

- Michigan: 1994

**PROFESSIONAL LEADERSHIP/
MEMBERSHIPS**

- American Bar Association
- State Bar of Michigan
- Oakland County Bar Association
- American Arbitration Association: Certified Employment Arbitrator
- Department of Treasury Government Turnaround Association Founding Member and Presenter

HONORS/AWARDS

- Voted Top Lawyers 2021, 2022, and 2023 by DBusiness Magazine
- "AV" Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability
- Leading Lawyer

Martindale-Hubbell®
Leading Lawyers™

ANTHONY CHUBB EXPERIENCE

Anthony K. Chubb is an equity shareholder in the firm's municipal group and has dedicated his career to representing cities, townships, and governmental entities. He currently serves as City Attorney for the cities of East Lansing, Northville, Keego Harbor, and Saline, as well as General Counsel for Grand Blanc and Redford Townships and the Genesee County 911 Consortium.

Mr. Chubb has over 15 years of experience representing municipalities and governmental entities as general counsel, including election law, governmental immunity, prosecution, water quality and rate setting defense, medical and recreational marijuana regulation, and administrative law. Before joining GMH, Mr. Chubb was the Deputy Chief Legal Officer and, subsequently, the Chief Legal Officer for the City of Flint and the City's Director of Human Resources and Labor Relations. He previously served as Assistant General Counsel for the SMART regional transit authority in Detroit, where he focused his practice on labor and employment issues and commercial litigation. Mr. Chubb's extensive background in municipal law, including working in-house for municipalities, has given him a broad knowledge of both the legal and administrative sides of resolving complex cases.

In addition to his professional background, Mr. Chubb has a history of public and community service. He was elected to the Michigan Bar Association Government Law Council (2023-2026) and serves on the Board of Directors of the Grosse Pointe Animal Adoption Society as pro-bono legal counsel (for which he has fostered dozens of dogs.) Mr. Chubb was previously elected to two terms (2017-2020, 2020-2023) to the Genesee County Bar Association Board of Directors.

PRACTICE AREAS

- Municipal Law
- Employment & Labor Law
- Medical and Recreational Marijuana Regulation
- Water Quality and Rate Setting Defense
- Election and Ballot Initiative Matters
- Police Liability/Excessive Force Matters

EDUCATION

- Wayne State University Law School, Detroit, Michigan, 2008, J.D.
- University of Michigan, Ann Arbor, Michigan, 2003, B.A.



PROFESSIONAL LEADERSHIPS

- State Bar of Michigan Government Law Section Council 2023-2026
- Genesee County Bar Association Board of Directors 2017-2020; 2020-2023
- Board of Directors, Grosse Pointe Animal Adoption Society

MEMBERSHIPS

- State Bar of Michigan
- U.S. District Court for the Eastern District of Michigan
- U.S. District Court for the Western District of Michigan
- U.S. Bankruptcy Court for the Eastern District of Michigan
- U.S. Court of Appeals for the Sixth Circuit

HONORS/AWARDS

- "AV" Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability
- 2019 Super Lawyers "Rising Star" in state, local & municipal law

Martindale-Hubbell®
Super Lawyers

STEPHEN J. HITCHCOCK
EXPERIENCE

Mr. Stephen Hitchcock concentrates in the areas of municipal law, litigation, employment law, employee benefits and business transactions. Mr. Hitchcock has extensive experience in municipal matters over the past thirty years, handling municipal government and school board issues. He also represents a number of insurance companies in litigation defense, fringe benefits, disability and other employment related litigation.

Mr. Hitchcock has previously served on the Zoning Board of Appeals and the School Board in Novi. He is former trustee on the Novi Educational Foundation.

Mr. Hitchcock has an "AV" Peer Review rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability.

GENERAL MUNICIPAL EXPERIENCE

- Represented local cities and townships for over thirty years in matters related to water/sewer, zoning, planning, land use, ordinance drafting, contract negotiations and municipal litigation.
- Represented the City of Romulus as city attorney – 1995 to 2001, 2013 to present.
- Belleville city attorney – 2012 to present.
- Representing the Charter Township of Brownstown – 2004 to Present.
- Represented Kochville Township on various legal matters – 2000 to 2005.
- Provided legal services for the City of Pontiac, City of Belleville, Charter Township of Redford, City of Taylor, City of Trenton, City of Montrose, City of Wayne and other municipalities on specific retained basis.

PRACTICE AREAS

- Employment and Labor Law
- Government Law
- Litigation
- Municipal

EDUCATION

- University of Michigan and Western Michigan University, B.A.
- Detroit College of Law, J.D.



ADMITTED TO PRACTICE

- Michigan: 1973
- Michigan Supreme Court
- U.S. Court of Appeals
- U.S. Supreme Court

**PROFESSIONAL LEADERSHIP/
MEMBERSHIPS**

- State Bar of Michigan
- Oakland County Bar Association
- Oakland County Bar Association Federal Court Committee, Former Chairman
- Michigan Association of Municipal Attorneys
- International Municipal Lawyers Association

HONORS/AWARDS

- "AV" Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability
- Michigan Super Lawyer
- dBusiness "Top Lawyer"
- Leading Lawyers

KARIE MILLER
EXPERIENCE

Karie Miller has joined Giarmarco, Mullins & Horton in the Municipal Section. Karie worked as an Assistant Prosecuting Attorney for Oakland County. There she litigated numerous criminal and civil cases on behalf of the People of the State of Michigan and developed extensive trial, motion and preliminary examination experience. She served in warrants, district court, juvenile and circuit court special units. She completed the Prosecuting Attorneys Association of Michigan (PAAM) prosecutor trial advocacy training, the National Institute of Trial Attorney (NITA) trial advocacy training, and numerous other litigation and law enforcement training on topics such as cross examination, money laundering, asset forfeiture, forensic interviewing, and operating while intoxicated investigations.

Karie has experience in labor law and is proficient in the investigation of complaints regarding harassment and discrimination. She is familiar with the development and implementation of employee policies that strive to promote efficiency and assist in the fostering of a positive work environment.

Karie served as an Instructor for the Oakland Police Academy, teaching basic and advanced training of law enforcement officers in the areas of Criminal Law, Criminal Procedure, Contraband, Civil Procedure, Juvenile Law, Testimony and Court Structure.

Following law school, Karie clerked for the Honorable Edward Sosnick in 6th Circuit Court of Oakland County. Karie gained invaluable insight into the practice of law and developed a passion for litigation.

Karie also believes in serving and giving back to her community. She has served as an executive board member of the Berkley Youth Assistance, the Tri-Community Coalition and the PTA.



EDUCATION

- Wayne State University School of Law, J.D.(2004)
- Central Michigan University, B.S. (2000)

ADMITTED TO PRACTICE

- Oakland County Prosecutor Assistant Prosecuting Attorney 2006 - 2018
- Judicial Law Clerk 2004 - 2006
- Judicial Internship 3rd Circuit Court Frank Murphy Hall of Justice, Wayne County, MI
- Social Worker, Oakland Family Services

ANNE GABBERT

EXPERIENCE

Ms. Gabbert has served as an assistant prosecutor in both Wayne and Oakland Counties. She has handled criminal matters as serious as capital crimes and as complex as white-collar crime and money laundering. Her practice has, in tandem, included a civil practice of asset forfeiture.

Ms. Gabbert's experience in the civil practice of asset forfeiture for nearly 13 years has given her expertise in the field. Anne has also worked closely with crime victims and places great value in her ability to listen and have those she represents feel both seen and heard.

Ms. Gabbert is experienced in labor law and has developed departmental employee policies. She is knowledgeable in the investigation of employee complaints in the workplace, including those involving harassment and discrimination.

Ms. Gabbert has completed the National Institute of Trial Attorney Trial Advocacy Training (NITA), the Prosecuting Attorneys Association of Michigan (PAAM) trial advocacy training, money laundering, and civil asset forfeiture trainings. She has also served as an instructor on civil asset forfeiture for police agencies across the state of Michigan.

Ms. Gabbert served as an instructor for the Oakland County Police Academy for a decade, teaching law enforcement officers in the areas of Civil Procedure, Criminal Procedure, Contraband, and Court Functions.

Ms. Gabbert has served as a volunteer for the Redford Goodfellows Organization, Capital Area Humane Society, and as a speaker at Career Fairs for numerous local area schools.



PRACTICE AREAS

- Municipal Law
- Employment and Labor Law
- Civil Law
- Criminal Law
- Asset Forfeiture Law

EDUCATION

- Michigan State University, graduating with high honor
- University of Detroit Mercy School of Law

MICHAEL L. BOSNIC
EXPERIENCE

Mr. Bosnic concentrates his practice in the areas of school and municipal representation and litigation. He has successfully represented a number of communities in District and Circuit Courts, and is currently involved with numerous municipalities through his judicially appointed work with Drug Treatment/Sobriety Courts in Troy, Novi and Waterford.

Mike has extensive experience in the area of Property Tax Appeals. He has presented across the state on this practice area, at the request of numerous public officials. He also successfully represents clients in Federal Court, having prosecuted their claims for age and gender discrimination. He obtained a record jury verdict against the Internal Revenue Service, and was featured on the cover of the February 10, 2003 edition of Michigan Lawyers Weekly.

Mr. Bosnic has an “AV” Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability.

PRACTICE AREAS

- School District and Municipal Representation
- Litigation
- Governmental Law

EDUCATION

- Michigan State University, B.A.
- Notre Dame Law School, J.D.

**PROFESSIONAL LEADERSHIP/
MEMBERSHIPS**

- State Bar of Michigan
- U.S. District Court, Eastern District of Michigan
- U.S. Court of Appeals, 6th Circuit



HONORS/AWARDS

- “AV” Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability
- Award of Merit: Michigan Association of School Boards
- “Drug Court Hero” award from MADCP



GEORGE A. CONTIS
EXPERIENCE

Mr. George Contis concentrates his practice in the areas of, real estate acquisition and development, construction, mortgage and end-loan lending, participation loans, commercial and industrial leasing for landlords and tenants (including master leases, ground leases and subleases) and business planning.

Mr. Contis regularly works with lenders, owners and court appointed receivers in the sale of distressed office, commercial and industrial properties and manufactured home communities. He represented LA Fitness International and negotiated leases on its behalf for the establishment of its first six fitness facilities in Southeastern Michigan.

Mr. Contis earned his Bachelor of Arts Degree in Economics from the University of Pittsburgh in 1982 and received his Juris Doctor Degree from the University of Detroit in 1985. While at the University of Detroit, Mr. Contis participated in several local and national Moot Court competitions and was selected for membership to the Order of Barristers.

His publications include: Tax Aspects of Divorce in Michigan, Michigan Tax Law Journal, 1984; Bring a Weapon to School, Get Expelled 370 Laches 8, Nov. 1996; and Year End Planning Considerations for 1031 Exchanges, Bar Briefs, December 2000.

Mr. Contis has an "AV" Peer Review rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability.

PRACTICE AREAS

- Business Law & Commercial Transactions
- Banking and Finance
- Real Estate
- Construction Law

EDUCATION

- University of Detroit Law School, J.D., 1985
- University of Pittsburgh, B.A., 1982.

ADMITTED TO PRACTICE

- Michigan 1985



**PROFESSIONAL LEADERSHIP/
MEMBERSHIPS**

- State Bar of Michigan
- Macomb County Bar Association

HONORS/AWARDS

- "AV" Peer Review Rating from Martindale-Hubbell, the highest ranking by peers for general ethical standards and legal ability
- dBusiness "Top Lawyer"
- Leading Lawyer



**PROFESSIONAL SERVICES AGREEMENT BETWEEN
THE VILLAGE OF LAKE ORION AND BEIER HOWLETT, P.C.**

THIS AGREEMENT, made and entered into this 1st day of September, 2016 between **VILLAGE OF LAKE ORION**, ("Village") located in the County of Oakland, State of Michigan and **BEIER HOWLETT P.C.**, a Michigan Professional Corporation ("Beier Howlett") located in the County of Oakland, State of Michigan.

WITNESSETH:

WHEREAS, the Village issued a Request for Proposal for Legal Services and Beier Howlett submitted a Proposal to provide legal services; and,

WHEREAS, the Village and Beier Howlett are now desirous of entering into an agreement for Beier Howlett to represent the Village in certain legal areas (not including representation as bond counsel) on an hourly basis.

NOW, THEREFORE, the Village and Beier Howlett agree as follows:

1. This Agreement for legal services (which shall not include representation as bond counsel) is to be effective on the date set forth above. Beier Howlett shall provide legal services until further notice from the Village Council.

2. Beier Howlett will receive communications and provide legal opinions, prosecute and defend lawsuits involving the Village, appear and provide legal opinions at Council meetings and provide all other legal representation on behalf of the Village which is requested by the Village.

3. Beier Howlett shall be compensated by the Village at the hourly rate of One Hundred Twenty-five Dollars (\$125.00) for general legal services and litigation services, One Hundred Fifteen Dollars (\$115.00) for prosecution services and Two Hundred Fifty Dollars (\$250.00) for environmental issues. Beier Howlett shall submit monthly statements itemizing the following: date, attorney's name or initials, brief summary of services rendered, total hours charged for the date and corresponding rate and all other allowable expenses. Allowable expenses shall include court filing fees, transcript fees, expert witness fees, significant photocopying costs as well as other similar costs. An administrative charge of two percent (2%) of the total bill for photocopying, facsimile transmissions and long distance telephone charges shall be itemized on each invoice.

4. Beier Howlett agrees to conform to all applicable federal, state and local laws.

5. During the term of this contract, Beier Howlett agrees to maintain professional, comprehensive liability and workers compensation insurance policy for all staff assigned to work for the Village. A copy of the Certificate of Insurance is attached.

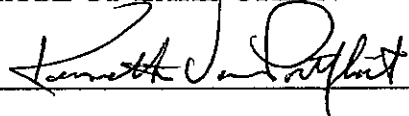
6. The parties agree that this is an "at will" Agreement and the Village reserves the right to terminate the relationship at any time and Beier Howlett shall be entitled to reimbursement for any services rendered prior to the date of termination. Beier Howlett agrees to continue to provide legal representation to the Village at the Village's sole discretion until a successor or successors are retained by the Village and the Village has provided notice of such event to Beier Howlett.

7. Beier Howlett may also terminate this Agreement by providing thirty (30) days written notice of termination to the Village.

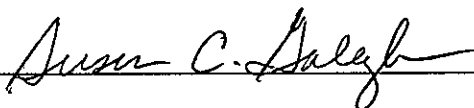
8. This Agreement shall not be modified or amended other than by an agreement in writing signed by both parties.

9. This Agreement may be executed in multiple counterparts, each of which when so executed shall be deemed an original, and such counterparts when taken together shall constitute one and the same instrument.

VILLAGE OF LAKE ORION

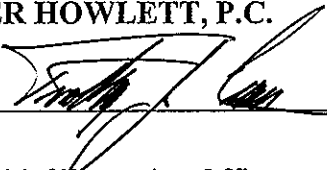
By: 

Its: Council President

By: 

Its: Village Clerk

BEIER HOWLETT, P.C.

By: 

Its: Chief Executive Officer

PLEASE READ CAREFULLY. THIS PROFESSIONAL SERVICES AGREEMENT IS CREATED TO PROTECT YOU AGAINST POSSIBLE MISUNDERSTANDING. IF YOU DO NOT UNDERSTAND THIS AGREEMENT, OR IF IT DOES NOT CONTAIN ALL OF THE AGREEMENTS DISCUSSED, PLEASE BRING IT TO OUR ATTENTION. DO NOT SIGN THIS AGREEMENT UNTIL YOU FULLY UNDERSTAND IT AND ALL QUESTIONS CONCERNING THIS AGREEMENT HAVE BEEN ANSWERED TO YOUR SATISFACTION.

Beier Howlett

ATTORNEYS AND COUNSELORS

MARY M. KUCHARÉK
mkucharek@bhlaw.us.com
Telephone (248) 282-1075
Fax (248) 645-9344

April 6, 2021

Mr. Joe Young, Village Manager
Village of Lake Orion
21 E. Church St.
Lake Orion, MI 48362

Re: Review of Legal Fees

Dear Mr. Young:

We are respectfully requesting a review of Beier Howlett's legal fees. The reason for this request is that we have not requested an increase to our hourly rate of \$125 per hour in over 5 years.

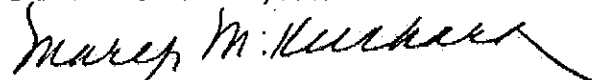
You will find attached a summary of legal fees created by the State Bar of Michigan in 2017. You will note that we are in the lowest percentile of legal fees, and at the lower end of that percentile as well. In this regard, we have enjoyed working for the Village of Lake Orion since 2016, and we humbly request a review of the fees being paid for services rendered. We are requesting an increase to \$165 per hour, placing us in the median range of fees as of 2017. We believe as of 2021, \$165 per hour would be below the median range.

Traditionally, several Beier Howlett attorneys work on the Village of Lake Orion matters due to the complexity and need for service. At the present time, the Village's requirements are being served by Rebecca Camargo, Peter Gojcay, and the undersigned. The request for a rate review is for the firm, not for any sole individual.

If you have any questions, please do not hesitate to contact me.

Very truly yours,

BEIER HOWLETT, P.C.



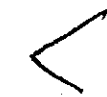
Mary M. Kucharek

MMK/jc
Enclosure

ECONOMICS OF LAW PRACTICE 2017

Table 7 – 2017 Hourly Rates Billing Rates by Field of Practice

	N	25 th Percentile	Median	Mean	75 th Percentile	95 th Percentile
Construction law	59	200	265	300	365	580
Consumer law (including lemon law)	41	250	300	327	400	600
Contracts	262	200	250	265	325	475
Corporate and business	498	225	275	291	340	530
Criminal (misdemeanor)	363	180	200	234	250	350
Criminal (felony)	355	200	225	250	290	400
Driver License Restoration	27	200	250	254	300	500
Elder Law	220	200	240	250	275	350
Election Law	4	178	228	226	275	275
Employment Law (plaintiff)	77	250	300	313	380	485
Employment law (defense)	108	200	295	281	350	425
Entertainment Law	20	180	250	236	333	800
Environmental law	28	243	275	307	375	515
Family law	709	200	240	235	275	350
Foreclosure, debtor	9	200	250	250	300	500
Foreclosure, lender	20	215	237	257	270	420
General Civil	188	184	225	230	258	350
Health & Hospital law	64	203	285	316	375	560
Immigration law	67	185	250	256	300	485
Indian Law	11	150	250	227	300	370
Insurance law (plaintiff)	46	275	380	379	450	600
Insurance law (defense)	148	150	168	190	260	320
Intellectual property	144	250	318	334	398	565
Labor and Employment	105	200	275	301	375	550
Landlord/tenant (commercial)	76	160	225	243	300	370
Landlord/tenant (residential)	82	150	200	195	250	275
Libel, slander and defamation	3	375	415	405	425	425
Marijuana Law	20	225	250	273	300	460
Medical malpractice (plaintiff)	43	300	403	448	500	900
Medical malpractice (defendant)	58	175	185	189	200	250
Municipal Law	110	150	165	190	235	330
Veterans and Military Law	5	180	200	220	295	300
Other Civil law	140	200	250	272	300	570
Other Professional Liability	22	210	300	298	350	425
Personal Injury (defendant)	102	150	170	186	200	310
Personal Injury (plaintiff)	166	275	350	382	400	600
Probate litigation	223	200	250	260	300	400
Guardianship/conservatorship	151	186	225	228	250	350
Probate-trust administration	599	200	250	256	295	400
Product liability	32	235	300	340	400	550
Property Damage	10	220	350	323	450	450
Public benefits	8	200	300	350	475	880
Real Estate	591	200	250	261	300	415



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10. Agenda Items for Consideration

A. Financial Matters

1. Legal Services Fee Increase Request

Council Member Luchsinger stated part of the Council’s Goals and Objectives is to review consultants contracts. She noted the five-year contract was signed September 2016 and would be up in 2021. Council Member Luchsinger, noting the attorney has requested an increase, suggested Council wait until review time to consider this request.

President Van Portfliet stated there is no five year set date, noting the contract says “it may be cancelled with notice when dissatisfied with services can terminate with written request”.

Council Member Rutt stated if it is an at will contract what is the purpose of reviewing it.

Council Member Luchsinger stated they are requesting to change the hourly rate; therefore, Council should review the contract before changing it.

Council Member Lamb stated the contract is an extremely open-ended contract that can be reviewed at any time. He suggested approving the increase and review the contract at a future date because Council is currently reviewing two major proposals, one for engineering services and the other for planners services and in addition to the two engineering design proposals to be reviewed.

President Pro Tem Narsh stated it is in the Goals and Objectives to review; however, the legal firm is most recent consultant we have changed. He noted is extremely satisfied with the work of Beier Howlett and especially Mary Kucharek.

RESULT:	ADOPTED [6 TO 1]
MOVER:	Jerry Narsh, President Pro Tem
SECONDER:	Teresa L Rutt, Council Member
AYES:	Van Portfliet, Narsh, Hobbs, Lamb, Rutt
NAYS:	Sarah Luchsinger

RESOLVED: To approve the Beier Howlett general legal services hourly rate of \$165.00 effective May 1, 2021 with the understanding Council will review the legal team contract at a date to be determined.