

1. October 18, 2016 Agenda

Documents:

[10-18-16 - COUNCIL AGENDA.PDF](#)

2. October 18, 2016 Packet

Documents:

[10-18-16 - COUNCIL PACKET.PDF](#)

3. October 18, 2016 Report

Documents:

[10-18-16 - COUNCIL REPORT.PDF](#)

**MAYOR
Michael C. Taylor**

COUNCIL MEMBERS

**Joseph V. Romano, Mayor Pro Tem
Deanna Koski
Maria G. Schmidt**

**Nate Shannon
Doug Skrzyniarz
Barbara A. Ziarko**

CITY OF STERLING HEIGHTS

AGENDA FOR REGULAR CITY COUNCIL MEETING

TUESDAY, OCTOBER 18, 2016

7:30 P.M.

**LOCATION: CITY COUNCIL CHAMBERS, CITY HALL, 40555 UTICA ROAD, PHONE (586) 446-CITY
(MINUTES OF COUNCIL MEETINGS ARE FILED IN THE CITY CLERK'S OFFICE)**

MEETING CALLED TO ORDER

PLEDGE OF ALLEGIANCE TO THE FLAG AND INVOCATION

ROLL CALL

APPROVAL OF AGENDA

REPORT FROM CITY MANAGER

PRESENTATION

Nice Neighbor

PUBLIC HEARING

- 1. To consider the application by D M Tool & Fab Inc. for an Industrial Facilities Tax Exemption Certificate at 6101 18 1/2 Mile Road (Presentation - Luke Bonner, Senior Economic Development Advisor).**

ORDINANCE INTRODUCTION

- 2. To consider introduction of a map amendment to Zoning Ordinance No. 278 to conditionally rezone property on the east side of Ryan Road, south of Nathan West, in**

Section 17 from R-60 (One Family Residential District) to C-1 (Local Convenience Business District); Case No. PZ15-1136 (Presentation – Chris McLeod, City Planner).

3. CONSENT AGENDA

- A. Approval of Minutes
Regular Meeting of October 4, 2016**
- B. Approval of Bills**
- C. To award a bid for the installation of new scoreboards at L.W. Baumgartner Park (Total cost of \$34,644).**
- D. To award a bid for the printing of the City of Sterling Heights Magazine (Estimated annual expenditure of \$35,100).**
- E. To award a bid for the purchase of long guns for the Sterling Heights Police Patrol Rifle Program at unit prices bid (No cost – 100% reimbursement through the Patrol Rifle Purchase Program).**
- F. To set a public hearing to consider the application and concept plan submitted by Maple Lane Holdings LLC for a Planned Unit Development on 288 acres situated north of 14 Mile Road, west of Maple Lane Road, PPCM-1161.**
- G. To approve a Cost Sharing Agreement between the Macomb County Department of Roads, City of Sterling Heights, and City of Warren for purposes of securing federal grants for the reconstruction of Mound Road from I-696 to M-59 (City of Sterling Heights cost share in the amount of \$50,000).**
- H. To adopt a resolution authorizing Official Statement and Continuing Disclosure Undertakings by City officials for refunding of Macomb Interceptor Drainage District Drain Bonds, Series 2010A, Limited Tax General Obligation.**

CONSIDERATION

- 4. To consider approval of a memorandum of understanding between the city of Sterling Heights and the Michigan Association of Public Employees Technical/Office Employees Union (Presentation – Mark Vanderpool, City Manager).**
- 5. To consider appointment of nominees to City of Sterling Heights Boards and Commissions**

COMMUNICATIONS FROM CITIZENS

(a) This item shall be taken up at 10:00 p.m. if the business portion of the agenda has not been concluded.

In accordance with the Sterling Heights Governing Body Rules of Procedure, under this agenda item, citizens are permitted to address the City Council on issues not on the agenda. Citizens are afforded a reasonable opportunity to be heard. Generally, no response shall be made to any communication from a citizen until all citizens have been permitted to speak.

You may be called to order by the Chair or a Council member if you:

- **Attempt to engage the Council or any member in debate**
- **Fail to address the Council on matters germane to City business**
- **Use vulgarity**
- **Make personal attacks on persons or institutions**
- **Disrupt the public meeting**

If you are called to order, you will be required to take your seat until the Council determines whether you will be permitted to continue.

These rules are in place and will be followed to ensure order and civility.

REPORTS FROM CITY ADMINISTRATION AND CITY COUNCIL

UNFINISHED BUSINESS

NEW BUSINESS

CLOSED SESSION PERMITTED UNDER ACT 267 OF 1976 - (roll call vote required)

ADJOURN

Clerk of the Council

The City of Sterling Heights will provide necessary reasonable auxiliary aids and services to individuals with disabilities at the meeting upon 7 days notice to the Community Relations Department at 446-CITY.

**The backup information for this agenda is available on the City's website.
Go to www.sterling-heights.net and click on City Council e-Packets.**

**MAYOR
Michael C. Taylor**

COUNCIL MEMBERS

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CITY MANAGER'S REPORT

October 18, 2016 --- CITY COUNCIL MEETING

A. STERLING FRIGHTS HALLOWEEN

Sterling Frights Halloween for Sterling Heights children 12 years of age and younger. Come to Dodge Park on **Saturday, October 22nd from 10 am to 12 pm** for live music, a straw maze, hay rides, cider & donuts, goodie bags for all participants, inflatable activities for all of our young participants and our classic Scarecrow and Ms. Pumpkin. Don't forget to bring your camera for some super photo opportunities! This is a free program.

B. MICHIGAN SCHOOLS AND GOVERNMENT CREDIT UNION

The Credit Union will be breaking ground this fall with the anticipation of opening in the spring of 2017. The approximate 3,400 square foot branch will be located at the northwest corner of 18 Mile Road and Mound. The Credit Union provided enhanced landscape along the road frontages including greenbelt trees and parking lot hedges as well as foundation plantings around the building similar to those Zoning Ordinance requirements recently passed by City Council. Attached are the landscape plan and some of the colored renderings of the Michigan Schools and Government Credit Union.

C. MOUND ROAD RECONSTRUCTION UPDATE

D. RECREATING RECREATION UPDATE

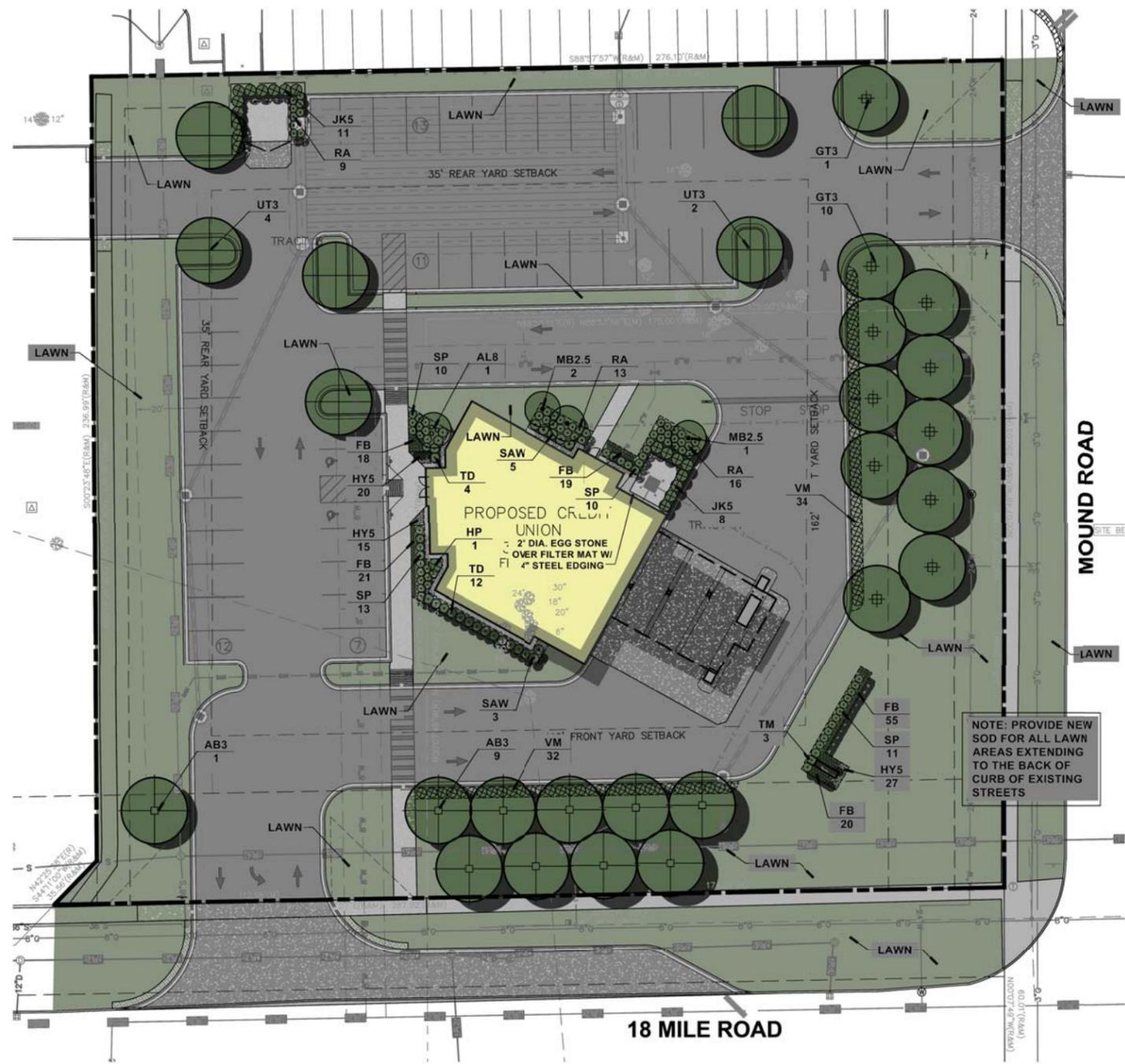
E. CLINTON RIVER UPDATE

F. MISCELLANEOUS

Respectfully submitted,



Mark D. Vanderpool, City Manager



SITE PLANTING PLAN

SCALE 1" = 20'



VIEW LOOKING SOUTHEAST



VIEW LOOKING NORTHWEST



MICHIGAN
SCHOOLS & GOVERNMENT
CREDIT UNION



MICHIGAN SCHOOLS AND GOVERNMENT
CREDIT UNION
STERLING HEIGHTS
04.12.16



Business of the City Council
Sterling Heights, Michigan

DELIVERED OCT 13 2016

City Clerk's Use

Item No: *Presentation*

Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: Nice Neighbor Award Presentation

Submitted By: Community Relations Department

Contact Person/Telephone: Sue Giallombardo, Community Relations Specialist / 446-2473 *SG*

Administration (initial as applicable)

Attachments

<i>MC</i> City Clerk	___	Resolution	___	Minutes
<i>AB</i> Finance & Budget Director	___	Ordinance	___	Plan/Map
<i>MK</i> City Attorney (as to legal form)	___	Contract	___	Other
<i>[Signature]</i> City Manager				

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary

This is another presentation in the Nice Neighbor Program, which honors homeowners and businesses that improve the quality of life for their neighbors. The Community Relations Department would like to formally recognize Key Safety Systems Inc., located at 7000 19 Mile Road in Sterling Heights. Key Safety Systems is being nominated by Senior Economic Development Director, Luke Bonner.

For the past two years, Key Safety Systems' employees have volunteered to participate in the Sterling Heights Initiative for Neighborhood Excellence (SHINE) program, which matches volunteers with Sterling Heights' property owners who need assistance in maintaining their residences age and/or physical disabilities.

Key Safety Systems' employees have also been regularly volunteering for charitable events, including Habitat for Humanity, Clinton River clean-up, American Red Cross blood drives, St. Leo's Soup Kitchen and the Christmas Giving Tree sponsored by the Macomb Charitable Foundation.

Anthony Penner will be in attendance to receive the Nice Neighbor Award on behalf of Key Safety Systems, Inc. Key Safety Systems is a global leader in system integration and performance of safety-critical components for automotive and non-automotive market sectors. Key Safety Systems technology is featured in more than 300 vehicle models produced by over 60 well-diversified customers worldwide. Key Safety Systems is headquartered in Sterling Heights, Michigan, with a global network of 32 sales, engineering and manufacturing facilities. The company has 5 main technical centers located in China, Germany, Japan, South Korea, and the United States.

Suggested Action:

Present Key Safety Systems, Inc. with the Nice Neighbor Award in recognition of their efforts to assist the community and contributions in making Sterling Heights' overall quality of life second to none.

*The Sterling Heights Mayor & City Council
proudly issue this*

NICE NEIGHBOR AWARD

to

Key Safety Systems Inc.

*In recognition of your efforts to assist your community and contributions
in making Sterling Heights' overall quality of life second to none.*



Mayor Michael C. Taylor
Mayor Pro Tem Joseph V. Romano
Councilwoman Deanna Koski
Councilwoman Maria G. Schmidt
Councilman Nate Shannon
Councilman Doug Skrzyniarz
Councilwoman Barbara A. Ziarko

Issued: October 18, 2016



AGENDA STATEMENT

OMB A503 Rev. 11/04

Item Title: To consider the application by D M Tool & Fab Inc. for an Industrial Facilities Tax Exemption Certificate at 6101 18 1/2 Mile Road (Presentation - Luke Bonner, Senior Economic Development Advisor).

Submitted By: Office of Assessing

Contact Person/Telephone: Dwayne McLachlan, City Assessor / Luke Bonner, Senior Economic Development Advisor; 586/446-2341

Administration (initial as applicable)

Attachments

MC

City Clerk

x

Resolution

Minutes

B

Finance & Budget Director

Ordinance

x Plan/Map

MK

City Attorney (as to legal form)

x

Contract

x Other

MW

City Manager

Check box if this agenda item requires billing\revenue collection (fees, etc.) by Treasury Office

Executive Summary

D M Tool & Fab Inc., a Michigan corporation (Applicant), has been producing high quality weldments for the automotive and aerospace industries since 1989 from its Sterling Heights manufacturing facility at 6101 18 1/2 Mile Road.

Applicant is seeking a fifty percent tax abatement for a proposed real property investment of \$1,800,000 in connection with the construction of a 22,000 square foot building addition to its Sterling Heights facility that will enhance its competitive advantage by increasing production capacity. The real property investment is expected to generate 30 new jobs within the City. The real property investment is occurring within an Industrial Development District established by the City Council on October 21, 2008.

This proposed real property investment will generate an estimated increase of \$68,340 in new City tax revenue over the recommended ten-year tax abatement term. Applicant's creation of thirty new jobs in the City will also generate an overall positive economic impact for the regional economy of \$4,800,000, annually (Multiplier Factor of 4 x Wages of \$40,000/job created x 30 jobs).

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to adopt the resolution approving the application by D M Tool & Fab Inc. for an Industrial Facilities Tax Exemption Certificate at 6101 18 1/2 Mile Road for a period of 10 years in accordance with the guidelines established by City Council and the Mayor and City Clerk are hereby authorized to sign, as applicable, all documents required in conjunction with this approval.



Office of Assessing

STAFF REPORT

Subject: Industrial Facilities Tax Exemption Certificate Application
Date: October 18, 2016
Applicant: D M Tool & Fab, Inc.
Address: 6101 Eighteen ½ Mile Road
Sidwell Number: 50-10-09-100-083-000
Submitted By: Dwayne McLachlan, City Assessor
Direct Dial: (586) 446-2341
Email Address: dmclachlan@sterling-heights.net

GENERAL INFORMATION

Public Act 198 of 1974 was enacted to provide property tax incentives to stimulate local economic growth. These incentives involve placing real or personal property assets on an industrial facilities tax (IFT) roll with a specific tax rate that is approximately half of the tax rate associated with an ad valorem (regular) assessment roll. An application for an Industrial Facilities Tax Exemption Certificate (IFEC) requires that a written agreement is executed for specific performance issues and that no payment in excess of the approved fee is allowed in exchange for favorable consideration of the IFEC application.

APPLICANT INFORMATION

D M Tool & Fab, Inc. (Applicant) has been in business in Sterling Heights since 1989 and manufactures aluminum, invar (nickel alloy) and steel fabrications for the aerospace, military and automotive industries. Applicant has operated out of its Sterling Heights manufacturing facility located at 6101 Eighteen ½ Mile Road for the past 20 years. Applicant manufactures metal prototype tooling and molds that are used to build or assemble production parts and also provides professional services like custom painting and packaging, plate burning and waterjet cutting for customers like the Boeing, Lockheed Martin, and Northrop Grumman Corporations. Applicant currently employs 85 people at its Sterling Heights facility.

PROJECT INFORMATION

Applicant is applying for a tax abatement for a proposed real property investment of \$1,800,000 at 6101 Eighteen ½ Mile Road. The real property investment relates to a 22,000 square foot manufacturing building addition that is awaiting construction along the southeast side of Applicant's existing facility. The new manufacturing area will be 30 feet high, which is three feet higher than the shop area in their existing building. This new manufacturing area will give Applicant

the ability to competitively bid on much larger direct OEM aerospace projects. The current facility is at capacity. The new facility will allow for Applicant to ramp up production more quickly.

This project will directly result in the creation of 30 new jobs at Applicant’s expanded facility. Ten of these new jobs will be engineering jobs with the balance being manufacturing jobs.

STAFF RECOMMENDATION

Listed below is a summary of Applicant’s real property investment directly relating to this proposed project. Based on these factors, and the fact that this Applicant is currently in compliance with all local codes and ordinances, the City’s existing Industrial Facilities Tax Abatement Program Guidelines dictate that Applicant qualifies for a *recommended* tax abatement term of ten years.

Because this investment will be used to continue Applicant’s business relationship with companies that are involved in *aerospace technologies* it qualifies, under the revised IFEC Guidelines, for an additional one-year abatement term.

IDD Establishment Date:	October 21, 2008		
Real Property Investment	\$1,800,000	=	6 Years
Current Full Time Employees (St. Hts.):	85		
Full Time Jobs Created:	30	=	3 Years
High Technology Activity Credit:		=	<u>1 Year*</u>
Recommended IFEC Term:		=	10 Years
Full Time Jobs Created in Southeast Michigan:			30
Employment Multiplier for Manufacturing Jobs:			4
Related New Jobs Created in Southeast Michigan:			120
Average Wage of Jobs Created in Southeast Michigan:			\$40,000
Positive Area Impact of Jobs Created:			\$4,800,000

<u>PROPERTY TAXES ABATED (100%)</u>			
<u>& ADDITIONAL REVENUE GENERATED</u>	<u>City Tax</u>	<u>School Tax</u>	<u>Total Tax</u>
Property Taxes Abated over 10-Year Term:	\$68,340	\$123,950	\$241,820

RESOLUTION

A resolution of the Sterling Heights City Council approving the application by D M Tool and Fab Inc., for an Industrial Facilities Exemption Certificate for a New Facility.

Minutes of the regular meeting of the City Council of Sterling Heights, Michigan, held on the 18th day of October, 2016, at the City Hall, 40555 Utica Road, in Sterling Heights, Michigan, at 7:30 p.m.:

PRESENT:

ABSENT:

The following preamble and resolution were offered by: _____
and supported by: _____.

WHEREAS, pursuant to P.A. 198 of 1974, M.C.L. 207.551 et seq., after a duly noticed public hearing held on October 21, 2008, the City Council established by resolution an Industrial Development District (IDD); and,

WHEREAS, D M Tool and Fab Inc., (Applicant) has filed an application for an Industrial Facilities Exemption Certificate with respect to a new facility to be installed within the IDD; and,

WHEREAS, before acting on said application, the City Council of Sterling Heights held a public hearing on October 18th, 2016, at 40555 Utica Road, in Sterling Heights, MI at 7:30 pm, at which hearing Applicant, the Assessor and a representative of the affected taxing units were given written notice and were afforded an opportunity to be heard on said application; and,

WHEREAS, construction of the new facility had not begun earlier than six (6) months before September 13, 2016, being the date of acceptance of the application for the Industrial Facilities Exemption Certificate; and,

WHEREAS, completion of the new facility is calculated to and will at the time of issuance of the certificate have the reasonable likelihood to retain, create or prevent the loss of employment in the City of Sterling Heights and

WHEREAS, the aggregate SEV of real and personal property exempt from ad valorem taxes with the City of Sterling Heights, after granting this certificate, exceeds 5% of an amount equal to the sum of the SEV of the unit, plus the SEV of personal and real property thus exempted.

NOW, THEREFORE,

BE IT RESOLVED that:

1. The City Council finds and determines that the granting of the Industrial Facilities Exemption Certificate considered together with the aggregate amount of certificates previously granted and currently in force under Act No. 198 of the Public Acts of 1974, shall not have the effect of substantially impeding the operation of the city of Sterling Heights, or impairing the financial soundness of a taxing unit which levies ad valorem property taxes in the city of Sterling Heights.

2. The application by D M Tool and Fab Inc., for an Industrial Facilities Exemption Certificate is hereby approved with respect to a New Facility on the following described parcel of real property situated within the Industrial Development District, to wit:

LEGAL DESCRIPTION

T2N, R12E, SEC 9; COMM AT W 1/4; SEC 9; TH S86*28'E 102.0 FT,
TH N03*26'E 349.69 FT, TH S86*28'E 328.39 FT TO POB;
TH S86*28'E 1.61 FT, TH N03*26'E 264.0 FT,
TH S86*28'E 330.0 FT, TH S03*26'W 290.69 FT,
TH N86*26'W 230.0 FT, TH S03*26'W 217.67 FT,
TH S79*37'51"W 103.33 FT, TH N03*09'52"E 269.06 FT TO POB; 2.74 AC

3. The Industrial Facilities Exemption Certificate when issued shall be and remain in force for a period of 10 years after completion.

AYES:

NAYS:

RESOLUTION DECLARED ADOPTED.

I hereby certify that the foregoing constitutes a true and complete copy of a resolution adopted by the City Council of Sterling Heights, County of Macomb, Michigan, at a regular meeting held the 18th day of October, 2016.

Mark Carufel, City Clerk

Application for Industrial Facilities Tax Exemption Certificate

Issued under authority of Public Act 198 of 1974, as amended. Filing is mandatory.

RECEIVED
CITY CLERK

INSTRUCTIONS: File the original and two copies of this form and the required attachments (three complete sets) with the clerk of the local government unit. The State Tax Commission (STC) requires two complete sets (one original and one copy). One copy is retained by the clerk. If you have any questions regarding the completion of this form, call (517) 373-3302.

To be completed by Clerk of Local Government Unit	
Signature of Clerk	Date Received by Local Unit
STC Use Only	
Application Number	Date Received by STC

APPLICANT INFORMATION

All boxes must be completed.

1a. Company Name (Applicant must be the occupant/operator of the facility) DM TOOL & FAB, INC.		1b. Standard Industrial Classification (SIC) Code - Sec. 2(10) (4 or 6 Digit Code)	
1c. Facility Address (City, State, ZIP Code) (real and/or personal property location) 6101 18 1/2 MILE RD., STERLING HEIGHTS, MI 48314		1d. City/Township/Village (indicate which) CITY	1e. County MACOMB
2. Type of Approval Requested <input checked="" type="checkbox"/> New (Sec. 2(5)) <input type="checkbox"/> Transfer <input type="checkbox"/> Speculative Building (Sec. 3(8)) <input type="checkbox"/> Rehabilitation (Sec. 3(6)) <input type="checkbox"/> Research and Development (Sec. 2(10)) <input type="checkbox"/> Increase/Amendment		3a. School District where facility is located UTICA	3b. School Code 50210
		4. Amount of years requested for exemption (1-12 Years) 42 YEARS 10 YEARS	

5. Per section 5, the application shall contain or be accompanied by a general description of the facility and a general description of the proposed use of the facility, the general nature and extent of the restoration, replacement, or construction to be undertaken, a descriptive list of the equipment that will be part of the facility. Attach additional page(s) if more room is needed.

PLEASE SEE THE ATTACHED TAX ABATEMENT APPLICATION FORM.

6a. Cost of land and building improvements (excluding cost of land)	▶ \$1,800,000.00
* Attach list of improvements and associated costs. * Also attach a copy of building permit if project has already begun.	Real Property Costs
6b. Cost of machinery, equipment, furniture and fixtures	▶ _____
* Attach itemized listing with month, day and year of beginning of installation, plus total	Personal Property Costs
6c. Total Project Costs	▶ \$1,800,000.00
* Round Costs to Nearest Dollar	Total of Real & Personal Costs

7. Indicate the time schedule for start and finish of construction and equipment installation. Projects must be completed within a two year period of the effective date of the certificate unless otherwise approved by the STC.

	<u>Begin Date (M/D/Y)</u>	<u>End Date (M/D/Y)</u>	
Real Property Improvements ▶	9/21/2016	1/30/2017	▶ <input checked="" type="checkbox"/> Owned <input type="checkbox"/> Leased
Personal Property Improvements ▶	_____	_____	▶ <input type="checkbox"/> Owned <input type="checkbox"/> Leased

8. Are State Education Taxes reduced or abated by the Michigan Economic Development Corporation (MEDC)? If yes, applicant must attach a signed MEDC Letter of Commitment to receive this exemption. Yes No

9. No. of existing jobs at this facility that will be retained as a result of this project. 100%	10. No. of new jobs at this facility expected to create within 2 years of completion. 30 NEW JOBS
--	---

11. Rehabilitation applications only: Complete a, b and c of this section. You must attach the assessor's statement of SEV for the entire plant rehabilitation district and obsolescence statement for property. The Taxable Value (TV) data below must be as of December 31 of the year prior to the rehabilitation.

a. TV of Real Property (excluding land)

b. TV of Personal Property (excluding inventory)

c. Total TV

12a. Check the type of District the facility is located in:

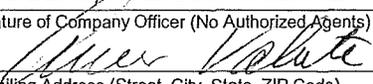
Industrial Development District Plant Rehabilitation District

12b. Date district was established by local government unit (contact local unit) OCTOBER 21, 2008	12c. Is this application for a speculative building (Sec. 3(8))? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
---	---

APPLICANT CERTIFICATION - complete all boxes.

The undersigned, authorized officer of the company making this application certifies that, to the best of his/her knowledge, no information contained herein or in the attachments hereto is false in any way and that all are truly descriptive of the industrial property for which this application is being submitted.

It is further certified that the undersigned is familiar with the provisions of P.A. 198 of 1974, as amended, being Sections 207.551 to 207.572, inclusive, of the Michigan Compiled Laws; and to the best of his/her knowledge and belief, (s)he has complied or will be able to comply with all of the requirements thereof which are prerequisite to the approval of the application by the local unit of government and the issuance of an Industrial Facilities Exemption Certificate by the State Tax Commission.

13a. Preparer Name AMERICO VALENTE	13b. Telephone Number 586-726-8390	13c. Fax Number 586-726-0616	13d. E-mail Address RV@DMTOOLFAB.COM
14a. Name of Contact Person AMERICO VALENTE	14b. Telephone Number 586-726-8390	14c. Fax Number 586-726-0616	14d. E-mail Address RV@DMTOOLFAB.COM
▶ 15a. Name of Company Officer (No Authorized Agents) PRESIDENT, AMERICO VALENTE			
15b. Signature of Company Officer (No Authorized Agents) 		15c. Fax Number 586-726-0616	15d. Date 9/13/2016
▶ 15e. Mailing Address (Street, City, State, ZIP Code) 6101 18 1/2 MILE RD., STERLING HEIGHTS, MI 48314		15f. Telephone Number 586-726-8390	15g. E-mail Address RV@DMTOOLFAB.COM

LOCAL GOVERNMENT ACTION & CERTIFICATION - complete all boxes.

This section must be completed by the clerk of the local governing unit before submitting application to the State Tax Commission. Check items on file at the Local Unit and those included with the submittal.

▶ 16. Action taken by local government unit <input type="checkbox"/> Abatement Approved for _____ Yrs Real (1-12), _____ Yrs Pers (1-12) After Completion <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Denied (Include Resolution Denying)	16b. The State Tax Commission Requires the following documents be filed for an administratively complete application: Check or Indicate N/A if Not Applicable <input type="checkbox"/> 1. Original Application plus attachments, and one complete copy <input type="checkbox"/> 2. Resolution establishing district <input type="checkbox"/> 3. Resolution approving/denying application. <input type="checkbox"/> 4. Letter of Agreement (Signed by local unit and applicant) <input type="checkbox"/> 5. Affidavit of Fees (Signed by local unit and applicant) <input type="checkbox"/> 6. Building Permit for real improvements if project has already begun <input type="checkbox"/> 7. Equipment List with dates of beginning of installation <input type="checkbox"/> 8. Form 3222 (if applicable) <input type="checkbox"/> 9. Speculative building resolution and affidavits (if applicable)
16a. Documents Required to be on file with the Local Unit Check or Indicate N/A if Not Applicable <input type="checkbox"/> 1. Notice to the public prior to hearing establishing a district. <input type="checkbox"/> 2. Notice to taxing authorities of opportunity for a hearing. <input type="checkbox"/> 3. List of taxing authorities notified for district and application action. <input type="checkbox"/> 4. Lease Agreement showing applicants tax liability.	
16c. LUCI Code	16d. School Code
17. Name of Local Government Body	▶ 18. Date of Resolution Approving/Denying this Application

Attached hereto is an original application and all documents listed in 16b. I also certify that all documents listed in 16a are on file at the local unit for inspection at any time, and that any leases show sufficient tax liability.

19a. Signature of Clerk	19b. Name of Clerk	19c. E-mail Address
19d. Clerk's Mailing Address (Street, City, State, ZIP Code)		
19e. Telephone Number	19f. Fax Number	

State Tax Commission Rule Number 57: Complete applications approved by the local unit and received by the State Tax Commission by October 31 each year will be acted upon by December 31. Applications received after October 31 may be acted upon in the following year.

Local Unit: Mail one original and one copy of the completed application and all required attachments to:

**Michigan Department of Treasury
State Tax Commission
PO Box 30471
Lansing, MI 48909**

(For guaranteed receipt by the STC, it is recommended that applications are sent by certified mail.)

STC USE ONLY				
▶ LUCI Code	▶ Begin Date Real	▶ Begin Date Personal	▶ End Date Real	▶ End Date Personal

IFEC LETTER OF AGREEMENT

DATE: SEPTEMBER 14, 2016
COMPANY NAME: DM TOOL & FAB, INC.
FACILITY ADDRESS: 6101 18 1/2 MILE RD., STERLING HEIGHTS, MI 48314

City Council
City of Sterling Heights
40555 Utica Road
P.O. Box 8009
Sterling Heights, MI 48311-8009

RE: Industrial Facilities Tax Exemption Certificate between:
DM TOOL & FAB, INC. and the City of Sterling Heights

Dear Members of Council:

DM TOOL & FAB, INC. (the "Company") has submitted the attached Application (the "Application") to you requesting approval of an Industrial Facilities Tax Exemption Certificate ("IFEC"), pursuant to Michigan Public Act 198 of 1974, as amended, for the property located at N.W. 1/4 CF SECTION 9.T.2N., R.12E CITY OF, Sterling Heights, (the "Facility") (Legal Description of the property where the Facility is located is attached).

To encourage approval of the IFEC and in recognition of the investments the City of Sterling Heights (the "City") will make toward the economic growth of the Company, which will benefit the City, the Company agrees as follows:

1. **General.** (Check applicable lines consistent with the Application)
 - a. The Company will make the improvements set forth in the Application within two (2) years of the effective date of the IFEC (the "Effective Date").
 - b. The Company will purchase and/or lease and install the personal property as set forth in the Application within two (2) years of the Effective Date.
 - c. The Company will create 30 new full-time jobs at the Facility within two (2) years of the Effective Date.
 - d. The Company will comply with the requirements imposed by the City as part of the site review prior to issuance of a Certificate of Occupancy.

2. **Compliance with Laws.** The Company agrees that it will operate the Facility in accordance with all applicable Federal, State, and local laws or regulations, including but not limited to zoning, outside storage, industrial waste disposal, air and water quality, noise control, and other environmental regulations.
3. **Continued Operation of the Facility.** The Company further agrees to continue to operate the Facility within the City for the period of the IFEC in order to retain the benefits of the IFEC.
4. **Premature Vacation of the Facility.** If the Company vacates, or intends to vacate, the Facility prior to the end of the term of the IFEC, the Company shall be responsible for the following:
 - a. If the Company intends to vacate the Facility for which the IFEC has been approved and issued prior to the end of the term of this agreement, the Company agrees to notify the City Assessor in writing of such intent and the reasons for vacating not less than 60 days prior to vacating the facility.
 - b. The Company agrees to make reasonable provisions satisfactory to the City and in compliance with all applicable laws, codes and ordinances to maximize the likelihood of re-occupancy or re-use of the unoccupied building for productive use within a reasonable time period after the Facility is vacated.
 - c. The Company shall, if requested by the City, deposit an amount equal to the amounts anticipated to be due from the Company under this agreement as a result of the Company vacating the Facility prior to the term for which the IFEC was approved, including but not limited to any reasonable cleanup or maintenance costs, administrative fees, court costs, and attorney fees incurred.
 - d. The Company shall pay any outstanding taxes and shall repay to all affected municipalities an amount equal to the total tax amount abated by the IFEC (unless recovery of a lesser amount is requested by the City or other taxing authority) within 30 days of the date of an invoice for such taxes.
 - e. If the Company fails to pay the amount of the invoice for abated taxes within 30 days of the date of the City invoice, the Company shall be responsible for any additional costs incurred by the City in recovery of such taxes, including, but not limited to administrative fees, court costs, and attorney fees incurred.
5. **Notice of Completion and Final Cost Report.** The Company will submit to the City, not later than 90 days after the completion date for each property component for which an IFEC was granted a Notice of Completion and Final Cost Report in a form requested by the City which includes the actual completion date and final cost of each project component for which an IFEC was originally granted, and an explanation if the final cost of either the real or personal property listed on the Application was greater than the original estimated amount by more than 10%.
6. **Employment Status Report.** The Company will submit to the City, not later than January 31st of the second year after the effective date, and every two years after that date, an Employment Status Report in a form requested by the City, which includes the number of actual full-time jobs created as a direct result of the project for which the certificate was granted, and an explanation if the jobs created during the term of the IFEC was less than the original estimated amount.

7. **Review and Audit: Payment of Costs.** The Company understands that the City may review and audit the information provided by the Company to determine compliance with this agreement and that any costs for such services will be paid by the Company in accordance with a fee schedule approved by the City Council, which may be adjusted from time to time based upon increases in costs to the City.
8. **Remedies for Default for Failure to Satisfy Representations Made in Application.** The Company understands that the City may pass a resolution requesting that the State Tax Commission reduce the term of the IFEC or revoke the IFEC to the extent that the construction or expansion of the Facility has not been completed, expenditures made, or employment reached as represented by the Company in the application, by sending a copy of this Agreement along with a copy of the City Council resolution authorizing such action to the State Tax Commission. In addition, the Company acknowledges that the City may take into account any deficiency in job creation, or real or personal property investment made under this application in a subsequent application for an IFEC or an Exemption of New Personal Property filed by the Company.
9. **Consequences of Unsuccessful Real or Personal Property Tax Appeal.** The Company acknowledges that if during the term of this Agreement, the Company appeals any real or personal property assessment to the Michigan Tax Tribunal or other court of competent jurisdiction upon which it does not prevail, that the Company shall pay to the City all reasonable costs, expenses, and attorney fees incurred by the City in defending such appeals within thirty (30) days of the date of receipt of an invoice from the City. The Company also acknowledges that the City may consider such appeals in deciding the term of any subsequent certificates granted to the Company.
10. **Unforeseen Events.** By execution of this agreement, it is understood that the Company's investment in the Facility and the City's investment in the granting of the IFEC are to encourage economic growth within the City. The City acknowledges that in some instances, economic conditions may prevent the Company from complying fully with this agreement and the terms of the Application. The City will give the Company an opportunity to explain the reasons for any variations from the representations contained in the application and will evaluate the Company's situation prior to taking any action authorized by paragraph 4 and 8 of this agreement.
11. **Entire Agreement.** This is the entire agreement of the parties relating to the matters covered by this Agreement, and no prior or subsequent promises, representations or assurances, whether in any other form, shall be used to modify, vary or contradict any provision of this Agreement, except for any written amendment to this Agreement or separate agreement signed following the date of this Agreement by authorized representatives of all parties to this Agreement.
12. **Severability.** The invalidity of any section, subsection, clause or provision of this Agreement shall not affect the validity of the remaining sections, subsections, clauses or provisions thereof, which shall remain in full force and effect to govern the parties' relationship.
13. **Reimbursement of Attorney Fees for Modification of Standard Agreement.** The Company agrees to reimburse the City within 30 days of the date of a receipt of an invoice from the City for all attorney fees incurred by the City in the negotiation or preparation of changes to the standard IFEC Letter of Agreement.



IFEC Application Affidavit of Fees

APPLICANT NAME: DM TOOL & FAB, INC.

PROPERTY ADDRESS: 6101 18 1/2 MILE RD., STERLING HEIGHTS, MI 48314

CERTIFICATION

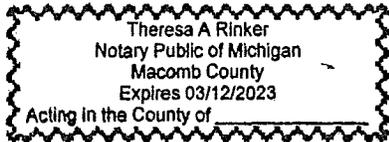
In accordance with State Tax Commission Bulletin No. 3 dated January 1998, the City of Sterling Heights and the applicant referenced above do hereby swear and affirm that this applicant has not made, or promised to make payment of any kind to the City of Sterling Heights as a condition to the approval of this Application for an Industrial Facilities Tax Exemption (IFT) Certificate. Whether payments be referred to as "fees," "payments in lieu of taxes," "donations," or by other like terms, such payments are contrary to the legislative intent of Act 198, as amended. We do hereby swear and affirm by our signatures below that "no payment of any kind in excess of the fee allowed, as amended by Public Act 323 of 1996, has been made or promised in exchange for favorable consideration of this Application for an IFEC."

IFT APPLICANT

PRINT NAME: AMERICO VALENTE
TITLE: PRESIDENT
SIGNATURE: *Americo Valente*
DATE: SEPTEMBER 14, 2016

The forgoing certification was acknowledged this 14 day of SEPTEMBER

By AMERICO VALENTE, PRESIDENT on behalf of DM TOOL & FAB, INC.
(Name) (Title) (Company Name)



Theresa A. Rinker
Notary Public, Macomb County, MI

CITY OF STERLING HEIGHTS

PRINT NAME: Mark Carufel
TITLE: City Clerk
SIGNATURE: _____
DATE: _____

The forgoing certification was acknowledged this _____ day of _____

By _____, _____ on behalf of _____
(Name) (Title) (Company Name)

Notary Public, _____ County, MI



DATE: OCTOBER 4, 2016

APPLICANT: D-M FABRICATION

ADDRESS: 6101 EIGHTEEN 1/2 MILE

PARCEL NUMBER: 10-09-100-083-000

	IFT REAL PROPERTY	IFT PERSONAL PROPERTY	FULL AD VALOREM REAL PROPERTY	FULL AD VALOREM PERSONAL PROPERTY
CITY MILLAGE RATE:	7.5929	0.0000	15.1858	
UTICA SCHOOL MILLAGE RATE:	13.7734	0.0000	27.5468	
UTICA TOT MILLAGE RATE:	26.8688	0.0000	53.7375	

YEAR	REAL PROPERTY T.C.V.	DEP	REAL PROPERTY TAXABLE VALUE	CITY MILLAGE RATE	CITY TAX	SCHOOL MILLAGE	SCHOOL TAX	W.C.S. DIST TOTAL MILLAGE	TOTAL TAX
10	\$ 1,800,000	1.00	\$ 900,000	7.5929	\$ 6,834	13.7734	\$ 12,396	26.8687500	\$ 24,182
REAL PROPERTY TAXES ABATED OVER TERM:					\$ 68,350		\$ 123,950		\$ 241,800

YEAR	PERSONAL PROPERTY T.C.V.	DEP	PERSONAL PROPERTY TAXABLE VALUE	CITY MILLAGE RATE	CITY TAX	SCHOOL MILLAGE	SCHOOL TAX	W.C.S. DIST TOTAL MILLAGE	TOTAL TAX
1	\$ -	0.89	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
2	\$ -	0.76	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
3	\$ -	0.67	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
4	\$ -	0.60	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
5	\$ -	0.54	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
6	\$ -	0.49	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
7	\$ -	0.45	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
8	\$ -	0.42	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
9	\$ -	0.38	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
10	\$ -	0.36	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
11	\$ -	0.33	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -
12	\$ -	0.31	\$ -	0.0075929	\$ -	0.0000000	\$ -	-	\$ -

PERSONAL PROPERTY TAXES ABATED OVER TERM:					\$ -		\$ -		\$ -
TOTAL TAXES ABATED OVER TERM:					\$ 68,350		\$ 123,950		\$ 241,800
TOTAL TAXES ABATED PER YEAR:					\$ 6,835		\$ 12,395		\$ 24,180



Office of Assessing

IFEC Information Sheet

Date: 10/18/16
Applicant: D-M Fabrication
Address: 6101 Eighteen ½ Mile Road
Sidwell Number: 50-10-09-100-083-000

PROPERTY LEGAL DESCRIPTION

T2N, R12E, SEC 9; COMM AT W 1/4; SEC 9; TH S86*28'E 102.0 FT,
TH N03*26'E 349.69 FT, TH S86*28'E 328.39 FT TO POB;
TH S86*28'E 1.61 FT, TH N03*26'E 264.0 FT,
TH S86*28'E 330.0 FT, TH S03*26'W 290.69 FT,
TH N86*26'W 230.0 FT, TH S03*26'W 217.67 FT,
TH S79*37'51"W 103.33 FT, TH N03*09'52"E 269.06 FT TO POB;
2.74 AC

SPLIT FR 10-09-100-070 FOR 2013

PROPERTY LOCATION MAP





Office of Assessing

IFEC Information Sheet

Date: 10/18/16
Applicant: D-M Fabrication
Address: 6101 Eighteen ½ Mile Road
Sidwell Number: 50-10-09-100-083-000

PROPERTY LOCATION MAP





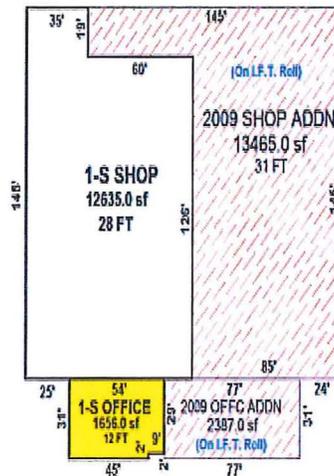
Office of Assessing

IFEC Building Sheet

Date: 10/18/16
Applicant: D-M Fabrication
Address: 6101 Eighteen 1/2 Mile Road
Sidwell Number: 50-10-09-100-083-000

BUILDING SKETCH

Bldg # 3



Tax Abatement Application
D-M Tool and Fab Inc.

New Facility Construction or Rehabilitation

<u>List of Real Property Improvements</u>	<u>Cost</u>	<u>Date Started</u>	<u>Projected Completion Date</u>
<p>Applicant is applying for a tax abatement for a proposed real property investment of \$1,800,000 at 6101 Eighteen ½ Mile Road. The real property investment relates to a 22,000 square foot manufacturing building addition that is awaiting construction along the southeast side of Applicant's existing facility. The new manufacturing area will be 30 feet high, which is three feet higher than the shop</p>			
Grading, clearing, foundation work	\$200,000	11/1/2016	12/1/2016
Building steel and facility construction	\$1,600,000	12/1/2016	6/1/2017
Total Cost of Construction	\$1,800,000		



AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To consider introduction of a map amendment to Zoning Ordinance No. 278 to conditionally rezone property on the east side of Ryan Road, south of Nathan West, in Section 17 from R-60 (One Family Residential District) to C-1 (Local Convenience Business District); Case No. PZ15-1136 (Presentation – Chris McLeod, City Planner).

Submitted By: Office of Planning

Contact Person/Telephone: Chris McLeod, City Planner, (586) 446.2384 *CPM*

Administration (initial as applicable)

Attachments

<i>MC</i> City Clerk	___	Resolution	___	Minutes
<i>BB</i> Finance & Budget Director	___	Ordinance	<u>x</u>	Plan/Map
<i>MS</i> City Attorney (as to legal form)	___	Contract	<u>x</u>	Other
<i>MM</i> City Manager				

Check box if this agenda item requires billing\revenue collection (fees, etc.) by Treasury Office

Executive Summary

Introduction

Sam and May Alisa (Petitioners) are requesting a conditional rezoning for property located on the east side of Ryan Road, south of Nathan West in Section 17, from R-60 (One Family Residential District) to C-1 (Local Convenience Business District) in order to develop the subject property with a 13,500 square foot commercial shopping center. The subject property is currently vacant.

At the September 20, 2016 regular meeting, the City Council granted Petitioners' request to postpone consideration of the conditional rezoning to the October 18, 2016 regular meeting.

Background

Petitioners are the owners of the subject property, which has approximately 368' of frontage on Ryan Road and a depth of approximately 227'. This 1.92 acre vacant parcel is surrounded by single family residential homes. The lot immediately to the south of the subject parcel is zoned R-60 (One Family Residential) and is improved with a single family residence. Further to the south, at the northeast corner of the 17 Mile Road and Ryan Road intersection, is a local commercial shopping center that is zoned C-1 (Local Convenience Business District).

To the north, across Nathan West, the properties are zoned R-60 (One Family Residential) and are improved with single family residences. To the east, the subject property immediately abuts single family residential housing that is zoned R-60 (One Family Residential)

The Master Land Use Plan designates this area as Neighborhood Residential. This Master Land Use Plan designation envisions a diversity of residential housing consisting largely of single family residential housing intermixed with higher density residential housing and townhomes.

Proposal

Petitioners propose development of the subject property with a 13,500 square foot commercial building. Ingress and egress to the commercial development will be available from a single driveway providing access to Ryan Road. There is the potential for 9 tenant spaces -- possibly fewer if any of the prospective tenants has the need for a larger tenant space. Two of the nine spaces will be occupied by Petitioners' businesses (barber shop and florist), and seven will be available for lease. Tenant spaces are approximately 1,500 square feet each.

Petitioners have proposed a conditional rezoning request whereby certain conditions are being voluntarily offered to the City which would control development and uses of the subject property should the request be granted. The conditions are reflected within the plans presented to the City Council and/or will be specified in a conditional rezoning agreement entered into between the City and Petitioners.

Specific conditions which have been voluntarily offered by Petitioners include:

- All ingress and egress shall be confined to Ryan Road. No ingress or egress on Nathan West, a local street.
- A six-foot high decorative masonry wall will be installed on the east property line with an abutting 23.5' wide landscaped strip, which exceeds the 10' ordinance minimum. This will provide separation from the single-family residential uses behind the commercial center.
- Frontage landscaping will exceed minimum ordinance standards.
- Building will be constructed of all brick with metal shingled roof with dormers
- Petitioner will restrict the types of businesses in this development, and will specifically prohibit the following uses:
 - 1) Convenience Stores
 - 2) Meat and Fish Markets
 - 3) Fruit and Vegetable Markets
 - 4) Restaurants
 - 5) Carry-out Restaurants
 - 6) Taverns and Bars

Petitioners are subject to the following time limitations that are standard in all conditional rezoning agreements and required by Zoning Ordinance No. 278:

- Apply for and obtain site plan approval for the Proposed Development of the Property within twelve (12) months of the effective date of the ordinance amendment approving the rezoning or map amendment.
- Apply for and obtain a building permit for the Proposed Development within eighteen (18) months of such effective date; and
- Complete construction of the Proposed Development within thirty (30) months of such effective date.

Planning Considerations

Based upon the location and development patterns within this area, the rezoning request from R-60 (One Family Residential) to C-1 (Local Convenience Business District), with the proposed conditions, can be seen as logical and appropriate. This specific area of the city has a very strong commercial demand, as evidenced by the commercial vacancy survey provided by Petitioners.

Rezoning the subject property to C-1 will likely not create an adverse land use relationship to the remaining area properties due to the list of prohibited uses. Both of Petitioners' intended uses for part of the commercial center (barber shop and florist) are low intensity uses. Office uses which are permitted as a matter of right in the O-1 district are permitted as a matter of right in the C-1 Local Convenience Business district. Many of the permitted uses which have not been excluded by Petitioners' offered conditions are predominantly low intensity retail and service uses. By excluding the more intense uses that are permitted in the C-1 zoning district, the development takes on more of an office type feel, and reduces the common nuisances associated in a commercial zone such as foodstuffs in dumpsters and frequent deliveries.

However, it should be noted that remaining permitted uses in the C-1 Local Convenience Business District still contain some intense uses which may generate traffic and congestion, such as grocery stores, liquor stores, dance studios, and all special approval land uses (such as veterinary clinics, child and adult day care centers, dry cleaning and laundry establishments, and auto supply stores). By further limiting the intensity of allowable uses in the proposed commercial center, Petitioners are better able to mitigate the potential conflict between the predominant residential uses and commercial uses that will be introduced into the area.

Because of the list of prohibited uses proposed to be incorporated as conditions into the conditional rezoning agreement, the commercial center may function as a transitional land use area, which can be seen as an appropriate land use for this area. As noted in the Master Land Use Plan, transitional land use areas serve as flexible use areas and are generally located along major roads, but not at major intersections, and in proximity to commercial or other more intensive land uses. Further, the plan identifies transition areas for locations where detached single family residential dwellings are located, but should be phased out over time (such as houses fronting on major roads).

An older, vacant farmhouse-style residence was demolished on this property in 1999. The residentially-zoned property to the south will need to be addressed in the immediate future in terms of appropriate zoning. Otherwise, this conditional rezoning will create a spot zoning as the residential (R-60) parcel to the immediate south will be located between two (2) C-1 properties. Consequently, this rezoning will necessitate extending the nonresidential zoning pattern to the south.

Recommendation

The Office of Planning reviewed Petitioners' conditional rezoning request and offered the Planning Commission the following points to consider:

1. Conditional rezoning of this property based upon the proposed voluntary conditions and development plans ensures that the development will be constructed in accordance with a specific zoning agreement between Petitioners and the City, to the benefit surrounding property owners and the City;

2. Conditional rezoning of this property based upon the proposed voluntary conditions and development plans will result in a development compatible with the surrounding zoning and land uses;
3. Conditional rezoning of this property would provide a suitable land use in keeping with the stated planning principles as defined in the City's Master Land Use Plan.

At the regular meeting of May 12th, 2016, the Planning Commission approved by a 6 – 2 vote (one member absent) the following motion to recommend denial of the Petitioners request to conditionally rezone the subject property, Case No. PZ15-1136:

Motion by Norgrove, supported by Rowe, that the Planning Commission forward a recommendation to City Council to DENY case number PZ15-1136, Sam & May Alisa, request to conditionally rezone property from R-60 (One Family Residential) to C-1 (Local Convenience Business) for the following reasons:

1. It is a spot zone and contradictory to the zoning set forth in the Master Plan and would negatively impact the surrounding area.
2. The property can be developed as residential.
3. The rezoning is inconsistent with the Master Plan.

Suggested Action (To DENY conditional rezoning):

MOVED BY:

SECONDED BY:

RESOLVED, to deny introduction of the map amendment to conditionally rezone property on the east side of Ryan Road, south of Nathan West, in Section 17 from R-60 (One Family Residential District) to C-1 (Local Convenience Business District); Case No. PZ15-1136.

Alternate Suggested Action (To introduce ordinance to conditionally rezone):

MOVED BY:

SECONDED BY:

RESOLVED, to introduce a map amendment to conditionally rezone property on the east side of Ryan Road, south of Nathan West in Section 17, from R-60 (One Family Residential District) to C-1 (Local Convenience Business District), Case No. PZ15-1136, and direct the Applicant to proceed to finalize a proposed agreement so that the City Council can further evaluate the offer of conditional rezoning of the property at the December 6th, 2016 regular meeting.

NOTIFICATION LIST

Sam and May Alisa
43338 Forest Creek
Sterling Heights MI 48314
586.978.0981

APPLICANT: PZ15-1136 – SAM & MAY ALISA

39272 RYAN ROAD

MAY 12th, 2016

SUMMARY:

Requested Action: Conditional Rezoning from R-60 (One-Family Residential) to C-1 (Local Convenience Business).

Proposal: Development of a commercial shopping center consistent with the included site plan and rezoning request.

Location: East side of Ryan Road between Seventeen Mile Road and Nathan West in Section 17.

Existing Zoning: R-60 (One-Family Residential)

Existing Land Use: Vacant

Master Land Use Plan Designation:
Neighborhood Residential



FINDINGS & CONCLUSIONS:

Introduction

See petitioner's drawing for parcel shape, dimensions, and building location.

The subject property is comprised of a vacant parcel situated on the east side of Ryan Road between Seventeen Mile Road and Nathan West in Section 17. The frontage for the property on Ryan Road is 368 feet. The property depth is approximately 227 feet. The total property acreage is approximately 1.9 acres.

Background

The petitioner is the owner of the property and is requesting this zoning change in order to construct a commercial building. The proposed building is one story containing approximately 13,500 square feet. It is completely constructed of brick and an metal shingled roof with dormers to give it more of a residential appearance. The pedestrian walkway at the front of the building will be covered, providing all-weather protection.

The petitioner is a barber and his wife is a florist. They would like to locate their businesses to this facility as owner occupants.

Certain conditions have been offered by the petitioner to the City which would control the development and use of the subject property, and those conditions are reflected within the plans presented and/or will be incorporated into the conditional rezoning agreement if the City Council elects to proceed favorably on the petitioner's request. Those offered conditions are discussed later in this Staff Report.

The application was before the Planning Commission at its June 11th, 2015 meeting (minutes included). At that time, the application was postponed indefinitely to allow time for the applicant to discuss the proposal with the surrounding neighbors. The application was brought back before the Planning Commission at the March 10th, 2016 meeting to establish a new date for the application to be heard and the May 12th meeting date was set by the PC.

Rezoning / Conditional Rezoning Agreement

As this is a conditional rezoning agreement, the petitioner has offered to the City of Sterling Heights to restrict the permitted uses of this property as set forth below. The petitioner has further offered that the development will be constructed in accordance with the plans submitted. The petitioner may not deviate substantially from or add to the approved use of the property without review and approval by the City Council.

No variances are being requested with this proposal and the site plan can meet all the specific conditions of the ordinance.

Proposal

Petitioner proposes one building of 13,500 square feet. Access to the development will be provided by one drive from Ryan Road. There is the potential for 9 tenant spaces -- possibly fewer if any of the prospective tenants has the need for a larger tenant space. Two of the nine spaces will be occupied by the petitioner, and seven will be available for lease. Tenant spaces are approximately 1,500 square feet each.

Petitioner is proceeding with a conditional rezoning request whereby certain conditions are being offered to the City which would control development and uses of the subject property should the request be granted. The conditions will be reflected within the plans presented to the City Council and/or specified in the conditional rezoning agreement entered into between the City and Petitioner.

Conditions which have been voluntarily offered by the petitioner to the City are as follows:

- All ingress and egress shall be confined to Ryan Road. No ingress or egress on Nathan West.
- A six-foot high decorative masonry wall will be installed on the east property line with an abutting 23.5' wide landscaped strip, which exceeds the 10' ordinance minimum.

- Frontage landscaping will exceed minimum ordinance standards.
- Building will be constructed of all brick with metal shingled roof with dormers
- Petitioner will restrict the types of businesses in this development, and will specifically prohibit the following uses:
 - 1) Convenience Stores
 - 2) Meat and Fish Markets
 - 3) Fruit and Vegetable Markets
 - 4) Restaurants
 - 5) Carry-out Restaurants
 - 6) Taverns and Bars

Since the last meeting, petitioner has slightly revised its plans to provide additional tree plantings along the east property line in an effort to provide additional buffering to the residences to the east. Petitioner has also provided some additional pedestrian walkways to enhance pedestrian access to the site.

The owner has agreed to the following time limitations that are standard in all conditional rezoning agreements and required by Zoning Ordinance No. 278:

- Apply for and obtain site plan approval for the Proposed Development of the Property within twelve (12) months of the effective date of the ordinance amendment approving the rezoning or map amendment.
- Apply for and obtain a building permit for the Proposed Development within eighteen (18) months of such effective date; and
- Complete construction of the Proposed Development within thirty (30) months of such effective date.

Conclusions

Based upon the location and development patterns comprising this area, this rezoning request from R-60 (One Family Residential) to C-1 (Local Convenience Business District), with the proposed conditions, can be seen as logical and appropriate. This specific area of the city has a very strong commercial demand, as evidenced by the commercial vacancy survey provided by petitioner.

Rezoning the subject property to C-1 will likely not create an adverse land use relationship to the remaining area properties due to the list of prohibited uses. Both of the petitioner's intended uses of part of the shopping center building (barber shop and florist) are low intensity uses. Office uses which are permitted as a matter of right in the O-1 district are permitted as a matter of right in the C-1 Local Convenience Business district. Many of the permitted uses which have not been excluded by the petitioner's offered conditions are predominantly low intensity retail and service uses. By excluding the more intense uses that are permitted in the C-1 zoning district, the development takes on more of an office type feel, and reduces the common nuisances associated in a commercial zone such as foodstuffs in dumpsters and frequent deliveries. However, the Planning Commission may want to clarify petitioner's list of excluded uses, as the list of remaining permitted uses in the C-1 Local Convenience Business classification still contains some more intense uses likely to generate traffic and congestion, such as grocery stores, liquor stores, dance studios, and all special approval land uses (such as veterinary clinics, child and adult day care centers, dry cleaning and laundry establishments, and auto supply stores. By limiting the intensity of allowable uses in the proposed shopping center, the Planning Commission can better ensure that this shopping center development is in line with the Master Land Use Plan objectives of enhancing the retail/service mix and minimizing uses that are in abundance, such as party stores and carry-out restaurants.

Because of the list of prohibited uses proposed to be incorporated as conditions into the conditional rezoning agreement, the development would mirror a transitional land use area, which is appropriate for this area. As noted in the Master Land Use Plan, transitional land use areas serve as flexible use areas and are generally located along major roads, but not at major intersections, and in proximity to commercial or other more intensive land uses. Further, the plan identifies transition areas for locations where detached single family residential dwellings are located, but should be phased out over time (such as houses fronting on major roads). An older, vacant farmhouse-style residence was demolished on this property in 1999. The property to the south will need to be addressed though in terms of zoning. The remaining residence to the south of the subject property will remain R-60 One Family Residential and will be located between two (2) C-1 properties.

Finally, several additional site planning issues may help further minimize the impacts of a nonresidential use on this property to the abutting residential properties; these include decorative lighting throughout the development (that also utilizes full cut off fixtures, as well as additional landscape and/or architectural details along the east side of the property. These would be in addition to those items already offered by the applicant through the conditional rezoning agreement.

In summary, we believe a C-1 zoning applied to the subject property, with the appropriate mutually agreeable conditions, could be an acceptable use for this area and be found consistent with the City's overall Master Land Use Plan.

SUGGESTED ACTION:

That the Planning Commission forward a recommendation to City Council to **APPROVE** case number PZ15-1136, Sam & May Alisa, request to conditionally rezone property from R-60 (One Family Residential) to C-1 (Local Convenience Business) for the following reasons:

1. Conditional rezoning of this parcel based upon the proposed conditions and development plans will ensure that the development will be constructed in accordance with a specific zoning agreement between the petitioner and city, to the benefit surrounding property owners and the city;
2. Conditional rezoning of this parcel based upon the proposed conditions and development plans will result in a development compatible with the surrounding zoning and land uses;
3. Conditional rezoning of this property would provide a suitable land use in keeping with the stated planning principles as defined in the City's Master Land Use Plan.

The mutually agreeable conditions offered by petitioner include the following:

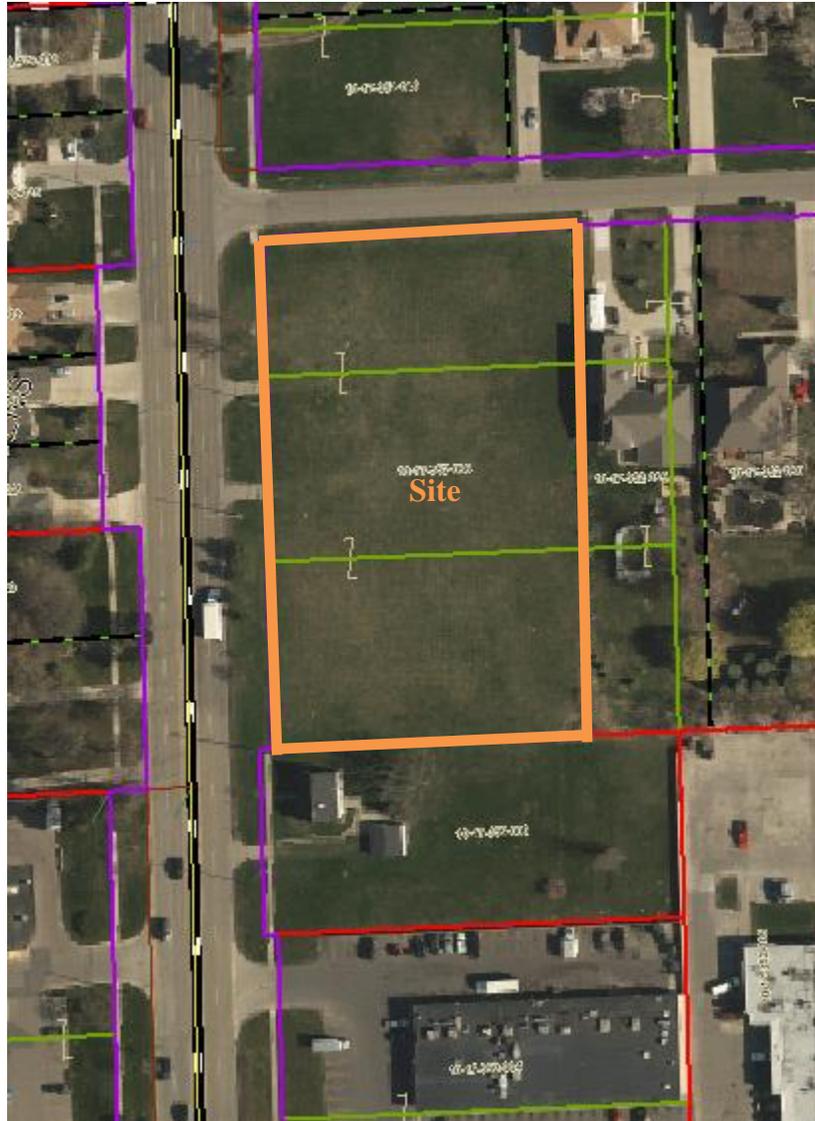
- All ingress and egress shall be confined to Ryan Road. No ingress or egress on Nathan West.
- A six-foot high decorative masonry wall will be installed on the east property line with an abutting 23.5' wide landscaped strip, which exceeds the 10' ordinance minimum.
- Frontage landscaping will exceed minimum ordinance standards.
- Building will be constructed of all brick with metal shingled roof with dormers.
- Petitioner will install and maintain additional trees along the east property line to provide a better buffer from the adjoining residential uses to the east.
- Petitioner will install and maintain additional pedestrian walkways to enhance pedestrian accessibility to the shopping center businesses.
- Petitioner will restrict the types of businesses in this development, and will specifically prohibit the following uses:

- Convenience Stores
- Meat and Fish Markets
- Fruit and Vegetable Markets
- Restaurants
- Carry-out Restaurants
- Taverns and Bars
- [Any other more intense permitted uses which petitioner is willing to prohibit in the shopping center]

APPLICANT: PZ15-1136 – SAM AND MAY ALISA -
CONDITIONAL REZONING R-60 (ONE FAMILY RESIDENTIAL to C-1 LOCAL CONVENIENCE
BUSINESS

39272 Ryan Road

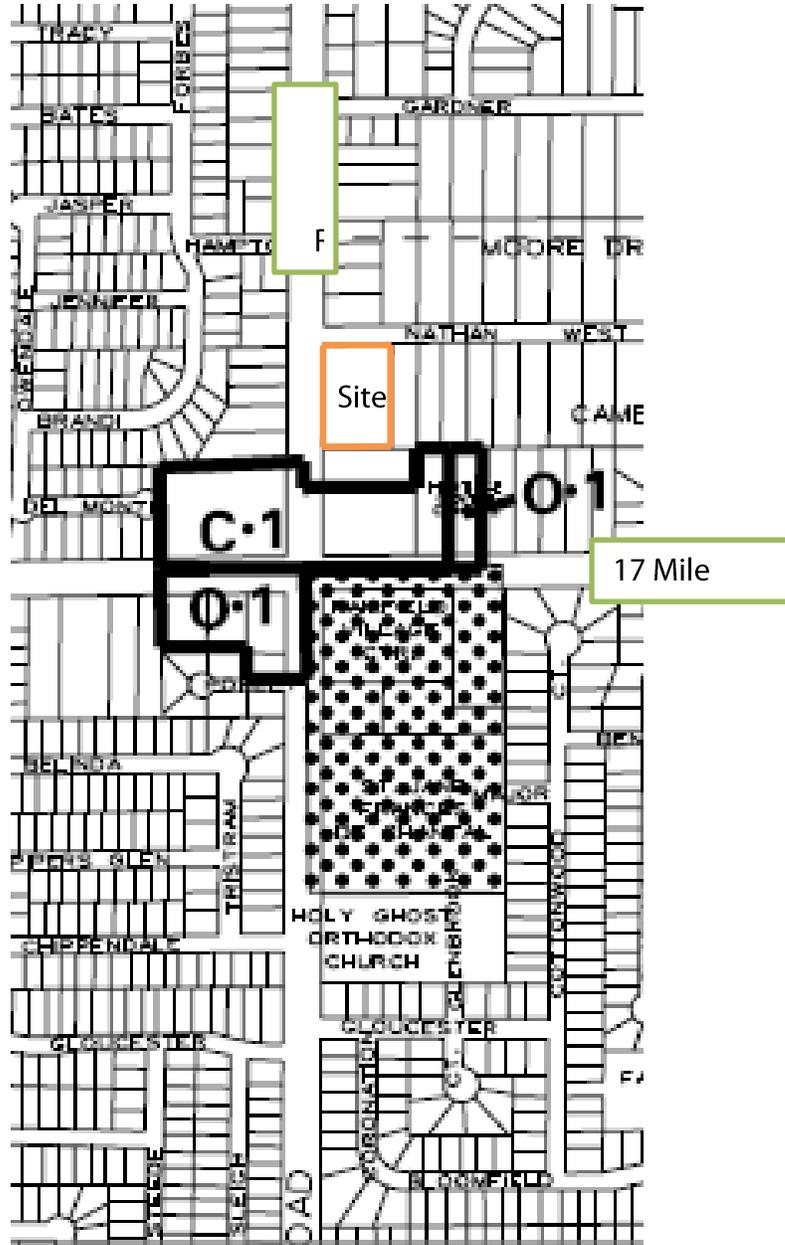
SEPTEMBER 20th, 2016



APPLICANT: PZ15-1136 – SAM AND MAY ALISA -
CONDITIONAL REZONING R-60 (ONE FAMILY RESIDENTIAL to C-1 LOCAL CONVENIENCE
BUSINESS

39272 Ryan Road

SEPTEMBER 20th, 2016



STERLING HEIGHTS PLANNING COMMISSION
REGULAR MEETING
CITY HALL
May 12, 2016

LOCATION: City Council Chambers, 40555 Utica Road, Sterling Heights, MI
SUBJECT: Minutes of the Regular Meeting of the Planning Commission held May 12, 2016.

Mr. Reinowski called the meeting to order at 7:00 p.m.

Members present at roll call: Benjamin Ancona, Paul Jaboro, Edward Kopp, Stefano Militello,
Donald Miller, Jeffrey Norgrove, Leonard Reinowski, and
Gerald Rowe

Members absent at roll call: None

Also in attendance: Chris McLeod, City Planner
Clark Andrews, City Attorney

APPROVAL OF AGENDA

Moved by Rowe, supported by Miller, to approve the Agenda.

Ayes: Rowe, Miller, Ancona, Jaboro, Kopp, Militello, Norgrove, Reinowski,

Nays: None

Absent: None

Motion carried.

CONSIDERATIONS

In the case of PZ16-1141 – 7191 Associates LLC

Requesting Rezoning from RM-2 and M-1 to M-2 (Heavy Industrial) district – North side of 17
Mile Road, between Van Dyke and Mound Roads in Section 16.

Property Address: 7191 17 Mile Road and 39639 Van Dyke

Mr. Reinowski stated the petitioner sent correspondence for the matter to be withdrawn.

PZ15-1136 – Sam Alisa and May Alisa

Requesting Conditional Rezoning from R-60 (One-Family Residential) to C-1 (Local
Convenience Business) district - East side of Ryan Road between Seventeen Mile Road and
Nathan West in Section 17.

Property Address: 39272 Ryan Road

Mr. Reinowski asked Mr. McLeod to give an overview.

Mr. McLeod stated the application was before the Commission board back in June of 2015, at
that time it was postponed, and recently was scheduled for present meeting. The
postponement was to allow the applicant time to discuss the proposal with surrounding
neighbors and provide any changes to the site-plan that is attached to the conditional
rezoning. The proposed development is for an approximate 13,500 square foot shopping
center. The property currently is vacant. The Master Land Use Plan designation is
neighborhood residential transition. The total area of the property is approximately 1.9 acres.
The applicant is seeking approval to construct a commercial building with an aesthetics that is
for a residential in nature. appearance. This is a conditional rezoning agreement request
which allows the petitioner to place their own conditions on the proposed zoning request. The
planning commission cannot require conditions of their own to be placed on this request; they
have to be offered by the petitioner.

Mr. McLeod read the proposal and stated since the last meeting, the petitioner has revised the
plan slightly to provide additional tree plantings along the east property line to provide in

additional to providing a buffering to the residents to the east. The petitioner has also provided additional walkways to enhance pedestrian access to the site.

Mr. Reinowski asked petitioner, or someone on behalf of the petitioner, to come forward to the podium.

Anthony Penna with Moore Penna & Associates, 38600 Van Dyke, Sterling Heights, MI 48312 stepped to the podium.

Mr. Penna stated he was representing Sam and May Alisa. He stated a year ago, during the Planning Commission meeting, they heard from neighbors regarding their concerns with the property. Over the last year, they have reevaluated the development. They have canvassed the area and spoken to people in the community to gather support to make the development harmonious with the residential area.

Mr. Penna then described, for the neighbors, what the conditional rezoning request entailed. The description included the proposed site plan, elevation plan, and the self-imposed restrictions on uses that will go in the development. He explained the restrictions will be in a contract between his client (Sam and May Alisa) and the City.

Mr. Reinowski asked for any questions from the commissioners.

Mr. Norgrove asked to reserve the right to ask questions after Mr. McLeod gave conclusions his recommendation.

Mr. Reinowski thanked Mr. Penna and asked for public participation.

Al Dapos, Sterling Heights resident, stated he there are not businesses on Ryan Rd. other than a couple of churches and a funeral home. The businesses are at the intersections with on the mile roads and he would like to keep Ryan Road residential.

Paul Boile, 39394 Ryan Road (two houses from proposed property), is opposed to the request. He stated he has concerns for added traffic in the turn lane. He read the Sterling Heights Zoning Ordinance, Section 25.01, which stated the City Council shall be the approving authority on this and not the Planning Commission. He stated concern regarding whether the restrictions are effective Zoning Ordinance if the property changes hands and whether building design can be altered during the building process.

Mr. Reinowski stated the Planning Commission can only make a recommendation to the City Council and they City Council has have the final authority.

Michael Slocum, 4685 Nathan West, Sterling Heights, stated he is opposed to request. He listed all the commercial properties in the area within the commercial zoning ordinance. He stated there is a need for residential property and asked for the proposed property to remain residential.

Carl L. Ddallo, 3905 17 Mile Road, Sterling Heights, stated he is in support of the project. He stated the current businesses in the area are thriving and there is a need for the area to be rezoned.

Barbara Mezzapelle, 4116 Nathan West, Sterling Heights, stated she is the house right next to the development and was never approached by the developer to discuss the development. She pointed out that major congestion already exists at Ryan and 17 Mile Road which makes it nearly impossible to make a left turn out of Nathan West. People are already using Nathan West to get to 17 Mile Rd. She stated a concern for deliveries in the back of building which will be very close to her backyard and kitchen window.

George Lee, 4446 Nathan West, Sterling Heights, resident for 24 years. He stated he built a custom 3,700 sq. ft. home on one acre. He stated when he built his property, he inquired about the old home that was on subjectproposed property and was told by various city members employees it would remain R-1 residential unless there was hardship. He described the neighborhood and stated the proposed property is residential and needs to remain residential. He also stated he was not approached by anyone regarding questions about the site.

Dan Mezzapelle, 4116 Nathan West, Sterling Heights, made a presentation regarding safety in association with allowing a commercial property to exist at proposed site. He provided an analysis done with SEMCOG data.

Lynn Potts, 4144 Nathan West, Sterling Heights, stated she bought her property and built a house. She stated there is an integrity issue with buying residential property and trying to turn it into a commercial property. She hopes the city will handle this as if it was an issue for one of their own family members. She stated she was not canvassed by anyone for the proposed site.

Art Gorney 4223 Nathan West, Sterling Heights, stated when they bought their home three years ago, they were told by a city employee the proposed site was a residential property. He stated they have put in thousands of dollars into their house to make it fit in the neighborhood. He stated it is residential and is a bad idea to approve this.

Henry Palus, 4206 Nathan West, Sterling Heights, stated the people closest to the site have not been canvassed. He listed, from a document he obtained from City Records; the people that were on the petition were not close to the site. He presented 49 petitions opposed to the proposed property rezoning going through. He described various options for the site to keep it residential.

Amir Zetouna, 3616 DelMonte, Sterling Heights, stated her house backs to a strip mall and she doesn't have any issues with it.

Dino Martinelli, 39380 Ryan Rd, Sterling Heights stated he is opposed to development because the value of his residential property will go down.

George Kurzym, 4510 Nathan West, Sterling Heights, has resided there for about 31 years. He stated the petitioners knew the property was residential when they purchased it. He stated surrounding properties are residential.

Giralda Miuri, Sterling Heights, stated she is original owner of property and the intent was to keep it residential. She stated she has been a resident for 48 years and is opposed to the subjectproposed site becoming commercial.

Orysia DiVito, Sterling Heights, stated she loves living in Sterling Heights and the residents should be taken care of and the site should remain residential. The area is saturated with strip malls and vacant sites that could be used. Safety is a big concern with increased traffic.

Ron Macioce, 4350 Nathan West, Sterling Heights, stated he built his house and hasve lived there for over 26 years. He strongly disagrees with putting up a commercial development property at the site. They are in support ofto keeping it residential.

Hithem Choulagh, 43798 Holmes Dr., Sterling Heights stated he has lived in Sterling Heights for 27 years. He is in support of to building a shopping center.

Mr. Hanna, 4661 Pickwick Dr., Sterling Heights, stated he is in support of commercial type property being built.

Annette Berg, 4314 Nathan West, Sterling Heights, stated she built home 28 years ago and was promised the subject proposed site was going to remain residential and there are many

vacancies within Sterling Heights for these businesses. She stated the proposed site is not necessary and not agreeable by to the residents.

Steve Sielagoski, 5511 Metropolitan Pkwy, Sterling Heights, stated he supports the petitioner.

Faik Yaldo, 43194 Harcourt Dr., Sterling Heights stated he is a real estate agent and lives north of the property. He stated traffic is already a problem and people do not want to buy residential property on a main street. He supports the proposal.

Ms. Hakim stated she is in support of the proposal. She stated her friend, May, would like to make a one-stop wedding planning site.

Samira Choulagh, Sterling Heights, stated she is in support of the proposal.

Mr. Berg, 4314 Nathan West, Sterling Heights, stated there are traffic problems with vehicles speeding down the street. He stated he is opposed to the proposal.

Sophia Yousif, 4251 Angeline Dr., Sterling Heights, stated she is a friend of May Alisa and is interested in having a business at the proposed property. She feels it will be beneficial for the area.

Mr. Reinowski asked for any further comments from the public. Being none, he asked the commissioners if there were any questions for Mr. McLeod or petitioner.

Mr. Norgrove asked Mr. McLeod why the commissioners did not receive applications, titles, comprehensive prints, and things of that nature.

Mr. McLeod stated it was a postponed case and information was in the initial submission.

Mr. Norgrove asked Mr. Andrews why this would not be considered a spot zone.

Mr. Andrews stated it could be considered a spot zone if it was trapped between two parcels that are zoned residential.

Mr. Norgrove stated this is not a favorable situation to have and wanted Mr. Andrews clarification that he believes it is a spot zone.

Mr. Andrews stated that if there is a changing trend in a particular area, it is not as critically important.

Mr. Norgrove stated it is clearly stated in the Master Plan as residential and has a problem because it is a spot zone.

Mr. Penna stated the property to the south has been vacant for some time. He stated the existing property is residential but also a transitional area aside from single families. He stated the city is ever evolving and so the Master Plan is always changing. He stated the development stopped at the site of the property and market states you can't put single family homes there.

Mr. Norgrove stated not only does he believe this is a spot zone, he asked where is the hardship that the petitioner cannot develop property as currently zoned.

Mr. Penna stated they are not seeking any type of variances and not claiming hardship. He stated because the area is evolving, they feel the best use for the property is commercial and with the conditions proposed and it would be a good transitional use.

Mr. Norgrove asked Mr. Andrews if they were to approve, would the conditions carry over to the next property owner.

Mr. Andrews stated an agreement will be prepared, signed by the property owner, that will be recorded against that property, and which will be binding and run with the property. The only way it could be changed would be an amendment done with the approval of the City Council in the future. The conditions would be binding with this property owner but and also anyone that would buy the property from them.

Mr. Norgrove stated it is a spot zone and will not be supporting in favor of rezoning.

Mr. Ancona asked Mr. McLeod who should be addressed regarding repaving of road, mentioned earlier by a resident.

Mr. McLeod stated it should go to the City Engineering Department and is typically done through a Special Assessment District.

Mr. Ancona asked if the city has any analysis regarding future traffic concerns.

Mr. McLeod stated there were none provided as part of the review. He stated SEMCOG is a reliable regional planning source. He stated although he hasn't had opportunity to review documents submitted tonight, but he trusts the documents submitted are from a reliable source.

Mr. Ancona confirmed with Mr. Andrews that the Planning Commission is a recommending body to the City Council. He then asked whether the commission recommends the proposal or not, does it still go to City Council?.

Mr. Andrews stated it will go to the City Council not matter what, unless the request is withdrawn by the applicant.

Mr. Rowe stated he understands the difficulty in developing this property but the Master Plan shows the property as residential and feels with the updated Master Plan it will not be changing. He cannot support the rezoning for that reason.

Mr. Miller stated to Mr. McLeod the commercial developments are on the mile roads and corners. He stated if it is changed to build commercial on Ryan Road, this will set a precedent for future rezonings. He stated this property is developable as R-60. He asked if it could be a residential use, such as Special Approval Land Use for residential.

Mr. McLeod stated the property dimensions more than accommodate residential. In regards to the issue of With taking the precedence, it could be setting a precedence going further north or south, the Planning Commission needs to make a determination whether or not those extensions need to, or should, occur as part of the development of Ryan Road moves forward.

Mr. Miller stated he too will oppose the rezoning.

Mr. McLeod stated he received an objection letter from the Fontanas. The letter stated concerns for increased traffic, businesses close to the property will lead to privacy issues, parking adjacent to their home creating disturbances, and there are already three strip malls at 17 Mile Rd. and Ryan Rd.

Mr. McLeod also stated the resident at 39272 Ryan Rd. spoke with him. She is concerned with traffic, lights hitting her property, introduction of commercial property in a residential area, and the overall value of her property would go down.

Mr. Andrews addressed comments made of hardship, as previously mentioned in public hearing. He stated the standard, relating to hardship, has to do with the Zoning Board of Appeals --and the Planning Commission making a recommendations relating to a rezonings, and the standards for rezoning do is not relate to the standard hardship.

Mr. Reinowski asked for any further discussion. Being none, he called for a motion.

Motion by Norgrove, supported by Rowe, that the Planning Commission forward a recommendation to City Council to DENY case number PZ15-1136, Sam & May Alisa, request to conditionally rezone property from R-60 (One Family Residential) to C-1 (Local Convenience Business) for the following reason:

1. It is a spot zone and contradictory to the zoning set forth in the Master Plan and would negatively impact the surrounding area.
2. The property can be developed as residential.
3. The rezoning is inconsistent with the Master Plan.

Mr. Reinowski asked for any discussion on the motion.

Mr. Rowe asked to add numbers 2 and 3 to the motion. Mr. Norgrove agreed.

Mr. Reinowski stated when driving down Ryan Road there are a number of impressive newer houses built right on Ryan Road. He stated a traffic concern doesn't seem to be an impediment to the residential properties.

Mr. Reinowski asked for any further comments. Being none, he called for a roll call vote.

Ayes: Norgrove, Rowe, Reinowski, Ancona, Kopp, Miller,
Nays: Jaboro, Militello
Absent: None
Motion denied.

Mr. Reinowski called for a recess until 9:20 p.m.

PPCM-1150 – AutoZone Development

Request for a Special Approval Land Use to construct an auto supply store in the C-1 (Local Convenience Business) district - East side of Van Dyke, west of Utica Road in Section 03.

Property Address: Part of 43020 Van Dyke

Mr. Reinowski asked Mr. McLeod for an overview.

Mr. McLeod stated the application is for the construction of a new 6,000 square feet retail building for AutoZone. Automobile supply stores in the C-1 Local Convenience Business Zoning District are required to have a Special Approval Land Use. The property is located in the North Van Dyke Corridor Improvement District. The property is still owned by Comerica Bank and the property transfer would become complete upon approval of Site Plan and Special Approval Land Use. This property has received three variances from the Zoning Board of Appeals. The plan has been reviewed by the Corridor Improvement Authority group (administratively) which consists of the Planning Office, the Community Development Director, and the building official. The site plan has been deemed acceptable by that group. Mr. McLeod displayed and summarized drawings of the site.

Mr. Reinowski asked for any questions from the Commissioners for Mr. McLeod. Being none, he called for the petitioner (or representative) to come forward to the podium.

Wes Berlin from PEA – AutoZone civil engineering consultant on behalf of AutoZone, 7927 Nemco Way Suite 115, Brighton, MI

Mr. Berlin thanked the Planning Commission for their time and consideration for approval of their project. He thanked Mr. McLeod for the thorough presentation. Mr. Berlin stated they are requesting a Special Approval Land Use; the use for the site will be auto parts retail sales. He stated they have made great effort to minimize setback variances, increase landscaping, and offer building upgrades to provide a visually appealing site. They have used the smallest prototype building AutoZone has. They have worked closely with neighboring property owners for cross action access solutions. He stated based on approval for Special Land Use they are ready to proceed with all other site plan approvals necessary to begin construction.

Mr. Reinowski asked if the Commissioners had any questions for petitioner.

Mr. Norgrove confirmed with Mr. Berlin that the AutoZone is the smallest prototype building. He asked Mr. Berlin whether in compliance with; according to city zoning, whether AutoZone will not have any type of outside storage or complete any type of heavy maintenance work in the parking lot.

Mr. Berlin stated there will not be any kind of outdoor storage. They have weekly deliveries and all done internally. AutoZone does help customers with minor changes, i.e., windshield wipers, bulb changes, things of that nature. There are typically only two or three employees working at a time and help customers if asked. There are no fluid changes done. AutoZone does have an oil recycling program, all housed inside the building.

Mr. Norgrove asked if there will be any housing storage underground.

Mr. Berlin stated absolutely not.

Mr. Reinowski asked for any questions from the Commissioners for petitioner. Being none, he then asked if there were any comments from public.

Karen Birdie of Earl Earl & Rose, 31851 Mound Rd., Warren, MI 48092, Representing Al's Hideaway Bar and Grill. She stated they are in support of the Special Approval Land Use. AutoZone has been excellent to deal with. They had problems in the beginning and all have been resolved. She stated they feel the project will be an asset to the city and looking forward to being their neighbor.

Mike Finatis, National Real Estate Transaction Director for Comerica Bank, stated they support the project, feel AutoZone will be an asset to the city, and AutoZone has been an outstanding company to work with.

Mr. Reinowski asked for any other comments from public. Being none, he closed public participation.

Mr. Reinowski asked for any questions from the Commissioners. Being none, he called for a motion.

Motion by Ancona, supported by Militello, in the case of PPCM-1150 and PSP 16-0004 part of 10-03-352-002 commonly known as 43020 Van Dyke, (the property is intended to be split off), I move to APPROVE the Special Approval Land Use based upon the facts and plans presented, subject to the following conditions:

1. That the development and operation of the facility shall remain consistent with the scale and nature of the use as described in the proposal, at Public Hearing and reflected on the site plan;

2. That the petitioner shall develop, maintain and operate the facility in compliance with all pertinent codes, ordinances and standards of the City of Sterling Heights, County of Macomb and the State of Michigan;
3. That the petitioner file a Notice of Special Approval Land Use with the Macomb County Register of Deeds within sixty (60) days following this action. Failure to file this notice will serve as grounds to revoke the Special Approval Land Use;
4. The decision of the Planning Commission shall remain valid and in force only as long as the facts and information presented to the Commission in the public hearing are found to be correct and the conditions upon which this motion is based are forever maintained as presented to the Commission.
5. The sale of auto parts shall be limited to new parts and remanufactured or reconditioned parts which are remanufactured or reconditioned off of the premises.
6. The installation of minor vehicle parts shall be permitted. Vehicle batteries, windshield wipers, fuses, replacement bulbs, and similar small vehicle parts which do not require disassembly of part of the vehicle or require use of the specialized tools provided the replaced parts are properly disposed of. The addition of fluids to a vehicle shall be limited to small quantities of fluid such as windshield washer fluid, oil, or transmission fluid added in a manner that does not create any spills of fluid or hazardous materials onto the parking lot.
7. That AutoZone be responsible for daily cleanup of any spilled fluids or materials in its parking lot caused by the activities of its customers and execute and deliver to the city any agreements or documents required by the city attorney.
8. That revised plans to be submitted must eliminate the cross access drive to the north and any agreements permitting such cross access must be terminated to the satisfaction of the city attorney.
9. That the cross access easement agreement for the cross access alignment to the south be provided for review by the city attorney and office of engineering and after approval recording against the property.
10. That the proposed property split be completed in accordance with terms of the Land Division Ordinance of the City.

This action is based on the following findings:

1. The site is zoned C-1 and it located along Van Dyke Road which contains a variety of retail uses both north and south of the proposed site which are consistent with the proposed use of the site for an automobile supply store.
2. The proposed auto supply retail plan use has been reviewed against and found to be in compliance with the city's Zoning Ordinance and Corridor Improvement Authority guidelines based upon the facts set forth in comments 1-5 above and has also granted the necessary variances.
3. That the proposed auto supply retail use is in conformance with the general Special Approval Land Use standards of Section 25.02 of the Zoning Ordinance as outlined in comments A-G above.
4. That the installation of minor vehicle parts limited to vehicle batteries, windshield wipers, fuses, replacement bulbs, and similar small vehicle parts that do not require disassembly of any part of the vehicle or the use of the specialized tools meets the standards of Section 25.02 provided any replacement parts are properly disposed of.

5. That the addition of small quantities of vehicle fluid such as windshield washer fluid, oil, or fuel additives meets the standards of Section 25.02 provided such additions do not cause any spills onto the parking lot and AutoZone shall be responsible for daily environmental cleanup in compliance with applicable environmental laws of any spilled fluids or materials resulting from its customers activities on the site.

Mr. Reinowski asked for any discussion on the motion.

Mr. Militello stated the petitioner was very easy to work on the ZBA and amicable to making any changes they were asked to make.

Mr. Reinowski asked for any other comments. Being none, he called for a roll call vote.

Ayes: Ancona, Militello, Jaboro, Kopp, Miller, Norgrove, Reinowski, Rowe

Nays: None

Absent: None

Motion Carried.

PPCM-1152 – Potbelly – Nowak and Fraus Engineers

Request for a Special Approval Land Use to construct a restaurant with a drive through restaurant in the C-3 General Business District - East side of Van Dyke, north of 15 Mile Road in Section 27.

Property address: 35100 Van Dyke

Mr. Reinowski asked Mr. McLeod for an overview.

Mr. McLeod gave an overview and stated the driveway to the site is located internal to the overall existing MJR Theater development. There will not be an exterior curb cut for this development. The property as shown in the site plans, landscape plans, building elevations, and so forth, met the requirements set forth in the Zoning Ordinance. This was based on several conditions being met. Mr. McLeod reviewed drawings of the site.

Mr. Reinowski asked for petitioner, or representative, to come to the podium.

Mike Peterson with Nowak & Fraus Engineers, 46777 Woodward Ave., Pontiac

Mr. Peterson stated he has been working on this area (corner) for about the past 13 years. He stated the project is looking for special approval land use to put in a casual restaurant with a drive through. He stated the developers have no issue with conforming to the suggested actions and recommendations the Planning Department has suggested and will work with the city to implement them. If the Special Approval Land Use is granted they are ready to go forward with site plan approval and engineering approval.

Mr. Reinowski asked for any questions from the Commissioners.

Mr. Ancona asked the petitioner about hours of operation.

Mr. Peterson stated he wasn't sure, but he didn't think it would be past midnight.

Mr. Militello confirmed with Mr. McLeod that the developers would be willing to "punch up" the overall design of the outside of the building.

Mr. McLeod stated during his conversation with the developer, they would be willing to do that provided the general configuration of the building remains the same.

Mr. Ancona asked if Action #12 covers the improvements for appearance of building.

Mr. McLeod stated it was left general because there are various ways to go about making the overall site more appealing.

Mr. Peterson stated he wasn't sure if the developers have obtained an architect yet or if they had someone provide generic elevations at this point. He stated they have had internal discussions regarding making the building more appealing and the developers are willing to do so.

Mr. McLeod stated with the Van Dyke improvements, the city wants to have it more appealing as well. Mr. McLeod had conveyed that to the developer previously.

Mr. Reinowski asked for any other questions from the Commissioners. Being none, he asked for public participation. Being none, he called for a motion.

Motion by Rowe, supported by Militello, in the case of PPCM-1152, 35100 Van Dyke, I move to APPROVE the Special Approval Land Use based upon the facts and plans presented, subject to the following conditions:

1. That the development and operation of the facility shall remain consistent with the scale and nature of the use as described in the proposal, at Public Hearing and reflected on the site plan;
2. That the petitioner shall develop, maintain and operate the facility in compliance with all pertinent codes, ordinances and standards of the City of Sterling Heights, County of Macomb and the State of Michigan;
3. That the petitioner file a Notice of Approval with the Macomb County Register of Deeds within sixty (60) days following this action. Failure to file this notice will serve as grounds to revoke the Special Approval Land Use;
4. The decision of the Planning Commission shall remain valid and in force only as long as the facts and information presented to the Commission in the public hearing are found to be correct and the conditions upon which this motion is based are forever maintained as presented to the Commission.
5. That the Planning Commission has found that the proposed drive through facility is compliant with Section 25.02 of the Zoning Ordinance.
6. Sign review and approval is a separate process and not a part of this review.
7. A pedestrian pass through should be provided within the island separating the drive through lane and the general maneuvering lane.
8. That a landscape hedge be provided between the entire length of the parking lot and the Van Dyke frontage as well as the parking lot and the internal roadway to the east of the site and that the applicant work with the Planning Department to implement design elements of the Van Dyke landscaping scheme within the Van Dyke boulevard.
9. That a Provide a landscape area be provided along the rear of the building by reducing the width of the drive through lane along the rear of the building.
10. That the parking lot trees be increased to thirteen (13) to meet the minimum requirements of the Zoning Ordinance.
11. That physical separations be provided between the proposed outdoor patio areas and the adjacent vehicular maneuvering lanes through the use of decorative panels, landscape areas, etc.

12. The applicant work with the Planning Department to provide additional architectural features and materials to the proposed building.
13. That the cross access easement agreement for the cross access alignment to the south be provided by review for the city attorney and office of engineering and after approval recording against the property.

This action is based on the following findings:

1. That the proposed shopping center with the drive through is in conformance with the specific requirements of Section 11.02 of the Zoning Ordinance as outlined in comments #1-#6 above.
2. That the proposed shopping center with the drive through is in conformance with the general planning standards of Section 25.02 of the Zoning Ordinance as outlined in comments A-G above.
3. That the proposed shopping center with the drive through meets or exceeds all other applicable Zoning Ordinance requirements upon compliance with conditions #1-#13 above.

Mr. Reinowski asked for any discussion on the motion.

Mr. McLeod stated the board may want to consider adding a requirement for the cross access.

The motion was amended by Mr. Rowe and supported by Mr. Militello, to add #13 and revised finding #3.

Mr. Reinowski asked for any other questions or comments from the Commissioners. Being none, he called for a roll call vote.

Ayes: Rowe, Militello, Ancona, Jaboro, Kopp, Miller, Norgrove, Reinowski

Nays: None

Absent: None

Motion Carried.

PSP16-0009 – AT&T (Warren Co Uverse-Phase 2)

Requesting Board approval for the construction of a parking lot in the C-3 General Business and O-2 Planned Office Districts. East side of Van Dyke, south of 15 Mile Road in Section 34.

Property address: 34480 Van Dyke

Mr. Reinowski asked Mr. McLeod for an overview.

Mr. McLeod gave an overview for the request of additional parking spaces to the existing AT&T store. The parking spaces will be used for cars used for the day to day service calls. Mr. McLeod displayed and summarized drawings of the site.

Mr. Reinowski asked for any questions from the Commissioners for Mr. McLeod. Being none, he called for the petitioner to come to the podium.

Art Cabrera, Project Manager with EXP

Mr. Cabrera stated the request is to fulfill their commitment to pave the existing gravel parking area with asphalt.

Mr. Reinowski asked the Commissioners for any question to the petitioner. Being none, he asked for public participation.

Nicole Deleon, 34351 Daventry Ct., Sterling Heights, (property is directly behind AT&T property)

Ms. Deleon wanted to clarify there would still be a buffer of trees between the parking lot and her property.

Mr. Cabrera confirmed the parking lot will not be extended; they are only paving the existing gravel area.

Mr. McLeod described explained the drawing further. He stated there will be an area where a retention pond is going to be and there will be 75 feet of trees preserved along the rear of the property line.

Ms. Deleon asked what the purposed of the retention pond is.

Mr. McLeod stated as part of any new development, there has to be a retention or detention for storm water. County requirements dictate there has to be a pond.

Mr. Reinowski asked for any further question or comments.

Mr. McLeod stated there were several correspondence sent in by residents concerned about the pond location, as well as, pond not being fenced. He stated a fence, per the slope, is not required.

Representative of the petitioner explained slope dimensions.

Mr. Reinowski asked for any further question or comments. Being none, he called for a motion.

Motion by Miller, supported by Militello, in the case of PSP16-0009, 34480 Van Dyke, I move to APPROVE the proposed preliminary Site Plan based upon the facts and plans presented, subject to the following conditions:

1. That the development and operation of the improvements on the site shall remain consistent with the scale and nature of the use as described in the proposal, at Public Hearing and reflected on the site plan;
2. That the petitioner shall develop, maintain and operate the facility in compliance with all pertinent codes, ordinances and standards of the City of Sterling Heights, County of Macomb and the State of Michigan;
3. The decision of the Planning Commission shall remain valid and in force only as long as the facts and information presented to the Commission in the public hearing are found to be correct and the conditions upon which this motion is based are forever maintained as presented to the Commission.
4. That the Planning Commission has found that the proposed parking lot expansion complies with Article 26 of the Zoning Ordinance.
5. The landscaping on the site is approved, subject to petitioner increasing the size of the parking lot trees to a minimum of three (3) inch caliper as required by article 24 of the Zoning Ordinance.
6. The retaining wall shall be installed as set forth on the site plan utilizing a decorative stone or stamped material. This will need to be coordinated with the City's Engineering and Building Department.

7. The gates for the dumpster enclosure shall be utilized durable, decorative wood gates.
8. If additional light poles/fixtures above the one (1) shown on the site plan are intended to be installed, a revised photometric plan shall be provided for review and approval by the City. Such additional lighting shall use decorative fixtures as required by the Planning Department.
9. The proposed light pole within the proposed parking area should be located at the intersection of parking space striping, not within the confines of a striped parking space.
10. The storm water detention basin shall be designed, constructed, and operated in accordance with the standards of the Office of Engineering. Petitioner shall execute and deliver to the City a maintenance agreement for the detention basin in recordable form satisfactory to the Office of Engineering and the City Attorney.

Mr. Reinowski asked for any discussion on the motion.

Mr. Andrews asked that the word "preliminary" be added to the approval statement in the motion.

Mr. Miller amended motion and Mr. Militello supported.

Mr. Reinowski asked for any further discussion on the motion. Being none, he called for a roll call vote.

Ayes: Miller, Militello, Norgrove, Reinowski, Rowe, Ancona, Jaboro, Kopp

Nays: None

Absent: None

Motion Carried.

PZ16-1141 – 7191 Associates LLC

Requesting Rezoning from RM-2 and M-1to M-2 (Heavy Industrial) district – North side of 17 Mile Road, between Van Dyke and Mound Roads in Section 16.

Property Address: 7191 17 Mile Road and 39639 Van Dyke

Mr. Reinowski stated Mr. McLeod received a letter for this case to be withdrawn.

Motion by Rowe, supported by Militello, in the case of PZ16-1141 – 7191 Associates LLC, to rezone from RM-2 and M-1to M-2 (Heavy Industrial) district – North side of 17 Mile Road, between Van Dyke and Mound Roads in Section 16.

Property Address: 7191 17 Mile Road and 39639 Van Dyke

Commission ACCEPTS petitioner's request to WITHDRAW.

Mr. Reinowski asked for any discussion on the motion. Being none, he called for a roll call vote.

Ayes: Rowe, Militello, Ancona, Jaboro, Kopp, Miller, Norgrove, Reinowski

Nays: None

Absent: None

Motion carried to accept petitioner's withdrawal request.

CITIZEN PARTICIPATION

None.

APPROVAL OF MINUTES

Motion by Rowe, supported by Miller, to approve the minutes of April 14, 2106.

Ayes: Rowe, Miller, Militello, Norgrove, Reinowski, Jaboro,
Nays: None
Absent: None
Abstained: Ancona and Kopp – Not present at April 14th meeting
Motion Carried.

CORRESPONDENCE

Mr. Militello listed who the letters were from:

- Rebina Vance, Monica Logan (Kiel), and Rick Bodgua regarding AT&T case.
- Oakland County Michigan Economic Development and Community Affairs highlighting their Master Plan and Economic Services review for Troy, sent by Eileen Dickerson, clerk.
- Michigan Planner

OLD BUSINESS

None.

NEW BUSINESS

Mr. Norgrove stated he would like to extend an invite to Mr. Kollmorgen to attend the appreciation banquet for all the work he has done in the past year on the committee and for past years.

Motion by Norgrove, supported by Miller, to direct the City to invite Mr. Kollmorgen to the appreciation banquet.

Mr. Reinowski asked for any discussion on the motion.

Mr. McLeod stated he will let community relations know.

Ayes: Norgrove, Miller, Reinowski, Rowe, Ancona, Jaboro, Kopp, Militello

Nays: None

Absent: None

Motion carried

Mr. Reinowski asked if there was any other new business.

Mr. McLeod stated at the next Planning Commission meeting, there will be a revised draft of sign ordinance and there will be a public hearing.

MOTION TO ADJOURN

Motion by Jaboro, supported by Militello, to adjourn.

Ayes: Jaboro, Militello, Norgrove, Reinowski, Rowe, Ancona, Kopp

Nays: None

Absent: None

Motion Carried

The meeting adjourned at 10:28 p.m.

Respectfully submitted,

Stefano Militello, Secretary
Planning Commission

G. TIMOTHY MOORE
ANTHONY J. PENNA
JOHN P. RUSSI
TIMOTHY J. HARRINGTON



38600 Van Dyke Avenue, Suite 300, Sterling Heights, MI 48312
Main: (586) 883-6585 • Fax: (586) 883-6468

E-MAIL:
apenna@moorepennalaw.com

April 7, 2015

VIA: HAND DELIVERY

Attn: Don Mende
40555 Utica Road
Sterling Heights, MI 48311-8009

*RE: 39273 Ryan Road, Sterling Heights, MI
Property Located on the East side of Ryan Road between 17 Mile and Nathan Drive*

Dear Mr. Mende:

Enclosed herewith please find the Petition to Amend the Zoning Ordinance for the above referenced property. It is my understanding you already have all the necessary plans. If you need any additional documentation please advise. It is further my understanding at this point you will place this matter on the next available planning commission agenda.

Should you have any questions or require any further information, please contact our office at your convenience.

Very Truly Yours,

MOORE PENNA & ASSOCIATES PLLC

A handwritten signature in blue ink, appearing to read "AJP", is written over the printed name of the sender.

Anthony J. Penna
Attorney at Law

AJP/src
Enclosure(s)

PZ15-1136

DATE: January 22, 2016

APPLICATION FOR SITE PLAN APPROVAL
CITY OF STERLING HEIGHTS

Approval of a site plan is hereby requested for the following parcel of land in the City of Sterling Heights. This application is submitted with the required copies of the site plan and other data as required by the City Zoning Ordinance and outlined in the procedure guide for approval of site plans.

PLEASE PRINT OR TYPE ALL INFORMATION.

1. Proposed development name: ALISA SHOPPING CENTER
2. Parcel address: 3927~~8~~ RYAN
3. Location of property is on the EAST side of RYAN
Road between 17 MILE and NATHAN DRIVE in Section 17

4. The property is presently zoned R-60
5. The total site area is 1.922 acres.
6. Portion of total site area being developed is 100%
7. It is proposed that the following building(s) will be constructed (indicate the number of buildings; whether they will be sold or retained under single ownership; and, if they are to be leased, the period of the lease.

13,500 SQ FT - ONE BUILDING - RETAINED UNDER SINGLE OWNERSHIP -
9 UNITS - ARE TO BE LEASED - 5 YR MIN. LEASE

RECEIVED

JAN 22 2016

STERLING HEIGHTS
BUILDING SERVICES

ENVIRONMENTAL PERMITS CHECKLIST FOR THE
CITY OF STERLING HEIGHTS

This checklist is designed to assist businesses in their efforts to identify and comply with state and county environmental permit requirements. This form is part of the Sterling Heights site plan review application and must be completed prior to site plan review.

The following steps should be followed:

- 1. Review the list of requirements below and check the items which may apply to your business;*
- 2. Contact the appropriate government offices to obtain specific information about permit requirements;*
- 3. Apply for state and county permits and approvals, as necessary for your proposed activity;*
- 4. Return a copy of this form to the Sterling Heights Planning Department indicating the permits you are seeking;*
- 5. Retain a copy for your files.*

This checklist is not a permit application form; businesses are responsible for obtaining information and permit application forms from appropriate government offices. Compliance with applicable county and state requirements is a pre-requisite for site plan approval in Sterling Heights.

-
1. Y Will the project involve the discharge of any type of wastewater to a storm sewer, drain, lake, stream or other surface water?
Contact: Michigan Department of Environmental Quality, Surface Water Quality Division, Livonia District office (734) 953-1431.
 2. Y Will the project involve the discharge of liquids, sludges, wastewater and/or wastewater residuals into or onto the ground?
Contact: Michigan Department of Environmental Quality, Waste Management Division, Livonia District office (734) 953-1430.
 3. Y Will the project or facility store or use hazardous substances, oil or salt? Depending on the type of substance, secondary containment and a Pollution Incident Prevention Plan (or a material storage permit) may be required.
Contact: Michigan Department of Environmental Quality, Waste Management Division, Livonia District office (734) 953-1430 and the Sterling Heights Fire Department (810) 446-2970.
 4. Y Will the facility use underground storage tanks? Existing tanks must be registered with the State of Michigan. Tanks must be installed and operated in accordance with regulations of Sterling Heights and the Michigan State Police Fire Marshal Division.
Contact: Sterling Heights Fire Department (810) 446-2970 and Michigan State Police Fire Marshal Division, Northville District office, (248) 380-1100.
 5. Y Will the facility involve the transport, on-site treatment, storage or disposal of hazardous waste generated in quantities of 1000 kilograms (250 gallons or 2200 pounds) or more per month? If yes, one or more permits may be required.

Will the facility generate between 100 kilograms/month (25 gallons or 220 pounds) and 1000 kilograms/month (250 gallons or 2200 pounds) of hazardous waste? If yes, the facility may be a small quantity generator, subject to federal and state regulations. An EPA identification number should be obtained from the Michigan Department of Natural Resources (special forms are available) and a manifest (shipping paper) should be used to transport waste off-site.

RECEIVED

JAN 22 2016

Contact: Michigan Department of Environmental Quality, Waste Management Division, Livonia District office (734) 953-1430 and the Sterling Heights Fire Department (810) 446-2970.

(Over)

STERLING HEIGHTS
BUILDING SERVICES

6. Y Will the project involve burning, landfilling, transferring or processing any type of solid non-hazardous wastes on-site?
Contact: Michigan Department of Environmental Quality, Waste Management Division, Livonia District office (734) 953-1430.
7. Y Will the project involve the installation, construction, reconstruction, relocation, or alteration of any process or process equipment (including air pollution control equipment) which has the potential to emit air contaminants?
Contact: Michigan Department of Environmental Quality, Air Quality Division, Permit Section, Lansing Central office (517) 373-7087.
8. Y Will the project involve any dredging proposed within 500 feet of a lake, river, stream, creek or ditch?
Contact: Michigan Department of Environmental Quality, Land and Water Management Division, Livonia District office (734) 953-8905.
9. Y Does the project involve any work (dredging, filling, construction) proposed in a river, stream, creek, ditch, wetland or floodplain?
Contact: Michigan Department of Environmental Quality, Land and Water Management Division, Livonia District office (734) 953-8905.
10. Y Will any hazardous chemicals, hazardous wastewater or hazardous waste in any quantity be discharged to the Detroit Wastewater Treatment System? If yes, information may need to be provided to determine if pretreatment requirements apply.
Contact: Sterling Heights Public Works (810) 446-2440.
11. Y Will an on-site wastewater treatment system or septic system be installed? Will seepage be stored on-site prior to off-site disposal.
Contact: For sanitary sewage - Macomb County Environmental Health (810) 469-5236.

For industrial wastewater or more than 10,000 gallons/day of sanitary sewage - Michigan Department of Environmental Quality, Waste Management Division, Livonia District office (734) 953-1430.
12. Y Is this facility (or any facility under your ownership) currently involved in any compliance discussions with the Michigan Department of Natural Resources or the Michigan Attorney General's Office?
Contact: Michigan Department of Environmental Quality, Office of Environmental Enforcement, Lansing Central office (517) 373-3503.
13. Y Is this facility/property (or any facility/property under your ownership) included on the Act 307 Priority List, "Michigan Sites of Environmental Contamination"?
Contact: Michigan Department of Environmental Quality, Environmental Response Division, Lansing Central office (517) 373-8448.

Note: For assistance with permits and approvals from the Michigan Department of Natural Resources, including permit coordination among MDNR divisions, contact the Permit Coordinator, Lansing Central office (517) 335-4235. For general information contact Department of Environmental Quality, Livonia District office (734) 953-8905.

Business Name: **ROBERT J. TOBIN AND ASSOCIATES INC**

Mailing Address: **2201 12 MI - WARREN, MI 48092**

Telephone: **586-619-9639**

Date: **MAR 5, 2015**

**COMMERCIAL RETAIL OCCUPANCY SURVEY FOR
RYAN ROAD BETWEEN 15 MILE & 18 MILE ROAD**

This survey was performed on May 8, 2015 to assess the occupancy of retail shopping centers similar to that proposed by petitioner on Ryan Road between 15 Mile and 18 Mile Road. The results indicate the corners on Ryan Road between 15 Mile and 19 Mile Road are in high demand for retail, evidenced by only approximately 3 vacancies in over 12 commercial retail centers.

The occupancy rate for the surveyed area is nearly 100%. The following is a list of retail commercial centers and their respective occupancy:

SITE LOCATION	OCCUPANCY
FAIRFIELD VILLAGE PLAZA: S.E. Corner of 17 Mile & Ryan Road Antonio's Mannino's Bakery European Hair Design Magic Cleaners Hungry Howies Victorias Garden Florist Starbuzz Smoke Shop Everlasting Imaging Al Reem Jewelry Douglas J. Kardynal Dentistry Shaeffer Chiropractic Center	100%
KATO PLAZA: N.E. Corner of 17 Mile & Ryan Road Buscemis Baghdad Restaurant Sweet & Sweeter Bakery Amir Hair Salon Sterling Heights Fruit Market Baghdad Meat	100%
NUGGET PLAZA: E. of N.E. Corner of 17 Mile & Ryan Road Sahar's Fashions Romance Jewelry Global Services Princess Salon Al Jalia Imported Food Bakery	100%
BRIAR HILL PLAZA: N.W. Corner of 17 Mile & Ryan Road	100%

Tarboosh Café
 AAA Insurance
 Nadia's Boutique
 Sundus Marogy Dentistry
 Grand Slam Baseball Cards
 Halawa Mosul Sweet & Bakery
 Al Rafidain Meats
 Ice Hookah & Tobacco Shop
 Jasmin Mediterranean Grill
 Senan Salon
 The Medicine Shop
 Hanna's Fruit Market

LA STANTA PLAZA: S.W. Corner of 18 Mile & Ryan Road

Sterling Heights 2 Fruit Market
 Dr. Eduardo Reglado Dentist
 Metro PCS
 Maximus Cleaners

100%

18 RYAN PLAZA: S.E. Corner of 18 Mile & Ryan Road

VG's Food Center
 Planet Fitness
 Dollar Tree
 O'Reilly Auto Parts
 Great Clips
 5 Star II Nails
 Dong Sing Chinese Carryout
 Jets Pizza
 Edward Jones
 Genie Mediterranean Grill

100%

36822-36920: S.E. Corner of 16 Mile & Ryan Road

Runway Fashions
 Normandy Optical
 Sally's Fine Jewelry
 Sam's Style Salon
 Al-Waleem Catering Food
 Baghdad Tower Sweets
 Babylon Fruit Market

100%

K&N Café	
RYAN COMMONS: S.W. Corner of 16 Mile & Ryan Road Al Mawal Gammo Jewelry Neel's Hair Salon Red Ribbon Cake Shop Angel's Boutique Ryan Market	100%
HATHERLY COMMONS: N.W. Corner of 15 Mile & Ryan Road Shatila Sweets Café Ishtar Restaurant Hatherly Cleaners Great Expressions Orthodontics Hair Studio Dream Fashion Grinder 2 Hadia Gifts Dream Dollar AW Shoe Repair HTM Accounting & Tax Titan Management Co. Offices We Do It All Computer Services Mama & Babies Boutique & More Town Pediatric St. Rita Family Services All Cities Driving School Helen Flowers Maan Dally Video & Photos	90%
TIMES SQUARE: N.E. Corner of 15 Mile & Ryan Road Tim Hortons Pancho Villa's Hanna's Fruit Market Shish Kabob Instyle Nails Majid's Salon	100%

Chaldean Community Foundation
Meat World
Paris Pastry
Beauty Kingdom
Chanel Fashion
7-Eleven

BEAVER CREEK PLAZA: S.E. Corner of 15 Mile & Ryan Road

Abu Nawas Restaurant
Cloud City Vape
New Dimension Hair Salon
S&V Fashion Boutique
Coin Laundry
Max Deli & Market

100%

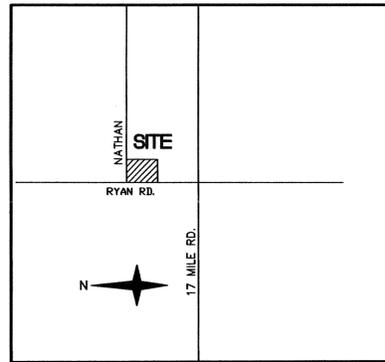
15 RYAN PLAZA: S.E. Corner of 15 Mile & Ryan Road

Gold'n Oven
Shisha Town
Baghdad Restaurant
Samir Meat

100%

This survey was conducted by the office of Anthony J. Penna.





VICINITY MAP
NOT TO SCALE

PLANTING SCHEDULE

SYMBOL	QUAN.	COMMON NAME	BOTANICAL NAME	HEIGHT	CALIPER	SPREAD
NM	24	NORWAY MAPLE	ACER PLATANIDES	8'-0"	2-1/2"	8'-10"
J	12	CREeping JUNIPER	JUNIPERS HORIZONTALS	24"	-	3'-0"
Y	23	DENS JAPANESE YEW	TAXUS MEDIA-DENSIFORMS	24"	-	2'-0"
A	5	AMERICAN ARBORVITAE	THUJA OCCIDENTALS	5'-0"	-	3'-0"
HL	4	HONEY LOCUST	TRICANTHOS INERMIS	8'-10"	-	8'-10"

NOTE: ENTIRE LANDSCAPED AREAS TO BE IRRIGATED

LEGAL DESCRIPTION

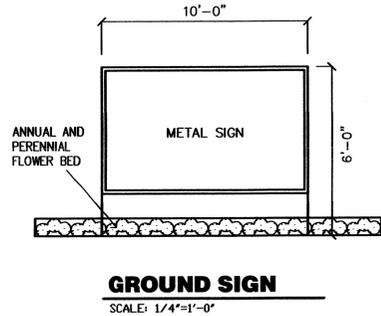
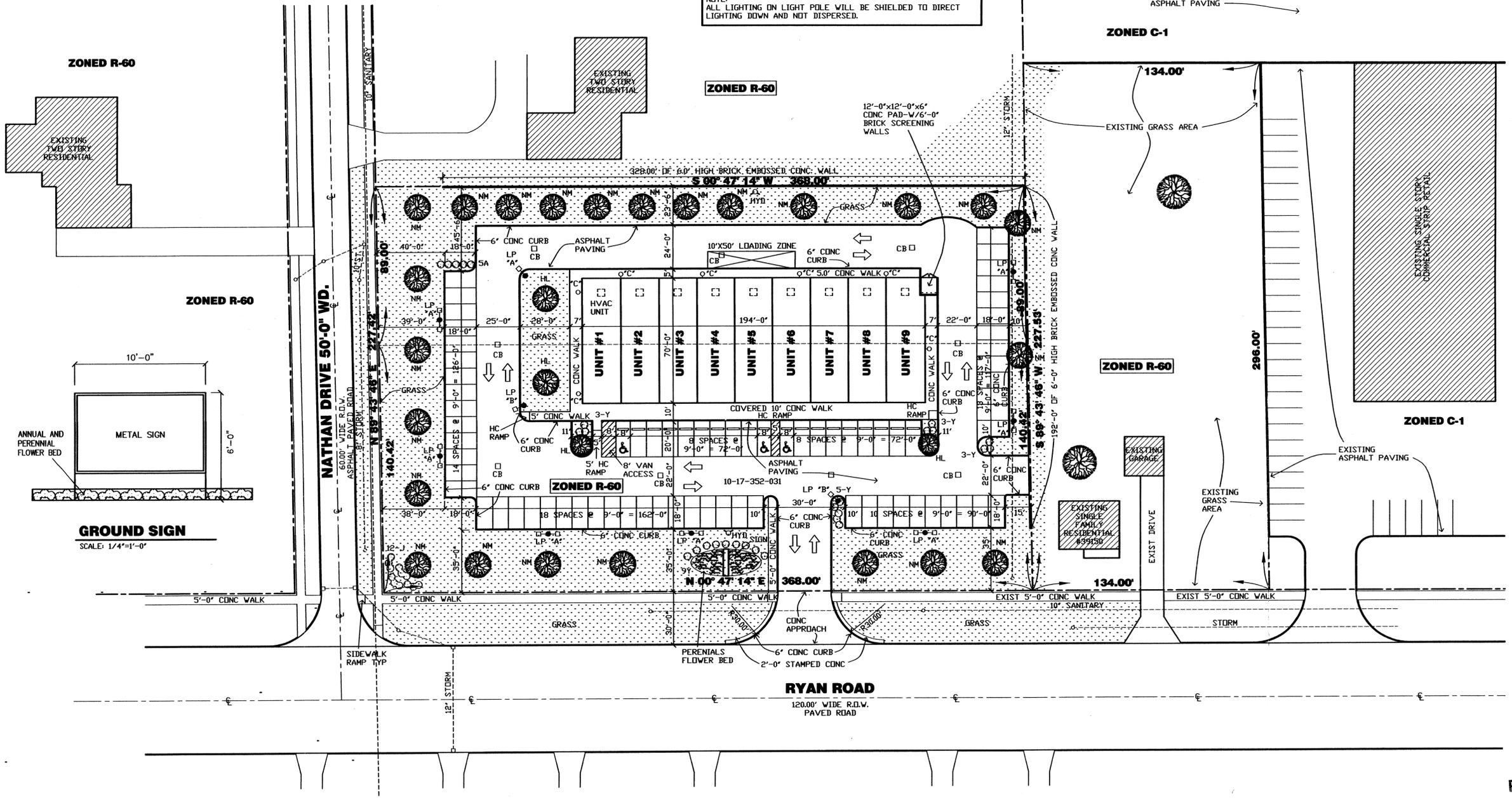
PART OF THE SW 1/4 OF SECTION 17, T2N, R12E CITY OF STERLING HEIGHTS, MACOMB COUNTY, MICHIGAN, DESCRIBED AS: COMMENCING AT THE SOUTHWEST CORNER OF SECTION 17; THENCE N00°47'14"E, 769.00 FEET ALONG THE WEST LINE OF SAID SECTION 17 AND THE CENTERLINE OF RYAN ROAD (120.00 FEET WIDE); THENCE N89°43'44"E, 60.01 FEET ALONG THE SOUTH LINE OF NATHAN DRIVE (50.00 FEET WIDE) TO THE POINT OF BEGINNING; THENCE CONTINUING N89°43'44"E, 227.42 FEET ALONG SOUTH LINE OF SAID NATHAN DRIVE; THENCE S00°46'10"W, 368.00 FEET; THENCE S89°43'44"W, 227.53 FEET; THENCE N00°47'14"E, 368.00 FEET ALONG THE EAST LINE OF RYAN ROAD TO THE POINT OF BEGINNING.

PROPERTY INDEX

SITE SIZE (COMBINED SIZE) 1.922 ACRES
 EXISTING ZONING R-60
 BUILDING SIZE 13,500 SQ. FT.
 BUILDING HEIGHT 25'-0"
 USE GROUP B-BUSINESS
 CONSTRUCTION TYPE 3 B
 PARKING REQUIREMENTS 15,580 SQ. FT.
 13,580 x 90% = 12,222 SQ. FT.
 12,222 + 200 = REQUIRED = 61 SPACES
 PROVIDED = 64 SPACES

NOTE:
 1) ALL LANDSCAPED AREAS SHALL BE AUTOMATICALLY IRRIGATED.
 2) THERE ARE NO EXISTING TREES ON THE SITE.
 3) STORM WATER DETENTION WILL BE REQUIRED ON SITE USING CATCH BASIN.

SIDWELLS: 10-17-352-031 AND 10-17-352-032
 NOTE:
 BUILDING MOUNTED "WALL-PACKS" TO BE FULL CUT OFF FIXTURE ARE DIRECTED STRAIGHT DOWNWARD. LIGHT TRESPASS SHALL NOT EXCEED 2.0 FOOT CANDLES AT PROPERTY LINE.
 NOTE:
 ALL LIGHTING ON LIGHT POLE WILL BE SHIELDED TO DIRECT LIGHTING DOWN AND NOT DISPERSED.



GROUND SIGN
SCALE: 1/4"=1'-0"

DATE	REVISIONS	ITEM

ROBERT J. TOBIN & ASSOC., INC.
 ARCHITECTS • ENGINEERS • PLANNERS
 2201 TWELVE MILE ROAD, WARREN, MICHIGAN 48092
 PHONE: 586.617.6639 FAX: 586.617.9341
 A.I.A.



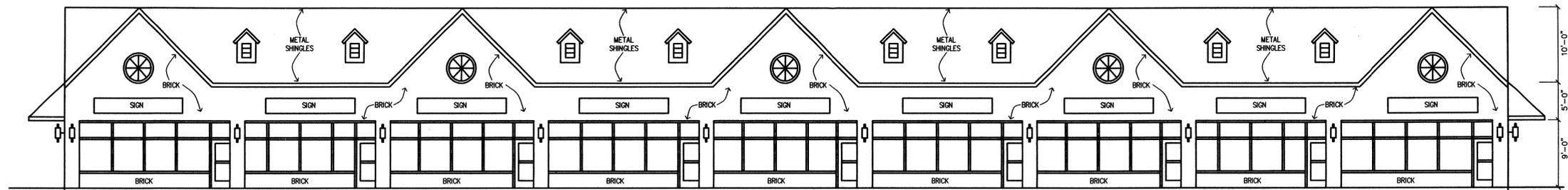
SITE PLAN
PROPOSED SHOPPING PLAZA
39273 RYAN ROAD
STERLING HEIGHTS MICHIGAN

JOB NO. PJT-09-105	DATE: 01.15.16	DRAWN BY: [Signature]	APPROVED BY: R.J.T.
SHEET NUMBER			C1

SITE PLAN
SCALE: 1" = 30'-0"

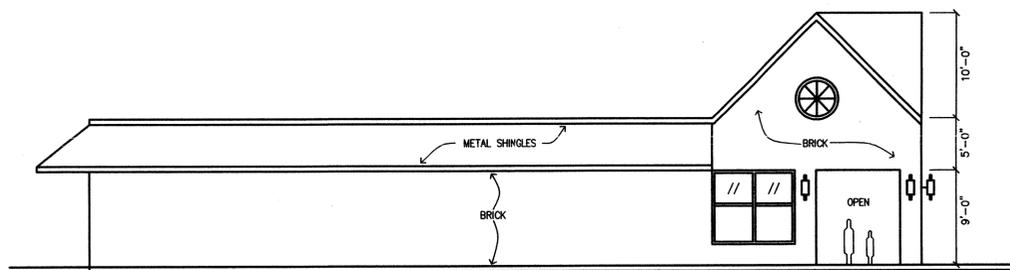
PZ15-1136
 RECEIVED
 JAN 22 2016
 STERLING HEIGHTS BUILDING SERVICES

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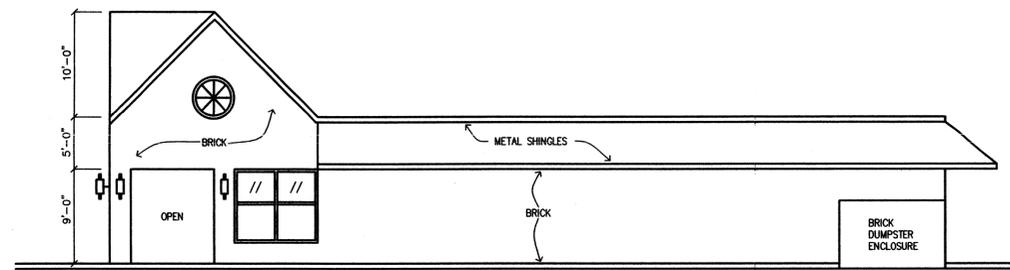
WEST ELEVATION

SCALE: 1/4" = 1'-0"



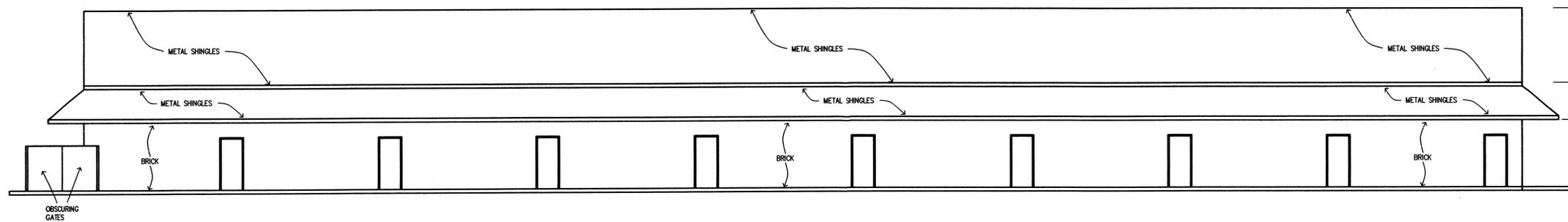
NORTH ELEVATION

SCALE: 1/4" = 1'-0"



SOUTH ELEVATION

SCALE: 1/4" = 1'-0"



EAST ELEVATION

SCALE: 1/4" = 1'-0"

DATE	REVISIONS	ITEM

ROBERT J. TOBIN & ASSOC., INC.
 ARCHITECTS • ENGINEERS • PLANNERS
 2201 TWELVE MILE ROAD, WARREN, MICHIGAN 48092
 PHONE: 386.617.7839 FAX: 386.617.7341
A.I.A.



EXTERIOR ELEVATIONS
PROPOSED SHOPPING PLAZA
39273 RYAN ROAD
STERLING HEIGHTS MICHIGAN

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PZ15-1136
RECEIVED
 JAN 22 2013
 STERLING HEIGHTS BUILDING SERVICES

JOB NO. RJT-09-103	DATE 02.20.14	DRAWN BY 	APPROVED BY R.J.T.
SHEET NUMBER			A1

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: JAYNE DABOZ

Address: 4550 NATHAN WEST

Signature: 

Date: 5/4/16

To: Sterling Heights Planning Commission

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In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: MELVIN HANDICAN

Address: 4769 NATHAN WEST

Signature: Melvin Handican

Date: 5/4/16

To: Sterling Heights Planning Commission

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In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: Bryan Dent

Address: 4733 Nathan W.

Signature: 

Date: 5/4/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: WILLIAM R. GRICE

Address: 4745 NATAN W.

Signature: William R. Grice

Date: 5-4-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

OLEK & BARRARA LAURIN

Address:

4505 NARRAN WEST
STERLING HTS. MI 48310

Signature:



Date:

5-2-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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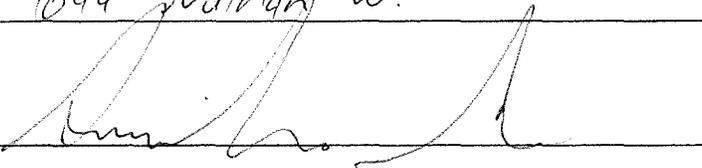
Name:

Sukhwinder Singh

Address:

4099 Nathan W.

Signature:



Date:

5-4-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: ARTHUR GORNEY

Address: 4223 NATHAN W. STERLING Hg7S

Signature: Arthur P. Gorney

Date: 5-4-2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Theresa Frank

Address: 4425 Nathan West

Signature: Theresa Frank

Date: 5-4-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: George Kurzym

Address: 4510 Nathan, Sterling Hts. 48310

Signature: George Kurzym

Date: 05-04-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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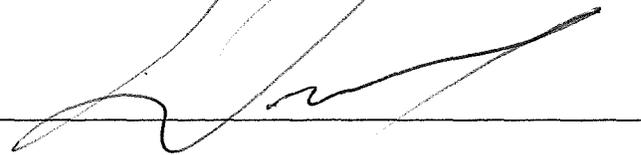
Name:

TIM O'NEILL

Address:

4489 NATHAN W

Signature:



Date:

5-9-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: TERESA BOROWSKI

Address: 4655 NATHAN W

Signature: STERLING HTS MI 48310

Date: 5/4/16.

To: Sterling Heights Planning Commission

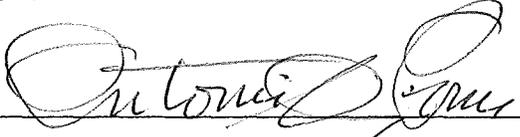
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Name: ANTONIO DITONIA

Address: 4422 Nathan W.

Signature: 

Date: 5-4-2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Gerarda Maiuri

Address: 4668 Nathan W.

Signature: Gerarda Maiuri

Date: May 5, 16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Ann Nordstrom

Address: 4135 Nathan W

Signature: Ann M. Nordstrom

Date: 5-5-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Michael A. DiVito

Address: 4224 Nathan W.

Signature: Michael A. DiVito

Date: 5-5-2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Lynn Potts

Address: 4134 Nathan West, Sterling Hgts, Mi
48310

Signature: Lynn M. Potts

Date: May 5, 2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Wendy Williams

Address: 4242 Nathan W.

Signature: Wendy Williams

Date: 5/5/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: DAVE WHEELER

Address: 4351 NATHAN W

Signature: [Handwritten Signature]

Date: 5-6-2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

IRENE MACIBORSKI

Address:

4515 NATHAN W

Signature:

Irene Maciborski

Date:

5/6/2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: HENRY PALUS

Address: 4206 NATHAN WEST STERLING HTS MI 48310

Signature: Henry M Palus

Date: 5-6-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

John Kujawa

Address:

4315 Nathan W.

Signature:

John S. Kujawa

Date:

5/5/16.

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

RON MACIOCKE

Address:

4350 NATITAN WEST

Signature:

Ron Maciocke

Date:

5/5/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

JOSEPH SEARCELLI

Address:

4247 - NATHAN

Signature:

Joseph Searcelli

Date:

5-5-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: JOANNE SORIE

Address: 4362 Nathan West

Signature: Joanne Sorie

Date: 5/5/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: JEFFREY A. BERG

Address: 4314 NATHAN W.

Signature: Jeffrey A. Berg

Date: 5/5/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: PAUL FONTANA

Address: 4152 NATHAN WEST

Signature: Paul Fontana

Date: 5-7-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: JOHN CRACCHIOLO

Address: 4646 NATHAN W.

Signature: John Cracchiolo

Date: MAY 7/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Kathryne A. Winkler

Address: 4690 Nathan West

Signature: Kathryne A. Winkler

Date: May 7, 2018

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: LAURIE KLEINHANS (VICAN)

Address: 4702 NATHAN W ST. HGTS, MI 48310

Signature: Laurie Kleinhans

Date: 5/7/2016
RK

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Wendy Troutt

Address: 4726 Nathan West

Signature: Wendy Troutt

Date: 5-7-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: HD Sumling

Address: 1721 Nathan W

Signature: HD Sumling

Date: 05/07/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

BARBARA MEZZAPELLE

Address:

4116 NATHAN WEST, ST. HTS. MI 48310

Signature:

Barbara Mezzapelle

Date:

5.7.16

To: Sterling Heights Planning Commission

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Name: JAMES A PROUTACOSTA

Address: 4470 NATHAN WEST, STERLING HEIGHTS, MI 48310

Signature: James A. Proutacosta

Date: 5/9/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Debbie Mitchell
Debbie Mitchell

Address: 4757 Nathan West

Signature: Debbie Mitchell

Date: 5/9/2016

To: Sterling Heights Planning Commission

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Name: CRAIG A. HODGES

Address: 4811 NATHAN W. DRIVE

Signature: 

Date: 5/9/16

To: Sterling Heights Planning Commission

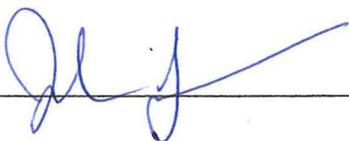
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Name: John Lyons

Address: 4823 NATHAN W

Signature: 

Date: 5-9-14

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Vesna Dimitrievski

Address: 4816 Nathan West,

Signature: Vesna Dimitrievski

Date: 5-9-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Kelly Kremer

Address: 4714 Nathan W Sterling Hts MI 48310

Signature: 

Date: 5/9/16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Beth Slocum

Address: 4685 Nathan W. Dr

Signature: Beth Slocum

Date: 5/9/16

To: Sterling Heights Planning Commission

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Name: Colleen Hydson

Address: 4555 Nathan West

Signature: Colleen Hydson

Date: 5-10-16

To: Sterling Heights Planning Commission

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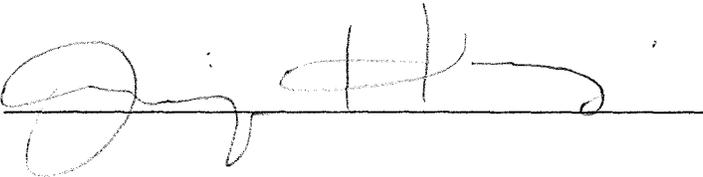
Name:

Jennifer Herms

Address:

4859 Nathan West

Signature:



Date:

5-10-2016

To: Sterling Heights Planning Commission

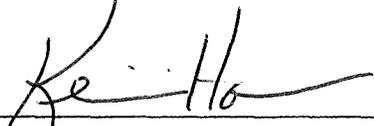
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Name: KEVIN HANSON

Address: 4445 NATHAN WEST

Signature: 

Date: 5-10-16

To: Sterling Heights Planning Commission

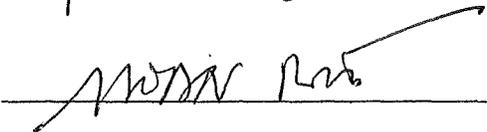
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Name: HOAN C. BUI

Address: 39235 Ryan Rd. Sterling Heights MI, 48310

Signature: 

Date: 5/12/2016.

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: Zavita Borhouka

Address: 

Signature: 39321 RYAN RD

Date: 5-12-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name:

JIM ROHLING

Address:

39460 RYAN RD

Signature:

Jim A Rohling

Date:

5-12-16

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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Name: CLARA LIGOTTI

Address: 39161 RYAN

Signature: Clara Ligotti

Date: 5/12/2016

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

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We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: DINO MARTINELLI

Address: 39380 RYAN RD.

Signature: Dino Martinelli

Date: 5-12-16

To: Sterling Heights Planning Commission

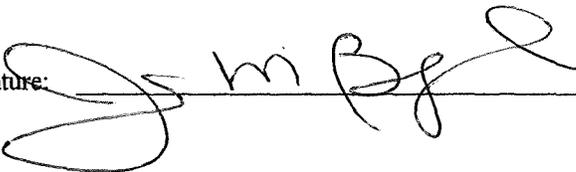
I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: JUDITH Boyle

Address: 39394 Ryan Rd.

Signature: 

Date: 5.12.06

To: Sterling Heights Planning Commission

I am signing this petition in opposition to PZ15-1136, the proposed rezoning of 39272 Ryan Rd. from R-60 (One Family Residential) to C-1 (Local Convenience Business) district.

In a city saturated with strip malls, the best use of this property is residential development, which will enhance our quality of life and home values.

We fear the opposite will happen if this rezoning is approved. With a look to the future, once the first such change is allowed, Sterling Heights will be hard pressed to deny other such requests.

Name: George R Leo

Address: 4446 Nathan

Signature: George R Leo

Date: 5/12/2016

Office of Planning
40555 Utica Road
Sterling Heights, MI 48313

Reference Subject:

STERLING HEIGHTS PLANNING COMMISSION

JUNE 11, 2015

PZ15-1136 – Sam Alisa and May Alisa

Request for Conditional Rezoning from R-60 (One-Family Residential) to C-1 (Local Convenience Business) district - East side of Ryan Road between Seventeen Mile Road and Nathan West in Section 17

Property address: 39272 Ryan Road

To: Don Mende (City Planner),

In Reference to PZ15-1136. I reside at 4362 Nathan West and I do not support this request for commercial zoning in our neighborhood. Please keep Nathan West a residential area. Thank You.

Sincerely,



Chao-Chih Sorice

4362 Nathan West

Sterling Heights, 48310

RECEIVED

JUL 02 2015

STERLING HEIGHTS
BUILDING SERVICES

Donald Mende

From: kgrice [kgrice@wowway.com]
Sent: June 15, 2015 10:06 AM
To: Donald Mende
Subject: Rezoning of property at 17 Mile & Ryan

Sent from my iPad

This is in regard to the rezoning proposed for the property located just north of 17 Mile Road and Ryan Road.

As a resident of Nathan West, I would like this property to remain zoned for residential. Any building or strip stores would just add more traffic to our street. All around the area, there are many empty stores and we would prefer that these fill up before more are planned. Keeping this property residential would also aid in adding students to our schools where the enrollment has been declining.

Thank you,
Bill & Kathy Grice

City of Sterling Heights

City Council

40555 Utica Road

Sterling Heights, Michigan 48311

Cc: Sterling Heights Planning Commission

Sterling Heights Re-Zoning Board

Mayor Michael C. Taylor

To Whom It May Concern:

There was a rezoning meeting, Thursday, June 11, 2015, in front of the planning commission. A couple known as Sam and May Alisa were requesting a conditional rezoning from R-60, (One-Family Residential), to C-1, (Local Convenience Business), district – East side of Ryan Road Between Seventeen Mile Road and Nathan West in Section 17. Property Address: 39272 Ryan Road. There were approximately 20 residents that objected for various reasons.

What is being questioned is as follows:

Why do we need more strip malls in the area?

Currently, there are three strip malls at this intersection containing 39 businesses. Our city is already over developed with strip malls, the majority of which have excessive vacancies.

Do we want more congestion at this intersection? Is added traffic going to be safe for the residents on Nathan West?

The incidences of accidents at the Seventeen Mile and Ryan Road intersection have been on the rise. We are concerned about the expected rise in traffic conflicting with the school bus stop at Nathan West and Ryan Road.

Mr. Alisa failed to do his homework in surveying the area neighbors before making plans for a strip mall. He had claimed 40 or so neighbors and friends were on board with his plan, yet none

attended the meeting. He destroyed a newly remodeled single family brick house This property last sold for \$380,000. He has shown no commitment to our community.

People living adjacent to this property contend with garbage truck pickup as early as 5 a.m. There are noisy air roof conditioners running from a number of businesses operating in the strip malls at this location. We are finding constant trash spewing around residential properties. The smell of rotting and cooked food, in the trash bins, (especially in the summer months), are nauseating. Strip mall's security lights shine into residential homes all night long.

There is property available for sale at Fourteen Mile Road and Ryan that is better suited for such a strip mall. You will find vacancies at Sixteen Mile Road and Van-Dyke, Seventeen Mile Road and Van-Dyke, and Eighteen Mile Road and Van-Dyke. There is commercially zoned land available for sale at Eighteen Mile and Mound and Nineteen Mile Road and Mound.

The area on The North East side of Ryan Road and Seventeen Mile Road needs to stay residential. There are nine newer homes on Seventeen Mile Road and Ryan, there are four new homes on Ryan Road North of Foxhill Drive, there are dozens of homes on Ryan Road Northward of Seventeen Mile Road. There are dozens of homes running North bound from this intersection. Residents on this main road are having no problems buying and selling properties along this corridor.

Surprisingly, Mr. Militello has put forth a motion to approve this rezoning request despite the objections raised at the meeting. The rest of the commission sought instead to table the motion for further discussion. The residents in this area want to keep this area residential.

Thank you

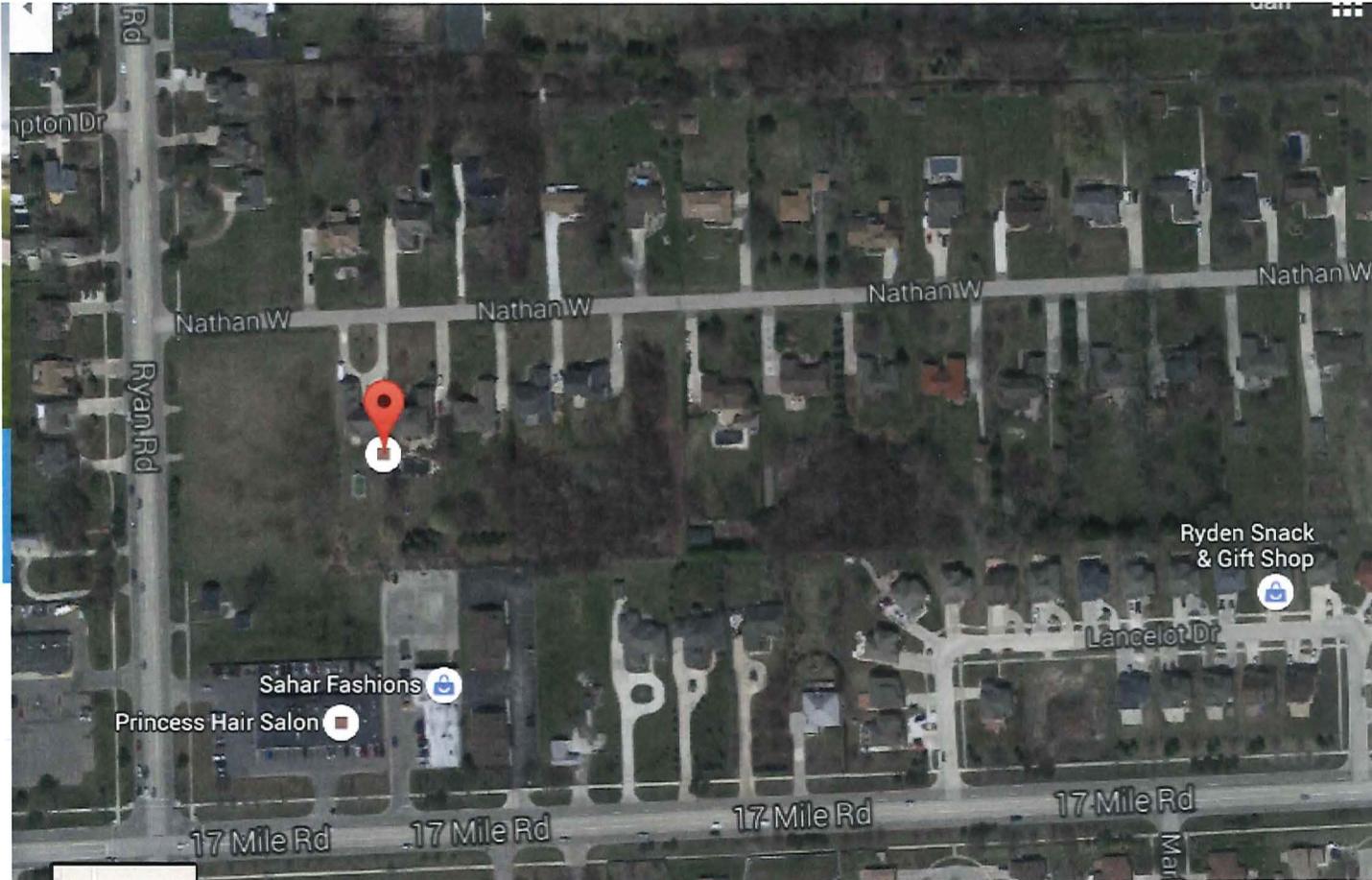
Comments from Residents Dan & Barb Mezzapelle

Case # PZ15-1136

39272 Ryan Road

May 12, 2016

Our property -4116 Nathan W., Sterling Hgts



Analysis Conducted

- By Joseph Hummer, PhD, PE, Professor and Chair, Department of Civil and Environmental Engineering, Wayne State University
 - Internationally Recognized Expert in Traffic Operations and Safety
- Impact on Traffic Operations
 - Peak hour traffic in year 2018 based on SEMCOG data
 - Using *Trip Generation Manual* and *Highway Capacity Software*
- Impact on Safety
 - Peak hour traffic in year 2018 based on SEMCOG data
 - Using *Trip Generation Manual* and *Highway Safety Manual*
 - Calibrated for Michigan Conditions

Traffic Operations Results

- Left Exiting Nathan West with **no shopping center**, 2018, delay calculated 330 seconds per vehicle, level of service F (A through F Scale)
- Left Exiting **shopping center** only, 2018, delay calculated 370 seconds per vehicle, level of service F
- Left Exiting **Nathan West or shopping center**, 2018, delay calculated 760 seconds per vehicle, level of service F

- Since a level of service F is assigned to 50 second delay per vehicle, a 760 delay would be catastrophic to property values on Nathan West and beyond

Safety Results

- Shopping center calculated to cause an average of 2.2 crashes per year as of 2018
- Of 2.2 crashes per year, an average of 0.9 will involve injuries
- Since Ryan Road traffic is increasing every year, expect crashes to increase as well
- With shopping center driveway so close to Nathan West intersection, crashes at intersection will likely increase as well
- Will cause added risk for pedestrians and school bus stop
- Approving this shopping center with the knowledge of increase crashes and injuries will increase liability risk to the city

Conclusion & Recommendation

- Approving this shopping center will cause great harm to my property value as well as my neighbors
 - Delay time turning left onto Ryan Road more than doubles
 - Extra two crashes per year
 - Puts our families in harm's way
- Recommendation is to decline this request

OBJECTION TO: PZ15-1136 – Sam Alisa and May Alisa

Requesting Conditional Rezoning from R-60 (One-Family Residential) to C-1 (Local Convenience Business) district
East side of Ryan Road between Seventeen Mile Road and Nathan West in Section 17.
Property Address: 39272 Ryan Road

Commission Meeting Date: May 12, 2016

Dear Members of the Sterling Heights Planning Commission,

We live at 4152 Nathan West, a few houses from the proposed rezoning site, and are writing to ask that you refuse this request.

Herein are our comments and objections relating to this rezoning request:

- Ryan Road is already a busy and congested road; this additional concentration of traffic and roadside parking will cause traffic problems and create a safety hazard for other motorists.
- The businesses will be very close to our property; this will lead to a loss of privacy and will certainly have an impact on the peaceful enjoyment of our home and neighbor's home.
- Parking will be adjacent to our home causing noise, pollution and dust at all times of the day and night.
- There are already 3 strip malls at the intersection of 17 Mile Rd and Ryan Rd; another strip mall is not needed.

Therefore, we ask that the Planning Commission reject this rezoning request.

Yours Sincerely,



Paul & Donna Fontana

RECEIVED

MAY 11 2016

**STERLING HEIGHTS
BUILDING SERVICES**

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

I am asking for the support of the neighbors for my project. In order to build the project I need to re-zone the property from residential to a commercial use. I want to make the best use for the vacant property and I want that use to make sense to the community. I plan on working in the community for the rest of my life at this location and therefore the community's support is important to me.

If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name:

HOAN C. BUI

Address:

39235 Ryan Rd
Sterling HTS

Signature:

Hoan Bui

Date:

11/16/2012

586-825-3375.

To: Neighbor

From: Sam Alisa/Property Owner

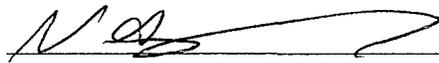
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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Nayam Khamo
Address: 4300 Lancelot
sterling HT's MI 485 to
Signature: 
Date: 11-07-13

(5) 268-3429

June 10, 2015

To Whom it May Concern:

As a resident of Nathan West for the past 27 years, and a resident of Sterling Heights for the past 52 years, my wife and I would like to voice our strongest opposition to the proposed plan to rezone the corner of Nathan West and Ryan from residential to Local Convenience Business in order to build another strip mall.

As you know, the northwest, northeast, and southeast corners of 17 Mile and Ryan are already strip malls filled with neon lights, and the southwest corner is office buildings. We do not need, nor do any of the residents of Nathan want, another strip mall.

Nathan West is one of the unique streets in Sterling Heights because of the size of our lots and the individuality of our homes. As individual home owners we payed 10,000 dollars to have our street paved in blacktop rather than cement, and chose not to have sidewalks for a more aesthetic look. We came as a collective unit to the city council in order that a cellphone tower would not be placed near our homes at 17 Mile and Ryan. The idea of a strip mall at the corner of our street is beyond inappropriate and would definitely alter not only the beauty of the street but the value of our homes.

It was only on Monday of this week that a placard was placed at the corner of Nathan and Ryan. We are very disappointed in the amount of time given to us residents for the notification of this plan. My wife and I will be unavailable to attend the planning board meeting, and did not have enough time to change our schedules. This letter is to put into writing our opposition to this plan. Please feel free to read it at the meeting on June 11, 2015.

Again, we are urging a "no" vote on Thursday to any plan to change this area from residential. We ask you all to consider the residents of Nathan West and the surrounding neighborhoods. Please vote as if the decision would be directly affecting you or your family member.

Thank you for your consideration in this very important matter.

Sincerely,


Jeffrey and Annette Berg



June 9, 2015

City of Sterling Heights

Office of City Development

This letter is in regards to a proposed rezoning variance for the area of Ryan Road between Nathan West and 17 Mile Rd. We are residents of Nathan West and have been for over 30 years and have seen a lot of development in this city during those years. However, to change this parcel of land zoned residential to business would definitely not be in the favor of any residents on this street. We are speaking for ourselves but are sure most people who live on our street would agree about the increase in traffic, we already have a lot of speeding on our street and feel that would increase too. There is a noise concern too with increased traffic and concern about trash generated from a business establishment. We currently have culverts and are constantly removing bottles and other trash with normal residential traffic down our street. Also, our street is used by school buses and the increased traffic would only add to the burden. We also wonder if property values would be affected? In conclusion, we are very opposed to changing this zoning from residential to business.

We are unable to physically be present for this meeting; hence this letter is being emailed to Mr. Donald Mende to be submitted on our behalf during this important meeting. Please keep the residents' concerns in mind when making your decisions.

George Kurzym

4510 Nathan West Dr.

Cynthia Kurzym

4510 Nathan West Dr.

Donald Mende

From: Barbara Scarcelli [barbiedoll1938@gmail.com]
Sent: June 10, 2015 3:22 PM
To: Donald Mende
Subject: ATTN: Mr. Ben Ancona, Secretary of Planning Comm.

Dear Mr. Ancona: I am writing in regards to the June 11th meeting concerning the rezoning of property listed as: 39272 Ryan Rd. between 17 Mile and Nathan West... I am AGAINST the rezoning from (One-Family Residential) to C-1 (Local Convenience Business) district... When my husband and I bought our property on Nathan West almost 29 years ago it was because of the acreage and privacy it afforded us. NOW because of ONE family's "issues" their original (one-family residential - R-60) is UP for REZONING.... Well, Mr. Ancona, I know I am only one of MANY residents on Nathan West who oppose this rezoning request... I cannot think of any plausible reason why OUR "peaceful existence" has to come to an end.....I wonder where Mr. & Mrs. Alisa live and if they have a Strip-Mall in their backyard.....OR better still, would they like one..... My final plea is for you, Mr. Ancona, and the rest of the Planning Commission: Close eyes and picture your home existing on Nathan West.....

Thank

you,
Scarcelli
S.H.

Mrs. Barbara
4247 Nathan West -
June 10th, 2015 @3:11 p.m.

Donald Mende

From: Wendy Sammut [wasammut@sbcglobal.net]
Sent: June 11, 2015 9:56 AM
To: Donald Mende
Subject: Zoning residential to commercial

To within it may concern:

I am a resident of Nathan W and also a business owner in Sterling Heights, regarding the rezoning of property on Ryan north of 17 Mile Rd. I do not feel it should be changed, it will greatly affect my property value and will also bring unwanted traffic on my street. Please consider my opinion in your decision making.

Wendy Sammut
4742 Nathan W
Sterling Heights, MI 48310

Sent from my iPad

Donald Mende

From: William Sammut [wsammut@circleeng.com]
Sent: June 11, 2015 1:46 PM
To: Donald Mende
Subject: Rayn & Nathan West

I understand at Ryan and Nathan West they are wanting to re-zone it. I live at 4742 Nathan West and own/work at 5495 Gatewood Dr. Sterling Heights. I do not feel we need to put up any more buildings that'll be empty, there are enough empty ones in Sterling Heights now that need to be filled before we allow the building of more, as in the one they have been building for the last 4 or 5 years at Mound and Gatewood.....

Thank you....

William (Billy) Sammut
5495 Gatewood Dr.
Sterling Heights, MI. 48310
586-978-8120 ext. 104
wsammut@circleeng.com



This email has been checked for viruses by Avast antivirus software.
www.avast.com

Donald Mende

From: Oleh Lawrin [olawrin@yahoo.com]
Sent: June 11, 2015 5:11 PM
To: Donald Mende
Subject: Proposed land rezoning: Nathan West/Ryan Road

Good Afternoon, Mr. Mende,

We are writing this email in regards to our concerns dealing with the proposed rezoning of the property on the corner of Nathan West and Ryan Road. We are opposed to reclassifying the land from residential to commercial zoning. The corner of 17 Mile and Ryan already has five existing strip malls with approximately 45 businesses making travel extremely busy and hazardous on 17 Mile and Ryan, which is directly related to the surge of accidents at this intersection. Now a sixth strip mall is proposed with it's exit leading directly into Nathan West posing an increased hazard for all of our children, pedestrians, runners, and bicyclists riding our streets. We have no sidewalks on Nathan West thereby forcing all of us to walk the street. With the proposed new strip mall traffic will definitely exponentially increase auto traffic on our street posing a great hazard to all the residents here. We purchased the land on Nathan West and built a home with the expectations that this street will remain residential. My wife and I **STRONGLY** object to the rezoning and hope that the land will be used for other residential uses.

Unfortunately, due to prior commitments, we are unable to attend this evening's meeting. We are hoping you consider our concerns in this matter.

Sincerely,

Dr. Oleh Lawrin and
Mrs. Barbara Lawrin

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

I am asking for the support of the neighbors for my project. In order to build the project I need to re-zone the property from residential to a commercial use. I want to make the best use for the vacant property and I want that use to make sense to the community. I plan on working in the community for the rest of my life at this location and therefore the community's support is important to me.

If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

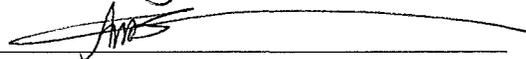
Name:

Ammar Louis

Address:

3923 17 mile Rd
Sterling Hts MI, 48310

Signature:



Date:

11/7/2013

586-879-5245

To: Neighbor

From: Sam Alisa/Property Owner

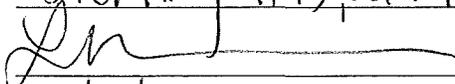
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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Lauren Basso
Address: 3927 17 Mile Rd
Sterling Hts, IL 148310
Signature: 
Date: 11/7/2013
(580) 977-3333

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name:

HARRY BARASH

Address:

3959 17 Mile Rd.

Sterling Height, MI 48310

Signature:

[Handwritten Signature]

Date:

11-7-2013

586 722-7891

Daddy's pizza

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Thamir Kada
Address: 4675 N. 17 Mile Rd
Sterling Hts MI 48310
Signature: 
Date: 11-7-2013
(886) 914-0779

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Iklas Yousif
Address: 4484 Lance lot
Sterling hts
Signature: Iklas Yousif
Date: 11-07-13

(586) 268-7774

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Daljit Kaur Gill
Address: 4099 Nathan west
Sterling Heights, MI 48310
Signature: Daljit Kaur Gill
Date: 11-7-13
586-264-4465

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Saldan Israel
Address: 3963 17 Mile
Sterling Heights
Signature: Saldan Israel
Date: 11-7-2013

586-838-4434

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Amir Khusni
Address: 4063 17 mile Rd
Sterling Heights
Signature: Amir Khusni
Date: 11-6-2013

386-264 7772

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: SuHa Nasso
Address: 4916 LaFayette Lot DR
Sterling Heights
Signature: [Handwritten Signature]
Date: 11-7-13

248-227-8346

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Raad TOURIA
Address: 4425 CARLE LOT D
STERLING HEIGHTS MICH 4836
Signature: Raad TOURIA
Date: 11/7/2013

(866) 703.4369

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Ryan McKee

Address: 43418 Lancelot

Stirling Heights, MI, 48310

Signature: B

Date: 11-7-13

(586) 978-3882

To: Neighbor

From: Sam Alisa/Property Owner

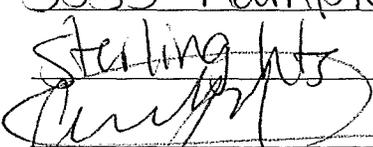
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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Amy Yousif
Address: 3855 hampton rd
Sterling Hts Mi 48310
Signature: 
Date: 11-7-13

(586) 840-7465

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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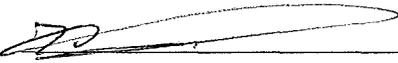
Sincerely,

Sam Alisa

Name: Zarina Bactouken

Address: 39321 Ryan Rd

sterling Hts mi 48316

Signature: 

Date: 11-7-2013

586-698-2329

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Boshra Gorieal
Address: 3821 17 mile
Sterling Heights
Signature: Boshra
Date: 11-7-2013

586-883-7704

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Ruby Garcia
Address: 39249 Ryan Rd, Sterling Heights
Sterling Heights
Signature: 
Date: 11/7/13
586-443-8484

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: RAAD ANKAWI
Address: 3955 17 MILE
STERLING HTS, 48310
Signature: Raad Ankawi
Date: 11/7/2013

586 795-4480

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: CHAD REISS
Address: 3967 17 MILE ROAD
Stedley Heights
Signature: Chad Reiss
Date: 11-6-13

586 977-5771

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Bashar Hanna
Address: 3999 17 mail rd
Sterling Heights
Signature: Bashar Hanna
Date: 11/7/13

586 825 6400

To: Neighbor

From: Sam Alisa/Property Owner

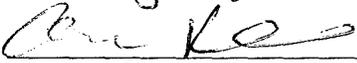
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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Image Sun
Address: 3983 17 mile Rd
Stirling Heights MI 48310
Signature: 
Date: 11 17
586-826-9515

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: The Medicine Shoppe 51
Address: 3979 17 Mile Rd.
Sterling Heights
Signature: [Handwritten Signature]
Date: 11-7-13

586-268-6266

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Susanne Kaur
Address: 4409 Laurel St
Spalding High 91148320
Signature: Susanne
Date: 11/7/13

586 446-4688

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Senan Butris
Address: 3975 17 mile rd
sterling heights, Mi 48310
Signature: 
Date: 11/7/13

586,219 = 1641

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Hekmat Mansour
Address: 4436 Lancelot
Sterling Heights 84310
Signature: Hekmat Mansour
Date: 11-7-2013
586-819 6964

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Ramzy Al Saegh
Address: 4393 LANCELOT
STRIKILL MDR
Signature: Ramzy Al Saegh
Date: 11-7-13
586-604-7917

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: HASSAN Abbouid

Address: 4553 LENCELOT

Signature: 

Date: 11-7-2013

586-344-8484

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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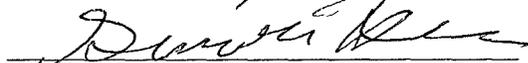
If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Samira Hernandez

Address: 4537 Laurel Dr
Sterling Heights MI 48310

Signature: 

Date: 11/7/2013

586 792 8945

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Mohamad Fawaz

Address: 4521 Lancelot Dr.
Sterling Hts, 48310

Signature: 

Date: 11-7-13
586-264-2440

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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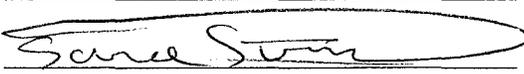
If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Sam Alisa

Address: 4505

Signature: 

Date: 11-07-13

586-795-2182

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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Sincerely,

Sam Alisa

Name: Alban Gjokaj
Address: 4457 Lancelot Dr
Sterling Heights, MI 48310
Signature: Alban Gjokaj
Date: 11/7/13
1(586) 873-6463

To: Neighbor

From: Sam Alisa/Property Owner

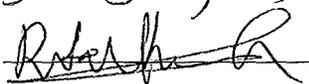
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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Rita Kasmi'Kha
Address: 4441 Lancelot Dr
Sterling Heights MI 48310
Signature: 
Date: 11-7-13
248 838-8633

To: Neighbor

From: Sam Alisa/Property Owner

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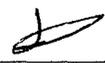
If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Janet kasmi kha

Address: 4473 Laneclot

Signature: 

Date: 11-7-13

586-264-2090

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: MOUNDIK KADY

Address: 3698
Stenting Heights

Signature: 

Date: 11-14-13

586-983 8308

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: BEHAR LUMANI
Address: 4568 LANCELOT RD Sterling Heights
MI 48310
Signature: Behar Lumani
Date: 11-07-2013

cel 586 883 1274.

To: Neighbor

From: Sam Alisa/Property Owner

By way of introduction, I am the owner of the vacant property located at 39272 Ryan Road (Ryan Road & Nathan Drive). Therefore, I am your neighbor. The reason for this memo is I want to put my neighbors on notice of my proposed plans with the vacant property. I am planning on building a shopping center plaza. I currently am a barber and my wife is a florist, therefore we want to relocate our operations in the new plaza.

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Sincerely,

Sam Alisa

Name: DINO S. MARTINELLI
Dino S. Martinelli

Address: 3938 RYAN
STERLING HEIGHT, MI. 48310

Signature: Dino S. Martinelli
Dino S. Martinelli

Date: 11-7-13

586-747-3737

To: Neighbor

From: Sam Alisa/Property Owner

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If you support my re-zoning please acknowledge your support by signing this petition below.

Sincerely,

Sam Alisa

Name: Vian Kona
Address: 39487 Ryan AD
Sterling Heights MI 48310
Signature: Vian Kona
Date: 11-14-2013

586-883-6013

house phone



**Business of the City Council
Sterling Heights, Michigan**

Delivered OCT 13, 2016

City Clerk's Use
Item No: 3 A-H
Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: Consent Agenda

Submitted By: Office of the City Clerk

Contact Person/Telephone: Mark Carufel, 446-2421

Administration (initial as applicable)

Attachments

- | | | |
|---|-------------------------------------|-----------------------------------|
| <input type="checkbox"/> City Clerk | <input type="checkbox"/> Resolution | <input type="checkbox"/> Minutes |
| <input type="checkbox"/> Finance & Budget Director | <input type="checkbox"/> Ordinance | <input type="checkbox"/> Plan/Map |
| <input type="checkbox"/> City Attorney (as to legal form) | <input type="checkbox"/> Contract | <input type="checkbox"/> Other |
| <input type="checkbox"/> City Manager | | |

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Suggested Action:

MOVED BY:

SECONDED BY:

- 3. A. Approval of Minutes
Regular Meeting of October 4, 2016**
- B. Approval of Bills**
- C. To award a bid for the installation of new scoreboards at L.W. Baumgartner Park (Total cost of \$34,644).**
- D. To award a bid for the printing of the City of Sterling Heights Magazine (Estimated annual expenditure of \$35,100).**
- E. To award a bid for the purchase of long guns for the Sterling Heights Police Patrol Rifle Program at unit prices bid (No cost – 100% reimbursement through the Patrol Rifle Purchase Program).**
- F. To set a public hearing to consider the application and concept plan submitted by Maple Lane Holdings LLC for a Planned Unit Development on 288 acres situated north of 14 Mile Road, west of Maple Lane Road, PPCM-1161.**

- G. To approve a Cost Sharing Agreement between the Macomb County Department of Roads, City of Sterling Heights, and City of Warren for purposes of securing federal grants for the reconstruction of Mound Road from I-696 to M-59 (City of Sterling Heights cost share in the amount of \$50,000).**

- H. To adopt a resolution authorizing Official Statement and Continuing Disclosure Undertakings by City officials for refunding of Macomb Interceptor Drainage District Drain Bonds, Series 2010A, Limited Tax General Obligation.**

*Delivered October 13, 2016
Agenda Item 3-A
Meeting: 10/18/16*

UNOFFICIAL MINUTES

CITY OF STERLING HEIGHTS

MINUTES OF REGULAR MEETING OF CITY COUNCIL

TUESDAY, OCTOBER 4, 2016

IN CITY HALL

Mayor Michael C. Taylor called the meeting to order at 7:30 p.m.

Mayor Taylor led the Pledge of Allegiance to the Flag and Mark Carufel, City Clerk, gave the Invocation.

Council Members present at roll call: Deanna Koski, Joseph V. Romano, Maria G. Schmidt, Nate Shannon, Doug Skrzyniarz, Michael C. Taylor, Barbara A. Ziarko.

Also Present: Mark Vanderpool, City Manager; Marc D. Kaszubski, City Attorney; Mark Carufel, City Clerk; Carol Sobosky, Recording Secretary.

APPROVAL OF AGENDA

Moved by Koski, seconded by Romano, to approve the Agenda as presented.

Yes: All. The motion carried.

REPORT FROM CITY MANAGER

Mr. Vanderpool reported that City Hall will be closed on October 10th, 2016 for an in-service training day for the staff. The closure will have no effect on refuse collection.

Mr. Vanderpool reminded that the City Ordinance prohibits the raking of leaves into the streets, and those who do risk being cited a violation. He stated the leaves must go into paper bags or containers that have “Yard Waste” stickers on them.

Mr. Vanderpool reported that, according to the Federal Bureau of Investigations (FBI) Crime Statistics Report, Sterling Heights remains one of the safest communities in the state with populations over 100,000. He stated that the City of Sterling Heights experienced 26 percent less property crimes and 38 percent less violent crimes than the national average of cities with populations over 100,000. He thanked the Police Chief and the entire Police Department for their great work, and also the great community support from businesses and residents.

Mr. Vanderpool reported an exciting investment occurring in Sterling Heights with the announcement on July 26th, 2016 of a \$1.48 billion investment by FCA USA LLC at the Sterling Heights Assembly Plant (SHAP) to produce the next-generation RAM 1500 pickup truck beginning in 2018. This announcement marks nearly \$3 billion that FCA US has invested in Sterling Heights since 2011. He stated that last week, FCA announced it will create 700 new jobs at the SHAP. He focused on the importance of 700 new jobs and referred to a report in Crain’s Detroit Business that was produced by the Center for Automotive Research (CAR), which touched on how one manufacturing job turns into seven and an illustration of why manufacturing in this country is so important to the quality of life in cities across the country. He made a brief presentation

showing that for each new worker hired by an auto maker, seven new jobs are created, including new auto jobs, parts suppliers, construction jobs, retail jobs, professional service jobs, and more. When looking at the economic impact of the 4,600 employees at the Sterling Heights Stamping Plant and Sterling Heights Assembly Plant, multiplied by an average salary of \$35,000, that equates to a \$161 million economic impact. When that figure is multiplied by the seven new jobs created for each of those jobs at an average annual salary of \$20,000, it amounts to over \$600 million in economic impact, not only to Sterling Heights but all of the surrounding communities. Mr. Vanderpool calculated that the 700 new jobs alone will result in an economic impact of over \$122 million. He explained this does not include the taxes they pay, and FCA US is still the largest taxpayer in the City, paying a total of \$2.2 million in taxes to the City, plus approximately another \$4 million to the county and schools. Mr. Vanderpool stated that Ford Motor Company also has two facilities in the city, and the same mathematical equation can be used for their economic impact.

Mr. Vanderpool reported that the City now has a new exciting SmartPhone mobile app allowing residents to process and retrieve information from any location.

Ms. Bridget Doyle, Community Relations Director, explained the new SmartPhone app, "Sterling Fix-it", powered by SeeClickFix, which enables the opportunity to provide follow-up information back to the resident. This app, which is available through the "App Store", allows residents to see

their issues move forward to completion and encourages citizen involvement. Ms. Doyle reviewed the features of the app, and explained that anyone using the app can register and log in, or they can remain anonymous, although she encouraged residents to provide their email address so they can receive follow-up. She stated that, for those who do not have SmartPhones, this same feature is available on the City's website. Ms. Doyle stated this program provides great analytics for the City as to what information they receive. She concluded by stating that the City will soon be announcing "Sterling Connect", which is another app that will help residents to stay connected to the City.

Mr. Vanderpool thanked Ms. Doyle and Mr. Steve Deon, I.T. Director, for their hard work in putting this together. He stated that on November 1st, they will be announcing their new online app, which is an expansion of their on-demand service for snow-clearing.

Mr. Vanderpool stated that he and the City Attorney are requesting a Closed Session to convene at the conclusion of tonight's meeting for the purpose of discussing strategy involving pending litigation.

PRESENTATION

Mr. Gary Isom, Chairperson of the Beautification Commission, stated he is proud to present the 2016 Beautification Awards to those who go above and beyond in beautifying their properties in Sterling Heights, making this City a more beautiful place to live, work and play. Over the last five months, they have received nominations for over 40 properties, and out of those, they selected those that had "the wow factor" when seen from the curb.

They were selected based on aesthetics, beauty and artistic use of color, and the award categories include commercial properties, multiple-family properties, churches and schools, and single-family residential. He added the “Best of the Best” will be honored in each of those categories. He introduced the Beautification Commissioners, and thanked them for their hard work. Those selected for awards include:

Commercial: DiSanto Travel Center, Mercury Promotions

Multi-Family: Aberdeen Gardens, Arden Courts Memory Care Community, Laurel Valley Apartments, Oakmont Sterling, Shoal Creek Apartments, and Washington Square Homeowners.

Churches & Schools: St. Jane Frances de Chantal, Grissom Middle School

Residential: Allam Residence (42112 MacRae), Jody Boehmer (37433 Clubhouse), Team Bronson (36239 Melbourne), Hoyt & Nancy Bush (12520 Raleigh), Edward Carroll (11336 Village), Joe & Sandy DeGeorge (38235 Sleigh), Gary & Lisa Gallant (40262 Sugar Springs), Linda & Lorenzo Howard (34401 Amsterdam), Beverly McQuade (11125 Grenada), Kim McQuade (43243 Chardonnay), (Kenneth & Barbara Milczynski (3251 Leason), Seana Moulliet (41215 Fieldview), Chuck Nay (8811 Clinton River), Karen Regan (13214 Grand Haven),

Mike Saleh (14909 Liri), Mary Sanciminno-Polakowski, & Benjamin, Maria and Tina (35615 Rainbow), William & Gwendolyn Schoeb (33148 Monticello), Sarah Scott (36659 Adele), Mary Shamo (4448 Kelly), Adrian Shehu (42247 Sycamore), Kevin & Diane Smith (4429 Kelly), Arthur & Margaret Stinson (14615 Lakeshore), Rick & Gail Straughen (14267 Lakeshore), John & Geraldine Tuharsky (2507 Pall Mall), Michelle VanArman (35475 Dearing), and Joe & Pat Wagner (8459 Leslie).

The “Best of the Best” include the following:

Commercial: Subway (Metro Parkway & Van Dyke)

Multi-Family: Nottingham Cove Condominiums/ Joseph Jovanovich

Churches & Schools: St. Michael’s Catholic Community

Residential: Tony Pogota (39134 Poinciana)

Mr. Isom thanked everyone for attending tonight’s award presentations, and thanked Eckert’s Greenhouse for providing each of the nominees with a \$25 gift certificate.

Moved by Romano, seconded by Schmidt, **RESOLVED**, to individually and collectively recognize the 2016 Beautification Award winners and thank them for the dedication and effort in making their properties, neighborhoods and the City of Sterling Heights a more beautiful place to live, work and play.

Mayor Pro-Tem Romano recognized the time, hard work and money put into making these properties beautiful. He said these awards are the City's small way of expressing their appreciation for what these residents and business owners do to make the City a better place.

Mayor Taylor echoed Mayor Pro-Tem Romano's sentiments, adding the City appreciates when people go above and beyond. These beautiful yards increase property values and make it nice for everyone.

The meeting recessed at 8:05 p.m. and reconvened at 8:12 p.m.

Ms. Tammy Turgeon, Library Director, reported on a very generous donation of \$2,000 from Mr. Edward Piet to the Ann Marie Given International Language Collection to purchase books in multiple languages including Arabic, Chinese, Polish, Spanish, Urdu and Vietnamese. She explained these books will provide increased access to various language materials for all residents. She stated this collection, started in 2002, is named after Mr. Piet's late wife. She explained the library's Memorial and Honor Book program, and stated that although Mr. Piet could not be present this evening, she wanted to honor him for donating over \$20,000 to the collection over the years. She stated he has gone above and beyond in support of the library and meeting the needs of the community.

Moved by Schmidt, seconded by Ziarko, **RESOLVED**, to acknowledge and accept the donation by Edward Piet of \$2,000 to the Sterling Heights Public Library to acquire materials for the Ann Marie Given International Language Collection.

Councilwoman Schmidt stated that Mr. Piet has donated over \$27,000 to this collection over the last 15 years. She thanked him for his generosity.

Councilwoman Ziarko stated that Mr. Piet was a City of Sterling Heights employee, and continues to give back to the community in which he worked. She thanked him for his generosity.

Yes: All. The motion carried.

Ms. Tammy Turgeon, along with members of the Friends of the Library Board, honored Mr. Donald Schinzing for his years of service to the Sterling Heights Public Library from 1990 through 2015, many of those years serving as Chairperson. She outlined many of the accomplishments of the Library Board during those years.

Ms. Kathy Monak, President of the Friends of the Library, stated the Friends of the Library is a volunteer non-profit organization started in 1976 dedicated to enhancing and improving library service for the community. She commended Mr. Schinzing for his enthusiasm and all he has done, and stated the Friends of the Library would like to present him with a lifetime membership to the Friends of the Library.

Mr. Donald Schinzing thanked everyone, adding that he is humbled by this recognition.

Moved by Ziarko, seconded by Schmidt, **RESOLVED**, to acknowledge and thank Donald Schinzing for his distinguished service to the Sterling Heights Public Library and recognize him as a recipient of a Lifetime Membership in the Friends of the Library, and she summarized many of his accomplishments.

Councilwoman Ziarko stated she often sees Mr. Schinzing working on his vintage John Deere tractor while taking her walks, and she expressed her appreciation for all he has done in his service to the Library Board.

Mayor Taylor stated he has been close friends with Mr. Schinzing over the years, and he appreciated everything Mr. Schinzing has done for him. He commended him for being a model citizen.

Yes: All. The motion carried.

PUBLIC HEARING

1. Mr. Luke Bonner, Senior Economic Development Advisor, explained the request. He stated the staff recommendation is for a 12-year exemption, and pointed out that of the qualified real property investment in the amount of \$72,300,000, the majority will happen at the former paint facility which was closed under the previous expansion and investment in SHAP. He informed that the total tax savings over that 12-year period is approximately \$23,311,350, and \$6,587,600 of that is in city taxes. He stated this is a tax freeze, so the commercial parcels receiving the investment will have their taxable value frozen for twelve years, at which time it will return to the tax rolls.

Mayor Taylor opened the public hearing.

Mr. Joe Judnick – opposed to tax abatements because of loss of tax revenue for the city, county, schools and roads; questioned whether 700 positions are new or brought from Dodge Main.

Mayor Taylor closed the public hearing.

Moved by Ziarko, seconded by Taylor, **RESOLVED**, to adopt the Resolution approving the application by FCA US, LLC, for an Industrial Facilities Tax Exemption Certificate at 38111 Van Dyke Avenue for a period of twelve years in accordance with the guidelines established by City Council and the Mayor and City Clerk are hereby authorized to sign, as applicable, all documents required in conjunction with this approval.

Councilwoman Ziarko stated there is no way she can say no to something that is the best decision for the community. She added Chrysler is an “economic miracle” to the city, considering this site would have been sitting vacant several years ago. She clarified the truck is coming from Warren Truck and not Dodge Main. She was not sure how Chrysler will bring in the 700 jobs, but that is their decision. She stated it is very unusual for a big company like Chrysler to list the number of jobs they will be bringing in. She stated her husband was a 35-year Chrysler employee and she is aware of the investment their company made in Sterling Heights and Macomb County over the years. They provide the residents with income, and she wished them the best in this expansion.

Mayor Taylor understood Mr. Judnick’s valid concerns, but stated they have to look at the whole picture. Chrysler had many different options and Sterling Heights was only one of many North American plants in the running for this expansion, including Belvedere, Illinois, Ohio and Mexico. It took a lot of stakeholders to provide attractive incentives in order to keep them in Sterling Heights. Mayor Taylor stated he does not look at what the City is losing, but rather what they are gaining and saving. He would like to

be able to give millions of dollars in tax breaks to some of the smaller businesses but they would be foolish not to look at FCA and do what they can to keep the jobs in this city. He stated it is a success story for all involved, including city administration, stakeholders and all of the residents of the county.

Councilman Skrzyniarz thanked Mr. Bonner and the entire team for putting this together.

Yes: All. The motion carried.

RESOLUTION

A resolution of the Sterling Heights City Council approving the application by FCA USA LLC for an Industrial Facilities Exemption Certificate for a Rehabilitation Facility.

Minutes of the regular meeting of the City Council of Sterling Heights, Michigan, held on the 4th day of October, 2016, at the City Hall, 40555 Utica Road, in Sterling Heights, Michigan, at 7:30 p.m.:

PRESENT: Koski, Romano, Schmidt, Shannon, Skrzyniarz, Taylor, Ziarko

ABSENT: None

The following preamble and resolution were offered by Ziarko and supported by Taylor.

WHEREAS, pursuant to P.A. 198 of 1974, M.C.L. 207.551 et seq., after a duly noticed public hearing held on September 6th, 2016, the City Council established by resolution a Plant Rehabilitation District (PRD); and,

WHEREAS, Applicant has filed an application for an Industrial Facilities Exemption Certificate with respect to a rehabilitation facility to be installed within the PRD; and,

WHEREAS, before acting on said application, the City Council of Sterling Heights held a public hearing on October 4th, 2016, at 40555 Utica Road, in Sterling Heights, MI at 7:30 pm, at which hearing Applicant, the Assessor and a representative of the affected taxing units were given written notice and were afforded an opportunity to be heard on said application; and,

WHEREAS, construction of the facility and installation of new machinery and equipment had not begun earlier than six (6) months before August 11th, 2016 the date of acceptance of the application for the Industrial Facilities Exemption Certificate; and,

WHEREAS, completion of the facility is calculated to and will at the time of issuance of the certificate have the reasonable likelihood to retain, create or prevent the loss of employment in the City of Sterling Heights and

WHEREAS, the aggregate SEV of real and personal property exempt from ad valorem taxes with the City of Sterling Heights, after granting this certificate, exceeds 5% of an amount equal to the sum of the SEV of the unit, plus the SEV of personal and real property thus exempted.

NOW, THEREFORE,

BE IT RESOLVED that:

1. The City Council finds and determines that the granting of the Industrial Facilities Exemption Certificate considered together with the aggregate amount of certificates previously granted and currently in force under Act No. 198 of the Public Acts of 1974, shall not have the effect of substantially impeding the operation of the city of Sterling Heights, or impairing the financial soundness of a taxing unit which levies ad valorem property taxes in the city of Sterling Heights.

2. The application by FCA US LLC for an Industrial Facilities Exemption Certificate is hereby approved with respect to a Rehabilitation Facility on the following described parcel of real property situated within the Plant Rehabilitation District, to wit:

LEGAL DESCRIPTION

PARCEL A (Part of Parcel No. 10-21-400-012)

A parcel of land located in the Southeast 1/4 of Section 21, Town 2 North, Range 12 East, City of Sterling Heights, Macomb County, Michigan, being part of Parcel No. 10-21-400-012 and more particularly described as:

Commencing at the Southeast corner of said Section 21; thence along the south line of said Section 21, also being the centerline of 16 Mile Road (60 foot half width), S89°20'50"W, 666.00 feet; thence N00°06'00"E, 60.01 feet to the north line of 16 Mile Road and the Point of Beginning; thence along said north line, S89°20'50"W, 1461.55 feet to the east line of Parcel No. 10-21-400-009; thence along said east parcel line, N00°08'30"E, 600.00 feet; thence along the north line of said parcel, S89°20'50"W, 490.00 feet to the east line of Michigan Central Railroad; thence along said east line, N00°08'30"E, 1937.33 feet; thence N89°55'11"E, 2500.51 feet to the west line of Van Dyke Avenue (variable width); thence along said west line the following three (3) courses:

- 1) S00°00'40"E, 422.13 feet;
- 2) N89°59'20"E, 6.00 feet and
- 3) S00°00'40"E, 1820.06 feet to the north line of Parcel No. 10-21-400-010;

thence along said north line, and the north lines of Parcel No. 10-21-400-006 and 10-21-400-002, S89°20'50"W, 561.24 feet to the west line of Parcel 400-002; thence along said west line, S00°07'24"W, 270.01 feet to the aforementioned north line of 16 Mile Road and the Point of Beginning. Containing 135.186 acres of land, more or less.

3. The Industrial Facilities Exemption Certificate when issued shall be and remain in force for a period of 12 years after completion.

AYES: Ziarko, Taylor, Koski, Romano, Schmidt, Shannon, Skrzyniarz

NAYS: None

RESOLUTION DECLARED ADOPTED.

I hereby certify that the foregoing constitutes a true and complete copy of a resolution adopted by the City Council of Sterling Heights, County of Macomb, Michigan, at a regular meeting held the 4th day of October, 2016.

Mark Carufel, City Clerk

2. Mr. Luke Bonner explained the project, also known as Mitchell Plastics. He stated the staff recommendation is for a 12-year tax abatement, adding they are proposing 122 new jobs on location. He informed that the total city tax abatement over the 12-year period is approximately \$455,550, which means the city also collects the same amount of taxes for the 12-year period. The school tax abatement is \$826,400, which means the school is collecting the same amount, for a total tax abatement of 1.6 million over the 12 years. He invited Mr. Hayes to talk about the project, noting it was a competitive process and there were other locations being considered.

Mr. Dennis Hayes, Director of U.S. Operations for Mitchell Plastics, explained the company was founded in 1987 and their primary manufacturing is plastic injection molding, decorating and assembly.

They supply interior products exclusively to the automotive industry. Their company has five manufacturing plants with locations in Canada, Indiana, Alabama and Mexico. They have over 2,000 current employees and this was a selection process because they had alternatives, including locations in Indiana and west of Toronto. He added they could have made the components in those locations and leased a distribution center, but instead, they selected Michigan, which is their first plant in this state. This location places them close to their customers and allows for consolidation with their sales and engineering offices, and balances their footprint in North America. They will produce a lot of the interior parts for the Dodge Ram truck that will be made at SHAP, including the center console. Mr. Hayes stated their company's investment of over \$20 million on this project is substantial, considering the land acquisition, the new building construction and purchase of new equipment. The plant construction has started and is due for completion in Spring 2017. They anticipate hiring between 120 and 150 employees of all levels, and the hiring phase has started. They are happy to be in Sterling Heights, noting the depth of manufacturing talent and industrial resources, as well as a perfect location. He also noted that the support of the City has been outstanding.

Mayor Taylor opened the public hearing.

Ms. Jazmine Early - inquired how many of those jobs will be granted to Sterling Heights residents.

Mr. Joe Judnick - opposed to tax abatements; thanked Mr. Hayes for selecting Sterling Heights; cost-saving for company because it involves shipping parts two miles instead of from Toronto; concerned about lost tax revenue.

Mayor Taylor closed the public hearing.

Moved by Schmidt, seconded by Ziarko, **RESOLVED**, to adopt the Resolution approving the application by Ultra Manufacturing (USA), Inc. for an Industrial Facilities Tax Exemption Certificate at 7191 17 Mile Road for a period of 12 years in accordance with the guidelines established by City Council and the Mayor and City Clerk are hereby authorized to sign, as applicable, all documents required in conjunction with this approval.

Councilwoman Schmidt stated the addition of 122 jobs is exactly what they were talking about earlier in the meeting about how the increase of jobs affects the entire community. She pointed out the 700 jobs that will be brought in by FCA has now created the need for 122 more jobs with this company. She was pleased that they selected the City of Sterling Heights in which to locate, noting they could have made the decision to stay in Toronto. She inquired as to the impact the tax abatements had on their decision to locate in Sterling Heights.

Mr. Hayes replied that was one of the key considerations for their company. He stated it is not easy to acquire land, design and construct a new building, purchase new equipment and re-staff, so they balanced some of the incentives, customer service and the footprint and the resources of the community.

Councilwoman Schmidt thanked them for their investment in this community and looked forward to having them as a corporate neighbor.

Councilman Shannon clarified that this is not a zero net gain of tax revenue, and over the 12 years, the City will still receive an increase in taxes of about \$455,000, so there are still new taxes coming in.

Mayor Pro-Tem Romano addressed the question of whether this company will hire Sterling Heights residents, and he was confident Mr. Hayes will hire those individuals who are qualified, and he hoped those qualified will come from Sterling Heights.

Mayor Taylor welcomed Mitchell Plastics to the City of Sterling Heights and wished them well. He stated this is located on the former Sunnybrook Golf Course, so there have been a lot of “twists and turns” getting to this point. He appreciated their patience and dedication to Sterling Heights.

Yes: All. The motion carried.

RESOLUTION

A resolution of the Sterling Heights City Council approving the application by Ultra Manufacturing (USA), Inc. for an Industrial Facilities Exemption Certificate for a New Facility.

Minutes of the regular meeting of the City Council of Sterling Heights, Michigan, held on the 4th day of October, 2016, at the City Hall, 40555 Utica Road, in Sterling Heights, Michigan, at 7:30 p.m.:

PRESENT: Koski, Romano, Schmidt, Shannon, Skrzyniarz, Taylor, Ziarko

ABSENT: None

The following preamble and resolution were offered by Schmidt and supported by Ziarko.

WHEREAS, pursuant to P.A. 198 of 1974, M.C.L. 207.551 et seq., after a duly noticed public hearing held on September 6th, 2016, the City Council established by resolution an Industrial Development District (IDD); and,

WHEREAS, Ultra Manufacturing (USA), Inc. (Applicant) has filed an application for an Industrial Facilities Exemption Certificate with respect to a new facility to be installed within the IDD; and,

WHEREAS, before acting on said application, the City Council of Sterling Heights held a public hearing on October 4th, 2016, at 40555 Utica Road, in Sterling Heights, MI at 7:30 pm, at which hearing Applicant, the Assessor and a representative of the affected taxing units were given written notice and were afforded an opportunity to be heard on said application; and,

WHEREAS, construction of the new facility and installation of new machinery and equipment had not begun earlier than six (6) months before August 23, 2016, being the date of acceptance of the application for the Industrial Facilities Exemption Certificate; and,

WHEREAS, completion of the new facility is calculated to and will at the time of issuance of the certificate have the reasonable likelihood to retain, create or prevent the loss of employment in the City of Sterling Heights and

WHEREAS, the aggregate SEV of real and personal property exempt from ad valorem taxes with the City of Sterling Heights, after granting this certificate, exceeds 5% of an amount equal to the sum of the SEV of the unit, plus the SEV of personal and real property thus exempted.

NOW, THEREFORE,

BE IT RESOLVED that:

1. The City Council finds and determines that the granting of the Industrial Facilities Exemption Certificate considered together with the aggregate amount of certificates previously granted and currently in force under Act No. 198 of the Public Acts of 1974, shall not have the effect of substantially impeding the operation of the city of Sterling Heights, or impairing the financial soundness of a taxing unit which levies ad valorem property taxes in the city of Sterling Heights.

2. The application by Ultra Manufacturing (USA), Inc. for an Industrial Facilities Exemption Certificate is hereby approved with respect to a New Facility on the following described parcel of real property situated within the Industrial Development District, to wit:

LEGAL DESCRIPTION

PARCEL A (Part of Parcel No. 10-21-400-012)

A parcel of land located in the Southeast 1/4 of Section 21, Town 2 North, Range 12 East, City of Sterling Heights, Macomb County, Michigan, being part of Parcel No. 10-21-400-012 and more particularly described as:

Commencing at the Southeast corner of said Section 21; thence along the south line of said Section 21, also being the centerline of 16 Mile Road (60 foot half width), S89°20'50"W, 666.00 feet; thence N00°06'00"E, 60.01 feet to the north line of 16 Mile Road and the Point of Beginning; thence along said north line, S89°20'50"W, 1461.55 feet to the east line of Parcel No. 10-21-400-009; thence along said east parcel line, N00°08'30"E, 600.00 feet; thence along the north line of said parcel, S89°20'50"W, 490.00 feet to the east line of Michigan Central Railroad; thence along said east line, N00°08'30"E, 1937.33 feet; thence N89°55'11"E, 2500.51 feet to the west line of Van Dyke Avenue (variable width);thence along said west line the following three (3) courses:1) S00°00'40"E, 422.13 feet; 2) N89°59'20"E, 6.00 feet and 3) S00°00'40"E, 1820.06 feet to the north line of Parcel No. 10-21-400-010;thence along said north line, and the north lines of Parcel No. 10-21-400-006 and 10-21-400-002, S89°20'50"W, 561.24 feet to the west line of Parcel 400-002; thence along said west line, S00°07'24"W, 270.01 feet to the aforementioned north line of 16 Mile Road and the Point of Beginning. Containing 135.186 acres of land, more or less.

3. The Industrial Facilities Exemption Certificate when issued shall be and remain in force for a period of 12 years after completion.

AYES: Schmidt, Ziarko, Koski, Romano, Shannon, Skrzyniarz, Taylor

NAYS: None

RESOLUTION DECLARED ADOPTED.

I hereby certify that the foregoing constitutes a true and complete copy of a resolution adopted by the City Council of Sterling Heights, County of Macomb, Michigan, at a regular meeting held the 4th day of October, 2016.

Mark Carufel, City Clerk

3. Mr. Luke Bonner stated that Ring Screw, more commonly known as Acument Global Technologies, is located on 18 Mile Road. He has been working with them for a long time, and this is based on their qualified investment in real property of \$3,068,053. They intend to hire one full time position at the start, with the possibility of hiring up to five if this works. It is an 8-year tax abatement, and over that term, the City's tax abatement is \$11,648 and the school tax abatement is \$21,129, for a total tax abatement

of \$41,217. The other 50% of that goes to the city, the school and the other taxing jurisdictions. Mr. Bonner added these are both examples of foreign direct investment that is coming into the community from outside of the United States.

Mr. John Clark explained they are investing \$3 million in an add-on of a highly automated heat treat line to their existing facility. He stated Ring Screw LLC has been located in Sterling Heights for many years, and they have worked well with the city over the years. This is their largest facility in Michigan and they moved their corporate headquarters here from Troy. He stated they had several options for locations, including Indiana, but they are committed to remaining in Sterling Heights.

Mayor Taylor opened the public hearing.

Mr. Joe Judnick - opposed to all tax abatements; would not move for \$5,000 a year; Three tax abatements tonight total \$24 mil in lost tax revenue.

Mr. Bonner explained a lot happens behind the scenes and it takes a long time to put these packages together. He pointed out in all three requests tonight, there were other options for the companies. When the companies commit to this type of investment, they want to know what support they will be receiving from the community. Mr. Bonner felt there is a time and a place for tax abatements and tax incentives, and it is all part of trying to make these projects happen. Whenever they offer applied incentives, they have guidelines on how to support the investment they are making. He

stressed they have to remain competitive because the competition is very real between other communities.

Mr. Giulio Russo – more selective in tax abatements; help smaller companies, many of whom have been in the community for a long time; concern over emissions from plastic injection mold plant.

Mayor Taylor closed the public hearing.

Moved by Skrzyniarz, seconded by Ziarko, **RESOLVED**, to adopt the Resolution approving Ring Screw, LLC for an Industrial Facilities Tax Exemption Certificate at 6125 18 Mile Road for a period of 8 years in accordance with the guidelines established by City Council and the Mayor and City Clerk are hereby authorized to sign, as applicable, all documents required in conjunction with this approval.

Councilman Skrzyniarz inquired as to the City's gain in terms of tax revenue.

Mr. Bonner replied that the city tax for Ring Screw is \$11,648, which is the same amount that was abated. For Ultra Manufacturing, the City gains \$455,550 over a 12-year period, which is the same amount that was abated. He explained that for FCA US, they establish a Plant Rehabilitation District, where the values of those properties are frozen for 12 years to accommodate the investment. In this case, the real property investment is \$72 million, with \$6,587,600 being the tax dollars that are not realized because the values are artificially frozen over the 12 years. He replied the city tax revenue for those three projects over twelve years is approximately \$460,000. When those lapse, the new tax dollars go to the taxing

jurisdictions, so the City is not losing any money. He stated there are six years left on the tax abatement for the Chrysler 200 investment at the paint and body shop, and once it expires, those taxes will return to the taxing jurisdictions.

Councilman Skryniarz stated that this is a very complicated, competitive process, and he is pleased that Ring Screw is making this investment. He stated the most important thing to him in his position as a public servant is good-paying jobs. Without them, it is difficult to raise a family, send children to college, and the cycle continues. He felt what occurred tonight is exciting for the entire City, and he is proud to be a part of it. He thanked Ring Screw for their continued investment in this community.

Councilwoman Ziarko agreed it is a competitive market, and if there are no incentives, companies will go elsewhere, and home values will go down if there is no business. As far as the environmental impact of a plastics company, she felt there are many guidelines set in place as to what can go out into the air. She requested that Mr. Bonner provide some information on the environmental impact of the air quality as a result of plastic companies. She stated the guidelines for these tax abatements are set up by the State, and businesses are entitled to this. If they are willing to remain in Sterling Heights, she expressed her willingness to keep them here, adding that it is all about the jobs.

Councilwoman Koski inquired as to how the abatement is handled for the schools and whether they are reimbursed since this is a state-sponsored program.

Mr. Bonner replied the local school tax, which is 18 mils, is eligible to be abated under Public Act 198 guidelines. He informed that the State of Michigan has a school aid fund in place to make sure that the “per pupil” funding the school receives is there.

Councilman Shannon stated these are the rules of doing business in Michigan, and if the City were to take a position against tax abatements, these companies would go elsewhere. He explained the \$24 million, which was a figure given earlier as the amount that will be “lost” through tax abatements, did not exist and will not exist because if there is no incentive, the businesses will not come here. He stated he does not look at it like the City is losing \$24 million, but he looks at it as the City creating over \$1 billion in economic impact.

Mayor Taylor thanked Mr. Clark and Ring Screw LLC for their long-term investment in Sterling Heights. He stated this is a small company and he was pleased to see this. He explained that he is not sure whether or not tax abatements are the best option, but it is an avenue offered to business owners, and it is very competitive.

Yes: All. The motion carried.

RESOLUTION

A resolution of the Sterling Heights City Council approving the application by Ring Screw, LLC for an Industrial Facilities Exemption Certificate for a New Facility.

Minutes of the regular meeting of the City Council of Sterling Heights, Michigan, held on the 4th day of October, 2016, at the City Hall, 40555 Utica Road, in Sterling Heights, Michigan, at 7:30 p.m.:

PRESENT: Koski, Romano, Schmidt, Shannon, Skrzyniarz, Taylor, Ziarko

ABSENT: None

The following preamble and resolution were offered by Skrzyniarz and supported by Ziarko.

WHEREAS, pursuant to P.A. 198 of 1974, M.C.L. 207.551 et seq., after a duly noticed public hearing held on October 4, 1994, the City Council established by resolution an Industrial Development District (IDD); and,

WHEREAS, Ring Screw, LLC (Applicant) has filed an application for an Industrial Facilities Exemption Certificate with respect to a new facility to be installed within the IDD; and,

WHEREAS, before acting on said application, the City Council of Sterling Heights held a public hearing on October 4th, 2016, at 40555 Utica Road, in Sterling Heights, MI at 7:30 pm, at which hearing Applicant, the Assessor and a representative of the affected taxing units were given written notice and were afforded an opportunity to be heard on said application; and,

WHEREAS, construction of the new facility had not begun earlier than six (6) months before August 11, 2016, being the date of acceptance of the application for the Industrial Facilities Exemption Certificate; and,

WHEREAS, completion of the new facility is calculated to and will at the time of issuance of the certificate have the reasonable likelihood to retain, create or prevent the loss of employment in the City of Sterling Heights and

WHEREAS, the aggregate SEV of real and personal property exempt from ad valorem taxes with the City of Sterling Heights, after granting this certificate, exceeds 5% of an amount equal to the sum of the SEV of the unit, plus the SEV of personal and real property thus exempted.

NOW, THEREFORE,

BE IT RESOLVED that:

1. The City Council finds and determines that the granting of the Industrial Facilities Exemption Certificate considered together with the aggregate amount of certificates previously granted and currently in force under Act No. 198 of the Public Acts of 1974, shall not have the effect of substantially impeding the operation of the city of Sterling Heights, or impairing the financial soundness of a taxing unit which levies ad valorem property taxes in the city of Sterling Heights.

2. The application by Ring Screw, LLC for an Industrial Facilities Exemption Certificate is hereby approved with respect to a New Facility on the following described parcel of real property situated within the Industrial Development District, to wit:

LEGAL DESCRIPTION

T2N,R12E,SEC. 9: COMM AT SW COR SEC. 9: TH E 502.0 FT ALG S SEC LINE (C/L 18 MILE RD) TO POB; TH N01*04'00"E 997.35 FT; TH ALG PLUMBROOK DRAIN S61*45'03"E 96.03 FT; & S65*47'08"E 96.19 FT; & S56*05'22"E 149.49 FT; & S81*28'32"E 118.55 FT; & S15*50'25"E 61.88 FT; & S64*56'17"E 349.76 FT; & S52*08'14"E 74.62 FT; TH LVG SD DRAIN S01*10'20"W 36.16 FT; TH WEST 217.42 FT; TH S01*10'20"W 521.77 FT; TH WEST 595.98 FT ALG S SEC LINE TO POB EXC S 60' FOR ROAD ROW. COMB FROM 1009300012 & 027 FOR 1995

3. The Industrial Facilities Exemption Certificate when issued shall be and remain in force for a period of 8 years after completion.

AYES: Skrzyniarz, Ziarko, Koski, Romano, Schmidt, Shannon, Taylor

NAYS: None

RESOLUTION DECLARED ADOPTED.

I hereby certify that the foregoing constitutes a true and complete copy of a resolution adopted by the City Council of Sterling Heights, County of Macomb, Michigan, at a regular meeting held the 4th day of October, 2016.

Mark Carufel, City Clerk

ORDINANCE ADOPTION

4. Mr. Chris McLeod, City Planner, stated this was introduced at the last meeting. He briefly reviewed the ordinance and its benefits. He estimated that 98% of existing businesses would not be affected and would therefore have no additional cost. About 2% are non-compliant, and there is a “sunset clause” that would allow them the opportunity to come into compliance with the current ordinance by July 1, 2017. He explained that is not considered an added cost for those companies because they already supposed to be in compliance. For those who are not in compliance by that date, the new ordinance would kick in and it would then be determined on a case-by-case basis. He mentioned the question was raised at the last meeting as to how

much this new ordinance will cost business owners. He stated they selected recent case examples of both new development and redevelopment to compare the costs of meeting the current ordinance requirements versus meeting the requirements of this proposed ordinance, and in each case, it only resulted in an increase of 0.2%. Mr. McLeod mentioned other communities that have similar ordinances, including Shelby Township, Washington Township, Auburn Hills, Troy, Rochester, Canton Township, the City of Novi, and Pittsfield Township. He presented slides of businesses that are in compliance, such as AGM Corporation, the Subway on Van Dyke, the new shopping center on the west side of Van Dyke, north of Metro Parkway, and the Bank of America on Van Dyke. He also showed slides of businesses that are not in compliance.

Mr. Juli Sala, a resident on Dickson – is a civil engineer and first impression of the proposed ordinance is sticker shock for new and existing businesses; questioned what triggers this ordinance for existing sites; could not see that existing businesses can accommodate additional landscaping; anticipated everything will need waiver for existing businesses; did not feel the a site should be non-compliant if it meets ordinances in place at time of development; questioned whether small change to a site plan for an existing business will require entire site to be brought into compliance.

Mayor Taylor stated they will ask Mr. McLeod and Mr. Andrews to respond to some of these questions, and he recommended Mr. Sala contact Mr.

McLeod if he has more concerns or questions. He added that even if the ordinance passes, they can always make amendments.

Mr. Sala - in support of an ordinance like this but felt it needs some minor changes.

Mr. Giulio Russo - not against the ordinance but thinks it needs some “tweaking”; hoped requirement for more trees and shrubs will not result in obstructed views; confident new developments will comply; some properties throughout the city look bad so an ordinance is needed; hoped there will be continued work on this.

Moved by Skrzyniarz, seconded by Taylor, **RESOLVED**, to adopt the ordinance amending Articles 23, 24, 27, 28 and 31 of Zoning Ordinance No. 278 to upgrade the landscaping and site improvement standards for nonresidential properties and developments within the City.

Councilman Skrzyniarz requested that Mr. McLeod respond to some of the questions from the residents.

Mr. McLeod reiterated if a site is in compliance, this ordinance will not affect them. If their site is modified in the future as far as building or parking lot expansion, they will be looking at it on a case-by-case basis. He cited the example of the ordinance requiring a brick building. If someone with an older non-brick building is proposing a slight addition, the City may not make them tear down their existing building so that it can be reconstructed with bricks. He stated the new ordinance calls for one tree for every five parking spaces, whereas the current ordinance requires one tree for every six parking spaces, which is not a huge increase, but it follows the

overall intent to increase the tree canopy within the city. If an existing development is proposing a large addition, the city will try to encourage compliance with the new ordinance as much as possible. He stated it will be determined on a case-by-case basis, and part of their site plan process is to assess the impact of the driveway or parking lot islands in terms of the proposed landscaping to make sure views are not blocked.

Councilman Skrzyniarz understood this ordinance is a tool they can use, and he inquired as to the process if someone is not happy with this requirement and wants to appeal.

Mr. McLeod replied the ordinance is designed to provide flexibility in a mainly built-out community. It allows the developer or business owner to accomplish things in many ways, and there is a site plan review process. He explained if there is a challenge to a decision, the legal remedy is to go before the Zoning Board of Appeals. He assured he has no problem looking at what is realistic, and stated this ordinance provides that flexibility but still drives the community toward compliance.

Councilman Skrzyniarz stated the presentation was good and his questions were answered. He added that it is apparent when driving through a community that has standards like this, and they are the more desirable communities in which to live and work. He inquired as to how this ordinance will affect FCA and Mitchell Plastics.

Mr. McLeod replied that Mitchell Plastics stepped up to the table and said they would do whatever the city requires of them. He stated they possibly have one of the most landscaped industrial sites in the entire area. They

have agreed to be a model, and he was confident they will set the tone for not only Sterling Park but the entire city. He stated he worked with Acument to increase their landscaping. They have some limitations on what they could do on their current site but they were more than willing to step up. He stated the cost for a rebuild site is relatively nominal.

Councilman Skrzyniarz thanked Mr. McLeod for all of his hard work on putting this together.

Councilman Shannon inquired as to whether the concerns raised by Mr. Sala were valid.

Mr. McLeod replied that existing sites will always be on a case-by-case basis. He added that developers become uneasy when there is an unknown. He was confident that the ordinance sets the expectations but also offers flexibility. He encouraged developers to come in with a concept plan.

Councilman Shannon stated he is uncomfortable with the “case-by-case basis” but added it is acceptable to him if those are the industry standards.

Mr. McLeod explained that an ordinance cannot be written to address every situation. He clarified that the small, already-established sites are where the case-by-case basis comes in. He stated they will not make a business owner tear up an entire parking lot to put in irrigation, but there may be easy solutions, such as putting a parking lot island near the greenbelt, where it would not be too difficult to add the irrigation.

Councilman Shannon stated as long as there is a mechanism in the ordinance to take it on a case-by-case basis, he is ok with it.

Councilwoman Schmidt is pleased with the “tweaks” and she likes the fact that the existing businesses, as long as they comply with current ordinance requirements, do not have to come into compliance with the new ordinance. She inquired as to whether they will fine those businesses that are still not compliant by next July.

Mr. McLeod replied one method of enforcement is ticketing. Another alternative may be for the Department of Public Works to put in the landscaping and charge the owner. That determination can be made by Ordinance Enforcement as they go forward. He compared it to the enforcement of any other ordinance provision, adding that the City has always been aggressive in enforcement.

Councilwoman Schmidt presented a hypothetical scenario of Mr. Russo wanting to add five parking spaces to the back of his parking lot, and inquired as to whether he would be required to plan an additional tree, and if so, would it have to be in the back.

Mr. McLeod stated they would want the trees in the area the parking is expanded but he pointed out this is where the flexibility comes in. If no one uses the back and a tree in that area would be useless, they can consider Mr. Russo’s request to add the tree to the front.

Councilwoman Schmidt stated she understands the City is willing to work with business owners to help bring them into compliance or close to compliance. She cautioned about trees in parking lots and along ingress/egress areas so as not to block the views of motorists. She stated she

is in favor of the ordinance and appreciated the hard work that went into its preparation.

Mayor Pro-Tem Romano inquired as to the recourse they have in a dispute.

Mr. Clark Andrews, Attorney, replied that anyone who is unhappy with administration's decision can request a review of that administrative decision and the Zoning Board of Appeals, upon proof of just cause, has the authority to overrule that decision should they request a variance. Mr. Andrews stated they have tried to build flexibility into the ordinance, and he added that Mr. McLeod is very practical; however, if something is not spelled out in the ordinance, it is extremely difficult to enforce.

Mr. Romano could not see the reason for a new ordinance if it only addresses 2% of the properties in the City, because that 2% has the ability to comply with the old ordinance. He liked some of the specifications in the new ordinance, such as the requiring bike racks, reserving areas for future parking, requiring covered trash receptacles and screening of the transformers, eliminating chain link fences as screening for dumpsters, and requiring white tents for businesses wanting temporary tents. He was aware that some of the properties in the City are in need of some additional landscaping, but he stated they are being very restricted, especially for small businesses.

Mr. Andrews explained this is a way to bring non-compliant properties into compliance. He added there is nothing wrong with having additional tools to encourage people to comply. He stated this accelerates the process. He was confident that the property owners will follow the requirements, and

since flexibility was built into the ordinance, he did not feel it is burdensome. He recalled they have had the current ordinance for a long time, commenting that developers have always had to step up

Councilwoman Ziarko stated she is in favor of this ordinance, and likes the fact that the petitioner has an opportunity to seek relief through a variance. She also liked that they are eligible for an extension as long as they are coming into compliance. She was concerned about how this will affect the small shopping centers, especially if they have to eliminate valuable parking spaces to make room for more landscaping. She agreed this could be done on a “case by case” situation. They can also amend the ordinance as they see fit. Councilwoman Ziarko agreed with Mayor Pro-Tem’s comment about the need for more bike racks, and she suggested bike racks are needed at the Senior Center.

Councilwoman Koski questioned who has the authority to approve something that is flexible in the ordinance. She cited an example of a small business with a greenbelt and overhead wires in front. She asked how they can be required to plant trees with the overhead wires.

Mr. Andrews replied that the City Planner has the discretion to waive the requirement if it is impossible to meet for a particular site. If the Planner is not willing to waive the requirement, the petitioner can seek relief from the Zoning Board of Appeals. He replied to inquiry that the applicant would be required to pay the Zoning Board of Appeals filing fee because the Zoning Enabling Act has strict regulations with regard to publications. State law requires the mandatory publication, and there are costs involved for that.

Councilwoman Koski understood that the City Planner will have the power to approve or deny something, and if it is denied, the developer would then be required to pay to go before the Board of Appeals.

Mr. Andrews replied Councilwoman Koski is correct in her interpretation of the proposed ordinance. He explained the City has a provision that they can go for an administrative review comprised of three administrators other than the City Planner. That review, along with going before the Zoning Board of Appeals, are the only two provisions for relief within the state law.

Councilwoman Koski inquired as to the Planner's backup when he is out.

Mr. Andrews replied he will have to check on that and get back to Council.

Mayor Taylor explained the City is trying to improve its standards. They want people to be impressed when they drive through Sterling Heights, and he added this is not a "cookie cutter" community. He stated there may be some small issues that need to be worked out on this ordinance, but he was confident they can work through them. He said he is in support of this ordinance.

All: Yes. The motion carried.

CITY OF STERLING HEIGHTS

COUNTY OF MACOMB, MICHIGAN

ORDINANCE NO. 278-YY

AN ORDINANCE TO AMEND THE ZONING ORDINANCE TO ADD ARTICLE 23, SECTION 23.01, PARAGRAPH N TO PROVIDE FOR RESERVED PARKING AREAS; TO AMEND ARTICLE 24, SECTION 24.02 TO REQUIRE ADDITIONAL LANDSCAPING IRRIGATION; TO AMEND ARTICLE 24, SECTION 24.03 TO REGULATE INTERIOR PARKING LOT LANDSCAPING AND FRONTAGE LANDSCAPING; TO AMEND ARTICLE 24, SECTION 24.05 TO REGULATE THE PLACEMENT AND SCREENING OF TRASH RECEPTACLES AND DUMPSTERS; TO ADD ARTICLE 24, SECTION 24.07 TO REGULATE

DECORATIVE FENCING ON NONRESIDENTIAL PROPERTIES AND USES; TO ADD ARTICLE 24, SECTION 24.08 TO REQUIRE FOUNDATION PLANTINGS; TO ADD ARTICLE 24, SECTION 24.09 TO REGULATE SCREENING OF TRANSFORMERS AND OTHER GROUND-MOUNTED APPLIANCES; TO ADD ARTICLE 24, SECTION 24.10 TO REQUIRE PEDESTRIAN CONNECTIONS; TO ADD ARTICLE 24, SECTION 24.11 TO REQUIRE INSTALLATION OF BICYCLE RACKS FOR CERTAIN COMMERCIAL BUILDINGS AND SHOPPING CENTERS; TO ADD ARTICLE 24, SECTION 24.12 TO REQUIRE ENHANCED LANDSCAPING TREATMENTS TO BE INSTALLED; TO ADD ARTICLE 29, SECTION 29.05 TO REGULATE NON-COMPLIANT LANDSCAPING AND SITE IMPROVEMENTS; TO AMEND ARTICLE 28, SECTION 28.14, PARAGRAPH I TO REGULATE TENTS USED AS PART OF A TEMPORARY USE; TO AMEND ARTICLE 31, SECTION 31.01 TO ADD DEFINITIONS OF FOUNDATION PLANTING, FRONTAGE GREENBELT, FRONTAGE LANDSCAPING, FRONTAGE TREES, LINEAR FOOTAGE, ENHANCED LANDSCAPING TREATMENTS; AND TO AMEND THE TITLE AND MAKE ANY OTHER TECHNICAL CORRECTIONS RELATING TO ZONING ORDINANCE NO. 278.

Section 1. Article 23, Section 23.01 of Zoning Ordinance No. 278 shall be amended to add Paragraph N. which shall read as follows:

N. *Reserved Parking Areas.*

1. A developer or owner may request that a certain number of parking spaces be reserved for possible future installation if required. The proposed reserved parking spaces must be shown and labeled on the proposed site plan. The Planning Department (or the Planning Commission if preliminary site plan review is required under the Zoning Ordinance to be performed by the Planning Commission) may approve one or more areas of reserved parking spaces where (a) the developer or owner shows that the specific proposed use requires a fewer number of parking spaces than typically required by Ordinance based on (a) a smaller total usable floor area, (b) a substantially smaller total number of employees than typically anticipated for such uses, (c) the existence of a combination of uses which share parking facilities, or (d) the proposed use has peak hours of operation which vary from typical business hours making the required parking excessive, provided the proposed reserve parking for the development can be serviced safely and will not result in undue stacking of vehicles, and traffic flow throughout the parking lot can be maintained in a safe manner.

2. If the Planning Department (or the Planning Commission if preliminary site plan review is required under the Zoning Ordinance to be performed by the Planning Commission) determines that the development cannot be serviced safely, that excessive stacking is likely to occur, or that traffic flow cannot likely be maintained in a safe manner if reserved parking is permitted, the Planning Department (or Planning Commission as the case may be) shall not approve the developer or owner's request for reserved parking.

3. If the Planning Department (or the Planning Commission as the case may be) approves the request of the developer or owner for reserved parking, the site plan shall depict (i) the location and number of parking spaces required to be installed currently, (ii) the location and number of all of reserved parking spaces which may be required to be installed in the future identified as "Reserved Future Parking Area", and (iii) the total number of parking spaces which may be required if the reserved parking spaces are required to be installed in the

future. The site plan shall contain a notation in each Reserved Future Parking Area that states “No buildings, structures or improvements shall be constructed in the Reserved Future Parking Area”.

4. The owner of the site with one or more approved Reserved Future Parking Areas shall execute and deliver to the City a reserved parking agreement satisfactory to the City Planner and City Attorney in recordable form which makes the reserved future parking area arrangement a matter of record so that future owners of the property will be on notice of the reserved parking arrangement and restriction on future development in the Reserved Future Parking Area, and the possible requirement for future installation of additional parking spaces as may be required by the City.

5. If the Planning Department (or the Planning Commission as the case may be) determines that traffic patterns, a change in use or an increase in intensity of the use on the property, either as a result of an increase in the number of employees or hours of operation, a decrease in approved storage area, etc. or any other factor requires the installation of some or all of the reserved parking spaces, the Planning Department may require additional parking spaces, as determined by the Planning Department, to be constructed in the Reserved Future Parking Area(s) shown on the site plan within six (6) months of notice of such additional parking being required.

Section 2. The last sentence of Article 24, Section 24.02, Paragraph A 2 of Zoning Ordinance No. 278 shall be deleted and the following sentence substituted in its place:

2. All landscaping shall have an irrigation (water sprinkler) system installed and maintained in good operating condition to ensure the maintenance of all landscaping in a healthy, thriving condition. The Planning Department may modify or waive the irrigation system requirements for natural vegetation areas of the site, where an alternative method of irrigation is provided, or where installation of an irrigation system is impractical or unfeasible due to the unavailability of a proximate water supply or other existing site conditions.

Section 3. Article 24, Section 24.03, Paragraph A of Zoning Ordinance No. 278 shall be amended to read as follows:

Section 24.03 Off-Street Parking Lot Landscaping Requirements

A. Interior parking lot landscaping.

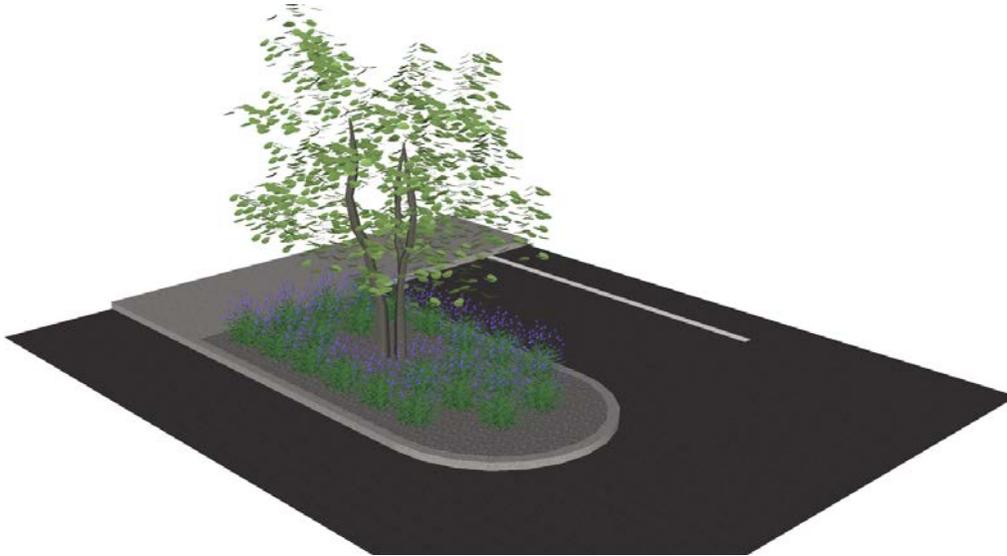
1. All off-street surface parking areas required under the Zoning Ordinance shall incorporate and provide curbed landscaped islands at the end of each parking row. The Planning Department or Planning Commission (as the case may be) may modify the requirement for curbed landscape islands in instances where the installation of curbed landscaped islands would impair the use of the site or otherwise be impractical, based upon the size, configuration or anticipated traffic generation on the site.

a. Curbed landscaped islands shall be a minimum of one hundred and fifty (150) square feet in area.

b. The curbed landscaped islands shall be planted with shrubs or other flowering plants that provide coverage of at least fifty (50) percent of the area of the island.

c. Interior parking lot trees shall be provided at a rate of one (1) tree for each five (5) parking spaces and shall be planted in curbed landscaped islands or adjacent to an off-street parking area. (See illustration below)

Curbed Landscaped Area at End of Parking Row



d. The minimum size of all parking lot trees shall be three (3) inch caliper at the time of planting. The following types of trees or similar types are considered to be suitable for off-street parking areas:

- i. White fir;
- ii. Norway maple;
- iii. Tulip tree (magnolia);
- iv. Austrian and red pine;
- v. Moraine, skyline, majestic and sunburst locusts.

e. All trees, shrubs and other landscaping planted in or adjacent to an off-street parking lot shall be installed in a location and pruned and maintained in a manner to maintain clear vision for vehicles, bicyclists and pedestrians in the vicinity of the trees, shrubs, or other landscaping.

Section 4. Article 24, Section 24.03, Paragraph B shall be amended to read as follows:

B. *Frontage landscaping.*

1. A minimum of one (1) frontage tree shall be provided for each seven hundred and fifty (750) square feet of frontage greenbelt. Frontage trees shall include trees such as Honey Locust, River Birch, Spruce, Chanticleer Pear, Cleveland Select Pear, Basswood, Hackberry, Linden, Oak, Ginkgo, Maple, etc. Frontage trees shall be a minimum of three (3) inches in caliper at the time of planting.

2. In addition to the frontage trees required above, one (1) plant/shrub shall be provided for each three hundred (300) square feet of frontage greenbelt. Frontage plants/shrubs shall include but are not limited to: Knock Out roses, nearly wild roses, dwarf lilacs, hydrangeas, maiden grasses, large hostas, sedums, densi yews, Carpet roses, Russian sage, etc. Plants or shrubs shall be a minimum size of two (2) gallon size at planting.

3. In addition to the plantings above, supplemental perennial grasses and flowers shall also be provided. Perennial grasses and flowers may include black-eyed Susans, fescue grass, oat grass, day lilies, Indian grass, dropseed, blue stem, etc.

4. Wherever a parking lot or vehicle parking space is located within fifty (50) feet of a public street, right-of-way or private street, the perimeter landscaping shall also include a landscape hedge of deciduous or upright evergreen shrubs. The number of required shrubs shall be equivalent to one (1) shrub for each thirty (30) inches of parking or maneuvering lane along the roadway or right-of-way, unless appropriate planting practices otherwise dictate. Plantings may be planted in either a formal hedge or in natural groupings. The Planning Department may approve other plant materials or configurations that the Planning Department determines provide the equivalent of the required frontage landscape.

5. The types of trees and shrubs planted as a result of this section shall be diverse in nature. No one (1) specific species of tree shall account for more than fifty (50%) percent of the total number of trees or shrubs.

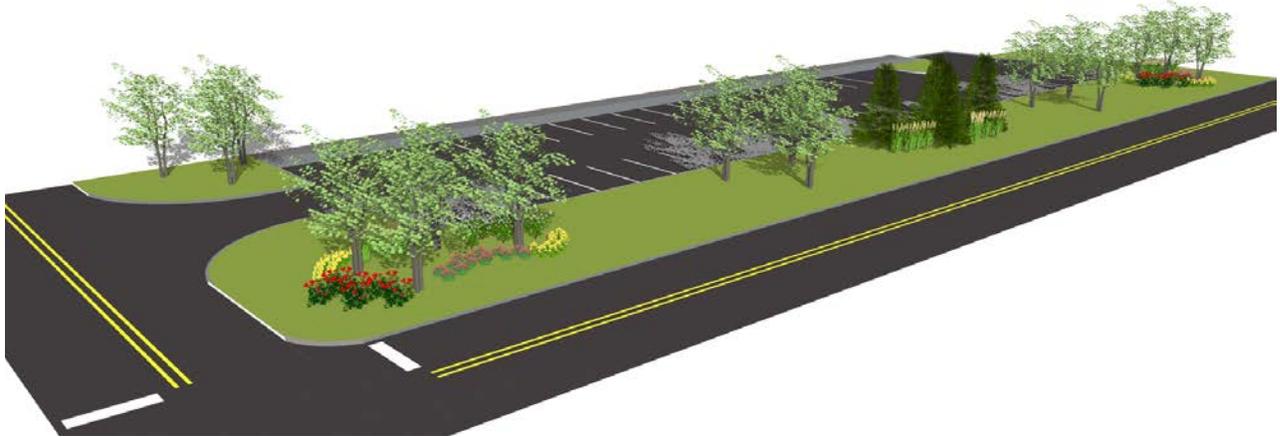
6. All plantings shall conform to the required corner clearance requirements of Section 28.03.

7. Properties that have frontage on Van Dyke Road between 14 Mile Road and 18 Mile Road shall incorporate landscape materials and plant types listed in the 2016 LDFA/Smart Zone Enhancement Report. A mixture of shade trees, ornamental trees, perennials and grasses shall be utilized from the list and planted in a manner consistent with the overall conceptual rendering for the corridor.

8. The proposed plantings shall provide a continuous landscaping scheme across the entire road frontage and meet the minimum planting requirements of Section 24.03.

9. Frontage landscaping may be installed in accordance with any of the following illustrations:

Permitted Frontage Landscaping on Corner Lots or Corner
Parcels



Permitted Landscaping on Interior Lots or Interior Parcels



Section 5. Article 24, Section 24.05, Paragraph B of Zoning Ordinance No. 278 shall be amended to read as follows:

B. All trash receptacles shall be screened on three (3) sides by decorative masonry walls which are similar to or compatible with the exterior construction materials used elsewhere on the site. Chain link fencing with view-obscuring slats or wooden privacy fencing shall be prohibited. A door or gate of an enclosure screening trash receptacles or dumpsters shall be constructed of steel materials with a decorative wood or other decorative durable face material. All trash receptacles shall be placed on a concrete pad of not less than ten (10) feet by ten (10) feet in size with a minimum of six (6) inch thick concrete. Concrete or metal bollards shall be placed between the trash receptacle or dumpster and the rear wall of the enclosure.

1. For sites that utilize a trash compactor, the trash compactor shall be appropriately screened with a decorative wall, matching the heights of the trash compactor and that matches the architecture of the building. Other suitable screening mechanisms may be approved by the Planning Department (or the Planning Commission as the case may be), provided the screening is equivalent to the required wall.

Section 6. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.07 which shall read as follows:

Section 24.07 Decorative Fencing for Nonresidential Properties and Uses

A. All fences located on nonresidential properties or properties developed with nonresidential uses which abut a local collector, major, or regional roadway or a highway or expressway that are visible from such roadway, highway, or expressway shall be constructed of durable, decorative fencing material such as decorative wrought iron, PVC, etc. The use of standard chain link fencing shall be prohibited except in instances where the Planning Department (or the Planning Commission as the case may be) determines that the fence will not be visible from an abutting roadway, highway or expressway.

B. Fencing on a nonresidential property or for a nonresidential use shall only be permitted when necessary and in conjunction with a permitted principally permitted, approved special approval land use, or permitted applicable accessory use within the specific district in which it is located.

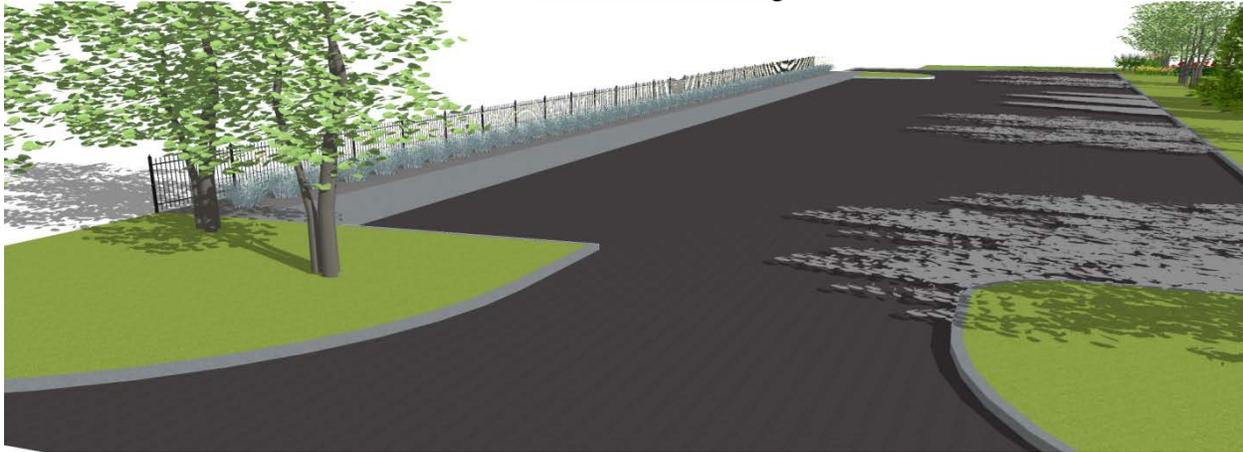
C. Fencing shall not be permitted within the required front yard. Fencing shall only be permitted within the non-required front yard. For those fences located in the non-required front yard, additional landscaping between the fence and the street right of way may be required by the Planning Department (or the Planning Commission as the case may be). Fencing may be permitted within the required side yard setback and within the required rear yard setback.

D. The use of slats or other strips of wood, metal, plastic or other materials inserted into a fence to provide screening or privacy shall be prohibited.

E. The provisions of this Section 24.07 shall not apply in instances where this Ordinance specifically requires fencing within the front yard or other area of the site.

F. Decorative fencing shall be installed similar to the illustration below:

Decorative Fencing



Section 7. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.08 which shall read as follows:

Section 24.08 Foundation Plantings

A. Foundation plantings shall be installed along a minimum of fifty (50%) percent of the linear footage of each side of an office or commercial building that is visible from a public thoroughfare. Buildings located on an outlot of a shopping center or otherwise built in front of the established front building line shall be landscaped with foundation plantings on those sides of the building that are clearly visible to the general public from the parking lot of the overall shopping center or site. For industrial sites, the landscaping requirement shall apply to that area of the industrial building dedicated to office and administrative use.

B. The foundation planting area shall be at least three (3) feet deep and may include in-ground landscaping, raised landscape beds, decorative container planters, or a combination of these. The Planning Department may approve other alternative landscaping schemes, such as green walls, increased landscaped island space, etc., consistent with the intent of this section.

C. The required landscaping shall be planted within twelve (12) feet of the exterior building walls. When a use contains an outdoor dining area or similar outdoor plaza area along the building frontage, the foundation planting area may be permitted to extend beyond the twelve (12) foot area to up to twenty-five (25) feet from the building or to a distance necessary to provide a landscaped treatment and/or screening along the perimeter sides of the outdoor dining area or outdoor plaza area which are furthest from the building, whichever is greater. (See illustration below).

Foundation Plantings Surrounding Outdoor Dining or Outdoor Plaza Area



Section 8. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.09 which shall read as follows:

Section 24.09 Transformer and Other Ground-mounted Appliance Screening

The location of any and all ground-mounted transformers, generators, air conditioning units or other similar appliances or equipment shall be shown on the site plan. Screening of the transformer or appliances shall be provided by the use of appropriate architectural features or landscaping which consists of plant materials of sufficient size and nature to provide a year round screen.

Section 9. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.10 which shall read as follows:

Section 24.10 Pedestrian Connections

A pedestrian connection shall be provided between the sidewalk along the frontage roadway and the entrance to the building. The pedestrian connection shall utilize parking islands, landscape areas, etc. to provide pedestrian protection to the greatest extent possible. The pedestrian connections shall be a minimum of five (5) feet in width and shall comply with all necessary accessibility requirements. Further, the pedestrian connection shall be integrated into the landscaping design for the entire site providing landscape materials to provide greater separation between the pedestrian connection area and any abutting vehicular maneuvering lanes or parking areas. (See illustration below).

Pedestrian Connections



Section 10. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.11 which shall read as follows:

Section 24.11 Bicycle Racks

A minimum of one (1) bicycle rack with spaces to park at least three (3) bicycles shall be installed at each commercial building or shopping center building that contains 5,000 square feet or more of useable space. The bicycle rack(s) shall be placed in one or more conspicuous location(s) within fifty (50) feet of a building entrance so that pedestrian access to the entrance or pedestrian movement on the site is not impeded.

Section 11. Article 24 of Zoning Ordinance No. 278 shall be amended to add Section 24.12 which shall read as follows:

Section 24.12 Enhanced Landscaping Treatments

In order to create a cohesively designed physical land use environment that portrays a sense of community specific to the City of Sterling Heights and a dynamic, flexible, and sustainable presence insuring long term value for both the community and the region, all nonresidential developments within the City shall provide at least two (2) outdoor enhanced landscaping treatments, at least one (1) of which shall serve the general public.

An enhanced landscaping treatment shall include at least two (2) of the following site elements or amenities listed in the following table, provided that such spaces are open, inviting, and accessible and total a minimum of five (5%) percent of the gross floor area of all buildings. Two (2) of the same types of elements may be selected, provided that they are located in two (2) distinct locations of the site and meet the requirements of this section. All enhanced landscaping treatments shall be maintained in good condition on a year-round basis.

Enhanced Landscaping Treatment	Required Element	Proximity and Accessibility Requirement	
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<p>Outdoor dining areas</p>	<p>The outdoor dining area shall be an integral element in the overall building and site design. If the use of the area ceases for dining purposes, the area shall be repurposed and maintained appropriately as a plaza area unless otherwise redeveloped.</p>	<p>Outdoor dining shall be provided in a location that is accessible to patrons or users as well as accessible for maintenance and upkeep. Outdoor dining areas shall also be afforded protection/separation from any abutting vehicular maneuvering lanes or parking areas.</p>	
<p>Pedestrian Pass Through</p>	<p>All pedestrian pass through areas shall be at least eighteen (18) feet wide. This requirement may be modified by the Planning Department if it is demonstrated that the pedestrian pass through is designed with architectural elements that reinforce an appropriate pedestrian scale. Pedestrian pass through areas shall include appropriate architectural and landscape elements which are in character with the remainder of the building and site. When uncovered, the pedestrian pass through shall include enhanced pavement that distinguishes the pedestrian pass through from adjacent sidewalks. Whether uncovered or enclosed, a pass through shall also include elements such as seating areas, trash receptacles, and pedestrian scaled</p>	<p>A pedestrian pass through area shall serve as a passageway through a building connecting place of interest or other significant site elements.</p>	

	lighting. A bike rack shall be within the pedestrian pass through or located within thirty (30) feet of the pedestrian pass through entrance.		
Plaza	A plaza shall be designed to attract the general public. It shall include move-able seating, at least one (1) trash receptacle and one or more of the following additional items: a garden, landscape containers/planters, and/or water features such as fountains, reflecting pool, ponds, or waterfalls.	A plaza is separated from parking areas by a buffer, or landscape plantings at least three (3) feet in height.	

Alternatives. Alternatives will only be permitted if the Planning Department finds the proposed alternative(s) is/are in keeping with the spirit of this section. Any alternatives shall result in engaging, interesting, attractive, safe, context sensitive, and comfortable places.

Section 12. Article 29 shall be amended to add new Section 29.05 which shall read as follows:

SECTION 29.05 LANDSCAPING AND SITE IMPROVEMENTS; RESUMPTION AND RESTORATION

It is the intent of the City to improve the aesthetics and environmental quality of the City by requiring commercial and industrial properties with required landscaping or other exterior site improvements (such as roads, drives, parking areas, utilities, retention areas, walls, fences, open space areas, etc.) that have deteriorated over time due to a lack of care, maintenance, repair, or replacement to be brought into compliance with the current standards of the Zoning Ordinance.

A. Landscaping

1. Landscaping that is not in compliance with the provisions of the Zoning Ordinance shall be allowed to continue so long as it otherwise remains lawful and is properly maintained.

a. However, such landscaping shall not be extended, replaced, or moved except in a manner that complies with the terms of this Zoning Ordinance.

2. When existing landscaping on a site dies, becomes diseased, becomes overgrown, or is missing from the site despite being required in an approved landscape plan or site plan for the site, the dead, diseased, overgrown, or missing landscaping shall be replaced with landscaping that meets the current requirements of the Zoning Ordinance.

3. A property owner shall bring the landscaping on a site into compliance with all current Zoning Ordinance requirements in any of the following circumstances:

- a. Whenever a property owner proposes to do site modifications that require a new site plan approval or replacement work relating to landscaping that requires a new landscape plan approval;
- b. Whenever a property owner changes the use of the property or building;
- c. Whenever a property owner undertakes improvements relating to a parking lot and/or paving, except that routine maintenance of a parking lot and/or paving shall not cause application of this provision unless the structural integrity of the parking lot or paving has deteriorated to the extent that it must be replaced rather than repaired;
- d. Whenever the property is approved for expansion of a non-conforming use or structure; or
- e. Whenever the property is approved for a map amendment to the zoning map or a conditional rezoning agreement.

B. Site Improvements

1. Site improvements that are not in compliance with the provisions of the Zoning Ordinance shall be allowed to continue so long as they otherwise remain lawful and are properly maintained.

- a. However, such site improvements shall not be extended, replaced, altered, moved, constructed, or reconstructed except in a manner that complies with the terms of this Zoning Ordinance.

2. If an existing site improvement has deteriorated and/or has been destroyed, removed, or unlawfully modified to the extent that it is no longer in compliance with the Zoning Ordinance standards applicable at the time the site improvement was approved, the site improvement shall not be permitted to be resumed or restored to non-compliant standards but shall be brought into compliance with the current standards of the Zoning Ordinance, except that routine maintenance of a site improvement shall not cause application of this provision unless the structural integrity of the site improvement has deteriorated to the extent that it must be replaced rather than repaired.

3. A property owner shall bring the site improvements on the site into compliance with all current Zoning Ordinance requirements in any of the following circumstances:

- a. Whenever a property owner proposes to do site work or work on any site improvement which requires a permit or City approval;
- b. Whenever a property owner changes the use of the property or building;
- c. Whenever the property is approved for expansion of a non-conforming use or structure; or
- d. Whenever the property is approved for a zoning map change or conditional zoning agreement.

C. Phasing of Work for Compliance

1. The City Planner may allow a property owner who is required to bring landscaping or site improvements into compliance with the current requirements of this Zoning Ordinance pursuant to this section to do so over a period of time, provided the property owner executes and delivers to the City a Landscaping Upgrade Agreement or Site Improvement Agreement, as the case may be, in recordable form prepared by the City setting forth the property owner's commitments and obligations to install such landscaping or site improvements.

2. In implementing this phased compliance, the City Planner is authorized to allow a property owner a period of up to three (3) years depending on the nature, scope, and cost of the estimated work to bring the landscaping or site improvements into compliance with current Zoning Ordinance requirements. The phasing period shall require continuous, regular progress with respect to bringing the landscaping or site improvements into compliance with current Zoning Ordinance requirements.

3. Notwithstanding any other provision to the contrary contained in this section, a property owner shall not cause any condition or allow any condition to exist on its property which creates a hazard to the health, safety, or welfare of the public or anyone on the property.

D. Zoning Board of Appeals Authority

1. A property owner aggrieved by an administrative determination made relating to Section 29.05 may file an administrative appeal to the Zoning Board of Appeals in accordance with the provisions of Section 30.02 Paragraph B 1 of the Zoning Ordinance.

2. A property owner may seek a modification from the Zoning Board of Appeals of the requirements of Section 29.05 as applied to its property in accordance with the provisions of Section 30.02 Paragraph C 4 of the Zoning Ordinance.

E. Process

1. A written notice of violation shall be delivered to a property owner that fails to bring any landscaping and/or site improvement into compliance as required by this section.

2. Until July 1, 2017, the property owner may restore the landscaping and/or site improvement in a manner that complies with the requirements applicable to the property prior to the issuance of the notice of violation.

3. Effective July 1, 2017, if the property has been determined by the City to be substantially and materially out of compliance with its approved site plan, landscape plan, and/or the ordinance standards applicable to site improvements and/or landscaping on the property, the notice shall require the property owner to submit a new or updated landscaping plan and/or site plan to the City Planner which shall incorporate the current requirements of the Zoning Ordinance.

4. Failure to comply with these requirements shall subject the property owner to the remedial and enforcement provisions set forth elsewhere in the Zoning Ordinance and in Section 11-141 of the City Code.

Section 13. Article 28, Section 28.14, Paragraph I shall be amended to read as follows:

I. Any temporary structures shall be erected in a safe manner in accordance with applicable city codes, ordinances or standards. All tents used in conjunction with an approved temporary use shall be white.

Section 14. Article 31, Section 31.01 of Zoning Ordinance No. 278 shall be amended to add the following definitions to be inserted in their proper alphabetical sequence:

ENHANCED LANDSCAPING TREATMENT. An outdoor site element, feature, or amenity (such as an outdoor dining area, plaza, or pedestrian pass through) that (i) contributes to making a place more inviting and aesthetically pleasing to current or prospective residents, employees, businesses, visitors, or others who currently or may in the future live, work, play, do business, or visit the City, and/or (ii) promotes community spirit within the City, and camaraderie among those who live, work, play, do business, or visit the City.

FOUNDATION PLANTING. A planting providing decorative landscaping adjacent to (i) an exterior building wall visible to the general public from a public thoroughfare, or parking lot of the overall shopping center or site, or (ii) an outdoor dining area or outdoor plaza area.

FRONTAGE GREENBELT. A flat or undulating landscaped area or landscaped berm located in the front yard(s) of a lot or parcel of a depth not less than the required front yard setback.

FRONTAGE LANDSCAPING. Grass, shrubs, trees, other plantings, mulch, and decorative stones installed in a bed or other landscape area located in the frontage greenbelt of a lot or parcel parallel to the street(s) adjacent to the lot or parcel.

FRONTAGE TREES. Evergreen or deciduous trees installed in the frontage greenbelt of a lot or parcel. Frontage trees shall not include street trees planted in the right-of-way area adjacent to the front yard of a lot or parcel.

LINEAR FOOTAGE OR LINEAR FEET. The straight line measurement in feet of lot or parcel frontage on a street or of an object (such as exterior wall of a building).

Section 15. All other provisions of Zoning Ordinance No. 278 not amended in this ordinance shall remain in full force and effect.

Section 16. This amendment shall become effective seven (7) days after publication of this amendment or a notice of adoption.

This Ordinance was introduced at a regular meeting of the City Council of the City of Sterling Heights on the 20th day of September, 2016, and was duly adopted at a regular meeting of the City Council of the City of Sterling Heights on the 4th day of October, 2016.

MARK CARUFEL
CITY CLERK

INTRODUCED: 09-20-16
ADOPTED: 10-04-16
PUBLISHED: 10-12-16
EFFECTIVE: 10-19-16

COMMUNICATIONS FROM CITIZENS

Mayor Taylor announced that since it is past 10 p.m., they will take communications from citizens at this point.

Mr. Joe Judnick – tax breaks, *Re*Creating Recreation, repair of fire hydrant on Merrill, street sweeping, status of Polish Market and old Ping On Banquet Hall, Rizzo Services, Communications from Citizens portion of the meeting, water rates.

Ms. Jazmine Early – training offered by the Police Department for CERT,
tax abatements, *Re*Creating Recreation

Mr. Giulio Russo – dual water meters

Ms. Dolores Hanton – taxes, bond issues, water bills, legal challenge of
the Great Lakes Water Authority, upcoming election.

5. CONSENT AGENDA

Moved by Koski, seconded by Romano, **RESOLVED**, to approve the Consent
Agenda:

- A. To approve the minutes of the Regular Meeting of September 20, 2016, as presented.
- B. To approve payment of the bills as presented: General Fund - \$809,466.72, Water & Sewer Fund - \$44,975.13, Other Funds - \$2,369,176.32, Total Checks - \$3,223,618.17.
- C. **RESOLVED**, to receive the report of the Purchasing Manager pursuant to City Code §2-221(B) regarding an emergency repair to the Fire Department's 2003 Sutphen aerial ladder truck by Apollo Fire Apparatus Repair 12584 Lakeshore Drive, Romeo, MI 48065 in the amount of \$12,011.31.
- D. **RESOLVED**, to purchase construction and utility castings from EJ USA, Inc., 301 Spring Street, East Jordan, MI 49727, at unit pricing available through the Oakland County Purchasing Program, Contract #004063, through February 28, 2017.

- E. **RESOLVED**, to approve the Interlocal Agreement between the City of Sterling Heights and the City of Warren for Reciprocal Lending of Municipal Fire Apparatus and authorize the Mayor and City Clerk to sign the Agreement on behalf of the City.

Yes: All. The motion carried.

CONSIDERATION

6. Mr. Kyle Langlois, Parks and Recreation Director, presented an added benefit to the proposed *ReCreating Recreation*. He stated that residents wanted an aquatic center, but to keep costs manageable, it was not included in the plan. There is a proposed Interlocal Governmental Agreement for Parks and Recreation Programs between the City of Sterling Heights and the City of Warren, which, if the *ReCreating Recreation* dedicated millage proposal is approved on November 8th, residents of Sterling Heights will have the ability to have year-round access to an excellent aquatics center providing open swim, lap swimming, water exercise classes, the water park, water aerobics, weight and fitness training and many other recreational programs in Warren at Warren's resident rates. There are currently 1,600 Sterling Heights residents using Warren's Community Center through annual membership or on a daily basis. He explained a non-resident daily pass for Warren's pool is \$10; however, for Warren residents it is only \$5 and residents of Sterling Heights would be afforded that same rate. The annual membership rates for members are \$199 for youths, \$230 for adults and \$149 for seniors, and Sterling Heights residents will be able to take advantage of those same rates. In exchange for this service, the City of Sterling Heights would enter

into a 5-year agreement with the City of Warren and pay \$100,000 a year for this service. He added there are options to renew and options to terminate. Mr. Langlois concluded that this arrangement would be very beneficial to residents of this City, and it would be a fiscally responsible solution. He stated the location of Warren's Aquatic Center is located just outside Sterling Heights' city limits, at 13-1/2 Mile Road.

Mr. Henry Bauman, Director of the Parks and Recreation Department in Warren, explained that their community has had a good relationship with Mr. Langlois and the Parks and Recreation Department's staff, and he was pleased to be able to make this offer.

Mr. Langlois thanked Mr. Bauman for attending this evening, and he presented a brief video.

Ms. Jazmine Early – questioned where the \$100,000 annual fee is coming from.

Mr. Joe Judnick – questioned value of \$100,000 annual fee to subsidize the estimated 1% of Sterling Heights residents who use the pool.

Mr. Giulio Russo – Utica Community Schools closed two of its pools, questioned why joining with Warren; city could have its own pool.

Moved by Skrzyniarz, seconded by Taylor, **RESOLVED**, to approve the Interlocal Governmental Agreement for Parks and Recreation Programs between the City of Sterling Heights and City of Warren and authorize the Mayor and City Clerk to sign the Agreement on behalf of the City.

Councilman Skrzyniarz asked about the cost and the breakdown as to the expectation of Sterling Heights resident usage of the Warren facility if the *ReCreating Recreation* is approved and this agreement is entered.

Mr. Langlois replied the City of Sterling Heights does not have the space for an aquatic center in their current inventory of land. He added 1,600 Sterling Heights residents currently use the Warren facility and paying non-resident fees, with approximately 220 families using it on an annual membership basis. He believed that for a city the size of Sterling Heights, he felt it is reasonable to expect they may get 1,000 families that will take advantage of this, and that does not count daily users and seniors.

Councilman Skrzyniarz would like the City to advertise and market the opportunity through social media and other mechanisms as much as possible to let residents know this opportunity is available for them. He stated he would love to see a world-class aquatic center in Sterling Heights but space and cost is an issue, in addition to ongoing maintenance. He said this is a smart strategic move and if, after three or four years they have a lot of families taking advantage of this, they can make an educated decision as to whether it is in the City's best interest to build their own aquatic center. He applauded City management for thinking outside of the box to come up with this proposal.

Mayor Pro-Tem Romano stated \$100,000 is a lot of money and questioned why this is being discussed when the Parks and Recreation ballot issue has not yet been voted on. He inquired as to whether the City of Warren draws any money from their General Fund to operate their aquatic center.

Mr. Bauman replied they do not draw any money from their General Fund to sustain their pool. He added all of his staffs' part-time salaries are in his budget, as well as the building maintenance, so his department is self-sustaining. He stated that September and October are very slow months, but other activities pick up, such as pavilion rentals, which balances it.

Mayor Pro-Tem Romano stated this agreement would require \$100,000 a year from the City, plus residents would be paying membership fees to the City of Warren. He explained it could get expensive, with the average \$63 per year for the *ReCreating Recreation* and \$300 for a family membership to use the Warren pool, in addition to their high water bills, possibly an annual assessment of \$97 on average for the M-1 rail, not to mention the \$100,000 the City is paying to the City of Warren as part of this agreement. He commented this should be postponed until after the election.

Mayor Taylor stated that the City cannot build and operate a pool for \$100,000 a year, and he talked about the cost of constructing and maintaining a world-class aquatic center similar to that in the City of Warren. It was brought up before the election so the residents know what they will get for their money when voting on the recreation ballot proposal. He stated residents have complained that there is no aquatic option in the *ReCreating Recreation* proposal, and he explained that Warren's aquatic center is actually closer to some Sterling Heights residents than it would be if there was an aquatic center across from City Hall. He reminded that if this is approved, the residents will still pay a membership fee, but they

would have to pay that even if the pool was owned by the City of Sterling Heights. He stated this is a good compromise.

Councilman Shannon agreed with Mayor Taylor, and stated that some people may vote against the Parks & Recreation ballot issue if there is no provision for aquatics.

The meeting recessed at 11:01 p.m. and reconvened at 11:04 p.m.

Yes: Skrzyniarz, Taylor, Shannon, Ziarko, Koski, Schmidt. No: Romano. The motion carried.

7. Mr. Chris McLeod explained that any action taken tonight would not be for approval of the plan but only for distribution of the draft. It is the Planning Commission's recommendation that the distribution take place, and this distribution is required by state law. Once it is distributed, there is a 63-day review period, and it will go to other local communities and utilities. He stated that the utilities provide advisory comments only although they do not have to be implemented. Mr. McLeod said all of the hard work has been done, and now it is a matter of moving the plan forward.

Mr. Adam Young, of Wade Trim, outlined highlights of the proposed Master Plan and urged those with questions or comments to reach out to Mr. McLeod or himself. He added this plan is continuing with the goals set forth in the 2030 Visioning Plan and the key components include recognizing established neighborhoods, public parks and trails, Civic Center and service, traditional mixed use of development nodes, North Van Dyke Corridor Improvement Authority (CIA), Lakeside Mall

redevelopment, Van Dyke mixed uses and the Sterling Innovation District.

Mr. Young explained the plan includes future land use goals and objectives.

Moved by Romano, seconded by Ziarko, **RESOLVED**, to approve the distribution of the draft Master Land Use Plan by the Secretary of the Planning Commission to all entities required by the Michigan Planning Enabling Act for review and comment.

Mayor Pro-Tem Romano stated this is a draft, and when the hard copy plan comes in for the City Council's approval, it will be reviewed and examined carefully.

Yes: All. The motion carried.

8. Mr. Michael Cacaj, President of INB Corporation, stated he was born and raised in the City of Sterling Heights, and he has been in the restaurant business for the last 18 years. He currently has a restaurant at 8 Mile and Grand River, and he has been serving diner food. He is confident he can handle this opportunity and is aware he has to complete some training. He informed that over the next few weekends he will be attending an "ABC Bartending" course.

Moved by Romano, seconded by Shannon, **RESOLVED**, that the request to transfer ownership of a 2016 Class C liquor licensed business located at 37142 Van Dyke Avenue, Sterling Heights, MI 48312, from Siracoff, LLC to IBN Corporation, with SDM license, Sunday Sales (AM / PM) and dance/entertainment permit, be considered for approval.

Councilman Shannon stated he will vote “yes” but recalled that not too long ago, the Council, upon recommendation of the Administration, voted “no” on another request for a transfer of a liquor license. He explained that the State of Michigan overlooked the City’s recommendation and concerns for that request, and approved it. He added that the City’s opinion with regard to these licenses makes no difference to the State, and it is another area where the State is limiting local government from deciding what they want to happen in their community. He cited other examples where the State has acted on issues that directly affect the local residents.

Mayor Taylor wished the petitioner well. He stated he talked with Mr. Cacaj’s friend, Victor, who vouched for him. He likes to see local residents who want to invest in the city, and he added that Mr. Cacaj has a good concept and a great location. He added that he will be checking it out.

Yes: All. The motion carried.

9. Moved by Romano, seconded by Ziarko, **RESOLVED**, to nominate Ryan Makowski for consideration as a permanent member appointee to the Board of Ordinance Appeals II at the October 18, 2016 regular City Council meeting.

Yes: All. The motion carried.

Moved by Romano, seconded by Schmidt, **RESOLVED**, to nominate Nancy E. Kijek for consideration as an alternate member appointee to the Board of Ordinance Appeals II at the October 18, 2016 regular City Council meeting.

Yes: All. The motion carried.

10. Moved by Ziarko, seconded by Romano, **RESOLVED**, to appoint Pashko Ujkic to the Elected Officials' Compensation Commission to a term ending June 20, 2022, subject to the appointee meeting the qualifications set forth in Charter §4.03 and taking the oath of office within two weeks.

Yes: All. The motion carried.

REPORTS FROM CITY ADMINISTRATION AND CITY COUNCIL

Mr. Kaszubski and Mr. Vanderpool had nothing further to add.

UNFINISHED BUSINESS

There was no Unfinished Business discussed.

NEW BUSINESS

Mayor Pro-Tem Romano read a letter he received from a citizen expressing concern for all of these ballot proposals adding costs that he has to pay on a fixed retirement income, and objecting to *ReCreating Recreation*. Mayor Pro-Tem Romano commended Mayor Taylor for doing an excellent job at the recent State of the City address. He mentioned the successful Fire Department open house, adding that they served cider and donuts, and also presented three "Survivor Coins". Mayor Pro-Tem Romano talked about the *ReCreating Recreation* Initiative on the ballot next month, and calculated the annual amount that three members of council, along with the Assistant City Manager, will have to pay if it is approved, and he pointed out the average of those came to \$84 annually and not the \$63 average that is being advertised. He reminded it is a twenty-year commitment, along with the proposal for the Regional Transportation Authority (RTA), which is also a twenty-year commitment. He calculated some of the

annual amounts added in to his taxes, including the extra amounts for the school, veterans, regional transportation, and parks and recreation, and it totals an average of \$217 extra annually. He stated that adding in the \$300 annually for the aquatic membership brings that amount to an average of \$517, which is a hardship on many people. He reminded people to vote, and stated the absentee ballots are going out in the mail this week.

Councilman Shannon responded to comments up by Mayor Pro-Tem Romano. He clarified that the RTA is not a “done deal” and they are not sure whether it will pass.

Councilman Shannon clarified that the \$300 membership fee is not mandatory, and if someone cannot afford it, they do not have to make use of the Warren pool.

Councilwoman Ziarko questioned whether there is a calculator on the website so that residents can determine exactly how much they would be paying per year for the Parks and Recreation initiative based on their property value.

Mr. Vanderpool replied there is a calculator on the City’s website so residents can determine their annual cost based on their property value.

Mayor Taylor stated that the average \$63 annual fee for the *ReCreating Recreation Initiative* was determined by taking into account all of the homes in Sterling Heights, and it does not work by only selecting a few. He is aware of the concern those on fixed incomes have with regard to additional taxes, but he reminded each resident has the right to vote on this. He explained he looks at each item as to whether it will benefit him and whether he will get more value by keeping that money in his pocket or spending it on the proposal. He stated that

based on the average in Sterling Heights, most residents will spend about \$5 a month for the parks and recreation initiative, although he will be paying closer to \$10 a month. He added that amount is worth it to him and so he will be voting “yes”.

ADJOURN

Moved by Ziarko, seconded by Romano, to adjourn into Closed Session.

Yes: Ziarko, Romano, Schmidt, Shannon, Skrzyniarz, Taylor, Koski. No: None.

The motion carried.

The meeting was adjourned at 11:33 p.m.

MARK CARUFEL, City Clerk

EXPENDITURES FOR THE MEETING OF
October 18, 2016

	TOTAL PREPAYMENT LISTING	INTERFUND TRANSFERS	PROPERTY TAXES TO OTHER ENTITIES	EXPENSES & EXPENDITURES
GENERAL FUND	\$612,230.48			\$612,230.48
WATER & SEWER FUND	\$3,171,967.09			\$3,171,967.09
OTHER FUNDS	\$4,485,310.42		\$10,482.29	\$4,474,828.13
TOTAL CHECKS	\$8,269,507.99	\$0.00	\$10,482.29	\$8,259,025.70

BILL LISTING DETAIL IS AVAILABLE AT THE STERLING HEIGHTS PUBLIC LIBRARY



**Business of the City Council
Sterling Heights, Michigan**

City Clerk's Use
Item No: **3-C**
Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To award a bid for the installation of new scoreboards at L.W. Baumgartner Park (Total cost of \$34,644).

Submitted By: Office of Purchasing

Contact Person/Telephone: James Buhlinger, Purchasing Manager, (586) 446-2741

Administration (initial as applicable)

JB

Attachments

<i>JK</i> City Clerk	—	Resolution	—	Minutes
<i>JB</i> Finance & Budget Director	—	Ordinance	—	Plan/Map
<i>JK</i> City Attorney (as to legal form)	—	Contract	—	Other
<i>MM</i> City Manager				

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary:

- Historically, the existing scoreboards at the L.W. Baumgartner Park were utilized for baseball and softball gamed scheduled almost daily for seven months of the calendar year. Unfortunately, the existing scoreboards have been inoperable for the past two years and are in need of replacement. Attempts to repair the scoreboards have proven to be unsuccessful. The City purchased new scoreboards in fiscal year 2015/2016 using Land & Water Conservation Funds.
- An Invitation to Bid (ITB) for the installation of the new scoreboards at L.W. Baumgartner Park was developed and advertised. The ITB included a pre-bid meeting for interested vendors on September 12, 2016. Four vendors attended the pre-bid meeting and two vendors submitted bids by the September 20, 2016 deadline.
- Upon review and analysis of all bids received, recommendation is being made to award the bid to the low bidder, J. Ranck Electric, Inc., at a cost of \$34,644.
- J. Ranck Electric, Inc. has successfully performed services for the City in the past. A check of the vendor's current references by the Office of Purchasing proved positive.
- Funding for the purchase and installation of the new scoreboards was budgeted in the fiscal year 2015/2016 budget. Because installation was delayed until fiscal year 2016/2017, a budget amendment to re-appropriate unspent 2015/2016 Land & Water Conservation Fund reserves in the amount of \$34,644 is needed.

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to award the bid for installation of new scoreboards at L.W. Baumgartner Park to J. Ranck Electric, Inc., 1993 Gover Parkway, Mt. Pleasant, MI 48858, in the amount of \$34,644 and authorize a budget amendment to 24700700 (Land & Water Conservation Fund) 972000 (Land Improvements) from Land & Water Conservation Fund reserves for the amount of the bid award.

CITY OF STERLING HEIGHTS
STAFF REPORT
October 18, 2016

Prepared By: James Buhlinger, Purchasing Manager

Ext. No. 2741

GENERAL INFORMATION:

On September 20, 2016, bids were received for the installation of two new scoreboards at L.W. Baumgartner Park. The bid specifications required the removal and disposal of the two existing scoreboards, and installation of two new, previously purchased scoreboards on new pipes in compliance with installation sketches.

An Invitation to Bid was advertised on SHTV, posted to the MITN website, Facebook, and Twitter and published in the Sentry Newspaper. A pre-bid meeting was held on September 12, 2016 with four (4) contractors in attendance. During the pre-bid meeting, contractors were afforded an opportunity to visually inspect the existing scoreboards and field conditions surrounding the installation sites. Two contractors responded to the ITB with bids as indicated on the attached bid tabulation.

Funding in the amount of \$61,000 was budgeted for this project in the 2015/16 fiscal year and only \$17,571 was expended. Approval of a budget amendment re-appropriating the balance of funds from Land & Water Conservation Fund reserves is requested. This project will be charged to 24700700 (Land & Water Conservation Fund) 972000 (Land Improvements).

STAFF ANALYSIS AND FINDINGS:

Both of the baseball/softball fields located at Baumgartner Park on 15 Mile Road are equipped with electronic scoreboards originally installed in 1974. Over the course of the past 42 years, the original scoreboards have been operated on average three to five hours per night, five to seven nights per week, for the months of April through October. The original scoreboards stopped working two years ago and are no longer repairable. The use of hundreds of incandescent light bulbs makes these original scoreboards technologically obsolete.

The scoreboard replacement project was initially approved and budgeted in the fiscal year 2015/2016 Land & Water Conservation Fund budget in the amount of \$61,000. During the 2015/2016 fiscal year, only \$17,571 was expended for the purchase of the new scoreboards and mounting beams and preliminary soil testing. Due to delays in completing soil analysis, the City not able to be bid-out installation services. The balance of budgeted but unspent Land & Water Conservation funds was returned to reserves and now needs to be re-appropriated for expenditure in fiscal year 2016/2017.

Bid specifications for installation of the new scoreboards included the removal and disposal of the two existing scoreboards, installation of four (4) pipes in compliance with installation sketches resulting from the geotechnical investigation, mounting of the two scoreboards to the installed pipes, re-establishment of power, testing of the installed scoreboards and restoration of areas disturbed by the installation project. Additionally, proper disposal of hazardous/contaminated materials, if any, was required.

The City received two (2) qualifying bids, ranging in cost from \$34,644 to \$68,084. Staff from the Office of Purchasing and Department of Parks & Recreation have carefully reviewed the bids and are recommending an award to J. Ranck Electric as the low bidder meeting specifications.

J. Ranck Electric, is based in Mount Pleasant, Michigan and has been in business for 30 years. J. Ranck Electric employs 250 full-time and 100 part-time employees. A check of references provided by the vendor proved positive. J. Ranck Electric will provide the required insurance, and a bond for this project.

The installation of the scoreboards will be complete prior to the start of the 2017 baseball/softball season. Installation work can be performed during the winter months without issue.

STAFF RECOMMENDATION:

Please see Suggested Action on the accompanying Agenda Statement.

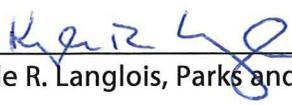
Notification list:

J. Ranck Electric, Inc.
1993 Gover Parkway
Mt. Pleasant, MI 48858
Adam Ranck, President
ajranck@jranck.com



Date: September 22, 2016

To: Jim Buhlinger, Purchasing Manager

From: 
Kyle R. Langlois, Parks and Recreation Director

Subject: ITB-SH16-038 (Scoreboard Installation at LW Baumgartner Park)

I have taken the opportunity to review the submitted bid packets from the two vendors, and it is my recommendation to award the bid for the installation of the scoreboards at LW Baumgartner Park to J. Ranck Electric in the amount of \$34,644. This amount is sufficient to cover the work, as well as removal of contaminated soils if necessary. In the event that the soils are not contaminated and or do not need to be removed from the site, the City will then realize a savings of \$3,270. As was identified in the specification, the City has already purchased new energy efficient LED scoreboards, so this piece of the process is necessary to complete the project. J. Ranck is a reputable electrical contractor and submitted the bid with the lowest price. Per their bid, the project will also be completed prior to the deadline of this coming spring.

The existing scoreboards at Baumgartner Park have not been in working condition for over two years now, and the scoreboards are an integral part of the softball and baseball activities that are held in that park five to seven days per week from April through October. Although we attempted, repairs were not possible on the existing units, and they were operated with hundreds of incandescent light bulbs, which cost the City more money when they were in use.

Funding was approved in the 2015/2016 fiscal year budget, however, we were not able to complete the project within that time period due to a series of tests and subsequent requests for recommendations on installation. The total cost of the project will come in under the budgeted amount of \$61,000, as you can see on the attached spreadsheet.

In closing, I recommend that J.Ranck Electric be awarded the bid for the removal of the existing scoreboards and installation of new scoreboards at LW Baumgartner Park. Please contact me at extension 2705 if you have any questions.

Thank you.

Cc: Troy Nowotny, Recreation Supervisor
Josh Cole, Parks and Grounds Supervisor
Brian Baker, Budget and Finance Director

LW Baumgartner Park Scoreboard Installation Breakdown of Expenses

Company	Expense	Fiscal Year	Explanation of Expense
Sportable Scoreboards	\$7,500	15/16	Parks & Rec Responsibility and ASA Sponsorship (ASA gave us \$2,500 towards this project)
Astro Steel	\$2,499	15/16	I Beams (no longer usable due to specialized design specifications for landfill)
Sportable Scoreboards	\$1,250	15/16	McDonald's Sponsorship (McDonald's gave us the funds, we paid the invoice)
TEC	\$3,222	15/16	Soil Samples and Analysis
TEC	\$1,600	15/16	Geotechnical Analysis and Engineering Report
TEC	\$1,500	15/16	Waste Characterization of Drill Cuttings
TEC	\$3,500	16/17	Foundation Design and Soil Disposal
J. Ranck Electric	\$31,374	16/17	Removal of Existing Scoreboards, Installation of New Scoreboards
J. Ranck Electric	\$3,270	16/17	Removal of Contaminated Soils (if necessary)
Astro Steel	\$3,900	16/17	Galvanized Steel Pipes for Scoreboards
Total	\$59,615		

**CITY OF STERLING HEIGHTS
 BID TABULATION - SEPTEMBER 20, 2016
 ITB-SH16-038: INSTALLATION OF SCOREBOARDS AT BAUMGARTNER PARK**

	J. Ranck Electric	Signs by Crannie
	Total Cost	Total Cost
Beam installation and scoreboard mounting:	\$31,374.00	\$68,083.74
Disposal of contaminated materials (if necessary):	<u>3,270.00</u>	<u>N/A</u>
Total project	\$34,644.00	\$68,083.74
Installation time after receipt of PO:	60 days	45 days
Warranty on labor:	1 year	1 year
Alternate Bid: Electrical service panel removal/replacement	63,130.00	N/A



CITY OF Sterling Heights
 InnovatingLiving

Richard J. Notte Sterling Heights City Center
 City Hall
 40555 Utica Road | P.O. Box 8009
 Sterling Heights, MI | 48311-8009

City Council	
Mayor	Michael C. Taylor
Mayor Pro Tem	Joseph V. Romano
Councilwoman	Deanna Koski
Councilwoman	Maria G. Schmidt
Councilman	Nate Shannon
Councilman	Doug Skrzyniarz
Councilwoman	Barbara A. Ziarko
City Manager	Mark D. Vanderpool

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 cityhall@sterling-heights.net | www.sterling-heights.net
 facebook.com/cityofsterlingheights | twitter.com/sterling_hts

INVITATION TO BID
ITB-SH16-038

The City of Sterling Heights, Michigan is accepting sealed bids for the INSTALLATION OF SCOREBOARDS AT BAUMGARTNER PARK until TUESDAY, SEPTEMBER 20, 2016 AT 2:30 P.M. in the Office of the City Clerk, 40555 Utica Road, Sterling Heights, Michigan 48313. Specifications are attached.

There will be a pre-bid meeting on MONDAY, SEPTEMBER 12, 2016 at 10:00 A.M. at Baumgartner Park, 13000 15 Mile Road, Sterling Heights, Michigan 48312.



 James Buhlinger
 Purchasing Manager

Office of Purchasing
586-446-2740

VII. SPECIFICATIONS

The City of Sterling Heights is seeking sealed bids for the INSTALLATION of two scoreboards at Baumgartner Park, located at 13000 15 Mile Road, Sterling Heights, MI 48312. The approximate location of the scoreboards has already been determined and will be identified at the pre-bid site tour.

Bids shall include all costs necessary to complete the following:

Contractor shall not commence work before 7:00 a.m. All work shall cease by 5:00 p.m. daily unless approved by the Parks and Recreation Director or his designee.

Contractor shall remove and dispose of the existing scoreboards and mounting structures.

Contractor to install four (4) pipes (two pipes per field) in compliance with TEC installation **sketches** provided in Attachment A. Scoreboard mounting-pipe installation **specifications** are provided in Attachment B on page 5.

- a. Contractor to include cost to purchase four (4) 10" diameter pile pipes for installation as specified. The four (4) 8" diameter pipes will be purchased by the City and be delivered to the Baumgartner Park site prior to the planned installation date.
- b. Baumgartner Park is an old landfill. As such, a geotechnical investigation has been performed by Testing Engineers & Consultants, Inc. and the resulting report is Attachment A.

Contractor to mount two 6' x 8' scoreboards to installed pipes (one scoreboard per field). Mounting specifications are provided in Attachment B on pages 6 through 8.

- a. *Portable Scoreboards* (model 3312LED) have previously been purchased and will be delivered to the Baumgartner Park site prior to the planned scoreboard mounting date. Wireless Remote Controls were purchased with these scoreboards.

Contractor shall re-establish power from the existing electrical box.

Contractor shall test the installed scoreboard systems following the guidelines provided on pages 13-14 in Attachment B.

If necessary, Testing Engineers & Consultants (TEC) will test and characterize waste materials. If determined to be hazardous/contaminated, Contractor to provide a separate bid for the disposal of the hazardous/contaminated materials resulting from installation.

Contractor shall restore all areas disturbed resulting from the installation of beams and mounting of scoreboards.

Installation and restoration shall be completed based upon a mutually agreeable schedule.

ALTERNATE BID

Depending on the availability of budgeted funds for this project, the City may be interested in replacing the electrical box that supplies electricity to the scoreboards as well as the supporting structure.

Please provide a bid to remove the existing power supply and replace along with the support structure. Scoreboard power recommendations and installation guidelines are provided on pages 10 – 12 of Attachment B.

VIII. BID FORM

The undersigned hereby declares that the instructions and specifications have been carefully examined and that the **INSTALLATION OF SCOREBOARDS AT BAUMGARTNER PARK** will be furnished for the prices set forth in this bid. It is understood and agreed that all bids are **F.O.B. DESTINATION**, that all bid prices shall remain in effect for at least ninety (90) days from the date of the bid opening to allow for the award of the bid. The undersigned bidder further agrees and understands that the City of Sterling Heights reserves the right to reject any and all bids; and the right to waive irregularities in conforming to these specifications. It will be the responsibility of the bidder to conform to these requirements unless deviations have been cited in the bid and our acceptance made on this basis.

Beam installation and scoreboard mounting: \$ _____

Disposal of contaminated materials (if necessary): \$ _____

Alternate Bid: Electrical service panel removal/replacement: \$ _____

Installation time after receipt of PO: _____

Warranty on labor: _____

How did you receive notification of this bid? _____

How did you obtain the bid specifications? If bid documents were downloaded from a website, please list: _____

The undersigned certifies that all documents/addendums associated with this bid have been downloaded from the MITN website.

Company _____

Address _____

City/State/Zip _____

Representative/Title _____

Telephone/Fax _____

Terms _____

E-Mail Address/Website _____

Signature/Date _____

This form **must** be completed and returned with your bid.

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To award a bid for the printing of the City of Sterling Heights Magazine (Estimated annual expenditure of \$35,100).

Submitted By: Office of Purchasing

Contact Person/Telephone: James Buhlinger, Purchasing Manager, (586) 446-2741

Administration (initial as applicable)



Attachments

	City Clerk	—	Resolution	—	Minutes
	Finance & Budget Director	—	Ordinance	—	Plan/Map
	City Attorney (as to legal form)	—	Contract	—	Other
	City Manager				

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary:

- For the past 28 years, City Administration has informed residents about City news, programs, and events through a hard copy publication delivered on a periodic basis. Currently, Community Relations publishes a high quality, informative magazine three times a year, featuring news articles, community events, and comprehensive program schedules for the Library and Parks and Recreation Department.
- To produce the magazine, Community Relations relies upon a printing vendor. In order to secure competitive pricing for this service, the Office of Purchasing issued a bid for the printing of a 70# gloss text #3 enamel/gloss magazine cover, 35# offset newsprint for the 64 internal pages, and bundling and delivery to the post office. This bid also provides for a print quantity of 53,500 pieces that are mailed to residential postal customers, only. Bid pricing also solicited an alternate stock paper, and full four-color on all internal pages.
- Recommendation is being made to award the bid to the low bidder, Grand Blanc Printing Company, Inc., at unit prices bid for the printing of the magazine using standard 35# newsprint and two-color for all internal pages. Grand Blanc is the incumbent vendor under the expiring bid and has provided excellent printing and bundling services for many years.

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to award the bid for printing of the City of Sterling Heights magazine to Grand Blanc Printing Company, Inc., 9449 Holly Road, Grand Blanc, MI 48439, for a two-year period at the following unit prices:

Price per printing (53,500 pieces)	\$11,700.00
Bundling and Delivery to Post Office	Included

CITY OF STERLING HEIGHTS
STAFF REPORT
October 18, 2016

Prepared By: James Buhlinger, Purchasing Manager

Ext. No. 2741

GENERAL INFORMATION:

On September 20, 2016, bids were received for printing of the City of Sterling Heights magazine. An Invitation to Bid was advertised on SHTV, posted to the MITN website, Facebook and Twitter, and published in the Sentry Newspaper. Five (5) bids were received per the attached bid tabulation. The annual printing cost is estimated to be \$35,100 or \$70,200 over the two-year bid term, and includes delivery to the Post Office. Funds for the printing of the City magazine are budgeted in 11728292 (Community Relations) 903000 (Printing).

STAFF ANALYSIS AND FINDINGS:

The Sterling Heights magazine comprises 68 pages total, including four cover pages (front and back cover, both sides in four color) and 64 text page (32 pages, both sides in black and PMS). The number of internal text pages (64), number of publications per year (3), and number of copies printed and mailed (53,500) remain the same as provided under the expiring bid.

The printing vendor also provides a web-friendly flip-book of the entire completed magazine for inclusion on the City's web site. Postage is paid for by the City and is not reflected in this pricing, but bundling and delivery to the post office is covered in the bid pricing.

One vendor bid an alternate paper, a38# offset newsprint for the internal pages (Option B on the bid tabulation). After analyzing this bid option, it was rejected.

Unit prices bid are lower than those paid under the expiring bid. Cumulatively, the City will pay \$1,260 less for the three printings of the magazine per year.

Grand Blanc Printing Company, the recommended low bidder, has printed the City of Sterling Heights magazine for each of the past twelve years and has done an excellent job by providing a quality product and meeting all printing deadlines.

Please see the attached departmental recommendation from the Community Relations Department.

STAFF RECOMMENDATION:

Please refer to the Suggested Action on the accompanying Agenda Statement.

Notification list:

Grand Blanc Printing Company, Inc.

9449 Holly Road

Grand Blanc, MI 48439

Greg Care, Account Executive

gregc@grandblancprinting.com



Date: September 30, 2016

To: Jim Buhlinger, Purchasing Manager

From: Bridget Doyle, Community Relations Director

Re: Sterling Heights Magazine Printing Recommendation

After examining vendor prices and quotes, the Community Relations Department recommends that the city of Sterling Heights award the 2016-18 magazine printing bid to **Grand Blanc Printing Company, Inc., 9449 Holly Road, Grand Blanc, MI selecting Option A in Year 1 and 2 (70# enamel / 35# offset newsprint)**. The combined two-year total, including printing and bundling for distribution is \$70,200 (*includes six flip books for online viewing*). This specifications of this two-year bid calls for the *Sterling Heights Magazine* to be printed three times per year and will feature four-color on only the four cover pages and two-color throughout the text.

The first reason for this recommendation is that Grand Blanc's bid is the lowest submitted bid of this category and includes preparation/output of proofs. Among the five bid submissions, Grand Blanc is the lowest in cost and therefore the most financially prudent decision for the City. Secondly, the City has a long-standing relationship with Grand Blanc Printing — a relationship that has now spanned more than a decade. The Community Relations Department is highly familiar with the submittal, proofing and printing process with Grand Blanc Printing and this decision would cause no disruption or change in process for staff.

That is not to say this recommendation is made out of ease; Grand Blanc delivers a quality product our residents have come to know and look forward to hitting their mailbox three times a year. Grand Blanc understands our crucial deadlines and often the need for last-minute editorial changes to the magazine. Additionally, the Grand Blanc staff goes the extra mile in ensuring we are satisfied with the product after each print and sends links to our online magazine. We appreciate the human touch in the process.

I look forward to continuing to provide an excellent product to our residents and am confident in the company's ability to continue to print, deliver and mail a high quality publication on time and on budget.

If you have any questions or comments, please feel free to contact me on ext. 2471.

**CITY OF STERLING HEIGHTS
 BID TABULATION - SEPTEMBER 20, 2016
 ITB-SH16-040: PRINTING OF THE CITY OF STERLING HEIGHTS MAGAZINE**

<u>E P Graphics, Inc.</u>	<u>Year 1</u>				<u>Year 2 - Optional</u>			
	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
A: 70# enamel / 35# offset newsprint	\$17,596.00	\$52,788.00	\$296.89	\$2,278.00	\$17,596.00	\$52,788.00	\$296.89	\$2,278.00
B: Alternate stock - text SCAH 38#	16,481.00	49,443.00	276.05	2,246.00	16,481.00	49,443.00	276.05	2,246.00
C: City Option: 4 Color CMYK-all pages	17,895.00	53,685.00	290.41	2,355.00	17,895.00	53,685.00	290.41	2,355.00
Additional Charges:	Alterations: \$20.00/pg							
Turn-around Time:	10-12 business days							
Terms:	Net 30							

<u>Grand Blanc Printing Co. Inc.</u>	<u>Year 1</u>				<u>Year 2 - Optional</u>			
	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
A: 70# enamel / 35# offset newsprint	\$11,700.00	\$35,100.00	\$160.00	\$850.00	\$11,700.00	\$35,100.00	\$160.00	\$850.00
B: Alternate stock	N/B	N/B	N/B	N/B	N/B	N/B	N/B	N/B
C: City Option: 4 Color CMYK-all pages	12,450.00	37,350.00	170.00	960.00	12,450.00	37,350.00	170.00	960.00
Additional Charges:	N/A							
Turn-around Time:	7-10 days (after proof is signed off)							
Terms:	2% 10, Net 30							

**CITY OF STERLING HEIGHTS
 BID TABULATION - SEPTEMBER 20, 2016
 ITB-SH16-040: PRINTING OF THE CITY OF STERLING HEIGHTS MAGAZINE**

<u>Indiana Printing & Publishing Co.</u>	<u>Year 1</u>			
	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
A: 70# enamel / 35# offset newsprint	\$12,584.00	\$37,752.00	\$167.00	\$668.00
B: Alternate stock	N/B	N/B	N/B	N/B
C: City Option: 4 Color CMYK-all pages	13,401.00	40,203.00	177.00	857.00
Additional Charges:	N/A			
Turn-around Time:	10 days (after final proof approval)			
Terms:	Net 30			

<u>Year 2 - Optional</u>			
<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
\$12,709.00	\$38,127.00	\$169.00	\$675.00
N/B	N/B	N/B	N/B
13,535.00	40,605.00	171.00	682.00

<u>NPC, Inc.</u>	<u>Year 1</u>			
	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
A: 70# enamel / 35# offset newsprint	\$17,120.00*	\$51,360.00*	250.00	2,250.00
B: Alternate stock	N/B	N/B	N/B	N/B
C: City Option: 4 Color CMYK-all pages	19,795.00*	59,385.00*	300.00	2,500.00
Additional Charges:	N/A			
Turn-around Time:	10-12 working days			
Terms:	.25% Net 20			

<u>Year 2 - Optional</u>			
<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
\$17,655.00*	\$52,965.00*	260.00	2,325.00
N/B	N/B	N/B	N/B
20,330.00*	60,990.00*	310.00	2,575.00

**CITY OF STERLING HEIGHTS
 BID TABULATION - SEPTEMBER 20, 2016
 ITB-SH16-040: PRINTING OF THE CITY OF STERLING HEIGHTS MAGAZINE**

<u>Printwell, Inc.</u>	<u>Year 1</u>				<u>Year 2 - Optional</u>			
	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>	<u>Unit (53,500)</u>	<u>Yearly (x3)</u>	<u>Add'l lots/1,000</u>	<u>Add'l text pgs</u>
A: 70# enamel / 35# offset newsprint	\$13,910.00	\$41,730.00	\$195.00	\$956.00	\$14,118.65	\$42,355.95	\$195.00	\$970.34
B: Alternate stock (30# News)	N/B	N/B	N/B	N/B	N/B	N/B	N/B	N/B
C: City Option: 4 Color CMYK-all pages	13,910.00	41,730.00	195.00	956.00	14,118.65	42,355.95	195.00	970.34
Additional Charges:	N/A							
Turn-around Time:	10 days (from proof approval)							
Terms:	Net 30							

Note for additional text pages: Unit cost is for each additional eight (8) page internal page increase, per unit run of 53,500 pieces. A pro-rated cost would be added to the unit price for any additional lots of 1,000 pieces requested by the City.

*** ADJUSTED BY PURCHASING**



CITY OF Sterling Heights

InnovatingLiving

Richard J. Notte Sterling Heights City Center
City Hall
40555 Utica Road | P.O. Box 8009
Sterling Heights, MI | 48311-8009

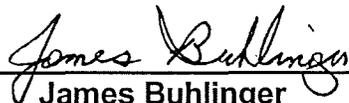
City Council	
Mayor	Michael C. Taylor
Mayor Pro Tem	Joseph V. Romano
Councilwoman	Deanna Koski
Councilwoman	Maria G. Schmidt
Councilman	Nate Shannon
Councilman	Doug Skrzyniarz
Councilwoman	Barbara A. Ziarko
City Manager	Mark D. Vanderpool

TEL 586.446.CITY (2489) FAX 586.276.4077
cityhall@sterling-heights.net | www.sterling-heights.net
facebook.com/cityofsterlingheights | twitter.com/sterling_hts

INVITATION TO BID

ITB-SH16-040

The City of Sterling Heights, Michigan is accepting sealed bids for **PRINTING OF THE CITY OF STERLING HEIGHTS MAGAZINE** until **TUESDAY, SEPTEMBER 20, 2016 AT 2:30 P.M.** in the Office of the City Clerk, 40555 Utica Road, Sterling Heights, Michigan 48313. Specifications are attached.



James Buhlinger
Purchasing Manager

Office of Purchasing
586-446-2740

V. SPECIFICATIONS

Quantity: 53,500 magazines per printing

Format: Booklet

Page Size: 8.5" x 11" (17" x 11" full sheet size, 1/2 folded)
Stitched and trimmed to a finish size of at least 8.125" x 10.375" (or larger)
for full bleed purposes

Pages: 68 total pages: Four (4) cover pages and sixty-four (64) text pages

Please provide cost of additional text pages in eight (8) page increments

Paper:

Option A) 70# Gloss Text #3 enamel/gloss (4 pages) for magazine
cover
35# Offset Newsprint (64 internal pages)

Option B) Alternate Stocks (Please keep alternate quality similar to
specified papers in regards to weight and brightness of stock)

Ink: Cover pages: Four (4) color (CMYK)

Text pages: Two (2) color (Black and PMS)

Option for Text pages: Four (4) color (CMYK)

PrePress: Camera-ready copy via FTP. Vendor must produce silver print and
colorkey and/or PDF proof.

Magazine to be supplied to printer in InDesign CS3 for Macintosh or PDF
files.

PostPress: Vendor MUST supply an electronic copy of assembled proofed magazine
(with cover) suitable for Web viewing/downloading on the City's Web site.

Over/Underruns:

There shall be zero (0) overruns, and zero (0) underruns. Overruns will not
be approved for payment, unless the overruns were requested by the City
prior to printing. Costs for unrequested overruns will be the obligation of the
Vendor. The Vendor shall be responsible for underruns and shall forfeit an
amount equivalent to the percentage of cost for "additional publication
copies," plus 1% of the total newsletter bid price for the term of the approved
bid.

Post Office Mailing/Bundling:

Newsletters are to be bundled according to the U.S. Post Office specifications for routes within the City of Sterling Heights Post Office (Residential Customers Only).

NOTE: It is the obligation of the Vendor to acquire the route quantities including carrier route box section from the Sterling Heights Post Office for each mailing period.

Delivery: The printed newsletter in quantities required by the Sterling Heights Post Office delivery routes is to be delivered to the Sterling Heights Post Office, no later than ten days after art has been submitted to the Vendor by the designee of the City. The remaining copies are to be delivered to the Community Relations Department. The Vendor shall forfeit \$200.00 per day for each calendar day past the date the printed newsletter is due to the Post Office. The amount shall be reduced at a comparable rate if a delay is the direct result of action(s) of the City, i.e. copy submitted later than specified.

Please indicate your estimated turn-around time from the date art is received for pre-press to delivery to the Post Office on the Bid Form.

Schedule: To be determined based on pre-press production schedules.
See attached proposed schedule.

PROPOSED MAGAZINE SCHEDULES

Magazine	Magazine Due to Printer	Magazine Due to Post Office
Winter 2016 – Spring 2017	Friday, November 4, 2016	Monday, November 18, 2016
Spring 2017 – Summer 2017	Friday, March 17, 2017	Monday, March 31, 2017
Fall 2017 – Winter 2017	Friday, July 21, 2017	Monday August 14, 2017

** ALL dates are subject to change*

2017 – 2018 Magazine Schedule: To Be Determined

VI. BID FORM

The undersigned hereby declares that they have carefully examined the instructions and specifications and will print the **City of Sterling Heights Magazine** for the price set forth in this bid. It is understood and agreed that all bids are **F.O.B. Destination**, that all prices shall remain in effect for at least ninety (90) days from the date of the opening to allow for the award of the bid and that the successful Vendor's bid pricing shall remain firm through completion.

Page Size: 8.5" x 11" (17" x 11" full sheet size, 1/2 folded) Stitched and trimmed to a finish size of at least 8.125" x 10.375" (or larger) for full bleed purposes. Camera-ready copy via CD-R. Vendor must produce silver print and colorkey.

Company _____

Year 1	<u>Unit (per 53,500)</u>	<u>Yearly (unit x 3)</u>	<u>Add'l lots of 1,000</u>	<u>Add'l text pages*</u>
A: 70# Gloss Text #3 enamel/gloss (4 pages) for magazine cover) 35# Offset Newsprint (64 internal pages)	\$ _____	\$ _____	\$ _____	\$ _____
B: Alternate Stocks	\$ _____	\$ _____	\$ _____	\$ _____
C. City Option: Four (4) Color CMYK on all pages, including text pages	\$ _____	\$ _____	\$ _____	\$ _____

OPTIONAL - Year 2	<u>Unit (per 53,500)</u>	<u>Yearly (unit x 3)</u>	<u>Add'l lots of 1,000</u>	<u>Add'l text pages*</u>
A: 70# Gloss Text #3 enamel/gloss (4 pages for magazine cover) 35# Offset Newsprint (64 internal pages)	\$ _____	\$ _____	\$ _____	\$ _____

VI. BID FORM (CONT'D)

OPTIONAL - Year 2	<u>Unit (per 53,500)</u>	<u>Yearly (unit x 3)</u>	<u>Add'l lots of 1,000</u>	<u>Add'l text pages*</u>
B: Alternate Stocks	\$ _____	\$ _____	\$ _____	\$ _____
C. City Option: Four (4) Color CMYK on all pages, including text pages	\$ _____	\$ _____	\$ _____	\$ _____

*Unit cost for each additional eight (8) page internal page increase, per unit run of 53,500 pieces. A pro-rated cost would be added to the unit price for any additional lots of 1,000 pieces requested by the City.

Indicate any additional charges: _____

Indicate your turn-around time after receipt of art: _____

How did you receive notification of this bid? _____

How did you obtain the bid specifications? _____

If bid documents were downloaded from a website, please list: _____

The undersigned certifies that he has downloaded all documents/addendums associated with this bid from the MITN website

Company _____

Address _____

City/State/Zip _____

Representative/Title _____

Telephone/Fax _____

E-Mail Address/Website _____

Terms _____

Signature/Date _____

This form **must** be completed and returned with your bid.



**Business of the City Council
Sterling Heights, Michigan**

City Clerk's Use
Item No: **3-E**
Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To award a bid for the purchase of long guns for the Sterling Heights Police Patrol Rifle Program at unit prices bid (No cost – 100% reimbursement through the Patrol Rifle Purchase Program).

Submitted By: Office of Purchasing

Contact Person/Telephone: James Buhlinger, Purchasing Manager, (586) 446-2741

Administration (initial as applicable)

Attachments

	City Clerk	—	Resolution	—	Minutes
	Finance & Budget Director	—	Ordinance	—	Plan/Map
	City Attorney (as to legal form)	—	Contract	—	Other
	City Manager				

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary:

- A patrol rifle has become an essential resource for police officers to effectively respond to and engage in high-risk incidents, including active shooters and barricaded gunmen. Patrol rifles were last purchased through the City for police officers in March 2010 through the *Patrol Rifle Purchase Program*. This program calls for the City to seek and award a bid, purchase the specified weapons and recoup 100% of the cost of the weapons from participating police officers through payroll deduction.
- Many of the sworn officers who purchased patrol rifles back in 2010 have since retired and newly-hired officers have come forward requesting an opportunity to acquire patrol rifles and undergo tactical training. These long guns will be owned, used and maintained by the police officer for the duration of their careers, absent replacement.
- On September 13, 2016, the Office of Purchasing received bids for the purchase of the FN 15™ Tactical Carbine rifle. Upon review and analysis by the Police Department, the recommendation is to accept the bid from Michigan Police Equipment Company at the unit price of \$1,047 per rifle. Michigan Police Equipment submitted the low bid meeting City specifications.
- The City will provide the initial funding for the purchase of the FN 15™ Tactical Carbine Rifles. However, the City will be fully reimbursed for the purchase price through the *Patrol Rifle Purchase Program*, whereby participating officers use a 24-month payroll deduction to re-pay the City. Fifty-nine sworn officers have indicated a willingness to participate in this program to purchase, train with, carry and use this long gun tactical weapon.

- Please see the attached staff report and supporting documentation for additional information.

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to award of the bid for the purchase of long guns for the Sterling Heights *Police Patrol Rifle Program* to Michigan Police Equipment Company, 6521 Lansing Road, Charlotte, MI 48813, at unit prices bid.

CITY OF STERLING HEIGHTS
STAFF REPORT
October 18, 2016

Prepared By: James Buhlinger, Purchasing Manager

Ext. No. 2741

GENERAL INFORMATION:

Bids for the purchase of long guns for the Sterling Heights *Police Patrol Rifle Program* were due September 13, 2016. The Invitation to Bid was advertised on SHTV, posted to the MITN website, Facebook and Twitter, and published in the Sterling Heights Sentry. Four vendors responded as outlined on the attached bid tabulation.

The Sterling Heights Police Department is requesting authorization for the purchase of FN15 Tactical Carbine Rifles to increase the number of patrol rifles carried by patrol officers. This purchase will better equip the police officers to respond to and engage in high-risk incidents, such as active shooters and barricaded gunmen. This purchase will be coordinated through the *Patrol Rifle Purchase Program* and charged to an inventory account in 27110000 (Public Safety Forfeiture Fund) 190000 (Rifle Purchase Program) and be 100% reimbursed to the City through payroll deduction by those officers participating in the program over a 24-month period.

STAFF ANALYSIS AND FINDINGS:

Upon review and analysis by the Police Department, recommendation is being made to award the bid to the low bidder meeting all specifications, Michigan Police Equipment Company, based on the unit prices bid. Michigan Police Equipment is a qualified vendor that has previously supplied the City with police equipment with positive results.

Approximately 59 sworn officers have committed to participating in the *Patrol Rifle Purchase Program*. Participation in this program requires police officers to purchase a tactical carbine rifle, participate in the necessary firearm training, carry the specialized weapon in their patrol car while on duty and be willing to use the rifle if/when needed.

The long guns will be owned by each participating police officer, who reimburses the purchase price to the City by a bi-weekly payroll deduction over a 24-month period. The *Patrol Rifle Purchase Program* has worked very well in the past and recommendation is being made to acquire the specified FN15 Tactical Carbine Rifles through this program. The City's upfront cost will be approximately \$61,773.

Please see the supporting documentation for additional information.

STAFF RECOMMENDATION:

Please see Suggested Action on the accompanying agenda statement.

Notification list:

Michigan Police Equipment Company

6521 Lansing Road

Charlotte MI 48813

Sena Parks, Treasurer

sena@mpec.biz



Date: September 28, 2016

To: Jim Buhlinger, Purchasing Manager

From: Captain Dale Dwojakowski, Police Administration / Support Services

Subject: Patrol Rifle Purchase Program

The police department would like to move forward with a patrol rifle purchase program. A similar program was completed in 2009 that allowed 23 officers to acquire a patrol rifle with the city paying for the rifles upfront and the officers reimbursing the city over two years' worth of pay roll deductions. Many of these officers have since retired and multiple newly hired officers have come forward asking for this equipment and training. Fifty-nine police officers have expressed interest in obtaining a patrol rifle and the training that is needed to operate the weapon.

The patrol rifle program has served this city well over the years, placing specialized weapons in multiple patrol cars 24/7, ready to respond to any emergency at a moment's notice. Nationally there have been dozens of examples of mass shooting events where the perpetrator was using some kind of assault rifle, 15-20 years ago this was almost unheard of. Officers need this weapon to respond to elevated threats appropriately, safely and tactically. Officers responding to a suspect armed with an AK-47 assault rifle armed only with their duty issued .40 caliber Glock Handgun would be at a MAJOR disadvantage without access to a patrol rifle.

The purchase of the rifle is just one part of what is needed to have this weapon available to our officers, the other component is training. Officers must pass a four day patrol rifle course and then meet annual requalification standards. The end result is a well-trained officer that is armed with the proper equipment to protect our residents, other officers and their own life.

Requests for bids were recently sent out by Purchasing. Following the review of those bids, it is the recommendation of the police department to move forward with this purchase from Michigan Police Equipment Company, the low bidder meeting all specifications for the FN 15 Tactical Carbine Rifle, bid at \$1,047.

Because the cost of the basic weapon is over \$1000 and many officers will choose to spend even more of their own money on upgraded optical sighting systems, lighting, slings and carrying cases; it is being asked for the city to offer a pay roll deduction program for all officers interested in carrying a patrol rifle to help offset the \$1,047 upfront cost of the weapon and have the ability to pay the city back over a two year period.

CITY OF STERLING HEIGHTS
 BID TABULATION - SEPTEMBER 13, 2016
 ITB-SH16-037: LONG GUNS FOR THE STERLING HEIGHTS POLICE PATROL RIFLE PROGRAM

	Est. Qty.	<u>Close Quarters Tactical, LLC</u>		<u>Kiesler Police Supply Company</u>		<u>Michigan Police Equipment, Inc.</u>		<u>Personal Protection Group, LLC</u>	
		Unit Price	Total	Unit Price	Total	Unit Price	Total	Unit Price	Total
FN15 Tactical Carbine	59	\$1,099.00	\$64,841.00	\$1,062.00	\$62,658.00	\$1,047.00	\$61,773.00	\$1,117.72	\$65,945.48
Specifications met:			15/15		14/15		15/15		14/15
Delivery time after receipt of PO:			60-120 days		60-90 days		30-60 days		30-90 days



CITY OF Sterling Heights

InnovatingLiving

Richard J. Notte Sterling Heights City Center
City Hall
40555 Utica Road | P.O. Box 8009
Sterling Heights, MI | 48311-8009

City Council
Mayor Michael C. Taylor
Mayor Pro Tem Joseph V. Romano
Councilwoman Deanna Koski
Councilwoman Maria G. Schmidt
Councilman Nate Shannon
Councilman Doug Skrzyniarz
Councilwoman Barbara A. Ziarko
City Manager Mark D. Vanderpool

TEL 586.446.CITY (2489) FAX 586.276.4077
cityhall@sterling-heights.net | www.sterling-heights.net
facebook.com/cityofsterlingheights | twitter.com/sterling_hts

ADDENDUM #1

POSTED: AUGUST 29, 2016

BID: ITB-SH16-037: LONG GUNS FOR THE STERLING HEIGHTS POLICE PATROL RIFLE PROGRAM

DUE DATE: TUESDAY, SEPTEMBER 13, 2016 AT 2:30 P.M.

ADDENDUM #1

Two modifications have been made to section IV. SPECIFICATIONS of ITB-SH16-037. The following additions should have been initially included on page 8 of 14:

"No alternatives or substitutes will be acceptable".

"Inside delivery is required and shall be included in your bid".

No other changes or modifications have been made.

For further assistance, please contact me at (586) 446-2741.

James Buhlinger
James Buhlinger
Purchasing Manager

I have reviewed and understand the bidding implications of Addendum #1; attest to this understanding by signing below and will submit this page along with my bid documents.

Name

Company

Official bid specifications are available at www.mttn.info, or call the Office of Purchasing at 586-446-2740.



CITY OF Sterling Heights

InnovatingLiving

Richard J. Notte Sterling Heights City Center
City Hall
40555 Utica Road | P.O. Box 8009
Sterling Heights, MI | 48311-8009

City Council	
<i>Mayor</i>	Michael C. Taylor
<i>Mayor Pro Tem</i>	Joseph V. Romano
<i>Councilwoman</i>	Deanna Koski
<i>Councilwoman</i>	Maria G. Schmidt
<i>Councilman</i>	Nate Shannon
<i>Councilman</i>	Doug Skrzyniarz
<i>Councilwoman</i>	Barbara A. Ziarko

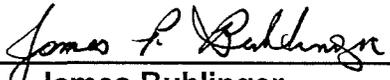
TEL 586.446.CITY (2489) FAX 586.276.4077
cityhall@sterling-heights.net | www.sterling-heights.net
facebook.com/cityofsterlingheights | twitter.com/sterling_hts

City Manager Mark D. Vanderpool

INVITATION TO BID

ITB-SH16-037

The City of Sterling Heights, Michigan is accepting sealed bids for **LONG GUNS FOR THE STERLING HEIGHTS POLICE PATROL RIFLE PROGRAM** until **TUESDAY, SEPTEMBER 13, 2016 AT 2:30 P.M.** in the Office of the City Clerk, 40555 Utica Road, Sterling Heights, Michigan 48313. Specifications are attached.



James Buhlinger
Purchasing Manager

Office of Purchasing
586-446-2740

IV. SPECIFICATIONS

The City of Sterling Heights is seeking sealed bids for long guns to be used by the Police Department. Specifications are as follows. Estimated quantity will be between 55-65 rifles. The City reserves the right to make adjustments to the quantity purchased.

FN 15™ TACTICAL CARBINE

- 5.56x45 mm
- Semi-automatic only

RECEIVER

- Hard-anodized aluminum
- Flat-top receiver, M-1913 MIL-STD rail at the 12 o'clock position
- Midwest Industries LWM 15" handguard with M-LOK™*
- Magpul MBUS® sights

BARREL

- 16" match-grade cold hammer-forged, chrome-lined free floating barrel
- FNH USA three-prong flash hider
- 1:7" RH twist

STOCK

- Magpul MOE® grip
- Magpul MOE® SL™ buttstock

OPERATING CONTROLS

- Ergonomic safety lever and magazine release
- Forward assist

MAGAZINE

- Three (3) Magpul PMAG®
- 30 round capacity

V. BID FORM

The undersigned hereby declares that he/she has carefully examined the instructions and specifications and will furnish **LONG GUNS FOR THE STERLING HEIGHTS POLICE PATROL RIFLE PROGRAM** for the unit prices set forth in this bid. It is understood and agreed that all bids are **F.O.B. DESTINATION**, that all bid prices shall remain in effect for at least ninety (90) days from the date of bid opening to allow for the award of the bid and that if chosen the successful vendor, the prices bid will remain firm for a **one (1) year period** from the date of award of the bid. The undersigned bidder further agrees and understands that the City of Sterling Heights is reserving the right to reject any and all bids and the right to waive irregularities in bidding if it determines such action to be in the best interest of the City to do so. Bids not conforming to these specifications will be rejected and it will be the responsibility of the bidder to conform to these requirements unless deviations have been cited in the bid and our acceptance made on this basis.

FN 15™ TACTICAL CARBINE unit price (as specified) \$ _____

Delivery time after receipt of order _____

How did you receive notification of this bid? _____

How did you obtain the bid specifications? If bid documents were downloaded from a website, please list: _____

The undersigned certifies that all documents/addendums associated with this bid have been downloaded from the MITN website.

Company _____

Address _____

City/State/Zip _____

Representative/Title _____

Telephone/Fax _____

Terms _____

E-Mail Address/Website _____

Signature/Date _____

This form **must** be completed and returned with your bid.



AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To set a public hearing to consider the application and concept plan submitted by Maple Lane Holdings LLC for a Planned Unit Development on 288 acres situated north of 14 Mile Road, west of Maple Lane Road, PPCM-1161.

Submitted By: Office of Planning

Contact Person/Telephone: Christopher McLeod, City Planner, 586/446-2384 *cpm*

Administration (initial as applicable)

Attachments

<i>MC</i> City Clerk	___	Resolution	___	Minutes
<i>BJ</i> Finance & Budget Director	___	Ordinance	___	Plan/Map
<i>MB</i> City Attorney (as to legal form)	___	Contract	<u>x</u>	Other
<i>mr</i> City Manager				

Check box if this agenda item requires billing\revenue collection (fees, etc.) by Treasury Office

Executive Summary

Background – Maple Lane Holdings LLC, a Michigan limited liability company (Applicant), acquired the Maple Lane Golf Club situated on 14 Mile Road, west of Maple Lane Road. Since acquisition, Applicant has continued to successfully operate the golf course while undertaking a thorough market analysis as to options to enhance the facilities through redevelopment of the 288-acre site.

Applicant, through strategic partner Mocerri Companies, recently unveiled plans for Verandas, which is described as:

...ideal and convenient living for those 55 AND BOLDER. With 807 homes, on 288 acres, the Verandas will include cottages, townhouses, duets, and ranch homes, two and three-bedroom apartments and a senior living community.

Other features of the Verandas community include:

The Veranda – the epicenter of the Verandas community. Located at the entry of the development, and beautifully appointed with state-of-the-art fitness and wellness center, indoor and outdoor pools, classrooms, a pro shop and full-service restaurant.

Maple Lane at Verandas – the new Maple Lane Golf Club will include a redesigned golfing experience by noted designer Ray Hearn. The new lay-out will feature an 18-hole championship course and an illuminated 9-hole Par 3 course for daytime and evening golf.

Verandas Planned Unit Development – Applicant is requesting approval for the Verandas Planned Unit Development (PUD). Under §22.03 of Zoning Ordinance No. 278, the intent of a PUD is "...to encourage innovation and to allow more efficient use of land through the use of regulatory flexibility in the consideration of proposed land uses within the city consistent with the requirements of the city's Master Land Use Plan.

It is the further intent to replace the usual approval process involving rigid use and bulk specifications by the regulations contained in this Section and by the utilization of an approved development plan.”

In terms of the approval process for the PUD, the Planning Commission is required to review the proposal, conduct a public hearing, and make a report and recommendation to the City Council. The Planning Commission’s public hearing is scheduled for October 13, 2016.

Upon receipt of the report and recommendation from the Planning Commission, the City Council shall consider whether or not all conditions have been satisfactorily met and thereafter shall hold a public hearing to hear and consider comments to the PUD proposal. Recommendation is being made to set the public hearing on the Verandas PUD for Tuesday, November 15th at 7:30 p.m.

The attached Notice of Public Hearing will be published in the official city newspaper. Property owners within 300’ of the PUD will also receive a written notice of the public hearing and the subject property will be posted.

Suggested Action:

MOVED BY:

SECONDED BY:

Resolved, to set a public hearing on Tuesday, November 15, 2016 at 7:30 p.m. regarding the application and concept plan submitted by Maple Lane Holdings LLC for a Planned Unit Development on 288 acres situated north of 14 Mile Road, west of Maple Lane Road, PPCM-1161.

APPLICATION FOR SITE PLAN APPROVAL
CITY OF STERLING HEIGHTS

Approval of a site plan is hereby requested for the following parcel of land in the City of Sterling Heights. This application is submitted with TEN(10) copies of the site plan and other data as required by the City Zoning Ordinance and outlined in the procedure guide for approval of site plans.

TWELVE (12) copies of site plan are required if going to Planning Commission.

PLEASE PRINT OR TYPE ALL INFORMATION.

1. Proposed development name: Verandas
2. Parcel address: 33203 Maple Lane Drive
3. Location of property is on the West side of Maple Lane Drive
Road between 14 Mile Road and Maple Road in Section 34 & 35

4. The property is presently zoned R-80
5. The total site area is 288 acres.
6. Portion of total site area being developed is 100% of site has been developed, 100% will be redeveloped
7. It is proposed that the following building(s) will be constructed (indicate the number of buildings;
whether they will be sold or retained under single ownership; and, if they are to be leased, the period of the lease.
- 277 Single Family Cottages and 116 Duets for sale.
- 110 Ranchettes, 108 Apartment Homes and 36 Townhomes for lease.
- Senior Residence Building - 160 units (CCRC), Clubhouse - Pool, Banquet Center,
Golf Pro Shop, 18 Hole Golf Course and 9 Hole Practice Course.

PAGE 2

9. Present land owner:

Maple Lane Holdings, LLC.	3005 University Drive, #100		
(name)	(address)		
Auburn Hills	Michigan	48326	248.340.9400
(city)	(state)	(zip)	(phone)

10. Applicant requesting site plan approval:

Dominic J. Mocerri	3005 University Drive, #100		
(name)	(address)		
Auburn Hills	Michigan	48326	248.860.5519
(city)	(state)	(zip)	(phone)
Dominic@mocerri.com			
(email address)			

11. Applicant's basis of representation (e.g., owner, attorney, architect, engineer, option to buy):

Agent of Owner


Signature of Land Owner

Dominic J. Mocerri
Print Name

Signature of Applicant(s)

Print Name

- ❖ DOCUMENTATION MUST BE INCLUDED THAT VERIFIES OWNERSHIP OR INTEREST IN THE PROPERTY (i.e., Warranty Deed, Land Contract, lease, option, etc.)
- ❖ IF THE APPLICANT INTENDS TO APPLY FOR A LIQUOR LICENSE, YOU MUST FILE AN APPLICATION WITH THE CITY CLERK'S OFFICE PRIOR TO BEGINNING CONSTRUCTION.
- ❖ ALL PRINTS MUST BE SEALED AND FOLDED WITH THE TITLE BLOCK SHOWN.

Heights Office of Planning, 40555 Utica Road, Sterling Heights, Michigan 48313, or to the City Planner at cmcleod@sterling-heights.net up to 4:30 p.m. of the meeting date.

The City of Sterling Heights will provide necessary reasonable auxiliary aids and services to individuals with disabilities at the meeting, upon seven days notice to the Community Relations Office at 586-446-2370.

PUBLISH: October __, 2016

MARK CARUFEL
CITY CLERK

**Business of the City Council
Sterling Heights, Michigan**

City Clerk's Use
Item No: **3-6**
Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To approve a Cost Sharing Agreement between the Macomb County Department of Roads, City of Sterling Heights, and City of Warren for purposes of securing federal grants for the reconstruction of Mound Road from I-696 to M-59 (City of Sterling Heights cost share in the amount of \$50,000).

Submitted By: Office of Engineering

Contact Person/Telephone: Brent Bashaw, City Engineer, 586/446-2721

Administration (initial as applicable)

Attachments

<i>MC</i>	City Clerk	___	Resolution	___	Minutes
<i>BB</i>	Finance & Budget Director	___	Ordinance	___	Plan/Map
<i>MH</i>	City Attorney (as to legal form)	<u>X</u>	Contract	___	Other
<i>MV</i>	City Manager				

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary

Background – Mound Road has been, and continues to be, a vital part of the growth and prosperity of Macomb County, as well as the cities of Sterling Heights and Warren. Originally planned as a partial freeway, Mound Road is a major artery connecting I-696 to M-59, with a presence of major public and private organizations situated within the corridor, including:

- ✓ Ford Motor Company (Sterling Axle)
- ✓ General Motors Corporation (Tech Center)
- ✓ U. S. Army (TARDAC and TACOM)
- ✓ General Dynamics

Since its last reconstruction over 20 years ago, Mound Road has deteriorated due to age, heavy use, and harsh weather conditions to an extent that it now requires major reconstruction.

Macomb County Department of Roads, Sterling Heights, and Warren recognize the critical need to reconstruct approximately 9 miles of Mound Road, from I-696 to M-59, in order to provide a safe and effective means to transport goods and people along this vital arterial corridor. It is estimated that the cost of reconstruction will be approximately \$100 million. Absent federal funding, Macomb County Department of Roads, Sterling Heights and Warren do not have sufficient funds to make road improvements of this magnitude.

The parties have identified the following three federal grants as potential funding sources for the Mound Road reconstruction project:

- ✓ Transportation Investment Generating Economic Recovery Grant ("TIGER");
- ✓ Fostering Advancements in Shipping and Transportation for the Long-Term Achievement of National Efficiencies grant ("FASTLANE"); and,
- ✓ Defense Access Road Program ("DAR").

The anticipated range of available TIGER grant awards for 2017 is estimated to be between \$5 million and \$20 million, depending on the project. The anticipated range of available FASTLANE grant awards in 2017 is anticipated to be between \$40 million and \$165 million, depending on the project. The amount of DAR funding is determined by the United States Military Surface Deployment and Distribution Command, after a multilayer evaluation process.

The TIGER, FASTLANE and DAR program funding is highly competitive, and are awarded based on merit, project scope, impact on military support, and many other factors, all of which must be presented through an extensive application processes. The County, Sterling Heights and Warren understand that a collaborative effort between all three governmental bodies and retention of professional grant writing specialists and civil engineers is critical to provide the best opportunity to pursue and obtain federal funding for the proposed Mound Road Project.

To further the collaborative effort in securing federal grant funding, the parties have prepared a Cost Sharing Agreement (attached) for the professional services provided by Hanka Advisor, LLC, a federal grant writing specialist as well as civil engineer consultant, Hubbel, Roth & Clark, Inc. ("HRC"). Hanka Advisor, LLC and HRC have presented proposals for services to be rendered in applying for and obtaining the TIGER, FASTLANE and DAR grants for the proposed Mound Road reconstruction project. Because Mound Road is under the jurisdiction of the Macomb County Department of Roads and traverses through Warren (3 Miles) and Sterling Heights (6 Miles), the estimated cost of \$150,000 will be split in accordance with the following schedule:

- ✓ Macomb County Department of Roads – 50%
- ✓ Sterling Heights - 33.33% (or 50% and not to exceed \$70,000 without Warren)
- ✓ Warren - 16.67%

Sterling Heights' share of \$50,000 ($\$150,000 \times 33.33\%$) is due and payable upon execution of a Cost Sharing Agreement. Should the City of Warren cost share not be approved, the scope of work will be reduced accordingly and Sterling Heights will then split the costs equally with Macomb County Department of Roads in an amount not to exceed \$70,000 ($\$140,000 \times 50\%$).

Suggested Action:

MOVED BY:

SECONDED BY:

Resolved to approve the Cost Sharing Agreement between the Macomb County Department of Roads, City of Sterling Heights, and City of Warren for purposes of securing federal grants for the reconstruction of Mound Road from I-696 to M-59 and authorize the Mayor and City Clerk to execute the Agreement on behalf of the City.

COST SHARING AGREEMENT

This Agreement entered into this _____ day of _____, 2016, by and between the Macomb County Department of Roads, hereinafter referred to as "County"; the City of Sterling Heights, hereinafter referred to as "Sterling Heights", and the City of Warren, hereinafter referred to as "Warren". The County, Sterling Heights, and Warren are hereinafter collectively referred to as the "Parties."

WHEREAS, the Michigan Constitution of 1963, Article 7, § 28, the Urban Cooperation Act of 1967, Act No. 7 of the Public Acts of 1967, Ex. Sess., being MCL 124.501 *et seq.*, permit a political subdivision to exercise jointly with any other political subdivision any power, privilege, or authority which such political subdivisions share in common and which each might exercise separately;

WHEREAS, the Parties are not establishing a governmental agency, entity, or authority, nor establishing a separate legal or administrative agency under Section 7(1) of the Urban Cooperation Act, MCL 124.507(1) and have not therefore provided for or otherwise established such an agency by the terms of this Agreement;

WHEREAS, each Party to this Agreement has the power, privilege, and authority to retain the services of various contractors, registered federal lobbyists, and other specialists engaged in the area of grant writing and engineering services for purposes of seeking available federal grants for the repair, replacement and/or redesign of roadways contained within each Parties' respective jurisdictions;

WHEREAS, the Parties recognize the need for and wish to improve and/or repair approximately 9 miles of Mound Road from I-696 to M-59 to better service the Parties' residents, businesses, manufacturers and those companies' making up the Sterling/Warren "Defense Corridor" (the proposed "Mound Road Project");

WHEREAS, County has exclusive jurisdiction over Mound Road, but has indicated that, absent federal funding, there are insufficient funds available, at this time, to move forward on the proposed Mound Road Project;

WHEREAS, the Parties have identified two federal grants currently offered by the federal government to be potential funding sources for the proposed Mound Road Project. These grants include the Transportation Investment Generating Economic Recovery grant ("TIGER") and the Fostering Advancements in Shipping and Transportation for the Long-Term Achievement of National Efficiencies grant ("FASTLANE");

WHEREAS, the Parties have identified an additional potential source of funding for the Mound Road Project under the Defense Access Road Program ("DAR") program available through the Department of Defense, which assists local governmental units in offsetting the cost of public highway improvements necessary to mitigate an unusual impact of a defense activity;

WHEREAS, each Party acknowledges that a collaborative effort between County, Sterling Heights and Warren is critical to provide the best opportunity to pursue and obtain federal funding for the proposed Mound Road Project;

WHEREAS, the Parties wish to retain the services of Hanka Advisor, LLC (“Hanka”), a federally licensed lobbyist and grant writing specialist as well as civil engineer consultant, Hubbel, Roth & Clark, Inc. (“HRC”) to assist in applying for and obtaining the TIGER, FASTLANE and DAR funding for the proposed Mound Road Project;

NOW, THEREFORE, in consideration of the mutual interest, obligations, and promises herein contained, the Parties agree as follows:

1. **Retention of HRC and Hanka by County.** County shall retain the services of Hanka and HRC to assist the County in applying for and obtaining the TIGER, FASTLANE and DAR funding for the proposed Mound Road Project pursuant to the proposals attached as Exhibit A and Exhibit B to this Agreement.

2. **Cost Sharing and Payment to HRC and Hanka.** The parties agree to the share in the Cost for all services provided by HRC and Hanka to perform the scope of services work contained in Exhibit A and Exhibit B, which are not to exceed \$150,000.00 (“Not to Exceed Price”).
 - a. The following cost sharing proportions have been agreed to with respect to all services provided by HRC and Hanka for the scope or work contained in Exhibit A and Exhibit B:
 - County share of Costs: 50% \$75,000.00
 - Sterling Heights Share of Costs: 33.33% \$50,000.00
 - Warren Share of Costs: 16.67% \$25,000.00

If Warren does not approve this Agreement, Sterling Heights has the option to proceed with a scope of services reduced to an amount not to exceed \$140,000, which shall be split equally between Sterling Heights (50%) and the County (50%).

- b. Sterling Heights and Warren shall pay their portion of the Costs to County within 15 days of execution of this Agreement.

- c. County agrees to obtain prior authorization from Warren and Sterling Heights for any additional costs to be charged by HRC and Hanka beyond the “Not to Exceed Price” listed in this section.

- d. County shall invoice Sterling Heights and Warren for their respective portion of all additional authorized costs upon receipt of invoicing from HRC and/or Hanka for payment within 30 days of receipt of the County’s invoice.

- e. County agrees to reimburse Sterling Heights and Warren for any unused amount paid to the County, based upon the same proportions contained in Section 2 (a) in the event that the actual costs for the scope of services are less than \$150,000.00

3. **Effective date and Duration of Agreement.** This Agreement and any amendments hereto shall be effective when executed by the Parties with concurrent resolutions passed by the governing bodies of each party.

This Agreement shall remain in effect until a determination is made on the application for TIGER, FASTLANE and DAR funding, or the County's engagement with HRC and HANKA under Exhibit A and B has ended.

4. **No Third Party Beneficiaries.** Except as provided for the benefit of the Parties, this Agreement does not and is not intended to create any obligation, duty, promise, contractual right or benefit, right to indemnification, right to subrogation, and/or any other right in favor of any other person or entity.
5. **Reservation of Rights.** This Agreement does not and is not intended to impair, divest, delegate, or contravene any constitutional, statutory, and/or other legal right, privilege, power, obligation, duty, or immunity of the parties.
6. **Notices.** Notices given under this Agreement shall be in writing and shall be personally delivered, sent by express delivery service, certified mail, or U.S. mail postage prepaid, and addressed to the persons listed below. Notice will be deemed given on the date when one of the following first occurs: (1) the date of actual receipt; (2) the next business day when notice is sent express delivery service or personal delivery; or (3) three days after mailing by first class or certified U.S. mail.
7. **Governing Law/Consent to Jurisdiction and Venue.** This Agreement shall be governed, interpreted, and enforced by the laws of the State of Michigan.
8. **Agreement, Modifications, or Amendments.** Any modifications, amendments, rescissions, waivers, or releases to this Agreement must be in writing and agreed to by all Parties. Unless otherwise agreed, the modification, amendment, rescission, waiver, or release shall be signed by the same persons who signed the Agreement or other persons as authorized by the Party's governing body.
9. **Entire Agreement.** This Agreement represents the entire agreement and understanding between the Parties. This Agreement supersedes all other oral or written agreements between the Parties. The language of this Agreement shall be construed as a whole according to its fair meaning and not construed strictly for or against any Party.

The Parties have taken all actions and secured all approvals necessary to authorize and complete this Agreement. The persons signing this Agreement on behalf of each Party have legal authority to sign this Agreement and bind the Parties to the terms and conditions contained herein.

IN WITNESS WHEREOF, the parties hereto executed this Agreement on the date set forth above.

WITNESS

MACOMB COUNTY

Mark F. Deldin, Chief Deputy County Executive

WITNESS

CITY OF STERLING HEIGHTS

Michael C. Taylor, Mayor

Mark Carufel, Clerk

WITNESS

CITY OF WARREN

James R. Fouts, Mayor

Paul Wojno, Clerk



**Business of the City Council
Sterling Heights, Michigan**

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To adopt a resolution authorizing Official Statement and Continuing Disclosure Undertakings by City officials for refunding of Macomb Interceptor Drainage District Drain Bonds, Series 2010A, Limited Tax General Obligation.

Submitted By: Office of Finance & Budget

Contact Person/Telephone: Brian S. Baker, Finance & Budget Director, 586/446-2302 *BSB*

Administration (initial as applicable)

Attachments

<i>MC</i> City Clerk	<u> x </u>	Resolution	<u> </u>	Minutes
<i>AB</i> Finance & Budget Director	<u> </u>	Ordinance	<u> </u>	Plan/Map
<i>AK</i> City Attorney (as to legal form)	<u> </u>	Contract	<u> </u>	Other
<i>AM</i> City Manager				

Executive Summary:

- The Macomb County Public Works office is in the process of refinancing sewer district bonds issued in 2010. The Drainage District Drain Bonds, Series 2010A (the Bonds) were originally issued to finance the acquisition of the sewer interceptor system from the City of Detroit. The Bonds are now callable and with current low interest rates, it is estimated \$6.1 million in present value savings could be achieved by refinancing the bonds over the remaining 19 years.
- Sterling Heights is a member of the Macomb Sewer District whose flows are transported via the interceptor. Based on the volume of the City's flows, it is responsible for paying 32% of the Bonds. With respect to the refunding bonds to be issued, every municipality with at least 10% of the assessment on which the bonds are issued are required to approve the attached resolution authorizing participation in the refinancing. The Charter Township of Clinton and Macomb Township will also be required to adopt the resolution.
- Bodman PLC, as bond counsel for the Macomb Public Works office, is requesting that the City adopt the attached resolution. The resolution authorizes City officials to participate in the preparation of preliminary and final official statements for the refunding bonds and take all actions necessary for their issuance. The authorized City officials will annually provide updated information for the final official statement pursuant to the terms and conditions of a disclosure agreement.
- The City will receive a proportionate net present value savings on the refinanced bonds, which is estimated to be \$1.95 million in future interest costs over the next 19 years or approximately \$100,000 per year. It should also be noted that there is no City expenditure associated with the refunding bonds as issuance costs are paid out of proceeds.

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to adopt the resolution authorizing Official Statement and Continuing Disclosure Undertakings by City officials for refunding of Macomb Interceptor Drainage District Drain Bonds, Series 2010A, Limited Tax General Obligation.

CITY OF STERLING HEIGHTS
(Macomb County, Michigan)

RESOLUTION NO. _____

RESOLUTION TO AUTHORIZE
OFFICIAL STATEMENT AND CONTINUING DISCLOSURE UNDERTAKING

Minutes of a meeting of the City Council of the City of Sterling Heights, Macomb County, Michigan, held in the City Council Chambers, City Hall, 40555 Utica Road, Sterling Heights, Michigan, on _____, 2016, at 7:30 p.m., local time.

PRESENT: _____

ABSENT: _____

The following resolution was offered by Member _____ and supported by Member _____:

WHEREAS, the Macomb Interceptor Drain Drainage District, Macomb County, Michigan (the "Macomb Interceptor Drainage District"), issued its Drainage District Drain Bonds, Series 2010A (Limited Tax General Obligation) (Federally Taxable – Build America Bonds – Direct Payment) (the "Prior Bonds") for the general purpose of acquiring the sewer interceptor system from the City of Detroit (the "2010 Project"); and

WHEREAS, the Macomb Interceptor Drainage District has received a savings report from Bendzinski & Co., that shows that refunding all or a portion of the Prior Bonds may provide a net present value savings with respect to the debt service on the Prior Bonds; and

WHEREAS, the Macomb Interceptor Drainage District intends to issue a series of refunding bonds in order to refund all or a portion of the Prior Bonds (the "Refunding Bonds"); and

WHEREAS, the City of Sterling Heights (the “City”) has been assessed a share of the cost of the 2010 Project and the remaining balance of such assessment is at least 10% of the outstanding amount of assessments for the 2010 Project; and

WHEREAS, in connection therewith, the City has been asked to participate in the preparation of preliminary and final official statements for the Refunding Bonds and enter into continuing disclosure undertakings for the Refunding Bonds.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Mayor, the City Manager, the Clerk, the Finance & Budget Director and the Controller of the City, or any one or more of them (each an “Authorized Officer”), are authorized to participate in the preparation of preliminary official statements and final official statements for the Refunding Bonds and to sign such documents and give any approvals necessary therefor.

2. The Authorized Officer is hereby authorized to execute a certificate of the City to comply with the continuing disclosure undertakings of the City with respect to the Refunding Bonds pursuant to paragraph (b)(5) of SEC Rule 15c2-12 issued under the Securities Exchange Act of 1934, as amended, and amendments to such certificate from time to time in accordance with the terms of such certificate in such form as the Authorized Officer shall approve, and the Authorized Officer is hereby authorized and directed to sign the disclosure certificate.

3. The Authorized Officer is authorized and directed to take all actions necessary or desirable for the issuance of the Refunding Bonds and to execute any documents or certificates necessary to complete the issuance of the Refunding Bonds.

4. All resolutions or parts of resolutions in conflict herewith shall be and the same are hereby rescinded to the extent of the conflict.

YEAS: _____

NAYS: _____

ABSENT: _____

RESOLUTION DECLARED ADOPTED.

Mark Carufel, Clerk

CERTIFICATION

I, Mark Carufel, hereby certify that the foregoing is a true and complete copy of a resolution adopted by the City Council of the City of Sterling Heights at a regular meeting held on _____, 2016, and that public notice of said meeting was given pursuant to Act 267, Public Acts of Michigan, 1976, as amended, including, in the case of a special meeting, notice by publication or posting at least eighteen (18) hours prior to the time set for the meeting.

IN WITNESS WHEREOF, I have affixed my official signature this ___ day of _____, 2016.

Mark Carufel, Clerk

MEMORANDUM

TO: Township Boards of the Charter Township of Clinton and the Township of Macomb and the City Council of the City of Sterling Heights

FROM: Barbara A. Bowman
Bodman PLC

DATE: September 14, 2016

SUBJECT: Refunding of Macomb Interceptor Drain Drainage District Bonds

Bodman PLC is acting as bond counsel to the Macomb County Department of Public Works. The financial advisor for the Macomb County Department of Public Works, Bendzinski & Co., Municipal Finance Advisors, Detroit, Michigan, has determined that a drain bond issue that involves the Charter Township of Clinton, the Township of Macomb and the City of Sterling Heights is likely in the money to be refinanced. This bond issue is the Macomb Interceptor Drain Drainage District Drainage District Drain Bonds, Series 2010A (Limited Tax General Obligation) (Federally Taxable – Build America Bonds – Direct Payment). The Charter Township of Clinton is assessed 21.8366% of the debt service with respect to these bonds, the Township of Macomb is assessed 13.1156%, and the City of Sterling Heights is assessed 32.0196%. As of August 28, 2016 the financial advisor estimated that there was about \$6.1 million, or 7.6% of par, in present value savings for these bonds. The market will likely have some ups and downs before the refunding bonds are actually issued, so please remember that this is an estimate and the final numbers may vary from this. Since the Charter Township of Clinton, the Township of Macomb and the City of Sterling Heights are obligated to pay assessments for a portion of these bonds, a proportionate amount of these savings will be passed on to each of these communities.

With drain bonds, municipalities that have been assessed at least 10% of the assessments on which the bonds are issued are required by federal law to provide information for the official statements for the bonds and to enter into a continuing disclosure agreement for the bonds to annually update that information in the official statement. I have attached a resolution that will authorize these actions on the part of your community, which is needed to give the necessary approvals for the official statement and continuing disclosure.

Please let me know if you have any questions or comments on the resolution once you have had time to review.



Business of the City Council
Sterling Heights, Michigan

City Clerk's Use

Item No: 4

Meeting: 10/18/16

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To consider approval of a memorandum of understanding between the city of Sterling Heights and the Michigan Association of Public Employees Technical/Office Employees Union (Presentation – Mark Vanderpool, City Manager).

Submitted By: Office of City Management

Contact Person/Telephone: Mark Vanderpool, City Manager, 586/446-2301

Administration (initial as applicable)

Attachments

MC	City Clerk	___	Resolution	___	Minutes
BS	Finance & Budget Director	___	Ordinance	___	Plan/Map
JK	City Attorney (as to legal form)	___	Contract	___	Other
AM	City Manager				

Check box if this agenda item requires billing\revenue collection (fees, etc.) by Treasury Office

Executive Summary

Introduction - The following three bargaining units have collective bargaining agreements with the City that provide for a job reclassification process:

Michigan Association of Police (MAP) Police Clerical;
Michigan Association of Public Employees (MAPE) Professional and Technical Employees; and
Michigan Association of Public Employees (MAPE) Technical - Office Employees.

Due to a decision by the Michigan Municipal League to eliminate professional consulting services utilized by the City for analyzing employees' job reclassification requests, the City was forced to renegotiate the process with MAP Police Clerical and MAPE Professional and Technical as part of collective bargaining process for new CBAs for the period July 1, 2016 through June 30, 2019. Through these negotiations, new language was incorporated into the CBAs for the job reclassification process going forward.

Memorandum of Understanding (MOU) – The CBA between the City and MAPE Technical Office Employees covers the period July 1, 2015 through June 30, 2018. With a closed CBA, the City is required to negotiate a MOU in order to implement the new job reclassification process agreed to with the other two bargaining units. Fortunately, MAPE Technical Office Employees have agreed to an MOU that amends the closed CBA to implement the new job reclassification process as follows:

1. An employee may file a reclassification request only once during the term of this agreement. An employee requesting reclassification is required to complete and file with the Human Resources Director a detailed job analysis form supplied by the City. A request for reclassification is limited to: (a) reclassification from the employee's existing classification to another existing classification within the same bargaining unit; or, (b)

reclassification to a new classification within the same bargaining unit. Any reclassification requests that do not comply with either of these criteria will not be processed.

2. Reclassification requests must be filled by November 1st of each year. The Human Resources Director will perform the initial review of the request. If there are duties that have been improperly assigned to the position, then those duties will be reassigned to the proper classification. If it is not possible to reassign those duties, then the request will be submitted to the City's third party consultant for evaluation. All other reclassification requests will be submitted to the City's third-party consultant for evaluation. The decision by the third-party consultant is final and binding upon the City, Union, and employee. There is no right of appeal. In cases where the third-party consultant recommends reclassification of the employee to a new classification within the bargaining unit, the City and Union will meet to negotiate the new classification's job description and pay scale.

3. The processing of a reclassification request must be completed by February 1st of the following year or shall be deemed to be granted. Reclassification requests which are granted shall be deemed effective as of February 1st for purposes of any change in wages.

The City has approved an agreement for reclassification services with Rahmberg, Stover and Associates as a well-qualified consultant to succeed the MML as the third-party consultant for reclassification services.

Recommendation – The attached MOU is being recommended for approval as it allows the City to implement a uniform and efficient job reclassification process with all the bargaining units that have a right to pursue a reclassification. City Administration would like to acknowledge and thank the MAPE Technical Office Employees for working collaboratively to reach this agreement on the job reclassification process.

Suggested Action:

MOVED BY:

SECONDED BY:

RESOLVED, to approve the Memorandum of Understanding between the city of Sterling Heights and Michigan Association of Public Employees Technical/Office Employees Union and authorize the Mayor and City Clerk to sign it on behalf of the City.

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF STERLING HEIGHTS (City)

AND

MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES (MAPE) TECHNICAL/OFFICE UNION (Union)

It is agreed by and between the City and Union that the Collective Bargaining Agreement (CBA) for the period July 1, 2015 through June 30, 2018 shall be and hereby is amended as follows:

Article 9, entitled "Reclassification Process," is deleted in its entirety and replaced with the following:

ARTICLE 9

Reclassification Process

9.1 An employee may file a reclassification request only once during the term of this agreement. An employee requesting reclassification is required to complete and file with the Human Resources Director a detailed job analysis form supplied by the City. A request for reclassification is limited to: (a) reclassification from the employee's existing classification to another existing classification within the same bargaining unit; or, (b) reclassification to a new classification within the same bargaining unit. Any reclassification requests that do not comply with either of these criteria will not be processed.

9.2 Reclassification requests must be filled by November 1st of each year. The Human Resources Director will perform the initial review of the request. If there are duties that have been improperly assigned to the position, then those duties will be reassigned to the proper classification. If it is not possible to reassign those duties, then the request will be submitted to the City's third party consultant for evaluation. All other reclassification requests will be submitted to the City's third-party consultant for evaluation. The decision by the third-party consultant is final and binding upon the City, Union, and employee. There is no right of appeal. In cases where the third-party consultant recommends reclassification of the employee to a new classification within the bargaining unit, the City and Union will meet to negotiate the new classification's job description and pay scale.

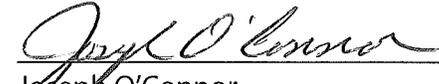
9.3 The processing of a reclassification request must be completed by February 1st of the following year or shall be deemed to be granted. Reclassification requests which are granted shall be deemed effective as of February 1st for purposes of any change in wages.

Except as amended by this Memorandum of Understanding, the CBA remains in full force and effect.

FOR THE CITY

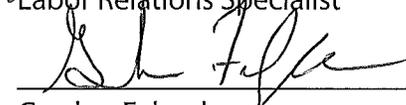
FOR THE UNION

Michael C. Taylor
Mayor



Joseph O'Connor
Labor Relations Specialist

Mark Carufel
City Clerk



Gordon Felczak
Chief Steward

Date

9-27-16

Date

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

CITY OF STERLING HEIGHTS

AND

**MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES
TECHNICAL/OFFICE UNION**

JULY 1, 2015 - JUNE 30, 2018

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AGREEMENT

THIS AGREEMENT, made and entered into on July 1, 2015 by and between the City of Sterling Heights (hereinafter referred to as the "Employer") and Michigan Association of Public Employees (MAPE) Technical/Office Employees Union (hereinafter referred to as the "Union").

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees, and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community. To these ends, the Employer and the Union encourage, to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1

Recognition – Unit – Security

1.1 The Employer recognizes and acknowledges the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as listed in this Agreement for the terms of this Agreement of all employees of the Employer included in the bargaining unit as listed in Appendix A.

1.2 This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, between the City and the Union and constitutes the entire Agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

1.3 Membership in the Union or payment of a representation fee is voluntary, not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union. Neither party shall exert any pressure on or discriminate against an employee in regards to such matters. The Union is required by law to represent all employees in the bargaining unit fairly and equally, regardless of Union membership. The terms and conditions of this Agreement apply to all employees within the bargaining unit.

1.4 If any provision of the Article is invalid under Federal law or the laws of the State of Michigan, such provision shall be modified to comply with the requirements of Federal or State law or shall be re-negotiated for the purpose of adequate replacement.

1.5 New employees shall be considered as probationary employees for the first six months of their employment. After employees have finished the probationary period, they shall be entered on the seniority list and shall rank for seniority from the day they commenced their employment. A new employee shall work under the provisions of this Agreement and the Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in this Agreement, but the Union shall not represent probationary employees who have been laid off, disciplined or discharged and during the probationary period, an employee may be discharged without further recourse.

ARTICLE 2

Union Rights Clause

2.1 No member of this unit shall be required to do work for another employer. Any alleged violation of the Union Rights Clause will be subject to an immediate hearing of the Grievance Panel, Step 3 of the Grievance Procedure.

2.2 The Employer agrees that it will not require employees, other than employees in the bargaining unit, to perform work which is recognized as the work of the employees in said unit, except in training, or cases of emergencies.

2.3 A classification in this bargaining unit shall not be removed from this bargaining unit by merely changing the title or by modifying the existing classification specifications.

2.4 All employees, including discharged former employees, may review their personnel file and receive copies of any documents contained therein. One free copy of each document will be provided to the employee after which the Employer may charge a reasonable fee.

ARTICLE 3

Deduction of Dues

3.1 During the period of time covered by this Agreement, the Employer agrees to

deduct from the pay of any employee that authorizes said deduction, all dues, representation fees, initiation fees, or service charges levied in accordance with the Constitution and By-Laws of the Union.

Pursuant to MCLA 408.477, these deductions shall be made by the Employer automatically for those already in the unit and each time an employee is placed in the unit or returned from a leave of absence, provided the employee has authorized said deduction.

3.2 The amount of the initiation fees and dues will be certified to the Employer by the secretary-treasurer of the Union. Dues or service charges deducted shall commence on the first pay period of the month after becoming a member of the bargaining unit, and will be deducted monthly thereafter on the first pay period of the month.

Deduction of initiation fees will be made in two equal amounts from wages payable the following two pay periods from the effective date of the authorization. Dues or service charges deducted for any calendar month by the Employer will be remitted to the designated finance officer of the Local Union as soon as possible after the payroll deductions have been made. The Employer shall furnish the Union finance officer an up-to-date list of those employees who have signed check-off authorizations and whose dues or service charges have been deducted from their checks. Where any employee, who is on check-off, is not on the payroll during the week or is on a leave of absence, double deductions will be made the following months. Each remittance shall be accompanied by a statement giving a list in duplicate of the employees for whom:

- a. Regular deductions were made.
- b. Initial deductions were made.
- c. No deductions were made, due to insufficient earnings.
- d. No deductions were made because the employee revoked authorization.
- e. No deductions were made because the employment of the employee was terminated.
- f. No deductions were made because the employee is on leave of absence.
- g. Past due deductions were made.

ARTICLE 4

Extra Contract Agreements

4.1 The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement, or any agreement or contract with the said employees, individually or collectively,

which in any way affect wages, hours or working conditions of said employees, or any individual employees in the unit covered by this Agreement.

4.2 In the event the City through sub-contracting eliminates positions, every reasonable effort to retain and absorb surplus employees will be made by the Employer.

ARTICLE 5

Seniority

5.1 Bargaining unit seniority shall prevail in the layoff and rehiring of employees, in reducing the work force because of lack of work or other legitimate cause. In the laying off and the rehiring of laid off personnel, the classification of said employee is considered as an important factor. The Union and the Employer jointly shall decide the extent to which "work performed" (classes) shall hold weight in determining the layoff and rehire of personnel.

5.2 The Employer shall post a list of the employees and classifications arranged in order of their seniority. This list shall be posted in a conspicuous position at the place of employment. Seniority date shall be the date hired.

5.3 Seniority shall be broken only by discharge, voluntary resignation, or layoff for a period of more than two (2) years, or if absent for three (3) consecutive working days without notifying the Employer. In case of emergency, the Employer may make exceptions.

5.4 An employee in a classification subject to the jurisdiction of this contract, who has been in the past or will in the future be promoted to a classification not subject to the jurisdiction of the Union, shall not accumulate Union seniority while working in said classification. The employee who is so transferred or demoted shall commence work in a job generally similar to the one held at the time of promotion, and shall maintain the seniority rank held at the time of promotion.

ARTICLE 6

Discharge or Suspension

The Employer shall not discharge or suspend any employee without just cause. Discharge must be by proper written notice to the employee and the Union. In all cases of discharge or suspension, the employee may see the Union Steward before leaving City property. Any employee aggrieved by such discharge or suspension shall only seek relief through the Grievance Procedure outlined in Article 7 of this contract, going immediately to

Step 3.

ARTICLE 7

Grievance Procedure

7.1 A grievance is defined as a difference, dispute, or complaint between the City and the Union as to the application or interpretation of this Agreement; and it is mutually agreed that grievances shall only be allowed on items contained in this contract during the life of this Agreement and shall be settled in accordance with the procedure herein provided and that there shall at no time be any strikes, tie-ups of equipment, slow-downs, walk-outs, or any other cessation of work. All differences, disputes or complaints between the City and members of this bargaining unit as to the application or interpretation of this Agreement shall be adjusted solely by the Grievance Procedure as outlined in Article 7. The sole remedy available for a grievance by a member of this bargaining unit shall be the Grievance Procedure. Every effort shall be made to adjust controversies and disagreements in an amicable manner between the Employer and the Union.

7.2 Should any grievance arise there shall be an earnest effort on the part of the parties to settle such grievances promptly through the following steps:

Step 1 - By oral conference between the aggrieved employee, the steward, or both and the immediate supervisor; if not resolved, it is the responsibility of the aggrieved to then reduce any grievance to writing on the regular grievance form provided by the Union within ten (10) calendar days of the alleged grievance if not resolved.

Upon receipt of the written grievance, a conference between the Union representatives and the department head or City representatives will be held within ten (10) calendar days.

Within two (2) working days after the conference, the City representative shall give a decision to the Union in writing. If the decision is not given within two (2) working days after the conference, the grievance shall be deemed denied by the City.

Step 2 – Within ten (10) calendar days after disposition of the grievance at the Step 1 level, the Union may request, in writing, that the grievance be advanced to this step, and, within ten (10) calendar days, a hearing shall be held between the Union representative and the Human Resources Director or designate. A decision will be rendered within seven (7) working days after this hearing and, if no decision is rendered, the grievance shall be deemed denied.

Step 3 – Grievance Panel – Within five (5) working days after disposition of a grievance at the Step 2 level, the Union may request, in writing, that the grievance be advanced to the Grievance Panel. The grievance shall be referred to the next meeting of the Grievance Panel consisting of not more than three (3) Union representatives, and not more than three (3) City representatives. The Grievance Panel will meet monthly to settle unresolved grievances, if any, except for discharges or suspensions of five (5) days or more and, in that event, the panel will convene within five (5) days.

Step 4 - In the event the last step fails to settle the complaint, grievances other than those involving discipline shall be referred to the Federal Mediation and Conciliation Service upon the request of the Union.

- A. The arbitrator shall be a person mutually agreed to by both the Employer and the Union. In the event the parties have not agreed upon an arbitrator within five (5) days, the moving party may request the Federal Mediation and Conciliation Service to appoint an arbitrator who shall have authority to hear and decide the case.
- B. In the event of a refusal by either party to submit to or appear at the arbitration hearing, the arbitrator shall have jurisdiction to proceed ex parte and make an award. The fees and expenses of the arbitrator shall be borne by both parties equally. The decision of the arbitrator shall be rendered without undue delay, and all subsequent settlements made in the Grievance Procedure, including the decision of the arbitrator, shall be final and binding on all parties, including the employees involved.
- C. Grievances must be taken up promptly, and no grievance will be considered or discussed which is presented later than ten (10) calendar days after knowledge of alleged grievance. No economic benefits will be paid ten (10) calendar days prior to the date of Step 1 of alleged grievance.
- D. Within 30 days of requesting arbitration, the parties (City and Union) shall mutually agree to meet, discuss and exchange a completed Pre-Arbitration form and copies of all evidence.
 - 1. At that time, the parties should arrange a mutual meeting to review the case and make any last minute changes.
 - 2. If such meeting fails to resolve the matter, the parties agree that only the

items, witnesses and evidence presented at these pre-arbitration meetings can be presented at the Arbitration Hearing. Evidence disclosed or made known after this meeting, including rebuttal evidence is exempt from this language. The discovering party must immediately notify the other party of the existence of this evidence.

3. It is further agreed that the Union will present its case first at arbitration in cases regarding contract violations; and that in cases of discipline and rates for new positions, that the City shall present its case first.
- E. The arbitrator's decision shall be final and binding on the Union, all employees covered by this Agreement, and on the City; but the City or the Union may challenge the award if it was not made in accordance with the arbitrator's jurisdiction and authority under this Agreement.
- F. The arbitrator shall have no authority to require the City to purchase buildings, equipment or material.
1. Power of Arbitrator. It shall be the function of the arbitrator who shall be empowered, except as limited below, after due investigation, to make a decision in cases of alleged violation of specific terms and provisions of this Agreement.
 - a. He shall have no power to add to, or subtract from, alter, or modify any of the terms of this Agreement.
 - b. He shall have no power to establish wage scales.
 - c. He shall have no power to substitute his discretion for the City's discretion in cases where the City is given discretion by this Agreement.
 - d. He shall have no power to decide any questions which, under this Agreement, is within the responsibility of Management to decide. In rendering decisions, an arbitrator shall have due regard to the responsibility of Management and shall so construe the agreement that there will be no interference with such responsibilities except as may be specifically conditioned by this Agreement.
 - (1) In the event that a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
 - (2) There shall be no appeal from an arbitrator's decision. It shall be final and binding on the Union, its members, the employees or

employee involved, and the City. The Union shall discourage any attempt of its members, and shall not encourage or cooperate with any of its members, in any appeal to any court or labor board from a decision of an arbitrator, nor shall the Union or its members by any means attempt to bring about the settlement of any claim or issue.

- (3) The fees and expenses of an arbitrator shall be shared by the City and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

G. Claims for Back Pay

1. The City shall not be required to pay back wages more than five (5) working days prior to the date a written grievance is filed, provided, however, that in the case of a pay shortage of which the employee could not have been aware before receiving such pay, adjustments may be made retroactive to the beginning of the pay period covered by such pay, if the employee filed the grievance within five (5) working days after receipt of such pay.
2. All claims for back wages shall be limited to the amount of wages that the employees would otherwise have earned less any unemployment or other compensation that may have been received from any source during the period covered by the claim for back pay. For purposes of this section, any compensation earned from a source from which the employee earned income prior to the action giving rise to the claim for back pay shall be exempt from this limit.

Example: An employee earned income from a second source prior to the disciplinary action. Such income earned during the disciplinary action will not be considered when computing the City's liability toward the employee.

3. No decision in any one case shall require a retroactive wage adjustment in any other case.

H. Time Limit Any grievance not advanced to the next step by the Union within the time limit in that step, or if no time limit is specified, within ten (10) calendar days, shall be deemed settled by last response of Employer. If time limits are

extended by the City and the Union in writing, then the new date shall prevail.

ARTICLE 8

Election of Remedies

8.1 When the same remedies are available for dispute which arises under this contract under the grievance procedure, which are available under any administrative or statutory scheme or procedure, such as, but not limited to, a veteran's preference hearing, civil rights hearing, or Department of Labor hearing, and the employee elects to utilize the statutory or administrative remedy, the Union and the affected employee shall not process the complaint through the grievance procedure provided for in this Agreement.

8.2 If any employee elects to use the grievance procedure in this Agreement and, subsequently, elects to utilize the statutory or administrative remedies to obtain the same remedy, then the grievance shall be deemed to have been withdrawn and the grievance procedure provided for hereunder shall not be applicable, and any relief granted shall be forfeited.

8.3 Nothing herein shall be construed to eliminate the right of an employee or the Union to apply to the courts to compel compliance with agreement terms and with the grievance procedure by request for injunctive or other relief.

ARTICLE 9

Reclassification Process

9.1 All requests for reclassification will be forwarded to the Chief Steward of the Union beginning the first work day and ending the last work day in October of each year. The Steward will retain one copy for the Union file, provide a copy to the employee seeking reclassification, and submit one copy to the Human Resources Office.

9.2 The City will contract with the Michigan Municipal League (MML) to review all reclassification requests. The MML review will consist of the following: job description review and update, internal point factor analysis, and market survey. The Union and City agree to abide by the recommendations presented by the MML.

9.3 All requests will be acted upon by February 1 of the following year. If the request is not acted upon by February 1, the request will be automatically granted. If the reclassification request is granted, the new classification and corresponding wage will be

effective February 1.

9.4 An employee may only appeal a reclassification request 24 months or more from the date the previous request was submitted.

ARTICLE 10

Discipline

10.1 The Union will be notified of any discipline given to employees in the bargaining unit other than verbal reprimands.

10.2 A written reprimand shall be removed from an employee's file after a period of not receiving any disciplines:

- A. One (1) year for incidents or infractions not involving loss of time or wages.
- B. Three (3) years for incidents or infractions involving loss of time or wages equaling three (3) days or less.
- C. Four (4) years for incidents or infractions involving a loss of time or wages greater than three (3) days.

ARTICLE 11

Stewards

The Employer recognizes the right of the Union to designate job stewards and alternates, one chief steward and one alternate steward. In order to provide availability to membership, one of the stewards must be physically present in the City Hall building during shift hours. Employees shall be represented by the steward who must be a regular employee. The authority of the job steward and alternates so designated by the Union shall be limited to and shall not exceed the following duties and activities:

1. The investigation and presentation of grievances with the Employer or the designated City representative in accordance with the provisions of the collective bargaining agreement.
2. The transmission of such messages and information which shall originate with and are authorized by the Union or its officers, provided such messages and

information:

- a. have been reduced to writing, or
- b. if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, or any other interference with the Employer's business.

With the supervisor's permission, the Stewards may be absent in accordance with the terms of this section to investigate and present grievances to the Employer during work hours without loss of time or pay. The supervisor will grant permission within reason and provide sufficient time to the stewards to leave work for these purposes. The privilege of stewards leaving work during work hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of grievances and will not be abused; and the Stewards will perform their regularly assigned work at all times, except when necessary to leave work to handle grievances as provided herein. Any alleged abuse will be a proper subject for disciplinary action by the Employer.

The Stewards shall be the last to be laid off in the event of reduction of the work force.

The authority of the Union shall be limited to acts or functions which said Stewards are authorized to perform by this Agreement.

ARTICLE 12

Union Leave of Absence

12.1 The Employer shall give reasonable time off up to thirty (30) days without discrimination of loss of seniority rights or other benefits, without pay to employees designated by the Union to attend a labor convention, seminar, or school, provided 72 hours written notice is given to the Employer by the Union, specifying length of time off for Union activities; however, due consideration shall be given to the number of employees affected in order that there shall be no disruption of the Employer's operations due to lack of available employees.

12.2 Bargaining unit members of the Negotiating Committee shall be allowed to meet with the Employer to discuss the contract during work hours, without loss of time or pay.

12.3 The Union shall be allowed up to forty (40) hours per fiscal year to be used for Union related activities. The use of these forty (40) hours shall require at least seven (7) days

prior notice and must be approved by the Human Resources Director and the employee's supervisor. In the event the forty (40) hours is not used during the fiscal year, any unused hours shall be forfeited.

ARTICLE 13

Limitation of Authority and Liability

13.1 No employee, Union member, or other agent of the Union shall be empowered to call or cause any strike, work stoppage, or cessation of employment of any kind whatsoever. During the life of this Agreement, the Union shall not cause or permit its members to cause nor shall any member of the Union take part in any sit-down, stay-in, or interference of the operations and services of the City. The Union shall not cause or permit its members to cause nor shall any member of the Union take part in any strike or stoppage of any of the City's operations during the life of this Agreement.

13.2 The Union agrees it will take prompt affirmative action to prevent or stop unauthorized strikes, work stoppages, slow-downs of work, or work interference of any kind by notifying the employees that it disavows these acts. The Union further agrees that the City shall have the right to discipline (including discharge after 24 hours) any or all employees who violate this article, and such action shall not be subject to the Grievance Procedure of this Agreement.

ARTICLE 14

Interference With Work

The City will not lock out any employee during the terms of this Agreement. This lockout provision shall not apply in the event of a strike. If any employee is unable to work because equipment or facilities are not available, such inability to work shall not be deemed a lockout under the provisions of this section, and the employee will suffer no loss of wages or benefits unless formally laid off because of such inability to work. Any alleged violation of this article will be subject to an immediate hearing of the grievance panel, Step 3 of the Grievance Procedure.

ARTICLE 15

Equipment, Accidents, and Reports

15.1 Any employee involved in any on-the-job accident shall immediately report said accident and any physical injury sustained. An employee, before starting the next shift, shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents. Failure to comply with this provision shall subject such employee to disciplinary action by the Employer.

15.2 It is the duty of the employee who shall immediately or at the end of the shift report all defects of equipment. Such reports shall be made on a suitable form furnished by the Employer and shall be made in multiple copies, one copy to be retained by the employee. When the occasion arises where an employee gives written report on forms in use by the Employer of a vehicle being in unsafe working/operating condition, and receives no consideration from the Employer, the matter shall be taken up with the Safety Committee which will take the matter up with the Employer.

ARTICLE 16

Safety Committee

16.1 The Employer shall consider the personal safety of the employees in establishing operational procedures.

16.2 A Safety Committee shall be composed of Union and Employer representatives who will meet, when necessary, for the purpose of discussing safety and promulgating safety regulations with the understanding that the Employer has the ultimate responsibility and shall make the final determination on all matters on safety and safety rules.

16.3 When an employee is required by a supervisor to work under a condition which the employee regards as a violation of a safety rule, the employee shall have the right to protest; and if ordered by the supervisor to perform the work involved, the employee shall perform the work under protest and shall have the right to refer the matter to the Safety Committee for consideration and recommendation. However, no employee shall be required to work on any equipment or job that has already been written up and unsafe before it is checked and released by the supervisor.

ARTICLE 17

Military Service

Any employee on the seniority list inducted into military, naval, marine, or air service under the provisions of any Federal Selective Service Training Statute, and amendments thereto, or any similar act in time of National Emergency, shall upon termination of such service, be re-employed in line with seniority, at the current rate for such service if physically able to do work available, and further provided the employee reports for work within ninety (90) days of the date the employee is discharged from such service with the United States Government.

1. Employees inducted into the Armed Services of the United States, under the provisions of the Selective Service Act, shall be entitled to a leave of absence, without pay, for a period of service required by such original induction. Upon honorable discharge, and if physically fit to perform the duties of the position held prior to ending military service, such employees shall be reinstated to their former or comparable position provided that they make formal application for reinstatement within ninety (90) days after the date of military service discharge. Military service, as above defined, shall be credited to a reinstated employee's length of city service.
2. A probationary employee, who enters the Armed Forces and meets the foregoing requirements, must complete probation and upon completing it, will have seniority equal to the time spent in the Armed Forces, plus ninety (90) days.
3. Except as hereinbefore provided, the re-employment rights of employees and probationary employees will be limited to applicable laws and regulations.

ARTICLE 18

Management Rights

The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and constitution of the State of Michigan and of the United States. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein, are reserved to and remain vested in the

City, including but not without limiting the generality of foregoing the right to:

- A. Manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used and the discontinuance of any services, material or methods of operation.
- B. Introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased.
- C. Sub-contract or purchase any or all work, processes or services, or the construction of new facilities or the improvement of existing facilities.
- D. Determine the number, location, and type of facilities and installations.
- E. Determine the size of the work force and increase or decrease its size.
- F. Hire, assign and lay off employees to reduce the work week or the work day or effect reductions in hours worked by combining layoffs and reductions in work week or work day.
- G. Permit municipal employees not included in the bargaining unit to perform bargaining unit work in cases of emergency.
- H. Direct the work force, assign work and determine the number of employees assigned to operations.
- I. Establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classification.
- J. Determine lunch, rest periods and clean-up times, the starting and quitting time, and the number of hours to be worked.
- K. Establish work schedules.
- L. Discipline and discharge employees for cause.
- M. Adopt, revise and enforce working rules and carry out cost and general improvement programs.

- N. Transfer, promote and demote employees from one classification, department or shift to another.
- O. Select employees for promotion or transfer to supervisor or other positions and to determine the qualifications and competency of employees to perform available work subject to the terms of this Agreement.

ARTICLE 19

General

19.1 Authorized representatives of the Union shall be permitted to visit the operation of the Employer during work hours to talk with Stewards of the Union, and/or representatives of the Employer concerning matters covered by this Agreement, without interfering with the progress of the work force.

19.2 The Union shall have the right to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other records of the City pertaining to a specific grievance, at reasonable times, at the discretion of the Employer.

19.3 The Employer shall provide pay periods every two weeks. Each employee shall be provided with an itemized statement of earnings and of all deductions made for any purpose. All members of the bargaining unit shall be required to participate in the City's direct deposit of payroll program.

19.4 Should the Employer require any employee to give bond, cash bond shall not be compulsory and any premium involved shall be paid by the Employer.

19.5 The Employer shall provide a bulletin board in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for the use of the Union. Official Union notices are to be posted and must have the signatures of the Union Business Representative or the Steward.

19.6 Employees shall be reimbursed at the standard rates promulgated by the Internal Revenue Service for mileage incurred on a personal vehicle while traveling to and from a job location, that is not the employee's principal place of employment. The Employer will provide transportation whenever possible.

19.7 An employee, when temporarily assigned to work in a position in a higher classification, shall receive the higher rate of pay when performing a preponderance of the duties and tasks assigned to that position. Temporary short assignments of under five (5) cumulative work days within a 12 month period are considered an opportunity for the employee to train for a higher position to become better qualified for promotion, and the employee shall not be paid at the higher rate for this temporary short assignment until after five (5) cumulative work days within a 12 month period; the timing of the 12 month period will begin the first day in which the employee was working in a higher classification. When an employee is working in a higher classification, that employee will be paid at a rate that will provide one full step increment.

19.8 In further consideration of the mutual promises contained herein, the parties hereto expressly agree that neither party shall bring or cause to be brought any legal or administrative action against the other until the dispute, claim, grievance, or complaint shall have been brought to the attention of the party against whom it shall be made.

19.9 Members of this bargaining unit must establish and maintain residency within the County of Macomb and/or 20 miles of the City's municipal boundaries within six months from their date of full time hire by the City.

19.10 All employees will be allowed to participate in the City's Flexible Spending Program, including dependent care and medical savings accounts, in accordance with Federal laws. Reimbursement to employees shall be made on a monthly basis for all participants.

19.11 The City shall have the right to deduct from an employee's paycheck any overpayment received that the employee was not entitled to under this Agreement, without the specific written approval of the employee. This deduction will be in amounts equal to the amount of overpayment, over the same amount of time the overpayments were received.

19.12 The Americans with Disabilities Act and Persons with Disabilities Civil Rights Act shall supersede the provisions of this Agreement.

19.13 The City reserves the right to reassign duties to maintain the efficiency of the management of the organization. However, if duties are added or reassigned to members of the Union, the City is willing to meet and negotiate rates of pay for those additional responsibilities. The City will also meet with the Union prior to reclassifying positions within the bargaining unit.

19.14 The City will pay all costs necessary for the Building, Mechanical, Electrical, and Plumbing Inspectors to maintain their State registrations pursuant to Public Act 54 of 1986.

19.15 The City will continue to provide employees the equipment determined to be necessary by it to perform the duties of all positions within the bargaining unit.

19.16 The City will reimburse employees of this bargaining unit for Hepatitis B inoculations up to \$150.00. Employees must provide receipts in order to be reimbursed.

19.17 The terms and conditions of the insurance policies are herein included by reference, and the Employer makes and presents no assurances beyond those terms and conditions.

19.18 Suitable shirts and safety equipment will be furnished to field personnel as needed. In addition, all field personnel will be eligible for up to \$200 reimbursement per fiscal year for additional clothing purchases of City approved jackets, coats, and work boots. The reimbursement will be prorated and paid to in accordance with the bi-weekly pay-roll schedule for the fiscal year.

ARTICLE 20

Job Vacancies

It has been agreed that this contract will supersede existing Civil Service rules in all areas. Since members of this unit shall have no recourse to the prior Civil Service rules, the following shall govern job vacancies, promotions, layoffs and recall.

1. Filling Vacancies

Section 1.

- A. Upon determination by the Employer that a job vacancy is to be filled within the bargaining unit, the Employer will announce and post the classification to be filled for ten (10) working days.
- B. The Employer shall list all pertinent information relating to the classification, the main qualifications, rate of pay, etc.

To be eligible for consideration for the vacancy, bargaining unit employees must:

- 1. Have completed the probationary period in his or her current position.

2. Meet the minimum requirements, including the necessary testing, for the classification.

Section 2.

- A. Those applicants determined eligible to fill the vacancy may be required by the employer to pass an examination which may include written, oral, performance tests, ratings of training and experience or any combination of these. The appointing authority may take into consideration such factors as education, experience, aptitude, knowledge, and work record in order to determine the relative fitness of applicants.
- B. A passing score must be achieved on each part of the examination to be allowed to proceed to the next part. The minimum passing grade for each part of the examination, as well as for the final grade, shall be expressed on a scale of 70%. The final grade shall have one point added for each year of credited bargaining unit seniority. The date for determining seniority shall be the date the written test is administered.
- C. An oral examination board will be required when more than three candidates apply for a position. The Oral Examination Board for each vacancy shall be comprised of at least three persons. The oral examination portion of the final grade shall be an average of all the examiner's scores. A representative of the Michigan Association of Public Employees may, at the option of the Union, be in attendance, as an observer, during the oral interviews.
- D. The eligibility list for the various classifications shall be comprised of those deemed qualified by virtue of the examination process. Such persons shall rank upon such lists in the order of their relative grades, beginning with the highest at the top, and shall remain thereon for not over two years.

Section 3.

- A. The decision of the appointing authority shall be based upon the employee's qualifications, experience, work record, prior education and training and bargaining unit seniority.
- B. If at least one person applies and qualifies, he or she shall be appointed. If more than one qualifies, appointment shall be made from the top three on the list.

- C. All persons applying for a demotion, lateral transfer or promotion into a vacancy must qualify, as required in Section 2 of this Article.
- D. An application for a demotion will be given preference before a lateral transfer or promotion. Lateral transfers shall be given preference before promotions. If more than one person applies for a demotion or lateral transfer, the appointment will be made from the top three most senior qualified employees requesting the demotion or lateral transfer after meeting the requirements of Section 2 of this Article.
- E. All subsequent openings will be posted in the same manner, except if a new vacancy occurs in the same classification less than six (6) months after the last list was established and at least one eligible remains on the original list, he or she shall be appointed. When an appointment is made from an eligibility list, those remaining on the list do not then, move up the list during the six month period. Thus, an applicant ranked fourth (4th) on the list will not be considered for appointment during the six-month life of the eligibility list. If more than six (6) months have passed, a new list shall be established and those eligible remaining shall have the option of being placed on the new list in accordance with their prior score or retaking the examination. If retaking the examination, applicants must retake both the written and oral examinations as applicable. Any additional seniority points will be added as necessary.
- F. For the purposes of this Article, a promotion shall be defined as a change in classification to a classification with a higher maximum pay rate, including a change from part-time to full-time employment, a demotion is a change to a classification with a lower maximum pay rate, and a lateral transfer is a change to a classification with the same maximum rate of pay.

Section 4.

- A. The successful employee shall be given a probationary period of one hundred eighty (180) calendar days to qualify on the job. The department will assist the employee wherever possible. In the event the employee cannot qualify or voluntarily decides to withdraw from the new position, the employee shall be returned to his or her former classification and department within the bargaining unit. However, an employee who transfers to another bargaining unit within the City will not have the right to return to his or her former classification within the MAPE Technical/Office Union.

Section 5.

- A. The employee shall receive that rate which provides one full step increment increase called for in the new classification.
- B. The employee shall carry all bargaining unit seniority rights in the new classification.

2. Layoffs

Section 1. In the event there is a reduction in personnel, layoffs will be by classification within the bargaining unit and the affected department/division.

Section 2. The employer will notify the Union, in writing, fifteen (15) days prior to the anticipated date of any layoffs within the bargaining unit.

Section 3. The following is the order in which lay-offs will occur within the affected classifications:

- A. Temporary employees.
- B. Probationary employees.
- C. Part-time employees.
- D. Full-time employees.

Section 4. Employees to be laid off may exercise their bargaining unit seniority for bumping purposes as follows:

- A. Employees faced with layoff who have greater bargaining unit seniority than the least senior employee within the same classification must first bump the least senior employee in the same classification within the bargaining unit.
- B. If bumping is not possible, as outlined in 4A above, employees faced with layoffs who have greater bargaining unit seniority may bump the least senior employee within another classification with the same or lower maximum salary provided they meet the minimum qualifications and can perform the work.
- C. Employees bumping into another classification or another department shall serve a thirty (30) day trial period. If the employee is unsuccessful with this bump, the employee may bump only one more time. If this bump is

unsuccessful, the employee will be laid off subject to recall rights. Employees who are unsuccessful in exercising their bumping privileges will be laid off from their original classification.

3. Recall

Section 1. When recalling employees following a layoff or reduction to their former bargaining unit classification, the employee with the most bargaining unit seniority who is qualified shall be the first to be recalled.

Section 2. When recalling laid off employees or employees who have successfully exercised their bumping rights, the Human Resources Director will notify the employees by certified mail sent to the employee's last known address.

Section 3. Each employee who is recalled shall report to the Human Resources Director in person or by certified mail within five (5) working days after being notified whether or not he/she intends to return to work for the City. If an employee fails to notify the Human Resources Director, as specifically stated herein, the employee shall be considered as having voluntarily resigned.

Bargaining unit employees having recall rights shall have first preference to return to their former classification before other employees are promoted or hired.

Bargaining unit employees having exercised bumping previously shall continue to accrue bargaining unit seniority in their regular classification and not in the classification into which they have bumped unless such transfer becomes permanent.

ARTICLE 21

Waiver Clause

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the rights, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement and with respect to any subject or matter not

specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge and contemplation of either of the parties at the time they negotiated or signed this Agreement.

ARTICLE 22

Classes of Positions Covered

This Agreement covers all present and future permanent employees on positions listed in the Wage and Salary Schedule. Further, any new positions and/or new classes established during this Agreement falling within the general tasks and duties similar to the positions listed in the Wage and Salary Schedule are to be added to the list.

ARTICLE 23

Hours of Work and Overtime

23.1 Normal Working Hours: The normal work week consists of five (5) days, Monday through Friday. The normal work day consists of seven and one-half (7.5) hours of work, eight (8) hours for custodians, with a one (1) hour lunch break. Normal work hours are 8:30 a.m. to 5:00 p.m. daily. It is understood that for Engineering staff, the starting time may vary no more than three (3) hours earlier. Saturdays may be a part of the normal work week for employees assigned to the Library.

The City shall have the right to determine the length of the work week for Inspectors and Code Enforcement Officers. The work week may be either a 37.5 or a 40 hour week. The City shall also have the right to adjust the starting time for the employees, up to a maximum of one hour prior to the start of the shift. Regular hours of work are 8:30 a.m. to 5:00 p.m. for a 40 hour work week with a one-half hour unpaid lunch break, or 8:30 a.m. to 5:00 p.m. for a 37.5 hour work week with a one hour unpaid lunch break. Employees will be given two weeks advance notice if there is to be a change in the work week or starting time. The parties agree to reopen negotiations on the issue of scheduling if difficulties arise. The city shall also have the right to schedule different inspection groups to work different hours (i.e., all of the Plumbing Inspectors could work a 40 hour week while the rest of the Inspectors work a 37.5 hour week).

For the term of this Agreement, the City agrees not to exercise its right to reduce the hours of work.

23.2 Overtime

A. Definitions

1. Casual – The continuation of the present work shift.
2. Scheduled – Overtime that is worked on holidays or premium days (6th or 7th day of the work week)
3. Call-in – Overtime during the regular work week where an employee is called back after the regular shift but prior to the next shift.

B. Time and one-half will be paid for time worked in excess of seven and one-half (7.5) hours for those employees working at 37.5 hour work week in any continuous 24 hour period beginning with the starting time of the employee's shift. For those employees working a 40 hour work week time and one-half will be paid for time worked in excess of eight hours in any continuous 24 hour period.

C. Time and one-half will be paid for time worked on the 6th day of the employee's work week, provided the employee has worked or been on an approved paid leave for a minimum of 37.5 hours during the employee's work week. (40 hours for those employees working a 40 hour work week)

D. Double time will be paid for time required to work on Sundays and City designated holidays.

23.3 Overtime Guarantee

An employee reporting for work on Management's instructions on a holiday or premium day shall be guaranteed four (4) hours pay at the appropriate premium rate.

An employee reporting for work on Management's instruction prior to the next regularly scheduled work shift on a day other than a holiday or premium day shall be guaranteed three (3) hours pay at the appropriate overtime rate; provided however, if the regularly scheduled shift commences within three (3) hours of the time called in, then the employee shall be paid at the premium rate only for the time worked before the regularly scheduled shift commences at which time the employee will be paid at the normal rate of pay.

23.4 The Employer will make every reasonable attempt to fairly distribute scheduled overtime by the employees assigned to the office where the scheduled overtime occurs. Only

those employees who volunteer and sign-up for scheduled overtime shall be eligible. Scheduled overtime details shall be posted ten (10) days ahead of when needed, when possible. Should there not be enough employees who sign up for the scheduled overtime, then the affected office administrator shall assign such overtime to the lowest senior employee available.

23.5 Seniority by class in the office shall prevail in the distribution of "call-in" overtime work. The senior employee will be first called and the next senior employee in like manner until the crew is assembled. In the event a crew cannot be assembled after the lowest senior employee is called, then employees will be called in reverse order, and employees must report for "call-in" until the crew is assembled. If an employee declines to work overtime or cannot be contacted three (3) consecutive times, the employee may be skipped for up to sixty (60) days for overtime consideration.

23.6 In the Engineering Office, scheduled, casual (continuation of shift) or "call-in" overtime shall first be offered to the employee who has been assigned the project requiring the overtime. If that employee refuses the opportunity, then the overtime shall be offered in order of seniority. If an employee then turns down that opportunity, they may be passed over at the next opportunity. If no employee volunteers for the overtime then the least senior employee in that classification shall be required to work.

The City shall give advance notice to employees on scheduled overtime as early as possible. The supervisor will make personal contact with the employee when scheduling the necessary overtime. Department personnel assigned to office tasks and field tasks shall be considered separately.

23.7 Overtime work will be permitted only when authorized by a supervisor.

23.8 All overtime for the classification of Custodian will be rotated at each location and on each shift. Employees who are offered overtime but who refuse to work it will be charged for those overtime hours as if worked.

Building checks on premium days and holidays shall be rotated among the two Facilities Maintenance Mechanics and the Facilities Maintenance Coordinator. The Facilities Maintenance Manager shall keep accurate records as to whose turn it is in the rotation and shall post these records (in the form of a calendar) in a conspicuous place so that the Facilities Maintenance staff and their respective Union representatives may view and examine it if they so desire.

Two hours of overtime (or compensatory time) will be guaranteed when

assigned to building checks on premium days and holidays.

The Facilities Maintenance Mechanic who has been assigned to building checks on a premium day and/or holiday shall also be designated as the person "on call" for call-in overtime for the entire weekend or holiday. If called in to work after he/she has already performed the building check and has already left work on a premium day or holiday, the employee will be guaranteed an additional four hours of overtime for returning to work for this call-in situation.

At the beginning of each new payroll year, overtime hours will be reduced to zero and the rotation of overtime will commence with the employee with the most City seniority.

The Facilities Maintenance Manager shall notify the Police Department as to who is on call for each premium day and/or holiday by Interoffice Memorandum. In addition to naming the employee who is on call, an alternate on-call employee shall be named so that if the designated on call employee cannot be contacted or cannot return to work, the alternate may be called in to work. The alternate shall be the next person in the rotation.

All holiday overtime assignments for the Police Department building shall be rotated among the Custodians assigned to the Police Department.

23.9 An employee required to work more than two (2) hours overtime shall be granted a 15 minute coffee break. In the event that such overtime is extended into the 12th hour, the employee will be granted a paid meal period of 30 minutes before the end of the 12th hour.

23.10 An employee shall be granted a 15 minute coffee break each morning and afternoon as scheduled by the supervisor.

23.11 All Library employees who are required to work the Saturday following two (2) consecutive holidays (i.e. when one holiday is the day after another holiday) will receive pay at the rate of time and one-half for all hours worked that day.

23.12 At the employee's discretion, Compensatory time off may be allowed for all hours worked in excess of thirty-seven and one-half (37.5) hours (40 hours for those employees required to work a 40 hour work week) in any one work week. These compensatory time hours are earned at the rate of one and one-half (1.5) hours for each additional hour worked up to a maximum of 112.5 hours (120 hours for those employees required to work a 40 hour work week). Time off under this provision is subject to prior approval of the appropriate supervisor. The accumulated unused compensatory time shall be computed by the City as of the last day of

the first pay period in June of each year, based upon the current rate of pay, and will be paid to the employee by June 30th. Compensatory time earned after that pay period until June 30th shall be carried from one fiscal year into the next. However, employees may elect to carry into the next fiscal year up to three (3) days (22-½ hours for 37-½ hour employees and 24 hours for 40 hour employees) of accumulated compensatory time. Upon death, retirement or resignation, the employee shall be paid for any unused hours.

ARTICLE 24

Longevity Pay

Employees shall receive an annual longevity payment, based upon their hire date, payable July of each year. Effective July 1, 2015 and thereafter, the longevity schedule will be as follows:

5 years	\$ 933
10 years	\$1,267
15 years	\$1,600
20 years	\$1,933
25 years	\$2,133

Employees retiring, new in the bargaining unit, or absent for any reason, shall be eligible for a prorated portion of the longevity pay based on the number of months worked.

ARTICLE 25

Vacation Leave

All regular full time employees shall be entitled to vacation time with pay under the following schedule:

1. Employees who have completed one (1) year of continuous service shall be granted ten (10) work days vacation without loss of pay.
2. Employees who have completed five (5) years of continuous service shall be granted fifteen (15) work days vacation upon completion of each year without loss of pay.
3. Employees who have completed ten (10) years of continuous service shall be granted eighteen (18) work days vacation upon completion of each year without loss of pay.

4. Employees who have completed twelve (12) years of continuous service shall be granted twenty (20) work days vacation upon completion of each year without loss of pay.
5. Employees who have completed twenty (20) years of continuous service shall be granted twenty-two (22) work days vacation upon completion of each year without loss of pay.
6. Employees who have completed twenty five (25) years of continuous service shall be granted twenty five (25) work days vacation upon completion of each year without loss of pay.
7. Employees who lose time due to on-the-job disability under Worker's Compensation up to a maximum of one (1) year shall receive vacation as though the time was worked.
8. Vacation days earned (accrued) for each completed year of service are credited to the employee's vacation bank at the end of the completed year of service.
9. Vacation days can only be accumulated in the amount not to exceed thirty (30) days, except that employees will have the following year to use the vacation credited for the year just completed and have the option of being paid for up to seven (7) days of unused vacation days in excess of 30 at one hundred percent (100%). Vacations will be based on anniversary date for each employee; e.g. an employee who was hired on September 1, 2000, had the 30 day maximum accumulation. On September 1, 2006 this employee would be credited an additional 15 days vacation (this would represent completion of sixth year). This employee would then have until his/her next anniversary date to use or lose the 15 days. Vacation earned during one year would be credited and used during the next year. Vacation time may not be taken in the same year based upon monthly accrual, except in cases of emergency if approved in writing by the City Manager.
10. Upon retirement, resignation in good standing, or death, an employee or the employee's estate will be paid for all accumulated vacation days, plus a pro-rata share of vacation by month during the year of such event. The Employee is deemed to have completed a full month if separation occurs after the 15th of any month.
11. Vacation selection shall be year around and can be taken in one hour increments if approved by the supervisor. In case of illness, employees can use vacation time if needed, after all sick time is exhausted.

12. Vacation schedules will be worked out as far in advance as possible. Employees are encouraged to cooperate with one another in the scheduling of vacation however if a conflict should arise, seniority in the bargaining unit shall be exercised for bids selecting vacations. If necessary, to accomplish this and to consider the wishes of senior employees, each year after December 1st, all employees shall indicate on a yearly calendar vacation requests no later than March 1st. After March 1st, all employees who have failed to select vacation time will take whatever time is available on a first come, first served basis.

Employees absent for more than one (1) month for other than Worker's Compensation disability will not earn vacation pay.

13. The Employer shall as work loads permit, establish by class the available vacation periods for each office.
14. All 40 hour employees will accrue vacation at the rate of eight hours for each day earned.

ARTICLE 26

Sick Leave and Personal Time

1. Employees will earn (accrue) sick leave at the rate of one (1) day for each full month paid status of employment. All 40 hour employees will earn eight hours for each full month of paid status of employment. Sick leave shall not be available for use or credited to the sick bank until successful completion of the probationary period. Maximum sick leave earned per year shall be 12 days. Sick leave days shall be accumulated to a maximum of seven (7) days at the end of the fiscal year.

At the end of the first bi-weekly pay period ending in June, employees will have three (3) days (if available) converted to personal time from their sick leave bank to be used in the following fiscal year. After the aforementioned conversion employees will have all hours in excess of seven (7) days in their sick bank converted to personal time at one hundred percent (100%). In addition to this conversion, all employees who have completed their probationary period shall be entitled to one (1) personal business day per year. If the personal time is not used by the end of the first bi-weekly pay period ending in June of the next year, the employee will receive compensation on the basis of fifty percent (50%) of their regular hourly rate.

The use of "personal time" is subject to approval in advance by the Employer but may be

requested for use for any reason by the employee. Personal time shall be available for use by the employee in units of 30 minutes or more.

In the event of resignation in good standing, retirement or death; up to three (3) days of unused personal time shall be compensated at 100 percent (100%) and any hours in excess of three (3) days will be compensated at 50 percent (50%) of the regular hourly rate.

2. Accumulated sick leave may be used in the following manner:
 - a. Acute personal illness or incapacity over which the employee has no reasonable control.
 - b. Absence from work because of exposure to a contagious disease which, according to public health standards, would constitute a danger to health of others by the employee's attendance at work.
 - c. Employees who become ill while at work and if it becomes necessary for that employee to leave work, he/she shall notify their immediate supervisor if possible before leaving their place of employment.
 - d. Employees who lose time because of illness occurring during regular work hours will only be charged for the time actually not worked.

Employees who call in prior to the start of their regular work day because of illness will be docked a minimum of four (4) hours from sick leave provided they have sick leave accumulation. Employees not having any sick leave accumulation will lose a minimum of four (4) hours of pay.

For doctor and dental appointments, employees may utilize sick leave in one hour increments based upon the following criteria: (a) employees must request the time in advance indicating on the Request for Leave the doctor's name and address; (b) the employee will be required to provide the Employer with verification from the doctor.

3. Employees using sick leave during a period that includes a scheduled holiday will be paid for the holiday. The employees cannot be paid for both on the same day, nor will they be charged for a day of sick leave.
4. An employee absent for more than one month, with the exception of paid leave, will earn a sick leave day for the first month only.

5. No employee can draw more than 75 hours of sick leave during the two-week pay period (80 hours for those assigned to an eight (8) hour day).
6. Employees off sick shall be required to bring in a doctor's slip if the City Manager or designate requests it. The Employer may require an examination of the employee, following an illness or injury, by a doctor of the Employer's choice on City time and City expense.
7. The printed application of leave form furnished by the Employer must be filled out completely and properly signed and submitted by the employee for sick leave absences.
8. Upon the employee's death, retirement, or resignation in good standing, the City will pay 100% of this accumulated unused sick leave.

ARTICLE 27

Injury or Illness Arising out of and in the Course of Employment

1. For loss of time on account of injury or illness arising out of and in the course of employment with the City, an employee shall receive full pay for up to one full week, five (5) work days, without drawing on accumulated sick leave for any one injury or illness, but shall not be allowed on reoccurrence of same injury or illness. An employee who continues on Worker's Compensation may be paid the difference between regular wages and payment under the provisions of the Worker's Compensation Act. At the employee's option, the difference between the regular wages and Worker's Compensation weekly rate will be offset by a reduction of accumulated sick or vacation leave on a relative ratio of the regular base weekly wage as it is to the Worker's Compensation. In no case shall an employee be compensated by a combination of Worker's Compensation and pro-rated sick leave which will exceed the standard weekly income.

If sick leave is not available for the waiting period of the Worker's Compensation insurance, other available leave may be approved for utilization at the sole discretion of the City Manager.

During the first twelve (12) months of a duty-connected disability, the Employer will continue to provide medical, dental, prescription, optical coverage, and life insurance at no additional cost to the employee. Vacation time will accrue as though the time was worked. Sick leave will be earned only during the first month per Section 4 of Article 26.

If an employee is unable to return to work after twelve (12) months from the date of the duty-connected disability, the Employer shall cease to provide the individual the benefits outlined in the paragraph above. Accrued vacation, sick and personal time will be compensated at 100%.

If the employee's Worker's Compensation claim is contested, the benefits of Article 26, Section 1, will not be effective until the claim is settled and is found to be in favor of the employee. However, during this period, the disability insurance would be available based upon the terms and conditions of the policy.

2. Employees, if requested, will be required to provide a report from a doctor to support the employee's request for Worker's Compensation and an authorization from the doctor of ability to return to work.

3. An employee who loses time on account of injury or illness arising out of and in the course of employment with the City shall continue as a seniority employee for a period of two (2) years from the date of such disability. An employee who is unable to return to work at the end of the two (2) year period shall cease to be an employee.

ARTICLE 28

Injury or Illness Outside the Scope of Employment

28.1 Employees who lose time from work on account of non-duty injury or illness may utilize available sick leave during the short term disability waiting period of seven (7) days. Vacation time may be approved for utilization upon exhausting available sick time based upon the sole discretion of the City Manager.

28.2 Disability Insurance – Sick Leave:

Upon successful completion of the probationary period, the Employer will provide at no cost to the full time regular employee, disability insurance as outlined per the attached Appendix C.

All claims for short-term disability will be paid 60% of base wages for each normally scheduled work day missed after the employee has satisfied the appropriate waiting period. At the employee's option, he or she may use accumulated leave time to offset the difference in full pay from 60% as long as a minimum total leave bank of 37 ½ hours is maintained.

28.3 During the first six (6) months of a non-duty connected disability, the Employer will continue to provide medical, dental, optical, prescription coverage, and life insurance. Sick and vacation leave will be earned only during the first month of non-duty connected disability.

28.4 If an employee is unable to return to work after six (6) months from the date of a non-duty connected disability, the Employer shall cease payment for the fringe benefits outlined in the paragraph above. At the employee's option, benefit coverage can be continued under the provisions of COBRA. All remaining leave time shall be paid to the employee based upon the appropriate hourly rate. Accrued vacation, sick and personal time will be compensated at 100%.

28.5 The City will continue a non-duty disabled employee's medical, dental, optical, and prescription coverage, when a disputed Worker's Compensation claim has been filed, for 12 months or until the disputed claim is decided, whichever is less. Should the injury be determined not to be work related, then arrangements will be made for the employee to pay the cost for those months of coverage back to the City.

28.6 An employee who is unable to return to work after twelve (12) months from the date of the non-duty connected disability, shall cease to be an employee.

ARTICLE 29

Subrogation

29.1 Where the injury or occupational disease for which compensation is payable under the provision of the contract was caused under circumstances creating a legal liability in some person other than a natural person in the same employ or the Employer to pay damages in respect thereof, the acceptance of benefits or the taking of proceedings to enforce payments shall not act as an election of remedies, but such injured employee or his dependents or their personal representative may also proceed to enforce the liability of such third party for damages in accordance with the provisions of this section. If the injured employee, dependents, or personal representative does not commence such action within one (1) year after the occurrence of the personal injury or occupational disease, then the Employer or its Worker's Compensation insurance carrier or other insurance carrier may, within the period of time for the commencement of actions prescribed by statute, enforce the liability of such other person in the name of that person.

Not less than thirty (30) days before the commencement of suit by an party under this section, such party shall notify, by registered mail at their last known address, the injured employee or, in the event of death, known dependents or personal representative or

known next of kin and the Employer. Any party in interest shall have a right to join in said suit.

29.2 Prior to the entry of judgment, either the Employer or its insurance carrier or the employee or personal representative may settle claims as their interest shall appear and may execute releases therefore. Such settlement and release by the employee shall not be a bar to action by the Employer or its compensation insurance carrier to proceed against said third party for any interest and claim it might have.

29.3 In the event the injured employee, dependents or personal representative shall settle their claim for injury or death, or commence proceeding thereon against the third party before the payment of benefits, such recovery or commencement of proceedings shall not act as an election of remedies and any monies so recovered shall be applied as herein provided.

29.4 In an action to enforce the liability of a third party, the plaintiff may recover any amount which the employee, dependents, or personal representative would be entitled to recover in an action in tort. Any recovery against the third party for damages resulting from personal injuries or death only, after deducting expenses of recovery, shall first reimburse the Employer or its insurance carrier for any amounts paid or payable under the provisions of this Article to the date of recovery and the balance shall be forthwith paid to the employee, dependents, or personal representative and shall be treated as an advance payment by either the Employer on account of any future payment of benefits.

29.5 Expenses of recovery shall be the reasonable expenditures, including attorney fees, incurred in effecting such recovery. Attorney fees, unless otherwise agreed upon, shall be divided among the attorneys for the plaintiff as directed by the Court. The expenses of recovery above-mentioned shall be apportioned by the Court between the parties as their interests appear at the time of said recovery.

ARTICLE 30

Jury Duty and Funeral Leave

30.1 Any employee required to serve on jury duty will suffer no loss of pay but will be paid the difference between jury pay and regular pay.

30.2 Funeral Leave: With the death of a spouse, child or stepchild, father, mother, father-in-law, or mother-in-law, a regular full time employee on request will be excused and receive payment for up to five (5) work days during the period commencing with the date of death and ending with the day after the funeral provided the employee attends the funeral. When death occurs in the remainder of the immediate family, i.e. stepfather, stepmother,

sister, brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents, grandchildren, payment may be authorized for up to three (3) work days. Employees shall be entitled to pay for one (1) day to attend the funeral of the following family members: aunt, uncle, niece, or nephew. If the funeral for the above is to be held more than 250 miles from the metropolitan Detroit area, leave will be granted for up to five (5) days.

Employees will be granted one day off to attend the funeral or memorial service if not held immediately following death in accordance with the time off provisions listed above. In order to be approved, employees must submit written documentation from the funeral home of the date the event is held.

ARTICLE 31

Holidays and Furlough days

31.1 All full-time regular employees will be eligible to receive holiday pay under the following regulations:

Employees will be paid their current rate based on a normal seven and one-half (7 ½) hour day for said holidays, eight (8) hours for 40 hour positions.

Subject to Section 31.9, paid holidays are designated as:

4th of July observed	Labor Day
Veterans' Day	Thanksgiving Day
Day after Thanksgiving	Christmas Eve
December 31 st	Christmas Day
New Year's Day	Martin Luther King, Jr. Day
Good Friday	Memorial Day

31.2 The employee must work or be on paid leave the day before a holiday and the succeeding work day after a holiday in order to receive the holiday pay.

31.3 Employees working on an approved holiday will be paid for hours worked at the rate of two (2) times normal pay rate plus holiday pay.

31.4 Should a full paid holiday fall on Saturday, then the Friday preceding that day will be taken as the paid holiday; and if the full paid holiday falls on a Sunday, then the Monday following shall be taken as a paid holiday.

31.5 No Union employee shall be required to work on Labor Day, except in case of emergency.

31.6 Holidays recognized by Item 1 of this Article that fall within an employee's vacation period will not be considered as part of a vacation and shall be taken by extending the vacation period one (1) day for each such holiday or credited an additional day at the discretion of the supervisor.

31.7 Employees shall participate in scheduled unpaid furlough and unpaid holidays in accordance with Sections 31.8 and 31.9. Scheduled furlough and holidays may not be cancelled or rescheduled except with the approval of the City Manager. If this occurs, the employee shall schedule a different day off in the same or next workweek in which the furlough or holiday occurs.

Unpaid furlough and holidays shall not impact an employee's ability to earn overtime regardless of the day of the week worked. Furlough days shall accrue sick leave and vacation time and will not affect employee holiday pay or benefits. Employees' pension contributions will continue to be based on pensionable employee earnings. Service time, medical, dental, vision, and any other insured benefits coverage shall not be impacted by the furloughs. Furloughs will not count as a break in seniority and shall not impact seniority, longevity pay, step placement, and probationary periods. Additionally, with the exception provided for under §31.10, employees may not substitute paid leave, such as sick leave or vacation time, for unpaid furlough and holiday hours.

31.8 Unpaid Furlough Days. Employees shall take unpaid furlough days in accordance with the following schedule:

Fiscal Year 2015 / 2016

Friday before Labor Day Columbus Day
President's Day

Fiscal Year 2016 / 2017

Friday before Labor Day

Fiscal Year 2017 / 2018

No unpaid furlough days

31.9 Unpaid Holidays. Employees shall take unpaid holidays in accordance with the following schedule:

Fiscal Year 2015 / 2016

4th of July observed Day after Thanksgiving
Good Friday

Fiscal Year 2016 / 2017

4th of July observed

Fiscal Year 2017/ 2018

None

31.10 Use of Vacation Day. During Fiscal Year 2015 / 2016 only, employees may opt to receive compensation on four of the six unpaid furlough and holidays by utilizing a vacation day (seven and one-half (7 ½) hours or eight (8) hours for 40 hour positions) earned in accordance with Section 25, if available.

ARTICLE 32

Salary and Wages

The pay ranges and steps are listed in Appendix A for existing employees and employees hired during the term of this Agreement.

In July, 2015, the City will pay a one-time signing bonus of 1.5% of the applicable annual salary (see Appendix A) in effect as of July 1, 2015 for each full-time employee. For part-time employees, the bonus payment in July, 2015 will be based upon wages earned for the period July 1, 2014 through June 30, 2015.

To be eligible for the signing bonus, the employee must be in the employ of the City at the time of payment. The signing bonus will not affect the pay ranges and steps set forth in Appendix A and are subject to applicable payroll taxes. New employees hired after the time of payment are not eligible for the signing bonus.

The pay ranges and steps listed in Appendix A reflect a 1.5% increase effective July 1, 2016 and

a 1.0% increase effective July 1, 2017.

For eligible employees, advancements to the next step in the range assigned to the class (if steps are left) will be at increments of six (6) months from the last regular step raise until the top step is reached. New or newly promoted employees will normally start at the first step shown in the range or at the first step that provides an increase and progress. The allocation listing in no way diminishes Management's right to change duties and responsibilities assigned to positions and therefore cause possible changes in class assignments to positions.

A Library Clerk accepting a Clerk Typist position will be paid at the step for the new classification commensurate with time of service inclusive of the old classification, even though it results in a decrease in wages. [Example: a Library Clerk with one-year experience being paid at Step C will, upon transferring to Clerk Typist, be paid at Step C for this new classification]. This applies to transfers involving both full-time and part-time Library Clerks.

ARTICLE 33

Shift Allowance

All Union employees shall be paid a shift allowance of 35¢ per hour for working either the afternoon or midnight shift. The afternoon shift is defined as those hours normally construed to fall within the time frame from 4:00 p.m. to midnight, and the midnight shift from midnight to 7:30 a.m.

Shift allowance will be paid only for the normal shift and not for overtime worked.

During the month of January of each year, custodians will have the opportunity to submit bids on job location (buildings) and shift preference at such location.

Seniority shall determine the order of preference. Employees who do not submit their preference by February 1 of each year will be assigned by their immediate supervisor. However, if an employee leaves the service of the City during the year, that location and shift will be subject to bid by all employees in order of their seniority. Subsequent openings will be filled in the same manner. Job locations for this contract are defined as: Police, Library, Public Works Facility, and all other buildings shall be defined as City Hall.

Those employees assigned as "Lead Custodian" will receive forty cents (40¢) per hour above the regular pay for this classification.

If flex time scheduling has been approved by the City Manager, the shift allowance shall not

apply.

The only exception to this Article is that all regular non-custodial full time library employees in this bargaining unit will be provided a shift premium of 25¢/hour if required to work an afternoon shift. This is the shift that begins work after 12:00 noon and will be for all hours worked excluding overtime hours.

ARTICLE 34

Health and Dental Benefits

34.1 The basic medical and hospitalization coverage for all employees of the City as of July 1, 2012 shall be Blue Cross/Blue Shield Community Blue 4 modified. Appendix B titled "Community Blue PPO Benefits-at-a-Glance Plan 4 modified" is a summary of covered services including deductibles, co-pays, and co-pay dollar maximums. Employee will pay ten percent (10%) of the health insurance premium using the BCBS illustrated rate and prescription drug illustrative rates and not adjusted by the City.

Employees will have an option of enrolling in COPS Trust as an alternate provider of basic medical and hospitalization coverage; provided, however, that an employee shall be responsible for and pay through a payroll deduction all cost to the City in excess of the basic medical and hospitalization coverage based upon the BCBS illustrated rate and the ten percent (10%) employee share of the health insurance premium provided for in this Article.

Prescription drug coverage will be provided to employees receiving medical and hospitalization coverage. Prescription drug insurance will carry \$15/\$30/\$50 co-pays with mandatory generic drug usage and step therapy. Administration of the prescription drug coverage will be performed by a Pharmacy Benefit Manager (PBM) selected by the City. The City reserves the right to change the PBM with 90 days' written notice.

The maximum City cost for the medical and prescription illustrative rates is the Hard Cap from Public Act 152. Employee would pay any premium costs in excess of the Hard Cap.

The City will reimburse employees for the cost of childhood immunizations (to age 16). To obtain reimbursement, all immunizations must be performed at the Macomb County Health Department and employees must present original receipts.

The City has the right to offer cost saving health coverage options on a voluntary basis to the Union during the life of this contract.

34.2 Health Insurance Allowance

- A. The Employer provides a program to coordinate and to eliminate overlapping health care coverage. Each employee and retiree who is eligible for city paid retiree health care who chooses not to join an Employer sponsored health care program and whose spouse or parent has coverage provided, shall be paid Three Thousand (\$3,000) Dollars for every year that the spouse or parent has coverage. The annual allowance amount will be prorated and paid monthly for every month that the employee is eligible.
- B. Employees and retirees will be required to show proof that a spouse or parent has health care coverage that includes the employee and their dependents before said employee will be declared eligible to receive the allowance.
- C. Re-Enrollment Protection. Employees or retirees, whose spouse's or parents' health care plans cease to cover the employee and their dependents, must re-enroll in an Employer-sponsored health care plan. In such cases, the employee shall be allowed to enroll in an Employer-sponsored plan immediately subject to the appropriate health insurance carrier's implementation.
- D. If an employee's spouse works for the Employer, the employee will not be eligible for any medical coverage provided by this Agreement, but will instead be provided the health allowance of \$3,000. They shall be entitled to the dental coverage all employees in the Bargaining Unit are provided.

34.3 Blue Cross/Blue Shield Dental Plan at 75% coverage is provided and the City will continue this plan or as nearly equivalent a plan as possible. See Appendix B for coverage description and limits.

34.4 The City will provide an optical plan to the employee and his or her dependents which includes an annual eye examination and lenses and frames (or equivalent) on a bi-annual basis. Coverage limits include a \$5.00 co-pay for an eye examination and combined \$10.00 co-pay for lenses and frames. Contact lenses are covered to a maximum of \$105.00.

ARTICLE 35

Life Insurance

35.1 Life insurance will be carried for full time regular employees on paid status by the Employer at no cost to the employee after policy approval.

35.2 Coverage will be at a level that provides two (2) times the annual salary.

ARTICLE 36

Retirement Benefits

36.1 Definition: For the purpose of this Article, the term “retiree” is defined as any employee who retires during the life of this Agreement by virtue of fulfilling the age and service requirements for retirement and who immediately upon leaving the Sterling Heights employment receives retirement benefits from a duly established City of Sterling Heights Retirement System including members of the Defined Contribution Pension Plan. Employees who retire as a result of a duty-connected disability are likewise included.

36.2 Defined Benefit Pension: For employees hired by the City prior to July 1, 2002, a Defined Benefit Pension Plan will be provided under the terms of the City Charter as amended by this Agreement. For service earned prior to July 1, 2012, the factor used to determine a Member’s pension shall be 2.3 percent (2.3%) times the number of years of service times the Final Average Compensation. The factor shall be 2 percent (2%) times the number of years of service earned on and after July 1, 2012 times Final Average Compensation.

For retirement purposes, the final average compensation shall be based on the best three (3) of the last ten (10) years. Pension shall be vested after ten (10) years of service. Effective with the signing of this Agreement, the requirements to qualify for a service retirement for employees in this bargaining unit shall be years of service plus age totaling seventy-five (75) or more. However, employees as of the ratification of this agreement will continue to have the option of retiring at age 60 with ten (10) years of credited service. These requirements shall supersede all retirement qualification language in the City Charter and Pension Ordinance, except those dealing with duty and non-duty death, deferred, or disability retirements. The employee’s contribution shall be 8% on all hours worked and shall be based upon taxable earnings excluding allowances and reimbursements. The Internal Revenue Service has declared the employee’s pension contribution as deferred compensation and, therefore, not subject to withholding taxes.

A retiree, who elects to receive a reduced retirement income based upon the joint and survivor method wherein the retiree’s spouse shall be eligible to receive a reduced pension income, for the remainder of his/her life should the retiree predecease the beneficiary, may, on a one-time basis, revert to 100% of the amount provided the retiree for a straight life pension should the designated beneficiary predecease the retiree. Any extra cost associated with a retiree’s election of this “Pop-Up” provision, shall be paid by the employee/retiree who elects to use

this provision, in the form of a further reduced pension amount determined by the G.E.R.S. actuaries.

An employee shall be given service credit for not more than four (4) years active military service to the United States Government who is employed subsequent to this military service, upon payment to the retirement system of five percent (5%) of their full time or equated full time compensation for the fiscal year in which payment is made, multiplied by the years of service that the employee elects to purchase, up to the maximum. Service shall not be creditable if it is or would be creditable under any other Federal, State, or local publicly supported retirement system. Purchase of this time may be accomplished in increments of no less than one year at a time (or fraction of a year if there is less than a year left to purchase).

Annuity Withdrawal: Employees who are members in the Bargaining Unit shall have available to them, in addition to the retirement options already in place, an annuity withdrawal option as follows:

- A. Definition: The annuity withdrawal is the option that allows employees to withdraw their accumulated contribution (with interest) at retirement and thereby forfeit the portion of their retirement allowance which was financed by their contributions.
- B. An employee who elects this option must make written application to the General Employees Retirement System Pension Board no later than one hundred twenty days (120) prior to the effective date of retirement.
- C. The Pension Board shall issue the employee's retirement. The one hundred twenty days (120) notice may be waived at the sole discretion of the Pension Board, however, under no circumstances can it be increased.
- D. The parties agree that the Merrill Lynch Bond Index will be used for the purposes of computing the annuity withdrawal option. The most current index prior to the member's retirement date shall be used. This option is only available for normal service retirement. An employee who elects the annuity withdrawal option shall have their annual pension reduced accordingly as determined by the Pension Board actuaries.
- E. Employee contributions for a prior military service buyback are not included in an annuity withdrawal.
- F. Duty disabled retirees shall be allowed the option to take their annuity withdrawal under this Section at the time of their duty disability retirement rather than at the time of conversion to a regular service retirement.

36.3 Defined Contribution Pension Plan. All new employees of the City hired after July 1, 2002 who become members of this bargaining unit shall receive retirement benefits through a defined contribution plan established through Article I of Chapter 41 of the Sterling Heights Code of Ordinances. Such defined contribution plan benefits shall be in lieu of all defined pension entitlements provided in the City of Sterling Heights Charter or Article II of Chapter 41 of the Sterling Heights Code of Ordinances.

For employees receiving defined contribution plan benefits and employed by the City as of May 20, 2008, the employee contribution shall be 5% of gross salary and the City's contribution shall be 4% of gross salary. For employees hired after May 20, 2008, the employee contribution shall be 5% of gross salary and the City's contribution shall be 4% of base pay. Employees are vested after five (5) years.

Participants in the Defined Contribution Plan are eligible for the same retiree medical benefits as participants in the defined benefit plan upon meeting the same age and service requirements as follows: age plus years of service totals 75 or more. In addition, employees as of the ratification of this agreement will continue to have the option of retiring at age 60 with ten (10) years of credited service

36.4 Health Care – Retirees: Employees hired by the City after July 1, 2012 are not eligible for medical, hospitalization, and prescription coverage (“retiree medical benefits”) upon retirement. A member hired by the City prior to July 1, 2012 shall receive retiree medical benefits under the following terms and conditions:

Employer will provide the retired employee and his/her spouse at the time of retirement only (and not dependents) medical, hospitalization, and prescription coverage. The requirements to qualify for retiree medical benefits for employees in this bargaining unit shall be years of service plus age totaling seventy-five (75) or more. However, employees will have the option of retiring and receiving retiree medical benefits at age 60 with ten (10) years of credited service.

The spouse of a deceased retiree that received defined benefit pension benefits pursuant to Section 36.2 shall continue to receive retiree medical benefits so long as the surviving spouse continues to receive a pension and does not remarry.

The spouse of a deceased retiree that received defined contribution pension benefits pursuant to Section 36.2 shall continue to receive retiree medical benefits so long as the surviving spouse does not remarry.

Upon retirement, retiree medical benefits for the employee and spouse only will be determined as follows:

- (1) The retiree medical benefits for an employee retiring after July 1, 2015 will be equal to the medical, hospitalization, and prescription coverages provided at the time of retirement; provided, however, the retiree medical benefits are subject to any amendments to such coverages as negotiated by the bargaining unit as part of future collective bargaining agreements. The retiree will pay the same premiums, deductibles, and co-pays as active employees. The retiree medical benefits can be amended under this provision only twice in retirement and limited to amendments made in the next two successive collective bargaining agreements. In the event the bargaining unit agrees to no medical, hospitalization, and prescription coverages for current members, the retiree's retiree medical benefits will continue with the coverages applicable at the time the change to no medical benefits for current employees takes effect;
- (2) Employees hired by the City between May 20, 2008 and June 30, 2012 are required to pay fifty percent (50%) of the premium for retiree medical benefits upon retirement. Such payments will be invoiced by the City on a monthly basis for the preceding month. If payment is not made by the 15th of the month coverage shall be canceled effective the 1st of the following month.

36.5 Post Employment Health Plan. For employees hired between May 20, 2008 and June 30, 2012 only, Employer will contribute \$1,000 on an annual basis (prorated with each biweekly pay) to a post-employment health plan (self-directed vested health care VEBA) allowing employees to accumulate assets to pay for medical expenses in retirement on a tax-free basis.

36.6 Medicare: Upon reaching age 65 or eligibility for Medicare, the retired employee/spouse must apply for Medicare coverage. The City will provide complimentary coverage with riders to provide a continuation of benefit level. In the event a retired employee obtains employment from an employer that provides hospitalization and medical coverage, the retiree and spouse shall not be covered by the City's coverage for the duration of said employment.

36.7 Retirees of this unit shall be provided ten thousand dollars (\$10,000) worth of term life insurance until age 70. The City shall pay the premium for this policy.

ARTICLE 37

Hearing Aid Reimbursement

The City will provide a maximum reimbursement of two hundred and fifty dollars (\$250) to all employees in the bargaining unit for hearing evaluations and prescription hearing aid devices. The employees must submit appropriate receipts in order to be reimbursed.

ARTICLE 38

New Full-Time Hires Paid Time Off

In lieu of the Vacation Leave, Sick Leave and Personal Time benefits provided under Articles 25 and 26 of this agreement, full-time employees hired after July 1, 2015 shall be allotted paid time off (PTO) annually on their anniversary date in accordance with the following schedule:

On date of hire	Eight (8) days	60 hours
After 1 year of continuous service	Eighteen (18) days	135 hours
After 5 years of continuous service	Twenty-three (23) days	172.5 hours
After 10 years of continuous service	Twenty-six (26) days	195 hours
After 20 years of continuous service	Twenty-eight (28) days	210 hours

Full-time Employees may carry-over not more than seven (7) days (=52.5 hours) of PTO into a new service year. Any unused PTO in excess of the seven (7) days being carried over is lost at year-end. Unused PTO is lost in the case of a full-time employee's retirement, resignation, or death.

The use of PTO is subject to approval in advance by the employer but may be requested for use for any reason by the full-time employee. PTO shall be available for use by the full-time employee in one (1) hour or more increments, if approved.

ARTICLE 39

Educational Assistance Program

The educational reimbursement program is offered to encourage employees to improve their present job skills, thereby increasing their productive value to the City. Such a program will also assure the establishment of a quality work force, assisting employees in preparing for

future advancement within the City.

The scope of the program does not include special seminars, or “short courses” of a few days duration which will continue to be considered on an individual and departmental training basis as in-service training.

The following provisions are established to govern the administration of the City’s Educational Assistance Program:

- A. Application for Educational Assistance may be made by any full-time permanent employee who has completed the initial probationary period.
- B. Applications will not be considered if the employee is eligible for or receiving funds for the same course from any other source (GI Bill, scholarships, vocational rehabilitation, etc.).
- C. Applications are to be submitted for approval by the Department Head and Human Resources Office in advance of beginning the course and only for course work directly related to the employee’s present job or directly related to a promotional position. A nexus between the employee’s present job or promotional position and the courses undertaken must be established for consideration.
- D. Reimbursement shall be made only for course work completed at accredited high schools, trade schools, colleges, and universities.
- E. There shall be a 75% reimbursement for tuition and required textbooks to a maximum of \$2,000/year for undergraduate classes and \$3,000 for graduate classes based upon courses completed with a “C” or numerical equivalent, or for non-graded courses when the grade received is “satisfactory” or “passing”.
- F. In the event that an employee terminates as an employee of the City within a two year period subsequent to completion of the end of the semester, the employee will be required to reimburse the City for all costs relating to the education reimbursement program. If these standards are not complied with, reimbursement to the City will be due for that portion that corresponds to the two years. Example: An employee received an Education Aid reimbursement check on December 15, 2000 (for fall semester 2000). If he/she leaves City employment prior to December 16, 2002, the amount paid on December 15, 2000 must be reimbursed to the City.

- G. Employees must submit an official school transcript showing a final grade received. The employee shall be considered as having completed a class when the term for which the school quotes the tuition fee is concluded.
- H. As funds for Educational Assistance are limited, priority shall be governed by the time and date that completed applications are received in the Human Resources Office. Approval and reimbursement for educational assistance is contingent upon the availability of funds, the employee's successful completion of the course, and adherence to the policies and procedures.
- I. Expenses such as student fees, matriculation fees, lab fees, parking, and mileage shall not be part of the Educational Assistance Program.

ARTICLE 40

Part-Time and Temporary Employment

The City has the right to hire part-time employees and temporary employees on the following terms and conditions:

- A. The City may hire part-time employees, provided that the ratio of full-time to part-time employees is not less than sixty-five (65) to thirty-five (35) percent. In addition, temporary employees may be hired to meet workload demands imposed by emergency conditions or for specific events that are recurring annually, such as elections. Temporary employees do not count against the full-time to part-time ratio.
- B. Part-time employees may work up to but not in excess of 1,500 hours per fiscal year. Part-time employees cannot exceed the hours specified below per calendar quarter without Union approval:
 - 1. Part-time inspectors working in the Office of Engineering and Office of Building Services: Four Hundred (400) hours;
 - 2. All other part-time employees: Four Hundred and Fifty (450) hours.

A temporary employee cannot exceed 400 hours per fiscal year without Union approval.

- C. Part-time members will be paid eighty percent (80%) of the hourly rate at each step of the corresponding full-time position as listed in the attached Appendix A.
- D. Part-Time employees will be represented by the Union pursuant to Article I of this Agreement. For the first one-hundred eighty (180) calendar days of part-time employment, the part-time employee shall be considered probationary and not entitled to Union representation. Temporary employees are not members of or entitled to representation by the Union.
- E. A part-time employee shall accrue 3.125 hours of "Paid Time Off" (PTO) for each full-month of part-time employment with the City from the hire date until June 30th. A part-time employee hired prior to the 15th day of month shall be deemed to have worked the full month. Thereafter, annually on July 1st, part-time employees will be credited with thirty-seven and one-half (37.5) hours of "Paid Time Off" (PTO). Part-time employees may use PTO in hourly increments as sick, vacation, or personal paid time off, provided City Administration is provided with at least twenty-four (24) hours advance notice in the case of vacation or personal paid time off and at least two (2) hour advance notice in the case of sickness. PTO does not accrue and is lost if not utilized by June 30th annually; provided, however, that a part-time employee who is hired in a full-time position shall be allowed to rollover unused part-time PTO hours to supplement those available under Section 38. There is no pay-out of unused PTO in the event a part-time employee ceases to be employed.
- F. A City retiree who is a participant in the general employee defined benefit retirement system may be re-employed by the City in a part-time position under the terms and conditions of this Article for a maximum of two-years. The City retiree is subject to the requirements of the City's normal hiring procedure and this part-time employment is subject to the limitation set forth in Section A of this Article. The above section E would apply to a rehired retiree.
- G. Based on the assigned daily work schedule, part-time employees are entitled to the following schedule of break(s) / lunch:
 - 1. Less than 4 hours: no break or lunch
 - 2. At least 4 hours, but not more than 6 hours: one (1) fifteen (15) minute break (paid) / no lunch
 - 3. More than 6 hours, but one (1) fifteen (15) minute break (paid) /

- | | |
|--------------------------------|---|
| less than 7 ½ hours: | thirty (30) minute lunch (unpaid) |
| 4. At least 7 ½ hours or more: | Two (2) fifteen (15) minute breaks (paid) / one hour (60) minute lunch (unpaid) |

The foregoing schedule shall not be used in a manner to modify or extend the City's established daily hours of operation.

Part-time employees will not work more than 7 ½ compensable hours in a work day.

- H. Part-time employees are eligible to compete for filling a job vacancy in the same manner as full-time employees in accordance with the terms and conditions of Article 20 of this Agreement; provided, however, that a part-time employee who is promoted into a full-time position and does not successfully complete the one hundred eighty (180) day probationary period or otherwise voluntarily withdraws does not have a right to return to his or her part-time position.
- I. If due to unforeseen circumstances City operations are delayed or cancelled, a part-time employee excused from reporting or continuing work shall be paid for scheduled hours affected by the delay or cancellation.
- J. Part-time employees, including those hired pursuant to Section F of this Article, are not entitled to any of the employment and/or post-employment wages or benefits provided to full-time employees pursuant to this Agreement. The part-time employment of a City retiree hired pursuant Section F of this Article will not increase pension benefits and will not count as pension credited service. Bargaining unit seniority for a City retiree hired pursuant to Section F of this Article will be calculated from the date of reemployment as a part-time employee.

ARTICLE 41

Administrative Obligation

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns.

ARTICLE 42

Separability and Savings Clause

42.1 In the event that any provision of this Agreement shall at any time be declared invalid by any court or competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions shall remain in full force and effect.

42.2 In the event that any provision of this Agreement is held invalid, as set forth above, the parties shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for the provision held invalid.

ARTICLE 43

Termination of Agreement

43.1 This AGREEMENT shall be in full force and effect from July 1, 2015 to and including June 30, 2018, and shall continue in full force and effect from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other, at least sixty (60) days prior to the date of expiration.

43.2 It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement, either party may serve upon the other a notice, at least sixty (60) days prior to June 30, 2018 or any period of any subsequent contract year, advising that such party desires to continue this Agreement, but also desires to revise or change terms or conditions of such Agreement.

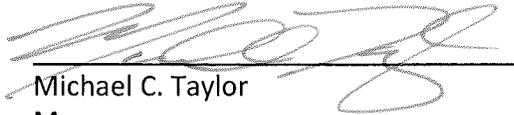
43.3 Should either party to this Agreement serve such notice upon the other party, a joint conference of the Employer and the Union shall commence not later than forty-five (45) days before the expiration date or amendment date of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this AGREEMENT to be signed by their duly authorized representative as of the day and year first written.

CITY OF STERLING HEIGHTS

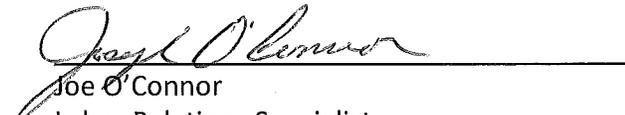
MAPE TECHNICAL/OFFICE
EMPLOYEES UNION

By:



Michael C. Taylor
Mayor

By:



Joe O'Connor
Labor Relations Specialist



Mark Carufel
City Clerk



Raymond Sharer
Steward

Date: 4-28-15



Todd Quartermous
Alternate Steward

Date: 5-15-15

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2015**

POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	29,367	30,410	31,461	32,506	33,555	34,608	35,657
Hourly	15.0600	15.5950	16.1340	16.6700	17.2080	17.7480	18.2860
Bi-weekly	1129.50	1169.63	1210.05	1250.25	1290.60	1331.10	1371.45
<u>CLERK TYPIST (con't)</u>							
Annual	36,537	37,447	38,383	39,335	40,132	41,135	42,164
Hourly	18.7370	19.2040	19.6840	20.1720	20.5810	21.0950	21.6230
Bi-weekly	1405.28	1440.30	1476.30	1512.90	1543.58	1582.13	1621.73
<u>CLERK TYPIST (con't)</u>							
Annual	43,118						
Hourly	22.1120						
Bi-weekly	1658.40						
<u>ACCOUNT CLERK</u>							
Annual	36,357	37,270	38,196	39,335	40,324	41,338	42,377
Hourly	18.6450	19.1130	19.5880	20.1720	20.6790	21.1990	21.7320
Bi-weekly	1398.38	1433.48	1469.10	1512.90	1550.93	1589.93	1629.90
<u>ACCOUNT CLERK (con't)</u>							
Annual	43,436	44,520	45,975				
Hourly	22.2750	22.8310	23.5770				
Bi-weekly	1670.63	1712.33	1768.28				
<u>LEAD BUS DRIVER</u>							
Annual	33,924	34,776	35,644	36,537	37,447	38,383	42,164
Hourly	17.3970	17.8340	18.2790	18.7370	19.2040	19.6840	21.6230
Bi-weekly	1304.78	1337.55	1370.93	1405.28	1440.30	1476.30	1621.73
<u>LEAD BUS DRIVER (con't)</u>							
Annual	43,217	44,296	45,743				
Hourly	22.1630	22.7160	23.4580				
Bi-weekly	1662.23	1703.70	1759.35				
<u>LIBRARY CLERK</u>							
Annual	36,357	37,270	38,196	39,154	40,132	41,131	43,118
Hourly	18.6450	19.1130	19.5880	20.0790	20.5810	21.0930	22.1120
Bi-weekly	1398.38	1433.48	1469.10	1505.93	1543.58	1581.98	1658.40
<u>MANAGEMENT ASSISTANT</u>							
Annual	44,941	46,070	47,229	48,399	49,602	50,846	52,501
Hourly	23.0470	23.6260	24.2200	24.8200	25.4370	26.0750	26.9240
Bi-weekly	1728.53	1771.95	1816.50	1861.50	1907.78	1955.63	2019.30
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	39,335	40,324	41,338	42,377	43,436	44,520	45,975
Hourly	20.1720	20.6790	21.1990	21.7320	22.2750	22.8310	23.5770
Bi-weekly	1512.90	1550.93	1589.93	1629.90	1670.63	1712.33	1768.28
<u>LIBRARY ASSISTANT I</u>							
Annual	40,331	41,336	42,369	43,428	44,516	45,631	47,117
Hourly	20.6830	21.1980	21.7280	22.2710	22.8290	23.4010	24.1630
Bi-weekly	1551.23	1589.85	1629.60	1670.33	1712.18	1755.08	1812.23
<u>CUSTODIAN (40 hour week)</u>							
Annual	31,324	32,437	33,558	34,673	35,792	36,915	38,034
Hourly	15.0600	15.5950	16.1340	16.6700	17.2080	17.7480	18.2860
Bi-weekly	1204.80	1247.60	1290.72	1333.60	1376.64	1419.84	1462.88

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2015**

POSITION	A	B	C	D	E	F	G
<u>CUSTODIAN (con't)</u>							
Annual	38,972	39,944	40,942	41,957	42,808	43,877	45,314
Hourly	18.7370	19.2040	19.6840	20.1720	20.5810	21.0950	21.7860
Bi-weekly	1498.96	1536.32	1574.72	1613.76	1646.48	1687.60	1742.88
<u>TECH. SERVICE COORDINATOR</u>							
Annual	43,568	44,598	45,661	46,741	47,860	48,999	50,540
Hourly	22.3430	22.8710	23.4160	23.9700	24.5440	25.1280	25.9180
Bi-weekly	1675.73	1715.33	1756.20	1797.75	1840.80	1884.60	1943.85
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	43,424	44,510	45,633	46,759	47,925	49,128	50,727
Hourly	22.2690	22.8260	23.4020	23.9790	24.5770	25.1940	26.0140
Bi-weekly	1670.18	1711.95	1755.15	1798.43	1843.28	1889.55	1951.05
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	44,742	45,864	47,016	48,188	49,391	50,627	52,283
Hourly	22.9450	23.5200	24.1110	24.7120	25.3290	25.9630	26.8120
Bi-weekly	1720.88	1764.00	1808.33	1853.40	1899.68	1947.23	2010.90
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR</u>							
Annual	51,095	52,380	53,681	55,025	56,395	58,246	
Hourly	26.2030	26.8620	27.5290	28.2180	28.9210	29.8700	
Bi-weekly	1965.23	2014.65	2064.68	2116.35	2169.08	2240.25	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week)</u>							
Annual	61,100	62,626	64,195	67,077	67,444	69,644	
Hourly	29.3750	30.1090	30.8630	32.2490	32.4250	33.4830	
Bi-weekly	2350.00	2408.72	2469.04	2579.92	2594.00	2678.64	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	57,281	58,712	60,182	62,885	63,228	65,291	
Hourly	29.3750	30.1090	30.8630	32.2490	32.4250	33.4830	
Bi-weekly	2203.13	2258.18	2314.73	2418.68	2431.88	2511.23	
<u>APPRAISER II</u>							
Annual	58,398	59,865	61,356	62,897	64,474	66,573	
Hourly	29.9480	30.7000	31.4650	32.2550	33.0640	34.1400	
Bi-weekly	2246.10	2302.50	2359.88	2419.13	2479.80	2560.50	
<u>APPRAISER III</u>							
Annual	66,077	67,733	69,427	71,159	72,939	75,326	
Hourly	33.8860	34.7350	35.6040	36.4920	37.4050	38.6290	
Bi-weekly	2541.45	2605.13	2670.30	2736.90	2805.38	2897.18	
<u>ENGINEER AIDE</u>							
<u>LEAD ENG INSPECTOR (+1,500 STIPEND)</u>							
Annual	48,330	49,233	50,159	51,097	52,055	53,034	54,026
Hourly	24.7850	25.2480	25.7230	26.2040	26.6950	27.1970	27.7060
Bi-weekly	1858.88	1893.60	1929.23	1965.30	2002.13	2039.78	2077.95

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2015**

POSITION	A	B	C	D	E	F	G
ENGINEER AIDE (con't)							
LEAD ENG INSPECTOR (+1,500 STIPEND)							
Annual	55,036	56,064	57,111	58,188	59,278	60,383	61,516
Hourly	28.2240	28.7510	29.2880	29.8400	30.3990	30.9660	31.5470
Bi-weekly	2116.80	2156.33	2196.60	2238.00	2279.93	2322.45	2366.03
ENGINEER AIDE (con't)							
LEAD ENG INSPECTOR (+1,500 STIPEND)							
Annual	62,667	63,844	65,036	66,255	67,497	69,275	
Hourly	32.1370	32.7410	33.3520	33.9770	34.6140	35.5260	
Bi-weekly	2410.28	2455.58	2501.40	2548.28	2596.05	2664.45	
CIVIL ENGINEER I							
Annual	56,863	58,285	59,730	61,836	62,760	64,328	66,428
Hourly	29.1610	29.8900	30.6310	31.7110	32.1850	32.9890	34.0660
Bi-weekly	2187.08	2241.75	2297.33	2378.33	2413.88	2474.18	2554.95
CIVIL ENGINEER II							
Annual	69,517	71,249	73,039	74,866	76,738	78,657	81,219
Hourly	35.6500	36.5380	37.4560	38.3930	39.3530	40.3370	41.6510
Bi-weekly	2673.75	2740.35	2809.20	2879.48	2951.48	3025.28	3123.83
CIVIL ENGINEER III							
Annual	84,984	87,106	89,317	90,653	93,835	96,183	99,305
Hourly	43.5820	44.6700	45.8040	46.4890	48.1210	49.3250	50.9260
Bi-weekly	3268.65	3350.25	3435.30	3486.68	3609.08	3699.38	3819.45
GIS/CAD COORDINATOR							
Annual	69,517	71,249	73,039	74,866	76,738	78,657	81,219
Hourly	35.6500	36.5380	37.4560	38.3930	39.3530	40.3370	41.6510
Bi-weekly	2673.75	2740.35	2809.20	2879.48	2951.48	3025.28	3123.83
APPRAISER AIDE							
FIRE SERVICES SPECIALIST							
Annual	46,632	47,790	48,989	50,216	51,470	52,759	54,479
Hourly	23.9140	24.5080	25.1230	25.7520	26.3950	27.0560	27.9380
Bi-weekly	1793.55	1838.10	1884.23	1931.40	1979.63	2029.20	2095.35
LEAD FACILITIES MAINT. MECHANIC (40 hour week)							
Annual	50,772	52,081	53,424	54,802	56,213	57,663	59,151
Hourly	24.4097	25.0394	25.6849	26.3473	27.0255	27.7226	28.4380
Bi-weekly	1952.78	2003.15	2054.79	2107.78	2162.04	2217.81	2275.04
FACILITIES MAINT. MECHANIC (40 hour week)							
Annual	46,471	47,567	48,705	49,857	51,051	52,266	53,907
Hourly	22.3420	22.8690	23.4160	23.9700	24.5440	25.1280	25.9170
Bi-weekly	1787.36	1829.52	1873.28	1917.60	1963.52	2010.24	2073.36
PRINTING TECHNICIAN I							
Annual	41,316	42,338	43,399	44,493	45,594	46,739	48,264
Hourly	21.1880	21.7120	22.2560	22.8170	23.3820	23.9690	24.7510
Bi-weekly	1589.10	1628.40	1669.20	1711.28	1753.65	1797.68	1856.33
INSPECTORS (40 hour week)							
Annual	68,945	70,672	72,438	74,249	76,668		
Hourly	33.1470	33.9770	34.8260	35.6970	36.8600		
Bi-weekly	2651.76	2718.16	2786.08	2855.76	2948.80		

FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
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POSITION	A	B	C	D	E	F	G
<u>INSPECTORS (37½ hour week)</u>							
Annual	64,636	66,255	67,910	69,609	71,877		
Hourly	33.1470	33.9770	34.8260	35.6970	36.8600		
Bi-weekly	2486.03	2548.28	2611.95	2677.28	2764.50		
<u>BLDG. PLAN REVIEW COORDINATOR</u>							
<u>CODE ENFORCEMENT COORD.</u>							
Annual	74,905	76,787	79,287				
Hourly	38.4130	39.3780	40.6600				
Bi-weekly	2880.98	2953.35	3049.50				

**FULL-TIME EMPLOYEES
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POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	26,430	27,369	28,315	29,255	30,200	31,147	32,091
Hourly	13.5540	14.0354	14.5205	15.0028	15.4869	15.9729	16.4571
Bi-weekly	1016.55	1052.65	1089.03	1125.21	1161.52	1197.97	1234.28
<u>CLERK TYPIST (con't)</u>							
Annual	32,883	33,702	34,545	35,402	36,119	37,022	37,948
Hourly	16.8632	17.2832	17.7152	18.1546	18.5225	18.9854	19.4603
Bi-weekly	1264.74	1296.24	1328.64	1361.60	1389.18	1423.90	1459.52
<u>CLERK TYPIST (con't)</u>							
Annual	38,806	39,776	40,771	41,790	43,118		
Hourly	19.9006	20.3981	20.9081	21.4308	22.1120		
Bi-weekly	1492.55	1529.86	1568.11	1607.31	1658.40		
<u>ACCOUNT CLERK</u>							
Annual	32,721	33,543	34,376	35,402	36,292	37,204	38,139
Hourly	16.7802	17.2015	17.6289	18.1546	18.6111	19.0791	19.5586
Bi-weekly	1258.51	1290.12	1322.17	1361.60	1395.83	1430.93	1466.90
<u>ACCOUNT CLERK (con't)</u>							
Annual	39,092	40,068	41,378	42,412	43,472	44,559	45,975
Hourly	20.0474	20.5477	21.2192	21.7497	22.2935	22.8508	23.5770
Bi-weekly	1503.55	1541.08	1591.44	1631.23	1672.01	1713.81	1768.28
<u>LEAD BUS DRIVER</u>							
Annual	30,532	31,298	32,080	32,883	33,702	34,545	37,948
Hourly	15.6572	16.0505	16.4511	16.8632	17.2832	17.7152	19.4603
Bi-weekly	1174.29	1203.78	1233.83	1264.74	1296.24	1328.64	1459.52
<u>LEAD BUS DRIVER (con't)</u>							
Annual	38,895	39,866	41,169	42,198	43,253	44,334	45,743
Hourly	19.9463	20.4443	21.1122	21.6400	22.1810	22.7355	23.4580
Bi-weekly	1495.97	1533.32	1583.41	1623.00	1663.57	1705.16	1759.35
<u>LIBRARY CLERK</u>							
Annual	32,721	33,543	34,376	35,239	36,119	37,018	38,806
Hourly	16.7802	17.2015	17.6289	18.0711	18.5225	18.9835	19.9006
Bi-weekly	1258.51	1290.12	1322.17	1355.33	1389.18	1423.77	1492.55
<u>LIBRARY CLERK (con't)</u>							
Annual	39,776	40,771	41,790	43,118			
Hourly	20.3981	20.9081	21.4308	22.1120			
Bi-weekly	1529.86	1568.11	1607.31	1658.40			
<u>MANAGEMENT ASSISTANT</u>							
Annual	40,447	41,463	42,506	43,559	44,642	45,761	47,251
Hourly	20.7420	21.2631	21.7980	22.3380	22.8932	23.4674	24.2312
Bi-weekly	1555.65	1594.73	1634.85	1675.35	1716.99	1760.05	1817.34
<u>MANAGEMENT ASSISTANT (con't)</u>							
Annual	48,432	49,643	50,884	52,501			
Hourly	24.8370	25.4579	26.0944	26.9240			
Bi-weekly	1862.78	1909.35	1957.08	2019.30			
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	35,402	36,292	37,204	38,139	39,092	40,068	41,378
Hourly	18.1546	18.6111	19.0791	19.5586	20.0474	20.5477	21.2192
Bi-weekly	1361.60	1395.83	1430.93	1466.90	1503.55	1541.08	1591.44

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POSITION	A	B	C	D	E	F	G
<u>SENIOR CLERK</u>							
<u>PROGRAM & SERVICES ASST. (con't)</u>							
Annual	42,412	43,472	44,559	45,975			
Hourly	21.7497	22.2935	22.8508	23.5770			
Bi-weekly	1631.23	1672.01	1713.81	1768.28			
<u>LIBRARY ASSISTANT I</u>							
Annual	36,298	37,202	38,132	39,085	40,064	41,068	42,405
Hourly	18.6143	19.0782	19.5549	20.0437	20.5458	21.0605	21.7463
Bi-weekly	1396.07	1430.86	1466.62	1503.28	1540.94	1579.53	1630.97
<u>LIBRARY ASSISTANT I (con't)</u>							
Annual	43,465	44,552	45,666	47,117			
Hourly	22.2900	22.8472	23.4184	24.1630			
Bi-weekly	1671.75	1713.54	1756.38	1812.23			
<u>CUSTODIAN (40 hour week)</u>							
Annual	28,192	29,193	30,202	31,206	32,213	33,224	34,231
Hourly	13.5537	14.0352	14.5203	15.0027	15.4869	15.9728	16.4570
Bi-weekly	1084.29	1122.82	1161.62	1200.22	1238.95	1277.83	1316.56
<u>CUSTODIAN (con't)</u>							
Annual	35,075	35,950	36,848	37,761	38,527	39,489	40,783
Hourly	16.8629	17.2835	17.7153	18.1545	18.5227	18.9852	19.6070
Bi-weekly	1349.03	1382.68	1417.22	1452.36	1481.82	1518.82	1568.56
<u>CUSTODIAN (con't)</u>							
Annual	41,802	42,847	43,918	45,314			
Hourly	20.0972	20.5996	21.1146	21.7860			
Bi-weekly	1607.78	1647.97	1689.17	1742.88			
<u>TECH. SERVICE COORDINATOR</u>							
Annual	39,211	40,138	41,095	42,067	43,074	44,099	45,486
Hourly	20.1083	20.5837	21.0743	21.5728	22.0892	22.6149	23.3262
Bi-weekly	1508.12	1543.78	1580.57	1617.96	1656.69	1696.12	1749.46
<u>TECH. SERVICE COORDINATOR (con't)</u>							
Annual	46,623	47,789	48,983	50,540			
Hourly	23.9093	24.5070	25.1197	25.9180			
Bi-weekly	1793.20	1838.03	1883.98	1943.85			
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	39,082	40,059	41,070	42,083	43,133	44,215	45,654
Hourly	20.0418	20.5431	21.0614	21.5811	22.1192	22.6745	23.4125
Bi-weekly	1503.14	1540.73	1579.60	1618.58	1658.94	1700.58	1755.93
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT (con't)</u>							
Annual	46,796	47,966	49,165	50,727			
Hourly	23.9978	24.5977	25.2127	26.0140			
Bi-weekly	1799.83	1844.83	1890.95	1951.05			

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POSITION	A	B	C	D	E	F	G
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	40,268	41,278	42,314	43,369	44,452	45,564	47,055
Hourly	20.6502	21.1680	21.6997	22.2406	22.7958	23.3663	24.1306
Bi-weekly	1548.76	1587.60	1627.48	1668.05	1709.69	1752.47	1809.80
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF. (con't)</u>							
Annual	48,231	49,437	50,673	52,283			
Hourly	24.7339	25.3522	25.9860	26.8120			
Bi-weekly	1855.04	1901.42	1948.95	2010.90			
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR</u>							
Annual	45,986	47,142	48,313	49,523	50,756	52,421	53,732
Hourly	23.5823	24.1754	24.7758	25.3962	26.0285	26.8828	27.5548
Bi-weekly	1768.67	1813.15	1858.19	1904.71	1952.13	2016.21	2066.61
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR (con't)</u>							
Annual	55,075	56,452	57,863	58,246			
Hourly	28.2437	28.9498	29.6735	29.8700			
Bi-weekly	2118.28	2171.24	2225.52	2240.25			
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week)</u>							
Annual	54,990	56,363	57,776	60,369	60,700	62,680	64,247
Hourly	26.4375	27.0978	27.7767	29.0237	29.1825	30.1344	30.8878
Bi-weekly	2115.00	2167.82	2222.13	2321.90	2334.60	2410.75	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week) (con't)</u>							
Annual	65,853	67,499	69,187	69,644			
Hourly	31.6600	32.4515	33.2628	33.4830			
Bi-weekly	2532.80	2596.12	2661.02	2678.64			
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	51,553	52,841	54,164	56,597	56,905	58,762	60,231
Hourly	26.4374	27.0978	27.7763	29.0238	29.1822	30.1343	30.8877
Bi-weekly	1982.80	2032.34	2083.22	2176.79	2188.66	2260.07	2316.58
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week) (con't)</u>							
Annual	61,737	63,280	64,862	65,291			
Hourly	31.6599	32.4514	33.2626	33.4830			
Bi-weekly	2374.49	2433.85	2494.70	2511.23			
<u>APPRAISER II</u>							
Annual	52,558	53,879	55,220	56,607	58,027	59,916	61,414
Hourly	26.9529	27.6300	28.3182	29.0294	29.7572	30.7260	31.4941
Bi-weekly	2021.47	2072.25	2123.86	2177.20	2231.79	2304.45	2362.06
<u>APPRAISER II (con't)</u>							
Annual	62,642	64,208	65,813	66,573			
Hourly	32.1240	32.9271	33.7503	34.1400			
Bi-weekly	2409.30	2469.54	2531.27	2560.50			

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POSITION	A	B	C	D	E	F	G
<u>APPRAISER III</u>							
Annual	59,469	60,960	62,484	64,043	65,645	67,793	69,488
Hourly	30.4971	31.2614	32.0432	32.8426	33.6642	34.7658	35.6350
Bi-weekly	2287.28	2344.60	2403.24	2463.20	2524.81	2607.44	2672.62
<u>APPRAISER III (con't)</u>							
Annual	71,225	73,006	74,831	75,326			
Hourly	36.5259	37.4390	38.3750	38.6290			
Bi-weekly	2739.44	2807.93	2878.12	2897.18			
<u>ENGINEER AIDE LEAD ENG INSPECTOR (+1,500 STIPEND)</u>							
Annual	43,497	44,310	45,143	45,987	46,850	47,731	48,623
Hourly	22.3062	22.7229	23.1503	23.5832	24.0254	24.4772	24.9351
Bi-weekly	1672.96	1704.22	1736.27	1768.74	1801.90	1835.79	1870.13
<u>ENGINEER AIDE (con't) LEAD ENG INSPECTOR (+1,500 STIPEND)</u>							
Annual	49,532	50,458	51,400	52,369	53,350	54,345	55,364
Hourly	25.4012	25.8757	26.3589	26.8560	27.3591	27.8691	28.3920
Bi-weekly	1905.09	1940.68	1976.92	2014.20	2051.93	2090.18	2129.40
<u>ENGINEER AIDE (con't) LEAD ENG INSPECTOR (+1,500 STIPEND)</u>							
Annual	56,400	57,460	58,532	59,630	60,747	62,348	63,906
Hourly	28.9232	29.4665	30.0166	30.5792	31.1525	31.9731	32.7724
Bi-weekly	2169.24	2209.98	2251.25	2293.44	2336.43	2397.98	2457.93
<u>ENGINEER AIDE (con't) LEAD ENG INSPECTOR (+1,500 STIPEND)</u>							
Annual	65,504	67,141	68,820	69,275			
Hourly	33.5917	34.4315	35.2923	35.5260			
Bi-weekly	2519.38	2582.36	2646.92	2664.45			
<u>CIVIL ENGINEER I</u>							
Annual	51,177	52,457	53,757	55,652	56,484	57,895	59,785
Hourly	26.2445	26.9008	27.5677	28.5397	28.9662	29.6898	30.6591
Bi-weekly	1968.33	2017.56	2067.58	2140.48	2172.46	2226.74	2299.43
<u>CIVIL ENGINEER I (con't)</u>							
Annual	61,280	62,812	64,382	66,428			
Hourly	31.4256	32.2112	33.0165	34.0660			
Bi-weekly	2356.92	2415.84	2476.24	2554.95			
<u>CIVIL ENGINEER II</u>							
Annual	62,565	64,124	65,735	67,379	69,064	70,791	73,097
Hourly	32.0848	32.8842	33.7103	34.5535	35.4175	36.3032	37.4857
Bi-weekly	2406.36	2466.31	2528.27	2591.52	2656.32	2722.74	2811.43
<u>CIVIL ENGINEER II (con't)</u>							
Annual	74,925	76,798	78,718	81,219			
Hourly	38.4228	39.3834	40.3680	41.6510			
Bi-weekly	2881.71	2953.76	3027.60	3123.83			
<u>CIVIL ENGINEER III</u>							
Annual	76,486	78,395	80,385	81,588	84,452	86,565	89,375
Hourly	39.2234	40.2028	41.2232	41.8398	43.3085	44.3922	45.8331
Bi-weekly	2941.75	3015.21	3091.74	3137.99	3248.13	3329.41	3437.48

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<u>CIVIL ENGINEER III (con't)</u>							
Annual	91,609	93,899	96,247	99,305			
Hourly	46.9789	48.1534	49.3572	50.9260			
Bi-weekly	3523.42	3611.50	3701.79	3819.45			
<u>GIS/CAD COORDINATOR</u>							
Annual	62,565	64,124	65,735	67,379	69,064	70,791	73,097
Hourly	32.0848	32.8842	33.7103	34.5535	35.4175	36.3032	37.4857
Bi-weekly	2406.36	2466.31	2528.27	2591.52	2656.32	2722.74	2811.43
<u>GIS/CAD COORDINATOR (con't)</u>							
Annual	74,925	76,798	78,718	81,219			
Hourly	38.4228	39.3834	40.3680	41.6510			
Bi-weekly	2881.71	2953.76	3027.60	3123.83			
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
Annual	41,969	43,011	44,090	45,194	46,323	47,483	49,031
Hourly	21.5225	22.0569	22.6103	23.1766	23.7554	24.3503	25.1442
Bi-weekly	1614.18	1654.27	1695.77	1738.25	1781.65	1826.27	1885.81
<u>APPRAISER AIDE (con't)</u>							
<u>FIRE SERVICES SPECIALIST (con't)</u>							
Annual	50,257	51,513	52,801	54,479			
Hourly	25.7728	26.4171	27.0775	27.9380			
Bi-weekly	1932.96	1981.28	2030.81	2095.35			
<u>LEAD FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	45,695	46,873	48,082	49,322	50,592	51,897	53,236
Hourly	21.9687	22.5350	23.1162	23.7124	24.3229	24.9503	25.5942
Bi-weekly	1757.49	1802.80	1849.29	1896.99	1945.83	1996.03	2047.53
<u>LEAD FACILITIES MAINT. MECH. (con't)</u>							
<u>(40 hour week)</u>							
Annual	54,567	55,931	57,329	59,151			
Hourly	26.2340	26.8899	27.5621	28.4380			
Bi-weekly	2098.72	2151.19	2204.97	2275.04			
<u>FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	41,824	42,810	43,835	44,871	45,946	47,039	48,516
Hourly	20.1076	20.5819	21.0743	21.5727	22.0894	22.6151	23.3251
Bi-weekly	1608.61	1646.55	1685.94	1725.82	1767.15	1809.21	1866.01
<u>FACILITIES MAINT. MECHANIC (con't)</u>							
<u>(40 hour week)</u>							
Annual	49,729	50,972	52,247	53,907			
Hourly	23.9083	24.5060	25.1186	25.9170			
Bi-weekly	1912.66	1960.48	2009.49	2073.36			
<u>PRINTING TECHNICIAN I</u>							
Annual	37,184	38,104	39,059	40,044	41,035	42,065	43,438
Hourly	19.0689	19.5406	20.0303	20.5352	21.0434	21.5718	22.2757
Bi-weekly	1430.17	1465.55	1502.27	1540.14	1578.25	1617.89	1670.68
<u>PRINTING TECHNICIAN I (con't)</u>							
Annual	44,524	45,637	46,778	48,264			
Hourly	22.8326	23.4034	23.9885	24.7510			
Bi-weekly	1712.44	1755.26	1799.14	1856.33			

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POSITION	A	B	C	D	E	F	G
<u>INSPECTORS (40 hour week)</u>							
Annual	62,051	63,605	65,194	66,824	69,001	70,726	72,494
Hourly	29.8320	30.5792	31.3434	32.1270	33.1737	34.0030	34.8531
Bi-weekly	2386.56	2446.34	2507.47	2570.16	2653.89	2720.24	2788.25
<u>INSPECTORS (40 hour week) (con't)</u>							
Annual	74,307	76,164	76,668				
Hourly	35.7244	36.6175	36.8600				
Bi-weekly	2857.95	2929.40	2948.80				
<u>INSPECTORS (37½ hour week)</u>							
Annual	58,172	59,630	61,119	62,648	64,689	66,307	67,964
Hourly	29.8320	30.5792	31.3431	32.1272	33.1740	34.0033	34.8534
Bi-weekly	2237.40	2293.44	2350.73	2409.54	2488.05	2550.25	2614.01
<u>INSPECTORS (37½ hour week) (con't)</u>							
Annual	69,663	71,405	71,877				
Hourly	35.7248	36.6179	36.8600				
Bi-weekly	2679.36	2746.34	2764.50				
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.</u>							
Annual	67,415	69,108	71,358	73,142	74,971	76,845	78,766
Hourly	34.5715	35.4402	36.5940	37.5089	38.4466	39.4077	40.3929
Bi-weekly	2592.87	2658.01	2744.55	2813.17	2883.49	2955.58	3029.47
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD. (con't)</u>							
Annual	79,287						
Hourly	40.6600						
Bi-weekly	3049.50						

PART-TIME EMPLOYEES - HOURLY RATES

(1,500 HOURS MAXIMUM PER YEAR)

Effective July 1, 2015

POSITION	A	B	C	D	E	F	G
CLERK TYPIST	13.3360	13.7664	14.1984	14.6288	14.9896	15.3632	15.7472
CLERK TYPIST (con't)	16.1376	16.4648	16.8760	17.2984	17.6896		
ACCOUNT CLERK	14.9160	15.2904	15.6704	16.1376	16.5432	16.9592	17.3856
ACCOUNT CLERK (con't)	17.8200	18.2648	18.8616				
LEAD BUS DRIVER	13.9176	14.2672	14.6232	14.9896	15.3632	15.7472	17.2984
LEAD BUS DRIVER (con't)	17.7304	18.1728	18.7664				
LIBRARY CLERK	14.9160	15.2904	15.6704	16.0632	16.4648	16.8744	17.6896
MANAGEMENT ASSISTANT	18.4376	18.9008	19.3760	19.8560	20.3496	20.8600	21.5392
SENIOR CLERK PROGRAM & SERVICES ASSISTANT	16.1376	16.5432	16.9592	17.3856	17.8200	18.2648	18.8616
LIBRARY ASSISTANT I	16.5464	16.9584	17.3824	17.8168	18.2632	18.7208	19.3304
CUSTODIAN	12.0480	12.4760	12.9072	13.3360	13.7664	14.1984	14.6288
CUSTODIAN (con't)	14.9896	15.3632	15.7472	16.1376	16.4648	16.8760	17.4288
TECH. SERVICE COORDINATOR	17.8744	18.2968	18.7328	19.1760	19.6352	20.1024	20.7344
LIBRARY ASSISTANT II ADMINISTRATIVE ASSISTANT SENIOR ACCOUNT CLERK ELECTIONS ASSISTANT RISK MANAGEMENT ASSISTANT	17.8152	18.2608	18.7216	19.1832	19.6616	20.1552	20.8112
PRINTING TECHNICIAN II NEIGHBORHOOD PROP. MAINT. OFF.	18.3560	18.8160	19.2888	19.7696	20.2632	20.7704	21.4496
APPRAISER I LIBRARY CIRCUL. SUPERVISOR	20.9624	21.4896	22.0232	22.5744	23.1368	23.8960	
CODE ENFORCEMENT/PROP. MAINT. CODE OFFICER	23.5000	24.0872	24.6904	25.7992	25.9400	26.7864	
APPRAISER II	23.9584	24.5600	25.1720	25.8040	26.4512	27.3120	
APPRAISER III	27.1088	27.7880	28.4832	29.1936	29.9240	30.9032	
ENGINEER AIDE LEAD ENG INSPECTOR (+1,500 STIPEND)	19.8280	20.1984	20.5784	20.9632	21.3560	21.7576	22.1648
ENGINEER AIDE (con't) LEAD ENG INSPECTOR (+1,500 STIPEND)	22.5792	23.0008	23.4304	23.8720	24.3192	24.7728	25.2376
ENGINEER AIDE (con't) LEAD ENG INSPECTOR (+1,500 STIPEND)	25.7096	26.1928	26.6816	27.1816	27.6912	28.4208	
CIVIL ENGINEER I	23.3288	23.9120	24.5048	25.3688	25.7480	26.3912	27.2528
CIVIL ENGINEER II	28.5200	29.2304	29.9648	30.7144	31.4824	32.2696	33.3208

PART-TIME EMPLOYEES - HOURLY RATES
(1,500 HOURS MAXIMUM PER YEAR)
Effective July 1, 2015

POSITION	A	B	C	D	E	F	G
CIVIL ENGINEER III	34.8656	35.7360	36.6432	37.1912	38.4968	39.4600	40.7408
GIS/CAD COORDINATOR	28.5200	29.2304	29.9648	30.7144	31.4824	32.2696	33.3208
APPRAISER AIDE FIRE SERVICES SPECIALIST	19.1312	19.6064	20.0984	20.6016	21.1160	21.6448	22.3504
LEAD FACILITIES MAINT. MECHANIC	19.5278	20.0316	20.5480	21.0779	21.6204	22.1781	22.7504
FACILITIES MAINT. MECHANIC	17.8736	18.2952	18.7328	19.1760	19.6352	20.1024	20.7336
PRINTING TECHNICIAN I	16.9504	17.3696	17.8048	18.2536	18.7056	19.1752	19.8008
INSPECTORS	26.5176	27.1816	27.8608	28.5576	29.4880		
BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.	30.7304	31.5024	32.5280				

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2016**

1.5%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	29,807	30,866	31,933	32,994	34,058	35,127	36,192
Hourly	15.2859	15.8289	16.3760	16.9201	17.4661	18.0142	18.5603
Bi-weekly	1146.44	1187.17	1228.20	1269.01	1309.96	1351.07	1392.02
<u>CLERK TYPIST (con't)</u>							
Annual	37,085	38,009	38,959	39,925	40,734	41,752	42,797
Hourly	19.0181	19.4921	19.9793	20.4746	20.8897	21.4114	21.9473
Bi-weekly	1426.36	1461.91	1498.45	1535.60	1566.73	1605.86	1646.05
<u>CLERK TYPIST (con't)</u>							
Annual	43,765						
Hourly	22.4437						
Bi-weekly	1683.28						
<u>ACCOUNT CLERK</u>							
Annual	36,903	37,829	38,769	39,925	40,928	41,958	43,013
Hourly	18.9247	19.3997	19.8818	20.4746	20.9892	21.5170	22.0580
Bi-weekly	1419.35	1454.98	1491.14	1535.60	1574.19	1613.78	1654.35
<u>ACCOUNT CLERK (con't)</u>							
Annual	44,087	45,188	46,664				
Hourly	22.6091	23.1735	23.9307				
Bi-weekly	1695.68	1738.01	1794.80				
<u>LEAD BUS DRIVER</u>							
Annual	34,433	35,297	36,178	37,085	38,009	38,959	42,797
Hourly	17.6580	18.1015	18.5532	19.0181	19.4921	19.9793	21.9473
Bi-weekly	1324.35	1357.61	1391.49	1426.36	1461.91	1498.45	1646.05
<u>LEAD BUS DRIVER (con't)</u>							
Annual	43,866	44,960	46,429				
Hourly	22.4954	23.0567	23.8099				
Bi-weekly	1687.16	1729.25	1785.74				
<u>LIBRARY CLERK</u>							
Annual	36,903	37,829	38,769	39,741	40,734	41,748	43,765
Hourly	18.9247	19.3997	19.8818	20.3802	20.8897	21.4094	22.4437
Bi-weekly	1419.35	1454.98	1491.14	1528.52	1566.73	1605.71	1683.28
<u>MANAGEMENT ASSISTANT</u>							
Annual	45,615	46,761	47,937	49,124	50,346	51,608	53,289
Hourly	23.3927	23.9804	24.5833	25.1923	25.8186	26.4661	27.3279
Bi-weekly	1754.45	1798.53	1843.75	1889.42	1936.40	1984.96	2049.59
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	39,925	40,928	41,958	43,013	44,087	45,188	46,664
Hourly	20.4746	20.9892	21.5170	22.0580	22.6091	23.1735	23.9307
Bi-weekly	1535.60	1574.19	1613.78	1654.35	1695.68	1738.01	1794.80
<u>LIBRARY ASSISTANT I</u>							
Annual	40,936	41,956	43,005	44,079	45,184	46,316	47,824
Hourly	20.9932	21.5160	22.0539	22.6051	23.1714	23.7520	24.5254
Bi-weekly	1574.49	1613.70	1654.04	1695.38	1737.86	1781.40	1839.41
<u>CUSTODIAN (40 hour week)</u>							
Annual	31,794	32,924	34,062	35,193	36,329	37,469	38,605
Hourly	15.2859	15.8289	16.3760	16.9201	17.4661	18.0142	18.5603
Bi-weekly	1222.87	1266.31	1310.08	1353.61	1397.29	1441.14	1484.82

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2016
1.5%**

06/24/16

POSITION	A	B	C	D	E	F	G
<u>CUSTODIAN (con't)</u>							
Annual	39,557	40,543	41,556	42,587	43,450	44,535	45,994
Hourly	19.0181	19.4921	19.9793	20.4746	20.8897	21.4114	22.1128
Bi-weekly	1521.45	1559.37	1598.34	1637.97	1671.18	1712.91	1769.02
<u>TECH. SERVICE COORDINATOR</u>							
Annual	44,222	45,267	46,346	47,442	48,578	49,734	51,298
Hourly	22.6781	23.2141	23.7672	24.3296	24.9122	25.5049	26.3068
Bi-weekly	1700.86	1741.06	1782.54	1824.72	1868.42	1912.87	1973.01
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	44,075	45,178	46,318	47,460	48,644	49,865	51,488
Hourly	22.6030	23.1684	23.7530	24.3387	24.9457	25.5719	26.4042
Bi-weekly	1695.23	1737.63	1781.48	1825.40	1870.93	1917.89	1980.32
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	45,413	46,551	47,721	48,911	50,132	51,387	53,067
Hourly	23.2892	23.8728	24.4727	25.0827	25.7089	26.3524	27.2142
Bi-weekly	1746.69	1790.46	1835.45	1881.20	1928.17	1976.43	2041.07
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR</u>							
<u>BLDG. SVCS. SPECIALIST - VELOCITY</u>							
Annual	51,862	53,166	54,486	55,850	57,241	59,120	
Hourly	26.5960	27.2649	27.9419	28.6413	29.3548	30.3181	
Bi-weekly	1994.70	2044.87	2095.64	2148.10	2201.61	2273.86	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week)</u>							
Annual	62,016	63,566	65,157	68,084	68,455	70,689	
Hourly	29.8156	30.5606	31.3259	32.7327	32.9114	33.9852	
Bi-weekly	2385.25	2444.85	2506.07	2618.62	2632.91	2718.82	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	58,140	59,593	61,085	63,828	64,177	66,271	
Hourly	29.8156	30.5606	31.3259	32.7327	32.9114	33.9852	
Bi-weekly	2236.17	2292.05	2349.44	2454.95	2468.36	2548.89	
<u>APPRAISER II</u>							
Annual	59,274	60,762	62,277	63,840	65,442	67,571	
Hourly	30.3972	31.1605	31.9370	32.7388	33.5600	34.6521	
Bi-weekly	2279.79	2337.04	2395.28	2455.41	2517.00	2598.91	
<u>APPRAISER III</u>							
Annual	67,068	68,749	70,469	72,226	74,033	76,456	
Hourly	34.3943	35.2560	36.1381	37.0394	37.9661	39.2084	
Bi-weekly	2579.57	2644.20	2710.36	2777.96	2847.46	2940.63	
<u>CONSTRUCTION COORDINATOR</u>							
Annual	67,607	68,802	70,011	71,249	72,509	74,314	
Hourly	34.6703	35.2831	35.9031	36.5379	37.1841	38.1097	
Bi-weekly	2600.27	2646.23	2692.73	2740.35	2788.81	2858.23	

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2016
1.5%**

06/24/16

POSITION	A	B	C	D	E	F	G
<u>ENGINEER AIDE</u>							
Annual	49,055	49,972	50,912	51,864	52,836	53,829	54,837
Hourly	25.1568	25.6267	26.1088	26.5971	27.0954	27.6050	28.1216
Bi-weekly	1886.76	1922.00	1958.16	1994.78	2032.16	2070.38	2109.12
<u>ENGINEER AIDE (con't)</u>							
Annual	55,862	56,905	57,968	59,060	60,167	61,289	62,439
Hourly	28.6474	29.1823	29.7273	30.2876	30.8550	31.4305	32.0202
Bi-weekly	2148.56	2188.67	2229.55	2271.57	2314.13	2357.29	2401.52
<u>ENGINEER AIDE (con't)</u>							
Annual	63,607	64,802	66,011	67,249	68,509	70,314	
Hourly	32.6191	33.2321	33.8523	34.4867	35.1332	36.0589	
Bi-weekly	2446.43	2492.41	2538.92	2586.50	2634.99	2704.42	
<u>CIVIL ENGINEER I</u>							
Annual	57,716	59,159	60,626	62,764	63,702	65,293	67,425
Hourly	29.5984	30.3384	31.0905	32.1867	32.6678	33.4838	34.5770
Bi-weekly	2219.88	2275.38	2331.79	2414.00	2450.09	2511.29	2593.28
<u>CIVIL ENGINEER II</u>							
Annual	70,560	72,317	74,134	75,989	77,889	79,837	82,437
Hourly	36.1848	37.0861	38.0178	38.9689	39.9433	40.9421	42.2758
Bi-weekly	2713.86	2781.46	2851.34	2922.67	2995.75	3070.66	3170.69
<u>CIVIL ENGINEER III</u>							
Annual	86,259	88,413	90,657	92,013	95,243	97,626	100,795
Hourly	44.2357	45.3401	46.4911	47.1863	48.8428	50.0649	51.6899
Bi-weekly	3317.68	3400.51	3486.83	3538.97	3663.21	3754.87	3876.74
<u>GIS/CAD COORDINATOR</u>							
Annual	70,560	72,317	74,134	75,989	77,889	79,837	82,437
Hourly	36.1848	37.0861	38.0178	38.9689	39.9433	40.9421	42.2758
Bi-weekly	2713.86	2781.46	2851.34	2922.67	2995.75	3070.66	3170.69
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST</u>							
Annual	47,331	48,507	49,724	50,969	52,242	53,550	55,296
Hourly	24.2727	24.8756	25.4998	26.1383	26.7909	27.4618	28.3571
Bi-weekly	1820.45	1865.67	1912.49	1960.37	2009.32	2059.64	2126.78
<u>LEAD FACILITIES MAINT. MECHANIC (40 hour week)</u>							
Annual	51,533	52,863	54,226	55,624	57,056	58,527	60,038
Hourly	24.7758	25.4150	26.0702	26.7425	27.4309	28.1384	28.8646
Bi-weekly	1982.06	2033.20	2085.62	2139.40	2194.47	2251.07	2309.17
<u>FACILITIES MAINT. MECHANIC (40 hour week)</u>							
Annual	47,168	48,280	49,435	50,605	51,817	53,050	54,716
Hourly	22.6771	23.2120	23.7672	24.3296	24.9122	25.5049	26.3058
Bi-weekly	1814.17	1856.96	1901.38	1946.37	1992.98	2040.39	2104.46
<u>PRINTING TECHNICIAN I</u>							
Annual	41,936	42,973	44,050	45,160	46,278	47,440	48,988
Hourly	21.5058	22.0377	22.5898	23.1593	23.7327	24.3285	25.1223
Bi-weekly	1612.94	1652.83	1694.24	1736.95	1779.95	1824.64	1884.17

**FULL-TIME EMPLOYEES
HIRED BEFORE 7-1-12
Effective July 1, 2016
1.5%**

06/24/16

POSITION	A	B	C	D	E	F	G
<u>INSPECTORS (40 hour week)</u>							
Annual	69,979	71,732	73,524	75,363	77,818		
Hourly	33.6442	34.4867	35.3484	36.2325	37.4129		
Bi-weekly	2691.54	2758.94	2827.87	2898.60	2993.03		
<u>INSPECTORS (37½ hour week)</u>							
Annual	65,606	67,249	68,929	70,653	72,955		
Hourly	33.6442	34.4867	35.3484	36.2325	37.4129		
Bi-weekly	2523.32	2586.50	2651.13	2717.44	2805.97		
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.</u>							
Annual	76,028	77,938	80,476				
Hourly	38.9892	39.9687	41.2699				
Bi-weekly	2924.19	2997.65	3095.24				

**FULL-TIME EMPLOYEES
HIRED AFTER 7-1-12
Effective July 1, 2016
1.5%**

06/24/16

POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	26,826	27,779	28,739	29,694	30,652	31,614	32,572
Hourly	13.7573	14.2459	14.7383	15.2278	15.7192	16.2125	16.7039
Bi-weekly	1031.80	1068.44	1105.37	1142.09	1178.94	1215.94	1252.79
<u>CLERK TYPIST (cont'd)</u>							
Annual	33,376	34,207	35,062	35,932	36,660	37,576	38,516
Hourly	17.1162	17.5425	17.9810	18.4269	18.8003	19.2702	19.7522
Bi-weekly	1283.72	1315.69	1348.58	1382.02	1410.02	1445.27	1481.42
<u>CLERK TYPIST (cont'd)</u>							
Annual	39,388	40,372	41,382	42,416	43,765		
Hourly	20.1991	20.7041	21.2217	21.7522	22.4437		
Bi-weekly	1514.93	1552.81	1591.63	1631.42	1683.28		
<u>ACCOUNT CLERK</u>							
Annual	33,212	34,046	34,892	35,932	36,835	37,762	38,711
Hourly	17.0319	17.4596	17.8934	18.4269	18.8902	19.3653	19.8520
Bi-weekly	1277.39	1309.47	1342.01	1382.02	1416.77	1452.40	1488.90
<u>ACCOUNT CLERK (cont'd)</u>							
Annual	39,678	40,669	41,998	43,048	44,124	45,227	46,664
Hourly	20.3481	20.8559	21.5375	22.0760	22.6279	23.1936	23.9307
Bi-weekly	1526.11	1564.19	1615.31	1655.70	1697.09	1739.52	1794.80
<u>LEAD BUS DRIVER</u>							
Annual	30,989	31,767	32,560	33,376	34,207	35,062	38,516
Hourly	15.8921	16.2912	16.6978	17.1162	17.5425	17.9810	19.7522
Bi-weekly	1191.91	1221.84	1252.34	1283.72	1315.69	1348.58	1481.42
<u>LEAD BUS DRIVER (cont'd)</u>							
Annual	39,478	40,464	41,786	42,830	43,901	44,999	46,429
Hourly	20.2455	20.7510	21.4288	21.9646	22.5137	23.0765	23.8099
Bi-weekly	1518.41	1556.33	1607.16	1647.35	1688.53	1730.74	1785.74
<u>LIBRARY CLERK</u>							
Annual	33,212	34,046	34,892	35,767	36,660	37,573	39,388
Hourly	17.0319	17.4596	17.8934	18.3421	18.8003	19.2683	20.1991
Bi-weekly	1277.39	1309.47	1342.01	1375.66	1410.02	1445.12	1514.93
<u>LIBRARY CLERK (cont'd)</u>							
Annual	40,372	41,382	42,416	43,765			
Hourly	20.7041	21.2217	21.7522	22.4437			
Bi-weekly	1552.81	1591.63	1631.42	1683.28			
<u>MANAGEMENT ASSISTANT</u>							
Annual	41,053	42,084	43,143	44,212	45,311	46,447	47,959
Hourly	21.0531	21.5820	22.1250	22.6731	23.2366	23.8194	24.5947
Bi-weekly	1578.98	1618.65	1659.38	1700.48	1742.75	1786.46	1844.60
<u>MANAGEMENT ASSISTANT (cont'd)</u>							
Annual	49,158	50,387	51,647	53,289			
Hourly	25.2096	25.8398	26.4858	27.3279			
Bi-weekly	1890.72	1937.99	1986.44	2049.59			
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	35,932	36,835	37,762	38,711	39,678	40,669	41,998
Hourly	18.4269	18.8902	19.3653	19.8520	20.3481	20.8559	21.5375
Bi-weekly	1382.02	1416.77	1452.40	1488.90	1526.11	1564.19	1615.31

**FULL-TIME EMPLOYEES
HIRED AFTER 7-1-12
Effective July 1, 2016**

1.5%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>SENIOR CLERK</u>							
<u>PROGRAM & SERVICES ASST. (cont'd)</u>							
Annual	43,048	44,124	45,227	46,664			
Hourly	22.0760	22.6279	23.1936	23.9307			
Bi-weekly	1655.70	1697.09	1739.52	1794.80			
<u>LIBRARY ASSISTANT I</u>							
Annual	36,842	37,760	38,703	39,671	40,665	41,683	43,041
Hourly	18.8935	19.3643	19.8482	20.3443	20.8540	21.3764	22.0725
Bi-weekly	1417.01	1452.32	1488.62	1525.82	1564.05	1603.23	1655.44
<u>LIBRARY ASSISTANT I (cont'd)</u>							
Annual	44,117	45,220	46,350	47,824			
Hourly	22.6243	23.1899	23.7697	24.5254			
Bi-weekly	1696.82	1739.24	1782.73	1839.41			
<u>CUSTODIAN (40 hour week)</u>							
Annual	28,614	29,631	30,655	31,673	32,695	33,721	34,744
Hourly	13.7570	14.2458	14.7381	15.2278	15.7192	16.2124	16.7039
Bi-weekly	1100.56	1139.66	1179.05	1218.22	1257.54	1296.99	1336.31
<u>CUSTODIAN (cont'd)</u>							
Annual	35,600	36,488	37,400	38,327	39,105	40,081	41,394
Hourly	17.1158	17.5427	17.9810	18.4268	18.8005	19.2700	19.9011
Bi-weekly	1369.26	1403.42	1438.48	1474.14	1504.04	1541.60	1592.09
<u>CUSTODIAN (cont'd)</u>							
Annual	42,429	43,489	44,577	45,994			
Hourly	20.3987	20.9086	21.4313	22.1128			
Bi-weekly	1631.90	1672.69	1714.50	1769.02			
<u>TECH. SERVICE COORDINATOR</u>							
Annual	39,799	40,740	41,711	42,697	43,720	44,760	46,168
Hourly	20.4099	20.8924	21.3904	21.8964	22.4206	22.9541	23.6760
Bi-weekly	1530.74	1566.93	1604.28	1642.23	1681.55	1721.56	1775.70
<u>TECH. SERVICE COORDINATOR (cont'd)</u>							
Annual	47,322	48,505	49,718	51,298			
Hourly	24.2679	24.8746	25.4965	26.3068			
Bi-weekly	1820.09	1865.60	1912.24	1973.01			
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	39,667	40,659	41,685	42,714	43,779	44,878	46,339
Hourly	20.3425	20.8512	21.3773	21.9048	22.4510	23.0146	23.7636
Bi-weekly	1525.69	1563.84	1603.30	1642.86	1683.83	1726.10	1782.27
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT (cont'd)</u>							
Annual	47,497	48,685	49,902	51,488			
Hourly	24.3577	24.9667	25.5909	26.4042			
Bi-weekly	1826.83	1872.50	1919.32	1980.32			

**FULL-TIME EMPLOYEES
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1.5%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	40,871	41,896	42,949	44,019	45,118	46,247	47,760
Hourly	20.9599	21.4855	22.0252	22.5742	23.1378	23.7168	24.4926
Bi-weekly	1571.99	1611.41	1651.89	1693.07	1735.34	1778.76	1836.95
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORH'D PROP MAINT OFF (cont'd)</u>							
Annual	48,954	50,178	51,432	53,067			
Hourly	25.1049	25.7325	26.3758	27.2142			
Bi-weekly	1882.87	1929.94	1978.19	2041.07			
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR</u>							
<u>BLDG. SVCS. SPECIALIST - VELOCITY</u>							
Annual	46,675	47,849	49,037	50,265	51,516	53,207	54,537
Hourly	23.9360	24.5380	25.1475	25.7771	26.4189	27.2860	27.9682
Bi-weekly	1795.20	1840.35	1886.06	1933.28	1981.42	2046.45	2097.62
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR (cont'd)</u>							
Annual	55,901	57,298	58,731	59,120			
Hourly	28.6674	29.3840	30.1187	30.3181			
Bi-weekly	2150.06	2203.80	2258.90	2273.86			
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week)</u>							
Annual	55,814	57,208	58,642	61,274	61,610	63,619	65,210
Hourly	26.8341	27.5043	28.1933	29.4591	29.6202	30.5864	31.3511
Bi-weekly	2146.73	2200.34	2255.46	2356.73	2369.62	2446.91	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week) (cont'd)</u>							
Annual	66,840	68,511	70,224	70,689			
Hourly	32.1349	32.9382	33.7617	33.9852			
Bi-weekly	2570.79	2635.06	2700.94	2718.82			
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	52,326	53,633	54,976	57,445	57,758	59,643	61,134
Hourly	26.8339	27.5043	28.1930	29.4592	29.6199	30.5863	31.3510
Bi-weekly	2012.54	2062.82	2114.48	2209.44	2221.49	2293.97	2351.33
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week) (cont'd)</u>							
Annual	62,662	64,229	65,835	66,271			
Hourly	32.1348	32.9381	33.7616	33.9852			
Bi-weekly	2410.11	2470.36	2532.12	2548.89			
<u>APPRAISER II</u>							
Annual	53,346	54,686	56,048	57,456	58,897	60,814	62,334
Hourly	27.3572	28.0445	28.7429	29.4648	30.2036	31.1869	31.9666
Bi-weekly	2051.79	2103.34	2155.72	2209.86	2265.27	2339.02	2397.50
<u>APPRAISER II (cont'd)</u>							
Annual	63,581	65,170	66,800	67,571			
Hourly	32.6059	33.4210	34.2566	34.6521			
Bi-weekly	2445.44	2506.58	2569.25	2598.91			

FULL-TIME EMPLOYEES
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06/24/16

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<u>APPRAISER III</u>							
Annual	60,361	61,874	63,421	65,003	66,629	68,810	70,530
Hourly	30.9545	31.7303	32.5239	33.3353	34.1691	35.2873	36.1695
Bi-weekly	2321.59	2379.77	2439.29	2500.15	2562.68	2646.55	2712.71
<u>APPRAISER III (cont'd)</u>							
Annual	72,293	74,101	75,953	76,456			
Hourly	37.0738	38.0006	38.9506	39.2084			
Bi-weekly	2780.54	2850.05	2921.30	2940.63			
<u>CONSTRUCTION COORDINATOR</u>							
Annual	60,846	61,922	63,010	64,124	65,258	66,883	68,555
Hourly	31.2031	31.7549	32.3128	32.8841	33.4656	34.2990	35.1564
Bi-weekly	2340.23	2381.62	2423.46	2466.31	2509.92	2572.42	2636.73
<u>CONSTRUCTION COORD. (cont'd)</u>							
Annual	70,269	72,025	73,826	74,314			
Hourly	36.0354	36.9359	37.8595	38.1097			
Bi-weekly	2702.65	2770.19	2839.46	2858.23			
<u>ENGINEER AIDE</u>							
Annual	44,149	44,974	45,820	46,677	47,552	48,446	49,352
Hourly	22.6407	23.0638	23.4976	23.9370	24.3858	24.8444	25.3091
Bi-weekly	1698.05	1729.79	1762.32	1795.28	1828.94	1863.33	1898.18
<u>ENGINEER AIDE (cont'd)</u>							
Annual	50,275	51,214	52,170	53,154	54,150	55,159	56,194
Hourly	25.7822	26.2638	26.7543	27.2588	27.7695	28.2871	28.8179
Bi-weekly	1933.67	1969.79	2006.57	2044.41	2082.71	2121.53	2161.34
<u>ENGINEER AIDE (cont'd)</u>							
Annual	57,246	58,321	59,410	60,523	61,658	63,282	64,864
Hourly	29.3571	29.9085	30.4669	31.0379	31.6197	32.4527	33.2640
Bi-weekly	2201.78	2243.14	2285.02	2327.84	2371.48	2433.95	2494.80
<u>ENGINEER AIDE (cont'd)</u>							
Annual	66,486	68,148	69,852	70,314			
Hourly	34.0956	34.9480	35.8217	36.0589			
Bi-weekly	2557.17	2621.10	2686.63	2704.42			
<u>CIVIL ENGINEER I</u>							
Annual	51,944	53,243	54,563	56,487	57,331	58,763	60,682
Hourly	26.6381	27.3043	27.9812	28.9678	29.4006	30.1352	31.1190
Bi-weekly	1997.86	2047.82	2098.59	2172.59	2205.05	2260.14	2333.93
<u>CIVIL ENGINEER I (cont'd)</u>							
Annual	62,198	63,754	65,347	67,425			
Hourly	31.8969	32.6944	33.5117	34.5770			
Bi-weekly	2392.27	2452.08	2513.38	2593.28			
<u>CIVIL ENGINEER II</u>							
Annual	63,503	65,085	66,721	68,390	70,100	71,853	74,193
Hourly	32.5660	33.3774	34.2160	35.0718	35.9488	36.8478	38.0480
Bi-weekly	2442.45	2503.31	2566.20	2630.39	2696.16	2763.59	2853.60
<u>CIVIL ENGINEER II (cont'd)</u>							
Annual	76,048	77,949	79,898	82,437			
Hourly	38.9992	39.9742	40.9735	42.2758			
Bi-weekly	2924.94	2998.07	3073.01	3170.69			

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06/24/16

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<u>CIVIL ENGINEER III</u>							
Annual	77,632	79,571	81,591	82,811	85,718	87,863	90,715
Hourly	39.8117	40.8058	41.8416	42.4674	43.9581	45.0580	46.5206
Bi-weekly	2985.88	3060.44	3138.12	3185.06	3296.86	3379.35	3489.05
<u>CIVIL ENGINEER III (cont'd)</u>							
Annual	92,983	95,307	97,690	100,795			
Hourly	47.6836	48.8757	50.0976	51.6899			
Bi-weekly	3576.27	3665.68	3757.32	3876.74			
<u>GIS/CAD COORDINATOR</u>							
Annual	63,503	65,085	66,721	68,390	70,100	71,853	74,193
Hourly	32.5660	33.3774	34.2160	35.0718	35.9488	36.8478	38.0480
Bi-weekly	2442.45	2503.31	2566.20	2630.39	2696.16	2763.59	2853.60
<u>GIS/CAD COORDINATOR (cont'd)</u>							
Annual	76,048	77,949	79,898	82,437			
Hourly	38.9992	39.9742	40.9735	42.2758			
Bi-weekly	2924.94	2998.07	3073.01	3170.69			
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST</u>							
Annual	42,598	43,656	44,751	45,872	47,017	48,195	49,766
Hourly	21.8453	22.3878	22.9495	23.5243	24.1117	24.7156	25.5213
Bi-weekly	1638.40	1679.09	1721.21	1764.32	1808.38	1853.67	1914.10
<u>APPRAISER AIDE (cont'd)</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST (cont'd)</u>							
Annual	51,010	52,285	53,593	55,296			
Hourly	26.1594	26.8133	27.4837	28.3571			
Bi-weekly	1961.96	2011.00	2061.28	2126.78			
<u>LEAD FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	46,380	47,576	48,802	50,061	51,350	52,675	54,034
Hourly	22.2982	22.8731	23.4629	24.0681	24.6878	25.3246	25.9781
Bi-weekly	1783.86	1829.85	1877.03	1925.45	1975.02	2025.97	2078.25
<u>LEAD FACILITIES MAINT MECH (cont'd)</u>							
<u>(40 hour week)</u>							
Annual	55,385	56,769	58,189	60,038			
Hourly	26.6275	27.2932	27.9756	28.8646			
Bi-weekly	2130.20	2183.46	2238.05	2309.17			
<u>FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	42,451	43,452	44,492	45,544	46,635	47,744	49,244
Hourly	20.4093	20.8906	21.3904	21.8963	22.4207	22.9543	23.6750
Bi-weekly	1632.74	1671.25	1711.23	1751.70	1793.66	1836.34	1894.00
<u>FACILITIES MAINT. MECHANIC (cont'd)</u>							
<u>(40 hour week)</u>							
Annual	50,475	51,737	53,030	54,716			
Hourly	24.2669	24.8736	25.4954	26.3058			
Bi-weekly	1941.35	1989.89	2039.63	2104.46			

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06/24/16

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<u>PRINTING TECHNICIAN I</u>							
Annual	37,742	38,675	39,645	40,644	41,650	42,696	44,089
Hourly	19.3550	19.8337	20.3308	20.8433	21.3590	21.8954	22.6098
Bi-weekly	1451.63	1487.53	1524.81	1563.25	1601.93	1642.16	1695.74
<u>PRINTING TECHNICIAN I (cont'd)</u>							
Annual	45,191	46,321	47,479	48,988			
Hourly	23.1751	23.7545	24.3483	25.1223			
Bi-weekly	1738.13	1781.59	1826.12	1884.17			
<u>INSPECTORS (40 hour week)</u>							
Annual	62,981	64,558	66,172	67,826	70,036	71,787	73,581
Hourly	30.2795	31.0379	31.8135	32.6089	33.6713	34.5130	35.3759
Bi-weekly	2422.36	2483.03	2545.08	2608.71	2693.70	2761.04	2830.07
<u>INSPECTORS (40 hour week) (cont'd)</u>							
Annual	75,421	77,306	77,818				
Hourly	36.2603	37.1668	37.4129				
Bi-weekly	2900.82	2973.34	2993.03				
<u>INSPECTORS (37½ hour week)</u>							
Annual	59,045	60,523	62,035	63,587	65,659	67,301	68,983
Hourly	30.2795	31.0379	31.8132	32.6091	33.6716	34.5134	35.3762
Bi-weekly	2270.96	2327.84	2385.99	2445.68	2525.37	2588.51	2653.22
<u>INSPECTORS (37½ hour week) (cont'd)</u>							
Annual	70,708	72,476	72,955				
Hourly	36.2606	37.1672	37.4129				
Bi-weekly	2719.55	2787.54	2805.97				
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.</u>							
Annual	68,425	70,145	72,428	74,239	76,095	77,997	79,947
Hourly	35.0901	35.9718	37.1429	38.0715	39.0233	39.9989	40.9988
Bi-weekly	2631.76	2697.89	2785.72	2855.36	2926.75	2999.92	3074.91
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD. (cont'd)</u>							
Annual	80,476						
Hourly	41.2699						
Bi-weekly	3095.24						

PART-TIME EMPLOYEES - HOURLY RATES

(1,500 HOURS MAXIMUM PER YEAR)

Effective July 1, 2016

1.5%

06/24/16

POSITION	A	B	C	D	E	F	G
CLERK TYPIST	13.5360	13.9729	14.4114	14.8482	15.2144	15.5936	15.9834
CLERK TYPIST (con't)	16.3797	16.7118	17.1291	17.5579	17.9549		
ACCOUNT CLERK	15.1397	15.5198	15.9055	16.3797	16.7913	17.2136	17.6464
ACCOUNT CLERK (con't)	18.0873	18.5388	19.1445				
LEAD BUS DRIVER	14.1264	14.4812	14.8425	15.2144	15.5936	15.9834	17.5579
LEAD BUS DRIVER (con't)	17.9964	18.4454	19.0479				
LIBRARY CLERK	15.1397	15.5198	15.9055	16.3041	16.7118	17.1275	17.9549
MANAGEMENT ASSISTANT	18.7142	19.1843	19.6666	20.1538	20.6548	21.1729	21.8623
SENIOR CLERK PROGRAM & SERVICES ASSISTANT	16.3797	16.7913	17.2136	17.6464	18.0873	18.5388	19.1445
LIBRARY ASSISTANT I	16.7946	17.2128	17.6431	18.0841	18.5371	19.0016	19.6204
CUSTODIAN	12.2287	12.6631	13.1008	13.5360	13.9729	14.4114	14.8482
CUSTODIAN (con't)	15.2144	15.5936	15.9834	16.3797	16.7118	17.1291	17.6902
TECH. SERVICE COORDINATOR	18.1425	18.5713	19.0138	19.4636	19.9297	20.4039	21.0454
LIBRARY ASSISTANT II ADMINISTRATIVE ASSISTANT SENIOR ACCOUNT CLERK ELECTIONS ASSISTANT RISK MANAGEMENT ASSISTANT	18.0824	18.5347	19.0024	19.4709	19.9565	20.4575	21.1234
PRINTING TECHNICIAN II NEIGHBORHOOD PROP. MAINT. OFF.	18.6313	19.0982	19.5781	20.0661	20.5671	21.0820	21.7713
APPRAISER I LIBRARY CIRCUL. SUPERVISOR BLDG. SVCS. SPECIALIST - VELOCITY	21.2768	21.8119	22.3535	22.9130	23.4839	24.2544	
CODE ENFORCEMENT/PROP. MAINT. CODE OFFICER	23.8525	24.4485	25.0608	26.1862	26.3291	27.1882	
APPRAISER II	24.3178	24.9284	25.5496	26.1911	26.8480	27.7217	
APPRAISER III	27.5154	28.2048	28.9104	29.6315	30.3729	31.3667	
CONSTRUCTION COORDINATOR	27.7362	28.2265	28.7225	29.2303	29.7473	30.4878	
ENGINEER AIDE	20.1254	20.5014	20.8871	21.2776	21.6763	22.0840	22.4973
ENGINEER AIDE (con't)	22.9179	23.3458	23.7819	24.2301	24.6840	25.1444	25.6162
ENGINEER AIDE (con't)	26.0952	26.5857	27.0818	27.5893	28.1066	28.8471	
CIVIL ENGINEER I	23.6787	24.2707	24.8724	25.7493	26.1342	26.7871	27.6616
CIVIL ENGINEER II	28.9478	29.6689	30.4143	31.1751	31.9546	32.7536	33.8206
CIVIL ENGINEER III	35.3886	36.2720	37.1928	37.7491	39.0743	40.0519	41.3519

PART-TIME EMPLOYEES - HOURLY RATES

(1,500 HOURS MAXIMUM PER YEAR)

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1.5%

06/24/16

POSITION	A	B	C	D	E	F	G
GIS/CAD COORDINATOR	28.9478	29.6689	30.4143	31.1751	31.9546	32.7536	33.8206
APPRAISER AIDE FIRE SERVICES SPECIALIST LIBRARY SERVICES SPECIALIST	19.4182	19.9005	20.3999	20.9106	21.4327	21.9695	22.6857
LEAD FACILITIES MAINT. MECHANIC	19.8207	20.3321	20.8562	21.3941	21.9447	22.5108	23.0917
FACILITIES MAINT. MECHANIC	18.1417	18.5696	19.0138	19.4636	19.9297	20.4039	21.0446
PRINTING TECHNICIAN I	17.2047	17.6301	18.0719	18.5274	18.9862	19.4628	20.0978
INSPECTORS	26.9154	27.5893	28.2787	28.9860	29.9303		
BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.	31.1914	31.9749	33.0159				

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1%

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POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	30,105	31,175	32,252	33,324	34,399	35,478	36,554
Hourly	15.4388	15.9872	16.5398	17.0893	17.6408	18.1943	18.7459
Bi-weekly	1157.91	1199.04	1240.49	1281.70	1323.06	1364.57	1405.94
<u>CLERK TYPIST (con't)</u>							
Annual	37,456	38,389	39,349	40,324	41,142	42,169	43,225
Hourly	19.2083	19.6870	20.1791	20.6793	21.0986	21.6255	22.1668
Bi-weekly	1440.62	1476.53	1513.43	1550.95	1582.40	1621.91	1662.51
<u>CLERK TYPIST (con't)</u>							
Annual	44,202						
Hourly	22.6681						
Bi-weekly	1700.11						
<u>ACCOUNT CLERK</u>							
Annual	37,272	38,207	39,157	40,324	41,338	42,377	43,443
Hourly	19.1139	19.5937	20.0806	20.6793	21.1991	21.7322	22.2786
Bi-weekly	1433.54	1469.53	1506.05	1550.95	1589.93	1629.92	1670.90
<u>ACCOUNT CLERK (con't)</u>							
Annual	44,528	45,640	47,131				
Hourly	22.8352	23.4052	24.1700				
Bi-weekly	1712.64	1755.39	1812.75				
<u>LEAD BUS DRIVER</u>							
Annual	34,777	35,650	36,540	37,456	38,389	39,349	43,225
Hourly	17.8346	18.2825	18.7387	19.2083	19.6870	20.1791	22.1668
Bi-weekly	1337.60	1371.19	1405.40	1440.62	1476.53	1513.43	1662.51
<u>LEAD BUS DRIVER (con't)</u>							
Annual	44,304	45,410	46,893				
Hourly	22.7204	23.2873	24.0480				
Bi-weekly	1704.03	1746.55	1803.60				
<u>LIBRARY CLERK</u>							
Annual	37,272	38,207	39,157	40,138	41,142	42,165	44,202
Hourly	19.1139	19.5937	20.0806	20.5840	21.0986	21.6235	22.6681
Bi-weekly	1433.54	1469.53	1506.05	1543.80	1582.40	1621.76	1700.11
<u>MANAGEMENT ASSISTANT</u>							
Annual	46,071	47,229	48,416	49,616	50,849	52,125	53,822
Hourly	23.6266	24.2202	24.8291	25.4442	26.0768	26.7308	27.6012
Bi-weekly	1772.00	1816.52	1862.18	1908.32	1955.76	2004.81	2070.09
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	40,324	41,338	42,377	43,443	44,528	45,640	47,131
Hourly	20.6793	21.1991	21.7322	22.2786	22.8352	23.4052	24.1700
Bi-weekly	1550.95	1589.93	1629.92	1670.90	1712.64	1755.39	1812.75
<u>LIBRARY ASSISTANT I</u>							
Annual	41,346	42,375	43,435	44,520	45,636	46,779	48,302
Hourly	21.2031	21.7312	22.2744	22.8312	23.4031	23.9895	24.7707
Bi-weekly	1590.23	1629.84	1670.58	1712.34	1755.23	1799.21	1857.80
<u>CUSTODIAN (40 hour week)</u>							
Annual	32,112	33,253	34,402	35,545	36,692	37,844	38,991
Hourly	15.4388	15.9872	16.5398	17.0893	17.6408	18.1943	18.7459
Bi-weekly	1235.10	1278.98	1323.18	1367.14	1411.26	1455.54	1499.67
<u>CUSTODIAN (con't)</u>							
Annual	39,953	40,948	41,972	43,012	43,885	44,981	46,454

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Hourly	19.2083	19.6870	20.1791	20.6793	21.0986	21.6255	22.3339
Bi-weekly	1536.66	1574.96	1614.33	1654.34	1687.89	1730.04	1786.71
<u>TECH. SERVICE COORDINATOR</u>							
Annual	44,664	45,720	46,809	47,917	49,064	50,231	51,811
Hourly	22.9049	23.4462	24.0049	24.5729	25.1613	25.7599	26.5699
Bi-weekly	1717.87	1758.47	1800.37	1842.97	1887.10	1931.99	1992.74
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	44,516	45,630	46,781	47,935	49,130	50,363	52,002
Hourly	22.8290	23.4001	23.9905	24.5821	25.1952	25.8276	26.6682
Bi-weekly	1712.18	1755.01	1799.29	1843.66	1889.64	1937.07	2000.12
<u>PRINTING TECHNICIAN II</u>							
<u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	45,868	47,017	48,198	49,400	50,633	51,901	53,598
Hourly	23.5221	24.1115	24.7174	25.3335	25.9660	26.6159	27.4863
Bi-weekly	1764.16	1808.36	1853.81	1900.01	1947.45	1996.19	2061.47
<u>APPRAISER I</u>							
<u>LIBRARY CIRCUL. SUPERVISOR</u>							
<u>BLDG. SVCS. SPECIALIST - VELOCITY</u>							
Annual	52,380	53,698	55,031	56,409	57,814	59,711	
Hourly	26.8620	27.5375	28.2213	28.9277	29.6483	30.6213	
Bi-weekly	2014.65	2065.31	2116.60	2169.58	2223.62	2296.60	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (40 hour week)</u>							
Annual	62,636	64,201	65,809	68,764	69,140	71,396	
Hourly	30.1138	30.8662	31.6392	33.0600	33.2405	34.3251	
Bi-weekly	2409.10	2469.30	2531.14	2644.80	2659.24	2746.01	
<u>CODE ENFORCEMENT/PROP. MAINT.</u>							
<u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	58,721	60,189	61,696	64,467	64,818	66,933	
Hourly	30.1138	30.8662	31.6392	33.0600	33.2405	34.3251	
Bi-weekly	2258.54	2314.97	2372.94	2479.50	2493.04	2574.38	
<u>APPRAISER II</u>							
Annual	59,867	61,370	62,899	64,479	66,096	68,247	
Hourly	30.7012	31.4721	32.2564	33.0662	33.8956	34.9986	
Bi-weekly	2302.59	2360.41	2419.23	2479.97	2542.17	2624.90	
<u>APPRAISER III</u>							
Annual	67,739	69,436	71,174	72,949	74,774	77,220	
Hourly	34.7382	35.6086	36.4995	37.4098	38.3458	39.6005	
Bi-weekly	2605.37	2670.65	2737.46	2805.74	2875.94	2970.04	
<u>CONSTRUCTION COORDINATOR</u>							
Annual	68,283	69,490	70,711	71,961	73,234	75,057	
Hourly	35.0170	35.6359	36.2621	36.9033	37.5559	38.4908	
Bi-weekly	2626.28	2672.69	2719.66	2767.75	2816.69	2886.81	
<u>ENGINEER AIDE</u>							
Annual	49,546	50,471	51,421	52,383	53,364	54,368	55,385
Hourly	25.4084	25.8830	26.3699	26.8631	27.3664	27.8811	28.4028
Bi-weekly	1905.63	1941.23	1977.74	2014.73	2052.48	2091.08	2130.21

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<u>ENGINEER AIDE (con't)</u>							
Annual	56,421	57,474	58,547	59,651	60,769	61,902	63,063
Hourly	28.9339	29.4741	30.0246	30.5905	31.1636	31.7448	32.3404
Bi-weekly	2170.04	2210.56	2251.85	2294.29	2337.27	2380.86	2425.53
<u>ENGINEER AIDE (con't)</u>							
Annual	64,243	65,450	66,672	67,921	69,194	71,018	
Hourly	32.9453	33.5644	34.1908	34.8316	35.4845	36.4195	
Bi-weekly	2470.90	2517.33	2564.31	2612.37	2661.34	2731.46	
<u>CIVIL ENGINEER I</u>							
Annual	58,294	59,751	61,232	63,391	64,339	65,946	68,099
Hourly	29.8944	30.6418	31.4014	32.5086	32.9945	33.8186	34.9228
Bi-weekly	2242.08	2298.14	2355.11	2438.15	2474.59	2536.40	2619.21
<u>CIVIL ENGINEER II</u>							
Annual	71,265	73,041	74,876	76,749	78,668	80,635	83,262
Hourly	36.5466	37.4570	38.3980	39.3586	40.3427	41.3515	42.6986
Bi-weekly	2741.00	2809.28	2879.85	2951.90	3025.70	3101.36	3202.40
<u>CIVIL ENGINEER III</u>							
Annual	87,122	89,297	91,564	92,933	96,195	98,602	101,803
Hourly	44.6781	45.7935	46.9560	47.6582	49.3312	50.5655	52.2068
Bi-weekly	3350.86	3434.51	3521.70	3574.37	3699.84	3792.41	3915.51
<u>GIS/CAD COORDINATOR</u>							
Annual	71,265	73,041	74,876	76,749	78,668	80,635	83,262
Hourly	36.5466	37.4570	38.3980	39.3586	40.3427	41.3515	42.6986
Bi-weekly	2741.00	2809.28	2879.85	2951.90	3025.70	3101.36	3202.40
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST</u>							
Annual	47,805	48,992	50,221	51,479	52,764	54,085	55,849
Hourly	24.5154	25.1244	25.7548	26.3997	27.0588	27.7364	28.6407
Bi-weekly	1838.66	1884.33	1931.61	1979.98	2029.41	2080.23	2148.05
<u>LEAD FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	52,049	53,391	54,768	56,180	57,626	59,113	60,638
Hourly	25.0236	25.6692	26.3309	27.0099	27.7052	28.4198	29.1532
Bi-weekly	2001.89	2053.54	2106.47	2160.79	2216.42	2273.58	2332.26
<u>FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	47,640	48,763	49,930	51,111	52,335	53,580	55,263
Hourly	22.9039	23.4441	24.0049	24.5729	25.1613	25.7599	26.5689
Bi-weekly	1832.31	1875.53	1920.39	1965.83	2012.90	2060.79	2125.51
<u>PRINTING TECHNICIAN I</u>							
Annual	42,355	43,403	44,490	45,612	46,741	47,915	49,478
Hourly	21.7209	22.2581	22.8157	23.3909	23.9700	24.5718	25.3735
Bi-weekly	1629.07	1669.36	1711.18	1754.32	1797.75	1842.89	1903.01
<u>INSPECTORS (40 hour week)</u>							
Annual	70,679	72,449	74,259	76,117	78,596		
Hourly	33.9806	34.8316	35.7019	36.5948	37.7870		
Bi-weekly	2718.45	2786.53	2856.15	2927.58	3022.96		
<u>INSPECTORS (37½ hour week)</u>							
Annual	66,262	67,921	69,618	71,359	73,684		
Hourly	33.9806	34.8316	35.7019	36.5948	37.7870		

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Bi-weekly	2548.55	2612.37	2677.64	2744.61	2834.03		
<u>BLDG. PLAN REVIEW COORDINATOR</u>							
<u>CODE ENFORCEMENT COORD.</u>							
Annual	76,789	78,718	81,281				
Hourly	39.3791	40.3684	41.6826				
Bi-weekly	2953.43	3027.63	3126.20				

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POSITION	A	B	C	D	E	F	G
<u>CLERK TYPIST</u>							
Annual	27,095	28,057	29,027	29,991	30,958	31,930	32,898
Hourly	13.8949	14.3884	14.8857	15.3801	15.8764	16.3746	16.8709
Bi-weekly	1042.12	1079.13	1116.43	1153.51	1190.73	1228.10	1265.32
<u>CLERK TYPIST (cont'd)</u>							
Annual	33,710	34,549	35,413	36,291	37,027	37,952	38,901
Hourly	17.2874	17.7179	18.1608	18.6112	18.9883	19.4629	19.9497
Bi-weekly	1296.56	1328.84	1362.06	1395.84	1424.12	1459.72	1496.23
<u>CLERK TYPIST (cont'd)</u>							
Annual	39,782	40,776	41,796	42,840	44,202		
Hourly	20.4011	20.9111	21.4339	21.9697	22.6681		
Bi-weekly	1530.08	1568.33	1607.54	1647.73	1700.11		
<u>ACCOUNT CLERK</u>							
Annual	33,544	34,386	35,240	36,291	37,204	38,140	39,098
Hourly	17.2022	17.6342	18.0723	18.6112	19.0791	19.5590	20.0505
Bi-weekly	1290.17	1322.57	1355.42	1395.84	1430.93	1466.93	1503.79
<u>ACCOUNT CLERK (cont'd)</u>							
Annual	40,075	41,075	42,418	43,478	44,565	45,679	47,131
Hourly	20.5516	21.0645	21.7529	22.2968	22.8542	23.4255	24.1700
Bi-weekly	1541.37	1579.84	1631.47	1672.26	1714.07	1756.91	1812.75
<u>LEAD BUS DRIVER</u>							
Annual	31,299	32,085	32,886	33,710	34,549	35,413	38,901
Hourly	16.0510	16.4541	16.8648	17.2874	17.7179	18.1608	19.9497
Bi-weekly	1203.83	1234.06	1264.86	1296.56	1328.84	1362.06	1496.23
<u>LEAD BUS DRIVER (cont'd)</u>							
Annual	39,873	40,869	42,204	43,259	44,340	45,449	46,893
Hourly	20.4480	20.9585	21.6431	22.1842	22.7388	23.3073	24.0480
Bi-weekly	1533.60	1571.89	1623.23	1663.82	1705.41	1748.05	1803.60
<u>LIBRARY CLERK</u>							
Annual	33,544	34,386	35,240	36,124	37,027	37,948	39,782
Hourly	17.2022	17.6342	18.0723	18.5255	18.9883	19.4610	20.4011
Bi-weekly	1290.17	1322.57	1355.42	1389.41	1424.12	1459.58	1530.08
<u>LIBRARY CLERK (cont'd)</u>							
Annual	40,776	41,796	42,840	44,202			
Hourly	20.9111	21.4339	21.9697	22.6681			
Bi-weekly	1568.33	1607.54	1647.73	1700.11			
<u>MANAGEMENT ASSISTANT</u>							
Annual	41,464	42,505	43,575	44,654	45,764	46,912	48,439
Hourly	21.2636	21.7978	22.3463	22.8998	23.4690	24.0576	24.8406
Bi-weekly	1594.77	1634.84	1675.97	1717.49	1760.18	1804.32	1863.05
<u>MANAGEMENT ASSISTANT (cont'd)</u>							
Annual	49,650	50,891	52,163	53,822			
Hourly	25.4617	26.0982	26.7507	27.6012			
Bi-weekly	1909.63	1957.37	2006.30	2070.09			
<u>SENIOR CLERK PROGRAM & SERVICES ASSISTANT</u>							
Annual	36,291	37,204	38,140	39,098	40,075	41,075	42,418
Hourly	18.6112	19.0791	19.5590	20.0505	20.5516	21.0645	21.7529
Bi-weekly	1395.84	1430.93	1466.93	1503.79	1541.37	1579.84	1631.47

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<u>SENIOR CLERK</u>							
<u>PROGRAM & SERVICES ASST. (cont'd)</u>							
Annual	43,478	44,565	45,679	47,131			
Hourly	22.2968	22.8542	23.4255	24.1700			
Bi-weekly	1672.26	1714.07	1756.91	1812.75			
<u>LIBRARY ASSISTANT I</u>							
Annual	37,210	38,137	39,091	40,068	41,071	42,100	43,471
Hourly	19.0824	19.5579	20.0467	20.5477	21.0625	21.5902	22.2932
Bi-weekly	1431.18	1466.84	1503.50	1541.08	1579.69	1619.27	1671.99
<u>LIBRARY ASSISTANT I (cont'd)</u>							
Annual	44,558	45,672	46,814	48,302			
Hourly	22.8505	23.4218	24.0074	24.7707			
Bi-weekly	1713.79	1756.64	1800.56	1857.80			
<u>CUSTODIAN (40 hour week)</u>							
Annual	28,900	29,927	30,961	31,990	33,022	34,058	35,091
Hourly	13.8946	14.3883	14.8855	15.3801	15.8764	16.3745	16.8709
Bi-weekly	1111.57	1151.06	1190.84	1230.41	1270.11	1309.96	1349.67
<u>CUSTODIAN (cont'd)</u>							
Annual	35,956	36,853	37,774	38,711	39,496	40,482	41,808
Hourly	17.2870	17.7181	18.1608	18.6111	18.9885	19.4627	20.1001
Bi-weekly	1382.96	1417.45	1452.86	1488.89	1519.08	1557.02	1608.01
<u>CUSTODIAN (cont'd)</u>							
Annual	42,853	43,924	45,022	46,454			
Hourly	20.6027	21.1177	21.6456	22.3339			
Bi-weekly	1648.22	1689.42	1731.65	1786.71			
<u>TECH. SERVICE COORDINATOR</u>							
Annual	40,197	41,147	42,128	43,125	44,157	45,208	46,629
Hourly	20.6140	21.1013	21.6043	22.1154	22.6448	23.1836	23.9128
Bi-weekly	1546.05	1582.60	1620.32	1658.66	1698.36	1738.77	1793.46
<u>TECH. SERVICE COORDINATOR (cont'd)</u>							
Annual	47,795	48,990	50,215	51,811			
Hourly	24.5106	25.1233	25.7515	26.5699			
Bi-weekly	1838.30	1884.25	1931.36	1992.74			
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT</u>							
Annual	40,064	41,066	42,102	43,141	44,217	45,327	46,802
Hourly	20.5459	21.0597	21.5911	22.1238	22.6755	23.2447	24.0012
Bi-weekly	1540.94	1579.48	1619.33	1659.29	1700.66	1743.35	1800.09
<u>LIBRARY ASSISTANT II</u>							
<u>ADMINISTRATIVE ASSISTANT</u>							
<u>SENIOR ACCOUNT CLERK</u>							
<u>ELECTIONS ASSISTANT</u>							
<u>RISK MANAGEMENT ASSISTANT (cont'd)</u>							
Annual	47,972	49,171	50,401	52,002			
Hourly	24.6013	25.2164	25.8468	26.6682			
Bi-weekly	1845.10	1891.23	1938.51	2000.12			

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<u>PRINTING TECHNICIAN II</u> <u>NEIGHBORHOOD PROP. MAINT. OFF.</u>							
Annual	41,280	42,315	43,378	44,459	45,569	46,710	48,238
Hourly	21.1695	21.7004	22.2455	22.7999	23.3692	23.9540	24.7375
Bi-weekly	1587.71	1627.53	1668.41	1709.99	1752.69	1796.55	1855.31
<u>PRINTING TECHNICIAN II</u> <u>NEIGHBORH'D PROP MAINT OFF (cont'd)</u>							
Annual	49,444	50,680	51,947	53,598			
Hourly	25.3559	25.9898	26.6396	27.4863			
Bi-weekly	1901.69	1949.24	1997.97	2061.47			
<u>APPRAISER I</u> <u>LIBRARY CIRCUL. SUPERVISOR</u> <u>BLDG. SVCS. SPECIALIST - VELOCITY</u>							
Annual	47,142	48,327	49,528	50,768	52,032	53,739	55,083
Hourly	24.1754	24.7834	25.3990	26.0349	26.6831	27.5589	28.2479
Bi-weekly	1813.16	1858.76	1904.93	1952.62	2001.23	2066.92	2118.59
<u>APPRAISER I</u> <u>LIBRARY CIRCUL. SUPERVISOR (cont'd)</u>							
Annual	56,460	57,871	59,318	59,711			
Hourly	28.9541	29.6778	30.4199	30.6213			
Bi-weekly	2171.56	2225.84	2281.49	2296.60			
<u>CODE ENFORCEMENT/PROP. MAINT.</u> <u>CODE OFFICER (40 hour week)</u>							
Annual	56,372	57,780	59,228	61,887	62,226	64,255	65,862
Hourly	27.1024	27.7793	28.4752	29.7537	29.9164	30.8923	31.6646
Bi-weekly	2168.19	2222.34	2278.02	2380.30	2393.31	2471.38	
<u>CODE ENFORCEMENT/PROP. MAINT.</u> <u>CODE OFFICER (40 hour week) (cont'd)</u>							
Annual	67,508	69,196	70,926	71,396			
Hourly	32.4562	33.2676	34.0993	34.3251			
Bi-weekly	2596.50	2661.41	2727.94	2746.01			
<u>CODE ENFORCEMENT/PROP. MAINT.</u> <u>CODE OFFICER (37 1/2 hour week)</u>							
Annual	52,849	54,169	55,526	58,019	58,336	60,239	61,745
Hourly	27.1022	27.7793	28.4749	29.7538	29.9161	30.8922	31.6645
Bi-weekly	2032.67	2083.45	2135.62	2231.54	2243.71	2316.92	2374.84
<u>CODE ENFORCEMENT/PROP. MAINT.</u> <u>CODE OFFICER (37 1/2 hour week) (cont'd)</u>							
Annual	63,289	64,871	66,493	66,933			
Hourly	32.4561	33.2675	34.0992	34.3251			
Bi-weekly	2434.21	2495.06	2557.44	2574.38			
<u>APPRAISER II</u>							
Annual	53,880	55,233	56,609	58,030	59,485	61,422	62,958
Hourly	27.6308	28.3249	29.0303	29.7594	30.5056	31.4988	32.2863
Bi-weekly	2072.31	2124.37	2177.27	2231.96	2287.92	2362.41	2421.47
<u>APPRAISER II (cont'd)</u>							
Annual	64,217	65,822	67,468	68,247			
Hourly	32.9320	33.7552	34.5992	34.9986			
Bi-weekly	2469.90	2531.64	2594.94	2624.90			

**FULL-TIME EMPLOYEES
HIRED AFTER 7-1-12
Effective July 1, 2017**

1%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>APPRAISER III</u>							
Annual	60,964	62,492	64,055	65,653	67,296	69,498	71,235
Hourly	31.2640	32.0476	32.8491	33.6687	34.5108	35.6402	36.5312
Bi-weekly	2344.80	2403.57	2463.68	2525.15	2588.31	2673.02	2739.84
<u>APPRAISER III (cont'd)</u>							
Annual	73,016	74,842	76,713	77,220			
Hourly	37.4445	38.3806	39.3401	39.6005			
Bi-weekly	2808.34	2878.55	2950.51	2970.04			
<u>CONSTRUCTION COORDINATOR</u>							
Annual	61,454	62,541	63,640	64,765	65,910	67,551	69,240
Hourly	31.5151	32.0724	32.6359	33.2129	33.8003	34.6420	35.5080
Bi-weekly	2363.63	2405.43	2447.69	2490.97	2535.02	2598.15	2663.10
<u>CONSTRUCTION COORD. (cont'd)</u>							
Annual	70,971	72,745	74,564	75,057			
Hourly	36.3957	37.3053	38.2381	38.4908			
Bi-weekly	2729.68	2797.90	2867.86	2886.81			
<u>ENGINEER AIDE</u>							
Annual	44,590	45,424	46,278	47,143	48,027	48,930	49,846
Hourly	22.8671	23.2944	23.7326	24.1764	24.6297	25.0928	25.5622
Bi-weekly	1715.03	1747.08	1779.95	1813.23	1847.23	1881.96	1917.17
<u>ENGINEER AIDE (cont'd)</u>							
Annual	50,778	51,726	52,692	53,686	54,692	55,711	56,756
Hourly	26.0400	26.5264	27.0218	27.5314	28.0472	28.5700	29.1061
Bi-weekly	1953.00	1989.48	2026.64	2064.86	2103.54	2142.75	2182.96
<u>ENGINEER AIDE (cont'd)</u>							
Annual	57,818	58,904	60,004	61,129	62,275	63,915	65,513
Hourly	29.6507	30.2076	30.7716	31.3483	31.9359	32.7772	33.5966
Bi-weekly	2223.80	2265.57	2307.87	2351.12	2395.19	2458.29	2519.75
<u>ENGINEER AIDE (cont'd)</u>							
Annual	67,151	68,830	70,550	71,018			
Hourly	34.4366	35.2975	36.1799	36.4195			
Bi-weekly	2582.75	2647.31	2713.49	2731.46			
<u>CIVIL ENGINEER I</u>							
Annual	52,463	53,775	55,108	57,052	57,904	59,351	61,288
Hourly	26.9045	27.5773	28.2610	29.2575	29.6946	30.4366	31.4302
Bi-weekly	2017.84	2068.30	2119.58	2194.31	2227.10	2282.75	2357.27
<u>CIVIL ENGINEER I (cont'd)</u>							
Annual	62,821	64,391	66,001	68,099			
Hourly	32.2159	33.0213	33.8468	34.9228			
Bi-weekly	2416.19	2476.60	2538.51	2619.21			
<u>CIVIL ENGINEER II</u>							
Annual	64,138	65,736	67,388	69,073	70,801	72,571	74,935
Hourly	32.8917	33.7112	34.5582	35.4225	36.3083	37.2163	38.4285
Bi-weekly	2466.88	2528.34	2591.87	2656.69	2723.12	2791.22	2882.14
<u>CIVIL ENGINEER II (cont'd)</u>							
Annual	76,808	78,729	80,697	83,262			
Hourly	39.3892	40.3739	41.3832	42.6986			
Bi-weekly	2954.19	3028.04	3103.74	3202.40			

**FULL-TIME EMPLOYEES
HIRED AFTER 7-1-12
Effective July 1, 2017**

1%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>CIVIL ENGINEER III</u>							
Annual	78,409	80,367	82,407	83,639	86,575	88,741	91,622
Hourly	40.2098	41.2139	42.2600	42.8921	44.3977	45.5086	46.9858
Bi-weekly	3015.74	3091.04	3169.50	3216.91	3329.83	3413.15	3523.94
<u>CIVIL ENGINEER III (cont'd)</u>							
Annual	93,912	96,260	98,667	101,803			
Hourly	48.1604	49.3645	50.5986	52.2068			
Bi-weekly	3612.03	3702.34	3794.90	3915.51			
<u>GIS/CAD COORDINATOR</u>							
Annual	64,138	65,736	67,388	69,073	70,801	72,571	74,935
Hourly	32.8917	33.7112	34.5582	35.4225	36.3083	37.2163	38.4285
Bi-weekly	2466.88	2528.34	2591.87	2656.69	2723.12	2791.22	2882.14
<u>GIS/CAD COORDINATOR (cont'd)</u>							
Annual	76,808	78,729	80,697	83,262			
Hourly	39.3892	40.3739	41.3832	42.6986			
Bi-weekly	2954.19	3028.04	3103.74	3202.40			
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST</u>							
Annual	43,024	44,092	45,199	46,331	47,487	48,677	50,264
Hourly	22.0638	22.6117	23.1790	23.7595	24.3528	24.9628	25.7765
Bi-weekly	1654.79	1695.88	1738.43	1781.96	1826.46	1872.21	1933.24
<u>APPRAISER AIDE</u>							
<u>FIRE SERVICES SPECIALIST</u>							
<u>LIBRARY SERVICES SPECIALIST (cont'd)</u>							
Annual	51,520	52,808	54,129	55,849			
Hourly	26.4210	27.0814	27.7585	28.6407			
Bi-weekly	1981.58	2031.11	2081.89	2148.05			
<u>LEAD FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	46,844	48,051	49,290	50,562	51,864	53,201	54,574
Hourly	22.5212	23.1018	23.6975	24.3088	24.9347	25.5778	26.2379
Bi-weekly	1801.70	1848.14	1895.80	1944.70	1994.78	2046.22	2099.03
<u>LEAD FACILITIES MAINT MECH (cont'd)</u>							
<u>(40 hour week)</u>							
Annual	55,939	57,337	58,771	60,638			
Hourly	26.8938	27.5661	28.2554	29.1532			
Bi-weekly	2151.50	2205.29	2260.43	2332.26			
<u>FACILITIES MAINT. MECHANIC</u>							
<u>(40 hour week)</u>							
Annual	42,875	43,886	44,936	45,999	47,101	48,222	49,736
Hourly	20.6134	21.0995	21.6043	22.1153	22.6449	23.1838	23.9118
Bi-weekly	1649.07	1687.96	1728.34	1769.22	1811.59	1854.70	1912.94
<u>FACILITIES MAINT. MECHANIC (cont'd)</u>							
<u>(40 hour week)</u>							
Annual	50,979	52,254	53,560	55,263			
Hourly	24.5096	25.1223	25.7504	26.5689			
Bi-weekly	1960.77	2009.78	2060.03	2125.51			

FULL-TIME EMPLOYEES

HIRED AFTER 7-1-12

Effective July 1, 2017

1%

06/24/16

POSITION	A	B	C	D	E	F	G
<u>PRINTING TECHNICIAN I</u>							
Annual	38,119	39,062	40,041	41,050	42,066	43,123	44,530
Hourly	19.5486	20.0320	20.5341	21.0517	21.5726	22.1144	22.8359
Bi-weekly	1466.15	1502.40	1540.06	1578.88	1617.95	1658.58	1712.69
<u>PRINTING TECHNICIAN I (cont'd)</u>							
Annual	45,643	46,784	47,954	49,478			
Hourly	23.4069	23.9920	24.5918	25.3735			
Bi-weekly	1755.52	1799.40	1844.39	1903.01			
<u>INSPECTORS (40 hour week)</u>							
Annual	63,611	65,204	66,833	68,504	70,736	72,504	74,317
Hourly	30.5823	31.3483	32.1316	32.9350	34.0080	34.8581	35.7297
Bi-weekly	2446.58	2507.86	2570.53	2634.80	2720.64	2788.65	2858.38
<u>INSPECTORS (40 hour week) (cont'd)</u>							
Annual	76,175	78,080	78,596				
Hourly	36.6229	37.5385	37.7870				
Bi-weekly	2929.83	3003.08	3022.96				
<u>INSPECTORS (37½ hour week)</u>							
Annual	59,635	61,129	62,656	64,223	66,316	67,974	69,673
Hourly	30.5823	31.3483	32.1313	32.9352	34.0083	34.8585	35.7300
Bi-weekly	2293.67	2351.12	2409.85	2470.14	2550.62	2614.39	2679.75
<u>INSPECTORS (37½ hour week) (cont'd)</u>							
Annual	71,415	73,200	73,684				
Hourly	36.6232	37.5389	37.7870				
Bi-weekly	2746.74	2815.42	2834.03				
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.</u>							
Annual	69,109	70,846	73,152	74,981	76,856	78,777	80,747
Hourly	35.4410	36.3315	37.5143	38.4522	39.4135	40.3989	41.4088
Bi-weekly	2658.08	2724.86	2813.57	2883.92	2956.01	3029.92	3105.66
<u>BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD. (cont'd)</u>							
Annual	81,281						
Hourly	41.6826						
Bi-weekly	3126.20						

PART-TIME EMPLOYEES - HOURLY RATES
(1,500 HOURS MAXIMUM PER YEAR)

Effective July 1, 2017

1.0%

06/24/16

POSITION	A	B	C	D	E	F	G
CLERK TYPIST	13.6714	14.1126	14.5555	14.9967	15.3665	15.7495	16.1432
CLERK TYPIST (con't)	16.5435	16.8789	17.3004	17.7335	18.1344		
ACCOUNT CLERK	15.2911	15.6750	16.0646	16.5435	16.9592	17.3857	17.8229
ACCOUNT CLERK (con't)	18.2682	18.7242	19.3359				
LEAD BUS DRIVER	14.2677	14.6260	14.9909	15.3665	15.7495	16.1432	17.7335
LEAD BUS DRIVER (con't)	18.1764	18.6299	19.2384				
LIBRARY CLERK	15.2911	15.6750	16.0646	16.4671	16.8789	17.2988	18.1344
MANAGEMENT ASSISTANT	18.9013	19.3761	19.8633	20.3553	20.8613	21.3846	22.0809
SENIOR CLERK PROGRAM & SERVICES ASSISTANT	16.5435	16.9592	17.3857	17.8229	18.2682	18.7242	19.3359
LIBRARY ASSISTANT I	16.9625	17.3849	17.8195	18.2649	18.7225	19.1916	19.8166
CUSTODIAN	12.3510	12.7897	13.2318	13.6714	14.1126	14.5555	14.9967
CUSTODIAN (con't)	15.3665	15.7495	16.1432	16.5435	16.8789	17.3004	17.8671
TECH. SERVICE COORDINATOR	18.3239	18.7570	19.2039	19.6582	20.1290	20.6079	21.2559
LIBRARY ASSISTANT II ADMINISTRATIVE ASSISTANT SENIOR ACCOUNT CLERK ELECTIONS ASSISTANT RISK MANAGEMENT ASSISTANT	18.2632	18.7200	19.1924	19.6656	20.1561	20.6621	21.3346
PRINTING TECHNICIAN II NEIGHBORHOOD PROP. MAINT. OFF.	18.8176	19.2892	19.7739	20.2668	20.7728	21.2928	21.9890
APPRAISER I LIBRARY CIRCUL. SUPERVISOR BLDG. SVCS. SPECIALIST - VELOCITY	21.4896	22.0300	22.5770	23.1421	23.7187	24.4969	
CODE ENFORCEMENT/PROP. MAINT. CODE OFFICER	24.0910	24.6930	25.3114	26.4481	26.5924	27.4601	
APPRAISER II	24.5610	25.1777	25.8051	26.4530	27.1165	27.9989	
APPRAISER III	27.7906	28.4868	29.1995	29.9278	30.6766	31.6804	
CONSTRUCTION COORDINATOR	28.0136	28.5088	29.0097	29.5226	30.0448	30.7927	
ENGINEER AIDE	20.3267	20.7064	21.0960	21.4904	21.8931	22.3048	22.7223
ENGINEER AIDE (con't)	23.1471	23.5793	24.0197	24.4724	24.9308	25.3958	25.8724
ENGINEER AIDE (con't)	26.3562	26.8516	27.3526	27.8652	28.3877	29.1356	
CIVIL ENGINEER I	23.9155	24.5134	25.1211	26.0068	26.3955	27.0550	27.9382
CIVIL ENGINEER II	29.2373	29.9656	30.7184	31.4869	32.2741	33.0811	34.1588
CIVIL ENGINEER III	35.7425	36.6347	37.5647	38.1266	39.4650	40.4524	41.7654

PART-TIME EMPLOYEES - HOURLY RATES
(1,500 HOURS MAXIMUM PER YEAR)

Effective July 1, 2017

1.0%

06/24/16

POSITION	A	B	C	D	E	F	G
GIS/CAD COORDINATOR	29.2373	29.9656	30.7184	31.4869	32.2741	33.0811	34.1588
APPRAISER AIDE FIRE SERVICES SPECIALIST LIBRARY SERVICES SPECIALIST	19.6124	20.0995	20.6039	21.1197	21.6470	22.1892	22.9126
LEAD FACILITIES MAINT. MECHANIC	20.0189	20.5354	21.0648	21.6080	22.1641	22.7359	23.3226
FACILITIES MAINT. MECHANIC	18.3231	18.7553	19.2039	19.6582	20.1290	20.6079	21.2550
PRINTING TECHNICIAN I	17.3767	17.8064	18.2526	18.7127	19.1761	19.6574	20.2988
INSPECTORS	27.1846	27.8652	28.5615	29.2759	30.2296		
BLDG. PLAN REVIEW COORDINATOR CODE ENFORCEMENT COORD.	31.5033	32.2946	33.3461				

APPENDIX B

DENTAL PLAN

COVERAGE DESCRIPTION AND LIMITS

The City's Dental Plan pays reasonable charges for covered expenses without deductible:

CLASS I: Diagnostic services, preventive services, and palliative treatment are covered at seventy five (75%) percent of reasonable charges.

CLASS II: Restorative, endodontic, periodontic services, oral surgery, repairs, adjustments and relining of dentures and bridges and adjunctive general services are covered at seventy five (75%) percent of reasonable charges.

CLASS III: Construction and replacement of dentures and bridges are covered at seventy five (75%) percent of reasonable charges.

CLASS IV: Orthodontic services are covered at fifty (50%) percent of reasonable charges.

Each member is entitled to maximum benefits of \$1,000 every contract year.

Each member (up to age 19) has a lifetime maximum of \$2,000 available for orthodontic services.

APPENDIX C

DISABILITY INSURANCE

Short Term Disability Income for Accident or Sickness

Short Term Disability Income Benefit	60 percent
Elimination (Waiting) Period	7 days illness
Maximum Duration	26 weeks

Long Term Disability Income Benefit

Long Term Disability Income Benefit	60 percent
Elimination (Waiting) Period	180 days
Maximum Duration	Sickness to age 65 Accident to age 65



Community BlueSM PPO – Modified Plan 4 Medical Coverage Benefits-at-a-Glance

City of Sterling Heights – Group #25284/677

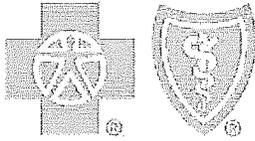
The information in this document is based on BCBSM's current interpretation of the Patient Protection and Affordable Care Act (PPACA). Interpretations of PPACA vary and the federal government continues to issue guidance on how PPACA should be interpreted and applied. Efforts will be made to update this document as more information about PPACA becomes available. This BAAG is only an educational tool and should not be relied upon as legal or compliance advice. Additionally, some PPACA requirements may differ for particular members enrolled in certain programs, and those members should consult with their plan administrators for specific details.

This is intended as an easy-to-read summary and provides only a general overview of your benefits. It is not a contract. Additional limitations and exclusions may apply. Payment amounts are based on BCBSM's approved amount, less any applicable deductible and/or copay. For a complete description of benefits please see the applicable BCBSM certificates and riders, if your group is underwritten or any other plan documents your group uses, if your group is self-funded. If there is a discrepancy between this Benefits-at-a-Glance and any applicable plan document, the plan document will control.

	In-network	Out-of-network *
Member's responsibility (deductibles, copays and dollar maximums)		
Deductibles	\$750 for one member, \$1,500 for the family (when two or more members are covered under your contract) each calendar year Note: Deductible may be waived if service is performed in a PPO physician's office.	\$1,000 for one member, \$2,000 for the family (when two or more members are covered under your contract) each calendar year Note: Out-of-network deductible amounts also apply toward the in-network deductible.
Fixed dollar copays	<ul style="list-style-type: none"> • \$20 copay for office visits • \$100 copay for emergency room visits 	\$100 copay for emergency room visits
Percent copays Note: Copays apply once the deductible has been met.	<ul style="list-style-type: none"> • 50% of approved amount for mental health, substance abuse and private duty nursing • 20% of approved amount for most other covered services (copay waived if service is performed in a PPO physician's office) See "Mental health care and substance abuse treatment" section for mental health and substance abuse percent copays.	<ul style="list-style-type: none"> • 50% of approved amount for mental health, substance abuse and private duty nursing • 40% of approved amount for most other covered services See "Mental health care and substance abuse treatment" section for mental health and substance abuse percent copays.
Annual copay dollar maximums – applies to copays for all covered services – excluding mental health, substance abuse services, private duty nursing and fixed dollar copays	\$1,500 for one member, \$3,000 for two or more members each calendar year	\$3,000 for one member, \$6,000 for two or more members each calendar year Note: Out-of-network copays also apply toward the in-network maximum.
Annual out-of-pocket maximums – applies to deductibles, copays and coinsurance amounts for all covered services	\$6,350 for one member, \$12,700 for two or more members each calendar year	\$12,700 for one member, \$25,400 for two or more members each calendar year Note: Out-of-network cost sharing amounts also apply toward the in-network out-of-pocket maximum.
Lifetime dollar maximum	None	

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

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network *

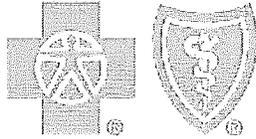
Preventive care services

Health maintenance exam – includes chest x-ray, EKG, cholesterol screening and other select lab procedures	100% (no deductible or copay), one per member per calendar year	Not covered
Gynecological exam	100% (no deductible or copay), one per member per calendar year	Not covered
Pap smear screening – laboratory and pathology services	100% (no deductible or copay), one per member per calendar year	Not covered
Well-baby and child care visits	100% (no deductible or copay) <ul style="list-style-type: none"> • 6 visits, birth through 12 months • 6 visits, 13 months through 23 months • 6 visits, 24 months through 35 months • 2 visits, 36 months through 47 months • Visits beyond 47 months are limited to one per member per calendar year under the health maintenance exam benefit 	Not covered
Adult and childhood preventive services and immunizations as recommended by the USPSTF, ACIP, HRSA or other sources as recognized by BCBSM that are in compliance with the provisions of the Patient Protection and Affordable Care Act	100% (no deductible or copay)	Not covered
Fecal occult blood screening	100% (no deductible or copay), one per member per calendar year	Not covered
Flexible sigmoidoscopy exam	100% (no deductible or copay), one per member per calendar year	Not covered
Prostate specific antigen (PSA) screening	100% (no deductible or copay), one per member per calendar year	Not covered
Routine mammogram and related reading	100% (no deductible or copay) Note: Subsequent medically necessary mammograms performed during the same calendar year are subject to your deductible and percent copay. One per member per calendar year	60% after out-of-network deductible Note: Non-network readings and interpretations are payable only when the screening mammogram itself is performed by a network provider.
Colonoscopy – routine or medically necessary	100% (no deductible or copay) for the first billed colonoscopy Note: Subsequent colonoscopies performed during the same calendar year are subject to your deductible and percent copay. One per member per calendar year	60% after out-of-network deductible

Physician office services

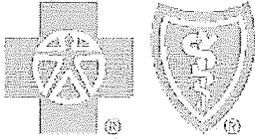
Office visits	\$20 copay per office visit	60% after out-of-network deductible, must be medically necessary
Outpatient and home medical care visits	80% after in-network deductible	60% after out-of-network deductible, must be medically necessary
Office consultations	\$20 copay per office visit	60% after out-of-network deductible, must be medically necessary
Urgent care visits	\$20 copay per office visit	60% after out-of-network deductible, must be medically necessary

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



	In-network	Out-of-network *
Emergency medical care		
Hospital emergency room	\$100 copay per visit (copay waived if admitted or for an accidental injury)	\$100 copay per visit (copay waived if admitted or for an accidental injury)
Ambulance services – must be medically necessary	80% after in-network deductible	80% after in-network deductible
Diagnostic services		
Laboratory and pathology services	80% after in-network deductible	60% after out-of-network deductible
Diagnostic tests and x-rays	80% after in-network deductible	60% after out-of-network deductible
Therapeutic radiology	80% after in-network deductible	60% after out-of-network deductible
Maternity services provided by a physician		
Prenatal and postnatal care	100% (no deductible or copay)	60% after out-of-network deductible
	Includes covered services provided by a certified nurse midwife	
Delivery and nursery care	80% after in-network deductible	60% after out-of-network deductible
	Includes covered services provided by a certified nurse midwife	
Hospital care		
Semiprivate room, inpatient physician care, general nursing care, hospital services and supplies Note: Nonemergency services must be rendered in a participating hospital.	80% after in-network deductible	60% after out-of-network deductible
	Unlimited days	
Inpatient consultations	80% after in-network deductible	60% after out-of-network deductible
Chemotherapy	80% after in-network deductible	60% after out-of-network deductible
Alternatives to hospital care		
Skilled nursing care – must be in a participating skilled nursing facility	80% after in-network deductible	80% after in-network deductible
	Limited to a maximum of 120 days per member per calendar year	
Hospice care	100% (no deductible or copay)	100% (no deductible or copay)
	Up to 28 pre-hospice counseling visits before electing hospice services; when elected, four 90-day periods – provided through a participating hospice program only ; limited to dollar maximum that is reviewed and adjusted periodically (after reaching dollar maximum, member transitions into individual case management)	
Home health care – must be medically necessary and provided by a participating home health care agency	80% after in-network deductible	80% after in-network deductible
Home infusion therapy – must be medically necessary and given by participating home infusion therapy providers	80% after in-network deductible	80% after in-network deductible
Surgical services		
Surgery – includes related surgical services and medically necessary facility services by a participating ambulatory surgery facility	80% after in-network deductible	60% after out-of-network deductible
Presurgical consultations	100% (no deductible or copay)	60% after out-of-network deductible
Voluntary sterilization	80% after in-network deductible	60% after out-of-network deductible

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In-network

Out-of-network *

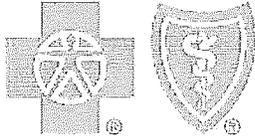
Human organ transplants

Specified human organ transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	100% (no deductible or copay)	100% (no deductible or copay) – in designated facilities only
Bone marrow transplants – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	80% after in-network deductible	60% after out-of-network deductible
Specified oncology clinical trials	80% after in-network deductible	60% after out-of-network deductible
Kidney, cornea and skin transplants	80% after in-network deductible	60% after out-of-network deductible

Mental health care and substance abuse treatment.

Inpatient mental health care	50% after in-network deductible	50% after out-of-network deductible
	Unlimited days	
Inpatient substance abuse treatment	50% after in-network deductible	50% after out-of-network deductible
	Unlimited days	
Outpatient mental health care: • Facility and clinic	50% after in-network deductible	50% after in-network deductible, in participating facilities only
	50% (no deductible)	50% after out-of-network deductible
Outpatient substance abuse treatment – in approved facilities only	50% after in-network deductible	50% after out-of-network deductible (in-network cost-sharing will apply if there is no PPO network)

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network *

Other covered services

Outpatient Diabetes Management Program (ODMP) Note: Effective July 1, 2011, when you purchase your diabetic supplies via mail order you will lower your out-of-pocket costs.	80% after in-network deductible for diabetes medical supplies; 100% (no deductible or copay) for diabetes self-management training	60% after out-of-network deductible
Allergy testing and therapy	100% (no deductible or copay)	60% after out-of-network deductible
Chiropractic spinal manipulation and osteopathic manipulative therapy	\$20 copay per office visit Limited to a combined maximum of 24 visits per member per calendar year	60% after out-of-network deductible
Outpatient physical, speech and occupational therapy – provided for rehabilitation	80% after in-network deductible Limited to a combined maximum of 60 visits per member per calendar year	60% after out-of-network deductible Note: Services at nonparticipating outpatient physical therapy facilities are not covered.
Durable medical equipment	80% after in-network deductible	80% after in-network deductible
Prosthetic and orthotic appliances	80% after in-network deductible	80% after in-network deductible
Private duty nursing	50% after in-network deductible	50% after in-network deductible

Additional coverage:

Rider CB-ET \$100 , emergency treatment copay requirement	Increases copay for outpatient hospital emergency room services to \$100 Copay waived if admitted for an accidental injury.
Rider CBC-MT\$20 , Manipulative Treatment	Imposes the same fixed dollar copay requirement for chiropractic and osteopathic manipulative treatment by a network provider as is required for all network physician office visits of \$20.
Rider CB-OV\$20 , office visit copay requirement	Increases copay for select office visits to PPO network providers to \$20.

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MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF STERLING HEIGHTS (City)

AND

MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES (MAPE) TECHNICAL/OFFICE UNION
(Union)

It is hereby agreed and understood by the City and Union, that the 2015 - 2018 collective bargaining agreement (CBA) between the parties shall be amended to incorporate the following terms and conditions:

1. Part-time Code Enforcement Officers may be employed by the City without limitation and will not factor into the ratio of 65 percent full time employees and 35 percent part time employees as imposed by Article 40 of paragraph A of the CBA.
2. The positions of Clerk Typist, Account Clerk and Library Clerk are considered entry level positions that upon opening may be filled by the City, in its sole discretion, with a full-time or part-time member.

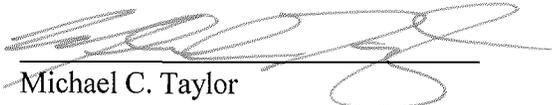
Whenever a position other than the entry level position opens and the City elects to fill the position, it will be posted in accordance with the collective bargaining agreement as a full-time promotional opportunity for qualified members. A qualified member will be promoted to the vacant position if available. If no member is qualified for the promotion or the promotional opportunity is declined by all qualified members, the City can proceed to fill the position with a part-time or full-time applicant from outside the membership.

Other Terms and Conditions.

3. Any dispute regarding the interpretation and/or application of this MOU shall be addressed pursuant to the terms of the grievance procedure.

This memorandum of understanding does not establish any past practice or precedence for any future related situation for either party, nor shall it be used as evidence in any grievance arbitration, interest arbitration, or other proceeding after June 30, 2018.

FOR THE CITY



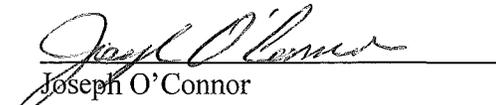
Michael C. Taylor
Mayor



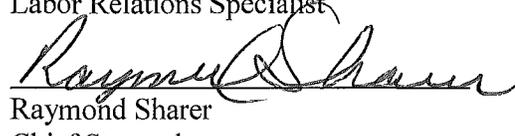
Mark Carufel
City Clerk

4-28-15
Date

FOR THE UNION



Joseph O'Connor
Labor Relations Specialist



Raymond Sharer
Chief Steward

5-15-15
Date

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF STERLING HEIGHTS (City)

AND

MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES (MAPE) TECHNICAL/OFFICE UNION
(Union)

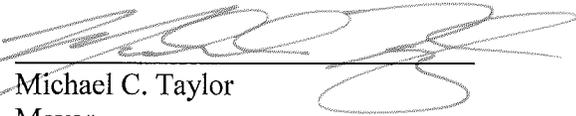
It is hereby agreed and understood by the City and Union, that the 2015 - 2018 collective bargaining agreement between the parties shall be amended to incorporate the following terms and conditions:

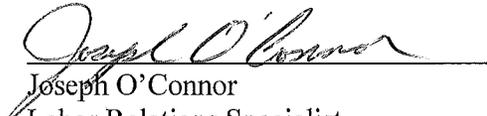
The City and Union agree that if, during the term of the 2015 - 2018 collective bargaining agreement (Agreement), any other general (non-312 eligible) employee bargaining unit receives through labor negotiations a schedule for changes in retiree medical benefits that is more favorable than the schedule set forth in Article 36, §36.4, the Union membership retiring during the term of the Agreement will receive the benefit of the more favorable schedule. "More favorable" will be established if any other general (non-312 eligible) employee bargaining unit is subject to less changes in retiree medical benefits than "twice in retirement and limited to amendments made in the next two successive collective bargaining agreements." The Union will receive the benefit of the more favorable schedule in the fiscal year that the other bargaining unit's collective bargaining agreement is approved by the City.

This memorandum of understanding does not establish any past practice or precedence for any future related situation for either party, nor shall it be used as evidence in any grievance arbitration, interest arbitration, or other proceeding after June 30, 2018.

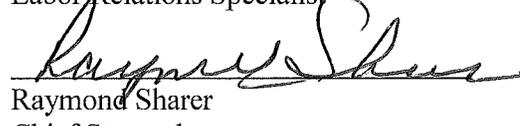
FOR THE CITY

FOR THE UNION


Michael C. Taylor
Mayor


Joseph O'Connor
Labor Relations Specialist


Mark Carufel
City Clerk


Raymond Sharer
Chief Steward

Date

4-28-15

Date

5-15-15

AGENDA STATEMENT

OMB AS03 Rev. 11/04

Item Title: To consider appointment of nominees to City of Sterling Heights Boards and Commissions

Submitted By: Office of the City Clerk

Contact Person/Telephone: Mark Carufel, ^{MC} City Clerk / Risk Manager, 586/446-2421

Administration (initial as applicable)

Attachments

 City Clerk				
 Finance & Budget Director	___	Resolution	___	Minutes
 City Attorney (as to legal form)	___	Ordinance	___	Plan/Map
 City Manager	___	Contract	___	Other

Check box if this agenda item requires billing/revenue collection (fees, etc.) by Treasury Office

Executive Summary:

For a select few boards and commissions, the Mayor or City Council have the power of appointment only after nominations are made and approved by City Council at a prior regular meeting. Governing Body Rule of Procedure 23, as amended on August 21, 2012, provides in relevant part as follows:

Prior to an appointment to the Planning Commission, Zoning Board of Appeals, **Board of Ordinance Appeals**, Board of Review, Police and Fire Pension Board, and General Employees Retirement System Board, an appointee shall be nominated, as applicable, by the Mayor or City Council at a prior regular meeting.

In accordance with Governing Body Rule of Procedure 23, the City Council made nominations to the Board of Ordinance Appeals II at the October 4, 2016 regular meeting. The nominees will be considered for appointment at the October 18, 2016 regular meeting. The City Council has the power of appointment to the Board of Ordinance Appeals II.

City Council has been provided with information the nominees' qualifications for appointment and afforded time to contact the nominees for additional information.

Nominees Under Consideration For Appointment

<u>Nominee</u>	<u>Board / Commission</u>	<u>Term Ending</u>
Ryan Makowski	Ordinance Board of Appeals II – Permanent Member	June 30, 2019
Nancy Kijek	Ordinance Board of Appeals II – Alternate Member	June 30, 2019

Suggested Action No. 1 (Ordinance Board of Appeals II – Permanent Member):

MOVED BY:

SECONDED BY:

RESOLVED, to appoint Ryan Makowski to the Ordinance Board of Appeals II as a regular member for a term ending June 30, 2019, subject to the appointee meeting the qualifications set forth in Charter §4.03 and taking the oath of office within two weeks.

Suggested Action No. 2 (Ordinance Board of Appeals II – Alternate Member):

MOVED BY:

SECONDED BY:

RESOLVED, to appoint Nancy Kijek to the Ordinance Board of Appeals II as an alternate member for a term ending June 30, 2019, subject to the appointee meeting the qualifications set forth in Charter §4.03 and taking the oath of office within two weeks.

Board of Ordinance Appeals II

(5 Members)

(One Vacancy)

Name	Request Re-Appt. (Yes/No)	Expiration Date of New Term	Action
1. Unexpired Term		06/30/19	

Applications on File:

Brian Cole (Economic Development Corporation/Brownfield Auth.-exp. 06/30/19)
Jazmine M. Early (Arts Commission-exp. 06/30/18)
Junina Jean (Zoning Board of Appeals-exp. 06/30/19)
Nancy E. Kijek (Beautification Commission-exp. 06/30/19)
Ryan Makowski
Louis Marinelli
Howard Sizemore II
Roman Stojalowsky
Paul Zdzieblowski (Board of Ordinance Appeals-exp. 06/30/19)

The Board of Ordinance Appeals shall consist of five members who shall be appointed by the City Council for staggered three year terms, or until a successor has been appointed. The staggered terms shall continue to be structured so that the term of one member expires each year. The members should have varying backgrounds, and one or more of the members should have experience or training related to construction or property and building maintenance.

The City Council may appoint not more than two alternate members to the Board of Ordinance Appeals who may be called by the chairperson to participate in hearings, appeals, and variance hearings of the Board during the absence or disqualification of a member.

REPORT ON THE CITY COUNCIL MEETING
OF TUESDAY, October 18, 2016

Mayor Michael C. Taylor called the meeting to order at 7:30 p.m.

Council Members present at roll call: Deanna Koski, Joseph V. Romano, Maria G. Schmidt, Nate Shannon, Doug Skrzyniarz, Michael C. Taylor, Barbara A. Ziarko.

Moved: Koski

Seconded: Romano

RESOLVED, to approve the Agenda, as presented.

The motion carried. 7/0.

Agenda Item #1

Moved: Romano

Seconded: Skrzyniarz

RESOLVED, to adopt the resolution approving the application by D M Tool & Fab Inc. for an Industrial Facilities Tax Exemption Certificate at 6101 18 1/2 Mile Road for a period of 10 years in accordance with the guidelines established by City Council and the Mayor and City Clerk are hereby authorized to sign, as applicable, all documents required in conjunction with this approval.

The motion carried. 7/0.

Agenda Item #2

Moved: Shannon

Seconded: Koski

RESOLVED, to deny introduction of the map amendment to conditionally rezone property on the east side of Ryan Road, south of Nathan West, in Section 17 from R-60 (One Family Residential District) to C-1 (Local Convenience Business District); Case No. PZ15-1136.

The motion carried. 4/3. Yes: Shannon, Koski, Schmidt, Ziarko. No: Romano, Skrzyniarz, Taylor.

Agenda Item #3

Moved: Koski

Seconded: Romano

RESOLVED, to approve the Consent Agenda, as presented.

A. Approval of Minutes

Regular Meeting of October 4, 2016

B. To approve payment of the bills as presented: General Fund - \$612,230.48, Water & Sewer Fund - \$3,171,967.09, Other Funds - \$4,485,310.42, Total Checks - \$8,269,507.99.

- C. To award the bid for installation of new scoreboards at L.W. Baumgartner Park to J. Ranck Electric, Inc., 1993 Gover Parkway, Mt. Pleasant, MI 48858, in the amount of \$34,644 and authorize a budget amendment to 24700700 (Land & Water Conservation Fund) 972000 (Land Improvements) from Land & Water Conservation Fund reserves for the amount of the bid award.

- D. To award the bid for printing of the City of Sterling Heights magazine to Grand Blanc Printing Company, Inc., 9449 Holly Road, Grand Blanc, MI 48439, for a two-year period at the following unit prices:

Price per printing (53,500 pieces)	\$11,700.00
Bundling and Delivery to Post Office	Included

- E. To award of the bid for the purchase of long guns for the Sterling Heights *Police Patrol Rifle Program* to Michigan Police Equipment Company, 6521 Lansing Road, Charlotte, MI 48813, at unit prices bid.

- F. To set a public hearing on Tuesday, November 15, 2016 at 7:30 p.m. regarding the application and concept plan submitted by Maple Lane Holdings LLC for a Planned Unit Development on 288 acres situated north of 14 Mile Road, west of Maple Lane Road, PPCM-1161.

- G. To approve the Cost Sharing Agreement between the Macomb County Department of Roads, City of Sterling Heights, and City of Warren for purposes of securing federal grants for the reconstruction of Mound Road from I-696 to M-59 and authorize the Mayor and City Clerk to execute the Agreement on behalf of the City.

- H. To adopt the resolution authorizing Official Statement and Continuing Disclosure Undertakings by City officials for refunding of Macomb Interceptor Drainage District Drain Bonds, Series 2010A, Limited Tax General Obligation.

The motion carried. 7/0.

Agenda Item #4

Moved: Romano

Seconded: Skrzyniarz

RESOLVED, to approve the Memorandum of Understanding between the city of Sterling Heights and Michigan Association of Public Employees Technical/Office Employees Union and authorize the Mayor and City Clerk to sign it on behalf of the City.

The motion carried. 7/0.

Agenda Item #5

Moved: Skrzyniarz

Seconded: Romano

RESOLVED, to appoint Ryan Makowski to the Ordinance Board of Appeals II as a regular member for a term ending June 30, 2019, subject to the appointee meeting the qualifications set forth in Charter §4.03 and taking the oath of office within two weeks.

The motion carried. 7/0.

Moved: Romano

Seconded: Schmidt

RESOLVED, to appoint Nancy Kijek to the Ordinance Board of Appeals II as an alternate member for a term ending June 30, 2019, subject to the appointee meeting the qualifications set forth in Charter §4.03 and taking the oath of office within two weeks.

New Business

Moved: Romano

Seconded: Skrzyniarz

RESOLVED, to direct City Administration to begin negotiations with Sterling Heights Firefighters Association, Local 1557, to make the necessary changes in the collective bargaining agreement required to implement the self-sustaining model for in-house emergency transport services.

The motion carried. 5/2. Yes: Romano, Skrzyniarz, Koski, Shannon, Taylor. No: Schmidt, Ziarko.

Adjourn

Moved: Ziarko

Seconded: Romano

RESOLVED, to adjourn the meeting. The meeting was adjourned at 11:05 p.m.

The motion carried. 7/0.

THIS IS A SUMMARY OF ACTIONS TAKEN AT THE CITY COUNCIL MEETING. THE OFFICIAL MINUTES WILL BE POSTED TO THE WEBSITE, AT WWW.STERLING-HEIGHTS.NET, WHEN THEY ARE APPROVED.

Clerk of the Council