



**City of Dearborn Heights**  
6045 FENTON • DEARBORN HEIGHTS, MICHIGAN 48127

**Dave Wassim Abdallah**  
Council Chairman

Study Sessions and City Council Meetings shall be attended in person by City Council Members. Members of the public have the option of attending in person or virtually.

**Purpose: 6:00 p.m. CITY COUNCIL REGULAR MEETING**

**Location: City Hall Council Chambers - 6045 Fenton**

**Date: Tuesday, September 26, 2023**

### **Join Zoom Meeting**

<https://us06web.zoom.us/j/88328550289?pwd=biY9U5VWFyUqxbUiCFfaXbHUpYjxjh.1>

**Meeting ID: 883 2855 0289**

**Passcode: 703477**

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Find your local number: <https://us06web.zoom.us/j/kxqfrG58k>

Persons who may wish to contact members of the City Council to provide input or to ask questions on any business that will come before the City Council at the meetings are to contact City Clerk Senia at 313-791-3434 or email at [clerk@ci.dearborn-heights.mi.us](mailto:clerk@ci.dearborn-heights.mi.us) before 5:00 p.m. on the day of the meeting. For participation during the meeting, click on the Zoom link to enter the meeting room and raise your “zoom” hand to indicate that you have a question. You can also contact the WDHT-TV Staff at any of the above phone numbers.

Council Chairman's Office: (313) 203-8215 • City Clerk: (313) 791-3435  
[wabdallah@dearbornheightsmi.gov](mailto:wabdallah@dearbornheightsmi.gov)

**ORDER OF BUSINESS SEPTEMBER 26, 2023**  
**REGULAR MEETING OF THE DEARBORN HEIGHTS CITY COUNCIL**

1. **CALL OF MEMBERS**
2. **PLEDGE OF ALLEGIANCE**
3. **AGENDA APPROVAL**
  - A Council Vacancy Appointment
4. **APPROVAL OF MINUTES**
  - A Minutes from the Regular Meeting of September 12, 2023
5. **PUBLIC HEARINGS AND COMMENT ON AGENDA ITEMS**
6. **FUND TRANSFERS AND CURRENT CLAIMS**
  - A Claims and ACH/Wire Transfers 6-01 thru 6-49
7. **CONSIDERATION OF BIDS**
  - A CEDD Director Jamal - Bid Award - Eton Center Restroom Improvement
  - B Comptroller King - Bid Award - Paycom Payroll System
8. **REPORTS FROM MAYOR**
  - A TIFA and Brownfield Reappointments
  - B STAR Academy Homecoming Parade Request 2023
9. **REPORTS FROM CITY OFFICIALS**
  - A Human Resource Director Hazlett - Michigan Regional Council of Carpenters Contract
  - B Human Resource Director Hazlett - Dearborn Heights Police Officers Association Contract
  - C Library Director McCaffery - Library Computer Purchase - 13th District Grant
  - D Police Support Services Director Vanderplow - Printer Purchase - JAG Grant
  - E Police Support Services Director Vanderplow - Cameras & Accessories Purchase - JAG Grant
10. **PETITIONS FROM CITIZENS**
11. **ORDINANCES AND RESOLUTIONS**

A Mayor Bazzi - Liquor License Resolution

12. **COMMUNICATIONS**

13. **NEW BUSINESS**

A Business License Renewal - Randy's Robindale Bar

14. **MEMBERS OF THE PUBLIC**

A Comments from Council Members

B Announcements

C Public Comments

15. **ADJOURNMENT**



# City of Dearborn Heights

6045 Fenton, Dearborn Heights, MI 48127

|                                |
|--------------------------------|
| Approved for<br>the Agenda of: |
| 09-26-23                       |

1-A

Dave Wassim Abdallah  
City Council Chairman

September 19, 2023

Honorable City Council  
City of Dearborn Heights

Dear Council Members,

On Tuesday, September 19, 2023 we had the pleasure of meeting with the prospective City Council Candidates each wishing to fill the unexpired term of the seat vacated by Ray Muscat.

At this time, I am requesting that your honorable body nominate all of the Candidates that applied. A majority or unanimous decision is required for the appointment.

Respectfully submitted,

*Dave Wassim Abdallah /gs*

Dave Wassim Abdallah  
City Council Chairman

DWA/gs



**MINUTES SEPTEMBER 12, 2023**  
**REGULAR MEETING OF THE DEARBORN HEIGHTS CITY COUNCIL**

**23-405** The meeting was called to order at 6:17 p.m. by Council Chairman Dave Wassim Abdallah.

Roll Call showed the following:

Present: Council Chairman Dave Wassim Abdallah, Councilman Mo Baydoun, Councilwoman Nancy Bryer, Councilman Robert Constan, Councilman Tom Wencel.  
Absent: Councilman Hassan Ahmad.  
Also Present: City Clerk Senia, Mayor Bazzi, Treasurer Hicks-Clayton, Building & Engineering Director Watland, Chief of Staff Hernandez, CEDD Director Jamal, City Engineer Dib, Comptroller King, Corporation Counsel Farinha, DPW Director Conrad, Emergency Management Director Ankrapp, Fire Chief Brogan, Human Resource Director Hazlett, IT Director Cooper, Library Director McCaffery, Ordinance Enforcement & Animal Control Director Dishroon, Parks & Recreation Director Laurencelle.

Council Chairman Abdallah explained that due to the resignation of the former Council Chair Pro Tem, the position of Council Chair Pro Tem would have to be filled until the next reorganization of Council. He outlined the procedure the Council would then follow to fill position: The floor will be open for nominations, nominations will be accepted, and nominations will be closed. A roll call vote will then be taken to determine the new Council Chair Pro Tem.

**23-406** Motion by Councilman Baydoun, seconded by Councilman Constan to open the nominations for the position of Council Chair Pro Tem.

Motion adopted

Nominations for Council Chair Pro Tem were opened.

Councilman Constan nominated Councilman Baydoun. Councilman Baydoun accepted the nomination.

Councilwoman Bryer nominated Councilman Ahmad. Councilman Ahmad's acceptance was considered pending due to his absence.

**23-407** Motion by Councilman Baydoun, seconded by Councilman Constan to close the nominations for the position of Council Chair Pro Tem.

Motion adopted

Clerk Senia proceeded with a roll call vote for Council Chair Pro Tem.

Councilman Abdallah, Councilman Baydoun, Councilman Constan, and Councilman Wencel voted for Councilman Baydoun.

Councilwoman Bryer voted for Councilman Ahmad.

Clerk Senia announced the majority vote electing Councilman Baydoun as Council Chair Pro Tem.

The Pledge of Allegiance was led by Hassan Saab.

**23-408** Motion by Councilman Baydoun, seconded by Councilman Constan to approve the Agenda for the Regular Meeting of September 12, 2023, with a correction to Item 9-D, clarifying that it is Change Order #2, as submitted.

Motion adopted

**23-409** Motion by Councilman Baydoun, seconded by Councilman Constan to approve the Minutes for the Special Meeting of August 22, 2023, as outlined in 4-A.

Motion adopted

**23-410** Motion by Councilman Baydoun, seconded by Councilman Constan to approve the Minutes for the Regular Meeting of August 22, 2023, as outlined in 4-B.

Motion adopted

**23-411** Motion by Councilman Baydoun, seconded by Councilwoman Bryer to approve the Minutes for the Special Meeting of August 29, 2023, as outlined in 4-C.

Motion adopted

**23-412** Motion by Councilman Baydoun, seconded by Councilman Constan to approve Current Claims and ACH/Wire Transfers 6-1 through 6-59, as submitted.

After further discussion, the motion was amended to reflect the following:

Motion by Councilman Baydoun, seconded by Councilman Constan to approve Current Claims and ACH/Wire Transfers 6-1 through 6-59, with the removal of 6-52, so that it may be referred back to Administration for legal opinions regarding a possible conflict of interest with the City using the vendor, the hourly rate being charged by the vendor, and about particular charges outlined within the invoice, as submitted.

|    |                                     |              |
|----|-------------------------------------|--------------|
| 1  | ALL COURT FLOOR FINISHING INC.      | \$2,750.00   |
| 2  | ALL SEASONS UNDERGROUND             | \$11,450.00  |
| 3  | ALLIED BUILDING SERVICES OF         | \$4,235.00   |
| 4  | AMD ENGINEERING GROUP               | \$17,375.00  |
| 5  | ARTISTIC LANDSCAPING & LAWN SERVICE | \$1,518.01   |
| 6  | ARTISTIC LANDSCAPING & LAWN SERVICE | \$1,922.36   |
| 7  | ARTISTIC LANDSCAPING & LAWN SERVICE | \$1,942.75   |
| 8  | ARTISTIC LANDSCAPING & LAWN SERVICE | \$4,928.56   |
| 9  | BELFOR PROPERTY RESTORATION         | \$2,461.25   |
| 10 | BOWLES BROTHERS SERVICES, INC       | \$2,880.00   |
| 11 | BOWLES BROTHERS SERVICES, INC       | \$3,360.00   |
| 12 | CHRISTY GLASS COMPANY               | \$3,171.00   |
| 13 | CUMMINS SALES AND SERVICE           | \$9,753.73   |
| 14 | CITY OF DEARBORN                    | \$2,357.29   |
| 15 | DOMINION VOTING SYSTEMS, INC.       | \$3,680.00   |
| 16 | DOWNRIVER UTILITY WASTEWATER AUTH   | \$58,719.20  |
| 17 | ENTERPRISE FM TRUST                 | \$6,864.06   |
| 18 | FERGUSON WATERWORKS #3386           | \$9,955.72   |
| 19 | FORTARIS CAPITAL ADVISORS           | \$29,500.00  |
| 20 | GREAT LAKES WATER AUTHORITY         | \$13,666.15  |
| 21 | GREAT LAKES WATER AUTHORITY         | \$713,203.73 |
| 22 | HEALTHJOY, LLC                      | \$1,612.00   |
| 23 | HYDROCORP                           | \$3,721.50   |

|    |                                     |                       |
|----|-------------------------------------|-----------------------|
| 24 | INTEGRITY BUSINESS SOLUTIONS        | \$1,864.57            |
| 25 | JACKSON JOURNEYS LLC                | \$2,408.00            |
| 26 | JOHNSON CONTROLS, INC.              | \$3,598.00            |
| 27 | KEVIN SWOPE                         | \$1,520.00            |
| 28 | LED LION                            | \$7,250.00            |
| 29 | MACQUEEN EMERGENCY                  | \$3,249.60            |
| 30 | MICHIGAN HUMANE SOCIETY             | \$5,226.25            |
| 31 | MICHIGAN MUNICIPAL RISK             | \$17,275.70           |
| 32 | O'REILLY RANCILIO P.C.              | \$1,620.92            |
| 33 | O'REILLY RANCILIO P.C.              | \$1,674.00            |
| 34 | O'REILLY RANCILIO P.C.              | \$4,799.33            |
| 35 | PIPETEK INFRASTRUCTURE SERVICES LLC | \$16,076.05           |
| 36 | PIPETEK INFRASTRUCTURE SERVICES LLC | \$19,480.73           |
| 37 | PIPETEK INFRASTRUCTURE SERVICES LLC | \$3,500.43            |
| 38 | PIPETEK INFRASTRUCTURE SERVICES LLC | \$13,624.01           |
| 39 | PITNEY BOWES BANK INC RESERVE ACCT  | \$10,099.18           |
| 40 | PLANTE & MORAN PLLC                 | \$38,190.00           |
| 41 | PLETKOVIC LAW PLLC                  | \$1,575.00            |
| 42 | PLETKOVIC LAW PLLC                  | \$2,012.44            |
| 43 | PRIORITY ONE EMERGENCY              | \$3,684.83            |
| 44 | PRIORITY WASTE LLC                  | \$213,465.28          |
| 45 | PROGRESSIVE MEDICAL LLC             | \$2,250.00            |
| 46 | R & R FIRE TRUCK REPAIR, INC.       | \$1,570.73            |
| 47 | R & R FIRE TRUCK REPAIR, INC.       | \$1,740.44            |
| 48 | ROGER CHAPMAN                       | \$2,681.78            |
| 49 | SHRADER TIRE & OIL                  | \$1,792.60            |
| 50 | STAPLES                             | \$3,597.53            |
| 51 | Saad Law                            | \$5,280.00            |
| 52 | <del>Schenk &amp; Bruetsch</del>    | <del>\$5,427.00</del> |
| 53 | TIREHUB, LLC                        | \$2,973.46            |
| 54 | VOLHA YERMALENKA                    | \$1,600.00            |
| 55 | WAYNE COUNTY                        | \$133,542.05          |
| 56 | WAYNE COUNTY                        | \$19,419.80           |
| 57 | WAYNE COUNTY                        | \$22,313.43           |
| 58 | WAYNE COUNTY ACCOUNTS RECEIVABLE    | \$3,248.69            |
| 59 | WINDSTREAM                          | \$5,129.90            |

Motion adopted

**23-413** Motion by Councilwoman Bryer, seconded by Councilman Constan to concur with the Mayoral reappointments of Leslie Windless and Latanya Gater to the Community & Cultural Relations Commission, with each term expiring August 2026, as outlined in 8-A. Per Mayor Bazzi communication dated September 5, 2023.

Motion adopted

- 23-414** Motion by Councilman Constan, seconded by Councilwoman Bryer to approve the American Rescue Plan Act Premium Pay Allocation and Designation for Impacted City Employees Task Order between the City of Dearborn Heights and BLN Emergency Management, LLC,. In addition, authorize the Mayor and the City Clerk to sign these documents on behalf of the City. Further, provided the Mayor also authorizes any such payment as a necessary expense, the City Council authorizes warrants to be issued from the ARPA Professional Services GL Account #101-200-822.000 for the payment of these services. By doing so, the City Council is authorizing any such warrant and payment without prior authorization by the City Council of the specific warrant and payment as permitted by and consistent with City Charter Section 8.9., as outlined in 9-A.

After further discussion, the motion was amended to reflect the following:

Motion by Councilman Constan, seconded by Councilwoman Bryer to approve the American Rescue Plan Act Premium Pay Allocation and Designation for Impacted City Employees Task Order between the City of Dearborn Heights and BLN Emergency Management, LLC,. In addition, authorize the Mayor and the City Clerk to sign these documents on behalf of the City. Further, provided the Mayor also authorizes any such payment as a necessary expense, the City Council authorizes warrants to be issued from the ARPA Professional Services GL Account #101-200-822.000 for the payment of these services not to exceed \$10,000.00. By doing so, the City Council is authorizing any such warrant and payment without prior authorization by the City Council of the specific warrant and payment as permitted by and consistent with City Charter Section 8.9., as outlined in 9-A. Per Chief of Staff Hernandez communication dated September 5, 2023.

Motion adopted

- 23-415** Motion by Councilman Baydoun, seconded by Councilman Constan to authorize Wade Trim to complete the design work and bid documents, and provide field services and testing relating to the 2023 Street Construction Program for the replacement of five (5) streets. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment not to exceed \$98,000.00 from Local Streets GL Account #203-203-895.000, as outlined in 9-B. Per City Engineer Dib communication dated September 5, 2023.

Motion adopted

- 23-416** Motion by Councilman Baydoun, seconded by Councilwoman Bryer to authorize Wade Trim to complete the design work and construction documents needed to facilitate the City-Wide School Pedestrian Crossing Improvements Project. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment not to exceed \$65,000.00, as outlined in 9-C. Per City Engineer Dib communication dated September 5, 2023.

Motion adopted

- 23-417** Motion by Councilwoman Bryer, seconded by Councilman Constan to approve Change Order #2 to the Concrete Sectioning Street Repair Program Contract with Angel's Cement Company for additional asphalt areas that have been identified by the contractor in the amount of \$1,000,000.00 from the current street repair budget for a new contract value of \$2,059,967.50. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment from GL Account #202-202-880.550, as outlined in 9-D.

After further discussion, the motion was amended to reflect the following:

Motion by Councilwoman Bryer, seconded by Councilman Constan to extend the Concrete Sectioning Street Repair Program Contract with Angel's Cement Company until December 2024 for additional concrete areas that have been identified by the contractor in the amount of \$1,000,000.00 from the current street repair budget for a new contract value of \$2,059,967.50. In addition, authorize the Mayor and Clerk to sign the documents on behalf of the City, subject to Corporation Counsel preparation. Further, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment from GL Account #202-202-880.550, as outlined in 9-D. Per City Engineer Dib communication dated September 5, 2023.

Motion adopted

**23-418** Motion by Councilman Constan, seconded by Councilwoman Bryer to approve Change Order #1 to the Asphalt Paving Street Repair Program Contract with S & J Sealer Company for additional asphalt areas that have been identified by the contractor in the amount of \$107,000.00 for a new contract value of \$297,800.00. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment from GL Account #202-203-880.500, as outlined in 9-E. Per City Engineer Dib communication dated September 5, 2023.

Motion adopted

**23-419** Motion by Councilman Constan, seconded by Councilman Baydoun to approve the purchase and payment of various displays and monitors for use in the Police Department from CDWG for a cost not to exceed \$10,775.96 based on MiDEAL pricing. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payment from JAG funds. Furthermore, provided the Mayor also authorizes any such payment as a necessary expense, the City Council authorizes warrants to be issued for the payment of these services. By doing so, the city council is authorizing any such warrants and payments without prior authorization by the City Council of the specific warrant and payment as permitted by and consistent with City Charter Section 8.9, as outlined in 9-F. Per IT Director Cooper communication dated August 31, 2023.

Motion adopted

**23-420** Motion by Councilwoman Bryer, seconded by Councilman Baydoun to approve the purchase and payment of technical rescue equipment from TechnicalRescue.com in the amount of \$2,977.00. This purchase is from an AFG Grant, the federal portion being \$2,679.30 and our portion \$297.70. This will be paid from AFG Grants (101-335-940.080) upon receipt. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payments, as outlined in 9-G. Per Fire Chief Brogan communication dated September 5, 2023.

Motion adopted

**23-421** Motion by Councilman Constan, seconded by Councilwoman Bryer to approve the disposal of the following two (2) police vehicles that have been deemed totaled by Michigan Municipal Risk Management Authority (MMRMA):

- Unit 42 - 2014 Chevy Tahoe 1GNLC2E06ER159477
- Unit 21 - 2022 Ford Explorer 1FM5K8AC6NGB29099

A claim has been submitted for Unit 42, and claim submissions are being finalized for Unit 21. These vehicles will be turned over to MMRMA for reimbursement purposes. In addition, authorize the Treasurer to deposit the reimbursement check into Federal Forfeiture GL Account #265-000-636.200 upon receipt, as outlined in 9-H. Per Police Support Services Director Vanderplow communication dated August 23, 2023.

Motion adopted

**23-422** Motion by Councilman Baydoun, seconded by Councilman Constan to receive, note and file the letter from the Community & Cultural Relations Commission, as outlined in 9-I. Per the Cultural & Community Relations Commission communication dated September 6, 2023.

Motion adopted

**23-423** Motion by Councilwoman Bryer, seconded by Councilman Constan to receive, note and file the Dearborn Heights Program Year (PY) 2023-2024 CDBG funding allocation signed agreement as presented. In addition, authorize the Comptroller to amend the City General Ledger (GL) line items for Fund 103 – Account 960 – Community and Economic Development Department – according to the allocations table and the US Treasury/HUD/DH Integrated Disbursement and Information System (IDIS) records. Furthermore, authorize the CEDD Director to expend the DH/CDBG funding according to the IDIS record and to approve the ISIS drawdown vouchers to pay-back the City General Fund, and amend the 103 Fund General Ledgers Accounts as needed according to City CEDD/CDBG Citizen Participation Plan and HUD applicable rules and regulations. Further, authorize the Mayor to approve the federally funded CEDD staff salaries for FY 2023-2024. Moreover, authorize the Mayor and Comptroller or Clerk to approve the CDBG expenditures warrants payments and the Treasurer to pay them in amounts not to exceed the balances of Fund 103 budgetary line items according to the City Charter, Chapter 8, Section 8.9, as outlined in 9-J. Per CEDD Director communication dated September 8, 2023.

Motion adopted

**23-424** Motion by Councilman Baydoun, seconded by Councilman Constan to approve the Agreements between the City and Wade Trim for Engineering, Design, and Contract Administration for improvements to Heather Lane Park for a cost not to exceed \$67,500.00 and Van Houten Park for a cost not to exceed \$67,500.00, and authorize the Mayor and Clerk to sign the Agreements on behalf of the City. In addition, authorize the Mayor and Comptroller or Clerk to sign the necessary warrants, and the Treasurer to issue payments according to the City Charter, Chapter 8, Section 8.9, as outlined in 9-K. Per CEDD Director communication dated September 8, 2023.

Motion adopted

**23-425** Motion by Councilman Baydoun, seconded by Councilman Constan to renew the business license for Anthony's All Car & Truck Sales at 20032 Van Born, Rusted Crow Distillery at 6056 N. Telegraph, and Wes Financial Auto Group at 5952 N. Telegraph, as outlined in 13-A.

Motion adopted

**23-426** Motion by Councilman Constan, seconded by Councilman Baydoun to approve the Temporary Food Truck/Tent/Cart Business License Application for Hot Wheels Grill, and the Renewal Application for Shawarmaje, as outlined in 13-B.

Motion adopted

**23-427** Motion by Councilman Baydoun, seconded by Councilwoman Bryer to adjourn the Dearborn Heights City Council Regular Meeting.

Motion adopted

The meeting adjourned at 9:11 p.m.

**LYNNE M. SENIA**  
**CITY CLERK**

**DAVE WASSIM ABDALLAH**  
**COUNCIL CHAIRMAN**

**GEORGANNE SEMENIUK**  
**COUNCIL SECRETARY**

| Claims 9.26.2023 |                                                           |                                     |  |  |  |            |
|------------------|-----------------------------------------------------------|-------------------------------------|--|--|--|------------|
| Claim #          | Inv Ref#                                                  | Vendor                              |  |  |  | Inv Amt    |
| 1                | 258980                                                    | THE ACCUMED GROUP                   |  |  |  | 7,848.07   |
| 2                | 259184                                                    | ALLIED BUILDING SERVICES OF         |  |  |  | 9,681.28   |
| 3                | 259276                                                    | AMAZON CAPITAL SERVICES             |  |  |  | 11,234.13  |
| 4                | 259013                                                    | APEX SOFTWARE                       |  |  |  | 1,800.00   |
| 5                | 259111                                                    | ARTISTIC LANDSCAPING & LAWN         |  |  |  | 2,030.00   |
| 6                | 259164                                                    | ARTISTIC LANDSCAPING & LAWN         |  |  |  | 4,438.66   |
|                  | Total for vendor 993376990 - ARTISTIC LANDSCAPING & LAWN: |                                     |  |  |  | 6,468.66   |
| 7                | 259015                                                    | AT&T MOBILITY                       |  |  |  | 3,201.91   |
| 8                | 259021                                                    | BAE NETWORKS                        |  |  |  | 7,499.00   |
| 9                | 259242                                                    | BOWLES BROTHERS SERVICES, INC       |  |  |  | 3,120.00   |
| 10               | 259243                                                    | BOWLES BROTHERS SERVICES, INC       |  |  |  | 8,960.00   |
|                  | Total for vendor 9927476 - BOWLES BROTHERS SERVICES, INC: |                                     |  |  |  | 12,080.00  |
| 11               | 259169                                                    | BSB COMMUNICATIONS INC              |  |  |  | 1,634.88   |
| 12               | 259024                                                    | BSB COMMUNICATIONS INC              |  |  |  | 3,647.66   |
|                  | Total for vendor 9932797 - BSB COMMUNICATIONS INC:        |                                     |  |  |  | 5,282.54   |
| 13               | 259032                                                    | CIVICPLUS LLC                       |  |  |  | 10,879.91  |
| 14               | 259033                                                    | CIVICPLUS LLC                       |  |  |  | 11,550.30  |
| 15               | 259034                                                    | CIVICPLUS LLC                       |  |  |  | 16,832.83  |
| 16               | 259035                                                    | CIVICPLUS LLC                       |  |  |  | 27,998.32  |
| 17               | 259036                                                    | CIVICPLUS LLC                       |  |  |  | 30,195.20  |
|                  | Total for vendor 9933425 - CIVICPLUS LLC:                 |                                     |  |  |  | 97,456.56  |
| 18               | 259244                                                    | CITY OF DEARBORN                    |  |  |  | 32,602.00  |
| 19               | 259241                                                    | DUKE'S ROOT CONTROL INC.            |  |  |  | 9,512.80   |
| 20               | 259250                                                    | EJ USA, INC.                        |  |  |  | 7,828.94   |
| 21               | 259277                                                    | ENTERPRISE FM TRUST                 |  |  |  | 2,091.05   |
| 22               | 259116                                                    | FIESTA GOURMET AND DELI, INC.       |  |  |  | 1,550.00   |
| 23               | 259240                                                    | HENNESSEY ENGINEERS, INC            |  |  |  | 17,656.24  |
|                  | Total for vendor 9932834 - HENNESSEY ENGINEERS, INC:      |                                     |  |  |  | 24,377.49  |
| 24               | 258963                                                    | IB ELECTRIC                         |  |  |  | 5,100.00   |
| 25               | 259214                                                    | INLINER SOLUTIONS, LLC              |  |  |  | 169,467.00 |
| 26               | 259117                                                    | JOHNSON CONTROLS, INC.              |  |  |  | 5,622.27   |
| 27               | 259156                                                    | THE LIBRARY NETWORK                 |  |  |  | 11,505.69  |
| 28               | 259157                                                    | THE LIBRARY NETWORK                 |  |  |  | 16,186.57  |
|                  | Total for vendor 29300 - LIBRARY NETWORK, THE:            |                                     |  |  |  | 27,692.26  |
| 29               | 259221                                                    | MACQUEEN EMERGENCY                  |  |  |  | 1,717.36   |
| 30               | 259260                                                    | MICHIGAN CAT                        |  |  |  | 20,770.37  |
| 31               | 259278                                                    | MICHIGAN HUMANE SOCIETY             |  |  |  | 5,260.25   |
| 32               | 259176                                                    | MICHIGAN MUNICIPAL LEAGUE           |  |  |  | 1,800.00   |
| 33               | 259179                                                    | STATE OF MICHIGAN                   |  |  |  | 3,600.54   |
| 34               | 259154                                                    | NEW IMAGE BUILDING SERVICES, LLC    |  |  |  | 2,716.20   |
| 35               | 259051                                                    | PERKINS LAW GROUP                   |  |  |  | 2,400.00   |
| 36               | 259224                                                    | PIPETEK INFRASTRUCTURE SERVICES LLC |  |  |  | 21,336.68  |
| 37               | 259128                                                    | POWERPHONE, INC.                    |  |  |  | 2,839.33   |
| 38               | 259239                                                    | PRIORITY WASTE LLC                  |  |  |  | 213,465.28 |

|    |                                                       |                               |  |  |              |
|----|-------------------------------------------------------|-------------------------------|--|--|--------------|
| 39 | 259011                                                | QUAD-TRAN OF MICHIGAN, INC.   |  |  | 7,684.00     |
| 40 | 259012                                                | QUAD-TRAN OF MICHIGAN, INC.   |  |  | 3,002.58     |
|    | Total for vendor 43575 - QUAD-TRAN OF MICHIGAN, INC.: |                               |  |  | 10,686.58    |
| 41 | 259005                                                | SITEONE LANDSCAPE SUPPLY, LLC |  |  | 16,699.13    |
| 42 | 259225                                                | TECHNICAL RESCUE.COM, INC     |  |  | 2,792.50     |
| 43 | 259226                                                | URBAN TREE TRIMMING           |  |  | 24,246.00    |
| 44 | 259074                                                | VILLANOVA CONSTRUCTION        |  |  | 13,132.00    |
| 45 | 259075                                                | VILLANOVA CONSTRUCTION        |  |  | 18,361.00    |
| 46 | 259076                                                | VILLANOVA CONSTRUCTION        |  |  | 6,136.00     |
|    | Total for vendor 993376941 - VILLANOVA CONSTRUCTION:  |                               |  |  | 37,629.00    |
| 47 | 259268                                                | WAYNE COUNTY                  |  |  | 476,294.79   |
| 48 | 259269                                                | WAYNE COUNTY                  |  |  | 4,500.00     |
|    | Total for vendor 9932807 - WAYNE COUNTY:              |                               |  |  | 480,794.79   |
| 49 | 259098                                                | WOLVERINE TRUCK SALES INC.    |  |  | 2,009.33     |
|    | # of Invoices: 49 # Due: 49 Totals:                   |                               |  |  | 1,298,163.30 |
|    | # of Credit Memos: 0 # Due: 0 Totals:                 |                               |  |  | 0            |
|    |                                                       |                               |  |  |              |
|    | Net of Invoices and Credit Memos:                     |                               |  |  | 1,298,163.30 |



### ***EMS Medical Claims Management, Consultation & ePCR Optimization***

|                 |                      |
|-----------------|----------------------|
| Invoice:        | 34790                |
| Invoice Date:   | 8/31/2023            |
| Billing Period: | 8/1/2023 - 8/31/2023 |
| Terms:          | Net 28               |
| Due Date:       | 9/28/2023            |
| Amount Due:     | \$7,848.07           |

**Dearborn Heights Fire Department**  
1999 N Beech Daly  
DEARBORN HEIGHTS, MI 48127

Fax: 734.479.6319

--Please detach top portion and return with your payment--

*The Price for line items having a description of Billing Service Fee is represented as a percentage, and the quantity is represented as the total amount collected for this billing period.*

O.K. to pay  
(335-818)

|              |                   |
|--------------|-------------------|
| <b>Total</b> | <b>\$7,848.07</b> |
|--------------|-------------------|

*the*  
**AccuMed Group**

Statement Date: 9/1/2023

Dearborn Heights Fire Department  
1999 N Beech Daly  
DEARBORN HEIGHTS, MI 48127

Page 14 of 468



# Invoice

Allied Building Service Company of Detroit,  
Inc.  
1801 Howard Street  
Detroit, MI 48216-1920  
PH: (313) 230-0800

|                                |                |
|--------------------------------|----------------|
| Invoice Date<br>August 1, 2023 | Page<br>1 of 1 |
| Billing Cycle                  |                |
| Invoice Number<br>00318036     |                |
| Amount Due<br>\$9,681.28       |                |

**CUSTOMER:**

Dearborn Heights  
6045 Fenton  
Dearborn Hgts, MI  
48127

**LOCATION:**

Caroline Kennedy Library - Dearborn Hgts  
24590 George St.  
Dearborn Hts., MI  
48127

|                            |                 |                             |           |
|----------------------------|-----------------|-----------------------------|-----------|
| Project<br>168858-WO218931 | Terms<br>net 30 | Due Date<br>August 31, 2023 | Cust PO # |
|----------------------------|-----------------|-----------------------------|-----------|

| Description                                                                                                                                                                                                                                                          | Qty   | \$/ea       | Total      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------|------------|
| Arrived on site. Checked condensing unit for employee's area. Found compressor #1 shorted to the ground. Also found condenser fan #1 bad. Unit is working, refrigerant charge good on circuit #2. Quote submitted for compressor and condenser fan motor replacement | 0.00  | \$ 0.00     | \$0.00     |
| Labor                                                                                                                                                                                                                                                                | 23.00 | \$ 95.00    | \$2,185.00 |
| Materials                                                                                                                                                                                                                                                            | 1.00  | \$ 7,496.28 | \$7,496.28 |

**Comments:**

|                     |            |
|---------------------|------------|
| sub-total:          | \$9,681.28 |
| sales tax:          | \$0.00     |
| total:              | \$9,681.28 |
| payments & credits: | \$0.00     |
| balance due:        | \$9,681.28 |

O.K. for payment

9-8-23

#738-738-931.000

Allied Building Services pays all required sales tax on materials used on this invoice at the time of purchase.  
If you have any questions regarding this invoice, contact Kimberly Jackson (313-230-0787).

**REMIT PAYMENT TO:**

Allied Building Services of Detroit, Inc. | 1801 Howard Street, Detroit, MI 48216-1920 | PH: (313) 230-0800 | FAX: (313) 230-0815 of 468

## Amazon Invoice List - September 2023

**Note: This Amazon account is used for ALL departments Supply Purchases**

| Order Date | Order ID            | Invoice Status | Total Amount | GL Code         |
|------------|---------------------|----------------|--------------|-----------------|
| 8/25/2023  | 114-0020368-1608246 | Issued         | 130.92       | 101-300-728.000 |
| 9/13/2023  | 112-0536737-2950622 | Issued         | 535.95       | 101-300-728.000 |
| 8/13/2023  | 114-6997971-9013850 | Issued         | 93.57        | 101-200-728.000 |
| 8/16/2023  | 113-8210115-6890648 | Issued         | 69           | 101-200-728.000 |
| 8/31/2023  | 114-2875552-4801844 | Issued         | 23.22        | 101-200-900.999 |
| 9/6/2023   | 113-4965979-0488264 | Issued         | 127.21       | 101-226-728.000 |
| 8/16/2023  | 114-6532109-0196262 | Issued         | 73.64        | 101-226-728.000 |
| 8/15/2023  | 113-4446774-3223459 | Issued         | 29.99        | 101-226-728.000 |
| 9/1/2023   | 111-8740018-6768257 | Issued         | 259.68       | 101-258-981.000 |
| 8/16/2023  | 111-0988616-5409826 | Issued         | 129.96       | 101-258-981.000 |
| 9/12/2023  | 111-7837375-6613861 | Issued         | 421.86       | 101-300-713.000 |
| 9/7/2023   | 111-5337747-6773055 | Issued         | 650.37       | 101-300-728.000 |
| 9/7/2023   | 111-6824736-4090633 | Issued         | 1111.05      | 101-300-728.000 |
| 8/29/2023  | 111-6194440-1096258 | Issued         | 297.36       | 101-300-728.000 |
| 8/24/2023  | 111-0655426-3833847 | Issued         | 169.97       | 101-300-728.000 |
| 8/24/2023  | 111-9717697-4945016 | Issued         | 1080.19      | 101-300-728.000 |
| 8/17/2023  | 111-1306772-5952266 | Issued         | 53.97        | 101-300-728.000 |
| 8/17/2023  | 111-9147011-0834632 | Issued         | 759.15       | 101-300-728.000 |
| 8/15/2023  | 111-4516818-9489052 | Issued         | 1587.17      | 101-300-728.000 |
| 9/13/2023  | 113-9712551-9105808 | Issued         | 120.15       | 101-335-728.000 |
| 8/28/2023  | 111-5316407-6436226 | Issued         | 72.65        | 101-426-728.000 |
| 9/12/2023  | 111-0174593-5066673 | Issued         | 168.7        | 101-426-728.000 |
| 9/11/2023  | 111-2910169-4529037 | Issued         | 242.3        | 101-426-728.000 |
| 9/12/2023  | 114-2969732-2248213 | Issued         | 75.89        | 101-692-728.000 |
| 9/6/2023   | 114-8190314-9667441 | Issued         | 8.99         | 101-809-728.000 |
| 8/22/2023  | 114-4474906-2677847 | Issued         | 19.15        | 101-809-728.000 |
| 8/17/2023  | 114-1005661-2370617 | Issued         | 48.95        | 101-809-728.000 |
| 8/16/2023  | 114-9841570-3495442 | Issued         | 13.28        | 101-809-728.000 |
| 9/14/2023  | 112-3987172-6309051 | Issued         | 27.39        | 738-738-728     |
| 9/5/2023   | 111-0736988-0025829 | Issued         | 29.99        | 738-738-728     |
| 8/31/2023  | 112-7730254-4400226 | Issued         | 58.48        | 738-738-728     |
| 8/30/2023  | 111-4519775-6482663 | Issued         | 63.2         | 738-738-728     |
| 8/30/2023  | 111-4519775-6482663 | Issued         | 34.02        | 738-738-728     |
| 8/29/2023  | 112-2318190-4207456 | Issued         | 93.45        | 738-738-728     |
| 8/29/2023  | 111-6692908-1564242 | Issued         | 27.98        | 738-738-728     |
| 8/19/2023  | 112-5984066-9557803 | Issued         | 28.74        | 738-738-728     |
| 8/16/2023  | 114-9371091-0028209 | Issued         | 31.95        | 738-738-728     |
| 8/15/2023  | 112-9557030-9064245 | Issued         | 204.91       | 738-738-728     |
| 8/11/2023  | 112-3067602-1135413 | Issued         | 112.57       | 738-738-728     |
| 9/16/2023  | 112-2055384-8069068 | Issued         | 59.92        | 738-738-886     |
| 9/13/2023  | 112-8314627-3769866 | Issued         | 134.9        | 738-738-886     |
| 9/13/2023  | 112-2896072-2974652 | Issued         | 33.77        | 738-738-886     |
| 9/12/2023  | 112-7966427-2477029 | Issued         | 692.95       | 738-738-886     |

|                       |                     |        |                        |                 |
|-----------------------|---------------------|--------|------------------------|-----------------|
| 9/11/2023             | 112-4449871-7149041 | Issued | 479.92                 | 738-738-886     |
| 9/9/2023              | 113-4036589-6147412 | Issued | 27.89                  | 738-738-886     |
| 9/8/2023              | 112-2692785-2450653 | Issued | 120.93                 | 738-738-886     |
| 9/8/2023              | 112-8700414-9303436 | Issued | 188.8                  | 738-738-886     |
| 9/7/2023              | 112-2208999-8733803 | Issued | 18.99                  | 738-738-886     |
| 9/7/2023              | 112-4733122-8384243 | Issued | 39.99                  | 738-738-886     |
| 9/6/2023              | 113-2131976-7025023 | Issued | 28.07                  | 738-738-886     |
| 9/6/2023              | 113-6918397-6752254 | Issued | 4.73                   | 738-738-886     |
| 9/1/2023              | 114-7216655-7929849 | Issued | 12.89                  | 738-738-886     |
| 8/30/2023             | 112-5965144-4345042 | Issued | 49.99                  | 738-738-886     |
| 8/30/2023             | 111-0178957-3715462 | Issued | 29.83                  | 738-738-886     |
| 8/29/2023             | 112-8885578-7797064 | Issued | 65.38                  | 738-738-886     |
| 8/28/2023             | 111-3825237-4254609 | Issued | 47.99                  | 738-738-886     |
| 8/17/2023             | 112-2469872-8239428 | Issued | 18.99                  | 738-738-886     |
| 8/15/2023             | 112-6227943-7247452 | Issued | 17.48                  | 738-738-886     |
| 9/1/2023              | 111-1962475-2494644 | Issued | 17.51                  | 738-738-981.000 |
| 8/25/2023             | 111-3203630-9373037 | Issued | 31.45                  | 738-738-981.000 |
| 8/22/2023             | 111-3234363-7969818 | Issued | 19.29                  | 738-738-981.000 |
| 8/19/2023             | 112-8096804-6698616 | Issued | 5.5                    | 738-738-981.000 |
| <b>Total Payment:</b> |                     |        | <b><u>11234.13</u></b> |                 |

|                    |                            |
|--------------------|----------------------------|
|                    |                            |
|                    |                            |
| <b>GL Code</b>     | <b>Sum of Total Amount</b> |
| 101-200-728.000    | 162.57                     |
| 101-200-900.999    | 23.22                      |
| 101-226-728.000    | 230.84                     |
| 101-258-981.000    | 389.64                     |
| 101-300-713.000    | 421.86                     |
| 101-300-728.000    | 6376.1                     |
| 101-335-728.000    | 120.15                     |
| 101-426-728.000    | 483.65                     |
| 101-692-728.000    | 75.89                      |
| 101-809-728.000    | 90.37                      |
| 738-738-728        | 712.68                     |
| 738-738-886        | 2073.41                    |
| 738-738-981.000    | 73.75                      |
| (blank)            |                            |
| <b>Grand Total</b> | <b>11234.13</b>            |

## INVOICE



Apex Software  
Remit To:  
PO Box 100145  
San Antonio, TX 78201-1445  
1-210-699-6666

|               |           |
|---------------|-----------|
| Invoice #:    | 324138    |
| Invoice Date: | 7/28/2023 |
| Account #:    | 133724    |
| ConfID #:     |           |

## Sold To:

Attn: Accounts Payable  
City of Dearborn Heights  
6045 FENTON  
Dearborn Heights, MI 48127

## Ship To:

City of Dearborn Heights  
6045 FENTON  
Dearborn Heights, MI 48127

|         |                 |        |     |           |
|---------|-----------------|--------|-----|-----------|
| Shipped | Delivery Method | Terms  | PO# | Sales Per |
|         | Download        | Net 30 |     | MNT       |

| Product                    | Description         | Qty | Unit Cost | Price                          |
|----------------------------|---------------------|-----|-----------|--------------------------------|
| MNTR                       | MAINTENANCE RENEWAL | 8   | 225.00    | 1,800.00                       |
| Notes:                     |                     |     |           | Subtotal: 1,800.00             |
| Apex Sketching Software    |                     |     |           | Discount: -0.00                |
| Annual Maintenance Renewal |                     |     |           | Tax: 0.00                      |
| 9/1/2023 - 9/1/2024        |                     |     |           | Shipping: 0.00                 |
| Thank You.                 |                     |     |           | Total: 1,800.00                |
|                            |                     |     |           | Amount Paid: -0.00             |
|                            |                     |     |           | <b>Balance Due: \$1,800.00</b> |

*OK to Pay 101-209-876.000*

Phone: 313.791.3466

Fax: 313.791.3461

All sales are final after 30 days. New Leica Distos may be returned within 30 days with a 15% restocking fee. All Tablet PC, Pocket PC, and used device sales are final unless otherwise specified in writing.



























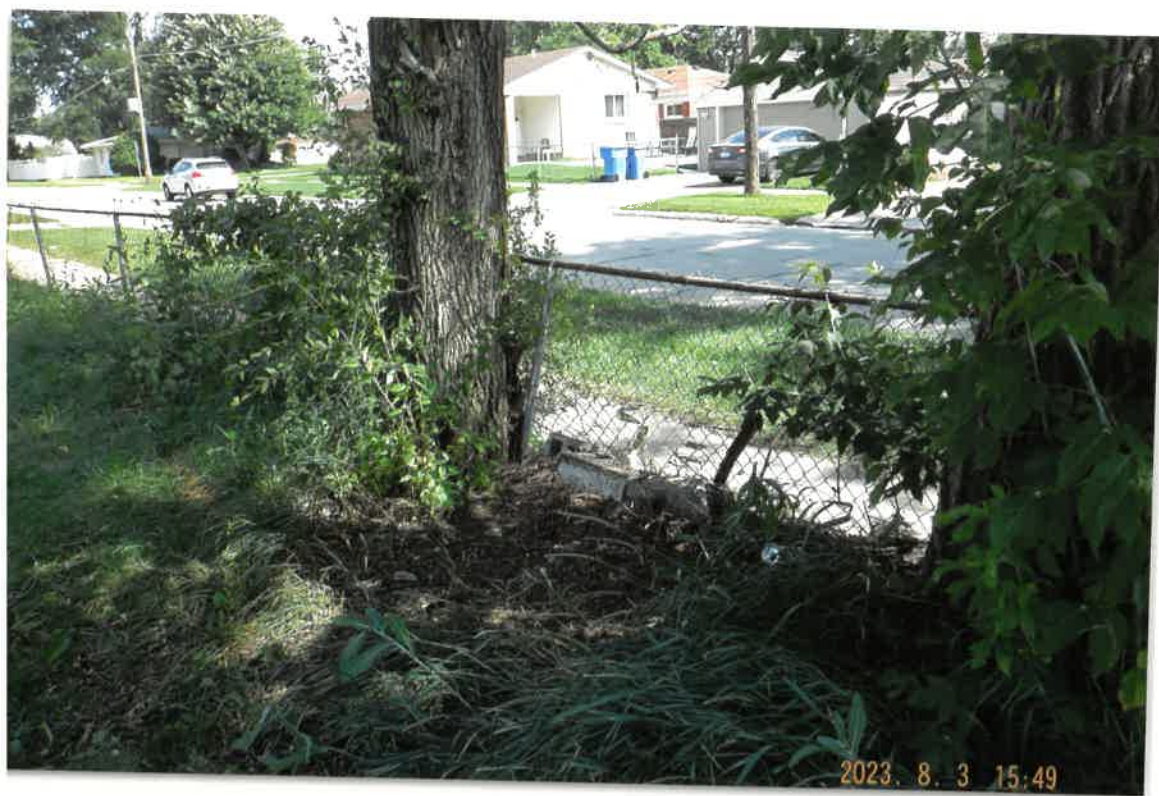


















































































## ARTISTIC LANDSCAPING &amp; LAWN SERVICE

## Invoice

5477 W.BROOKSIDE DR  
DEARBORN HEIGHTS, MI 48125  
(313) 404-5999

| Date      | Invoice # |
|-----------|-----------|
| 8/20/2023 | 13817     |

|                                                                       |
|-----------------------------------------------------------------------|
| <b>Bill To</b>                                                        |
| CITY OF DEARBORN HEIGHTS<br>6045 FENTON<br>DEARBORN HEIGHTS, MI 48127 |

|                                                   |
|---------------------------------------------------|
| <b>Ship To</b>                                    |
| CITY OWNED PROPERTY<br>DEARBORN HEIGHTS, MI 48125 |

| P.O. Number | Terms       | Rep                                                                           | Ship         | Via    | F.O.B.     | Project |
|-------------|-------------|-------------------------------------------------------------------------------|--------------|--------|------------|---------|
|             | NET 10 DAYS |                                                                               | 8/20/2023    |        |            |         |
| Quantity    | Item Code   | Description                                                                   | Price Each   | Amount |            |         |
| 1           | SITE WORK   | AMERICANA BLVD WHIP AND SPRAY WEEDS IN ROCKS                                  | 125.00       | 125.00 |            |         |
| 1           | SITE WORK   | JOY RD LOT REMOVAL OF OVERGROWN FENCE LINES WITH HAUL AWAY                    | 525.00       | 525.00 |            |         |
| 1           | SITE WORK   | 8402 NIGHTINGALE REAR YARD BRUSH PILE ALONG FENCE LINE HAUL AWAY AND DISPOSAL | 250.00       | 250.00 |            |         |
| 1           | SITE WORK   | INKSTER & POWERS LOT STORM DEBRIS HAUL AWAY AND DISPOSAL                      | 150.00       | 150.00 |            |         |
| 1           | SITE WORK   | 25924 MCDONALD FENCE LINE CLEAN UP WITH HAUL AWAY                             | 300.00       | 300.00 |            |         |
| 1           | SITE WORK   | 25948 REAR YARD OVER GROWTH AND STORM DEBRIS CLEAN UP AND HAUL AWAY           | 580.00       | 580.00 |            |         |
| 1           | SITE WORK   | TELEGRAPH & HANOVER MDOT PROPERTY NOT MOWED BY CURRENT MDOT CONTRACTOR        | 100.00       | 100.00 |            |         |
|             |             |                                                                               | <b>Total</b> |        | \$2,030.00 |         |

ok to pay  
Hanover  
61-200-949-000

Artistic Lawn Service  
Invoice # 66

| Property Address              | Proposal #1 | Proposal #2 | Proposal #3 | Proposal #4 | Proposal #5 | Total      |
|-------------------------------|-------------|-------------|-------------|-------------|-------------|------------|
| 3924 Tulane ✓                 | 40.00       | 72.80       |             |             |             | 112.80 ✓   |
| 25736 Carlyle ✓               | 40.00       | 64.04       |             |             |             | 104.04 ✓   |
| 6115 Kinmore ✓                | 40.00       | 4.00        |             |             |             | 44.00 ✓    |
| 5957 Kinmore ✓                | 40.00       | 38.64       |             |             |             | 78.64 ✓    |
| Lot B/W 4829 & 4835 Harding ✓ | 40.00       | 85.20       |             |             | 348.00      | 473.20 ✓   |
| 7507 Fenton ✓                 | 40.00       | 8.17        |             |             | 58.00       | 106.17 ✓   |
| 20607 Fairview ✓              | 40.00       | 20.00       |             |             |             | 60.00 ✓    |
| 4253 Edgewood ✓               | 40.00       | 16.50       |             |             | 580.00      | 636.50 ✓   |
| 6009 Drexel ✓                 | 40.00       | 4.80        |             |             |             | 44.80 ✓    |
| 6001 Drexel ✓                 | 40.00       | 4.80        |             |             |             | 44.80 ✓    |
| 3912 Detroit ✓                | 40.00       | 3.20        |             |             |             | 43.20 ✓    |
| 4445 Croissant ✓              | 40.00       | 3.20        |             |             |             | 43.20 ✓    |
| 25461 Carlyle ✓               | 40.00       | 144.88      |             |             | 232.00      | 416.88 ✓   |
| 20604 Annapolis ✓             | 40.00       | 52.00       |             |             | 290.00      | 382.00 ✓   |
| 6564 Gulley ✓                 | 40.00       | 45.00       |             |             | 174.00      | 259.00 ✓   |
| 4938 Campbell ✓               | 40.00       |             |             |             |             | 40.00 ✓    |
| 8037 Hazelton ✓               | 40.00       |             |             |             |             | 40.00 ✓    |
| 8516 Appleton ✓               | 40.00       | 59.48       |             |             | 116.00      | 215.48 ✓   |
| 5925 Nightingale ✓            | 40.00       | 4.00        |             |             |             | 44.00 ✓    |
| 8451 Appleton ✓               | 40.00       | 4.40        |             |             |             | 44.40 ✓    |
| 25616 Hanover ✓               | 40.00       | 4.40        |             |             | 58.00       | 102.40 ✓   |
| 4642 Raymond ✓                | 40.00       | 3.20        |             |             |             | 43.20 ✓    |
| 24427 McDonald ✓              | 40.00       | 84.75       |             |             |             | 124.75 ✓   |
| 4524 Fleming ✓                | 40.00       | 3.20        |             |             |             | 43.20 ✓    |
| 26005 Currier ✓               | 40.00       | 4.40        |             |             |             | 44.40 ✓    |
| 26111 Currier ✓               | 40.00       | 4.40        |             |             |             | 44.40 ✓    |
| 25554 McDonald ✓              | 40.00       | 11.20       |             |             | 116.00      | 167.20 ✓   |
| 25553 McDonald ✓              | 40.00       | 16.00       |             |             | 580.00      | 636.00 ✓   |
| Total                         |             |             |             |             |             | 4,438.66 ✓ |

resident involved

See Marked  
to 9-11-23

Approved  
09/11/23



CITY OF DEARBORN HEIGHTS PUBLIC SAFETY  
ATTN: DAVID COOPER  
6045 FENTON ST  
DEARBORN HEIGHTS, MI 48127-3287

Page: 1 of 179  
Issue Date: Aug 06, 2023  
Account Number: 287321897611  
Foundation Account: 61686825  
Invoice: 287321897611X08142023

AutoPay: Set up automatic payments that you can update whenever you want. Go to [firstnetcentral.firstnet.com](http://firstnetcentral.firstnet.com) today.

OK to Pay

DC

265-330-831.265

Total due

\$3,201.91

Please pay by:  
Sep 01, 2023

Account summary

|                |           |
|----------------|-----------|
| Your last bill | -\$584.52 |
| Credit balance | -\$584.52 |

Service summary

|                                                                                             |        |            |
|---------------------------------------------------------------------------------------------|--------|------------|
|  Wireless | Page 2 | \$3,786.43 |
| Total services                                                                              |        | \$3,786.43 |

|                            |            |
|----------------------------|------------|
| Total due                  | \$3,201.91 |
| Please pay by Sep 01, 2023 |            |

Ways to pay and manage your account:

 [firstnetcentral.firstnet.com](http://firstnetcentral.firstnet.com)

 **Call 611**  
from FirstNet device

**800.574.7000**  
TTY: 866.241.6567  
from any other phone

Return this portion with your check in the enclosed envelope. Payments may take 7 days to post.



CITY OF DEARBORN HEIGHTS PUBLIC SAFETY  
ATTN: DAVID COOPER  
6045 FENTON ST  
DEARBORN HEIGHTS, MI 48127-3287

Please pay \$3,201.91 by Sep 01, 2023

Account number: 287321897611  
Please include account number on your check  
Make check payable to:  
AT&T MOBILITY  
PO Box 6463  
Carol Stream, IL 60197-6463

☐ CHECK FOR AUTOPAY  
(SEE REVERSE)

999002873218976110000000037864300000320191009



OK to Pay (approved motion 22-371)

DC

| Bill To:                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------|
| City of Dearborn Heights<br>Attn: David Cooper<br>6045 Fenton St<br>Dearborn Heights, MI 48127-3287<br>United States |

101-258-728.001

| Date                     | Invoice   |
|--------------------------|-----------|
| 09/01/2023               | MSP-20975 |
| Account                  |           |
| City of Dearborn Heights |           |

| Terms       | Due Date   | PO Number | Reference                     |  |
|-------------|------------|-----------|-------------------------------|--|
| Net 15 days | 09/16/2023 |           | Monthly Billing for September |  |

| Managed Services Details                 | Quantity | Price    | Amount     |
|------------------------------------------|----------|----------|------------|
| Agreement Managed Services               |          |          |            |
| Managed Physical Server Support - A Plan | 5.00     | \$249.00 | \$1,245.00 |
| -Unlimited Onsite Support                |          |          |            |
| -Unlimited Phone Support                 |          |          |            |
| -Unlimited Remote Control Support        |          |          |            |
| -Service Availability Monitoring         |          |          |            |
| -System and File Level Backup            |          |          |            |
| -System and File Level Restore           |          |          |            |
| Maintenance                              |          |          |            |
| -Microsoft Patch Management              |          |          |            |
| -Event Log Monitoring                    |          |          |            |
| -Log File Maintenance                    |          |          |            |
| -Drive Space Monitoring                  |          |          |            |
| -Printer Setting Management              |          |          |            |
| -Semi-Annual On-Site Maintenance         |          |          |            |
| Security                                 |          |          |            |
| -User Account Administration             |          |          |            |
| -File Sharing Permission Administration  |          |          |            |
| -Security Administration                 |          |          |            |
| -Virus Definition & Prevention           |          |          |            |
| -Online Asset Management                 |          |          |            |
| -Online Trouble Ticket Management        |          |          |            |
| -Online License Management               |          |          |            |
| -Spyware and Adware Removal              |          |          |            |
| Managed Physical Server Support - B Plan | 1.00     | \$199.00 | \$199.00   |
| -Unlimited Onsite Support                |          |          |            |
| -Unlimited Phone Support                 |          |          |            |
| -Unlimited Remote Control Support        |          |          |            |
| -Service Availability Monitoring         |          |          |            |
| Maintenance                              |          |          |            |
| -Microsoft Patch Management              |          |          |            |
| -Event Log Monitoring                    |          |          |            |
| -Log File Maintenance                    |          |          |            |
| -Drive Space Monitoring                  |          |          |            |
| -Printer Setting Management              |          |          |            |
| -Semi-Annual On-Site Maintenance         |          |          |            |
| Security                                 |          |          |            |
| -User Account Administration             |          |          |            |
| -File Sharing Permission Administration  |          |          |            |
| -Security Administration                 |          |          |            |
| -Virus Definition & Prevention           |          |          |            |
| -Online Asset Management                 |          |          |            |
| -Online Trouble Ticket Management        |          |          |            |
| -Online License Management               |          |          |            |
| -Spyware and Adware Removal              |          |          |            |
| Managed Workstation - D Plan             | 345.00   | \$12.00  | \$4,140.00 |
| Maintenance                              |          |          |            |
| -Online Asset Management                 |          |          |            |
| -Online Trouble Ticket Management        |          |          |            |
| -Online License Management               |          |          |            |
| -Desktop Optimization                    |          |          |            |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |         |          |                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------|-------------------|
| -Windows Patch Management<br>-Antivirus Software Management & Update<br><br>Assumed quantities based on recent findings of:<br>-300 x Windows 10<br>-77 x Windows 7 (may not exist, outdated AD info?)<br>-2 x Windows 8.1                                                                                                                                                                                                                                                                                                                                                                                                         |         |          |                   |
| Managed Network Security Gateway<br>-700Mbps Threat Protection Throughput<br>-Inclusive remote support<br>-Content filtering<br>-Gateway threat management<br>--Antivirus<br>--Antimalware<br>--IDS<br>--IPS<br>--BotNet & Geographic IP Filtering<br>-Remote monitoring and backup<br>-Perpetual licensing and warranty<br><br>Optionally supports site-to-site VPN, SD-WAN, software VPN, high availability, and SSL decryption.                                                                                                                                                                                                 | 4.00    | \$139.00 | \$556.00          |
| Managed Network Security Gateway<br>-700 Mbps Threat Protection Throughput<br>-Inclusive remote support<br>-Content filtering<br>-Gateway threat management<br>--Antivirus<br>--Antimalware<br>--IDS<br>--IPS<br>--BotNet & Geographic IP Filtering<br>-Remote monitoring and backup<br>-Perpetual licensing and warranty<br><br>- multiple chip, standalone cryptographic module consisting of production grade components contained in a physically protected enclosure in accordance with FIPS 140-2 Level 2 requirements                                                                                                       | 2.00    | \$169.00 | \$338.00          |
| Managed Network Security Gateway<br>-1Gbps Threat Protection Throughput<br>-Inclusive remote support<br>-Content filtering<br>-Gateway threat management<br>--Antivirus<br>--Antimalware<br>--IDS<br>--IPS<br>--BotNet & Geographic IP Filtering<br>-Remote monitoring and backup<br>-Perpetual licensing and warranty<br><br>Optionally supports site-to-site VPN, SD-WAN, software VPN, high availability, and SSL decryption.<br><br>-Multiple chip, standalone cryptographic module consisting of production grade components contained in a physically protected enclosure in accordance with FIPS 140-2 Level 2 requirements | 2.00    | \$298.00 | \$596.00          |
| Offsite Data Replication - Per GB<br>Estimated usage, actual usage will be billed.<br><br>Estimate based on: ~2.5TB @ City Hall, ~6TB @ Justice Center, and ~3TB @ Fire HQ                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 3500.00 | \$0.25   | \$875.00          |
| Offsite Data Replication - Volume Discount                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 3500.00 | -\$0.19  | -\$665.00         |
| Global Licensing for VPN usage; recurring monthly charge per connection.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 43.00   | \$5.00   | \$215.00          |
| <b>Total Managed Services Details:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |         |          | <b>\$7,499.00</b> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                          |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------|
| <p><b>***IMPORTANT: PLEASE READ***</b></p> <p>As a reminder, your Microsoft 365/Office 365 licensing rates have been updated as of March 1st, 2023. These new amounts reflect the expiration of grandfathered pricing allowed by Microsoft over the last 12 months. If you have any questions please contact billing at <a href="mailto:billing@baenetworks.com">billing@baenetworks.com</a> and we'll be happy to answer them.</p> <p>Thank you for your partnership!</p> <p>Questions? Contact us at <a href="mailto:billing@baenetworks.com">billing@baenetworks.com</a> or (248) 707-1040</p> <p>Online payment is available by visiting <a href="https://baenetworks.com/pay">baenetworks.com/pay</a><br/> Payment by mail: 1250 Stephenson Hwy, Troy, MI 48083</p> | <b>Invoice Subtotal:</b> | \$7,499.00        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Sales Tax:</b>        | \$0.00            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Invoice Total:</b>    | <b>\$7,499.00</b> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Payments:</b>         | \$0.00            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Credits:</b>          | \$0.00            |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>Balance Due:</b>      | <b>\$7,499.00</b> |



**Bowles Brothers Services, INC.**  
22198 Merriman Rd.  
New Boston, MI 48164  
734-341-9913  
willybowles@msn.com

## INVOICE

### BILL TO

City of Dearborn Heights  
6045 Fenton Street  
Dearborn, Mi 48127 USA

**INVOICE #** 1247

**DATE** 08/28/2023

**DUE DATE** 09/27/2023

**TERMS** Net 30

*Storm Debris*

| DATE       | ITEM          | DELIVERED TO                             | QTY | RATE | AMOUNT |
|------------|---------------|------------------------------------------|-----|------|--------|
| 08/09/2023 | Brush Removal | Ticket 5825- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5826- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5827- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5828- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5796- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5816- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5814- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5818- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5819- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5820- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5821- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5822- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |
| 08/09/2023 | Brush Removal | Ticket 5824- Job 24-018 Brush out of DPW | 30  | 8.00 | 240.00 |

BALANCE DUE

**\$3,120.00**

*Account # 101-440-731,000*

*OK to pay*



**Bowles Brothers Services, INC.**  
22198 Merriman Rd.  
New Boston, MI 48164  
734-341-9913  
willybowles@msn.com

## INVOICE

### BILL TO

City of Dearborn Heights  
6045 Fenton Street  
Dearborn, Mi 48127 USA

**INVOICE #** 1254

**DATE** 09/13/2023

**DUE DATE** 10/13/2023

**TERMS** Net 30

| DATE       | ITEM | DELIVERED TO                       | QTY | RATE  | AMOUNT |
|------------|------|------------------------------------|-----|-------|--------|
| 09/05/2023 | SAND | Ticket 5861- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/05/2023 | SAND | Ticket 5862- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/07/2023 | SAND | Ticket 5866- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/07/2023 | SAND | Ticket 5867- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/07/2023 | SAND | Ticket 5865- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/07/2023 | SAND | Ticket 5863- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/07/2023 | SAND | Ticket 5864- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/12/2023 | 6A   | Ticket 5870- 6A delivered to DPW   | 35  | 25.00 | 875.00 |
| 09/12/2023 | 6A   | Ticket 5871- 6A delivered to DPW   | 35  | 25.00 | 875.00 |
| 09/13/2023 | SAND | Ticket 5872- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/13/2023 | SAND | Ticket 5873- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/13/2023 | SAND | Ticket 5874- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/13/2023 | SAND | Ticket 5875- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/14/2023 | SAND | Ticket 5876- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/14/2023 | SAND | Ticket 5877- Sand delivered to DPW | 35  | 14.00 | 490.00 |
| 09/14/2023 | SAND | Ticket 5878- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/14/2023 | SAND | Ticket 5879- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/14/2023 | SAND | Ticket 5880- Sand delivered to DPW | 35  | 12.00 | 420.00 |
| 09/14/2023 | SAND | Ticket 5881- Sand delivered to DPW | 35  | 12.00 | 420.00 |

BALANCE DUE

**\$8,960.00**

Given to R. Conrad  
9-13-2023

Ok to pay



**BSB Communications, Inc.**

Phone: (586) 774-6000  
Fax: (586) 774-3413  
41150 Technology Park Dr, Suite 101  
Sterling Heights, MI 48314  
GST ID:

**Invoice**

Number: **175219**  
Date: **8/16/2023**  
Source: **SO No. 385393**

**Bill-To**

**Attn: Mariana Hernandez**  
**Dearborn Heights City of - Main**  
**6045 Fenton Street**  
**Dearborn Heights, MI 48127 U.S.A.**

**Ship-To**

Attn: Mariana Hernandez  
Dearborn Heights City of - Main  
6045 Fenton Street  
Dearborn Heights, MI 48127  
U.S.A.  
Phone: (313) 791-3400

| Acct. No. | A/R Cust. No.                  | Acct. ID | Customer PO | Reference | Sales Rep   | Ship Via | Terms  |
|-----------|--------------------------------|----------|-------------|-----------|-------------|----------|--------|
| 1013824   | Dearborn<br>Heights City<br>of | DHC002   |             |           | Kevin Pough |          | Net 30 |

06/22/2023 10:30 AM by John Kargol : Drive to office to pick up parts  
06/22/2023 11:45 AM by John Kargol : Drive to city hall then to recreation building to meet David  
06/22/2023 01:00 PM by John Kargol : Reviewed with Dave how the emergency line works, looked at the cable in place for the old phone it is a cat 3 cable that runs to the dmarc. there are solid ceilings in the locker rooms and by the pool where the phone is required. Suggested running a data cable to the dmarc and returning the emergency phone and replacing with a ATA device to convert ip to analog then use existing phone to complete.  
06/22/2023 02:00 PM by John Kargol : to work remote  
08/14/2023 09:30 AM by John Kargol : Drive to office to pick up parts.  
08/14/2023 10:30 AM by John Kargol : Drive home to work remote until I hear from David  
08/14/2023 01:00 PM by John Kargol : Took call from David and scheduled for 9 am on 8/15  
08/15/2023 11:00 AM by John Kargol : Programmed the Grand Stream ATA device as a teleworker the site is not on the city network. could not access the mbg David went back to city hall to add the 192.168 subnet as trusted. set up 1675 as the Analog extension and set it up to dial 1676 when it goes off hook. tested labeled and updated David. backed up MBG MiCollab and Justice Center. ok to close  
08/15/2023 01:30 PM by John Kargol : Drive back to work remote.

OK to Pay  
DC  
101-258-981.000

| Qty.                                | Item ID        | Description                                  | UOM | Ea. Price                          | Total                |
|-------------------------------------|----------------|----------------------------------------------|-----|------------------------------------|----------------------|
| 11.00                               | L3-BH-LBR      | L3 Enterprise (Biz Hours) Labor              | HR  | \$175.00                           | \$1,925.00           |
| 3.00                                | TripChrg       | On Premise Trip Charge                       | HR  | \$85.00                            | \$255.00             |
| 1.00                                | PartsWrtY      | 1 Year Standard Parts Warranty               | HR  | \$0.00                             | \$0.00               |
| 1.00                                | Support24X7    | 1 Year (24x7) Labor Support                  | HR  | \$0.00                             | \$0.00               |
| 1                                   | HT801          | Grandstream HandyTone 801 VoIP phone adapter | EA  | \$47.60                            | \$47.60 <sup>T</sup> |
| 1.00                                | Restocking Fee | Restocking Fee                               | EA  | \$104.78                           | \$104.78             |
|                                     |                |                                              |     | Item Total:                        | \$2,332.38           |
|                                     |                |                                              |     | Sales Tax:                         | \$0.00               |
|                                     |                |                                              |     | Total Amount Due:                  | \$2,332.38           |
| No Payments Received as of 9/6/2023 |                |                                              |     |                                    |                      |
|                                     |                |                                              |     | Total Due after payments: 9/6/2023 | \$2,332.38           |
| Credit Memo No. 2475                |                |                                              |     |                                    | \$697.50             |
| <b>Total Due as of: 9/6/2023</b>    |                |                                              |     |                                    | <b>\$1,634.88</b>    |

(\* denotes repair item)

**BSB Communications, Inc.**

Phone: (586) 774-6000

Fax: (586) 774-3413

41150 Technology Park Dr, Suite 101

Sterling Heights, MI 48314

GST ID:

**Invoice**Number: **174503**

Date: 7/19/2023

Source: SO No. 385524

**Bill-To****Attn: Accounts Payable****Dearborn Heights City of - Main****6045 Fenton Street****Dearborn Heights, MI 48127 U.S.A.****Ship-To**

Dearborn Heights City of - Main

6045 Fenton Street

Dearborn Heights, MI 48127

U.S.A.

Phone: (313) 791-3400

**OK to Pay***DC***101-258-728.001**

| Acct. No. | A/R Cust. No.                  | Acct. ID | Customer PO | Reference | Sales Rep      | Ship Via | Terms  |
|-----------|--------------------------------|----------|-------------|-----------|----------------|----------|--------|
| 1013824   | Dearborn<br>Heights City<br>of | DHC002   |             |           | Allison Polzin |          | Net 30 |

New Coverage Dates: 6/13/2023 - 6/12/2024

| Qty. | Item ID  | Description                                                                                                            | UOM | Ea. Price | Total                   |
|------|----------|------------------------------------------------------------------------------------------------------------------------|-----|-----------|-------------------------|
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 17574944<br>City Hall (MiVoice Business)                                                  | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 43136421<br>3300 CX II - Dept. of Public Works (MiVoice<br>Business)                      | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 45047516<br>3300 CX II - Fire Station South (MiVoice<br>Business)                         | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 1    | 54009186 | SWA Std 1 Year MiCollab - SYSID: 53708048<br>MiCollab - Justice Center (MiCollab)                                      | EA  | \$66.15   | \$66.15 <sup>T</sup>    |
| 65   | 54009189 | SWA Std 1y MiCollab UM Mailbox - SYSID:<br>53708048 MiCollab - Justice Center (MiCollab)                               | EA  | \$2.27    | \$147.55 <sup>T</sup>   |
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 64274931<br>3300 - Justice Center (MiVoice Business)                                      | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 32   | 54009225 | SWA Std 1y MiVBus Analog Port - SYSID:<br>64274931 3300 - Justice Center (MiVoice<br>Business)                         | EA  | \$3.15    | \$100.80 <sup>T</sup>   |
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 7170690<br>3300 CX II - Fire Station HQ (MiVoice<br>Business)                             | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 1    | 54009220 | SWA Std 1 Year MiVB - SYSID: 7899622<br>3300 CX II - Berwyn Senior Center (MiVoice<br>Business)                        | EA  | \$83.16   | \$83.16 <sup>T</sup>    |
| 303  | 54009208 | SWA Std 1y UCC Entry MiVB - SYSID:<br>9036307 Dearborn Heights ULM (Mitel Unified<br>Collaboration and Communications) | EA  | \$8.82    | \$2,672.46 <sup>T</sup> |
| 11   | 54009209 | SWA Std 1y UCC Std MiVB - SYSID: 9036307<br>Dearborn Heights ULM (Mitel Unified<br>Collaboration and Communications)   | EA  | \$13.20   | \$145.20 <sup>T</sup>   |
| 1    | 54009229 | SWA Std 1y MiV BG System - SYSID:<br>99637135 MBG (MiVoice Border Gateway)                                             | EA  | \$16.54   | \$16.54 <sup>T</sup>    |

Item Total: \$3,647.66

**Total Amount Due: \$3,647.66**

(\* denotes repair item)



**BSB Communications, Inc.**

Phone: (586) 774-6000

Fax: (586) 774-3413

41150 Technology Park Dr, Suite 101

Sterling Heights, MI 48314

GST ID:

**Invoice**

Number: **174503**

Date: **7/19/2023**

**Source: SO No. 385524**

| <u>Acct. No.</u> | <u>A/R Cust. No.</u>           | <u>Acct. ID</u> | <u>Customer PO</u> | <u>Reference</u> | <u>Sales Rep</u> | <u>Ship Via</u> | <u>Terms</u> |
|------------------|--------------------------------|-----------------|--------------------|------------------|------------------|-----------------|--------------|
| 1013824          | Dearborn<br>Heights City<br>of | DHC002          |                    |                  | Allison Polzin   |                 | Net 30       |



OK to Pay (motion 23-100)

# Invoice

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

*DC*  
100-258-728.001

#272002  
8/29/2023  
PO #

## Bill To

David Cooper  
City of Dearborn Heights  
6045 Fenton Street  
Dearborn Heights MI 48127

## TOTAL DUE

**\$10,879.91**

Due Date: 10/28/2023

| Terms  | Due Date   | PO # | Approving Authority |
|--------|------------|------|---------------------|
| Net 60 | 10/28/2023 |      | David Cooper        |

| Qty | Item                                                                                                                                                      | Start Date | End Date  |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 0.7 | Forms & Apps                                                                                                                                              | 2/28/2023  | 6/30/2026 |
| 0.7 | Data Manager Module                                                                                                                                       | 2/28/2023  | 6/30/2026 |
| 0.7 | OB Connectors, PA                                                                                                                                         | 2/28/2023  | 6/30/2026 |
| 0.7 | Workflow & Approvals Module                                                                                                                               | 2/28/2023  | 6/30/2026 |
| 0.7 | Scheduling Module                                                                                                                                         | 2/28/2023  | 6/30/2026 |
| 0.7 | The CivicPlus team will document your process workflow, and will work with your team to build, configure, and style your solution.                        | 2/28/2023  | 6/30/2026 |
| 0.7 | Pay Annual maintenance and support fee                                                                                                                    | 2/28/2023  | 6/30/2026 |
| 0.7 | Includes setting CivicPlus Pay configuration, configuring CivicPlus products for accepting payments, advanced troubleshooting with our partner's support. | 2/28/2023  | 6/30/2026 |

**Total** \$10,879.91

**Due** **\$10,879.91**

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |





# Invoice

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

OK to Pay (motion 23-100)

DC

100-258-728.001

#272004

8/29/2023

PO #

## Bill To

David Cooper  
City of Dearborn Heights  
6045 Fenton Street  
Dearborn Heights MI 48127

## TOTAL DUE

**\$11,550.30**

Due Date: 10/28/2023

| Terms  | Due Date   | PO # | Approving Authority |
|--------|------------|------|---------------------|
| Net 60 | 10/28/2023 |      | David Cooper        |

| Qty | Item                                                                                                                               | Start Date | End Date  |
|-----|------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 0.7 | Secondary set up of Custom IdP                                                                                                     | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicClerk Annual Fee - Agenda and Minutes Management                                                                              | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicClerk Premium Configuration                                                                                                   | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicClerk Custom Template Set - includes 2 Agenda templates, 1 Item Report template, 1 Minutes template, 1 Agenda Script template | 2/28/2023  | 6/30/2026 |
| 1.4 | 1 hour Virtual Consulting                                                                                                          | 2/28/2023  | 6/30/2026 |
| 0.7 | Training (Virtual) - half day, up to 4 hours                                                                                       | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicClerk Boards and Committees Module                                                                                            | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicClerk Historical File Import (up to 7,500 files - PDF / MP3 / MP4)                                                            | 2/28/2023  | 6/30/2026 |

**Total** \$11,550.30

**Due** **\$11,550.30**

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |



# Invoice

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

OK to Pay (motion 23-100)

DC

100-258-728.001

#272003

8/29/2023

PO #

## Bill To

David Cooper  
City of Dearborn Heights  
6045 Fenton Street  
Dearborn Heights MI 48127

## TOTAL DUE

**\$16,832.83**

Due Date: 10/28/2023

| Terms  | Due Date   | PO # | Approving Authority |
|--------|------------|------|---------------------|
| Net 60 | 10/28/2023 |      | David Cooper        |

| Qty | Item                                                                                                                                                      | Start Date | End Date  |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 0.7 | Standard Financial Extract – Standard financial extract adjusted to an approved financial format.                                                         | 2/28/2023  | 6/30/2026 |
| 0.7 | Premium Package -Project Coordination -Branded Public Portal - Help Center Access -Access to Live Project Support -Named Implementation Consultant        | 2/28/2023  | 6/30/2026 |
| 2.8 | Training (Virtual) - half day, up to 4 hours                                                                                                              | 2/28/2023  | 6/30/2026 |
| 0.7 | Consulting (Virtual) - half day, up to 4 hours                                                                                                            | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicRec Annual Fee                                                                                                                                       | 2/28/2023  | 6/30/2026 |
| 0.7 | CivicRec Pay Annual maintenance and support fee                                                                                                           | 2/28/2023  | 6/30/2026 |
| 0.7 | Includes setting CivicPlus Pay configuration, configuring CivicPlus products for accepting payments, advanced troubleshooting with our partner's support. | 2/28/2023  | 6/30/2026 |
| 0.7 | AudioEye Enterprise for CivicRec                                                                                                                          | 2/28/2023  | 6/30/2026 |
| 0.7 | Document Management Module: Enabled to allow customers to upload documents and staff to manage records.                                                   | 2/28/2023  | 6/30/2026 |
| 0.7 | Secondary set up of Custom IdP                                                                                                                            | 2/28/2023  | 6/30/2026 |

**Total** \$16,832.83

**Due** **\$16,832.83**

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |



# Invoice

OK to Pay (motion 23-100)

DC

100-258-728.001

#273162

9/6/2023

PO #

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

## Bill To

City of Dearborn Heights  
6045 Fenton Street  
Dearborn Heights MI 48127

## TOTAL DUE

**\$27,998.32**

Due Date: 11/5/2023

| Terms  | Due Date  | PO # | Approving Authority |
|--------|-----------|------|---------------------|
| Net 60 | 11/5/2023 |      | David Cooper        |

| Qty | Item                                                                                                                                                                                                                                      | Start Date | End Date  |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 0.7 | Unlimited gov user licenses for service request management tool to intake citizen submissions via mobile app. Assign requests internally, resolve issues and measure request performance. Includes support and virtual training services. | 2/28/2023  | 6/30/2026 |
| 0.7 | Marketplace App Annual                                                                                                                                                                                                                    | 2/28/2023  | 6/30/2026 |

|              |  |                    |  |
|--------------|--|--------------------|--|
| <b>Total</b> |  | \$27,998.32        |  |
| <b>Due</b>   |  | <b>\$27,998.32</b> |  |

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |



# Invoice

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

OK to Pay (motion 23-100)

DC

100-258-728.001

#272000

8/29/2023

PO #

## Bill To

David Cooper  
City of Dearborn Heights  
6045 Fenton Street  
Dearborn Heights MI 48127

## TOTAL DUE

**\$30,195.20**

Due Date: 10/28/2023

| Terms  | Due Date   | PO # | Approving Authority |
|--------|------------|------|---------------------|
| Net 60 | 10/28/2023 |      | David Cooper        |

| Qty | Item                                                                                                                                                      | Start Date | End Date  |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 0.7 | Pay Annual maintenance and support fee                                                                                                                    | 2/28/2023  | 6/30/2026 |
| 0.7 | Includes setting CivicPlus Pay configuration, configuring CivicPlus products for accepting payments, advanced troubleshooting with our partner's support. | 2/28/2023  | 6/30/2026 |
| 0.7 | Expedited Timeline "15-16" Weeks                                                                                                                          | 2/28/2023  | 6/30/2026 |
| 0.7 | Annual - CivicEngage Central                                                                                                                              | 2/28/2023  | 6/30/2026 |
| 0.7 | Hosting & Security Annual Fee - CivicEngage Central                                                                                                       | 2/28/2023  | 6/30/2026 |
| 0.7 | SSL Management – CP Provided Only 1 per domain (Annually Renewals)                                                                                        | 2/28/2023  | 6/30/2026 |
| 0.7 | DNS Hosting for .GOV – Annual Fee                                                                                                                         | 2/28/2023  | 6/30/2026 |
| 0.7 | Ultimate Implementation - CivicEngage Central                                                                                                             | 2/28/2023  | 6/30/2026 |
| 0.7 | 48 Month Redesign Ultimate Annual - CivicEngage Central                                                                                                   | 2/28/2023  | 6/30/2026 |
| 105 | Content Development - 1 Page - CivicEngage                                                                                                                | 2/28/2023  | 6/30/2026 |
| 4.2 | CivicEngage System Training - Virtual, Up to 4 Hours                                                                                                      | 2/28/2023  | 6/30/2026 |
| 0.7 | Up to 2 days virtual consult. Recommended group 8 or less.                                                                                                | 2/28/2023  | 6/30/2026 |
| 0.7 | Ultimate Department Header Annual Fee: 'Department Name'                                                                                                  | 2/28/2023  | 6/30/2026 |
| 0.7 | Ultimate Department Header Implementation                                                                                                                 | 2/28/2023  | 6/30/2026 |
| 0.7 | Custom IdP Integration Annual Fee                                                                                                                         | 2/28/2023  | 6/30/2026 |
| 0.7 | Custom IdP Integration Implementation Fee                                                                                                                 | 2/28/2023  | 6/30/2026 |

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |





# Invoice

Updated Remittance Address:  
(FOR PAYMENTS ONLY)  
CivicPlus LLC  
PO Box 737311  
Dallas TX 75373-7311

#272000

8/29/2023

PO #

| Qty | Item                                                     | Start Date | End Date  |
|-----|----------------------------------------------------------|------------|-----------|
| 0.7 | Ultimate Department Header Annual Fee: 'Department Name' | 2/28/2023  | 6/30/2026 |

**Total** \$30,195.20

**Due** **\$30,195.20**

Please submit payment via ACH using the details below. Please send notification of ACH transmission via email to [accounting@civicplus.com](mailto:accounting@civicplus.com).

| Bank Name      | Account Name  | Account Number | Routing Number |
|----------------|---------------|----------------|----------------|
| JPMorgan Chase | CivicPlus LLC | 910320636      | 021000021      |



# CITY OF DEARBORN

MISC DEPT. 3103  
PO BOX 30516  
LANSING, MI 48909-8016

## INVOICE 0000065031

|                            |                            |                               |
|----------------------------|----------------------------|-------------------------------|
| Customer No.<br>9000031    | Service Code<br>DPWWAT     | Invoice Amount<br>\$32,602.00 |
| Service Date<br>06/13/2023 | Invoice Date<br>08/25/2023 | Due Date<br>09/24/2023        |

CITY OF DEARBORN HEIGHTS  
ATTN: DIRECTOR OF PUBLIC WORKS  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

MAKE CHECKS PAYABLE TO  
CITY OF DEARBORN

| QUANTITY | DESCRIPTION    | UNIT PRICE | EXTENDED PRICE |
|----------|----------------|------------|----------------|
| 1.00     | SEWAGE CHARGES | 30,223.76  | 30,223.76      |
| 1.00     | WATER CHARGES  | 2,378.24   | 2,378.24       |

592-537-929.000

592-537-928.000

SERVICE DATES: 04/5/2023 - 06/13/2023

FOR QUESTIONS REGARDING THIS INVOICE, PLEASE CONTACT THE WATER DEPARTMENT AT  
(313) 943-3803

Ok to pay

|                  |             |
|------------------|-------------|
| TOTAL INVOICE    | \$32,602.00 |
| INVOICE CREDITS  | \$0.00      |
| PAYMENTS APPLIED | \$0.00      |
| INVOICE BALANCE  | \$32,602.00 |

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT. THANK YOU



## INVOICE 0000065031

MAKE CHECKS PAYABLE TO:  
CITY OF DEARBORN

|                            |                            |                               |
|----------------------------|----------------------------|-------------------------------|
| Customer No.<br>9000031    | Service Code<br>DPWWAT     | Invoice Amount<br>\$32,602.00 |
| Service Date<br>06/13/2023 | Invoice Date<br>08/25/2023 | Due Date<br>09/24/2023        |

### MAIL PAYMENTS TO:

CITY OF DEARBORN  
MISC DEPT. 3103  
PO BOX 30516  
LANSING, MI 48909-8016



91 0000065031 00 003260200 000009000031 5

**DEARBORN HEIGHTS (SOUTHWEST CITY LIMITS)**  
**BILLED QUARTERLY VIA MUNICIPAL INVOICE**      **SEWAGE CHARGE BASIC SERVICE**

| SERVICE ADDRESS  | Previous Reading<br>1/23/2023 - 4/8/2023 | Type | Current Reading<br>4/8/2023 - 6/13/2023 | Type | CONSUMPTION C.C.F. | SEWERAGE CHARGE   |
|------------------|------------------------------------------|------|-----------------------------------------|------|--------------------|-------------------|
| 24829 ANDOVER    | 2652                                     |      | 2664                                    |      | 12                 | \$84.15           |
| 24830 ANDOVER    | 1100                                     |      | 1105                                    |      | 5                  | \$62.86           |
| 24844 ANDOVER    | 2655                                     |      | 2658                                    |      | 13                 | \$88.62           |
| 24857 ANDOVER    | 3243                                     |      | 3277                                    |      | 34                 | \$192.48          |
| 24858 ANDOVER    | 3235                                     |      | 3255                                    |      | 20                 | \$129.91          |
| 24872 ANDOVER    | 2469                                     |      | 2488                                    |      | 19                 | \$125.44          |
| 24885 ANDOVER    | 2339                                     |      | 2351                                    |      | 12                 | \$84.15           |
| 24886 ANDOVER    | 891                                      |      | 898                                     |      | 7                  | \$71.80           |
| 24899 ANDOVER    | 2296                                     |      | 2299                                    |      | 3                  | \$33.92           |
| 24108 ANDOVER    | 2690                                     |      | 2702                                    |      | 12                 | \$84.15           |
| 24113 ANDOVER    | 2345                                     |      | 2353                                    |      | 8                  | \$76.27           |
| 24114 ANDOVER    | 1934                                     |      | 1962                                    |      | 8                  | \$76.27           |
| 24127 ANDOVER    | 3211                                     |      | 3228                                    |      | 17                 | \$116.50          |
| 24141 ANDOVER    | 2632                                     |      | 2644                                    |      | 12                 | \$84.15           |
| 24143 ANDOVER    | 1773                                     |      | 1784                                    |      | 11                 | \$89.68           |
| 24188 ANDOVER    | 1622                                     |      | 1643                                    |      | 21                 | \$134.98          |
| 24188 ANDOVER    | 4215                                     |      | 4226                                    |      | 11                 | \$89.68           |
| 24189 ANDOVER    | 2373                                     |      | 2384                                    |      | 11                 | \$89.68           |
| 24183 ANDOVER    | 1714                                     |      | 1717                                    |      | 3                  | \$33.92           |
| 24198 ANDOVER    | 3154                                     |      | 3167                                    |      | 13                 | \$88.62           |
| 24196 ANDOVER    | 1885                                     |      | 1884                                    |      | 9                  | \$80.74           |
| 24197 ANDOVER    | 2462                                     |      | 2472                                    |      | 10                 | \$85.21           |
| 24313 ANDOVER    | 1441                                     |      | 1446                                    |      | 5                  | \$62.86           |
| 24314 ANDOVER    | 2585                                     |      | 2596                                    |      | 11                 | \$89.68           |
| 24319 ANDOVER    | 938                                      |      | 949                                     |      | 11                 | \$89.68           |
| 24330 ANDOVER    | 3633                                     |      | 3643                                    |      | 8                  | \$76.27           |
| 24397 ANDOVER    | 1546                                     |      | 1550                                    |      | 4                  | \$58.39           |
| 24338 ANDOVER    | 3889                                     |      | 3901                                    |      | 12                 | \$84.15           |
| 24348 ANDOVER    | 286                                      |      | 300                                     |      | 4                  | \$38.39           |
| 24346 ANDOVER    | 3013                                     |      | 3020                                    |      | 7                  | \$71.80           |
| 24353 ANDOVER    | 2506                                     |      | 2535                                    |      | 29                 | \$170.14          |
| 24384 ANDOVER    | 2422                                     |      | 2435                                    |      | 13                 | \$88.62           |
| 24361 ANDOVER    | 1513                                     |      | 1522                                    |      | 9                  | \$80.74           |
| 24363 ANDOVER    | 2043                                     |      | 2076                                    |      | 31                 | \$179.06          |
| 24369 ANDOVER    | 1542                                     |      | 1584                                    |      | 12                 | \$84.15           |
| 24370 ANDOVER    | 3904                                     |      | 3929                                    |      | 25                 | \$152.26          |
| 24377 ANDOVER    | 3264                                     |      | 3282                                    |      | 18                 | \$120.97          |
| 24378 ANDOVER    | 2852                                     |      | 2868                                    |      | 16                 | \$112.09          |
| 24385 ANDOVER    | 2647                                     |      | 2653                                    |      | 6                  | \$67.33           |
| 24386 ANDOVER    | 719                                      |      | 713                                     |      | 5                  | \$33.92           |
| 24393 ANDOVER    | 4430                                     |      | 4452                                    |      | 2                  | \$49.45           |
| 24394 ANDOVER    | 3403                                     |      | 3416                                    |      | 13                 | \$88.62           |
| 24402 ANDOVER    | 2043                                     |      | 2063                                    |      | 10                 | \$85.21           |
| 24418 ANDOVER    | 2192                                     |      | 2212                                    |      | 20                 | \$129.91          |
| 24418 ANDOVER    | 2466                                     |      | 2479                                    |      | 13                 | \$88.62           |
| 24436 ANDOVER    | 1281                                     |      | 1293                                    |      | 12                 | \$84.15           |
| 24436 ANDOVER    | 3457                                     |      | 3466                                    |      | 9                  | \$80.74           |
| 24444 ANDOVER    | 1821                                     |      | 1823                                    |      | 2                  | \$49.45           |
| 24452 ANDOVER    | 3100                                     |      | 3121                                    |      | 21                 | \$134.98          |
| <b>SUB-TOTAL</b> | <b>49</b>                                |      |                                         |      | <b>397</b>         | <b>\$4,633.58</b> |

| SERVICE ADDRESS | Previous Reading<br>1/23/2023 - 4/8/2023 | Type | Current Reading<br>4/8/2023 - 6/13/2023 | Type | CONS. | SEWERAGE CHARGE |
|-----------------|------------------------------------------|------|-----------------------------------------|------|-------|-----------------|
| 24824 COLGATE   | 1004                                     |      | 1012                                    |      | 8     | \$76.27         |
| 24848 COLGATE   | 1463                                     |      | 1466                                    |      | 3     | \$33.92         |
| 24886 COLGATE   | 4841                                     |      | 4867                                    |      | 26    | \$156.73        |
| 24864 COLGATE   | 4149                                     |      | 4166                                    |      | 17    | \$116.50        |
| 24872 COLGATE   | 3503                                     |      | 3529                                    |      | 26    | \$156.73        |
| 24888 COLGATE   | 1176                                     |      | 1190                                    |      | 14    | \$103.09        |
| 24888 COLGATE   | 2036                                     |      | 2037                                    |      | 1     | \$44.98         |
| 24896 COLGATE   | 1682                                     |      | 1663                                    |      | 3     | \$33.92         |
| 24184 COLGATE   | 2291                                     |      | 2297                                    |      | 6     | \$67.33         |
| 24112 COLGATE   | 1720                                     |      | 1720                                    |      | 0     | \$40.51         |
| 24128 COLGATE   | 2247                                     |      | 2252                                    |      | 5     | \$62.86         |
| 24128 COLGATE   | 2632                                     |      | 2637                                    |      | 5     | \$62.86         |
| 24126 COLGATE   | 2667                                     |      | 2683                                    |      | 16    | \$112.09        |
| 24383 COLGATE   | 1646                                     |      | 1636                                    |      | 10    | \$85.21         |
| 24314 COLGATE   | 906                                      |      | 912                                     |      | 6     | \$67.33         |
| 24331 COLGATE   | 1646                                     |      | 1648                                    |      | 2     | \$49.45         |
| 24338 COLGATE   | 4182                                     |      | 4184                                    |      | 2     | \$49.45         |
| 24338 COLGATE   | 1214                                     |      | 1223                                    |      | 9     | \$80.74         |
| 24346 COLGATE   | 1084                                     |      | 1094                                    |      | 10    | \$85.21         |
| 24354 COLGATE   | 2347                                     |      | 2355                                    |      | 8     | \$76.27         |
| 24362 COLGATE   | 990                                      |      | 1003                                    |      | 13    | \$88.62         |
| 24378 COLGATE   | 1998                                     |      | 2016                                    |      | 18    | \$120.97        |

|               |      |      |    |         |
|---------------|------|------|----|---------|
| 24376 COLGATE | 185  | 194  | 9  | \$80.74 |
| 24386 COLGATE | 1861 | 1864 | 3  | \$53.92 |
| 24394 COLGATE | 2584 | 2584 | 10 | \$85.21 |

SUB-TOTAL 25 230 \$2,040.85

#### STORM DRAINAGE

3944 FELHAM TO 4036 FELHAM  
7.42 Acres

468,800 1,171.25 \$5,235.49  
Home Depot Mink/Colby  
13.06 Acres

1,278,114 3,193.29 \$14,282.92  
Ford Motor Co. South Daly N. of R.R.  
4.89 Acres

368,919 897.30 \$4,010.92

TOTAL QUARTERLY CONSUMPTION 5,090.833 \$30,233.76

#### RBCAP

74 Accounts @ \$40.51 \$2,997.74

6,090.83 C.C.F. @ \$4.470 \$27,226.02

NEW SEWAGE RATE  
\$44.70/MCF \$30,233.76

#### DEARBORN HEIGHTS ACCOUNTS-SERVICED BY DEARBORN WATER MAIN BILLED BY DEARBORN HIGHTS AND REIMBURSED TO US VIA MUNICIPAL INVOICE

| SERVICE ADDRESS | Previous Reading 1/23/2023 - 4/6/2023 | Type     | Current Reading 4/6/2023 - 6/13/2023 | Type     | CONSUMPTION C.C.F. | CURRENT CHARGES | TOTAL DUE |
|-----------------|---------------------------------------|----------|--------------------------------------|----------|--------------------|-----------------|-----------|
| 24601 DARTMOUTH | 1088                                  | EST      | 1093                                 | EST      | 5                  | \$35.06         | \$35.06   |
| 24611 DARTMOUTH | 3752                                  |          | 3789                                 |          | 37                 | \$140.02        | \$140.02  |
| 24619 DARTMOUTH | 3261                                  |          | 3272                                 |          | 11                 | \$54.74         | \$54.74   |
| 24629 DARTMOUTH | 1135                                  |          | 1144                                 |          | 9                  | \$48.18         | \$48.18   |
| 24637 DARTMOUTH | 2590                                  |          | 2600                                 |          | 10                 | \$51.46         | \$51.46   |
| 24647 DARTMOUTH | 1668                                  |          | 1669                                 |          | 1                  | \$21.94         | \$21.94   |
| 24655 DARTMOUTH | 2875                                  |          | 2886                                 |          | 11                 | \$54.74         | \$54.74   |
| 24665 DARTMOUTH | 2660                                  |          | 2660                                 |          | 0                  | \$18.66         | \$18.66   |
| 24673 DARTMOUTH | 1823                                  |          | 1835                                 |          | 12                 | \$58.02         | \$58.02   |
| 24683 DARTMOUTH | 4171                                  |          | 4178                                 |          | 7                  | \$41.62         | \$41.62   |
| 24691 DARTMOUTH | 135                                   | ESTIMATE | 144                                  | ESTIMATE | 9                  | \$48.18         | \$48.18   |
| 24701 DARTMOUTH | 578                                   |          | 588                                  |          | 8                  | \$44.90         | \$44.90   |
| 24709 DARTMOUTH | 1402                                  |          | 1407                                 |          | 5                  | \$35.06         | \$35.06   |
| 24719 DARTMOUTH | 1941                                  |          | 1954                                 |          | 10                 | \$51.46         | \$51.46   |
| 24729 DARTMOUTH | 1263                                  |          | 1265                                 |          | 2                  | \$25.22         | \$25.22   |
| 24739 DARTMOUTH | 2157                                  |          | 2188                                 |          | 6                  | \$38.34         | \$38.34   |
| 24747 DARTMOUTH | 3204                                  |          | 3204                                 |          | 0                  | \$18.66         | \$18.66   |
| 24755 DARTMOUTH | 3164                                  |          | 3183                                 |          | 19                 | \$80.98         | \$80.98   |
| 24763 DARTMOUTH | 1060                                  |          | 1081                                 |          | 21                 | \$87.54         | \$87.54   |
| 24771 DARTMOUTH | 1638                                  |          | 1648                                 |          | 5                  | \$35.06         | \$35.06   |
| 24779 DARTMOUTH | 2705                                  | ESTIMATE | 2738                                 | ESTIMATE | 13                 | \$61.30         | \$61.30   |
| 25001 DARTMOUTH | 1088                                  |          | 1112                                 |          | 18                 | \$77.70         | \$77.70   |
| 25011 DARTMOUTH | 3153                                  |          | 3166                                 |          | 15                 | \$67.86         | \$67.86   |
| 25019 DARTMOUTH | 1883                                  |          | 1895                                 |          | 10                 | \$51.46         | \$51.46   |
| 25027 DARTMOUTH | 2489                                  |          | 2495                                 |          | 6                  | \$38.34         | \$38.34   |
| 25035 DARTMOUTH | 1544                                  |          | 1550                                 |          | 6                  | \$38.34         | \$38.34   |
| 25045 DARTMOUTH | 1919                                  |          | 1920                                 |          | 1                  | \$21.94         | \$21.94   |
| 25053 DARTMOUTH | 2829                                  |          | 2839                                 |          | 10                 | \$51.46         | \$51.46   |
| 25063 DARTMOUTH | 4136                                  |          | 4140                                 |          | 32                 | \$123.62        | \$123.62  |
| 25073 DARTMOUTH | 1798                                  |          | 1804                                 |          | 6                  | \$38.34         | \$38.34   |
| 25081 DARTMOUTH | 1781                                  | ESTIMATE | 1285                                 | ESTIMATE | 4                  | \$31.78         | \$31.78   |
| 25089 DARTMOUTH | 2507                                  |          | 2508                                 |          | 1                  | \$21.94         | \$21.94   |
| 25097 DARTMOUTH | 1906                                  |          | 1910                                 |          | 4                  | \$31.78         | \$31.78   |
| 25105 DARTMOUTH | 833                                   |          | 848                                  |          | 16                 | \$71.14         | \$71.14   |
| 25115 DARTMOUTH | 1940                                  |          | 1944                                 |          | 4                  | \$31.78         | \$31.78   |
| 25201 DARTMOUTH | 3714                                  |          | 3728                                 |          | 14                 | \$64.58         | \$64.58   |
| 25213 DARTMOUTH | 2287                                  |          | 2288                                 |          | 1                  | \$21.94         | \$21.94   |
| 25221 DARTMOUTH | 3017                                  |          | 3029                                 |          | 6                  | \$38.34         | \$38.34   |
| 25231 DARTMOUTH | 3684                                  |          | 3691                                 |          | 7                  | \$41.62         | \$41.62   |
| 25239 DARTMOUTH | 3465                                  |          | 3473                                 |          | 10                 | \$51.46         | \$51.46   |
| 25249 DARTMOUTH | 2493                                  | ESTIMATE | 2497                                 | ESTIMATE | 2                  | \$25.22         | \$25.22   |
| 25257 DARTMOUTH | 2556                                  |          | 2555                                 |          | 9                  | \$48.18         | \$48.18   |
| 25265 DARTMOUTH | 1957                                  |          | 1968                                 |          | 11                 | \$54.74         | \$54.74   |
| 25273 DARTMOUTH | 3629                                  |          | 3637                                 |          | 8                  | \$44.90         | \$44.90   |
| 25281 DARTMOUTH | 292                                   |          | 299                                  |          | 7                  | \$41.62         | \$41.62   |
| 25289 DARTMOUTH | 2264                                  |          | 2273                                 |          | 9                  | \$48.18         | \$48.18   |
| 25297 DARTMOUTH | 324                                   |          | 331                                  |          | 7                  | \$41.62         | \$41.62   |



25905 DARTMOUTH  
TOTAL

41

3516

8548

48 account @ \$18.66  
Consumption at \$ 3.28

895.68  
1,482.56

2,378.24 \$32.80 MCF

27 \$107.22

\$107.22

452 \$2,378.24

\$2,378.24



400 Airport Rd., Suite E Elgin, IL 60123

## INVOICE

Document Number  
**13097**

Document Date  
**09/14/2023**

Page  
**1/2**

Customer No.  
**C-003199**

Contact / Phone / Email  
**Leonard Parker**

**lparker@cl.dearborn-heights.mi.us**

PO Number

Your Contact  
**-No Sales Employee-**

Payment Terms  
**Net 30**

**City of Dearborn Heights**  
6045 Fenton Street

Dearborn Heights MI 48127  
USA

Shipping Type

FOB Point

Delivery Address

**City of Dearborn Heights**

| Description                                             | Quantity       | UoM       | Price          | Total              |
|---------------------------------------------------------|----------------|-----------|----------------|--------------------|
| <b>001 Dble Ln Cleaning, Storm, 21 inch pipe</b>        | <b>1,561.9</b> | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 1,561.90</b> |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>002 Belton Cleaning Storm, 12 inch pipe</b>          | <b>72.9</b>    | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 72.90</b>    |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>003 Silvery Ln Cleaning, Storm, 12 inch pipe</b>     | <b>1,030</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 1,030.00</b> |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>004 Legacy Park Cr Cleaning, Storm, 15 inch pipe</b> | <b>746.2</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 746.20</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>005 Rouge River Dr Cleaning, Storm, 12 in pipe</b>   | <b>981.9</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 981.90</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>006 Constance Cleaning, Storm, 12 inch pipe</b>      | <b>163.7</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 163.70</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>007 Constance Cleaning, Storm, 15 inch pipe</b>      | <b>406.5</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 406.50</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>008 2nd St Cleaning, Storm, 8 inch pipe</b>          | <b>785</b>     | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 785.00</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |
| <b>009 Westphal Dr Cleaning, Storm, 12inch pipe</b>     | <b>664.7</b>   | <b>EA</b> | <b>\$ 1.00</b> | <b>\$ 664.70</b>   |
| Item Code: S-S-SER-CLINS-010                            |                |           |                |                    |

Account # 592-540-818,030

Remittance Address

Duke's Root Control, Inc.  
400 Airport Rd., Suite E  
Elgin, IL 60123



Tax ID No.: 75-3026901

Website: www.dukes.com

Accounting

Phone: 800-447-6687

Fax: 315-475-4203

E-Mail: accounts@dukes.com

ok to pay  
*[Signature]*



400 Airport Rd., Suite E Elgin, IL 60123

## INVOICE

Document Number  
**13097**

Document Date  
**09/14/2023**

Page  
**2/2**

| Description                                                                              | Quantity | UoM | Price    | Total     |
|------------------------------------------------------------------------------------------|----------|-----|----------|-----------|
| <b>010 Catch Basin Cleaning, Dbdie Ln - 8/28/23</b><br>Item Code: S-S-SER-CLINS-010      | 8        | EA  | \$ 50.00 | \$ 400.00 |
| <b>011 Catch Basin Cleaning, Dbdie Ln - 8/30/23</b><br>Item Code: S-S-SER-CLINS-010      | 7        | EA  | \$ 50.00 | \$ 350.00 |
| <b>012 Catch Basin Cleaning, Bolton - 8/30/23</b><br>Item Code: S-S-SER-CLINS-010        | 3        | EA  | \$ 50.00 | \$ 150.00 |
| <b>013 Catch Basin Cleaning, Silvery Ln - 8/31/23</b><br>Item Code: S-S-SER-CLINS-010    | 8        | EA  | \$ 50.00 | \$ 400.00 |
| <b>014 Catch Basin Cleaning, Legacy Park Dr - 9/1/23</b><br>Item Code: S-S-SER-CLINS-010 | 8        | EA  | \$ 50.00 | \$ 400.00 |
| <b>015 Catch Basin Cleaning, Rouge River Dr - 9/2/23</b><br>Item Code: S-S-SER-CLINS-010 | 6        | EA  | \$ 50.00 | \$ 300.00 |
| <b>016 Catch Basin Cleaning, Constance - 9/2/23</b><br>Item Code: S-S-SER-CLINS-010      | 8        | EA  | \$ 50.00 | \$ 400.00 |
| <b>017 Catch Basin Cleaning, 2nd St - 9/2/23</b><br>Item Code: S-S-SER-CLINS-010         | 9        | EA  | \$ 50.00 | \$ 450.00 |
| <b>018 Catch Basin Cleaning, Westphal - 9/3/23</b><br>Item Code: S-S-SER-CLINS-010       | 5        | EA  | \$ 50.00 | \$ 250.00 |

|                      |                    |
|----------------------|--------------------|
| Invoice Subtotal     | \$ 9,512.80        |
| Total Before Tax:    | \$ 9,512.80        |
| Total Tax Amount:    | \$ 0.00            |
| <b>Total Amount:</b> | <b>\$ 9,512.80</b> |
| <b>Balance Due:</b>  | <b>\$ 9,512.80</b> |

Dearborn Heights - Performed CCTV Inspections and Cleaning  
CCTV Inspections were conducted for the week of 8/28/23 - 9/3/2023

Account # 552-540-818,030

**Remittance Address**

Duke's Root Control, Inc.  
400 Airport Rd., Suite E  
Elgin, IL 60123



Tax ID No.: 75-3026801  
Website: www.dukes.com

**Accounting**

Phone: 800-447-6687  
Fax: 315-475-4203  
E-Mail: accounts@dukes.com

**ej**

EJ USA, Inc.  
PO Box 644873  
Pittsburgh, PA 15264-4873  
800 626 4653

# Invoice

## 110230066722

|              |            |
|--------------|------------|
| Invoice Date | 09/12/23   |
| Due Date     | 10/06/23   |
| Order No.    | 0001669033 |
| Customer No. | 20018070   |
| Customer PO  | DAVE B.    |
| Job Name     | .          |
| Job Number   | S2         |

Bill To:

Ship To:

City of Dearborn Heights  
Attention Accounts Payable  
6045 Fenton Avenue  
Dearborn Heights MI 48127

City of Dearborn Heights  
DEPARTMENT OF PUBLIC WORKS  
24600 Van Born - NO DELIVERIES BTWN  
Dearborn Heights MI 48125

*Hydrant Order*

| Line                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Item No.       | Description                         | Sales Price | Inv. Qty. | Amount   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------------------|-------------|-----------|----------|
| 10                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Tracking Info: | PRO# Carrier: TMS Integration only  |             |           |          |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 83405D         | 5BR250 DFD HYD 5" 2DTP HSTRZ OL RED | 3,914.47    | 2         | 7,828.94 |
| <p><i>Account #</i><br/><i>592-537-791,000</i></p> <p><i>Ok to pay</i><br/><i>Re</i></p>                                                                                                                                                                                                                                                                                                                                                                                     |                |                                     |             |           |          |
| <p><b>***Electronic payment fraud is on the rise. If EJ makes a banking change in the future it will be verbally communicated in advance. Please contact EJ immediately if you receive ANY notification of electronic payment changes.***</b></p> <p>Please include the invoice number on all payment remittance information.</p> <p>For electronic payments, please send all remittance information to: <a href="mailto:americas.ar@ejco.com">americas.ar@ejco.com</a>.</p> |                |                                     |             |           |          |

Ordered By:  
City of Dearborn Heights  
Attention Accounts Payable  
6045 Fenton Avenue  
Dearborn Heights MI 48127

Payment Terms  
Delivery Terms  
Delivery Date  
Delivery Ticket  
Delivery Method

Net 30 Days  
Ex-Works  
09/08/23  
4052990  
EJ Truck

|             |            |
|-------------|------------|
| Order Total | \$7,828.94 |
| Tax         |            |
| Charges     |            |

Thank you for your business. We are driven to deliver unparalleled customer service.

Pay this amount:  
**\$7,828.94 USD**

A monthly finance charge will be added to any unpaid balance which is not paid when due. The finance charges are computed by a periodic rate of 1.5% per month (from and after the due date), which is an annual percentage rate of 18% applied to the unpaid balances after deducting payments made before the due date and or credits. Payments received on account are applied against the amounts first due.

We hereby certify that these goods were produced in compliance with all applicable requirements of Sec. 6, 7, & 12 of the Fair Labor Standards Act, as amended, and of regulations and orders of the United States Department of Labor issued under Sec. 14 thereof.

Current Terms and Conditions are available at [ejco.com](http://ejco.com)

**Please Remit To:**  
**ACH Payment**  
PNC Bank  
Routing Number: 021052053  
Account Number: 45487629  
[americas.ar@ejco.com](mailto:americas.ar@ejco.com)

**Check Payment**  
EJ USA, Inc.  
PO Box 644873  
Pittsburgh, PA 15264-4873



**FLEET MANAGEMENT**

ENTERPRISE FM TRUST

Enterprise Fleet Management Customer Billing

PO BOX 800089

Kansas City, MO 64180-0089

>00950 00025757 F002D C601 11464

CITY OF DEARBORN HEIGHTS - CODE ENFORCE

6045 Fenton St

DEARBORN HEIGHTS MI 48127-3287

00025757 F002D C601 00950 1/5





**FLEET MANAGEMENT****INVOICE**

Please Remit To:

ENTERPRISE FM TRUST

Enterprise Fleet Management Customer Billing

PO BOX 800089

Kansas City MO 64180-0089

United States

Page: 1

Consolidated Invoice No: FBN4829013

Invoice Date: 09/06/2023

Customer Number: 576941

Due upon receipt, late if not paid by 20th of September

AMOUNT DUE: \$ 2,337.44

Customer:

CITY OF DEARBORN HEIGHTS - CODE ENFORCE

6045 Fenton St

DEARBORN HEIGHTS MI 48127-3287

For billing questions, please email ARBilling@efleets.com or call the Billing Solutions Team 1-866-556-2864

<sup>1</sup> Enterprise FM Trust, a Delaware statutory trust, is the owner of the vehicle covered by this Schedule. Enterprise FM Trust (not Enterprise Fleet Management) is and shall be deemed to be the Lessor of such vehicle under the Master Lease Agreement and shall have all rights and obligations of the Lessor under the Master Lease Agreement with respect to such vehicle. All rental and other payments owed by the Lessee with respect to such vehicle under the Master Lease Agreement shall be paid to Enterprise Fleet Management in its capacity as the servicer for Enterprise FM Trust. All references in Sections 11(a) (Insurance) and 12 (Indemnity) of the Master Lease Agreement to the "Lessor" shall include any servicer(s) and/or other agent(s) for or of Enterprise FM Trust.

The inclusion herein of references to maintenance fees/services are solely for the administrative convenience of Lessee. Notwithstanding the inclusion of such references in this [Invoice/Schedule/Quote], all such maintenance services are to be performed by Enterprise Fleet Management, Inc., and all such maintenance fees are payable by Lessee solely for the account of Enterprise Fleet Management, Inc., pursuant to that certain separate [Maintenance Agreement] entered into by and between Lessee and Enterprise Fleet Management, Inc.; provided that such maintenance fees are being billed by FM Trust, and are payable at the direction of FM Trust, solely as an authorized agent for collection on behalf of Enterprise Fleet Management, Inc.

**Charge Summary**

| Line | Cust Ref | Cost Code                             | Unit Number | Tm | Mos Svc Yr | Make | Model          | Invoice Number | Driver | Base Lease | Maintenance Fee | Insurance | Tax/Other Charges | Miscellaneous | Total  |
|------|----------|---------------------------------------|-------------|----|------------|------|----------------|----------------|--------|------------|-----------------|-----------|-------------------|---------------|--------|
| 1    | 576941   | Code Enforcement                      | 25HDSN      | 60 | 16         | 22   | FORD ESCA      |                | #7     | 280.44     | 49.98           |           |                   |               | 330.42 |
|      |          | 09/01 - 09/30/23 Monthly Lease Charge |             |    |            |      | 25HDSN-0923-MR |                |        |            |                 |           |                   |               |        |
| 2    | 576941   | Code Enforcement                      | 25HDV3      | 60 | 16         | 22   | FORD ESCA      |                | #6     | 280.44     | 49.98           |           |                   |               | 330.42 |
|      |          | 09/01 - 09/30/23 Monthly Lease Charge |             |    |            |      | 25HDV3-0923-MR |                |        |            |                 |           |                   |               |        |
| 3    | 576941   | Code Enforcement                      | 25HDV4      | 60 | 16         | 22   | FORD ESCA      |                | #2     | 280.44     | 49.98           |           |                   |               | 330.42 |
|      |          | 09/01 - 09/30/23 Monthly Lease Charge |             |    |            |      | 25HDV4-0923-MR |                |        |            |                 |           |                   |               |        |

576941 / FBN4829013

00025757 F002D C601 00950 2/5



Remittance Advice - Consolidated Invoice  
Please Return With Payment

Customer: CITY OF DEARBORN HEIGHTS - CODE ENFORCE  
Customer Number: 576941  
Consolidated Invoice No: FBN4829013  
Invoice Date: 09/06/2023  
Due upon receipt, late if not paid by 20th of September  
Total Charges: \$ 2,337.44  
Amount Remitted  
For billing questions, please email ARBilling@effeets.com or call the Billing Solutions Team directly at: 1-866-556-2864

Mail Payment To:  
ENTERPRISE FM TRUST  
Enterprise Fleet Management Customer Billing  
PO BOX 800089  
Kansas City MO 64180-0089

| Line      | Cust Ref | Unit # | Invoice Number           | Date     | Description          | Charges  | Amount Paid/Comments |
|-----------|----------|--------|--------------------------|----------|----------------------|----------|----------------------|
| 1         | 576941   |        | 25HDSN1 25HDSN-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 2         | 576941   |        | 25HDV31 25HDV3-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 3         | 576941   |        | 25HDV41 25HDV4-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 4         | 576941   |        | 25HDV61 25HDV6-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 5         | 576941   |        | 25HDV91 25HDV9-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 6         | 576941   |        | 25HDVC1 25HDVC-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 7         | 576941   |        | 25HDVD1 25HDVD-0923-MR   | 09/06/23 | Monthly Lease Charge | 330.42   |                      |
| 8         | 576941   |        | 25HDVD1 25HDVD-080823-MM | 09/06/23 | Maintenance Charge   | 24.50    |                      |
| Total Due |          |        |                          |          |                      | 2,337.44 |                      |

ENTERPRISE FM TRUST

Enterprise Fleet Management Customer Billing  
PO BOX 800089  
Kansas City, MO 64180-0089

CITY OF DEARBORN HEIGHTS - CODE ENFORCE  
6045 Fenton St  
DEARBORN HEIGHTS, MI 48127-3287

**STATEMENT**

*1500 9/18/23*

*101-426-818.006*

Page: 1  
Statement Number: 2731  
Statement Date: 09/06/2023  
Customer Number: 576941  
DUE UPON RECEIPT  
Late if not paid by September 20th

**Amount Due: \$ 2,091.05**

For billing questions, please email ARBilling@eflets.com or call  
the Billing Solutions Team directly at: 1-866-556-2864

1. Enterprise FM Trust, a Delaware statutory trust, is the owner of the vehicle covered by this Schedule. Enterprise FM Trust (not Enterprise Fleet Management) is and shall be deemed to be the Lessor of such vehicle under the Master Lease Agreement and shall have all rights and obligations of the Lessor under the Master Lease Agreement with respect to such vehicle. All rental and other payments owed by the Lessee with respect to such vehicle under the Master Lease Agreement shall be paid to Enterprise Fleet Management in its capacity as the servicer for Enterprise FM Trust. All references in Sections 11(a) (Insurance) and 12 (Indemnity) of the Master Lease Agreement to the "Lessor" shall include any servicer(s) and/or other agent(s) for or of Enterprise FM Trust. The inclusion herein of references to maintenance fees/services are solely for the administrative convenience of Lessee. Notwithstanding the inclusion of such references in this [Invoice/Schedule/Quote], all such maintenance services are to be performed by Enterprise Fleet Management, Inc., and all such maintenance fees are payable by Lessee solely for the account of Enterprise Fleet Management, Inc., pursuant to that certain separate [Maintenance Agreement] entered into by and between Lessee and Enterprise Fleet Management, Inc.; provided that such maintenance fees are being billed by FM Trust, and are payable at the direction of FM Trust, solely as an authorized agent for collection on behalf of Enterprise Fleet Management, Inc.

| Trn Date           | Cust Ref | Cost Code        | Unit #              | Driver | Reference Number | Description          | Chgs/Dr | Pymts/Cr | Amount Due |
|--------------------|----------|------------------|---------------------|--------|------------------|----------------------|---------|----------|------------|
| 08/31/23           |          |                  |                     |        | Chk0189023       | PAYMENT ON ACCOUNT   |         | -246.39  | -246.39    |
| Total for Customer |          |                  |                     |        |                  |                      |         |          | \$ -246.39 |
| 09/06/23           | 576941   | Code Enforcement | 25HDSN <sup>1</sup> | #7     | 25HDSN-0923-MR   | Monthly Lease Charge | 330.42  |          | 330.42     |
| 09/06/23           | 576941   | Code Enforcement | 25HDV3 <sup>1</sup> | #6     | 25HDV3-0923-MR   | Monthly Lease Charge | 330.42  |          | 330.42     |
| 09/06/23           | 576941   | Code Enforcement | 25HDV4 <sup>1</sup> | #2     | 25HDV4-0923-MR   | Monthly Lease Charge | 330.42  |          | 330.42     |
| 09/06/23           | 576941   | Code Enforcement | 25HDV6 <sup>1</sup> | #5     | 25HDV6-0923-MR   | Monthly Lease Charge | 330.42  |          | 330.42     |
| 09/06/23           | 576941   | Code Enforcement | 25HDV9 <sup>1</sup> | #4     | 25HDV9-0923-MR   | Monthly Lease Charge | 330.42  |          | 330.42     |

576941 / 2731

00025757 F002D C601 00950 4/5

## STATEMENT

ENTERPRISE FM TRUST  
Enterprise Fleet Management Customer Billing  
PO BOX 800089  
Kansas City, MO 64180-0089

Page: 3  
Statement Number: 2731  
Statement Date: 09/06/2023  
Customer Number: 576941

CITY OF DEARBORN HEIGHTS - CODE ENFORCE  
6045 Fenton St  
DEARBORN HEIGHTS, MI 48127-3287

| Tm Date    | Cust Ref | Cost Code | Unit # | Driver | Reference Number | Description | Chgs/Dr  | Pymts/Cr | Amount Due |
|------------|----------|-----------|--------|--------|------------------|-------------|----------|----------|------------|
|            |          | 0-30      | 31-60  | 61-90  | Over 90          | Dispute     | Total    |          |            |
| # of Items | 9        | 0         | 0      | 0      | 0                | 0           | 9        |          |            |
| Amount     | 2,091.05 | 0.00      | 0.00   | 0.00   | 0.00             | 0.00        | 2,091.05 |          |            |

Note: This Aging Summary excludes Prepayments



576941 / 2731

00025757 F002D C601 00950 5/5

# CITY OF DEARBORN HEIGHTS

6045 FENTON • DEARBORN HEIGHTS, MICHIGAN 48127  
TELEPHONE (313) 791-3443 • FAX (313) 791-3441

## Ship To:

POLICE DEPARTMENT  
CITY OF DEARBORN HEIGHTS

25637 MICHIGAN AVENUE

DEARBORN HEIGHTS MI 48125

## PURCHASE ORDER

NO. 24-120

Date: 07/11/23

\*\*\*\*\*

BLANKET PURCHASE ORDERS

JULY 1, 2023 THROUGH JUNE 30, 2024  
TO BE PAID MONTHLY

VENDOR NO. 10341

V  
E  
N  
D  
O  
R  
FIESTA GOURMET AND DELI, INC.  
6860 SCHAEFER ROAD

DEARBORN MI 48126

TO COVER THE COST OF:

| Quantity | Unit | Description                 | Unit Cost | Total Cost |
|----------|------|-----------------------------|-----------|------------|
| 1        | UNIT | FOOD AND BEVERAGE ITEMS FOR | \$0.00    | \$0.00     |

PRISONER'S MEALS

101-300-759.000

Total PO Amount

1550. —  
0.00

 07-SEP-23  
JERROD HART

DIRECT INQUIRIES TO

  
BUYER

**PURCHASE ORDER NUMBER MUST APPEAR ON INVOICE. OR INVOICE WILL NOT BE PAID!**

**M.S.D.S. REQUIRED ON HAZARDOUS MATERIAL**

**NOTE: ANY DEVIATION IN PRICE ON THIS ORDER MUST BE APPROVED BY THE CITY PURCHASING DIVISION PRIOR TO DELIVERY**

1. ORIGINAL INVOICES TO:  
COMPTROLLER'S OFFICE  
6045 FENTON, DBN. HTS., MI 48127
2. EXEMPT FROM STATE/LOCAL AND  
FEDERAL TAXES: 38-1712300
3. PURCHASE ORDER NUMBER MUST APPEAR ON ALL  
INVOICES, SHIPPERS, AND CORRESPONDENCES.
4. SUBSTITUTIONS NOT ACCEPTED WITHOUT PRIOR  
APPROVAL.
5. PARTIAL SHIPMENT WILL BE ACCEPTED IF  
INVOICED SEPARATELY. PAYMENT MADE UPON  
COMPLETION OF PURCHASE ORDER.
6. ACKNOWLEDGMENT COPY MUST BE RETURNED BEFORE  
ORDER IS BINDING.

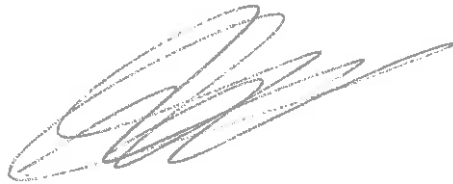


FIESTA GOURMET AND DELI, INC  
6860 SCHAEFER DEARBORN, MI. 48126  
HOME (313) 584-2008 CELL (313) 475-3123

DEARBORN HEIGHTS POLICE DEPARTMENT  
CITY OF DEARBORN HEIGHTS  
25637 MICHIGAN AVENUE DEARBORN HEIGHTS MI 48125

DATE: 8-4-23

| CODE<br>===== | DESCRIPTION<br>===== | PCS/SOL<br>===== | PRICE<br>===== | TOTAL<br>===== |
|---------------|----------------------|------------------|----------------|----------------|
| 00009         | BURGER WITH CHEESE   | <u>30</u>        | 2.50           | <u>75.00</u>   |
| 00013         | TURKEY SUB           | <u>30</u>        | 2.50           | <u>75.00</u>   |
| 00015         | EGG SALADS           | <u>5</u>         | 3.50           | <u>17.50</u>   |
| 00090         | FRUIT DRINK CASE     | <u>2</u>         | 85.00          | <u>170.00</u>  |
| 00091         | DANISH CASE          | <u>2</u>         | 85.00          | <u>170.00</u>  |
| 00092         | Halal Turkey "Halal" | <u>10</u>        | 3.75           | <u>37.50</u>   |



PLEASE PAY

\$545.00

PURCHASE ORDER # 101-300-759.000

FIESTA GOURMET AND DELI, INC  
6860 SCHAEFER DEARBORN, MI. 48126  
HOME (313) 584-2008 CELL (313) 475-3123

DEARBORN HEIGHTS POLICE DEPARTMENT  
CITY OF DEARBORN HEIGHTS  
25637 MICHIGAN AVENUE DEARBORN HEIGHTS MI 48125

DATE: 8-21-23

| CODE<br>===== | DESCRIPTION<br>===== | PCS/SOL<br>===== | PRICE<br>===== | TOTAL<br>===== |
|---------------|----------------------|------------------|----------------|----------------|
| 00009         | BURGER WITH CHEESE   | <u>30</u>        | 2.50           | <u>75.00</u>   |
| 00013         | TURKEY SUB           | <u>30</u>        | 2.50           | <u>75.00</u>   |
| 00015         | EGG SALADS           | <u>5</u>         | 3.50           | <u>17.50</u>   |
| 00090         | FRUIT DRINK CASE     | <u>2</u>         | 85.00          | <u>170.00</u>  |
| 00091         | DANISH CASE          | <u>2</u>         | 85.00          | <u>170.00</u>  |
| 00092         | Halal Turkey "Halal" | <u>10</u>        | 3.75           | <u>37.50</u>   |

Credit 1/2 case of Danish No charge



PLEASE PAY \$545.00

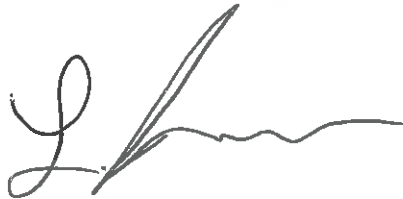
PURCHASE ORDER # 101-300-759.000

FIESTA GOURMET AND DELI, INC  
6860 SCHAEFER DEARBORN, MI. 48126  
HOME (313) 584-2008 CELL (313) 475-3123

DEARBORN HEIGHTS POLICE DEPARTMENT  
CITY OF DEARBORN HEIGHTS  
25637 MICHIGAN AVENUE DEARBORN HEIGHTS MI 48125

DATE: 8-30-23

| CODE<br>===== | DESCRIPTION<br>===== | PCS/SOL<br>===== | PRICE<br>===== | TOTAL<br>=====  |
|---------------|----------------------|------------------|----------------|-----------------|
| 00009         | BURGER WITH CHEESE   | <u>30</u>        | 2.50           | <u>\$75.00</u>  |
| 00013         | TURKEY SUB           | <u>30</u>        | 2.50           | <u>\$75.00</u>  |
| 00015         | EGG SALADS           | <u>5</u>         | 3.50           | <u>\$17.50</u>  |
| 00090         | FRUIT DRINK CASE     | <u>2</u>         | 85.00          | <u>\$170.00</u> |
| 00091         | DANISH CASE          | <u>1</u>         | 85.00          | <u>\$85.00</u>  |
| 00092         | Halal Turkey "Halal" | <u>10</u>        | 3.75           | <u>\$37.50</u>  |



PLEASE PAY

\$460.00

PURCHASE ORDER # 101-300-759.000

# Statement

Hennessey Engineers, Inc.  
13500 Reeck Road  
Southgate, MI 48195  
7347591600

City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Statement date: 9/12/2023

|                                             | Invoice Number      | Invoice Date | Amount               |
|---------------------------------------------|---------------------|--------------|----------------------|
| City of Dearborn Heights                    |                     |              |                      |
| 27001 Water Distribution Operation Services |                     |              |                      |
|                                             | 161625              | 6/9/2022     | 1,600.00             |
|                                             | 163147              | 3/30/2023    | 1,600.00             |
|                                             | 163371              | 4/27/2023    | 1,600.00             |
|                                             | 163372              | 5/25/2023    | 1,600.00             |
|                                             | 163741              | 6/30/2023    | 1,600.00             |
|                                             | 163742              | 7/31/2023    | 1,600.00             |
|                                             | 163851              | 8/24/2023    | 1,600.00             |
|                                             | Project Outstanding |              | 11,200.00            |
| 27007 PRV Monitoring                        |                     |              |                      |
|                                             | 162744              | 1/26/2023    | 753.99               |
|                                             | 163148              | 3/30/2023    | 249.00               |
|                                             | 163373              | 5/25/2023    | 166.00               |
|                                             | 163852              | 8/24/2023    | <del>900.00</del>    |
|                                             | Project Outstanding |              | 2,164.99             |
| 27008 Water Testing                         |                     |              |                      |
|                                             | 163149              | 3/30/2023    | 332.00               |
|                                             | 163374              | 5/25/2023    | 830.00               |
|                                             | 163853              | 8/24/2023    | 4,125.25             |
|                                             | Project Outstanding |              | 5,287.25             |
|                                             | Client Outstanding  |              | <del>18,652.24</del> |

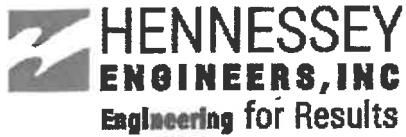
*Handwritten:*  
592-537-818.000

*Handwritten:* Pay \$17,656.24

Statement

| City of Dearborn Heights |          |            |            |             |           |            |
|--------------------------|----------|------------|------------|-------------|-----------|------------|
| Outstanding              | Current  | 31-60 Days | 61-90 Days | 91-120 Days | 121+ Days | Prepayment |
| 18,652.24                | 6,721.25 | 1,600.00   | 1,600.00   | 2,596.00    | 6,134.99  | 0.00       |





13500 Reek Road  
Southgate, MI 48195  
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F : 734.282.6566  
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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

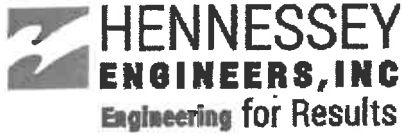
Invoice number 161625  
Date 06/09/2022

Project **27001 Water Distribution Operation Services**

June 2022

| Description                                     | Contract Amount | Percent Complete | Total Billed     | Prior Billed     | Current Billed  |
|-------------------------------------------------|-----------------|------------------|------------------|------------------|-----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 19,200.00        | 17,600.00        | 1,600.00        |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |                  |                  |                 |
| <b>Total</b>                                    | <b>0.00</b>     | <b>0.00</b>      | <b>19,200.00</b> | <b>17,600.00</b> | <b>1,600.00</b> |
| Invoice total                                   |                 |                  |                  |                  | <b>1,600.00</b> |

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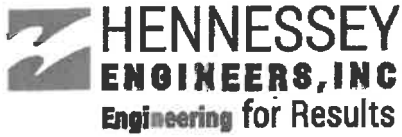
Invoice number 163147  
Date 03/30/2023

Project **27001 Water Distribution Operation Services**

March 2023

| Description                                     | Contract Amount | Percent Complete | Total Billed | Prior Billed | Current Billed  |
|-------------------------------------------------|-----------------|------------------|--------------|--------------|-----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 33,600.00    | 32,000.00    | 1,600.00        |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |              |              |                 |
| Total                                           | 0.00            | 0.00             | 33,600.00    | 32,000.00    | 1,600.00        |
| Invoice total                                   |                 |                  |              |              | <b>1,600.00</b> |

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City of Dearborn Heights  
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Dearborn Heights, MI 48127

Invoice number 163371  
Date 04/27/2023

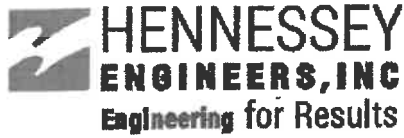
Project **27001 Water Distribution Operation Services**

April 2023

| Description                                     | Contract Amount | Percent Complete | Total Billed | Prior Billed | Current Billed |
|-------------------------------------------------|-----------------|------------------|--------------|--------------|----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 35,200.00    | 33,600.00    | 1,600.00       |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |              |              |                |
| Total                                           | 0.00            | 0.00             | 35,200.00    | 33,600.00    | 1,600.00       |

Invoice total **1,600.00**

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163372  
Date 05/25/2023

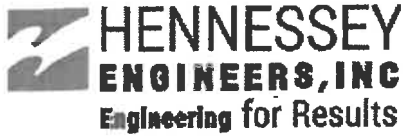
Project **27001 Water Distribution Operation Services**

May 2023

| Description                                     | Contract Amount | Percent Complete | Total Billed | Prior Billed | Current Billed |
|-------------------------------------------------|-----------------|------------------|--------------|--------------|----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 36,800.00    | 35,200.00    | 1,600.00       |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |              |              |                |
| Total                                           | 0.00            | 0.00             | 36,800.00    | 35,200.00    | 1,600.00       |

Invoice total **1,600.00**

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163741  
Date 06/30/2023

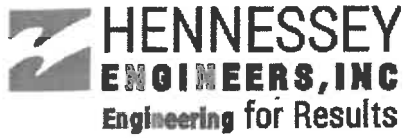
Project **27001 Water Distribution Operation Services**

June 2023

| Description                                     | Contract Amount | Percent Complete | Total Billed | Prior Billed | Current Billed  |
|-------------------------------------------------|-----------------|------------------|--------------|--------------|-----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 38,400.00    | 36,800.00    | 1,600.00        |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |              |              |                 |
| Total                                           | 0.00            | 0.00             | 38,400.00    | 36,800.00    | 1,600.00        |
| Invoice total                                   |                 |                  |              |              | <b>1,600.00</b> |

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City of Dearborn Heights  
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Dearborn Heights, MI 48127

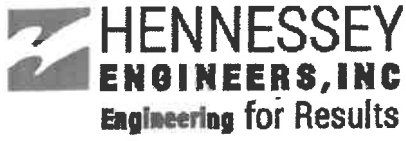
Invoice number 163742  
Date 07/31/2023

Project **27001 Water Distribution Operation  
Services**

July 2023

| Description                                     | Contract<br>Amount | Percent<br>Complete | Total<br>Billed | Prior<br>Billed | Current<br>Billed |
|-------------------------------------------------|--------------------|---------------------|-----------------|-----------------|-------------------|
| <b>Water Operations Oversight</b>               | 0.00               | 0.00                | 40,000.00       | 38,400.00       | 1,600.00          |
| <i>Water Operations Oversight \$1,600/month</i> |                    |                     |                 |                 |                   |
| Total                                           | 0.00               | 0.00                | 40,000.00       | 38,400.00       | 1,600.00          |
| Invoice total                                   |                    |                     |                 |                 | <b>1,600.00</b>   |

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163851  
Date 08/24/2023

Project **27001 Water Distribution Operation Services**

August 2023

| Description                                     | Contract Amount | Percent Complete | Total Billed | Prior Billed | Current Billed  |
|-------------------------------------------------|-----------------|------------------|--------------|--------------|-----------------|
| <b>Water Operations Oversight</b>               | 0.00            | 0.00             | 41,600.00    | 40,000.00    | 1,600.00        |
| <i>Water Operations Oversight \$1,600/month</i> |                 |                  |              |              |                 |
| Total                                           | 0.00            | 0.00             | 41,600.00    | 40,000.00    | 1,600.00        |
| Invoice total                                   |                 |                  |              |              | <b>1,600.00</b> |

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 162744  
Date 01/26/2023

Project **27007 PRV Monitoring**

Through January 26, 2023

**PRV Monitoring**

Professional Fees

C02 - Construction Engineer III

| Hours | Rate  | Billed Amount |
|-------|-------|---------------|
| 8.00  | 83.00 | 664.00        |

**Materials**

Reimbursables

Reimbursable

*Insulating Materials*

| Units | Rate  | Billed Amount |
|-------|-------|---------------|
| 1.00  | 89.99 | 89.99         |

Invoice total **753.99**

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Southgate, MI 48195  
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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163148  
Date 03/30/2023

Project **27007 PRV Monitoring**

January 27, 2023 Through March 30, 2023

**PRV Monitoring**

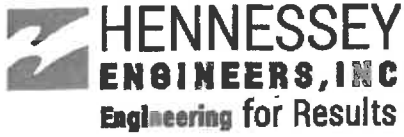
*build diffuser for Prv*

C02 - Construction Engineer III

| Hours | Rate  | Billed Amount |
|-------|-------|---------------|
| 3.00  | 83.00 | 249.00        |

Invoice total **249.00**

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163373  
Date 05/25/2023

Project 27007 PRV Monitoring

March 31, 2023 Through May 25, 2023

**PRV Monitoring**

*build diffuser for Prv*

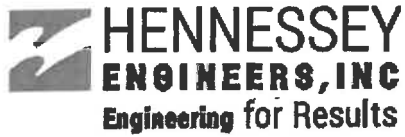
C02 - Construction Engineer III

| Hours | Rate  | Billed Amount |
|-------|-------|---------------|
| 2.00  | 83.00 | 166.00        |

Invoice total **166.00**

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City of Dearborn Heights  
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Dearborn Heights, MI 48127

Invoice number 163149  
Date 03/30/2023

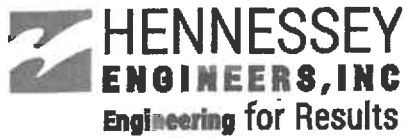
Project **27008 Water Testing**

Through March 30, 2023

**UCMR5 Reporting**

|                                 | Hours | Rate  | Billed<br>Amount |
|---------------------------------|-------|-------|------------------|
| C02 - Construction Engineer III | 4.00  | 83.00 | 332.00           |
| Invoice total                   |       |       | <b>332.00</b>    |

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F : 734.282.6566  
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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163374  
Date 05/25/2023

Project 27008 Water Testing

March 31, 2023 Through May 25, 2023

**UCMR5 Reporting**

|                                 | Hours | Rate  | Billed<br>Amount |
|---------------------------------|-------|-------|------------------|
| C02 - Construction Engineer III | 10.00 | 83.00 | 830.00           |
| Invoice total                   |       |       | 830.00           |

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City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

Invoice number 163853  
Date 08/24/2023

Project **27008 Water Testing**

May 26, 2023 Through August 24, 2023

**UCMR5 Reporting**

|                                 | Hours | Rate   | Billed Amount |
|---------------------------------|-------|--------|---------------|
| C02 - Construction Engineer III | 6.00  | 83.00  | 498.00        |
|                                 | Units | Rate   | Billed Amount |
| 08/17/2023                      |       |        |               |
| Postage                         | 1.00  | 141.25 | 141.25        |
| Fed Ex - Water Samples          |       |        |               |
| Phase subtotal                  |       |        | 639.25        |

**DBP Reporting**

|                                 | Hours | Rate  | Billed Amount |
|---------------------------------|-------|-------|---------------|
| C02 - Construction Engineer III | 18.00 | 83.00 | 1,494.00      |

**Lead & Copper**

|                                 | Hours | Rate  | Billed Amount   |
|---------------------------------|-------|-------|-----------------|
| C02 - Construction Engineer III | 24.00 | 83.00 | 1,992.00        |
| Invoice total                   |       |       | <b>4,125.25</b> |

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|          |           |
|----------|-----------|
| Due Date | 8/24/2023 |
|----------|-----------|

|           |           |
|-----------|-----------|
| Date      | Invoice # |
| 8/24/2023 | 31187     |
| P.O. No.  | Project   |
|           |           |

|  |  |
|--|--|
|  |  |
|--|--|

|         |                                                                              |
|---------|------------------------------------------------------------------------------|
| Ship To | Bill To                                                                      |
|         | Warren Valey Golf Course<br>26116 W Warren Ave<br>Dearborn Heights, MI 48127 |

101-265-931.000

Work OK 8/31/23 EBW  
Eun with

---



# INVOICE

28529 Goddard Rd. Suite #106  
Romulus, Michigan 48174  
Phone (734) 955-2508 Fax (734) 955-2504

DATE: August 31, 2023  
INVOICE # 1306943-5

**BILL TO:**  
Dearborn Heights  
24600 Van Born  
Dearborn Heights, MI 48125

**FOR:** Dearborn Heights 2023  
CIPP  
**LFS No.** 1306943

Attn: Dave Borowski  
[dborowski@ci.dearborn-heights.mi.us](mailto:dborowski@ci.dearborn-heights.mi.us)  
313-791-6000

| DESCRIPTION                    | QTY  | UNIT | UNIT PRICE | AMOUNT        |
|--------------------------------|------|------|------------|---------------|
| Pipe Preparation               | 1856 | LF   | \$ 10.50   | \$ 19,488.00  |
| 8" CIPP                        |      | LF   | \$ 36.00   | \$ -          |
| 10" CIPP                       | 2668 | LF   | \$ 38.00   | \$ 101,384.00 |
| 12" CIPP                       |      | LF   | \$ 42.00   | \$ -          |
| 15" CIPP                       | 325  | LF   | \$ 63.00   | \$ 20,475.00  |
| 18" CIPP                       | 380  | LF   | \$ 74.00   | \$ 28,120.00  |
| 21" CIPP                       |      | LF   | \$ 90.00   | \$ -          |
| Removal of protruding laterals |      | EA   | \$ 500.00  | \$ -          |
|                                |      |      |            | \$ -          |

**Check by U.S. Mail**  
Inliner Solutions, LLC  
PO Box 931303  
Atlanta, GA 31193-1303

**Check by Courier**  
Lockbox Services 931303  
Inliner Solutions, LLC  
3585 Atlanta Avenue  
Hapeville, GA 30354-1705

**Electronic Payments**  
Wells Fargo Bank N.A.  
420 Montgomery Street  
San Francisco, CA 94104  
Account Name: Inliner Solutions LLC  
Account #: 4201293016  
ABA (ACH, Wire transfers) #: 121000248  
Swift Code: WFBUS6S  
Inliner Billing & Collections Manager: Tara Atkinson  
Email: [tatkinson@teamipr.com](mailto:tatkinson@teamipr.com)  
Phone: 630-864-9652

|          |               |
|----------|---------------|
| SUBTOTAL | \$ 169,467.00 |
| OTHER    |               |
| TOTAL    | \$ 169,467.00 |

592-540-818.040

Ok to pay

Danforth Heights 130843 - Invoice 130843-5 August 2023 Backup

| U/F ID | Street                                   | UAS#      | DASH       | Map Size | Confirmed Size | Map Length | Actual Length | Prep Date | Install Date | Pipe Prep (\$10.00/LF) | 10" CIPP (\$34.00/LF) | 12" CIPP (\$47.00/LF) | 15" CIPP (\$63.00/LF) | 18" CIPP (\$74.00/LF) | 21" CIPP (\$90.00/LF) | Total        |
|--------|------------------------------------------|-----------|------------|----------|----------------|------------|---------------|-----------|--------------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------|
| 000208 | Wendy                                    | SA08NW002 | SA08NW077  | 10"      | 10"            | 180        | 185           | 4/29/2023 | 8/14/2023    | \$ 1,942.50            | \$ 7,030.00           |                       |                       |                       |                       | \$ 8,972.50  |
| 000209 | Ford Rd At E. Wendell (See Comments)     | SA17NW014 | SA17NW013  | 10"      | 10"            | 250        | 253           | 4/29/2023 |              | \$ 3,507.00            |                       |                       |                       |                       |                       | \$ 3,507.00  |
| 000210 | Parking Lot                              | SA08SE024 | SA08SE022  | 12"      | 12"            | 354        | 354           |           |              |                        |                       |                       |                       |                       |                       |              |
| 000211 | Elmway                                   | SA08SE041 | SA08SE042  | 6"       | 6"             | 333        | 334           | 8/12/2023 | 8/30/2023    | \$ -                   |                       |                       |                       |                       |                       | \$ 1,531.00  |
| 000212 | Heather                                  | SA08SE018 | SA08SE021  | 15"      | 15"            | 323        | 325           | 8/30/2023 | 8/17/2023    | \$ 3,412.80            |                       |                       | \$ 20,475.00          |                       |                       | \$ 23,887.80 |
| 000213 | Alley                                    | SA08SE084 | SA08SE082  | 10"      | 10"            | 258        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000214 | Dorchester                               | SA18NW005 | SA18NW011  | 10"      | 10"            | 239        | 241           | 8/14/2023 | 7/10/2023    | \$ 2,340.50            | \$ 8,158.00           |                       |                       |                       |                       | \$ 11,498.50 |
| 000215 | Dorchester                               | SA18NW100 | SA18NW097  | 10"      | 10"            | 289        | 290           | 8/13/2023 | 8/24/2023    | \$ 3,048.00            | \$ 11,020.00          |                       |                       |                       |                       | \$ 14,068.00 |
| 000216 | Dorchester                               | SA18NW112 | SA18NW112  | 10"      | 12"            | 245        | 245           | 8/13/2023 | 8/30/2023    | \$ 2,572.50            |                       | \$ 10,280.00          |                       |                       |                       | \$ 12,852.50 |
| 000217 | Infanter                                 | SA18NW011 | SA18NW010  | 10"      | 10"            | 251        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000218 | Chelview Dr                              | SA08SW044 | SA08SW010  | 10"      | 10"            | 312        | 314           | 5/17/2023 |              | \$ 3,297.00            |                       |                       |                       |                       |                       | \$ 3,297.00  |
| 000219 | Chelview Dr                              | SA08SW044 | SA08SW046  | 10"      | 10"            | 282        | 288           | 8/18/2023 | 8/18/2023    | \$ 3,024.00            | \$ 10,844.00          |                       |                       |                       |                       | \$ 13,868.00 |
| 000220 | Chelview Dr                              | SA08SW042 | SA08SW041  | 10"      | 10"            | 86         | 88            | 8/18/2023 | 8/22/2023    | \$ 903.00              | \$ 3,268.00           |                       | \$ 25,012.00          |                       |                       | \$ 29,183.00 |
| 000221 | Chelview                                 | SA08SW040 | SA08SW041  | 10"      | 10"            | 82         | 85            | 8/18/2023 | 8/22/2023    | \$ 682.50              | \$ 2,470.00           |                       |                       |                       |                       | \$ 3,152.50  |
| 000222 | Kennedy                                  | SA08SE018 | SA08SE028  | 12"      | 12"            | 305        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000223 | Kennedy                                  | SA08SW075 | SA08SW078  | 15"      | 15"            | 468        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000224 | Rouge River Dr.                          | SA08SE066 | SA08SE066A | 12"      | 12"            | 231        | 235           | 8/23/2023 | 8/21/2023    | \$ 2,467.50            | \$ 2,467.50           |                       |                       |                       |                       | \$ 4,935.00  |
| 000225 | Kennedy                                  | SA08SE046 | SA08SE013  | 16"      | 16"            | 338        | 338           | 8/19/2023 | 8/21/2023    | \$ 3,549.00            | \$ 28,561.00          |                       |                       |                       |                       | \$ 32,110.00 |
| 000226 | Salem                                    | SA08SE005 | SA08SE004  | 12"      | 12"            | 312        | 312           | 4/27/2023 | 8/22/2023    | \$ 3,278.00            |                       |                       |                       |                       |                       | \$ 3,278.00  |
| 000227 | Alleyway                                 | SA08SE046 | SA08SE046  | 10"      | 10"            | 151        | 145           | 8/21/2023 | 8/22/2023    | \$ 1,522.50            | \$ 5,510.00           |                       |                       |                       |                       | \$ 7,032.50  |
| 000228 | Saginaw                                  | SA08SW039 | SA08SW029  | 12"      | 12"            | 317        | 319           | 8/23/2023 |              | \$ 3,349.50            |                       |                       |                       |                       |                       | \$ 3,349.50  |
| 000229 | Midway                                   | SA08SE071 | SA08SE072  | 10"      | 10"            | 182        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000230 | Midway                                   | SA08SE072 | SA08SE067  | 10"      | 10"            | 186        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000231 | Midway                                   | SA08SE058 | SA08SE074  | 10"      | 10"            | 195        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000232 | Midway                                   | SA08SE058 | SA08SE074  | 10"      | 10"            | 170        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000233 | McMillan                                 | SA08SE028 | SA08SE078  | 12"      | 12"            | 108        | 108           | 8/17/2023 | 8/19/2023    | \$ 1,134.00            | \$ 4,104.00           |                       |                       |                       |                       | \$ 5,238.00  |
| 000234 | McMillan                                 | SA08SE029 | SA08SE028  | 12"      | 12"            | 288        | 290           | 8/12/2023 |              | \$ 3,046.00            |                       |                       |                       |                       |                       | \$ 3,046.00  |
| 000235 | McMillan                                 | SA08SE017 | SA08SE018  | 12"      | 12"            | 280        | 280           |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000236 | McMillan                                 | SA08SE018 | SA08SE019  | 12"      | 12"            | 280        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000237 | Decade                                   | SA08SE011 | SA08SE007  | 12"      | 12"            | 360        | 364           | 5/16/2023 | 8/20/2023    | \$ 3,822.00            |                       | \$ 15,258.00          |                       |                       |                       | \$ 19,080.00 |
| 000238 | Rouge                                    | SA08SE076 | SA08SE062  | 12"      | 12"            | 258        | 258           | 8/8/2023  | 8/20/2023    | \$ 2,709.00            |                       |                       |                       |                       |                       | \$ 2,709.00  |
| 000239 | Chelview                                 | SA10SW038 | SA10SW042  | 10"      | 10"            | 242        | 244           | 4/27/2023 | 8/18/2023    | \$ 2,562.00            | \$ 9,272.00           |                       |                       |                       |                       | \$ 11,834.00 |
| 000240 | Elmway                                   | SA08SW008 | SA08SW004  | 10"      | 10"            | 241        | 245           | 4/12/2023 | 8/18/2023    | \$ 2,672.50            | \$ 8,310.00           |                       |                       |                       |                       | \$ 10,982.50 |
| 000241 | Suncoast                                 | SA08SW007 | SA08SW068  | 10"      | 10"            | 260        | 316           | 4/12/2023 | 8/16/2023    | \$ 3,318.00            | \$ 1,508.00           |                       |                       |                       |                       | \$ 4,826.00  |
| 000242 | Lansdown                                 | SA08SW061 | SA08SW060  | 10"      | 10"            | 280        | 287           | 4/10/2023 | 8/21/2023    | \$ 2,813.50            | \$ 1,148.00           |                       |                       |                       |                       | \$ 3,961.50  |
| 000243 | Longview                                 | SA08SW060 | SA08SW059  | 10"      | 10"            | 220        | 233           | 4/10/2023 | 8/21/2023    | \$ 2,446.50            | \$ 1,148.00           |                       |                       |                       |                       | \$ 3,594.50  |
| 000244 | Headman Dr.                              | SA08SW014 | SA08SW012  | 10"      | 10"            | 178        | 180           | 4/21/2023 | 8/26/2023    | \$ 1,690.00            | \$ 6,140.00           |                       |                       |                       |                       | \$ 7,830.00  |
| 000245 | Cheltenham/Bonair Esce. (See Comment)    | SA08SW070 | SA08SW078  | 12"      | 12"            | 128        | 128           | 7/17/2023 |              | \$ 1,344.00            |                       |                       |                       |                       |                       | \$ 1,344.00  |
| 000246 | Cheltenham/Bonair Esce. (See Comment)    | SA08SW076 | SA08SE031  | 12"      | 12"            | 267        | 268           | 7/17/2023 | 8/14/2023    | \$ 2,088.50            | \$ 7,488.00           |                       |                       |                       |                       | \$ 9,576.50  |
| 000247 | Sutton                                   | SA08SW058 | SA08SW053  | 10"      | 10"            | 197        | 197           | 7/17/2023 | 8/14/2023    | \$ 3,307.50            | \$ 11,270.00          |                       |                       |                       |                       | \$ 14,577.50 |
| 000248 | Bonair                                   | SA08SW054 | SA08SW008  | 10"      | 10"            | 315        | 315           |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000249 | Philmont Ridge (Hwy 100/101/102/103/104) | SA08SW105 | SA08SW006  | 10"      | 10"            | 346        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000250 | Sutton                                   | SA08SW075 | SA08SW033  | 12"      | 12"            | 253        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000251 | Bonair                                   | SA08SW053 | SA08SW053  | 10"      | 10"            | 140        | 141           | 7/10/2023 | 8/14/2023    | \$ 1,460.50            | \$ 6,358.00           |                       |                       |                       |                       | \$ 7,818.50  |
| 000252 | Bonair                                   | SA08SW048 | SA08SW048  | 10"      | 10"            | 161        | 163           | 7/10/2023 | 8/16/2023    | \$ 1,711.50            | \$ 6,184.00           |                       |                       |                       |                       | \$ 7,895.50  |
| 000253 | Highway                                  | SA08NW072 | SA08NW064  | 10"      | 16"            | 379        | 380           | 7/31/2023 | 8/21/2023    | \$ 3,990.00            |                       |                       | \$ 28,120.00          |                       |                       | \$ 32,110.00 |
| 000254 | McMillan                                 | SA08SE078 | SA08SE028  | 12"      | 12"            | 170        | 173           | 7/17/2023 |              | \$ 1,816.50            |                       |                       |                       |                       |                       | \$ 1,816.50  |
| 000255 | Decade                                   | SA08SE018 | SA08SE020  | 12"      | 12"            | 259        | 262           | 8/8/2023  |              | \$ 2,751.00            |                       |                       |                       |                       |                       | \$ 2,751.00  |
| 000256 | Highway                                  | SA08SW013 | SA08SW016  | 12"      | 12"            | 100        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000257 | Elmway                                   | SA07SE017 | SA07SE020  | 12"      | 12"            | 268        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000258 | Esce N of Ford                           | SA08SW053 | SA08SW078  | 10"      | 10"            | 265        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000259 | Esce N of George                         | SA08SW021 | SA08SW021  | 10"      | 10"            | 246        | 246           | 7/10/2023 | 8/21/2023    | \$ 2,672.00            | \$ 9,310.00           |                       |                       |                       |                       | \$ 11,982.00 |
| 000260 | Highway                                  | SA08NW072 | SA08NW072  | 10"      | 10"            | 377        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000261 | Esce N of Ford                           | SA08SW070 | SA08SW007  | 10"      | 10"            | 225        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |
| 000262 | Esce N of Ford                           | SA08SW070 | SA08SW069  | 10"      | 10"            | 265        | 0             |           |              | \$ -                   |                       |                       |                       |                       |                       | \$ -         |



Danborn Heights 1306943 - Invoice 1306943-5 August 2023 Backup

| Line ID | Street                             | USM#       | DMS#       | Map Size | Confirmed Size | Map Length | Actual Length | Prep Date | Install Date | Pipe Prep (\$15.00/LF) | 8" CIPP (\$36.00/LF) | 10" CIPP (\$38.00/LF) | 12" CIPP (\$42.00/LF) | 15" CIPP (\$63.00/LF) | 18" CIPP (\$74.00/LF) | 21" CIPP (\$99.00/LF) | Total         |
|---------|------------------------------------|------------|------------|----------|----------------|------------|---------------|-----------|--------------|------------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------|
| 000263  | Galley                             | SA08SW051  | SA08SW054  | 10"      | 10"            | 295        | 296           | 7/21/2023 | 8/18/2023    | \$ 3,120.00            |                      | \$ 11,334.00          |                       |                       |                       |                       | \$ 14,454.00  |
| 000264  | Ease N of George (Danborn Heights) | SA08SW053  | SA08SW021  | 10"      | 10"            | 240        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000265  | Various                            | SA08SW055  | SA08SW003  | 10"      | 10"            | 298        | 300           | 7/24/2023 | 8/22/2023    | \$ 3,150.00            |                      | \$ 11,400.00          |                       |                       |                       |                       | \$ 14,550.00  |
| 000266  | Ease S of Hess                     | SA08SW056  | SA08SW034  | 10"      | 10"            | 296        | 296           | 8/4/2023  | 8/22/2023    | \$ 2,199.00            |                      | \$ 9,044.00           |                       |                       |                       |                       | \$ 11,243.00  |
| 000267  | Hess                               | SA08SW058  | SA08SW057  | 8"       |                | 146        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000268  | Whitfield                          | SA08SW058  | SA08SW053  | 10"      | 10"            | 296        | 292           | 8/1/2023  | 8/23/2023    | \$ 2,438.00            |                      | \$ 8,618.00           |                       |                       |                       |                       | \$ 11,056.00  |
| 000269  | Ease N of Lawrence                 | SA17NW032  | SA17NW033  | 10"      | 10"            | 290        | 329           | 7/25/2023 | 8/5/2023     | \$ 3,454.00            |                      | \$ 12,502.00          |                       |                       |                       |                       | \$ 15,956.00  |
| 000270  | Ease S of Lawrence                 | SA17NW033  | SA17NW033  | 10"      | 10"            | 254        | 252           | 8/2/2023  |              | \$ 2,416.00            |                      |                       |                       |                       |                       |                       | \$ 2,416.00   |
| 000271  | Ease N of Lawrence                 | SA17NW046  | SA17NW046  | 10"      |                | 260        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000272  | Ease S of Touraine                 | SA10NE028  | SA10NE073  | 10"      |                | 43         | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000273  | Whitlock                           | SA10NE028  | SA10NE028A | 15"      |                | 50         | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000274  | Whitlock                           | SA10NE028A | SA10NE037  | 16"      |                | 425        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000275  | Ease N of Cherry Hill              | SA18SW125  | SA18SW125  | 12"      | 12"            | 260        | 282           | 8/6/2023  |              | \$ 2,861.00            |                      |                       |                       |                       |                       |                       | \$ 2,861.00   |
| 000276  | Ease N of Cherry Hill              | SA18SW126  | SA18SW105  | 12"      |                | 295        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000277  | Eaton                              | SA05SE008  | SA05SE008  | 10"      | 10"            | 210        | 210           | 8/2/2023  | 8/26/2023    | \$ 2,205.00            |                      | \$ 7,960.00           |                       |                       |                       |                       | \$ 10,165.00  |
| 000278  | Hess                               | SA08SW033  | SA08SW034  | 21"      |                | 288        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000279  | Hess                               | SA08SW033  | SA08SW034  | 21"      |                | 296        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| 000280  | Hess                               | SA08SW032  | SA08SW068  | 21"      |                | 441        | 0             |           |              |                        |                      |                       |                       |                       |                       |                       | \$ -          |
| Total   |                                    |            |            |          |                |            |               |           |              |                        |                      |                       |                       |                       |                       |                       | \$ 481,034.00 |

| Additional Work Items      |          |      |             |
|----------------------------|----------|------|-------------|
| Item                       | Quantity | Unit | Unit Price  |
| Removal of manhole lateral | 2.00     | EA   | \$ 500.00   |
| Total                      |          |      | \$ 1,000.00 |

Total Project Dollar Amount to Date: \$ 482,034.00  
Previously Billed: \$ 253,227.00  
Amount Due (August 31, 2023): \$ 188,487.00



JOHNSON CONTROLS  
Building Efficiency  
Federal ID 39-0380010

ORIGINAL INVOICE

Invoice #: 1-130676763960 Invoice Date: 08/22/2023  
PO #/Auth: Service Request: 1-130371067459  
Customer WO#: SR Type: L&M  
Customer Acct: 1016931 Branch Name: JOHNSON CONTROLS DETROIT MI CB - 0N16

|                                                                                     |            |                                                              |       |          |                   |            |            |
|-------------------------------------------------------------------------------------|------------|--------------------------------------------------------------|-------|----------|-------------------|------------|------------|
| 6                                                                                   | 08/10/2023 | Regular Mechanical Heavy                                     | Hour  | \$119.00 | \$714.00          | \$0.00     | \$714.00   |
| 3                                                                                   | 08/04/2023 | Regular Mechanical Light                                     | Hour  | \$119.00 | \$357.00          | \$0.00     | \$357.00   |
| 3                                                                                   | 08/02/2023 | Regular Mechanical Heavy                                     | Hour  | \$119.00 | \$357.00          | \$0.00     | \$357.00   |
| 2                                                                                   | 08/02/2023 | Overtime Mechanical Heavy                                    | Hour  | \$178.50 | \$357.00          | \$0.00     | \$357.00   |
| Sub-Total                                                                           |            |                                                              |       |          | \$1,785.00        | \$0.00     | \$1,785.00 |
| Materials                                                                           |            |                                                              |       |          |                   |            |            |
| 1                                                                                   |            | Reft Viper Coil Cleaner<br>Degreaser 17oz B84-509<br>Aerosol | Each  | \$49.13  | \$49.13           | \$0.00     | \$49.13    |
| 2                                                                                   |            | Jbin Vac Pump Oil 1 Qt Vp-68qt<br>Shark Vnr-Oil-1            | Each  | \$64.08  | \$128.16          | \$0.00     | \$128.16   |
| 1                                                                                   |            | Refl F Nitrogen Gas Contents<br>R-40 Cubic Ft                | Each  | \$104.32 | \$104.32          | \$0.00     | \$104.32   |
| 1                                                                                   |            | Reft Big Blue Leak Detector 1<br>Qt                          | Each  | \$53.40  | \$53.40           | \$0.00     | \$53.40    |
| 35                                                                                  | R-22       | R-22 HCFC Refrigerant                                        | Pound | \$94.78  | \$3,317.26        | \$0.00     | \$3,317.26 |
| Sub-Total                                                                           |            |                                                              |       |          | \$3,652.27        | \$0.00     | \$3,652.27 |
| Fees                                                                                |            |                                                              |       |          |                   |            |            |
| 2                                                                                   |            | Trip Charge                                                  | Each  | \$70.00  | \$140.00          | \$0.00     | \$140.00   |
| 1                                                                                   |            | Disposal, Environmental & Usage Charge                       | Each  | \$45.00  | \$45.00           | \$0.00     | \$45.00    |
| Sub-Total                                                                           |            |                                                              |       |          | \$185.00          | \$0.00     | \$185.00   |
|  |            |                                                              |       |          | Invoice Sub-Total | \$5,622.27 |            |
|                                                                                     |            |                                                              |       |          | Sales Tax         | \$0.00     |            |
|                                                                                     |            |                                                              |       |          | Total Due         | USD        | \$5,622.27 |

Direct Billing Inquiries (866) 866-0888

Terms: Unless otherwise agreed in the contract between Johnson Controls and Customer, payment shall be due full upon receipt, and interest shall be due at a rate of 1.5% per month (18% annually) on invoices not timely paid along with any other recoverable costs of collection.

Disposable, Environmental & Usage (DEU) fee listed on this invoice may include charges for one or more of the following miscellaneous: Electrical, pneumatic, welding supplies, hardware materials, cleaning supplies, or refrigerant reclaim disposal. A lump sum charge was applied rather than itemizing usage.

We hereby certify that these goods are produced in compliance with all applicable requirements of sections 6, 7 and 12 of the Fair Labor Standards Act of 1938, as amended, and of regulations and orders of the Administrator of the Wage and Hour Division issued under section 14 thereof.

101-300-932.000



JOHNSON CONTROLS  
Building Efficiency  
Federal ID 39-0380010

ORIGINAL INVOICE

|                |                |                  |                                       |
|----------------|----------------|------------------|---------------------------------------|
| Invoice #:     | 1-130676763960 | Invoice Date:    | 08/22/2023                            |
| PO #/Auth:     |                | Service Request: | 1-130371067459                        |
| Customer WO#:  |                | SR Type:         | L&M                                   |
| Customer Acct: | 1016931        | Branch Name:     | JOHNSON CONTROLS DETROIT MI CB - 0N16 |



Please reference the invoice number and amount with all payments. Remit to only the address below.

Payment Terms: NET 30  
Direct Billing Inquiries  
To Service Department: (866) 866-0888

To Remit Via Credit Card:  
Call the phone number listed above.

INVOICE#: 1-130676763960

USD \$5,622.27

Remit Payment To:

JOHNSON CONTROLS  
PO BOX 730068  
DALLAS, TX, 75373-0068

To Remit Via ACH Wire Transfers:

JP Morgan Chase  
One Chase Manhattan Plaza  
New York, NY 10005  
Credit to: Johnson Controls Inc.  
ABA# 071-000013 Depositor Acct #55-14347  
Type of Account: Checking  
CORP-BBC-OTC-BTS-SSNA-Remittance@jci.com



JOHNSON CONTROLS  
Building Efficiency  
Federal ID 39-0380010

ORIGINAL INVOICE

Invoice #: 1-130676763960 Invoice Date: 08/22/2023  
PO #/Auth: Service Request: 1-130371067459  
Customer WO#: L&M  
Customer Acct: 1016931 Branch Name: JOHNSON CONTROLS DETROIT MI CB - 0N16

Bill To:  
CITY OF DEARBORN HEIGHTS  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

Service Site:  
CITY OF DEARBORN HEIGHTS  
25637 MICHIGAN AVE ,  
DEARBORN HEIGHTS MI 48125

Contractor/License Information :

Requested By: Mike Blackburn  
Phone: 7349680012

Service Requested: Additional return to complete repair on AHU 1

Service Provided:

On arrival the unit held 310PSI overnight, released the nitrogen and set up vacuum pump. Will return later in the day to check vacuum and recharge unit.

Returned later in the day, the the vacuum was down to 300 microns, valved off the pump and vacuum did not climb at all. Started pumping refrigerant back into the circuit, reused the 40 pounds recovered and put in 35 pounds of new R-22 in circuit. Reset unit and the compressor came on. The condenser fan motors still need to be addressed, the brackets are broken and brackets are obsolete from CARRIER, the brackets need to be welded back together. We will get a quote together asap.

JOB IS NOT COMPLETE

Upon arrival Met Mike Blackburn. Checked in and got badge. Shut unit down and proceeded to condenser section. Removed fan guard and unwired motor from circuit two and put to circuit one. Wired in motor and had to use angle iron for bracket to hold motor. The unit top is all cracked. Tightened down all bolts to support motor. Wired in motor. Cleaned up work area and turned unit back on. Monitored unit. Checked amp draws and made sure fan was spinning in the right direction. Circuit one now has two working condenser fans and will no longer trip on high head. Checked out with front desk and turned badge back in. Closed roof hatch and checked out with Mike as well.

Met up with Mark Hooton, checked in with Mike Blackburn. Proceeded to RTU 1, found circuit 2 shut down on error code 75, which means low pressure. Checked out low pressure transducer, found some faulty wiring connections. Rewired and checked operation, all ok at this time.

There are 2 condensing fan motors that need to be replaced on circuit 2. Mark will get pricing to Laura and my self, one of us will quote. Job complete.

On arrival diagnosed AHU-1 and ended up finding a broken wire off circuit 2 low pressure transducer. Repaired wires (rewired) and tested operation of unit. Now both circuits are running, just need to return and replace both condenser fan motors for circuit 2.

JOB IS COMPLETE  
Thank you for your business.

| Description | UOM | Unit Price | Sub Total | Tax | Net Price |
|-------------|-----|------------|-----------|-----|-----------|
|             |     |            |           |     |           |



Libraries working together.

41365 Vincenti Ct. Novi MI 48375  
248-536-3100 TLN.org

W-9 Form: TLN.org/W9

## SPECIAL ACQUISITIONS INVOICE

Invoice Number: 72338  
Invoice Date: Aug 17, 2023  
Due Date: Sep 15, 2023

|                                                                                                     |                |
|-----------------------------------------------------------------------------------------------------|----------------|
| <b>Bill To:</b>                                                                                     | <b>DHTN #7</b> |
| Dearborn Heights Caroline Kennedy Libra<br>24590 George Street<br>Dearborn Heights, MI 48127<br>USA |                |

Purchase Order #

| Item Qty | Description                                                              | Price Each | Amount   |
|----------|--------------------------------------------------------------------------|------------|----------|
|          | OverDrive Participation and Content Fee August 1, 2023-July 31, 2024     |            | 8,000.00 |
|          | OverDrive Deposit on Account for Future Content Purchases 8/1/23-7/31/24 |            | 3,305.69 |
|          | OverDrive 2023-24 Handling Fee                                           |            | 200.00   |

*Handwritten notes:*  
CUT FROM  
7/1/24  
C  
778-718-8024  
9/11/2023

Check/Credit Memo No:

|                        |                     |
|------------------------|---------------------|
| Subtotal               | 11,505.69           |
| Total Invoice Amount   | 11,505.69           |
| Payment/Credit Applied |                     |
| <b>TOTAL</b>           | <b>\$ 11,505.69</b> |

Please include the invoice number with payment to "The Library Network".  
A late fee of 1.5% will be assessed on all amounts more than 60 days past due.

# BOOK, SUBSCRIPTION & DATABASE INVOICE



Libraries working together.

41365 Vincenti Ct. Novi MI 48375  
248-536-3100 TLN.org

W-9 Form: TLN.org/W9

Invoice Number: 72318  
Invoice Date: Aug 16, 2023  
Due Date: Sep 15, 2023  
Net 30 Days

| Bill To:                                                                                            | DHTN #7 |
|-----------------------------------------------------------------------------------------------------|---------|
| Dearborn Heights Caroline Kennedy Libra<br>24590 George Street<br>Dearborn Heights, MI 48127<br>USA |         |

| Description                                               | Amount           |
|-----------------------------------------------------------|------------------|
| *DHTN* Direct Shipments JUL23                             | 9,746.52         |
| *DHTS* Direct Shipments JUL23                             | 6,440.05         |
| <p>9/15/2023<br/>735-738-981.0<br/>CK TO PAY<br/>1705</p> |                  |
| Subtotal                                                  | 16,186.57        |
| Shipping                                                  |                  |
| Total Invoice Amount                                      | 16,186.57        |
| Payment/Credit Applied                                    |                  |
| <b>TOTAL</b>                                              | <b>16,186.57</b> |

Check/Credit Memo No:

Please include invoice number with your payment to "The Library Network"  
A late fee of 1.5% will be assessed on all amounts more than 60 days past due.





**MACQUEEN**  
EQUIPMENT



**MACQUEEN**  
EMERGENCY

350 Austin Circle  
Delafield, WI 53018  
(262) 646-5911  
Fax: (262) 646-5912

**PLEASE REMIT TO:**  
MacQueen Emergency  
1125 7th Street E  
St Paul, MN 55106  
651-645-5726 • 800-832-6417

**Ship To:** DEARBORN HEIGHTS FIRE DEPT  
ATTN: GARY SPISZ  
6045 FENTON  
DEARBORN HEIGHT, MI 48127

**Invoice To:** CITY OF DEARBORN HEIGHTS  
6045 FENTON  
CITY HALL  
DEARBORN HTS MI 48127

Attention: GARY SPISZ

|                         |                        |                           |        |
|-------------------------|------------------------|---------------------------|--------|
| Branch<br>DELAFIELD, WI |                        |                           | CNNYYY |
| Date<br>08/31/23        | Time<br>08:18:02 (O)   | Page<br>01                |        |
| Account No<br>DEARB001  | Phone No<br>3137913400 | Inv No<br>P19298          |        |
| Ship Via<br>BEST WAY    |                        | Purchase Order<br>HELMETS |        |
| Tax ID No<br>38-1712300 |                        |                           |        |
|                         |                        | Salesperson<br>394 / 349  |        |

## INVOICE

ORDER#: 017460

| Part#              | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Bin     | ORD | ISS | SHP | B/O | UTTTT | Price  | Amount  |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----|-----|-----|-----|-------|--------|---------|
| C-TRD51M2A1221A000 | 880 CUS HELMET<br>MODEL TYPE<br>5 880<br>SHELL COLOR<br>1 BLACK<br>EYE PROTECTION<br>M NFPA BOURKE EYE SHIELD<br>HEADBAND ASSEMBLY<br>2 STANDARD FLANNEL<br>EARLAPS AND HOOD<br>A BLACK NOMEX<br>FRONT HOLDER<br>1 6" BRASS EAGLE<br>CHINSTRAP W/IMPACT CAP AND SUS<br>2 2 PT-NOMEX WITH QRB & SLIDE<br>TRIM TYPE<br>2 REFLEXITE<br>TRIM COLOR AND SHAPE<br>1 LIME-YELLOW<br>SHIP FROM<br>A SHIP FROM SJAX<br>ADDITIONAL EYE PROTECTION<br>0 NONE<br>ACCESSORY TYPE<br>0 NONE<br>HELMET FRONT<br>0 NONE | DF00807 | 4   | 4   | 4   |     |       | 406.78 | 1627.12 |
| C-TRD-53M2A1221A00 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |         | 1   |     |     | 1   |       | 406.78 |         |

*Gary, to let  
him know when  
get. OK to pay*

(335-713)

### Return/Exchange Policy

Returns/Exchanges are accepted within 30 days of the purchase date on stock items in original, re-sellable packaging, with tags. No writing is allowed on the packaging. Please contact our Inside Sales Support Team at 800-615-6789 for a Return Authorization Number. A copy of the Return Authorization Form should accompany the return. We will not accept returns without a Return Authorization Number. A credit will be issued after a full product inspection is complete on an eligible return. Returns are subject to a 25% restocking fee, which we may waive for exchanges. Purchaser is responsible for freight. Unfortunately, all special orders, custom items, and SCBA cylinders are non-returnable. Other restrictions may apply. MacQueen Emergency reserves the right to refuse returns not received in the 30-day return period.

X

Received By

Date

Visit Us Online  
[www.MacQueenGroup.com](http://www.MacQueenGroup.com)



**MACQUEEN**  
EQUIPMENT



**MACQUEEN**  
EMERGENCY

350 Austin Circle  
Delafield, WI 53018  
(262) 646-5911  
Fax: (262) 646-5912

**PLEASE REMIT TO:**  
MacQueen Emergency  
1125 7th Street E  
St Paul, MN 55106  
651-645-5726 • 800-832-6417

**Ship To:** DEARBORN HEIGHTS FIRE DEPT  
ATTN: GARY SPISZ  
6045 FENTON  
DEARBORN HEIGHT, MI 48127

**Invoice To:** CITY OF DEARBORN HEIGHTS  
6045 FENTON  
CITY HALL  
DEARBORN HTS MI 48127

Attention: GARY SPISZ

|                         |                        |                           |        |
|-------------------------|------------------------|---------------------------|--------|
| Branch<br>DELAFIELD, WI |                        |                           | CNNYYY |
| Date<br>08/31/23        | Time<br>08:18:02 (O)   | Page<br>02                |        |
| Account No<br>DEARB001  | Phone No<br>3137913400 | Inv No<br>P19298          |        |
| Ship Via<br>BEST WAY    |                        | Purchase Order<br>HELMETS |        |
| Tax ID No<br>38-1712300 |                        |                           |        |
|                         |                        | Salesperson<br>394 / 349  |        |

## INVOICE

ORDER#: 017460

| Part# | Description                    | Bin | ORD | ISS | SHP | B/O | UTTTT | Price | Amount |
|-------|--------------------------------|-----|-----|-----|-----|-----|-------|-------|--------|
|       | CAIRNS 880- BLU                |     |     |     |     |     |       |       |        |
|       | CAIRNS 880- BLUE HELMET        |     |     |     |     |     |       |       |        |
|       | NFPA BOURKE, STD.FLANNEL       |     |     |     |     |     |       |       |        |
|       | LINER, BLK NOMEX EARLAPS,      |     |     |     |     |     |       |       |        |
|       | BRASS CARVED EAGLE, CHIN STRAP |     |     |     |     |     |       |       |        |
|       | W/QR&PSTMNS, STD.REFLX LY TRIM |     |     |     |     |     |       |       |        |
| FRT   | SHIP & HNDLING                 |     | 1   | 1   | 1   |     |       | 90.24 | 90.24  |

TRACKING: UPS 1Z1899350324560975;1Z1899350324560984 8/30

**TOTAL DUE 1717.36**

SEP 13 2023

O.K. to pay  
(335-713)  
DTH

### Return/Exchange Policy

Returns/Exchanges are accepted within 30 days of the purchase date on stock items in original, re-sellable packaging, with tags. No writing is allowed on the packaging. Please contact our Inside Sales Support Team at 800-615-6789 for a Return Authorization Number. A copy of the Return Authorization Form should accompany the return. We will not accept returns without a Return Authorization Number. A credit will be issued after a full product inspection is complete on an eligible return. Returns are subject to a 25% restocking fee, which we may waive for exchanges. Purchaser is responsible for freight. Unfortunately, all special orders, custom items, and SCBA cylinders are non-returnable. Other restrictions may apply. MacQueen Emergency reserves the right to refuse returns not received in the 30-day return period.

X

Received By

Date

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Service Dept.  
19500 Dix-Toledo Rd.  
Brownstown Twp., Michigan 48183

REMIT TO: Michigan CAT  
Dept.# 77576  
P.O. BOX 77000  
Detroit, Michigan 48277-0576

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Account Number: 11354  
CUSTOMER INVOICE

Service Dept.  
19500 Dix-Toledo Rd.  
Brownstown Twp., Michigan 48183  
Phone: 734 479 5800 Fax 734 479 1299

City of Dearborn Heights  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

SHIP TO  
CITY OF DEARBORN HEIGHTS  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

*Water Department*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER     | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE     |
|----------------|--------------|------------------|---------------|--------------------|----------|
|                | 08/31/2023   | MS-WO-15070389   | 07/27/2023    | <i>Backhoe T-4</i> | 1 OF 7   |
| MAKE           | MODEL        | EQUIPMENT NUMBER | SERIAL NUMBER | METER READING      | SHIP VIA |
| CATERPILLAR    | 420F2 APRQ   |                  | 0HWC05917     | 1187               |          |
| QUANTITY       | ITEM         | DESCRIPTION      | UNIT PRICE    | EXTENSION          | TAX      |
|                |              |                  |               |                    | MI       |

#### SEG. 1 / REPAIR DETERMINATION / BUCKET / BUSHING

COMPLAINT: EXCESSIVE PLAY IN BUCKET.

CAUSE: PINS AND BUSHINGS.

REPAIR: FOUND BUCKET LINKAGE HAS PLAY IN BUSHINGS QUOTED MACHINE FOR NEW PINS AND BUSHINGS.

Service tech(s): Andrew D Shown

#### LABOR

|                  |               |      |                      |               |
|------------------|---------------|------|----------------------|---------------|
| 1.00             | Regular hours | Shop | 145.00               | 145.00        |
| <b>SEGMENT 1</b> |               |      | <b>TOTAL LABOR</b>   | <b>145.00</b> |
|                  |               |      | <b>SEGMENT TOTAL</b> | <b>145.00</b> |

#### SEG. 2 / REPAIR / BUCKET LINKAGE

COMPLAINT: NOISE WHEN EXTENDING/RETRACTING

CAUSE: REPAIR EXTENDABLE STICK

REPAIR: MOVED MACHINE UP TO SHOP, REMOVED BUCKET REMOVED PINS REMOVED QUICK COUPLER REMOVED LINK AND GUIDES WASHED PARTS CLEANED GREASE REPLACING BUSHINGS CLEANED AREA. USED PRESS TO PRESS OUT AND INSTALL BUSHINGS CLEANED PAINTED COMPONENTS SORTING PARTS FOR INSTALL INSTALLING COMPONENTS AND SPACERS INSTALLED PINS, INSTALLED PLATES WASHERS AND SHIMS AS NEEDED INSTALLED COUPLER. INSPECTED MACHINE AND OPERATES NORMAL.

Service tech(s): Cody J Robinson , Marcel Bali , Andrew D Shown

#### PARTS

|    |         |                |        |        |
|----|---------|----------------|--------|--------|
| 1  | 2136687 | BEARING-SLEEVE | 35.15  | 35.15  |
| 3  | 9R0170  | BEARING        | 48.00  | 138.00 |
| 1  | 9R0162  | BEARING        | 42.19  | 42.19  |
| 11 | 9R1510  | WASHER         | 5.58   | 61.38  |
| 6  | 9R1502  | WASHER         | 6.71   | 40.26  |
| 2  | 6V8344  | RING           | 3.40   | 6.80   |
| 7  | 9R0158  | WASHER         | 2.71   | 18.97  |
| 1  | 1545279 | PIN            | 169.29 | 169.29 |
| 4  | 3B5319  | COTTER PIN     | 1.95   | 7.80   |
| 4  | 1114337 | WASHER         | 1.15   | 4.60   |

*ok to pay*  
*RC*

*Account # 592-537-932,000*



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DEARBORN HEIGHTS MI 48127

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*Water Department*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|--------------|----------------|---------------|--------------------|--------|
|                | 08/31/2023   | MS-WO-15070389 | 07/27/2023    | <i>Backhoe T-7</i> | 2 OF 7 |
| QUANTITY       | ITEM         | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |
| 2              | 2136703      | BEARING        | 37.55         | 75.10              |        |
| 1              | 1545280      | PIN            | 246.37        | 246.37             |        |
| 1              | 1545278      | PIN            | 181.18        | 181.18             |        |
| 2              | 6V4364       | RING           | 3.26          | 6.52               |        |
| 2              | 2867166      | BEARING-SLEE   | 39.83         | 79.66              |        |
| 2              | 2207108      | WASHER         | 1.75          | 3.50               |        |
| 3              | 9R1510       | WASHER         | 5.58          | 16.74              |        |
| 2              | 9R0162       | BEARING        | 42.19         | 84.38              |        |
| 3              | 9R1510       | WASHER         | 5.58          | 16.74              |        |
| 2              | 6V4364       | RING           | 3.26          | 6.52               |        |
| 2              | 2207108      | WASHER         | 1.75          | 3.50               |        |
| 2              | 4F8711       | PLUG           | 2.73          | 5.46               |        |
| 2              | 6171385      | BEARING        | 36.33         | 72.66              |        |
| 1              | 2136687      | BEARING-SLEE   | 35.15         | 35.15              |        |
| 1              | 9R0162       | BEARING        | 42.19         | 42.19              |        |
| 1              | 9R0170       | BEARING        | 46.00         | 46.00              |        |

LABOR  
23.00 Regular hours Shop 145.00 3,335.00

MISCELLANEOUS  
1 Freight in-parts 3.52 3.52

**SEGMENT 2**  
TOTAL PARTS 1,446.11  
TOTAL LABOR 3,335.00  
TOTAL MISC. CHARGES 3.52  
TOTAL TAX EXEMPT MISC. CHARGES 3.52  
SEGMENT TOTAL 4,784.63

**SEG. 3 / PREVENTIVE MAINTENANCE / 1000 SERVICE HOUR MAINT**

COMPLAINT: PERFORM 1000 HOUR SERVICE  
CAUSE: PREVENTATIVE MAINTENANCE  
REPAIR: PERFORMED 1000 SERVICE.

Service tech(s): Cody J Robinson

PARTS  
1 127182 CAT AXLE AND BRAKE OIL



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*Water Department*  
*Backhoe T-4*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|--------------|----------------|---------------|--------------------|--------|
|                | 06/31/2023   | MS-WO-15070389 | 07/27/2023    |                    | 3 OF 7 |
| QUANTITY       | ITEM         | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |

|    |            |                                   |  |  |  |
|----|------------|-----------------------------------|--|--|--|
| 1  | 1979155    | BREATHER                          |  |  |  |
| 1  | 2385080    | SEAL-O-RING                       |  |  |  |
| 1  | 2535024    | BREATHER                          |  |  |  |
| 1  | 2M9780     | SEAL O RING                       |  |  |  |
| 1  | 2S4078     | SEAL                              |  |  |  |
| 1  | 3466688    | ELEMENT SEC                       |  |  |  |
| 1  | 3608960    | ELEMENT FUEL                      |  |  |  |
| 1  | 3621163    | ELEMENT-HYD                       |  |  |  |
| 1  | 3625412    | KIT DRAIN                         |  |  |  |
| 1  | 4717003    | FILTER HYD                        |  |  |  |
| 1  | 4794133    | ELEMENT-SEP(                      |  |  |  |
| 1  | 5280585    | ELEMENT AS                        |  |  |  |
| 6  | 6V6228     | SEAL O RING                       |  |  |  |
| 1  | 7W2326     | FILTER A                          |  |  |  |
| 1  | 9G5127     | BREATHER                          |  |  |  |
| 9  | OIL SAMPLE | CAT SOS                           |  |  |  |
| 10 | 110210Q    | BULK - 10W30 CAT DEO-ULS          |  |  |  |
| 12 | 105419Q    | BULK-CAT TRANS/DRIVE TRAIN OIL 30 |  |  |  |
| 1  | 5260891    | KIT SEAL                          |  |  |  |
| 60 | 105419Q    | BULK-CAT TRANS/DRIVE TRAIN OIL 30 |  |  |  |
| 6  | 105970Q    | BULK - CAT HYDO Advanced 10       |  |  |  |

SEGMENT 3 SEGMENT TOTAL (FLAT-RATE)

1,850.00

SEG. 5 / REPAIR / AIR CONDITIONER

COMPLAINT: A/C NOT COLD.

CAUSE: CAB FILTERS

REPAIR: CHECKED PRESSURES AND TEMPERATURE AND CHANGED CAB FILTERS

Service tech(s): Cody J Robinson , Andrew D Shown

PARTS

|   |         |              |       |       |
|---|---------|--------------|-------|-------|
| 1 | 4178133 | FILTER-CAB A | 66.87 | 66.87 |
| 1 | 4178134 | FILTER FRESH | 51.80 | 51.80 |

LABOR

|      |               |      |        |        |
|------|---------------|------|--------|--------|
| 3.00 | Regular hours | Shop | 145.00 | 435.00 |
|------|---------------|------|--------|--------|



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*Water Department*

*Backhoe T-4*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|--------------|----------------|---------------|--------------------|--------|
|                | 08/31/2023   | MS-WO-15070389 | 07/27/2023    |                    | 4 OF 7 |
| QUANTITY       | ITEM         | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |

|           |               |        |
|-----------|---------------|--------|
| SEGMENT 5 | TOTAL PARTS   | 118.67 |
|           | TOTAL LABOR   | 435.00 |
|           | SEGMENT TOTAL | 553.67 |

#### SEG. 8 / INSTALL / QUICK COUPLER / REAR

COMPLAINT: INSTALL QUICK COUPLER

CAUSE: INSTALL QUICK COUPLER KIT

REPAIR: INSTALLED COUPLER, INSTALLING HARDWARE.

FOLLOWING SPECIAL INSTRUCTIONS ON SIS ROUTING HOSES INSTALLING MOUNTS AND BRACKETS CLEANED AREA  
ROUTING HOSES DISASSEMBLED DASH AND PANELS FOR WIRING FOLLOWING SCHEMATIC FOR PLUGS INSTALLED  
WIRING HARNESSSES

ASSEMBLING VALVE ORDERING FITTINGS AS INSTRUCTIONS STATED, INSTALLED VALVE ON BRACKET, CLEANED  
OUT THREADS ON MACHINE WITH TAP INSTALLED, DISCONNECTED HOSES INSTALLED T FITTINGS AS NEEDED  
REPLACED O RINGS FOLLOWING HOSE ROUTING AS INSTRUCTIONS STATE CONNECTING HOSES.

CONNECTED HOSES, PUT PANELS BACK IN CAB ZIPTIED HOSES AND HARNESSSES INSTALLED FLOOR OPERATED  
MACHINE CHECKED FOR LEAKS CHECKED HOSES DURING OPERATION. TESTED THE QUICK COUPLER AND OPERATES  
NORMAL.

Service tech(s): Cody J Robinson , Marcel Bali

#### PARTS

|    |         |              |          |          |
|----|---------|--------------|----------|----------|
| 1  | 4855303 | CPLR AR#PUY  | 4,087.50 | 4,087.50 |
| 9  | 3S2093  | STRAP-CABLE  | 0.25     | 2.25     |
| 1  | 7K1181  | STRAP CABLE  | 0.47     | 0.47     |
| 2  | 9X8256  | WASHER       | 0.34     | 0.68     |
| 1  | 3611160 | CONTROLLER A | 433.91   | 433.91   |
| 1  | 4372218 | FILM-COUPLE  | 14.88    | 14.88    |
| 1  | 4852487 | HARNESS AS-Q | 166.81   | 166.81   |
| 6  | 4J5477  | SEAL O RING  | 1.21     | 7.26     |
| 2  | 5C7261  | NUT          | 0.26     | 0.52     |
| 23 | 7K1181  | STRAP CABLE  | 0.47     | 10.81    |
| 1  | 8T4121  | WASHER-HARD  | 0.62     | 0.62     |
| 1  | 8T4137  | BOLT         | 0.59     | 0.59     |
| 2  | 8T4189  | BOLT         | 0.43     | 0.86     |
| 2  | 8T4197  | BOLT         | 0.60     | 1.20     |
| 11 | 8T4224  | WASHER       | 0.43     | 4.73     |
| 4  | 8T4908  | BOLT         | 0.53     | 2.12     |





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*Water Department*

*Backlog T-4*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|--------------|----------------|---------------|--------------------|--------|
|                | 08/31/2023   | MS-WO-15070389 | 07/27/2023    |                    | 5 OF 7 |
| QUANTITY       | ITEM         | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |
| 6              | 2794735      | STRAP-CABLE    | 0.50          | 3.00               |        |
| 6              | 2794737      | STRAP-CABLE    | 0.59          | 3.54               |        |
| 4              | 3622820      | CAP            | 0.25          | 1.00               |        |
| 1              | 4432486      | HOSE AS.       | 48.66         | 48.66              |        |
| 1              | 4463572      | PLATE AS       | 117.75        | 117.75             |        |
| 3              | 4463577      | HOSE AS.       | 79.08         | 237.24             |        |
| 1              | 4463580      | HOSE AS.       | 140.34        | 140.34             |        |
| 3              | 4480636      | HOSE AS.       | 47.78         | 143.34             |        |
| 1              | 4480653      | HOSE AS.       | 140.48        | 140.48             |        |
| 1              | 3J7354       | SEAL O RING    | 1.13          | 1.13               |        |
| 1              | 8C7325       | ADAPTER        | 8.55          | 8.55               |        |
| 1              | 5P4906       | ELBOW          | 29.57         | 29.57              |        |
| 3              | 2P1279       | LOCKNUT        | 2.25          | 6.75               |        |
| 5              | 3J7354       | SEAL O RING    | 1.13          | 5.65               |        |
| 1              | 3K0360       | SEAL           | 1.43          | 1.43               |        |
| 9              | 3S2093       | STRAP-CABLE    | 0.25          | 2.25               |        |
| 16             | 4J5477       | SEAL O RING    | 1.21          | 19.36              |        |
| 1              | 4P7581       | CLIP           | 4.98          | 4.98               |        |
| 2              | 5C7261       | NUT            | 0.26          | 0.52               |        |
| 2              | 6V8397       | SEAL           | 1.29          | 2.58               |        |
| 3              | 6V8993       | UNION          | 8.63          | 25.89              |        |
| 1              | 6V9836       | TEE            | 38.31         | 38.31              |        |
| 1              | 7C0754       | TEE            | 29.40         | 29.40              |        |
| 24             | 7K1181       | STRAP CABLE    | 0.47          | 11.28              |        |
| 1              | 8C7325       | ADAPTER        | 8.55          | 8.55               |        |
| 1              | 8T3647       | BOLT           | 1.44          | 1.44               |        |
| 1              | 8T4121       | WASHER-HARD    | 0.62          | 0.62               |        |
| 1              | 8T4137       | BOLT           | 0.59          | 0.59               |        |
| 2              | 8T4189       | BOLT           | 0.43          | 0.86               |        |
| 2              | 8T4197       | BOLT           | 0.60          | 1.20               |        |
| 11             | 8T4224       | WASHER         | 0.43          | 4.73               |        |
| 4              | 8T4908       | BOLT           | 0.53          | 2.12               |        |
| 2              | 8T8442       | BOLT           | 3.38          | 6.76               |        |
| 2              | 9X8256       | WASHER         | 0.34          | 0.68               |        |
| 40             | 5417091      | SLEEVE BK      | 0.18          | 7.20               |        |
| 6              | 2794738      | STRAP-CABLE    | 0.50          | 3.00               |        |
| 4              | 3597325      | CLAMP-HOSE     | 1.01          | 4.04               |        |
| 4              | 3622820      | CAP            | 0.25          | 1.00               |        |



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*Water Department*

| INVOICE NUMBER | INVOICE DATE     | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|------------------|----------------|---------------|--------------------|--------|
|                | 08/31/2023       | MS-WO-15070389 | 07/27/2023    | <i>Backhoe T-4</i> | 6 OF 7 |
| QUANTITY       | ITEM             | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |
| 1              | 3876675          | SWITCH AS-RO   | 37.14         | 37.14              |        |
| 1              | 3876676          | SWITCH AS RO   | 37.14         | 37.14              |        |
| 1              | 4415601          | BRACKET        | 114.70        | 114.70             |        |
| 1              | 4432486          | HOSE AS.       | 48.66         | 48.66              |        |
| 1              | 4463582          | HOSE AS.       | 141.05        | 141.05             |        |
| 1              | 4463583          | BRACKET        | 48.37         | 48.37              |        |
| 1              | 4852488          | HARNES AS-Q    | 60.15         | 60.15              |        |
| 9              | 4568511          | HOSE BK        | 0.32          | 2.88               |        |
| 9              | 4568511          | HOSE BK        | 0.32          | 2.88               |        |
| 30             | 4568511          | HOSE BK        | 0.32          | 9.60               |        |
| 30             | 4568511          | HOSE BK        | 0.32          | 9.60               |        |
| 1              | 3582091          | VALVE GP-MTG   | 1,321.46      | 1,321.46           |        |
| 1              | 8T6870           | BOLT           | 1.30          | 1.30               |        |
| 1              | 8R0721           | SPACER         | 17.80         | 17.80              |        |
| 4              | 6V8641           | CONNECTOR      | 5.63          | 22.52              |        |
| 1              | 6V8636           | CONNECTOR      | 6.09          | 6.09               |        |
| 1              | 5P8874           | ADAPTER        | 9.68          | 9.68               |        |
| 1              | 6V9001           | ELBOW          | 15.45         | 15.45              |        |
| 1              | 6V8641           | CONNECTOR      | 5.63          | 5.63               |        |
| 4              | 6U0456           | LASHING TIE    | 5.18          | 20.72              |        |
| 15             | 3J1907           | SEAL           | 1.27          | 19.05              |        |
| 8              | 6V8397           | SEAL           | 1.29          | 10.32              |        |
| 1              | 4463575          | BRACKET AS     | 55.27         | 55.27              |        |
| LABOR          |                  |                |               |                    |        |
| 34.50          | Regular hours    | Shop           | 145.00        | 5,002.50           |        |
| MISCELLANEOUS  |                  |                |               |                    |        |
| 1              | Freight in-parts |                | 77.78         | 77.78              |        |
| 1              | Freight in-parts |                | 11.47         | 11.47              |        |
| 1              | Freight in-parts |                | 2.94          | 2.94               |        |
| 1              | Freight in-parts |                | 22.70         | 22.70              |        |
| 1              | Freight in-parts |                | 74.84         | 74.84              |        |
| 1              | Freight in-parts |                | 5.53          | 5.53               |        |
| 1              | Freight in-parts |                | 1.49          | 1.49               |        |
| 1              | Freight in-parts |                | 1.49          | 1.49               |        |
| 1              | Freight in-parts |                | 11.05         | 11.05              |        |
| 1              | Freight in-parts |                | 5.53          | 5.53               |        |



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Detroit, Michigan 48277-0576

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<https://secure.billtrust.com/Macallister/ig/signin>

Account Number: 11354  
**CUSTOMER INVOICE**

Service Dept.  
19500 Dix-Toledo Rd.  
Brownstown Twp., Michigan 48183  
Phone: 734 479 5800 Fax 734 479 1299

City of Dearborn Heights  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

**SHIP TO**  
CITY OF DEARBORN HEIGHTS  
6045 FENTON  
DEARBORN HEIGHTS MI 48127

*Water Department*  
*Backhoe T-4*

| INVOICE NUMBER | INVOICE DATE | ORDER NUMBER   | DOCUMENT DATE | CUSTOMER PO NUMBER | PAGE   |
|----------------|--------------|----------------|---------------|--------------------|--------|
|                | 08/31/2023   | MS-WO-15070389 | 07/27/2023    | <i>Backhoe T-4</i> | 7 OF 7 |
| QUANTITY       | ITEM         | DESCRIPTION    | UNIT PRICE    | EXTENSION          |        |

**SEGMENT 8**

|                                |                  |
|--------------------------------|------------------|
| TOTAL PARTS                    | 7,818.46         |
| TOTAL LABOR                    | 5,002.50         |
| TOTAL MISC. CHARGES            | 214.82           |
| TOTAL TAX EXEMPT MISC. CHARGES | 214.82           |
| <b>SEGMENT TOTAL</b>           | <b>13,035.78</b> |

**SUBTOTAL BEFORE TAXES** **20,369.08**  
Environmental charge 401.29  
Michigan Non-taxable Sales to Government and Non-profit Groups 0.00

NET INVOICE INCLUDES PARTS DISCOUNTS: 454.17

*Account # 592-537-932.000*

*Ok to pay*  
*[Signature]*

The terms and conditions found at [www.macallister.com/serviceterms](http://www.macallister.com/serviceterms) ("Service Terms") are incorporated herein by this reference and apply to the provision of Services by MacAllister (as defined in the Service Terms). Please read carefully. This agreement includes an indemnification clause, a jury waiver, warranty disclaimers, and limitations of liability. By approving the Work Order orally, in writing, or otherwise, accepting or using the Equipment after the Services are performed, or making payment(s) to MacAllister for or related to the Services, Customer agrees to be bound by the Service Terms, even if this form has not been fully executed.

**PAYMENT TERMS**

Pay in full 30 days after invoice date. A monthly Finance Charge of 1.00% (12% APR) will be added on all past due amounts.

For payment questions about this invoice please contact  
Denise Wethington  
Fax 1-866-473-4921  
Voice 248-349-4800 Ext. 1486  
Email [denise.wethington@michigancat.com](mailto:denise.wethington@michigancat.com)

|                 |           |
|-----------------|-----------|
| CREDIT AMOUNT   | 0.00      |
| DO NOT PAY      |           |
| PAY THIS AMOUNT | 20,770.37 |



Michigan  
Humane

**INVOICE # DH 2308**

City of Dearborn Heights  
Attn: Bill Dishroon  
6045 Fenton  
Dearborn Heights, MI 48127-3271

Animal handling contract for month ending **August 31, 2023**

|                                            |             |
|--------------------------------------------|-------------|
| Total # of additional court billable days: | -           |
| Boarding rate per billable day:            | \$ 55.00    |
|                                            | <u>\$ -</u> |

Flat Rate Boarding Fees = \$ 5,726.25

|                                      |                  |
|--------------------------------------|------------------|
| Sick Injured Wildlife billable days: | 2.00             |
| Boarding Rate per billable day:      | \$ 55.00         |
| Sick/Injured Wildlife Boarding Fees= | <u>\$ 110.00</u> |

|                             |             |
|-----------------------------|-------------|
| Number of wildlife litters: | 0.00        |
| Fee per wildlife litter:    | \$ 85.00    |
| Wildlife litter fees =      | <u>\$ -</u> |

|                                |             |
|--------------------------------|-------------|
| Healthy Wildlife billable days | 0.00        |
| Boarding Rate per billable day | \$ 85.00    |
| Healthy Wildlife Fees          | <u>\$ -</u> |

|                       |                    |
|-----------------------|--------------------|
| Rabies testing fees = | \$ -               |
| Total =               | <u>\$ 5,836.25</u> |

Less

|               |                  |
|---------------|------------------|
| Pick-up Fees  | \$ 128.00        |
| Boarding Fees | <u>\$ 448.00</u> |
|               | \$ 576.00        |

**Total Due = \$ 5,260.25**

  
Approved  
Date 09-18-23  
OK to Pay  
101-426-806.006

| Animal ID   | Species | Outcome Type             | Outcome Date       | Intake Type | Intake Subtype                   | Intake Date        | Intake Contract Jurisdiction | Outcome Person Name  | Out Street Address | Out Unit Number | Out City         | Out Province | Out Postal Code | Out Email              | Out Home Phone | Out Cell Phone |
|-------------|---------|--------------------------|--------------------|-------------|----------------------------------|--------------------|------------------------------|----------------------|--------------------|-----------------|------------------|--------------|-----------------|------------------------|----------------|----------------|
| A0053867223 | Dog     | Return to Owner/Guardian | 8/14/2023 3:54 PM  | Transfer In | ACO Stray with ID no bite his    | 8/14/2023 10:53 AM | Dearborn Heights             | Cecilia Gwesi        | 7285 Balaierland   |                 | Redford          | MI           | 48238           | ceciliagwesi@gmail.com |                | (313) 853-3353 |
| A0053867937 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867949 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867656 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867862 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867865 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867970 | Cat     | Euthanasia               | 8/15/2023 12:31 PM | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053867972 | Cat     | Euthanasia               | 8/15/2023 12:31 PM | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869130 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869149 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869150 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869153 | Cat     | Euthanasia               | 8/15/2023 10:23 AM | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869161 | Cat     | Euthanasia               | 8/16/2023 3:33 PM  | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053869162 | Cat     | Died                     | 8/9/2023 12:00 PM  | Stray       | Without ID no bite history       | 8/9/2023 9:25 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053871592 | Cat     | Adoption                 | 8/10/2023 4:00 PM  | Stray       | Without ID no bite history       | 8/1/2023 5:36 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053871595 | Cat     | Adoption                 | 8/10/2023 5:38 PM  | Stray       | Without ID no bite history       | 8/1/2023 5:36 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053876339 | Dog     | Adoption                 | 8/12/2023 2:18 PM  | Transfer In | ACO Stray without ID no bite his | 8/2/2023 5:19 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053884222 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/3/2023 1:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053884223 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/3/2023 1:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053884226 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/3/2023 1:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053884230 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/3/2023 1:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053886078 | Cat     | Adoption                 | 8/11/2023 5:43 PM  | Stray       | Without ID no bite history       | 8/3/2023 3:36 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053889024 | Dog     | Euthanasia               | 8/10/2023 4:50 PM  | Transfer In | ACO Stray without ID no bite his | 8/3/2023 4:00 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053889394 | Cat     | Transfer Out             | 8/16/2023 7:52 AM  | Stray       | Without ID no bite history       | 8/4/2023 9:35 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053884984 | Dog     | Adoption                 | 8/31/2023 12:25 PM | Transfer In | ACO Stray without ID no bite his | 8/4/2023 5:30 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053885058 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/4/2023 5:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053885081 | Cat     |                          |                    | Stray       | Without ID no bite history       | 8/4/2023 5:39 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053887979 | Cat     | Adoption                 | 8/17/2023 1:09 PM  | Stray       | Without ID no bite history       | 8/5/2023 1:05 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053904199 | Dog     |                          |                    | Transfer In | ACO Stray without ID no bite his | 8/7/2023 9:45 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053917181 | Dog     | Return to Owner/Guardian | 8/7/2023 4:19 PM   | Stray       | With ID no bite history          | 8/7/2023 2:04 PM   | Dearborn Heights             | Diana Zavaleta-Meyen | 6520 Centrella     |                 | Dearborn Heights | MI           | 48127           |                        | (248) 225-3753 |                |
| A0053908917 | Cat     | Adoption                 | 8/26/2023 5:18 PM  | Stray       | Without ID no bite history       | 8/7/2023 4:10 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053908919 | Cat     | Adoption                 | 8/23/2023 3:59 PM  | Stray       | Without ID no bite history       | 8/7/2023 4:10 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053908926 | Cat     | Adoption                 | 8/23/2023 5:40 PM  | Stray       | Without ID no bite history       | 8/7/2023 4:10 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053913325 | Cat     | Return to Owner/Guardian | 8/14/2023 1:07 PM  | Stray       | Without ID no bite history       | 8/8/2023 12:10 PM  | Dearborn Heights             | Kameh Shatawi        | 23140 Wilson Ave   |                 | Dearborn         | MI           | 48126           |                        | (313) 388-3085 |                |
| A0053917788 | Cat     | Adoption                 | 8/24/2023 5:31 PM  | Stray       | Without ID no bite history       | 8/8/2023 5:00 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053920110 | Cat     | Transfer Out             | 8/16/2023 7:54 AM  | Stray       | Without ID no bite history       | 8/9/2023 9:58 AM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053825989 | Cat     | Adoption                 | 8/27/2023 1:20 PM  | Stray       | Without ID no bite history       | 8/9/2023 5:12 PM   | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |
| A0053836548 | Cat     | Adoption                 | 8/25/2023 1:50 PM  | Transfer In | ACO Stray without ID no bite his | 8/11/2023 11:21 AM | Dearborn Heights             |                      |                    |                 |                  |              |                 |                        |                |                |

| Animal ID   | Species | Outcome Type             | Outcome Date       | Intake Type | Intake Subtype                 | Intake Date        | Intake Contract Jurisdiction | Outcome Person Name                 | Out Street Address  | Out Unit Number | Out City         | Out Province | Out Postal Code | Out Email                 | Out Home Phone | Out Cell Phone |
|-------------|---------|--------------------------|--------------------|-------------|--------------------------------|--------------------|------------------------------|-------------------------------------|---------------------|-----------------|------------------|--------------|-----------------|---------------------------|----------------|----------------|
| A0054017158 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/23/2023 3:06 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054018201 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/23/2023 4:24 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054018505 | Dog     | Return to Owner/Guardian | 8/31/2023 2:15 PM  | Transfer In | ACO Stray w/out ID no bite his | 8/29/2023 11:00 AM | Dearborn Heights             | Deniero, James                      | 3993 Vassar         |                 | Dearborn Heights | MI           | 48125           |                           |                |                |
| A0054018700 | Cat     | Transfer Out             | 9/5/2023 8:37 AM   | Transfer In | ACO Stray w/out ID no bite his | 8/23/2023 12:30 PM | Dearborn Heights             | MH SNR release SNR Dearborn Heights |                     |                 |                  |              |                 |                           |                |                |
| A0054018759 | Cat     | Transfer Out             | 8/29/2023 10:01 AM | Transfer In | ACO Stray w/out ID no bite his | 8/23/2023 4:00 PM  | Dearborn Heights             | MH SNR release SNR Dearborn Heights |                     |                 |                  |              |                 |                           |                |                |
| A0054020591 | Dog     | Return to Owner/Guardian | 8/24/2023 3:43 PM  | Transfer In | ACO Stray w/out ID no bite his | 8/23/2023 5:00 PM  | Dearborn Heights             | Nicole Harrell-Lockhart             | 2233 Springhill Ave |                 | Indiantown       | MI           | 48141           | nicoleharrell94@gmail.com | (313) 763-4792 |                |
| A0054024781 | Dog     |                          |                    | Transfer In | ACO Stray w/out ID no bite his | 8/24/2023 3:06 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054030722 | Dog     |                          |                    | Transfer In | ACO Stray w/out ID no bite his | 8/25/2023 1:40 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054031185 | Cat     |                          |                    | Transfer In | ACO Stray w/out ID no bite his | 8/25/2023 2:17 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054032818 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/25/2023 4:18 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054033339 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/25/2023 4:59 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054036137 | Skunk   | Euthanasia               | 8/26/2023 4:14 PM  | Transfer In | ACO Walker's no bite history   | 8/26/2023 12:37 PM | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054041031 | Dog     |                          |                    | Transfer In | ACO Stray w/out ID bite hist   | 8/27/2023 4:34 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054041058 | Dog     |                          |                    | Transfer In | ACO Stray w/out ID no bite his | 8/27/2023 4:44 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054044904 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/28/2023 1:19 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054047806 | Dog     | Return to Owner/Guardian | 9/7/2023 2:33 PM   | Transfer In | ACO Owner Surrender bite hist  | 8/29/2023 5:11 PM  | Dearborn Heights             | Paul Wycklandt                      | 4929 pelham st      |                 | Dearborn Heights | MI           | 48125           |                           |                |                |
| A0054052358 | Dog     | Return to Owner/Guardian | 8/28/2023 2:21 PM  | Transfer In | ACO Stray w/out ID no bite his | 8/28/2023 1:13 PM  | Dearborn Heights             | Mistaphia Younes                    | 7015 Kingsbury St   |                 | Dearborn Heights | MI           | 48127           |                           |                | (313) 282-7210 |
| A0054054468 | Dog     |                          |                    | Transfer In | ACO Stray w/out ID no bite his | 8/28/2023 3:25 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054056166 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/29/2023 5:27 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054058181 | Cat     | Transfer Out             | 9/7/2023 8:39 AM   | Stray       | Without ID no bite history     | 8/29/2023 5:27 PM  | Dearborn Heights             | MH SNR release SNR Dearborn Heights |                     |                 |                  |              |                 |                           |                |                |
| A0054058187 | Cat     |                          |                    | Stray       | Without ID no bite history     | 8/29/2023 5:27 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |
| A0054059751 | Cat     | Transfer Out             | 9/7/2023 8:40 AM   | Stray       | Without ID no bite history     | 8/30/2023 12:21 PM | Dearborn Heights             | MH SNR release SNR Dearborn Heights |                     |                 |                  |              |                 |                           |                |                |
| A0054059754 | Cat     | Transfer Out             | 9/7/2023 8:41 AM   | Stray       | Without ID no bite history     | 8/30/2023 12:21 PM | Dearborn Heights             | MH SNR release SNR Dearborn Heights |                     |                 |                  |              |                 |                           |                |                |
| A0054063547 | Dog     | Euthanasia               | 9/7/2023 4:08 PM   | Stray       | Without ID no bite history     | 8/30/2023 5:00 PM  | Dearborn Heights             |                                     |                     |                 |                  |              |                 |                           |                |                |





**michigan municipal league**  
Better Communities. Better Michigan.

**INVOICE**

Bill To Mariana Hernandez  
Chief of Staff/FOIA Coordinate  
Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127-3294

Sold To Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127-3294

|              |             |
|--------------|-------------|
| Invoice #    | 26438       |
| Invoice Date | 9/12/2023   |
| Due Date     | Net 30 Days |
| Customer ID  | 123         |

| Description                        | Quantity | Unit Price | Total    |
|------------------------------------|----------|------------|----------|
| Education Onsite Training Programs | 1        | 1,800.00   | 1,800.00 |
| Parliamentary Procedure - 09/07/23 |          |            |          |
| Speaker: Bob Slattery              |          |            |          |

*OK to pay  
Hernandez  
101-200-960.000*

|                      |          |
|----------------------|----------|
| Total                | 1,800.00 |
| Amount Paid<br>Ck #: |          |
| <b>BALANCE DUE</b>   | 1,800.00 |

01-01-00-2009-0000

For questions regarding payment, please call Finance at 734-669-6371.  
For questions regarding the service, please call 734-662-3246.

Invoice #: 26438

Please remit payment to:  
Michigan Municipal League  
PO Box 7409  
Ann Arbor, MI 48107-7409

MICHIGAN DEPARTMENT OF HEALTH AND HUMAN SERVICES  
QUALITY ASSURANCE ASSESSMENT  
AMBULANCE  
**INVOICE**

Issued under authority of MCL 333.20161.

Failure to submit payment by the date due will result in a penalty as prescribed by law.

EMS DIRECTOR  
DEARBORN HTS FIRE DEPT  
1999 N BEECH DALY RD  
DEARBORN HEIGHTS, MI 48127  
US

**Invoice Number:** 491-429551  
**Customer Id:** 91276  
**Invoice Date:** September 05, 2023  
**Total Due:** \$3,600.54

DEARBORN HTS FIRE DEPT

PLEASE DIRECT QUESTIONS TO STEVE IRELAND AT (517) 335-5330 OR EMAIL  
RELANDS@MICHIGAN.GOV

AGENCY #  
821004

| Invoice Item                                                                            | Qty  | Unit Cost   | Sales Tax | Total Cost |
|-----------------------------------------------------------------------------------------|------|-------------|-----------|------------|
| QUALITY ASSURANCE ASSESSMENT<br>FROM: 07-01-2023 TO: 09-30-2023<br>AMBULANCE ASSESSMENT | 1.00 | \$3,600.540 | \$0.00    | \$3,600.54 |

To pay online, go to:  
<https://payinvoice.state.mi.us/qaa/>

**Total Invoice:** \$3,600.54  
**Payment Due:** September 25, 2023

If you contest whether this debt assessment is due, you may have a right to a hearing. If so, an impartial official will conduct the hearing. You may examine the file we have on this matter and present evidence in person or in writing. You also have the right to representation by an attorney and presentation of witnesses if necessary. The hearing official will have the authority to correct errors and make the decision to uphold or reverse this assessment. Please send your request, and basis for the appeal, to the Michigan Administrative Hearing System, Michigan Licensing and Regulatory Affairs, P.O. Box 30763, Lansing, MI 48909 with a copy to the Accounting Division address below within 30 days of this invoice date.

SEP 11 2023

O.K. to pay  
(335-818)

*[Handwritten signature]*

EMIT PAYMENT TO: STATE OF MICHIGAN (FEDERAL ID # 38-6000134)  
TO ENSURE PROPER CREDIT, SEND THIS PORTION WITH PAYMENT TO:  
MICHIGAN DEPT OF HEALTH AND HUMAN SERVICES  
ASHIER'S OFFICE  
PO BOX 30437  
LANSING, MI 48909

AGENCY #  
821004

**INVOICE NUMBER**  
491-429551  
QAA AMB

Please note or make any address corrections below.)

EMS DIRECTOR  
DEARBORN HTS FIRE DEPT  
1999 N BEECH DALY RD  
DEARBORN HEIGHTS, MI 48127  
JS

Total Due:

\$3,600.54  
Page 126 of 468  
Page 1 of 1



New Image Building Services, LLC  
1405 Combermere  
Troy MI 48083  
248-817-4907

|             |          |
|-------------|----------|
| INVOICE NO. | 130852   |
| DATE        | 09/01/23 |

**CUSTOMER**

Accounts Payable  
City Of Dearborn Heights  
The Caroline Kennedy Library  
24590 George Street  
Dearborn Heights, MI 48127

**SERVICE LOCATION**

Caroline Kennedy Library/Parent Crew  
24590 George St  
Dearborn Heights, MI 48127-3116

| <b>TERMS:</b><br>Net 30 Days - Mail Invoice                                              | <b>CUSTOMER NO.</b><br>1046000 | <b>JOB NO.</b><br>1046001 | <b>P.O. NO.</b>  |            |
|------------------------------------------------------------------------------------------|--------------------------------|---------------------------|------------------|------------|
| Description                                                                              | Quantity                       | Unit of Measure           | Price            | Amount     |
| September Service                                                                        |                                |                           |                  |            |
| Cleaning Services - Caroline Kennedy Library                                             | 1.00                           | Month                     | 1,814.40         | 1,814.40   |
| Cleaning Services - John F. Kennedy Library                                              | 1.00                           | Month                     | 901.80           | 901.80     |
| <div>9/11/2023<br/>334-776-8180<br/>CLT/PA<br/>MAN</div>                                 |                                |                           |                  |            |
| Please remit payment to: New Image Building Services, LLC 1405 Combermere Troy, MI 48083 |                                |                           |                  |            |
| If paying by CHECK, include INVOICE # on Memo Line of Check                              |                                |                           | <b>Sub-Total</b> | 2,716.20   |
| Send ACH Payments: CIBC Bank USA                                                         |                                |                           | <b>Sales Tax</b> |            |
| Account Number: 2875802 / Routing Number: 0710-0648-6                                    |                                |                           | <b>TOTAL</b>     | \$2,716.20 |
| EIN 85-3416644                                                                           |                                |                           |                  |            |

Todd Russell Perkins, Esq.  
Mohammed Azeem Nasser, Esq.  
Adam J. Clements, Esq.  
Robert Grace, Esq.  
Joshua Thomas, Esq.  
Jeremy Brown, Esq.  
Edward Martell, Esq.  
Ken Wilson, Esq. - *Of Counsel*  
James Stump, Esq. - *Of Counsel*  
Hon. Margie E. Braxton, ret'd



FORD BUILDING  
615 GRISWOLD SUITE 400  
DETROIT, MICHIGAN 48226

313.964.1702 OFFICE  
313.964.1980 FAX

May 4, 2023

Roger Farinha,  
General Counsel  
rafarinha@dearbornheightsmi  
Dearborn Heights City Hall  
6045 Fenton  
Dearborn Heights, MI 48127

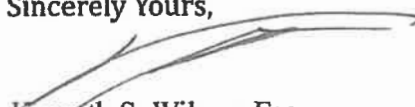
**Re: Invoice No. 2 - Invoice for Legal Services April 2023**

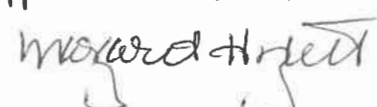
| Date       | DESCRIPTION                                                                                                              | HOURS | AMOUNT<br>(\$150.00/hr) | LAWYER |
|------------|--------------------------------------------------------------------------------------------------------------------------|-------|-------------------------|--------|
| 04/13/2023 | Review and analyze OPEB valuation, pension materials, emails to client.                                                  | 4.00  | \$600.00                | KSW    |
| 04/14/2023 | Review and analyze Command CBA, review P.A. 345.                                                                         | 2.50  | \$375.00                | KSW    |
| 04/17/2023 | Review and analyze IAFF CBA.                                                                                             | 2.50  | \$375.00                | KSW    |
| 04/18/2023 | Further review and analysis of uniformed CBAs and pension provisions, TPOAM CBA, non uniform retirement system valuation | 3.50  | \$525.00                | KSW    |
| 04/19/2023 | Review Police and Fire Retirement System valuation.                                                                      | 2.00  | \$300.00                | KSW    |
| 04/21/2023 | Further review of Police and Fire Retirement System valuation, analyze and review Dearborn Heights PA 202 submission.    | 1.50  | \$225.00                | KSW    |
|            | <b>TOTAL FEES</b>                                                                                                        | 16.00 | \$2400.00               |        |

**Total Due for this Invoice:**

**\$2,400.00**

Sincerely Yours,

  
Kenneth S. Wilson, Esq.

Approved 05/06/2023  
  
101-210-826.000



# INVOICE

Pipetek Infrastructure Services, LLC  
15155 Fogg St.  
Plymouth, MI 48170

INVOICE # U230702-01  
INVOICE DATE 8/31/2023  
TERMS Due on receipt

## INVOICE TO

City of Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127

## SHIP TO

City of Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127  
Attn: Leonard Parker  
lparker@ci.dearborn-heights.mi.us

P.O. NO.

SERVICE DATE(S)

August 21-27, 2023

| DESCRIPTION                                                         | QTY   | RATE   | AMOUNT   |
|---------------------------------------------------------------------|-------|--------|----------|
| Dearborn Heights - Performed CCTV Inspections and Cleaning          |       |        |          |
| CCTV Inspections were conducted for the week of 8/21/23 - 8/27/2023 |       |        |          |
| CCTV Sanitary Sewer Inspection, 8 Inch Pipe                         | 255.2 | 0.75   | 191.40   |
| CCTV Sanitary Sewer Inspection, 10 Inch Pipe                        | 214.6 | 0.75   | 160.95   |
| CCTV Sanitary Sewer Inspection, 12 Inch Pipe                        | 484.4 | 0.75   | 363.30   |
| CCTV Storm Sewer Inspection, 12 Inch Pipe                           | 269.5 | 0.75   | 202.13   |
| CCTV Storm Sewer Inspection, 24 Inch Pipe                           | 311.6 | 0.75   | 233.70   |
| Deerfield Cleaning, Storm, 24 Inch Pipe                             | 578.2 | 1.00   | 578.20   |
| Rockland Cleaning, Storm, 12 Inch Pipe                              | 206.7 | 1.00   | 206.70   |
| Baldwin Cleaning, Storm, 12 Inch Pipe                               | 175.3 | 1.00   | 175.30   |
| Shadowlawn Cleaning, Storm, 12 Inch Pipe                            | 368.8 | 1.00   | 368.80   |
| Cronin Cleaning, Storm, 15 Inch Pipe                                | 152.9 | 1.00   | 152.90   |
| Cronin Cleaning, Storm, 21 Inch Pipe                                | 417.1 | 1.00   | 417.10   |
| Nightingale Cleaning, Storm, 12 Inch Pipe                           | 786.2 | 1.00   | 786.20   |
| Catch Basin Cleaning, Deerfield - 8/24/2023                         | 8     | 50.00  | 400.00   |
| Catch Basin Cleaning, Rockland - 8/26/2023                          | 7     | 50.00  | 350.00   |
| Catch Basin Cleaning, Baldwin - 8/26/2023                           | 5     | 50.00  | 250.00   |
| Catch Basin Cleaning, Shadowlawn - 8/26/2023                        | 3     | 50.00  | 150.00   |
| Catch Basin Cleaning, Cronin - 8/26/2023                            | 10    | 50.00  | 500.00   |
| Catch Basin Cleaning, Nightingale - 8/27/2023                       | 7     | 50.00  | 350.00   |
| Emergency Work (8/24/2023), CCTV Investigation, Powers/Westlake     | 7     | 250.00 | 1,750.00 |
| Emergency Work (8/24/2023), Vactor Cleaning Crew, Powers/Westlake   | 7     | 250.00 | 1,750.00 |
| Emergency Work (8/25/2023), CCTV Investigation, Westlake            | 4     | 250.00 | 1,000.00 |
| Emergency Work (8/25/2023), Vactor Cleaning Crew, Westlake          | 4     | 250.00 | 1,000.00 |
| Emergency Work (8/25/2023), CCTV Investigation, Midway              | 4.5   | 250.00 | 1,125.00 |
| Emergency Work (8/25/2023), Vactor Cleaning Crew, Midway            | 4.5   | 250.00 | 1,125.00 |

Account # 592-540-818.030

OK to Pay  
PCL

SUB TOTAL

SALES TAX

TOTAL

PAYMENTS AND CREDITS

BALANCE DUE

office@pipetekservices.com

FEIN 813091131

Page 1



# INVOICE

Pipetek Infrastructure Services, LLC  
15155 Fogg St.  
Plymouth, MI 48170

INVOICE # U230702-01  
INVOICE DATE 8/31/2023  
TERMS Due on receipt

## INVOICE TO

City of Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127

## SHIP TO

City of Dearborn Heights  
6045 Fenton St.  
Dearborn Heights, MI 48127  
Attn: Leonard Parker  
lparker@ci.dearborn-heights.mi.us

P.O. NO.

SERVICE DATE(S)

August 21-27, 2023

| DESCRIPTION                                               | QTY  | RATE   | AMOUNT   |
|-----------------------------------------------------------|------|--------|----------|
| Emergency Work (8/26/2023), CCTV Investigation, Kinloch   | 8.75 | 250.00 | 2,187.50 |
| Emergency Work (8/26/2023), Vactor Cleaning Crew, Kinloch | 8.75 | 250.00 | 2,187.50 |
| Emergency Work (8/27/2023), CCTV Investigation, Kinloch   | 6.75 | 250.00 | 1,687.50 |
| Emergency Work (8/27/2023), Vactor Cleaning Crew, Kinloch | 6.75 | 250.00 | 1,687.50 |

Acca-4 # 592-540-818,030

SUB TOTAL \$21,336.68  
SALES TAX \$0.00  
TOTAL \$21,336.68  
PAYMENTS AND CREDITS \$0.00  
BALANCE DUE \$21,336.68



**PowerPhone**

PO Box 911  
Madison, CT 06443  
+1 2037796611  
payments@powerphone.com  
www.powerphone.com

**INVOICE**

**BILL TO**  
DEARBORN HEIGHTS PD  
POLICE DEPARTMENT  
ATTN: ACCOUNTS PAYABLE  
25637 MICHIGAN AVENUE  
DEARBORN HEIGHTS,  
DEARBORN HEIGHTS, MI 48125

**SHIP TO**  
DEARBORN HEIGHTS PD

**INVOICE** 81069  
**DATE** 08/30/2023  
**TERMS** Net 30  
**DUE DATE** 09/29/2023

| ACTIVITY | DESCRIPTION                                  | QTY | RATE     | AMOUNT   |
|----------|----------------------------------------------|-----|----------|----------|
| TRATLR   | Annual Plan: Site Licensed Training Renewal  | 1   | 2,786.00 | 2,786.00 |
| TRASWPR  | Annual Plan: Total Response Software Renewal | 1   | 599.40   | 599.40   |

Renewal Period: 10/01/2023-09/30/2024

Pay by wire or ACH (Preferred)  
Bank name: Webster Bank  
Bank address: 28 Durham Rd., Madison, CT 06443  
Routing #: 211170101  
Business Checking Account#: 0009480375  
Account holder: PowerPhone  
Swift ID: WENAUS31

|             |                   |
|-------------|-------------------|
| SUBTOTAL    | 3,385.40          |
| TAX         | 0.00              |
| TOTAL       | 3,385.40          |
| PAYMENT     | 546.07            |
| BALANCE DUE | <b>\$2,839.33</b> |

*Handwritten signature: P. Duff*  
*07-SEP-23*  
*101- 962 -010.000 911 Funds*



# Invoice

45000 River Ridge Drive, Suite # 200  
Clinton Township, MI 48038  
Phone (586) 228-1200

|                                                                                             |                      |            |
|---------------------------------------------------------------------------------------------|----------------------|------------|
| <b>CITY OF DEARBORN HEIGHTS</b><br>6045 FENTON ST<br>ATTENTION CONTROLLERS OFFICE, MI 48127 | <b>Invoice #</b>     | INV136998  |
|                                                                                             | <b>Account #</b>     | PW00016714 |
|                                                                                             | <b>Date:</b>         | 9/15/2023  |
|                                                                                             | <b>Master PO #</b>   |            |
|                                                                                             | <b>Payment Type:</b> | All        |

| Reference #                                                                                                                | Date                        | Service                                                     | PO # | Material Profile | Rate | QTY       | Amount           | Total           |
|----------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------------------------------------------|------|------------------|------|-----------|------------------|-----------------|
| <b>Service Site: CITY OF DEARBORN HEIGHTS (PW00016714)</b><br><b>6045 FENTON ST ATTENTION CONTROLLERS OFFICE, MI 48127</b> |                             |                                                             |      |                  |      |           |                  |                 |
| ORD19678                                                                                                                   | 10/01/2023 to<br>10/31/2023 | Monthly Waste Service<br>Municipality 95 Gallon<br>Cart/Bln |      | MSW              | 9.32 | 22,904.00 | 213,465.20<br>00 | 213,465.28<br>8 |

|                                                                                                                         |                        |                       |
|-------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------|
| <b>Payments to:</b><br><b>Priority Waste, LLC</b><br>45000 River Ridge Drive, Suite # 200<br>Clinton Township, MI 48038 |                        | <b>Invoice Totals</b> |
|                                                                                                                         | <b>Subtotal</b>        | 213,465.28            |
|                                                                                                                         | <b>Tax</b>             | 0.00                  |
|                                                                                                                         | <b>Current Charges</b> | 213,465.28            |

----- ✂ -----

(Please cut along the line and return with your payment)

By paying this Invoice, Customer agrees to be bound by the terms and conditions of the Service Agreement posted at [www.PriorityWaste.com](http://www.PriorityWaste.com)

**Invoice #:** INV136998

**Date:** 9/15/2023

**Account #:** PW00016714

**Priority Waste, LLC**  
45000 River Ridge Drive, Suite # 200  
Clinton Township, MI 48038

A Convenience Fee of 3.1% will be charged on all credit card payments

101-200-810.000

OK to pay

Quad-Tran of Michigan, Inc.

P.O. Box 531356  
Livonia, MI 48153-1356

# Invoice

| Date      | Invoice # |
|-----------|-----------|
| 8/31/2023 | 7629      |

|                                                                                                          |
|----------------------------------------------------------------------------------------------------------|
| Bill To                                                                                                  |
| 20th District Court<br>Michelle Adkins<br>25637 Michigan Avenue<br>Dearborn Heights, Michigan 48125-3271 |

| P.O. No. | Terms          | Project |
|----------|----------------|---------|
|          | Due on receipt |         |

| Quantity | Description                                             | Rate                                   | Amount                    |
|----------|---------------------------------------------------------|----------------------------------------|---------------------------|
| 1        | Data Processing Services for the Month of: August, 2023 | 4,500.00                               | <del>#5300</del> 4,500.00 |
| 1        | LEIN/SOS Access Charge for the Month of: August, 2023   | 800.00                                 | #130- 800.00              |
| 9        | E-Ticket Process for the Month of: August, 2023         | 20.00                                  | 218 180.00                |
|          | Electronic process to Michigan JDW                      | 250.00                                 | #680 250.00               |
|          | Electronic MSP Set Aside process                        | 250.00                                 | #130-804 250.00           |
| 3.5      | Hearing Notices                                         | 240.00                                 | 840.00                    |
| 1.4      | Default Notice Mailers                                  | 240.00                                 | 336.00                    |
| 1        | 14-Day Notice Mailers                                   | 240.00                                 | #1704 240.00              |
| 1.2      | Free Form Court Notice Mailers                          | 240.00                                 | 288.00                    |
|          |                                                         |                                        | #130-728.                 |
|          |                                                         | OK to pay<br>Michelle Adkins<br>9-7-23 |                           |
|          |                                                         | <b>Total</b>                           | \$7,684.00                |

Quad-Tran of Michigan, Inc.

P.O. Box 531356  
Livonia, MI 48153-1356

# Invoice

| Date      | Invoice # |
|-----------|-----------|
| 8/31/2023 | 7630      |

|                                                                                                          |
|----------------------------------------------------------------------------------------------------------|
| Bill To                                                                                                  |
| 20th District Court<br>Michelle Adkins<br>25637 Michigan Avenue<br>Dearborn Heights, Michigan 48125-3271 |

| P.O. No. | Terms          | Project |
|----------|----------------|---------|
|          | Due on receipt |         |

| Quantity | Description                          | Rate         | Amount     |
|----------|--------------------------------------|--------------|------------|
| 1        | Actual Postage for: August, 2023     | 502.58       | 502.58     |
| 1        | Postage Average for: September, 2023 | 2,500.00     | 2,500.00   |
|          |                                      | <b>Total</b> | \$3,002.58 |

OK to pay  
#101.200.728.000  
Michelle Adkins  
9-7-23

Quad-Tran of Michigan, Inc.

P.O. Box 531356  
Livonia, MI 48153-1356

# Invoice

| Date      | Invoice # |
|-----------|-----------|
| 8/31/2023 | 7629      |

|                                                                                                          |
|----------------------------------------------------------------------------------------------------------|
| Bill To                                                                                                  |
| 20th District Court<br>Michelle Adkins<br>25637 Michigan Avenue<br>Dearborn Heights, Michigan 48125-3271 |

| P.O. No. | Terms          | Project |
|----------|----------------|---------|
|          | Due on receipt |         |

| Quantity | Description                                             | Rate                                            | Amount                     |
|----------|---------------------------------------------------------|-------------------------------------------------|----------------------------|
| 1        | Data Processing Services for the Month of: August, 2023 | 4,500.00                                        | <del>#5300</del> 4,500.00  |
| 1        | LEIN/SOS Access Charge for the Month of: August, 2023   | 800.00                                          | <del>#130-</del> 800.00    |
| 9        | E-Ticket Process for the Month of: August, 2023         | 20.00                                           | <del>218</del> 180.00      |
|          | Electronic process to Michigan JDW                      | 250.00                                          | <del>#680</del> 250.00     |
|          | Electronic MSP Set Aside process                        | 250.00                                          | <del>#130-804</del> 250.00 |
| 3.5      | Hearing Notices                                         | 240.00                                          | <del>840.00</del> 840.00   |
| 1.4      | Default Notice Mailers                                  | 240.00                                          | 336.00                     |
| 1        | 14-Day Notice Mailers                                   | 240.00                                          | <del>#1704</del> 240.00    |
| 1.2      | Free Form Court Notice Mailers                          | 240.00                                          | 288.00                     |
|          |                                                         |                                                 | <del>#130-728.</del>       |
|          |                                                         | <p>OK to pay<br/>Michelle Adkins<br/>9-7-23</p> |                            |
|          |                                                         | <b>Total</b>                                    | \$7,684.00                 |

Quad-Tran of Michigan, Inc.

P.O. Box 531356  
Livonia, MI 48153-1356

# Invoice

| Date      | Invoice # |
|-----------|-----------|
| 8/31/2023 | 7630      |

|                                                                                                          |
|----------------------------------------------------------------------------------------------------------|
| Bill To                                                                                                  |
| 20th District Court<br>Michelle Adkins<br>25637 Michigan Avenue<br>Dearborn Heights, Michigan 48125-3271 |

| P.O. No. | Terms          | Project |
|----------|----------------|---------|
|          | Due on receipt |         |

| Quantity | Description                          | Rate         | Amount     |
|----------|--------------------------------------|--------------|------------|
| 1        | Actual Postage for: August, 2023     | 502.58       | 502.58     |
| 1        | Postage Average for: September, 2023 | 2,500.00     | 2,500.00   |
|          |                                      | <b>Total</b> | \$3,002.58 |

OK to pay  
#101.200.728.000  
Michelle Adkins  
9-7-23



## Sales Invoice



Stronger Together

Dimondale MI #579  
9608 Davis Hwy  
Dimondale, MI 48821-9439  
W: (517)322-3215

## Sold To:

City of Dearborn Heights (#1932959)  
6045 Fenton St  
Dearborn Heights, MI 48127-3287  
W: (313)791-3440 x3448

## Ship To:

City of Dearborn Heights (#1932959)  
SiteOne #579 - Warren Valley Golf  
9608 Davis Hwy  
Dimondale, MI 48821-9439  
W: (313)791-3440 x3448

| Ordered    | Order#              | PO#                | Invoiced         | Invoice#        |
|------------|---------------------|--------------------|------------------|-----------------|
| 01/06/2023 | 126165895-001       | verbal Revive Golf | 01/24/2023       | 126165895-00111 |
| Printed    | Requested for       | Ship Via           | Customer Contact | Sales Associate |
| 07/20/2023 | 01/13/2023 Any time | UPS                | Cyndi King       | Steven Rebhan   |
| 3024989    |                     |                    |                  |                 |

**For Chemical Emergency Spill, Leak, Fire,  
Exposure, or Accident Emergency Response  
Assistance, call: CHEMTREC  
Day or Night- 1 (800) 424-9300**



## Special Instructions:

Please notify Jeff Kingsley when satellites arrive in Dimondale

| LN | Item #       | Description                           | Qty<br>Ordered | Qty<br>Shipped | Qty<br>Open | Net Price     | Ext. Price |
|----|--------------|---------------------------------------|----------------|----------------|-------------|---------------|------------|
| 2  | ICIPLUS      | ICI interface unit                    | 1              | 1              | 0           | 6010.330 / EA | 6010.33    |
| 10 | A702B40      | Acme Rain Bird 702B Block 40          | 60             | 60             | 0           | 90.200 / EA   | 5412.00    |
| 12 | SJ1210013-SO | 1" 12" lay arm swing joint mpt x acme | 60             | 60             | 0           | 19.680 / EA   | 1180.80    |
| 13 | SJ1215013SS  | 12"L 1.5"D SJ NPT-ACME                | 128            | 128            | 0           | 32.000 / EA   | 4096.00    |

**Please remit payment to:**  
SiteOne Landscape Supply, LLC  
24110 NETWORK PLACE  
CHICAGO, IL 60673-1241

Terms: NET 30 DAYS

Pay by 02/23/2023

Subtotal: \$16699.13  
Sales Tax: \$1001.95  
Freight: \$0.00  
Total: \$17701.08  
Total Payment: \$0.00  
Amount Due: \$17701.08

*Handwritten note:*  
ok to pay  
101-753-952.000

## CUSTOMER SIGNATURE:

SiteOne Landscape Supply warrants that all products conform to the description on the label. Because conditions of use, which are of critical importance are beyond our control, seller makes no warranty, expressed or implied, concerning the use of these products. No employee of the company is authorized to make any warranty or representation, expressed or implied, concerning our products. Always follow directions and carefully observe all precautions on the label or manufacturer's instructions. Products used contrary to directions may cause serious plant or personal injury. Buyer assumes all risk of use of handling whether in accordance with direction or not and accepts the products sold to them by this company on these conditions.

Note: Returns subject to 25% restock charge.



**CUSTOMER  
OBSESSED**

MIKE MCCLURE | Area Business Manager  
616-954-0660 | MMcClure@SiteOne.com

We are 100% committed to your success. Please do not hesitate to contact me directly at the number above with feedback and input regarding your visit to our store today.

Check out the SiteOne.com

Shop our Catalog, Get Pricing, and Place an Order 24/7/365.

Visit today at [siteone.com](http://siteone.com)

Get 5% off your first order up to \$500 off when you use promo code WELCOME at checkout.

TechnicalRescue.com, Inc.

4973 SW 105th Way  
Cooper City, FL 33328

Phone: (954) 818-7121

Fax: (954) 818-7066

Sales@technicalrescue.com

# Invoice

| Date      | Invoice # |
|-----------|-----------|
| 8/31/2023 | 1421      |

|                                                                                               |
|-----------------------------------------------------------------------------------------------|
| Bill To                                                                                       |
| City of Dearborn Heights<br>Comptroller's Office<br>6045 Fenton<br>Dearborn Heights, MI 48127 |

|                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------|
| Ship To                                                                                                                        |
| Attn: Lt. Lisa Martin<br>Dearborn Heights Fire Department<br>1999 N. Beech Daly<br>Dearborn Heights, MI 48127<br>United States |

| P.O. No. | Terms  | Rep |
|----------|--------|-----|
| 24-0178  | Net 30 | WJK |

| Item                                                                                                                                                                                                                                                | Description                                                                                           | Quantity | Price Each | Amount |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------|------------|--------|
| 7MPM91B                                                                                                                                                                                                                                             | WOLFWARRIORX MEN BACKPACKS LARGE CAPACITY MILITARY TACTICAL HIKING EXPANDABLE 39L-60L BACKPACK, BLACK | 18       | 48.45      | 872.10 |
| 441103                                                                                                                                                                                                                                              | PACK, RIGTECH, RED, CMC RESCUE                                                                        | 2        | 224.00     | 448.00 |
| 300432                                                                                                                                                                                                                                              | PULLEY, PROSWIVEL 1.5", DOUBLE, CMC                                                                   | 2        | 135.65     | 271.30 |
| 300431                                                                                                                                                                                                                                              | PULLEY, PROSWIVEL 1.5" IN. SINGLE, CMC                                                                | 1        | 91.90      | 91.90  |
| 283131                                                                                                                                                                                                                                              | ROPE G11™ LIFELINE 11MM (7/16") ORANGE, CMC                                                           | 200      | 1.11       | 222.00 |
| 283137                                                                                                                                                                                                                                              | ROPE G11™ LIFELINE 11MM (7/16") YELLOW, CMC                                                           | 200      | 1.11       | 222.00 |
| 724151                                                                                                                                                                                                                                              | PATIENT TIE-IN SYSTEM, 1-PC LITTER, CMC                                                               | 1        | 275.40     | 275.40 |
| 724153                                                                                                                                                                                                                                              | PATIENT TIE-IN SYSTEM, PELVIC HARNESS, CMC                                                            | 1        | 275.40     | 275.40 |
| SH00                                                                                                                                                                                                                                                | SHIPPING/FREIGHT CHARGES                                                                              | 1        | 114.40     | 114.40 |
| LINE ITEM NO. 1 DELIVERED & RECEIVED BY MARONCELLI ON 08/30/2023<br>UPS TRACKING #'S: 1ZA5674A0342936087 & 1ZA5674A0309604686<br>LINE ITEM NO'S: 2 - 8 DELIVERED & RECEIVED BY F. DEPARTMENT ON 08/29/2023<br>FEDEX MASTER TRACKING #: 782861916393 |                                                                                                       |          |            |        |

Thank you for your business.  
FEIN:65-1033603

SEP 13 2023

O.K. to pay

(335-940.080)

*[Handwritten signature]*

|                  |            |
|------------------|------------|
| Subtotal         | \$2,792.50 |
| Sales Tax (0.0%) | \$0.00     |
| Total            | \$2,792.50 |
| Balance Due      | \$2,792.50 |

# CITY OF DEARBORN HEIGHTS

6045 FENTON • DEARBORN HEIGHTS, MICHIGAN 48127  
TELEPHONE (313) 791-3443 • FAX (313) 791-3441

## Ship To:

FIRE STATION HEADQUARTERS  
CITY OF DEARBORN HEIGHTS

1999 N. BEECH DALY

DEARBORN HEIGHTS MI 48127

## PURCHASE ORDER

NO. 23-403

Date: 01/17/23

\*\*\*\*\*  
MAIL ALL ORIGINAL INVOICES TO:  
COMPTROLLER'S OFFICE  
CITY OF DEARBORN HEIGHTS  
6045 FENTON  
DEARBORN HEIGHTS, MI 48127

VENDOR NO. 9933650

V  
E  
N  
D  
O  
R  
TECHNICAL RESCUE.COM, INC  
4973 SW 105 WAY  
FORT LAUDERDALE FL 33328

| Quantity | Unit | Description                                         | Unit Cost  | Total Cost |
|----------|------|-----------------------------------------------------|------------|------------|
| 1        | UNIT | TECHNICAL RESCUE EQUIPMENT<br>COUNCIL MOTION 23-012 | \$5,220.80 | \$5,220.80 |

ESTIMATE # 2419, DATED 1/12/23

CONFIRMING ORDER

DO NOT DUPLICATE

101-335-940.080

DAVE BROGAN

DIRECT INQUIRIES TO

Total PO Amount ~~5,220.80~~

BUYER

**PURCHASE ORDER NUMBER MUST APPEAR ON INVOICE. OR INVOICE WILL NOT BE PAID!**

**M.S.D.S. REQUIRED ON HAZARDOUS MATERIAL**

**NOTE: ANY DEVIATION IN PRICE ON THIS ORDER MUST BE APPROVED BY THE CITY PURCHASING DIVISION PRIOR TO DELIVERY**

1. ORIGINAL INVOICES TO:  
COMPTROLLER'S OFFICE  
6045 FENTON, DBN. HTS., MI 48127
2. EXEMPT FROM STATE/LOCAL AND  
FEDERAL TAXES: 38-1712300
3. PURCHASE ORDER NUMBER MUST APPEAR ON ALL  
INVOICES, SHIPPERS, AND CORRESPONDENCES.
4. SUBSTITUTIONS NOT ACCEPTED WITHOUT PRIOR  
APPROVAL.
5. PARTIAL SHIPMENT WILL BE ACCEPTED IF  
INVOICED SEPARATELY. PAYMENT MADE UPON  
COMPLETION OF PURCHASE ORDER.
6. ACKNOWLEDGMENT COPY MUST BE RETURNED BEFORE  
ORDER IS BINDING.



## Fire Department

David Brogan  
Fire Chief

Bill Bazzi  
Mayor

TO: Mayor Bill Bazzi  
Honorable City Council

FROM: Chief Brogan

DATE: August 31, 2023

RE: Request to purchase Technical Rescue Equipment

This is a request to purchase technical rescue equipment from TechnicalRescue.com. We will be purchasing backpacks with rope and accessories. The total cost will be \$2,977. This purchase is from an AFG Grant, the federal portion being \$2,679.30 and our portion \$297.70. This will be paid from AFG Grants (101-335-940.080) upon receipt.

This equipment will be used in rescues where a patient needs to be secured into a litter and lowered or raised in order to extract them from a varied elevation.

Any questions, please contact me at 313-791-3655

Thank you,

  
David Brogan,  
Fire Chief



5671 Trumbull  
Detroit, MI 48208

# Invoice

| Date     | Invoice # |
|----------|-----------|
| 9/6/2023 | 3671      |

|                                                                       |
|-----------------------------------------------------------------------|
| <b>Bill To</b>                                                        |
| City of Dearborn Heights<br>6045 Fenton<br>Dearborn Heights, MI 48127 |

| Permit No.                                                     |                             | Location         |             |
|----------------------------------------------------------------|-----------------------------|------------------|-------------|
| 59220523                                                       |                             | Dearborn Heights |             |
| Quantity                                                       | Description                 | Rate             | Amount      |
| 1                                                              | Work performed WE 7/23/2023 | 1,461.00         | 1,461.00    |
| 1                                                              | Work performed WE 7/30/2023 | 6,111.00         | 6,111.00    |
| 1                                                              | Work performed WE 8/6/2023  | 1,136.00         | 1,136.00    |
| 1                                                              | Work performed WE 8/13/2023 | 6,450.00         | 6,450.00    |
| 1                                                              | Work Performed WE 8/27/2023 | 4,544.00         | 4,544.00    |
| 1                                                              | Work performed WE 9/3/2023  | 4,544.00         | 4,544.00    |
| <p>101-440-820.000<br/>OK TO PAY<br/>9-6-23<br/>RH<br/>REL</p> |                             |                  |             |
| <b>Total</b>                                                   |                             |                  | \$24,246.00 |





### City of Dearborn Heights Tree-Stump Removal/Trimming Billing

[illegible]**Total billings**

**\$6,111.00**

## History

**\$0.00**

[illegible]











## INVOICE

TO: City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

DATE: Aug 31, 2023

JOB#: 23-V043

INV#: 107520

ATTN: Eric (Rick) Watland

CUST.ID#: C0112

TERMS Net 30 Days

JOB: DPW Work - 24142 Warren Rd

PURCHASE ORDER #:

| DESCRIPTION                                                                                                                                                               | EXTENSION           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Perform DPW concrete work as per the attached Villanova proposal dated 6/22/23                                                                                            | 13,132.00           |
| <br>BUILDING & ENGINEERING<br>DEPARTMENT<br>APPROVED <u>EBA</u><br>DATE <u>9/11/23</u> |                     |
| <b>TOTAL DUE THIS INVOICE</b>                                                                                                                                             | <b>\$ 13,132.00</b> |

**Villanova Construction Co., Inc.**

20765 Parker St., Farmington Hills, MI. 48336 Phone:248-476-5122 Fax:248-476-5011



VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

Date: 6/12/2023  
6/22/2023 Revision

Attn: Eric Watland  
Director  
City of Dearborn Hgts

Project: 24142 Warren Rd.  
Approach & sidewalk Work  
Dearborn Hgts., MI

#### Scope of Work:

This proposal is based on the attached drawing dated 6/22/2023 and the following work description and qualifications:

- Remove & replace approx. 200 sq. ft. of 6" concrete approach on 6" 21AA crushed concrete base compacted into place as shown per attached drawing.
- Approach concrete to be 4,000 psi hi-early concrete.
- Remove & replace approx. 26 lf. of 2' wide concrete gutter pour monolithically with approach see the attached drawing.
- Remove & replace approx. 90 sq. ft. of 4" thick concrete sidewalk on 4" thick 21AA crushed concrete base as shown on the attached drawing.
- Saw cut all control joints.
- No permits included.
- Traffic control & signage included.

**TOTAL COST FOR THE ABOVE DESCRIBED WORK: \$13,132.00**

The following items are **Qualifications & Conditions to Villanova Construction Co., Inc.'s** proposal:

- This proposal is subject to changes in work scope, permit availability, delays due pandemics, epidemics, endemic, disease outbreaks, government mandates, restrictions, protests, riots, strikes, worker availability, and other acts of god that could delay the project and work as described above.
- Excludes permits, testing, engineering, layout, or inspection fees.
- Should submittals and/or shop drawings be required, then such shop drawings and/or submittals shall govern over the plans and/or specifications.
- This proposal does not include any errors and/or omissions insurance.
- Excludes temporary protection, lighting, heating, water, noise abatement, or bathroom facilities.

Acceptance Signature: 

Date: 6/20/23

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 1

VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- Should this work be charged on credit card, then 3% credit card fee shall be added to the above proposed cost.
- The project start date and completion date are subject to Villanova Construction Co., Inc.'s work load at the time of the project award, material availability, and weather conditions.
- The removal of any unforeseen obstructions, contaminated or hazardous materials is not included.
- Villanova Construction Co., Inc., shall not be responsible for damaged to any unforeseen electrical, plumbing, data, etc. that may hidden, embedded, or otherwise undetectable during the course of any demolition, dismantling, construction, and/or removal work.
- Project site shall be accessible and clear for all of Villanova Construction Co., Inc.'s required equipment, materials, and labor to perform the project work.
- Only standard equipment is included in this proposal. Any specialized equipment required such as air scrubbers, propane driven equipment, etc. is not included.
- Excludes any salvaging or recycling of any removed and/or demolished work.
- Excludes correcting any existing code violations that may exist.
- Ownership of any removed and/or demolished work shall transfer to Villanova construction Co., Inc. unless such item or items are deemed to be contaminated and/or hazardous. Villanova Construction Co., Inc. shall not be responsible for the removal of any contaminated and/or hazardous materials.
- Excludes any work outside of planned space.
- Work to be performed in one single phase. Only one mobilization to site is included.
- Project completion date is subject to material availability.
- Excludes full time safety personnel.
- Owner to provide adequate on-site storage for all required tools and materials.
- All work based on normal working hours.
- All work subject to field measurement.
- This proposal is subject to fuel and material price increases.
- No bonds included.
- This proposal does not include any errors & omissions for work performed and/or designed by Villanova Construction Co., Inc. including providing insurance for Builder's Risk, errors & omission, pollution and assumes that the building owner's insurance will cover over Contractor's Installation Floater.
- Excludes any liquidated damages.
- This proposal includes the use of union and/or non-union trades. No prevailing wage work included.
- A finance charge of 1.5% (18% Per Annum) will be added to all past due amounts and added to the contract amount.
- Villanova Construction Co., Inc. shall be refunded all legal fees generated in the collection of payment.
- Title to all materials and services performed by Villanova Construction Co., Inc. shall remain with Villanova Construction Co., Inc. until full payment is made to Villanova Construction Co., Inc.
- This proposal shall be valid for 30 days from its date, after which it shall become null and void.
- This proposal shall become a binding contract once signed by the Owner and/or Owner's Agent and all described work, pricing, terms, and conditions outlined in this proposal are satisfactory and are hereby accepted by the Owner and/or Owner's Agent.
- The Owner and/or General Contractor shall supply to Villanova Construction Co., Inc. a "Notice of Commencement" prior to any work commencing.
- The entire amount due for the project shall be made upon completion of the proposed work.
- Villanova Construction Co., Inc. reserves the right to assess the cumulative effects of all change orders.
- Villanova Construction Co., Inc. reserves the right to negotiate a mutually fair contract and schedule.

Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 2

VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- Should Villanova Construction Co., Inc. have to stop work and/or be delayed from working due to circumstances outside of it's control then Villanova Construction Co., Inc. shall be entitled to "Remobilizations Costs" and/or, "Lost Labor Time", and/or "Opportunity Costs" should Villanova Construction Co., Inc. have lost man hours, and/or have to pull off the project, and/or have to wait until the project is ready for Villanova Construction Co., Inc. to commence work again.
- There will be a 100% restocking fee for return or order cancellation on parts and materials
- By receiving this proposal and/or accepting this proposal and/or entering into a contract agreement with Villanova Construction Co., Inc., The Customer, Owner, General Contractor, and/or Recipient of this proposal agrees not to directly or indirectly, induce, encourage, and/or solicit any of Villanova Construction Co., Inc.'s customers, contractors, subcontractors, and/or employees to contract with and/or leave their employment with Villanova Construction Co., Inc. or hire any of Villanova Construction Co., Inc.'s contractors, subcontractors, and/or employees.
- It shall be the owner's responsibility to inform all of it's customers, employees, and associates of the entire scope of work to be performed on the work site and to instruct them of any hazardous conditions and safety concerns.
- Excludes winter work or cold weather protection.
- Owner understands that new asphalt pavement placed in cold weather does not produce as good a finish as new asphalt pavement placed in warm weather.
- This proposal is based on stable dry ground conditions. No shoring work included.
- Excludes any dewatering work.
- Should this proposal include asphalt milling work, then milling depth indicated is subject to the condition of the existing asphalt. There may be instances where milling depth increases or milling cannot occur because the existing asphalt is coming up in thicker amounts or is breaking up into large chunks.
- There will be additional charges if Frost Laws are in effect at any time during the course of performing the above described work.
- No asphalt pavement seal coating work can be performed after October 1<sup>st</sup>.
- Should the above proposal include crack filling parking lot, then areas with alligator cracks will not be filled. The pavement in these areas should be replaced.
- All embedded steel and caulking is to be furnished and installed by others.
- Excludes removal or replacement of any concrete for other trades.
- Roots from nearby trees, plants, and other landscaping in and/or near work area will be cut down and removed to below elevation of new pavement and/or base. Villanova construction Co., Inc. shall not be responsible for trees, plants, and/or other landscaping that should wilt, decay, and/or die as a result of root removal or the construction work performed by Villanova Construction Co., Inc.
- Excludes any landscaping or irrigation repair work.
- Excludes any undercutting, base, or sub-base work.
- Excludes backfilling of any curbs.
- Villanova Construction Co., Inc. shall not be responsible for any unmarked underground utilities or other unforeseen items.
- Any new concrete or pavement work that is exposed to freezing, thawing, chemicals, overheating, or has been overloaded either before or after fully cured is not warranted.
- Must allow 72 hours prior to commencing any work for MISS DIG to locate utilities.

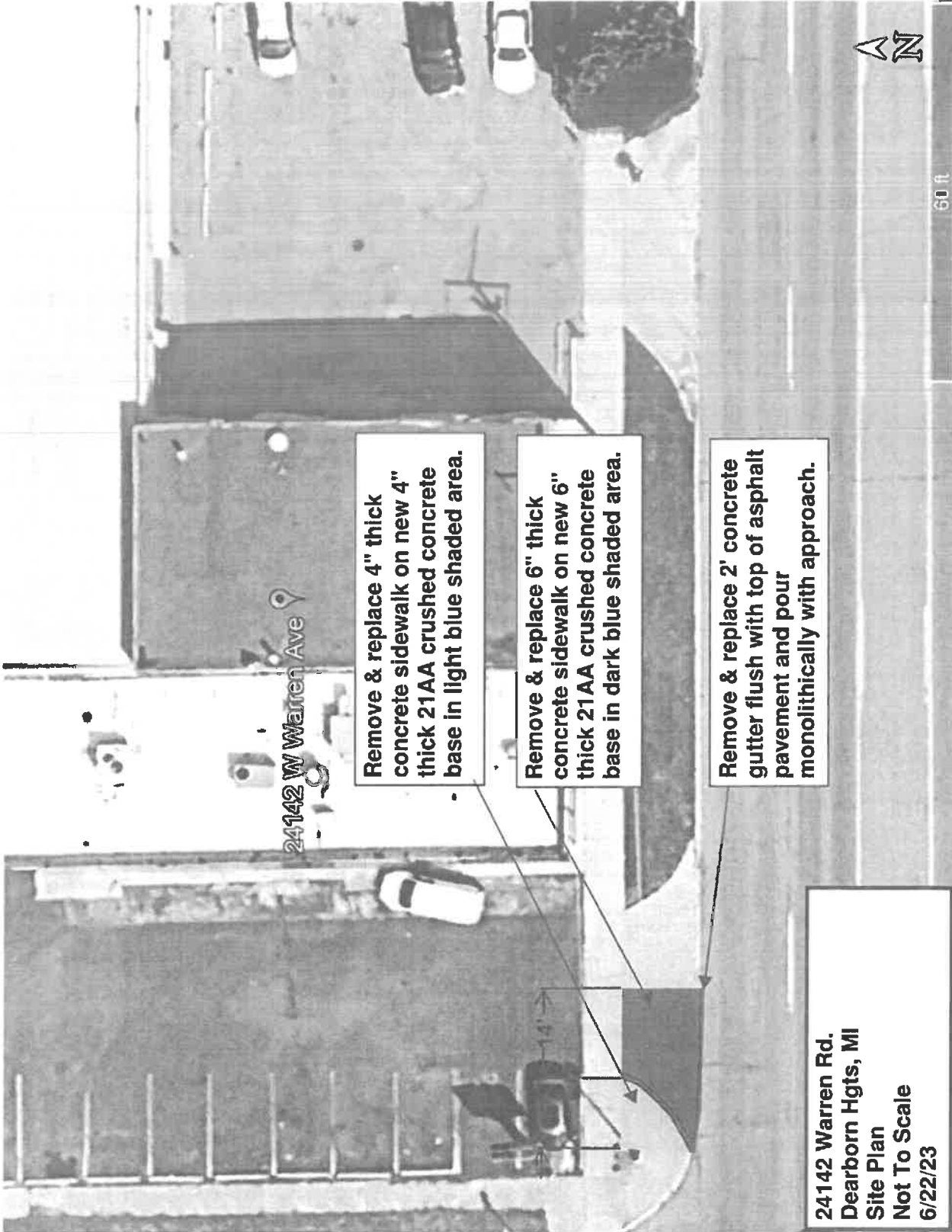
Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

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## INVOICE

TO: City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

DATE: Aug 31, 2023  
JOB#: 23-V044  
INV#: 107518

ATTN: Eric (Rick) Watland

CUST.ID#: C0112

TERMS Net 30 Days

JOB: DPW Work - 26012 Ford Road

PURCHASE ORDER #:

| DESCRIPTION                                                                                                                                                               | EXTENSION           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Provide concrete work as per attached Villanova proposal dated 6/12/223                                                                                                   | 18,361.00           |
| <br>BUILDING & ENGINEERING<br>DEPARTMENT<br>APPROVED <i>EBW</i><br>DATE <i>9/11/23</i> |                     |
| <b>TOTAL DUE THIS INVOICE</b>                                                                                                                                             | <b>\$ 18,361.00</b> |

**Villanova Construction Co., Inc.**

20765 Parker St., Farmington Hills, MI. 48336 Phone:248-476-5122 Fax:248-476-5011



## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

**Date:** 6/12/2023

**Attn:** Eric Watland  
Director  
City of Dearborn Hgts

**Project:** 26012 Ford Road  
Approach Work  
Dearborn Hgts., MI

#### Scope of Work:

This proposal is based on the attached drawing dated 6/12/2023 and the following work description and qualifications:

- Remove & replace approx. 200 sq. ft. of 8" concrete approach on 8" 21AA crushed concrete base compacted into place as shown per attached drawing.
- Provide small 3'x6' road patch at end of approach as shown on the attached drawing including 2" of new asphalt on 8" of new concrete.
- Approach concrete to be 4,000 psi hi-early concrete.
- Remove & replace approx. 30 lf. of 2' wide concrete M-Detail curb along new road as shown on the attached drawing.
- Remove & replace approx. 106 sq. ft. of 3" asphalt pavement 8" thick 21AA crushed concrete base as shown on the attached drawing.
- Saw cut all control joints.
- No permits included.
- Traffic control & signage included.

**TOTAL COST FOR THE ABOVE DESCRIBED WORK: \$18,361.00**

The following items are **Qualifications & Conditions to Villanova Construction Co., Inc.'s proposal:**

- This proposal is subject to changes in work scope, permit availability, delays due pandemics, epidemics, endemic, disease outbreaks, government mandates, restrictions, protests, riots, strikes, worker availability, and other acts of god that could delay the project and work as described above.
- Excludes permits, testing, engineering, layout, or inspection fees.
- Should submittals and/or shop drawings be required, then such shop drawings and/or submittals shall govern over the plans and/or specifications.

Acceptance Signature: 

Date: 6/27/23

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 1



## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- This proposal does not include any errors and/or omissions insurance.
- Excludes temporary protection, lighting, heating, water, noise abatement, or bathroom facilities.
- Should this work be charged on credit card, then 3% credit card fee shall be added to the above proposed cost.
- The project start date and completion date are subject to Villanova Construction Co., Inc.'s work load at the time of the project award, material availability, and weather conditions.
- The removal of any unforeseen obstructions, contaminated or hazardous materials is not included.
- Villanova Construction Co., Inc., shall not be responsible for damaged to any unforeseen electrical, plumbing, data, etc. that may hidden, embedded, or otherwise undetectable during the course of any demolition, dismantling, construction, and/or removal work.
- Project site shall be accessible and clear for all of Villanova Construction Co., Inc.'s required equipment, materials, and labor to perform the project work.
- Only standard equipment is included in this proposal. Any specialized equipment required such as air scrubbers, propane driven equipment, etc. is not included.
- Excludes any salvaging or recycling of any removed and/or demolished work.
- Excludes correcting any existing code violations that may exist.
- Ownership of any removed and/or demolished work shall transfer to Villanova construction Co., Inc. unless such item or items are deemed to be contaminated and/or hazardous. Villanova Construction Co., Inc. shall not be responsible for the removal of any contaminated and/or hazardous materials.
- Excludes any work outside of planned space.
- Work to be performed in one single phase. Only one mobilization to site is included.
- Project completion date is subject to material availability.
- Excludes full time safety personnel.
- Owner to provide adequate on-site storage for all required tools and materials.
- All work based on normal working hours.
- All work subject to field measurement.
- This proposal is subject to fuel and material price increases.
- No bonds included.
- This proposal does not include any errors & omissions for work performed and/or designed by Villanova Construction Co., Inc. including providing insurance for Builder's Risk, errors & omission, pollution and assumes that the building owner's insurance will cover over Contractor's Installation Floater.
- Excludes any liquidated damages.
- This proposal includes the use of union and/or non-union trades. No prevailing wage work included.
- A finance charge of 1.5% (18% Per Annum) will be added to all past due amounts and added to the contract amount.
- Villanova Construction Co., Inc. shall be refunded all legal fees generated in the collection of payment.
- Title to all materials and services performed by Villanova Construction Co., Inc. shall remain with Villanova Construction Co., Inc. until full payment is made to Villanova Construction Co., Inc.
- This proposal shall be valid for 30 days from its date, after which it shall become null and void.
- This proposal shall become a binding contract once signed by the Owner and/or Owner's Agent and all described work, pricing, terms, and conditions outlined in this proposal are satisfactory and are hereby accepted by the Owner and/or Owner's Agent.
- The Owner and/or General Contractor shall supply to Villanova Construction Co., Inc. a "Notice of Commencement" prior to any work commencing.
- The entire amount due for the project shall be made upon completion of the proposed work.
- Villanova Construction Co., Inc. reserves the right to assess the cumulative effects of all change orders.

Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- Villanova Construction Co., Inc. reserves the right to negotiate a mutually fair contract and schedule.
- Should Villanova Construction Co., Inc. have to stop work and/or be delayed from working due to circumstances outside of it's control then Villanova Construction Co., Inc. shall be entitled to "Remobilizations Costs" and/or, "Lost Labor Time", and/or "Opportunity Costs" should Villanova Construction Co., Inc. have lost man hours, and/or have to pull off the project, and/or have to wait until the project is ready for Villanova Construction Co., Inc. to commence work again.
- There will be a 100% restocking fee for return or order cancellation on parts and materials
- By receiving this proposal and/or accepting this proposal and/or entering into a contract agreement with Villanova Construction Co., Inc., The Customer, Owner, General Contractor, and/or Recipient of this proposal agrees not to directly or indirectly, induce, encourage, and/or solicit any of Villanova Construction Co., Inc.'s customers, contractors, subcontractors, and/or employees to contract with and/or leave their employment with Villanova Construction Co., Inc. or hire any of Villanova Construction Co., Inc.'s contractors, subcontractors, and/or employees.
- It shall be the owner's responsibility to inform all of it's customers, employees, and associates of the entire scope of work to be performed on the work site and to instruct them of any hazardous conditions and safety concerns.
- Excludes winter work or cold weather protection.
- Owner understands that new asphalt pavement placed in cold weather does not produce as good a finish as new asphalt pavement placed in warm weather.
- This proposal is based on stable dry ground conditions. No shoring work included.
- Excludes any dewatering work.
- Should this proposal include asphalt milling work, then milling depth indicated is subject to the condition of the existing asphalt. There may be instances where milling depth increases or milling cannot occur because the existing asphalt is coming up in thicker amounts or is breaking up into large chunks.
- There will be additional charges if Frost Laws are in effect at any time during the course of performing the above described work.
- No asphalt pavement seal coating work can be performed after October 1<sup>st</sup>.
- Should the above proposal include crack filling parking lot, then areas with alligator cracks will not be filled. The pavement in these areas should be replaced.
- All embedded steel and caulking is to be furnished and installed by others.
- Excludes removal or replacement of any concrete for other trades.
- Roots from nearby trees, plants, and other landscaping in and/or near work area will be cut down and removed to below elevation of new pavement and/or base. Villanova construction Co., Inc. shall not be responsible for trees, plants, and/or other landscaping that should wilt, decay, and/or die as a result of root removal or the construction work performed by Villanova Construction Co., Inc.
- Excludes any landscaping or irrigation repair work.
- Excludes any undercutting, base, or sub-base work.
- Excludes backfilling of any curbs.
- Villanova Construction Co., Inc. shall not be responsible for any unmarked underground utilities or other unforeseen items.
- Any new concrete or pavement work that is exposed to freezing, thawing, chemicals, overheating, or has been overloaded either before or after fully cured is not warranted.
- Must allow 72 hours prior to commencing any work for MISS DIG to locate utilities.

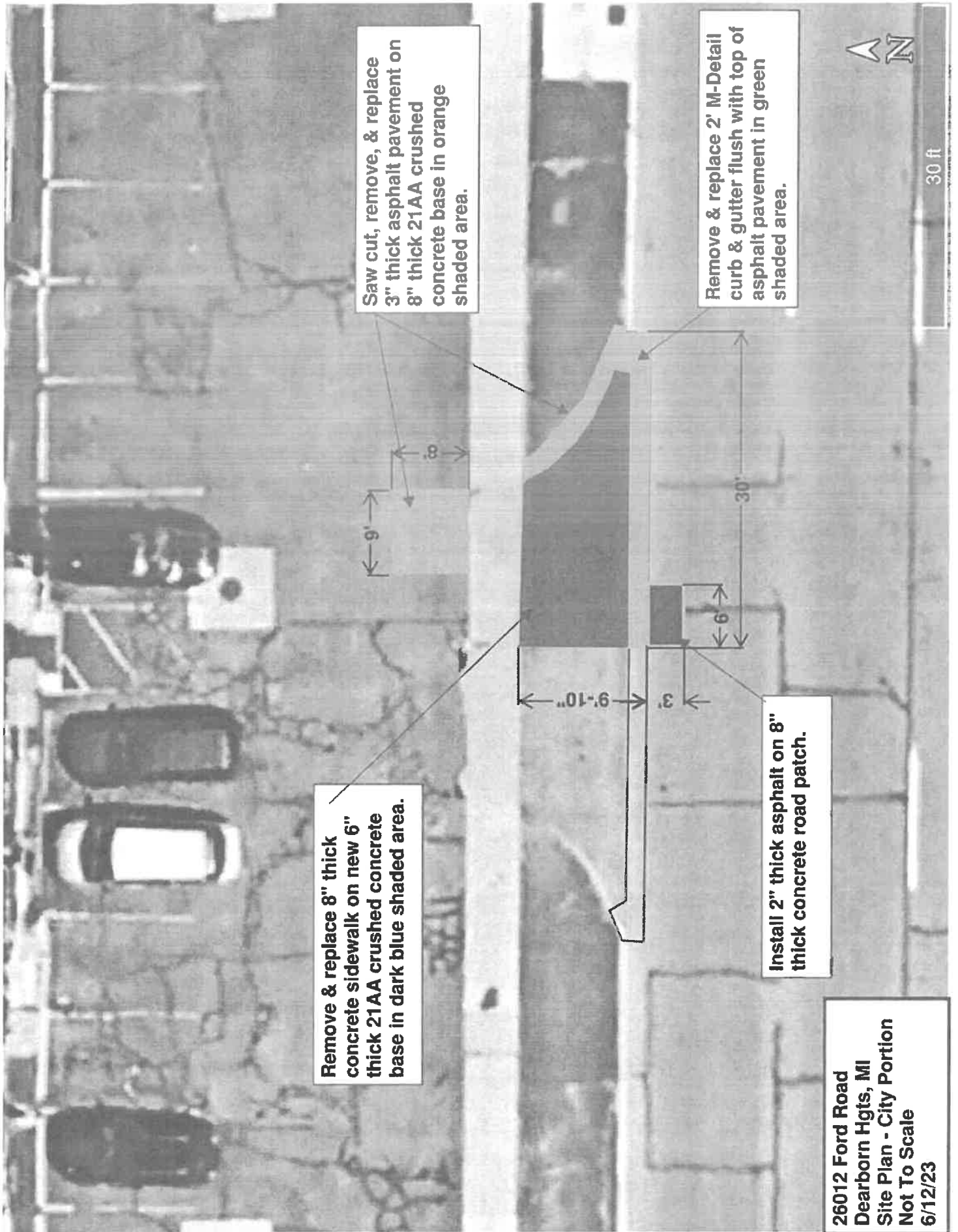
Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

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26012 Ford Road  
Dearborn Hgts, MI  
Site Plan - City Portion  
Not To Scale  
6/12/23

Remove & replace 8" thick  
concrete sidewalk on new 6"  
thick 21AA crushed concrete  
base in dark blue shaded area.

Saw cut, remove, & replace  
3" thick asphalt pavement on  
8" thick 21AA crushed  
concrete base in orange  
shaded area.

Install 2" thick asphalt on 8"  
thick concrete road patch.

Remove & replace 2' M-Detail  
curb & gutter flush with top of  
asphalt pavement in green  
shaded area.



30 ft



## INVOICE

TO: City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

DATE: Aug 31, 2023

JOB#: 23-V045

INV#: 107519

ATTN: Eric (Rick) Watland

CUST.ID#: C0112

TERMS Net 30 Days

JOB: 6644 Garling Road

PURCHASE ORDER #:

| DESCRIPTION                                                                                                                                                                                                                                                                         | EXTENSION          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Perform DPW concrete work as per the attached Villanova proposal dated 6/12/23                                                                                                                                                                                                      | 6,136.00           |
| <div><p><b>BUILDING &amp; ENGINEERING<br/>DEPARTMENT</b></p><p>APPROVED </p><p>DATE <u>9/11/23</u></p></div> |                    |
| <b>TOTAL DUE THIS INVOICE</b>                                                                                                                                                                                                                                                       | <b>\$ 6,136.00</b> |

**Villanova Construction Co., Inc.**

20765 Parker St., Farmington Hills, MI. 48336 Phone:248-476-5122 Fax:248-476-5011

VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

**Date:** 6/12/2023

**Attn:** Eric Watland  
Director  
City of Dearborn Hgts

**Project:** 6644 Garling Road  
ADA Sidewalk Work  
Dearborn Hgts., MI

#### Scope of Work:

This proposal is based on the attached drawing dated 6/12/2023 and the following work description and qualifications:

- Remove & replace approx. 275 sq. ft. of 4" thick concrete sidewalk on 4" thick 21AA crushed concrete base as shown on the attached drawing.
- Supply & install two (2) ADA stencils in two (2) ADA sidewalk ramps.
- Saw cut all control joints.
- No permits included.
- Traffic control & signage included.

**TOTAL COST FOR THE ABOVE DESCRIBED WORK: \$6,136.00**

The following items are **Qualifications & Conditions to Villanova Construction Co., Inc.'s** proposal:

- This proposal is subject to changes in work scope, permit availability, delays due pandemics, epidemics, endemic, disease outbreaks, government mandates, restrictions, protests, riots, strikes, worker availability, and other acts of god that could delay the project and work as described above.
- Excludes permits, testing, engineering, layout, or inspection fees.
- Should submittals and/or shop drawings be required, then such shop drawings and/or submittals shall govern over the plans and/or specifications.
- This proposal does not include any errors and/or omissions insurance.
- Excludes temporary protection, lighting, heating, water, noise abatement, or bathroom facilities.
- Should this work be charged on credit card, then 3% credit card fee shall be added to the above proposed cost.
- The project start date and completion date are subject to Villanova Construction Co., Inc.'s work load at the time of the project award, material availability, and weather conditions.
- The removal of any unforeseen obstructions, contaminated or hazardous materials is not included.

*Need lane permit*

Acceptance Signature: \_\_\_\_\_

Date: 6/27/23

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 1

VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- Villanova Construction Co., Inc., shall not be responsible for damaged to any unforeseen electrical, plumbing, data, etc. that may hidden, embedded, or otherwise undetectable during the course of any demolition, dismantling, construction, and/or removal work.
- Project site shall be accessible and clear for all of Villanova Construction Co., Inc.'s required equipment, materials, and labor to perform the project work.
- Only standard equipment is included in this proposal. Any specialized equipment required such as air scrubbers, propane driven equipment, etc. is not included.
- Excludes any salvaging or recycling of any removed and/or demolished work.
- Excludes correcting any existing code violations that may exist.
- Ownership of any removed and/or demolished work shall transfer to Villanova construction Co., Inc. unless such item or items are deemed to be contaminated and/or hazardous. Villanova Construction Co., Inc. shall not be responsible for the removal of any contaminated and/or hazardous materials.
- Excludes any work outside of planned space.
- Work to be performed in one single phase. Only one mobilization to site is included.
- Project completion date is subject to material availability.
- Excludes full time safety personnel.
- Owner to provide adequate on-site storage for all required tools and materials.
- All work based on normal working hours.
- All work subject to field measurement.
- This proposal is subject to fuel and material price increases.
- No bonds included.
- This proposal does not include any errors & omissions for work performed and/or designed by Villanova Construction Co., Inc. including providing insurance for Builder's Risk, errors & omission, pollution and assumes that the building owner's insurance will cover over Contractor's Installation Floater.
- Excludes any liquidated damages.
- This proposal includes the use of union and/or non-union trades. No prevailing wage work included.
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- Villanova Construction Co., Inc. reserves the right to negotiate a mutually fair contract and schedule.
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Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 2



VILLANOVA

## Villanova Construction Co., Inc

Est. 1973

### PROPOSAL

- There will be a 100% restocking fee for return or order cancellation on parts and materials
- By receiving this proposal and/or accepting this proposal and/or entering into a contract agreement with Villanova Construction Co., Inc., The Customer, Owner, General Contractor, and/or Recipient of this proposal agrees not to directly or indirectly, induce, encourage, and/or solicit any of Villanova Construction Co., Inc.'s customers, contractors, subcontractors, and/or employees to contract with and/or leave their employment with Villanova Construction Co., Inc. or hire any of Villanova Construction Co., Inc.'s contractors, subcontractors, and/or employees.
- It shall be the owner's responsibility to inform all of it's customers, employees, and associates of the entire scope of work to be performed on the work site and to instruct them of any hazardous conditions and safety concerns.
- Excludes winter work or cold weather protection.
- Owner understands that new asphalt pavement placed in cold weather does not produce as good a finish as new asphalt pavement placed in warm weather.
- This proposal is based on stable dry ground conditions. No shoring work included.
- Excludes any dewatering work.
- Should this proposal include asphalt milling work, then milling depth indicated is subject to the condition of the existing asphalt. There may be instances where milling depth increases or milling cannot occur because the existing asphalt is coming up in thicker amounts or is breaking up into large chunks.
- There will be additional charges if Frost Laws are in effect at any time during the course of performing the above described work.
- No asphalt pavement seal coating work can be performed after October 1<sup>st</sup>.
- Should the above proposal include crack filling parking lot, then areas with alligator cracks will not be filled. The pavement in these areas should be replaced.
- All embedded steel and caulking is to be furnished and installed by others.
- Excludes removal or replacement of any concrete for other trades.
- Roots from nearby trees, plants, and other landscaping in and/or near work area will be cut down and removed to below elevation of new pavement and/or base. Villanova construction Co., Inc. shall not be responsible for trees, plants, and/or other landscaping that should wilt, decay, and/or die as a result of root removal or the construction work performed by Villanova Construction Co., Inc.
- Excludes any landscaping or irrigation repair work.
- Excludes any undercutting, base, or sub-base work.
- Excludes backfilling of any curbs.
- Villanova Construction Co., Inc. shall not be responsible for any unmarked underground utilities or other unforeseen items.
- Any new concrete or pavement work that is exposed to freezing, thawing, chemicals, overheating, or has been overloaded either before or after fully cured is not warranted.
- Must allow 72 hours prior to commencing any work for MISS DIG to locate utilities.

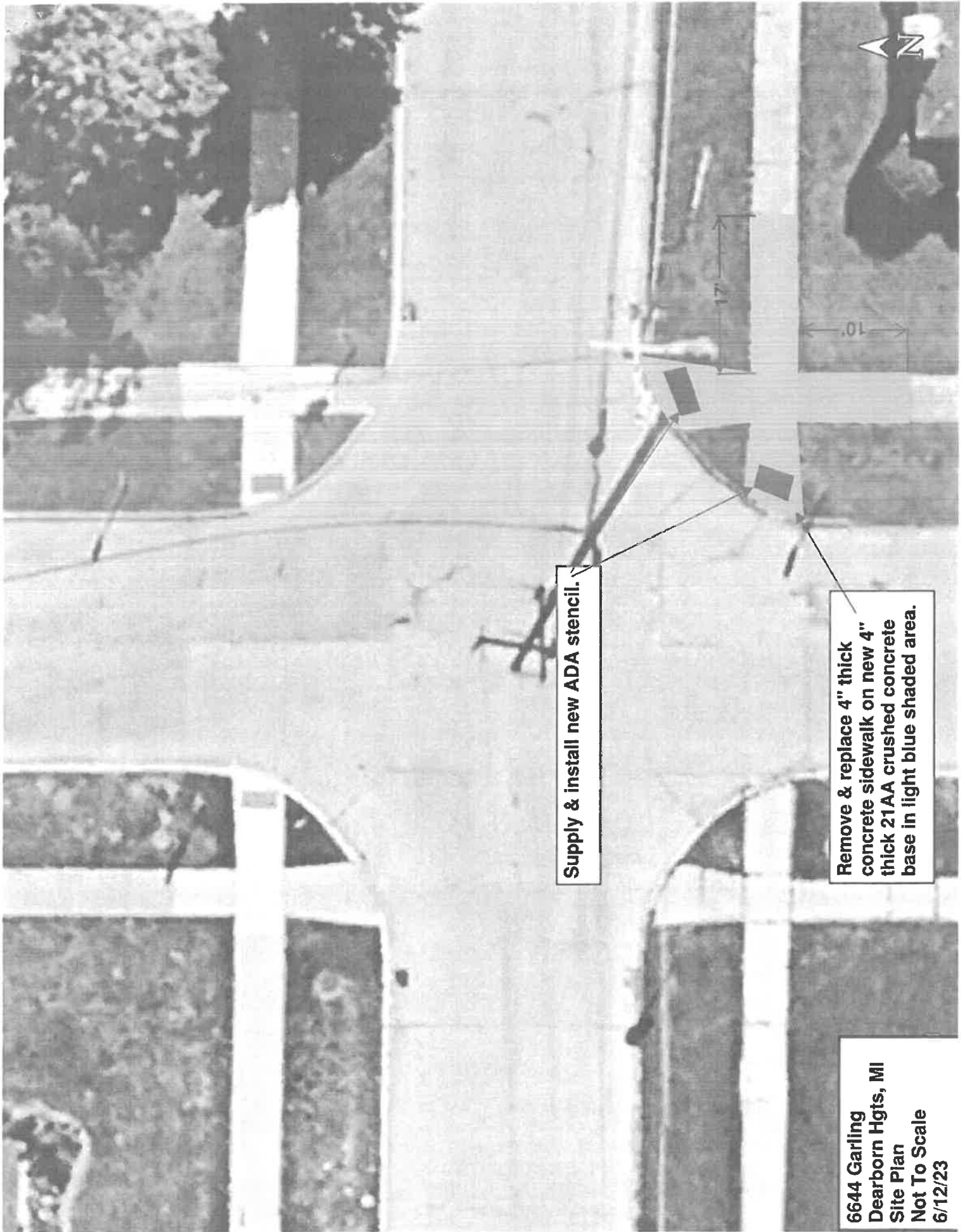
Acceptance Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The signatory represents they are the Owner and/or a duly authorized representative of the project and/or premises described herein with contractual authority to bind contractor with respect to Services and/or the Work described herein.

Villanova Construction Co., Inc. | 20765 Parker St., Farmington Hills, MI 48336 | Office: 248-476-5122 | Fax: 248-476-5011

Page | 3



Supply & install new ADA stencil.

Remove & replace 4" thick concrete sidewalk on new 4" thick 21AA crushed concrete base in light blue shaded area.

6644 Garling  
Dearborn Hgts, MI  
Site Plan  
Not To Scale  
6/12/23

|                                 |
|---------------------------------|
| Invoice Number<br><b>315608</b> |
| Invoice Date<br><b>09/01/23</b> |

**COUNTY OF WAYNE**  
 Warren C. Evans - County Executive  
 500 Griswold, Detroit, Michigan 48226  
**Invoice**



Send Remittance to:

**Wayne County  
 Environmental Services Division  
 400 Monroe, Suite 300  
 Detroit, Michigan 48226**

Customer:

**City of Dearborn Heights  
 6045 Fenton  
 Dearborn Heights MI 48127**

Customer Number

**500005**

Direct Inquiries to:

**Telephone (313) 224-4658**

***Environmental Services Division***

| Line No.                     | Due Date | Description of Item, Material, Services or Work                                                                                                                                                                                                                                                                                  | Amount            |
|------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 001                          | 10/01/23 | SEP 2023 FIXED SEWAGE<br>ROUGE VALLEY SEWAGE DISPOSAL SYSTEM<br>REVENUE# 598.54004.632445<br>CASH ACCT# 598.009000<br><br><div style="text-align: center; color: blue;">             592-537-929.000<br/>             OK to pay<br/>  </div> | 476,294.79        |
| Please Pay This Amount => \$ |          |                                                                                                                                                                                                                                                                                                                                  | <b>476,294.79</b> |

**Return Remittance Copy of Invoice with Payment**

|                                 |                                 |
|---------------------------------|---------------------------------|
| Invoice Number<br><b>315608</b> | Invoice Date<br><b>09/01/23</b> |
|---------------------------------|---------------------------------|

|                                 |
|---------------------------------|
| Invoice Number<br><b>315621</b> |
| Invoice Date<br><b>09/01/23</b> |

**COUNTY OF WAYNE**  
 Warren C. Evans - County Executive  
 500 Griswold, Detroit, Michigan 48226  
**Invoice**



Send Remittance to:

**Wayne County  
 Environmental Services Division  
 400 Monroe, Suite 300  
 Detroit, Michigan 48226**

Customer:

**City of Dearborn Heights  
 6045 Fenton  
 Dearborn Heights MI 48127**

|                             |               |
|-----------------------------|---------------|
| Customer Number             | <b>500005</b> |
| <b>Direct Inquiries to:</b> |               |
| Telephone (313) 224-4658    |               |

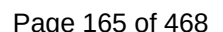
***Environmental Services Division***

| Line No.                     | Due Date | Description of Item, Material, Services or Work                                                                                                                                                                                                                                                                       | Amount   |
|------------------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 001                          | 10/01/23 | SEP 2023 SEWAGE DISPOSAL<br>AREA3 SEWAGE DISPOSAL<br>REVENUE# 596.54079.632410<br>CASH ACCT# 596.011079<br><br><div style="text-align: center; color: blue;">             592-537-929.000<br/>             OK to pay<br/>  </div> | 4,500.00 |
| Please Pay This Amount => \$ |          |                                                                                                                                                                                                                                                                                                                       | 4,500.00 |

**Return Remittance Copy of Invoice with Payment**

Invoice Number  
**315621**

Invoice Date  
**09/01/23**



CUSTOMER #: DH1000  
 UNIT#: 56  
 CITY OF DEARBORN HEIGHTS  
 COMPTROLLER'S OFFICE  
 6045 FENTON  
 DEARBORN HEIGHTS, MI 48127  
 HOME: CONT:313-791-3443  
 BUS: 313-791-3443 CELL:

136218



\*INVOICE\*

3550 WYOMING  
 DEARBORN, MI 48120-1425  
 (313) 849-0800  
 F-107129

DUPLICATE 1  
 PAGE 2 of 2

SERVICE ADVISOR: 101 CHRISTINA SLAGENWHITE

|             |            |                                                 |                   |         |                 |         |
|-------------|------------|-------------------------------------------------|-------------------|---------|-----------------|---------|
| COLOR       | YEAR       | MAKE/MODEL                                      | VIN               | LICENSE | MILEAGE IN/ OUT | TAG     |
| WHITE       | 18         | FREIGHTLINER CORP CUS                           | 4UZAASFC4JCJN8643 |         | 23585/23585     | T5590   |
| DEL DATE    | PROD. DATE | WARR. EXP.                                      | PROMISED          | PO NO.  | RATE            | PAYMENT |
| 09SEP17 D   |            |                                                 | 17:00 23AUG23     | 24-090  | 182.00          | CHG     |
| R.O. OPENED | READY      | OPTIONS: DLR:029294 ENG:74118408 TRN:6311526877 |                   |         |                 |         |
| 07AUG23     | 14AUG23    | 1) UNIT# 56 <i>Water Service Van # 56</i>       |                   |         |                 |         |

| LINE     | OPCODE | TECH | TYPE      | HOURS            | LIST | NET | TOTAL |
|----------|--------|------|-----------|------------------|------|-----|-------|
| CUSTOMER | PAY    | SHOP | MATERIALS | FOR REPAIR ORDER |      |     | 50.00 |

NEW HOURS MON-FRI 7:00A.M. -8:00P.M.  
 NEW HOURS SATURDAY 7:00 A.M.-3:00 P.M.  
 ANY VEHICLE LEFT 7 DAYS AFTER WORK IS DONE  
 WILL BE CHARGED \$ 10.00 PER DAY STORAGE  
 ANY PROBLEMS WITH PARTS AND SERVICE SHOULD BE  
 REPORTED IN WRITING WITHIN 30 DAYS OF FAILURE  
 DATE

*OK to pay*  
*[Signature]*

*Accou + # 552-537-932,000.*

I hereby authorize the above repair work to be done along with the necessary materials. You and your employees may operate above vehicle for purposes of testing, inspection or delivery at my risk. An express storage keeper's lien is acknowledged on above vehicle to secure the amount of repairs thereto. You will not be responsible for the loss or damage to vehicle or articles left in vehicle in case of fire, theft, accident or any other cause beyond your control.

|                      |       |      |
|----------------------|-------|------|
| LABOR                | TOTAL | DATE |
|                      |       | TIME |
| AUTHORIZED ADDITIONS | TOTAL |      |
| LABOR                |       |      |

STATEMENT OF DISCLAIMER

The factory warranty constitutes all of the warranties with respect to the sale of this item/items. The Seller hereby expressly disclaims all warranties, either express or implied, including any implied warranty of merchantability or fitness for a particular purpose. Seller neither assumes nor authorizes any other person to assume for it any liability in connection with the sale of this item/items.

| DESCRIPTION                 | TOTALS  |
|-----------------------------|---------|
| LABOR AMOUNT                | 910.00  |
| PARTS AMOUNT                | 1049.33 |
| GAS, OIL, LUBE              | 0.00    |
| SUBLET AMOUNT               | 0.00    |
| PRODUCTS, SUPPLIES & OTHERS | 50.00   |
| SUBTOTAL                    | 2009.33 |
| LESS INSURANCE              | 0.00    |
| SALES TAX                   | 0.00    |
| PLEASE PAY THIS AMOUNT      | 2009.33 |

|                 |                    |
|-----------------|--------------------|
| DEALER REG. NO. | CUSTOMER SIGNATURE |
| F-107129        |                    |

parts and repairs listed were furnished in compliance with the Michigan Auto Repair Act P.A. 300.

CUSTOMER COPY



|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

7.A.



## Community Economic Development

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Hassane Jamal, Director

DATE: September 18, 2023

RE: CEDD Director Jamal - Bid Award - Eton Center Restroom Improvement

Honorable council chair and members,

I'm requesting your approval for the following:

"Motion to approve awarding the HUD/CDBG fully funded Eton Senior Center Restroom Improvement Project to the lowest qualified bidder Decima LLC. – 16870 Schaefer Hwy, Detroit, MI 48235. In the amount of \$62,000.00, sixty-two thousand dollars, according to the attached bid responses package as stated on "Bid Response Form #1"

Furtherer, approve the contract agreement as attached and authorize the city corporation counsel to make any necessary legal adjustments that may needed, also authorize the mayor and the clerk to sign it.

Additionally authorize the CEDD -Director to approve necessary change orders up to (20% of the bid amount) \$12,400.00 and the mayor plus the comptroller or the clerk to issue and sign the necessary warrants for a total amount of amounts not to exceed \$74,400.00 Seventy-four thousand charged the Berwyn Senior Center Improvement general ledger accounts.

Furthermore, authorize the treasurer to pay them from the unrestricted general fund pool bank account to be totally reimbursed later from the US treasury accordingly.

Thank you,

Hassane Jamal

### Attachments:

1. Bid Package-Eton Restroom Project
2. Contract Agreement-Restroom Improvement Project-Eton Sinior Center

# **ADVERTISEMENT FOR BIDS**

CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)

## **ETON SENIOR CENTER IMPROVEMENTS RESTROOMS PROJECT**

THIS PROJECT IS FUNDED FULLY BY FEDERAL FUNDS FROM THE COMMUNITY DEVELOPEMENT BLOCK GRANT (CDBG) PROGRAM ADMINISTERED BY THE U.S DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT.

**THIS PROJECT IS SUBJECTED TO ALL APPLICABLE HUD RULES AND REGULATIONS INCLUDING FEDERAL DAVIS-BECON WAGE RULES AND REGULATIONS AND ALL APPLICABLE CITY REGULATIONS**

**Sealed bids will be received in the Comptroller's Office, City of Dearborn Heights, 6045 Fenton, Dearborn Heights, MI 48127, until:**

**WEDNESDAY, SEPTEMBER 6, 2023  
AT 3:00 p.m.**

**At which time, all bids publicly opened and read aloud.**

**Specifications can be obtained online by registering (free registration available) on Bid Net Direct. Go to [www.bidnetdirect.com/mitn](http://www.bidnetdirect.com/mitn) or in person from the City of Dearborn Heights comptroller office located at 6045 Fenton, or the CEDD office located at 26155 Richardson, both in Dearborn Heights, MI 48127, and both offices working schedule is Monday thru Thursday from 8.00 A.M-5 P.M. For additional information please call the CEDD Rehab Specialist Mr. H. Bazzi at: (313)-791-3504, for bidding procedure related information City Buyer M. Paul at (313)791-3443**

**FREE COPIES OF THE FULL BID PACKAGE ARE AVAILABLE AT THE COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT, 26155 RICHARDSON, DEARBORN HEIGHTS, MI 48127. PLEASE CALL (313) 791-3500 FOR DETAILS.**

**Any questions relating to this project can be directed to Mr. Hassane Jamal, Director, Community and Economic Development Department (CEDD)(313) 791-3500 or email [hjamal@dearbornheightsmi.gov](mailto:hjamal@dearbornheightsmi.gov)**

**All construction materials installed on this project by the bid winner, and by all subcontractors and suppliers, shall comply with the Build America, Buy America (BABAA) requirement of the Infrastructure Investment and jobs act of 2021.**

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**BID INDEX**

THIS PACKAGE INCLUDES THE FOLLOWING DOCUMENTS:

- ❖ INSTRUCTIONS TO BIDDERS
- ❖ BID RESPONSE
- ❖ NON-DISCRIMINATION CLAUSE
- ❖ REFERENCE FORM
- ❖ BID ITEMIZATIONS/SPECIFICATIONS
- ❖ GENERAL BID CONDITIONS AND OBLIGATIONS
- ❖ MANDATORY SITE VISITATION ACKNOWLEDGEMENT
- ❖ WORK PERFORMANCE BOND SAMPLE
- ❖ SERVICES AGREEMENT SAMPLE
- ❖ DAVIS-BACON RULES AND REGULATIONS WEB LINKS
- ❖ LEAD-SAFE HOUSING RULE-APPLICATION FORM
- ❖ ASBESTOS REPORT

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**INSTRUCTIONS TO BIDDERS**

Sealed bids will be received by the City of Dearborn Heights, Michigan as owner, until **3:00 P.M., Wednesday, September 6, 2023**, at the Comptroller's Office at the Dearborn Heights City Hall, 6045 Fenton, Dearborn Heights, Michigan, 48127, at which time said proposals will be opened and publicly read.

Proposals shall be for items as specified on attached Specifications and Proposal Form. A Manufacturer Specification Sheet for each model or style of item to be supplied shall accompany the bid.

**BRAND NAME:** If and wherever, in the Specifications a brand name, make, name of any manufacturer, trade name, or vendor catalog number is mentioned it is for the purpose of establishing a grade or quality of material only. However, if a product other than that specified is bid, it is the vendor's responsibility to name such a product within his bid and to prove to the City that said product is equal to that specified. Evidence in the form of samples may be requested if brand is other than specified. Such samples are to be furnished after the date of bid opening only upon request of the City. If samples should be requested, such samples must be received by the City no later than seven (7) days after a formal request is made.

Proposal shall be addressed to, **Comptroller, City of Dearborn Heights, 6045 Fenton, Dearborn Heights, Michigan, 48127**, in a sealed envelope for each proposal, marked "Bid for (name of item being bid)". Such proposals shall be submitted in strict accordance with the City of Dearborn Heights Specifications for the items listed herein. Any and all variations from Dearborn Heights Specifications are to be stated in the bids.

**Each proposal must be submitted in forms furnished on-line at the MITN site, on: [www.govbids.com](http://www.govbids.com). Or by hand to the controller's office located at 6045 Fenton, Dearborn Heights, MI. 48127 Monday to Thursday from 8.00 AM-5P.M. For additional information please call the city buyer at: 313-791-3446**

The City of Dearborn Heights reserves the right to reject or accept any or all proposals, in whole or in part, and waive any irregularities or formalities therein.

**EACH BID MUST BE ACCOMPANIED BY A CERTIFIED OR CASHIER'S CHECK IN THE AMOUNT OF 5% OR 5% BID BOND OF THE GROSS SUM BID.** SHOULD THE GROSS SUM BID BE \$5,000.00 OR LESS, THEN A CERTIFIED, CASHIER'S CHECK OR BID BOND WILL NOT BE REQUIRED TO VALIDATE THE BID PROPOSAL. **EXCEPT MOTOR VEHICLES AND SINGLE AXLE TRUCK BIDS**, WHICH ONLY REQUIRE A BID BOND OR CASH BOND IF THE VEHICLE YOU ARE BIDDING IS OVER \$30,000.00. WHERE THE PROPOSAL CALLS FOR APPROXIMATE QUANTITIES OF WORK BE PERFORMED, THE CHECK WILL BE BASED ON THE TOTAL APPROXIMATE QUANTITY OF WORK SPECIFIED. WHEN A DEFINITE OR APPROXIMATE QUANTITY IS NOT LISTED, THE CHECK WILL BE BASED ON THE PRIOR YEAR'S TOTAL EXPENDITURE FOR THIS PROPOSAL, WHICH WILL BE SPECIFIED ON THE BID FORM.

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**INSTRUCTIONS TO BIDDERS**

**AT THE TIME OF OPENING ANY BID THAT DOES NOT MEET THE REQUIREMENTS OF THE ABOVE PARAGRAPH WILL BE MARKET BY THE COMPTROLLER "DOES NOT MEET BID SPECIFICATIONS" AND AUTOMATICALLY DISQUALIFIED.**

It is agreed, if the bidder to whom the Contract shall have been awarded shall refuse or neglect to execute the Contract or Purchase Order and properly secure the same within ten (10) days, the amount of the bid deposit shall be forfeited to and retained by the Owner as liquidated damages for such neglect or refusal.

Further, if the successful bidder fails to comply with the terms of the bid proposal, contract, or purchase order the City has the option to hold the successful bidder to the terms of the proposal or forfeit the bid deposit as liquidated damages.

Bidder will identify business entity as individual, or if doing business under assumed name, indicate assumed name, partnership (Naming Partners), Corporation, Foreign or Domestic (Naming Principal Officers), and indicate capacity or person executing proposal and bid.

Revised: 11/27/79 (Council Motion 79-1003)

And also, on:

1/08/80 (Council Motion 80-15)

And also, on:

6/12/91 (Council Motion 91-299)

**THIS PROJECT IS TIME SENSITIVE  
THE OBJECTIVE IS TO COMPLETE AND PAY OFF THIS PROJECT BY OCTOBER  
31, 2023.**

**JOB WORK MUST START IMMEDIATELY BY WINNING BIDDER UPON SIGNING  
THE CONTRACT.**

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**ADDITIONAL INSTRUCTIONS TO BIDDERS**

**A. FOR YOUR SEALED BID TO BE ACCEPTED:**

SEALED BID MUST BE RECEIVED ON TIME (TIME STATED IN "ADVERTISEMENT FOR BIDS") Proposal shall be addressed **to, Comptroller, City of Dearborn Heights**, 6045 Fenton, Dearborn Heights, Michigan, 48127, in a sealed envelope marked:

**"ETON RESTROOM PROJECT"**

**B. FOR YOUR BID TO BE CONSIDERED, PLEASE SUBMIT THE FOLLOWING **THREE (3) ITEMS ONLY**:**

1. SEALED BIDS MUST CONTAIN **THREE (3) PAGE "BID RESPONSE FORM"** (COMPLETED, SIGNED AND NOTARIZED).
2. SEALED BIDS MUST CONTAIN **THE MANDATORY SITE VISIT ACKNOWLEDGEMENT (PAGE 17)**.  
**To schedule the mandatory walk-thru for this bid please contact:**  
**Hassan Bazzi Phone: 313 -791- 3504**  
**Email:**[hbazzi@dearbornheightsmi.gov](mailto:hbazzi@dearbornheightsmi.gov) **Address: 26155 Richardson, Dearborn Heights, MI 48127**
3. SEALED BIDS MUST CONTAIN A **CERTIFIED OR CASHIER'S CHECK IN THE AMOUNT OF 5% OR 5% BID BOND OF THE GROSS SUM BID**. SHOULD THE GROSS SUM BID BE \$5,000.00 OR LESS, A CERTIFIED CASHIER'S CHECK OR BID BOND WILL NOT BE REQUIRED TO VALIDATE THE BID PROPOSAL.

**C. IF YOU ARE THE LOWEST OF THE QUALIFIED BIDDERS, YOU WILL BE CONTACTED TO SUBMIT THE FOLLOWING QUALIFICATION DOCUMENTS WITHIN TEN (10) BUSINESS DAYS FROM DATE OF REQUEST. ATTENTION: PLEASE DO NOT SUBMIT THESE DOCUMENTS IN THE SEALED BID!** FAILURE TO SUBMIT THE FOLLOWING DOCUMENTS WITHIN THE ALLOTTED TIME WILL CONSTITUTE DISQUALIFICATION. (THE BID WINNER WILL BE THE LOWEST MOST QUALIFIED BIDDER.)

1. NON-DISCRIMINATION CLAUSE
  2. REFERENCE FORM (3 REFERENCES FROM SIMILAR PROJECTS)
  3. BID ITEMIZATION/SPECIFICATIONS (MUST REFLECT BID RESPONSE FORM "TOTAL BID AMOUNT")
  4. COPY OF CERTIFICATE OF GOOD STANDING (MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC GROWTH, BUREAU OF COMMERCIAL SERVICES, CORPORATION DIVISION P.O. BOX 30054 LANSING, MICHIGAN 48909-7554 PHONE - (517) 241-6470 FOR COPIES, CERTIFICATES, OR GENERAL INFORMATION)
  5. COPY OF ARTICLES OF INCORPORATION (MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC GROWTH, BUREAU OF COMMERCIAL SERVICES, CORPORATION DIVISION P.O. BOX 30054 LANSING, MICHIGAN 48909-7554 PHONE - (517) 241-6470 FOR COPIES, CERTIFICATES, OR GENERAL INFORMATION)
  6. A VALID CERTIFICATE OF LIABILITY INSURANCE NAMING THE CITY OF DEARBORN HEIGHTS AS A HOLDER. ALL GENERAL CONTRACTORS AND SUBCONTRACTORS, ON ALL WORK DONE UNDER THE CONTRACT, ARE REQUIRED TO CARRY FULL WORKMAN'S COMPENSATION INSURANCE AND COMPREHENSIVE PUBLIC LIABILITY INSURANCE COVERAGE, PROTECTING THE OWNER FOR NOT LESS THAN \$1,000,000 IN THE EVENT OF BODILY INJURY, INCLUDING DEATH, AND \$1,000,000 IN THE EVENT OF PROPERTY DAMAGE ARISING OUT OF THE WORK PERFORMED BY THE CONTRACTOR.
  7. COPIES OF ALL APPLICABLE LICENSES (DRIVER, STATE ISSUED I.D., BUILDING, ELECTRICAL, PLUMBING, MECHANICAL, ASBESTOS, LEAD, ETC...)
  8. ANY OTHER SUPPORTIVE DOCUMENTATION THE CITY MAY REQUESTS TO QUALIFY THE BIDDER.
- D. IF YOU ARE THE BID WINNER, BEFORE CONTRACT SIGNING, YOU MUST SUBMIT A WORK PERFORMANCE BOND FOR THE TOTAL WINNING BID AMOUNT.**



CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT

BID RESPONSE FORM PAGE #1

NOTICE

FAILURE TO COMPLETE THIS FORM SHALL RESULT IN YOUR RESPONSE BEING DEEMED NON-RESPONSIVE AND REJECTED WITHOUT ANY FURTHER EVALUATION.

THIS PROJECT IS FUNDED PARTIALLY/FULLY BY FEDERAL FUNDS FROM THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM ADMINISTERED BY THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT.

THIS PROJECT IS SUBJECT TO ALL APPLICABLE HUD RULES AND REGULATIONS INCLUDING FEDERAL DAVIS-BACON WAGE RULES AND REGULATIONS AND ALL APPLICABLE CITY REGULATIONS.

The Undersigned hereby offers and agrees to furnish the goods and/or services in compliance with the City's Sealed Bid, which includes all documents outlined in the Bid Package Index.

AGREE: PLEASE SIGN AND COMPLETE BID DOCUMENTS

\_\_\_\_\_ DATE:   1   /   1   / \_\_\_\_\_

DISAGREE: STOP HERE YOU ARE NOT QUALIFIED TO BID

|                                         |                |
|-----------------------------------------|----------------|
|                                         | \$             |
| _____                                   | _____          |
| (Total Figure Written)                  | (Total Figure) |
| (Total figure from itemized bid sheets) |                |

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**BID RESPONSE FORM PAGE #2**

**ADDENDA:**

The undersigned has read, understands and is fully cognizant of the information to Respondents, Offer and Form of Contract, all Sections thereto, together with any written addendum issued in connection with any of the above. The undersigned hereby acknowledges receipt of the following addendum(s): none. In addition, the undersigned has completely and appropriately filled out all required forms.

**OBLIGATION:**

The undersigned, by submission of this Offer, hereby agrees to be obligated, if selected as the Contractor, to provide the stated goods and/or services to the City, and to enter a Contract with the City, in accordance with all terms and bid documents as indicated in the bid table of content, and addenda in the Request for Response, as well as the Form of Contract, together with any written addendum as specified above.

**COMPLIANCE:**

The undersigned hereby accepts all administrative requirements of the Sealed Bid and will be in-compliance with such requirements. By submitting this Response Form, the Respondent represents that: 1) the Respondent is in compliance with any applicable City and HUD regulations, and 2) if awarded a contract to provide the services required in the Sealed Bid, the Respondent will comply with the requirements set forth in the Sealed Bid and (3) Respondent will sign the Construction / installation / installation Contract (attached to Bid Package for reference) if awarded the Contract. Failure to sign the Construction / installation / installation Contract within fourteen (14) days of notification of award of contract will result in a breach and Respondent will forfeit his/her bid bond.

**NONCOLLUSION:**

The undersigned, by submission of this Response Form, hereby declares that this Response is made without collusion with any other business making any other Response, or which otherwise would make a Response.

**SUBMITTAL REQUIREMENTS:**

The undersigned certifies it has attached a complete response to each of the submittal requirements of this SEALED BID. The undersigned also certifies it has read and understands all Bid Documents as outlined in the "Bid Index Page".

**MANDATORY SITE VISIT:**

To schedule the mandatory walk thru for this Bid please contact:

Hassan Bazzi

Phone: 313 -791- 3504

Email: hbazzi@earbornheightsmi.gov

Address: 26155 Richardson, Dearborn Heights, MI 48127

CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT

**BID RESPONSE FORM PAGE #3**

**No Response shall be accepted which has not been manually signed in ink in the appropriate space below:**

**I certify, under penalty of perjury, that I have the legal authorization to bind the firm hereunder:**

For clarification of this offer, contact:

Company Name

Name:

Address:

Phone:

City

State

Zip

Fax:

Signature of Person Authorized to Sign:

Printed Name:

Title:

Federal Tax ID

Acknowledged before me by \_\_\_\_\_ (name) as \_\_\_\_\_

(title) of (Company \_\_\_\_\_ ) this \_\_\_\_\_ (day) of \_\_\_\_\_ (month),  
20\_\_\_\_. (Year)

Notary Signature:

My Commission Expires:

Affix Seal

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**NON-DISCRIMINATION CLAUSE**

**NOTE:** Failure to respond will cause your firm to be placed in "non-compliance" status and you will not be eligible to receive City contracts.

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In connection with the performance of work under this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, religion, color, national origin, age\* or sex\*. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, color, national origin, age\* or sex\*. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, age\* or sex\*.

(3) The contractor or his collective bargaining representative will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice advising the said labor union or workers' representative of the contractor's commitments under this section.

(4) The contractor will comply with all published rules, regulations, directives, and orders of the Michigan Civil Rights Commission relevant to Section 4, Act No. 251, Public Acts of 1955, as amended which may be in effect prior to the taking of bids for any individual state project.

(5) The contractor will furnish and file compliance reports within such time and upon such forms as provided by the Michigan Civil Rights Commission, said forms may also elicit information as to the practices, policies, program, and employment statistics of each subcontractor as well as the contractor himself, and said contractor will permit access to his books, records, and accounts by the Michigan Civil Rights Commission, and/or its agent, for purposes of investigation to ascertain compliance with this contract and with rules, regulations, and orders of the Michigan Civil Rights Commission relevant to Section 4, Act No. 251, Public Acts of 1955, as amended.

(6) In the event that the Civil Rights Commission finds, after a hearing held pursuant to its rules, that a contractor has not complied with the contractual obligations under this agreement, the Civil Rights Commission may, as part of its order based upon such findings, certify said findings to the Administrative Board of the State of Michigan, which Administrative Board may order the cancellation of the contract found to have been violated, and/or declare the contractor ineligible for future contracts with the state and its political and Civil subdivisions, departments, and officers, and including the governing boards of institutions of higher education, until the contractor complies with said order of the Civil Rights Commission. Notice of said declaration of future ineligibility may be given to any or all of the persons with whom the contractor is declared ineligible to contract as a contracting party in future contracts. In any case before the Civil Rights Commission in which, cancellation of an existing contract is a possibility, the contracting agency shall be notified of such possible remedy and shall be given the option by the Civil Rights Commission to participate in such proceedings.

(7) The contractor will include or incorporate by reference the provisions of the foregoing paragraphs (1) through (6) in every subcontract or purchase order unless exempted by the rules, regulations, or orders of the Michigan Civil Rights Commission. \*\*And will provide in every subcontract or purchase order that said provisions will be binding upon each subcontractor or seller.

**\* SECTION 3a (a) ACT NO. 344, PUBLIC ACTS OF 1965, AS  
AMENDED BY ACT NO. 349, PUBLIC ACTS OF 1966, READS:**

"IT IS AN UNFAIR EMPLOYMENT PRACTICE:

(a) FOR ANY EMPLOYER, BECAUSE ANY INDIVIDUAL IS BETWEEN THE AGES OF 35 AND 60, OR BECAUSE OF THE SEX OF ANY INDIVIDUAL, TO REFUSE TO HIRE OR OTHERWISE TO DISCRIMINATE AGAINST HIM WITH EMPLOYMENT. ANY SUCH REFUSAL TO HIRE OR DISCRIMINATION SHALL NOT BE AN UNFAIR EMPLOYMENT PRACTICE IF BASED ON LAW, REGULATION, THE REQUIREMENTS OF ANY FEDERAL OR STATE TRAINING OR EMPLOYMENT PROGRAM OR ON A BONA FIDE OCCUPATIONAL QUALIFICATION AND EXCEPT IN SELECTING INDIVIDUALS FOR AN APPRENTICE PROGRAM OR AN ON-THE-JOB TRAINING PROGRAM INTENDED TO HAVE A DURATION OF MORE THAN 4 MONTHS."

\*\* Except for those:

1. Subcontracts for goods or services in any amount of less than \$5,000.
2. Subcontracts entered into with parties employing less than three employees.

I acknowledge that I have reviewed and understand the seven (7) foregoing clauses and We (the company) will adhere to the City's non-discrimination policy.

Name of Company\_\_\_\_\_

Signature\_\_\_\_\_ Title\_\_\_\_\_ Date\_\_\_\_\_

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**REFERENCE FORM**

**PROJECT OWNER**

Project Owner Name: \_\_\_\_\_

Project Total Value: \$\_\_\_\_\_

Project Owner Contact Information:

Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_

E-Mail: \_\_\_\_\_

Did the Project Start on Projected Starting Date: YES / NO, If No please give reason:

\_\_\_\_\_  
\_\_\_\_\_

Was the project completed, and accepted by the owner with no pending conditions:  
YES / NO, If No please give reason:

\_\_\_\_\_  
\_\_\_\_\_

**PROJECT COMPLETED BY:**

Bidder Name:

\_\_\_\_\_

Address \_\_\_\_\_ Zip: \_\_\_\_\_

Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Project Name: \_\_\_\_\_

Project Address: \_\_\_\_\_

Project description:

\_\_\_\_\_  
\_\_\_\_\_

**I/We hereby certify that all data provided in this form is correct and authorize the City of Dearborn Heights to investigate, collect and verify as needed.**

Name: \_\_\_\_\_ Official Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_



CITY OF DEARBORN HEIGHTS  
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ETON SENIOR CENTER IMPROVEMENTS, RESTROOMS PROJECT  
4900 PARDEE, DEARBORN HEIGHTS, MI 48125

| # / TASK<br>NAME                                                          | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TOTAL COST |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1<br>ADA DOOR<br>HARDWARE<br>INSTALLATION<br>MEETING ROOM<br>#1 BATHROOM | <p><b>NOTE: REPLACE EXISTING DOOR TO MAKE AN ADA DOOR ACCESS LOCATION MEETING ROOM #1</b></p> <p><b>A.</b> Cut cinder block to make door in (ADA) Americans with Disabilities Act</p> <p><b>B.</b> Install a new ADA access door with lockset.</p> <p><b>C.</b> Handles, pulls, latches, locks and all operable parts on accessible door shall have a shape that is easy to grip with one hand and shall be mounted within reach range and must meet all requirements of the ADA code</p> |            |
| #2 THRESHOLD<br>MEETING ROOM<br>#1 BATHROOM                               | <p><b>A.</b> Install a new threshold full length and width of the opening at the doorway. The threshold shall be made of a material matching the thresholds of restrooms throughout the building.</p> <p><b>PLEASE NOTE: The threshold should be ADA compliance.</b></p>                                                                                                                                                                                                                  |            |
| #3 FLOOR<br>MEETING ROOM<br>#1 BATHROOM                                   | <p><b>A.</b> Remove and replace floor tiles in restroom with ceramic tiles same tiles as in the south hall restrooms</p> <p><b>B.</b> Paint walls and ceiling. <b>Color selection by director.</b></p>                                                                                                                                                                                                                                                                                    |            |

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| # / TASK<br>NAME                                            | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | TOTAL COST |
|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #4 TOILET PAPER<br>DISPENSER<br>MEETING ROOM<br>#1 BATHROOM | <p>A. Install a new metal double roll toilet paper dispenser similar to existing PLEASE NOTE: New dispenser shall be installed 7" to 9" forward of the water closet and a minimum of 15" above the floor.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |
| #5 WATER<br>CLOSET<br>MEETING ROOM<br>#1 BATHROOM           | <p>PLEASE NOTE: EXISTING WATER CLOSET TO REMAIN</p> <p>A. Replace existing toilet seat with new thicker toilet seat so that water closet will meet accessibility fixture requirements of a height between 17" and 19". The new toilet seat shall be 2 1/2" thick made of high-grade plastic and both stain and chemical resistant.</p> <p>PLEASE NOTE: Product standard shall be as manufactured by „Big John Toilet Seat" or an approved equal. Toilet seat must have open front. b. Remove flush valve and handle, reconfigure plumbing such that when plumbing is reinstalled the flush handle will be on the open side of the water closet per code.</p> <p>PLEASE NOTE: All new piping shall be chrome plated as existing</p> |            |

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| # / TASK<br>NAME                                           | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | TOTAL COST |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #6 LAVATORY<br>MEETING ROOM<br>#1 BATHROOM                 | <p>A. Remove existing lavatory and replace with new ADA compliant 20" wide minimum unit with new chrome plated drain, new braided water lines and new chrome plated shut-off valve. The new lavatory shall be porcelain enamel on cast iron with a 4" high backsplash. PLEASE NOTE: New lavatory shall be installed and centered as to provide 30" clear floor space per code. (Centerline of new lavatory will be moved approximately 3" toward water closet.</p> <p>B. Replace existing lavatory faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #7 PAPER TOWEL<br>DISPENSER<br>MEETING ROOM<br>#1 BATHROOM | <p>A. Remove the paper towel dispenser from the existing location and reinstall 4 1/2" along the adjacent wall above the radiator and 4" above the floor to the center of the dispenser. PLEASE NOTE: The void behind the dispenser shall be completely filled with wood and open edges painted to seal.</p>                                                                                                                                                                                                                                                                                                                               |            |
| #8 SOAP<br>DISPENSER<br>MEETING ROOM<br>#1 BATHROOM        | <p>A. Relocate soap dispenser to a convenient location to the left of the lavatory that meets accessibility fixture requirements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |

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| # / TASK<br>NAME                                           | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                      | TOTAL COST |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #9 MIRROR<br>MEETING ROOM<br>#1 BATHROOM                   | A. Replace existing mirror with new 1/4" thick framed 18" x 36" mirror installed with bottom edge 38" above floor and centered on lavatory. PLEASE NOTE: The void behind the new mirror shall be completely filled with wood and open edges painted to seal. |            |
| #10 GRAB BARS<br>MEETING ROOM<br>#1 BATHROOM               | A. Install <b>2</b> new nickel finished grab bars at <b>ADA</b> height.                                                                                                                                                                                      |            |
| #11 SIGNAGE<br>MEETING ROOM<br>#1 BATHROOM                 | A. Install required accessibility unisex ADA compliant sign on restroom door.<br>B. Install required directional signage in the halls and at the accessible entrance doors to show path to accessible restroom                                               |            |
| #12 REPAIRS<br>AND PAINTING<br>MEETING ROOM<br>#1 BATHROOM | A. Contractor shall repair walls that may be damaged due to construction or the relocation of the fixtures.                                                                                                                                                  |            |

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| # / TASK<br>NAME                  | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                     | TOTAL COST |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #13 CABINET<br>MEETING ROOM<br>#1 | <p>A. Remove and install a new 48" cabinet/sink.</p> <p>B. <b>Color selection by director.</b><br/>Replace existing faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #14 PAINT<br>MEETING ROOM<br>#1   | <p>A. Paint adjoining walls and ceiling, where the cabinet is installed and the entire room.</p> <p>B. Contractor shall apply two (2) coats of paint to walls. <b>Sherwin Williams paint</b><br/><b>Color selection by director.</b></p>                    |            |
| #15 GFI<br>MEETING ROOM<br>#1     | <p>A. Install GFI above the 48" cabinet</p>                                                                                                                                                                                                                 |            |

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| # / TASK<br>NAME                                                       | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                       | TOTAL COST |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1 ADA DOOR<br>HARDWARE<br>INSTALLATION<br>MEETING ROOM<br>#2 BATHROOM | <p><b>NOTE: REPLACE EXISTING DOOR TO MAKE AN ADA DOOR ACCESS<br/>LOCATION MEETING ROOM #2</b></p> <p><b>A.</b> Cut cinder block to make door an (ADA) Americans with Disabilities Act</p> <p><b>B.</b> Install a new ADA access door with lockset.</p> <p><b>C.</b> Handles, pulls, latches, locks and all operable parts on accessible door shall have a shape that is easy to grip with one hand and shall be mounted within reach range and must meet all requirements of the ADA code</p> |            |
| #2 THRESHOLD<br>MEETING ROOM<br>#2 BATHROOM                            | <p><b>A.</b> Install a new threshold full length and width of the opening at the doorway. The threshold shall be made of a material matching the thresholds of restrooms throughout the building.</p> <p><b>PLEASE NOTE: The threshold should be ADA compliance</b></p>                                                                                                                                                                                                                       |            |
| #3 FLOOR<br>MEETING ROOM<br>#2 BATHROOM                                | <p><b>A.</b> Remove and replace floor tiles in restroom with porcelain tiles same tiles as in the south hall restrooms</p> <p><b>B.</b> Contractor shall apply two (2) coats of paint to walls Sherwin Williams paint<br/>Color selection by director.</p>                                                                                                                                                                                                                                    |            |

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| # / TASK<br>NAME                                            | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TOTAL COST |
|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #4 TOILET PAPER<br>DISPENSER<br>MEETING ROOM<br>#2 BATHROOM | A. Install a new metal double roll toilet paper dispenser similar to existing PLEASE NOTE: New dispenser shall be installed 7" to 9" forward of the water closet and a minimum of 15" above the floor.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |
| #5 WATER<br>CLOSET<br>MEETING ROOM<br>#2 BATHROOM           | PLEASE NOTE: EXISTING WATER CLOSET TO REMAIN<br><br>A. Replace existing toilet seat with new thicker toilet seat so that water closet will meet accessibility fixture requirements of a height between 17" and 19". The new toilet seat shall be 2 ½" thick made of high-grade plastic and both stain and chemical resistant.<br><br>PLEASE NOTE: Product standard shall be as manufactured by "Big John Toilet Seat" or an approved equal. Toilet seat must have open front. b. Remove flush valve and handle, reconfigure plumbing such that when plumbing is reinstalled the flush handle will be on the open side of the water closet per code.<br><br>PLEASE NOTE: All new piping shall be chrome plated as existing |            |



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| # / TASK<br>NAME                                           | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | TOTAL COST |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #6 LAVATORY<br>MEETING ROOM<br>#2 BATHROOM                 | <p>A. Remove existing lavatory and replace with new ADA compliant 20" wide minimum unit with new chrome plated drain, new braided water lines and new chrome plated shut-off valve. The new lavatory shall be porcelain enamel on cast iron with a 4" high backsplash. PLEASE NOTE: New lavatory shall be installed and centered as to provide 30" clear floor space per code. (Centerline of new lavatory will be moved approximately 3" toward water closet.</p> <p>B. Replace existing lavatory faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #7 PAPER TOWEL<br>DISPENSER<br>MEETING ROOM<br>#2 BATHROOM | <p>A. Remove the paper towel dispenser from the existing location and reinstall 4 1/2" along the adjacent wall above the radiator and 4" above the floor to the center of the dispenser. PLEASE NOTE: The void behind the dispenser shall be completely filled with wood and open edges painted to seal.</p>                                                                                                                                                                                                                                                                                                                               |            |
| #8 SOAP<br>DISPENSER<br>MEETING ROOM<br>#2 BATHROOM        | <p>A. Relocate soap dispenser to a convenient location to the left of the lavatory that meets accessibility fixture requirements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |

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| # / TASK<br>NAME                                           | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                    | TOTAL COST |
|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #9 MIRROR<br>MEETING ROOM<br>#2 BATHROOM                   | A. Replace existing mirror with new ¼" thick framed 18" x 36" mirror installed with bottom edge 38" above floor and centered on lavatory. PLEASE NOTE: The void behind the new mirror shall be completely filled with wood and open edges painted to seal. |            |
| #10 GRAB BARS<br>MEETING ROOM<br>#2 BATHROOM               | A. Install 2 new nickel finished grab bars at <b>ADA</b> height.                                                                                                                                                                                           |            |
| #11 SIGNAG<br>MEETING ROOM<br>#2 BATHROOM                  | A. Install required accessibility unisex ADA compliant sign on restroom door.<br>B. Install required directional signage in the halls and at the accessible entrance doors to show path to accessible restroom                                             |            |
| #12 REPAIRS<br>AND PAINTING<br>MEETING ROOM<br>#2 BATHROOM | A. Contractor shall repair walls that may be damaged due to construction or the relocation of the fixtures.                                                                                                                                                |            |

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| # / TASK<br>NAME                  | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                     | TOTAL COST |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #13 CABINET<br>MEETING ROOM<br>#2 | <p>A. Remove and install a new 48" cabinet/sink.</p> <p>B. <b>Color selection by director.</b><br/>Replace existing faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #14 PAINT<br>MEETING ROOM<br>#2   | <p>A. Paint adjoining walls and ceiling, where the cabinet is installed and the entire room.</p> <p>B. Contractor shall apply two (2) coats of paint to walls <b>Sherwin Williams paint</b><br/><b>Color selection by director.</b></p>                     |            |
| #15 GFI<br>MEETING ROOM<br>#2     | <p>A. Install GFI above the 48" cabinet</p>                                                                                                                                                                                                                 |            |

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| # / TASK<br>NAME                  | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | TOTAL COST |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1 OFFICE<br>RESTROOM<br>LAVATORY | <p><b>OFFICE RESTROOM</b><br/><b>NOTE: EXISTING DOOR TO REMAIN.</b></p> <p>A. Remove existing lavatory and replace with new ADA compliant 20" wide minimum unit with new chrome plated drain, new braided water lines and new chrome plated shut-off valve. The new lavatory shall be porcelain enamel on cast iron with a 4" high backsplash. PLEASE NOTE: New lavatory shall be installed and centered as to provide 30" clear floor space per code. (Centerline of new lavatory will be moved approximately 3" toward water closet.</p> <p>Replace existing lavatory faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #2 FLOOR<br>OFFICE<br>RESTROOM    | <p>A. Remove and replace floor tiles in restroom with porcelain tiles same tiles as in the south hall restrooms</p> <p>B. Contractor shall apply two (2) coats of paint to walls and ceiling. <b>Sherwin Williams paint</b><br/><b>Color selection by director.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                         |            |

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**4900 PARDEE, DEARBORN HEIGHTS, MI 48125**

| # / TASK<br>NAME                                      | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TOTAL COST |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #3 MIRROR<br>OFFICE<br>RESTROOM                       | A. Replace existing mirror with new ¼" thick framed 18" x 36" mirror installed with bottom edge 38" above floor and centered on lavatory. PLEASE NOTE: The void behind the new mirror shall be completely filled with wood and open edges painted to seal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |
| #4 GRAB BARS<br>OFFICE<br>RESTROOM                    | A. Install 2 new nickel finished grab bars at ADA height.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |
| #1 OFFICE<br>RESTROOM<br>TOILET<br>OFFICE<br>RESTROOM | <p><b>PLEASE NOTE: EXISTING WATER CLOSET TO REMAIN</b></p> <p>A. Remove and Replace existing toilet seat with new thicker toilet seat so that water closet will meet accessibility fixture requirements of a height between 17" and 19". The new toilet seat shall be 2 ½" thick made of high-grade plastic and both stain and chemical resistant.</p> <p><b>PLEASE NOTE:</b> Product standard shall be as manufactured by „Big John Toilet Seat" or an approved equal. Toilet seat must have open front. b. Remove flush valve and handle, reconfigure plumbing such that when plumbing is reinstalled the flush handle will be on the open side of the water closet per code. <b>PLEASE NOTE: All new piping shall be chrome plated as existing</b></p> |            |

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT  
SPECIFICATIONS**

**ITEMIZATION SHEET (S) FOR:  
CITY OF DEARBORN HEIGHTS, COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS, RESTROOMS PROJECT  
4900 PARDEE, DEARBORN HEIGHTS, MI 48125**

| # / TASK<br>NAME                                      | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                               | TOTAL COST |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #6<br>REPAIRS AND<br>PAINTING<br>OFFICE<br>RESTROOM   | A. Contractor shall repair walls that may be damaged due to construction or the relocation of the fixtures.                                                                                                                                                                                           |            |
| #7 TOILET PAPER<br>DISPENSER<br>#2 OFFICE<br>RESTROOM | A. Install a new metal double roll toilet paper dispenser similar to existing PLEASE NOTE: New dispenser shall be installed 7" to 9" forward of the water closet and a minimum of 15" above the floor                                                                                                 |            |
| #8 PAPER TOWEL<br>DISPENSER<br>#2 OFFICE<br>RESTROOM  | A. Remove the paper towel dispenser from the existing location and reinstall 4 1/2" along the adjacent wall above the radiator and 4" above the floor to the center of the dispenser. PLEASE NOTE: The void behind the dispenser shall be completely filled with wood and open edges painted to seal. |            |
| #9 SOAP<br>DISPENSER<br>#2 OFFICE<br>RESTROOM         | A. Relocate soap dispenser to a convenient location to the left of the lavatory that meets accessibility fixture requirements.                                                                                                                                                                        |            |

CITY OF DEARBORN HEIGHTS  
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4900 PARDEE, DEARBORN HEIGHTS, MI 48125

| # / TASK<br>NAME                     | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | TOTAL COST |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1 FITNESS<br>ROOM<br>BATHROOM       | <p><b>FITNESS RESTROOM</b><br/><b>NOTE: EXISTING DOOR TO REMAIN.</b></p> <p>A. Remove existing lavatory and replace with new ADA compliant 20" wide minimum unit with new chrome plated drain, new braided water lines and new chrome plated shut-off valve. The new lavatory shall be porcelain enamel on cast iron with a 4" high backsplash. PLEASE NOTE: New lavatory shall be installed and centered as to provide 30" clear floor space per code. (Centerline of new lavatory will be moved approximately 3" toward water closet.</p> <p>Replace existing lavatory faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> <p>A. Remove and replace floor tiles in restroom with ceramic tiles same tiles as in the south hall restrooms</p> <p>B. Paint walls and ceiling.</p> <p><b>Color selection by director.</b></p> |            |
| #2 FLOOR<br>FITNESS ROOM<br>BATHROOM |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |            |



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| # / TASK<br>NAME                                             | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TOTAL COST |
|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #3 MIRROR<br>FITNESS ROOM<br>BATHROOM                        | A. Replace existing mirror with new ¼" thick framed 18" x 36" mirror installed with bottom edge 38" above floor and centered on lavatory. PLEASE NOTE: The void behind the new mirror shall be completely filled with wood and open edges painted to seal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |
| #4 GRAB BARS<br>FITNESS ROOM<br>BATHROOM                     | A. Install 2 new nickel finished grab bars at ADA height.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |
| #5 FITNESS<br>RESTROOM<br>TOILET<br>FITNESS ROOM<br>BATHROOM | <p><b>PLEASE NOTE: EXISTING WATER CLOSET TO REMAIN</b></p> <p>A. Remove and Replace existing toilet seat with new thicker toilet seat so that water closet will meet accessibility fixture requirements of a height between 17" and 19". The new toilet seat shall be 2 ½" thick made of high-grade plastic and both stain and chemical resistant.</p> <p><b>PLEASE NOTE:</b> Product standard shall be as manufactured by "Big John Toilet Seat" or an approved equal. Toilet seat must have open front. b. Remove flush valve and handle, reconfigure plumbing such that when plumbing is reinstalled the flush handle will be on the open side of the water closet per code. <b>PLEASE NOTE: All new piping shall be chrome plated as existing</b></p> |            |

**CITY OF DEARBORN HEIGHTS**

**COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)**

**ETON SENIOR CENTER IMPROVEMENTS**

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**4900 PARDEE, DEARBORN HEIGHTS, MI 48125**

| # / TASK<br>NAME                                          | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                               | TOTAL COST |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #6<br>REPAIRS AND<br>PAINTING<br>FITNESS ROOM<br>BATHROOM | A. Contractor shall repair walls that may be damaged due to construction or the relocation of the fixtures.                                                                                                                                                                                           |            |
| #7 TOILET PAPER<br>DISPENSER<br>FITNESS ROOM<br>BATHROOM  | A. Install a new metal double roll toilet paper dispenser similar to existing PLEASE NOTE: New dispenser shall be installed 7" to 9" forward of the water closet and a minimum of 15" above the floor                                                                                                 |            |
| #8 PAPER TOWEL<br>DISPENSER<br>FITNESS ROOM<br>BATHROOM   | A. Remove the paper towel dispenser from the existing location and reinstall 4 1/2" along the adjacent wall above the radiator and 4" above the floor to the center of the dispenser. PLEASE NOTE: The void behind the dispenser shall be completely filled with wood and open edges painted to seal. |            |
| #9 SOAP<br>DISPENSER<br>FITNESS ROOM<br>BATHROOM          | A. Relocate soap dispenser to a convenient location to the left of the lavatory that meets accessibility fixture requirements.                                                                                                                                                                        |            |

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4900 PARDEE, DEARBORN HEIGHTS, MI 48125

| # / TASK NAME              | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | TOTAL COST |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1 UNISEX BATHROOM HALLWAY | <p><b>UNISEX RESTROOM NOTE: EXISTING DOOR TO REMAIN.</b></p> <p><b>A.</b> Remove existing lavatory and replace with new ADA compliant 20" wide minimum unit with new chrome plated drain, new braided water lines and new chrome plated shut-off valve. The new lavatory shall be porcelain enamel on cast iron with a 4" high backsplash. PLEASE NOTE: New lavatory shall be installed and centered as to provide 30" clear floor space per code. (Centerline of new lavatory will be moved approximately 3" toward water closet.</p> <p>Replace existing lavatory faucet fixture with new brass bodied chrome plated two paddle handled faucet fixture that meets accessibility fixture requirements.</p> |            |
| #2 FLOOR BATHROOM HALLWAY  | <p><b>A.</b> Remove and replace floor tiles in restroom with porcelain tiles same tiles as in the south hall restrooms</p> <p><b>B.</b> Contractor shall apply two (2) coats of paint to walls and ceiling. <b>Sherwin Williams paint</b><br/><b>Color selection by director.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                       |            |

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| # / TASK<br>NAME                    | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | TOTAL COST |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #3 MIRROR<br>BATHROOM<br>HALLWAY    | A. Replace existing mirror with new 1/4" thick framed 18" x 36" mirror installed with bottom edge 38" above floor and centered on lavatory. PLEASE NOTE: The void behind the new mirror shall be completely filled with wood and open edges painted to seal.                                                                                                                                                                                                                                                                                                                                                                                                                |            |
| #4 GRAB BARS<br>BATHROOM<br>HALLWAY | A. Install 2 new nickel finished grab bars at ADA height.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |
| #5 UNISEX<br>RESTROOM<br>TOILET     | PLEASE NOTE: EXISTING WATER CLOSET TO REMAIN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |
| BATHROOM<br>HALLWAY                 | A. Remove and Replace existing toilet seat with new thicker toilet seat so that water closet will meet accessibility fixture requirements of a height between 17" and 19". The new toilet seat shall be 2 1/2" thick made of high-grade plastic and both stain and chemical resistant.<br><br>PLEASE NOTE: Product standard shall be as manufactured by "Big John Toilet Seat" or an approved equal. Toilet seat must have open front. b. Remove flush valve and handle, reconfigure plumbing such that when plumbing is reinstalled the flush handle will be on the open side of the water closet per code. PLEASE NOTE: All new piping shall be chrome plated as existing |            |

CITY OF DEARBORN HEIGHTS

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| # / TASK<br>NAME                                     | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                               | TOTAL COST |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #6<br>REPAIRS AND<br>PAINTING<br>BATHROOM<br>HALLWAY | A. Contractor shall repair walls that may be damaged due to construction or the relocation of the fixtures.                                                                                                                                                                                           |            |
| #7 TOILET PAPER<br>DISPENSER<br>BATHROOM<br>HALLWAY  | A. Install a new metal double roll toilet paper dispenser similar to existing PLEASE NOTE: New dispenser shall be installed 7" to 9" forward of the water closet and a minimum of 15" above the floor                                                                                                 |            |
| #8 PAPER TOWEL<br>DISPENSER<br>BATHROOM<br>HALLWAY   | A. Remove the paper towel dispenser from the existing location and reinstall 4 1/2" along the adjacent wall above the radiator and 4" above the floor to the center of the dispenser. PLEASE NOTE: The void behind the dispenser shall be completely filled with wood and open edges painted to seal. |            |
| #9 SOAP<br>DISPENS<br>BATHROOM<br>HALLWAY            | A. Relocate soap dispenser to a convenient location to the left of the lavatory that meets accessibility fixture requirements.                                                                                                                                                                        |            |

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| # / TASK<br>NAME            | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                                  | TOTAL COST |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1<br>POOL ROOM<br>BATHROOM | <p><b>POOL ROOM BATHROOM</b></p> <p>A. Remove and cap toilet</p> <p>B. Cover the sink pipes with a wood box</p> <p>C. Paint adjoining walls and ceiling</p> <p>D. Remove and replace floor tiles in restroom with ceramic tiles same tiles as in the south hall restrooms</p> <p>E. Install a total of (6) wood shelves 3 on the left and 3 on the right with mounting brackets etc.</p> |            |

COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)

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4900 PARDEE, DEARBORN HEIGHTS, MI 48125

| # / TASK<br>NAME         | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                | TOTAL COST |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1<br>ROOM 9<br>BATHROOM | ROOM 9 BATHROOM<br>A. Remove and cap toilet<br>B. Cover the sink pipes with a wood box<br>C. Paint adjoining walls and ceiling<br>D. Remove and replace floor tiles in restroom with ceramic tiles<br>same tiles as in the south hall restrooms<br>Install a total of (6) wood shelves 3 on the left and 3 on the right with<br>mounting brackets etc. |            |



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| # / TASK<br>NAME | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                           | TOTAL COST |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| #1<br>BUILDING   | <p><b>FRONT BUILDING</b></p> <p>A. Replace failing down tiles on the front of the building.</p> <p>B. Tiles to be replaced are in the office.</p> |            |

**CITY OF DEARBORN HEIGHTS**

**COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)**

**BERWYN SENIOR CENTER IMPROVEMENTS**

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**CITY OF DEARBORN HEIGHTS, COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)**

**ETON SENIOR CENTER IMPROVEMENTS, RESTROOMS PROJECT**

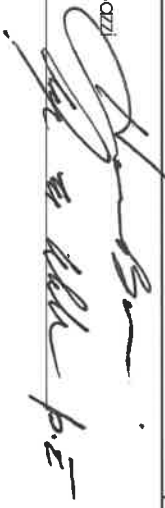
**4900 PARDEE, DEARBORN HEIGHTS, MI 48125**

| # / TASK<br>NAME | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                    | TOTAL COST |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
|                  | Secure the required building permits from the Dearborn Heights Building & Engineering Dept. <b>NOTE: Contractor must contact the Community &amp; Economic Development Department for the final building inspection. All work must comply with state &amp; local codes.</b> |            |
|                  | <b>TOTAL BID AMOUNT</b><br><b>(ENTER HERE AND ON BID RESPONSE FORM PAGE #1)</b>                                                                                                                                                                                            |            |

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4900 PARDEE, DEARBORN HEIGHTS, MI 48125

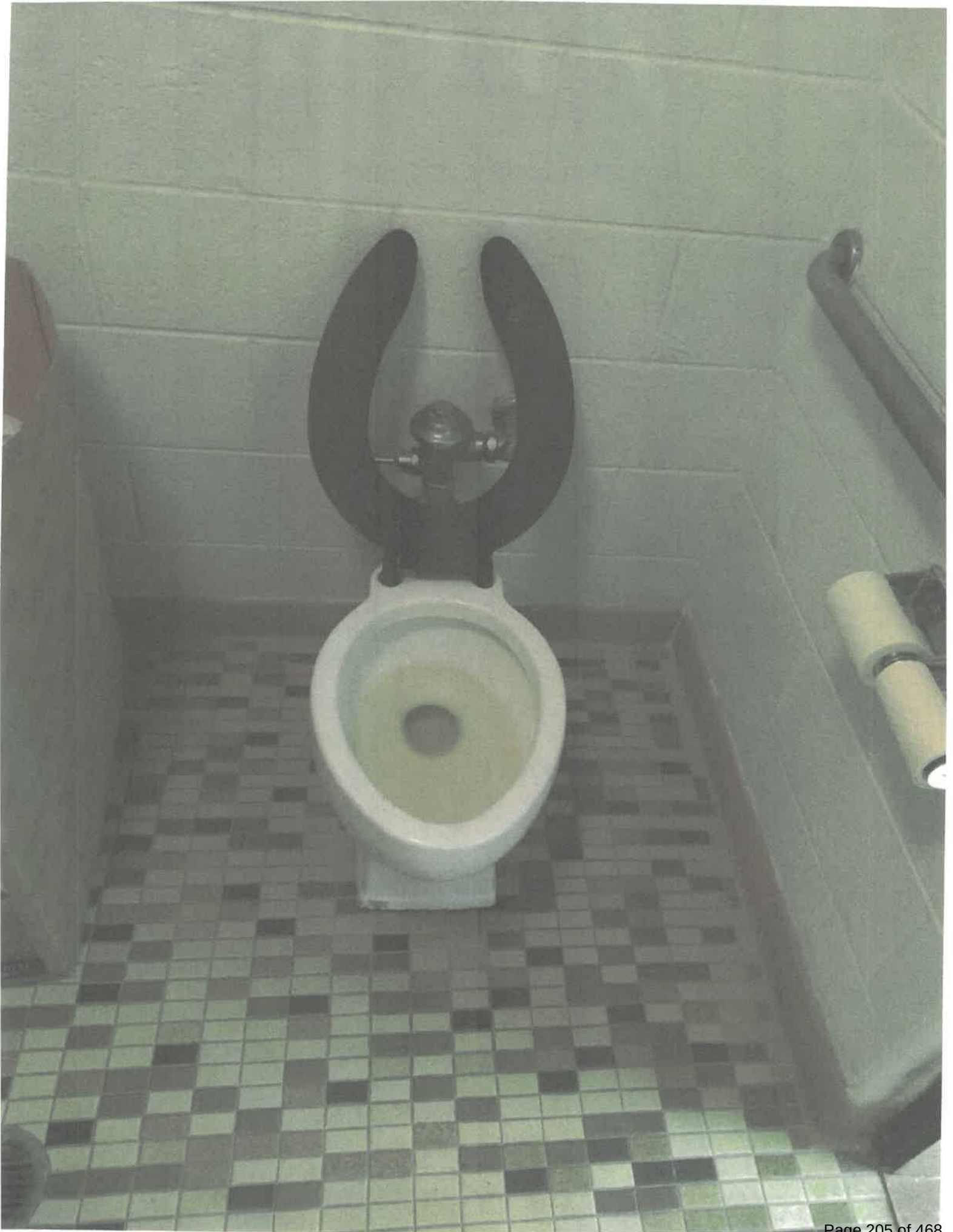
| # / TASK NAME       | PRIMARY BID ITEMIZATIONS/SPECIFICATIONS                                                                                                                                                                                                                                                                                                                                      | TOTAL COST                                      |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| Monitoring Asbestos | <u>Removal of Asbestos should be coordinated for monitoring and clearance with the Dearborn Heights/CEDD/environmental consultant ETC.</u><br><u>The program will cover the cost for monitoring and clearance.</u><br><u>Contact person: Jeremy Westcott from ETC.</u><br><u>Office: 734-955-6600</u><br><u>Cell: 734-649-9680</u><br><u>Email: jeremy.westcott@2etc.com</u> | <u>THIS TASK COST WILL BE PAID BY THE CEDD.</u> |
|                     |                                                                                                                                                                                                                                                                                                                                                                              | XXXXXXXXXXXXXX                                  |

Prepared by the CEDD Rehab specialist Hassan Bozzi  
 Approved by the CEDD Construction coordinator   
 Authorized by the CEDD Director \_\_\_\_\_

Ali M. Dib P.E.  
Dearborn Heights  
City Engineer

**SEE  
LEAD AND  
ASBESTOS  
REPORT**











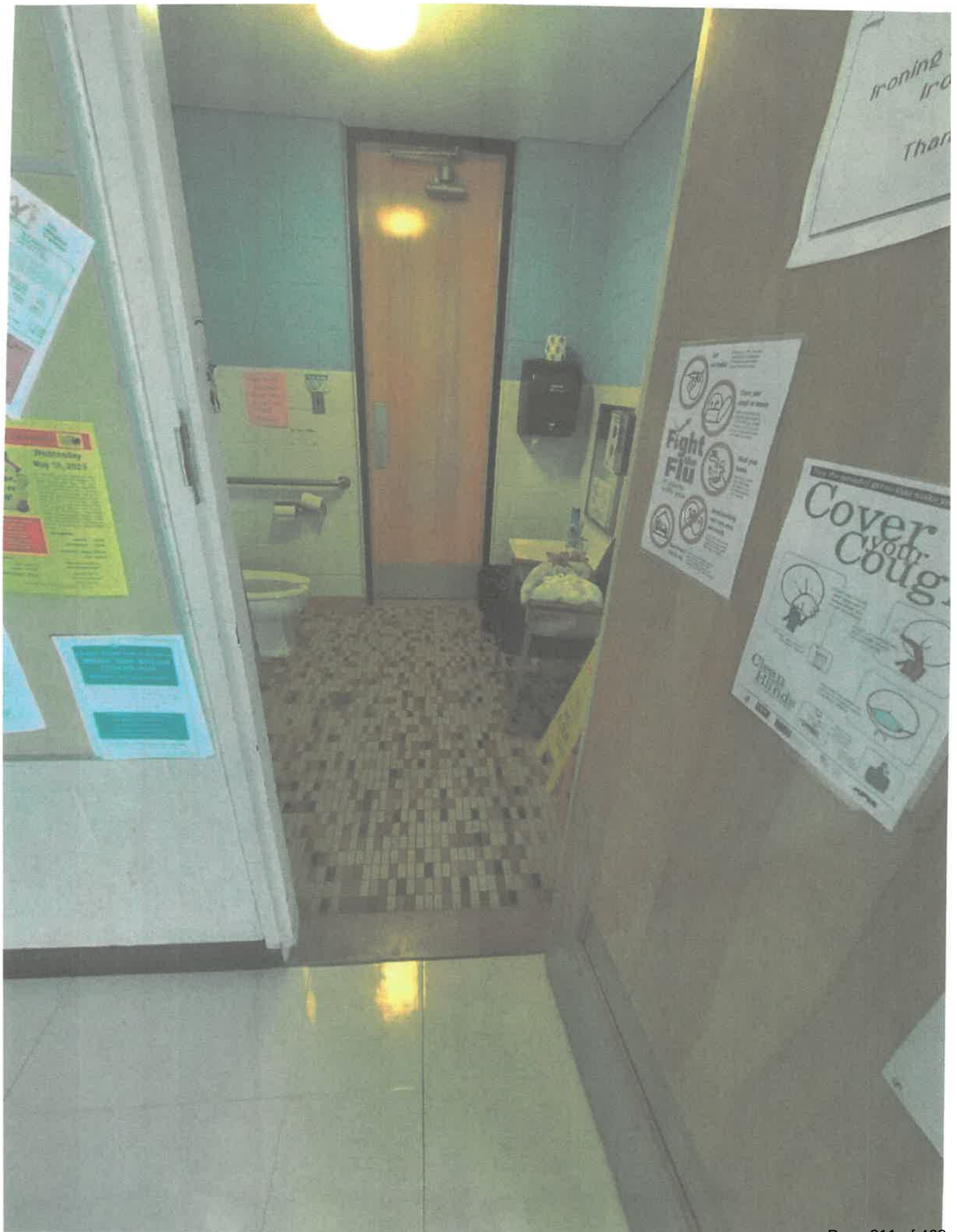




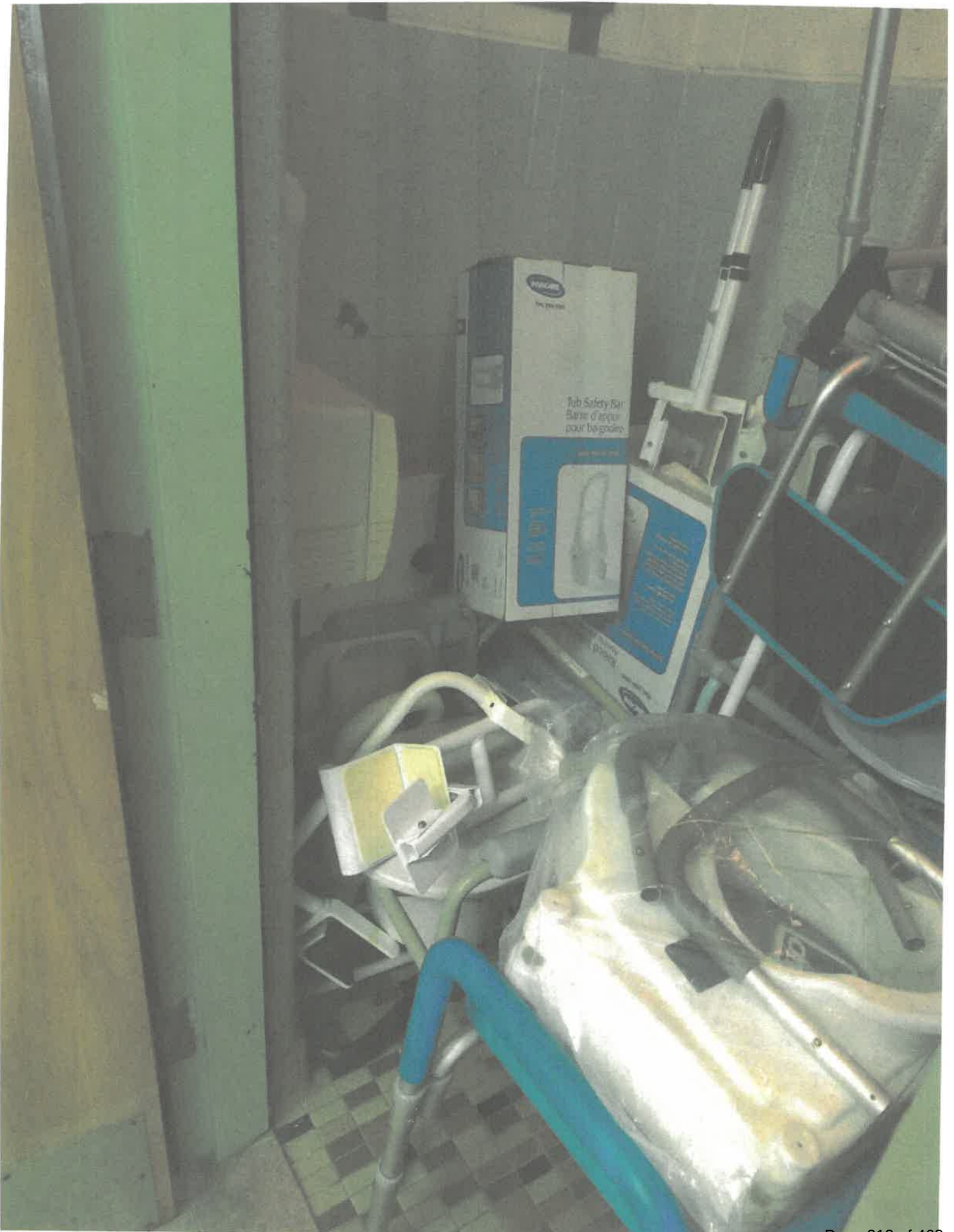




































**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

All work shall be done in accordance with the Americans with Disabilities Act Accessibility Guidelines (ADAAG). All work shall be done in accordance with the foregoing applicable ordinances, and all related City, County, State codes/ordinances, along with the attached drawings, item descriptions and general bid Itemization/specifications. Where differences occur, the program bid information package shall apply. (Where applicable)

The contractor shall be responsible for repairing all work-related damage and replace same in kind to the satisfaction of the City of Dearborn Heights at no additional cost.

PERMITS:

The Contractor is required to secure the necessary PERMITS AND INSPECTIONS from the City Building and Engineering Department, County and State, if necessary, for all work.

FEDERAL DAVIS-BACON WAGE RULES AND REGULATIONS (FOR PROJECTS \$2000.00 AND ABOVE):

Contractor workers may be interviewed on site as part of Davis Bacon regulations.

All wages shall comply with current prevailing wages as stated in the Davis Bacon "Federal Labor Standards Provisions."

No work shall be started until all required Davis Bacon documents are on file.

CHANGE ORDERS:

In the event of a situation in the field that requires extra work, a change order may be requested. The program administrator will approve all change orders.

START OF WORK:

A pre-construction / installation meeting is required before start of work.

QUALIFICATION:

Bidder shall not be debarred from participating in federally funded projects. <https://www.scm.gov/portal/SAM/#11>

The City shall reserve the right to correct, adjust and extend the bid at any time before the bid submission due time/date.

The City shall reserve the right to request additional information and documentation related to this bid from bidders and bidders shall provide all requests of additional information and documentation within ten (10) business days from date of request.

The City shall reserve the right to cancel, re-bid, accept, and or postpone the bid in whole or in part, waive any irregularities or formalities without explanation.

PAYMENT/COMPENSATION:

Please refer to the Services Agreement Sample Document.

GENERAL DAMAGES/LIQUIDATED DAMAGES/DEFAULT:

Please refer to the Services Agreement Sample Document.

DOCUMENTATION:

Please refer to "ADDITIONAL INSTRUCTIONS TO BIDDERS" Page of the Bid Package

MISCELLANEOUS:

All bid documents will become property of the City of Dearborn Heights and will not be returned to bidders.

All materials necessary to complete the work in accordance with the bid shall be part of unit prices as submitted in the bid documents.

Only the winning bidder will be notified.

To schedule the mandatory walk thru for this Bid please contact Hassan Bazzi

Phone: 313 -791 - 3504 Fax: 313 -791 - 3501

Email: [hbazzi@dearbornheightsmi.gov](mailto:hbazzi@dearbornheightsmi.gov)

Address: 26155 Richardson, Dearborn Heights, MI 48127

**Any questions regarding this Bid Package please contact the Community and Economic Development Department  
26155 Richardson, Dearborn Heights, MI 48127 (313) 791-3500**

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
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**MANDATORY SITE VISITATION ACKNOWLEDGEMENT**

I \_\_\_\_\_ On behalf of \_\_\_\_\_  
(Print name) (Print company name)

have visited the locations specified in this bid packet and made all the appropriate measurements, quotations, pictures, etc., as deemed necessary for this bid.

\_\_\_\_\_  
CDBG Rehabilitation Specialist

To schedule the mandatory walk thru for this Bid please contact:

Hassan Bazzi

Phone: 313 -791- 3504 Fax: 313 -791- 3501

Email: [hbazzi@dearbornheightsmi.gov](mailto:hbazzi@dearbornheightsmi.gov)

Address: 26155 Richardson, Dearborn Heights, MI 48127

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
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**WORK PERFORMANCE BOND**

**CONTRACTOR (Name and Address):**

**SURETY (Name and Principal Place of Business):**

**OWNER (Name and Address):**

City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, MI 48127

**CONSTRUCTION CONTRACT  
Date:**

**DESCRIPTION:  
CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**BOND:  
Date:  
Amount:**

**CONTRACTOR AS PRINCIPAL  
Company:**

**SURETY  
Company:**

**Signature: \_\_\_\_\_**

**Signature: \_\_\_\_\_**

The Contractor and the Surety, jointly and severally bind themselves, their heirs, executors, administrators, successors and assigns to the Owner for the performance of the Construction Contract, which is incorporated herein by reference.

KNOW ALL MEN BY THESE PRESENTS, THAT WE \_\_\_\_\_

as principal, and \_\_\_\_\_

as surety, we held and firmly bound unto the City of Dearborn Heights in the penal sum of:

**Dollars (\$ \_\_\_\_\_ ) 100% of the total bid amount \_\_\_\_\_ )** lawful money of the United States of America, to be paid to said City for which payment well and truly to be made, we bind ourselves, our heirs, executors and administrators, successors and assigns jointly and severally firmly by these presents.

SIGNED, WITH OUR HAND AND SEALED THIS \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_ 20 \_\_\_\_\_.

WHEREAS, a license has been granted, subjected to execution, delivery and acceptance of this bond, by the City of Dearborn Heights, to the above bonded principal, authorizing the conduct, management, operation and carrying on the business of Facilities Improvement Project in the City of Dearborn Heights, as defined in and under ordinance of said City.

Now, THEREFORE, the conditions of this obligation is such that if the said \_\_\_\_\_ Principal, shall faithfully observe the terms and conditions of the ordinances, rules and regulations now in effect or hereafter enacted with reference to Facilities Improvement Project during 20\_\_\_\_\_ in good condition or repair and fit for Facilities Improvement Project for a period of two (2) years from and after the date of completion of the construction of said Facilities Improvement Project ; and further shall faithfully observe the requirements of the City of Dearborn Heights for Facilities Improvement Project within said City; which said ordinance and requirements are hereby incorporated herein by reference; then this obligation to be void, otherwise to remain in full force and effect.

SIGNED, SEALED AND DELIVERED  
IN THE PRESENCE OF:

CONTRACTOR AS PRINCIPAL  
Company:

Signature: \_\_\_\_\_  
Name and Title:  
Address:

SURETY  
Company:

Signature: \_\_\_\_\_  
Name and Title:  
Address:

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**CONTRACT AGREEMENT SIMPLE**

ATTENTION: THIS PROJECT IS FUNDED PARTIALLY/FULLY BY FEDERAL FUNDS FROM THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM ADMINISTERED BY THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT. THIS PROJECT IS SUBJECT TO ALL APPLICABLE HUD RULES AND REGULATIONS INCLUDING FEDERAL DAVIS-BACON WAGE RULES AND REGULATIONS AND ALL APPLICABLE CITY REGULATIONS.

**ARTICLE I - PARTIES OF AGREEMENT:**

This agreement ("Agreement") is entered into the date executed below, between the City of Dearborn Heights Department of \_\_\_\_\_ in conjunction with the Community and Economic Development Department, hereinafter referred to as "City", and hereafter referred to as "Contractor", with its principal offices located at: \_\_\_\_\_ This Agreement formalizes the understanding between the City and Contractor Name \_\_\_\_\_ stemming from the City's Department \_\_\_\_\_ Project.

**ARTICLE II - WORK TO BE PERFORMED (Scope of Work):**

Except as otherwise provided herein, Contractor shall furnish all labor, material, tools, equipment, supervision and services necessary to properly execute and complete the Project. The Project shall be performed by Contractor in good and workman like manner strictly in accordance with the City's request for bids, the City's bid conditions and obligations and the Contractor's bid, all of which are incorporated by reference. The Project will commence no later than <Insert Date> or within ten (10) days upon execution of the Agreement and shall be completed no later than <Insert Date>; otherwise, the Contractor will be subject to liquidated damages.

**ARTICLE III- TERMS INCORPORATED BY REFERENCE**

This Agreement incorporates the City's Advertisement for Bids and all documents contained therein, and the Contractor's bid as submitted by reference ("Contract Documents"). Contractor shall be bound by the terms of the Agreement between City and Contractor and all documents incorporated therein.

**ARTICLE IV - COMPENSATION:**

Contractor agrees that the total quoted price amount \_\_\_\_\_ as set forth in its Contract Documents, namely the bid itemizations/specifications shall be price used to compensate Contractor per unit.

**ARTICLE V - PAYMENTS:**

- A) **INVOICES** - The Contractor will be paid on a regular basis, no later than thirty (30) days after receipt of proper invoices, certifications, and progress reports.
- B) **PAYMENT/BOND** - Payments will be made on a reimbursement basis for services and work actually and satisfactorily performed to the reasonable discretion of the City ("Final Acceptance"), subject to payment of the final invoice being withheld pending final completion and acceptance of the work.
- C) **FINAL PAYMENT** - A final payment consisting of the unpaid balance of the Contractor's Compensation shall be made within ten (10) days after both of the following occur: (a) full completion of the work by contractor, (b) Final Acceptance of the work by the City.

**ARTICLE VI - SPECIAL REQUIREMENTS:**

**SCHEDULE** - Time is the essence of this Agreement and the Project shall be performed in accordance with the City's Request for Bids and the City's Bid Conditions and Obligations for this Program. The contractor agrees to commence the Project under this Agreement after a pre-construction/pre-installation meeting has been held and to punctually and diligently perform all parts of the Project.



If the Contractor is behind in the Project hereunder, fails or refuses to supply sufficient workmen, or to deliver materials or equipment on schedule, and delays progress of the Project; or if the different parts thereof are not commenced, performed, finished and delivered on time, City shall have the right to direct the Contractor to furnish additional labor and expedite deliveries of material and equipment at contractor's cost and expense. If such additional labor is not available, City has the right to require Contractor at the Contractor's cost, to work overtime or additional shifts (and/or weekends and holidays) to such an extent as will be sufficient to speed up and complete the Project in accordance with a progress schedule.

If City incurs any cost associated with the Contractor's delay with respect to the completion dates identified in Article II, the Contractor is to reimburse City for all costs associated with Contractor's delay including any liquidated damages assessed against City.

#### ARTICLE VII - CHANGES:

- A) Definitions- Change Order: A written order signed and issued by the City, namely the Director/Project Manager and Project Engineer and his authorized representative or any other officer authorized to sign and issue the original Agreement, directing the City to make changes to Article II (Scope of Work) of this Agreement.

Contract Modification: Any written alteration in specifications, delivery point, rate of delivery, period of performance, price, quantity, or other provision of the Agreement must be accomplished by mutual action of the parties to the Agreement.

- B) The city may request changes to the Scope of Work/Services to be furnished or performed by the Contractor under the Agreement, as well as changes in the time of performance of the Agreement. All such changes shall be authorized by with Change Order or Contract Modification, as those terms are defined in this Agreement.
- C) Contractor acknowledges that any change in the Agreement price represents full compensation for all costs associated with the change request, including delay costs, impacts, acceleration, disruption, consequential damages, and any other costs of any nature.
- D) No action, conduct, omission, prior failure, or course of dealing by the City shall act to waive, modify, change or alter the requirement that Contract Modifications must be in writing and signed by the Owner and the Contractor. The Contractor further acknowledges that Change Orders and Contract Modifications are the exclusive method for effecting any change to the Agreement.

#### ARTICLE VIII - SUBLETTING - ASSIGNMENT:

No part of this Agreement, nor any interest or monies due therein, may be assigned, sublet, or transferred without the City's written consent and/or approval of the assignment. Contractor is liable to City for all acts and omissions of its subcontractors, assignees, or transferees.

#### ARTICLE IX - TERMINATION:

City shall have the right to terminate this Agreement with or without cause, for the convenience of City. In the event of termination for the City's convenience, compensation to Contractor shall be made on the same basis as that provided for in the Agreement between City and Contractor or Contract Documents, or in the absence of applicable provisions, then based on the percentage of the work completed as of the date of termination. In no event shall the Contractor be entitled to the anticipated profits.

#### ARTICLE X - INDEMNITY AND RESPONSIBILITY:

ATTENTION: THIS PROJECT IS FUNDED PARTIALLY/FULLY BY FEDERAL FUNDS FROM THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM ADMINISTERED BY THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT. THIS PROJECT IS SUBJECT TO ALL APPLICABLE HUD RULES AND REGULATIONS INCLUDING FEDERAL DAVIS-BACON WAGE RULES AND REGULATIONS AND ALL APPLICABLE CITY REGULATIONS.

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This agreement ("Agreement") is entered into the date executed below, between the City of Dearborn Heights Department of \_\_\_\_\_ in conjunction with the Community and Economic Development Department, hereinafter referred to as "City", and hereafter referred to as "Contractor", with its principal offices located at 9092 Telegraph, Redford MI, 48239. This Agreement formalizes the understanding between the City and Contractor Name \_\_\_\_\_ stemming from the City's Department \_\_\_\_\_ Project.

#### ARTICLE II - WORK TO BE PERFORMED (Scope of Work):

Except as otherwise provided herein, Contractor shall furnish all labor, material, tools, equipment, supervision and services necessary to properly execute and complete the Project. The Project shall be performed by Contractor in good and workman like manner strictly in accordance with the City's request for bids, the City's bid conditions and obligations and the Contractor's bid, all of which are incorporated by reference. The Project will commence no later than <Insert Date> or within ten (10) days upon execution of the Agreement and shall be completed no later than <Insert Date>; otherwise, the Contractor will be subject to liquidated damages.

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Contractor agrees that the total quoted price amount \_\_\_\_\_ as set forth in its Contract Documents, namely the bid itemizations/specifications shall be price used to compensate Contractor per unit.

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- C) FINAL PAYMENT - A final payment consisting of the unpaid balance of the Contractor's Compensation shall be made within ten (10) days after both of the following occur: (a) full completion of the work by contractor, (b) Final Acceptance of the work by the City.

#### ARTICLE VI - SPECIAL REQUIREMENTS:

SCHEDULE - Time is the essence of this Agreement and the Project shall be performed in accordance with the City's Request for Bids and the City's Bid Conditions and Obligations for this Program. The contractor agrees to commence the Project under this Agreement after a pre-construction/pre-installation meeting has been held and to perform all parts of the Project punctually and diligently.

If the Contractor is behind in the Project hereunder, fails or refuses to supply sufficient workmen, or to deliver materials or equipment on schedule, and delays progress of the Project; or if the different parts thereof are not commenced, performed, finished and delivered on time, City shall have the right to direct the Contractor to furnish additional labor and expedite deliveries of material and equipment at contractor's cost and expense. If such additional labor is not available, City has the right to require Contractor at the Contractor's cost, to work overtime or additional shifts (and/or weekends and holidays) to such an extent as will be sufficient to speed up and complete the Project in accordance with a progress schedule.

If City incurs any cost associated with the Contractor's delay with respect to the completion dates identified in Article II, the Contractor is to reimburse City for all costs associated with Contractor's delay including any liquidated damages assessed against City.

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Contract Modification: Any written alteration in specifications, delivery point, rate of delivery, period of performance, price, quantity, or other provision of the Agreement must be accomplished by mutual action of the parties to the Agreement.
- B) The city may request changes to the Scope of Work/Services to be furnished or performed by the Contractor under the Agreement, as well as changes in the time of performance of the Agreement. All such changes shall be authorized by with Change Order or Contract Modification, as those terms are defined in this Agreement.
- C) Contractor acknowledges that any change in the Agreement price represents full compensation for all costs associated with the change request, including delay costs, impacts, acceleration, disruption, consequential damages, and any other costs of any nature.
- D) No action, conduct, omission, prior failure, or course of dealing by the City shall act to waive, modify, change or alter the requirement that Contract Modifications must be in writing and signed by the Owner and the Contractor. The Contractor further acknowledges that Change Orders and Contract Modifications are the exclusive method for effecting any change to the Agreement.

#### ARTICLE VIII - SUBLETTING - ASSIGNMENT:

No part of this Agreement, nor any interest or monies due therein, may be assigned, sublet or transferred without the City's written consent and/or approval of the assignment. The contractor is liable to City for all acts and omissions of its subcontractors, assignees or transferees.

#### ARTICLE IX - TERMINATION:

City shall have the right to terminate this Agreement with or without cause, for the convenience of City. In the event of termination for the City's convenience, compensation to Contractor shall be made on the same basis as that provided for in the Agreement between City and Contractor or Contract Documents, or in the absence of applicable provisions, then based on the percentage of the work completed as of the date of termination. In no event shall the Contractor be entitled to the anticipated profits.

#### ARTICLE X - INDEMNITY AND RESPONSIBILITY:

The contractor specifically obligates itself to the City in the following respects (and this agreement is made upon such express condition) to wit.

- A) To indemnify City, including its elected officials, employees, volunteers, and representatives against and save them harmless from any and all claims, suits, liability, expense, including attorney's fees or damage for alleged or actual infringement or violation of any patent or patent right arising in connection with this Agreement and anything done thereunder.
- B) To protect, hold free and harmless defend and indemnify City including its elected officials, employees, volunteers, and representatives from all liability, penalties, costs, losses, damages, expenses, causes of action, claims or judgments, including attorney's fees resulting from injury or death sustained by any person (including Contractor's employees) or damage to property of any kind, which injury, death or damage arises out of or is in any way connected with the performance of work under this contract, except that said agreement shall not be applicable to injury, death or damage to property arising from the sole negligence or willful misconduct of Owner, its elected officials, employees, volunteers, and representatives who are directly responsible to the Contractor. This indemnification agreement shall extend to all claims of this Agreement asserted after termination, for whatever reason.
- C) To warrant and guarantee the work and materials covered by this Agreement and agrees to make good at its expense, any defect in materials or workmanship, including the restoration of work of other subcontractors that has been affected. To indemnify City for any loss that may be caused by breach of said warranty and guarantee.
- D) To obtain and pay for all permits, licenses and official inspections made necessary by its work and to comply with all laws, ordinances and regulations bearing on its work and the conduct thereof.
- E) To be fully and exclusively responsible for, and to pay when due, any and all applicable contribution allowances of other payments or deductions, however termed, required by union labor agreements or required by law now or hereafter in force.

Contractor shall indemnify City against, and save it harmless from any and all loss, damages, costs, expenses and attorney's fees suffered or incurred on account of any breach of the aforesaid obligations and covenants, and any other provisions or covenant of this Agreement. At any time before final settlement of adjudication of any loss, damage, liability, claim, demand, suit or cause of action for which the Contractor in this Agreement agrees to indemnify and save harmless the City.

#### ARTICLE XI - CLEAN-UP:

Contractors shall clean up and remove all rubbish and debris caused by its operations and employees. Otherwise, after a (48) Hour written Notice, City shall proceed with this work and charge Contractor for all costs plus a 10% mark-up for overhead and profit.

#### ARTICLE XII- SAFETY:

Contractor shall carry on its work in a safe manner, in accordance with the regulations of the latest revised edition of the Manual of Accident Prevention in Construction of the Associated General Contractors of America, Inc., for the protection of persons and property at the site, and Contractor agrees to abide by all applicable Federal, State and Local laws, ordinances, regulations, standards and rules having reference to safety. Contractor agrees to be solely responsible for the protection and safety of its workmen, for the final selection of safety methods, means and safeguards, for the daily inspection of the work area, and for the instruction of its workmen on safety, including attending and/or conducting safety meetings at least once a week.

#### ARTICLE XIII - EQUAL EMPLOYMENT OPPORTUNITY:

- A) During the performance of this Agreement, the Contractor, for itself, its members, officers, directors, and employees in interest agrees as follows:

Non-discrimination: The Contractor with regard to the Services to be performed under this Agreement shall not discriminate on grounds prohibited by federal, state or local constitution, law, statute or ordinance in:

1. The selection and retention of subcontractors or the procurement of materials and leases of equipment.

2. The Contractor agrees that it will not discriminate against any person, employee, consultant or applicant for employment with respect to his/her hire tenure, terms, conditions, or privileges or employment or hire of employees, consultants or applicants for employment.
- B) Solicitations for Subcontractors: In all solicitations made by the Contractor for work to be performed under a subcontract, each potential subcontractor shall be notified by the Contractor of the Contractor's obligations under this Agreement, and the regulations relative to non-discrimination.
- C) Sanctions for Noncompliance: In the event of noncompliance with the non-discrimination provisions of this Agreement and the City's Non-Discrimination Clause, the City shall impose such sanctions as it may determine to be appropriate, including, but not limited to:
1. Withholding of payments to the Contractor under this Agreement until the Contractor complies; and/or
  2. cancellation, termination, or suspension of this Agreement, in whole or in part; and/or
  3. The imposition of liquidated damages (not a penalty) in the amount of \$500.00 per day, for each day that the Contractor shall fail to comply with said requirements, as determined by the Comptroller, in consultation with the Community and Economic Development Director.

#### ARTICLE XIV - DEFAULT:

- A) If the Contractor:
1. fails to supply complete labor, materials, equipment and supervision in sufficient time and quantity to meet the City's progress schedule (as outlined in Article II of this Agreement) as it may be modified.
  2. causes stoppage or delay of, or interference with the project.
  3. fails to promptly pay its subcontractors (if applicable), laborers, suppliers, material, men and/or employees for work on the project.
  4. fails to pay worker's compensation or other employee benefits, withholding or any other taxes.
  5. fails to comply with the safety provisions of this Agreement or with any safety order, regulation or requirement of any governing authority having jurisdiction over this project.
  6. makes unauthorized changes in supervisory personnel.
  7. fails in the performance or observance of any of the provisions of this contract; or
  8.
    - a) files a voluntary petition in bankruptcy or is adjudicated insolvent.
    - b) obtains an order for relief under Section 301 of the Bankruptcy Code.
    - c) files any petition or fails to contest any petition filed seeking any reorganization or similar relief under any laws relating to bankruptcy, insolvency, or other relief of debtors.
    - d) or seeks or consents to or is acquiescent in the appointment of any trustee, receiver or liquidator of any of its assets or property.
    - e) makes an assignment for the benefit of creditors; or
    - f) makes an admission, in writing, of its inability to pay its debts as they became due.
- B) Then City, after giving the Contractor written or oral (subsequently confirmed in writing) notice of such default and forty-eight (48) hours within which to cure such default, shall have the right to exercise any one or more of the following remedies:
- 1) Require that Contractor utilize, at its own expense, additional labor, overtime labor (including Saturday and Sunday work) and additional shifts as necessary to overcome the consequences of any delay attributable to Contractor's default.

- a) After giving Contractor an additional forty-eight (48) hours written (or oral, subsequently confirmed in writing) notice, terminate this Contract, without thereby waiving or releasing any rights or remedies against Contractor or its sureties, and, by itself or through others, take possession of the work, and all materials, equipment, facilities, tools, scaffolds and appliances of Contractor relating to the work, for the purposes of costs and other damages under the contract and for the breach thereof; and
- b) Recover from Contractor all costs incurred by City to complete the work plus a 10% mark-up for overhead and profit, and further recover from Contractor all losses, damages, penalties, and fines, whether actual or liquidated, direct or consequential, and all reasonable attorneys' fees suffered or incurred by City by reason of, or as a result of, Contractor's default.

#### ARTICLE XV- INSURANCE:

Before Contractor does any work at, or prepares to deliver material to the City, the Contractor shall provide a Certificate of Insurance, issued by a financially responsible insurance company licensed to write insurance in the State of Michigan, evidencing coverage in amounts not less than required by specifications or as follows:

- A) Workers' Compensation: to the extent and at least the minimum amount required by the laws of the state in which work is to be performed.
- B) Commercial General, Professional and Automobile Liability (if applicable): in the amount of One Million Dollars (\$1,000,000.00) for any one occurrence, and Two Million Dollars (\$2,000,000.00) aggregate. The coverage shall apply to all work and activities performed by the Contractor with respect to the Scope of Work/Services for the Project. In addition, Contractor shall provide a statement from its insurer(s) noting that the work and activities to be performed by the Contractor with respect to the project, is not excluded from coverage.
- C) No payments will be made to the Contractor until current certificates of insurance have been received and approved. Insurance companies, named insured and policy forms shall be subject to the City's approval. In the event the coverage evidenced by any such Certificate is canceled or reduced, Contractor shall procure and furnish to City before the effective date of such cancellation, new Certificates conforming to the above requirements. Until evidence of conformity is received, services and related payments will be suspended.
- D) Hold Harmless Agreement: Contractor shall assume liability and indemnify City from and against any liability and all loss, costs, damages, expenses, including attorney fees, on account of claims per personal injury, including death, sustained by any person or persons whosoever, including employees of Contractor, and for injury to or destruction of property of a person or organization, including loss of use thereof, arising out of the performance of the work under this agreement, excepting only such matters caused solely and exclusively by the fault or negligence of the City.

If applicable, the subcontractor shall have its own insurance company naming Contractor and the City as Additional Insured with the following clause added: "The insurance afforded to the Additional Insured is Primary Insurance. If the additional insured has other insurance which is applicable to the loss on an excess or contingent basis, the amount of the company's liability under this policy shall not be reduced by the existence of such other insurance."

Each of the above required Certificates shall provide that the coverage therein afforded shall not be canceled or reduced except by written notice to the City given at least thirty (30) days prior to the effective date of such cancellation or reduction.

#### ARTICLE XVI- TAXES AND CONTRIBUTIONS:

The Contractor hereby accepts and assumes exclusive liability for and shall indemnify, protect, and save harmless the City from and against the payment of:

- A) All contributions, taxes or premiums (including interest and penalties thereon) which may be payable under the Unemployment Insurance Law of any State, the Federal Social Security Act, Federal, State, County and/or Municipal Tax Withholding Act, Federal, State, County and/or Municipal Tax Withholding Laws, or any other law, measured upon the payroll of or required to be withheld from employees, by whomsoever employed or engaged in the work to be performed and furnished under this Agreement.
- B) All sales, use, personal property and other taxes (including interest and penalties thereon) required by any Federal, State, County, Municipal or other law to be paid or collected by the Contractor or any of its vendors or any other person or persons or agents acting for, through or under it or any of them, by reason of the performance of the work or the acquisition, ownership, furnishing or use of any materials, equipment, supplies, labor, services or other items for or in connection with the work.
- C) All pension, welfare, vacation, annuity, and other union benefit contributions payable, under or in connection with respect, to all persons; by whomsoever employed or engaged in the work to be performed and furnished under this Agreement.

ARTICLE XVII – MISCELLANEOUS:

- A) Failure of a party to insist on the strict performance of this Agreement shall not constitute waiver of any breach of the Agreement.
- B) The Contractor agrees that it is not, and will not become, in arrears to the City upon any contract, debt, or obligation to the City, including real property and personal property taxes.
- C) The singular shall include the plural, the plural the singular, and the use of any gender shall be applicable to all genders.
- D) If any provision of this Agreement or the application thereof to any person or circumstances shall, to any extent, be judicially determined to be invalid or unenforceable, the remainder of this Agreement, or the application of such provisions to person or circumstances other than those to which it is invalid or unenforceable, shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.
- E) Insolvency Proceedings: Contractor is not involved in any proceeding by or against it in any court under the Bankruptcy Code or any other insolvency or debtor's relief act, whether state or federal, or for the appointment of a trustee, receiver, liquidator, assignee, or other similar official of Contractor or Contractor's property.
- F) Status of Contractor. Contractor is a Michigan corporation which is duly organized, validly existing, and in good standing under the laws of the State of Michigan; and, further, is properly authorized, according to its Articles of Incorporation, Bylaws, and duly adopted Resolution, to enter into and carry out the transactions contemplated by this Agreement.

ARTICLE XVIII - GENERAL:

Except as otherwise provided in Article III, this Agreement contains all of the agreements of the parties hereto with respect to any matter covered or mentioned in this Agreement, and no other agreement or understanding shall be effective for any purpose. No provision of this Agreement may be amended or added to except by an agreement in writing signed by the parties hereto.

The Contractor represents and agrees that it has carefully examined and understands this Agreement and the other Contract Documents as provided in Article III, has investigated the nature, locality and site of the work, and that it enters into this Agreement on the basis of its own examination, investigation and evaluation of all such matters and not in reliance upon any opinions or representations of the City, or of any of their respective officers, agents, servants or employees.

No waiver by the City of any provision of this Agreement shall be deemed to be waived of any other provisions hereof or of any subsequent breach by Contractor of the same or any other provision.

ARTICLE XVIII – CERTIFICATIONS:

- A) The individual signing certifies that he/she is authorized to contract on behalf of the Contractor and to make these certifications.
- B) The individual signing certifies that the Contractor is not involved in any agreement to pay money or other consideration for the execution of this agreement, other than to an employee of the Contractor.
- C) The individual signing certifies that the Contractor meets the independence standards of the Government Auditing Standards issued by the Comptroller General of the United States.
- D) The individual signing certifies that he/she is aware that all individuals to be assigned to the audit have met the GAO Continuing Education Requirement of 80 hours of continuing education every two years; and that 24 hours of this education have been in subjects directly related to the auditing of government grants.
- E) The individual signing certifies that he/she has read and understands the GAO requirement of an external quality control review at least once every three years.
- F) The individual signing certifies that the Contractor, and any individuals to be assigned to the audit, do not have a record of substandard audit work and have not been debarred or suspended from doing work with any Federal, state or local government. (If the Contractor or any individual assigned to the audit has been found in violation of any state or AICPA professional standards, this information must be disclosed.)



- G) The individual signing certifies that the Contractor does carry professional malpractice insurance or is otherwise adequately self-insured.
- H) The individual signing certifies that the contractor does not discriminate against any employee or applicant for employment because of race, color, religion, sex, age, national origin, disability, or any other basis prohibited by law. The contractor shall take affirmative action to ensure that employees are treated during their employment, without regard to race, color, religion, sex, age, national origin, disability, or any other basis prohibited by law. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or forms of compensation; and selection for training, including apprenticeship. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or any other basis prohibited by law.

ARTICLE XX – “Appendix II to Part 200 - Contract Provisions for Non-Federal Entity Contracts Under Federal Awards”:

In addition to other provisions required by the Federal agency or non-Federal entity, all contracts made by the non-Federal entity under the Federal award must contain provisions covering the following, as applicable.

- A) Contracts for more than the simplified acquisition threshold, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by [41 U.S.C. 1908](#), must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.
- B) All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity including the manner by which it will be affected and the basis for settlement.
- C) Equal Employment Opportunity. Except as otherwise provided under [41 CFR Part 60](#), all contracts that meet the definition of “federally assisted construction contract” in [41 CFR Part 60-1.3](#) must include the equal opportunity clause provided under [41 CFR 60-1.4\(b\)](#), in accordance with Executive Order 11246, “Equal Employment Opportunity” ([30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp.](#), p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at [41 CFR part 60](#), “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”
- D) Davis-Bacon Act, as amended ([40 U.S.C. 3141-3148](#)). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act ([40 U.S.C. 3141-3144](#), and [3146-3148](#)) as supplemented by Department of Labor regulations ([29 CFR Part 5](#), “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland “Anti-Kickback” Act ([40 U.S.C. 3145](#)), as supplemented by Department of Labor regulations ([29 CFR Part 3](#), “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
- E) Contract Work Hours and Safety Standards Act ([40 U.S.C. 3701-3708](#)). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with [40 U.S.C. 3702](#) and [3704](#), as supplemented by Department of Labor regulations ([29 CFR Part 5](#)). Under [40 U.S.C. 3702](#) of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of [40 U.S.C. 3704](#) are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

- F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of “funding agreement” under [37 CFR § 401.2 \(a\)](#) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of [37 CFR Part 401](#), “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.
- G) Clean Air Act ([42 U.S.C. 7401-7671g](#)) and the Federal Water Pollution Control Act ([33 U.S.C. 1251-1387](#)), as amended - Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act ([42 U.S.C. 7401-7671g](#)) and the Federal Water Pollution Control Act as amended ([33 U.S.C. 1251-1387](#)). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).
- H) Debarment and Suspension (Executive Orders 12549 and 12689) - A contract award (see [2 CFR 180.220](#)) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at [2 CFR 180](#) that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.
- I) Byrd Anti-Lobbying Amendment ([31 U.S.C. 1352](#)) - Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by [31 U.S.C. 1352](#). Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.
- J) See [§ 200.323](#).
- K) See [§ 200.216](#).
- L) See [§ 200.322](#).

[[78 FR 78608](#), Dec. 26, 2013, as amended at [79 FR 75888](#), Dec. 19, 2014; [85 FR 49577](#), Aug. 13, 2020]

#### ARTICLE XXI – NON-COLLUSION AFFIDAVIT:

- 1) The person who is signing this contract agreement is authorized legally to representing \_\_\_\_\_  
--as the lowest qualified bidder.
- 2) The person who is signing this contract agreement is fully informed concerning the preparation and contents of the attached bid and of all pertinent circumstances with respect to it.
- 3) The person who signed this contract agreement affirm the attached bid is genuine and not a collusive or sham bid.
- 4) The person who signing this contract agreement affirm that neither the person or entity submitting the attached bid, nor any of its officers, partners, owners, agents, representatives, employees, or parties in interest (including the undersigned), has in any way colluded, conspired, connived, or agreed, directly or indirectly, with any other person or entity submitting a bid, or with any person affiliated with such a person or entity, to submit a collusive or sham Quote in connection with the contract for which the attached bid has been submitted, or to refrain from submitting a bid in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other person or entity submitting a bid, or with any person affiliated with such a person or entity, to fix the price or prices in the attached bid or of any other bidder, or, to fix any overhead, profit, or cost element of the bid price of any other bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against the City of Dearborn Heights or any person interested in the proposed contract.

- 5) The price, prices, and/or other terms quoted in the attached bid are fair and proper and are not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the bidder or any of its agents, representatives, owners, employees, or parties in interest.

\_\_\_\_\_  
Name and Title of Person Signing

Sworn to and signed in my presence by \_\_\_\_\_ on \_\_\_\_\_, 2021.

\_\_\_\_\_  
\_\_\_\_\_, Notary Public

\_\_\_\_\_  
County, Michigan

Acting in \_\_\_\_\_ County, Michigan

My Commission Expires: \_\_\_\_\_

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers or agents as of the date executed below.

CITY OF DEARBORN HEIGHTS ("City")

<Insert Contractor> ("Contractor")

By: \_\_\_\_\_

By: \_\_\_\_\_

Mayor

<Insert Contractor Representative>

Its: \_\_\_\_\_

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

By: \_\_\_\_\_

Federal Tax ID#

City Clerk

Dated: \_\_\_\_\_

CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
**ETON SENIOR CENTER IMPROVEMENTS  
RESTROOMS PROJECT**

**FREE COPIES OF THE FULL BID PACKAGE ARE AVAILABLE AT THE COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTEMENT, 26155 RICHARDSON DEARBORN HEIGHTS, MI 48127 PLEASE CALL (313) 791-3500 FOR DETAILS.**

- CONTRACTORS GUIDE TO DAVIS-BACON

<http://portal.hud.gov/hudportal/documents/huddoc?id=4812-LRguide.pdf>

- DAVIS BACON WAGE DETERMINATIONS

<http://www.wdol.gov/>

- 24 CFR 85 SUBPART 36 - "PROCUREMENT"

<http://www.hud.gov/offices/cpo/grantees/cfr8536.pdf>

- FEDERAL LABOR STANDARDS PROVISIONS

[http://portal.hud.gov/hudportal/documents/huddoc?id=DOC\\_12586.pdf](http://portal.hud.gov/hudportal/documents/huddoc?id=DOC_12586.pdf)

- SYSTEM FOR AWARD MANAGEMENT (SAM)

<https://www.sam.gov/portal/SAM/###11>

To schedule the mandatory walk thru for this Bid please contact:

Hassan Bazzi

Phone: 313-791- 3504

Fax: 313-791- 3501

Email: hbazzi@dearbornheightsmi.gov

Address: 26155 Richardson, Dearborn Heights, MI 48127

# Record of Employee Interview

## U.S. Department of Housing and Urban Development Office of Labor Relations

OMB Approval No. 2501-0009  
(exp.01/31/2021)

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. This agency may not collect this information, and you are not required to complete this form, unless it displays a currently valid OMB control number. The information is collected to ensure compliance with the Federal labor standards by recording interviews with construction workers. The information collected will assist HUD in the conduct of compliance monitoring; the information will be used to test the veracity of certified payroll reports submitted by the employer. **Sensitive Information.** The information collected on this form is considered sensitive and is protected by the Privacy Act. The Privacy Act requires that these records be maintained with appropriate administrative, technical, and physical safeguards to ensure their security and confidentiality. In addition, these records should be protected against any anticipated threats or hazards to their security or integrity that could result in substantial harm, embarrassment, inconvenience, or unfairness to any individual on whom the information is maintained. **The information collected herein is voluntary, and any information provided shall be kept confidential.**

|                                            |                                         |                                        |                                                                                                 |                                                                                                                                                                                                                                   |                                                                           |
|--------------------------------------------|-----------------------------------------|----------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| 1a. Project Name                           |                                         |                                        | 2a. Employee Name                                                                               |                                                                                                                                                                                                                                   |                                                                           |
| 1b. Project Number                         |                                         |                                        | 2b. Employee Phone Number (including area code)                                                 |                                                                                                                                                                                                                                   |                                                                           |
| 1c. Contractor or Subcontractor (Employer) |                                         |                                        | 2c. Employee Home Address & Zip Code                                                            |                                                                                                                                                                                                                                   |                                                                           |
|                                            |                                         |                                        | 2d. Verification of identification?<br>Yes <input type="checkbox"/> No <input type="checkbox"/> |                                                                                                                                                                                                                                   |                                                                           |
| 3a. How long on this job?                  | 3b. Last date on this job before today? | 3c. No. of hours last day on this job? | 4a. Hourly rate of pay?                                                                         | 4b. Fringe Benefits?<br>Vacation Yes <input type="checkbox"/> No <input type="checkbox"/><br>Medical Yes <input type="checkbox"/> No <input type="checkbox"/><br>Pension Yes <input type="checkbox"/> No <input type="checkbox"/> | 4c. Pay stub?<br>Yes <input type="checkbox"/> No <input type="checkbox"/> |

5. Your job classification(s) (list all) — continue on a separate sheet if necessary

6. Your duties

7. Tools or equipment used

|                                       | Y                        | N                        |                                                                                      | Y                        | N                        |
|---------------------------------------|--------------------------|--------------------------|--------------------------------------------------------------------------------------|--------------------------|--------------------------|
| 8. Are you an apprentice or trainee?  | <input type="checkbox"/> | <input type="checkbox"/> | 10. Are you paid at least time and ½ for all hours worked in excess of 40 in a week? | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Are you paid for all hours worked? | <input type="checkbox"/> | <input type="checkbox"/> | 11. Have you ever been threatened or coerced into giving up any part of your pay?    | <input type="checkbox"/> | <input type="checkbox"/> |

|                         |           |
|-------------------------|-----------|
| 12a. Employee Signature | 12b. Date |
|-------------------------|-----------|

13. Duties observed by the Interviewer (Please be specific.)

14. Remarks

|                                      |                               |                        |
|--------------------------------------|-------------------------------|------------------------|
| 15a. Interviewer name (please print) | 15b. Signature of Interviewer | 15c. Date of interview |
|--------------------------------------|-------------------------------|------------------------|

## Payroll Examination

16. Remarks

|                                    |           |
|------------------------------------|-----------|
| 17a. Signature of Payroll Examiner | 17b. Date |
|------------------------------------|-----------|

Previous editions are obsolete

Form HUD-11 (02/2019)

30/44

69/108

801/02

hwy

**U.S. Department of Labor**  
Employment Standards Administration  
Wage and Hour Division

**PAYROLL**  
(For Contractor's Optional Use; See Instructions, Form WH-347 Inst.)

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.



| NAME OF CONTRACTOR <input type="checkbox"/> OR SUBCONTRACTOR <input type="checkbox"/> |  | FOR WEEK ENDING                   |                         | PROJECT AND LOCATION  |  | PROJECT OR CONTRACT NO. |                 |                         |                |                         |       |                             |        |
|---------------------------------------------------------------------------------------|--|-----------------------------------|-------------------------|-----------------------|--|-------------------------|-----------------|-------------------------|----------------|-------------------------|-------|-----------------------------|--------|
| NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE                                 |  | (2) NO. OF WITHHOLDING EXEMPTIONS | (3) WORK CLASSIFICATION | (4) DAY AND DATE      |  | (5) TOTAL HOURS         | (6) RATE OF PAY | (7) GROSS AMOUNT EARNED | (8) DEDUCTIONS |                         |       | (9) NET WAGES PAID FOR WEEK |        |
|                                                                                       |  |                                   |                         | HOURS WORKED EACH DAY |  |                         |                 |                         | FICA           | WITH-<br>HOLDING<br>TAX | OTHER | TOTAL<br>DEDUCTIONS         |        |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       | \$0.00                      | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
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|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  | S                                 |                         |                       |  | 0.00                    | /               |                         |                |                         |       |                             | \$0.00 |
|                                                                                       |  | O                                 |                         |                       |  | 0.00                    |                 | \$0.00                  |                |                         |       |                             | \$0.00 |
|                                                                                       |  |                                   |                         |                       |  |                         |                 |                         |                |                         |       |                             |        |



I, \_\_\_\_\_, \_\_\_\_\_  
(Name of Signatory Party) (Title)

**(1) That I pay or supervise the payment of the persons employed by**

\_\_\_\_\_  
(Contractor or Subcontractor) on the

\_\_\_\_\_  
(Building or Work)

\_\_\_\_\_ day of \_\_\_\_\_, and ending the \_\_\_\_\_ day of \_\_\_\_\_, all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

|  |                               |               |
|--|-------------------------------|---------------|
|  | (Contractor or Subcontractor) | from the full |
|--|-------------------------------|---------------|

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 663 Stat. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 276c), and described below:

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

**(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS**

- in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

page 1 of 1

U.S. G.P.O.:1987 519 881

**(b) WHERE FRINGE BENEFITS ARE PAID IN CASH**

— Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4(c) below.

### (c) EXCEPTIONS

[illegible]

NAME AND TITLE

**SIGNATURE**

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.

72/108

## How to Correctly Fill Out a WH-347 Payroll Form

The completion of the WH-347 Payroll Form is optional; contractors may utilize their own payroll system as long as it conforms to the WH-347 Payroll Form and contains all the necessary information. If you utilize WH-347 Payroll Form as a pdf, saving it electronically aids in making any needed corrections.

**Check one of the boxes and list name of contractor or subcontractor**

☒ **U.S. Department of Labor**  
Employment Standards Administration  
Wage and Hour Division

☐ **OR SUBCONTRACTOR**

**NAME OF CONTRACTOR**  
Sample Construction Company

**PAYROLL NO.** 8

**FOR (WEEK ENDING)** 04/24/2010

**NAME AND ADDRESS OF EMPLOYER (SEE INSTRUCTIONS AT [www.dol.gov/esa/whd/forms/wh347instr.htm](http://www.dol.gov/esa/whd/forms/wh347instr.htm))**  
ADDRESS: 385 West Drive, Madison WI 53703

**PROJECT OR CONTRACTING NO.** 3000

**U.S. Wage and Hour Division**  
Rev. Dec. 2008

**OMB No. 1215-0149**  
**Expires: 12/31/2011**

**The last day of the payroll period.**

**Fill out completely with contractor or subcontractor address**

**The prime contractor should include the project number as listed in the loan**

**The name and location of project.**

**Indicate the days and dates of the pay period. (should match week ending directly above)**

**Payrolls must be numbered sequentially and should be based on the weeks worked under a contract.**  
Type the word "Final" when the last payroll is submitted for the project.

| (1)<br>NAME AND ADDRESS OF EMPLOYER (SEE INSTRUCTIONS AT <a href="http://www.dol.gov/esa/whd/forms/wh347instr.htm">www.dol.gov/esa/whd/forms/wh347instr.htm</a> ) | (2)<br>CLASSIFICATION OF WORK | (3)<br>DATE | (4) DAY AND DATE |     |     |     |      |     |     | (5)<br>TOTAL HOURS | (6)<br>GROSS AMOUNT PAID | (7)<br>DEDUCTIONS                   | (8)<br>NET AMOUNT PAID |                     |                                 |                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------|------------------|-----|-----|-----|------|-----|-----|--------------------|--------------------------|-------------------------------------|------------------------|---------------------|---------------------------------|-------------------------------------|
|                                                                                                                                                                   |                               |             | Sun              | Mon | Tue | Wed | Thur | Fri | Sat |                    |                          |                                     |                        |                     |                                 |                                     |
| Power Equipment:<br>Bull Dozer Group                                                                                                                              | 2                             | 04/24/2010  | 18               | 19  | 20  | 21  | 22   | 23  | 24  | 2.00               | \$1,422.84               | WITH-<br>HOLDING<br>TAX<br>\$185.15 | FICA<br>\$161.00       | MEDICARE<br>\$50.31 | TOTAL<br>DEDUCTIONS<br>\$396.46 | NET<br>AMOUNT<br>PAID<br>\$1,026.38 |
|                                                                                                                                                                   |                               |             |                  |     |     |     |      |     |     |                    |                          |                                     |                        |                     |                                 |                                     |
| <p><b>OTHER DEDUCTIONS</b></p> <p>OTHER DEDUCTIONS: \$85.00</p> <p>NET AMOUNT PAID: \$1,374.03</p>                                                                |                               |             |                  |     |     |     |      |     |     |                    |                          |                                     |                        |                     |                                 |                                     |

List each worker's name.

Only laborers and mechanics performing construction work under the contract should be listed.

Please note: Business Owners need only include their name, work classification including "owner" and the daily total hours worked.

Specify the job classification located in the contract wage decision and/or the corresponding job title.

List hourly wage rate and fringes paid in cash (not those paid to plans)

Specify the net amount paid to the employee for the pay

Specify the total overtime and straight time hours worked on the project.

Must accurately reflect overtime and straight time hours worked under the contract.

Specify the gross earnings for the hours worked under the contract.

For Contractor's Optional Use: See instructions at [www.dol.gov/es/wh/347instr.htm](http://www.dol.gov/es/wh/347instr.htm)

Please do not required to respond to the collection of information unless it displays a currently valid OMB control number.

| NAME AND INDIVIDUAL IDENTIFICATION NUMBER (LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER OF OWNER) | WORK CLASSIFICATION                      | (4) DAY AND DATE |     |     |     |       |     |     | TOTAL HOURS | GROSS AMOUNT PAID | DEDUCTIONS | TOTAL DEDUCTIONS FOR WEEK | NET AMOUNT PAID FOR WEEK |            |
|-------------------------------------------------------------------------------------------------|------------------------------------------|------------------|-----|-----|-----|-------|-----|-----|-------------|-------------------|------------|---------------------------|--------------------------|------------|
|                                                                                                 |                                          | (5) DAY AND DATE |     |     |     |       |     |     |             |                   |            |                           |                          |            |
|                                                                                                 |                                          | Sun              | Mon | Tue | Wed | Thurs | Fri | Sat |             |                   |            |                           |                          |            |
| Alex Driver - #####                                                                             | Power Equipment<br>Bull Dozer Group 2    |                  |     |     |     |       |     |     | 2.00        | \$62.83           | \$1,422.94 | \$161.00                  | \$38.43                  | \$1,374.03 |
| Jason Worker - #####                                                                            | General Laborer                          |                  |     |     |     |       |     |     | 4.00        | \$60.15           | \$2,012.45 | \$136.06                  | \$7.71                   | \$1,233.07 |
| Roy Wrench - #####                                                                              | Apprentice Carpenter<br>1st 6 mo. at 40% |                  |     |     |     |       |     |     | 40.00       | \$32.72           | \$1,308.80 | \$28.35                   | \$4.19                   | \$1,406.18 |
| Bart Turner - #####                                                                             | Plumber                                  |                  |     |     |     |       |     |     | 40.00       | \$32.72           | \$1,308.80 | \$28.35                   | \$4.19                   | \$1,406.18 |
|                                                                                                 | Steamfitter                              |                  |     |     |     |       |     |     | 20.00       | \$32.72           | \$654.40   | \$28.35                   | \$4.19                   | \$653.01   |
|                                                                                                 | Power Equipment<br>Rotary Drill Group 4  |                  |     |     |     |       |     |     | 20.00       | \$60.80           | \$1,216.00 | \$163.46                  | \$18.51                  | \$1,563.04 |
|                                                                                                 |                                          |                  |     |     |     |       |     |     | 24.00       | \$29.97           | \$719.28   | \$142.48                  | \$122.33                 | \$1,023.27 |

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the collection of information on this form. Contractors performing work on Federally financed or assisted construction contracts to respond to the collection of information on this form. Contractors performing work on Federally financed or assisted construction contracts to respond to the collection of information on this form.

If part of a worker's weekly wage was earned on projects other than the project described on this payroll, enter the gross amount earned on this contract in the top half of column 7. Enter the gross amount earned during the week for all projects in the bottom half.

Alex Driver worked 29.5 hours on this contract and 12.5 hours on another contract. The gross wages earned on this project, \$1,422.84, is entered in the top half of column 7. The gross wages earned on all projects, \$2,012.46, is entered in the

projects, \$2,012.46, is entered in the

| (1)<br>NAME AND INDIVIDUAL IDENTIFYING NUMBER:<br>(e.g., LAST FOUR DIGITS OF SOCIAL SECURITY<br>NUMBER) OF WORKER | (2)<br>EMPLOYMENT<br>RELATIONS<br>NO. | (3)<br>WORK<br>CLASSIFICATION               | (4) DAY AND DATE: |     |     |     |      |     |     | TOTAL<br>HOURS | RATE<br>OF PAY | GROSS<br>AMOUNT<br>EARNED | (5) DEDUCTIONS |                         |                            |          |         | (6)<br>NET<br>WAGES<br>PAID -<br>FOR WEEK |                     |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------|-------------------|-----|-----|-----|------|-----|-----|----------------|----------------|---------------------------|----------------|-------------------------|----------------------------|----------|---------|-------------------------------------------|---------------------|
|                                                                                                                   |                                       |                                             | Sun               | Mon | Tue | Wed | Thur | Fri | Sat |                |                |                           | FICA           | WITH-<br>HOLDING<br>TAX | State with-<br>holding tax | Medicare | OTHER   |                                           | TOTAL<br>DEDUCTIONS |
| Alex Driver - #####                                                                                               | 2                                     | Power/Equipment:<br>Bull Dozer Group 2      |                   |     |     |     |      |     |     | 2.00           | \$62.83        | \$1,422.84                | \$66.10        | \$153.15                | \$156.97                   | \$50.31  | \$85.00 | \$638.43                                  | \$1,374.03          |
| Jason Worker - #####                                                                                              | 2                                     | General Laborer                             |                   |     |     |     |      |     |     | 4.00           | \$40.20        | \$1,700.78                | \$135.06       | \$156.47                | \$132.66                   | \$42.52  |         | \$467.73                                  | \$1,233.07          |
| Sharon Wood - #####                                                                                               | 3                                     | Carpenter                                   |                   |     |     |     |      |     |     | 1.50           | \$60.19        | \$1,887.49                | \$151.00       | \$154.77                | \$128.35                   | \$47.19  |         | \$481.31                                  | \$1,406.18          |
| Reggie Tree - #####                                                                                               | 1                                     | Apprentice<br>Carpenter<br>1st 6 mo. at 40% |                   |     |     |     |      |     |     | 40.00          | \$32.72        | \$1,064.72                | \$85.18        | \$105.41                | \$90.30                    | \$26.62  |         | \$307.71                                  | \$757.01            |
| Roy Wrench - #####                                                                                                | 5                                     | Plumber                                     |                   |     |     |     |      |     |     | 20.00          | \$67.88        | \$1,004.80                |                |                         |                            |          |         |                                           |                     |
| Roy Wrench - #####                                                                                                |                                       | Steamfitter                                 |                   |     |     |     |      |     |     | 20.00          | \$69.13        | \$1,038.40                |                |                         |                            |          |         |                                           |                     |
| Bart Turner - #####                                                                                               | 1                                     | Power Equipment<br>Rotary Drill Group 4     |                   |     |     |     |      |     |     | 20.00          | \$34.41        | \$2,043.20                | \$163.46       | \$147.11                | \$118.51                   | \$51.08  |         | \$480.16                                  | \$1,563.04          |
|                                                                                                                   |                                       |                                             |                   |     |     |     |      |     |     | 24.00          | \$60.80        | \$719.28                  | \$112.44       | \$142.48                | \$122.33                   | \$35.98  |         | \$415.83                                  | \$1,023.27          |
|                                                                                                                   |                                       |                                             |                   |     |     |     |      |     |     |                | \$39.97        | \$1,439.20                |                |                         |                            |          |         |                                           |                     |

If an employee performs multiple work classifications under the contract use

If an employee performs multiple work classifications under the contract, use two or more lines to distinguish the different job classifications, hours worked, and hourly wage earned for each.

Combine the two classifications when recording the gross amount earned for this pay period, deductions, and net wages.

handed

[illegible]

Date 04/28/2010

I, Tiffany Payer Payroll Supervisor  
(Name of Signatory Party) (Title)

do hereby state:

(1) That I pay or supervise the payment of the persons employed by Sample Construction Company on the 18 day of 4 2010 and ending the 24 day of 4 2010

Robin Street Apartments, Delafield WI (Building or Work) that during the payroll period commencing on the

Sample Construction Company (Contractor or Subcontractor)

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

Sample Construction Company (Contractor or Subcontractor) from the full

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A), less the Unemployment of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 897, 78 Stat. 387, 49 U.S.C. § 3146), and described below:

ALEX Driver - \$8.00 - other deductions - \$8.00 for child support

Explanation of "other"

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS ☐

-- In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH ☒ -- Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

| EXCEPTION (CRAFT)                           | EXPLANATION                                                                               |
|---------------------------------------------|-------------------------------------------------------------------------------------------|
| Power Equipment Rotary Drill Group 4        | paid directly to plan: health & dental at \$12.50 per hour and Pension at \$8.25 per hour |
| Explanation of exception to fringe benefits |                                                                                           |
| REMARKS:                                    |                                                                                           |

NAME AND TITLE: Robert Sample, Owner SIGNATURE: \_\_\_\_\_

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 251 OF TITLE 31 OF THE UNITED STATES CODE.



# Official Rates

Wayne County

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| Classification | Name | Description | Classification | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|----------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|----------------|--------------|-----------------|-----------------|-------------|--------------------|

Boilermaker

BO169

12/13/2021

\$72.47 \$107.55 \$142.63

H H H H H H D Y

Apprentice Rates:

\$53.53 \$79.15 \$104.75

1st Period

\$55.14 \$81.56 \$107.97

2nd Period

\$56.73 \$83.94 \$111.15

3rd Period

\$58.31 \$86.31 \$114.31

4th Period

\$59.85 \$88.62 \$117.39

5th Period

\$63.03 \$93.39 \$123.75

6th Period

\$66.17 \$98.10 \$130.03

7th Period

\$69.32 \$102.83 \$136.33

8th Period

Bricklayer

BR2-B

12/3/2021

\$61.93 \$92.90 \$123.86

H H H H H H D Y

Apprentice Rates:

\$40.60 \$60.90 \$81.20

1st Period

\$42.47 \$63.71 \$84.94

2nd Period

\$44.33 \$66.49 \$88.66

3rd Period

\$46.19 \$69.29 \$92.38

4th Period

\$48.05 \$72.07 \$96.10

5th Period

\$49.91 \$74.87 \$99.82

6th Period

\$51.78 \$77.67 \$103.56

7th Period

\$53.64 \$80.46 \$107.28

8th Period

# Official Rates

County: Wayne  
Date Rendered:

2/9/2022

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| Classification | Name | Description | Classification | Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|----------------|--------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|----------------|--------|--------------|-----------------|-----------------|-------------|--------------------|

|                                                                                |  |           |         |         |          |   |   |   |   |
|--------------------------------------------------------------------------------|--|-----------|---------|---------|----------|---|---|---|---|
| Carpenter                                                                      |  |           |         |         |          |   |   |   |   |
| DiverFour 10s allowed M-Sat; double time due when over 12 hours worked per day |  |           |         |         |          |   |   |   |   |
| CA 687 D                                                                       |  | 12/1/2021 | \$74.87 | \$96.58 | \$118.28 | X | X | X | X |
| Comment Make up day allowed Saturday                                           |  |           |         |         |          |   |   |   |   |

|                                                                                                                                                  |  |           |         |         |          |   |   |   |   |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------|---------|---------|----------|---|---|---|---|
| CA1045                                                                                                                                           |  | 12/1/2021 | \$57.45 | \$81.74 | \$106.03 | X | X | X | X |
| Carpet and Resilient Floor Layer, (does not include installation of prefabricated formica & parquet flooring which is to be paid carpenter rate) |  |           |         |         |          |   |   |   |   |

Apprentice Rates:

|              |         |         |         |
|--------------|---------|---------|---------|
| 1st 6 months | \$32.44 | \$44.23 | \$56.01 |
| 2nd 6 months | \$33.17 | \$45.32 | \$57.47 |
| 3rd 6 months | \$35.58 | \$48.94 | \$62.29 |
| 4th 6 months | \$38.01 | \$54.12 | \$69.21 |
| 5th 6 months | \$40.44 | \$56.23 | \$72.01 |
| 6th 6 months | \$42.87 | \$59.87 | \$76.87 |
| 7th 6 months | \$45.30 | \$63.52 | \$81.73 |
| 8th 6 months | \$47.73 | \$67.16 | \$86.59 |

|                                                                                      |  |           |         |         |         |   |   |   |   |
|--------------------------------------------------------------------------------------|--|-----------|---------|---------|---------|---|---|---|---|
| CA687Z1                                                                              |  | 12/1/2021 | \$64.50 | \$82.08 | \$99.66 | X | X | X | X |
| CarpenterFour 10s allowed Mon-Sat; double time due when over 12 hours worked per day |  |           |         |         |         |   |   |   |   |
| Comment Make up day allowed Saturdays                                                |  |           |         |         |         |   |   |   |   |

Apprentice Rates:

|              |         |         |         |
|--------------|---------|---------|---------|
| 1st year     | \$39.56 | \$49.23 | \$58.90 |
| 3rd 6 months | \$42.34 | \$52.89 | \$63.44 |
| 4th 6 months | \$45.10 | \$56.53 | \$67.95 |
| 5th 6 months | \$47.87 | \$60.18 | \$72.48 |
| 6th 6 months | \$50.64 | \$63.83 | \$77.01 |
| 7th 6 months | \$53.42 | \$67.49 | \$81.55 |
| 8th 6 months | \$56.20 | \$71.15 | \$86.09 |

Official Rates

County: Wayne  
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Wayne County

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| Classification                                                                                 | Name     | Description | Classification | Last Updated | Hourly Straight Time and a Half | Double Time       | Overtime Provision |
|------------------------------------------------------------------------------------------------|----------|-------------|----------------|--------------|---------------------------------|-------------------|--------------------|
| Piledriver-Four 10s allowed Monday-Saturday; double time due when over 12 hours worked per day | CA687Z1P | 12/1/2021   | \$64.50        | \$82.08      | \$99.66                         | X X H X X H H D Y |                    |
| Comment Make up day allowed Saturday                                                           |          |             |                |              |                                 |                   |                    |

Apprentice Rates:

|              |         |         |         |
|--------------|---------|---------|---------|
| 1st 6 months | \$39.56 | \$49.23 | \$58.90 |
| 2nd 6 months | \$45.10 | \$56.53 | \$67.95 |
| 3rd 6 months | \$50.64 | \$63.83 | \$77.01 |
| 4th 6 months | \$56.20 | \$71.15 | \$86.09 |

Cement Mason

|              |        |           |         |         |          |                   |  |
|--------------|--------|-----------|---------|---------|----------|-------------------|--|
| Cement Mason | BR2-CM | 12/3/2021 | \$58.90 | \$84.12 | \$109.33 | X X H H H H H D Y |  |
|--------------|--------|-----------|---------|---------|----------|-------------------|--|

Apprentice Rates:

|            |         |         |         |
|------------|---------|---------|---------|
| 1st Period | \$39.26 | \$54.86 | \$70.45 |
| 2nd Period | \$41.72 | \$58.55 | \$75.37 |
| 3rd Period | \$44.22 | \$62.30 | \$80.37 |
| 4th Period | \$46.73 | \$66.06 | \$85.39 |
| 5th Period | \$49.19 | \$69.75 | \$90.31 |
| 6th Period | \$51.71 | \$73.53 | \$95.35 |

Cement Mason

|              |         |            |         |         |         |                   |  |
|--------------|---------|------------|---------|---------|---------|-------------------|--|
| Cement Mason | CE514-W | 11/29/2021 | \$52.82 | \$74.60 | \$96.37 | H H D H H H H D Y |  |
|--------------|---------|------------|---------|---------|---------|-------------------|--|

Apprentice Rates:

|              |         |         |         |
|--------------|---------|---------|---------|
| 1st 6 Months | \$34.23 | \$46.71 | \$59.19 |
| 2nd 6 Months | \$36.30 | \$49.82 | \$63.33 |
| 3rd 6 Months | \$38.39 | \$52.95 | \$67.51 |
| 4th 6 Months | \$40.47 | \$56.07 | \$71.67 |
| 5th 6 Months | \$42.54 | \$59.18 | \$75.81 |
| 6th 6 Months | \$44.63 | \$62.31 | \$79.99 |

Official Rates

County: Wayne  
Date Rendered:

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Wayne County

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| Classification | Name | Description | Classification | Last Updated | Hourly | Straight | Time and a Half | Double | Overtime Provision |
|----------------|------|-------------|----------------|--------------|--------|----------|-----------------|--------|--------------------|
|----------------|------|-------------|----------------|--------------|--------|----------|-----------------|--------|--------------------|

Drywall Finishers

CE514-DF

12/9/2021

\$51.86

\$67.66

\$83.46

H H H H H H D Y

Apprentice Rates:

\$39.22

\$48.70

\$58.18

1st period

\$40.80

\$51.07

\$61.34

2nd period

\$43.96

\$55.81

\$67.66

3rd period

\$48.70

\$62.92

\$77.14

4th period

Drywall Taper Four 10s allowed Monday-Thursday

PT-22-D

1/7/2022

\$45.91

\$59.74

\$73.56

H H D H D D D Y

Comment Make up day allowed

Friday make-up day for bad weather or holidays

Apprentice Rates:

\$32.08

\$38.99

\$45.90

First 3 months

\$34.85

\$43.14

\$51.44

Second 3 months

\$37.62

\$47.30

\$56.98

Second 6 months

\$40.38

\$51.44

\$62.50

Third 6 months

\$41.76

\$53.51

\$65.26

4th 6 months

Inside Wireman

EC-58-W

11/12/2021

\$71.28

\$98.14

\$121.40

H H H H H H D N

Apprentice Rates:

\$45.69

\$59.77

\$70.23

1st Period

\$48.01

\$63.24

\$74.87

2nd Period

\$50.34

\$66.74

\$79.53

3rd Period

\$52.66

\$70.22

\$84.17

4th Period

\$54.99

\$73.71

\$88.83

5th Period

\$59.65

\$80.70

\$98.15

6th Period

Official Rates

County: Wayne  
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Wayne County

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| Classification | Name | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|

|                                   |          |            |         |         |         |   |   |   |   |   |   |   |   |
|-----------------------------------|----------|------------|---------|---------|---------|---|---|---|---|---|---|---|---|
| Sound and Communication Installer | EC-58-SC | 11/12/2021 | \$44.79 | \$60.31 | \$75.82 | H | H | H | H | H | H | D | Y |
|-----------------------------------|----------|------------|---------|---------|---------|---|---|---|---|---|---|---|---|

Apprentice Rates:

|          |         |         |         |
|----------|---------|---------|---------|
| Period 1 | \$29.28 | \$37.04 | \$44.79 |
| Period 2 | \$30.84 | \$39.99 | \$48.72 |
| Period 3 | \$32.38 | \$41.68 | \$50.99 |
| Period 4 | \$33.94 | \$44.03 | \$54.11 |
| Period 5 | \$35.48 | \$46.34 | \$57.19 |
| Period 6 | \$37.04 | \$48.67 | \$60.31 |

Sound and Communication Technician I

EC-58-SCT

11/12/2021 \$52.52 \$71.89 \$91.27 H H H H H H H D Y

Elevator Constructor

EL 36

11/16/2021 \$96.27 \$151.73 D D D D D D D D Y

Make up day allowed

Apprentice Rates:

|                     |         |          |
|---------------------|---------|----------|
| 1st Year Apprentice | \$70.42 | \$100.92 |
| 2nd Year Apprentice | \$75.97 | \$112.02 |
| 3rd Year Apprentice | \$78.74 | \$117.56 |
| 4th Year Apprentice | \$84.29 | \$128.66 |

Glazier

GL-357

12/9/2021 \$53.55 \$70.10 \$86.65 H H H H H H H D Y

Glazier a four 10 hour day workweek is scheduled, four 10s must be consecutive, M-F.

Apprentice Rates:

|              |         |         |         |
|--------------|---------|---------|---------|
| 1st 6 months | \$37.00 | \$45.27 | \$53.55 |
| 2nd 6 months | \$37.75 | \$46.40 | \$55.05 |
| 3rd 6 months | \$41.97 | \$52.73 | \$63.49 |
| 4th 6 months | \$43.62 | \$55.21 | \$66.79 |
| 5th 6 months | \$45.27 | \$57.68 | \$70.09 |
| 6th 6 months | \$46.93 | \$60.17 | \$73.41 |
| 7th 6 months | \$48.59 | \$62.66 | \$76.73 |
| 8th 6 months | \$51.89 | \$67.61 | \$83.33 |

Official Rates

County: Wayne  
Date Rendered:

2/9/2022

zz alpha web rates

8/1/08

| Classification | Name | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|

Heat and Frost Insulator

Heat and Frost Insulators and Asbestos Workers 4-10s must be worked a minimum of 2 weeks consecutively. Monday thru Thursday. Hours worked in excess of 10 will be paid at double time. Monday thru Friday @ time and half

Comment

Four 10s must be worked for a minimum of 2 consecutive hours beyond 10. All hours on fifth day, M-F require time.

Four 10s must be worked for a minimum of 2 consecutive weeks. OVERTIME is different on a four 10 week. OT is 2x for hours beyond 10. All hours on fifth day, M-F require time and one half. Sat first 8 hours, 1.5, all hours after 8 require double time.

### Apprentice Rates:

|          |         |         |         |
|----------|---------|---------|---------|
| 1st Year | \$46.90 | \$54.78 | \$62.66 |
| 2nd Year | \$50.05 | \$59.50 | \$68.96 |
| 3rd Year | \$53.20 | \$64.23 | \$75.26 |
| 4th Year | \$56.35 | \$68.96 | \$81.56 |

## Spray Insulation

|       |          |         |         |           |
|-------|----------|---------|---------|-----------|
| AS25S | 6/2/2016 | \$25.29 | \$36.51 | XXXXHHHHN |
|-------|----------|---------|---------|-----------|

Ironworker

## Reinforced Iron Work

Make up day allowed

### Apprentice Rates:

|         |         |         |          |
|---------|---------|---------|----------|
| Level 1 | \$47.70 | \$68.81 | \$89.91  |
| Level 2 | \$48.76 | \$70.40 | \$92.03  |
| Level 3 | \$51.49 | \$74.50 | \$97.49  |
| Level 4 | \$54.22 | \$78.59 | \$102.95 |
| Level 5 | \$56.93 | \$84.77 | \$112.62 |
| Level 6 | \$58.46 | \$84.95 | \$111.43 |

### Apprentice Rates:

|             |         |         |          |
|-------------|---------|---------|----------|
| Level 1 & 2 | \$45.08 | \$64.21 | \$83.34  |
| Level 3     | \$47.97 | \$68.55 | \$89.12  |
| Level 4     | \$50.88 | \$72.92 | \$94.94  |
| Level 5     | \$53.77 | \$77.24 | \$100.72 |
| Level 6     | \$56.69 | \$84.41 | \$112.12 |
| Level 7     | \$59.57 | \$85.95 | \$112.32 |
| Level 8     | \$62.49 | \$90.33 | \$118.16 |

## Official Rates

County: Wayne  
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## ZZ alpha web rates

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Wayne County

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| Classification      | Name                                        | Description                                                                                                              | Classification Number | Updated Last | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|---------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|                     | Structural, ornamental, welder and pre-cast | If bad weather, Friday may be a make up day. If holiday celebrated on a Monday, 4 10s may be worked Tuesday thru Friday. | IR-25-STR             | 12/22/2021   | \$70.57         | \$102.45        | \$134.32    | H H H H H H D D Y  |
| Make up day allowed |                                             |                                                                                                                          |                       |              |                 |                 |             |                    |
| Apprentice Rates:   |                                             |                                                                                                                          |                       |              |                 |                 |             |                    |
| Levels 1 & 2        | \$43.60                                     | \$61.99                                                                                                                  | \$80.38               |              |                 |                 |             |                    |
| Level 3             | \$46.49                                     | \$66.33                                                                                                                  | \$86.16               |              |                 |                 |             |                    |
| Level 4             | \$49.40                                     | \$70.70                                                                                                                  | \$91.98               |              |                 |                 |             |                    |
| Level 5             | \$52.29                                     | \$78.28                                                                                                                  | \$104.38              |              |                 |                 |             |                    |
| Level 6             | \$55.21                                     | \$79.41                                                                                                                  | \$103.60              |              |                 |                 |             |                    |
| Level 7             | \$58.09                                     | \$83.73                                                                                                                  | \$109.36              |              |                 |                 |             |                    |
| Level 8             | \$61.01                                     | \$90.89                                                                                                                  | \$120.76              |              |                 |                 |             |                    |

|                                                                                                                                                                                                   |          |         |         |         |                 |  |  |  |  |  |  |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|---------|---------|-----------------|--|--|--|--|--|--|--|--|
| Laborer                                                                                                                                                                                           |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Construction Laborer, Demolition Laborer, Mason Tender, Carpenter Tender, Drywall Handler, Concrete Laborer, Cement Finisher tender, concrete chute and concrete Bucket Handler, Concrete Laborer |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Comment Make up day allowed                                                                                                                                                                       |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Saturday                                                                                                                                                                                          |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| L1076-A-A                                                                                                                                                                                         | 1/7/2022 | \$46.03 | \$65.55 | \$85.06 | H H H H H H D Y |  |  |  |  |  |  |  |  |
| Signal man (on sewer & caisson work); air,electric or gasoline tool operator (including concrete vibrator operator,acetylene torch & air hammer operator); scaffold builder, caisson worker       |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Comment Make up day allowed                                                                                                                                                                       |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Saturday                                                                                                                                                                                          |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Lansing Burner, Blaster & Powder Man                                                                                                                                                              |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| L1076-A-C                                                                                                                                                                                         | 1/7/2022 | \$46.86 | \$64.89 | \$82.92 | H H H H H H D Y |  |  |  |  |  |  |  |  |
| Saturday, if conditions beyond the employer/employee's control prevent one or more hours of working during Mon-Fri, the employer may choose to work up to 10 hour straight time weekdays.         |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Comment Make up day allowed                                                                                                                                                                       |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Saturday                                                                                                                                                                                          |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Furnace battery heater tender, burning bar & oxy-acetylene gun                                                                                                                                    |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| L1076-A-D                                                                                                                                                                                         | 1/7/2022 | \$46.58 | \$66.37 | \$86.16 | H H H H H H D Y |  |  |  |  |  |  |  |  |
| Comment Make up day allowed                                                                                                                                                                       |          |         |         |         |                 |  |  |  |  |  |  |  |  |
| Saturday                                                                                                                                                                                          |          |         |         |         |                 |  |  |  |  |  |  |  |  |

Official Rates

County: Wayne  
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Wayne County

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| Classification | Name | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|

|                                            |           |          |         |         |         |                   |                                      |
|--------------------------------------------|-----------|----------|---------|---------|---------|-------------------|--------------------------------------|
| Cleaner/sweeper laborer, furniture laborer | L1076-A-E | 1/7/2022 | \$40.58 | \$57.37 | \$74.16 | H H H H H H H D Y | Comment Make up day allowed Saturday |
|--------------------------------------------|-----------|----------|---------|---------|---------|-------------------|--------------------------------------|

|                                                                              |           |          |         |         |         |                   |                  |
|------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-------------------|------------------|
| Expediter man, topman and/or bottom man (blast furnace work or battery work) | L1076-A-F | 1/7/2022 | \$47.40 | \$67.70 | \$88.00 | H H H H H H H D Y | Comment Saturday |
|------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-------------------|------------------|

|                                                                                                            |           |           |         |         |         |                   |                                                                                              |
|------------------------------------------------------------------------------------------------------------|-----------|-----------|---------|---------|---------|-------------------|----------------------------------------------------------------------------------------------|
| Laborer -Wall and ceiling material handler, plasterer tender, mortar mixer and plastering machine operator | L1076-A-W | 12/1/2021 | \$46.46 | \$59.17 | \$71.87 | X X H X H H H D Y | Comment Make up day allowed Saturday make up day due to conditions beyond control or holiday |
|------------------------------------------------------------------------------------------------------------|-----------|-----------|---------|---------|---------|-------------------|----------------------------------------------------------------------------------------------|

Apprentice Rates:

|                   |         |         |         |
|-------------------|---------|---------|---------|
| 0-1,000 Hours     | \$40.11 | \$49.64 | \$59.17 |
| 1,001-2,000 Hours | \$41.38 | \$51.55 | \$61.71 |
| 2,001-3,000 Hours | \$42.65 | \$53.45 | \$64.25 |
| 3,001-4,000 Hours | \$45.19 | \$57.26 | \$69.33 |

Laborer Road Class 1: asphalt shoveler or loader, yard man, fence erector tender, dumper, joint filling, form setting, form stripper, pavement reinforcing, waterproofing, seal coating, bridge painting, sandblasting, pressure grouting, RC equipment

Apprentice Rates:

|                   |         |         |         |
|-------------------|---------|---------|---------|
| 0-1,000 hours     | \$37.80 | \$49.80 | \$61.80 |
| 1,001-2,000 hours | \$39.11 | \$51.77 | \$64.42 |
| 2,001-3,000       | \$40.41 | \$53.72 | \$67.02 |
| 3,001-4,000 hours | \$43.02 | \$57.64 | \$72.24 |

Laborer Road Class 2: mixer operator, air or electric tool operator, spreader, boxman, concrete padder, power chain saw operator, paving patch truck dumper, tunnel mucker, concrete saw operator, dry pack machine and roto-mill grounds person

Apprentice Rates:

|                   |         |         |         |
|-------------------|---------|---------|---------|
| 0-1,000 hours     | \$37.90 | \$49.96 | \$62.00 |
| 1,001-2,000 hours | \$39.21 | \$51.92 | \$64.62 |
| 2,001-3,000 hours | \$40.52 | \$53.88 | \$67.24 |
| 3,001-4,000 hours | \$43.14 | \$57.82 | \$72.48 |

Official Rates

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Wayne County

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| Classification | Name | Description                                                                                                                                                                        | Classification | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------|-----------------|-----------------|-------------|--------------------|
|                |      | Laborer Road Class 3: tunnel miner, finish tenders, guard and wall installer, fence erector, bottom man, powder man, wagon drill and air track operator, curb and side rail setter | MITA-RZ1-C3    | 1/5/2022     | \$44.63         | \$60.05         | \$75.46     | H H H H H H H D Y  |

|                                     |                   |         |         |         |  |  |  |                   |
|-------------------------------------|-------------------|---------|---------|---------|--|--|--|-------------------|
| Apprentice Rates:                   | 3,001-4,000 hours | \$43.31 | \$58.07 | \$72.82 |  |  |  |                   |
|                                     | 2,001-3,000 hours | \$40.67 | \$54.11 | \$67.54 |  |  |  |                   |
|                                     | 1,001-2,000 hours | \$39.35 | \$52.13 | \$64.90 |  |  |  |                   |
|                                     | 0-1,000 hours     | \$38.03 | \$50.15 | \$62.26 |  |  |  |                   |
| Laborer Road Class 4: asphalt raker |                   |         |         |         |  |  |  |                   |
| MITA-RZ1-C4                         | 1/5/2022          | \$44.71 | \$60.17 | \$75.62 |  |  |  | H H H H H H H D Y |

|                                            |                   |         |         |         |  |  |  |                   |
|--------------------------------------------|-------------------|---------|---------|---------|--|--|--|-------------------|
| Apprentice Rates:                          | 3,001-4,000 hours | \$43.39 | \$58.19 | \$72.98 |  |  |  |                   |
|                                            | 2,001-3,000 hours | \$40.74 | \$54.22 | \$67.68 |  |  |  |                   |
|                                            | 1,001-2,000 hours | \$39.42 | \$52.24 | \$65.04 |  |  |  |                   |
|                                            | 0-1,000 hours     | \$38.09 | \$50.24 | \$62.38 |  |  |  |                   |
| Laborer Road Class 5: pipe layers, oxy-gun |                   |         |         |         |  |  |  |                   |
| MITA-RZ1-C5                                | 1/5/2022          | \$44.92 | \$60.48 | \$76.04 |  |  |  | H H H H H H H D Y |

|                                                                                                                          |                   |         |         |         |  |  |  |                   |
|--------------------------------------------------------------------------------------------------------------------------|-------------------|---------|---------|---------|--|--|--|-------------------|
| Apprentice Rates:                                                                                                        | 3,001-4,000 hours | \$43.59 | \$58.49 | \$73.38 |  |  |  |                   |
|                                                                                                                          | 2,001-3,000 hours | \$40.92 | \$54.48 | \$68.04 |  |  |  |                   |
|                                                                                                                          | 1,001-2,000 hours | \$39.59 | \$52.49 | \$65.38 |  |  |  |                   |
|                                                                                                                          | 0-1,000 hours     | \$38.25 | \$50.48 | \$62.70 |  |  |  |                   |
| Laborer Road Class 6: line form setter for curb or pavement, asphalt screed checker/screw man on asphalt paving machines |                   |         |         |         |  |  |  |                   |
| MITA-RZ1-C6                                                                                                              | 1/5/2022          | \$45.22 | \$60.93 | \$76.64 |  |  |  | H H H H H H H D Y |

|                   |                   |         |         |         |
|-------------------|-------------------|---------|---------|---------|
| Apprentice Rates: | 3,001-4,000 hours | \$43.87 | \$58.91 | \$73.94 |
|                   | 2,001-3,000 hours | \$41.17 | \$54.86 | \$68.54 |
|                   | 1,001-2,000 hours | \$39.83 | \$52.85 | \$65.86 |
|                   | 0-1,000 hours     | \$38.48 | \$50.82 | \$63.16 |

Official Rates

County: Wayne  
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| Classification                                                                                                       | Name        | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------------------------------------------------------------------------------------------------------------|-------------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Laborer Road Class 7: concrete specialist - including finishing and trowling, cast in place or precast by any method | MITA-RZ1-C7 | 1/5/2022    | \$46.29               | \$62.54      | \$78.78         |                 |             | H H H H H H H D Y  |

|                   |                                                                                                                              |         |          |         |         |         |  |                   |
|-------------------|------------------------------------------------------------------------------------------------------------------------------|---------|----------|---------|---------|---------|--|-------------------|
| Apprentice Rates: | 2,001-3,000 hours                                                                                                            | \$42.08 | \$56.22  | \$70.36 |         |         |  |                   |
|                   | 3,001-4,000 hours                                                                                                            | \$41.31 | \$55.02  | \$68.72 |         |         |  |                   |
|                   | 1,001-2,000 hours                                                                                                            | \$37.69 | \$49.59  | \$61.48 |         |         |  |                   |
|                   | 0-1,000 hours                                                                                                                | \$36.48 | \$47.78  | \$59.06 |         |         |  |                   |
|                   | Asbestos & Lead Abatement Laborer 4 ten hour days @ straight time allowed Monday-Saturday, must be consecutive calendar days | MLDC    | 1/7/2022 | \$46.70 | \$62.52 | \$78.33 |  | H H H X X X X D Y |

Apprentice Rates: Trainee 600 hours +1 year \$34.07

Laborer - Hazardous

|                                                                                                                                                                                                                                                                    |           |            |         |         |         |  |  |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------|---------|---------|---------|--|--|-------------------|
| Class A performing work in conjunction with site preparation and other preliminary work prior to actual removal, handling, or containment of hazardous waste substances not requiring use of personal protective equipment required by state or federal regulation | LHAZ-Z1-A | 12/14/2021 | \$46.46 | \$66.19 | \$85.92 |  |  | H H H H H H H D Y |
| Comment Make up day allowed 4 10s allowed M-Th or T-F; inclement weather makeup day Friday                                                                                                                                                                         |           |            |         |         |         |  |  |                   |
| Apprentice Rates:                                                                                                                                                                                                                                                  |           |            |         |         |         |  |  |                   |
| 0-1,000 work hours                                                                                                                                                                                                                                                 | \$40.11   | \$56.67    | \$73.22 |         |         |  |  |                   |
| 1,001-2,000 work hours                                                                                                                                                                                                                                             | \$41.38   | \$58.58    | \$75.76 |         |         |  |  |                   |
| 2,001-3,000 work hours                                                                                                                                                                                                                                             | \$42.65   | \$60.48    | \$78.30 |         |         |  |  |                   |
| 3,001-4,000 work hours                                                                                                                                                                                                                                             | \$45.19   | \$64.29    | \$83.38 |         |         |  |  |                   |

Class B performing work in conjunction with the removal, handling, or containment of hazardous waste substances when the use of personal protective equipment levels "A", "B" or "C" is required.  
Comment Make up day allowed 4 10s allowed M-Th or T-F; inclement weather makeup day Friday

|                        |         |         |         |  |  |  |  |  |
|------------------------|---------|---------|---------|--|--|--|--|--|
| 0-1,000 work hours     | \$40.86 | \$57.80 | \$74.72 |  |  |  |  |  |
| 1,001-2,000 work hours | \$42.18 | \$59.78 | \$77.36 |  |  |  |  |  |
| 2,001-3,000 work hours | \$43.50 | \$61.76 | \$80.00 |  |  |  |  |  |
| 3,001-4,000 work hours | \$46.14 | \$65.72 | \$85.28 |  |  |  |  |  |

Apprentice Rates:

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Wayne County

| Classification | Name | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|

Laborer Underground - Tunnel, Shaft & Caisson

|                                                                                                                          |            |          |         |         |         |   |   |   |   |   |   |   |   |
|--------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|
| Class I - Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman. | LAUCT-Z1-1 | 1/4/2022 | \$40.67 | \$52.48 | \$64.29 | X | X | X | X | X | X | D | Y |
|--------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$34.45 | \$43.16 | \$51.85 |
| 1,001-2,000 work hours | \$36.54 | \$46.29 | \$56.03 |
| 2,001-3,000 work hours | \$37.57 | \$47.84 | \$58.09 |
| 3,001-4,000 work hours | \$39.64 | \$50.94 | \$62.23 |

|                                                                                                                                          |            |          |         |         |         |   |   |   |   |   |   |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|
| Class II - Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector, and guard rail builder. | LAUCT-Z1-2 | 1/4/2022 | \$40.78 | \$52.65 | \$64.51 | X | X | X | X | X | X | D | Y |
|------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.58 | \$44.85 | \$54.11 |
| 1,001-2,000 work hours | \$36.62 | \$46.41 | \$56.19 |
| 2,001-3,000 work hours | \$37.66 | \$47.97 | \$58.27 |
| 3,001-4,000 work hours | \$39.74 | \$51.09 | \$62.43 |

|                                                                                                                                                                                                                                                                |            |          |         |         |         |   |   |   |   |   |   |   |   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|
| Class III - Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carter man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, con | LAUCT-Z1-3 | 1/4/2022 | \$40.84 | \$52.74 | \$64.63 | X | X | X | X | X | X | D | Y |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.63 | \$44.92 | \$54.21 |
| 1,001-2,000 work hours | \$36.67 | \$46.48 | \$56.29 |
| 2,001-3,000 work hours | \$37.71 | \$48.04 | \$58.37 |
| 3,001-4,000 work hours | \$39.80 | \$51.18 | \$62.55 |

|                                                                                                                      |            |          |         |         |         |   |   |   |   |   |   |   |   |
|----------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|
| Class IV - Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man. | LAUCT-Z1-4 | 1/4/2022 | \$41.02 | \$53.01 | \$64.99 | X | X | X | X | X | X | D | Y |
|----------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.76 | \$45.12 | \$54.47 |
| 1,001-2,000 work hours | \$36.82 | \$46.71 | \$56.59 |
| 2,001-3,000 work hours | \$37.87 | \$48.28 | \$58.69 |
| 3,001-4,000 work hours | \$39.97 | \$51.44 | \$62.89 |

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| Classification | Name | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
|----------------|------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|

|                                                                                                                                                                         |            |          |         |         |         |   |   |   |   |   |   |   |   |   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|
| Class V - Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g. wire mesh, steel mats, dowel bars) | LAUCT-Z1-5 | 1/4/2022 | \$41.27 | \$53.38 | \$65.49 | X | X | X | X | X | X | X | D | Y |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.95 | \$45.40 | \$54.85 |
| 1,001-2,000 work hours | \$37.02 | \$47.01 | \$56.99 |
| 2,001-3,000 work hours | \$38.08 | \$48.60 | \$59.11 |
| 3,001-4,000 work hours | \$40.21 | \$51.80 | \$63.37 |

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$36.20 | \$45.78 | \$55.35 |
| 1,001-2,000 work hours | \$37.28 | \$47.40 | \$57.51 |
| 2,001-3,000 work hours | \$38.36 | \$49.02 | \$59.67 |
| 3,001-4,000 work hours | \$40.52 | \$52.26 | \$63.99 |

|                                                                                                                                                                                                            |            |          |         |         |         |   |   |   |   |   |   |   |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|
| Class VII - Restoration laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes and flagstones. | LAUCT-Z1-7 | 1/4/2022 | \$34.88 | \$43.80 | \$52.71 | X | X | X | X | X | X | X | D | Y |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|

Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$31.16 | \$38.22 | \$45.27 |
| 1,001-2,000 work hours | \$31.90 | \$39.33 | \$46.75 |
| 2,001-3,000 work hours | \$32.65 | \$40.46 | \$48.25 |
| 3,001-4,000 work hours | \$34.14 | \$42.69 | \$51.23 |

Landscape Laborer

|                                                                                                                                                                                                                                                              |           |          |         |         |         |   |   |   |   |   |   |   |   |   |   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|---|
| Class B1: Landscape Operator includes air, gas, and diesel equipment operator, lawn sprinkler installer, skidsteer, mini excavators, backhoe loaders, ride and walk behind trenchers, off road dump vehicle, articulated haulers, hydroseeder, wheel loaders | LLAN-Z1-A | 1/4/2022 | \$28.80 | \$39.48 | \$50.15 | X | X | X | X | X | X | X | H | D | Y |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|---|

|                                                                                                                                                 |           |          |         |         |         |   |   |   |   |   |   |   |   |   |   |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|---|
| Class B2: Skilled Landscape Laborer: small power tool operator, lawn sprinkler installer, tender, irrigation installers' tender, material mover | LLAN-Z1-B | 1/4/2022 | \$26.80 | \$35.98 | \$45.65 | X | X | X | X | X | X | X | H | D | Y |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|---|---|---|---|---|---|---|---|---|---|

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| <u>Classification</u>                                |                                                                | Classification<br>Number | Last<br>Updated | Straight<br>Hourly | Time and<br>a Half | Double<br>Time | Overtime Provision |
|------------------------------------------------------|----------------------------------------------------------------|--------------------------|-----------------|--------------------|--------------------|----------------|--------------------|
| Name                                                 | Description                                                    |                          |                 |                    |                    |                |                    |
| Operating Engineer                                   |                                                                |                          |                 |                    |                    |                |                    |
| Crane with boom & jib or leads 120' or longer        |                                                                | EN-324-A120              | 12/10/2021      | \$65.71            | \$86.00            | \$106.28       | X X H H D D D D Y  |
| Comment                                              |                                                                |                          |                 |                    |                    |                |                    |
| Double time after 12 hours M-F                       |                                                                |                          |                 |                    |                    |                |                    |
| Crane with boom & jib or leads 140' or longer        | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-A140              | 12/10/2021      | \$66.53            | \$87.23            | \$107.92       | X X H H D D D D Y  |
| Crane with boom & jib or leads 220' or longer        | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-A220              | 12/10/2021      | \$66.83            | \$87.68            | \$108.52       | X X H H D D D D Y  |
| Crane with boom & jib or leads 300' or longer        | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-A300              | 12/10/2021      | \$68.33            | \$89.93            | \$111.52       | X X H H D D D D Y  |
| Crane with boom & jib or leads 400' or longer        | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-A400              | 12/10/2021      | \$69.82            | \$92.16            | \$114.50       | X X H H D D D D Y  |
| Compressor or welding machine                        | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-CW                | 12/10/2021      | \$54.86            | \$69.72            | \$84.58        | X X H H D D D D Y  |
| Forklift, lull, extend-a-boom forklift               | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-FL                | 12/10/2021      | \$62.17            | \$80.69            | \$99.20        | X X H H D D D D Y  |
| Fireman or oiler                                     | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-FO                | 12/10/2021      | \$53.83            | \$68.18            | \$82.52        | X X H H D D D D Y  |
| Regular crane, job mechanic, concrete pump with boom | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-RC                | 12/10/2021      | \$64.85            | \$84.71            | \$104.56       | X X H H D D D D Y  |

## Official Rates

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| <u>Classification</u>                                                 |                                                                | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|-----------------------------------------------------------------------|----------------------------------------------------------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Name                                                                  | Description                                                    |                       |              |                 |                 |             |                    |
| Regular engineer, hydro-excavator, remote controlled concrete breaker | Work in excess of 12 per day M-F shall be paid at double time. | EN-324-RE             | 12/10/2021   | \$63.88         | \$83.25         | \$102.62    | X X H H D D D D Y  |

## Apprentice Rates:

|                   |         |         |         |
|-------------------|---------|---------|---------|
| 0-999 hours       | \$46.35 | \$58.48 | \$70.61 |
| 1,000-1,999 hours | \$48.09 | \$61.10 | \$74.09 |
| 2,000-2,999 hours | \$49.82 | \$63.68 | \$77.55 |
| 3,000-3,999 hours | \$51.55 | \$66.28 | \$81.01 |
| 4,000-4,999 hours | \$53.29 | \$68.90 | \$84.49 |
| 5,000-5,999 hours | \$55.01 | \$71.47 | \$87.93 |

## Operating Engineer - DIVER

|                                              |       |            |         |         |          |                 |
|----------------------------------------------|-------|------------|---------|---------|----------|-----------------|
| Diver/Wet Tender/Tender/Rov Pilot/Rov Tender | GLF D | 12/16/2021 | \$52.81 | \$78.57 | \$104.32 | H H H H H H D N |
|----------------------------------------------|-------|------------|---------|---------|----------|-----------------|

## Operating Engineer - Marine Construction

|                                               |       |          |         |          |          |                 |
|-----------------------------------------------|-------|----------|---------|----------|----------|-----------------|
| Diver/Wet Tender, Engineer (hydraulic dredge) | GLF-1 | 1/7/2022 | \$78.97 | \$102.47 | \$125.97 | X X H H H H D Y |
| Make up day allowed                           |       |          |         |          |          |                 |

Subdivision of county all Great Lakes, islands therein, & connecting & tributary waters

|                                                                                                                                                        |       |          |         |          |          |                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|---------|----------|----------|-----------------|
| Crane/Backhoe Operator, 70 ton or over Tug Operator, Mechanic/Welder, Assistant Engineer (hydraulic dredge), Leverman (hydraulic dredge), Diver Tender | GLF-2 | 1/7/2022 | \$77.47 | \$100.22 | \$122.97 | X X H H H H D Y |
| Make up day allowed                                                                                                                                    |       |          |         |          |          |                 |

Subdivision of county All Great Lakes, islands therein, & connecting & tributary waters

|                                                       |        |          |         |          |          |                 |
|-------------------------------------------------------|--------|----------|---------|----------|----------|-----------------|
| Friction, Lattice Boom or Crane License Certification | GLF-2B | 1/7/2022 | \$78.97 | \$102.47 | \$125.97 | X X H H H H D Y |
| Make up day allowed                                   |        |          |         |          |          |                 |

Subdivision of county All Great Lakes, islands, therein, & connecting & tributary waters

|                                                                                                                                                                                  |       |          |         |         |          |                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|---------|---------|----------|-----------------|
| Deck Equipment Operator, Machineryman, Maintenance of Crane (over 50 ton capacity) or Backhoe (115,000 lbs or more), Tug/Launch Operator, Loader, Dozer on Barge, Deck Machinery | GLF-3 | 1/7/2022 | \$72.92 | \$93.40 | \$113.87 | X X H H H H D Y |
| Make up day allowed                                                                                                                                                              |       |          |         |         |          |                 |

Subdivision of county All Great Lakes, islands therein, & connecting & tributary waters

|                                                                                                                                                                                                                              |       |          |         |         |          |                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|---------|---------|----------|-----------------|
| Deck Equipment Operator, (Machineryman/Fireman), (4 equipment units or more), Off Road Trucks, Deck Hand, Tug Engineer, & Crane Maintenance 50 ton capacity and under or Backhoe 115,000 lbs or less, Assistant Tug Operator | GLF-4 | 1/7/2022 | \$66.72 | \$84.10 | \$101.47 | X X H H H H D Y |
| Make up day allowed                                                                                                                                                                                                          |       |          |         |         |          |                 |

Subdivision of county All Great Lakes, islands therein, & connecting & tributary waters

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**Classification**  
Name Description

**Classification** **Last** **Straight** **Time and** **Double**  
**Number** **Updated** **Hourly** **a Half** **Time** **Overtime Provision**

## Operating Engineer Steel Work

Forklift, 1 Drum Hoist EN-324-ef 12/9/2021 \$59.30 \$76.43 \$93.56 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 120' boom or longer EN-324-SW120 12/10/2021 \$68.61 \$90.40 \$112.18 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 120' boom or longer w/ Oiler EN-324-SW120-O 12/10/2021 \$69.61 \$91.90 \$114.18 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 140' boom or longer EN-324-SW140 12/10/2021 \$69.79 \$92.17 \$114.54 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 140' boom or longer W/ Oiler EN-324-SW140-O 12/10/2021 \$70.79 \$93.67 \$116.54 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Boom & Jib 220' or longer EN-324-SW220 12/10/2021 \$70.06 \$92.57 \$115.08 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 220' boom or longer w/ Oiler EN-324-SW220-O 12/10/2021 \$71.06 \$94.07 \$117.08 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Boom & Jib 300' or longer EN-324-SW300 12/10/2021 \$71.56 \$94.82 \$118.08 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 300' boom or longer w/ Oiler EN-324-SW300-O 12/10/2021 \$72.56 \$93.20 \$113.84 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Boom & Jib 400' or longer EN-324-SW400 12/10/2021 \$73.06 \$97.07 \$121.08 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

Crane w/ 400' boom or longer w/ Oiler EN-324-SW400-O 12/10/2021 \$74.06 \$98.57 \$123.08 H H D H H H D D Y

Comment Make up day allowed  
4 10s allowed M-Th with Friday makeup day because of bad weather

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| Classification                                         |                                                                                         | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Name                                                   | Description                                                                             |                       |              |                 |                 |             |                    |
| Crane Operator, Job Mechanic, 3 Drum Hoist & Excavator |                                                                                         | EN-324-SWCO           | 12/10/2021   | \$68.25         | \$89.86         | \$111.46    | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Apprentice Rates:                                      |                                                                                         |                       |              |                 |                 |             |                    |
| 0-999 hours                                            |                                                                                         |                       |              | \$49.22         | \$62.96         | \$76.70     |                    |
| 1,000-1,999 hours                                      |                                                                                         |                       |              | \$51.18         | \$65.90         | \$80.62     |                    |
| 2,000-2,999 hours                                      |                                                                                         |                       |              | \$53.15         | \$68.85         | \$84.56     |                    |
| 3,000-3,999 hours                                      |                                                                                         |                       |              | \$55.11         | \$71.80         | \$88.48     |                    |
| 4,000-4,999 hours                                      |                                                                                         |                       |              | \$57.07         | \$74.74         | \$92.40     |                    |
| 5,000 hours                                            |                                                                                         |                       |              | \$59.04         | \$77.69         | \$96.34     |                    |
| Crane Operator w/ Oiler                                |                                                                                         | EN-324-SWCO-O         | 12/10/2021   | \$69.25         | \$91.36         | \$113.46    | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Compressor or Welder Operator                          |                                                                                         | EN-324-SWCW           | 12/10/2021   | \$37.03         | \$49.48         | \$61.92     | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Hoisting Operator, 2 Drum Hoist, & Rubber Tire Backhoe |                                                                                         | EN-324-SWHO           | 12/10/2021   | \$67.61         | \$88.90         | \$110.18    | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Oiler                                                  |                                                                                         | EN-324-SWO            | 12/10/2021   | \$53.42         | \$67.61         | \$81.80     | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Tower Crane & Derrick where work is 50' or more        |                                                                                         | EN-324-SWTD50         | 12/10/2021   | \$69.34         | \$91.49         | \$113.64    | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |
| Tower Crane & Derrick 50' or more w/ Oiler             |                                                                                         | EN-324-SWTD50-O       | 12/10/2021   | \$70.34         | \$92.99         | \$115.64    | H H D H H H D D Y  |
| Comment                                                | Make up day allowed<br>4 10s allowed M-Th with Friday makeup day because of bad weather |                       |              |                 |                 |             |                    |

## Official Rates

County: Wayne

Date Rendered:

2/9/2022

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## Wayne County

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Classification

Name Description

Classification  
NumberLast  
UpdatedStraight  
HourlyTime and  
a HalfDouble  
Time

Overtime Provision

**Operating Engineer Underground**

## Class I Equipment

EN-324A1-UC1

12/10/2021

\$62.64

\$81.46

\$100.27

H H H H H H D Y

**Apprentice Rates:**

0-999 hours

\$50.40

\$63.56

\$76.71

1,000-1,999 hours

\$52.28

\$66.37

\$80.47

2,000-2,999 hours

\$54.15

\$69.18

\$84.21

3,000-3,999 hours

\$57.09

\$73.07

\$89.04

4,000-4,999 hours

\$57.91

\$74.83

\$91.73

5,000-5,999 hours

\$59.80

\$77.66

\$95.51

## Class II Equipment

EN-324A1-UC2

12/10/2021

\$57.91

\$74.36

\$90.81

H H H H H H D Y

## Class III Equipment

EN-324A1-UC3

12/10/2021

\$57.18

\$73.27

\$89.35

H H H H H H D Y

## Class IV Equipment

EN-324A1-UC4

12/10/2021

\$56.61

\$72.41

\$88.21

H H H H H H D Y

**Painter**

## Painter

CE514-PT

12/9/2021

\$50.12

\$64.80

\$79.73

H H H H H H D Y

**Apprentice Rates:**

1st period

\$35.19

\$42.41

\$49.87

2nd period

\$38.18

\$46.89

\$55.85

3rd period

\$41.16

\$51.36

\$61.81

4th period

\$45.64

\$58.08

\$70.77

**Pipe and Manhole Rehab**General Laborer for rehab work or normal cleaning and  
cctv work-top man, scaffold man, CCTV assistant, jetter-  
vac assistant

TM247

4/17/2015

\$28.20

\$38.20

H H H H H H H N

Tap cutter/CCTV Tech/Grout Equipment Operator: unit  
driver and operator of CCTV; grouting equipment and tap  
cutting equipment

TM247-2

4/17/2015

\$32.70

\$44.95

H H H H H H H N

**Official Rates**

County: Statewide

Date Rendered:

2/9/2022

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# Statewide County

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| Classification                                 |                                                                                                            | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Name                                           | Description                                                                                                |                       |              |                 |                 |             |                    |
| CCTV Technician/Combo Unit Operator:           | unit driver and operator of cctv unit or combo unit in connection with normal cleaning and televising work | TM247-3               | 4/17/2015    | \$31.45         | \$43.07         |             | H H H H H H H H N  |
| Boiler Operator:                               | unit driver and operator of steam/water heater units and all ancillary equipment associated                | TM247-4               | 4/17/2015    | \$33.20         | \$45.70         |             | H H H H H H H H N  |
| Combo Unit driver & Jetter-Vac Operator        |                                                                                                            | TM247-5               | 4/17/2015    | \$33.20         | \$45.70         |             | H H H H H H H H N  |
| Pipe Bursting & Slip-lining Equipment Operator |                                                                                                            | TM247-6               | 4/17/2015    | \$34.20         | \$47.20         |             | H H H H H H H H N  |

## Pipefitter

|                                          |        |            |         |          |          |  |                   |
|------------------------------------------|--------|------------|---------|----------|----------|--|-------------------|
| Pipefitter, Steamfitter, HVAC-R mechanic | PF-636 | 11/16/2021 | \$77.06 | \$100.47 | \$118.67 |  | H H D H H D D D Y |
|------------------------------------------|--------|------------|---------|----------|----------|--|-------------------|

### Comment

Four 10s allowed during the week preceding, following and/or the week of a holiday.

### Apprentice Rates:

|                   |         |         |         |
|-------------------|---------|---------|---------|
| 1st & 2nd periods | \$34.00 | \$43.98 | \$52.60 |
| 3rd period        | \$35.25 | \$45.85 | \$55.10 |
| 4th period        | \$36.25 | \$47.35 | \$57.10 |
| 5th period        | \$36.98 | \$48.44 | \$58.56 |
| 6th period        | \$38.23 | \$50.32 | \$61.06 |
| 7th period        | \$39.48 | \$52.20 | \$63.56 |
| 8th period        | \$40.48 | \$53.70 | \$65.56 |
| 9th period        | \$41.48 | \$55.20 | \$67.56 |
| 10th period       | \$42.91 | \$57.34 | \$70.42 |

## Plumber

|         |       |           |         |         |          |  |                   |
|---------|-------|-----------|---------|---------|----------|--|-------------------|
| Plumber | PL-98 | 12/3/2021 | \$76.02 | \$96.58 | \$117.14 |  | H H D H D D D D Y |
|---------|-------|-----------|---------|---------|----------|--|-------------------|

### Comment

4 tens allowed M-Th or T-F; OT of time and one half required on 11th & 12th hour of any ten hour days

### Apprentice Rates:

|          |         |         |         |
|----------|---------|---------|---------|
| 1st Year | \$27.71 | \$36.50 | \$45.29 |
| 2nd Year | \$31.66 | \$41.44 | \$51.22 |
| 3rd Year | \$33.19 | \$43.71 | \$54.23 |

## Official Rates

County: Wayne

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## Wayne County

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Classification

Name Description

Classification  
NumberLast  
UpdatedStraight  
HourlyTime and  
a HalfDouble  
Time

Overtime Provision

**Roofer**

Commercial Roofer

RO-149-WOM

1/18/2022

\$62.82

\$79.68

\$96.53

X X H X X H H D N

**Apprentice Rates:**

new apprentice

\$48.68

\$58.47

\$68.25

Apprentice 1

\$48.74

\$58.55

\$68.37

Apprentice 2

\$49.25

\$59.32

\$69.39

Apprentice 3

\$50.76

\$61.59

\$72.41

Apprentice 4

\$52.26

\$63.83

\$75.41

Apprentice 5

\$53.77

\$66.10

\$78.43

Apprentice 6

\$55.18

\$68.21

\$81.25

Apprentice 7

\$56.79

\$70.63

\$84.47

Apprentice 8

\$58.27

\$72.85

\$87.43

**Sewer Relining**

Class I-Operator of audio visual CCTV system including remote in-ground cutter and other equipment used in conjunction with CCTV system.

SR-I

12/10/2021

\$49.71

\$67.42

\$85.13

H H H H H H H D N

**Apprentice Rates:**

0-6 months

\$39.05

\$51.43

\$63.81

6-12 months

\$42.83

\$57.10

\$71.37

Class II-Operator of hot water heaters and circulation system; water jetters; and vacuum and mechanical debris removal systems and those assisting.

SR-II

12/10/2021

\$47.67

\$64.36

\$81.05

H H H H H H H D N

**Sheet Metal Worker**

Sheet Metal Worker A 4 10 schedule may be worked, 4 consecutive days Monday thru Friday.

SHM-80

1/14/2022

\$73.22

\$94.71

\$116.19

H H D H D D D D Y

**Apprentice Rates:**

1st &amp; 2nd Periods

\$47.64

\$58.39

\$69.13

3rd &amp; 4th Periods

\$49.78

\$61.60

\$73.41

5th &amp; 6th Periods

\$51.94

\$64.83

\$77.73

7th &amp; 8th Periods

\$54.08

\$68.05

\$82.01

**Official Rates**

County: Wayne

Date Rendered:

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# Wayne County

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## Classification

Name Description

Classification  
Number

Last  
Updated

Straight  
Hourly

Time and  
a Half

Double  
Time

Overtime Provision

### Sprinkler Fitter

Sprinkler Fitter 4 ten hour days allowed Monday-Friday  
Double time pay due after 12 hours worked M-F

SP 704

1/7/2022

\$76.92

\$97.18

\$117.43

H H D H D D D D N

### Apprentice Rates:

|             |         |         |          |
|-------------|---------|---------|----------|
| 1st Period  | \$31.91 | \$40.00 | \$48.09  |
| 2nd Period  | \$51.25 | \$60.36 | \$69.47  |
| 3rd Period  | \$53.58 | \$63.71 | \$73.83  |
| 4th Period  | \$55.91 | \$67.04 | \$78.17  |
| 5th Period  | \$58.25 | \$70.40 | \$82.55  |
| 6th Period  | \$60.58 | \$73.73 | \$86.89  |
| 7th Period  | \$62.91 | \$77.08 | \$91.24  |
| 8th Period  | \$65.25 | \$80.44 | \$95.62  |
| 9th Period  | \$67.58 | \$83.78 | \$99.98  |
| 10th Period | \$69.91 | \$87.12 | \$104.33 |

### Tile, Marble and Terrazzo Finisher

Tile, Marble and Terrazzo Finisher

BR2-F

12/3/2021

\$51.67

\$66.51

\$81.34

H H D H D D D D Y

### Apprentice Rates:

|            |         |         |         |
|------------|---------|---------|---------|
| 1st Period | \$34.76 | \$44.41 | \$54.05 |
| 2nd Period | \$36.24 | \$46.63 | \$57.01 |
| 3rd Period | \$37.72 | \$48.85 | \$59.97 |
| 4th Period | \$39.21 | \$51.08 | \$62.95 |
| 5th Period | \$40.69 | \$53.30 | \$65.91 |
| 6th Period | \$42.17 | \$55.52 | \$68.87 |

## Official Rates

County: Wayne

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# Wayne County

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**Classification**  
Name Description

**Classification** **Last** **Straight** **Time and** **Double**  
**Number** **Updated** **Hourly** **a Half** **Time** **Overtime Provision**

## Tile, Marble and Terrazzo Setter

| Classification Name          | Description | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|------------------------------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Tile, Marble Terrazzo Setter |             | BR2-TMT               | 12/3/2021    | \$58.80         | \$77.20         | \$95.60     | H H D H D D D D Y  |

### Apprentice Rates:

|            |         |         |         |
|------------|---------|---------|---------|
| 1st Period | \$38.77 | \$49.81 | \$60.85 |
| 2nd Period | \$40.61 | \$52.57 | \$64.53 |
| 3rd Period | \$42.45 | \$55.33 | \$68.21 |
| 4th Period | \$44.29 | \$58.09 | \$71.89 |
| 5th Period | \$46.13 | \$60.85 | \$75.57 |
| 6th Period | \$47.97 | \$63.61 | \$79.25 |
| 7th Period | \$49.81 | \$66.37 | \$82.93 |
| 8th Period | \$51.65 | \$69.13 | \$86.61 |

## Truck Driver

|                                                                                                                                                                                                     |        |           |         |         |         |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------|---------|---------|---------|-----------------|
| on all trucks of 8 cubic yard capacity or less (except dump trucks of 8 cubic yard capacity or over, tandem axle trucks, transit mix and semis, euclid type equipment, double bottoms and low boys) | TM-RB1 | 1/12/2022 | \$52.34 | \$67.88 | \$83.42 | H H H H H H D Y |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------|---------|---------|---------|-----------------|

|                                                                      |         |           |         |         |         |                 |
|----------------------------------------------------------------------|---------|-----------|---------|---------|---------|-----------------|
| of all trucks of 8 cubic yard capacity or over semi, tractor trailer | TM-RB1A | 1/12/2022 | \$52.49 | \$68.11 | \$83.72 | H H H H H H D Y |
|----------------------------------------------------------------------|---------|-----------|---------|---------|---------|-----------------|

|                                                                         |         |           |         |         |         |                 |
|-------------------------------------------------------------------------|---------|-----------|---------|---------|---------|-----------------|
| on euclid type equipment, Pole drier, lowboy, doubles, fuel, bus, water | TM-RB1B | 1/12/2022 | \$52.59 | \$67.28 | \$81.97 | H H H H H H D Y |
|-------------------------------------------------------------------------|---------|-----------|---------|---------|---------|-----------------|

Make up day allowed

## Underground Laborer Open Cut, Class I

|                      |           |          |         |         |         |                 |
|----------------------|-----------|----------|---------|---------|---------|-----------------|
| Construction Laborer | LAUC-Z1-1 | 1/4/2022 | \$40.52 | \$52.26 | \$63.99 | X X X X X X D Y |
|----------------------|-----------|----------|---------|---------|---------|-----------------|

### Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.39 | \$44.56 | \$53.73 |
| 1,001-2,000 work hours | \$36.42 | \$46.11 | \$55.79 |
| 2,001-3,000 work hours | \$37.44 | \$47.64 | \$57.83 |
| 3,001-4,000 work hours | \$39.49 | \$50.72 | \$61.93 |

## Official Rates

County: Wayne  
Date Rendered:

2/9/2022

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# Wayne County

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| <u>Classification</u> |             | Classification Number | Last Updated | Straight Hourly | Time and a Half | Double Time | Overtime Provision |
|-----------------------|-------------|-----------------------|--------------|-----------------|-----------------|-------------|--------------------|
| Name                  | Description |                       |              |                 |                 |             |                    |

## Underground Laborer Open Cut, Class II

|                                                                                                                                                                                                         |           |          |         |         |         |                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-----------------|
| Mortar and material mixer, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. | LAUC-Z1-2 | 1/4/2022 | \$40.63 | \$52.42 | \$64.21 | X X X X X X D Y |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-----------------|

### Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.47 | \$44.68 | \$53.89 |
| 1,001-2,000 work hours | \$36.50 | \$46.23 | \$55.95 |
| 2,001-3,000 work hours | \$37.54 | \$47.79 | \$58.03 |
| 3,001-4,000 work hours | \$39.60 | \$50.88 | \$62.15 |

## Underground Laborer Open Cut, Class III

|                                                                                                                                                                                                                                                                 |           |          |         |         |         |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-----------------|
| Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodger, reinforced steel or mesh man (e.g. wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon | LAUC-Z1-3 | 1/4/2022 | \$40.68 | \$52.50 | \$64.31 | X X X X X X D Y |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|---------|---------|---------|-----------------|

### Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.51 | \$44.74 | \$53.97 |
| 1,001-2,000 work hours | \$36.54 | \$46.29 | \$56.03 |
| 2,001-3,000 work hours | \$37.58 | \$47.85 | \$58.11 |
| 3,001-4,000 work hours | \$39.65 | \$50.96 | \$62.25 |

## Underground Laborer Open Cut, Class IV

|                                 |           |          |         |         |         |                 |
|---------------------------------|-----------|----------|---------|---------|---------|-----------------|
| Trench or excavating grade man. | LAUC-Z1-4 | 1/4/2022 | \$40.76 | \$52.62 | \$64.47 | X X X X X X D Y |
|---------------------------------|-----------|----------|---------|---------|---------|-----------------|

### Apprentice Rates:

|                        |         |         |         |
|------------------------|---------|---------|---------|
| 0-1,000 work hours     | \$35.57 | \$44.84 | \$54.09 |
| 1,001-2,000 work hours | \$36.61 | \$46.40 | \$56.17 |
| 2,001-3,000 work hours | \$37.65 | \$47.96 | \$58.25 |
| 3,001-4,000 work hours | \$39.72 | \$51.06 | \$62.39 |

## Official Rates

County: Wayne

Date Rendered: 2/9/2022

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## Wayne County

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| <u>Classification</u>                                                                                                                                                                                                                                           |             | Classification<br>Number | Last<br>Updated | Straight<br>Hourly | Time and<br>a Half | Double<br>Time | Overtime Provision |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------|-----------------|--------------------|--------------------|----------------|--------------------|
| Name                                                                                                                                                                                                                                                            | Description |                          |                 |                    |                    |                |                    |
| Underground Laborer Open Cut, Class V                                                                                                                                                                                                                           |             |                          |                 |                    |                    |                |                    |
| Pipe Layer (including crock, metal pipe, mulitplate or other conduits)                                                                                                                                                                                          |             | LAUC-Z1-5                | 1/4/2022        | \$40.82            | \$52.71            | \$64.59        | X X X X X X D Y    |
| Apprentice Rates:                                                                                                                                                                                                                                               |             |                          |                 |                    |                    |                |                    |
| 0-1,000 work hours                                                                                                                                                                                                                                              |             |                          |                 | \$35.62            | \$44.91            | \$54.19        |                    |
| 1,001-2,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$36.66            | \$46.47            | \$56.27        |                    |
| 2,001-3,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$37.70            | \$48.03            | \$58.35        |                    |
| 3,001-4,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$39.78            | \$51.15            | \$62.51        |                    |
| Underground Laborer Open Cut, Class VI                                                                                                                                                                                                                          |             |                          |                 |                    |                    |                |                    |
| Grouting man, top man assistant, audio visual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenan |             | LAUC-Z1-6                | 1/4/2022        | \$38.27            | \$48.88            | \$59.49        | X X X X X X D Y    |
| Apprentice Rates:                                                                                                                                                                                                                                               |             |                          |                 |                    |                    |                |                    |
| 0-1,000 work hours                                                                                                                                                                                                                                              |             |                          |                 | \$33.70            | \$42.03            | \$50.35        |                    |
| 1,001-2,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$34.62            | \$43.41            | \$52.19        |                    |
| 2,001-3,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$35.53            | \$44.78            | \$54.01        |                    |
| 3,001-4,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$37.36            | \$47.52            | \$57.67        |                    |
| Underground Laborer Open Cut, Class VII                                                                                                                                                                                                                         |             |                          |                 |                    |                    |                |                    |
| Restoration laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones etc.                                                                 |             | LAUC-Z1-7                | 1/4/2022        | \$34.89            | \$43.81            | \$52.73        | X X X X X X D Y    |
| Apprentice Rates:                                                                                                                                                                                                                                               |             |                          |                 |                    |                    |                |                    |
| 0-1,000 work hours                                                                                                                                                                                                                                              |             |                          |                 | \$31.17            | \$38.24            | \$45.29        |                    |
| 1,001-2,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$31.91            | \$39.34            | \$46.77        |                    |
| 2,001-3,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$32.66            | \$40.47            | \$48.27        |                    |
| 3,001-4,000 work hours                                                                                                                                                                                                                                          |             |                          |                 | \$34.15            | \$42.70            | \$51.25        |                    |

## Official Rates

County: Wayne

Date Rendered: 2/9/2022

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**CITY OF DEARBORN HEIGHTS  
RESIDENTIAL REHABILITATION PROGRAM  
LEAD-SAFE HOUSING RULE - APPLICABILITY FORM**

**Property Address 4900 Pardee**

**Regulation Eligibility Statements (check all that apply):**

- ☒ Property is receiving Federal funds.  
☒ Unit was built prior to 1978.

Note: If both Eligibility Statements above have been checked, continue with the Exemption Statements below. Otherwise, the regulation does not apply, sign and date the form.

**Regulation Exemption Statements [24 CFR 35.115] (check all that apply):**

- ☐ Emergency repairs to the property are being performed to safeguard against imminent danger to human life, health or safety, or to protect the property from further structural damage due to natural disaster, fire or structural collapse. The exemption applies only to repairs necessary to respond to the emergency.
- ☐ The property will not be used for human residential habitation. This *does not* apply to common areas such as hallways and stairways of residential and mixed-use properties.
- ☐ Housing "exclusively" for the elderly or persons with disabilities, with the provision that children less than six years of age *will not* reside in the dwelling unit.
- ☐ An inspection performed according to HUD standards found the property contained no lead-based paint.
- ☐ According to documented methodologies, lead-based paint has been identified and removed; and the property has achieved clearance.
- ☐ The rehabilitation will not disturb any painted surface.
- ☒ The property has no bedrooms.
- ☐ The property is currently vacant and will remain vacant until demolition.

If any of the above Exemption Statements have been checked, the Regulation does not apply. In all cases, sign and date the form.

**I Hassan Bazzi** certify that the information listed above  
(Printed Name of Rehab Specialist)  
is true and accurate to the best of my knowledge.

  
(Rehab Specialist's Signature)

8-9-2023  
Date

**City of Dearborn Heights Residential Rehabilitation Program**  
Organization

**PROPERTY REHABILITATION LOAN APPLICATION  
LEAD-SAFE HOUSING RULE CHECKLIST**

**For  
GENERAL COMPLIANCE DOCUMENTATION**

**(Verification by the Residential Rehabilitation Specialist will be made at the mandatory meeting)**

(Program participants can use this checklist as a guide for determining whether or not they are proceeding in a manner required by the LSHR, and that they are maintaining documentation for each CPD-assisted project. Field Office staff can use the checklist as a means for familiarizing themselves with the kinds of documentation that should be maintained in order to demonstrate LSHR compliance. Compliance with the program-specific requirements may not be substantiated solely by the documents included on this general checklist. Additional guidance is provided as referenced in the checklist.

**\*\*\*All the following reports and documents must be completed at end of job\*\*\***

As appropriate, the following documents should be maintained in CPD-assisted project files for properties constructed before January 1, 1978, in order to demonstrate general knowledge and compliance with basic LSHR requirements. Standard forms are available in the Federal Register (FR), as indicated by the sources noted below. Citations from 24 CFR part 35 are also provided as additional references.

 **Applicability Form** [§35.115] – A copy of a statement indicating that the property is covered by or exempt from Lead Safe Housing Rule. <sup>1</sup>

(Note: (A) If the property is exempt, the file should include the reason for the exemption and no further documentation is required; (B) if the property is covered by the Rule, the file should include the appropriate documentation to indicate basic compliance, as listed below.)

— **Summary Paint Testing Report or Presumption Notice** [§35.930(a)] – A copy of any report to indicate the presence of lead-based paint (LBP) for projects receiving up to \$5,000 per unit in rehabilitation assistance. If no testing was performed, then LBP is presumed to be on all disturbed surfaces. <sup>2</sup>

— **Risk Assessment Report** [§35.930(c)(2)] – A copy of a report (in addition to the requirements of §35.930(a)) to indicate any presence of lead-based paint hazards for projects receiving more than \$5,000 per unit in rehabilitation assistance. <sup>4</sup>

(Note: If the property receives more than \$25,000 in assistance, more stringent requirements apply, including compliance with applicable state requirements, as appropriate. [See §35.930(d)].

— **Notice of Evaluation** [§35.125(a)] – A copy of a notice demonstrating that an evaluation summary was provided to residents following a lead-based-paint inspection, risk assessment or paint testing. <sup>3, 4</sup>

— **Clearance Report** [§35.930(b)(3)] – A report indicating a "clearance examination" was performed of the work-site upon completion.

— **Notice of Hazard Reduction Completion** [§35.125(b)] – Upon completion, a copy of a notice to show that an LBP remediation summary was provided to residents. <sup>5</sup>

Source: Federal Register (FR), 64 FR 50139-50231, published September 15, 1999 – Requirements for Notification, Evaluation and Reduction of Lead-Based Paint Hazards in Federally Owned Residential Property and Housing Receiving Federal Assistance.

**Address: 4900 Pardee**

# OSHA LEAD SAMPLING REPORT

FOR THE PROPERTY AT:  
Eton Senior Recreation Center  
4900 Pardee Avenue  
Dearborn Heights, MI 48125



PREPARED FOR:  
City of Dearborn Heights Community & Economic Development  
26155 Richardson Street  
Dearborn Heights, MI 48127

REPORT PREPARED AND SUBMITTED BY:  
Environmental Testing & Consulting, Inc.  
38900 Huron River Drive  
Romulus, MI 48174-1159  
(800) 864-3236

Testing Conducted On:  
04/11/2023

ETC Job #: 256608



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## SECTION 1 - INTRODUCTION

This report presents the results of a lead testing conducted by David Franklin of ETC-Environmental Services (ETC) on 04/11/2023 at Eton Senior Recreation Center, 4900 Pardee Avenue, Dearborn Heights, MI. This lead paint testing was limited to the Pavilion & Courtyard located at this site. David Franklin is an Environmental Protection Agency (EPA) certified lead inspector and has completed the *HUERESIS* Manufacturing Training (XRF) and Radiation Safety Training.

ETC's investigation consisted of:

- \* XRF Testing for Presence of Lead-Based Paint
- \* Paint Chip Testing for Presence of Lead by OSHA Standard

The purpose of this report was to determine the concentration of lead in the paint for select removal and replacement purposes. The goal of this testing is to allow City of Dearborn Heights Community & Economic Development to comply with all current OSHA regulations regarding the disturbance of lead paint on a construction site.

### Limitations

The testing and sampling were limited to the areas identified by City of Dearborn Heights Community & Economic Development. The sampling area was The Pavilion & Courtyard. Other areas of the plant and / or facility were not tested and are not a part of this report.

## SECTION 2 – SUMMARY OF FINDINGS

For the purposes of this report, the Inspector recommends using a limit of 0.01 mg/cm<sup>2</sup> as a positive level for interpretation of the XRF results. This recommendation is made due the potential upcoming renovation activities which may disturb surfaces coated with LBP or materials containing lead in their matrix in this facility. These work practices are currently regulated under the OSHA Lead in Construction Standard (29 CFR 1926.62), which covers lead in any detectable amount.

Results of XRF sampling can be found in Appendices A & B. Any operations completed on these materials that could generate large lead dust and / or fume hazard include flame-torch cutting, welding and grinding on lead painted surfaces must be performed by properly trained individuals. If a contractor is hired to perform work on these surfaces, their work practices are regulated under the OSHA Lead in Construction regulation (29 CFR 1926.62), which involves worker training, monitoring and the use of personal protection equipment

## SECTION 3 – REGULATORY LEAD REQUIREMENTS

The impetus behind promulgating laws such as OSHA's Hazard Communication and Lead Construction Standard was to inform individuals working with lead materials about the hazards and risks associated with performing work on these materials. Different requirements come into effect at different levels of airborne exposure.

In order to protect workers working with or around lead, OSHA has developed requirements for worker protection when exposed to lead. This regulation applies on all lead projects (solder, ammunition, etc.) not just work on paint or within homes. Further, OSHA does not recognize HUD / EPA lead limits in paint (1.0 mg/cm<sup>2</sup>) and regulates paint with all level of lead content (anything above 0.0 % by weight). OSHA monitors using airborne levels *only*, in order to comply, each contractor must perform daily or periodic monitoring.

While OSHA's lead level standard uses any lead level in paint, the requirements to comply with the OSHA regulation are not enforced based upon the concentration of lead within the paint, but from the airborne lead levels resulting from certain activities. These levels are considered exceeded when airborne lead levels are above the *Action Level of 30 ug/m<sup>3</sup>* and / or the *Permissible Exposure Limit (PEL) of 50 ug/m<sup>3</sup>* which are both eight-hour time-weighted-averages (TWA) of exposure.

Below are the OSHA requirements associated with various levels of exposure to lead:

A) For work where airborne levels are below Action Level (30 ug/m<sup>3</sup>)

- General Housekeeping (keep lead cleaned up and site clean)  
(Unofficial OSHA dust levels are ~ 450 ug/ft<sup>2</sup> for eating areas and ~ 9000 ug/ft<sup>2</sup>)
- Hygiene (Hand and face washing before leaving or any breaks)
- HAZCOM - "Right to Know" training regarding lead exposure and hazards
- HEPA vacuums for clean-up of lead dust

B) If job exceeds or is likely to exceed Action Level (30 ug/m<sup>3</sup>) on any single shift, employer must:

- Provide OSHA lead awareness training (Approx. 2 hr)
- Initial Blood test *at first day over Action Level*

C) If job exceeds Action Level (30 ug/m<sup>3</sup>) for 30 days in any year, employer must also:

- Conduct additional Medical Surveillance including a comprehensive six-part medical exam and on-going blood testing
- Additional blood testing at 2 months, 4 months 6 months and each 6 months thereafter (2,2,2,6,6,6,6 ...) until employee is no longer working with lead

Levels required for testing in B & C above:

- Employee's blood exceeds 50 ug/dl they must be removed from work around lead until
- They get two back-to-back blood samples more than 7 days apart below 40 ug/dl at which point they can be put back to work

D) If job exceeds Permissible Exposure Limit (PEL) - 50 ug/m<sup>3</sup> it is considered to be a contaminated site requiring full OSHA protections (including but not limited to):

- **Regulated Area** - Sectioning off the area with caution tape and approved signs to insure untrained persons do not enter the contaminated zone

- Implementing use of **engineering controls** (such as filtering the air with air filtration devices - AFDs), extensive use of HEPA vacuums, using wet methods and / or implementing alternative work practices to reduce lead dust and airborne levels to below A, B or C above.
- If levels are not reduced below the PEL, **respirators** are always required in these work areas. As detailed below:
  - 50 – 500 ug/m<sup>3</sup> requires minimum of a ½ face negative pressure with HEPA filters
  - 500 – 5000 ug/m<sup>3</sup> requires minimum of a full face PAPR with HEPA filters
  - Over 5000 ug/m<sup>3</sup> requires Type C or SCBA positive pressure protection
- **Personal Protective Equipment (PPE)** in the form of proper gloves and disposable suits would be required on all projects above the PEL to ensure that workers do not get lead contamination on their clothes and then ingest or inhale it on breaks or even take it home to their families.

In addition, on jobs such as chemical stripping where additional hazards are present (i.e., the caustic stripper) full goggle eye protection, neoprene chemical resistant gloves, chemically resistant disposable suits, respirators with both HEPA (magenta) and organic vapor (black) cartridges, fire extinguishers and an eye wash station would be required to ensure that all possible hazards are properly addressed.

- **Decontamination** As indicated above, hand washing and face washing is required on all lead projects but when the airborne levels exceed the PEL, the contractor shall use a full shower unit for decontaminating. This is again to help workers avoid being exposed to lead on breaks or taking it home.
- There are also **other requirements**, but the above provides the basic overview of the lead OSHA regulations.

#### SECTION 4 – XRF SAMPLING INFORMATION

Although OSHA does not specifically recognize XRF technology, it is the only practical way to sample large number of surfaces in a reasonable and cost-effective manner.

##### XRF Instrumentation

ETC uses a Hueresis spectrum analyzer lead detector. This instrument uses *X-Ray Fluorescence (XRF)* from a sealed irradiation source to strike the atoms within a sampled material. The reaction of the atoms to the radiation source depends on the elements present in the material. The Hueresis is designed to detect lead and provide results in milligrams (mg) per square centimeter (cm<sup>2</sup>).

The results can be compared to the estimated level of 0.01 mg/cm<sup>2</sup> or greater as containing lead-based paint. If results from a painted surface are below 0.01 mg/cm<sup>2</sup>, then the material tested was below what will be considered to be lead containing for this report. The level of 0.01 mg/cm<sup>2</sup> was selected by comparing XRF technology, HUD and EPA guidance and the Consumer Product Safety Commission

(CPSC) level for lead free paint of 0.06 % by weight. It is ETC's belief that a level below 0.01 mg/cm<sup>2</sup> on an XRF instrument will correlate to a level well below 0.03 % by weight.

This does not necessarily mean that there is no lead within the material, only that the level is not above what will be used as a response level. Please keep in mind that some materials, even when below this response level, when torched or abrasive blasted may create airborne levels exceeding the PEL.

### Surface Testing Sites

The surfaces that were selected for testing represent a cross section of painted surfaces within the areas selected for testing. Please note that the guidelines for formal paint inspections in "target housing" or "child occupied facilities" were not followed and this report is for *OSHA compliance purposes ONLY*.

ETC's lead testing results are applicable for the time that testing was conducted and for the condition of surfaces at the time they were tested. If questions arise regarding lead content on surfaces that were not tested (or were inaccessible) by ETC, then additional testing services should be solicited to test those surfaces for lead.

Although this inspection was performed within current governmental guidelines, it is ETC's opinion that a paint film containing any detectable concentration should be viewed as a potential source of lead exposure and health hazard. Therefore, it is ETC's recommendation that all components, which tested at or above 0.01 mg/cm<sup>2</sup>, be properly managed in place in accordance with current guidance available from EPA, HUD and OSHA.

### SECTION 5 – PAINT CHIP SAMPLING METHODS

ETC may also opt to take paint chip samples of surfaces with the highest levels of lead based upon XRF results. The purpose of this sampling is to address OSHA's issue of "not accepting" XRF readings and giving a comparable paint chip result. This allows ETC work with the client to ensure that if they desire to develop a negative exposure assessment, it will be done while working on the painted surfaces with the highest lead levels.

The following are the paint chip sampling methodologies that ETC follows:

- a) The paint chip sample need not be more than 1"x 1" in size. The area of paint to be sampled is scored with a sharp knife; the paint film is then lifted off by sliding a scraper along the score and underneath the paint.
- b) The paint is removed down to the substrate, trying to remove all layers of paint equally, but none of the substrate. A heat gun can be used to soften the paint before removal to reduce chances of including substrate with the sample.
- c) Each sample is placed into a pre-labeled plastic bag and secured with a zipper locking mechanism.

- d) A wet cloth is used to clean the sampling area. A tray or other container is held under the sampled area to catch any debris which may fall during sampling. All residual material is placed into a plastic bag and removed by ETC.
- e) The sampled surface area is then repaired in such a manner to prevent future damage or exposure. This is done by applying an encapsulant or repainting the area.
- f) The samples collected in this manner will be reported by the laboratory as a percent by weight.

Analysis of paint chip samples was completed by Accurate Analytical Testing of Romulus, Michigan which is accredited by the American Industrial Hygiene Association to perform lead dust wipe analysis.

## SECTION 6 – HEALTH EFFECTS

Lead is a naturally occurring element that is toxic to humans of all ages when taken into the body through ingestion or inhalation. However, lead is most hazardous to children under the age of six, whose still-developing nervous systems are particularly vulnerable to lead and whose normal play activities expose them to lead-contaminated dust and soil. High levels of lead in the blood of young children can produce permanent nervous system damage while low levels can produce significant nervous system effects, such as reduction in intelligence and attention span, reading and learning disabilities, and behavior problems.

In children, ingestion of lead-contaminated surface dust is the most common pathway of lead poisoning. Due to its small particle size, lead dust may not be visible to the naked eye and is difficult to clean up. This dust comes from lead-based paint that is deteriorating (chipping or peeling) and is created by friction or impact or disturbed during repainting or remodeling projects. The other significant pathway of lead exposure is dust from bare lead-contaminated soil. Soil contamination can be traced to past widespread use of leaded gasoline, to deteriorating exterior paint, and in some areas to industrial sources of lead (i.e., incinerators or smelters).

Actual lead exposure is usually measured using blood lead levels. Due to the differing impacts, adult and child levels of concerns are significantly different. The current Centers for Disease Control (CDC) blood level of concern for children is 10 micrograms of lead per deciliter (ug/dL) of blood. The CDC's goal is to reduce all children's blood levels to at or below 10 ug/dL. Levels above this are suspected of causing adverse health effects in fetuses and children under seven. Additionally, The CDC has established 20 ug/dL as a required medical intervention level. This standard requires local health departments to respond to and investigate any blood levels above 20 ug/dL or when two consecutive readings are 15 – 19 ug/dL. The intent is to provide lead reduction efforts to reduce the child blood lead level to below the goal of 10 ug/dL.

Adult lead exposure usually occurs through occupational exposure. Painters, maintenance and renovation workers, and abatement contractors who use unsafe paint removal practices can be exposed to extremely high levels of lead and are at risk of dangerous blood lead levels. Although adults are less susceptible than children to some of the damaging effects of lead, workers who take home clothing contaminated by lead dust can also poison their own young children.

For these reasons, OSHA requires both the airborne lead concentrations on construction sites and workers blood lead levels to be monitored. The airborne levels help ensure that no significant exposure is occurring while the blood level testing ensures that exposure has not occurred in the past. OSHA currently regards 50 micrograms per deciliter of blood as a level that requires removal from occupational lead exposures. While levels below 50 micrograms per deciliter are of medical concern, there is currently no legal requirement to change work practices at this level.

## SECTION 7 – ADDITIONAL OSHA COMPLIANCE ISSUES

As some levels of lead paint were found at this facility (through either XRF or paint chip sampling), the contractor has additional duties to ensure complete compliance with the current OSHA standards. The contractor can address these issues in one of three ways:

- Hire a licensed lead abatement contractor to perform work on the surfaces that tested positive for lead content.
- Establish a worst-case scenario of potential exposure (i.e. (1) torch cutting on the highest content lead paint or (2) manual demolition of surfaces with the highest lead-based paint or (3) etc.). Then air monitoring must be performed to establish a negative exposure assessment (NEA) while this worst-case work occurs. If these levels are below the action level (30  $\mu\text{g}/\text{m}^3$ ) this will suffice for the rest of this project.
- If the NEA sampling is too high or the contractor does not wish to try and develop an NEA, they will need to train all their personnel in the OSHA Lead Awareness course and perform on-going monitoring throughout the project. If levels above 30 or 50 are noted they will also have to comply with all the requirements of Section 3 above.

Thank you for selecting ETC – Environmental Services. It has been a pleasure working with you. Should you require OSHA awareness monitoring, NEA development or other environmental services please feel free to contact ETC at (800) 864-3236.

## SECTION 8 - CERTIFICATION

This report reviewed for the company by:



Date: 04/25/2023

David Franklin  
EPA Trained Lead Inspector

## APPENDIX A

### XRF RESULTS SORTED BY TEST NUMBER



| Sample # | MG/CM2 | RESULT   | Int / Ext | COMPONENTS | SIDE    | SIDE # | COLOR  | CONDITION    | SUBSTRATE | ROOM TYPE  | ROOM NUMBER | CONDITION CAUSE | FRIC-MP | TEETH |
|----------|--------|----------|-----------|------------|---------|--------|--------|--------------|-----------|------------|-------------|-----------------|---------|-------|
| 1        | 1      | Positive |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |
| 2        | 1.1    | Positive |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |
| 3        | 0.9    | Negative |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |
| 4        | 0.8    | Negative | Ext       | Column     | All     |        | White  | Deteriorated | Metal     | Porch-Rear | 1           |                 |         |       |
| 5        | 17.9   | Positive | Ext       | Door       | All     |        | Orange | Deteriorated | Metal     | Porch-Rear | 1           | Friction        | Yes     | No    |
| 6        | 12     | Positive | Ext       | Door       | All     |        | Beige  | Deteriorated | Metal     | Porch-Rear | 1           | Friction        | Yes     | No    |
| 7        | 0.5    | Negative | Ext       | Ceiling    | Ceiling |        | White  | Deteriorated | Concrete  | Porch-Rear | 1           |                 |         |       |
| 10       | 0      | Negative | Ext       | Board      | All     |        | Green  | Deteriorated | Wood      | Porch-Rear | 1           |                 |         |       |
| 11       | 5.8    | Positive | Ext       | Column     | All     |        | White  | Deteriorated | Metal     | Porch-Rear | 1           | Weather         | No      | No    |
| 12       | 0.4    | Negative |           | Fence      | All     |        | Green  | Deteriorated | Metal     | Porch-Rear | 1           |                 |         |       |
| 13       | 1      | Positive |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |
| 14       | 1.1    | Positive |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |
| 15       | 1      | Positive |           | Calibrate  |         |        |        |              |           |            |             |                 |         |       |

**APPENDIX B**

**XRF DATA SORTED (LEAD SHOTS ONLY)**

| Sample # | MG/CM2 | RESULT   | COMPONENTS | SIDE | SIDE # | COLOR  | CONDITION    | SUBSTRATE | ROOM TYPE  | ROOM NUMBER | CONDITION CAUSE | FRIC-IMP | TEETH |
|----------|--------|----------|------------|------|--------|--------|--------------|-----------|------------|-------------|-----------------|----------|-------|
| 5        | 17.9   | Positive | Door       | All  |        | Orange | Deteriorated | Metal     | Porch-Rear | 1           | Friction        | Yes      | No    |
| 6        | 12     | Positive | Door       | All  |        | Beige  | Deteriorated | Metal     | Porch-Rear | 1           | Friction        | Yes      | No    |
| 11       | 5.8    | Positive | Column     | All  |        | White  | Deteriorated | Metal     | Porch-Rear | 1           | Weather         | No       | No    |

## APPENDIX C

### LABORATORY PAINT CHIP SAMPLE RESULTS



30105 Beverly Road  
Romulus, MI 48174  
Ph: 734-629-8161; Fax: 734-629-8431

### Certificate of Analysis: Lead In Paint by EPA SW-846 Method 7000B/3050B\*

**Client :** Environmental Testing and Consulting R  
38900 Huron River Drive  
Romulus, MI 48174

**Attn :** ETC  
**Phone :** 734-955-6600

**Email :** labresults@2etc.com  
**Fax :** 734-955-6604

**AAT Project :** 902201  
**Sampling Date :** 04/11/2023  
**Date Received :** 04/12/2023  
**Date Analyzed :** 04/13/2023  
**Date Reported :** 04/14/2023

**Client Project :** 256608

**Project Location :** 4900 Pardee Ave Dearborn Heights MI 48125

| Lab Sample ID | Client Code | Sample Description      | PPM    | Result Lead<br>(% by weight) | Calculated R L<br>(% by weight) |
|---------------|-------------|-------------------------|--------|------------------------------|---------------------------------|
| 8333790       | pc1         | white metal columns All | 40487  | 4.0487                       | 0.0010                          |
| 8333791       | pc2         | orange door B Side      | 128109 | 12.8109                      | 0.0022                          |
| 8333792       | pc3         | white door D Side       | 76196  | 7.6196                       | 0.0008                          |
| 8333793       | pc4         | ceiling All             | 1932   | 0.1932                       | 0.0008                          |
| 8333794       | pc5         | table All               | 21     | 0.0021                       | 0.0012                          |
| 8333795       | pc6         | chair All               | 109    | 0.0109                       | 0.0014                          |
| 8333796       | pc7         | horseshoe boards All    | 13     | 0.0013                       | 0.0010                          |
| 8333797       | pc8         | fence C Side            | 102    | 0.0102                       | 0.0005                          |

Analyst Signature

Alexis Pheeneey

ND = Not Detected, N/A = Not Available, RL = Reporting Limit, Analytical Reporting Limit is 5 ug/sample. For true values assume (2) significant figures. The method, batch, and sample Quality Control are acceptable unless otherwise stated. AAT Internal SOP S218. The laboratory operates in accord with ISO 17025 guidelines and holds limited scopes of accreditation under AIHA-LAP and NY State DOH ELAP programs. These results are submitted pursuant to AAT, LLC current terms and conditions of sale, including the company's standard warranty and limitation of liability provisions. Analytical results relate to the samples as received by the lab. Results in mg/cm2 are calculated based on sample area dimensions supplied by the client. AAT will not assume any liability or responsibility for the manner in which the results are used or interpreted. Reproduction of this document other than in its entirety is not authorized by AAT, LLC. AAT does not blank correct reported values. Sample data apply only to items analyzed. Current EPA/HUD Interim Standard for lead in paint samples is: 5000 PPM (parts per million) or ug/g which is equivalent to 0.5% by weight. EPA definition of lead-based paint: 1.0 mg/cm2. New York City Regulatory Limits: 0.25% by weight or 0.5 mg/cm2 for investigations for a child. MD and Philadelphia definition of lead-based paint: 0.7 mg/cm2. Note: Samples are stored for 15 days following report date. \* = Validated modified method  
AIHA LAP- Lab ID #100986, NY State DOH ELAP -Lab ID #11864, State of Ohio- Lab ID # 10042





30105 Beverly Road  
Romulus, MI 48174  
Ph: 734-629-8161; Fax: 734-629-8431

To : Environmental Testing and Consulting R  
38900 Huron River Drive  
Romulus, MI 48174

Attn : ETC

Email : labresults@2etc.com

Phone : 734-955-6600

Project Location : 4900 Pardee Ave Dearborn Heights MI 48125

AAT Project : 902201

Client Project : 256608

Date Reported : 04/14/2023

| Sample  | Client Code | Analysis Requested | Completed  | Analyst        |
|---------|-------------|--------------------|------------|----------------|
| 8333790 | pc1         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333791 | pc2         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333792 | pc3         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333793 | pc4         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333794 | pc5         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333795 | pc6         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333796 | pc7         | Lead Paint         | 04/13/2023 | Alexis Pheeney |
| 8333797 | pc8         | Lead Paint         | 04/13/2023 | Alexis Pheeney |

Reviewed By

Elyse Bidle  
Quality Assurance Coordinator

This report is intended for use solely by the individual or entity to which it is addressed. It may contain information that is privileged, confidential and otherwise exempt by law from disclosure. If the reader of this information is not the intended recipient or an employee of its intended recipient, you are herewith notified that any dissemination, distribution or copying of this information is strictly prohibited. If you have received this information in error, please notify AAT immediately. Thank you.

NY State DOH ELAP -Lab ID #11864, Michigan State Lab # 9996

Date Printed: 04/14/2023 4:11AM

AAT Project: 902201



## Electronic Chain of Custody

30105 Beverly Road  
Romulus, MI 48174  
Ph: 734-629-8161; Fax: 734-629-8431

### Submitting Company :

Environmental Testing and Consulting R  
38900 Huron River Drive  
Romulus, MI - 48174

AAT Project : 902201

Turn Around: 48 Hours

Project Location: 4900 Pardee Ave Dearborn Heights MI 48125

Client Job: 256608

| Lab Sample | Sample Description      | Barcode | Client Code | Sample Type | Dimension | Field Blank | Other Analysis |
|------------|-------------------------|---------|-------------|-------------|-----------|-------------|----------------|
| 8333790    | white metal columns All | 1487831 | pc1         | Lead Paint  | 0 x 0     | No          | None           |
| 8333791    | orange door B Side      | 1487832 | pc2         | Lead Paint  | 0 x 0     | No          |                |
| 8333792    | white door D Side       | 1487833 | pc3         | Lead Paint  | 0 x 0     | No          |                |
| 8333793    | ceiling All             | 1487834 | pc4         | Lead Paint  | 0 x 0     | No          |                |
| 8333794    | table All               | 1487835 | pc5         | Lead Paint  | 0 x 0     | No          |                |
| 8333795    | chair All               | 1487836 | pc6         | Lead Paint  | 0 x 0     | No          |                |
| 8333796    | horseshoe boards All    | 1487837 | pc7         | Lead Paint  | 0 x 0     | No          |                |
| 8333797    | fence C Side            | 1487838 | pc8         | Lead Paint  | 0 x 0     | No          |                |





Sampled By: David Franklin

*Danielle Miller*

Received By: Danielle Miller

Received Date: 04/12/2023 08:00

*Alexis Pheeney*

Analyst: Alexis Pheeney

*Elyse Bidle*

Relinquished By: Elyse Bidle

Relinquished Date: 04/14/2023 04:00

Seal Intact: Yes

Preservative (if required): Yes

Containers Labeled : Yes

**APPENDIX D**

**INSPECTOR / RISK ASSESSOR CREDENTIALS**



03/04/2022

City of Dearborn Heights - Community Development  
26155 Richardson Street  
Dearborn Heights, MI 48127  
Christopher Klimchak  
313-791-3500

*RE: Environmental Consulting Services Associated with Asbestos Bulk Sample Collection and Analysis. ETC Job #: 245955.*

Dear Client:

As per your request on 02/17/2022, Environmental Testing & Consulting, Inc. (ETC) collected bulk samples. These samples were collected from Eton Senior Center (Kitchen & Boiler Room) located at 4900 Pardee Avenue, Dearborn Heights, MI 48125.

*Collection Protocol*

ETC attempted to take samples that were representative of the entire substance in question. It is standard industry practice to take a minimum of three (3) samples of each type of material in question, this practice was followed unless specifically not needed.

*Analysis Protocol*

All bulk samples were analyzed using Polarized Light Microscopy (PLM). This is the method of choice recognized by the Environmental Protection Agency (EPA). The PLM method serves several functions: 1) its main purpose is to identify fibrous asbestos in bulk samples and 2) it is used to distinguish between the various types of asbestos within the sample.

When an asbestos bulk sample is received in the laboratory, several representative portions of the sample is removed and put into a labeled petri dish. The sample parts are then extracted using forceps. These extracted fibers are then placed on a microscopy slide and mounted using a liquid of similar refractive indices.

Job #: 245955



1

After mounting, the fibers are identified using PLM, supplemented by dispersion staining. After fiber identification, estimation is made as to the percentage of asbestos. The estimated percentages are based on size, number, shape, density of each of the components, and on comparison to a standard set of samples previously quantitated by the interim Research Triangle Institute (RTI) method.

#### *Summary of Results*

The results of this sampling are compiled on the enclosed table(s) found at the end of this report. Please see below for any positive samples found.

- **9x9 Floor Tile, Red – Kitchen**
- **Mag Pipe Insulation, White – Boiler Room**

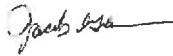
The EPA limit for asbestos content is greater than one (1) percent. Any samples containing more than one (1) percent asbestos are considered to be asbestos-containing materials (ACM), however, any samples containing one (1) percent or less asbestos are not ACM. **Please note that according to EPA protocol any results below ten (10) percent asbestos content should be point counted. For this reason, any results reported as less than ten (10) percent should be considered preliminary only and should be point counted.**

Please note that analysis of floor tile and other resin bound materials by EPA Method 600/M4-82-020 December 1982 may yield false negative results because of the method limitations in separating closely bound fibers and in detecting fibers of small length and diameter. When analysis of such materials by the EPA Method yields negative results for the presence of asbestos, ETC recommends utilizing alternative methods of identification including Transmission Electron Microscopy.

Thank you for selecting ETC. It has been a pleasure working with you. Further environmental services are available upon request. If you have any questions regarding this report, please feel free to contact me at (734) 955-6600.

Sincerely,

*Environmental Testing & Consulting, Inc.*



Jake Gleason

Michigan Asbestos Inspector License Number: A49991

Job #: 245955



2

**ENVIRONMENTAL TESTING  
LABORATORIES, INC.**

37575 W HURON RIVER DRIVE  
ROMULUS, MICHIGAN 48174  
(734) 955-6600  
FAX: (734) 955-6604

To: Environmental Testing And Consulting Inc.  
38900 Huron River Drive  
Romulus, MI 48174

**ETL Job:** 245955  
**Client Project:** 245955  
**Report Date:** 2/22/2022

**Attention:** Hassan Jamal

**Project Location:** 4900 Pardee Ave, Dearborn Heights, MI 48125  
Eton Senior Center

| Lab Sample Number | Client Sample Number | Sample Type | Completed  |
|-------------------|----------------------|-------------|------------|
| 1308642           | 01A                  | Asbestos    | 02/22/2022 |
| 1308643           | 01B                  | Asbestos    | 02/22/2022 |
| 1308644           | 01C                  | Asbestos    | 02/22/2022 |
| 1308645           | 02A                  | Asbestos    | 02/22/2022 |
| 1308646           | 02B                  | Asbestos    | 02/22/2022 |
| 1308647           | 02C                  | Asbestos    | 02/22/2022 |
| 1308648           | 03A                  | Asbestos    | 02/22/2022 |
| 1308649           | 03B                  | Asbestos    | 02/22/2022 |
| 1308650           | 03C                  | Asbestos    | 02/22/2022 |
| 1308651           | 04A                  | Asbestos    | 02/22/2022 |
| 1308652           | 04B                  | Asbestos    | 02/22/2022 |
| 1308653           | 04C                  | Asbestos    | 02/22/2022 |

This report is intended for use solely by the individual or entity to which it is addressed. This report may not be used by the client to claim product certification, approval, or endorsement by NVLAP, NIST, or any agency of the Federal Government. It may contain information that is privileged, confidential and otherwise exempt by law from disclosure. If the reader of this information is not the intended recipient or an employee of its intended recipient, you are herewith notified that any dissemination, distribution or copying of this information is strictly prohibited. If you have received this information in error, please notify ETL immediately. Thank you.

Page 1 of 5

| Lab Sample Number | Client Sample Number | Sample Type | Completed |
|-------------------|----------------------|-------------|-----------|
|-------------------|----------------------|-------------|-----------|

Reviewed by:   
Emily Nowacki

This report is intended for use solely by the individual or entity to which it is addressed. This report may not be used by the client to claim product certification, approval, or endorsement by NVLAP, NIST, or any agency of the Federal Government. It may contain information that is privileged, confidential and otherwise exempt by law from disclosure. If the reader of this information is not the intended recipient or an employee of its intended recipient, you are herewith notified that any dissemination, distribution or copying of this information is strictly prohibited. If you have received this information in error, please notify ETL immediately. Thank you.



## Certificate of Analysis

Environmental Testing Laboratories, Inc.  
 37876 W Huron River Drive  
 Romulus, Michigan 48174  
 (734) 965-8600, Fax: (734) 965-8604

### Polarized Light Microscopy Asbestos Analysis Report

**To :** Environmental Testing And Consulting Inc.  
 38900 Huron River Drive  
 Romulus, MI 48174  
**Location :** Elon Senior Center  
 4900 Pardee Ave, Dearborn Heights, MI 48125

**ETC Job :** 245955  
**Client Project :** 245955  
**Date Collected :** 02/17/2022  
**Date Received :** 02/17/2022

| Sample                                                                                     | Description    | Appearance                         | % Fibrous        | % Non-Fibrous | % Asbestos        |
|--------------------------------------------------------------------------------------------|----------------|------------------------------------|------------------|---------------|-------------------|
| 1308842<br>01A<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | 9x9 Floor Tile | Red<br>Non-Fibrous<br>Homogenous   | PLM 1% Cellulose | PLM 96% Other | PLM 3% Chrysotile |
| 1308843<br>01B<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 |                | Positive Stop                      |                  |               |                   |
| 1308844<br>01C<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 |                | Positive Stop                      |                  |               |                   |
| 1308845<br>02A<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Mastic         | Black<br>Non-Fibrous<br>Homogenous | PLM 2% Cellulose | PLM 98% Other | PLM None Detected |
| 1308846<br>02B<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Mastic         | Black<br>Non-Fibrous<br>Homogenous | PLM 2% Cellulose | PLM 98% Other | PLM None Detected |
| 1308847<br>02C<br>Kitchen Undersink<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Mastic         | Black<br>Non-Fibrous<br>Homogenous | PLM 2% Cellulose | PLM 98% Other | PLM None Detected |

ETL, Inc. maintains liability limited to cost of analysis. This report relates only to the samples reported and may not be reproduced without written approval by ETL, Inc. Test Method EPA 800/R-63-118 & EPA 800/M-62/020 or NYSDOH-ELAP Item 196.1 and/or 198.5 was used to analyze all samples. Matrix interference and/or resolution limits (i.e. detecting asbestos in non-fibrous organically bound materials) may yield false results in certain circumstances. Quantitative transmission electron microscopy (TEM) is currently the only method that can pronounce materials as non-asbestos containing. Interpretation and use of test results are the responsibility of the client. ETL, Inc. is not responsible for the accuracy of the results when requested to physically separate and analyze layered samples. Any PLM results below 10% should be re-analyzed using the EPA recommended Point Count method. Any material that has greater than 1% asbestos content is considered to be an Asbestos Containing Material (ACM). These materials are regulated by both OSHA and the EPA and must be treated accordingly. Results are related to only to samples that were tested. An estimate of uncertainty can be provided at the client's request.

Page 3 of 5





## Certificate of Analysis

Environmental Testing Laboratories, Inc.  
37678 W Huron River Drive  
Romulus, Michigan 48174  
(734) 966-8800, Fax: (734) 966-8804

### Polarized Light Microscopy Asbestos Analysis Report

**To :** Environmental Testing And Consulting Inc.  
38900 Huron River Drive  
Romulus, MI 48174  
**Location :** Elton Senior Center  
4900 Pardee Ave, Dearborn Heights, MI 48125

**ETC Job :** 245955  
**Client Project :** 245955  
**Date Collected :** 02/17/2022  
**Date Received :** 02/17/2022

| Sample                                                                                                  | Description       | Appearance                      | % Fibrous                              | % Non-Fibrous | % Asbestos        |
|---------------------------------------------------------------------------------------------------------|-------------------|---------------------------------|----------------------------------------|---------------|-------------------|
| 1308848<br>03A<br>Boiler Room 2-4" Pipes<br>Layer-1 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap         | Yellow<br>Fibrous<br>Homogenous | PLM 3% Cellulose<br>PLM 97% Fiberglass |               | PLM None Detected |
| 1308848<br>03A<br>Boiler Room 2-4" Pipes<br>Layer-2 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap Backing | Tan<br>Fibrous<br>Homogenous    | PLM 96% Cellulose                      | PLM 4% Other  | PLM None Detected |
| 1308849<br>03B<br>Boiler Room 2-4" Pipes<br>Layer-1 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap         | Yellow<br>Fibrous<br>Homogenous | PLM 2% Cellulose<br>PLM 98% Fiberglass |               | PLM None Detected |
| 1308849<br>03B<br>Boiler Room 2-4" Pipes<br>Layer-2 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap Backing | Tan<br>Fibrous<br>Homogenous    | PLM 95% Cellulose                      | PLM 5% Other  | PLM None Detected |
| 1308850<br>03C<br>Boiler Room 2-4" Pipes<br>Layer-1 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap         | Yellow<br>Fibrous<br>Homogenous | PLM 4% Cellulose<br>PLM 94% Fiberglass | PLM 2% Other  | PLM None Detected |
| 1308850<br>03C<br>Boiler Room 2-4" Pipes<br>Layer-2 Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Pipe Wrap Backing | Tan<br>Fibrous<br>Homogenous    | PLM 95% Cellulose                      | PLM 5% Other  | PLM None Detected |

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Page 4 of 5

**Certificate of Analysis**

Environmental Testing Laboratories, Inc.  
37575 W Huron River Drive  
Romulus, Michigan 48174  
(734) 965-8600, Fax: (734) 965-8604

**Polarized Light Microscopy Asbestos Analysis Report**

**To :** Environmental Testing And Consulting Inc.  
38900 Huron River Drive  
Romulus, MI 48174  
**Location :** Elton Senior Center  
4900 Pardee Ave, Dearborn Heights, MI 48125

**ETC Job :** 245955  
**Client Project :** 245955  
**Date Collected :** 02/17/2022  
**Date Received :** 02/17/2022

| Sample                                                                                        | Description         | Appearance                     | % Fibrous         | % Non-Fibrous | % Asbestos         |
|-----------------------------------------------------------------------------------------------|---------------------|--------------------------------|-------------------|---------------|--------------------|
| 1308851<br>04A<br>Boiler Room Fittings<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 | Mag Pipe Insulation | White<br>Fibrous<br>Homogenous | PLM 10% Cellulose | PLM 40% Other | PLM 50% Chrysotile |
| 1308852<br>04B<br>Boiler Room Fittings<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 |                     | Positive Stop                  |                   |               |                    |
| 1308853<br>04C<br>Boiler Room Fittings<br>Analyst: Daniel Agnew<br>Date Analyzed : 02/22/2022 |                     | Positive Stop                  |                   |               |                    |
| Sample Not Analyzed                                                                           |                     |                                |                   |               |                    |

Lab Supervisor/Other Signatory

Analyst:

Daniel Agnew

488 Point Count Results by EPA 800/R-83/116 PLM (denoted by "PC")  
Item 198.1: PLM Methods for Identifying and Quantifying Asbestos in Bulk Samples  
Item 198.5: PLM Methods for Identifying and Quantifying Asbestos in Non-Fibrous Organically Bound Bulk Samples  
EPA 800/R-83/116: Method for Determination of Asbestos in Bulk Building Materials  
EPA 800/M-4-02-020: Interim Method for Determination of Asbestos in Bulk Insulation Samples  
A % Asbestos result of "Trace" indicates that the analyzed material was found to contain less than 1% asbestos and would not be considered an Asbestos Containing Material (ACM).

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Page 5 of 5

### Asbestos / Mold Chain of Custody

[illegible]

\*RUSHES ARE NOT ACCEPTED AFTER 3:00 PM AND SAME DAYS ARE NOT ACCEPTED AFTER 2:00 PM

Page 1 of 2

# Asbestos Material Sampling Summary Sheet

## Miscellaneous materials

Revision date 5/7/2015

| Job #: 245955 |                      | 4900 Paradise Rd, Deerbrook Heights |               |                        |                                                          |          |           |
|---------------|----------------------|-------------------------------------|---------------|------------------------|----------------------------------------------------------|----------|-----------|
| Material no.  | Material Description | Friable (F) / Non-Friable (NF)      | Sample Letter | Sample Location        | Material Located throughout bldg (Please List all Rooms) | Quantity | Picture # |
| 01            | Material: Floor tile | NF                                  | A             | Kitchen under sink 642 | Kitchen                                                  | 350 SF   |           |
|               | B                    |                                     | ↓ 643         |                        |                                                          |          |           |
|               | C                    |                                     | ↓ 644         |                        |                                                          |          |           |
| 02            | Material: Mastic     | NF                                  | A             | Kitchen under sink 645 | Kitchen                                                  | 350 SF   |           |
|               | B                    |                                     | ↓ 646         |                        |                                                          |          |           |
|               | C                    |                                     | ↓ 647         |                        |                                                          |          |           |
|               | Material:            |                                     |               |                        |                                                          |          |           |
|               | Description          |                                     |               |                        |                                                          |          |           |
|               | Material:            |                                     |               |                        |                                                          |          |           |
|               | Description          |                                     |               |                        |                                                          |          |           |
|               | Material:            |                                     |               |                        |                                                          |          |           |
|               | Description          |                                     |               |                        |                                                          |          |           |
|               | Material:            |                                     |               |                        |                                                          |          |           |
|               | Description          |                                     |               |                        |                                                          |          |           |
|               | Material:            |                                     |               |                        |                                                          |          |           |
|               | Description          |                                     |               |                        |                                                          |          |           |

2 for Land Bank, 3 for anything else unless otherwise requested

2/3

# Asbestos Material Sampling Summary Sheet TSI (Thermal System Insulation) materials

Revision date 5/7/2015

| Job #: 245951 |                                                       | Building: 4900 Parkway, Overland Park, KS |               | Date: 2/17/22                               |                                                          |          |           |
|---------------|-------------------------------------------------------|-------------------------------------------|---------------|---------------------------------------------|----------------------------------------------------------|----------|-----------|
| Material no.  | Material Description                                  | Friable (F) / Non-Friable (NF)            | Sample Letter | Sample Location                             | Material Located throughout bldg (Please List all Rooms) | Quantity | Picture # |
| 03            | Material: Fiberglass pipe wrap<br>Description: yellow | F                                         | A<br>B<br>C   | Boiler Room 2nd fl. pipes 649<br>↓<br>650   | Boiler Room                                              | 300 LF   |           |
| 04            | Material: Mag pipe insulation<br>Description: white   | F                                         | A<br>B<br>C   | Boiler Room fittings 651<br>↓<br>652<br>653 | Boiler Room                                              | 100 LF   |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |
|               | Material:<br>Description:                             |                                           |               |                                             |                                                          |          |           |

3 samples with the exception of patches less than 6 LF or 6 SF, then only 1 sample

3/3

**CITY OF DEARBORN HEIGHTS  
COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT (CEDD)  
ETON SENIOR CENTER  
RESTROOMS IMPROVEMENT PROJECT  
CONTRACT AGREEMENT**

ATTENTION: THIS PROJECT IS FUNDED PARTIALLY/FULLY BY FEDERAL FUNDS FROM THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM ADMINISTERED BY THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT. THIS PROJECT IS SUBJECT TO ALL APPLICABLE HUD RULES AND REGULATIONS INCLUDING FEDERAL DAVIS-BACON WAGE RULES AND ALL APPLICABLE CITY REGULATIONS.

**ARTICLE I - PARTIES OF AGREEMENT: REGULATIONS**

This agreement ("Agreement") is entered into the date executed below, between the City of Dearborn Heights hereinafter referred to as "City", and hereafter referred to as "Contractor", with its principal offices located at 16870 Shaefer Hwy, Detroit, MI 48235 This Agreement formalizes the understanding between the City and Contractor Name: Decima LLC. stemming from the City's Eton Senior Center – Restrooms Improvement Project.

**ARTICLE II - WORK TO BE PERFORMED (Scope of Work):**

Except as otherwise provided herein, Contractor shall furnish all labor, material, tools, equipment, supervision and services necessary to properly execute and complete the Project. The Project shall be performed by Contractor in good and workman like manner strictly in accordance with the City's request for bids, the City's bid conditions and obligations and the Contractor's bid, all of which are incorporated by reference. The Project will commence within ten (10) days upon execution of the Agreement and shall be completed no later than 60 days from this agreement execution, extensions are allowable and approved by the project manager based on case-by-case situations, otherwise, the Contractor will be subject to liquidated damages.

**ARTICLE III- TERMS INCORPORATED BY REFERENCE**

This Agreement incorporates the City's Advertisement for Bids and all documents contained therein, and the Contractor's bid as submitted by reference ("Contract Documents"). Contractor shall be bound by the terms of the Agreement between City and Contractor and all documents incorporated therein.

**ARTICLE IV - COMPENSATION:**

The contractor agrees that the total quoted price amount \$ 62,000.00 sixty tow thousand dollars as set forth in its Contract Documents, namely the bid itemizations/specifications shall be price used to compensate Contractor per unit.

**ARTICLE V - PAYMENTS:**

- A) INVOICES - The Contractor will be paid on a regular basis, no later than thirty (30) days after receipt of proper invoices, certifications, and progress reports.
- B) PAYMENT/BOND - Payments will be made on a reimbursement basis for services and work actually and satisfactorily performed to the reasonable discretion of the City ("Final Acceptance"), subject to payment of the final invoice being withheld pending final completion and acceptance of the work.
- C) FINAL PAYMENT - A final payment consisting of the unpaid balance of the Contractor's Compensation shall be made within ten (10) days after both of the following occur: (a) full completion of the work by contractor, (b) Final Acceptance of the work by the City.

**ARTICLE VI - SPECIAL REQUIREMENTS:**

SCHEDULE - Time is the essence of this Agreement and the Project shall be performed in accordance with the City's Request for Bids and the City's Bid Conditions and Obligations for this Program. Contractor agrees to commence the Project under this Agreement after a pre-construction/pre-installation meeting has been held and to punctually and diligently perform all parts of the Project.

If the Contractor is behind in the Project hereunder, fails or refuses to supply sufficient workmen, or to deliver materials or equipment on schedule, and delays progress of the Project; or if the different parts thereof are not commenced, performed, finished and delivered on time, City shall have the right to direct the Contractor to furnish additional labor and expedite deliveries of material and equipment at contractor's cost and expense. If such additional labor is not available, City has the right to require Contractor at the Contractor's cost, to work overtime or additional shifts (and/or weekends and holidays) to such an extent as will be sufficient to speed up and complete the Project in accordance with a progress schedule.

If City incurs any cost associated with the Contractor's delay with respect to the completion dates identified in Article II, the Contractor is to reimburse City for all costs associated with Contractor's delay including any liquidated damages assessed against City

#### ARTICLE VII - CHANGES:

- A) Definitions- Change Order: A written order signed and issued by the City, namely the Director/Project Manager and his authorized representative to sign and issue the original Agreement, directing the City to make changes to Article II (Scope of Work) of this Agreement.
- Contract Modification: Any written alteration in specifications, delivery point, rate of delivery, period of performance, price, quantity, or other provision of the Agreement must be accomplished by mutual action of the parties to the Agreement.
- B) The city may request changes to the Scope of Work/Services to be furnished or performed by the Contractor under the Agreement, as well as changes in the time of performance of the Agreement. All such changes shall be authorized by with Change Order or Contract Modification, as those terms are defined in this Agreement.
- C) Contractor acknowledges that any change in the Agreement price represents full compensation for all costs associated with the change request, including delay costs, impacts, acceleration, disruption, consequential damages and any other costs of any nature.
- D) No action, conduct, omission, prior failure or course of dealing by the City shall act to waive, modify, change or alter the requirement that Contract Modifications must be in writing and signed by the Owner and the Contractor. The Contractor further acknowledges that Change Orders and Contract Modifications are the exclusive method for effecting any change to the Agreement.

#### ARTICLE VIII - SUBLETTING - ASSIGNMENT:

No part of this Agreement, nor any interest or monies due therein, may be assigned, sublet or transferred without the City's written consent and/or approval of the assignment. Contractor is liable to City for all acts and omissions of its subcontractors, assignees or transferees.

#### ARTICLE IX - TERMINATION:

City shall have the right to terminate this Agreement with or without cause, for the convenience of City. In the event of termination for the City's convenience, compensation to Contractor shall be made on the same basis as that provided for in the Agreement between City and Contractor or Contract Documents, or in the absence of applicable provisions, then based on the percentage of the work completed as of the date of termination. In no event shall the Contractor be entitled to anticipated profits.

#### ARTICLE X - INDEMNITY AND RESPONSIBILITY:

Contractor specifically obligates itself to the City in the following respects (and this agreement is made upon such express condition) to wit.

- A) To indemnify City, including its elected officials, employees, volunteers, and representatives against and save them harmless from any and all claims, suits, liability, expense, including attorney's fees or damage for alleged or actual infringement or violation of any patent or patent right arising in connection with this Agreement and anything done thereunder.
- B) To protect, hold free and harmless defend and indemnify City including its elected officials, employees, volunteers, and representatives from all liability, penalties, costs, losses, damages, expenses, causes of action, claims or judgments, including attorney's fees resulting from injury or death sustained by any person (including Contractor's employees) or damage to property of any kind, which injury, death or damage arises out of or is in any way connected with the performance of work under this contract, except that said agreement shall not be applicable to injury, death or damage to property arising from the sole negligence or willful misconduct of Owner, its elected officials, employees, volunteers, and representatives who are directly responsible to the Contractor. This indemnification agreement shall extend to all claims of this Agreement asserted after termination, for whatever reason.
- C) To warrant and guarantee the work and materials covered by this Agreement and agrees to make good, at its expense, any defect in materials or workmanship, including the restoration of work of other subcontractors that has been affected. To indemnify City for any loss that may be caused by breach of said warranty and guarantee.
- D) To obtain and pay for all permits, licenses and official inspections made necessary by its work and to comply with all laws, ordinances and regulations bearing on its work and the conduct thereof.
- E) To be fully and exclusively responsible for, and to pay when due, any and all applicable contribution allowances of other payments or deductions, however termed, required by union labor agreements or required by law now or hereafter in force.

Contractor shall indemnify City against, and save it harmless from any and all loss, damages, costs, expenses and attorney's fees suffered or incurred on account of any breach of the aforesaid obligations and covenants, and any other provisions or covenant of this Agreement.



At any time before final settlement of adjudication of any loss, damage, liability, claim, demand, suit or cause of action for which Contractor in this Agreement agrees to indemnity and save harmless the City.

#### ARTICLE XI - CLEAN-UP:

Contractor shall clean up and remove all rubbish and debris caused by its operations and employees. Otherwise, after a (48) Hour written Notice, City shall proceed with this work and charge Contractor for all costs plus a 10% mark-up for overhead and profit.

#### ARTICLE XII- SAFETY:

Contractor shall carry on its work in a safe manner, in accordance with the regulations of the latest revised edition of the Manual of Accident Prevention in Construction of the Associated General Contractors of America, Inc., for the protection of persons and property at the site, and Contractor agrees to abide by all applicable Federal, State and Local laws, ordinances, regulations, standards and rules having reference to safety. Contractor agrees to be solely responsible for the protection and safety of its workmen, for the final selection of safety methods, means and safeguards, for the daily inspection of the work area, and for the instruction of its workmen on safety, including attending and/or conducting safety meetings at least once a week.

#### ARTICLE XIII - EQUAL EMPLOYMENT OPPORTUNITY:

A) During the performance of this Agreement, the Contractor, for itself, its members, officers, directors, and employees in interest agrees as follows:

Non-discrimination: The Contractor with regard to the Services to be performed under this Agreement shall not discriminate on grounds prohibited by federal, state or local constitution, law, statute or ordinance in:

1. The selection and retention of subcontractors or the procurement of materials and leases of equipment.
2. The Contractor agrees that it will not discriminate against any person, employee, consultant or applicant for employment with respect to his/her hire tenure, terms, conditions, or privileges or employment or hire of employees, consultants or applicants for employment.

B) Solicitations for Subcontractors: In all solicitations made by the Contractor for work to be performed under a subcontract, each potential subcontractor shall be notified by the Contractor of the Contractor's obligations under this Agreement, and the regulations relative to non-discrimination.

C) Sanctions for Noncompliance: In the event of noncompliance with the non-discrimination provisions of this Agreement and the City's Non-Discrimination Clause, the City shall impose such sanctions as it may determine to be appropriate, including, but not limited to:

1. Withholding of payments to the Contractor under this Agreement until the Contractor complies; and/or
2. cancellation, termination or suspension of this Agreement, in whole or in part; and/or
3. The imposition of liquidated damages (not a penalty) in the amount of \$500.00 per day, for each day that the Contractor shall fail to comply with said requirements, as determined by the Comptroller, in consultation with the Community and Economic Development Director.

#### ARTICLE XIV - DEFAULT:

A) If the Contractor:

1. fails to supply complete labor, materials, equipment and supervision in sufficient time and quantity to meet the City's progress schedule (as outlined in Article II of this Agreement) as it may be modified;
2. causes stoppage or delay of, or interference with the project;
3. fails to promptly pay its subcontractors (if applicable), laborers, suppliers, material, men and/or employees for work on the project;
4. fails to pay worker's compensation or other employee benefits, withholding or any other taxes;
5. fails to comply with the safety provisions of this Agreement or with any safety order, regulation or requirement of any governing authority having jurisdiction over this project;

6. makes unauthorized changes in supervisory personnel;
7. fails in the performance or observance of any of the provisions of this contract; or
8.
  - a) files a voluntary petition in bankruptcy or is adjudicated insolvent;
  - b) obtains an order for relief under Section 301 of the Bankruptcy Code;
  - c) files any petition or fails to contest any petition filed seeking any reorganization or similar relief under any laws relating to bankruptcy, insolvency or other relief of debtors;
  - d) or seeks or consents to or is acquiescent in the appointment of any trustee, receiver or liquidator of any of its assets or property;
  - e) makes an assignment for the benefit of creditors; or
  - f) makes an admission, in writing, of its inability to pay its debts as they became due;

B) Then City, after giving the Contractor written or oral (subsequently confirmed in writing) notice of such default and forty-eight (48) hours within which to cure such default, shall have the right to exercise any one or more of the following remedies:

- 1) Require that Contractor utilize, at its own expense, additional labor, overtime labor (including Saturday and Sunday work) and additional shifts as necessary to overcome the consequences of any delay attributable to Contractor's default.
  - a) After giving Contractor an additional forty-eight (48) hours written (or oral, subsequently confirmed in writing) notice, terminate this Contract, without thereby waiving or releasing any rights or remedies against Contractor or its sureties, and, by itself or through others, take possession of the work, and all materials, equipment, facilities, tools, scaffolds and appliances of Contractor relating to the work, for the purposes of costs and other damages under the contract and for the breach thereof; and
  - b) Recover from Contractor all costs incurred by City to complete the work plus a 10% mark-up for overhead and profit, and further recover from Contractor all losses, damages, penalties and fines, whether actual or liquidated, direct or consequential, and all reasonable attorneys' fees suffered or incurred by City by reason of, or as a result of, Contractor's default.

#### ARTICLE XV- INSURANCE:

Before Contractor does any work at, or prepares to deliver material to the City, the Contractor shall provide a Certificate of Insurance, issued by a financially responsible insurance company licensed to write insurance in the State of Michigan, evidencing coverage in amounts not less than required by specifications or as follows:

- A) Workers' Compensation: to the extent and at least the minimum amount required by the laws of the state in which work is to be performed.
- B) Commercial General, Professional and Automobile Liability (if applicable): in the amount of One Million Dollars (\$1,000,000.00) for any one occurrence, and Two Million Dollars (\$2,000,000.00) aggregate. The coverage shall apply to all work and activities performed by Contractor with respect to the Scope of Work/Services for the Project. In addition, Contractor shall provide a statement from its insurer(s) noting that the work and activities to be performed by the Contractor with respect to the project, is not excluded from coverage.
- C) No payments will be made to the Contractor until current certificates of insurance have been received and approved. Insurance companies, named insured and policy forms shall be subject to the City's approval. In the event the coverage evidenced by any such Certificate is canceled or reduced, Contractor shall procure and furnish to City before the effective date of such cancellation, new Certificates conforming to the above requirements. Until evidence of conformity is received, services and related payments will be suspended.
- D) Hold Harmless Agreement: Contractor shall assume liability and indemnify City from and against any liability and all loss, costs, damages, expenses, including attorney fees, on account of claims per personal injury, including death, sustained by any person or persons whosoever, including employees of Contractor, and for injury to or destruction of property of a person or organization, including loss of use thereof, arising out of the performance of the work under this agreement, excepting only such matters caused solely and exclusively by the fault or negligence of the City.

If applicable, the subcontractor shall have its own insurance company naming Contractor and the City as Additional Insured with the following clause added: "The insurance afforded to the Additional Insured is Primary Insurance. If the additional insured has other insurance which is applicable to the loss on an excess or contingent basis, the amount of the company's liability under this policy shall not be reduced by the existence of such other insurance."

Each of the above required Certificates shall provide that the coverage therein afforded shall not be canceled or reduced except by written notice to City given at least thirty (30) days prior to the effective date of such cancellation or reduction.

#### ARTICLE XVI- TAXES AND CONTRIBUTIONS:

The Contractor hereby accepts and assumes exclusive liability for and shall indemnify, protect and save harmless the City from and against the payment of:

- A) All contributions, taxes or premiums (including interest and penalties thereon) which may be payable under the Unemployment Insurance Law of any State, the Federal Social Security Act, Federal, State, County and/or Municipal Tax Withholding Act, Federal, State, County and/or Municipal Tax Withholding Laws, or any other law, measured upon the payroll of or required to be withheld from employees, by whomsoever employed or engaged in the work to be performed and furnished under this Agreement.
- B) All sales, use, personal property and other taxes (including interest and penalties thereon) required by any Federal, State, County, Municipal or other law to be paid or collected by the Contractor or any of its vendors or any other person or persons or agents acting for, through or under it or any of them, by reason of the performance of the work or the acquisition, ownership, furnishing or use of any materials, equipment, supplies, labor, services or other items for or in connection with the work.
- C) All pension, welfare, vacation, annuity and other union benefit contributions payable, under or in connection with respect, to all persons; by whomsoever employed or engaged in the work to be performed and furnished under this Agreement.

#### ARTICLE XVII – MISCELLANEOUS:

- A) Failure of a party to insist on the strict performance of this Agreement shall not constitute waiver of any breach of the Agreement.
- B) The Contractor agrees that it is not, and will not become, in arrears to the City upon any contract, debt, or obligation to the City, including real property and personal property taxes.
- C) The singular shall include the plural, the plural the singular, and the use of any gender shall be applicable to all genders.
- D) If any provision of this Agreement or the application thereof to any person or circumstances shall, to any extent, be judicially determined to be invalid or unenforceable, the remainder of this Agreement, or the application of such provisions to person or circumstances other than those to which it is invalid or unenforceable, shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.
- E) Insolvency Proceedings: Contractor is not involved in any proceeding by or against it in any court under the Bankruptcy Code or any other insolvency or debtor's relief act, whether state or federal, or for the appointment of a trustee, receiver, liquidator, assignee, or other similar official of Contractor or Contractor's property.
- F) Status of Contractor. Contractor is a Michigan corporation which is duly organized, validly existing, and in good standing under the laws of the State of Michigan; and, further, is properly authorized, according to its Articles of Incorporation, Bylaws, and duly adopted Resolution, to enter into and carry out the transactions contemplated by this Agreement.

#### ARTICLE XVIII - GENERAL:

Except as otherwise provided in Article III, this Agreement contains all of the agreements of the parties hereto with respect to any matter covered or mentioned in this Agreement, and no other agreement or understanding shall be effective for any purpose. No provision of this Agreement may be amended or added to except by an agreement in writing signed by the parties hereto.

The Contractor represents and agrees that it has carefully examined and understands this Agreement and the other Contract Documents as provided in Article III, has investigated the nature, locality and site of the work, and that it enters into this Agreement on the basis of its own examination, investigation and evaluation of all such matters and not in reliance upon any opinions or representations of the City, or of any of their respective officers, agents, servants or employees.

No waiver by the City of any provision of this Agreement shall be deemed to be waived of any other provisions hereof or of any subsequent breach by Contractor of the same or any other provision.

ARTICLE XVIII – PROJECT LABOR AND MATERIAL WARRANTEE:

The contractor agrees to provide unconditional **18 months** warrantee on labor and materials of its work, or the work performed by the contractor's employees or subcontractors hired by the contractor to perform work on this contract, if the damages or the repair is due to failure caused by workmanship or non-performing/failed materials.

ARTICLE XX - CERTIFICATIONS:

- A) The individual signing certifies that he/she is authorized to contract on behalf of the Contractor and to make these certifications.
- B) The individual signing certifies that the Contractor is not involved in any agreement to pay money or other consideration for the execution of this agreement, other than to an employee of the Contractor.
- C) The individual signing certifies that the Contractor meets the independence standards of the Government Auditing Standards issued by the Comptroller General of the United States.
- D) The individual signing certifies that he/she is aware that all individuals to be assigned to the audit have met the GAO Continuing Education Requirement of 80 hours of continuing education every two years; and that 24 hours of this education have been in subjects directly related to the auditing of government grants.
- E) The individual signing certifies that he/she has read and understands the GAO requirement of an external quality control review at least once every three years.
- F) The individual signing certifies that the Contractor, and any individuals to be assigned to the audit, do not have a record of substandard audit work and have not been debarred or suspended from doing work with any Federal, state or local government. (If the Contractor or any individual assigned to the audit has been found in violation of any state or AICPA professional standards, this information must be disclosed.)
- G) The individual signing certifies that the Contractor does carry professional malpractice insurance or is otherwise adequately self-insured.
- H) The individual signing certifies that the contractor does not discriminate against any employee or applicant for employment because of race, color, religion, sex, age, national origin, disability, or any other basis prohibited by law. The contractor shall take affirmative action to ensure that employees are treated during their employment, without regard to race, color, religion, sex, age, national origin, disability, or any other basis prohibited by law. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or forms of compensation; and selection for training, including apprenticeship. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability or any other basis prohibited by law.

ARTICLE XXI – “Appendix II to Part 200 - Contract Provisions for Non-Federal Entity Contracts Under Federal Awards”:

In addition to other provisions required by the Federal agency or non-Federal entity, all contracts made by the non-Federal entity under the Federal award must contain provisions covering the following, as applicable.

- A) Contracts for more than the simplified acquisition threshold, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by [41 U.S.C. 1908](#), must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.
- B) All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity including the manner by which it will be affected and the basis for settlement.
- C) Equal Employment Opportunity. Except as otherwise provided under [41 CFR Part 60](#), all contracts that meet the definition of “federally assisted construction contract” in [41 CFR Part 60-1.3](#) must include the equal opportunity clause provided under [41 CFR 60-1.4\(b\)](#), in accordance with Executive Order 11246, “Equal Employment Opportunity” ([30 FR 12319](#), [12935](#), [3 CFR Part, 1964-1965 Comp.](#), p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at [41 CFR part 60](#), “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”

- D) Davis-Bacon Act, as amended ([40 U.S.C. 3141-3148](#)). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act ([40 U.S.C. 3141-3144](#), and [3146-3148](#)) as supplemented by Department of Labor regulations ([29 CFR Part 5](#), “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland “Anti-Kickback” Act ([40 U.S.C. 3145](#)), as supplemented by Department of Labor regulations ([29 CFR Part 3](#), “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
- E) Contract Work Hours and Safety Standards Act ([40 U.S.C. 3701-3708](#)). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with [40 U.S.C. 3702](#) and [3704](#), as supplemented by Department of Labor regulations ([29 CFR Part 5](#)). Under [40 U.S.C. 3702](#) of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of [40 U.S.C. 3704](#) are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of “funding agreement” under [37 CFR § 401.2 \(a\)](#) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of [37 CFR Part 401](#), “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.
- G) Clean Air Act ([42 U.S.C. 7401-7671q](#).) and the Federal Water Pollution Control Act ([33 U.S.C. 1251-1387](#)), as amended - Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act ([42 U.S.C. 7401-7671q](#)) and the Federal Water Pollution Control Act as amended ([33 U.S.C. 1251-1387](#)). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).
- H) Debarment and Suspension (Executive Orders 12549 and 12689) - A contract award (see [2 CFR 180.220](#)) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at [2 CFR 180](#) that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.
- I) Byrd Anti-Lobbying Amendment ([31 U.S.C. 1352](#)) - Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by [31 U.S.C. 1352](#). Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.
- J) See [§ 200.323](#).
- K) See [§ 200.216](#).
- L) See [§ 200.322](#).

ARTICLE XXII – NON-COLLUSION AFFIDAVIT:

- 1) The person who is signing this contract agreement is authorized legally to represent **Decima LLC** as the lowest qualified bidder.
- 2) The person who signing this contract agreement is fully informed concerning the preparation and contents of the attached bid and of all pertinent circumstances with respect to it.
- 3) The person who signing this contract agreement affirm the attached bid is genuine and not a collusive or sham bid.
- 4) The person who signing this contract agreement affirm that neither the person or entity submitting the attached bid, nor any of its officers, partners, owners, agents, representatives, employees, or parties in interest (including the undersigned), has in any way colluded, conspired, connived, or agreed, directly or indirectly, with any other person or entity submitting a bid, or with any person affiliated with such a person or entity, to submit a collusive or sham Quote in connection with the contract for which the attached bid has been submitted, or to refrain from submitting a bid in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other person or entity submitting a bid, or with any person affiliated with such a person or entity, to fix the price or prices in the attached bid or of any other bidder, or, to fix any overhead, profit, or cost element of the bid price of any other bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against the City of Dearborn Heights or any person interested in the proposed contract.
- 5) The price, prices, and/or other terms quoted in the attached bid are fair and proper and are not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the bidder or any of its agents, representatives, owners, employees, or parties in interest.

\_\_\_\_\_  
Name and Title of Person Signing

Sworn to and signed in my presence by: \_\_\_\_\_ on \_\_\_\_\_, 2023.

\_\_\_\_\_, Notary Public

Wayne County, Michigan

Acting in Wayne County, Michigan

My Commission Expires: \_\_\_\_\_

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers or agents as of the date executed below.

CITY OF DEARBORN HEIGHTS ("City") \_\_\_\_\_

By:

Name: \_\_\_\_\_ Bill Bazzi \_\_\_\_\_

Title: \_\_\_\_\_ Mayor \_\_\_\_\_

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

By:

Name: \_\_\_\_\_ Lynne Sinia \_\_\_\_\_

Title: \_\_\_\_\_ Clerk \_\_\_\_\_

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

Decima LLC ("Contractor") \_\_\_\_\_

By:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

Federal Tax ID # \_\_\_\_\_



|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

7.B.



## Comptroller's Office

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Cynthia King, Comptroller

DATE: September 5, 2023

RE: Comptroller King - Bid Award - Paycom Payroll System

This motion is coming to the council members as a request to change our payroll system from Paylocity to Paycom. Paycom allows the employees to post their own time into the system and offers many other features that are needed to complete payroll in a timely manner. The system that we are using today (Paylocity) cannot update the nuances that are needed from our employees, which adds excess work to the payroll clerk because she is entering information into the payroll module manually. The new Payroll system also has an HR module that will allow the medical benefits to be streamlined into the employee's payroll module.

Attached, please find three quoted quotes submitted to the Comptroller's office for Payroll system and a comparison table.

With your concurrence, I am requesting that the City Council award the contract to Paycom. Payroll, LLC

Additionally, pending Corporation Counsel review, please authorize the Mayor and the Clerk to sign the contract.

Moreover, provided the Mayor also authorizes any such payment as a necessary expense, the City Council authorizes warrants to be issued for the payment of these services from GL account # 101-200-818-000 (contract services). By doing so, the City Council is authorizing any such warrant and payment without prior authorization by the City Council of the specific warrant and payment as permitted by and consistent with City Charter Section 8.9.

Sincerely,

Cyndi King  
Comptroller

### Attachments:

1. Payroll Comparison
2. Paycom Master Service Agreement

# Item # 1

## Paylocity

### Cost Structure





## Paylocity Quote for Service

September 12, 2018  
This quote valid for 30 days

| Company Information                  |     |
|--------------------------------------|-----|
| Number of Employees                  | 423 |
| Number of Annual Payroll Processings | 26  |
| Number of State / Local Tax Reports  | 1   |

| One-Time Fees                        | Qty | Cost Per | Ext. Cost          |
|--------------------------------------|-----|----------|--------------------|
| Full Bundle Pricing - Implementation |     |          | \$ 7,850.91        |
| Web Benefits Implementation          |     |          |                    |
| Web Time - Time and Labor            |     |          |                    |
| <b>Total</b>                         |     |          | <b>\$ 7,850.91</b> |

| Monthly Fees                                                                         | Qty | Cost Per                | Ext. Cost          |
|--------------------------------------------------------------------------------------|-----|-------------------------|--------------------|
| Full Bundle Pricing                                                                  | 423 | \$ 14.25 Base \$ 152.50 | \$ 6,180.25        |
| Bi-Weekly Payroll Processing                                                         |     |                         |                    |
| General Ledger Service                                                               |     |                         |                    |
| Paylocity Bank Checks                                                                |     |                         |                    |
| Check Signing                                                                        |     |                         |                    |
| Check Sealing                                                                        |     |                         |                    |
| Direct Deposit                                                                       |     |                         |                    |
| New Hire Reporting                                                                   |     |                         |                    |
| Comprehensive Training                                                               |     |                         |                    |
| Report Writer (Ad Hoc Reporting)                                                     |     |                         |                    |
| Comprehensive Report Library                                                         |     |                         |                    |
| Time Off Accruals                                                                    |     |                         |                    |
| Remote Print Back                                                                    |     |                         |                    |
| Online Quarterly Reports and W2 Access                                               |     |                         |                    |
| Retirement File Transfer                                                             |     |                         |                    |
| Tax Filing - Bi-Weekly                                                               | 1   |                         |                    |
| Enhanced HR Bundle                                                                   | 423 |                         |                    |
| Full HRIS - Reporting, PTO Mgmt., Mobile, Notifications, Unlimited Doc Storage, etc. |     |                         |                    |
| Self Service for Employees and Managers                                              |     |                         |                    |
| Intranet Portal w/Online Check View                                                  |     |                         |                    |
| Web Onboarding                                                                       |     |                         |                    |
| Compliance Package with ACA                                                          | 423 |                         |                    |
| Web Benefits                                                                         | 423 |                         |                    |
| Web Time - Time and Labor                                                            |     |                         |                    |
| <b>Total Per Month</b>                                                               |     |                         | <b>\$ 6,180.25</b> |



| Year-End Fees                            | Qty | Cost Per |      |               | Ext. Cost          |
|------------------------------------------|-----|----------|------|---------------|--------------------|
| Year-End W2/1099                         | 423 | \$       | 6.25 | Base \$ 45.00 | \$ 2,688.75        |
| SSN Validation                           | 423 | \$       | 0.50 | Base \$ 25.00 | \$ 236.50          |
| Quarterly Tax Return - Internet Delivery |     |          |      |               | Included           |
| <b>Total</b>                             |     |          |      |               | <b>\$ 2,925.25</b> |

| Total Cost Summary*            |  |                |    |           |
|--------------------------------|--|----------------|----|-----------|
| Total One-Time Fees            |  | Total One-Time | \$ | 7,850.91  |
| Year-End Fees                  |  | Total Year-End | \$ | 2,925.25  |
| Total Yearly Fees (Annualized) |  | Total Per Year | \$ | 74,163.00 |

\*Annualized Fees do not include Payroll Delivery Charges

\*Monthly fees based on # of Active Employees

\*\*Plus sales tax if applicable

THE PAYLOCITY SERVICES COVERED BY THIS AGREEMENT  
ARE PROVIDED IN ACCORDANCE WITH THE TERMS  
AND CONDITIONS OF THIS AGREEMENT

| Paylocity Associate | Date      |
|---------------------|-----------|
|                     | 9/12/2018 |
| Calum Maclean       |           |

|                          |
|--------------------------|
| Client Authorization     |
| <i>Linda Vance</i>       |
| Client Name (Print)      |
|                          |
| City of Dearborn Heights |





# Item # 2

## Paychex

### Cost Structure



# Investment Summary

## City Of Dearborn Heights

### Prepared by:

Steven Thwaites  
Sr Enterprise HCM Consultant  
sthwaites@paychex.com

Created Date: 03-31-2023  
Quote Number: Q-662347

### Prepared for:

City Of Dearborn Heights  
Cameron Eggly  
ceggly@dearbornheightsmi.gov

| Per Pay Period - Bi-Weekly                   | Units | Rate / Unit | Total      | Discount | Rate / Unit after Discount | Net Total         |
|----------------------------------------------|-------|-------------|------------|----------|----------------------------|-------------------|
| Paychex Flex Enterprise                      |       |             |            |          |                            |                   |
| Paychex Flex Payroll Bundle - Per Payrun Fee | 1     | \$166.00    | \$166.00   | 30.0%    | \$116.20                   | \$116.20          |
| Paychex Payroll                              | 350   | \$5.45      | \$1,907.50 | 30.0%    | \$3.81                     | \$1,333.50        |
| Flex Onboarding                              | 350   | \$0.80      | \$280.00   | 30.0%    | \$0.56                     | \$196.00          |
| Flex Onboarding Base Fee                     | 1     | \$26.00     | \$26.00    | 30.0%    | \$18.20                    | \$18.20           |
| Flex Time                                    | 350   | \$2.50      | \$875.00   | 30.0%    | \$1.75                     | \$612.50          |
| Paychex Flex Time - Per Payrun Fee           | 1     | \$28.00     | \$28.00    | 30.0%    | \$19.60                    | \$19.60           |
| <b>Total</b>                                 |       |             |            |          |                            | <b>\$2,296.00</b> |

| Monthly Fees                          | Units | Rate / Unit | Total    | Discount | Rate / Unit after Discount | Net Total       |
|---------------------------------------|-------|-------------|----------|----------|----------------------------|-----------------|
| Paychex Flex Time Kiosk App w Face ID | 11    | \$75.00     | \$825.00 | 25.0%    | \$56.25                    | \$618.75        |
| <b>Total</b>                          |       |             |          |          |                            | <b>\$618.75</b> |

| Annual Fees                             | Units | Rate / Unit | Total      | Discount | Rate / Unit after Discount | Net Total         |
|-----------------------------------------|-------|-------------|------------|----------|----------------------------|-------------------|
| YE Processing- Forms W2/1099 - Base     | 1     | \$82.50     | \$82.50    | 30.0%    | \$57.75                    | \$57.75           |
| YE Processing- Forms W2/1099 - Per User | 350   | \$7.50      | \$2,625.00 | 30.0%    | \$5.25                     | \$1,837.50        |
| YE Handling Fee                         | 1     | \$25.00     | \$25.00    | 0.0%     | \$25.00                    | \$25.00           |
| <b>Total</b>                            |       |             |            |          |                            | <b>\$1,920.25</b> |

| One-time Fees                           | Units | Rate / Unit | Total      | Discount | Rate / Unit after Discount | Net Total         |
|-----------------------------------------|-------|-------------|------------|----------|----------------------------|-------------------|
| Paychex Flex Payroll Bundle - Setup Fee | 1     | \$2,000.00  | \$2,000.00 | 50.0%    | \$1,000.00                 | \$1,000.00        |
| Flex Onboarding Implementation          | 1     | \$1,500.00  | \$1,500.00 | 50.0%    | \$750.00                   | \$750.00          |
| Paychex Flex Time - Setup Fee           | 1     | \$4,000.00  | \$4,000.00 | 50.0%    | \$2,000.00                 | \$2,000.00        |
|                                         |       |             |            |          | <b>Total</b>               | <b>\$3,750.00</b> |

| Usage Fees | Units | Rate / Use | Total   | Discount | Rate / Use after Discount |
|------------|-------|------------|---------|----------|---------------------------|
| E-Verify   | 1     | \$5.00     | \$5.00  | 0.0%     | \$5.00                    |
| Remote I-9 | 1     | \$65.00    | \$65.00 | 0.0%     | \$65.00                   |

# Investment Summary Package

## Paychex Flex® Enterprise

### Talent Management

- HR Library
- Onboarding Tasks
- Post Jobs with Indeed®
- Paychex Flex HR Administration
- Employee Handbook Builder
- Paychex Employee Screening Essentials - 15
- Performance Management
- Document Management

### Workforce Management

- Reporting and Analytics
- General Ledger Report
- New-Hire Reporting
- Employment & Income Verification Services
- Labor Compliance Poster Kit
- Custom Reports and Data Exports
- State Unemployment Insurance Service
- Labor Distribution and Job Costing
- Time-Off Accrual (TOA) Reporting

### Payroll and Financial Support

- Payroll Processing
- Payroll Tax Services - Taxpay®
- Flexible Employee Pay Options
- Garnishment Payment Service
- General Ledger Service

### Employee Experience

- Enhanced Employee Mobile Experience
- Learning Management System (LMS)
- Online Reports and Analytics
- Corporate Events Calendar
- Cashflow Assistance (FinFit®)
- 401(k) Report
- Retirement Plan Summary Report
- 24/7 U.S. Based Expert Support

# Notations

## Product / Billing

- Totals displayed do not include sales tax where applicable.
- Prices are subject to change with advance notice; promotions are excluded from change.
  - \* Additional training content for Paychex Learning Product offering is purchased through the e-commerce tool site by authorized users.
- Payroll Delivery: Delivery fees charged only if incurred.
- Quarter/Year End Report Delivery: Quarter/YE Report Delivery fees are not included and will be charged if a package is delivered. Additional fees will apply.

## Implementation

- Check Signing or ReadyChex: ReadyChex
- Worker's Compensation Report or Worker's Compensation Payment Service: Worker's Compensation Report
- General Ledger Report or General Ledger reporting service: General Ledger reporting service

## Year-End Delivery

- **Note:** Please review your delivery method with your service provider before 12/31 to avoid additional charges.
- **Online Only**
  - You and your employees will receive no physical output.
  - W2s are typically available online within the first full week of January.

# Item # 3

## Paycom

### Cost Structure







Proposal Summary for Valued Partner - City of Dearborn Heights

| Company Summary             |                          |                 |             |                             |                 |
|-----------------------------|--------------------------|-----------------|-------------|-----------------------------|-----------------|
| Company Name                | # of Checks/<br>Vouchers | Base/Per Check  | Per Payroll | Total Initial<br>Investment | Annual Estimate |
| City of Dearborn<br>Heights | 350                      | \$205.68/\$7.81 | \$3,144.86  | \$8,676.64                  | \$81,766.36     |
| Total                       | 350                      |                 | \$3,144.86  | \$8,676.64                  | \$81,766.36     |

| Frequency Summary        |           |                      |             |                 |
|--------------------------|-----------|----------------------|-------------|-----------------|
| Company Name             | Frequency | # of Checks/Vouchers | Per Payroll | Annual Estimate |
| City of Dearborn Heights | Bi-Weekly | 175                  | \$1,572.43  | \$40,883.18     |
| City of Dearborn Heights | Bi-Weekly | 175                  | \$1,572.43  | \$40,883.18     |
| Total                    |           | 350                  | \$3,144.86  | \$81,766.36     |

W-2's - 520 x \$6.95 Per W2 = \$3,614  
Annual Cost After Y1 = \$85,380.36



Proposal Prepared for Valued Partner - City of Dearborn Heights  
 Proposal #175-205.68-7.81-1572.43-578019-488566  
 Frequency: BI-WEEKLY / Number of Checks/Vouchers: 175



Created on 05/01/2023, Valid For 30 Days.

|                  |
|------------------|
|                  |
| Client Signature |
|                  |
| Printed Name     |

|       |
|-------|
|       |
| Title |
|       |
| Date  |

### Human Capital Management Solution

| Solution                                                | Base             | Per Check | Per Payroll Fee |
|---------------------------------------------------------|------------------|-----------|-----------------|
| Background Screening                                    |                  |           | Per Use Fee     |
| Single Application HCM System                           |                  |           | Included        |
| Dedicated Paycom Specialist                             |                  |           | Included        |
| Analytics Dashboard                                     |                  |           | Included        |
| Beti                                                    |                  |           | Included        |
| - Approve My Check                                      |                  |           | Included        |
| - Payroll Automation                                    |                  |           | Included        |
| - Payroll Dashboard                                     |                  |           | Included        |
| Drug Testing                                            |                  |           | Per Use Fee     |
| Applicant Tracking                                      |                  |           | Included        |
| New Hire Reporting                                      |                  |           | Included        |
| Employee Self Service                                   |                  |           | Included        |
| - AskHere                                               |                  |           | Included        |
| - Manager on-the-Go                                     |                  |           | Included        |
| Documents and Checklists                                |                  |           | Included        |
| - Self-Onboarding                                       |                  |           | Included        |
| Time and Attendance                                     |                  |           | Included        |
| GeoFencing                                              |                  |           | Included        |
| Scheduling                                              |                  |           | Included        |
| Time Off Accrual Tracking                               |                  |           | Included        |
| Time Off Requests                                       |                  |           | Included        |
| Payroll Processing                                      |                  |           | Included        |
| - Check Vouchers                                        |                  |           | Included        |
| - Federal Electronic Tax Depositing (941,940)           |                  |           | Included        |
| - Deposit and File State Tax Deposits                   |                  |           | Included        |
| - Deposit and File SUTA (State Unemployment)            |                  |           | Included        |
| - Quarterly Federal/State Deposit Statements            |                  |           | Included        |
| - Quarterly 941s Signed and Filed                       |                  |           | Included        |
| - Jurisdiction Filing (\$6 per additional Jurisdiction) | Jurisdictions: 1 |           | \$ -            |
| - Position Seat Management                              |                  |           | Included        |
| - Direct Data Exchange                                  |                  |           | Included        |
| - Employment Predictor                                  |                  |           | Included        |
| - Organizational Chart                                  |                  |           | Included        |
| - My Analytics/Executive Dashboard                      |                  |           | Included        |
| - Tax Registration Service                              |                  |           | Per Use Fee     |
| Payroll Gross to Net                                    |                  |           | Included        |
| General Ledger Concierge                                |                  |           | Included        |
| Paycom Pay                                              |                  |           | Included        |
| Check Stuffing                                          |                  |           | Included        |
| Advanced Report Center                                  |                  |           | Included        |
| Push Reporting                                          |                  |           | Included        |
| Workers Comp Tracking                                   |                  |           | Included        |
| 401(k) Report                                           |                  |           | Included        |
| Tax Credits                                             |                  |           | Included        |



|                              |                                      |
|------------------------------|--------------------------------------|
| Enhanced Affordable Care Act | Included                             |
| Government & Compliance      | Included                             |
| Surveys                      | Included                             |
| Performance & Compensation   | Included                             |
| Personnel Action Forms       | Included                             |
| - Performance Discussions    | Included                             |
| Vault                        | Included                             |
| <b>Total</b>                 | <b>175 \$205.68 \$7.81 \$1572.43</b> |

| Pay-Per-Use       |          |         |           |                 |
|-------------------|----------|---------|-----------|-----------------|
| Solution          | Quantity | Base    | Per Check | Per Payroll Fee |
| Direct Deposits   | 0        | \$ 8.55 | \$ 0.30   | \$ -            |
| Full Garnishments | 0        | \$ -    | \$ 10.00  | \$ -            |
| <b>Total</b>      |          |         |           | <b>\$ 0</b>     |

|                                |                   |
|--------------------------------|-------------------|
| <b>Grand Total Per Payroll</b> | <b>\$ 1572.43</b> |
|--------------------------------|-------------------|

| Annually                    |          |               |            |
|-----------------------------|----------|---------------|------------|
| Solution                    | Option   |               | Annual Fee |
| 940 Filed                   | Included |               | Included   |
| 2023 W-3 Transmittal        | Included |               | \$ 75.00   |
| 2023 Employee/Employer W-2s | Included | Per W-2       | \$ 6.95    |
| 2023 ACA Form 1094 (B or C) | Included |               | \$ 75.00   |
| 2023 ACA Form 1095 (B or C) | Included | Per 1095 Form | \$ 6.95    |

17 Pricing is subject to change with written or electronic notice. Clients acknowledge and agree that Janis pay fees and check stuffing fees do not always involve delivery of a physical check, paystubs, and/or report to Client. Additional processing fees may apply.

All applicable taxes, including but not limited to sales or service taxes, are not included in this above proposal (unless specified otherwise). Client is responsible for applicable taxes in addition to the fees outlined in the proposal. Applicable taxes may vary by jurisdiction.

..

Proposal Prepared for Valued Partner - City of Dearborn Heights  
 Proposal #175-205.68-7.81-1572.43-578019-488566  
 Frequency: BI-WEEKLY / Number of Checks/Vouchers: 175



Created on 05/01/2023. Valid For 30 Days.

|                  |
|------------------|
|                  |
| Client Signature |
|                  |
| Printed Name     |

|       |
|-------|
|       |
| Title |
|       |
| Date  |

### Human Capital Management Solution

| Solution                                                | Base             | Per Check | Per Payroll Fee |
|---------------------------------------------------------|------------------|-----------|-----------------|
| Background Screening                                    |                  |           | Per Use Fee     |
| Single Application HCM System                           |                  |           | Included        |
| Dedicated Paycom Specialist                             |                  |           | Included        |
| Analytics Dashboard                                     |                  |           | Included        |
| Beti                                                    |                  |           | Included        |
| - Approve My Check                                      |                  |           | Included        |
| - Payroll Automation                                    |                  |           | Included        |
| - Payroll Dashboard                                     |                  |           | Included        |
| Drug Testing                                            |                  |           | Per Use Fee     |
| Applicant Tracking                                      |                  |           | Included        |
| New Hire Reporting                                      |                  |           | Included        |
| Employee Self Service                                   |                  |           | Included        |
| - AskHere                                               |                  |           | Included        |
| - Manager on-the-Go                                     |                  |           | Included        |
| Documents and Checklists                                |                  |           | Included        |
| - Self-Onboarding                                       |                  |           | Included        |
| Time and Attendance                                     |                  |           | Included        |
| GeoFencing                                              |                  |           | Included        |
| Scheduling                                              |                  |           | Included        |
| Time Off Accrual Tracking                               |                  |           | Included        |
| Time Off Requests                                       |                  |           | Included        |
| Payroll Processing                                      |                  |           | Included        |
| - Check Vouchers                                        |                  |           | Included        |
| - Federal Electronic Tax Depositing (941,940)           |                  |           | Included        |
| - Deposit and File State Tax Deposits                   |                  |           | Included        |
| - Deposit and File SUTA (State Unemployment)            |                  |           | Included        |
| - Quarterly Federal/State Deposit Statements            |                  |           | Included        |
| - Quarterly 941s Signed and Filed                       |                  |           | Included        |
| - Jurisdiction Filing (\$6 per additional Jurisdiction) | Jurisdictions: 1 |           | \$ -            |
| - Position Seat Management                              |                  |           | Included        |
| - Direct Data Exchange                                  |                  |           | Included        |
| - Employment Predictor                                  |                  |           | Included        |
| - Organizational Chart                                  |                  |           | Included        |
| - My Analytics/Executive Dashboard                      |                  |           | Included        |
| - Tax Registration Service                              |                  |           | Per Use Fee     |
| Payroll Gross to Net                                    |                  |           | Included        |
| General Ledger Concierge                                |                  |           | Included        |
| Paycom Pay                                              |                  |           | Included        |
| Check Stuffing                                          |                  |           | Included        |
| Advanced Report Center                                  |                  |           | Included        |
| Push Reporting                                          |                  |           | Included        |
| Workers Comp Tracking                                   |                  |           | Included        |
| 401(k) Report                                           |                  |           | Included        |
| Tax Credits                                             |                  |           | Included        |

Proposal Prepared for Valued Partner - City of Dearborn Heights  
 Proposal #175-205.68-7.81-1572.43-578019-488566  
 Frequency: BI-WEEKLY / Number of Checks/Vouchers: 175



|                              |                                  |
|------------------------------|----------------------------------|
| Enhanced Affordable Care Act | Included                         |
| Government & Compliance      | Included                         |
| Surveys                      | Included                         |
| Performance & Compensation   | Included                         |
| Personnel Action Forms       | Included                         |
| - Performance Discussions    | Included                         |
| Vault                        | Included                         |
| <b>Total</b>                 | 175 \$ 205.68 \$ 7.81 \$ 1572.43 |

| Solution          | Pay Per Use |         |           |                 |
|-------------------|-------------|---------|-----------|-----------------|
|                   | Quantity    | Base    | Per Check | Per Payroll Fee |
| Direct Deposits   | 0           | \$ 8.55 | \$ 0.30   | \$ -            |
| Full Garnishments | 0           | \$ -    | \$ 10.00  | \$ -            |
| <b>Total</b>      |             |         |           | \$ 0            |

|                                |            |
|--------------------------------|------------|
| <b>Grand Total Per Payroll</b> | \$ 1572.43 |
|--------------------------------|------------|

| Solution                        | One-Time Conversion, Set-Up and Training |          |                 |            |
|---------------------------------|------------------------------------------|----------|-----------------|------------|
|                                 | Option                                   | Quantity | Per Unit Charge | Fee        |
| Client Conversion               | Included                                 |          |                 | \$ 8176.64 |
| Training                        | Included                                 |          |                 | Included   |
| 401(k) File                     | Included                                 | 1        | \$ 500.00       | \$ 500.00  |
| <b>Total Initial Investment</b> |                                          |          |                 | \$ 8676.64 |

| Solution                    | Option   | Annually      |            |
|-----------------------------|----------|---------------|------------|
|                             |          |               | Annual Fee |
| 940 Filed                   | Included |               | Included   |
| 2023 W-3 Transmittal        | Included |               | \$ 75.00   |
| 2023 Employee/Employer W-2s | Included | Per W-2       | \$ 6.95    |
| 2023 ACA Form 1094 (B or C) | Included |               | \$ 75.00   |
| 2023 ACA Form 1095 (B or C) | Included | Per 1095 Form | \$ 6.95    |

All Pricing is subject to change with written or electronic notice. Client acknowledges and agrees that delivery fees and check stuffing fees do not always involve delivery of a physical check, paystub, and/or report to Client. Additional processing fees may apply.

All applicable taxes, including but not limited to sales or service taxes, are not included in the above proposal (unless specified otherwise). Client is responsible for applicable taxes in addition to the fees outlined in the proposal. Applicable taxes may vary by jurisdiction.

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# Item # 4

## Vendor

### Comparison





|                                      | Paylocity                                                                         | Paychex                                                                                                                                                                                   | Paycom                                                                      |
|--------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Time and Attendance                  | X                                                                                 | X                                                                                                                                                                                         | X                                                                           |
| Onboarding                           | X                                                                                 | X                                                                                                                                                                                         | X                                                                           |
| Mobile                               | X                                                                                 | X                                                                                                                                                                                         | X                                                                           |
| Personnel Action Forms               | Limited                                                                           | X                                                                                                                                                                                         | X                                                                           |
| Compensation management              | Add-on/Limited                                                                    | limited                                                                                                                                                                                   | Included/Customizable                                                       |
| Reporting                            | Included                                                                          | Included                                                                                                                                                                                  | Included                                                                    |
| Single Point of Contact-Support      | No                                                                                | No                                                                                                                                                                                        | Yes                                                                         |
| Platform                             | Modular                                                                           | Modular                                                                                                                                                                                   | Integrated                                                                  |
| Leave Tracking                       | Limited                                                                           | General                                                                                                                                                                                   | Included/Customizable                                                       |
| Document Center                      | Included                                                                          | Included                                                                                                                                                                                  | Included                                                                    |
| Staffing                             | Limited                                                                           | Included                                                                                                                                                                                  | Included                                                                    |
| Applicant tracking                   | Add-On: \$7,000                                                                   | Add-On                                                                                                                                                                                    | Included                                                                    |
| Implementation: Staff Transition Tra | N/A                                                                               | Yes                                                                                                                                                                                       | Included                                                                    |
| Notes                                | Current System, Limited support, limited customizability for advanced components. | While a great alternative to Paylocity lacks some functionality in the time and attendance tracking that we current utilize and would like to build upon. Geared toward smaller Employers | Employee Driven, Lots of Opportunity to grow. Very Customizable Streamlined |
| 403b file feed                       |                                                                                   |                                                                                                                                                                                           | One time \$500                                                              |
| Garnishments                         |                                                                                   |                                                                                                                                                                                           | \$10.00 per check                                                           |
|                                      |                                                                                   |                                                                                                                                                                                           |                                                                             |
| - Everify (past 12 months=83)        | Included                                                                          | 5.00/use<br>\$ 415.00                                                                                                                                                                     | Included                                                                    |
| W2 (520)                             |                                                                                   | \$4,007.50                                                                                                                                                                                | \$3,614.00                                                                  |
| Implementation(One Time)             |                                                                                   | \$3,750.00                                                                                                                                                                                | \$8,176.64                                                                  |
| Per Pay Fee (350 Avg employees)      |                                                                                   | \$2,296.00                                                                                                                                                                                | \$3,144.86                                                                  |
| Reoccurring Monthly Fees             | \$7,803.83                                                                        | \$618.75                                                                                                                                                                                  |                                                                             |
| Year 1 Cost                          | \$93,645.96                                                                       | \$75,293.50                                                                                                                                                                               | \$93,557.00                                                                 |
| Annual Cost After Year 1             | \$93,645.96                                                                       | \$71,543.50                                                                                                                                                                               | \$85,380.36                                                                 |





## **Payroll and Human Capital Management Services Agreement**

This Payroll and Human Capital Management Services Agreement (“PHCMSA”), effective as of the Effective Date below, is by and between Paycom Payroll, LLC, a Delaware limited liability company whose corporate headquarters is located at 7501 W. Memorial Road, Oklahoma City, OK 73142 (hereinafter “Paycom”) and the undersigned Client (hereinafter “Client”).

Paycom and Client agree that this PHCMSA, the General Terms and Conditions ([www.paycom.com/agreements](http://www.paycom.com/agreements)), as may be amended from time to time as provided for therein (the “GTC”), and all of the applicable service component Schedules ([www.paycom.com/agreements](http://www.paycom.com/agreements)) (“Schedules”) shall apply to all services provided by Paycom to Client except for certain standalone services governed by separate agreements. The GTC and the applicable Schedules are incorporated by reference herein as if fully set forth herein. All of Paycom’s services provided to Client, but excluding the background screening services, shall be and are collectively referred to as the “Services.” This PHCMSA, the GTC and the applicable service component Schedules shall be and are collectively referred to as the “Agreement.”

Subject to the terms and conditions of the Agreement, Paycom agrees to perform and Client hereby engages and hires Paycom to perform on Client’s behalf each of the Services indicated on proposal(s) acknowledged by Client and as more specifically described in this Agreement.

Subject to the terms and conditions of this Agreement, Paycom shall make available to Client each service component of the Services promptly after Client provides Paycom with the information and documents that Paycom requires to begin performing the subject Services.

Paycom’s Services are based upon information and instructions provided by Client. Client is solely responsible for the accuracy and completeness of all information and instructions provided to Paycom. Notwithstanding anything to the contrary in this Agreement, Paycom shall not be liable or responsible for errors or omissions arising from Paycom’s reliance upon Client’s instructions or incorrect or incomplete information, designations, elections, or instructions provided by Client.

Notwithstanding anything to the contrary in this Agreement, the Services provided by Paycom expressly do not include the rendering of legal, tax, accounting, or investment advice to Client or Client’s employees.

**LIMITATIONS OF LIABILITY. NOTWITHSTANDING ANYTHING TO THE CONTRARY HEREIN, BUT EXCEPT AS TO THOSE MATTERS PROVIDED FOR IN SECTIONS 12 AND/OR 24 OF THE GENERAL TERMS AND CONDITIONS, IN NO EVENT SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR ANY INCIDENTAL, INDIRECT, CONSEQUENTIAL, PUNITIVE OR SPECIAL DAMAGES (INCLUDING BUT NOT LIMITED TO DAMAGES TO LOST ANTICIPATED SAVINGS), WHETHER FORESEEABLE OR NOT AND HOWEVER CAUSED, EVEN IF SUCH PARTY IS ADVISED OF THE POSSIBILITY THAT SUCH DAMAGES MIGHT ARISE. NOTWITHSTANDING ANYTHING TO THE CONTRARY HEREIN, EXCEPT AS LIMITED FURTHER BY THE AGREEMENT AND EXCEPT FOR THE ITEMS DESCRIBED IN SECTIONS 24.1 THROUGH 24.8 OF THE GENERAL TERMS AND CONDITIONS, THE AGGREGATE LIABILITY OF EACH PARTY TO THE OTHER FOR ANY OR ALL LOSSES OR INJURIES FROM ANY ACTS OR OMISSIONS UNDER THIS AGREEMENT OR FROM ANY SERIES OF BREACHES ARISING OUT OF THE SAME ERROR, ACT, INCIDENT, OR OMISSION, REGARDLESS OF THE NATURE OF THE LEGAL OR EQUITABLE RIGHT CLAIMED TO HAVE BEEN VIOLATED, SHALL UNDER NO CIRCUMSTANCES EXCEED AND SHALL BE LIMITED TO AN AMOUNT EQUAL TO THE FEES PAID BY CLIENT TO PAYCOM UNDER THIS AGREEMENT DURING THE TWELVE MONTH PERIOD IMMEDIATELY PRECEDING THE FIRST OCCURRENCE OF THE ALLEGED BREACH, OR SERIES OF BREACHES ARISING OUT OF THE SAME ERROR, ACT, INCIDENT, OR OMISSION, FOR THE SERVICE COMPONENT(S) WHICH IS/ARE THE SUBJECT OF THE ALLEGED BREACH.**

All issues and questions concerning the construction, validity, enforcement, performance and interpretation of the Agreement, the parties’ business dealings now or hereafter, and the parties’ corresponding, contemporaneous and/or subsequent agreements shall be governed by, and construed in accordance with, the laws of the State of Oklahoma. With respect to any claim arising out of the Agreement, the parties’ business dealings and/or the parties’ corresponding, contemporaneous and/or subsequent agreements, each party irrevocably submits to the exclusive jurisdiction and exclusive venue of the State or U.S. Federal courts located in Oklahoma County, Oklahoma.

The PHCMSA, GTC and any applicable Schedule are intended to contain supplemental and complementary terms and conditions. In the event of a direct conflict between the terms of the PHCMSA, the GTC and any Schedule such conflict shall be resolved in the following order, from highest priority to lowest priority: (1) PHCMSA; (2) GTC; and (3) the applicable Schedule. Notwithstanding the foregoing sentence, any terms in such Schedule that are specific to the service provided in the Schedule, as distinguished from general contract terms, shall control over (1) and (2).

Client and the undersigned individual each represent that the signatory to this Agreement is authorized to enter into such agreement on behalf of Client.

By signing below, Client agrees that it has (1) received the Agreement, (2) had an opportunity to read the Agreement and (3) agrees to be bound by the terms of the Agreement.

**IN WITNESS WHEREOF**, Paycom and Client have executed this Agreement to be effective \_\_\_\_\_ (the “Effective Date”).

**AGREED AND ACCEPTED BY CLIENT:**

**PAYCOM PAYROLL, LLC d/b/a PAYCOM:**

\_\_\_\_\_  
COMPANY LEGAL NAME

\_\_\_\_\_  
AUTHORIZED SIGNATURE

\_\_\_\_\_  
TYPE OR PRINT NAME TITLE

\_\_\_\_\_  
TYPE OR PRINT NAME

\_\_\_\_\_  
AUTHORIZED SIGNATURE

\_\_\_\_\_  
Reporting Agent

FEIN: \_\_\_\_\_

\_\_\_\_\_  
TITLE

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

8.A.



## Mayor's Office

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Bill Bazzi, Mayor

DATE: September 19, 2023

RE: TIFA and Brownfield Reappointments

Honorable City Council  
City of Dearborn Heights

Dear Council Members:

I would like to reappoint Ms. Lisa Korte and Mr. David Hull, terms to expire December, 2026, to both the Tax Increment Finance Authority and Brownfield Redevelopment Authority boards.

I would also like to appoint Ms. Rachel Felice of Dearborn Heights to both the Tax Increment Finance Authority and Brownfield boards, term to expire in December, 2025. This appointment is to replace Mr. John Kellett.

Your concurrence in these reappointments and new appointment would be greatly appreciated.  
Thank you.

Sincerely,

Bill Bazzi  
Mayor

BB/ss

### Attachments:

None

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: | APPROVED   |
| 9/26/2023                      | Motion No. |

8.B.



## Mayor's Office

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Bill Bazzi, Mayor

DATE: September 19, 2023

RE: STAR Academy Homecoming Parade Request 2023

Honorable City Council  
City of Dearborn Heights

Dear Council Members:

Star International Academy has requested permission to hold their Homecoming Parade on Friday, September 29, 2023 at 11:00 am, staging to begin at 10:00am. Police Chief Hart and Fire Chief Brogan have approved the route and will provide any services they may require. Your approval would be greatly appreciated.

Sincerely,

Bill Bazzi  
Mayor

BB/ss

### Attachments:

1. Star Academy Homecoming Council 2023
2. Star Academy Homecoming Parade Request 2023



## Mayor's Office

**Bill Bazzi**  
Mayor

September 7, 2023

Honorable City Council  
City of Dearborn Heights

Dear Council Members:

Star International Academy has requested permission to hold their Homecoming Parade on Friday, September 29, 2023 at 11:00 am, staging to begin at 10:00am. Police Chief Hart and Fire Chief Brogan have approved the route and will provide any services they may require. Your approval would be greatly appreciated.

Sincerely,

Bill Bazzi  
Mayor

BB/ss



**POLICE  
DEPARTMENT**

**Jerrod Hart**  
Chief of Police

**Bill Bazzi**  
Mayor



September 6, 2023

To: Mayor Bill Bazzi

From: Police Chief Jerrod Hart

**RE: Approval of Parade**

Mayor Bazzi,

The Police Department approves of the request from Star Academy to hold their Homecoming Parade, to be held on Friday September 29, 2023 commencing at 11:00am.

We will provide the assistance necessary for this event.

Respectfully submitted,

Jerrod Hart

Chief of Police

Cc: Director Swope

Captain Hatten





## Fire Department

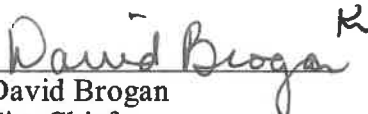
David Brogan  
Fire Chief

Bill Bazzi  
Mayor

To: Bill Bazzi, Mayor  
From: David Brogan, Fire Chief  
Date: September 6, 2023  
Re: Star International Academy Homecoming Parade

In reference to the memo from Principal Hani Abdallah regarding the Star International Academy Homecoming Parade, the Dearborn Heights Fire Department approves the route and will participate by providing a fire truck and ambulance for this event on Friday, September 29, 2023 at 11:00 a.m. Staging for this event will begin at 10:00 a.m. in the school parking lot in the entrance off Fenton Street.

The Duty Officer will be notified of the date and time of the event and will be instructed to contact Principal Hani Abdallah if there are any questions.

  
David Brogan  
Fire Chief

Cc: HQ – B Unit  
Station #1



## Mayor's Office

**Bill Bazzi**  
Mayor

TO: Jerrod Hart, Police Chief  
Dave Brogan, Fire Chief

FROM: Stephanie Shockey, Executive Assistant

DATE: September 5, 2023

RE: Star International Academy Homecoming Parade

---

Please review the attached correspondence from Star International Academy requesting approval for their Homecoming Parade to be held on Friday, September 29, 2023 at 11:00 a.m, staging to begin at 10:00am. After you have reviewed the parade route please advise me if the route meets with your approval and if your department will be able to participate. At that point I will prepare a letter to City Council requesting their approval.

Thank you.

Stephanie Shockey  
Executive Assistant to Mayor Bazzi



## Star International Academy

24425 Hass Street  
Dearborn Heights, MI 48127  
Tel: 313.724.8990  
Fax: 313.724.8994

9/05/23

Honorable Mayor Bill Bazzi  
City of Dearborn Heights  
6045 Fenton  
Dearborn Heights, Michigan 48127

Dear Honorable Mayor Bazzi,

First and foremost, Star International Academy and Hamadeh Educational Services would like to thank the City of Dearborn Heights for continuing to keep our wonderful city a safe and family oriented environment for all our students and their families. We would like continue the tradition of our Homecoming Parade at Star International Academy by hosting a Homecoming Parade on Friday, September 29<sup>th</sup>, 2023 starting at 11:00 a.m. We would appreciate having the City of Dearborn Heights Fire Safety Equipment in our Homecoming Parade. We would also be honored to have you join us for the Parade.

The parade will be staged in the school parking lot, in the entrance area off of Fenton between Hass and George, from 10:00 – 11:00 am. The parade route is north on Fenton, east on Richardson, south on Drexel, west on Hass, south on Fenton and end near the entrance of our athletic field. Please see the highlighted route on the attachment. The parade will last no longer than an hour; we anticipate it ending around 12:00 pm.

Thank you for your time and your support.

Sincerely,



Hani Abdallah  
Principal  
313-434-5176  
habdallah@starpsa.org

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

9.A.



## Human Resources

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi

Honorable City Council Members

FROM: Margaret Hazlett, Director

DATE: September 19, 2023

RE: Human Resource Director Hazlett - Michigan Regional Council of Carpenters Contract

Request to approve the Michigan Regional Council of Carpenter's contract with the City of Dearborn Heights effective July 1, 2023 through June 30, 2026 and authorize the Mayor and the City Clerk to sign the agreement.

### Attachments:

1. TA for Carpenters Union.Aug 2023
2. MI Regional Council of Carpenters Contract.2023 - 2026.

T.A. 8/29/2023

*Handwritten signature*

August 29, 2023

City of Dearborn Heights  
Carpenter Union Proposal

Salary Proposal

All employees move from hourly positions to salary positions (not eligible for overtime)

**New Scale**

Plumbing Inspector

Electrical Inspector

Housing Inspector

| 1 <sup>st</sup> Year | 2 <sup>nd</sup> Year | 3 <sup>rd</sup> Year |
|----------------------|----------------------|----------------------|
| 90%                  | 95%                  | 100%                 |
| \$61,200             | \$64,600             | \$68,000             |
| 29.42                | 31.06                | 32.69                |

**New Scale for Building Inspector**

| 1 <sup>st</sup> Year | 2 <sup>nd</sup> Year | 3 <sup>rd</sup> Year |
|----------------------|----------------------|----------------------|
| 90%                  | 95%                  | 100%                 |
| \$67,320             | \$71,060             | \$74,800             |
| 32.36                | 34.16                | 35.96                |

Employee placement on scale shall reflect their current time as full time inspectors with the City (i.e. hired in 2020, place on 3<sup>rd</sup> Year Step)

Each quarter that the Building & Engineering department completes 1,500 inspections, each inspector shall be paid the quarterly bonus listed below:

Jan-Mar \$500

Apr – June \$500

July – Sept \$500

Oct – Dec \$500

Payable the second pay period of the following month

Attend the Planning Commission or Zoning Commission monthly meeting

\$200 for each meeting attended

**Wages going forward:**

July 1, 2024 2%

July 1, 2025 2%

**Contract Ratification Bonus:**

For Inspectors hired on or before January 1, 2022 \$5,000

For Inspectors hired after January 1, 2022 \$1,000

**Contract duration June 30, 2026**

**AGREEMENT**

**BETWEEN**

**THE CITY OF DEARBORN HEIGHTS**

**AND**

**MICHIGAN REGIONAL COUNCIL OF CARPENTERS**

**2023-2026**

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## **AGREEMENT**

This Agreement is between the City of Dearborn Heights (hereinafter referred to as the "Employer" or "City") and the Michigan Regional Council of Carpenters, United Brotherhood of Carpenters and Joiners of America, AFL-CIO (hereinafter referred to as the "Union").

### **ARTICLE I RECOGNITION**

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the City does hereby recognize the Union as the sole and exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement of all Building Inspectors in the Building and Engineering Department, excluding Police and Firemen, DPW Supervisors, Civilian Dispatchers, Court employees, AFSCME employees and Community and Economic Development employees, and all other employees.

### **ARTICLE II PURPOSE AND INTENT**

The general purpose of this Agreement is to set forth certain terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of this Employer, its employees and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the City's success in establishing and the Union's success in rendering proper services to the public.

To these ends the City and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels among all employees.

### **ARTICLE III AID TO OTHER UNIONS**

The City agrees not to aid, promote or finance any other labor group or organization which purports to engage in collective bargaining or to make any agreement with any such group or organization for the purpose of undermining the Union.

### **ARTICLE IV UNION SECURITY AND CHECK-OFF**

#### Section 1:

The parties recognize that all employees covered by this Agreement should pay their fair share of the cost of negotiating and administering the Agreement.

#### Section 2:

It shall be a continuing condition of employment that all employees covered by this Agreement shall either maintain membership in the Union by paying the Union's uniform dues, fees and assessments, or shall pay a collective bargaining service fee for the cost of negotiating and administering this and succeeding Agreements; provided, however, that a monthly service fee once set during the contract term shall not change more than once each contract year.



Section 3:

Any employee who has failed to either maintain membership or pay the requisite agency fee shall not be retained in the bargaining unit covered by this Agreement, provided, however, no employee shall be terminated under this Article unless:

- (a) The Union has notified such employee by certified letter addressed to that employee's address last known to the Union spelling out that such employee is delinquent in payment of dues or fees, specifying the current amount of delinquency, and warning the employee that unless such amount is tendered within then ten (10) calendar days, such employee will be reported to the City for termination from employment as provided for herein, and
- (b) The Union has furnished the City with written proof that the foregoing procedure has been followed or has supplied the City with a copy of the notice to the employee and notice that the employee has not complied with such request. The Union must further provide the City with written demand that the employee be discharged in accordance with this Article, and provide to the City, in affidavit form signed by the Union Treasurer, a certification that the amount of delinquency does not exceed the collective bargaining service fee, including, but not limited to, the cost of administering and negotiating this and succeeding agreements.

Section 4:

- (a) The City agrees to deduct from the pay of each employee from whom it receives an authorization to do so, the amount specified upon the authorization. Each employee utilizing the City deduction from pay for the remittance of sums to the Union shall provide to the City an authorization in form attached here as Attachment "A".

The form shall include an agreement by the employee to hold the City harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of, or by reason of, action taken or not taken by the City for the purpose of providing the deduction service. Furthermore, the employee shall agree that in the event a refund is due to an employee for any reason, such employee shall seek such refund from the Union.

- (b) Such sums deducted from any employee's pay, accompanied by a list of employees from whose pay they have been deducted and the amount deducted from each, and by a list of employees who had authorized such deductions and from whom no deductions were made and the reasons therefore, shall be forwarded to the Michigan Regional Council of Carpenters, 23401 Mound Rd., Suite 202, Warren, Michigan, 48091, within thirty (30) days after such collections have been made.
- (c) In the event that a refund is due any employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain appropriate refund from the Union.
- (d) The Union shall indemnify and save the City harmless against any and all claims, demands, lawsuits or other forms of liability that shall arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this Article.
- (e) The City shall not be liable for the remittance of payments of any sums other than those constituting actual deductions made; and if for any reason the City fails to make a deduction for an employee as above provided, it shall make that deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the employee or the Union.

## **ARTICLE V REPRESENTATION**

### **Section 1.**

It is mutually agreed that for the purpose of contract negotiations, the Union may be represented by a Chief Steward, who shall be a regular seniority employee.

The Union may also be represented by any other persons outside the bargaining unit, who are not employed by the City.

### **Section 2.**

It is mutually agreed that for the purpose of handling grievances on its behalf, the Union may be represented by the Chief Steward who shall be a regular seniority employee.

### **Section 3.**

The Union may appoint a temporary Chief Steward to fill a vacancy caused by absence of the regular Chief Steward. The City shall be notified of any such change by the Union in writing before the start of the working day.

### **Section 4.**

Should it become necessary for a Chief Steward to leave the Steward's place of work in order to investigate a previously filed grievance, the Chief Steward shall request permission of the Building and Engineering director or Deputy Director, who shall have authority to release said Chief Steward and who shall not unreasonably withhold or delay permission. The Chief Steward shall provide the Building and Engineering Director or Deputy Director with the name and location of the employee the Chief Steward is going to see. The Chief Steward shall proceed directly to and from the location identified to the person in charge and will notify that person upon return to work. The privilege provided in this Section is extended to the Chief Steward with the understanding that such time will be devoted solely to the prompt handling of grievances and will not be abused or used as a work avoidance device.

## **ARTICLE VI GRIEVANCES**

### **Section 1.**

A grievance under this Agreement is a written dispute, claim or complaint arising under and during the term of this Agreement setting forth the following information:

- (a) Article and Section of Agreement alleged violated, and
- (b) Date of occurrence of each alleged violation, and
- (c) Manner of alleged violation including the name, if applicable, of the management representative who allegedly violated the Agreement; and filed by either the Union, or an employee in the bargaining unit.

Grievances are limited to matters of interpretation or application of express provisions of this Agreement. The parties recognizing that an orderly grievance procedure is necessary agree that each step must be adhered to as set forth herein or the grievance is forfeited.

All grievances must be filed in writing within three (3) working days after occurrence of the circumstances giving rise to the grievance, or receipt of pay for a grievance concerning pay computations, otherwise the right to file a grievance is forfeited and no grievance shall be deemed to exist.

## Section 2.

The grievance procedure shall be as follows upon timely filing:

Step I. The employee shall first attempt to resolve subject matter of the grievance with that employee's department supervisor. In the event that no satisfactory answer is received by the employee, the employee shall have the right to file a grievance.

Step II. Within five (5) City Hall business days of receipt of a written grievance, the Department Head shall set up a meeting with the grievant to discuss the grievance. The Department Head will answer the grievance within five (5) City Hall business days of the meeting with the grievant. If the grievant is not satisfied with the answer by the Department Head, the grievant may appeal to the Mayor or designated representative. The appeal must be received by the Mayor's office within ten (10) City Hall business days of the date of the Department Head's answer.

Step III. Within five (5) City Hall business days of receipt of a timely appeal by the Mayor or designated representative, the City shall set up a meeting with the grievant, the Chief Steward and not more than one (1) non-employee Union representative, if requested by the grievant. Within ten (10) City Hall business days of the meeting, the City shall answer the grievance.

Step IV. In the event that the grievant is not satisfied with the City's answer at Step III, the Union shall have the right to request arbitration and notice of intention to arbitrate must be filed with the City within ten (10) City Hall business days of receipt of the City's answer, and arbitration invoked under the rules and regulations of the American Arbitration Association within forty-five (45) calendar days of the date of the City's answer.

## Section 3.

Time limits specified herein for movement of grievances through the process shall be strictly adhered to and may be relaxed or extended only by mutual consent of the parties in writing.

## Section 4.

The City must be notified in writing prior to taking the case to arbitration which group of people has requested arbitration. It is also agreed by the City and the Union that the purpose of arbitration is to settle grievances without resorting to work stoppages.

## Section 5.

The decision of the Arbitrator shall be final and binding on all parties.

The Arbitrator may not add to, or subtract from, change or amend any of the terms of this Agreement and shall only be concerned with questions concerning the issue or issues involved.

The expense of such impartial arbitrator shall be borne by the losing party as determined by the arbitrator.

## Section 6.

- (a) The Steward or proper Union representative shall have the authority to reach a binding settlement on all grievances.
- (b) All offers to settle grievances from the City, if accepted by the Steward or Union representative, shall be binding on the City, the Union and the employee. All settlements shall be in written form and signed by the

proper City representative and Steward or proper Union representative, subject to City Council's right to ratify where appropriate.

Section 7.

The grievant may be represented by the Union at Steps I, II, and III of the grievance procedure. Only the Union may invoke arbitration.

Section 8.

The individual grievant shall be responsible for timely filing of grievances and the appeal of such grievances through any or all steps of the grievance procedure including but not limited to Arbitration.

## **ARTICLE VII DISCIPLINE AND DISCHARGE**

Section 1.

The City agrees promptly upon the discharge or discipline of an employee to notify in writing the Chief Steward of the discharge or discipline.

Section 2.

The discharged or disciplined employee will be allowed to discuss the discharge or discipline with the Chief Steward and the City will make available an area where such employee may do so before being required to leave the property of the City. Upon request, the City or its designated representatives will discuss the discharge or discipline with the employee and the Chief Steward.

Section 3.

Should the discharged or disciplined employee or the Chief Steward consider the discharge to be improper, a grievance shall be presented in writing through the Chief Steward to the Mayor or designee at Step III within three (3) regularly scheduled working days of the discharge or discipline. The mayor or designee will review the discharge or discipline and give an answer within three (3) regularly scheduled working days after receiving the grievance.

Section 4.

In imposing any discipline on a current charge the City will not take into account any prior infractions which occurred more than two (2) years previously.

Incidents involving workplace violence, sexual, ethnic, or other harassment may be taken into account five (5) years after such incident.

Section 5.

Discharge and discipline shall be initiated within five (5) City Hall business days of the occurrence of the cause, or if the City did not have knowledge of said cause at the time of its happening, within three (3) City Hall business days after the City becomes aware of the cause for discharge and discipline.

Section 6.

The Union shall have the right to a special conference with the Mayor or designated representative prior to the employee being discharged. The exception to this paragraph shall be acts of violence or theft.

Section 7.

The parties being mutually desirous of establishing a uniform program dealing with tardiness hereby agree as follows:

- (1) Late employees will be docked one-tenth of an hour for each six (6) minutes late or part thereof, however employees are not required to work during any docked period unless paid.
- (2)
  - (a) Four (4) times late during any three-month period shall receive an oral reprimand.
  - (b) Five (5) times late in any four-month period shall receive a written reprimand.
  - (c) Six times late in any four-month period shall be subject to a disciplinary layoff of three work days.
  - (d) Seven times late in any five-month period shall be subject to discipline up to a maximum of ten working days layoff.
  - (e) Ten times late in any six-month period shall be subject to discipline up to and including discharge. Where "layoff" is used it should mean "without pay".

## **ARTICLE VIII SECURITY**

Section 1.

Bargaining unit seniority shall be determined and operated upon a department wide basis. A new employee shall be regarded as probationary and shall not have seniority until after such employee's ninety (90) days of continuous employment in the bargaining unit (a thirty-day extension may be granted if mutually agreed upon by all parties, i.e., employer, Local 1045 and employee). If retained thereafter, the employee shall have seniority as of such employee's original date of entry into the bargaining unit. The City may transfer any probationary employee at any time. A probationary employee may be discharged by the City in its discretion without recourse to this Agreement.

Section 2.

The seniority of each employee who is employed in the City as of this date shall be determined in accordance with the last date of continuous employment in a position within the bargaining unit covered by this agreement upon which such employee was hired upon the Dearborn Heights payroll in the Building and Engineering Department.

Section 3.

Seniority lists will be brought up to date upon request by the Union not more often than every six (6) months but may be posted more often so that the employees may be acquainted with the current list if any hiring or layoff or quits have occurred within this time.

Section 4.

If a supervisory employee or other City employee has been promoted or transferred to a position excluded from this Agreement and such excluded employee is thereafter laid off or demoted, such excluded employee shall be eligible for a job in the bargaining unit covered by this Agreement in accordance with the following:

- (A) If the excluded employee left the bargaining unit, such employee shall return to the bargaining unit with such employee's bargaining unit seniority from date of last hire to the date of leaving the bargaining unit. The excluded employee shall have only one year from leaving the bargaining unit to return to the bargaining unit.

- (a) Employees returning to the bargaining unit shall return to the last job classification within the Building and Engineering Department held at the wage rate of that job as provided for in the then current Agreement, provided the employee possesses the required skill and current licenses and certifications.
- (b) It is the intent of the parties that bargaining unit seniority not be earned by employees outside the bargaining unit; provide, however, nothing in this Section shall affect an employee's seniority for purposes of earning fringe benefits offered on the basis of total City service such as vacations, pensions and sick days.
- (c) Persons hired by the City on or after July 1, 1987, receive longevity based upon fixed dollar amounts found at Article XVIII, Section 1. Persons hired by the City on or after July 1, 2007 shall not receive longevity. Persons hired by the City on or after June 1, 1984 do not receive the Monetary Fringe Benefit (MFB).
- (d) This section shall not be construed to create a right return to the bargaining unit where such right does not independently exist, nor shall this Section be construed to preclude a return to the bargaining unit as a new employee.

#### Section 5.

Seniority shall be lost upon the happening of the following events:

- (a) If the employee quits.
- (b) If the employee is discharged and the discharge is not reversed through the grievance procedure.
- (c) If the employee fails to report for work within five (5) days after notice to report has been sent to such employee's last known address by certified mail according to the City's records.
- (d) If a settlement with the employee has been made for total disability.
- (e) If the employee is laid off and thereafter continually laid off by the City for a period equal to the length of such employee's seniority under the contract at the time of the lay off, except when an employee has less than one year's seniority, such employee will be retained on the call-back list for one year.

#### Section 6.

All layoffs will be by crafts, with least senior first.

#### Section 7.

Any employee who has been incapacitated at such employee's regular work, or suffers an injury or compensable disease while employed by the City may be employed in other work in the City which such employee can do without regard to any seniority provisions of this Agreement.

#### Section 8.

Temporary employees are those employed for a regular work day and/or work week, but not for more than a period of one hundred and eighty (180) calendar days per year, except as otherwise provided in this Agreement.

#### Section 9.

- (a) Part-time employees are those employed for less than eight (8) hours a day or less than a forty (40) hour week. Part-time employees shall not work more than one hundred eighty (180) days per calendar year.
- (b) In the event of a layoff, part-time employees in the Building and Engineering Department will be laid off

prior to full-time employees in the classification selected by the City for reduction.

- (c) Part-time and temporary employees shall not rank for overtime work when it will take such overtime work away from the regular full-time employees within the same Department in the same classification if the full-time employee accepts.

Section 10.

The Pension Board cannot set dates-of-hire for purposes of determining seniority or any benefit under this Agreement (except pension). The City agrees that for any persons for whom it is using a PAC date of hire for calculating vacations and longevity as of January 13, 1987 will be continued with that date, but no additional persons shall be added.

Section 11.

Each employee shall provide the City with the current address and telephone number upon which the City shall be entitled to rely. Employees shall provide change in either address or telephone number on City forms to be filed with the Human Resources Department.

Section 12.

Bargaining unit members shall provide the social security numbers of their spouse and dependents.

## **ARTICLE IX BULLETIN BOARDS**

Section 1.

A bulletin board shall be erected in a suitable location to be determined by the City in consultation with the Union. The bulletin board may be used by the Union to post the following types of notices:

- (1) Notices of recreation and social affairs.
- (2) Notices of Union elections and appointments.
- (3) Notices of Union hearings and meetings, provided that additional notices may be posted by mutual consent.

Section 2.

Seniority lists may be posted on this bulletin board.

Section 3.

Bulletin boards shall not be used by the Union or its members for disseminating or posting or distributing pamphlets or political matter of any kind whatsoever for advertising.

Section 4.

If the Union so desires and if suitable space is available, the City shall furnish space to the Union for a locker where its records pertaining to its dealings with the City may be kept. The City takes no responsibility for the safety of the contents thereof.

## ARTICLE X MISCELLANEOUS

### Section 1.

- (a) If for any reason there is insufficient work in the Building and Engineering Department in an employee's classification to permit full-time employment, it shall be the policy of the City and the Union to hereby agree that the employees shall work at other classifications as assigned.
- (b) In emergency cases due to sickness of employees or other unexpected absences, the City shall have the right to assign employees to work outside the classification and pay that rate if higher.

### Section 2.

Pay periods shall be bi-weekly for all employees. Pay days will be on Fridays.

### Section 3.

This Agreement shall be the sole and exclusive method for effectuating, administering and enforcing of any of the rights, duties and obligations contained within this Agreement. It is the intention of the parties, at the request of the Inspectors or the **Michigan Regional Council of Carpenters**, United Brotherhood of Carpenters and Joiners of America, AFL-CIO, that this Agreement supersedes and replaces the system administered by the Municipal Employee's Civil Service Commission in cases other than an individual's entry into the service of the City.

### Section 4.

All inspectors shall be certified in their craft as required by the Michigan Department of Labor, Bureau of Construction Codes. The City shall pay all reasonable expenses associated with Union inspectors attending seminars needed to maintain Union Members' education and certification. A final budget amount shall be set aside solely for this purpose.

### Section 5.

This contract shall be in compliance with the American With Disabilities Act (ADA). Employees covered by this contract shall be entitled to all rights as contained in the ADA. The City and Union shall comply with their obligations under the ADA and recognize the need to reasonably accommodate the disabled, as provided for under the ADA. They agree to meet as necessary during the term of this agreement to discuss any specific problems which may arise in fulfilling this obligation.

### Section 6.

The City and its employees shall comply with the Family Medical Leave Act (FMLA) and the regulations implementing that act, which are specifically incorporated herein. Employee paid time off such as sick days, personal days and vacation time will be charged for FMLA leave in accordance with FMLA regulations. Unpaid FMLA leave will not be granted until all paid time off to which an employee can be charged for FMLA leave is exhausted. Health insurance coverage will be maintained for the duration of the FMLA leave (and thereafter if otherwise provided in this agreement.) Upon their return for FMLA leave, employees will be returned to the same or an equivalent position to that which they occupied when the employee commenced the leave in accordance with FMLA regulations. Employees shall also remain entitled to all other benefits through which they are entitled under this agreement.

### Section 7.



The city shall provide each employee with a full-size pick-up truck for use during regular business hours, and for City business on week nights or weekends. Employees shall not use the City issued vehicle for any personal use. Employees shall not be entitled to take the City issued vehicle home.

## **ARTICLE XI WORKING HOURS AND OVERTIME**

### Section 1.

The standard work day and work week for bargaining unit employees shall be eight (8) hours per day, five (5) days per week, Monday through Friday, for a total of forty (40) hours per week. It is agreed by the parties that the work day will begin at 8:30a.m. and will end at 5:00p.m., with a thirty 30- minute lunch break.

Union members may leave their City Hall office at 9:00a.m., but agree to return to the office no later than 4:00p.m. to be available for consultation with the public or other department members, provided however, that management reserves the right to require inspectors to stay later in the a.m. when it becomes necessary.

### Section 2.

All employees working a full duty shift shall be entitled to two (2) rest periods per shift, excluding a lunch period. These periods shall be taken on before and one after lunch and each shall not exceed fifteen (15) minutes in length.

## **ARTICLE XII MANAGEMENT RESPONSIBILITY**

### Section 1.

Except where limited by this contract and any supplement hereto:

- (a) The authority to determine the items to be produced, establish schedules of production, determine the methods, processes, means and places of production, are solely and exclusively the responsibility and the right of the City. The authority to direct, adjust, increase and decrease the working force, to remove employees and maintain discipline shall be vested solely and exclusively in the management.
- (b) The parties recognize and agree that there are situations wherein it becomes necessary for City Supervisors to engage in bargaining unit work, and herein agree that Supervisors may engage in such work:
  - (1). To train and retrain bargaining unit employees.
  - (2). In situations where regularly scheduled employees fail to appear for work during regular work hours.
- (c) The Union recognizes the exclusive right of the City to establish reasonable work rules, determine reasonable schedules of work, determine and establish methods, processes and procedures by which such work is to be performed as well as set work standards. The City also reserves the right to make work assignments in emergency situations.
- (d) The City has the right to schedule overtime work as required, and the Union recognizes that many emergency situations can arise. The City as the responsibility in these duty assignments to provide equal compensation for equal work. In cases where an employee considers that these principles are not being observed, such employee may seek redress through the grievance procedure.
- (e) It is understood by the parties that every incidental duty connected with the assignments cannot always be specifically defined. Nevertheless, subject to the limitations of this Agreement, the employees are expected to

work these assignments.

(f) The following authority is conferred on City officials:

- (1) The Charter responsibility of the Mayor as executive officer for enforcing the laws of the State, City Charter and Ordinances, recommending an annual budget of appropriations, and the efficient performance of all executive departments, among other executive responsibilities defined by the Charter.
- (2) The Charter responsibility of the City Council as the legislative body for the enactment of ordinances, the appropriation of money and the determination of the City's budget, among other legislative responsibilities defined by the Charter.
- (3) The Charter responsibility of the City Council in establishing and amending a classification of positions plan, a compensation plan, an insurance and disability plan and retirement plan.
- (4) The Charter responsibilities of the City in determining the functions and organization of the respective departments or divisions.
- (5) The responsibilities to administer pay and fringe benefit plans, to provide the necessary surveys, research rules, regulations, resolutions and ordinances for this purpose, subject to the authority of the departments and the City Council.
- (6) The responsibility for administering Charter and Ordinances provisions relating to the Retirement Plan and the Insurance and Disability Plan.
- (7) Management will be responsible for providing substitutes for inspectors when they are off. The City and Union agree to form a Labor-Management Committee to prepare a list of qualified substitutes.

## **ARTICLE XIII**

### **SICK LEAVE**

#### Section 1.

Seniority employees shall be credited with one (1) sick leave day per month worked. A month worked is any month in which an employee really works or is on approved vacation or paid holiday for sixteen (16) or more days.

Employees hired by the City on or before June 30, 1990 may accumulate up to one hundred and fifty (150) unused sick leave days. Employees hired by the City on or after July 1, 1991, shall accumulate only up to ninety (90) unused sick days. November 30th of each year shall be considered the year end. Credit for such sick leave will be compiled November 30th of each year and will be paid in the following manner: Upon retirement, forced retirement (or disability) or death, one hundred percent (100%) of accumulated sick leave days. For reasons other than the above the employee will be paid one-half (1/2) of the accumulated sick leave days upon severance of employment unless discharged for cause.

#### Section 2.

The City shall be permitted to offer to purchase banked sick days from time to time provided that the sale of such days is at the employee's option and the number purchased reduces the employee's maximum contractual accumulation by the number purchased by the City.

#### Section 3.

Employees shall have two (2) personal days per year not to be accumulated or charged to their sick leave days. These days shall be taken between July 1 and June 30 of each year and shall be scheduled by the employee with at least twenty- four (24) hours advance notice to the City except in an employee proven emergency.

Section 4.

Any employee injured on the job and the attending physician determines it is in the best interest of the employee not to return to work immediately, the employee shall be paid for a full day's work.

Section 5.

Should an employee's period of illness extend so the employee's accumulated sick leave days are used up, the employee may make written request to be paid any vacation time that may be due the employee.

Section 6.

All City employees in the bargaining unit who are injured or become ill in the line of duty as defined by the Worker's Compensation Law shall be carried on the City payroll at no loss of take-home pay for such employee's classification for a period not to exceed one (1) year from date of injury. The employee shall continue to earn vacation leave, longevity pay, hospitalization, life insurance and seniority rights.

All monies received by the employee from Worker's Compensation or insurance paid for by the City shall be returned in its entirety to the City during the above period.

In the event that such an employee receives disability benefits from any source such as U.S. Social Security Administration or Pension Plan, retroactive or otherwise, the employee shall be liable to reimburse the City for any amounts paid by the City to supplement Worker's Compensation benefits for the period covered by the disability benefit.

Section 7.

- (a) An employee whose illness extends beyond five (5) working days shall be required to furnish the employer with a medical analysis, setting forth the nature of the medical condition (not a conclusive statement) and the anticipated prognosis including the ability and anticipated time when the employee will be able to return to work after the period of absence from a fully qualified physician (M.D. or D.O.). Before an employee returns to work, the employee must make an appointment through the Human Resources Department to see the City physician. A clearance by the physician or designated replacement is needed before an employee can return to work.
- (b) An employee who takes sick leave shall not be entitled to be called for overtime work until such employee has returned to and worked a full day.
- (c) The employee shall notify the Building and Engineering Director or Deputy Director prior to the\_ scheduled starting time if such employee is to be off sick. It is agreed that an employee will attempt to alert management as far in advance of scheduled starting time as possible about a pending absence.

Section 8.

The Union agrees to the following no-fault attendance program which shall be concerned only with incidents of absence, not with the reason for the absence. An incidence of absence shall be calculated as follows:

- 1) 1 or more consecutive days = 1
- 2) Any part of a single day = ½
- 3) Discipline for accumulating incidents shall be imposed as follows:

|              |                       |
|--------------|-----------------------|
| 8 incidents  | Verbal <u>warning</u> |
| 10 incidents | Written warning       |
| 12 incidents | 1 day suspension      |
| 15 incidents | 3 day suspension      |
| 17 incidents | Discharge             |

Discipline for accumulating incidents shall be imposed as follows:

All incidents shall be counted in any nineteen (19) consecutive month period.

All absences count in this program whether or not the day is paid; provided that previously scheduled vacation, bereavement leave, or personal days will not count; on the job injury absence will not be counted; written notice and proof of an incidence of hospitalization wherein the person is admitted because of an injury will not be counted. An employee who is ordered to appear at a District, Circuit or Federal Court pursuant to a Witness Subpoena, or an employee who is on jury duty or having outpatient surgery in a hospital or hospital administered free standing outpatient surgicenter shall not have an incident charged to them if they supply the Employer with documentation of the event at least ten (10) days in advance.

Wherever the policy speaks in terms of a rolling period, that period shall be expressed as "consecutive" months.

When a person reaches eleven (11) incidents, that person will receive a conference with the City in which conference the City will provide the person an opportunity to explain their attendance and the person will be given the opportunity to establish by credible written medical opinion (not a conclusionary statement) by a medical doctor or doctor of osteopathy a medical explanation for such incident. The purpose of this pre-prevention conference is not to make the policy a "fault" policy but to adjust the policy required penalty if considered appropriate by the City.

For each sixty (60) consecutive calendar days, employees that do not have an incident in such sixty (60) consecutive calendar days from their last incident shall have the oldest incident otherwise eligible for policy consideration eliminated from consideration under the attendance policy.

## **ARTICLE XIV LEAVES OF ABSENCE**

### **Section 1.**

Written leaves of absence for specified purposes and period of time may be granted employees without loss of seniority.

### **Section 2.**

Leaves shall be granted for a period of up to six (6) months upon demonstrated inability to perform City assigned job tasks as certified by a qualified medical doctor (M.D.) or doctor of osteopathy (D.O.) The employee shall provide a medical analysis, setting forth the nature of the medical condition (not a conclusive statement) and the anticipated prognosis

including the ability and anticipated time when the employee will be able to return to work after the period of absence. The City shall have the right to require a physical examination each week during the disability if it desires.

Section 3.

The City shall provide "forms" to an employee to request a leave of absence. The forms will be obtained from the Personnel Department. Any employee desiring a leave for any reason shall submit such application in excess of thirty (30) calendar days prior to the date the leave is to commence and the City shall grant or deny such request within ten (10) City Hall business days of receipt of the request. The thirty (30) day requirement may be waived if there is an emergency.

Section 4.

Whenever an employee shall become pregnant, she shall furnish the City with a certificate from her physician stating the approximate date of delivery, the nature of the work she may do and the length of time she may continue to work.

- (a) She shall be permitted to continue to work in accordance with her physician's recommendation, providing the employer has suitable work available. Sick leave days may be used for the time her physician has recommended the employee to be off the job.
- (b) A maternity leave of absence shall be handled in the same manner as a medical leave of absence.

Section 5.

All employees shall be entitled to three (3) work days per funeral for the bereavement of an immediate member of the employee's family within three hundred (300) miles of the City of Dearborn Heights. An immediate member of the family for this purpose shall be deemed parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, grandparents-in-law, foster parents, stepfather, stepmother, step-brothers, step-sisters or any other persons living in the household even if not related by blood or marriage. The employee shall be entitled to five (5) work days for the funeral of parents, spouse, grandparents, brothers, sisters, child (ren) or grandchild (ren) if within three hundred (300) miles of the City of Dearborn Heights. One (1) additional work day for travel will be given for funerals more than three hundred (300) miles. Any additional necessary funeral time shall be charged against accumulated sick leave time. Sick time used for the bereavement of aunts and uncles will not be counted as an incident under Article 13, Section 8.

The additional time is subject to the approval of the Department Head and the Department Head's refusal to grant the extension, is subject to the grievance procedure of this contract.

A photocopy or copy of a certified death certificate - or other appropriate documentation - or a document signed by a licensed funeral director on funeral home letterhead stating the date of the funeral service, the employee in attendance and their relationship to the deceased - must be provided to the City by the employee in order for the funeral leave to be granted.

## ARTICLE XV HOLIDAYS

### Section 1.

Employees will have the following holidays off with pay:

|                               |                        |
|-------------------------------|------------------------|
| <b>Martin Luther King Day</b> |                        |
| Day before New Year's Day     | Thanksgiving Day       |
| New Year's Day                | Day after Thanksgiving |
| Memorial Day                  | Day before Christmas   |
| 4 <sup>th</sup> of July       | Christmas Day          |
| Labor Day                     | Good Friday            |
| Veteran's Day                 | Employee's Birthday    |

Employee's birthday holiday may be taken within one week prior or subsequent to the employee's birthday provided the employee gives the City seven (7) days prior notice.

### Section 2.

The City shall pay holiday premium pay as per Working Hours and Overtime Article XI, Section 2 (c), only on the day given off by the City as the holiday.

### Section 3.

If the holiday falls on Saturday, the employee shall have the Friday prior to the holiday off with pay. If the holiday falls on Sunday, the employee shall have the following Monday off with pay. For those employees on a Tuesday through Saturday work week, a special provision shall apply. If the holiday falls on Sunday or Monday, the employee shall have the following Tuesday off with pay. If the holiday falls on Friday or Saturday, the employee shall, during the week of that holiday, work Monday through Thursday.

### Section 4.

Seniority employees shall be paid eight (8) hours pay at their regular straight time hourly rate for all holidays covered in this Agreement.

### Section 5.

To be eligible for holiday pay, an employee must work all scheduled straight time work hours and the work day immediately preceding and following the contract holiday unless on a management previously approved personal or vacation day.

## **ARTICLE XVI VACATIONS**

### Section 1.

Employees will receive paid vacation time off based upon total length of continuous City service (whether or not within this bargaining unit) on the following basis:

| LENGTH OF SERVICE AS OF JAN. 1 | VACATION ALLOWANCES PER YEAR                                                                                    |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------|
|                                |                                                                                                                 |
| After one (1) year             | Thirteen (13) working days                                                                                      |
| After five (5) years           | Eighteen (18) working days                                                                                      |
| After ten (10) years           | Twenty-three (23) working days                                                                                  |
| After fifteen (15) years       | One (1) additional day for each year of service after fifteen (15) years with a maximum of thirty-two (32) days |

### Section 2.

Vacation period is from January 1st through December 31st. Every effort will be made to grant vacations at a time to meet the wishes of the employee and also maintain the operation of the department.

### Section 3.

An employee's vacation pay will be based on the regular, normal work week.

### Section 4.

If a holiday falls within an employee's vacation, such employee will be given an extra day's vacation.

### Section 5.

Employees who have less than one (1) year of service on January 1st of any year shall receive a prorated vacation to be used during that calendar year. Proration shall be one (1) vacation day for every two (2) months worked to a maximum of five (5) days.

### Section 6.

- (a) If an employee's services are terminated for any reason except firing, before receiving vacation pay due, employees shall be paid a lump sum in lieu of vacation computed at employee's basic rate in effect on the day that the employee's services are terminated.
- (b) If a disagreement occurs over vacation, seniority by classification will be the determining factor. However, management retains the right to keep sufficient employees on the job to operate.

- (c) Vacations may be taken by the day or week subject to approval by the Building and Engineering Director or Deputy Director.

Section 7.

Inspectors must take at least one week of vacation between November 1 and April 1. This section does not apply to inspectors with less than one-year seniority.

Section 8.

Inspectors will be entitled four (4) personal days to be credited on or before July 1, 2011 and each year thereafter.

## **ARTICLE XVII INSURANCE**

Section 1.

- (a) The City shall continue to pay the full cost of life insurance in the amount of fifty thousand dollars (\$50,000.00) with fifty thousand dollars (\$50,000.00) accidental benefits.
- (b) The City shall also pay life insurance for all employees retiring on or after July 1, 2007 in the amount of fifteen thousand dollars (\$15,000.00).

Section 2.

Employees may use banked sick days to pay for this contribution, with the understanding that their sick day bank will be permanently reduced by the days used.

In the event a permanent full-time employee elects to waive coverage under the City's health care plan, he or she shall be compensated at a rate of two thousand dollars (\$2,000.00) or whatever the current AFSCME Bargaining Unit Agreement states (whichever is the greater) per contract year if the alternative plan is not with the City. The employee must provide appropriate up to date documentation to the Human Resource Director demonstrating his or her coverage under another health care plan on an annual basis.

- (1) The City at its option may participate in the BC-BSM (or equivalent) Prescription Drug Maximum Allowable Cost Program a/k/a the Generic Drug Program.
- (2) The City at its option may participate in the BC-BSM Alternate Prescription Drug Program a/k/a the Prescription Drug Blue Preferred Plan (or equivalent).
- (3) The City at its option may implement the BC-BSM Substance Abuse Case Management System (or equivalent).
- (4) Excluded from benefits coverage are maternity benefits for persons acting as Surrogate Mothers.
- (5) When more than one family member is employed by the City, there shall be no duplicate coverage by City health plans.
- (6) The City at its option may transfer persons enrolled in HMO plans to a City PPO plan.
- (7) The City will pay health insurance premiums for a bargaining unit person on a City approved medical leave of



absence for a period not to exceed six (6) months from that person's last day of work provided the persons otherwise eligible; provided further that persons returning to work must complete a thirty (30) day requalification period before that person shall again be eligible for City paid health premiums while on a medical leave of absence.

- (8) Persons in the bargaining unit receiving sickness and accident insurance benefits shall not be required to participate in health premium cost sharing during the twenty-six (26) weeks such sickness and accident insurance benefits are being received.

### Section 3.

Short-term Disability Insurance: The City shall procure and maintain at its own expense an insurance policy providing for each employee for non-duty sickness or accidents, weekly benefits for twenty-six (26) weeks. The weekly short-term disability (STD) benefit level shall be 60% of the employee's weekly base salary (up to \$500 per week maximum). STD may only be used when an employee has a continuous, incapacitating serious health condition as certified by a physician. STD cannot be used for an intermittent leave or to care for a family member. Benefits begin on the 8th day of non-occupational injury or sicknesses after accumulated sick time and PTO has been exhausted. Medical leaves resulting from an employee's pregnancy shall entitle employees to paid leave for up to six (6) weeks in the case of a normal delivery, and up to eight (8) weeks for a Caesarean Section, or the length of time determined to be medically necessary as certified by the employee's physician. An employee is not eligible for holidays which may occur while he/she is receiving short-term disability payments. Additional sick leave and paid time off are not accrued during periods of short-term disability.

### Section 4.

To be eligible for either sickness or accident benefits, an employee must have:

- (a) Achieved seniority and be working full time.
- (b) Become wholly and continuously disabled.
- (c) Be under a doctor's care and furnish evidence of same upon request.
- (d) Furnish the insurer with satisfactory proof of disability upon request.

### Section 5.

The employee shall not be eligible for sickness and accident benefits while that employee is:

- (a) Eligible for unemployment benefits under any unemployment compensation law, or
- (b) On layoff, or
- (c) On leave of absence, or
- (d) Has quit their employment, or
- (e) Has been discharged for cause, or
- (f) Is receiving Worker's Disability Compensation Act Benefits, or
- (g) Has accumulated unused sick days, or
- (h) Has accumulated unused vacation days.

Section 6.

- (a) The City may, with prior notification to the Union, select or change the insurance carrier in its discretion provided that benefit levels in force at the time of execution of this Agreement shall be maintained at equivalent levels and the City shall be entitled to receive any dividends, refunds or rebates earned without condition.
- (b) All benefits shall be subject to standard provisions set forth in the policy or policies.
- (c) Benefits for otherwise eligible new employee's ninetieth (90th) calendar day from date of hire.
- (d) Subject to COBRA requirements then existing, when employment is interrupted by layoff, discharge, quit, strike, leave of absence other than maternity or medical leave, all insurance coverage continues for thirty (30) days or until the next premium is due.
- (e) In the event any employee fails or refuses to make timely payments of employee-contributed sums necessary to maintain any insurance coverage, such employee's coverage shall be terminated.
- (f) Should the City be obligated by law to contribute to a governmentally sponsored insurance program, national or otherwise, which duplicates the benefits provided by the City under insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the City not be obligated to provide double coverage and to escape such double payments, the City shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmental sponsored insurance programs.
- (g) It is specifically understood and agreed that benefits shall cease upon death of the employee whether or not the period of the policy is exhausted and in the event the policy provides for survivor benefits and there are no eligible survivors, no benefits shall be paid.

Section 7.

Subject to Section 2 (c) (19) above, during any period an employee is off on a medical leave of absence, including a pregnancy leave, all insurance (Blue Cross hospital, medical and life insurance) will be continued in full force by the Employer at the group rate.

Section 8.

Subject to Section 2 (c) above, with respect to employees retired under normal, early or disability provisions of the plan, the employee shall be entitled to the same hospital and medical insurance benefits which are currently in effect or as negotiated with the City.

Section 9.

In the event of any payment under the City insurance plan on behalf of any person covered by such City insurance plan, the City shall be subrogated to the extent of said payment to all the covered person(s) right of recovery therefore against any persons or organization in a tort action. It is further understood between the parties that subrogation applies to direct medical expenses paid and not to subjective damages such as "pain and suffering".

Section 10.

In a joint continuing effort to control the cost of insurance, the City and the Union agree to a strict coordination of benefits program which is designed to prevent people from making a profit on health insurance by collecting more than the actual cost of covered services. Under this program, the benefits payable under City health insurance and any other group

health insurance policy which a City employee or any covered dependent may have will not exceed the total amount of medical expenses.

Section 11.

Upon becoming eligible for Medicare benefits, benefits for any retiree or person covered through or because of such retiree will continue to be subject to coordination of benefits. If such retiree or other person fails to enroll for Medicare, benefits will be paid as though such retiree or other person had enrolled. It is understood that eligibility for Medicare shall be first eligibility under then current federal law and the City agrees that upon request it will assist employees or City retirees in applying for Medicare benefits. Retiree is responsible for the costs associated with Medicare Part "B" and will be responsible for any additional or increased participation costs imposed by the Medicare or other governmentally sponsored health related programs affecting retirees, subject to coordination of benefits as set forth above.

Section 12.

The City shall not be required to cover the retiree who is covered under such other hospitalization plan which is equivalent or better or becomes covered while being covered under the City retiree plan, provided, however, the coverage shall continue and shall not be terminated if the City is reimbursed for said premiums within ninety (90) days after notifying the retiree of the amount of the premium due, and said retiree's coverage shall remain in full force and effect. The City shall resume payments on behalf of the retiree when such other hospital plan coverage ceases. Should the retiree, once having that person's benefits terminated, cease to be covered by another plan, such retiree may be reinstated by filing a written application for such coverage to be reinstated pursuant to this Agreement, if the retiree meets eligibility requirements. The retiree's coverage shall not be changed to include any other persons being covered under the hospitalization plan after their retirement. Retiree health care coverage shall include the retiree and eligible family members at the time of retirement.

Section 13.

(a) Medical/Hospitalization Insurance:

The City will offer employees a choice of a PPO and HMO insurance policy. To this extent, the City will offer:

a) Blue Cross Blue Shield Community Blue Plan 2 (PPO) - which includes the following:

- i) \$500-per person per calendar year of wellness and preventative service
- ii) \$100/\$200 annual deductible
- iii) \$20 fixed office co-payments for office visits
- iv) \$50 fixed emergency room co-payments (which 1s waived if admitted)
- v) \$20 fixed urgent care co-payments
- vi) \$500/\$1,000 out of pocket coinsurance maximums

b) Health Alliance Plan (HAP) (HMO) - which includes the following:

- i) \$100/\$200 annual deductible
- ii) \$10 fixed office, co-payments for office visits

iii) \$50 fixed emergency room co-payments (which 1s waived if admitted)

iv) \$20 fixed urgent care co-payments

(b) Prescription Drug Insurance:

Prescription drug co-payments will be \$10 for generic drugs and \$40 for brand name (non-generic) drugs.

i) Prescriptions will be subject to Blue Cross Blue Shield's standard prior authorization, step therapy, and mandatory generic programs.

ii) If a prescription is written by the employee's doctor for a 90-day supply, employees will be responsible for two co-payments for the 3-month supply.

(c) Dental Insurance:

The City will maintain a dental plan providing the following benefit level:

i) Class I (preventative) - 100% (\$2,000 annual maximum on Class I, II, and III)

ii) Class II (restorative) - 75% (\$2,000 annual maximum on Class I, II, and III)

iii) Class III (major) - 75% (\$2,000 annual maximum on Class I, II, and III)

iv) Class IV (orthodontics) - 75% (\$3,500 lifetime maximum)

(d) Vision Insurance:

The City will maintain a vision insurance plan that is or equivalent to Blue Vision (12/12/12) - VSP. This benefit level includes: one eye exam per year, one pair of contact lens s per year, and one pair of glasses per year.

(e) Opt-Out Stipend:

In the event a permanent full-time employee elects to waive coverage under the City's healthcare plan, they shall be compensated at \$2,000 per contract year if the alternative plan is not with the City. In the case of married City employees, whereby both are eligible to receive benefits, the employee who opts out of the insurance will receive \$1,000. City will continue to provide employees who opt-out of the medical and prescription drug insurance with dental and vision coverage.

(f) Healthcare Cost Containment:

Healthcare Cost Containment: Effective upon ratification, employees will pay 12% of the premium for medical and prescription drug insurance. The premium will differ slightly between plans, and it will also vary depending whether employees have a single, two-person, or family contract. Employees will not contribute more than 4% of their base pay. The City will provide an annual update for posting on appropriate bulletin boards summarizing the health care premium increases experienced by the City applicable to the next cost sharing year for each city-sponsored plan and will identify cost sharing obligations required for an employee.

(g) Short-Term Disability Insurance:

The City shall procure and maintain at its own expense an insurance policy providing for each employee for non-

duty sickness or accidents, weekly benefits for twenty-six (26) weeks. The weekly short-term disability (STD) benefit level shall be 60% of the employee's weekly base salary (up to \$500 per week maximum). STD may only be used when an employee has a continuous, incapacitating serious health condition as certified by a physician. STD cannot be used for an intermittent leave or to care for a family member. Benefits begin on the 8th day of non-occupational injury or sicknesses after accumulated sick time and PTO has been exhausted. Medical leaves resulting from an employee's pregnancy shall entitle employees to paid leave for up to six (6) weeks in the case of a normal delivery, and up to eight (8) weeks for a Caesarean Section, or the length of time determined to be medically necessary as certified by the employee's physician. An employee is not eligible for holidays which may occur while he/she is receiving short-term disability payments. Additional sick leave and paid time off are not accrued during periods of short-term disability.

(h) Life Insurance

\$50,000 for current active employees, and \$15,000 for retirees (same wording as current contract).

Section 14.

The employees shall be entitled to the same retirement benefits that are currently in effect or negotiated with the City: Employees hired into the City on or after July 1, 2011 shall not be entitled to a retiree health care benefit upon separation from the City. The City further agrees to allow for a Member to contribute a percentage up to the IRS maximum of his or her salary to a Retiree Health Care Savings Account. For purposes of the account, the City agrees to have the accounts implemented and maintained by December 31, 2011. For purposes of this Section, the City and the Union agree that if any other Union agrees to an alternative health care cost savings method, this Section shall be opened for negotiation for medication or amendment at the request of either party.

## **ARTICLE XVIII LONGEVITY**

Section 1.

- (a) For employees hired by the City on or after July 1, 1987, and on the City's payroll at the time of contract ratification, longevity will be paid as follows:

|                    |            |
|--------------------|------------|
| Five (5) years     | \$450.00   |
| Eight (8) years    | \$600.00   |
| Ten (10) years     | \$750.00   |
| Fifteen (15) years | \$900.00   |
| Twenty (20) years  | \$1,000.00 |

- (b) Employees hired on or after July 1, 2011 shall not be entitled to a longevity benefit.

- (c) Employees hired before July 1, 2011 shall not be entitled to a longevity benefit in 2011 and 2012.

Section 2.

Longevity will be paid in the month of December of each year. Employees who are off the payroll of the City of Dearborn Heights for a period of two (2) months or more in a calendar year shall have their longevity payments reduced by 1/12 for that calendar year for each full month they are off the payroll.

Section 3.

Employees who are on paid leave of absence or Worker's Compensation shall be considered as on the payroll.

Section 4.

Employees returning from unpaid leave of absence which are of duration in excess of sixty (60) calendar days before receiving their longevity payment. Employees who are not on the payroll during the month of December shall receive their longevity pay within thirty (30) calendar days after returning to the job. If the employee was off the payroll less than sixty (60) calendar days, they shall receive their longevity pay within five (5) work days following the sixty

(60) calendar days required on the payroll period.

Section 5.

Longevity will be prorated if the person dies during or retires from City service. Longevity will not be paid if a person quits or is discharged from City employment.

## **ARTICLE XIX WAGES & BENEFITS**

Section 1.

Effective July 1, 2023, the following wage schedule will apply to persons hired into the bargaining unit:

a) PLUMBING, ELECTRICAL AND HOUSING INSPECTORS' WAGE SCALE:

| <b>1<sup>ST</sup> YEAR OF<br/>EMPLOYMENT</b> | <b>2<sup>ND</sup> YEAR OF<br/>EMPLOYMENT</b> | <b>3<sup>RD</sup> YEAR OF<br/>EMPLOYMENT</b> |
|----------------------------------------------|----------------------------------------------|----------------------------------------------|
| 90% of full rate                             | 95% of full rate                             | 100% of full rate                            |
| \$29.42 per hour                             | \$31.06 per hour                             | \$32.69 per hour                             |
| \$61,200 - based on 2080 hours               | \$64,600 - based on 2080 hours               | \$68,000 - based on 2080 hours               |

Employee placement on the above scale shall reflect their current length of employment as full time inspectors with the City (i.e. those hired in 2020 or before are placed in the third-year category).

Any employees that move from hourly position to salary position will not be eligible for overtime.

b) BUILDING INSPECTORS' WAGE SCALE:

| <b>1<sup>ST</sup> YEAR OF<br/>EMPLOYMENT</b> | <b>2<sup>ND</sup> YEAR OF<br/>EMPLOYMENT</b> | <b>3<sup>RD</sup> YEAR OF<br/>EMPLOYMENT</b> |
|----------------------------------------------|----------------------------------------------|----------------------------------------------|
| 90% of full rate                             | 95% of full rate                             | 100% of full rate                            |
| \$32.36 per hour                             | \$34.16 per hour                             | \$35.96 per hour                             |
| \$67,320 - based on 2080 hours               | \$71,060 - based on 2080 hours               | \$74,800 - based on 2080 hours               |

Employee placement on the above scale shall reflect their current length of employment as full time inspectors with the City (i.e. those hired in 2020 or before are placed in the third-year category).

Any employees that move from hourly position to salary position will not be eligible for overtime.

c) CONTRACT RATIFICATION BONUS:

|                                                          |                   |
|----------------------------------------------------------|-------------------|
| <u>For Inspectors hired on or before January 1, 2022</u> | <u>\$5,000.00</u> |
| <u>For Inspectors hired after January 1, 2022</u>        | <u>\$1,000.00</u> |

d) PERFORMANCE BONUS:

In each quarter that the Building and Engineering department completes at least 1,500 inspections, each inspector shall be paid the quarterly bonus listed below:

|                    |          |
|--------------------|----------|
| January – March    | \$500.00 |
| April – June       | \$500.00 |
| July – September   | \$500.00 |
| October - December | \$500.00 |

All inspectors shall be paid \$200.00 for attendance at the Planning Commission or Zoning Commission monthly meetings.

e) BONUS PAYMENT SCHEDULE.

Bonuses shall be paid the second pay period of the following month after they are earned.

Section 2.

ALL INSPECTORS' FUTURE INCREASES:

|              |     |
|--------------|-----|
| July 1, 2024 | 2%* |
| July 1, 2025 | 2%* |

\*Increases to be allocated by the Union.

Section 3.

(a) Normal Retirement Benefit

- (1) With respect to benefits payable on or after July 1, 1981, one and three-quarters (1  $\frac{3}{4}$ ) percent of the employee's average monthly compensation multiplied by the number of their years of credited service.
- (2) On and after July 1, 1982, two (2) percent of the employee's average monthly compensation.
- (3) On and after July 1, 1983, two and one-quarter (2  $\frac{1}{4}$ ) percent of the employee's average monthly compensation.
- (4) Employees retiring July 1, 1984 and thereafter, with vested pension benefits, will have the computation factor increased by  $\frac{1}{4}$  of one percent from 2.25% in effect on June 30, 1984 to 2.50%.
- (5) Notwithstanding anything in this Agreement to the contrary, persons hired on or after July 1, 1987 shall be eligible upon retirement to a benefit calculated at two (2) percent of the employee's average monthly

compensation.

- (6) Persons hired on or after July 1, 1987, and retiring effective July 1, 2001 and thereafter, shall be eligible upon retirement to a benefit calculated at two and a half (2.5) percent of the employee's average monthly compensation, and shall have their final average compensation (FAC) based on their best three (3) out of five (5) years of service.

(7) **Early-Out Proposal**

Any employee who will fall under the rule of seventy-five (75) on or before July 1, 2011 or an employee who, with the purchase of up to three (3) years at five percent (5%) of his or her base wage, will fall under the rule of seventy-five (75) on or before July 1, 2011, will be eligible to enter into a normal retirement without penalty. This provision will expire on September 30, 2011. In addition, if a member is eligible for retirement under the above provisions and will be purchasing less than twelve (12) months, then he or she will be granted the time without the requirement of payment. Also, a member will be allowed to purchase time over seventy-five (75), as long as the total time bought is not more than three (3) years.

A member may apply part or all of his or her unused vacation or sick time towards the purchase of time. All members who retire under this proposal will be eligible for CB2 health care benefits with a prescription co-pay of \$0/\$15. The health care benefit afforded to members of this contract is only afforded with the anticipation of not replacing the retiring individuals.

Ex 1. An employee who is 50 years of age and has worked 24 years and 3 months will be credited the additional 9 months of time at no cost to him or her.

Ex 2. An employee who is 50 years of age and has worked 24 years and 3 months who chooses to be credited 2 years of service will be charged for 2 years at a rate of 5.5% of his or her base wage.

Ex 3. An employee who is 62 years of age and has worked 12 years will be able to purchase up to 3 years and receive health benefits.

Ex 4. An employee who is 54 years of age and has worked 31 years will be able to purchase up to 3 years of service to increase his or her multiplier.

(b) Surviving Spouse Benefit

Upon the death of a City employee who has completed at least ten (10) years of credited service under the retirement plan for the employees of the City and who is survived by his/her legal wedded spouse to whom he/she has been married continuously during the one (1) year period ending on his/her date of death, the City retirement plan shall provide a monthly surviving spouse benefit commencing on the first day of the month following the month of the employee's death. The surviving spouse shall not receive retiree health insurance benefits, unless the deceased employee was eligible to retire under the Normal or Early retirement provisions of the retirement plan on the day before the day of his/her death.

(c) Lump Sum Payout

Upon leaving City service, lump sum payout will be as follows:

- (1) 33-1/3% upon termination and 33-1/3% on the next two annual anniversaries of such termination.
- (2) The City will pay 6% interest on a declining balance method on sums retained.



- (3) Subject to paragraph (c) (1) above, the City shall have the option of paying in full, at any time following employment termination, amounts of \$7,500.00 or less without interest penalty.

Section 4.

The City will provide transportation for City related work, as well as to and from training seminars and/or classes as directed by the Administration.

Section 5.

All health care changes negotiated under this contract shall become effective August 1, 2011.

## **ARTICLE XX UNIFORMS**

Section 1.

The City will supply five (5) shirts and one (1) jacket two times per year, as needed, to be determined by the Department Head. Employees shall wear uniform while on the job and shall wear, on their person and visible to the public, a photo identification device to be created and provided by the City.

## **ARTICLE XXI SAFETY OF VEHICLES**

Section 1.

If a vehicle should be determined as defective and unsafe for use during any tour of duty, the employee shall cause same to be parked and the vehicle shall remain parked until properly cleared by the mechanic on duty as fit for road service; provided, that the employee utilizing equipment will report all alleged equipment defects upon mutually agreed forms provided by the City, in writing, not later than the end of their shift; provided further, that in the event any employee refuses to utilize a vehicle, such employee shall provide detailed safety objections in writing. It is understood and agreed that claims of safety defects shall not be utilized as a work avoidance device.

Section 2.

All injury, vehicle accidents or equipment accidents shall be reported to the employee's supervisor and to the Police Department. The Police Department shall be requested to write an accident report. In the event the police report shows negligence on the part of the employee, placing such employee at fault, the employee may be subjected to discipline.

Section 3.

The parties being desirous of promoting safe work practices hereby agree that employees shall not operate City equipment while under the influence of intoxicating beverages or controlled substances, nor shall City equipment or vehicles be used to transport such items. The parties further agree that employees shall not be permitted to start work if they are under the influence of intoxicants or controlled substances.

## **ARTICLE XXII LICENSURE AND SKILL REQUIREMENTS**

Section 1.

Each Mechanical Inspector shall be licensed in the trade they oversee, and each Building Inspector shall demonstrate adequate related education and experience. All inspectors shall be licensed by the State of Michigan in their respective

classification(s), and will be licensed in their field, subsequent to hire. Inspectors not licensed by the State of Michigan must secure a proper license by the end of their probationary period or be subject to discharge.

Section 2.

It shall be the responsibility of each member of the bargaining unit to provide the City with proof of licensure including but not limited to a Xerox copy of the license renewal. In addition, each member of the bargaining unit shall be obligated to provide the City with proof of renewal and notice of suspension, revocation or lapse of license. The City will have no obligation to retain an unlicensed member of the bargaining unit.

**ARTICLE XXIII  
NO STRIKE- NO LOCKOUT**

Section 1.

The City will not lock out employees during the term of this Agreement.

Section 2.

During the term of this Agreement, the Union will not cause or permit its members to cause nor will any member of the bargaining unit take part in a strike.

Section 3.

The Union agrees that it will not sanction; nor will its members observe, picket lines of any other Union or group erected at, near, or on City premises during the term of this Agreement.

**ARTICLE XXIV  
TUITION REIMBURSEMENT**

Section 1.

The City shall reimburse employees for the full cost of tuition for courses relating to the employee's work, to be determined by the Mayor's Office and the relevant Department Head.

**ARTICLE XXV  
TERM OF AGREEMENT**

This Agreement signed this \_\_\_\_\_ day of 2023 shall remain in effect through and until 11: 59 p.m., June 30, 2026.

This Agreement shall become effective July 1, 2023, and will remain in full force and effect until June 30, 2026, whereupon it will terminate unless extended by the parties.

By:

MICHIGAN REGIONAL COUNCIL OF CARPENTERS

By: \_\_\_\_\_  
Authorized Representative

CITY OF DEARBORN HEIGHTS

By: \_\_\_\_\_  
Authorized Representative, Mayor Bill Bazzi

By: \_\_\_\_\_  
Authorized Representative

By: \_\_\_\_\_  
Authorized Representative, City Clerk Lynne M. Senia

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

9.B.



## Human Resources

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Margaret Hazlett, Director

DATE: September 19, 2023

RE: Human Resource Director Hazlett - Dearborn Heights Police Officers Association Contract

Request to approve the Dearborn Heights Police Officers Association contract with the City of Dearborn Heights for July 1, 2023 through June 30, 2024 and authorize the Mayor and the City Clerk to sign the agreement.

### Attachments:

1. Revised Tentative Agreement (POAM) 9-5-23
2. DHPOA CBA 2023-2024
3. Letters of Understanding 9-14-23 (POAM)

**Dearborn Heights Tentative Agreement with POAM**  
**September 5, 2023**

**ARTICLE 42 DURATION**

This Agreement shall be effective the 1<sup>st</sup> day of July ~~2017-~~ **2023** and shall remain in force and effect to and including June 30, ~~2023-2024~~ or until amended or modified by mutual consent.

**ARTICLE 44 ANNUAL BASE SALARY**

Section 1: DELETE

Section 2: The annual base salary for a police officer ~~having less than five (5) four (4) complete years of service~~ shall be as follows:

|                          |                        |
|--------------------------|------------------------|
| At Hire                  | <b><u>\$60,000</u></b> |
| After 1 Year             | <b><u>\$67,000</u></b> |
| After 2 Years            | <b><u>\$74,000</u></b> |
| After 3 Years            | <b><u>\$81,000</u></b> |
| <del>After 4 Years</del> |                        |
| <del>After 5 Years</del> |                        |

**ARTICLE 45 UNIFORM ALLOWANCE**

Section 1: Each police officer, at the time of initial hiring, shall receive a first issue of a complete uniform which shall not include a "dress uniform" and shall thereafter keep and maintain an equivalent set of uniforms, in serviceable condition, neat and clean, at their own expense. ~~Each police officer having more than one (1) complete year of service shall receive additional compensation, for the maintenance of same, of an annual allowance in the amount of two percent (2.0%) of the maximum base salary, which shall be payable on or before the 30th of June of each year.~~

Section 2: Effective July 1, 2009, each member shall receive an annual uniform allowance in the amount of two (2%) percent of the maximum base salary which shall be payable on or before the 30<sup>th</sup> of June of each year.

Section 3: An employee shall receive compensation in an amount necessary to replace any and all articles of his or her uniform or apparel that are damaged or destroyed in the line of duty within thirty (30) days.

Section 4: Effective July 1, 2020, bargaining unit members hired on or after April 13, 2011 and who have attained eight (8) full years of service, shall receive an additional two percent (2%) for a maximum uniform allowance of four percent (4%) percent of the maximum base salary which shall be payable on or before October 1<sup>st</sup> of each year. **For the October 2023 payment, the uniform allowance shall be based on wages as of June 30, 2023.**

**Section 5:**

**Quartermaster Program: Effective June 30, 2024, the City will resume the responsibility for the purchase and replacement of uniforms and leather gear for Patrol Officers and Patrol Officers will no longer receive a uniform allowance. Patrol Officers are responsible to clean their uniforms. Items to be included in the quartermaster program will be set forth a Letter of Understanding which will be prepared by the parties at a later date. The City and POAM will meet and confer to create the Letter of Understanding no later than June 1, 2024.**

## ARTICLE 48 OVERTIME COMPENSATION

Section 5: effective July 1, 2009, a police officer may accumulate up to two hundred-forty (240) hours of compensatory time and upon separation of employment, be paid out of up to two hundred-forty (240) hours at the prevailing rate.

Effective July 1, 2009, an Officer may elect to do ~~any or all of~~ the following options:

- A. Compensatory hours in excess of 240 may be converted to furlough time up to forty-eight (48) hours (six (6) full days eight hour shift or four (4) full days-twelve hour shift) 30 days prior to the employee's anniversary to be credited for the following year.
- ~~B. Compensatory hours in excess of (240) may be converted to sick time (1800) hour/(225) day maximum) in the months of March, June, September and December.~~

**Converted time may not be converted back.**

## ARTICLE 52 SICK LEAVE

Section 1: A sick leave day for the purpose of this Article shall mean a regular duty day.

Section 2:

- A. Effective January 1, 1994, the schedule shall mean:

|             |        |
|-------------|--------|
| First Year  | 6 days |
| Second Year | 9 days |

Sick days will be credited to police officers in this category in a lump sum. Sick days will be reduced by the number used. An officer will not be allowed to use more than six (6) sick days in their first year of employment. After the first year of employment, an officer will receive an additional nine (9) sick days in their sick bank. If an officer quits or is terminated prior to the start of their third year of employment, the lump sum amount will be recomputed based upon the  $\frac{1}{2}$  sick day earned per month worked for the first year of employment and  $\frac{3}{4}$  sick day worked for the second year of employment. The recomputed computation will be the basis of any payout due the officer.

|            |         |
|------------|---------|
| Third Year | 12 days |
|------------|---------|

In the third year of employment, officers will earn one (1) sick day per month worked. They will not earn sick days on a lump sum basis. **Employees assigned to a twelve (12) hour shift shall earn twelve (12) hours for each month worked and not more than one-hundred forty-four (144) hours per year. Employees assigned to an eight (8) hour shift shall earn eight (8) hours for each month worked and no more than ninety-six (96) hours per year.**

For the purpose of determining whether or not an officer earned all of the sick days in a lump sum above or is credited with one (1) sick day per month worked, a month worked is defined as any month in which an officer actually works or is on an approved vacation or other earned time off for sixteen (16) or more days for purposes of an eight (8) hour shift schedule. A month worked is defined as any month in which an officer actually works, or is on an approved vacation or other earned time off for eleven (11) or more days for the purposes of a twelve (12) hour shift schedule.

~~B. Beginning January 1, 1999 and continuing on each January 1 thereafter, the City shall credit each employee's sick bank with one (1) additional sick day, as partial return for the deletion of an employee personal day.~~

Section 3: Effective July 1, 2005, a police officer may ~~be~~ use and shall be charged sick time for regular duty days not worked because of illness, injury or a scheduled medical or dental procedure or checkup. The

City recognizes that sometimes a family member's illness or injury requires the employee's time and care. . . [no changes through Parents (Biological, adoptive, step or foster parents).]

~~Section 4: — Effective July 1, 2005, each employee in the bargaining unit will be allowed to use twelve (12) sick days per year for purposes as set forth in this Article. These twelve (12) sick days can be used throughout the course of the annual year without penalty or incidence. If the employee uses more than twelve (12) sick days annually, "banked" sick time may be used in conjunction with this Article or in conformance with Article 59 provided the employee supplies the employer with written proof of illness or injury from a physician for said employee or persons covered in this Article. If employees meet these criteria, no "incident" shall be charged to them, nor shall this day be charged against the employee's twelve (12) "allowed" sick days per year, if the employee supplies the employer with prior documentation of one of the above reasons at least five (5) days in advance. The only exceptions to this rule are emergency situations and contractually approved absences such as bereavement leave etc. Employees who fail to comply with the above requirements will be charged with an "incident". When an employee reaches his or her eleventh (11<sup>th</sup>) allowed sick day, the employee will receive a conference with the City to allow the City to remind the employee of this policy and its disciplinary implications. Any employee who exceeds the twelve (12) allowed sick days (excluding approved leaves) will be subject to the City's "no fault" attendance policy explained as follows:~~

~~One (1) day=1 incident~~

~~Discipline for the accumulation of an absence incidence shall be imposed as follows:~~

~~1<sup>st</sup> incident ————— written warning  
2<sup>nd</sup> and subsequent incidents — progressive discipline~~

~~When an employee has one (1) absence incident, the employee will receive a conference with the City in which the City will provide the employee an opportunity to explain their absence. The person will be given an opportunity to provide a credible written medical opinion (not a conclusory statement) by a medical doctor or doctor of osteopathy as a medical explanation for such incident. This conference will also allow the City to explain this policy and its disciplinary implications once again in case of continued incidents. At this conference the City will either enforce or adjust the "no fault" incident policy at the City's sole discretion.~~

**~~All incidents of absence shall be counted in a consecutive twelve (12) month period beginning July 1 and ending June 30.~~**

- ~~A. Employees may accumulate up to two hundred twenty five (225) sick days. **one-thousand forty hours (1040 hours) of sick time.**~~
- ~~B. Employees who attain maximum accumulation of sick days (i.e., 1040 hours) may at their option use or schedule off with reasonable notice, the excess earned sick day per month without recourse from the City provided the excess sick day accumulation does not fall below the maximum days earned nor cause overtime to be scheduled.~~

Section 5: ~~All police officers in the bargaining unit who are injured or become ill in the line of duty as defined by Worker's Compensation Law shall be carried on the City payroll at no loss of take-home pay for a period not to exceed one (1) year from the date of injury. The employee shall continue to earn sick leave, vacation leave, longevity pay, hospitalization, life insurance and shall have continuous service for seniority. The police officer shall receive uniform allowance at a pro-rated rate per month of service on active duty prior to the date of such illness or injury. The employee shall not earn uniform allowance during the period of this special leave; provided such employee shall not be docked for the first thirty (30) days of such leave.~~

[no further changes until Section 8] . .

~~Section 8: Effective February 15, 20210, and February 15<sup>th</sup> each year thereafter, at the employee's option, the City shall pay for earned sick days in excess of over two hundred twenty five (225) days at the rate of one-half (1/2) day's pay for each (eight hour increment) sick day.~~

#### **ARTICLE 41 MISCELLANEOUS**

~~Section 5: A Police officer who is assigned dispatch or jailguard services for any combination of one (1) hour or more while on duty shall be compensated at two (2) hours overtime.~~

#### **ARTICLE 5 AGENCY SHOP**

~~Section 1: The parties recognize that all employees covered by this Agreement shall pay their fair share of the cost of negotiating and administering the Agreement.~~

~~Section 2: It shall be a continuing condition of employment that all employees covered by this Agreement shall either maintain membership in the Union by paying the Union's uniform dues, fees and assessments, or shall pay a collective bargaining service fee for cost of negotiating and administering this and succeeding agreements.~~

~~Section 3: Any employee who has failed to either maintain membership or pay the requisite agency fee shall not be retained in the bargaining unit covered by this Agreement; provided, however, no employee shall be terminated under this Article unless:~~

~~. The Union has notified such person by letter addressed to that person's last known address spelling out that such person is delinquent in payment of dues or fees, specifying the current amount of delinquency, and warning the employee that unless such amount is tendered within ten (10) calendar days, such employee will be reported to the City for termination from employment as provided for herein; and~~

~~. The Union has furnished the City with written notice that the foregoing procedure has been followed or has supplied the City with a copy of the notice that the employee has not complied with such request. The Union must further provide the City with written demand that the employee be discharged in accordance with this Article.~~

#### **ARTICLE 11 DUTY ASSIGNMENTS**

~~Section 1: A promotion is defined as a movement to a higher pay range. Any movement not involving a change in pay shall be considered an assignment. When there is a duty opening in a Bureau other than the Uniform Division, (i.e. traffic, juvenile, property, etc.), such vacant position shall be considered a "Bureau Position" for the purposes of this section and shall be posted for fifteen (15) calendar days and shall be assigned to one of the three (3) highest seniority officers qualifying and requesting same with the following exceptions subject to a probationary period of ninety (90) calendar days. It is the intent that officers may not transfer from one assignment to another Bureau Position to another.~~

~~A. All duty assignments of whatever duration shall be posted and subject~~

~~to this procedure but it is understood that the City shall have no obligation to maintain an assignment for any specific duration.~~

A. Limited Temporary Assignment: Any assignment lasting less than four years (4) years shall be considered a limited temporary assignment except that all temporary assignments may be extended for a fourth year at the discretion of the Chief of Police and the agreement of the officer involved. Limited temporary assignments are selected by the Chief of Police without regard to the promotional process. All assignments will be posted for 14 calendar days in advance and during which time officers will have the opportunity to submit letters of interest. In an emergency the Chief may select a volunteer to fill the position during the posting process, will then post the position within 1 business day of the selection of the volunteer. The Chief must make a selection from the letters of interest within 7 days of the closing of the posting period.

B. Unlimited Assignments: Detective positions are unlimited temporary assignments, not promotions. Officers assigned as Detective's within Support Services as a detective carrying out the duties of General Assignment, District Assignment, School Resource, Crime Prevention, Juvenile, Court Services, may be assigned for as long as the City wishes to retain the officer in that assignment. The time limitations found in the Unlimited Temporary Assignment language do not apply to these assignments. Should no officer express interest in these positions during the posted period (14 days), the officer who is not on probation, with the least seniority, may be given the assignment. A patrol officer working as a detective under this subsection will receive \$4,500 in specialty pay upon completion of one year of service in this role, and for each completed year of service in this role thereafter.

C. Special Assignment: Duties which require specialized knowledge, skills and abilities to perform a required task. Specialized assignments are duties which are performed in addition to an officer's current assignment.

D. Employees assigned to a Limited or Unlimited Assignment will continue to get their normal yearly salary including all normal and annual pay increases.

~~C. There may be more than one (1) request in a calendar year and if an officer is selected, such officer may be required to serve for a minimum of two (2) years in the job requested providing such officer passes the probationary period. Duty assignments shall be made in accordance with the following guidelines; once assigned, officers choosing to voluntarily terminate their assignment, shall not be eligible for any other duty opening or Special Operations position for a period of two (2) years immediately following the termination. Officers whose duty assignment is eliminated for just cause shall not be bound by the provisions of this section. The position of Union President within the Traffic Bureau shall not be subject the provisions as set forth in this section. Any/all other duty assignments~~



~~created after the ratification of this contract will also be subject to these provisions.~~

E. The City shall select the most qualified candidate to fulfill assignment(s) after first conducting an interview and resume review. choose from among the top three (3) seniority officers requesting and qualifying. The City may consider an individual's resume but submission of same shall not be mandatory. Staff participating in the selection process shall be afforded a review of the process within 10 days of the selection. The review will be conducted by a member of the interview and selection board.

E. ~~Officers assigned to the Special Operations Bureau shall not be subject to the selection procedure in Article 11.1(c) but shall have at least three (3) full years seniority as a bargaining unit member. Officers assigned to full time intelligence work shall have a maximum assignment time of four (4) years. Officers whose assignment time has expired by reaching the four (4) year limit shall not be eligible for Special Operations work for a minimum of four (4) years. Officers choosing to voluntarily terminate their assignment shall not be eligible for Special Operations work for a minimum of four (4) years or any other duty opening as outlined in Section 1 for a period of (2) years immediately following the termination.~~

~~0. The guidelines for the special assignment of Task Force officer are as follows:~~

~~-. Shall have completed their one (1) year probation.~~

~~-. Officers whose assignment time has expired by reaching the four~~

~~(4) year limit shall not be eligible for Special Operations/Task force work for a minimum of four (4) years. Officers choosing to voluntarily terminate their assignment shall not be eligible for Special Operations/Task force work for a minimum of four (4) years or any other duty opening/special assignment as outlined in Section 1 for a period of (2) years immediately following the termination.~~

~~0. The guidelines for the special assignment of Directed Patrol Unit officer are as follows:~~

~~-. Shall have completed their one (1) year probation.~~

~~-. Officers whose assignment time has expired by reaching the two (2) year limit shall not be eligible for Directed Patrol Unit work for a minimum of two (2) years. Officers choosing to voluntarily terminate their assignment shall not be eligible for Directed Patrol Unit work for a minimum of two (2) years.~~

E. ~~An officer selecting and placed into a duty assignment under this procedure may be removed for cause or removed upon mutual agreement between the affected officer and the City.~~

F. In the event an the duty assignment (limited, unlimited or special) is

terminated by the City, the officer shall be re- assigned in accordance with the officer's seniority and qualifications.

- G. In the event the Union feels that the Department has selected on the basis of favoritism, whether a bureau, non-bureau or special assignment, same shall be subject to the grievance procedure.

~~G. All non-bureau/special assignment openings and or vacancies shall be posted for fifteen (15) days with selection from the most qualified, interested officers. Each non-bureau position shall be maintained by separate document and list description and qualifications.~~

Section2: This now falls under Assignment Language

~~. There shall be a separate work schedule for Traffic Bureau officers, however the City reserves its right to amend or make reasonable schedule changes with thirty (30) days notice prior to doing so. Both parties agree to meet and discuss any adjustments in the schedule prior to implementing said change.~~

~~. The Traffic Bureau officer on "stand-by" for any given weekend, 11:00 p.m. Friday to 7:00 a.m. Monday shall receive eight (8) hours compensatory time for being available. All Traffic officers also agree to be available within four (4) hours after their tour of duty and the four (4) hours before the start of their tour of duty, if no other officers are working. If after calling all Traffic officers for fatal or serious accident, on week days, and none are able to respond, the Traffic officer on "stand-by" for that weekend shall respond.~~

~~. The Union agrees that the Chief shall designate production and selection criteria for a Traffic Bureau. The Union reserves the right to grieve the reasonableness of the production criteria.~~

Section 3: The City, in its discretion, may elect to offer rotating Detective Bureau orientation assignments of four (4) months duration in accordance with the following requirements:

~~. Selection shall be offered by seniority, highest seniority first.~~

~~. Selection shall be made simultaneously with shift selection.~~

~~. Once having served in the orientation program an officer is not eligible to re-participate in such program.~~

~~. Officers participating in the program will not do felony matters assigned to the Detective Bureau.~~

~~. Upon completion of the four (4) months orientation assignment the participating officer will receive \$100 if the officer has served the entire four (4) month period.~~

~~. The orientation program is voluntary.~~

~~. There shall be no more than two (2) such assignments at any one (1) time.~~

**ARTICLE 12**

**ROAD PATROL ASSIGNMENT**

Section 1: Road patrol shifts shall be of six (6) month duration or any other duration as agreed upon, and the number of shifts and their hours shall be mutually agreed upon by both the City and Union. Officers will submit shift requests within a reasonable time as designated by the Uniform Division Captain prior to shift change. Officers not submitting shift requests will be assigned to shifts at the discretion of the Division Captain.

Section 2: Road patrol shifts shall be selected by seniority with the exception that new hires shall be assigned by the City, in the City's discretion, for a period of their FTO and probationary period for such new hire. During the twelve (12) hour shift schedule, road patrol shifts shall be selected by seniority. ~~with the exception that new hires shall be assigned by the City, in the City's discretion, for a period of their FTO phase only, for such new hire.~~

Section 3: The City shall post a list of shift assignments thirty (30) days prior to shift change, and once posted will not be changed unless mutually agreed to by the parties, or to meet particular police needs for particular conditions on a temporary basis, by seniority.

Section 4: ~~For a period of an officer's probationary period, said patrol officer shall be assigned to whichever shift is most beneficial to the furthering of said officer's training. During the twelve (12) hour schedule, new hires shall be assigned to whichever shift is most beneficial to the furthering of said officer's training for a period of their FTO phase only, even to the extent that it may infringe upon another officer's seniority rights.~~

Section 5:

- A. Whenever an imbalance in road patrol shift members exists due to resignation, retirement, long-term sickness or disability (excess of 30 days), the Employer shall have the right to return that balance by reassignment of road patrol officers from other shifts as described below:
  - 1. Volunteers by seniority, most senior employee first.
  - 2. Non-volunteers by seniority, least senior employee first.
- B. Non-volunteers will be assigned from the shift(s) to be reduced. It is the intent of the parties to minimize the scrambling of shifts.
- C. Employees will be returned to their shifts when the cause requiring reassignment ceases, non-volunteers first.
- D. In the event shift selection dates occur during a period of reassignment, such reassigned officer shall select in accordance with the contract rights as if that officer had not been reassigned. In the event the cause of original reassignment has not terminated following the selection process, the City shall again reassign in accordance with subparagraph (a) of this section.
- E. Officers reassigned in accordance with this section shall be given at least fifteen (15) days notice prior to any reassignment.

Section 6: Change of shift shall be considered a just and reasonable disciplinary penalty in cases where there is cause for discipline. In the event that an employee is transferred to another shift for disciplinary reasons, no other employee will be displaced from their respective shifts because of that disciplinary action. An employee who was transferred for disciplinary reasons, will not without a showing of sufficient cause related to the offense, be required to stay on the shift that officer was transferred to because of the discipline for more than six (6) months.

Section 7: If an officer is going to be absent (vacation, illness, etc.) during the shift selection period, it shall be his/her responsibility to make his/her immediate supervisor aware of his/her

shift preference.

Failure to do so will result in the officer being assigned at the Chief's discretion.

## ADDITIONAL ITEMS

- ✓ Withdraw arbitration demands for grievances #119, 129, 131, 133 and 138
- ✓ As a one-time adjustment, convert current sick banks as of August 2, 2023, from days being accumulated at 8.67 hours per month to the following scale:
  - For all employees, divide their current sick bank hours by 8.67 to determine the number of sick days available based on an 8 hour schedule. Then credit employees with additional sick hours so that they have the same number of sick days under a 12 hour schedule.
    - Example 1: Current sick bank 200 hours.  
  
 $200/8.67 = 23.06$  sick days based on 8 hour shift  
 $200/12 = 16.66$  sick days based on 12 hour shift  
Credit employee's sick bank with 6.4 days (76.8 hours) so that employee will have 23.06 sick days.
    - Example 2: Current sick bank 700 hours.  
  
 $700/8.67 = 80.73$  sick days based on 8 hour shift  
 $700/12 = 58.33$  sick days based on 12 hour shift  
Credit employee's sick bank with 22.4 days (268.8 hours) so that employee will have 80.73 sick days.
- ✓ Execute a Letter of Understanding whereby the City will pay out sick bank hours to Carrie Hatten in the amount of 219.2, which reflect the amount of hours that exceed the 1040 hour sick bank cap. This payment will be based on Hatten's wage rate as of August 2, 2023. Going forward, Hatten may not accumulate additional sick bank hours unless her balance falls below the 1040 cap.
- ✓ Execute a Letter of Understanding to allow up to 4 full years of service to granted credit on the salary schedule (lateral move) at the new scale schedule.

## **ARTICLE 1**

### **PARTIES**

This Agreement is between the City of Dearborn Heights, Michigan (hereinafter referred to as "City" or the "Employer") and the Police Officers' Association of Michigan (POAM) and its affiliate, the Dearborn Heights Police Officers' Association (DHPOA), (hereinafter referred to as "POAM", "DHPOA: or "Union").

## **ARTICLE 2**

### **PURPOSE AND INTENT**

The general purpose of this Agreement is to set forth terms with respect to rates of pay, wages, hours of employment, and other conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the City of Dearborn Heights in its capacity as an Employer, its employees, the Union and the citizens of the City of Dearborn Heights, Michigan.

## **ARTICLE 3**

### **RECOGNITION AND COVERAGE**

The City recognizes the Police Officers' Association of Michigan as the sole and exclusive bargaining agent for all police officers below the rank of Sergeant, and excluding detectives to the extent permitted and required by Act 336 of the Public Acts of 1947, as amended by Act 379 of the Public Acts of 1965, including, but not limited to matters relating to rates of pay, wages, hours of employment and other conditions of employment.

## **ARTICLE 4**

### **UNION ACTIVITIES**

Police officers and Union representatives shall have the right to join the Union, to engage in lawful concerted activities for the purpose of collective negotiation or bargaining or other mutual aid and protection, to express or communicate any view, grievance, complaint or opinion related to the conditions or compensation of public employment or their betterment, all free from any and all restraint, interference, coercion, discrimination or reprisal.

The Union agrees to maintain its eligibility to represent employees by continuing to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex or sexual orientation without regard to membership or participation in, or association with the activities of any employee organization. The City agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin, sex, sexual orientation, marital status, membership or participation in or association with the activities of any employee organization.

## **ARTICLE 5**

**[RESERVED]**

### **AGENCY SHOP**

~~Section 1: The parties recognize that all employees covered by this Agreement shall pay their fair share of the cost of negotiating and administering the Agreement.~~

~~Section 2: It shall be a continuing condition of employment that all employees covered by this Agreement shall either maintain membership in the Union by paying the Union's uniform dues, fees and~~

~~assessments, or shall pay a collective bargaining service fee for cost of negotiating and administering this and succeeding agreements. Section 3: Any employee who has failed to either maintain membership or pay the requisite agency fee shall not be retained in the bargaining unit covered by this Agreement; provided, however, no employee shall be terminated under this Article unless:~~

- ~~A. The Union has notified such person by letter addressed to that person's last known address spelling out that such person is delinquent in payment of dues or fees, specifying the current amount of delinquency, and warning the employee that unless such amount is tendered within ten (10) calendar days, such employee will be reported to the City for termination from employment as provided for herein, and~~
- ~~B. The Union has furnished the City with written notice that the foregoing procedure has been followed or has supplied the City with a copy of the notice that the employee has not complied with such request. The Union must further provide the City with written demand that the employee be discharged in accordance with this Article.~~

## **ARTICLE 6**

### **CHECK-OFF**

Section 1: The City shall deduct monthly dues or equivalent agency service fees as above provided, from the pay of each employee from whom it receives an authorization to do so, the required amount for the payment of Union dues, fees and assessments, or equivalent agency service fees, as above provided.

Section 2: The City agrees to deduct from the pay of each police officer from whom it receives a written authorization to do so, the amount specified upon the authorization. Each police officer utilizing the City deduction from pay for the remittance of sums to the Union shall provide the City an authorization in the form attached hereto as Appendix A. The form shall include an agreement by the police officer to hold the City harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of, or by reason of action taken or not taken by the City for purpose of providing the deduction service. Furthermore, the police officer shall agree that in the event a refund is due such police officer for any reason, such police officer shall seek such refund from the Union.

Section 3: Such sums deducted from a police officer's pay, accompanied by a list of the police officers from whose pay they have been deducted and the amount deducted from such deductions shall be forwarded to the Union Treasurer at 25637 Michigan Ave., Dearborn Heights, Michigan 48125, by the last day of the month in which the deduction is made.

Section 4: In the event that a refund is due any police officer for any sums deducted from wages and paid to the Union, it shall be the responsibility of such police officer to obtain appropriate refund from the Union.

Section 5: The Union shall indemnify and save the City harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this Article.

## **ARTICLE 7**

### **OTHER AGREEMENTS AND ORGANIZATIONS**

Section 1: **Other Agreements.** The City shall not enter into any agreements with employees covered by this Agreement individually or collectively or with any other organization seeking to represent such employees which in any way conflicts with the provisions hereof.

Section 2:        **Other Organizations.** Employees may not belong to other organizations, but not as a condition of employment with the City, nor may such other organizations represent any employee with respect to wages, hours or conditions of employment or in derogation of the exclusive bargaining agency of this Union.

Section 3:

- A.                Civilian communications personnel and volunteers shall not be used to replace full time sworn police officers of the City of Dearborn Heights.
- B.                Civilian communications personnel and volunteers shall not be used to fill any present or future positions in the Dearborn Heights Police Department that would normally be filled by a member of the DHPOA.
- C.                Civilian communications personnel and volunteers shall wear apparel which distinguishes them from police officers. This section does not apply to reserve police officers and the Chief of Police has the sole discretion to determine the uniform to be worn by the reserve police officers. However, reserve police officers and other civilian personnel who are required to wear a department patch shall affix a “rocker” patch above the department patch reading “Reserve”, “Security”, “Animal Control” etc. which will clearly distinguish civilian personnel from sworn police officers.
- D.                Civilian communications personnel and volunteers in all instances shall work under the direct supervision of a sworn police officer of the City of Dearborn Heights.
- E.                The civilian dispatch program shall be administered by a sworn member of the Dearborn Heights Police Department. The Union shall have the right to request in writing and obtain a meeting between its president, one designated Union representative, the Chief, and the Civilian Program administrator to discuss the operation and administration of the Civilian Program. Said meeting shall be held during regular business hours. The request shall set forth the Union's proposed agenda and the meeting may be limited to the agenda set forth in the request. .
- F.                Both parties agree the City shall be permitted to use and maintain the current ratio of up to two (2) reserve officers for every one (1) police officer. In the event reservists are needed to work a detail, (1) police officer for up to (2) reservists shall be called in on an overtime basis and assigned the same detail. In the event police officers are needed to work a detail (on overtime basis) the City may utilize up to (2) reservists for every (1) police officer assigned the detail. This language shall not apply to the job tasks currently performed by the Dearborn Heights Police Reservists (i.e. vacation checks, ride-alongs, Good Fellow investigations & Hines Park details) or during a declared emergency. This language shall not be circumvented by any assignment of police officers working straight time

Section 4:        The City shall have the right to use civilian dispatchers instead of sworn police officers.

## **ARTICLE 8**

### **REPRESENTATION**

Section 1: The DHPOA shall be represented in all negotiations by the Board of Directors as set forth in the Constitution and By-Laws of the DHPOA and such counsel, legal, economic or otherwise, as they shall retain. The City shall negotiate with those representatives and their counsel as herein provided.

Section 2:

- A. All members of the bargaining unit shall have the right to be represented by the Police Officers' Association of Michigan and/or an officer of the local union, and/or such Counsel as deemed necessary by the Union, at all grievance meetings with the City, disciplinary conferences or procedures. However, such representation shall not exceed the Dearborn Heights Police Officers Association executive board and required outside counsel. The City will provide the Union with at least thirty-six (36) hours prior written notice of any hearing or board action at which disciplinary action against a bargaining unit member will be discussed or heard by such hearing or board.
- B. This section shall not preclude any member from representing themselves; provided, however, the results of such action shall also be given in writing to the Union within three (3) days.

Section 3: The President of the DHPOA shall act as Chief Steward. There shall be an alternate for each steward and the Vice-President shall act as the alternate Chief Steward. There shall not be more than four (4) principal stewards not counting the Chief Steward.

Section 4: The President and the shift steward of the Grievant shall act as a grievance committee.

Section 5: According to the Constitution and By-Laws of the DHPOA, officers and other representatives of the DHPOA shall be afforded time during regular working hours without loss of pay to fulfill their DHPOA responsibilities. This is to include all general meetings, Board meetings, negotiations with the City, processing of grievances, and administration and enforcement of this Agreement, General Union meetings, same not to exceed one per month. President of the DHPOA shall be assigned police duties in the police station between the hours of 9:00 a.m. and 5:00 p.m., or hours in agreement with the Chief of Police, Monday through Friday, during which the President will be allowed to handle all DHPOA business that will come before the President, and attend all meetings pertaining to the DHPOA during said hours without loss of time. DHPOA business shall take precedence over all other non-emergency duties assigned to the President. The President will account for all time spent away from the Police Department while conducting DHPOA business if so directed by the Chief of Police or the Mayor.

Section 6: Up to three (3) elected delegates of the Union will be excused from work up to three (3) work days for the purpose of attending conferences or seminars relating to the administration of the collective bargaining agreement provided those conferences or seminars are held outside the City limits of the City and that the City is not required by manpower restrictions to call in persons to replace persons attending; provided one Union designated person shall be permitted to attend such conference whether or not call in is necessary. Designated delegates will receive their regular pay from the City but shall not be considered on duty. The City will not be responsible for any delegate expenses incurred as a result of attending such conference or seminar.

Section 7: Any discussions or conversations occurring between a DHPOA Union Representative (acting in an official capacity on behalf of the Union) and any employee who has been charged with a violation of the Rules and Regulations of the Dearborn Heights Police Department, shall be privileged to the extent that the Local Association Union Representative shall not be called to testify as to said conversations in any arbitration or civil service hearing or other department or City hearings.



Section 8: The DHPOA shall be the exclusive supplier of the shoulder patch of the city of Dearborn Heights Police Department, provided that the Chief of Police retains the exclusive right to determine the design of the patch and the union provides the patches to all members of the department at the same price.

Section 9: If a Union negotiator is working midnights before or after a negotiation session, he/she will not be required to report for duty until seven (7) hours after the negotiation session ends, or unless otherwise agreed to by the Chief of Police.

## **ARTICLE 9**

### **SENIORITY**

Section 1: Seniority of a new police officer shall be commenced after the officer has completed probation period of one (1) year and shall be retroactive from date of last employment as a sworn police officer. Probationary Officers may be disciplined or terminated at any time in the sole discretion of the City and without recourse to this Agreement. A police officer shall forfeit such officer's seniority rights only for the following reasons:

- A. The officer resigns.
- B. The officer is dismissed and is not reinstated.
- C. The officer is absent without leave for a period of five (5) days or more.  
Exceptions to this may be made by the City on the grounds of good cause for failure to report.
- D. The officer retires. (This does not include DROP participation)

Section 2:

- A. A seniority list shall be furnished to the DHPOA by the City annually.
- B. When the City has prepared the seniority list, that list shall be posted within the station in conspicuous locations and a copy shall be provided to the Union. Employees shall be permitted to grieve their improper placement on that list; provided, however, that any such grievance shall be filed within thirty (30) days of the posting. A failure to timely grieve in one year shall not preclude a timely grievance in a succeeding year, but it shall preclude a claim for back pay arising prior to the subsequent posting.

A police officer shall not be permitted to advance on the seniority list due to name change, or to gain economic benefits due to City error.

## **ARTICLE 10**

### **PROMOTIONS, LAYOFFS, RECALLS, AND LEAVES OF ABSENCE**

Section 1:

- A. Promotions, layoffs, and recalls shall be in accordance with the provisions of Act 78, Public Acts of 1935, as amended.
- B. Officers who have completed 5 (five) full years of service as a police officer with the City of Dearborn Heights shall be eligible to participate in any promotional examination for the rank of sergeant.

- C. The promotional examination process for the rank of sergeant, whether uniform or detective, shall consist of a written exam portion and an oral exam portion which shall be weighted as follows:

Written exam: 50%

Oral exam: 50%

- D. The promotional examination process for the rank of sergeant shall be as follows:

1. Officers must score 70% or higher on the written portion. Officers failing to score a minimum of 70% on the written portion shall be disqualified from the promotional process and shall not be allowed to participate in the oral portion.
2. Officers must have a minimum combined average score between the written and oral portions of 70% to be eligible for promotion.
3. After the written portion and oral portion have been scored and appropriately weighted each officer shall have 1/12 (one-twelfth) point for each month of service as a police officer with the City of Dearborn Heights, including probationary time, added to their overall score. There shall be no maximum cap for these seniority points.
4. The questions for the written examination portion shall be drawn from the following sources:
  - a. Dearborn Heights City Ordinances (Criminal and Traffic chapters);
  - b. Dearborn Heights Police Department Rules & Regulations Manual; (Chapters 1-4 Department Rules & Regulations and up to ten (10) relevant Policies and Procedures).
  - c. Michigan Criminal Law & Procedure Manual or equivalent;
  - a. One textbook/sources chosen by the Dearborn Heights Police & Fire Civil Service Commission.
5. The oral examination portion for each officer shall consist of three (3) examiners chosen by the Dearborn Heights Police & Fire Civil Service Commission, and each officer shall have a member of the Civil Service Commission present to monitor the oral exam. The Director of Human Resources may be used as a substitute if none of the Civil Service Commissioners are available to monitor a particular oral exam.

- E. The eligibility list for promotion to rank of sergeant shall expire 2 (two) years from the date that it was established and certified by the Dearborn Heights Police and Fire Civil Service Commission.

- F. The Act 78 Commission and a City designee shall have equal input and authority throughout all promotional processes, except as provided in the agreement to the contrary.

- G. All promotional test related documents shall be kept in a safe and secure designated area in the Human Resources Department or another location agreed to by the City and the Union. No documents in any form shall be distributed, kept from the human Resource Director/Department, or taken off city property except as provided for in this agreement. The control of all promotional test related documents shall be maintained by not less than two (2) agreed upon parties, in accordance with Article 10, Section 1.

Section 2: A laid-off employee shall retain recall rights for a period not to exceed the employee's Departmental seniority or retirement age, whichever is sooner.

Section 3:

- A. A police officer shall be entitled to a leave of absence for specified purposes and period of time without loss of seniority.
- B.
  - 1. Leaves shall be granted for a period of up to three (3) months to employees who are physically or mentally or otherwise disabled from performing their duties, upon showing proper proof of such disability through the period of absence from a fully qualified medical doctor (M.D.) or doctor of osteopathy (D.O.).
  - 2. An M.D. or Doe's statement concerning disability shall include to the extent possible:
    - a) Patient's illness;
    - b) How and why the illness disabled the patient;
    - c) The period of expected disability, including start and estimated return to work date.
- C. The City recognizes and agrees that it shall provide "forms" upon which a City employee may request a leave of absence. Any employee desiring a leave for any reason shall submit such application in excess of thirty (30) days prior to the date the leave is to commence and the City shall grant or deny such requests within ten (10) days of receipt of the request.
- D. Pregnancy shall be considered a disabling illness for purposes of this section.
- E. A police officer during a leave of absence shall not do any type of police work.
- F. If the police officer returns within the period or periods granted, said police officer's "Continuous Service Time" will not be interrupted.

## **ARTICLE 11**

### **DUTY ASSIGNMENTS**

Section 1: A promotion is defined as a movement to a higher pay range. Any movement not involving a change in pay shall be considered an assignment. It is the intent that officers may not transfer from one assignment to another

- A. Limited Temporary Assignment: Any assignment lasting less than four (4) years shall be considered a limited temporary assignment. Limited temporary assignments are selected by the Chief of Police without regard to the promotional process. All assignments will be posted for 14 calendar days in advance and during which time officers will have the opportunity to submit letters of interest. In an emergency the Chief may select a volunteer to fill the position during the posting process, will then post the position within 1 business day of the selection of the volunteer. The Chief must make a selection from the letters of interest within 7 days of the closing of the posting period.
- B. Unlimited Assignments: Detective positions are unlimited temporary assignments, not promotions. Officers assigned as Detective's within Support Services as a detective carrying out the duties of General Assignment, District Assignment, School Resource, Crime Prevention, Juvenile, Court Services, may be assigned for as long as the City wishes to retain the officer in that assignment. The time

limitations found in the Unlimited Temporary Assignment language do not apply to these assignments. Should no officer express interest in these positions during the posted period (14 days), the officer who is not on probation, with the least seniority, may be given the assignment. A patrol officer working as a detective under this subsection will receive \$4,500 in specialty pay upon completion of one year of service in this role, and for each completed year of service in this role thereafter.

- C. Special Assignment: Duties which require specialized knowledge, skills and abilities to perform a required task. Specialized assignments are duties which are performed in addition to an officer's current assignment.
- D. Employees assigned to a Limited or Unlimited Assignment will continue to get their normal yearly salary including all normal and annual pay increases.
- E. The City shall select the most qualified candidate to fulfill assignment(s) after first conducting an interview and resume review. Staff participating in the selection process shall be afforded a review of the process within 10 days of the selection. The review will be conducted by a member of the interview and selection board.
- F. In the event an assignment (limited, unlimited or special) is terminated by the City, the officer shall be re-assigned in accordance with the officer's seniority and qualifications.
- G. In the event the Union feels that the Department has selected on the basis of favoritism, whether a bureau, non-bureau or special assignment, same shall be subject to the grievance procedure.

There shall be a separate work schedule for Traffic Bureau officers, however the City reserves its right to amend or make reasonable schedule changes with thirty

(30) days notice prior to doing so. Both parties agree to meet and discuss any adjustments in the schedule prior to implementing said change.

- A. The Traffic Bureau officer on "stand-by" for any given weekend, 11:00 p.m. Friday to 7:00 a.m. Monday shall receive eight (8) hours compensatory time for being available. All Traffic officers also agree to be available within four (4) hours after their tour of duty and the four (4) hours before the start of their tour of duty, if no other officers are working. If after calling all Traffic officers for fatal or serious accident, on week days, and none are able to respond, the Traffic officer on "stand-by" for that weekend shall respond.
- B. The Union agrees that the Chief shall designate production and selection criteria for a Traffic Bureau. The Union reserves the right to grieve the reasonableness of the production criteria.

Section 3: The City, in its discretion, may elect to offer rotating Detective Bureau orientation assignments of four (4) months duration in accordance with the following requirements:

- A. Selection shall be offered by seniority, highest seniority first.
- B. Selection shall be made simultaneously with shift selection.
- C. Once having served in the orientation program an officer is not eligible to re-participate in such program.
- D. Officers participating in the program will not do felony matters assigned to the Detective Bureau.
- E. Upon completion of the four (4) months orientation assignment the participating officer will receive \$100 if the officer has served the entire four (4) month period.

- F. The orientation program is voluntary.
- G. There shall be no more than two (2) such assignments at any one (1) time.

## **ARTICLE 12**

### **ROAD PATROL ASSIGNMENT**

Section 1: Road patrol shifts shall be of six (6) month duration or any other duration as agreed upon, and the number of shifts and their hours shall be mutually agreed upon by both the City and Union Officers will submit shift requests within a reasonable time as designated by the Uniform Division Captain prior to shift change. Officers not submitting shift requests will be assigned to shifts at the discretion of the Division Captain.

Section 2: Road patrol shifts shall be selected by seniority with the exception that new hires shall be assigned by the City, in the City's discretion, for a period of their FTO and probationary period for such new hire. During the twelve (12) hour shift schedule, road patrol shifts shall be selected by seniority.

Section 3: The City shall post a list of shift assignments thirty (30) days prior to shift change, and once posted will not be changed unless mutually agreed to by the parties, or to meet particular police needs for particular conditions on a temporary basis, by seniority.

Section 4:

- A. Whenever an imbalance in road patrol shift members exists due to resignation, retirement, long-term sickness or disability (excess of 30 days), the Employer shall have the right to return that balance by reassignment of road patrol officers from other shifts as described below:
  - 1. Volunteers by seniority, most senior employee first.
  - 2. Non-volunteers by seniority, least senior employee first.
- B. Non-volunteers will be assigned from the shift(s) to be reduced. It is the intent of the parties to minimize the scrambling of shifts.
- C. Employees will be returned to their shifts when the cause requiring reassignment ceases, non-volunteers first.
- D. In the event shift selection dates occur during a period of reassignment, such reassigned officer shall select in accordance with the contract rights as if that officer had not been reassigned. In the event the cause of original reassignment has not terminated following the selection process, the City shall again reassign in accordance with subparagraph (a) of this section.
- E. Officers reassigned in accordance with this section shall be given at least fifteen (15) days notice prior to any reassignment.

Section 5: Change of shift shall be considered a just and reasonable disciplinary penalty in cases where there is cause for discipline. In the event that an employee is transferred to another shift for disciplinary reasons, no other employee will be displaced from their respective shifts because of that disciplinary action. An employee who was transferred for disciplinary reasons, will not without a showing of sufficient cause related to the offense, be required to stay on the shift that officer was transferred to because of the discipline for more than six (6) months.

Section 6: If an officer is going to be absent (vacation, illness, etc.) during the shift selection period, it shall be his/her responsibility to make his/her immediate supervisor aware of his/her shift preference. Failure to do so will result in the officer being assigned at the Chief's discretion.

## **ARTICLE 13**

## **PARTNERSHIP ASSIGNMENTS**

**Section 1:** The City will accommodate partner requests on a reasonable basis consistent with the needs of the Department and in conformance with this Article. Partnership assignments once made for a shift will not be changed for a period of the shift except for assignment of probationary officers by the Chief of the Department, and as provided in Section 13.4.

- A. In the event broken partnerships exist due to leave, comp time, furlough, sick, disability, etc., and a partner is requested, partnerships will be formed by volunteers first then by seniority (lowest first) for purposes as provided in Article 18.1 by officers of a like situation. An officer who elects to work a one (1) person car shall not be subject to a partnership when another broken partnership exists except for the assignment of a probationary officer again, provided no other broken partnerships exist. Assignment to volunteers first then by seniority (lowest first).

**Section 2:** The City may assign partners to probationary patrol officers for the period of their probation. Senior officers shall not be required to work with any single probationary patrol officer for a period in excess of three (3) months.

**Section 3:**

- A. Patrol officers called in on a shift shall be assigned patrol division duties causing call in before the City splits a partnership assignment on that shift.
- B. Splits of patrol division partnership assignments during a shift shall be accomplished by the least senior patrol officer in the patrol division assigned to the shift on which the split is to take place being selected.
- C. If it is necessary to fill a station officer position or other position within the department from officers already assigned to road patrol duties, selection will be made from volunteers, highest seniority first. If no volunteers, then selection shall be made from the lowest seniority non-FTO status officer regardless of partner assignment. This shall also specifically include but not be limited to any lengthy road assignment/detail (i.e. election, hospital etc.) officers assigned these details may, at their option be relieved upon reaching a maximum assignment time of (4) hours.
- D. If an officer does not volunteer to work the station position, that officer shall be deemed to have waived any claim to a partner, pursuant to Article 18, in the event that their partnership is then broken to fill the station position by selection of the lowest seniority officer.

**Section 4:** When police officer partners have been jointly suspended for their conduct or when one partner has been suspended for conduct where the other partner has had the opportunity to report that conduct but has not done so, the City may prohibit the involved partners from selecting each other as partners for a period of six (6) months. Such change may be effected upon resolution of the appeal process; provided that officers who have not been disciplined in accordance with this language shall not be subject to an involuntary partnership assignment to accommodate such prohibition for a period in excess of three (3) months. Partnership assignments in accordance with this section shall be made by the Chief after discussion with the President of the DHPOA.

**ARTICLE 14**  
**MANDATORY TRAINING**

Section 1:

- A. The City shall have the right to displace police officers from their regularly-assigned shift, up to seven (7) times per calendar year, in order to attend mandatory training.
- B. When an officer is displaced from their regular shift assignment, the mandatory training session shall be scheduled as the officer's work day for that particular day.
- C. The City shall have the right to determine the hours and topics of the mandatory training days.
- D. Officers shall receive overtime pay at the rate of time and one-half for all time spent in mandatory training in excess of eight (8) hours. For purposes of a twelve (12) hour schedule, training scheduled eight (8) hours or more shall be considered a full work day. Training scheduled less than eight (8) hours, the officer will be required to return to normal patrol duty upon returning to the station. Training in excess of twelve (12) hours will be paid at the rate of time and one-half overtime.
- E. Officers shall be given at least 28 days advance notice of mandatory training days.

Section 2: It is understood by the parties that mandatory training for purposes of this agreement refers to department-wide and/or division-specific training. It does not include training which is required to maintain a position in a specialized bureau/assignment (such as the Honor Guard or the Emergency Response Team) or to maintain specialized certifications (such as for bicycle officers, driving instructors, breathalyzer operators, etc.).

**ARTICLE 15**  
**HOURS OF EMPLOYMENT**

Section 1: The work schedule for employees shall be either an eight (8) hour work day or twelve (12) hour work day or any other agreeable schedule.

Section 2: For purposes of an eight (8) hour work schedule, employees assigned to work shifts that run consecutive for six (6) work days shall be paid overtime for any days worked thereafter until the employee is off two (2) days, unless requested by a police officer, then such officer waives any overtime. For purposes of a twelve (12) hour schedule, officers assigned to work shifts that run consecutive for three (3) work days shall be paid overtime for any days worked thereafter until the employee is off two (2) days, unless requested by a police officer, then such officer waives any overtime.

Section 3: Overtime Equalization

- A. Police officers shall work overtime upon request and approval of their Department Supervisor. The Department Supervisor by seniority, highest seniority first, shall request police officers to work. Shortages in department personnel will be made up by the Department Supervisor's requiring to work, least senior officer first, such numbers of police officers as is necessary to secure a full complement of employees.
  - 1. Emergencies notwithstanding, police officers must work one (1) full shift or be off on approved leave (i.e. furlough, compensatory time, personal, FMLA, funeral etc.) following the use of a sick day to be eligible for road patrol overtime. It is the responsibility of the officer to advise the on-duty shift supervisor of his/her eligibility for overtime if called.

- B. The City shall attempt to equalize overtime as nearly as practical among employees holding the same rank. Whenever overtime is required in a rank, the person with the least number of overtime hours in that rank will be notified first whether on duty or off. For purposes of a twelve (12) hour schedule, persons off duty will be called first and so on throughout the index in an attempt to equalize the overtime hours. The total equalization will be based only on the maximum number of hours worked by the officer during that period.
- C. On January 1st of each year, the accumulation of hours for all police officers will be reduced to zero (0) and the list commenced again with no transfer of accumulated hours from year to year.
- Police officers newly entered in a group as a new employee shall not be entitled to overtime for the first six (6) months. After six (6) months a new employee shall be credited with the highest number of hours of the equalization group which that person enters. Transferred employees shall be credited with the highest number of hours of the equalization group which that person enters. Any discrepancies or inequities in the equalization process shall be remedied by scheduling overtime hours to be worked.
- It is understood bureau personnel will not be notified for road overtime until such time the call in list for road patrol officers has been exhausted. This language will not apply in the event of a declared emergency.
- D. It is understood and agreed that a police officer working on a specific job task other than a continuing road patrol at the end of a shift upon which job overtime is required that day shall be given the first opportunity to work such overtime. However, hours worked in excess of three (3) hours shall be charged to the equalization list.
- E. Excluded from the requirements of overtime equalization is overtime arising out of, and paid for by, private sources. The City agrees to permit the Union to schedule private origin overtime provided that the Union makes a good faith effort to assure the presence of the required number of officers who shall be subject to all the rules, regulations and the authority of the Department; provided, further, that the City reserves the right to withdraw private source overtime scheduling from the Union in the discretion of the City, but if such withdrawal occurs, such private source overtime shall again be subject to equalization procedure as set forth by the Dearborn Heights Police Officers Association. The City shall attempt to provide the Union with reasonable notice consistent with notice received by the City of private source overtime.
- F. The Police Officers Association will maintain an equalization chart or list for the Department. In addition, representatives of the Union and the Department will meet upon request of either party for the purpose of insuring that overtime is being equalized in accordance with the procedure.
- G. Officers who are on authorized vacation, funeral leave, sick leave or who have previously notified the Department in writing of their unavailability due to being out of town shall not be charged with overtime penalties for failure to respond upon call.
- H. No bargaining unit member shall be required to work in excess of fourteen (14) consecutive hours in any twenty-four (24) consecutive hour period or be charged with an overtime refusal unless the available or assigned City executive declares an emergency affecting the entire division whereupon there will be no refusal.



- I. No bargaining unit member shall be permitted to work more than sixteen (16) consecutive hours without approval of the shift Commander.
- J. Officers who are absent from their regularly-assigned shift due to the use of furlough time or comp time may not work overtime during their originally-scheduled shift but are eligible to work overtime outside those originally-scheduled hours.

Section 4:

- A. Roll call shall be considered work time of the regular eight (8) or twelve (12) hour shift.
- B. The City shall be permitted to establish overlapping shifts of up to thirty (30) minutes per shift.

**ARTICLE 16**

**WORK SCHEDULES**

Section 1: The work schedule shall be posted at least thirty (30) days in advance of the start of the new schedule where possible. Officers will be assigned to permanent shifts for a period of six (6) months or any other agreeable terms. Patrol Division personnel will be on either an eight (8) or twelve (12) hour schedule or as mutually agreed upon by both parties.

- A. Officers will be assigned to permanent shifts for a period of six (6) months or any other agreeable terms. Patrol Division personnel will be on an either eight (8) or twelve (12) hour schedule or as mutually agreed upon by both parties. Shift start/finish times will be in conformance with Article 18, Section 3 any modifications shall also be mutually agreed upon by both parties on a limited shift cycle to cycle basis with thirty (30) day notice to the other party. While on a twelve (12) hour 2on-3off/2on-2off/3on-2off patrol shift schedule, the working day will consist of shifts of twelve (12) hours each for the Patrol Division. The day and night shifts shall begin at 6:45 a.m. and 6:45 p.m. The afternoon shift shall begin at 3:00p.m. The shifts shall be determined on a seniority basis.
- B. While assigned to a twelve (12) hour shift schedule, patrol officers will be assigned to work a seven out of fourteen day schedule. The additional eight (8) hours per month scheduled will be paid at time and one-half for a total of twelve (12) hours per month and will be added into the employee's compensatory time bank at a rate of six (6) hours per pay period. All other hours in excess of that described above shall be paid under the overtime provisions as described in the contract. However, except in an emergency, no one will be scheduled to work more than fourteen (14) consecutive hours.
- C. The Traffic Division and other bureau/special assignments are not included in the twelve (12) hour shift program unless mutually agreed upon by both parties.
- D. Lunch period is now one (1) hour with two (2) twenty (20) minute breaks.
- E. There may be a meeting every six (6) months between the Association and the City to discuss the operation of the twelve (12) hour shifts and any modifications if needed.

- F. Both the City of Dearborn Heights and the DHPOA shall be subject to the provisions set forth, if at any time there is a unilateral change by either party without the express written consent of the other, the DHPOA shall retain the right to revert back to the 3 shift 4p-4a schedule as provided in Article 18 3(a) with reasonable notice to the City.

Section 2: A Bargaining Unit person once assigned to a particular slot on any shift shall continue their leave/work schedules while remaining on that shift provided such person is not bumped from the shift by a senior officer. Exception will be for the day shift station officer assignment. While on the twelve (12) hour schedule, the front desk will be staffed by seniority, volunteers first if none then assigned by lowest seniority for the shift, i.e. if no volunteers then lowest two (2) officers assigned to the shift will be assigned front desk duties regardless of slot assignment. If an officer transitions from one shift/slot to another, the hours worked within the current cycle will be handled at the Uniform Division Captain's level. However, in no case shall an employee be required to work more or less hours within the scheduled cycle the employee was transferred from.

- A. As a matter of clarification, assignments involving City Hall and/or dispatch shall be staffed by seniority on a daily basis, volunteers first, if none then assigned by lowest seniority for the platoon working. Seniority for the police dispatcher assignment shall apply to dispatch trained officers only.

Section 3: Starting January 1, 2006 and every January 1<sup>st</sup> thereafter officers on the twelve (12) hour shift schedule will be eligible to transfer/bump from one slot/shift to another by seniority for the year this will be accomplished on or about October of each year through a separate posting by the Union in a common area for all road officers to choose their prospective shift/slot. A minimum of one (1) road patrol officer will be assigned by seniority (highest first) up to one (1) full calendar day to select his/her shift/slot for the upcoming year. Officers who fail to choose a shift/slot during their assigned time shall forfeit their bid pick to the next officer in line and shall choose from available slots after the next officer in line chooses and so on. Once selected, officers may not switch, hold or save slots.

- A. Effective July 1, 2017, officers will be eligible to transfer/bump from one slot/shift to another by seniority twice per year and every year thereafter on October 1<sup>st</sup> and April 1<sup>st</sup>. This will be accomplished on or about August and March of each year.

## **ARTICLE 17**

### **TRADING TIMES**

Subject to departmental manpower requirements, police officers shall be permitted to voluntarily trade work or leave days; providing that employees scheduled to work must inform the City in advance of any voluntary trade of work days or leave days and such originally scheduled employee shall be responsible for the attendance of the scheduled officer's replacement and absences of replacements shall be charged to the replacing officer; provided further, that no employee shall trade days with any other employee for the purpose of achieving any premium payments due under this contract.

## ARTICLE 18

### MINIMUM PERSONNEL

Section 1: The City agrees in principle that a minimum of two (2) police officers shall occupy each scout car after sunset. No officer shall be required to work a one (1) person car after sunset unless officer agrees to work a one person car.

Section 2: Notwithstanding anything in this Agreement to the contrary, the following one (1) person car option shall be permitted for eligible officers so electing:

- A. One person cars will operate from sundown to sun up.
- B. Electing officer must have a minimum of one (1) year of seniority.
- C. Election will be made at time of shift selection for a minimum period of four (4) months.
- D. Officers electing will receive a flat \$160 allowance for each four (4) months of service if the officer has served the entire four (4) month period.
- E. During the period from sundown to sun up and when the one (1) person car option is in effect:
  - 1. City will continue to dispatch multiple cars on questionable runs.
  - 2. No one (1) person unit will be dispatched on a questionable run without backup.
- F. The election described in this section is a voluntary election of the electing officer.

### Section 3:

A. Patrol Division minimum personnel standards shall be as follows:

Eight (8) hour- (7a-3p) five (5) officers (6) to start the shift.

(3p-11p) eight (8) officers (9) to start the shift.

(11p-7a) eight (8) officers (9) to start the shift.

Twelve (12) hour- Forty-four (44) officers and three (3) shifts are required for this schedule unless a change is mutually agreed upon by both parties. See Article 16, Section 1 (f).

(7p-7a) which would include a thirty minute overlap i.e.: 730p-730a consisting twenty (20) officers, (10) per squad, (7) officers required to start, minimum six (6). (2) officers allowed on furlough per squad, with additional officers allowed using furlough days if manpower permits with a 24 hour advance approval. There will be no front desk station officer during this time unless provided for the purposes of light duty. These officers will remain as two (2) officer units but may work a (1) officer unit if officers elect.

(7a-7p) sixteen (16) officers, (8) per squad including the front desk station officer. (6) officers are required to start, minimum is five (5). (1) officer allowed on furlough per squad with additional officers allowed using furlough days if manpower permits with a 24 hour advance approval. These officers will be required to work as (1) officer units.

(4p-4a) eight (8) officers, (4) per squad, (2) officers required to start, minimum is two (2). (1) officer allowed on furlough per squad, with additional officers allowed using furlough days if manpower permits with a 24 hour advance approval. These officers will remain as two (2) officer units but may work a (1) officer unit if officers elect.

Overtime would be called as provided for in this agreement if personnel fall below minimum standards with the exception of 4p-4a as it is a support shift.

B. Effective on or about July 1, 2009, Patrol Division minimum personnel standards shall be as follows:

For the twelve (12) hour shifts there will be forty-four (44) officers and a minimum of (2) shifts are required for this schedule unless a change is mutually agreed upon by both parties.

The (6:45p.m.-6:45a.m.) shift will consist of twenty-two (22) officers, (11) per squad, (8) officers required to start, minimum (7). (3) officers allowed on furlough per squad, with additional officers allowed using furlough days if manpower permits with a 24 hour advance approval. There will be no front desk station officer during this time unless provided for the purposes of light duty.

The (6:45a.m.-6:45p.m.) shift will consist of eighteen (18) officers, (9) per squad including the front desk station officer. (7) officers are required to start, minimum six (6). (2) officers allowed on furlough per squad with additional officers allowed using furlough days if manpower permits with a 24 hour advance approval.

The current (4p.m.-4a.m.) shift standards/staffing levels may be suspended and a minimum of four (4) officers shall be assigned by the Chief of Police to road patrol duties. For purposes of this section, road patrol duties specifically include being assigned to a 3p-3a support shift as a canine handler or being assigned to a special assignment within the road patrol such as the Directed Patrol Unit.

Both parties agree to meet twice a year to discuss the effectiveness, officer satisfaction and departmental needs of this altered shift assignment/times and make any changes if necessary. (Also see Article 16 Section 1 (f)).

Overtime would be called as provided for in this agreement if personnel fall below minimum standards with the exception of 3p-3a as it is an overlap shift.

## **ARTICLE 19**

### **PART-TIME, OFF-DUTY EMPLOYMENT**

It shall be permissible for members of the DHPOA to engage in off-duty employment, not inconsistent with the standards contained in the manual and regulations published by the Department, upon prior notice and permission of the Chief, said permission not to be unreasonably withheld.

## **ARTICLE 20**

### **STAND BY**

Officers shall not be placed upon mandatory "Stand By" time status on leave days with the exception of an emergency; provided, however, in the event a police officer is placed on mandatory stand by; an emergency or otherwise, while on leave same shall be entitled to four (4) hours compensatory time, on a regular work day same shall be entitled to two (2) hours compensatory time. If an officer is called for duty and does not respond, he or she shall be charged for overtime purposes as having worked the number of hours worked by that officer responding.

## **ARTICLE 21**

### **BULLETIN BOARDS**

The City agrees to furnish and maintain a suitable bulletin board in a convenient place for the posting of DHPOA notices and other material.

## **ARTICLE 22**

### **MEETINGS**

The DHPOA may schedule and conduct its meetings on Police Department property provided it does not disrupt the efficient operation of the Department. A Union representative shall have up to one (1) hour during new hire orientation to provide necessary DHPOA collective bargaining information, provided the orientation does not create overtime or extra compensation for the new hire or the DHPOA representative.

## **ARTICLE 23**

### **MAINTENANCE OF CONDITIONS**

Wages, hours and conditions of employment legally in effect at the execution of this Agreement shall, except as improved herein, be maintained during the term of this Agreement. The City will make no unilateral change in wages, hours and conditions of employment during the term of this Agreement, either contrary to the provisions of this Agreement or otherwise. No police officer shall suffer a reduction in such benefits as a consequence of the execution of this Agreement. Where this Agreement and any rules and regulations governing the Department of Police are in conflict, this Agreement shall be given effect.

## **ARTICLE 24**

### **CHANGES IN WORKING CONDITIONS**

A copy of each special order, general order, procedural directive, notation or training bulletin shall be furnished to the Association President.

The DHPOA President or the next assistant in line shall be given written notice in advance of any anticipated major change in working conditions, and a good faith conference shall be held thereon before it is placed in effect. Emergency situations shall be exempt.

A special conference on important matters shall be arranged between the DHPOA President or designated representative and the Chief of Police or designated representative upon the request of either party. Arrangements for special conferences shall be made three (3) calendar days in advance wherever possible and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in the special conference shall be confined to those on the agenda.

## **ARTICLE 25**

### **ADOPTION BY REFERENCE**

The parties further agree that all provisions of the City Charter, Ordinances and Resolutions of the City Council, as amended from time to time relating to the working conditions and compensation of police officers, are incorporated herein by reference and made a part hereof to the same extent as if they were specifically set forth, provided that no provision of the City Charter and/or Ordinances and Resolutions of the City Council shall operate to diminish, prejudice or otherwise compromise the rights with regard to working conditions and compensation herein provided.

The parties have adopted a drug testing program by separate document.

**ARTICLE 26**  
**BILL OF RIGHTS**

The law enforcement officers' bill of rights shall provide law enforcement officers of Dearborn Heights statutory protection for certain rights enjoyed by other citizens. The bill of rights shall provide but shall not be limited to the following:

**Section 1:**       **Political Activity by Law Enforcement Officers.** Except when on duty or when acting in an official capacity, no law enforcement officer shall be prohibited from engaging in political activity or be denied the right to refrain from engaging in political activity.

**Section 2:**       **Rights of Law Enforcement Officers While Under Investigation.** Whenever a law enforcement officer is under investigation or subjected to interrogation by members of DHPD or any other investigative agency, for any reason which could lead to disciplinary action, demotion, dismissal or criminal charges, such investigation or interrogation shall be conducted under the following conditions:

- A.     The investigatory interview shall be conducted at a reasonable hour and, at the officer's request, in the presence of an Executive Board member, preferably at a time when the law enforcement officer is on duty, unless the seriousness of the investigation is of such a degree that an immediate questioning is required.
- B.     The investigation shall take place either at the command of the investigating officer or office of the Chief of Police in which the incident allegedly occurred, as designated by the investigating officer.
- C.     The law enforcement officer under investigation shall be informed of the rank, name and command of the officer in charge of the investigation, the interrogating officer and all persons present during the questioning. All questions directed to the officer under investigation shall be asked by and through one interrogator.
- D.     The law enforcement officer under investigation shall be informed of the nature of the investigation prior to any questioning, and he shall be informed of the names of all complainants.
- E.     Questioning sessions shall be for reasonable periods and shall be timed to allow for such personal necessities and rest periods as are reasonably necessary.
- F.     The law enforcement officer being questioned shall not be subjected to offensive language or threatened with transfer, dismissal or disciplinary action. No promise or reward shall be made as an inducement to answering any questions.
- G.     The complete questioning of a law enforcement officer, including all recess periods, shall be recorded, and there shall be no unrecorded questions or statements.
- H.     If the law enforcement officer being questioned is under arrest, or is likely to be placed under arrest as a result of the questioning, such officer shall be completely informed of all that officer's rights prior to the commencement of the questioning.
- I.     At the request of any law enforcement officer being questioned, that officer shall have the right to be represented by counsel or any other representative of such officer's choice who shall be present at all times during such questioning whenever the questioning relates to the officer's continued fitness for law enforcement services.

**Section 3:**       **Representation of Complaint Review Boards.** Whenever a police complaint review board is established which has or will have in its membership other than law enforcement officers, such board shall include in its membership a proportionate number of representatives of the law enforcement agency.

Section 4:       **Civil Suits Brought by Law Enforcement Officers.** Law enforcement officers shall have the right to bring civil suit against any person, group of persons or any organization or corporation or the heads of such organizations or corporations, for damages suffered, either pecuniary or otherwise, or for abridgement of their civil rights arising out of the officer's performance of official duties.

Section 5:       **Disclosure of Finances.** No law enforcement officer shall be required or requested, for purposes of assignment or other personnel action, to disclose any item of that officer's property income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his family or household), unless such information is obtained under proper legal procedures or tends to indicate conflict of interest with respect to the performance of that officer's duties. This paragraph shall not prevent inquiries made by authorized agents of a tax collecting agency in accordance with acceptable and legally established procedures.

Section 6:       **Notice of Disciplinary Action.** No dismissal, demotion, transfer, reassignment, or other personnel action which might result in loss of pay or benefits or which might otherwise be considered a punitive measure shall be taken against a law enforcement officer, unless such law enforcement officer is notified of the action and the reason or reasons therefore prior to the effective date of such action.

Section 7:       **Retaliation for Exercising Rights.** No law enforcement officer shall be discharged, disciplined, demoted or denied promotion, transfer, or reassignment, or otherwise be discriminated against in regard to such officer's employment, or be threatened with any such treatment, by reason of such officer's exercise of the rights granted in the law enforcement officers' bill of rights. No law enforcement officer shall use information received pursuant to this Article to harass or intimidate complaining witnesses.

Section 8:       No police officer shall be required to make any oral statement concerning any alleged misconduct on the officer's part unless such officer has first been given notice of that officer's representation rights.

Section 9:       No provision of this bill of rights is intended to prohibit the City from offering to the Union President a proposed settlement of disciplinary action, whether imminent or effective.

## **ARTICLE 27**

### **DISCIPLINE**

Section 1:       No police officer shall be discharged or otherwise disciplined except for just cause. The claim of any police officer that such officer had been unjustly discharged or otherwise disciplined shall be processed as a grievance, including arbitration.

Section 2:       Penalty once levied may be reduced but may not be increased.

Section 3:       For purposes of officers on a twelve (12) hour schedule, a day's suspension shall mean loss of eight (8) hours pay. All discipline shall be converted to hours. Discipline shall be prorated fairly between officers working both eight (8) and twelve (12) hour shifts.

Section 4:       Both the City and Union agree in the concept and use of Progressive Discipline when determining if the discipline is just. The progressive discipline shall include verbal warnings, written warnings, written reprimands/probation, suspension, and termination depending on the nature of the offense.

1. The DHPOA shall be furnished with copies of all "Tracker entries" placed in an officer's file.

Section 5:       Disciplinary hearings shall be held within ten (10) calendar days of the date of the issuance of the reprimand. A disposition shall be given within ten (10) calendar days of the date of the hearing. Time limits between the various steps may be waived and/or extended by mutual written agreement. If a disciplinary hearing is not held within the (10) day period from date of the reprimand, the circumstance causing the reprimand shall be deemed not to exist.

## ARTICLE 28

### PRESENTATION OF GRIEVANCE

Section 1: A grievance under this Agreement is a written dispute, claim or complaint arising under and during the term of this Agreement and filed by either an employee, authorized representative of the bargaining unit, or the City. Grievances are limited to matters of interpretation or application of express provisions of this Agreement including interpretation and application of Department rules, regulations and orders not previously approved by the DHPOA and shall at a minimum set forth the following information:

- A. Article and Section of the Agreement allegedly violated, and;
- B. Date of occurrence of each alleged violation, and;
- C. Manner of alleged violation including the name, if applicable, of the management representative who allegedly violated the Agreement.

The parties recognizing that an orderly grievance procedure is necessary agree that each step must be adhered to as set forth herein or the grievance is forfeited. All grievances must be filed within thirty (30) calendar days after the occurrence of the circumstances giving rise to the grievance otherwise the right to file a grievance is forfeited and no grievance shall be deemed to exist.

Step 1. If a member of the DHPOA feels aggrieved, such member shall report this to the President of the DHPOA and/or steward who will assist in the presentation of such member's grievance. The President or steward shall file a written grievance on behalf of the employee with the employee's immediate supervisor, or, if not available, the next ranking officer in charge. The immediate supervisor or higher ranking officer, whichever the case may be, shall make known the disposition of the grievance in writing seven (7) working days after the grievance is submitted to such officer.

Step 2. If the grievance is to be appealed, then it shall be submitted within twenty (20) working days from the date of the written disposition of the grievance as per Step 1, to the Chief of Police or his Deputy, who shall reply in writing within seven (7) work days after the grievance is submitted to him. A meeting between the Chief and the Grievance Committee shall be held to discuss the grievance within the seven (7) work day period. The death, disability, vacancy, or absence of the Chief of Police shall not cause an extension of the seven (7) work day period provided for in Step 2, but recourse shall be had to Step 3 at the end of the seven (7) work day period, the same as would obtain if the meeting were held and the grievance unresolved.

Step 3. If the grievance is not resolved within the seven (7) work day period provided in Step 2, the grievance shall be submitted to the Mayor or designated representative, within ten (10) working days of receipt of the City's response in Step 2. The Mayor or designated representative will meet with not more than one (1) POAM representative and one (1) employee member of the Department within ten (10) working days of receipt of the grievance at Step 3 unless the meeting is waived by mutual agreement of the parties. In cases of discipline not more than two (2) disciplined persons. The Mayor or designated representative shall reply in writing within twenty (20) days after the meeting between the parties is held.

1. Either party may use a recording device upon notice to the other party; provided that the party utilizing the recording device shall provide the opposite party with a copy, which shall be the official record of the meeting.

Section 2: Grievances affecting a number of police officers may be treated as a policy grievance and entered directly at the second step of the grievance procedure.

Section 3: Grievances arising out of the same or similar set of facts or incident shall be so consolidated and handled as one grievance. If the matter is resolved or goes to arbitration, the decision shall apply to all grievances.



Section 4: A copy of any correspondence to be placed in the officer's departmental personnel file or Civil Service file will be sent directly to the officer.

Section 5: In processing previously filed grievances, the City shall provide relevant information to the Union upon written request specifying the information requested.

Section 6: Any grievance concerning health and safety shall be entered directly at the second step of the grievance procedure.

Section 7: Time limits between the various steps may be waived and/or extended by mutual written agreement.

## **ARTICLE 29**

### **ARBITRATION**

Section 1: If the grievance is not resolved at Step 3, either the Union or the City may submit the grievance to arbitration by providing timely written notice of intent to arbitrate and initiating such proceedings within thirty (30) calendar days of the Step 3 answer. In matters of discipline, if the Union decides not to proceed to arbitration, it shall within the same thirty (30) calendar day period provide the City, the Act 78 Civil Service Commission, and the disciplined member(s) with written notice of its intent not to proceed to arbitration. Upon service of said notice not to proceed to arbitration upon the City, the City may not thereafter, except as provided in Section 11, defeat such member's Act 78 election by demanding to arbitrate the grievance.

Section 2: If the Union provides written notice of its intent not to proceed to arbitration on a grievance involving discipline only, the disciplined bargaining unit member may within five (5) calendar days of the date of receipt of said notice elect to proceed, on such disciplined member's behalf, in accordance with the provisions of Act 78 and under Act 78 by filing a written appeal of that member's discipline with the Act 78 Civil Service Commission. Failure to make a timely filing with the Act 78 Civil Service Commission as required by this section shall constitute abandonment of the grievance by the disciplined bargaining unit member and such grievance shall thereafter be considered forfeited and no longer existing. It shall be presumed that a disciplined Union member receives Union notice not to proceed in not more than twenty-one (21) calendar days following the date of the notice or mailing, whichever is earlier.

Section 3: If the disciplined bargaining unit member(s) elect to proceed, in accordance with Section 2 under Act 78, the Union has no further obligations to that member(s) under this Agreement in regard to the grievance, except as provided in Section 11, and it agrees, in consideration of this opportunity being made available to the member(s) not to represent or assist the member(s) directly or indirectly before the Act 78 Civil Service Commission.

Section 4: In the event that neither the City nor the Union serves a written notice as provided in Section 1, the matter shall be considered as settled on the basis of the last written disposition made in the grievance procedure.

Section 5: If either the City or the Union serves timely notice of intent to arbitrate, the unresolved grievance shall be arbitrated before an arbitrator, by the Union submitting the matter to the American Arbitration Association requesting that one (1) Arbitrator be selected with assistance and under the rules of the American Arbitration Association and by giving written notice to the other party.

Section 6: The Arbitrator shall have no power or authority to add or subtract from or modify any of the terms of this Agreement.

Section 7: The grievance and arbitration procedures provided herein shall be the sole and exclusive remedy for all matters arising out of this Agreement for the Union, the City and bargaining unit members. Except as provided in Section 29.11, the sole and exclusive remedy for a disciplined bargaining unit member(s) who has received notice of intention not to proceed to arbitration from the Union shall be under Act 78 in accordance with Section 29.2 of this Article.

Section 8: The expenses of the Arbitrator shall be paid by the losing party for grievance arbitration. Each party shall make arrangements for and pay the expenses of representatives and witnesses which are called by them.

Section 9: The decision of the Arbitrator shall be final and binding upon the City, the Union and the affected police officers.

Section 10: The decision of the Arbitrator, in any case, shall not require a retroactive wage adjustment in any other similar case then pending.

Section 11: If the Union decides to arbitrate in a discipline situation, that election to arbitrate binds all disciplined members growing out of the facts which were the subject of the discipline and who have grievances pending.

Section 12: Discipline grievances shall be placed in a pending file under Act 78 until the contract grievance appeals are concluded. The language of this Section shall not be construed to stay the discipline penalty.

### **ARTICLE 30**

#### **STRIKE AND LOCKOUT PROHIBITION**

The parties to this Agreement mutually recognize and agree that the services performed by employees covered by this Agreement are services essential to the public health, safety and welfare. Under no circumstances will the Union cause or permit its members to cause, nor will any member of the bargaining unit take part in any strike during the term of this Agreement.

The Association and the City will not engage in, sanction or promote strike action or a lockout during the term of this Agreement or any extension thereof.

### **ARTICLE 31**

#### **CONDUCT TOWARD SUPERVISORS**

Police officers shall conduct themselves in an orderly and respectful manner when addressing their superior officers or representatives of the City and shall in return receive fair and courteous treatment from their Superiors, the City or its representatives.

### **ARTICLE 32**

#### **COPIES OF CONTRACT**

The City agrees to deliver a copy of this Agreement to each police officer.

### **ARTICLE 33**

#### **MANAGEMENT RIGHTS**

Section 1: The Union recognizes the right of the City to operate and manage its affairs in all respects in accordance with its responsibilities. The powers or authority which the City has not officially abridged, delegated or modified by this Agreement are retained by the City.

Section 2: The Union recognizes the exclusive right of the City to establish reasonable work rules, determine reasonable schedules of work, determine and establish methods, processes and procedures by which such work is to be performed as well as set work standards. The City also reserves the right to make work assignments in emergency situations.

Section 3: The City has the right to schedule overtime work as required and consistent with the provisions set forth in Article 48 and Article 15 section 15.4.

Section 4: It is understood by the parties that every incidental duty connected with assignments enumerated in job descriptions is not always specifically described. Nevertheless, it is intended that all such duties shall be performed by such employees.

Section 5: The City reserves the right to classify positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities. The City has the responsibility in such classifications and duty assignments to provide equal compensation for equal work and to reflect duties and responsibilities by appropriate classifications and compensation. In cases where an employee considers that these principles are not being observed, that employee may seek redress through the grievance procedure set forth in Articles 28 and 29.

Section 6: The City reserves the right to discipline or discharge for cause.

Section 7: The City reserves the right in accordance with Article 10, Sections 1 and 2, to lay off for lack of work or funds, or the occurrence of conditions beyond the control of the City or where such continuation of work would be wasteful and unproductive.

Section 8: No policies and procedures covered in this Agreement shall be construed as delegating to others or as reducing or abridging any of the following authority conferred on City officials:

- A. The Charter responsibility of the Mayor as executive officer for enforcing the laws of the State, City Charter and Ordinances, recommending an annual budget of appropriation, and the efficient performance of all executive departments, among other executive responsibilities defined by the Charter.
- B. The Charter responsibility of the City Council as the legislative body for the enactment of ordinances, the appropriation of money and the determination of the City's budget, among other legislative responsibilities defined by the Charter.
- C. The responsibility of the City for establishing, amending and administering an Act 78 Civil Service merit system of employment, a classification plan, adopting rules and regulations regarding employment and exercising personnel administration responsibilities.
- D. The responsibility of the City for establishing, amending and administering a compensation plan, and a fringe benefit program including an insurance program, a disability program and other similar programs.
- E. The Charter responsibilities of the City in determining the functions and organization of the respective departments or divisions.
- F. The responsibilities of Department Heads governed by Charter provisions, ordinances and Civil Service rules:
  - 1. To hire, assign, transfer and promote employees to positions within the agency;
  - 2. To suspend, demote, discharge or take other disciplinary action against employees;
  - 3. To relieve employees from duties because of lack of funds;
  - 4. To determine the methods, means and personnel necessary for departmental or agency operations;
  - 5. To control departmental or agency budget;
  - 6. To take whatever actions are necessary in situations of emergency to perform the functions of the department.

- G. The responsibilities to administer pay and fringe benefit plans, to provide the necessary surveys, research, rules, regulations, resolutions and ordinances for this purpose subject to the authority of the departments and the City Council.
- H. The responsibility of the City for establishing, amending and administering the Act 345 Retirement Plan of the City.

Section 9: The Police Chief may convene a disciplinary review board consisting of three (3) supervisor officers with the rank of sergeant or higher to review the circumstances in any contemplated disciplinary action against a police officer and based upon this review to make an advisory recommendation to the Police Chief that the charges are founded or unfounded. Due consideration will be given to the request of the employee in convening such a Board, but in any case the final decision shall be that of the Police Chief.

Section 10: Should the City decide to establish a Public Safety Department, the City will negotiate wages, hours and conditions of employment pertaining to that concept as required by PERA.

## **ARTICLE 34**

### **UNIFORMS**

Section 1: The City agrees to receive recommendations concerning uniforms from an advisory committee composed of members of the associations recognized by the City. The City shall consult with the advisory committee prior to making changes in the police uniform. It is understood by the parties to this Agreement that this committee is advisory only and that the final decision rests with the Chief of Police.

Section 2: Hats are optional while on patrol and upon leaving the patrol vehicle.

Section 3: Patrol officers shall have the option of wearing the Department approved "Class B" uniform keeping in mind officers choosing to wear the "Class B" uniforms shall be required to keep and maintain at least one (1) "Class A" uniform (long sleeve shirt, trousers and tie) available for formal occasions and ceremonies. "Class B" uniforms shall now include a Department approved "Baseball style" hat which may be worn at the officer's option.

## **ARTICLE 35**

### **LETTERS OF UNDERSTANDING**

It is agreed that all economic or non-economic agreements between the parties concerning but not limited to the meaning of this Agreement as it currently exists or may hereafter be interpreted by the parties or added to by the parties by mutual agreement shall be reduced to writing, signed by both parties, and shall be attached to this Agreement and thereafter be considered part of this Agreement.

If, during negotiations for successor agreements, the Union or City does not request that a particular letter of understanding be continued it shall be deemed to have expired on the date of the expiration of the most recent contract.

## **ARTICLE 36**

### **SEPARABILITY**

This Agreement is subject to the law of the State of Michigan with respect to the powers, rights, duties and obligations of the City, the Union, and the employees in the bargaining unit, and in the event that any provision of the Agreement shall at any time be held to be contrary to law by a Court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided thereof, such provisions shall be void and inoperative; however, all other provisions of this Agreement shall, insofar as possible, continue in full force and effect.

## **ARTICLE 37**

### **SAVINGS CLAUSE**

If any article or section of this Agreement or any appendices or supplements thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

## **ARTICLE 38**

### **SAFETY**

Section 1: The City shall establish a joint Departmental Safety Committee to which the Association shall be entitled to one (1) member. The purpose of the committee is to promote safety and to make recommendations as a committee to the Chief of the Department.

Section 2: The Safety Committee shall meet at least quarterly on the call of either party. The party calling the meeting shall submit an agenda for the meeting and the responding party shall submit any additional agenda items it wishes considered. The meeting agenda shall be adhered to.

Section 3: The parties further agree that all Department vehicle accidents shall be investigated and a report provided to the Department and the Safety Committee with findings and corrective recommendations, if appropriate.

Section 4: The City may approve any reasonable equipment used by officers to enhance their safety, provided that the officer is properly trained to use or operate said equipment.

Section 5: All accidents which result in bodily injury shall be reported immediately in accordance with the City of Dearborn Heights Safety Procedures Manual. The Union president, or his designee, shall be a member of the City of Dearborn Heights Employee Safety Committee; such member shall attend all meetings of the Safety Committee as requested by the Human Resource Director.

Section 6: The City shall provide patrol vehicles that are in safe operation condition for assigned use by members of the Association. Requests for maintenance and repair activities shall be processed through procedures established by the City. All damage to police vehicles shall be reported promptly. Any officer who feels that a specific patrol vehicle is not safe for duty, even after corrective repairs have been completed, may so indicate by filing a complaint with the Division Captain through their supervisor. Objection shall not concern personal opinion, maintenance or repair procedures. The City will attempt to avoid using the vehicle in question for patrol duty until the matter is resolved.

Section 7: The City shall provide and maintain all issued equipment so that is safe for use at all times by police officers.

## **ARTICLE 39**

### **CREDIT UNION DEDUCTIONS**

The City agrees to provide a Credit Union payroll deduction program for bargaining unit employees so requesting it and so authorizing such deduction in writing on forms acceptable to the City subject to the following conditions:

- A. The Credit Union shall be the Crestwood Community Federal Credit Union.
- B. The deduction amounts shall be in uniform increments of \$5.00 per month, every month.
- C. The City shall not be required to permit an employee revoking a Credit Union deduction authorization to re- participate in such program for a period not to exceed twelve (12) months from the date of revocation.
- D. In the event a refund is due any individual for any sums deducted from wages and paid to the Credit Union, it shall be the responsibility of such individual to obtain appropriate refund from the Credit Union.
- E. The individual for whom such deduction is made shall indemnify and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the City for the purpose of complying with any of the provisions of this Article.
- F. The City shall not be liable for the remittance or payment of sums other than those constituting actual deductions made; and if for any reason the City fails to make a deduction for an employee as above provided, it shall make that deduction from the employee's next pay in which such deduction is normally deducted after the error has been called to its attention by the employee.
- G. Each employee utilizing the deduction service from pay for remittance of sums to a Credit Union shall provide the City in written form an agreement by such employee to hold the City harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of, or by reason of action taken or not taken by the City for the purpose of providing the deduction service; provided further, in such agreement such employee shall agree that in the event a refund is due for any reason such employee shall seek such refund from the Credit Union.

### **CREDIT UNION DEDUCTION SERVICE AGREEMENT FORM**

The undersigned hereby agrees that in consideration of the City of Dearborn Heights, Michigan deducting from my pay such sums as I have authorized as Credit Union deductions, and remitting such money deducted from my pay to the Credit Union, I hereby agree to hold the City harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of, or by reason of action taken or not taken by the City for the purpose of providing the deduction service; provided further, that I do hereby agree that in the event a refund is due for any reason, I will seek such refund from the Credit Union.

\_\_\_\_\_  
(Employee Signature)

## **ARTICLE 40**

### **PHYSICAL ASSESSMENT**

Section 1: The City shall have the option to institute and reinstitute physical assessment programs at City expense during duty time without limitation provided such programs provide confidential medical assessments to bargaining unit members which are not shared with the City by the assessing agency. Examples of such programs include blood pressure screening, weight screening, cholesterol screening, blood chemistry testing including computerized blood chemistry testing, complete blood counts with differential and platelet count, sedimentation rates, liver functions, urinalysis, full physical examinations, psychiatric screening, EKGs and similar medical tests designed to assist a professional in making life style recommendations to the tested individual.

Section 2: Tests may be conducted on City premises or at an off site facility. The testing agency will be selected by the City in its discretion provided that agency is advised of its responsibility to maintain test information confidential between the testing agency and the tested individual. Participation in the physical assessment program(s) is required.

## **ARTICLE 41**

### **MISCELLANEOUS**

Section 1: Effective July 1, 2005, after eight (8) full years of seniority in the bargaining unit, a bargaining unit member will be identified as a Senior Patrol Officer which will be accomplished through corporal stripes. Senior Patrol Officers shall be compensated at the rate of one percent (1%) of maximum base wage in 2005, one percent (1%) in 2006 and two percent (2%) in 2007 and every year thereafter. Senior Patrol Officers shall be paid in a lump sum on or before the 1st day of October of each year and Senior Patrol Officer pay shall be computed at a percentage of maximum base salary based on Article 44.

1. Police officers hired on or after April 13, 2011 shall not be entitled to Senior Patrol Pay.

Section 2: Effective July 1, 2005, the residency radius shall cease to exist and there shall be no restriction on residency requirements.

Section 3: A field training officer will be compensated at the rate of three (3) hours overtime for each training day which included observation and evaluation of a trainee and the documentation of these observations and evaluations.

Section 4: Evidence Technicians will be compensated at a rate of two (2) hours overtime if said evidence technician is utilized while on duty. Both parties agree that workloads may require the use of more than one evidence technician per scene per day.

Section 5: The assignment of civilians to bargaining unit members for the purpose of any ride-along program or training shall be done so at the discretion of the Chief of Police, scheduled in advance with reasonable notice and done so strictly on a volunteer basis. Officers who choose to participate in the Department ride-along program shall be compensated with one (1) hour of overtime for up to eight hours.

Section 6: Effective July 1, 2009, and each July 1<sup>st</sup> thereafter, bargaining unit members shall be credited with two (2) duty days of “personal time”. This time when used shall be taken in “full day” increments whether the member is on a twelve (12) or eight (8) hour shift schedule and shall be approved by the Officer in Charge up to seventy-two (72) hours in advance of the requested time and date. It is understood that personal time may not be accumulated and the use of personal time will not have priority over the use of furlough time but will over the use of compensatory time. Effective November 1, 2010, each police officer shall be credited with an additional two (2) duty days of “personal time” for a total of four (4) personal days per year.

## **ARTICLE 42**

### **DURATION**

This Agreement shall be effective the 1st day of July 2023, and shall remain in force and effect to and including June 30, 2024 or until amended or modified by mutual consent.

## **ARTICLE 43**

### **FUTURE NEGOTIATIONS**

Either party may, on or after March 1, 2024, serve a written notice upon the other party of its desire to amend or terminate this Agreement. In such event, the parties shall commence negotiations immediately on such proposed amendments for a succeeding contract.

## **ARTICLE 44**

### **ANNUAL BASE SALARY**

Section 2: The annual base salary for police officers shall be as follows:

|               |          |
|---------------|----------|
| At Hire       | \$60,000 |
| After 1 Year  | \$67,000 |
| After 2 Years | \$74,000 |
| After 3 Years | \$81,000 |



**ARTICLE 45**  
**UNIFORM ALLOWANCE**

Section 1: Each police officer, at the time of initial hiring, shall receive a first issue of a complete uniform which shall not include a "dress uniform" and shall thereafter keep and maintain an equivalent set of uniforms, in serviceable condition, neat and clean, at their own expense.

Section 2: Effective July 1, 2009, each member shall receive an annual uniform allowance in the amount of two (2%) percent of the maximum base salary which shall be payable on or before the 30<sup>th</sup> of June of each year.

Section 3: An employee shall receive compensation in an amount necessary to replace any and all articles of his or her uniform or apparel that are damaged or destroyed in the line of duty within thirty (30) days.

Section 4: Effective July 1, 2020, bargaining unit members hired on or after April 13, 2011 and who have attained eight (8) full years of service, shall receive an additional two percent (2%) for a maximum uniform allowance of four percent (4%) percent of the maximum base salary which shall be payable on or before October 1<sup>st</sup> of each year. For the October 2023 payment, the uniform allowance shall be based on wages as of June 30, 2023.

Section 5: Quartermaster Program: Effective June 30, 2024, the City will resume the responsibility for the purchase and replacement of uniforms and leather gear for Patrol Officers and Patrol Officers will no longer receive a uniform allowance. Patrol Officers are responsible to clean their uniforms. Items to be included in the quartermaster program will be set forth a Letter of Understanding which will be prepared by the parties at a later date. The City and POAM will meet and confer to create the Letter of Understanding no later than June 1, 2024.

**ARTICLE 46**  
**HOLIDAYS AND HOLIDAY PAY**

Section 1:

A. Effective July 1, 2005, all employees shall be paid as provided for in Article 46 Section 2 at a pay rate of base wage for 12 holidays per year worked based on the following holidays:

|                       |                  |
|-----------------------|------------------|
| New Years Day         | Veteran's Day    |
| Washington's Birthday | Thanksgiving Day |
| Good Friday           | Christmas Eve    |
| Independence Day      | Christmas Day    |
| Labor Day             | New Year's Eve   |
| Employee's Birthday   | Memorial Day     |

B. Effective July 1, 2009 and thereafter, bargaining unit members shall be paid for holidays as follows:

|                   |                         |
|-------------------|-------------------------|
| Year of Seniority | Number of Paid Holidays |
| 1 <sup>st</sup>   | 9 (Pro rated)           |
| 2 <sup>nd</sup>   | 10                      |

|                 |    |
|-----------------|----|
| 3 <sup>rd</sup> | 11 |
| 4 <sup>th</sup> | 12 |

Section 2: Effective July 1, 2005, in lieu of paid holidays or holiday time off, each police officer shall be paid a lump sum equal to six and three-tenths percent (6.3%) of the employee's base wage salary (multiplied by the number of holidays to which entitled at .00525% per holiday). Holiday pay to be computed at base wage rate of salary based on Article 44.

A. Effective July 1, 2017, for bargaining unit members hired on or after April 13, 2011, the following holiday pay schedule shall become effective:

1. After 10 years of service, each police officer shall be paid an additional three percent (3%) for a lump sum equal to nine and three-tenths percent (9.3%) of the employee's base wage salary.
2. After 15 years of service, each police officer shall be paid an additional five percent (5%) for a lump sum equal to eleven and three-tenths percent (11.3%) of the employee's base wage salary.
3. After 20 years of service, each police officer shall be paid an additional seven percent (7%) for a lump sum equal to thirteen and three-tenths percent (13.3%) of the employee's base wage salary.

B. Effective July 1, 2017, for bargaining unit members whose Holiday lump sum pay was deferred in 2011 & 2012 and who have not been reimbursed, the following table shall apply:

1. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2018 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
2. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2019 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
3. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2020 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
4. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2021 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
5. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2022 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
6. The member shall receive an additional two percent (2%) benefit added to his or her holiday lump sum on or before December 1, 2023 to make his or her maximum benefit to be no more than eight and three-tenths percent (8.3%).
7. The remaining balance shall be paid out and added to his or her holiday lump sum on or before December 1, 2024

- C. In the event the member separates from employment or enters DROP prior to full reimbursement, he or she shall be made whole for any remaining balance upon separation from employment or DROP enrollment.

**This language shall apply and carry forward with him or her into the command unit if promoted.**

Section 3: New police officers with less than one year's seniority shall be entitled to compensation for only those holidays which are celebrated after the date of such officer's employment.

Section 4: Upon termination of employment, police officers with at least one (1) year Department seniority shall be entitled to receive compensation equal to the number of holidays having occurred since the preceding January 1st and the date of such termination.

Section 5: Holiday pay shall be paid to the police officer on or before the 1st day of December of each year.

## **ARTICLE 47**

### **LONGEVITY PAY**

Section 1: Police officers in the bargaining unit shall be paid longevity pay, commencing with the longevity pay due on or before December 1st, 2001, as determined by the hourly rate of pay in effect in the month of November, as follows:

|      |       |                    |
|------|-------|--------------------|
| 2%   | After | 5 Years Seniority  |
| 3%   | After | 8 Years Seniority  |
| 4%   | After | 10 Years Seniority |
| 5%   | After | 12 Years Seniority |
| 6%   | After | 15 Years Seniority |
| 6.5% | After | 17 Years Seniority |
| 7%   | After | 20 Years Seniority |

Section 2: The anniversary date for computing longevity pay shall be December 31st of each year.

Section 3: Longevity pay for a police officer having more than one (1) year at the time of termination of such officer's employment shall be computed pro-rata from commencement date of employment to the 31st of December of each year.

Section 4: Longevity pay shall be paid to the police officer on or before the 1st day of December of each year.

Section 5: Police officers hired on or after April 13, 2011 shall not be entitled to a longevity benefit.

## ARTICLE 48

### OVERTIME COMPENSATION

Section 1: In the event that any police officer on a regular shift works more than eight (8) hours, such officer shall receive additional pay at the rate of time and one-half for such time over eight (8) hours. Scheduled overtime at the start of a shift is not call in time. In the event that any police officer on a regular twelve (12) hour shift works more than twelve (12) hours, such officer shall receive additional pay at the rate of time and one-half for such time over twelve (12) hours. Scheduled overtime at the start of a shift is not call in time.

Section 2: While an officer is on a eight (8) hour shift; in the event that an officer works a seventh (7<sup>th</sup>) day, such officer shall receive compensation at the rate of time and one-half, for such period, with a minimum guarantee of four (4) hours time at overtime pay for call in. If assignment is completed prior to four (4) hours, the officer can elect to go off duty and receive pay only for actual time worked or be given additional assignments to complete the four (4) hours. While an officer is on a twelve (12) hour shift; in the event that an officer works a fourth (4<sup>th</sup>) day, such officer shall receive compensation at the rate of time and one-half, for such period, with a minimum guarantee of six (6) hours time at overtime pay for call in. If assignment is completed prior to six (6) hours, the officer can elect to go off duty and receive pay only for actual time worked or be given additional assignments to complete the six (6) hours.

Section 3: The above conditions shall not apply to the following:

- A. A regular shift worked by an officer in lieu of such officer's regular vacation furlough time.
- B. For purposes of a twelve-hour (12) schedule, volunteer work on the day fourth (4<sup>th</sup>) day. For purposes of an eight-hour (8) schedule, volunteer work on the sixth (6<sup>th</sup>) day for the following non-regular police duty work such as:
  - (1) Escorting funeral.
  - (2) Field Day work.
  - (3) Equipment maintenance and property room work.
  - (4) Such other police duties as may be mutually agreed upon from time to time.

For the excluded work above, the officer shall receive straight time compensation, with a minimum of four (4) hours. Six (6) hours if such officer is working a twelve (12) hour shift pay for call in on any given day.

Section 4: In lieu of overtime compensation as provided above, at the election of the police officer, compensatory time in the ratio of 1.5 hours of compensatory time for 1.0 hour of overtime shall be allowed.

Section 5: Effective July 1, 2009, a police officer may accumulate up to two hundred-forty (240) hours of compensatory time and upon separation of employment, be paid out for up to two hundred-forty (240) hours at the prevailing rate of pay.

Effective July 1, 2009, an Officer may elect to do the following options:

- A. Compensatory hours in excess of 240 may be converted to furlough time up to (48) hours (6 full days-eight hour shift or 4 full days-twelve hour shift) 30 days prior to the employee's anniversary to be credited for the following year.

### Converted time may not be converted back

Section 6: Upon resignation, retirement or death of a police officer, full pay shall be due to the police officer or the officer's estate for all accumulated compensatory time.

Section 7: Compensatory time may also be accumulated by working a furlough day. An employee must give a minimum of seven (7) days notice, in writing that he/she wishes to work his/her furlough day.

- A. An employee volunteering to work his/her furlough day shall earn compensatory time at time and one-half for hours worked. (Example: working 12 hours shall earn 18 hours compensatory time, working 8 hours shall earn 12 hours compensatory time). A maximum of forty-eight (48) hours shall be allowed to be converted from anniversary date to anniversary date (not to exceed contractual maximum).

**Converted time may not be converted back.**

- B. Requested compensatory off time shall be granted by the Officer in Charge up to forty-eight (48) hours in advance of the requested time and date.

Section 8: On or before October 1, 2017 and each year thereafter, bargaining unit members shall have up to twenty (20) hours of unused compensatory time paid out at the prevailing rate provided that he or she has at least two hundred-sixty (260) hours of compensatory time in his or her bank. On or before December 31, 2017 and year thereafter, bargaining unit members shall have up to twenty (20) hours of unused compensatory time paid out at the prevailing rate provided that he or she has at least two hundred-sixty (260) hours of compensatory time in his or her bank.

The language in this section shall not apply to members who enrolled in DROP prior to July 1, 2017. This language shall however apply to any member who enrolls in DROP on or after July 1, 2017.

**ARTICLE 49**

**COURT TIME COMPENSATION**

Section 1: Effective July 1, 2009, each police officer, when required to attend any court at a time other than regular working shift, shall be paid at a rate of time and one-half the officer's regular rate for actual court time with a minimum guarantee of three (3) hours overtime or (4.5) hours compensatory time at officer's option for 20<sup>th</sup> District Court appearances and four (4) hours overtime or (6) hours compensatory time at officer's option for court appearances in any other court.

Section 2: Court time earned up through and including the 20th of each month shall be paid in the first pay period of the following month.

Section 3: Circuit Court Subpoenas.

- A. All future circuit court subpoenas will be served to the officer involved under the direction of the Deputy Chief of Police. The times and dates listed on the subpoena may be altered, depending on the circumstances of the case and depending on what date the officer's testimony is needed in circuit court.
- B. Any officer receiving a circuit court subpoena in the future shall respond to the court at the date and time specified unless otherwise notified by competent authority that the case has been cancelled or adjourned. In most cases, the Deputy Chief of Police will update the subpoena one day because of the fact that witnesses are not usually required to testify on the first day of trial. However, if on the first day of the trial the defendant should plead guilty, or the court should otherwise dispose of the cause, the officer will be notified immediately to cancel that officer's subpoena notice. If an officer is subpoenaed to circuit court on a leave day or furlough day, such officer may have the option of being placed on call rather than making a mandatory appearance by notifying the officer in charge of the case and leaving a telephone number where such officer may be reached.

Section 4: Officers will only be placed "on call" upon their own request for which no compensation shall be given. It is not the Department's policy to order any officer on call for court.

## **ARTICLE 50**

### **VACATIONS**

Section 1: The anniversary date for purposes of computing vacation time shall be the hiring date of each police officer.

Section 2: Effective July 1, 2009, and with each officer's anniversary date each police officer in the bargaining unit shall receive any/all vacation time converted to hours as follows:

|                    | <u>Hours</u> | <u>8 hour shift</u> | <u>12 hour shift</u> |
|--------------------|--------------|---------------------|----------------------|
| After 1 full year= | 116 hours    | 14 days+4 hours     | 9 days+8 hours       |
| “ 2 full years=    | 156 hours    | 19 days+4 hours     | 13 days              |
| “ 3 full years=    | 172 hours    | 21 days+4 hours     | 14 days+4 hours      |
| “ 4 full years=    | 188 hours    | 23 days+4 hours     | 15 days+8 hours      |
| “ 5 full years=    | 196 hours    | 24 days+4 hours     | 16 days+4 hours      |
| “ 6 full years=    | 236 hours    | 29 days+4 hours     | 19 days+8 hours      |
| “ 10 full years=   | 244 hours    | 30 days+4 hours     | 20 days+4 hours      |
| “ 11 full years=   | 252 hours    | 31 days+4 hours     | 21 days              |
| “ 12 full years=   | 260 hours    | 32 days+4 hours     | 21 days+8 hours      |
| “ 13 full years=   | 268 hours    | 33 days+4 hours     | 22 days+4 hours      |
| “ 14 full years=   | 276 hours    | 34 days+4 hours     | 23 days              |
| “ 15 full years=   | 284 hours    | 35 days+4 hours     | 23 days+8 hours      |
| “ 16 full years=   | 292 hours    | 36 days+4 hours     | 24 days+4 hours      |

All earned vacation time shall only be taken in full day increments (i.e. 8 hour shift=8 hours and twelve hour shift=12 hours etc.) and any/all excess time earned less than 12 hours when used may not be broken up (must be used in its entirety) and at the officer's option, may also be converted as provided for in Article 48 Section 7(a). Keeping in mind any furlough time used will be considered a "choice" used.

Any/all "excess" time earned less than 12 hours may be reported to the Uniform Division Captain within a 15 day grace period of such time earned for a credit to the officer's CT bank, or in the case of furlough, on or before the officer's anniversary date.

- a. Effective November 1, 2010 a police officer shall receive an additional forty-eight (48) hours of furlough for a new maximum of two hundred ninety-two (292) hours.

Section 3: For purposes of the 8 hour shift, when a police officer shall be entitled to one hundred forty-eight (148) hours or more, eighty (80) hours must be taken between the months of October 1st and April 1st. For purposes of the 12 hour shift, when a police officer is entitled to one hundred forty-eight (148) hours or more, sixty (60) hours must be taken between the months of October 1<sup>st</sup> and April 1<sup>st</sup>.

Section 4: The winter and summer vacations may be taken together with the permission of the Chief.

Section 5: Choice of vacations shall be by seniority on a shift basis.

Section 6: Winter and summer vacations may be split with seniority applying to employee's first choice only. Subsequent choices shall be granted provided there is no conflict with another employee's first or lower choice whether the individual works the choice or takes the time off. Employee's choices made shall be recorded and kept by the Shift Supervisor and subsequent choices shall be equalized by the amount used least to most. (Example; an employee wishing to use a 3<sup>rd</sup> furlough choice shall be granted the time off before an employee wishing to use a 4<sup>th</sup> furlough choice and so on). In the event more than one employee wishes to use an identical choice, seniority shall apply.

Section 7: Illness or disability certified by a doctor's certificate occurring during an employee's scheduled vacation period or funeral leave shall not be charged against vacation time; but in the event of illness, same shall be charged against sick leave.

Section 8: Upon resignation, retirement or death of a police officer, full pay shall be due to the police officer or such officer's estate for all vacation time not used during the current calendar year.

Section 9: The City shall schedule and administer vacations. Employees shall submit their choice of summer and winter vacations not less than thirty five (35) calendar days prior to the time identified in the selection and supervisor's decision shall be returned no later than thirty (30) calendar days prior.

- A. "Short Term" vacation approval: normal vacation approvals/guidelines will not change (2 officers on day shift per slot, 1 officer on afternoon shift per slot, 3 officers on midnight shift per slot) with thirty (30) day approval. Short term vacation time may be approved within the normal thirty (30) day approval deadline (personnel standards permitting). Officers may submit a short term vacation request at least seven (7) days in advance of time identified in the selection and supervisor's decision shall be returned no later than five (5) calendar days prior. Approvals will not take shifts below the minimum required officers to start unless special approval from the shift O.I.C. The above guidelines will be in addition to any officer(s) that are currently on vacation through the normal procedure. Lastly, short term vacation time may be taken on a "back to back" basis and separate requests must be submitted, however a maximum of thirty-six (36) hours may be taken as any one (1) request and each approved request will be considered one (1) choice.

Section 10: All vacation time must be taken in the year following the year in which earned except as provided for in Section 12 of this article.

Section 11: A single furlough choice shall not end and start again interrupted by the intentional use of any other earned time (i.e. personal, compensatory time & trade works etc.). With any interruption, the subsequent remaining use of furlough shall be deemed another choice and shall fall within the guidelines of Section 6 of this Article.

Section 12: Effective November 1, 2010 a police officer may now bank up to two-hundred forty-four (244) hours of furlough time. However, it is understood a police officer may only use up to two hundred ninety-two (292) hours of furlough time per year (anniversary date to anniversary date). At time of normal retirement, DROP enrollment, duty disability retirement or death (as provided for elsewhere in this agreement), any/all furlough time shall be addressed in accordance with and as provided for in Article 58 Section 11 (e) of this agreement.



## **ARTICLE 51**

### **BEREAVEMENT LEAVE**

A police officer shall be entitled to nine (9) calendar days per bereavement leave to make preparation for and attend the burial and bereavement of an immediate member of the officer's family within three hundred (300) miles (round trip) of the City of Dearborn Heights. An immediate member of the family for this purpose shall be deemed a husband, wife, children, parents, parents-in-law, grandparents, brothers, sisters, brothers-in-law, sisters-in-law, daughter-in-law, son-in-law, foster parents, step father, step mother, step brothers and step sisters as well as step children and any persons living within the same household even if not related by blood or marriage. The officer shall also be entitled to five (5) calendar days for the bereavement of grandparents-in-law or grandchildren if within three hundred (300) miles (round trip) of the City of Dearborn Heights. One additional calendar day for travel will be given for bereavements over three hundred (300) miles (round trip).

Any additional necessary bereavement leave time shall be charged against accumulated sick leave time. The additional time is subject to the approval of the Chief, and the Chief's refusal to grant the extension, is subject to the grievance procedure of this contract.

A police officer shall be entitled to one (1) calendar day to actually attend the bereavement service for an aunt or uncle.

## **ARTICLE 52**

### **SICK LEAVE**

Section 1: A sick leave day for the purpose of this Article shall mean a regular duty day.

Section 2:

A.

Effective January 1, 1994 the schedule shall be:

First year 6 days

Second year 9 days

Sick days will be credited to police officers in this category in a lump sum. Sick days will be reduced by the number used. An officer will not be allowed to use more than six (6) sick days in their first year of employment. After the first year of employment, an officer will receive an additional nine (9) sick days in their sick bank. If an officer quits or is terminated prior to the start of their third year of employment, the lump sum amount will be recomputed based upon the 1/2 sick day earned per month worked for the first year of employment and 3/4 sick day worked for the second year of employment. The recomputed computation will be the basis of any payout due the officer.

Third year 12 days

In the third year of employment, officers will earn one (1) sick day per month worked. They will not earn sick days on a lump sum basis. Employees assigned to a twelve (12) hour shift shall earn twelve (12) hours for each month worked and not more than one-hundred forty-four (144) hours per year. Employees assigned to an eight (8) hour shift shall earn eight (8) hours for each month worked and no more than ninety-six (96) hours per year.

For the purposes of determining whether or not an officer earned all of the sick days in lump sum above or is credited with one (1) sick day per month worked, a month worked is defined as any month in which an officer actually works or is on

an approved vacation or other earned time off for sixteen (16) or more days for purposes of an eight (8) hour shift schedule. A month worked is defined as any month in which an officer actually works or is on approved vacation or other earned time off for eleven (11) or more days for purposes of the twelve (12) hour shift schedule.

Section 3: Effective July 1, 2005, a police officer may use and shall be charged sick time for regular duty days not worked because of illness, injury or a scheduled medical or dental procedure or checkup. The City recognizes that sometimes a family member's illness or injury requires the employee's time and care. For that reason, The City allows police officers to use accrued sick time for the care of an eligible family member. If the time off is for the care of a family member with an illness, sick time may be used for those family members in the following circumstances:

1. the care of an eligible family member who is ill or injured
2. accompanying an eligible family member to a scheduled medical or dental procedure or checkup
3. attending to an eligible family member who is hospitalized

**Medical and Dental Appointments:** Employee's need to make appropriate arrangements in advance with their supervisor. Accrued sick time may be used for scheduled medical and dental appointments.

Family member shall be defined as:

Sons & Daughters (Sons and daughters include biological, adopted, or foster children, stepchildren, and legal wards under 18. Children older than 18 are covered if they are unable to care for themselves due to disability.

Spouses (through statutory or common-law marriage) or any persons living within the same household even if not related by blood or marriage.

Parents (Biological, adoptive, step or foster parents).

- A. Employees may accumulate up to one thousand forty hours (1040 hours) of sick time.
- B. Employees who attain maximum accumulation of sick days (i.e., 1040 hours) may at their option use or schedule off with reasonable notice, the excess earned sick day per month without any recourse from the City provided the excess sick day accumulation does not fall below the maximum days earned nor cause overtime to be scheduled.

Section 4: All police officers in the bargaining unit who are injured or become ill in the line of duty as defined by the Workers Compensation Law shall be carried on the City payroll at no loss of take home pay for a period not to exceed one (1) year from the date of injury. The employee shall continue to earn sick leave, vacation leave, longevity pay, hospitalization, life insurance and shall have continuous service for seniority.

As a condition of continued receipt of the pay differential provided by this Section, any employee injured on the job, for whom any physician has declared to be totally disabled or for whom no precise date for return to work can be given by a physician, may file for disability retirement under the State Act 345 Retirement Plan and not later than such employee's sixth consecutive month of injury and as a further condition such employee shall also file for a United States Government, Social Security Disability payment not later than such employee's fifth consecutive month of injury. Receipt of United States Social Security Administration disability benefits or disability retirement under the State Act 345 Retirement plan shall simultaneously and without more, terminate the obligations of this Section after one year.

Retroactive United States Government Social Security Administration Disability payments covering any period for which the City made a differential payment shall be payable to the City to the extent of such

differential paid and for the period of the benefit but not to exceed payment for period following one year from the date of injury.

- A. No employee under the provisions of this Section shall, in conjunction with the provisions of this Section or any insurance plan be entitled to receive more than 100% of the employee's actual wage loss. It is understood and agreed that the City shall not be permitted to offset income earned by the employee from non-City employment held at the time of injury; provided that if the employee works additional hours after the injury the City shall be permitted to offset such income but only to the extent such income is attributable to such expanded hours.
- B. An employee unable to perform police duties but able to perform the duties of any other job or profession shall have offset against any City liability, wages paid from employment secured after the date of injury.
- C. The term "physician" as used in this Agreement shall mean a Medical Doctor (M.D.) or Doctor of Osteopathy (D.O.).

Section 5:

- A. When a police officer's employment terminates by reason of retirement or death, the employee or the employee's designated beneficiary (or if no beneficiary has been designated, then as provided for by law), respectively shall be entitled to full pay for all accumulated sick days. (to be paid in eight (8) hour increments). See Attachment "Designation of Beneficiary"
- B. For reasons other than the above, a police officer shall be paid one-half (1/2) of accumulated eight (8) hour increment sick leave days upon severance of employment.

Section 6: An employee whose illness or injury extends beyond five (5) working days shall be required to furnish the Employer with a doctor's statement as to the type of illness or injury and ability to return to work. Also, said employee will be required to set an appointment through the Administration (Personnel) prior to returning to work and receive proper clearance from the City physician to return to work.

No employee will be allowed to return to work prior to written approval by the City physician. Should an employee fail to obtain an appointment through the Administration and see the City physician, they will not be allowed to return to work. The City will work in full cooperation with the employee in scheduling the City physician's appointment, at the earliest time available, in an effort to avoid any loss of wages to the employee.

The City shall have the option of accepting an employee-provided medical opinion.

Section 7: The City at its option shall be permitted to offer to purchase banked sick days (in eight hour increments) from time to time provided that the sale of such days is at the employee's option and the number purchased reduces the employee's maximum contractual accumulation by the number purchased by the City. Employees will not be allowed to reduce their banks below one hundred (100) days using the buy out program.

## **ARTICLE 53**

### **SICKNESS AND ACCIDENT INSURANCE**

The City shall procure and maintain at its own expense, insurance provided for each police officer

for non-duty sickness or accidents, weekly benefits for twenty-six (26) weeks in the amount of five hundred dollars (\$500.00) a week, but the police officer must use that officer's sick time first. Any other benefits a police officer may receive, such as Social Security, etc., shall not be used to reduce any benefit provided for herein.

## **ARTICLE 54**

### **LIFE INSURANCE**

Section 1: The City shall procure and maintain at its own expense a policy of life insurance on the life of each police officer in the amount of fifty thousand dollars (\$50,000) with a double indemnity provision for accidental death and scale coverage dismemberment.

Section 2: Police officers who retire from the DHPOA bargaining unit after July 1, 2009, shall receive a ten thousand (\$10,000) life insurance benefit payable to a beneficiary designated by the retired employee. The City shall pay the premium for such insurance coverage.

## **ARTICLE 55**

### **GENERAL INSURANCE PLAN PROVISIONS**

Section 1: All benefits shall be subject to standard preprinted provisions set forth in the policy or policies.

Section 2: Benefits for otherwise eligible new employees will become effective on the 91st day after the employee's hire date. Section 3: When employment and seniority is interrupted by layoff, discharge, quit, strike, retirement, leave of absence or any other reason, all insurance coverage continues only for the balance of the month in which such termination occurs or until the next premium is due, whichever is later except as herein specifically provided otherwise; provided that an officer on approved leave of absence or layoff shall be permitted, at the officer's expense, to continue insurance coverage for a period not to exceed twelve (12) consecutive months; provided further that the premium must be received by the City from the officer prior to the date it is to be remitted to the carrier and the City shall be permitted to cancel coverage if an officer fails to remit timely payments to the City.

Section 4: The Employer shall have no obligation to duplicate any benefit any employee receives under any other policy with any other employer notwithstanding the circumstances of eligibility, amount or duration of benefit, and it shall be the obligation of the employee to inform the Employer of any and all insurance coverage enjoyed by said employee other than coverage provided by the Employer herein a party.

Section 5: Should the City be obligated by law to contribute to a governmentally sponsored insurance program, state, national or otherwise which duplicates the benefits provided by the City under insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the City not be obligated to provide double coverage; to escape such double coverage, the City shall be permitted to cancel benefits or policies which duplicate compulsory governmentally sponsored insurance programs; provided, however, the City agrees to maintain the benefit level established by this Agreement supplementing compulsory policies if necessary.

## **ARTICLE 56**

### **HEALTH CARE**

Section 1:

A. Effective February 1, 2011, each active member shall contribute twelve percent (12%) of the employee's cost premium **not to exceed** four percent (4%) of the

employee's base annual wage as it appears in the wage schedules of this and succeeding agreements. Employees hired after February 1, 2011, shall contribute twelve percent (12%) of the employee's cost premium **not to exceed** six percent (6%) of the employee's base annual wage as it appears in the wage schedules of this and succeeding agreements. At the employee's option, such payment may be made in accrued sick time, provided that if sick time is used, the maximum number of sick days allowed under this agreement shall be correspondingly reduced. The remaining balance after payment will be reimbursed to the employee by the City, payable by check. This check shall not count toward pension FAC. A member shall be allowed to use accrued sick days in excess of the maximum to pay for health insurance co-pay, provided that the full value of the sick days is credited toward this payment.

1. The new premiums as outlined above shall be implemented on or about February 1, 2011 and shall be frozen for three (3) years after which time on or about February 1, 2014, the premiums will be recalculated and adjusted bi-annually. (every **even** year thereafter)

- B. **Prescription Drug Insurance:** Prescription drug co-payments will be \$10 for generic drugs and \$40 for brand name (non-generic) drugs.
1. Prescriptions will be subject to Blue Cross Blue Shield's standard prior authorization, step therapy, and mandatory generic programs.
  1. If a prescription is written by the employee's doctor for a 90 day supply, employees will be responsible for two co-payments for the 90 day supply.
  2. An open formulary will be offered to all covered employees and dependents.
- Persons who have been on a prescribed drug for at least one-hundred eighty days (180) prior to any new health care provisions taking effect shall be "grandfathered in" and shall be exempt from any "Step Therapy" program as outlined in Section 1(b)(1).
- C. IMB-OB and the DCCR Rider Premium to be paid by the City.
- D. In the event that death results to a member in the line of duty or a member who becomes totally incapacitated for duty by reason of a personal injury or disease occurring as the natural and proximate result of causes arising out of and in the course of that officer's employment by the City and retired by the Board, the employee's surviving dependents shall have coverage as set forth in A, B, and C above. Spouse ceases to be covered upon remarriage. Each child (who is related by birth, marriage, legal adoption, or legal guardianship) ceases to be covered upon reaching age 26 or as provided for by federal law.
- Medically Proven "Special needs" children shall remain covered regardless of age.
- E. Delete riders VST, FAE and the N710 Reciprocity rider for all persons.
- F. **Dental Insurance:** The City will maintain a dental plan providing the following benefit level:
- Class I (preventative) – 100% (\$2,500 annual maximum on Class I, II, and III)
- Class II (restorative) – 100% (\$2,500 annual maximum on Class I, II, and III)
- Class III (major) – 80% (\$2,500 annual maximum on Class I, II, and III)
- Class IV (orthodontics) – 75% (\$5,000 lifetime maximum) (no age limit).
- The City will maintain the same policy into retirement for any member hired prior to April 13, 2011.
- G. **Vision Insurance:** The City will maintain a vision insurance plan that is or equivalent to Blue Vision (12/12/12) – VSP. This benefit level includes: one eye exam per year, one pair of contact lenses per year, and one pair of glasses per year.
- The City will maintain the same policy into retirement for any member hired prior to April 13, 2011.
- H. Effective July 1, 1998, the City will provide Blue Cross Community Blue to all employees otherwise eligible for Blue Cross PPO.
- I. All newly negotiated health care benefits shall take effect on February 1, 2011 unless otherwise stated in this contract.

Benefit Certificate 42080 (or new group number) and the following riders:

BMT                      DC                      GLE-1                      HMN

Prescription Drug “Preferred Rx” Group benefit certificate.

Members currently enrolled in an HMO have an option, at time of contract ratification by the City, to enroll in Community Blue. New members coming into this unit may enroll in Community Blue at the first Open Enrollment following their entry into this unit by notifying the Human Resource Department and completion of the necessary paperwork.

- J.                      **Medical/Hospitalization Insurance:** The City will offer employees a choice of a PPO and HMO insurance as selected and administered by the City. To this extent, the City will offer:
- a.    Blue Cross Blue Shield Community Blue Plan 2 (PPO) – which includes the following:
    - i.    \$500-per person per calendar year of wellness and preventative service
    - ii.   \$100/\$200 annual deductible
    - iii.   \$20 fixed office co-payments for office visits
    - iv.   \$50 fixed emergency room co-payments (which is waived if admitted)
    - v.    \$20 fixed urgent care co-payments
    - vi.   \$500/\$1,000 out of pocket coinsurance maximums
    - vii. \$10/40 copayment for prescription drugs for active employees and \$0/15 for DROP participants and retirees entitled to post-retirement healthcare.
  - b.    Health Alliance Plan (HAP) (HMO) – which includes the following:
    - i.    \$100/\$200 annual deductible
    - ii.   \$10 fixed office co-payments for office visits
    - iii.   \$50 fixed emergency room co-payments (which is waived if admitted)
    - iv.   \$20 fixed urgent care co-payments
    - v.    \$10/40 copayment for prescription drugs for active employees and \$0/15 for DROP participants and retirees entitled to post-retirement healthcare.
- Persons on the payroll September 1, 1986 may at employee’s option participate in a City offered HMO program but having selected must remain in the program for a minimum of one year.
- K.                      Effective November 1, 2010, bargaining unit members shall be credited with two (2) additional personal days for a total of four (4) and will be shown in Article 41 Section 7.
- L.                      Effective November 1, 2010, bargaining unit members shall be credited with an additional forty-eight (48) hours of furlough time for maximum total of (292) hours and will be shown in the table in Article 50 Section 2.

Section 2:

- A. For a police officer who retires under Public Act 345 on or before June 30, 1990, the City shall provide the same hospitalization as that police officer had at the time of retirement, which includes spouse and dependents.
- B. For a police officer who retires on or after July 1, 1990, hospitalization benefits levels shall be the same as then active employees. In determining benefit level equivalence, Medicare-Medicaid complementary coverage shall continue to be presumed to be a Medicare eligible employees' retirement health program. Retiree is responsible for the costs associated with Medicare Part "B" and will be responsible for any additional or increased participation costs imposed by the Medicare or other governmentally sponsored health related programs affecting retirees, subject to the coordination of benefits as set forth above.
- C. It is specifically understood by both parties that effective July 1, 2009, for persons in the bargaining unit as of July 1, 2009, the following language shall apply:
- Effective July 1, 2009, for a police officer who retires under Public Act 345 and/or enrolls in DROP on or after July 1, 2009, hospitalization/healthcare benefits levels **shall be the same** as that police officer had at the time of retirement and/or DROP election with the exception of drug co-pays as outlined below in Section 2(c)(1) which includes spouse and covered dependents/children. In determining benefit level equivalence, Medicare-Medicaid complementary coverage shall continue to be presumed to be a Medicare eligible employees' retirement health program. Retiree is responsible for the costs associated with Medicare Part "B" and will be responsible for any additional or increased participation costs imposed by the Medicare or other governmentally sponsored health related programs affecting retirees, subject to the coordination of benefits as set forth above.
1. It is further understood by both parties that language contained herein applies to employees in the bargaining unit as of July 1, 2009. DROP participants shall be considered retired for health care purposes and at time of DROP enrollment and/or normal retirement, duty disability retirement or death (as provided for elsewhere in this agreement), the prescription drug co-payments shall be reduced to zero **(\$0)** dollars for generic drugs and fifteen **(\$15)** dollars for brand name (non-generic) drugs. This is to include spouse and covered children/dependents.
- Each child (who is related by birth, marriage, legal adoption, or legal guardianship) ceases to be covered upon reaching age 26 or as provided by federal law.
- Medically proven "Special needs" children shall remain covered regardless of age.



A retiree's cost share contribution shall continue to be up to one percent (1%) of retiree's Act 345 retirement benefit. If under current premium formula the cost share to retirees is less than one percent (1%), the retirees will pay the lesser amount until the cost sharing amount reaches one percent (1%) or more and then the one percent (1%) formula takes effect. Upon reaching the age of sixty-five (65) the member's Act 345 retirement benefit contribution as provided for in this section shall thereby be reduced to five-tenths percent (.5%). DROP participants may have this cost share deducted from his/her DROP account (the one percent (1%) formula shall not include any DROP interest which has accrued and shall still be based on the retiree's ACT 345 benefit only) or at the employee's (or designated beneficiary where applicable) option, this cost may be deducted from any further lump sum payout upon separation from employment or death.

**The language as outlined above shall be afforded to all police officers in the bargaining unit as of July 1, 2009 and any changes in hospitalization/ health/drug/optical or dental care benefits shall not adversely affect present or future retired police officers in the bargaining unit as of July 1, 2009. However, changes may be improved.**

- D. The City shall not be required to cover the retiree who is covered under another hospitalization plan or becomes covered while being covered under the City retiree plan, provided, however, the coverage shall continue and shall not be terminated if the City is reimbursed for said premiums within ninety (90) days after notifying the retiree of amount of premium due, and said retiree's coverage shall remain in full force and effect. The City shall resume payments on behalf of the retiree when such other hospital plan coverage ceases.
- E. Should an full-time employee or retiree, once receiving a healthcare "opt-out" stipend, cease to be covered by another plan, such active employee or retiree may be reinstated by filing a written application for such coverage to be reinstated pursuant to this Agreement, if the active employee or retiree meets eligibility requirements.
- F. The retiree's coverage shall not be changed to include any other persons being covered under the hospitalization plan after that person's separation from employment.
- G. Effective July 1, 2005, retirees and/or DROP participants will contribute up to one percent (1%) of Act 345 retirement benefit. If under current premium formula the cost to retirees is less than one percent (1%), the retirees will pay the lesser amount until the cost sharing amount reaches one percent (1%) or more and then the one percent (1%) formula takes effect. Upon reaching the age of sixty-five (65) the member's Act 345 retirement benefit contribution as provided for in this section shall thereby be reduced to five-tenths percent (.5%).
- H. Effective July 1, 2005, It is understood that Retiree health insurance is only provided for persons who are DROP participants, duty, non-duty disability retirees or who have twenty-five (25) years of credited police service (Including previously purchased or credited military, police, cadet or "open" time in conjunction with active service) without regard to age. This is to include spouse and covered children/dependents.  
  
Each child (who is related by birth, marriage, legal adoption, or legal guardianship) ceases to be covered upon reaching age 26 or as provided by federal law.  
Medically proven "Special needs" children shall remain covered regardless of age.

Section 3: The City reserves the right to subrogation and recovery of amounts paid by the City, or its health insurance plans, on behalf of a person covered by a City health insurance plan(s) because of an injury in which the person covered by the City's health insurance plan is entitled to recovery or is paid damages by another party.

Section 4: No health insurance plan of the City in conjunction with any other group health plan or plans without limit as to source or nature shall be construed so as to require payment of more than 100% of the employee's actual loss.

Section 5: Upon becoming eligible for Medicare benefits, benefits for any retiree or person covered through or because of such retiree will continue to be subject to coordination of benefits. If such retiree or other person fails to enroll for Medicare, benefits will be paid as though such retiree or other person had enrolled.

Section 6:

A. **Opt-Out Stipend:** In the event a permanent full-time employee elects to waive coverage under the City's healthcare plan, they shall be compensated at \$2,500 per contract year if the alternative plan is not with the City. In the case of married City employees, whereby both are eligible to receive benefits, the employee who opts out of the insurance will receive \$1,250. **(This will carry forward into the employee's retirement.)**

1. The City will continue to provide retired employees who opt-out of the medical and prescription drug insurance with dental and vision coverage but not less than that in effect immediately prior to retirement and/or DROP election.

B. The employee may elect to discontinue or retain coverage at any time provided it is within the window period offered by the City (October 1 through November 1).

Section 7: For a police officer who retires under Public Act 345 on or after July 1, 2004, the City shall provide that police officer with the same or equivalent optical and dental coverage as active bargaining unit members but not less than that in effect immediately prior to retirement and/or DROP election.

Section 8:

A. **Effective July 1, 2017, for all bargaining unit members who are enrolled in DROP.** Police officers who are DROP participants shall be considered retired for healthcare purposes. During DROP participation and upon separation of employment, a retiree's cost share contribution shall continue to be up to one percent (1%) of the retiree's Act 345 retirement benefit. If under the current premium formula the cost share to retirees is less than one percent (1%), the retirees will pay the lesser amount until the cost sharing amount reaches one percent (1%) or more and then the one percent (1%) formula take effect. Upon reaching the age of sixty-five (65), the member's Act 345 retirement benefit contribution as provided for in this section shall thereby be reduced to five-tenths percent (.5%). DROP participants may have this cost share deducted from his/her DROP account (the one percent (1%) formula shall not include any DROP interest which has accrued and shall still be based on the retiree's Act 345 benefit only) or at the employee's (or designated beneficiary where applicable) option, this cost may be deducted from any further lump sum payout upon separation from employment or death.

**As a matter of clarification, it is understood that retiree health insurance is and will be afforded to all persons (DROP participants, retirees, members and survivor beneficiaries) eligible to receive any type of pension benefit under Act 345, except for employees hired on or after April 13, 2011.**

B.

**Effective January 1, 2018, for all active employees not enrolled in DROP:**

The City shall provide full-time employees the ability to select health insurance coverage from at least four (4) PPO options. At least one (1) of these options will be a PPO with in-network benefits including but not limited to: a deductible of \$100 single; \$200 family; plan-paid coinsurance of 90%; coinsurance annual maximum of \$500 single; \$1000 family; office visit copay of \$20; emergency room copay of \$50; and prescription drug copays of \$10 generic; \$40 brand formulary and \$40 brand non-formulary. Mail order prescriptions will require two (2) copays for a 90-day supply of medications.

1. One of four (4) PPO options shall also be a Health Savings Account qualified plan.
2. All active non-DROP employees as of January 1, 2018 will be required to share in the cost of their healthcare through the City in accordance with P.A 152 as that Act is implemented by the City. In the event P.A. 152 is amended or repealed, the City and the Union agree to open up the contract for negotiations for healthcare only. It is the intent of the City to adopt the hard cap starting January 1, 2018. If the City opts out of P.A. 152, an active non-DROP participant bargaining unit member's contribution **shall not exceed** five (5%) percent of the employee's base wage as it appears in the wage schedules of this and succeeding agreements.
3. In the event a permanent full-time employee elects to waive coverage under the City's healthcare plan, he or she shall be compensated at \$2,500 per plan year if the alternative plan is not with the City. In the case of married City employees whereby both are eligible to receive benefits, the employee who opts out of the insurance will receive \$1,250.
4. In the event the City opts to switch its participation choice in accordance with P.A. 152 in any plan year, (whether hard cap, 80/20 or otherwise), the Union, at its sole discretion, may re-open and negotiate this agreement for healthcare only.

1. The HSA plan shall have an indexed deductible that adjusts to the annual minimum guidelines for compliance as a Qualified High Deductible Health Plan as defined by the IRS, Single \$1300.00 and family \$2600.00. The total deductible and out of pocket maximum shall not exceed Single- \$2250.00 and Family- \$4500.00. The HSA plan shall have a zero percent (0%) coinsurance. The Union reserves the right to bargain with the City administrator of the Health Savings Account for all members. The City shall contribute to each member's HSA account on January 1, 2018 and every January 1<sup>st</sup> thereafter. Members receiving 2-person or Family HSA plan shall receive \$1300.00 annually. Members receiving Single Person HSA Plan shall receive \$650.00 annually. Members shall have the option to contribute to their HSA account through payroll deduction up to the maximum annual amount as defined by the IRS guidelines.
2. In addition, the City shall offer all bargaining unit members who elect an HSA plan an online healthcare option with a zero (\$0) dollar co-payment, zero (\$0) dollar cost-share and zero (\$0) dollar out-of-pocket maximum through BCBSM AMWELL or an equivalent provider. All eligible bargaining unit members who elect one of the PPO plans shall have an online healthcare option with a five (\$5) dollar co-payment, zero (\$0) dollar cost-share and maximum five (\$5) dollar out-of-pocket through BCBSM AMWELL or an equivalent provider as agreed to by the City and the Union.
3. The City and Union shall meet annually prior to open enrollment to review and design (if needed) the medical plan options not specified in Article 56 with the objective of giving employees a range of options that may decrease employee costs.

C. **Effective January 1, 2018, for bargaining unit members hired before April 13, 2011 and who retire under Act 345 or enroll in DROP:**

1. Healthcare benefits while in the DROP and/or retirement may be the same as the member had at time of DROP enrollment and/or normal retirement, duty disability retirement or death. This is to include spouse and covered children/dependents. There will remain a PPO plan with the prescription drug co-payment reduced to zero **(\$0)** dollars for generic drugs and fifteen **(\$15)** dollars for brand name (non-generic) drugs. Mail order prescriptions will require two (2) copays for 90-day supply of medication.  
While in the DROP, the member's insurance premium cost share contribution through the City shall be in accordance with P.A 152 until such time he or she separates from employment.

Upon separation of employment, retirees will contribute up to one percent (1%) of Act 345 retirement benefit. If under current premium formula the cost to retirees is less than one percent (1%), the retirees will pay the lesser amount until the cost sharing amount reaches one percent (1%) or more and then the one percent (1%) formula takes effect. Upon reaching the age of sixty-five (65) the member's Act 345 retirement benefit contribution as provided for in this section shall thereby be reduced to five-tenths percent (.5%).

2. Upon Medicare eligibility, retirees must enroll in Medicare Part A and B. A retiree shall be responsible for the costs associated with Medicare and will be responsible for any additional or increased participation costs imposed by the Medicare or other governmentally sponsored health-related programs affecting retirees. Retirees shall be subjected to any and all deductibles as required by Medicare. Medicare-eligible retirees shall receive a Medicare Advantage plan or Medicare complementary coverage. In the event a permanent DROP participant elects to waive coverage under the City's healthcare plan, he or she shall be compensated at \$2,500 per plan year if the alternative plan is not with the City. In the case of married City employees whereby both are eligible to receive benefits, the employee who opts out of the insurance will receive \$1,250.

D. **Effective January 1, 2018, for all bargaining unit members hired on or after April 13, 2011 who retire under Act 345 or enroll in DROP:**

1. Healthcare benefits while in the DROP may remain the same as the member had at time of DROP election until his/her separation from employment. This is to include spouse and covered children/dependents. While in the DROP, the member's insurance premium cost share contribution through the City shall be in accordance with P.A 152 until such time he or she separates from employment.

In the event the DROP participant elects to waive the City's healthcare plan, he/she shall be compensated at two-thousand five-hundred (\$2,500) per plan year if the alternative plan is not with the City. In the case of married City employees, whereby both are eligible to receive benefits, the employee who opts out of the insurance will receive one-thousand two-hundred (\$1,250).

2. The City shall not provide post-retirement healthcare insurance after separation from employment.  
The employee shall contribute three (3%) percent of his/her base wage per pay period to the "Medical Expense Reimbursement Trust" in lieu of a retiree healthcare benefit. The City shall contribute an additional one (1%) percent. This contribution will be withheld from the employee's pay throughout their tenure with the City and the City remains responsible for investing the contribution into the trust.

E.

For police officers hired on or after April 13, 2011, who retire and separate employment under Public Act 345, whom are not entitled to post-retirement healthcare, the City shall provide a stipend in the amount of fifty (50%) percent of that retiree's chosen post-retirement healthcare premium cost plan **(up to a maximum of five thousand (\$5,000) dollars).**

This stipend shall be paid to the retiree (or retiree's spouse in cases where the retiree has pre-deceased his/her spouse) on or about December 1<sup>st</sup> of each year for the following plan year and is not intended to cover any premium related to the Medicare Parts (A, B, or D). The retiree shall submit documentation to the City prior to December 1<sup>st</sup> of each year showing the retiree's enrollment plan and cost share for the following year.

**ARTICLE 57**  
**EDUCATIONAL BENEFITS**

Section 1:

- A. The City of Dearborn Heights, upon written application will pay for tuition and textbooks for police officers taking job related courses or courses offered in the Police Administration curriculum with the conditions hereinafter set forth for books and tuition will be made to the employee by the City after completion of courses where a grade of "C" or better is attained. All courses must be in accordance with Police Administration and curriculum. The police officer must pass the course with a credit and receipts have to be furnished upon completion in order to be reimbursed. Certificates or diplomas received shall become a part of the police officer's Civil Service Personnel Jacket.
1. The courses taken must relate directly to police work or be a part of a recognized Police Administration Degree curriculum.
  2. Grants or scholarships by the federal government, state government, college or other sources shall be turned over to the City or deducted from the City reimbursement program.
  3. Employees claiming reimbursement must prove and sign they paid the amount sought reimbursed for either books or tuition.
- B. Officers shall not be obligated to seek City reimbursement for tuition or books and may elect to secure an education completely at their own expense. Officers not seeking reimbursement for tuition or books shall not be subject to the provisions of paragraph (A)(3) above.
- C. The Union shall receive copies of a list of training classes available which the City intends to send officers to.
- D. Effective July 1, 2017, The City of Dearborn Heights shall no longer pay for tuition and textbooks for a member taking courses after he or she enters into the DROP. Members who are currently enrolled in an educational program and in the DROP as of July 1, 2017 shall be entitled to continue and complete the program and be reimbursed.

**ARTICLE 58**  
**PENSION**

Section 1: Effective July 1, 1993 and thereafter, a police officer then in the bargaining unit that retires shall be entitled to a pension, pursuant to Public Act 345 at the rate of two and eight tenths percent (2.8%) multiplier from the officer's date of hire as a police officer (does not include Cadet time).

Effective July 1, 2006 and thereafter, a police officer then in the bargaining unit that retires shall be entitled to a pension, pursuant to Public Act 345 payable throughout the member's life of a two and eight-tenths (2.8%) percent multiplier per year. Upon reaching twenty-five (25) years of service an additional five percent (5%) shall be added to equal seventy-five percent (75%) with a one-percent (1%) increase per year thereafter. This multiplier shall commence from the officer's date of hire as a police officer including any/all purchased or credited eligible service time as provided in Section 58.10.

Effective July 1, 2009 and thereafter, a police officer then in the bargaining unit that retires shall be entitled to a full, unreduced normal service retirement/pension after twenty-five (25) years of credited police service pursuant to Public Act 345 payable throughout the member's life of a two and eight-tenths (2.8%) percent multiplier per year. Upon reaching twenty-five (25) years of credited service an additional five (5%) percent shall be added to equal seventy-five (75%) percent with a one-percent (1%) increase per year thereafter. The City shall permit the pension benefits of each police officer to vest upon the completion of ten (10) years of credited service.

This multiplier shall commence from the officer's date of hire as a police officer including any/all purchased or credited eligible service time as provided in Section 58.10 without regard to age.

Section 2: Effective January 1, 2002, Police officers will contribute five percent (5%) of salary for this benefit.

Section 3: Effective July 1, 2004, Police officers agree to change highest five year (5) average compensation to highest three (3) year average compensation out of last 10 years and that this change will carry forward with a Police officer into the command unit if the Officer is promoted.

A. Effective July 1, 2009, police officers agree to change the highest three (3) years of compensation average out of last (10) years to: the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career) and that this change will carry forward with a police officer into the command unit if the officer is promoted.

Section 4: For persons in the bargaining unit "average final compensation" shall mean the three (3) years of highest annual compensation received by a member during the member's ten (10) years of service immediately preceding that member's retirement or leaving service, as authorized by and calculated in accordance with Act 345, Section 6(f) (MCLA 38.556(f)).

A. Effective July 1, 2006, for persons in the bargaining unit "Final Average Compensation" shall mean the three (3) years of highest annual compensation received by a member during the member's ten (10) years of service immediately preceding that member's retirement or leaving service, as authorized by and calculated in accordance with Act 345, Section 6 (f) (MCLA 38.556(f)) and shall also include:

B. At the employee's option, a credit amount of up to the first seventy-five (75) unused sick days (in eight hour increments) to be deducted from the lump sum distribution pay out calculation as provided in section 58.6. In excess of seventy-five (75) and up to two hundred (200) (eight hour increment) accumulated sick days shall be paid from lump sum distribution pay out calculation as provided in section 58.6.

Section 5: Effective July 1, 2009, for persons in the bargaining unit "Final Average Compensation" shall mean the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career), as authorized by and calculated in accordance with Act 345, Section 6(f) MCLA 38.556(f).

A. Effective July 1, 2009, for persons in the bargaining unit "Final Average Compensation" shall mean the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career) and shall be calculated in the following manner:



- B. The calculated percentage multiplier (of the years of credited police service as outlined in Section 1) of the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career) which shall also include but not be limited to any: Uniform Allowance and/or Weapons Qualification bonus etc. and shall also include:

At the employee's option, a credit amount (at the prevailing hourly rate of pay) of up to one hundred twenty-five (125) unused sick days (in eight hour increments or 1000 hours) may be included into the F.A.C. but not paid out. A credit amount (at the prevailing hourly rate of pay) of up to two hundred-forty (240) hours of unused compensatory time and a credit amount (at the prevailing hourly rate of pay) of up to two hundred forty-four (244) hours of unused furlough time may be included into the F.A.C. and shall be paid out in accordance with Section 11(e) of this article.

1. Persons hired on or after July 1, 2011, shall not be entitled to include any credited amount of unused sick days, compensatory time and/or furlough time into the F.A.C.

- C. For persons hired on or after July 1, 2011, "Final Average Compensation" shall mean the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career) and shall be calculated in the following manner:

- D. The calculated percentage multiplier (of the years of credited police service as outlined in Section 1) of the highest three (3) years of compensation average preceding that member's retirement or leaving service (best 3 year average out of career).

The provisions outlined above in B(1), C and D with regard to the F.A.C for employees hired after on or after July 1, 2011 shall carry forward with them into the command unit if promoted.

- E. It is understood by all parties that the negotiated pension benefits as outlined in this article shall not be adversely modified and or changed for persons in the bargaining unit hired prior to July 1, 2011.

Section 6: Persons retiring shall receive any lump sum distribution to which entitled (for example: accumulated sick, personal, compensatory and vacation time) at time of retirement in three (3) installments commencing with such person's first day of retirement with interest being paid on a declining balance method at 70% of the one year time certificate of deposit rate of the City Depository as of the last day of work:

|                             |            |
|-----------------------------|------------|
| 1 <sup>st</sup> Installment | 34%        |
| 2 <sup>nd</sup> Installment | 34%        |
| 3 <sup>rd</sup> Installment | <u>32%</u> |
|                             | 100%       |

Second installment to be paid upon first anniversary date of retirement. Third installment to be paid on second anniversary date of retirement.

Section 7: In the event that a duty disability retiree dies during the time of duty disability and prior to the time of regular retirement, the retiree's spouse and children under the age of 26 will continued to receive the health care benefits that would have otherwise been available to that duty disability retiree.

Section 8: Effective July 1, 1996, an employee shall have the right to receive a partial or total refund of his or her accumulated pension contributions (without interest) at the employee's time of retirement. If an employee receives such refund the employee's retirement allowance shall be reduced proportionately. The document entitled "Factors to Compute Reduction in Monthly Retirement Allowance Applicable to Withdrawals Made at Retirement" will be attached as Attachment C to this contract.

The Factor will be based upon the G83 Male Mortality Table with an interest rate based upon the PBGC Interest rate; however, the parties agree that they will not alter their reliance on the G83 Male Mortality Table or the PBGC Interest Rate during the life of this contract.

Section 9:

- A. Retiree Supplementary Benefit: Effective for employees retiring on and after July 1, 2001 there shall be paid an annual retiree bonus subject to the terms of this provision. The annual retiree bonus shall be paid on or about October 1 of each year. To be eligible to receive the annual retiree bonus, the employee must have retired a minimum of five (5) complete plan years prior to the July 1 date immediately preceding the October 1 bonus payment date. (A plan year is July 1 through June 30). Unless there are insufficient funds to pay any annual retiree bonus (see C below) or unless the annual retiree bonus is to be prorated due to insufficient funds (see C below) the annual retiree bonus paid each October to the retiree (or his or her survivor beneficiary) shall be equal to one-twelfth (1/12) of the total pension benefit payments paid to the retiree (or his or her survivor beneficiary) during the one-year period of July 1-June 30 immediately preceding the October 1 bonus payment date.
- B. The annual retiree bonus will be based on “excess earnings” as described herein. An internal “Police Patrol Officer Retiree Bonus Fund” (hereinafter “Fund”) shall be set up within the Act 345 Firefighter and Police Plan Trust (hereinafter “Act 345 Plan”). The Fund will initially be established by no later than October 1, 2001, with an initial contribution amount equal to five (5) times the average total monthly pension benefit payments paid to all Police Patrol Officer retirees during the one-year period of July 1, 1999 - June 30, 2000 as reported in the July 1, 2001, actuarial valuation report (i.e., the initial contribution amount shall be the total pension benefit payments paid to all Police Patrol Officer retirees from July 1, 1999 - June 30, 2000, divided by twelve (12), with the result then multiplied by five (5)).
- All annual retiree bonuses will be paid from this internal Fund, assuming it has sufficient funds (see below). Annually, the Fund will be credited with earnings/losses, based on the actual average principal equal to the estimated market rate of return presented in the most recent actuarial valuation for the Act 345 Plan. In addition, annual contributions shall be made to the Fund each October 1 (commencing October 1, 2001,) provided that the Act 345 Plan’s estimated market rate of return for that year, as reported in the most recent actuarial valuation for the Act 345 Plan, is greater than nine (9.0%) percent. The total potential annual contribution to all retiree bonus funds in the Act 345 Plan will be equal to earnings above nine (9.0%) percent to a maximum of ten (10.0%) percent, based on the estimated market rate of return reported in the most recent actuarial valuation for the Act 345 Plan. That is, the total annual contribution amount shall be a maximum of one (1.0%) percent of total Act 345 Plan investment earnings, and that total annual contribution amount shall be allocated among all retiree bonus funds within the Act 345 Plan in any plan year.

The amount of potential contribution to be allocated to the Police Patrol Officer Retiree Bonus Fund will be the total annual contribution amount prorated based on the total actuarial accrued liability for all Police Patrol Officer participants in the Act 345 Plan in relationship to the total actuarial liability for all participants in the Act 345 Plan, as set forth in the most recent actuarial valuation for the Act 345 Plan. In addition to the foregoing, the annual contribution to any retiree bonus fund in the Act 345 Plan in any plan year shall in no event cause the retiree bonus fund to have a fund balance in excess of ten (10) times the total average monthly pension benefit payments paid in the previous plan year to retirees covered by that retiree bonus fund (i.e. total monthly pension benefit payments made to retirees covered by that retiree bonus fund during the immediately preceding July 1 - June 30 plan year period divided by twelve (12), and the result multiplied by ten (10)).

- C. Should the Police Officer Retiree Bonus be made available to Police Officer retirees who retired prior to July 1, 2001, and in the event the Police Officer Retiree Bonus Fund in any particular year lacks sufficient funds to pay a full annual retiree bonus to all eligible Police Officer retirees, then a full annual bonus will be paid only to those eligible Police Officer retirees who retired on or after July 1, 2001. Further, should the Police Patrol Officer Retiree Bonus Fund in any particular year lack sufficient funds to pay a full annual retiree bonus to those eligible Police Patrol Officer retirees who retired on or after July 1, 2001, then to the extent there are sufficient funds to do so, a reduced annual retiree bonus shall be paid to those eligible Police Patrol Officer retirees who retired on or after July 1, 2001, on a pro rata basis. Any such determination of insufficient funds must be made and certified by the Act 345 Plan's actuary.
- D. **Effective July 1, 2017**, for all members (including DROP participants) in the bargaining unit as of October 1, 2017 who eventually enter DROP and/or retire and separate employment under Public Act 345, there shall be paid an annual police patrol officer retiree bonus regardless of the health of the Police Patrol Officer Retiree Bonus Fund. Future police patrol officer retirees and current DROP participants shall be entitled to and receive an annual retiree bonus for life. The annual retiree bonus shall be paid on October 1<sup>st</sup> each year to the retiree (or his or her survivor beneficiary) and shall be equal to one-twelfth (1/12) of the total pension benefit payments paid to the retiree (or his or her survivor beneficiary) during the one-year period of July 1<sup>st</sup> - June 30<sup>th</sup> immediately preceding the October 1<sup>st</sup> bonus payment date. To be eligible to receive the annual retiree bonus, the employee must be retired or a DROP participant a minimum of five (5) complete plan years prior to the July 1<sup>st</sup> date immediately preceding the October 1<sup>st</sup> bonus payment date (A plan year is July 1<sup>st</sup> through June 30<sup>th</sup>). DROP participants shall still receive credit to their DROP accounts upon becoming eligible to receive the police patrol officer retiree bonus. This language shall be extended to anyone hired into the bargaining unit on or after October 1, 2017 but before January 1, 2018.  
  
Effective January 1, 2018, employees hired into the bargaining unit shall be subject to the provisions set forth in Section 9 (A), (B) & (C) of this Article.

Section 10: An employee may be permitted and receive additional service credit of up to twenty-four (24) months for past police cadet service prior to promotion to a sworn police officer with the City at no cost to the employee. Employees may also be permitted to purchase up to thirty-six (36) months of past police or active military service prior to employment as a sworn police officer with the City or any combination of past cadet, police and/or military time not to exceed thirty-six (36) months. It is understood and agreed by both parties that with the exception of past cadet service, the first twenty-four (24) months of time shall be paid by the employee at four percent (4%) of base wage. For those employees (including past police cadets) opting to purchase an additional twelve (12) months of time, the cost per employee shall be five percent (5%) of base wage. Employees may use earned time, personal funds, payroll deduction or transfer funds from other retirement accounts as permitted by the IRS.

- A. Effective July 1, 2009, employees may purchase additional months (in excess of the first twenty-four (24) months at the rate of 4% of base pay) of prior police cadet, previous police or military service for up to forty-eight (48) months of service credits at a rate of five (5%) percent per year of the member's current base pay per service credit year.
- B. Effective July 1, 2009, employees may purchase months of "open time" for up to a forty-eight (48) months of service credits at a rate of five and one-half (5.5%) percent per year of the member's current base pay per service credit year.
- C. Effective July 1, 2009, employees may purchase a "5<sup>th</sup> year" (an additional twelve (12) months) of service credits at a rate of twenty-four and one-half (24.5%) percent of the member's current base pay.
  - 1. It is understood this rate is for the purchase of a 5<sup>th</sup> year only and that the purchase of a 5<sup>th</sup> year will cease to be available to new employees hired after July 1, 2015
  - 2. Effective July 1, 2017, employees may again purchase a "5<sup>th</sup> year" of credited service. Members hired prior to July 1, 2017, shall have seventy-two (72) months from July 1, 2017 to purchase same at no cost to the City. For members hired after July 1, 2017, this time shall be paid for in accordance with Section 10(D) below and shall also be at no cost to the City as well.

It is understood that any combination of service credits purchased/credited shall not exceed sixty (60) months total.

- D. Bargaining unit members hired after July 1, 2009, shall have seventy-two (72) months from date of hire to purchase in full any/all time as outlined in A, B or C after which time the opportunity to purchase additional service credit(s) shall cease. Bargaining unit members hired before July 1, 2009 must declare their intent to purchase any/all additional time as outlined in A, B or C by July 1, 2011. This time need not be paid in full.

It is understood employees may still use earned time, personal funds, payroll deduction or transfer funds from other retirement accounts as permitted by the IRS to purchase these service credits.

## Section 11:

### **DROP OVERVIEW**

Effective January 11, 2007, any Employee who is a member of the City of Dearborn Heights Police and Fire Act 345 Retirement System may at any time voluntarily elect to participate in the City of Dearborn Heights Police and Fire Retirement System Deferred Retirement Option Plan (hereinafter “DROP”) after attaining the minimum requirements for a full, unreduced normal service retirement/pension or as provided for in their respective bargaining agreement or any such Employee who has attained twenty five (25) years of service credit.

Upon commencement of DROP participation, the Participant’s DROP Benefit shall be the dollar amount of the Employee’s monthly pension benefit computed by using the contractual guidelines and formula(s) that are in effect on the particular DROP date. During participation in the DROP, the Participant continues with full employment status, receives all future promotions and benefit/wage increases, and is considered an employee of the City of Dearborn Heights

The Participant’s DROP Benefit shall be credited monthly to the Participant’s DROP Account which shall be established within the City of Dearborn Heights Police and Fire Retirement System (the “Police and Fire Retirement System”). The Participant’s DROP Account shall be maintained and managed by the Board of Trustees of the Police and Fire Retirement System (the “Retirement Board”). Upon termination of employment, the Participant shall retire and will begin to receive payment(s) from his/her individual DROP Account as described herein. The DROP payment(s) are in addition to all other contractual pension benefits. The Participant is solely responsible for analyzing the tax consequences of participation in the DROP.

#### **A. PARTICIPATION PERIOD**

The maximum period for participation in the DROP is eighty-four (84) months (the “Participation Period”) after which time the employee shall terminate employment with the City. There is no minimum time period for participation.

Upon termination of employment, the retiree shall receive the monthly retirement benefit previously credited to their DROP Account and shall be eligible for distribution of their DROP Account Balance in accordance with Section H herein.

#### **B. ELECTION TO PARTICIPATE**

Election to participate in the DROP program is IRREVOCABLE (except in the instance of duty disability or duty death as provided in DROP Section K herein). An Employee who wishes to participate in the DROP shall complete and sign such application form or forms as shall be required by the Retirement Board.

The Retirement Board shall review the application within a reasonable time period and make a determination as to the Employee’s eligibility for participation in the DROP. On the Employee’s effective DROP Date, he or she shall become a DROP Participant and shall cease to accrue additional retirement benefits otherwise credited to active members of the Police and Fire Retirement System. The amount of credited service, multiplier and average final compensation shall be fixed as of the Participant’s DROP Date. Increases in compensation and accrual of additional service during DROP Participation will NOT be factored into the pension benefits of active or former DROP Participants (except as specifically provided in Subsection K).

Except with regard to the retirement benefits expressly provided herein, DROP Participants will continue with full employment status with all rights and privileges afforded to employees of the Police and Fire Departments, in the appropriate case, and this applicable bargaining unit, including, but not limited to, future promotions, benefit/wage increases, union membership and representation, as well as, retirement system membership and Board representation.

An employee who qualifies for DROP Participation upon the date City Council ratifies this DROP will have a period of six months thereafter to file a written "Back DROP" election. Individuals who elect the "Back Drop" shall elect a monthly period, not to exceed sixty (60) months, to constitute the Employee's Back Drop Period. Individuals who elect the "Back Drop" will have their DROP benefit calculated based upon the regular monthly retirement benefit to which the Employee would have been entitled if the Employee had actually terminated employment and retired on the date the Employee elects to enter the DROP (less the annuity withdrawal reduction as set forth in Subsection E and/or actuarial reductions as a result of the Employee election an Optional for of benefit under the Plan, if applicable).

The regular monthly retirement benefit determined above shall be multiplied by the Employee's Back DROP Period and such amount shall be credited to the Employee's DROP account. The Employee's Back DROP Period shall reduce the Employee's DROP Participation Period after which time the Employee shall terminate employment with the City.

After an eligible Employee attains thirty (30) years of service credit, the allowed DROP Participation Period for that Employee will be reduced by one month of DROP Participation for every month beyond thirty (30) years of service credit that the Employee delays making a DROP Enrollment election.

### **C. DROP BENEFIT**

The Participant's DROP Benefit shall be the regular monthly retirement benefit to which the Employee would have been entitled if the Employee had actually terminated employment and retired on the DROP Date (less the annuity withdrawal reduction as set forth in Subsection E and/or actuarial reductions as a result of the Employee electing an Optional form of benefit under the Plan, if applicable).

The Participant's DROP Benefit shall be credited monthly to the Participant's individual DROP Account. A DROP Participant may at the time of DROP Election elect to receive his or her benefit in the form of the Current Pension Plan's Option I or Option II Benefit and nominate a named beneficiary in accordance with the Police and Fire Retirement System provisions.

The term "spouse" for purposes of benefit qualification of DROP Participants, shall mean: (1) the person to whom the Participant was legally married on the Participant's date of death if such death occurs during DROP Participation; or (2) the person to whom the retiree was legally married on both the effective date of termination of DROP Participation and the retiree's date of death provided such death occurs after termination of DROP Participation. The definition of "spouse" herein may be amended pursuant to an Eligible Domestic Relations Order entered pursuant to Michigan Public Act 46 of 1991, as amended (MCL §38.1701 et seq.).

### **D. REFUND OF RETIREMENT CONTRIBUTIONS**

An Employee who elects to participate in the DROP (and correspondingly, ceases to accrue additional retirement benefits otherwise credited to active members of the Police and Fire Retirement System) may elect the Refund of Retirement Contributions Option provided by their respective Collective Bargaining Agreements at the time of electing DROP participation. This Option and all other retirement options under the Police and Fire Retirement System which are available to Retirement System Members shall only be available to the DROP Participant at such time as he or she elects DROP Participation and not thereafter.

The Refund of Retirement Contributions Option election shall be made commensurate with the Participant's DROP election, but not thereafter, and the Refund amount at time of DROP will be utilized to compute the actuarial reduction of the Participant's DROP Benefit, as well as the Employee's monthly retirement benefit from the Police and Fire Retirement System after termination of employment. The Refund amount (accumulated contributions) shall be withdrawn from the Police and Fire Retirement System at the time of DROP Enrollment and subject to withdrawal by the DROP Participant at the time of DROP Election.

DROP Participants who do not elect the Annuity Withdrawal Option shall have their full unreduced benefit credited to their DROP Account.

At the time of the Refund of Retirement Contributions Option election, if an Employee is electing a straight life form of benefit with no qualifying spouse, the Refund reduction computation is based in part upon the actuarial life expectancy of the Employee (rather than the life expectancies of both the Employee and qualified spouse). There shall be no adjustments to the benefits payable upon the marriage of a DROP Participant to a qualifying spouse during DROP Participation.

In the event such spouse (i.e. qualified after calculation of the Refund election), subsequently qualifies for benefits payable by the Police and Fire Retirement System, said benefits shall not be adjusted based upon the Employee's Refund of Retirement Contributions election.

#### **E. LUMP SUM DISTRIBUTION OF ACCUMULATED LEAVE TIME**

**Sick Time.** At the time of DROP enrollment, normal retirement, duty disability retirement or death (as provided for elsewhere in this agreement), an employee or designated beneficiary where applicable, may elect to roll in the contractually agreed upon sick time (up to 1000 hrs) into the employee's Final Average Compensation except as provided for in Article 58 Section 5 (b)(1).

Any excess sick time at time of DROP enrollment, normal retirement, duty disability retirement or death (as provided for elsewhere in this agreement) shall be distributed in accordance with Article 58 Section 6.

Any employee may elect to "roll over" up to twenty-five (25) sick days into his/her DROP sick day bank. With the maximum earned sick day bank correspondingly increased. (example: 10 days "rolled over" new maximum 94 - 25 days "rolled over" new maximum of 109).

When an Employee begins DROP Participation, the Employee will earn a lump sum of twelve (12) sick days to start (which will be prorated should the Employee terminate DROP Participation prior to completing the first year of DROP Participation), and may accrue a maximum of up to one hundred-nine (109) sick days (to be credited at one per month after completing the first 12 months of DROP Participation). Upon separation from employment or death, these sick days will be paid out at the prevailing hourly rate of pay in (8) hour increments up to one hundred-nine (109) days or eight hundred seventy-two (872) hours and distributed in a lump sum.

As provided for in the DHPOA collective bargaining agreement, the 13<sup>th</sup> bonus sick day will be paid at the rate of twelve (12) hours compensatory time and added to the Employee's compensatory time bank on January 1<sup>st</sup> of each year. (DROP Participants only)

On February 15<sup>th</sup> of each year, at the employee's option, the City shall pay for earned sick days in excess over one hundred-nine (109) days at the rate of one half (1/2) day's pay for each (eight hour increment) day.

**Compensatory Time.** At the time of DROP enrollment, normal retirement, duty disability retirement or death (as provided for elsewhere in this agreement), the contractually agreed upon compensatory time (up to 240 hrs.) shall be paid out at the prevailing hourly rate of pay and shall be included in the computation of the employee's Final Average Compensation except as provided for in Article 58 Section 5 (b)(1).

Any additional remaining compensatory time may be carried forward and rolled into the employee's DROP compensatory time bank or at the employee's (or designated beneficiary's where applicable) option, shall be distributed in accordance with Article 58 Section 6. All accumulated earned compensatory time (which is earned throughout the DROP participation period) shall be paid out in a lump sum at time of separation from employment or death but will not be included in the calculation of Final Average Compensation.

**Furlough Time:** Unused/accumulated furlough time (up to 244 hrs.) shall be paid out at the prevailing hourly rate of pay at the time of DROP enrollment, normal retirement, duty disability retirement or death (as provided for elsewhere in this agreement) and shall be included in the computation of the employee's Final Average Compensation except as provided for in Article 58 Section 5 (b)(1).

Any additional remaining furlough time may be carried forward and rolled into the employee's DROP furlough time bank or, at the employee's or (designated beneficiary's where applicable) option, shall be distributed in accordance with Article 58 Section 6. Any unused/accumulated earned furlough time (which is earned throughout the DROP participation period) shall be paid out in a lump sum at time of separation from employment or death but will not be included in the calculation of Final Average Compensation.

#### **F. DROP ACCOUNTS**

For each DROP Participant, an individual DROP Account shall be created in which shall be accumulated at DROP Interest, the Participant's DROP Benefits. All individual DROP Accounts shall be maintained for the benefit of each DROP Participant and will be managed by the Police and Fire Retirement Board in the same manner as the funds of the Police and Fire Retirement System. DROP Interest for each DROP Participant shall be five (5%) percent per annum and credited quarterly. The Retirement Board shall provide each participant with an annual statement of their account activity. The reference to individual DROP Accounts shall be interpreted to refer to the accounting records of the Police and Fire Retirement System and not to the actual segregation of moneys in the funds of the Police and Fire Retirement System. At the Employee's request, one additional statement per year may be provided to the Employee.

#### **G. CONTRIBUTIONS**

Employee contributions to the Police and Fire Retirement System shall cease during DROP Participation.

#### **H. DISTRIBUTION OF DROP FUNDS**

Upon termination of employment, the former DROP Participant must choose one, or a consistent combination of, the following distribution methods to receive payment(s) from his or her individual DROP Account:

- 1) A total lump sum distribution to the recipient.
  - 2) A partial lump sum distribution to the recipient.
  - 3) A lump sum direct rollover to another qualified plan to the extent allowed by federal law and in accordance with the Retirement Board's rollover procedures.
  - 4) An annuity payable for the life of the recipient.
  - 5) An optional form of annuity as established by Public Act 345 of 1937, as amended.
  - 6) A monthly distribution to the recipient.
- 
1. An individual's remaining DROP account balance shall be credited monthly with interest based upon the greater of: (1) five and one-half (5 ½ %) percent per annum, or (2) one-half (1/2) of the market rate of return earned by the Police and Fire Retirement System in the prior calendar year.



A former Participant may change their distribution method as may be applicable no more than once per annum prior to June 30<sup>th</sup> of each year in accordance with such procedures and time guidelines as adopted by the Retirement Board.

A former Participant may elect a total lump sum distribution of any remaining balance in their DROP Account at any time after termination of employment which will be paid within 90 days after receiving the member's request. All benefit payments under the Plan shall be made (or commence in the case of an annuity) as soon as practical after entitlement thereto, but in no event later than the April 1 following the later of:

- 1) The calendar year in which the Member attains age 70 ½, or
- 2) The calendar year in which the Participant's employment terminated.

If the Accumulated Balance in any former Participant's account becomes less than \$5,000 [or such other amount as provided in Internal Revenue Code Section 411(a)(11)(A)], then the Retirement Board, in its sole discretion, shall have the option of distributing the former Participant's entire account, in the form of a lump sum, to the Former Participant.

Any and all distributions from Participant's DROP Account shall not be subject to offset by any workers' compensation wage loss payments received by the Participant, including any redemption amounts.

Any eligibility for receipt of a post-retirement benefit improvement (a/k/a "13<sup>th</sup> check") shall be made at time of enrollment in DROP. DROP participants who elect to remain in the DROP in excess of sixty (60) months shall have his/her post-retirement benefit improvement (a/k/a "13<sup>th</sup> check") deposited into his/her DROP account.

#### **I. DEATH DURING DROP PARTICIPATION**

Except as otherwise provided in Subsection K, if an Employee participating in the DROP dies either: (I) before full retirement (i.e., before termination of service); or (ii) during full retirement (i.e., after termination of service) but before the DROP account balance has been fully paid out, the Participant's designated beneficiary(ies) shall receive the remaining balance in the Participant's DROP Account in the manner in which they elect from the previously mentioned distribution methods (Subsection I). In the event the Participant has failed to name a beneficiary, the account balance shall be payable to the Participant's beneficiary of benefits from the Police and Fire Retirement System. If there is no such beneficiary, the account balance shall be paid in a lump sum to the Participant's estate.

Benefits payable from the Police and Fire Retirement System shall be determined as though the DROP Participant had separated from service on the day prior to the Participant's date of death.

#### **J. DISABILITY DURING DROP PARTICIPATION**

Except as otherwise provided in Subsection K, in the event a DROP Participant becomes totally and permanently disabled from further performance of duty as a police officer or fire fighter in the appropriate case, in accordance with the provisions of the Police and Fire Retirement System, the Participant's participation in the DROP shall cease and the member shall receive such benefits as if the member had retired and terminated employment during the Participation Period.

Application and determination of disability shall be conducted in accordance with the Police and Fire Retirement System provisions; however, the Participant shall not be eligible for disability benefits from the Police and Fire Retirement System, except as specifically provided in Subsection K.

## **K. SPECIAL PROVISION FOR DUTY DISABILITY AND DUTY DEATH**

A DROP Participant who is found by the Retirement Board, in accordance with Retirement System provisions, to be totally and permanently incapacitated for duty by reason of a personal injury or disease occurring as the natural and proximate result of causes arising out of and in the course of the Employee's employment with the City, may retroactively revoke the Participant's DROP election if the revocation occurs before the payment of a distribution to the Employee from the Participant's DROP account or before payment of disability or retirement benefits to the Employee from the Retirement System.

If a DROP Participant dies in the line of duty while in the employ of the City, the DROP Participant's eligible survivors (i.e., survivors qualified under Section 6(2) of Public Act 345 of 1937, as amended, and the Participant's applicable collective bargaining agreement) and the Participant's eligible DROP beneficiary(ies) may, by unanimous agreement, retroactively revoke the Participant's DROP election if the revocation occurs before payment of a distribution from the Participant's DROP account or payment of benefits from the Police and Fire Retirement System. If a DROP election revocation is made as prescribed by this Subsection, the Participant's DROP Account is not distributed, and the Participant or the Participant's beneficiary(ies), as applicable, is entitled to all benefits provided by the Police and Fire Retirement System as if a DROP election had not been made.

In the event of revocation of DROP participation as provided herein, there shall be no requirement for retroactive payment of employee contributions which would otherwise have been paid by the Employee to the Retirement System and the Employee shall receive service credit for all service rendered during DROP participation or as otherwise provided in the applicable collective bargaining agreement.

## **L. INTERNAL REVENUE SERVICE COMPLIANCE**

The Internal Revenue Service has accepted the DROP concept because the Employee/DROP Participant does not have either actual or constructive receipt of the DROP payments (while still employed), and the Employee ceases to accumulate additional credit toward retirement benefits once DROP Participation commences. The DROP is intended to operate in accordance with Section 415 of the Internal Revenue Code, as amended, as well as with any other applicable laws and regulations, state of Michigan or federal.

In the event the Board of Trustees finds any DROP provision to be in violation of any applicable law, that provision shall be null and void and the remaining DROP provisions shall constitute the terms of the DROP.

The City of Dearborn Heights Police and Fire Retirement System consists of a defined benefit plan. The DROP Account shall be established as part of the defined benefit plan of the Retirement System or such other plan as the Retirement Board and the union's shall agree upon (i.e., I.R.C. section 415(m) benefit plan) after consultation with appropriate legal counsel.

## **M. DROP COST**

The City and those applicable collective bargaining associations which agree to adopt the DROP Program intend for the DROP Program to be essentially cost neutral (i.e.,  $\pm .2\%$  of covered payroll). The parties recognize the complexity in estimating the actuarial cost impact of the DROP on the Police and Fire Retirement System. Accordingly, after a 10 year period from the establishment of the DROP, the Retirement Board will direct that the Retirement System's Actuary to conduct an evaluation as to the cost impact of the DROP on the Retirement System. In the event that the actuary determines that the DROP has had a positive cost to the Retirement System (i.e.,  $> .2\%$  of covered payroll), the DROP shall be amended in such manner, as recommended by the Actuary and approved by the parties, to result in an essentially cost neutral program. In the event that the City determines that the DROP has had a positive cost to the City, the DROP shall be amended and approved by the parties.

Dearborn Heights Police and Fire Act 345 Retirement System members currently covered by their respective bargaining agreement upon ratification of this language, (January 11, 2007) shall not be adversely impacted by any future amendments and will be governed under the current terms and conditions of this section. Further, subsequent amendments to the DROP will not impact DROP Participants.

The City of Dearborn Heights disclaims any and all responsibility for any tax implications that may affect a DROP Participant. The City recommends that each Employee consult with a professional tax advisor, certified professional accountant, or other such individual capable of providing tax advice.

## **N. HEALTH CARE**

DROP Participants shall be eligible for the health care coverage provided to retirees in accordance with their respective collective bargaining agreements. During the participant's enrollment in DROP, the City will provide and be responsible for the costs of health care coverage for any additional qualified persons added to the participant's health care plan during enrollment in DROP. This health care coverage for qualified persons added during DROP participation shall cease upon termination from DROP and leaving employment.

## **ARTICLE 59**

### **ADA/FMLA LANGUAGE**

Section 1: This contract shall be in compliance with the Americans with Disabilities Act (ADA). Employees covered by this contract shall be entitled to all rights as contained within this contract. The City and Union shall comply with their obligations under the ADA and recognize the need to reasonably accommodate the disabled, as provided under the ADA. They agree to meet as necessary during the term of this agreement.

Section 2: The City and the Union shall comply with the Family Medical Leave Act (FMLA) and the regulations implementing that Act, which are specifically incorporated herein. Employee paid time off such as sick days and personal days will be charged for FMLA leave, in accordance with FMLA regulations.

Section 3: Unpaid FMLA leave will not be granted until all paid time off to which an employee can be charged for FMLA leave is exhausted.

Section 4: Health insurance coverage will be maintained for the duration of the FMLA leave. Upon their return from FMLA leave, employees will be returned to the same or an equivalent position to that which they occupied when the employee commenced leave in accordance with FMLA regulations. Employees shall also remain entitled to all other benefits to which they are entitled under this agreement.

## **ARTICLE 60**

### **JURY DUTY**

Bargaining unit members who are called to and report for jury duty shall be assigned to the day shift for the day(s) for which they are obligated to report for jury duty. At the conclusion of jury service for the day, the bargaining unit member shall report for duty to finish the work shift. The assigning of an officer to the day shift shall not result in the payment of overtime to any officer. If jury service lasts for eight (8) hours or longer, this shall be considered a full work day for the employee.

## **ARTICLE 61**

### **K-9 OFFICER**

Both parties agree that the City and department canine handler(s) shall be bound by the provisions, terms and conditions as set forth in the "Canine Handler Agreement" dated April 16, 2009 and that handlers shall be utilized in accordance with "Canine Unit Operations" Operational General Order #886 dated November 10, 2009.

### **SUCCESSORSHIP CLAUSE**

This Agreement shall be binding in its entirety upon the parties hereto, their successors, assignees, and transferees including but not limited to any new governmental instrumentality which shall come into existence by reason of any consolidation, merger, annexation, contractual agreement, ordinance, charter amendment or other governmental enactment and replace the City as the employer of the DHPOA bargaining unit employees. The parties further agree that from time to time and upon reasonable notice given by either party to the other, they shall meet and confer to discuss any future impact on the police officers bargaining unit which may result from the possible replacement of the City of Dearborn Heights as the employer of the DHPOA bargaining unit employees. The parties further agree that no employee in the police officer's bargaining unit shall be place in any worse position with respect to pensions, seniority, wages, sick leave, vacation, health and welfare insurance or any other benefits by reason of the employee's transfer to any new governmental instrumentality or other employing unit which came into existence by reason of any consolidation, merger, annexation, contractual agreement, ordinance, charter amendment or other governmental enactment and which replaces the City as the employer of the DHPOA bargaining unit employees.

## **ARTICLE 62**

### **EXTENSION**

In the event that negotiations extend beyond the said expiration date of this Agreement, the terms and provisions of this Agreement shall remain in full force and effect pending agreement upon a new Contract.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this \_\_\_\_\_day  
of \_\_\_\_\_, 2023.

DEARBORN HEIGHTS POLICE  
OFFICERS ASSOCIATION

\_\_\_\_\_  
, Brian Sznyr, President

CITY OF DEARBORN HEIGHTS

\_\_\_\_\_  
Bill Bazzi, Mayor

POLICE OFFICERS  
ASSOCIATION OF MICHIGAN

\_\_\_\_\_  
David LaMontaine  
Business Agent

\_\_\_\_\_  
Lynne Senia, City Clerk

**APPENDIX A**

**PLEASE PRINT**

BY: \_\_\_\_\_,

Last Name    First Name    Middle Initial

TO: City of Dearborn Heights, Michigan

Effective \_\_\_\_\_ I hereby authorize you to deduct from my earnings \$ \_\_\_\_\_ per month or such other amount as Dearborn Heights Police Officers Association, hereinafter called DHPOA, may certify as my share of the cost of administration and negotiations of this and succeeding collective bargaining agreements with the City of Dearborn Heights. In consideration of the City of Dearborn Heights providing this deduction service, I agree to hold the City of Dearborn Heights harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of, or by reason of, action taken or not taken by the City for the purpose of providing this deduction service. I further specifically agree that in the event that refund of sums deducted under this Authorization is due me for any reason, that in consideration of the City of Dearborn Heights providing this deduction service, to seek such refund from DHPOA. The amounts deducted hereunder shall be paid to the Treasurer of DHPOA at the address provided, and to be provided, by said DHPOA. This Authorization shall remain in effect unless terminated by me upon sixty (60) days prior written notice to DHPOA and the City of Dearborn Heights upon termination of the Agreement or upon termination of my employment.

Employee's Signature

\_\_\_\_\_

## **APPENDIX B**

To: City of Dearborn Heights, Michigan

I hereby designate \_\_\_\_\_ as beneficiary (ies) of any employment related benefits payable by the City on account of my death or due me from the City at the time of my death (verified by certificate of death) under the Collective Bargaining Agreement with the Dearborn Heights Police Officers Association or otherwise. In the event such designated beneficiary (ies) does (do) predecease me, then I designate \_\_\_\_\_, as my beneficiary (ies) instead.

I reserve the right to change the designated beneficiary (ies). In case of conflict between the requirements of the Collective Bargaining Agreement existing at time of death or any statute and this Designation of Beneficiary, such Collective Bargaining Agreement or statute shall control the disposition of any employment-related benefits payable on account of the death of the employee.

In addition, it is understood and agreed that the City may require the designated beneficiary to sign an agreement to indemnify and hold the City harmless from liability as a result of delivering any monies to the beneficiary.

Date:

Signed:

Address:

## **APPENDIX C**

To: The Dearborn Heights Police Officers Association

I hereby designate \_\_\_\_\_ as beneficiary (ies) of any Union related benefits payable by the Union on account of my death while an active member or due me from the Union at the time of my death while an active member under the Constitution and By-Laws. In the event such designated beneficiary (ies) does (do) predecease me, then I designate \_\_\_\_\_, as my beneficiary (ies) instead.

I reserve the right to change the designated beneficiary (ies) as often as I choose however, any/all changes must be made in writing to the Union and kept on file. In addition, it is understood and agreed that the Union may require the designated beneficiary to sign an agreement to indemnify and hold the Union harmless from any/all liability as a result of delivering any monies to the beneficiary.

Date:

Signed:

Address:



## LETTER OF UNDERSTANDING BETWEEN

### CITY OF DEARBORN HEIGHTS

-AND-

### POLICE OFFICERS ASSOCIATION OF MICHIGAN

This Letter of Understanding, effective on the date both parties set forth their signature below, is between the City of Dearborn Heights, a Michigan municipal corporation (“Employer”) and the Police Officers Association of Michigan, as bargaining representative for its affiliate the Dearborn Heights Police Officers Association, a Michigan public employee labor union (“Union”) (collectively, the “Parties”).

WHEREAS, during negotiations over a successor collective bargaining agreement to replace the collective bargaining agreement that expired on June 30, 2023, the Parties reached the following agreements, which will be incorporated as a Letter of Understanding to the parties’ July 1, 2023 through June 30, 2024 collective bargaining agreement upon the Parties’ signature of this Letter of Understanding, following execution of the new collective bargaining agreement.

NOW, THEREFORE, in exchange for the mutual promises set forth herein, along with other good and valuable consideration, the receipt and sufficiency of which is acknowledged, the Employer and Union agree to the following:

1. The Union will withdraw its arbitration demands for grievance numbers #119, #129, #131, #133, and #138.
2. The City will pay out sick bank hours to Carrie Hatten in the amount of 219.2 hours, which reflect the amount of hours that exceed the 1040 sick bank cap. This payment will be based on Hatten’s wage rate as of August 2, 2023 (\$30.7539 p/hr). Going forward, Hatten may not accumulate additional sick bank hours unless her balance falls below the 1040 hour cap.
3. The City will be allowed, in its discretion, to grant up to four (4) full years of service credit on the salary schedule to patrol officers who are hired into the bargaining unit as lateral transfers.
4. As a one-time adjustment, the City will convert patrol officers’ current sick banks as of August 2, 2023, from days being accumulated at 8.67 hours per month to the following scale:
  - For all patrol officers, the City will divide their current sick bank hours by 8.67 to determine the number of sick days available based on an 8 hour schedule. Then the City will divide their current sick bank hours by 12 to determine the number of sick days available based on a 12 hour schedule. Then the City will credit patrol officers with additional sick days so that they have the same number of sick days under a 12 hour schedule. See below for examples of these calculations:
    - Example 1: Employee’s current sick bank has 200 hours  
 $200/8.67 = 23.06$  sick days based on 8 hour shift  
 $200/12 = 16.66$  sick days based on 12 hour shift  
Credit employee’s sick bank with 6.4 days (76.8 hours) so that employee will have 23.06 sick days.

- Example 2: Employee's current sick bank has 700 hours  
700/8.67 = 80.73 sick days based on 8 hour shift  
700/12 = 58.33 sick days based on 12 hour shift  
Credit employee's sick bank with 22.4 days (268.8 hours) so that employee will have 80.73 sick days.

DEARBORN HEIGHTS POLICE  
OFFICERS ASSOCIATION

\_\_\_\_\_  
Brian Sznyr, President

Date: \_\_\_\_\_

POLICE OFFICERS  
ASSOCIATION OF MICHIGAN

\_\_\_\_\_  
David LaMontaine, Business Agent

Date: \_\_\_\_\_

CITY OF DEARBORN HEIGHTS

\_\_\_\_\_  
Bill Bazzi, Mayor

Date: \_\_\_\_\_

\_\_\_\_\_  
Lynne Senia., City Clerk

Date: \_\_\_\_\_

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

9.C.



## Libraries

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Michael McCaffery, Director

DATE: September 18, 2023

RE: Library Director McCaffery - Library Computer Purchase - 13th District Grant

Hello

Using funds from the 13th district community grant- the Library requests authorizing the purchase of 120 PCs for patrons and staff at both libraries from Beelink at a cost not to exceed \$31,440. This price is lower than two comparable quotes from Dell through TLN at \$93,337.20 and from CDW-G at \$90,402, respectively. The PCs have been tested by library staff for close to a year and vetted through the Library Network to make sure they meet criteria necessary to run proprietary library software and programs fitting to patron needs at the library.

This purchase will come from line 738-738-808 as part of a grant previously authorized by council.

Thanks for your time and attention!

MPM

### Attachments:

1. PI for City of Dearborn Heights.

# Proforma Invoice

Order NO: PT012023090811

Buyer(Party A): City of Dearborn Heights.

Address: 24602 Van Born Rd , Dearborn Heights, Michigan,  
48125, USA

Contact: Chris Land

Tel: 313-791-6064

Email: ckland@dearbornheightsmi.gov

Date: 2023-9-8

Seller(Party B): BEELINK LIMITED

Address: FLAT/RM 1506 15/F LUCKY CENTER NO.165-171 WAN  
CHAI ROAD WAN CHAI HK

Contat: Grace Ling

Tel: 86 18819443721

Email: wholesale@bee-link.com

The order is entered into by and between Party A and Party B after negotiation, and both parties shall abide by this contract.

## I. Order details

| NO                                                                        | Model        | Description        | Power Supply Adapter | Quantity (PCs) | EXW price (USD) | Amount (USD)  | Remark                             |
|---------------------------------------------------------------------------|--------------|--------------------|----------------------|----------------|-----------------|---------------|------------------------------------|
| 1                                                                         | SEI12 12450H | RAM 16GB+ROM 500GB | US Plug              | 120            | US\$262.00      | US\$31,440.00 |                                    |
| 2                                                                         |              |                    |                      |                |                 |               |                                    |
| 3                                                                         |              |                    |                      |                |                 |               |                                    |
| Total                                                                     |              |                    |                      |                |                 | US\$31,440.00 | via UPS , about 7-10 days delivery |
| Say Total: US Dollars THIRTY ONE THOUSAND FOUR HUNDRED FORTY dollars only |              |                    |                      |                |                 |               |                                    |
| Remarks:                                                                  |              |                    |                      |                |                 |               |                                    |

## II. Warranty

One year warranty (no warranty except for man-made damage)

## III. Packing

The products shall be packed according to Party B's product packaging specifications.

## IV. Delivery

- (1) Time of delivery:
- (2) Delivery Term: EXW SHENZHEN
- (3) Tarriffs/VAT: It might occurred during clearance and Party A bears the related fees.

## V. Inspection:

V.I. The appearance, packaging, accessories and specifications of the products shall be set by Default by Party B. If Party A needs to make any changes, it shall negotiate with Party B in advance and confirm in writing.

V.II. Considering that the qualified rate of the products in the first opening may be affected by the long distance transportation, the qualified rate of the products in the first opening is required to be more than 97% in this product acceptance inspection. If the qualified rate of the products in the first opening is not satisfied, Party A has the right to request Party B to replace the products.

V.III. If the quality problem of the products is not directly or indirectly caused by Party A, Party B shall bear the economic losses of the products and reserve the right to claim for the losses from the third party.

## VI. Terms of Payment: HSBC Bank before shipment

Bank Information:

Bank Name: :The Hongkong and Shanghai BanKing Corporation Limited

Bank Address: HSBC Main Building, 1 Queen's Road Central,Hongkong.

Swift Code: HSBCHKHCHKH

Beneficiary Name:BEELINK LIMITED

Beneficiary A/C: 454 368 721 838

## VII. It's not allowed to resell the products on Amazon.

VIII. This order is made in duplicate, with party A and Party B holding one copy respectively. It shall come into force upon being signed and sealed by both parties.

Buyer:

Seller: BEELINK LIMITED

Signature:

Signature:

Date:

Date:

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

9.D.



## Police Department

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Jerrod Hart, Police Chief

DATE: September 13, 2023

RE: Police Support Services Director Vanderplow - Printer Purchase - JAG Grant

I respectfully request approval for the purchase of one (1) Holographic High Secure Orbi Design Printer. This is an identification card printer.

This will be used to replace the currently nonfunctional id card printer we currently have at the Justice Center. Currently, we are without a badge maker for employees to access the building and carry an official id card.

The quote of \$8,424.00 includes training, lifetime printhead warranty and replacement, and a 3-year printer maintenance warranty for printer servicing. This will be paid from our 2020 JAG grant.

I am requesting a motion to authorize the mayor and comptroller to sign the warrant and any future warrants and expend these payments from the JAG Grant fund, 101-300-981.056, and authorize the treasurer to pay from this account and also to inform the police department when funds are received from the county.

Respectfully submitted,

Paul D. Vanderplow  
Director Support Services

### Attachments:

1. Holographic Printer Backup



## The Police & Sheriffs Press, Inc.

PO Box 1489 • Lyons, GA 30436  
(912) 537-0780 • Fax (912) 537-4894

Created Date 7/3/2023 Quote Number 00000357

Bill To Name Dearborn Heights Police Dept MI Account Name Dearborn Heights Police Dept MI

Bill To 25637 Michigan Ave Ship To 25637 Michigan Ave  
Dearborn Heights, MI 48125 Dearborn Heights, MI 48125

Subtotal \$8,424.00

Total Price \$8,424.00

| Product          | Product Description                                                                                      | Quantity | Sales Price | Total Price |
|------------------|----------------------------------------------------------------------------------------------------------|----------|-------------|-------------|
| 082702           | 1.0 Holographic High Secure Orbit Design (1,000 count) (HDP6600-printer)                                 | 1.00     | \$270.00    | \$270.00    |
| 084900           | HDP Standard Retransfer Film (1,500 images) (HDP6600-printer)                                            | 1.00     | \$179.00    | \$179.00    |
| 084912           | YMCKK Full Color Ribbon (600 images) (HDP6600-printer)                                                   | 1.00     | \$275.00    | \$275.00    |
| 094660           | HDP6600 Dual-Side Printer with One Patch Material Laminator                                              | 1.00     | \$6,200.00  | \$6,200.00  |
| 86412            | PASP ID SILVER - Affordable, powerful, easy to use, stand alone card personalization software. (Express) | 1.00     | \$850.00    | \$850.00    |
| Holoview Cards   | High Security Holoview ID Cards ( 500 to a box ).                                                        | 150.00   | \$3.00      | \$450.00    |
| Optional Items 1 | Logitech webcam @ \$125.00 or signature pad T-S460-HSR-R @ \$225.00 or LBR- light blue backdrop \$250.00 | 1.00     | \$0.00      | \$0.00      |
| Shipping         | Shipping Cost                                                                                            | 1.00     | \$200.00    | \$200.00    |

Grand Total \$8,424.00

### Support Services included with this purchase:

#### Design Support:

1. Custom Design of templates as per customer (Sworn, Civilian, Permit, etc.)
2. Design support for any changes required (Signature changes, Templates changes, etc.)

#### Technical & Maintenance Support:

1. Lifetime Print-Head Warranty and Replacement
2. 3 Year Printer Maintenance Warranty for Printer Servicing
3. PASP ID Printer Loaner Program
4. Training session for AsureID
5. Training for Printer maintenance
6. Participation for Printer Upgrade Program

### Terms

This quote is prepared for the Dearborn Heights Police Dept MI MI and is good for 30 days, Purchase Order or payment

"Protecting the most valuable I.D. in the world....Yours!"

PO Box 1489 • Lyons, GA 30436

(912) 537-0780 • Fax (912) 537-4894





**The Police & Sheriffs Press, Inc.**

**PO Box 1489 • Lyons, GA 30436  
(912) 537-0780 • Fax (912) 537-4894**

---

are required before shipping.

**"Protecting the most valuable I.D. in the world....Yours!"**

**PO Box 1489 • Lyons, GA 30436**



**(912) 537-0780 • Fax (912) 537-4894**

Quote #: 270776-71323

Stephen Beckman | Account Manager  
Email: stephenb@idwholesaler.com

**Bill To:**

Janet Lucas  
Dearborn Heights PD  
25637 Michigan Ave  
Dearborn Heights, MI 48335  
jklucas@dearbornheightsmi.gov  
(313)277-7408

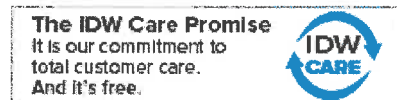
**Ship To:**

Janet Lucas  
Dearborn Heights PD  
25637 Michigan Ave  
Dearborn Heights, MI 48335  
jklucas@dearbornheightsmi.gov  
(313)277-7408

**Terms and Conditions:** Prices are valid for 14 days unless otherwise noted. Shipping method TBD unless indicated otherwise below. Payment method for international orders is wire transfer. Please see [www.IDWholesaler.com/help](http://www.IDWholesaler.com/help) for additional information. IDWholesaler has a 110% low price guarantee.

| Item #        | Description                                                                                                                                                                                                            | Quantity | Price/Ea.   | Total      |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-------------|------------|
| 70002         | Fargo 70001 DTC1500XE<br>Lamination Options: No Lamination - Standard<br>Magnetic Encoding Options: No Magnetic Encoding - Standard<br>Smart Card Encoding:: No Smart Card Encoding<br>Printing Capability: Dual-sided | 2        | 2778.99     | \$5,557.98 |
| TrueSupport-5 | TrueSupport Five Year Support Plan                                                                                                                                                                                     | 2        | 778.12      | \$1,556.24 |
| 70201         | Fargo 70201 Color Ribbon - YMCKO - 700 prints                                                                                                                                                                          | 2        | 224.99      | \$449.98   |
| 70202         | Fargo 70202 Color Ribbon - YMCKOK - 600 prints                                                                                                                                                                         | 2        | 265.99      | \$531.98   |
| DC-86177      | DuraClean® 86177 Complete Printer Cleaning Kit for Fargo Printers - Cleaning Cards & Swabs                                                                                                                             | 2        | 34.57       | \$69.14    |
|               |                                                                                                                                                                                                                        |          | Super Saver | \$0.00     |

**Total: \$8,165.32**



**Send payments to:**  
ID Wholesaler  
PO Box 95267  
Chicago, IL 60694-5267

**Sales Office:**  
5830 NW 163RD ST  
Miami Lakes, FL 33014





Alpha Card Systems, LLC  
17858 SW Upper Boones Ferry Rd. Portland, OR 97224  
Phone: (800) 717-8080 Fax: (503) 597-0907  
Email: sales@alphacard.com  
www.alphacard.com

# Quote

| Acct. No.  | Date      | Estimate # |
|------------|-----------|------------|
| 1112059355 | 7/11/2023 | Q1715825   |

## Bill To

Dearborn Heights Police Department  
Janet Lucas  
25637 Michigan Ave  
Dearborn Heights MI 48125  
United States

## Ship To

Dearborn Heights Police Department  
Janet Lucas  
25637 Michigan Ave  
Dearborn Heights MI 48125  
United States

| Expires   | Sales Rep   | PO # | Ship Via      | Currency |
|-----------|-------------|------|---------------|----------|
| 8/10/2023 | John Howell |      | FedEx Ground® | USD      |

| Item          | Description                                                                                                                                       | Qty | Rate     | Amount   |
|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-----|----------|----------|
| 55500         | Fargo DTC4500e Dual-Sided ID - Card Printer w/ DS Lamination                                                                                      | 1   | 5,883.99 | 5,883.99 |
| TrueSupport-3 | TrueSupport - 3 Years<br>-Telephone Technical Support & remote assistance for printer<br>- Loaner printer under warranty<br>- Annual cleaning kit | 1   | 1,176.80 | 1,176.80 |
| CB-SUBSC4     | CloudBadging - Professional - Annual Subscription - up to 5,000 Records                                                                           | 1   | 719.88   | 719.88   |
| 45200         | Fargo DTC4500 YMCKO Ribbon - (500)<br>(500 single sided or 250 double sided cards per ribbon)                                                     | 4   | 152.99   | 611.96   |
| 82604         | Fargo PolyGuard1.0 High Secure - Orbit HDP5000 (250)<br>(250 single sided or 125 double sided cards per laminate)                                 | 8   | 150.99   | 1,207.92 |
| DC-86177      | DuraClean ID Card Printer - Complete Cleaning Kit - 86177                                                                                         | 1   | 37.99    | 37.99    |
| 80.030-COMP   | 80.030,COMPOSITE,GQ,100's (1,000)                                                                                                                 | 1   | 249.98   | 249.98   |

|                               |             |
|-------------------------------|-------------|
| Subtotal                      | 9,888.52    |
| Shipping Cost (FedEx Ground®) | 25.80       |
| Tax Total (Sales Tax 6.0%)    | 479.52      |
| Total                         | \$10,393.84 |

Price Guarantee - We Will Beat Any Price



Q1715825



## The Police & Sheriffs Press, Inc.

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|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

9.E.



## Police Department

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi

Honorable City Council Members

FROM:

DATE: September 13, 2023

RE: Police Support Services Director Vanderplow - Cameras & Accessories Purchase - JAG Grant

I respectfully request approval for the purchase of ten (10) NIKON Z50 mirrorless digital camera, bags, sim cards, cases and tripods.

This will be used for our twelve (12) evidence technicians. The equipment is a necessity for documenting crime and accident scenes.

The quote for the cameras is \$14,134.57 for 10 cameras. It will be paid from the 2019 JAG Grant funds.

I am requesting a motion to authorize the mayor and comptroller to sign the warrant and any future warrants and expend these payments from the JAG Grant fund, 101-300-981.056, and authorize the treasurer to pay from this account and also to inform the police department when funds are received from the county.

Respectfully submitted,

Paul D. Vanderplow  
Director Support Services

### Attachments:

1. DHPD - Quote - Evidence Cameras - Adorama - 23-0919
2. DHPD - Quote - Evidence Cameras - B&H - 23-0919

Search



[Continue Shopping](#)

Earn up to **21,826** points on this purchase! [?](#)

# Shopping Cart

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## Ship (60 items)



**Lexar GOLD Series Professional 1800x 64GB UHS-II U3 SDXC Memory Card**

SKU: ILXSD1864GB

[In Stock](#) [Free Shipping](#)

[Save For Later](#)

[Move to Wishlist](#)



Adorama ...

\$3.59

Add

Available to U.S. customers only.  
Covers accidental damage & failure.  
[?](#)



**FotoPro X-Go Chameleon 4-Section Aluminum Tripod with FPH-52Q Ball Head, Black**

SKU: FPXGOCHAMBK

[In Stock](#) [Free Shipping](#)

[Save For Later](#)

[Accessories](#)

[Move to Wishlist](#)



Adorama ...

\$5.99

Add

Available to U.S. customers only.  
Covers accidental damage & failure.  
[?](#)



**K&F Concept SA254M2 4-Section Aluminum Tripod**

SKU: KFC09089

[On Backorder](#) [Learn more](#) [Free Shipping](#)

[Save For Later](#)

[Move to Wishlist](#)

## Cart Summary (60 items)

Subtotal \$17,459.10  
Shipping [Calculate Shipping & Taxes](#)  
Taxes \$0.00

**Order Total \$17,459.10**

[Proceed to Checkout](#)



**\$1455/mo** suggested payments with 12-month special financing. Or enjoy 5% off<sup>†</sup> every day.  
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[View our Return Policy](#)

### Security 100% Guaranteed

Your order is safe & secure guarded by state-of-the-art technology.



Adorama ... \$5.99

Add

Available to U.S. customers only.  
Covers accidental damage & failure.  
[?](#)



### Godox LEDP-120C Lithium Battery-Powered Ultra Slim LED Video Light

SKU: GOLEDP120C

[In Stock](#) | [Free Shipping](#)

[Save For Later](#) | [Accessories](#) | [Move to Wishlist](#)

#### VIP PRO

Free 2-Day Shipping, 1 Year Drops & Spills and [more!](#)

\$49.99

Add



Adorama ... \$3.99

Add

Available to U.S. customers only.  
Covers accidental damage & failure.  
[?](#)



### Vanguard VEO SELECT 45BFM Backpack, Black

SKU: VGVSE45BFMBK

[Special Order](#) [Learn more](#) | [Free Shipping](#)

[Save For Later](#) | [Move to Wishlist](#)



Adorama ... \$11.99

Add

Available to U.S. customers only.  
Covers accidental damage & failure.  
[?](#)



### Nikon Z50 DX-Format Mirrorless Camera with 16-50mm and 50-250mm Lenses

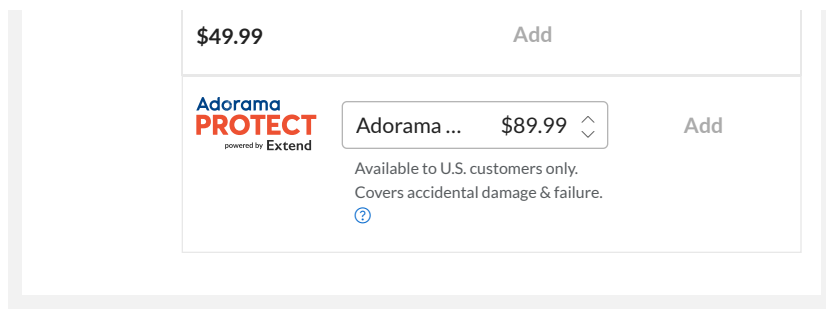
SKU: NKZ50K2

[In Stock](#) | [Free Expedited Shipping](#)

[Save For Later](#) | [Accessories](#) | [Bundle Savings](#) | [Move to Wishlist](#)

#### VIP PRO

Free 2-Day Shipping, 1 Year Drops & Spills and [more!](#)



## You have no saved items

Your "saved for later" items will show up here.



### Give Us A Call

Questions? We're happy to help!  
Call us at [800-223-2500](tel:800-223-2500)



### Chat Now

Need help or have product questions? [Chat with an expert.](#)



### Help Center

For info on shipping, returns, orders and more, [find answers here.](#)



### Visit Our Stores

Visit our [NYC store](#) for shopping, services, repairs, and more.

## How Can We Help?

Customer Service  
Track Your Order  
Shipping & Delivery  
In-Store Pickup  
International Orders  
Return Policy  
Contact Us  
Warranties

## Services & Programs

Adorama Business, Education, & Government  
Adorama Edge Credit Card  
VIP Rewards  
Students  
Adorama Protect  
Photo Printing  
Camera Rentals

## Who We Are

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Our History  
Creator Highlights  
Adorama Reviews  
Map & Directions  
Events  
Learning Center  
Brands

## Unlock Free Shipping

Sign up for texts and get special offers, product news, exclusive deals, and more. Plus, Adorama Rewards members earn **25 points**.

By submitting this form, you agree to receive recurring automated promotional and personalized marketing text messages (e.g. cart reminders) from Adorama at the cell number used when signing up. Consent is not a condition of any purchase. Reply HELP for help and STOP to cancel. Msg frequency varies. Msg and data rates may apply. View [Terms & Privacy](#). \*Valid only on Standard Shipping with a maximum discount \$50 within 48 Contiguous States. Excludes PO Boxes, Alaska, FPO/APO, Hawaii, Puerto Rico, and Guam.

Follow Us:

Copyright Adorama Camera, Inc. All rights reserved.

- 

[Privacy](#)

- 





The Professional's Source Since 1973

420 9th Ave. at 34th St. in New York City  
www.bhphotovideo.com

Sales: 212.444.6615  
Customer Service: 212.239.7765



### Lexar 64GB Professional 1667x UHS-II SDXC Memory Card

B&H #LELSD64G1667 | MFR #LSD64GCBNA1667

Eligible for Free 2-Day Shipping on orders over \$49

In Stock  
Ready to Ship

10

~~\$29.99~~  
**\$24.99**

Accessories

Save for later Remove

Instant Savings: **\$50.00**  
**Item Total: \$249.90**

### ESTIMATE SHIPPING & TAX ⓘ

☐ NYC SuperStore Pickup

[See Details](#)

UNITED STATES



Zip Code 48125



Eligible for FREE Shipping



### K&F Concept D225C2 Carbon Fiber Tripod with Arca-Type Ball Head and Monopod

B&H #KF09094V1 | MFR #KF09.094V1

Free 2-Day Shipping

In Stock  
Ready to Ship

10

~~\$129.99~~  
**\$99.99**

Accessories

PROTECTION PLANS



Protection Plans starting at **\$9.99**

[See Options](#)

Save for later Remove

Instant Savings: **\$300.00**  
**Item Total: \$999.90**

Subtotal: **\$16,578.80**

Shipping **FREE**

Est. Tax ⓘ **\$994.73**

**Total: \$17,573.53**

Your Cart ID # 509 914 003 65



### Viltrox L132T On-Camera Bi-Color LED Light with LCD Display

B&H #VIL132T | MFR #L-132T

Free Shipping for this Item

Eligible for Free 2-Day Shipping on orders over \$49

In Stock  
Ready to Ship

10

**\$36.95**

Accessories

PROTECTION PLANS



Protection Plans starting at **\$8.99**

[See Options](#)

Save for later Remove



|             |          |
|-------------|----------|
| Item Total: | \$369.50 |
|-------------|----------|



**Arco Video Dr. Bag 30**  
B&H #ARCS30B | MFR #CS-D30B  
[Free 2-Day Shipping](#)

In Stock  
Ready to Ship

10

\$149.00

 Accessories

PROTECTION PLANS

 Protection Plans starting at **\$19.99**

See Options

 [Save for later](#)

 [Remove](#)

|             |            |
|-------------|------------|
| Item Total: | \$1,490.00 |
|-------------|------------|



**Nikon Z50 Mirrorless Camera with 16-50mm and 50-250mm Lenses**  
B&H #NIZ502LK | MFR #1632  
[Free Next Day Delivery](#)

In Stock  
Ready to Ship

10

\$1,346.95

 Accessories

 Available Savings

PROTECTION PLANS

 Protection Plans starting at **\$119.99**

See Options

 [Save for later](#)

 [Remove](#)

|             |             |
|-------------|-------------|
| Item Total: | \$13,469.50 |
|-------------|-------------|

|                                |            |
|--------------------------------|------------|
| Approved for<br>the Agenda of: |            |
| 9/26/2023                      | Motion No. |

11.A.



## Mayor's Office

**Bill Bazzi**  
Mayor

TO: Honorable Mayor Bill Bazzi  
Honorable City Council Members

FROM: Bill Bazzi, Mayor

DATE: September 19, 2023

RE: Mayor Bazzi - Liquor License Resolution

Honorable Council Members,

Please authorize the following resolution:

WHEREAS, the City of Dearborn Heights, Michigan, holds a Michigan Liquor License for the Warren Valley Golf Course;

WHEREAS, the Michigan Liquor Control Commission requires the appointment of authorized signatories for the necessary documents related to the removal of Oneida Golf Services as a co-licensee;

WHEREAS, Mayor Bill Bazzi has been duly elected and is the Mayor of the City of Dearborn Heights, Michigan, and possesses the necessary authority to represent the city in this matter;

WHEREAS, Chief of Staff Mariana Hernandez is a trusted and qualified representative of the city, possessing the knowledge and expertise required to oversee the necessary documentation;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Dearborn Heights, Michigan, that:

1. Mayor Bill Bazzi is hereby appointed as an authorized signatory for all documents related to the removal of Oneida Golf Services as a co-licensee on the Michigan Liquor License for the Warren Valley Golf Course.
2. Chief of Staff Mariana Hernandez is hereby appointed as an authorized signatory for all documents related to the removal of Oneida Golf Services as a co-licensee on the Michigan Liquor License for the Warren Valley Golf Course.

BE IT FURTHER RESOLVED that the City Clerk is instructed to notify the Michigan Liquor Control Commission of these appointments as required by law.

This resolution shall take effect immediately upon passage.

Dated this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

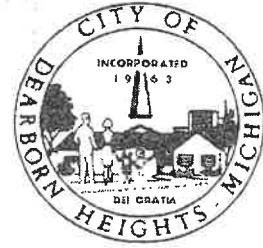
\_\_\_\_\_  
[City Council President's Signature]

### Attachments:

None

**BUSINESS LICENSE RENEWAL APPLICATION**

NO. BL-22-000012615

**City of Dearborn Heights**6045 Fenton, Dearborn Heights, MI 48127  
(313)791-3430**THE FOLLOWING LICENSE(S):**

CABARET C-COUNCIL APPROVAL 50.00

JUKE BOX-MUSICAL DEVICES 10.00

MECH AMUSEMENT DEVICE 25.00 EA

TOBACCO 10.00

**BUSINESS**

RANDY'S ROBINDALE BAR

25122 WARREN

DEARBORN HEIGHTS, MI 48127

Approved for  
the Agenda of:

09-26-23

**TOTAL \$170.00****CURRENT LICENSE EXPIRES ON: October 09, 2023**

You may renew your license by mail by returning this form prior to the expiration date with your check or money order in the amount indicated above payable to the City of Dearborn Heights. Do not send cash! If you renew more than 7 days late you will be assessed a penalty fee in the amount of 25% of your total license fee.

*Lynne M. Loria*  
City Clerk

- ☒ At the present time, you are current on both personal property taxes and water, therefore your license is renewable
- ☐ At the present time you are delinquent on your water bill in the amount of \$            and must pay this amount in full before renewing your license.
- ☐ At the present time you are delinquent on your personal property taxes in the amount of \$            and must pay this amount in full before renewing your license.

**THE FAILURE TO SECURE A VALID BUSINESS LICENSE IS A VIOLATION OF CHAPTER 8 OF THE CODE OF ORDINANCES AND WILL RESULT IN A CLASS D MUNICIPAL INFRACTION BEING ISSUED.**

**PLEASE NOTE THE LATE FEE IS 25%**

**DO YOU HAVE AN ALARM SYSTEM? IS YOUR INFORMATION UP TO DATE?**

If you have a security alarm for your business, an alarm registration is required by City ordinance. There is no cost to register your alarm. You may call our office at (313)791-3430 to obtain a copy of the alarm registration form, or print one from the Clerk's page on the Dearborn Heights City website: [clerks.dearbornheightsmi.gov](http://clerks.dearbornheightsmi.gov)

**RANDY'S ROBINDALE BAR  
JAY CALE  
25122 WARREN  
DEARBORN HEIGHTS, MI 48127**

Invoice #: 00013878 License #: BL-23-000013200 License Type: BUSINESS LICENSE Application Date: 09/19/2023 Expiration Date: 10/09/2024

| Fee Items                        | Amount   |
|----------------------------------|----------|
| CABARET C-COUNCIL APPROVAL 50.00 | \$50.00  |
| JUKE BOX-MUSICAL DEVICES 10.00   | \$10.00  |
| MECH AMUSEMENT DEVICE 25.00 EA   | \$100.00 |
| TOBACCO 10.00                    | \$10.00  |

CITY OF DEARBORN HEIGHTS  
6045 FENTON  
DEARBORN HEIGHTS, MI 48127  
Phone : 313-791-3410

Received From: RANDY'S ROBINDALE BAR  
Date: 09/19/2023 Time: 1:47:16 PM  
Posting Date: 09/19/2023  
Receipt: 1053846  
Cashier: nnouredin

| ITEM REFERENCE                    | AMOUNT   |
|-----------------------------------|----------|
| BL BUSINESS LICENSING<br>00013878 | \$170.00 |
| TOTAL                             | \$170.00 |
| CHECKS 18958                      | \$170.00 |
| Total Tendered:                   | \$170.00 |
| Change:                           | \$0.00   |

PAID  
CITY OF DEARBORN HEIGHTS  
SEP 19 2023

BY \_\_\_\_\_ CK # \_\_\_\_\_

Billing/Invoice Date: 09/19/2023  
Total Due: \$170.00

RANDY'S ROBINDALE BAR  
25122 WARREN  
DEARBORN HEIGHTS, MI 48127

