



**PONTIAC CITY COUNCIL
STUDY SESSION**

January 18, 2018

6:00 p.m.

3rd Session of the 10th Council

It is this Council's mission "To serve the citizens of Pontiac by committing to help provide an enhanced quality of life for its residents, fostering the vision of a family-friendly community that is a great place to live, work and play."

Call to order

Roll Call

Authorization to excuse councilmembers

Amendments to and approve the agenda

Approval of Minutes

1. Minutes of January 11, 2018.

Public Comment

Agenda Items for Council Consideration

2. Resolution for the Approval of the Waiver required for all Eligible Early Retirees. (Deferred from last week)
3. Resolution from the Local Officers Compensation Commission to increase salaries for Mayor and City Council.
4. Resolution for Joyce Ann Allen.
5. Resolution for an Alley Vacation for PF 17-28 parcel #64-14-29-428-002; 64-14-29-428-007; and 64-14-428-008. (65 University Dr.)
6. Resolution for a Street Vacation for PF 17-29 parcel #64-14-02-426-017, 64-14-02-426-016, 64-14-02-426-008, 64-14-07-426-007, 64-14-07-426-015, 64-14-07-428-001, 64-14-07-428-002, and 64-14-07-428-003. (New Haven Avenue between Telegraph Rd. & Charleston Ave and Charleston Ave. between New Haven Ave. & Trenton Ave).

Informational Only

7. Supplemental Actuarial Valuation – MAPE Contract.

Adjournment

January 11, 2018

**Official Proceedings
Pontiac City Council
2nd Session of the Tenth Council**

A Formal Meeting of the City Council of Pontiac, Michigan was called to order in City Hall, Thursday, January 1, 2018 at 6:00 p.m. by President Kermit Williams.

Call to Order at 6:00 p.m.

Invocation – Pastor Matlock

Pledge of Allegiance

Roll Call

Members Present: Carter, Miller, Pietila, Taylor-Burks, Waterman, Williams and Woodward.

Mayor Waterman was present.

Clerk announced a quorum.

18-10 **Approval of the Agenda with changes to defer item #2 (waiver for eligible early retirees) for one week and add a Resolution for our Sister City 40th Anniversary.** Moved by Councilperson Woodward and supported by Councilperson Carter.

Ayes: Miller, Pietila, Taylor-Burks, Waterman, Williams, Woodward and Carter.

No: None

Motion Carried.

18-11 **Journal of January 4, 2018.** Moved by Councilperson Pietila and supported by Councilperson Woodward.

Ayes: Pietila, Taylor-Burks, Waterman, Williams, Woodward, Carter and Miller

No: None

Motion Carried.

Deputy Mayor Report or Departmental Head Report – Deputy Mayor Jane Bais-DiSessa, Portia Field-Parks Manager

President Kermit Williams opened up Public Hearing regarding re-programming the 2016 Community Development Block Grant Funds to help Senior Citizens Programs at 6:19 p.m.

There were 6 individuals who addressed the body during public hearing.

1. Mattie McKinney Hatchett 135 Perkins Street. She stated that she was glad to see this on the agenda. She made a call to OSHA because she has a deep concern about snow removal for our senior citizens. It was horrible after the last snow. She stopped by a senior's house and the sidewalk and steps were terrible. I hope some of this money be used to help our senior citizens with snow removal.
2. Sam Anderson Jr. 1091 Williamson Circle. He is on the Zoning Commission and Advisory Board for CDBG Funds in Oakland County. He stated that we have \$75,000 to use but they also have applications for senior to get their houses fix whether it be for sewers and so on. To qualify all

you need to do is have your taxes paid up and have some kind of equity in your home. If you do not qualify then they will work with you to qualify. The last meeting they had, he said they already spent \$475, 000 in Pontiac. Their next meeting is on the 17th of this month and he has a business card for President Williams from Gordon Lambert, the head of CDBG so if he has any questions he can call him directly. The city has \$75,000 to use so please get those applications so you can use them.

3. Renee Beckley 95 Crescent Dr. Does this fund include things at the senior citizen buildings? If so, I have a concern about renting at night. Why do they have to pay for renting building for senior citizen activities? Why not use some of this money to take away some of those expenses for senior citizens. I am a member of the Bowen Center and every time they take a trip, they need an extra bus. So maybe you can spend sum of the money to buy a bus and make sure they have transportation whenever they go on trips.
4. Brad-CEO of Oakland Livingston Human Services 196 Cesar E. Chavez. He is here to talk about programs through OSHA. He operates chore programs for senior citizens including cutting grass and snow removal. We also have resources to advocate on seniors behalf. We have a grandparent raising grandchildren program and a senior home entry control program. These programs are funded by Triple A 1B for now, they cover Oakland and Livingston County but there are some programs already in place and will open the door for more programs in the City of Pontiac. He stated that they look forward to the opportunity to continue working with Pontiac. Oakland Livingston Human Services been around since 1964 and they have about 70 programs within the two counties they serve.
5. Kathalee James 1579 Marshbank. She supports the transfer of money to be used for senior citizens. She stated that she has a concern and a suggestion. We need to have some kind of program at both centers to identify our senior citizens. Statistic shows many of our seniors live alone. There are churches, individuals and the sun time bank who go out and visit senior citizens. She would like to have a few part time positions created to go out, visit and check on our senior citizens that live alone. The City of Pontiac should have some type of program to keep in touch with our senior citizens.
6. Billie Swazer 1619 Marshank. It was interesting to hear Brad talk about Oakland Livingston Human Services. She has a friend who live on Eckman in Pontiac that uses their services. Yes, they do cut your yard in the summer months and shelve snow in the winter months. I hope this money can be used to help them for a long time. Seasons come so you have to cut grass, rake the leaves and shelve snow but most senior citizens need help with these chores. I hope the city will use this money and go beyond what Oakland Livingston Human Services is already doing.

President Williams closed public hearing at 6:27 p.m.

Recognition of Elected Officials - Mike McGuinness – School Board Trustee

Agenda Address – Billie Swazer

18-12 **Resolution from the Local Officers Compensation Commission to increase salaries for Mayor and City Council.** Moved by Councilperson Woodward and supported by Councilperson Carter. Motion by Councilperson Waterman to withdraw from voting on this item, Councilperson Woodward withdrew his motion and Councilperson Carter withdrew his support.

Ayes: Taylor-Burks, Waterman, Williams, Woodward, Carter, Miller and Pietila

No: None

Motion Carried.

January 11, 2018

18-13 Motion to add language to reflect Council pay period change from monthly to bi-weekly at the end of the Resolution from the Local Officers Compensation Commission to increase salaries for Mayor and City Council. Moved by Councilperson Woodward and supported by Councilperson Pietila.

Whereas, the Local Officers Compensation Commission would like to express their appreciation to the Mayor and City Council for their public service to the City of Pontiac; and,

Whereas; the Local Officers Compensation Commission gathered comparable salaries from cities across the county and state, received a financial overview from the city's finance director and received feedback from a council person; and,

Whereas, the Local Officers Compensation Commission considered Pontiac's unique position as a strong mayoral form of government, as such their attention to cities in Michigan with similar structure, population size and land size, and

Whereas, each member of the Local Officers Compensation had various points of view, all of which were considered and discussed.

Now, Therefore, after consideration of the factors mentioned above, it is the recommendation of the LOCC that the salaries for the Mayor and City Council be set as follows: Mayor \$113,000 (13%) and City Council \$16,500 (10%) to be compensated bi-weekly.

Ayes: Woodward.

No: Williams, Carter, Miller, Pietila and Taylor-Burks.

Abstain: Waterman

Motion Failed.

18-14 Resolution for a Zoning Map Amendment for PF 17-24 Parcel #64-14-31-235-019. (162 Seminole St.) Moved by Councilperson Taylor-Burks and supported by Councilperson Woodward.

Whereas, The City has received an application for a Zoning Map Amendment for 162 Seminole, identified as parcel (64-14-31-235-019) from Reverend Douglass Jones. To rezone the lot in question from the current R-1 One Family Dwelling District zoning to P-1 Parking District.

Whereas, The Planning Department has reviewed the applicants rezoning request and the requirements set forth by Section 6.804 of the Zoning Ordinance. The Planning Department has determined the aforementioned request and proposed intended use of the property comply with the City of Pontiac Zoning Ordinance.

Whereas, In accordance with the procedures outlined in the Zoning Ordinance, Sections 6.802 as it relates to Zoning Map Amendments. The Zoning Map Amendment request has undergone the required: Technical Review, Public Hearing, and Planning Commission Recommendation.

Whereas, On December 6, 2017, A Public Hearing was held, and in consideration of public opinion, the Planning Commission recommends City Council approve the Zoning Map Amendment request for 162 Seminole from the current R-1 One Family Dwelling District zoning to P-1 Parking District.

Now Therefore, Be It Resolved, That the City Council for the City of Pontiac approve the Planning Commission recommendation for the Zoning Map Amendment (PF-17-24) request for 162 Seminole, to amend the current zoning from R-1 One Family Dwelling District zoning to P-1 Parking District.

Ayes: Williams, Woodward, Carter, Pietila and Taylor-Burks

No: None

January 11, 2018

Abstain: Miller and Waterman
Resolution Passed.

18-15 **Defer for two weeks the Resolution for a Zoning Map Amendment for PF 17-25 parcel #64-14-10-378-012. (1023 E. Walton Blvd)** Moved by Councilperson Miller and supported by Councilperson Taylor-Burks.

Ayes: Woodward, Carter, Miller, Pietila, Taylor-Burks, Waterman and Williams
No: None
Motion Carried.

18-16 **Resolution honoring our Sister City 40th Anniversary. (Ad-on)** Moved by Councilperson Woodward and supported by Councilperson Taylor-Burks.

WHEREAS, the Sister City Program, administered by Sister Cities International, was initiated by the Dwight David Eisenhower, President of the United States of America in 1956 to encourage greater friendship and understanding between the United States and other nations through direct and personal contact; and

WHEREAS, every Michigan Governor since George Romney has met with their Japanese counterpart here and abroad since 1968; and

WHEREAS, in August 1978 Mayor Wallace E. Holland and Mayor Takao Kasatsu entered in to a sister city agreement; and

WHEREAS, the mission of the sister city programs is to create bonds between individuals from cities across the world by creating cultural and educational exchanges; and

WHEREAS, the City of Pontiac is dedicated to pursuing regional, national, and international relationships which produce community benefit; and

WHEREAS, a sister city partnership facilitates a mutually beneficial relationship between two cities for the exchange of information, expertise, and culture; and

WHEREAS, the bridge of warmth and understanding exists between the two cities which has been nurtured by exchange visits; and

NOW THEREFORE, BE IT RESOLVED, that the Mayor and the members of the Pontiac City Council commemorate the 40th Anniversary of the Sister City relationship with Kusatsu, Shiga Prefecture, Japan as we continue to learn as one.

AND BE IT FURTHER RESOLVED, that the Mayor and the members of the Pontiac City Council agree to rededicate their heartfelt appreciation and commitment to the Mayor of Kusatsu and the Kusatsu City Council and all other elected and appointed officials and citizens of our great sister city.

Dr. Deirdre Waterman, Mayor

Patrice Waterman, Councilwoman

Don Woodward, Councilman

Mary Pietila, Councilwoman

Randolph Carter, Pro Tem

Gloria Miller, Councilwoman

Doris Taylor-Burks, Councilwoman

Kermit Williams, President

January 11, 2018

There were 17 individuals who addressed the body during public comment.

Honorable Mayor Deirdre Waterman Reported.

Attorney Chubb, Councilwoman Patrice Waterman, Councilwoman Gloria Miller, Councilman Don Woodward, Councilwoman Mary Pietila, Pro-Tem Randy Carter and President Kermit Williams made closing comments. Acting Clerk Sheila Grandison had no closing comments.

President Kermit Williams adjourned the meeting at 8:53 p.m.

SHEILA GRANDISON
ACTING CITY CLERK

January 13, 2018 8:30 a.m.

Public Safety Subcommittee for January 2018 was cancelled, after a polling of all subcommittee members when concern regarding the roads due to the weather conditions was brought to my attention, by a department head and a polling of all committee members, was unanimous. Reports were submitted by Star and Waterford Regional Fire and have been enclosed with this report.

St Dooley stated that all was status quo; an arrest was made by swat for the Thursday shooting at Murphy Park. Chief Lyman submitted a December report last week and Brian Long submitted a December Report this day and a plan of action to be implemented.

It was decided we would have the February meeting at Star Headquarters.

Report written by Chair Mary Pietila
3 Enc.

Star EMS Report

EDUCATION/ training:

We are beginning our Basic EMT program this spring. See our Website for more information

All employees completed Safety training by today. The 2018 mandatory safety training is driving review for the experienced driver.

We will be reviewing Hazardous Materials responses for EMS providers in house in cooperation with SJMO

UPCOMING – BCON training for lay persons with McLaren Oakland beginning in February. We'll be providing three instructors along with their staff

Car Seat Checks –

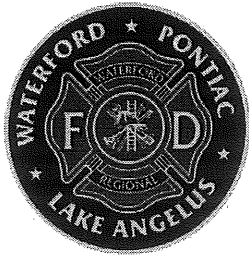
Yesterday had 6 new seats given out to the public in cooperation with Oakland County and Jt. Joe's

Run volume is reflected on sheets

RSVP program is rolling along. We average 2 per week now and expect more to come. We are holding another in house training for more personnel to respond to the requests.

DISPATCH	17-Jan	Feb-17	Mar-17	Apr-17	May-17	Jun-17	7+H1:l	Aug-17	17-Sep	Oct-17	Nov-17	Dec-17	
Abdominal Pain	29	22	24	21	26	37	24	21	18	22	25	25	294
ALLergies	6	1	6	8	7	10	6	7	6	4	7	5	73
Animal bites	4	2	3	2		1	4	2	1	0	0	0	19
Assault	35	20	25	27	30	35	43	26	17	36	31	25	350
Invalid assist	2	0	2	0	2	0	0		0	1	1	2	10
Pedestrian struck by Auto	0	0	0	0		2	0	1	0	0	0	0	3
Back Pain	11	11	13	5	15	14	11	7	3	19	10	13	132
Breathing Problems	101	77	86	82	111	83	84	103	103	80	100	96	1106
Burns	3	0	5	1	1	3	1	2	3	3	4	4	30
Cardiac Arrest	17	10	7	15	13	14	13	10	3	17	10	20	149
Chest pain	60	60	56	59	54	57	45	69	73	48	74	69	724
Choking	2	2	1	2		3	3	3	2	3	0	3	24
CO poisoning	2	0	1	1	1	0	1		0	2	2	4	14
Seizures	45	41	36	40	45	57	56	45	43	40	54	36	538
Diabetic Issues	16	14	16	22	25	23	27	17	29	25	17	15	246
Electrocution	0	0	0	0	0	0	0		1	0	0	0	1
Eye issues	1	0	0	0	1	0	1	1	0	0	1	0	5
Fainting	2	6	7	3	4	7	7	10	1	0	0	0	47
Fall Victim	70	47	60	51	56	50	67	52	51	58	53	73	688
Fever	1	0	2	0	0	1	0		0	0	0	0	4
Fire				1	0	1	3		2	0	1	2	10
Headache	3	3	1	6	7	4	6	1	0	4	7	6	48
Heart Problems	5	5	14	8	8	3	7	8	16	10	10	6	100
Heat/Cold Exposures	0	1	1	0	0	0	0	1	0	0	1	4	8
Hemorrhage from Laceration	17	17	7	14	12	14	18	18	21	23	15	21	197
Industrial Accident	0	0	0	0	0	0	0		0	0	0	0	0
Medical alarms	10	8	13	10	7	11	14	7	6	15	17	22	140
MCI	0	0	0	0	0	0	0		0	0	0	0	0
Ingested Poison	6	2	2	3	3	3	9	5	5	0	0	0	38
Non Emergent requests	6	9	7	10	9	6	7	13	0	0	0	0	67
Overdose	44	37	22	37	33	42	32	50	44	48	40	41	470
Pregnancy/Childbirth	15	6	9	15	10	7	15	14	17	11	11	8	138
Psychiatric Problems	20	31	34	22	22	28	30	21	28	32	28	30	326

Respiratory Arrest	1	0	1	0	0	1	0	1	0	0	0	0	4
"Sick" Person	174	189	216	189	183	192	161	173	138	168	147	183	2113
stab/Gunshot Wound	3	2	4	3	4	2	4	3	4	3	6	3	41
Stroke/CVA	6	10	14	18	14	10	17	15	14	17	19	13	167
Traffic Accidents	45	38	42	33	54	33	54	47	50	49	37	33	515
Palliative care	17	10	4	0	4	4	6	9	13	15	21	16	119
Traumatic Injury	26	26	18	17	24	29	29	24	23	17	16	14	263
Unconscious/unknown cause	53	37	37	40	42	50	42	40	48	53	36	49	527
UNKNOWN	29	22	35	39	29	45	36	36	18	41	0	10	340
"Man DOWN"	13	6	10	11	15	12	7	8	17	0	27	51	177
Sexual Assault	0	0	0	0	0	0	1		0	0	9	0	10
Well Person Ck	1	0	1	1	3	2	2	3	2	2	1	1	19
total	901	772	842	816	874	896	893	873	820	866	838	903	10294



WATERFORD REGIONAL FIRE DEPARTMENT

2495 Crescent Lake Road • Waterford, MI 48329

Phone: 248.673.0405 • Fax: 248.674.4095

www.waterfordmi.gov

John H. Lyman, Fire Chief • Matthew J. Covey, Deputy Fire Chief • Carl J. Wallace, Fire Marshal

MONTHLY FIRE DEPARTMENT REPORT

For the City of Pontiac

December 2017

Total calls - month: 350	Fires: 19	EMS: 203	Other: 128
Total calls - YTD: 4,605	Fires: 313	EMS: 2,469	Other: 1,823

Month	Count	Response Times	YTD Count	Response Times
FS-6	Fires – 1	3.47	58	5.53
	EMS – 50	5.24	558	5.05
FS-7:	Fires – 12	6.24	150	5.40
	EMS – 85	5.11	1,023	5.07
FS-8:	Fires – 5	6.16	45	5.45
	EMS – 46	5.15	489	5.03
FS-9:	Fires – 1	5.29	60	5.08
	EMS – 22	4.45	399	4.25

Fire Injuries to personnel: 0

Fire Injuries to civilian: 1

Notable events/incidents for month:

Silverdome Implosion x2.

OAKWAY Hazmat training at Fire Station #7.

3 senior engineers retired.

Award Ceremony held for firefighters that rescued a man from a house fire, in critical condition. He survived and paid a visit to the Fire Department to thank the firefighters.

Looking Forward:

Looking to hire more firefighters to fill open positions.

Submitting AFG grants for aerial truck purchase, fire hose and nozzles.

Receiving Grant from Firehouse Subs Public Safety Foundation for Thermal Imaging Cameras.



CITY OF PONTIAC

OFFICIAL MEMORANDUM

Executive Branch

TO: Honorable Deputy Mayor, Council President and City Council Members

FROM: Mayor Deirdre Waterman

DATE: January 9, 2018

RE: Alternate Resolution for the Approval of the Waiver Required for all Eligible Early Retirees

At the January 4, 2018 Study Session of City Council, Agenda Item #10 was a Resolution for the Waiver Required for all Eligible Early Retirees. During discussion of this item, Councilman Williams suggested a revision in the Resolution, which the City Attorney affirmed would not change the intent of the Resolution nor affect the fiduciary interest of the City.

In response, the City Attorney has presented this Alternate Resolution for Council's consideration with the Indicated revisions made. The difference in the two (2) resolutions was the elimination of the partial sentence in the second "Whereas", striking the words "...because she determined that moving forward without the approval of the Waiver was not in the best interests of the City, ..."

We add this Alternate Resolution for Council's consideration.

Administration does concur with making this revision and with Council's efforts to put this Resolution in place for the reasons that have been explained by our City Attorneys.

2018 JAN 9 PM 4:42

NEW



CITY OF PONTIAC CITY COUNCIL

RESOLUTION APPROVING WAIVER FOR EARLY RETIREES

AT A REGULAR meeting of the Pontiac City Council of the City of Pontiac, Michigan, held at Pontiac City Hall on December ___, 2017, the following resolution was offered by _____, at 7:30 p.m. and supported by _____.

WHEREAS, on December 21, 2017, the City Council of the City of Pontiac passed a resolution and Ordinance amendment affording certain early retirement benefits to 67 former City of Pontiac employees; and

WHEREAS, on December 28, 2017, the Mayor vetoed that Resolution pursuant to and consistent with the procedure set forth in Pontiac City Charter Provision 3.112(f); and

WHEREAS, on December 30, 2017, pursuant to Pontiac City Charter Provision 3.112(f), the City Council voted to override Mayor's veto the Mayor's Veto; and

WHEREAS, that resolution and Ordinance require any employees wishing to participate in the program to sign a waiver of any right to health care benefits until such time as they reach the age of 60;

NOW THEREFORE, BE IT RESOLVED, that the Pontiac City Council hereby approves the content and form of the waiver agreement as attached hereto as Exhibit A.

PASSED AND APPROVED BY THE CITY COUNCIL, Pontiac, Michigan, this _____ day of _____, 2018.

AYES: _____

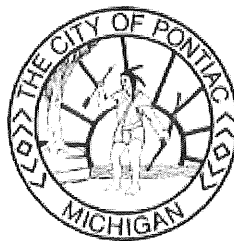
NAYS: _____

I, Sheila Grandison, Interim Clerk of the City of Pontiac, hereby certify that the above Resolution is a true copy and accurate copy of the Resolution passed by the City Council of the City of Pontiac on _____, 2018.

Dated: _____, 2018

SHEILA GRANDISON, Interim City Clerk

OLD



CITY OF PONTIAC CITY COUNCIL

RESOLUTION APPROVING WAIVER FOR EARLY RETIREES

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WHEREAS, on December 28, 2017, the Mayor vetoed that Resolution pursuant to and consistent with the procedure set forth in Pontiac City Charter Provision 3.112(f) because she determined that moving forward without the approval of the Waiver was not in the best interests of the City; and

WHEREAS, on December 30, 2017, pursuant to Pontiac City Charter Provision 3.112(f), the City Council voted to override Mayor's veto the Mayor's Veto; and

WHEREAS, that resolution and Ordinance require any employees wishing to participate in the program to sign a waiver of any right to health care benefits until such time as they reach the age of 60;

NOW THEREFORE, BE IT RESOLVED, that the Pontiac City Council hereby approves the content and form of the waiver agreement as attached hereto as Exhibit A.

PASSED AND APPROVED BY THE CITY COUNCIL, Pontiac, Michigan, this ____ day of _____, 201.

AYES: _____

NAYS: _____

I, Sheila Grandison, Interim Clerk of the City of Pontiac, hereby certify that the above Resolution is a true copy and accurate copy of the Resolution passed by the City Council of the City of Pontiac on _____, 2018.

Dated: _____, 2018

SHEILA GRANDISON, Interim City Clerk

EXHIBIT A

GENERAL WAIVER AND RELEASE AGREEMENT

This General Waiver and Release Agreement (“Agreement”) is entered by and among **[Name of Retiree]** and his/her spouse **[Name of Spouse]** (collectively referred to as “Retiree”) and the City of Pontiac (“Pontiac”). Retiree enters into this Agreement on behalf of himself/herself/themselves, his/her/their heirs, successors, assigns, executors and representatives of any kind, if any.

In consideration of the terms, conditions and agreements hereinafter set forth, Retiree and PONTIAC agree as follows:

1. Consideration: PONTIAC agrees to provide the following to the Retiree:
 - a. Early Retirement pension benefits as set forth in Ordinance No. _____ (attached as Exhibit A).

Retiree agrees that he/she/they is/are not otherwise entitled to the Early Retirement Benefits described in Paragraph 1(a). Retiree agrees to accept this consideration as a complete compromise of any claim(s) for other retiree pension, medical, dental and vision insurance coverage and benefits.

2. Tax Treatment: Retiree agrees to pay all taxes which may be due in connection with the aforementioned consideration or any portion thereof in a timely manner. Retiree and his/her/their attorney understand that PONTIAC does not make any representations with regard to the tax consequences Retiree may incur with regard to the payments set forth above.

3. Releases: Retiree hereby releases and forever discharges PONTIAC and its past, present and future elected officials and emergency managers, its past and present plan sponsors, its benefit plans and programs (including but not limited to the General Employees Retirement System), and its past and present employees, directors, officers, agents, insurers, attorneys, plan administrators, claims administrators, executors, heirs, assigns and other representatives of any kind (referred to in this Agreement as “Released Parties”) from any and all claims, demands, rights, liabilities, and causes of action of any kind or nature, known or unknown, arising prior to or through the date Retiree executes this Agreement, including but not limited to any claims, demands, rights, liabilities, grievances, and causes of action arising or having arisen out of or in connection with Retiree’s former employment with any Released Party.

4. Scope of Release: The release by Retiree contained in Paragraph 3 above specifically includes, but is not limited to, a release of any and all claims pursuant to

federal and state wage payment laws; any and all federal, state and local fair employment laws including, but not limited to: the Elliott Larsen Civil Rights Act; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act; the Age Discrimination in Employment Act of 1967 as amended; Executive Order 11246; the Rehabilitation Act of 1973; the Family and Medical Leave Act; the Fair Labor Standards Act; the Reconstruction Era Civil Rights Acts; the Civil Rights Act of 1991; state and federal family and/or medical leave acts; the Public Employment Relations Act; the Public Employee Retirement System Investment Act; the Consolidated Omnibus Budget Reconciliation Act of 1985; the Employee Retirement Income Security Act of 1974; the Labor Management Relations Act; any other federal, state or local laws or regulations of any kind, whether statutory or decisional; and any amendments to the foregoing statutes. The general release contained in this Agreement also includes, but is not limited to, a release by Retiree for any retiree health benefits except as outlined in Exhibit A, tort, breach of express or implied contract, defamation, misrepresentation, discharge against public policy, intentional infliction of emotional distress, conspiracy and retaliatory discharge claims. Retiree also agrees not to participate in or receive damages from any class action or collective action asserting any of the claims mentioned in this Paragraph, and to seek exclusion or opt-out from any certified class. This release covers both claims that Retiree knows about and those Retiree may not know about as well as both liquidated and unliquidated claims, up to and through the date of this Agreement. Retiree represents that he/she/they has/have not given or sold any portion of any claim discussed in this Agreement to anyone else. Retiree understands and agrees that, by signing this Release, retiree irrevocably waives any right or claim to PONTIAC-provided and/or PONTIAC-paid retiree health benefits up to the day the Retiree turns age sixty (60). Upon reaching age sixty (60), retiree may receive retiree health benefits if: (a) retiree is eligible for those benefits under the applicable labor agreement(s), summary plan description(s) and controlling plan documents; (b) retiree is otherwise not excluded from receiving those benefits; and (c) such retiree health benefits are subject to PONTIAC's right, if any, to modify, amend or terminate the benefits. Such retiree health care benefit shall be strictly guided by any settlement agreement reached in the litigation entitled, *City of Pontiac Retired Employees Association, et al. v. City of Pontiac, et. al.*, U.S. District Court Case No. 2:12-cv-12830.

5. No Admission of Liability: Retiree agrees that this Agreement and its proposal is not intended, and shall not be considered as an admission of any liability whatsoever by any of the Released Parties.

6. Capacity to Execute. Retiree represents that he/she/they has/have the capacity and authority to consent to the terms of this Agreement.

7. Severability: If any portion of this Agreement is found to be unenforceable, all parties desire that all other portions that can be separated from it, or appropriately limited in scope, shall remain fully valid and enforceable.

8. Entire Agreement: This Agreement constitutes and contains the entire agreement and understanding between the parties concerning the subject matter of this Agreement and supersedes all prior negotiations, agreements or understandings concerning any of the provisions of this Agreement. A photocopy of this Agreement as signed is effective as an original.

9. Retiree's Decision Whether To Sign Agreement: Retiree understands that he/she/they has/have the right under the Age Discrimination in Employment Act and the Older Workers Benefit Protection Act to consider this Agreement for forty-five (45) days, but that he/she/they can decide to sign this Agreement prior to the end of the forty-five (45) day period if he/she should so voluntarily choose. Retiree acknowledges that he/she/they was/were encouraged to consult with an attorney prior to signing this Agreement and, in fact, did consult an attorney. If Retiree decides to sign this agreement prior to the end of the forty-five (45) day period, such decision is knowing and voluntary and was not induced by PONTIAC, or any agent or employee of PONTIAC, through fraud, coercion, misrepresentation or a threat to withdraw or alter PONTIAC's offer, prior to the expiration of the forty-five (45) day time period.

10. Retiree's Decision Whether To Revoke Agreement: Retiree understands and agrees that this Agreement is revocable by him/her/them for seven (7) days following the signing of this Agreement, and that this Agreement shall not become effective or enforceable until that revocation period has expired. Retiree understands and agrees that to revoke this Agreement, he/she must send, via certified mail, a written revocation, signed by herself/herself/themselves, to [Insert name and address of designated person to collect these], within seven (7) days of signing this Agreement. Retiree understands and agrees that this Agreement shall automatically become enforceable and effective on the eighth (8th) day after he/she signs this Agreement, so long as he/she/they has/have not revoked his/her/their signature in the manner prescribed herein. Should Retiree exercise his/her/their right to revoke the Age Discrimination in Employment Act waiver within the seven (7) day period following his/her/their signature of this Agreement, he/she/they understands and agrees that he/she/they will not be eligible to receive the Consideration set forth in Paragraph 1, above. If either signatory to this Agreement revokes their Age Discrimination in Employment Act, neither signatory is entitled to the Consideration set forth in Paragraph 1, above.

CAREFULLY READ BEFORE – THIS IS A RELEASE

IN WITNESS WHEREOF, [Name of Retiree] and his/her spouse [Name of Spouse] execute(s) this Agreement knowingly and voluntarily on the date written below.

[Name of Retiree]

Date: _____

Subscribed and sworn to before me
this ____ day of _____, 2017

Notary Public, _____ County, _____
My Commission expires:

[Name of Spouse]

Date: _____

Subscribed and sworn to before me
this ____ day of _____, 2017

Notary Public, _____ County, _____
My Commission expires:



CITY OF PONTIAC

OFFICIAL MEMORANDUM

Executive Branch

TO: Honorable Mayor, Council President and City Council Members

FROM: Jane Bais-DiSessa, Deputy Mayor

DATE: December 22, 2017

Cc: LOCC Members

RE: **Recommendation to Increase Salaries for Mayor and City Council.**

Pursuant to the provisions of Act No. 8 of the Public Acts of Michigan 1972 (MCL 117.5 et seq), the Local Officers Compensation Commission met to determine the salaries of the Mayor and City Council.

At their final meeting held on December 19, 2017, the LOCC met and determined the final salary recommendations for the positions of Mayor and City Council. Members of the LOCC will attend the upcoming City Council meeting to address any questions regarding their recommendation.

The following resolution is recommended for City Council consideration:

Whereas, the Local Officers Compensation Commission would like to express their appreciation to the Mayor and City Council for their public service to the City of Pontiac; and

Whereas; the Local Officers Compensation Commission gathered comparable salaries from cities across the county and state, received a financial overview from the city's finance director and received feedback from a council person; and

Whereas, the Local Officers Compensation Commission considered Pontiac's unique position as a strong mayoral form of government, as such their attention to cities in Michigan with similar structure, population size and land size, and

Whereas, each members of the Local Officers Compensation Commission had various points of view, all of which were considered and discussed.

NOW, THEREFORE, after consideration of the factors mentioned above, it is the recommendation of the LOCC that the salaries for the Mayor and City Council be set as follows: Mayor \$113, 000 (13%) and City Council \$16,500 (10%).

JBD

Re. 2017 Local Officers Compensation Commission

To:

Mayor Deidre Waterman,
Members of the Pontiac City Council

We the members of the Local Officers Compensation Commission would like to first recognize each of you for your commitment to the citizens of Pontiac and acknowledge that with civil service comes sacrifice. The time and work that each of you dedicate was heavy on your minds throughout this process.

Over the last month, the commission gathered comparable salaries from cities across the county and state, received a financial overview from the city's finance director and received feedback from a council person. Each commissioner had various points of view, all of which were considered and discussed.

When considering the position of Mayor. Pontiac's unique position as a strong mayoral form of government turned our attention to cities in Michigan with similar structure, population size and land size. After consideration of these factors, the commission has expressed by a unanimous vote that a salary of \$113,000 annually would be most appropriate. This puts Pontiac in line with cities that are similarly governed and sized.

When considering the position of Council Person, the commission again reviewed comparable salaries and discussed the uniqueness of our city charter requiring the council to meet on a weekly basis, whereas most cities are meeting bi weekly or twice monthly. The commission has expressed with a unanimous vote a salary of \$16,500 annually would be most appropriate. This does put Pontiac's council salary within the top of the range of Michigan cities.

The commission would like to express our gratitude to Deputy Mayor, Jane Bais-DiSessa for supporting the commission administratively throughout the process.

It is our hope that these compensation adjustments will not only allow for our city's leaders to better serve, but to ensure that Pontiac's next generations consider public service as an option for their future.

Solidarity,

2017 Local Officers Compensation Commission

Christopher Northcross

Lee Jones

Kent Piatt

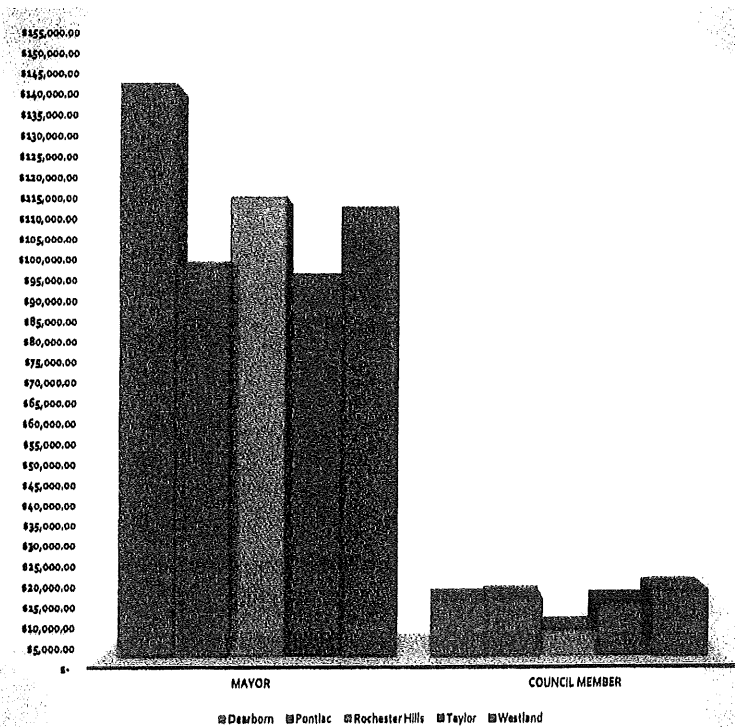
Steven Fladger

Megan Casey

Brett Nicholson

2017 Comparable Wages for Elected Officials

Municipality	Population	Mayor	Per Resident	Car Allowance	Phone Allowance	Council Member	Additional Income Per Meeting	Note
Dearborn	98153	\$ 144,575.00	\$ 1.47	\$ -	\$ -	\$ 14,409.00	\$ -	85.13
Pontiac	59887	\$ 100,000.00	\$ 1.67	\$ -	\$ 600.00	\$ 15,000.00	\$ -	-
Rochester Hills	70995	\$ 116,275.00	\$ 1.64	\$ -	\$ -	\$ 6,577.00	\$ -	60.00 After 32 Meetings
Taylor	63131	\$ 96,800.00	\$ 1.53	\$ -	\$ -	\$ 13,700.00	\$ -	-
Westland	84094	\$ 113,756.00	\$ 1.35	\$ -	\$ -	\$ 17,073.00	\$ -	-



Oakland County

City	Population	Council	Mayor
<u>Auburn Hills</u>	21412	7500/yr	10,000/yr
<u>Berkley</u>	15272	1080/yr	1440/yr
<u>Birmingham</u>	21,103	\$5 per meeting	\$5 per meeting
<u>Bloomfield Hills</u>	3,869	\$5 per meeting	\$5 per meeting
<u>Clarkston</u>	882	600/yr	4000/yr
<u>Clawson</u>	11825	1500/yr	1500/yr
<u>Farmington</u>	10372	3000/yr	3000/yr
<u>Farmington Hills</u>	79740	6467.28/yr	9701.28/yr
<u>Ferndale</u>	20099	6000/yr	9000/yr
<u>Hazel Park</u>	16530	1950/yr	3600/yr
<u>Huntington Woods</u>	6328	1/yr	1/yr
<u>Keego Harbor</u>	3021	100/yr	125/yr
<u>Lake Angelus</u>	296	No Pay	No Pay
<u>Lathrup Village</u>	4119	No Pay	No Pay
<u>Madison Heights</u>	30088	6270/yr	8950/yr
<u>Northville**</u>	5979	500/yr	600/yr
<u>Novi</u>	59211	4500/yr	6500/yr
<u>Oak Park</u>	29645	3000/yr	6000/yr
<u>Orchard Lake Village</u>	2423	No Pay	No Pay
<u>Pleasant Ridge</u>	2551	\$5 Per meeting	\$5 per meeting
<u>Pontiac</u>	59689	15000/yr	100k
<u>Rochester</u>	13017	1320/yr	1560/yr
<u>Rochester Hills</u>	73422	6577.43/yr	120k
<u>Royal Oak</u>	59006	\$20/mtg	\$40/mtg
<u>South Lyon</u>	11713	\$4/hr	\$5hr
<u>Southfield</u>	73100	17,000/yr	46,900
<u>Sylvan Lake</u>	1824	\$60/yr	\$60/yr
<u>Troy</u>	83641	2100/yr	2100/yr
<u>Walled Lake</u>	7089	\$35/yr	\$50/yr
<u>Wixom</u>	13758	1500/yr	1800/yr

Strong Mayors

				\$ per citizen
<u>Pontiac</u>	59689	15,000	100,000	0.251302585
<u>Rochester Hills</u>	73422	6,577.43	120,000	0.089583912
Dearborn	98,153	14,409.00	145,000.00	0.146801422
Lansing	114,297	24,240.00	130000	0.212079057
Livonia	96,942	17,270.00	120000	0.178147758
Westland	84,094	16,251	113000	0.193248032
Detroit	672,795	78,761	166000	0.117065377
Flint	97,386	20,856	92000	0.214158093
Warren	135,000	31,412	125000	0.232681481
		Average		0.181674191
		Pontiac		59,689
		Sum		10843.95078

City of Pontiac Resolution for Joyce Ann Allen

WHEREAS, It is the sense of this legislative body to pay proper tribute to individuals of remarkable character and whose lives have been dedicated to uplifting and inspiring and empowering the community; and;

WHEREAS, it is feelings of the deepest regret that the Pontiac City Council mourns the passing of Joyce Ann Allen, a giving and loyal member of this community; and,

WHEREAS, Joyce Ann Allen was born on May 4, 1939 in Pontiac, Michigan to the union of Alfred Peaks and Frances Reed; and,

WHEREAS, Joyce Ann Allen graduated from Pontiac Central High School where she was recognized as an outstanding orator while on the speech and debate team; and,

WHEREAS, Joyce Ann Allen faithfully worked as an Outreach Specialist and was distinguished as a leading social worker for Oakland Livingston Human Services, formally known as Office of Economic Opportunity where she retired; and,

WHEREAS, Joyce Ann Allen selflessly dedicated countless hours to the community, she was instrumental in organizing and implementing the Toy Give Away, which for over 20 years provided parents and children with Christmas gifts, she served as a recruiter for Head Start and the Pontiac Business Institute, established a food commodity program at the Bloomfield Hills Townhouses, contacted and encouraged companies to donate gift cards for the elderly and the less fortunate during the holiday season and went door to door in the various neighborhoods enrolling children in the Summer Lunch Program; and,

WHEREAS, Joyce Ann Allen was always a sight for "sore eyes" and would in a time of need, write a poem in order to provide words of encouragement; and,

WHEREAS, Joyce Ann Allen served on the Pontiac Library Board, the Bloomfield Hills Cooperative Board and was a member of the Red Hatters Society; and

WHEREAS, Joyce Ann Allen was a devoted member of Macedonia Missionary Baptist Church which was founded by her grandfather, Rev. Ford B. Reed.

NOW, THEREFORE BE IT RESOLVED, that the Members of the Pontiac City Council and members of this great community will greatly miss Joyce Ann Allen, as her life was a portrait of service, a legacy that will long endure the passage of time and will remain as a comforting memory to all those whose lives she touched; we give our sincerest condolences to the family and friends of Joyce Ann Allen.

Patrice Waterman, Councilwoman

Don Woodward, Councilman

Mary Pietila, Councilwoman

Randolph Carter, Pro Tem

Gloria Miller, Councilwoman

Doris Taylor-Burks, Councilwoman

Kermit Williams, President

Resolution

PF 17-28 – Alley Vacation

Address: 65 University Drive

Parcels: 64-14-29-428-002; 64-14-29-428-007; and 64-14-428-008

Whereas, The City is in receipt of an alley vacation request submitted by Auch East Gateway, LLC, 65 University Drive, Pontiac, MI 48342 for vacation of an alley north of University Street, between North Mill Street and Northbound Woodward Avenue, legally described as: Alley abutting parts or all of Lots 2, 3-7, 16 & 17, 8-15 of Assessor's Plat 121, a Replat of Part of Chamberlin's Addition, City of Pontiac, Oakland County, Michigan; and

Whereas, The Pontiac Planning Commission held a Public Hearing on Tuesday January 3, 2018 in regards to the alley vacation request; and

Whereas, The Pontiac Planning Commission has found that the subject alley is not required to remain for the access to the adjoining properties and the closure is in accordance with the City's 2014 Master Plan; and

Whereas, The Pontiac Planning Commission recommends City Council approve the requested alley vacation; and

NOW, THEREFORE BE IT RESOLVED, that the vacation of alley abutting parts or all of Lots 2, 3-7, 16 & 17, 8-15 of Assessor's Plat 121, a Replat of Part of Chamberlin's Addition, City of Pontiac, Oakland County, Michigan is hereby approved by the City Council on January X, 2018; and

BE IT FURTHER RESOLVED, that a permanent easement is hereby reserved over and across the entire parcel for the benefit of the Augusta Drain Drainage District for the operation and maintenance of the Augusta Drain and any other necessary utility easements.

03/03/18

Analysis

The applicant is seeking to vacate alley that traverses parcel commonly known as 65 University Drive, Parcel ID # 14-29-428-002, which also includes 14-29-284-007 and 14-29-284-008.

The City of Pontiac's 2014 Master Plan Future Land Use map illustrates Downtown land uses for all adjoining properties to the north, south, and west. Across Northbound Woodward Avenue to the east, the Master Plan calls for Traditional Neighborhood Residential Land Use category. This land use lies east of Northbound Woodward Avenue which is a State Trunkline, and Northbound Woodward Avenue has an approximate 110-foot wide right-of-way which acts as a significant and sufficient separation between the two uses. The Master Plan's General Development Standards permit single use office and commercial developments for the Downtown district. The elimination of a no-longer necessary service alley to create a larger development parcel is consistent with the goals of the Master Plan.

The Planning Staff findings per this request were:

- The subject alley is 20 feet wide. The north south portion of the alley was conveyed by the parcels along both N. Mill Street and Northbound Woodward Avenue while the east west segment was contributed by a single donor parcel. With all of the property under the ownership of a single entity, all of the alley property would revert to Auch East Gateway, LLC.
- The alley does not appear to be required by any adjacent commercial property owners for access to their properties.
- The storm water drainage easement for the Augusta Drain and any other necessary utility easement should be retained.
- Vacation of this alley will allow for the consolidation of the parcel and remove alley easement that is no longer necessary which impacts the redevelopment potential of the site.
- The property owner should complete the steps necessary to have all three parcels legally combined into single parcel and record the combined parcel with the Oakland County Register of Deeds.



Resolution

PF 17-29 – Street Vacation

Address: New Haven Avenue between Telegraph Road and Charleston Avenue and Charleston Avenue between New Haven Avenue and Trenton Avenue

Parcels: New Haven Avenue between Telegraph Road and Charleston Avenue and Charleston Avenue between New Haven Avenue and Trenton Avenue, abutting Parcel ID Numbers 14-02-426-017, 14-02-426-016, 14-02-426-008, 14-07-426-007, 14-07-426-015, 14-07-428-001, 14-07-428-002, and 14-07-428-003

Whereas, The City is in receipt of street vacation request submitted by Tarlton R. Small, 315 Gallogly, Pontiac, MI 48326 for vacation of New Haven Avenue between Telegraph Road and Charleston Avenue and Charleston Avenue between New Haven Avenue and Trenton Avenue; and

Whereas, The Pontiac Planning Commission held a Public Hearing on Tuesday January 3, 2018 in regards to the street vacation request; and

Whereas, The Pontiac Planning Commission has found that the subject street is not required to remain for the access to the adjoining properties and the closure is in accordance with the City's 2014 Master Plan; and

Whereas, The Pontiac Planning Commission recommends City Council approve the requested street right-of-way vacation; and

NOW, THEREFORE BE IT RESOLVED, that the vacation of two streets - New Haven Avenue between Telegraph Road and Charleston Avenue and Charleston Avenue between New Haven Avenue and Trenton Avenue, abutting Parcel Identification Numbered parcels 14-02-426-017, 14-02-426-016, 14-02-426-008, 14-07-426-007, 14-07-426-015, 14-07-428-001, 14-07-428-002, and 14-07-428-003 is hereby approved by the City Council on January X, 2018; and

BE IT FURTHER RESOLVED that a permanent easement is hereby reserved over and across the entire street vacations for the benefit of the County of Oakland for the operation and maintenance of the water supply system, sanitary sewer system, and any other necessary utility easements.

Analysis

The applicant and his neighbors are seeking to vacate the following street right-of-way as described as New Haven Avenue between Telegraph Road and Charleston Avenue and Charleston Avenue between New Haven Avenue and Trenton Avenue, abutting Parcel ID Numbers 14-02-426-017, 14-02-426-016, 14-02-426-008, 14-07-426-007, 14-07-426-015, 14-07-428-001, 14-07-428-002, and 14-07-428-003.

The City of Pontiac's 2014 Master Plan Future Land Use map illustrates Suburban Residential land uses for the adjoining properties to the north and west of the proposed street vacations. To the south and east of the proposed vacated streets, the Master Plan identifies Traditional Neighborhood Residential. Within the Entrepreneurial Districts section of the plan, Goal #6 - Vacant Residential and Commercial Property identifies the goal to eliminate uncared-for lots. This vacation will address this goal by removing an impediment to three property owners combining and maintaining property that has never been developed, and became unlikely to be developed with the construction of the Seville Pointe Apartments to the east of Telegraph Road. This vacation will also connect the wetlands area south of the unimproved New Haven Avenue to large lot residential properties to the north. Any future development of these parcels is unlikely as it would likely require a wetlands permit from the Michigan Department of Environmental Quality.

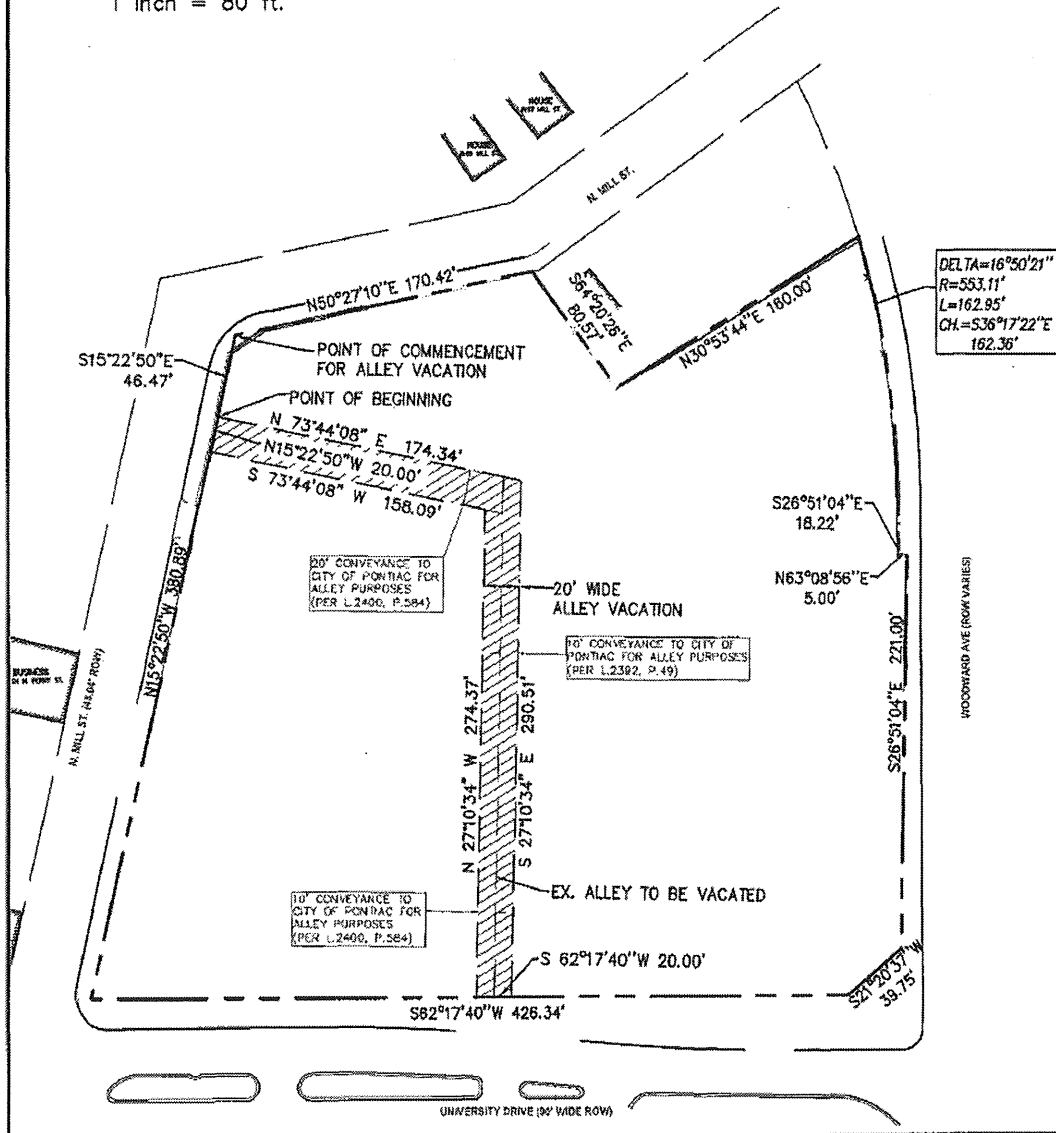
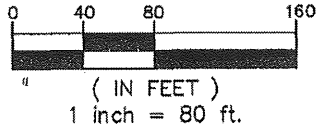
The Planning Staff findings per this request were:

- The subject roadways for vacation are 30 feet wide, have not been improved since the land was originally platted, and unlikely to be improved.
- With the recent acquisition of Parcel ID #s 14-07-428-001; 14-07-428-002; and 14-07-428-003 by applicant and his neighbors, there appears to be no need to retain either of these rights-of-way for property access.
- All adjacent property owners have signed the street vacation petition.
- Consolidation of these properties south of the unimproved New Haven Avenue right-of-way will ensure that these properties are properly maintained by their property owners.
- Vacation of these unimproved roads will allow for the consolidation of three parcels south of New Haven Avenue with three parcels to the north of unimproved road right-of-way, thus eliminating orphaned parcels.
- With the three parcels south of New Haven Avenue being incorporated into Suburban Residential parcels north of the road right-of-way, it would be appropriate for the Planning Commission to consider amending the Future Land Use Map to incorporate these new parcels into the less intensive Suburban Residential Land Use category of their prospective principal parcels. This change does not need to occur immediately, but it should be considered the next time the Future Land Use Map is to be amended.
- All three property owners should complete the steps necessary to have their primary residential parcels combined with the orphan parcels south of New Haven Avenue, as illustrated in their application for street vacation. This process would conclude with these newly shaped parcels being recorded at the Oakland County Register of Deeds after the street vacation process is completed.

EXHIBIT

EXHIBIT 'A'
PAGE 1 OF 2

GRAPHIC SCALE





MEMORANDUM

City of Pontiac
Finance Director
Nevrus P. Nazarko, CPA
47450 Woodward Avenue
Pontiac, Michigan 48342
Phone: 248.758.3118
Fax: 248.758.3197

DATE: January 12, 2018

TO: Jane Bais DiSessa,
Deputy Mayor

FROM: Nevrus P. Nazarko, CPA
Finance Director

CC: Lynette Ward-Court Administrator

SUBJECT: Supplemental Actuarial Valuation-MAPE Contract

Mrs. DiSessa,

On September 29, 2016, the City Council approved a new bargaining agreement with MAPE union of 50th District Court. One item in the new MAPE contract was couple of changes in the defined pension benefit for the new union members hired after July 1, 2016.

The changes were: 1- New members were to be able to retire at age 60 with 10 years of service vs. age 55 with 10 years in the previous contract and, 2: The multiplier was reduced to 1.5 vs. 2.0 in the previous contract.

Section 20h(5) of PA 314 provides in part, "*A system shall provide a supplemental actuarial analysis before adoption of pension benefit changes. System assets shall not be used for any actuarial expenses related to the supplemental actuarial analysis under this subsection. The supplemental actuarial analysis shall be provided by the system's actuary and shall include an analysis of the long-term costs associated with any proposed pension benefit change. The supplemental actuarial analysis shall be provided to the board of the particular system and to the decision-making body that will approve the proposed pension benefit change at least 7 days before the proposed pension benefit change is adopted.*"

The way I read this provision of the PA, does not indicate that a supplemental valuation is necessary to be presented to the City Council as part of their decision in the ratification of the contract.

However, the GERS Executive Director and the systems' attorney believe the supplemental valuation needs to be presented to the City Council. I am attaching the actuarial supplemental valuation completed by the systems actuary, GRS, that shows the effects of the provision on the costs to the employer in the long term. Also, I am attaching the page of the contract that reflect the above said changes.

The change resulted in \$1,757 lower Employer Normal Cost, annually.

It is my understanding that the council does not need to take further action, just to acknowledge the receipt of this valuation as part of their thought process in approving the MAPE contract in 2016.



December 5, 2017

Ms. Deborah Munson
Executive Director
City of Pontiac General Employees'
Retirement System
2201 Auburn Road Suite B
Auburn Hills, Michigan 48326

Re: Proposed Benefit Change

Dear Ms. Munson:

Enclosed is a supplemental actuarial valuation for the City of Pontiac General Employees' Retirement System.

Please call if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Louise Gates". The signature is written in a cursive, flowing style.

Louise M. Gates, ASA, MAAA
Consulting Actuary

Enclosure

City of Pontiac General Employees' Retirement System Proposal as of December 31, 2016

A Summary of benefit provisions (both current and new) that apply to MAPE members hired on or after 7/1/2016 is shown below.

CURRENT PROVISIONS:

- Normal Retirement Eligibility: Age 55 with 10 years of service or age 50 with 25 years of service
- Vesting: 10 years
- Deferred Retirement: Benefit begins at age 55 with completion of 10 or more years of service; or at age 50 with 25 or more years of service
- Benefit Formula: $2.0\% \times \text{final average salary} \times \text{years of service}$

NEW PROVISIONS:

- Normal Retirement Eligibility: Age 60 with 10 years of service or 30 years of service regardless of age
 - Vesting: 10 years
 - Deferred Retirement: Benefit begins at age 60 with completion of 10 or more years of service
 - Benefit Formula: $1.5\% \times \text{final average salary} \times \text{years of service}$
-

Actuarial Statement

The expected financial effect of the new plan provisions on City Contributions is shown below:

Results as of December 31, 2016 Expressed as Both %'s of Payroll and Dollar Amounts

	<u>Present Provisions</u>	<u>New Provisions</u>	<u>Decrease</u>
Employer Normal Cost (%)	15.18%	9.82%	5.36%
First Year City \$ Contribution			\$1,757

The table above shows the estimated annual decrease in fiscal year 2018-2019 City Contributions for an average MAPE employee member of the GERS affected by the new plan provisions.

City of Pontiac General Employees' Retirement System Proposal as of December 31, 2016

Comments

Comment 1 — The calculations are based upon assumptions regarding future events, which may or may not materialize. They are also based upon present and proposed plan provisions that are outlined in the report. If you have reason to believe that the assumptions that were used are unreasonable, that the plan provisions are incorrectly described, that important plan provisions relevant to this proposal are not described, or that conditions have changed since the calculations were made, you should contact the authors of this report prior to relying on information in the report.

Comment 2 — Actuarial calculations can and do vary from one valuation year to the next. Sometimes the variance is significant if the affected group is very small (as is the case for the MAPE group). As a result, the impact of the plan provision changes on GERS costs may fluctuate over time.

Comment 3 — This study was prepared based on an average expected future hire to the MAPE group. To the extent that future members of this group have different demographic characteristics than the average person used in this report, the cost savings will be different.

Comment 4 — For the purpose of this study, we used a unisex blend of the mortality tables that were used in the most recent valuation of the GERS. Specifically, we used 60% of the female table rates and 40% of the male table rates. In addition, due to the change in the retirement eligibility conditions, we used the following probabilities of retirement from City employment between the ages of 60 and 66: 30%, 30%, 30%, 20%, 20%, 50%, 100%.

12.7 Personal Leave Days. The Court will provide each employee with ~~three (3)~~ **four (4)** personal leave days per year, which must be used in four (4) hour increments. It is understood that a leave request must be approved before the leave can be taken and, further, that these personal leave days must be used within the year earned or they will be forfeited.

12.8 Retirement System. Current Employees as of 6-30-16 shall be covered by the City of Pontiac General Employee's Retirement System as presented below:

Vesting:	10 Years
Eligibility:	Age 55 with 10 years; Age 50 with 25 years
FAS Formula:	2% of FAS
Computation of FAS:	Highest 3 consecutive years of last 10 years worked
Post Retirement Improvement Factor:	2.5% cumulative for 14 years
Sick Leave included in FAS:	600 hours maximum (50%)

Employees hired on or after July 1, 2016 shall be covered by the City of Pontiac General Employee's Retirement System as presented below:

<u>Vesting:</u>	<u>10 years</u>
<u>Eligibility:</u>	<u>Age 60 with 10 years;</u> <u>Any age with 30 years of service</u>
<u>FAS Formula:</u>	<u>1.5% Multiplier,</u> <u>Highest 3 consecutive years of last 10</u> <u>Years worked.</u>
<u>Post Retirement Improvement Factor:</u>	<u>2.5% cumulative for 14 years</u>
<u>Sick Leave included in FAS:</u>	<u>600 hours maximum (50%)</u>

12.9 Longevity. This section applies only to employees hired before December 14, 1998 and shall be administered in the following manner:

- A. Employees who have completed five (5) years service but less than ten (10) years service will receive a two (2%) percent payment.