

MINUTES OF THE ONE THOUSAND NINE HUNDRED FIFTY SEVENTH**REGULAR MEETING NOVEMBER 14, 2022**

On November 14, 2022, the above meeting was held at the City Hall, 33000 Civic Center Drive, Livonia, Michigan, and was called to order by the President of the Council at 7:00 p.m. Councilmember McCullough and the Cub Scout Pack #907 led the meeting with the Pledge of Allegiance.

President Jolly commended the Cub Scouts and their parents for being good citizens in the community. He also mentioned that Councilmember McIntyre has an Eagle Scout in her family, and this is quite a level of achievement for a Scout.

Roll was called with the following result: Brandon McCullough, Kathleen McIntyre, Laura Toy, Scott Bahr, Rob Donovic, Scott Morgan, and Jim Jolly. Absent: None.

Elected and appointed officials present: Paul Bernier, City Attorney; Susan M. Nash, City Clerk; Sara Kasproicz, Program Supervisor of Council Office; LaShawn Thomas, Director of Government Affairs; Mark Taormina, Director of Planning and Economic Development; and Todd Zilincik, City Engineer.

On a motion by Councilmember Donovic, seconded by Councilmember McCullough and unanimously adopted, it was:

#329-22 RESOLVED, that the Minutes of the 1,956th Regular Meeting of the Council held November 2, 2022 are approved as presented.

City Clerk Susan Nash gave an election recap of the November 8, 2022 election indicating Livonia had a record number of voters which included 28,304 in person votes (53%) and 24,923 absentee votes (47%). She also thanked the election workers for their hard work and dedication.

Vice President Toy thanked Clerk, Susan Nash and her staff for their hard work in the recent election.

State Representative, Stephanie Young introduced herself as one of Livonia's new representatives effective January 1, 2023, due to redistricting.

Ted Davis, Superintendent of Parks and Recreation, along with Chamber of Commerce President, Dan West announced a donation of \$2000.00 to the Livonia Youth Scholarship Fund as a result the of Love Livonia event that was held last summer.

Vice President Toy asked for a moment of silence for long time Bentley High School Choir Director, Jerry Smith who passed away on November 11, 2022.

Councilmember Donovic thanked the Livonia Chamber of Commerce for their hard work and dedication to the small businesses in Livonia and for the check to the Parks and Recreation Department. He also thanked Councilmember Morgan and all other veterans for their service in honor of Veteran's Day.

Councilmember McIntyre wished former Livonia Mayor Jack Kirksey a happy 95th birthday on November 21, 2022.

Councilmember McCullough commented on the incredible amount of money raised for Seedlings during their recent auction. He asked everyone to save the date for the upcoming Livonia Allstars vs. Redwings Alumni hockey game to be held on January 29, 2023.

President Jolly wished Deputy City Clerk, Lori Miller and Parks and Recreation Superintendent, Ted Davis a Happy Birthday.

On a motion by Councilmember Bahr, seconded by Councilmember McCullough and unanimously adopted, it was:

#330-22 RESOLVED, that having considered a communication from the Superintendent of Parks and Recreation, dated October 24, 2022, which bears the signatures of the Director of Finance and the City Attorney, and is approved for submission by the Mayor, submitted pursuant to Council Resolution 396-19, adopted on December 2, 2019, and to which is attached a contract for caretaking services at the Historical Village at Greenmead between the City of Livonia and Jeffrey Ronayne, an independent contractor, for the period February 1, 2020 through November 30, 2022, with an option to renew for two (2) additional two-year terms at the discretion of City Council, the Council does hereby authorize the first of two potential two-year contract extensions for caretaking services at the Historical Village at Greenmead with Jeffrey Ronayne, an independent contractor, for the period of December 1, 2022 through November 30, 2024; and the Mayor and City Clerk are hereby authorized to execute a revised contract, approved as to form and substance by the Department of Law, for and on behalf of the City of Livonia with Jeffrey Ronayne, and to

do all other things necessary or incidental to the full performance of this resolution.

#331-22 RESOLVED, that having considered a communication from the Director of Finance, dated October 19, 2022, approved for submission by the Mayor, requesting authorization to apply the balance of the American Rescue Plan Act Funds towards government services provided in 2022, the Council does hereby authorize the use of the American Rescue Plan Act funds in the amount of \$8,497,114.08 for the provision of General Fund Government Services in accordance with SLFRF expenditure category 6.1 and hereby authorizes the following budget adjustments:

<u>General Fund</u>		<u>Increase</u>
101-000-528-025	American Rescue Plan Rev.	\$8,497,114
101-265-995-419	Cont. to Senior Ctr. Const. Fund	\$4,000,000
101-265-995-418	Cont. to Bldg. Impr. Fund	\$4,497,114

Senior Center Const. Fund

419-000-683-101	Cont. from General Fund	\$4,000,000
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Bldg. Impr. Fund

418-000-683-101	Cont. from General Fund	\$4,497,114
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#332-22 RESOLVED, that having considered a communication from the Director of Finance, dated October 13, 2022, which bears the signature of the Human Resources Director, and is approved for submission by the Mayor, with regard to proposals received from insurance carriers in connection with the City's self-insurance program for workers' compensation, the council does hereby authorize the Mayor and the City Clerk to enter into a contract for the period December 1, 2022 to November 30, 2024 with Midwest Employers Casualty Company, 14755 North Outer Forty Drive, Suite 300, Chesterfield, Missouri 63017, to provide the City with excess insurance coverage when losses from any one claim reach \$600,000.00, for a total estimated annual premium cost of \$180,163.00, the same to be expended from funds budgeted in account no: 101-264-956-100 for this purpose; said estimated premium is based on the quoted cost of \$0.3604 per \$100 payroll and was the sole bid received which offers a self-insured retention of less than \$750,000.00 for Police and Fire claims; FURTHER, the Council does hereby authorize the Mayor and City Clerk to enter into a contract for the period December 1, 2022 to November 30, 2024 with The ASU Group, 2120 University Park Drive, Okemos, MI 48864, to provide the City with claims administrative services for a total estimated premium cost of \$35,500.00 per year, the same to be expended from funds budgeted in Account No: 101-264-956-100 for this purpose; and the Director of Finance is hereby requested to do all other things necessary or incidental to the full performance of this resolution.

#333-22 RESOLVED, that having considered the report and recommendation of the Director of Finance, dated October 17, 2022, approved for submission by the Mayor, identifying those areas where the budget-to-actual comparison is sufficiently favorable to allow reallocation of \$715,000.00, the Council does hereby authorize an additional contribution to the Voluntary Employees' Beneficiary Association ("VEBA") fund in the amount of \$357,500.00 to reduce the unfunded liability for retiree healthcare; FURTHER, the Council does hereby authorize an additional contribution to the Building Improvement Capital Projects Fund (418) in the amount of \$357,500.00 to be used for building projects; FURTHER, the Council does hereby authorize a budget amendment to the amounts in the following accounts:

General Fund		Increase	Decrease
101-000-573-000	LCSA Rev	\$ 160,000	
101-000-574-000	State Shared Rev	1,280,000	
101-000-657-010	Court Fine Rev		\$1,500,000
101-261-853-000	Telephone Exp		25,000
101-271-813-000	Labor Relations Exp		35,000
101-286-702-000	District Court Exp		300,000
101-304-761-405	Prisoner Housing Exp		200,000
101-304-818-000	Police Contractual Exp		100,000
101-371-818-000	Inspection Contracted Exp		40,000
101-701-818-800	Planning Prof Serv Exp		75,000
101-265-995-418	Cont. to Bldg. Improv Fund	357,500	
101-265-995-737	Cont. to VEBA	357,500	

#334-22 RESOLVED, that having considered the report and recommendation of the Director of Finance, dated October 20, 2022, approved for submission by the Mayor, in connection with renewal options for the City's Liability and Property Insurance coverage, the Council does hereby authorize the Mayor and City Clerk, for and on behalf of the City of Livonia, to execute a contract with the Michigan Municipal Risk Management Authority (MMRMA), 14001 Merriman Road, Livonia, Michigan 48154, for the period December 1, 2022 to November 30, 2023, for the City's liability and property insurance coverage for a total premium of \$1,404,758.00 and for the period December 1, 2023 to November 30, 2024, with a premium increase to be based upon reinsurance increases incurred by MMRMA in 2023, not to exceed eight percent (8%), as detailed in the aforementioned report; FURTHER, estimated annual premiums in the amount of \$1,404,758.00 to be partially reimbursed from net asset distributions, the same to be expended from funds budgeted in the Liability Insurance Account No: 101-263-961-100 for this purpose; and the Director of Finance is hereby requested to do all other things necessary or incidental to the full performance of this resolution.

#335-22 RESOLVED, that having considered a communication from the Director of the Livonia Housing Commission, dated October 14, 2022,

which bears the signatures of the Director of Finance and the Chief Assistant City Attorney, and is approved for submission by the Mayor, to which is attached a proposed Fiscal Year 2023 Municipal Credit Contract between SMART and the City of Livonia for the period July 1, 2022 to June 30, 2023, with all Municipal Credits deposited into Account No. 288-000-582-000 and used for the Livonia Community Transit Program, the Council does hereby authorize the Mayor and City Clerk to execute the Fiscal Year 2023 Municipal Credit Contract between Smart and the City of Livonia and to do all other things necessary or incidental to the full performance of this resolution.

#336-22 RESOLVED, that having considered the report and recommendation of the Director of Public Works, dated October 11, 2022, which bears the signature of the Director of Finance and is approved for submission by the Mayor, the Council does hereby authorize the purchase of one (1) 2023 Freightliner Single Axle RDS dump truck, upfitted as a swap loader with attachments, model 108sd, in an amount not to exceed \$98,201.00, from Wolverine Freightliner, 107 S. Groesbeck, Mt. Clemens, Michigan 48043; and the upfitting of said vehicle by Truck and Trailer Specialties, 900 Grand Oaks Dr., Howell, Michigan 48843, at a cost of \$130,615.00, for a total amount not to exceed \$228,816.00, to be utilized by the Water Department (Id# 450) to replace a similar vehicle which has surpassed its life expectancy; FURTHER, the Council does hereby authorize an expenditure in an amount not to exceed \$228,816.00 from funds budgeted in Account No. 592-148-000 for this purpose; FURTHER, the Council does hereby determine to authorize the said purchase without competitive bidding inasmuch as the same is based upon the Rochester Hills Co-Op Award Agreement (RFP-RH-20-023); and such action is taken in accordance with the provisions set forth in Section 3.04.140.E.4 of the Livonia Code of Ordinances, as amended; FURTHER, the Council does hereby authorize the disposal of the replaced vehicle at public auction hosted by the Michigan Inter-governmental Trade Network (MITN) or commercial auction after receipt of the new vehicle.

#337-22 RESOLVED, that having considered the report and recommendation of the Superintendent of Public Works, dated October 19, 2022, which bears the signatures of the Director of Public Works, the Assistant Director of Public Works, and the Director of Finance, and is approved for submission by the Mayor, the Council does hereby authorize the purchase of one (1) trail beast easement machine, in an amount not to exceed \$60,000.00, the same having been the lowest bid received which meets all specifications, from Jack Doheny Company, 777 Doheny Drive, Northville, MI 48167, to replace the current outdated 2008 model rear easement sewer cleaning machine (#345) and the trailer used to transport it; FURTHER, an amount not to exceed \$60,000.00 is hereby appropriated and expended from funds budgeted for this purpose in the 2021-2022 Budget - Account No. 592-559-140-000.

#338-22 RESOLVED, that having considered the report and recommendation of the Assistant Director of Public Works, dated October 24, 2022, which bears the signatures of the Director of Public Works and the Director of Finance, and is approved for submission by the Mayor, the Council does hereby authorize the purchase of one (1) Toro Groundsmaster 3505-D mower from Spartan Distributors, 487 W. Division Street, Sparta, MI 49345, in an amount not to exceed \$38,556.67, the same to be expended from funds already budgeted in Account No: 401-000-987-000 for this purpose, to replace a comparable unit that has exceeded its life expectancy; FURTHER, the Council does hereby determine to authorize the said purchase without competitive bidding inasmuch as the same is based upon the low State of Michigan bid price under Sourcewell Contract Agreement No. 031121-TTC; and no advantage to the City would result from competitive bidding, and such action is taken in accordance with the provisions set forth in Section 3.04.140.E.4 of the Livonia Code of Ordinances, as amended; FURTHER, the Council does hereby authorize the disposal of the replaced mower at public auction hosted by the Michigan Inter-governmental Trade Network (MITN) or commercial auction after receipt of the new mower.

#339-22 RESOLVED, that having considered the report and recommendation of the Assistant City Engineer, dated October 18, 2022, which bears the signatures of the Superintendent of Parks and Recreation and the Director of Finance, and is approved for submission by the Mayor, regarding additional appropriation and expenditure for the additional costs incurred relative to the Ben Celani Park Improvements Project and to close out the contract with Nagle Paving, pursuant to Council Resolution 143-22, adopted on May 2, 2022, the Council does hereby authorize an additional appropriation and expenditure in an amount not to exceed \$24,865.21 from funds budgeted in the unexpended fund balance of the General Fund (101), increasing the not-to-exceed final contract amount from \$103,290.00 to \$128,155.21; FURTHER, the Council does hereby authorize a final payment that will, with amounts already paid, aggregate the not-to-exceed contract amount of \$128,155.21, payable to Nagle Paving, 36780 Amrhein Road, Livonia, Michigan 48150 for the additional work and costs incurred relative to the Ben Celani Park Improvements Project.

A roll call vote was taken on the foregoing resolutions with the following result:

AYES: McCullough, McIntyre, Toy, Bahr, Donovic, Morgan, and Jolly

NAYS: None

On a motion by Councilmember McCullough, seconded by Vice President

Toy, and unanimously adopted, it was:

#340-22 RESOLVED, that having considered the report and recommendation of the Committee of the Whole, dated October 26, 2022, submitted pursuant to Council Resolution 249-22, the Council does hereby refer the subject matter of detailed ways for recognizing holidays, events, and other items, etc., pertaining to the various groups in the community to the Administration for its report and recommendation.

Councilmember McCullough offered first reading of the following Ordinance:

AN ORDINANCE ADDING CHAPTER 65 (CIVIL RIGHTS NON-DISCRIMINATION) TO TITLE 2 OF THE LIVONIA CODE OF ORDINANCES, AS AMENDED.

The foregoing Ordinance, when adopted, is filed in the Journal of Ordinances in the Office of the City Clerk and is the same as if word for word repeated herein. The above Ordinance was placed on the table for consideration at an upcoming regular meeting.

Mayor Brosnan spoke in favor of the Ordinance and thanked Council and the Law Department for their continued efforts and the many discussions surrounding this issue.

The following individuals spoke in favor of the proposed Non-Discrimination Ordinance:

Betsy Calhoun, 33023 Grennada
Marcel Santiz, Masco Representative
Jennifer Teed, Livonia
Dan Laible, NYX Corporation
Chris Hench, 9812 Cranston
Pam Olds, 33031 Summer St
Denise Collins-Robison, Livonia

The following individuals spoke against the proposed Non-Discrimination Ordinance:

Dave Martin, Livonia
Lottie Cuppler

Bill Schmidt also spoke about the proposed Ordinance.

Vice President Toy offered a first reading of the following Ordinance:

AN ORDINANCE AMENDING SECTIONS 020
AND 030 OF TITLE 9, CHAPTER 83 (CHILD
ABUSE) OF THE LIVONIA CODE OF
ORDINANCES, AS AMENDED.

The foregoing Ordinance, when adopted, is filed in the Journal of Ordinances in the Office of the City Clerk and is the same as if word for word repeated herein. The above Ordinance was placed on the table for consideration at an upcoming regular meeting.

On a motion by Councilmember Donovic, seconded by Councilmember Bahr, and unanimously adopted, it was:

#341-22 RESOLVED, that having considered the report and recommendation of the Deputy Chief of Police, dated October 24, 2022, which bears the signatures of the Finance Director and the City Attorney and is approved for submission by the Mayor, and a communication from James R. Austin, Corcoran Austin PC, on behalf of Area Towing & Recovery, Inc., dated November 2, 2022, the Council does hereby accept the bid of Livonia Towing, Inc., 12955 Levan Road, Livonia, Michigan 48150, to perform police towing and storage services for a period of three (3) years, commencing December 1, 2022 through November 30, 2025, with two (2) three-year renewal options, under the pricing terms and conditions set forth in the attachment to the aforesaid communication; FURTHER, Livonia Towing, Inc. shall abide by the towing and storage rates and fees established in Section 10.21.010 of the Livonia Code of Ordinances, as amended; FURTHER, the Council does hereby authorize the action herein for the reason that upon conducting a comparison between the two bid proposals received, both bidders appeared to be capable of meeting the successful bidder's obligations, but Livonia Towing, Inc.'s fees were less expensive; and the Mayor and City Clerk are hereby authorized to execute a contract, approved as to form and substance by the Department of Law, for and on behalf of the City of Livonia with Livonia Towing, Inc., and to do all other things necessary or incidental to the full performance of this resolution.

Shane Anders, 16550 Racko Road, voiced his concerns about the bid process.

Following discussion by Council, a motion was offered by Councilmember Donovic, seconded by Vice President Toy, it was:

#342-22 RESOLVED, that having considered the report and recommendation of the Assistant Director of Public Works, dated October 6, 2022, submitted pursuant to Council Resolution #378-20, adopted on December 14, 2020, which bears the signatures of the Superintendent of Parks and Recreation, the Director of Finance and the City Attorney, and is approved for submission by the Mayor, to which is attached a proposed amendment to the Architectural contract between the City of Livonia and Hubbell, Roth & Clark, Inc., 555 Hulet Drive, Bloomfield Hills, Michigan 48302-0360, dated September 29, 2022, the Council does hereby authorize the Mayor and City Clerk, for and on behalf of the City of Livonia, to execute the attached contract amendment between the City of Livonia and Hubbell, Roth & Clark, inc., 555 Hulet Drive, Bloomfield Hills, Michigan 48302-0360, to provide architectural design phase services for the Senior Center Addition and Recreation Center Improvements Project in an amount not to exceed \$696,678.00; FURTHER, the aforesaid proposal is accepted without competitive bidding through the Qualification Based Selection Process, and such action is taken in accordance with Section 3.04.140.E.2.b of the Livonia Code of Ordinances, as amended; FURTHER, the Council does hereby authorize an additional appropriation and expenditure in an amount not to exceed \$696,678.00 from the Unexpended Fund Balance of the Senior Center Construction Fund (419) for this purpose.

A roll call vote was taken on the foregoing resolution with the following result:

AYES: McCullough, Toy, Donovic, and Jolly

NAYS: McIntyre, Bahr, and Morgan

On a motion by Councilmember Bahr, supported by Councilmember McIntyre, it was:

RESOLVED, that the City Council does hereby determine, in lieu of the foregoing resolution, substitute the following:

RESOLVED, that having considered the report and recommendation of the Assistant Director of Public Works, dated October 6, 2022, submitted pursuant to Council Resolution #378-20, adopted on December 14, 2020, which bears signatures of the Superintendent of Parks and Recreation, the Director of Finance and the City Attorney, and is

approved for submission by the Mayor, to which is attached a proposed amendment to the Architectural contract between the City of Livonia and Hubbell, Roth & Clark, Inc., 555 Hulet Drive, Bloomfield Hills, Michigan 48302-0360, dated September 29, 2022, the Council does hereby refer this matter to a future regular meeting.

A roll call vote was taken on the foregoing resolution with the following result:

AYES: McIntyre, Bahr, Morgan

NAYS: McCullough, Toy, Donovic, and Jolly

President Jolly declared the motion to substitute failed due to a lack of support.

On a motion by Councilmember Donovic, seconded by Councilmember Bahr, and unanimously adopted, it was:

#343-22 RESOLVED, that the Council does hereby refer the subject matter of a contract amendment between the City of Livonia and Hubbell, Roth & Clark, inc., 555 Hulet Drive, Bloomfield Hills, Michigan 48302-0360, to provide professional construction phase services for the Senior Center Addition and Recreation Center Improvement Project, in an amount not to exceed \$349,322.00, to the Senior Citizens and Families and Environment Committee for its report and recommendation.

On a motion by Vice President Toy, seconded by Councilmember McCullough, and unanimously adopted, it was:

#344-22 RESOLVED, that having considered a communication from the Superintendent of Parks and Recreation, dated November 1, 2022, which bears the signature of the Director of Finance and is approved for submission by the Mayor, the Council does hereby accept the quote of D'Angelo Brothers, Inc., 16481 Common Road, Roseville, Mi 48066 for performing all work required in connection with the utility work to prepare the Ben Celani site for the proposed comfort station installation in 2023, in an amount not to exceed \$26,885.00, the same having been the lowest quote received which meets all specifications; FURTHER, the Council does hereby authorize the expenditure of a sum not to exceed \$26,885.00 from funds already budgeted in Account No. 208-756-974-000 for this purpose.

On a motion by Vice President Toy, seconded by Councilmember McCullough, and unanimously adopted, it was:

#345-22 RESOLVED, that having considered communications from the Director of Human Resources, dated November 2, 2022 and November 7, 2022, which transmit resolution #22-183, adopted by the Civil Service Commission on November 3, 2022, wherein it is recommended that the proposed agreement between the City of Livonia and the AFSCME Union Local 192, as summarized in the attachment to the aforesaid communication, be approved for the period December 1, 2022 through November 30, 2025, the Council does hereby approve of and concur in the aforesaid action of the Civil Service Commission; and the Mayor and City Clerk are hereby requested to affix their signatures to the said contract, for and on behalf of the City of Livonia, and to do all other things necessary or incidental to the full performance of this resolution.

On a motion by Vice President Toy, seconded by Councilmember McCullough, and unanimously adopted, it was:

#346-22 RESOLVED, that having considered a communication from the Human Resources Director, dated November 7, 2022, and a communication dated November 2, 2022, which bears the signatures of the Director of Finance and the City Attorney, and is approved for submission by the Mayor, and which transmits resolution #22-184 adopted by the Civil Service Commission on November 3, 2022, and which recommends certain salary and fringe benefit adjustments for non-represented City of Livonia employees, for the period December 1, 2022 through November 30, 2025, which are as follows:

1. A three-year agreement from December 1, 2022, to November 30, 2025.
2. For employees hired on or after September 8, 2011, increase sick leave accumulation from seven hours per completed month of service (84 hours per year) to eight hours per completed month of service (96 hours per year), thus eliminating the tiered system for sick leave accrual.
3. Increase bereavement leave to five days instead of four days for the death of an immediate family member.
4. Increase the City's contribution to employees' RHSP accounts from \$80 per bi-weekly pay period to \$90 per bi-weekly pay period effective December 1, 2022, and \$45 per week for part-time employees.
5. Add Martin Luther King, Jr. Day as a paid holiday.

6. Increase vacation accrual by an additional hour, from seven to eight hours per month, for employees in the first 5 years of service.
7. Transition to a group program (i.e. optional insurance plan) for dental and optical coverage instead of a reimbursement system effective March 1, 2024. Employees electing to participate will be responsible for payroll contributions.
8. Increase in Personal Business paid days off from two days per year to three days per year.
9. Increase the City's contribution to the 401(a) Defined Contribution plan for employees hired on or after March 17, 1997, to 12% (an increase of 1%).
10. Increase the salaries of all non-represented employees as follows:
Effective December 1, 2022: 2% increase
Effective December 1, 2023: 3% increase
Effective December 1, 2024: 2.5% increase
11. Implement the option for alternative work schedules on a 3-year trial basis. For example, some departments may change to a 10 hour / 4-day work week. Any schedule changes will be subject to operational needs of the department. Employees may submit a request, subject to approval, to opt-out of the alternative work schedule.
12. Upon ratification, provide a \$500 signing bonus to any employee who did not receive a wage adjustment.

The Council does hereby concur in and approve of the aforesaid action in the manner and form herein submitted.

On a motion by Vice President Toy, supported by Councilmember McCullough, and unanimously adopted, it was:

#347-22 RESOLVED, that having considered a communication from the Human Resources Director, dated November 7, 2022, and a communication dated November 2, 2022, which bears the signatures of the Director of Finance and the City Attorney, and is approved for submission by the Mayor, and which transmits resolution #22-185 adopted by the Civil Service Commission on November 3, 2022, and which recommends certain salary and fringe benefit adjustments for non-appointed City of Livonia Department Heads, for the period December 1, 2022 through November 30, 2025, which are as follows:

1. A three-year agreement from December 1, 2022, to November 30, 2025.
2. For employees hired on or after September 8, 2011, increase sick leave accumulation from seven hours per completed month of service (84 hours per year) to eight hours per completed month of service (96 hours per year), thus eliminating the tiered system for sick leave accrual.
3. Increase bereavement leave to five days instead of four days for the death of an immediate family member.
4. Increase the City's contribution to employees' RHSP accounts from \$80 per bi-weekly pay period to \$90 per bi-weekly pay period effective December 1, 2022, and \$45 per week for part-time employees.
5. Add Martin Luther King, Jr. Day as a paid holiday.
6. Transition to a group program (i.e. optional insurance plan) for dental and optical coverage instead of a reimbursement system effective March 1, 2024. Employees electing to participate will be responsible for payroll contributions.
7. Increase in Personal Business paid days off from two days per year to three days per year.
8. Increase the City's contribution to the 401(a) Defined Contribution plan for employees hired on or after March 17, 1997, to 12% (an increase of 1%).
9. Increase the salaries of all non-appointed Department Heads as follows:

Effective December 1, 2022:	2% increase
Effective December 1, 2023:	3% increase
Effective December 1, 2024:	2.5% increase
10. Implement the option for alternative work schedules on a 3-year trial basis. For example, some departments may change to a 10 hour / 4-day work week. Any schedule changes will be subject to operational needs of the department. Employees may submit a request, subject to approval, to opt-out of the alternative work schedule.
11. Upon ratification, provide a \$500 signing bonus to any employee who did not receive a wage adjustment.

The Council does hereby concur in and approve of the aforesaid action in the manner and form herein submitted.

During Audience Communication Emily Bauman of Westland thanked the voters in the recent election.

Bob Mesic of Livonia gave population statistics

State Senator, Mary Cavanaugh introduced herself and thanked the voters.

On a motion by Councilmember McIntyre, seconded by Councilmember McCullough, and unanimously adopted, this 1,957th Regular Meeting of the Council of the City of Livonia was adjourned at 8:26 p.m.

Susan M. Nash, City Clerk