



CITY COUNCIL PLANNING SESSION

Monday, Jan. 30, 4p – Council Chambers

INTRODUCTION

The following areas of focus will be presented to you by staff:

- FY24 Fiscal Outlook/Budget Process
- Comprehensive Plan
- Climate Action Millage
- Water Treatment Plant Facility Plan
- Road Bond – Phase 1
- Diversity, Equity and Inclusion (DEI)
- Customer Service and Development Review Process

Thank you for your participation and thoughtful consideration.

FY24-25 FISCAL OUTLOOK BUDGET PLAN

Marti Praschan, CFO

Budget Calendar

January 30, 2023 (Council Retreat) - **Today**

- Review Financial Projections
- FY 24-25 Budget Plan

Feb - Mar 2023 (Council Work Sessions)

- Staff Presents Budget Requests to Deliver Council Priorities within Financial Constraints

Apr 17, 2023 (Council Presentation)

- City Administrator Presents Recommended Budget (2 Year Plan)

May 1, 2023 (Public Hearing)

- Public Hearing Held on Recommended Budget, Ordinance and Fee Changes

May 15, 2023 (Council Consideration)

- Council Considers and Adopts Budget (2 Year Plan)

Development of Recommended Budget

- Two kinds of budgets are adopted – Operating Budget and Capital Improvement Budget.
- Council policies, staff expertise, and public input guide the development of City Administrator’s recommended budget.
- Council policies include:
 - Fund balance policy
 - Pension & OPEB funding policy
 - Capital Improvement program policies
 - Capital repair/replacement policy
 - Enterprise capital repair/replacement policy
 - Parks “fairness” resolution

Rules Surrounding Budget Adoption



Two year fiscal planning cycle – first year is adopted.



7 votes to adopt the budget.



6 votes to amend on the night of the meeting.



8 votes to amend during the fiscal year.



If not adopted at the end of the 2nd Council meeting in May, the City Administrator's recommended budget is considered adopted.



Budgets are adopted by the fund in total, not each line item, with one exception – the General Fund.



General Fund budget is adopted by Service Area represented in the fund (Safety Services, City Administrator, Community Services, etc.).



City not allowed to expend monies unless budgeted, so June has year-end budget amendment for areas forecasted to overrun.

Budget Question Process

- Please send any FY24-25 budget questions to **Sara Higgins**, copying Milton Dohoney Jr., Marti Praschan, and Kim Buselmeier. Responses will be organized by topic and responded to throughout the budget season.

General Fund Projections


FY2024 Financial Outlook

General Fund

	<u>FY2023 Budget</u> (Mils.)	<u>FY 2024 Projected</u> (Mils.)	<u>FY2025 Projected</u> (Mils.)
<u>Recurring</u>			
Revenues	\$ 118.6	\$ 125.3	\$ 128.9
Expenditures	<u>(118.1)</u>	<u>\$ (125.1)</u>	<u>(128.9)</u>
Net Surplus/(Deficit)	\$ 0.5	\$ 0.2	\$ -
<u>One-time</u>			
Revenues	\$ 1.0	\$ 1.0	\$ 1.0
Expenditures	<u>(5.8)</u>	<u>\$ (2.1)</u>	<u>(1.0)</u>
Net Surplus/(Deficit)	\$ (4.8)	\$ (1.1)	\$ -
Net Surplus/(Deficit)	<u>\$ (4.3)</u>	<u>\$ (0.9)</u>	<u>\$ -</u>
Unassigned Fund Balance	\$ 21.2	\$ 20.3	\$ 20.3
Policy range (15% to 20%)	20.1%	18.6%	18%

City Financial Performance Measures

	<u>FY2019</u>	<u>FY2020</u>	<u>FY2021</u>	<u>FY2022</u>
<u>Independent Assessments</u>				
1. Financial Audit - 0 material weaknesses & 0 significant deficiencies	0 / 0	0 / 0	0 / 0	0 / 0
2. Bond Rating (S&P) - LTGO is AA+, Water is AA, Waste Water is AA+	AA+/AA/AA+	AA+/AA/AA+	AA+/AA/AA+	AA+/AA/AA+
<u>Fiscal Control</u>				
3. General Fund structural deficit (recurring revenues - expenditures)	Balanced	Balanced	Balanced	Balanced
4. General Fund unassigned fund balance	18.7%	18.7%	20%	20%
<u>Debt/Liability Management</u>				
5. Pension funded ratio	86%	85%	88%	88%
6. VEBA (retiree healthcare) funded ratio	64%	66%	76%	83%

- 
- Marijuana Revenue
 - Sale of the Y lot – relieves existing debt
 - Election center
 - Opioid Settlement Revenue
 - Contract grant writer
 - Infrastructure Funding
 - Federal Community Projects Funding
 - Unarmed Response

Other Funds

- **Water** – Revenues need to increase approx. 6.0% for the foreseeable future to fund reinvestment in the water system including the water treatment facility and the distribution system. Future funding needs are heavily dependent on the final design, timing and cost estimates of the water treatment plant rehabilitation.
- **Sewer** – Revenues need to remain at current levels to fund debt service related to the completed wastewater treatment plant. Rate increases are continuing to be paused for FY24 to provide relief to customers from rate increases during tough economic times. Fund balance will be used to fund the capital needs associated with the maintenance of the collection system.
- **Stormwater** – Revenues need to increase in FY24 by an estimated 4%, then stay in the 3% range to fund large capital projects in the pipeline; as well as the systematic implementation of the asset management program.
- **Solid Waste** – Primarily funded from property taxes. The Solid Waste Resource Management Plan continues to be in the process of being implemented,
- **Road Repairs** – Funded from a variety of sources, including the Street, Bridge and Sidewalk millage (primary) and Weight and Gasoline Tax (Public Act 51) and recently issued bond revenue. Funding & contractor availability remain the primary limiting factors.
- **Sidewalk Repair/New Installation** – Active gap installation projects are underway for the newly approved millage. The annual sidewalk repair program continues and is funded by the Street, Bridge, Sidewalk Millage

COMPREHENSIVE PLAN

Derek Delacourt, Community Services Area Administrator
Brett Lenart, Planning Manager

Why do we plan?

The Michigan Planning Enabling Act

“An Act to codify the laws regarding and to provide for . . .city planning. . .”

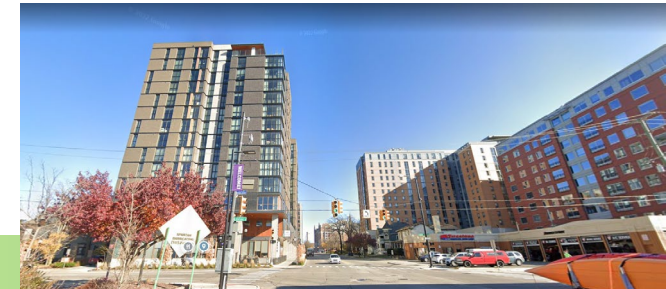
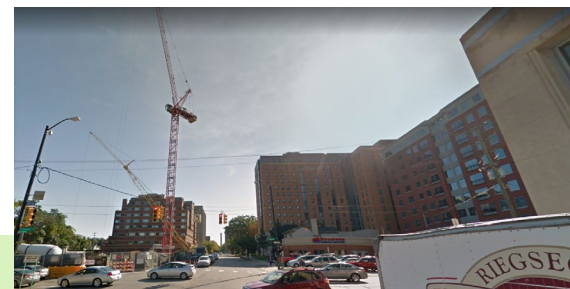
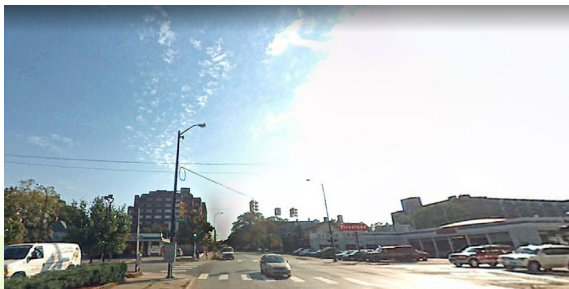
City of Ann Arbor Code of Ordinances

“The Planning Commission shall prepare a master plan for the orderly physical development of the municipality. . .”

Planning Commission By-Laws

“The Commission shall advise City Council in the preparation and continuance of the Comprehensive Plan (the “Plan”), being a guide for the future development of the City.”

A Comprehensive Plan is a policy guide designed to help the City create a vision of what it wants to look like in the future.



“Master Plan”

May evoke, slavery, paternalism, finality

“Comprehensive Plan”



Origins of Planning & Zoning in Ann Arbor

- **The City of Ann Arbor recognizes that Indigenous peoples, including from the Odawa, Ojibwe, Potawatomi, and Wyandot tribes, lived upon the land and along the Huron River in our community for many hundreds of years before our city's founding.**
- **Late 1800s to the first plan:**
 - Civilized society – prohibit the slaughter of animals in the City
 - Morality protections:
 - Close gambling halls
 - Prohibit obscene, immoral, indecent, or scandalous papers and prints;
 - Houses of prostitution closed.
- **University of Michigan enrollment triples from 1899 to 1919; Physical campus construction boom.**
- **1922 the Olmsted Brothers (Frederick Law Olmsted Jr. & John C. Olmsted) recommend rigid zoning. West side designated for factories and homes for workingmen. East of Washtenaw and south of Geddes the place for suburban and country homes.**
- **1922 – Staebler Filling Station; First Apartment House.**







What is the City's Plan?

CITY OF ANN ARBOR
NATURAL FEATURES MASTER PLAN
JUNE 2004





Natural Features Plan June 2004

Ann Arbor
Downtown Plan







May, 2009


CITY OF ANN ARBOR
MASTER PLAN
Land Use Element

November 5, 2009
Prepared by the Ann Arbor City Planning and Development Services Unit and the City of Ann Arbor Planning Commission




SustainA²ble
Cultivating our people, place and potential



City of Ann Arbor
SUSTAINABILITY FRAMEWORK

2013


CITY OF ANN ARBOR



SOUTH STATE STREET CORRIDOR PLAN

An element of the City of Ann Arbor Master Plan: Land Use Element

Adopted by the City Planning Commission on May 21, 2013
Adopted by the City Council on July 15, 2013





The Treeline
Allen Creek Urban Trail



MASTER PLAN
12.18.2017




ANN ARBOR
MOVING TOGETHER
TOWARDS VISION ZERO




City of Ann Arbor
Comprehensive
Transportation Plan


JUNE 2021



City of Ann Arbor
Parks and Recreation
Open Space Plan 2023-2027

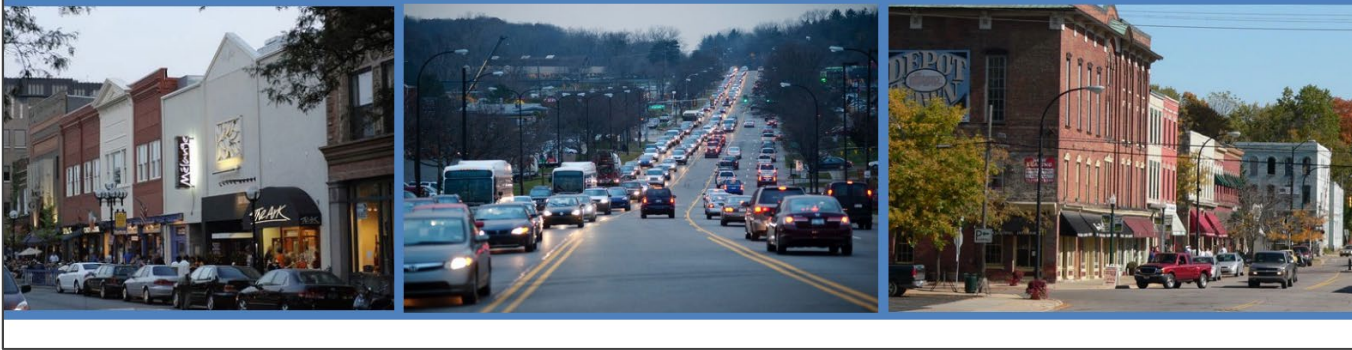


www.a2gov.org/prosplan



What is *not* in the City's Plan?

Housing Affordability and Economic Equity - Analysis Washtenaw County, Michigan



A "Climate Emergency"

When Ann Arbor's City Council passed the carbon neutrality resolution in 2019, they also acknowledged that we face a "climate emergency." Indeed, climate change is disrupting economies, weakening public health and safety, and threatening overall quality of life for natural and human systems. Ann Arbor's children, low-income and elderly populations are particularly vulnerable.

But the impacts are not locked in. Climate change is caused by the greenhouse gas emissions that we release into the atmosphere primarily through burning fossil fuels. **We can take action today, together, to drive those emissions to zero.**



**Together, achieving a just transition to
carbon neutrality by 2030.**

In partnership with 50+ community organizations, the City of Ann Arbor has launched the **A²ZERO** carbon neutral initiative. **A²ZERO** aims to create a plan that has broad community support, can be effectively and equitably implemented, and demonstrably moves the entire Ann Arbor community towards carbon neutrality by 2030.

Periodic review – 5 years and annually

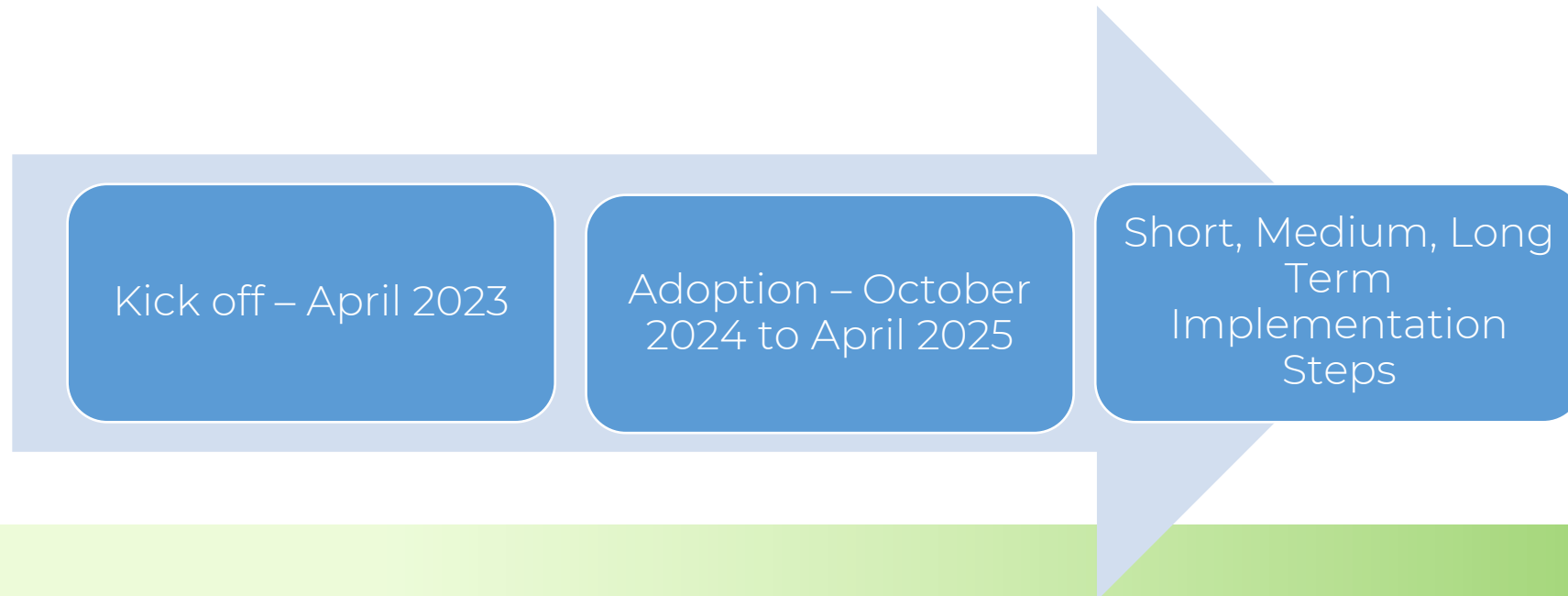
“At least every 5 years after adoption of a master plan, a planning commission shall review the master plan and determine whether to commence the procedure to amend the master plan or adopt a new master plan. The review and its findings shall be recorded in the minutes of the relevant meeting or meetings of the planning commission.”

“The Commission, in May of each year, shall review the adopted sections of the Plan and determine if changes should be considered. A public hearing shall also be scheduled to allow members of the public the opportunity to suggest changes.

The primary purpose of this annual review is to identify policies that should be studied for possible change or new policies that should be added to the Plan. These policies shall be considered for inclusion in the work program for the coming fiscal year.”



Comprehensive Plan Update

- **\$700,000 Budgeted for work/consultant**
- **RFP 22-73 – Comprehensive Land Use Plan – Evaluation of Proposals**
- **Seven Written Proposals > 2 Interviews**
- **18-24 Months Plan Process**
- **Contract recommendation to City Council in February/March**







New Plan replaces

CITY OF ANN ARBOR
NATURAL FEATURES MASTER PLAN
JUNE 2004







Natural Features Plan June 2004

Ann Arbor
Downtown Plan




May, 2009

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MASTER PLAN
Land Use Element




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Cultivating our people, place and potential



City of Ann Arbor
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Allen Creek Urban Trail




MASTER PLAN
12.18.2017



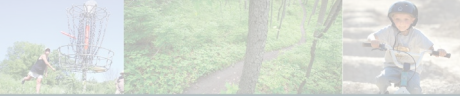
ANN ARBOR MOVING TOGETHER

TOWARDS VISION ZERO




City of Ann Arbor Comprehensive Transportation Plan


JUNE 2021



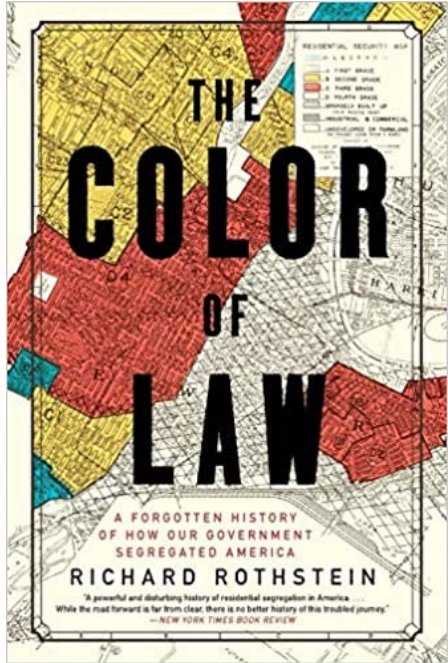
City of Ann Arbor
Parks and Recreation
Open Space Plan 2023-2027



www.a2gov.org/prosplan



Equity



1959 – Urban Renewal



G

SCALE

NORTH CENTRAL
URBAN RENEWAL AREA
PROPERTY MAP SHOWING
PARCELS TO BE ACQUIRED

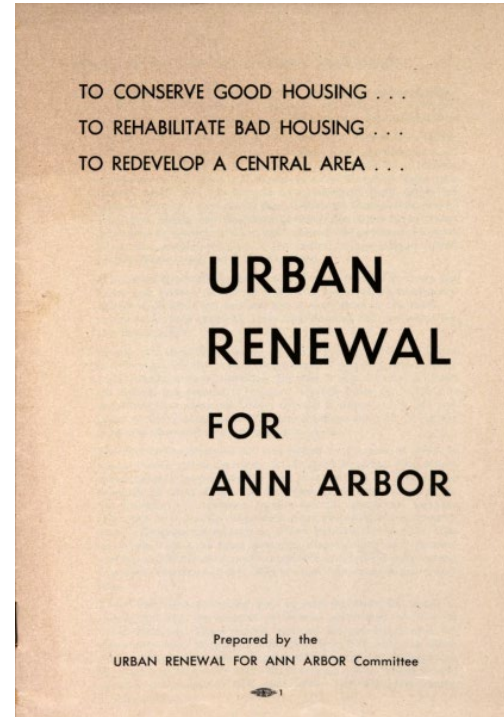
ANN ARBOR CITY PLANNING COMMISSION
ANN ARBOR, WASHTENAW COUNTY, MICHIGAN
DEC. 12, 1958

KEY

————— BOUNDARY OF PROJECT AREA

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Original from
UNIVERSITY OF MICHIGAN



R-205-8-59

RESOLUTION TERMINATING URBAN RENEWAL

WHEREAS, the council determines that Urban Renewal Project No. Mich. R-6, North Central Area is not feasible for the City of Ann Arbor at this time,

NOW THEREFORE, BE IT RESOLVED that the council of the City of Ann Arbor requests the Housing and Home Finance Agency to terminate Urban Renewal Project No. Michigan R-6, North Central Area,

Model Cities & the Packard-Beakes Bypass – 1960/70s



Voters Monday turned down a \$935,000 bond issue to complete the project. The better-than-11,000-vote margin was enough to convince the administration there is no hope of proceeding with the project. The final vote was 19,524 against the bond issue and 8,260 for it.



City Council's Iron-Triangle To Choke Black Community

Packard-Beakes Bypass Approved




Photo: Merril Lampa

PASSED BY THE TRIBAL COUNCIL FEB. 15, 1971

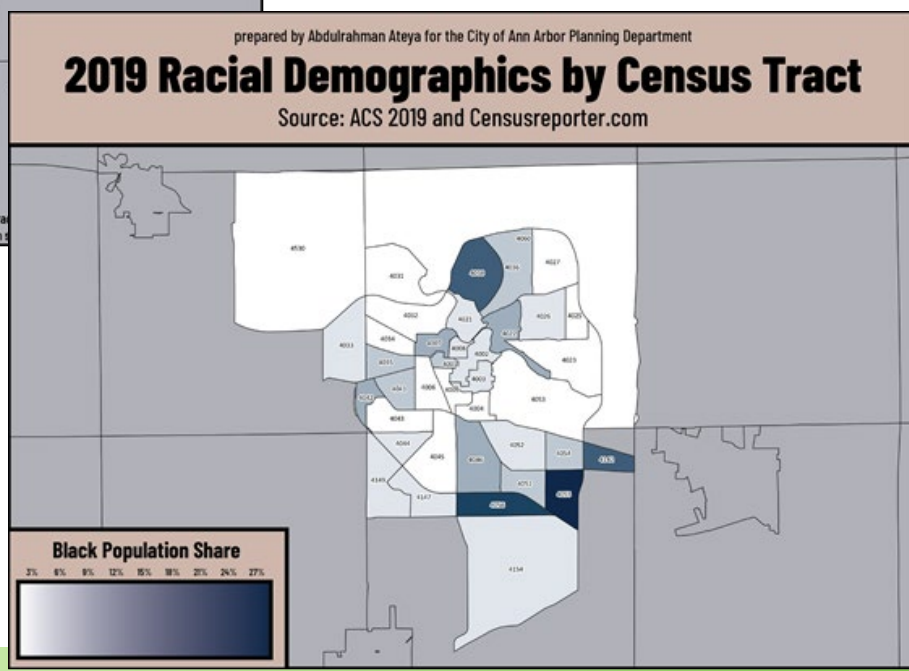
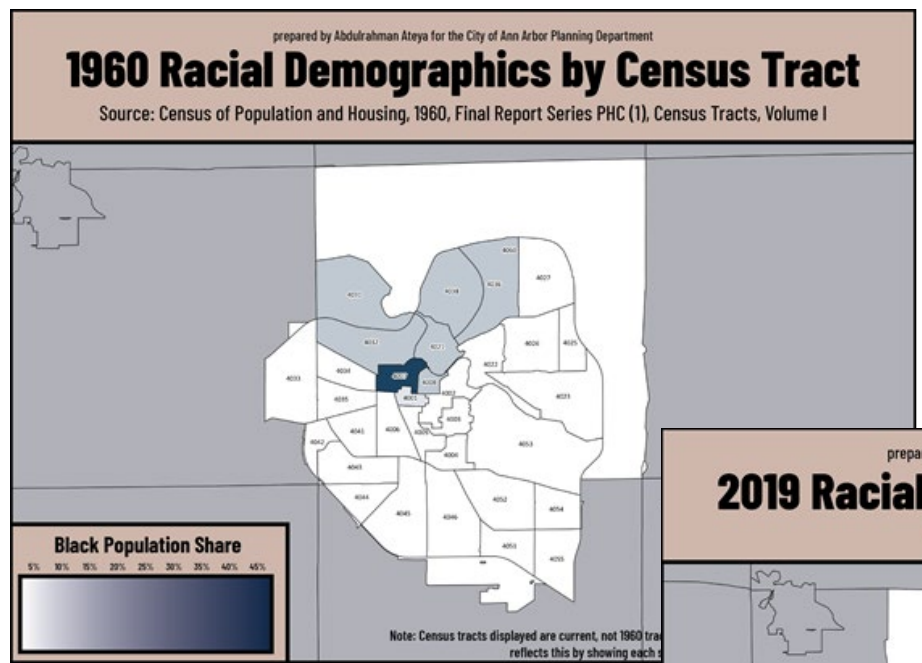
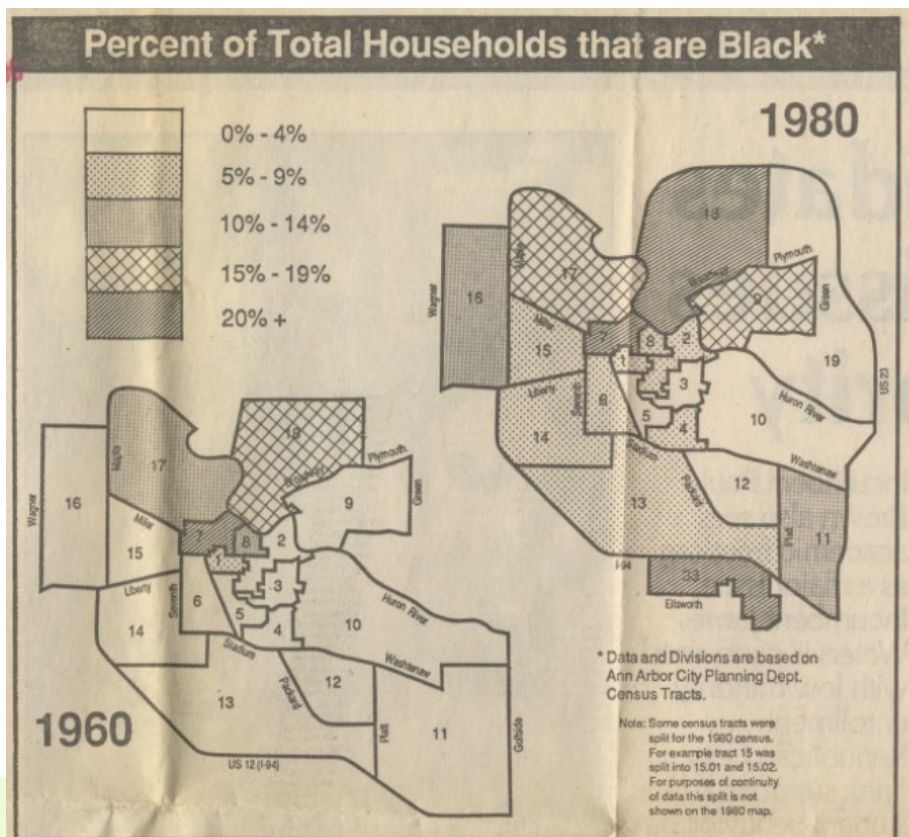
On January 31st, the Ann Arbor city council approved the Packard-Beakes Bypass, a thoroughfare system which will a high-speed blacktop scar across the heart of Ann Arbor's black community. This road caters to the automobile, a soon-to-be extinct transportation system and is a boon only to the Ann Arbor business interests. Packard-Beakes was supported by A2 mayor Robert Harris who showed again his willingness to turn his back on the community who elected him and instead to serve the ruling interests of this city. It demonstrates the blatant disregard for community self-determination, especially in the community is black, poor, or young! Mayor Harris, the Tribal Council is hip to your ruse!

All Power to the People!
—Ann Arbor Tribal Council

BROADWAY BRIDE — 1990 PROJECTION: 43,000 CARS/DAY!

Black Residents in Ann Arbor

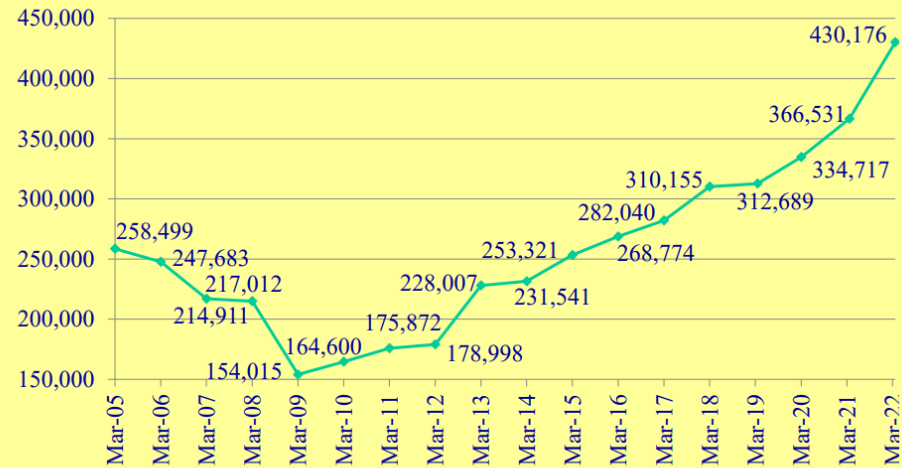
City's black neighborhoods disappearing



Affordability

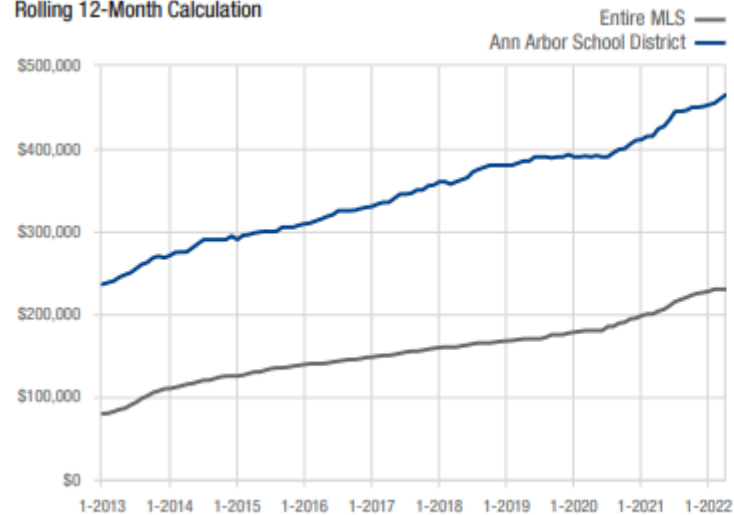
AVERAGE RESIDENTIAL SALES PRICE

Average Sales Price

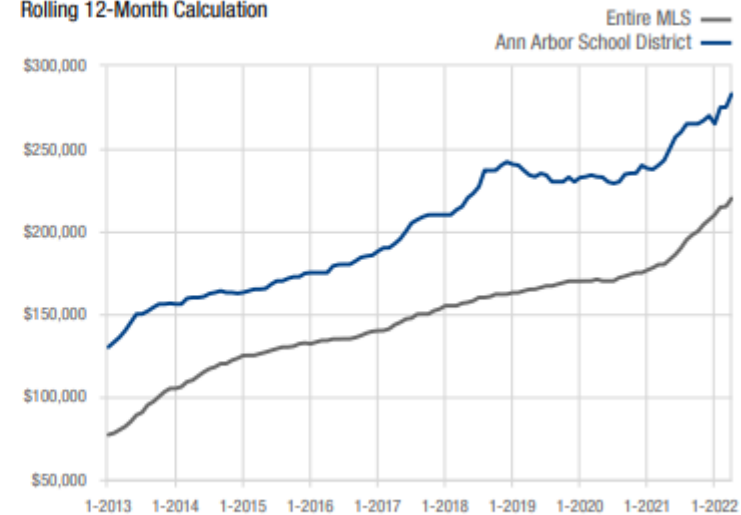


Based on information from the Ann Arbor Area Board of REALTORS® Multiple Listing Service for the period March 2005 through March 2022.

Median Sales Price - Single Family
Rolling 12-Month Calculation



Median Sales Price - Townhouse/Condo
Rolling 12-Month Calculation



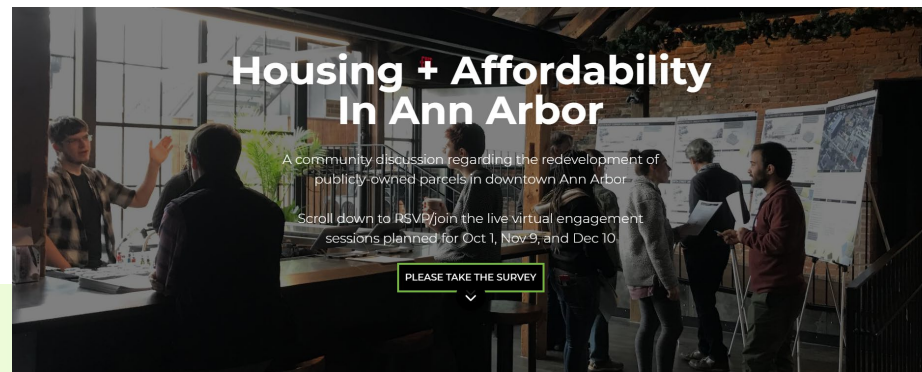
A rolling 12-month calculation represents the current month and the 11 months prior in a single data point. If no activity occurred during a month, the line extends to the next available data point.

Housing Affordability and Economic Equity - Analysis

Washtenaw County, Michigan



The imbalance in income, education and opportunity between the jurisdictions along with the segregation that goes with it will hamper the regional economic growth potential of the area. Regions that experience strong and more stable growth are typically more equitable, have less segregation and better balanced workforce skills within them.



Sustainability



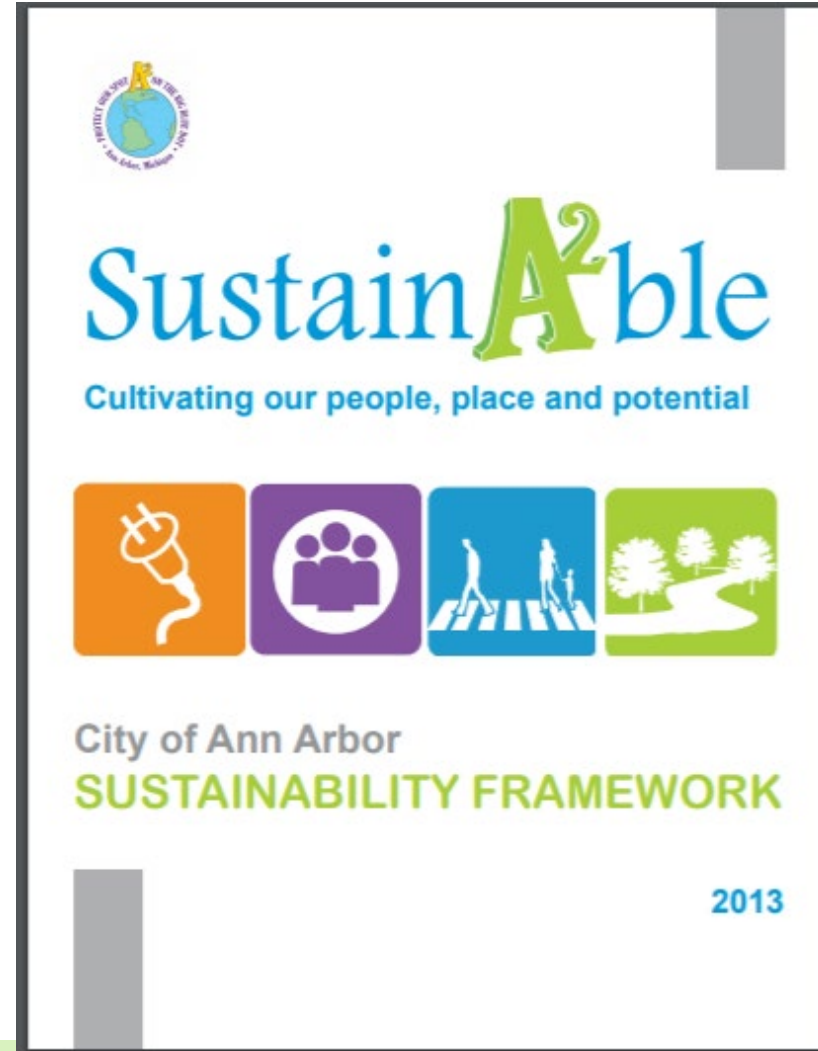
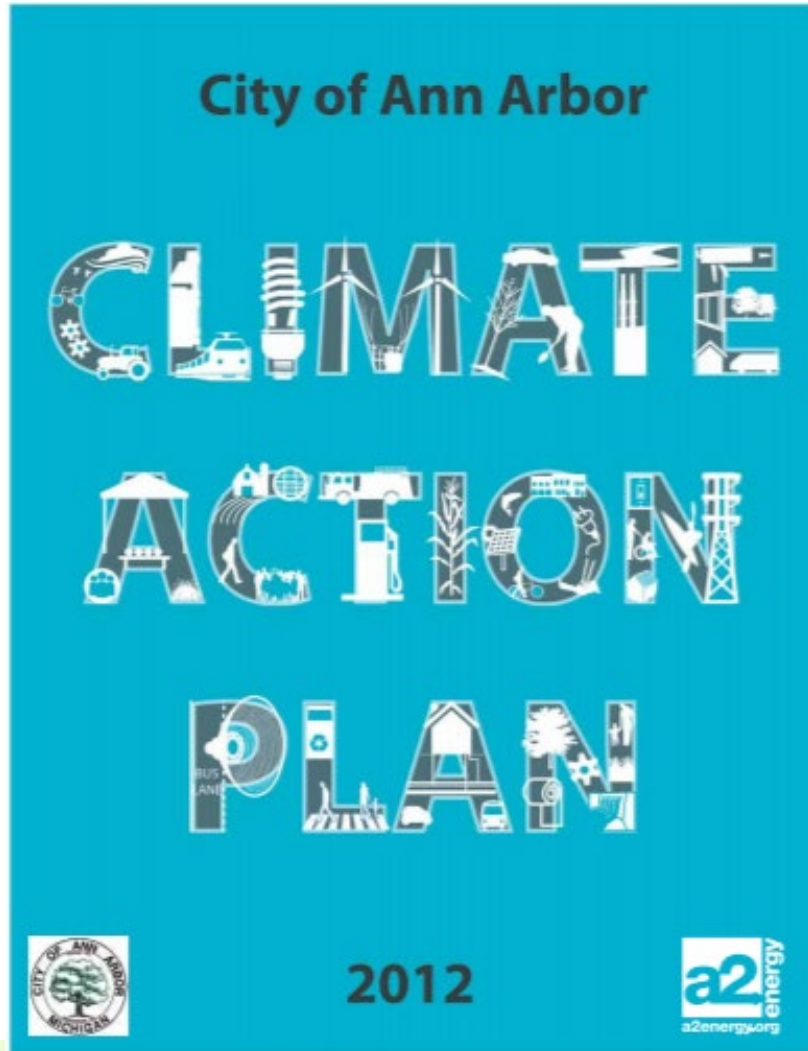
- Average air temperature in A2 has already increased nearly 1°F since the 1900s and is expected to rise 3–7°F more by 2050.
- We are projected to have 12–36 more days per year above 90°F by 2050 and 30–42 more by end of the century.



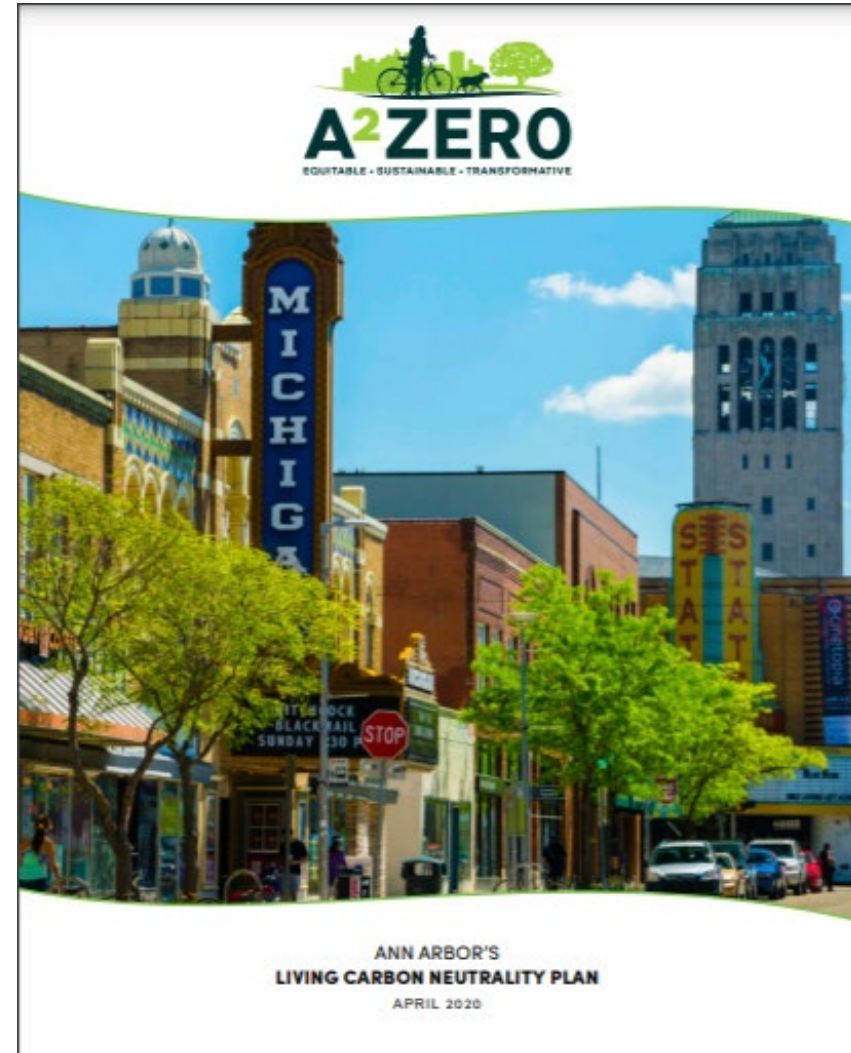
- Average annual precipitation has increased 44% since the 1950s and continues to rise.
- The total amount of rain falling during extreme events has increased by 37% since 1981.



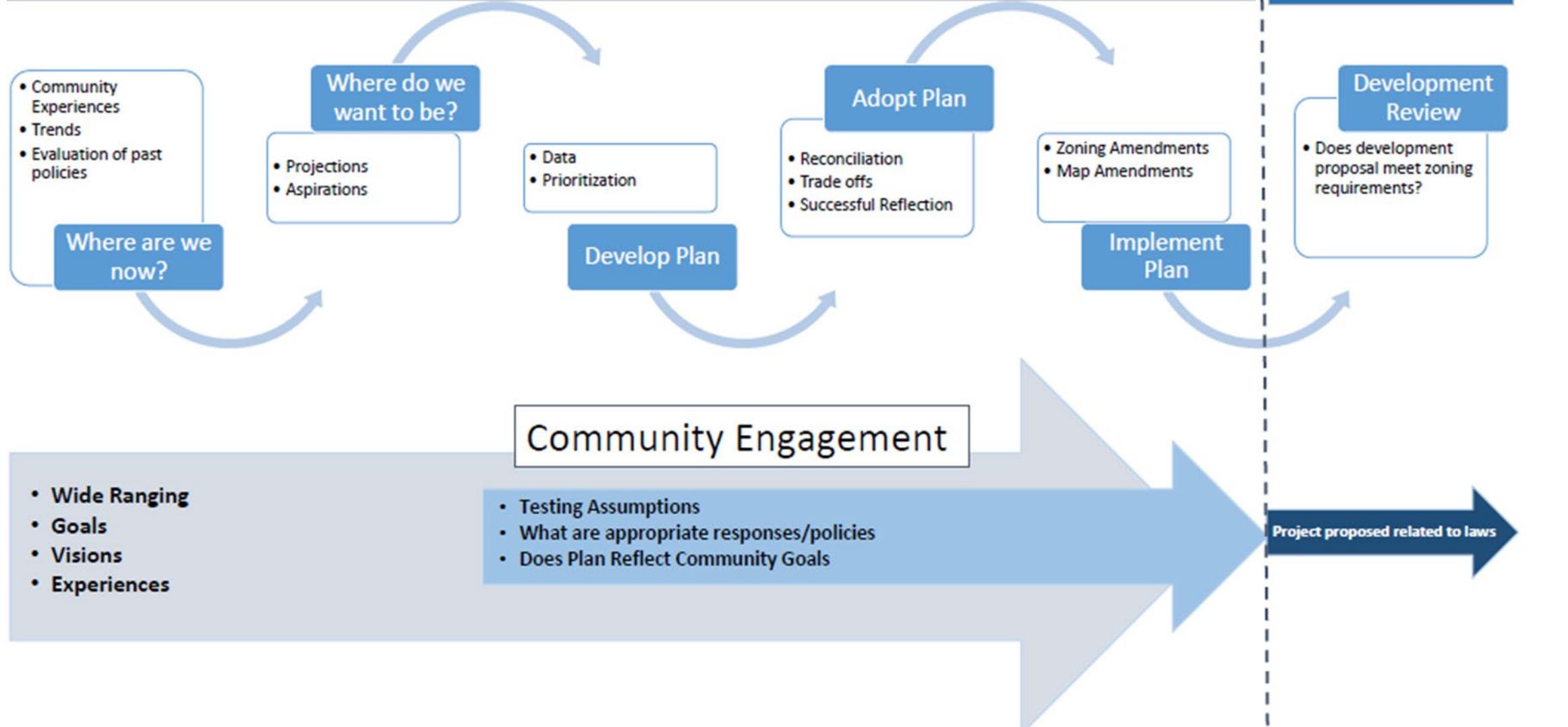
HISTORIC PRIORITIZATION OF SUSTAINABILITY . . .



...Affirmed/Expanded



The Comprehensive Planning Process



Plan is Adopted!

Spoiler: Nothing happens (until regulations are updated)



- Map Recommendations
- Zoning Recommendations
- Capital Improvement Recommendations

Implementation Steps must follow

Oregon's Single-Family Zoning Ban Was a 'Long Time Coming'

The state's new upzoning bill would be historic. But Oregon has long been a pioneer in tight land-use controls that promote dense urban development.

New York Secures the Most Affordable Housing Units in 27 Years

Give this article



About 25 percent of the 478 units in 555Ten, a tower on 10th Avenue in Manhattan, were set aside for low- and moderate-income residents. About one-fifth of the apartments that the de Blasio administration built or preserved in 2016 were for those earning less than \$25,000. Christopher Lee for The New York Times



Chicago's Equitable Transit-Oriented Development Plan is a stride forward

By Courtney Cobbs | Sep 25, 2020 | COMMENT HERE



What is Vision Zero?

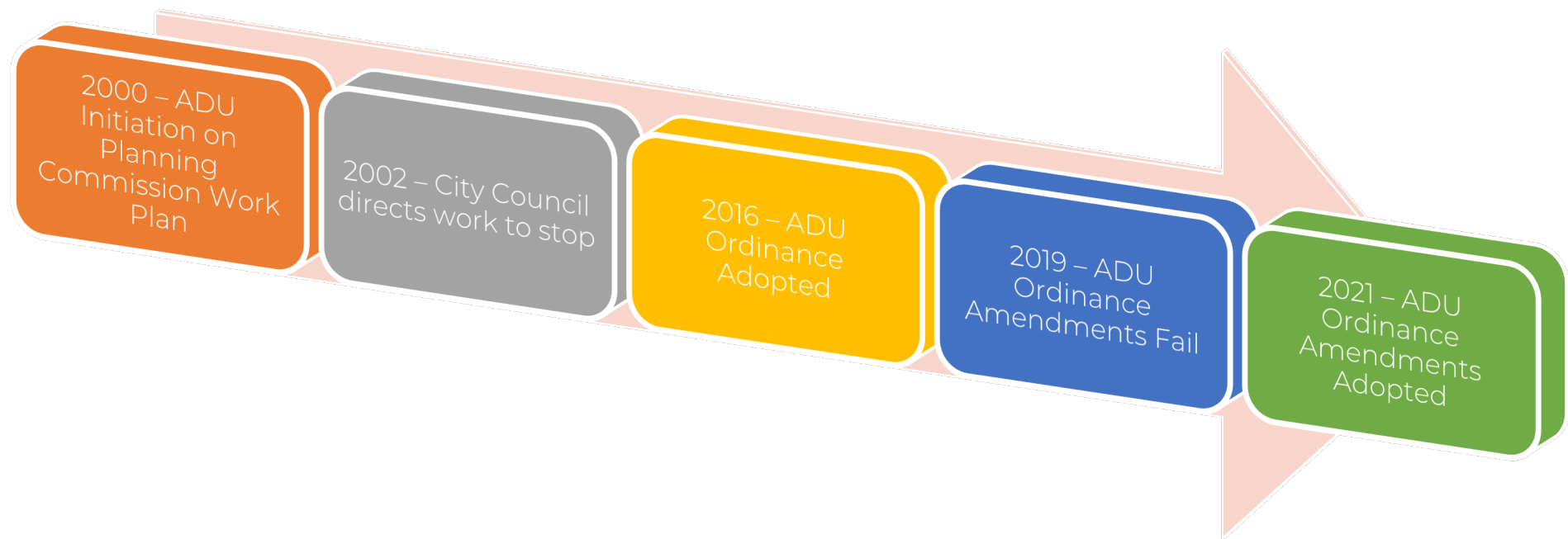
Vision Zero is a strategy to eliminate all traffic fatalities and severe injuries, while increasing safe, healthy, equitable mobility for all. First implemented in Sweden in the 1990s, Vision Zero has proved successful across Europe – and now it's gaining momentum in major American cities.

WHAT WORKS

How Minneapolis Freed Itself From the Stranglehold of Single-Family Homes

Desperate to build more housing, the city just rewrote its decades-old zoning rules.

A shared goal can still take time



ZONING –PART OF
REALIZATION

Comprehensive Plan – Establishes
Goals



Zoning/Regulations – Ensure private
development moves toward vision



Capital Improvements –
Prioritize/shape investments to meet
goals



Resource Allocations – Budgets,
people

CLIMATE ACTION MILLAGE

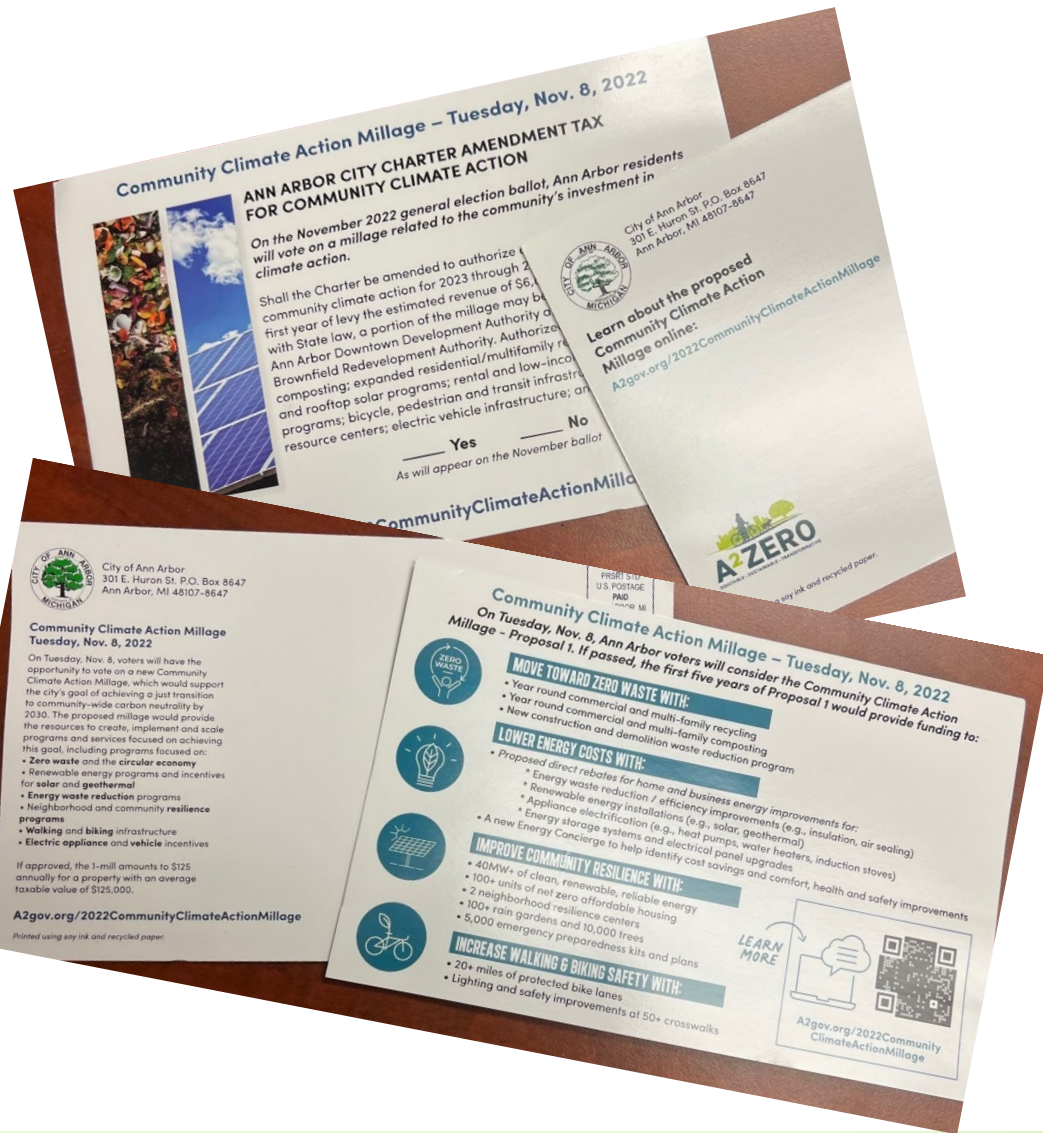
**Dr. Missy Stults, Sustainability and Innovations
Director**



Community Climate Action Millage (CCAM)

- Passed on November 8, 2022
- 71% voter approved
- 1 mil per year for 20 years
- Estimated \$7.4 million in FY24
- Guided by a Council adopted “use” resolution
 - Mirrors A²ZERO

Community Climate Action Millage (CCAM)



Proposed budget closely mirrors what was shared with voters in advance of November 8th vote.

Sustained commitment to equity in establishing programs and administering funding.

Learning from peers with similar millages, setting-up the systems, and putting the foundations in place to start administering the funds July 1, 2023.



Community Climate Action Millage (CCAM)



Budget highlights

- Rebates for residents to make improvements: renewables, electrification, efficiency, and bicycle purchases
 - Specific amounts TBD
- Launches energy concierge
- Includes staff to administer funds and advance A²ZERO
- Supports solid waste with expansion of composting and recycling
- Supports transportation with expanding walking and biking infrastructure and lighting upgrades
- Supports Housing Commission with move towards net zero energy affordable housing
- Advances resilience hub planning and implementation
- Sustained funding to launch work in areas such as: circular economy and sustainable food

Community Climate Action Millage (CCAM)



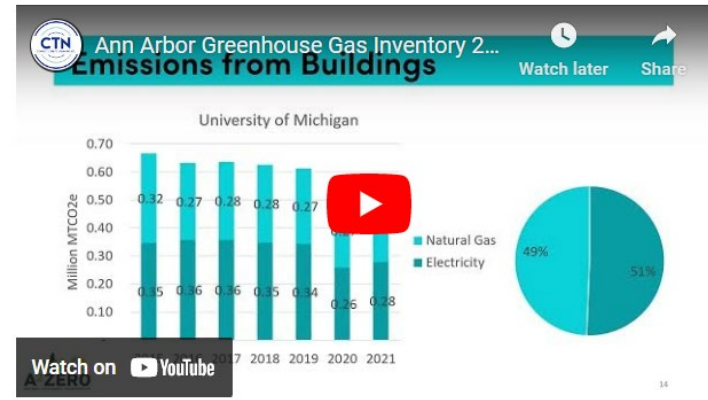
Leverage

- Already enabling us to apply for grant funds that require leverage / match
 - DOE GRIP
 - SEMCOG Carbon Reduction Grants
 - DOE Geothermal Study
- Will continue to serve as match/leverage so the dollars go further for the community
- Also working to push the work nationally – highlight successes, lessons learned, replicability

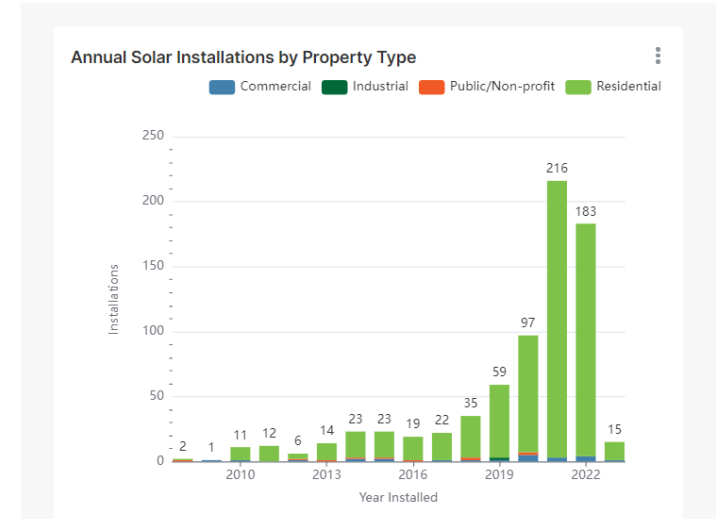


Community Climate Action Millage (CCAM)

Learn about the 2021 Community-Wide Greenhouse Gas Inventory



Real-Time Solar Installation Data



Source: City of Ann Arbor permitting data. Excludes state-permitted properties.

Accountability and Transparency

- Will release annual report chronicling work completed to-date, impacts, lessons learned, etc.
- Quantitative and qualitative look at how the dollars are being invested in the community

WATER TREATMENT PLANT FACILITY PLAN

Brian Steglitz, Public Services Area Administrator



Background

- Effort began in 2015 to review alternatives for future of WTP.
- 2016 Council supported recommendation to rehabilitate the WTP.
- Reaffirmed by Council in 2021.

Autonomy

Impacts on
schedule,
capital cost,
annual
revenue
requirements

Management
of Risks

Community

A2Zero
alignment,
carbon
neutrality
goals



WTP Facility Plan

Goals and Objectives

- *Study Phase* to create a roadmap for rehabilitation of WTP.
- Position the WTP to handle new challenges for next several decades, including new and emerging contaminants in the raw water.
- Establish the foundation for the next phase (design and construction)

Transformational Project – largest in the history of the Water Treatment Services Unit

Main Drivers for the Project

1 Aging Infrastructure

Rehabilitation/replacement of the original 1938 and 1949 construction.

Heart of the project are the basins and other infrastructure that are 85 years old.

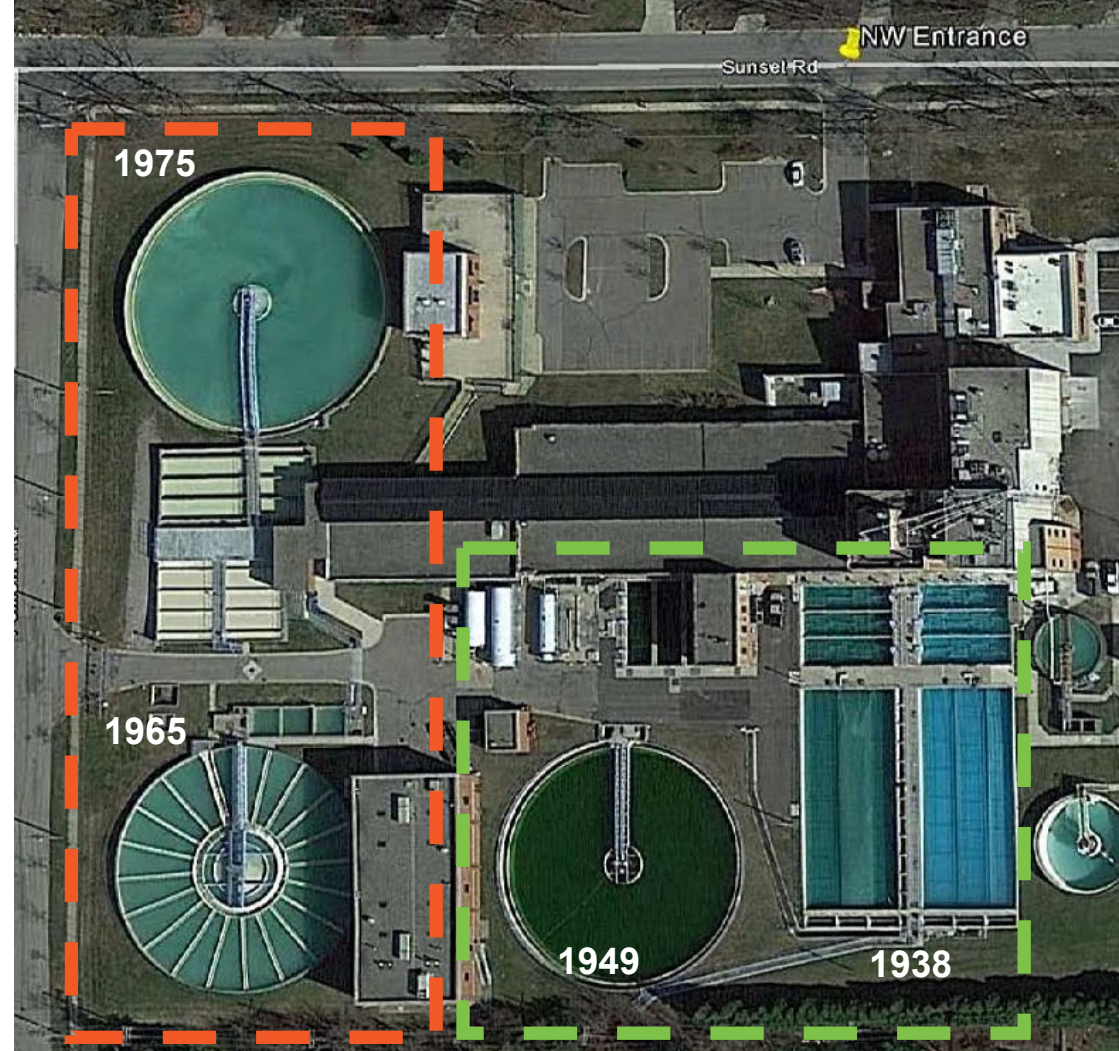
2 Regulatory Requirements

Address new and emerging contaminants present in the raw water source

- Cryptosporidium
- PFAS
- 1,4-Dioxane

3 Reliability and Delivery

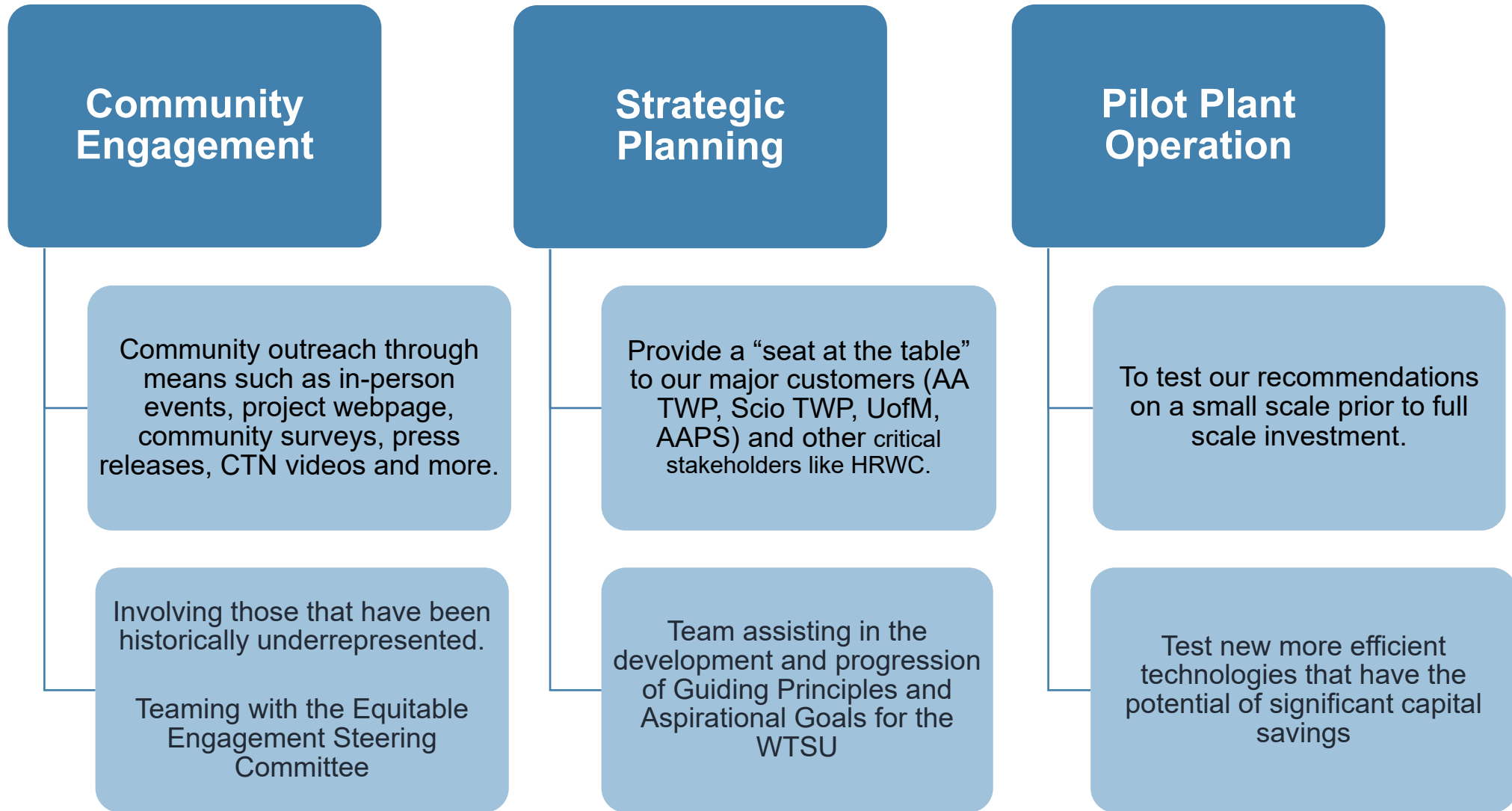
End goal is to continue to provide our reliable, safe, high quality, award winning drinking water to our customers.



Green: Limits of Plant 1

Red: Limits of Plant 2

Critical Components of the WTP Facility Plan (Study Phase)



Overview

Budget



\$5 Million

WTP Facility Plan (Study Phase – *in progress*)

+\$100 Million

Design and Construction Phases

Schedule



2022 – 2025

Study Phase, Community Engagement, Strategic Planning, Pilot Plant operation

2025 - 2026

Funding Investigation and procurement
- State of Michigan DWRF Program
- EPA WIFIA program

2026/27 – 2031/34

Design and Construction Phase (range of dates provided as the project has not been entirely defined yet.)

Note: Construction budget and schedule are estimates that will be refined over time

WATER TREATMENT PLANT FACILITY PLAN



ANN ARBOR
WATER

How to Track Status of this Project?

Project Website:

<https://www.a2gov.org/departments/water-treatment/Pages/WTP-Facilities-Plan.aspx>

Or

www.AnnArborWater.org

Or (Gov Delivery)

https://public.govdelivery.com/accounts/MIANNA/subscriber/new?topic_id=MIANNA_104

ROAD BOND – PHASE 1

Brian Steglitz, Public Services Area Administrator

Roads – Condition Goals

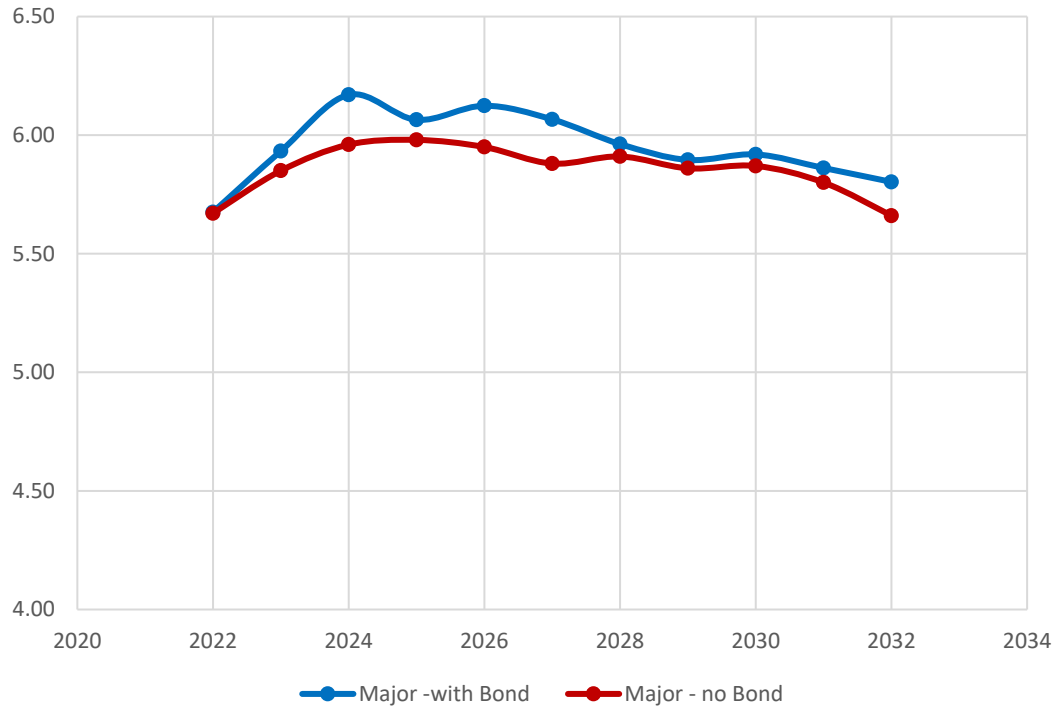
Updated Goals for 2026



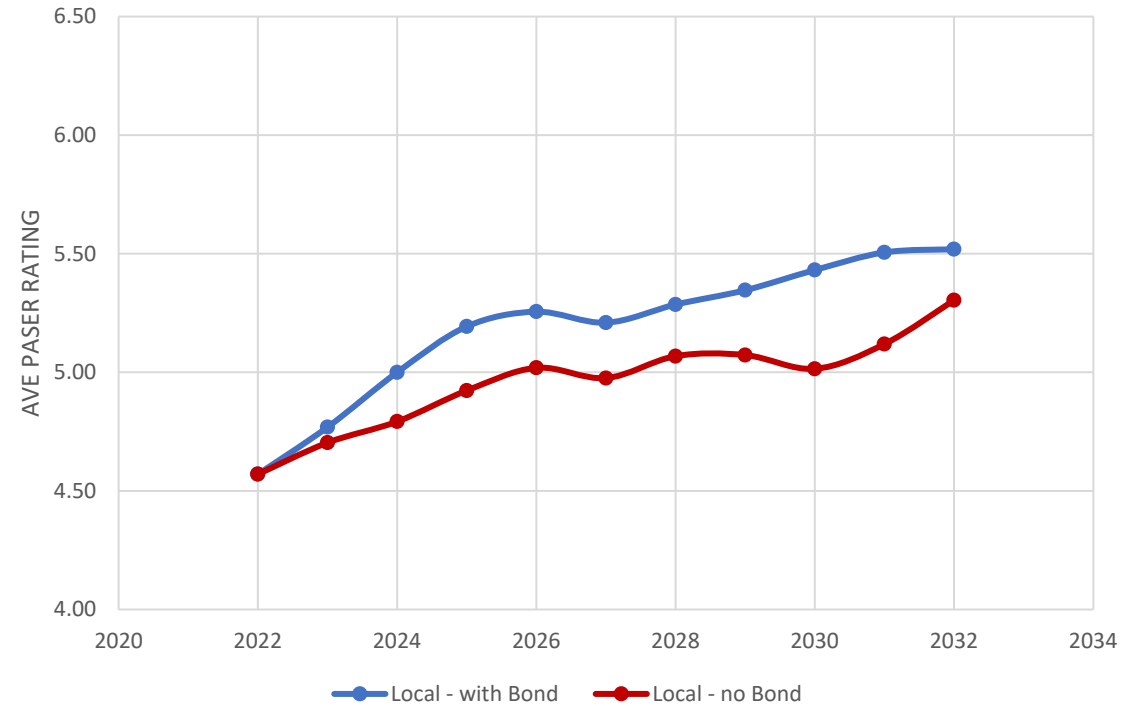
- Major Streets:
 - Min. 60% of roads in “Good” (PASER 6-10) condition
 - Max. 20% of roads in “Poor” (PASER 1-3) condition
 - Ave. PASER score of 5.80 or greater
- Local Streets:
 - Min. 45% of roads in “Good” (PASER 6-10) condition
 - Max. 39% of roads in “Poor” (PASER 1-3) condition
 - Ave. PASER score of 5.24 or greater
- Longer term goals will be developed following next data collection cycle (2023) and based on most recent cost data

Roads – Road Bond

Major Streets



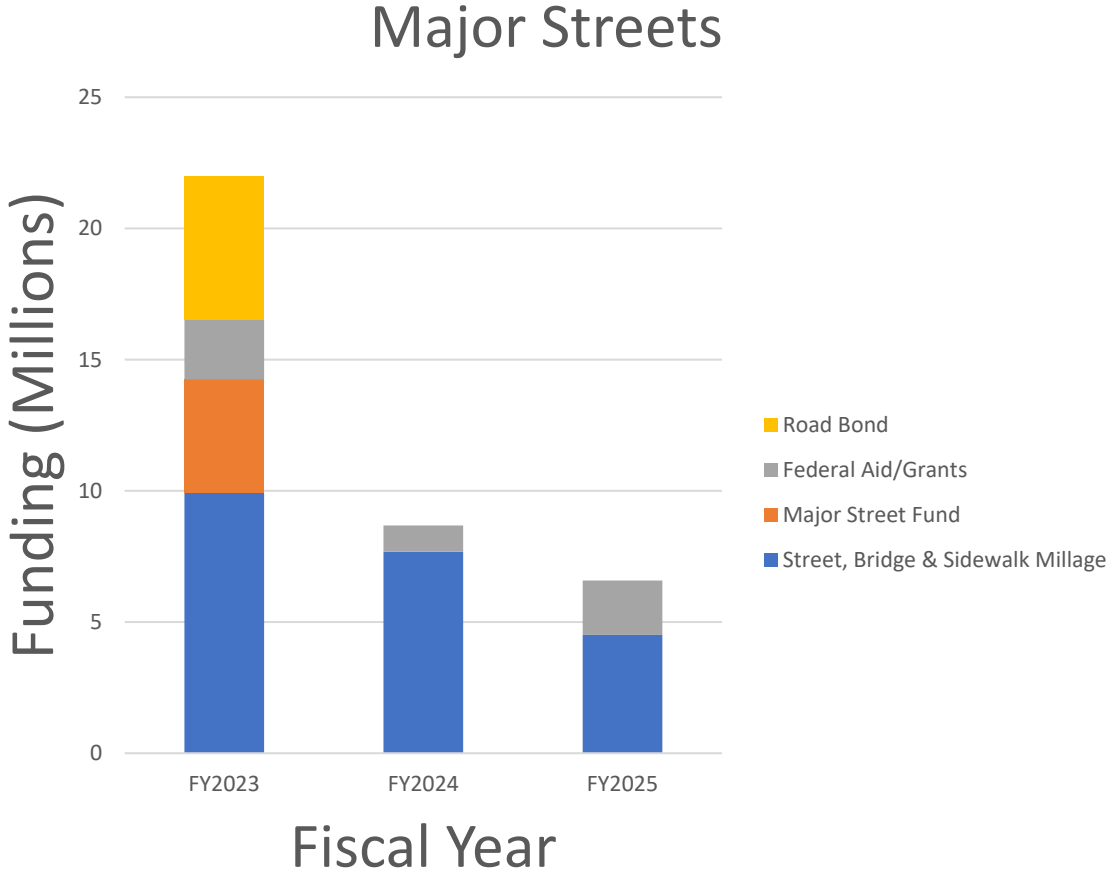
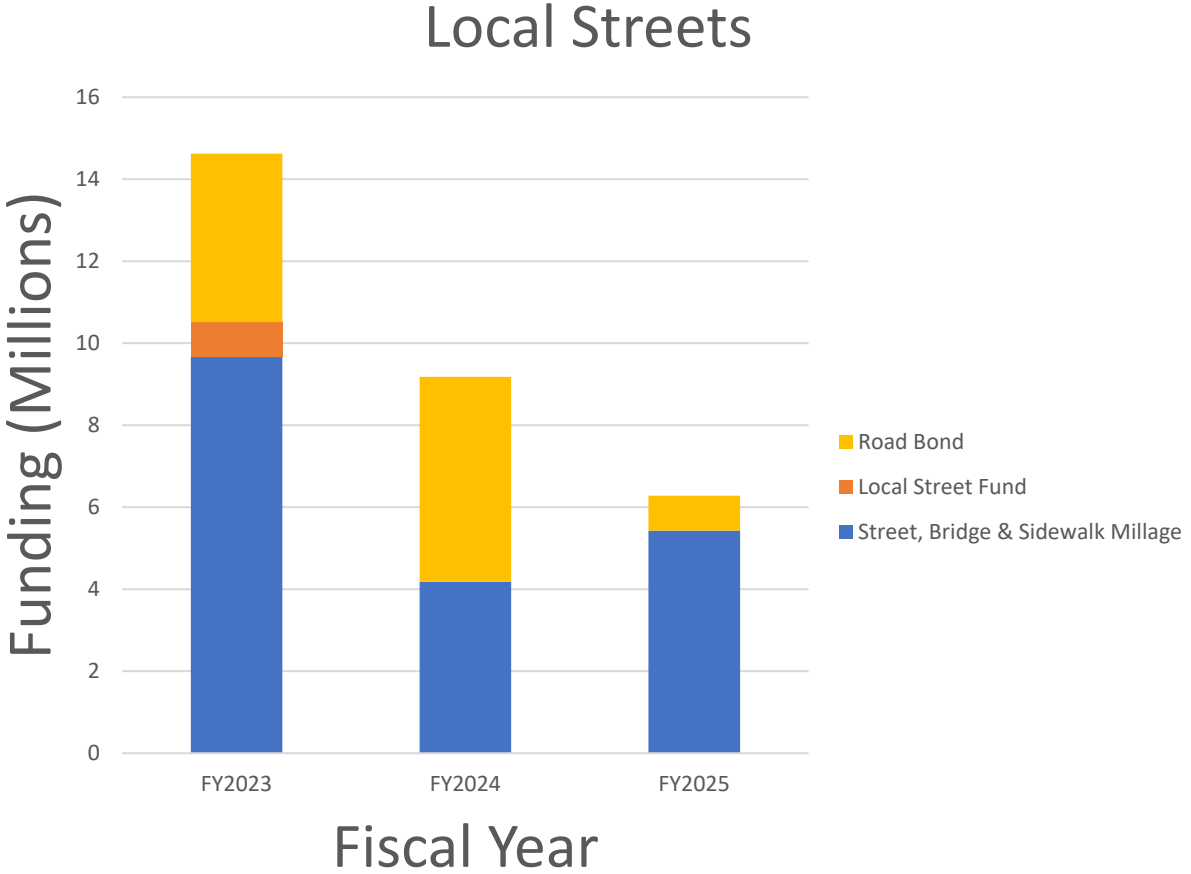
Local Streets



- \$15M additional revenue
- Graphs show effect of Bond on pavement condition

- Projects to be implemented 2022-2024
- Bond payback over 10 years

Roads – Total Funding Package

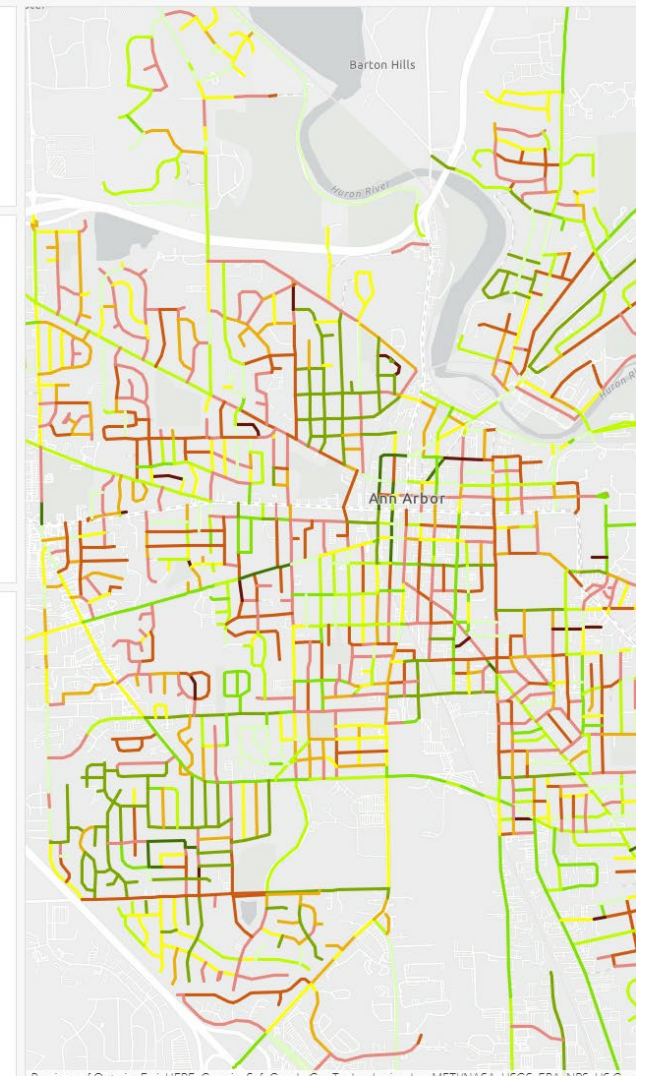
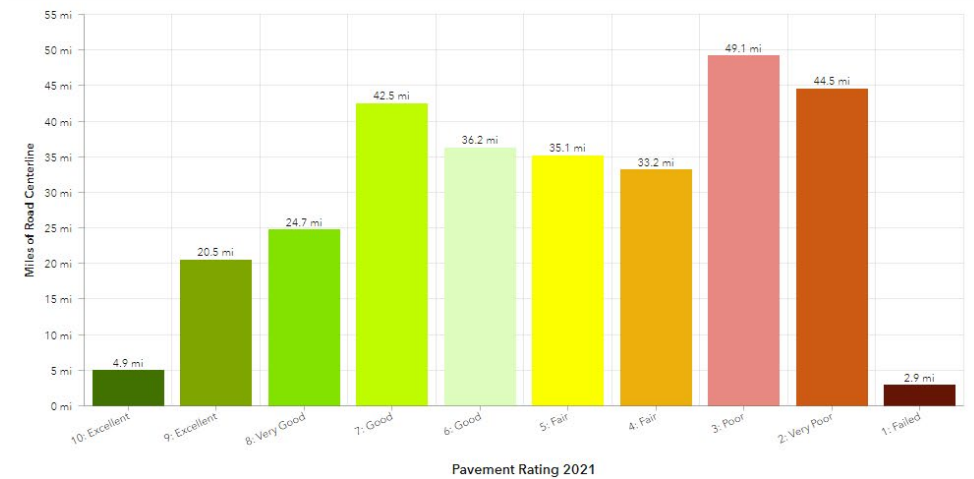
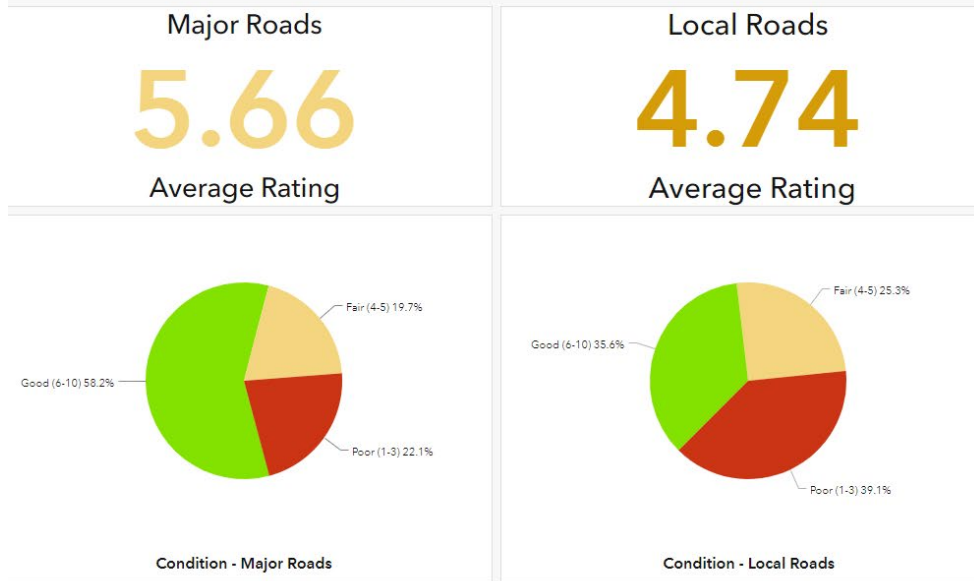


Roads – What’s Happening?

New Dashboard Contains Information On:

- Pavement Condition
- Current Road/Utility Projects
- Road Bond
- Future Road/Utility Projects

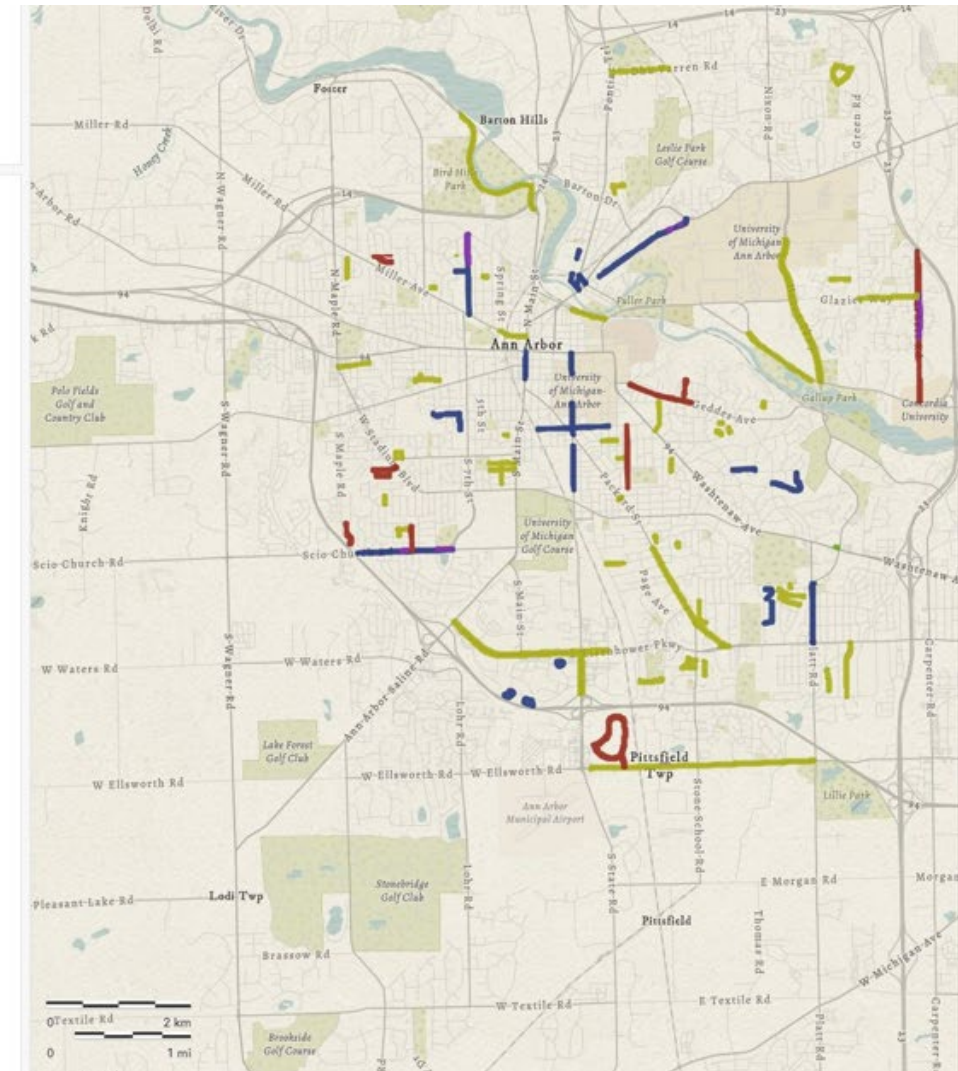
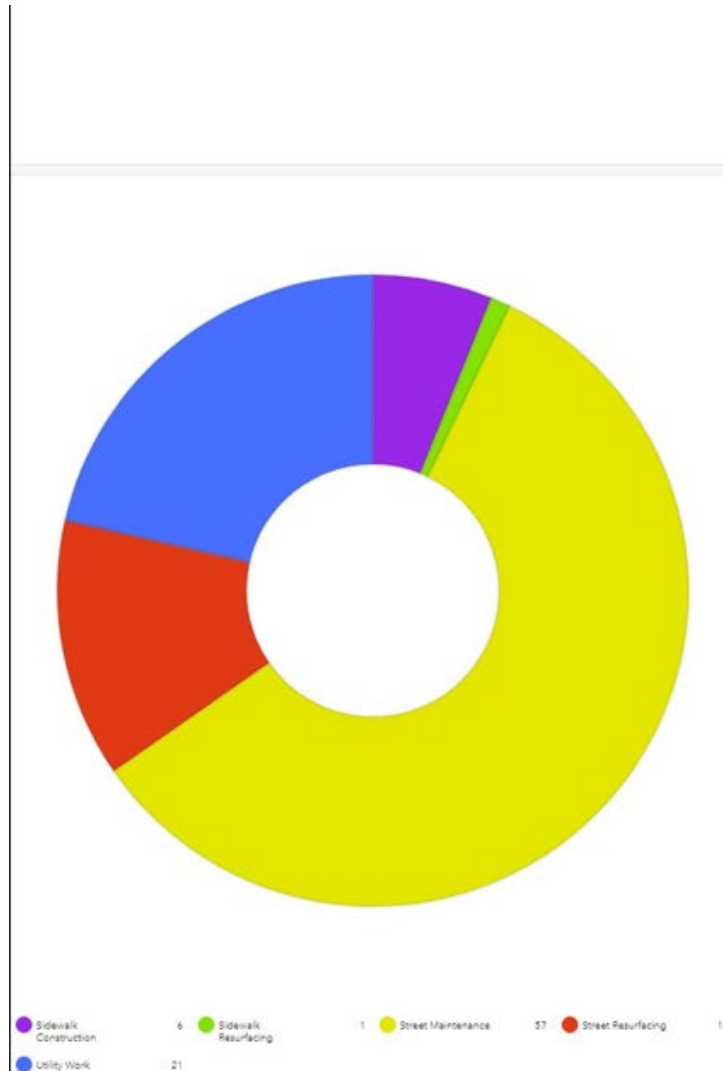
Pavement Condition - 2021 City of Ann Arbor



Roads – What's Happening?

New Dashboard Contains Information On:

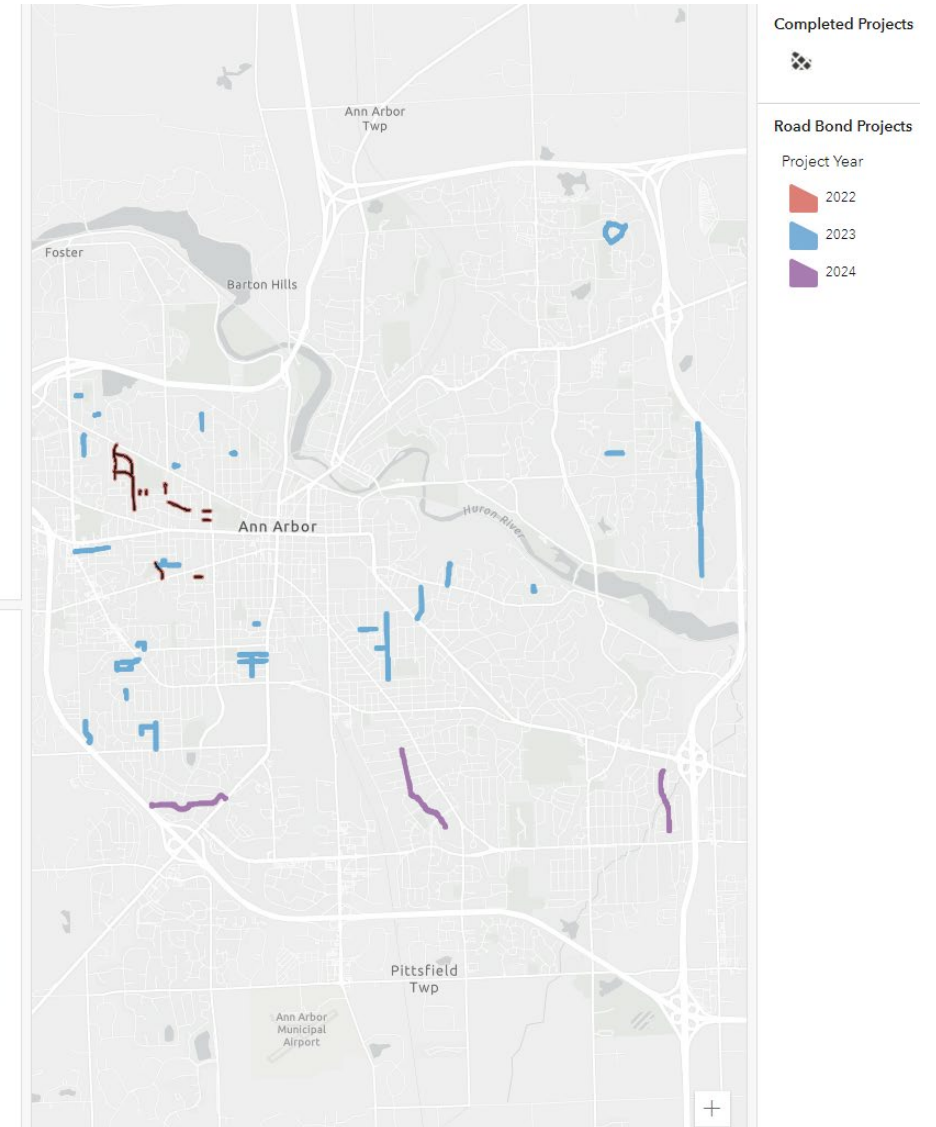
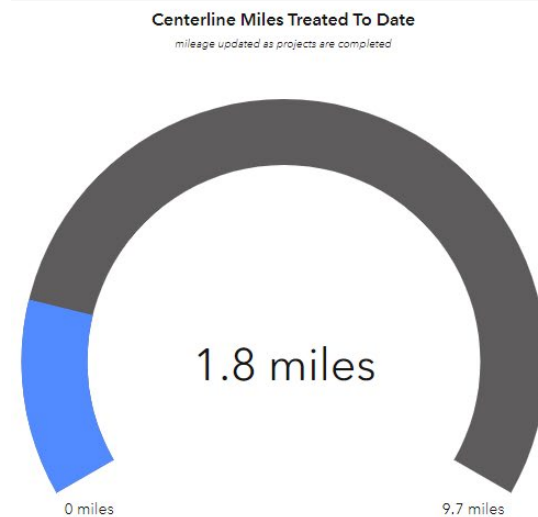
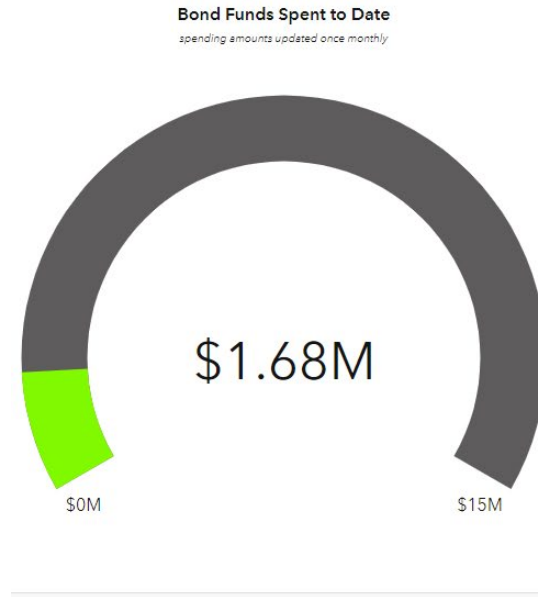
- Pavement Condition
- **Current Road/Utility Projects**
- Road Bond
- Future Road/Utility Projects



Roads – What’s Happening?

New Dashboard Contains Information On:

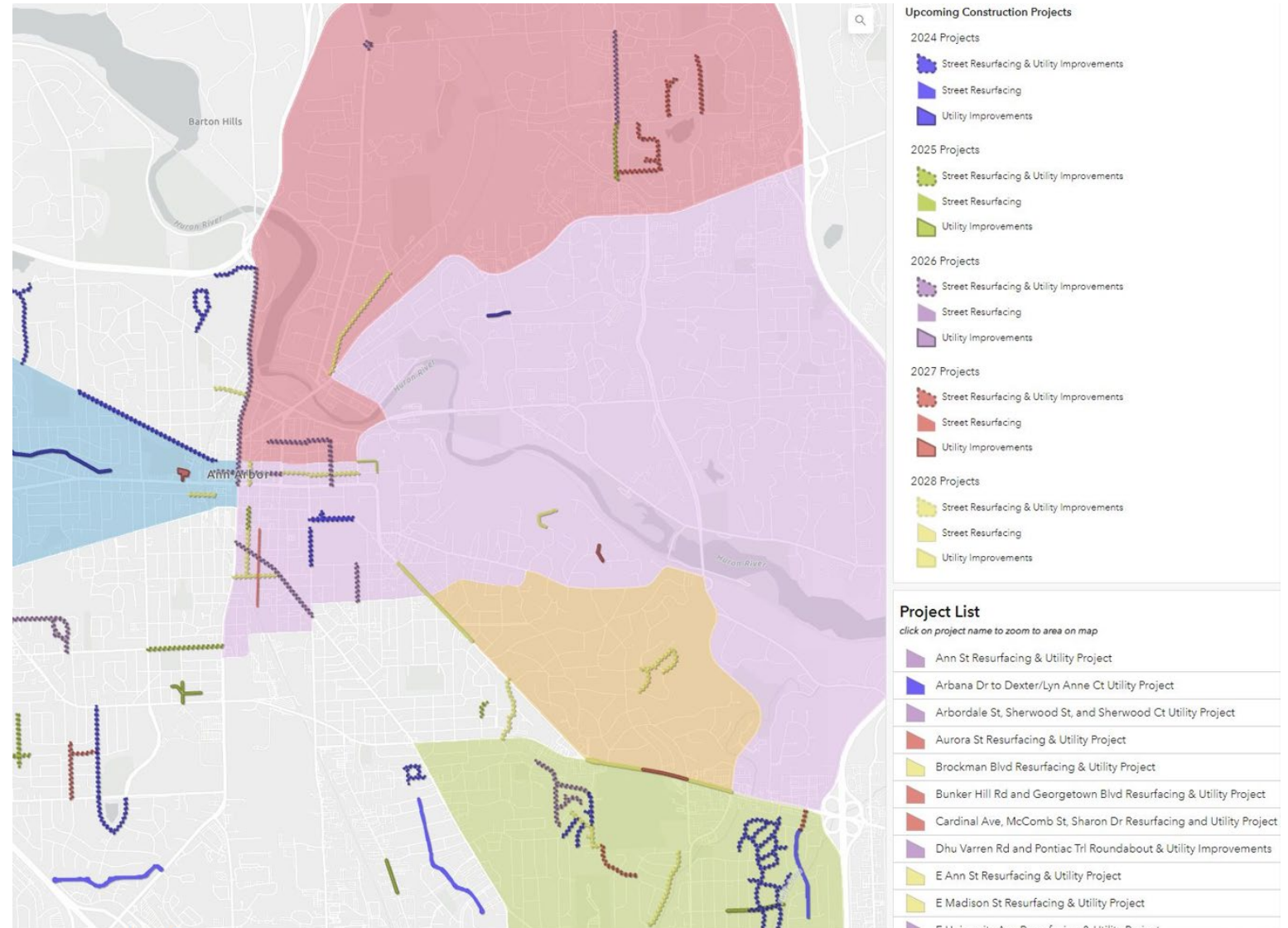
- Pavement Condition
- Current Road/Utility Projects
- **Road Bond**
- Future Road/Utility Projects



Roads – What’s Happening?

New Dashboard Contains Information On:

- Pavement Condition
- Current Road/Utility Projects
- Road Bond
- **Future Road/Utility Projects**





NOTIFICATION

Your millage dollars at work

The City of Ann Arbor's designated contractor will repair marked sidewalk slabs adjacent to your property in the next few weeks.

The cost of this work is covered by the Street, Bridge and Sidewalk Millage. Because of this millage support, there is no additional cost for these sidewalk repairs to you as a city property taxpayer.

Sidewalk slabs to be repaired will be marked with either:

- "R" for slabs that will be replaced,
- "L" for slabs that will be lifted
- "C" for sidewalks that will be cut to level/adjust/trim adjacent slabs.

Sidewalk repairs should cause minimal disruption to you. Advance notice will be provided if any repairs require the City's contractor to temporarily block your driveway.

For more information on the sidewalk and ramp repair program, including maps and program details, visit a2gov.org/sidewalk.

If you have questions, feel free to contact the City at sidewalk@a2gov.org or phone 734.994.2493



City of Ann Arbor's
Ramp & Sidewalk Repair Program
a2gov.org/sidewalk

Roads – Communication

- Staff communicates with the community in several ways on road and utility projects:
 - Public Meetings
 - Letter/postcard Notifications
 - Direct Communication
 - Door Hangers
 - Email update (subscription)
 - Project Websites
 - <https://storymaps.arcgis.com/stories/26696a05ca464433beb1f3ec9e8e31cd>

Residents/Businesses can always reach out to the project manager or to engineering@a2gov.org

Roads – Communication

Engineering

Engineering

Ann Arbor Moving Together
Towards Vision Zero

Construction Projects

Contact Us

Crash Reporting

Design, Building, and Construction
Resources

Developer Offset Mitigation
Program

Traffic

Transportation

State and Hill Streets Improvements Project

[Home](#) » [Departments](#) » [Engineering](#) » [State and Hill Streets Improvements Project](#)



[Sign up to receive e-mail updates.](#)

Project Manager

Theresa Bridges, PE,

tbridges@a2gov.org

734.794.6410 ext. 43672

Presentation to Transportation Commission

On Wednesday, Oct.19, 2022, beginning at 7 p.m., the City's project team will make a presentation to update the [Transportation Commission](#) on the transportation improvements aspect of the State and Hill project, which is currently at 80% design completion. This meeting will also allow the Transportation Commission to ask design-related questions and offer feedback.

Project Overview

State and Hill Streets are in the heart of Ann Arbor and the University of Michigan campus. This bustling area has high levels of vehicular, pedestrian, and cycling traffic.

The City of Ann Arbor is undertaking the design and construction of crosswalk and safety improvements, road resurfacing, and watermain upgrades on State Street from South University to Granger and on Hill Street from South Fifth Avenue to Church Street. The design process began in early 2022 and construction is expected to occur in 2023.



Public Outreach

Public Virtual Meetings have been held to share information about the project and receive community input, appropriate to the level of study and design that had been completed. Below are links to videos of the meetings, the presentation materials, and the community comments and questions & answers:

April 26, 2022 Meeting:

- [Video of the 4/26 Meeting](#)
- [Presentation Slides \(4/26\)](#)
- [Mural Board with Public Comments \(4/26\)](#)
- [4/26 Meeting Questions and Answers](#)

Sept. 27, 2022 Meeting:

- [Meeting video](#)
- [Presentation Slides \(PDF\)](#)

DIVERSITY, EQUITY & INCLUSION

Mx. Laura Orta CDE, Director of Organizational Equity



Accessibility Coordinator

Community Introduction

Data Collection

DEIAJ+ Work Group

DEIAJ+ Internal Strategy

LMS Implementation

DEIAJ+ Training

Neutral Zone/Future Corp. Launch



Bi-Centennial

Community Engagement

**DEIAJ+ Internal Strategy
Implementation**

DEIAJ+ External Work Group

**Running for Office
Programming**



**Community Engagement &
Training**

**Continuation of 2023 & 2024
Initiatives**

DEIAJ+ External Strategy

MEASUREMENTS, ASSESSMENTS, & CONTINUOUS ALIGNMENT

Accessibility (ADA) Coordinator

- Job description currently under review
 - Job description created in collaboration with
 - HR
 - Finance
 - Council Member Ayesha Ghazi-Edwin
 - Commission on Disability Issues
 - Similar individuals with other Cities
- Job description completion by early April 2023
- Job advertised by April 2023
- Interviews in May and early-June 2023
- Start date July 2023

STRATEGIC AREAS: *INTERNAL* – DEIAJ+ WORKGROUP

DEIAJ+ Workgroup February 2023

- **Employee Identity Groups**
 - African-American/Black
 - LGBTQIA+
 - Temporary Employees
 - Others as Supported

Strategic Direction for Employees Based on the

- City of Ann Arbor's Mission, Values, and Vision
- Compensation Philosophy*
- Commitment of Engagement (Customer Service Philosophy)*

*Currently under construction

STRATEGIC AREAS: *INTERNAL* – POLICY DRIVEN WORK

Compensation Committee *Addressing Equity in Compensation*

- Creating New Compensation Philosophy
- Creating New Policies & Procedures
- Supporting HR in compensation related areas

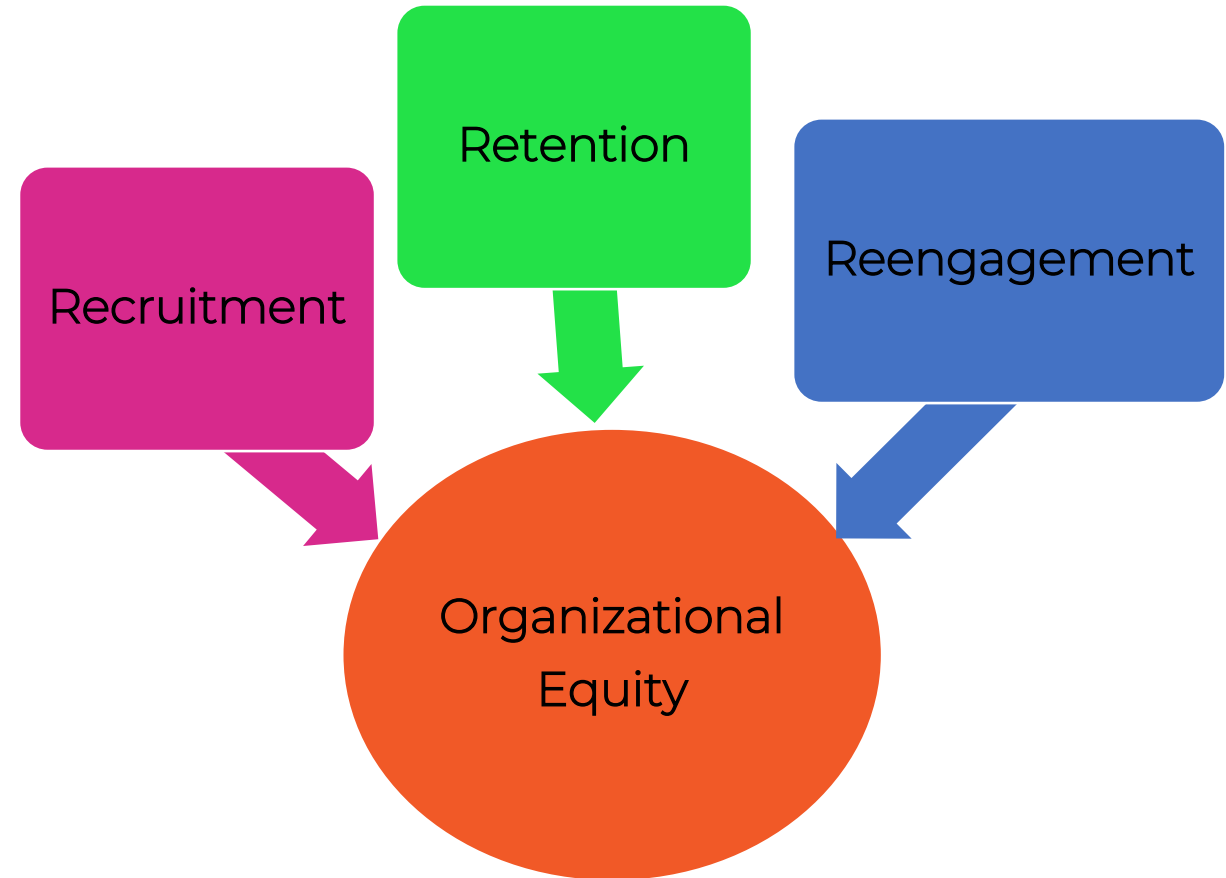
Commitment of Engagement (*Customer Service Philosophy*)

- City of Ann Arbor's Mission, Values, and Vision
- Compensation Philosophy*
- Commitment of Engagement (Customer Service Philosophy)*

*Currently under construction

STRATEGIC AREAS: *INTERNAL* – HUMAN RESOURCES

- Working within HR to provide job advertisements descriptions and interviewing; policy creation review and updates; training creation, delivery, development, and application related to DEIAJ+
- Research, Review, Test, Select, and Implement a new Learning Management System (LMS) to assist in performance communication and review, training, and advancement for employees



STRATEGIC AREAS: *INTERNAL* – ORGANIZATION PARTICIPATION

- **Attend, Advise, and Participate**
 - **Participation in Strategic Planning Initiatives**
 - **Participation in RFP reviews**
 - **Participation in recruitment, retention, and re-engagement**
 - **Attending area team meetings, events, and committees**
 - **Advising employees in topics related to DEIAJ+ and utilizing resources within City**
 - **Healing Spaces provided virtually to acknowledge and unpack impactful events**



STRATEGIC AREAS: *INTERNAL* – TRAINING

Tailor-made training creation for Ann Arbor employees

- City and Service Area Specific Trainings
 - Communication
 - Engagement
 - Facilitation
 - DEIAJ+ Topics
 - Training available via the Learning Management System(LMS), On-line, and Hybrid

Create and Enact shared language and understanding within the organization related to DEIAJ+

STRATEGIC INITIATIVES 2023-2025

Accessibility Coordinator

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Data Collection

DEIAJ+ Work Group

DEIAJ+ Internal Strategy

LMS Implementation

DEIAJ+ Training

Neutral Zone/Future Corp.

Launch

Bi-Centennial

Community Engagement

DEIAJ+ Internal Strategy

Implementation

DEIAJ+ External Work

Group

Running for Office

Programming

**Community Engagement &
Training**

Continuation of Initiatives

DEIAJ+ External Strategy

AND MORE!

CUSTOMER SERVICE & DEVELOPMENT REVIEW PROCESS

Milton Dohoney Jr., City Administrator

CUSTOMER SERVICE

The Merging of Two Truths

CUSTOMER SERVICE

Truth 1

- **Specialized areas thinly staffed**
- **Many laudable examples of problem-solving**
- **High level of engagement using creativity to address issues**

CUSTOMER SERVICE

Truth 2

- **There are no organizational customer service standards**
- **Response to customers is uneven**
- **Some residents feel subject to the luck of the draw**

CUSTOMER SERVICE

HR & DOE Leaders Collaborating to Formulate Baseline

- **Interviewing each service area for policies, practices, and customs**
- **We will use consultative assistance to develop our approach**
- **Standards will lead to training**

CUSTOMER SERVICE

Desired Outcomes

- **Providing the public with realistic expectations**
- **Elevate predictability**
- **Improve consistency**
- **Improve transparency**

CUSTOMER SERVICE

An overnight fix is not realistic.

DEVELOPMENT REVIEW PROCESS

Relationship to Development Review Process Work

- **Partnering with Economic Development Corporation (EDC)**
- **Looking at other communities**
- **Gathering input from users**
- **Aligning our conflict positions internally**

FULL Q&A WITH ALL PRESENTERS



THANK YOU
