



CITY OF NOVI
Administrative ePacket
May 21, 2026

Council Action/Attention

[Plante Moran Realpoint Update](#)

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For Your Information



City of Novi - Project Status Overview

Status Summary

Novi City Council Weekly Update #66

As of:

5/20/2026

Overall
Status

In progress

PMR Previous Activities (October 2024 – May 2026)

Design

- Bi-weekly design meetings continue to occur on Mondays.

Other

- ~~Open House strategy meeting with City, PMR and HED occurred on 5/12.~~
- ~~Technology kick off meeting occurred with City, PMR and HED on 5/11.~~
- PMR compiled financial data into draft dashboard and reviewed initial draft with City on 5/4/26. Revised draft circulated to City Manager on 5/8.
- HED submitted revised FS 2 and FS 3 materials to the City on 5/18.
- Open House visuals sent to Sheryl Walsh by HED on 5/19.

Upcoming Activities

Governance

- City Council's remaining approvals consist of schematic design; design development; furniture vendor; contractor bid packages; change orders (CO's) that exceed project contingency or program budget.
- FAC to approve budget transfers between projects (for example, a budget transfer from the PSB to FS 2) and use of contingency.

Design

- FAC will review PSB options during its June 1 meeting and FS 2 and 3 schematic design
- HED resubmitted FS 2 and FS 3 package to the city on 5/18/26. City Manager to forward package to City Council, as the contents of this package will be shown at the 5/21 Open House.
- HED/BRW Fire Station 2 and 3 schematic design presentation scheduled for 6/8/26 City Council meeting
- The next PMR's Owner's Meeting with Novi will be on 6/1/26
- ~~PMR compiling financial data into draft dashboard and reviewed initial draft with City on 5/4/26. Revised draft circulated to City Manager on 5/8.~~
- ~~Technology kickoff meeting currently being scheduled between Howell Design, the City, HED and PMR.~~

Areas for Discussion

Site Due Diligence / Budget Items Checklist:

~~HED/BRW resubmitting FS 2 and 3 materials on 5/15/26~~

- City of Novi will address any necessary survey and treatment of invasive species for public safety sites.

City of Novi Road Project

- Approx. \$18 million, which includes property acquisition and utilities (\$11.5 million "construction cost" for the road itself)
- PMR's assumption is that it is responsible for activities within the project sites, and that utilities are available at lot line
- City will be responsible for wetlands, contaminated soils and land clearing of the identified spoils pile at the Public Safety Building Site (if needed), and relocation and/or improvements of public utilities adjacent at Lee BeGole Drive to facilitate the road improvements and PSB project.
- PMR analyzing cost-sharing financial scenarios between Public Safety Project and Road Project activities for items listed above for FAC.
- City planning on bidding road project in Spring 2026.
- City reviewing high-level timeline and budget for utility relocation due to the Road Project; DTE revised estimate submitted 4/24 of \$2.3 million. City ~~is seeking~~ clarified various scope items.

Procurement and Contracts

- Site work/land clearing to occur 3rd/4th Quarter 2026
- Targeting substantial completion of FS 2 and FS 3 by December 2027, with the PSB starting construction in 2028.
- PMR seeking approval of Mechanical/Electrical Commissioning and Furniture, Fixtures and Equipment (FFE) vendor in 2nd Quarter 2026.
- Future procurement services will include Materials Testing.



City of Novi – Strategic Plan Status Update

As of: 5/21/2026

Launch	Discovery	Visioning	Scenarios / Strategies	Crafting the Plan
Completed	Completed	Completed	Underway	Jul-Oct

Recent Progress	Upcoming Efforts / Engagements
• Planning for next in-person visit – June 22-24 • Adjusted community engagement plan to include: ○ Additional outreach via City newsletters ○ Exploration of outreach via schools and religious groups	• Draft Agenda Packet for June workshops, including: ○ Draft Vision Elements ○ Draft Goal Areas • Engagement Synthesis Briefing • Virtual Meeting with staff executive team • Sounding Board workshop materials • Launch of topic-specific surveys

Input Needed
• Details on outreach via school/district newsletters • Edits to topic specific surveys • Finalized dates, times, and locations for next in-person visit • Date and time for executive team virtual meeting

Novi 2050

Strategic Plan

April 2026 Visit Summary

(Detailed summaries are linked below where applicable)

Monday, April 27

- 9:30am-12:00pm - Novi City Tour and Team Lunch
- 2:00-2:30pm - "Now You Novi" Podcast Recording
- 6:00-8:00pm - [LRSPC Workshop](#)

Tuesday, April 28

- 10:00am - Executive Team Meeting
- 1:00-1:30pm – Library Tour
- 2:00-4:00pm - [Staff Leadership Team \(Novi 2050 Project Team\) Workshop](#)
- 6:00-8:00pm - [Community Workshop](#)

LRSPC Workshop – Focus Area Identification

Date: Monday, April 27, 2026

Time: 5:00-6:30pm ET

Location: Mayor's Conference Room

Meeting Purpose: Review community input and finalize plan focus areas.

AGENDA

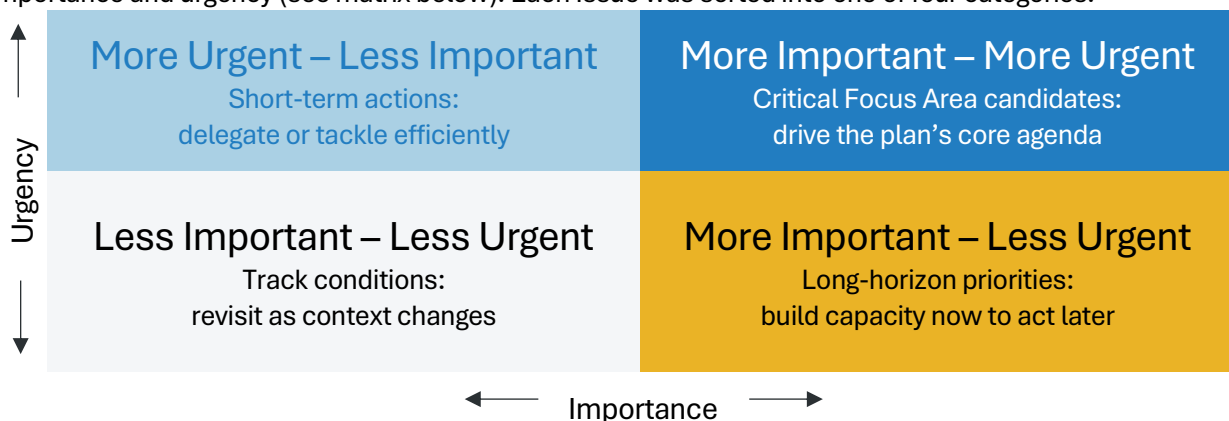
6:00 pm	Welcome & Meeting Objectives
6:10 pm	Review synthesized engagement input
6:30 pm	Strategic issues overview
6:45 pm	Prioritize strategic issues
7:25 pm	Discuss cross-cutting questions
7:45 pm	Focus Areas & Next Steps
8:00 pm	Adjourn

Overview

The Long Range Strategic Planning Committee met on April 27th, 2026 for the primary purposes of prioritizing identified strategic issues (see agenda packet) and defining focus areas for the Novi 2050 Plan. The workshop began with a high-level overview of the strategic planning focus, as well as updates to previously presented engagement efforts through two surveys:

- The Community Vision Survey (General Public)
- Key Stakeholders Survey (Council, Board, and Commission Members)

After this review, the Committee prioritized each of the key issues along a two-dimensional matrix - importance and urgency (see matrix below). Each Issue was sorted into one of four categories:



Prioritization Outcomes

The framing of this activity began with consideration for what the City's role is in each specific issue. At times, the City may be able to tackle the issues directly through regulation or provision of services. For others, the City may need to use its influence, as in weighing in on state-level policy decisions. Alternatively, the City can also act as a convener, bringing together government agencies, non-profits, and businesses to tackle regional problems or those that fall outside the typical scope of municipal government.

At the conclusion of the activity, the issues were prioritized as follows:

More Important – More Urgent Issues

Critical Focus Area candidates: drive the plan's core agenda

Issue Area	Issue
Community Identity & Demographics	Issue 4: Serving a Multilingual, Multicultural Community
	Issue 5: Strengthening the City-School Relationship
	Issue 6: Building Social Cohesion Across Cultures and Generations
Housing & Neighborhoods	Issue 5: Mixed-Use Redevelopment as a Housing Strategy
	Issue 6: Reinvestment in Aging Neighborhoods
Economic Development & Fiscal Health	Issue 1: The Growth-Revenue Gap
	Issue 8: Fiscal Impact as a Planning Tool
Public Services, Staffing & Governance	Issue 2: Recruitment for Specialized and Municipal Roles
	Issue 5: Aligning Governance with Long-Range Direction
Infrastructure & Utilities	Issue 1: Sustaining Capital Investment Through the CIP Millage
	Issue 5: Climate-Informed Infrastructure Design
	Issue 7: Leveraging Smart Infrastructure and Data-Driven Asset Management
Mobility & Transportation	Issue 2: Building on Transit and Microtransit Momentum
	Issue 3: Completing the Active Mobility Network
	Issue 5: Inter-Community Pathway Connections
Parks, Recreation, Arts & Cultural Assets	Issue 4: Culturally Responsive Programming
	Issue 6: Overcoming the Collaboration Barrier with Schools
	Issue 7: Grant Funding and the Affluence Perception
Public Safety & Emergency Services	Issue 1: Rising EMS Demand from an Aging Population
	Issue 2: Maximizing the Public Safety Facilities Investment
	Issue 4: Recruiting and Retaining Public Safety Professionals
	Issue 5: Climate-Related Preparedness
	Issue 6: Community Risk Reduction
	Issue 7: Leveraging the Integrated Public Safety Model and New Facilities
Environmental Resilience & Sustainability	Issue 1: Stormwater System Capacity and Climate Adaptation
	Issue 2: Invasive Species Management and Funding
	Issue 3: Green Infrastructure as Standard Practice
	Issue 6: Unifying Sustainability Efforts Across Departments

More Important – Less Urgent Issues

Long-horizon priorities: build capacity now to act later

Issue Area	Issue
Community Identity & Demographics	Issue 1: Managing Growth That Has Already Outpaced Projections
	Issue 2: Preparing for an Aging Community
Housing & Neighborhoods	Issue 1: Closing the Housing Production Gap
	Issue 2: Affordability for the Workforce and Essential Workers
	Issue 3: Missing-Middle and Lifecycle Housing
	Issue 7: Balancing Neighborhood Character with Needed Change
Economic Development & Fiscal Health	Issue 3: Talent Attraction in a Competitive Region
	Issue 6: Protecting and Leveraging Foreign Investment
	Issue 7: Corridor Redevelopment as Economic Strategy
Public Services, Staffing & Governance	Issue 10: Retail Recovery and Evolving Consumer Markets
	Issue 6: Aging Facilities Across Departments
Infrastructure & Utilities	Issue 2: Road Network Reinvestment
Mobility & Transportation	Issue 1: Managing Congestion Without Road Expansion
	Issue 6: Rethinking Corridors for Redevelopment and Multimodal Access
Parks, Recreation, Arts & Cultural Assets	Issue 1: The Community Center Question
	Issue 2: Facility Capacity and Modernization

More Urgent – Less Important Issues

Short-term actions: delegate or tackle efficiently

Issue Area	Issue
Public Services, Staffing & Governance	Issue 1: Modernizing Human Resources Technology
	Issue 3: Staying Competitive on Compensation
	Issue 4: Staff Capacity and Organizational Resilience
	Issue 7: Scaling the High-Performance Organization (HPO) Model
Parks, Recreation, Arts & Cultural Assets	Issue 3: Older Adult Services Beyond Recreation
	Issue 8: Public Art, Gathering Spaces, and Placemaking
Environmental Resilience & Sustainability	Issue 4: Heat Island Mitigation
	Issue 5: Aligning with State Climate Policy
	Issue 8: Parks and Natural Areas as Resilience Infrastructure
	Issue 9: Establishing Resilience Metrics and Performance Tracking

☐ Less Important – Less Urgent Issues

Track conditions: revisit as context changes

Issue Area	Issue
Community Identity & Demographics	Issue 3: Lifecycle Retention Across Age Groups
	Issue 7: Civic Engagement Gaps
	Issue 8: Leveraging Educational Attainment as a Strategic Asset
Housing & Neighborhoods	Issue 4: Manufactured Housing
	Issue 8: Addressing Rental Market Pressures
Economic Development & Fiscal Health	Issue 2: Healthcare as an Economic Anchor
	Issue 4: Repositioning the Office Market
	Issue 5: Auto Industry Transformation
	Issue 9: Sustaining Industrial and Logistics Sector Strength
Infrastructure & Utilities	Issue 3: Electric Reliability and Grid Modernization
	Issue 4: Closing the Broadband Gap
	Issue 6: Skilled Trades Workforce Gaps
Mobility & Transportation	Issue 4: I-96 as a Connectivity Barrier
	Issue 7: Improving Neighborhood Connectivity
Parks, Recreation, Arts & Cultural Assets	Issue 5: Population Health Through Public-Private Partnerships
Public Safety & Emergency Services	Issue 3: Emerging Technology and Energy Risks
Environmental Resilience & Sustainability	Issue 7: Energy Transition and Fleet Electrification

Top Six Issues

After prioritization, Committee members were each asked to select two high-urgency, high-importance issues that are their top priorities for the plan. These six issues are provided below with additional context and the guiding strategic question that the remainder of the planning process will seek to answer.

Mixed-Use Redevelopment as a Housing Strategy (Housing & Neighborhoods)

Retail centers are being redeveloped nationally into mixed-use environments. This trend is visible in Novi with Sakura Novi and PD-2 projects near 12 Oaks.

- How should the City use mixed-use redevelopment to add housing while revitalizing aging commercial areas?

The Growth-Revenue Gap (Economic Development & Fiscal Health)

Service costs and infrastructure needs are rising faster than revenues under Michigan's Headlee/Proposal A limitations. Headlee rollbacks have directly impacted parks and police budgets.

- How does Novi sustain high-quality services without overextending fiscal capacity?

Sustaining Capital Investment Through the CIP Millage (Infrastructure & Utilities)

The CIP millage is critical to maintaining Novi's infrastructure, and costs are rising faster than routine budgets due to climate and demand pressures.

- What is needed to ensure millage renewal and align investment with rising system replacement costs?

Leveraging Smart Infrastructure and Data-Driven Asset Management (Infrastructure & Utilities)

Sensors, smart systems, and data analytics offer opportunities to improve infrastructure efficiency, predict maintenance needs, and extend asset life—but require investment in technology, staff capacity, and data systems.

- How should the City integrate smart infrastructure tools into capital planning and operations to reduce long-term costs and improve service reliability?

Rising EMS Demand from an Aging Population (Public Safety & Emergency Services)

EMS call volumes increased by over 17% between 2020 and 2021, and trend projections show older adults will represent a substantially larger share of the population by 2050.

- How should the City scale EMS capacity—through staffing, station coverage, partnerships, and alternative response models?

Community Risk Reduction (Public Safety & Emergency Services)

Moving from reactive response to proactive risk reduction—particularly around aging populations, evolving building types, and emerging technology risks—can improve outcomes and reduce long-term costs.

- What investments in prevention, data, and community education would have the greatest impact?

Summary and Next Steps

The Committee's discussion included important considerations for the duration of the project, including:

- Opportunities to make improvements in climate preparedness alongside infrastructure investments rather than treating the issues as separate and distinct.
- Focusing on issues that could yield additional resources or cost-savings – freeing up capacity to tackle lower-priority concerns.

Based on this prioritization, the emerging focus areas for the plan include:

- Infrastructure
- Redevelopment & Housing
- Aging and Shifting Service Needs
- Long-term Funding Strategies

Immediate Next Steps:

- Engagement Synthesis Memo
- Draft Vision Statement
- Virtual meeting with staff executive team
- Community Identity and Housing Questionnaires

Staff Leadership Team Workshop

Date: Tuesday, April 28, 2026

Time: 2:00-4:00pm ET

Location: Novi Special Conference Room

Meeting Purpose: Review community input and finalize plan focus areas.

AGENDA

2:00 pm	Welcome & Meeting Objectives
2:05 pm	Review synthesized engagement input
2:20 pm	Review Guidance and Prioritized Issues from LRSPC Workshop
2:35 pm	Discuss strategic questions from agenda packet
3:30 pm	Refine Engagement Questions
4:00 pm	Adjourn

Overview

The Staff Leadership Team met on April 28th, 2026 to discuss the strategic issues that LRSPC prioritized the day prior. During this workshop the SLT:

- Reviewed synthesized engagement input
- Discussed strategic issues and cross-cutting questions
- Worked through each of the top-six issues identified by LRSPC in detail

Below are the detailed notes and takeaways from discussions about each issue:

Mixed-Use Redevelopment as a Housing Strategy (Housing & Neighborhoods)

Key Takeaways:

- Twelve Oaks transition to more of an entertainment district concept (similar to Fountain Walk) will be something to watch as a potential model for future projects.
- City West is an in-progress mixed-use project to build upon
- Mass transportation options (i.e. light rail) have been discussed previously and could contribute to this issue
- Apartment / Condo concepts with single floor living provide more options for seniors. Town houses offer downsizing, but aren't necessarily as desirable for people with limited mobility
- North-South divide across interstates creates mobility challenges and potential for perceptions of underserved "sides" of the City

Further information needed:

- Placer.AI data from SEMCOG regarding travel patterns and most visited parts of the City

- Resident willingness to live near retail businesses
- Review “Grand River Vision” document and Corridor Improvement Authority opportunities

The Growth-Revenue Gap

Key Takeaways:

- Openness to new fees for services, especially repeat services with high administrative burden
- Regular review of cost recovery for fees is ongoing, but especially important to continue / monitor going forward
- Fees for community risk reduction activities could dissuade use and decrease intended benefits
- Community engagement:
 - o Improved community engagement in the budget process could improve actual understanding of tax burden vs. quality of services
 - o Misperceptions among the public about comparing tax burdens to nearby cities
 - o Possible opportunities for participatory budgeting (i.e. resident committees, Balancing Act online budgeting tool)
 - o “Dollar Breakdown” graphic is useful and something to build upon
 - o An older adult group (similar to Mayor’s Youth Forum) could help with public perception
 - o “Willingness to support” surveys could be useful ahead of major investments and ballot initiatives

Sustaining Capital Investment Through the CIP Millage

Key Takeaways:

- The City has extensive debt capacity, especially with several existing obligations set to mature in the next few years, including bonds for the library and senior complex.
- AAA bond rating allows for affordable financing of future debt
- Intergenerational equity is a significant concern with cash-funding long-term projects
- Long-term plans for Ice Area are in flux with several options on the table
- Vehicle replacement is increasingly expensive and complicated. The City may want to consider a vehicle/equipment replacement fund and improved asset management planning for this area.

Leveraging Smart Infrastructure and Data-Driven Asset Management

Key Takeaways:

- Improved asset management has the potential to save money in the long-run using predictive models
- Current system is in early stages and has historically relied too heavily on institutional knowledge. Targeted improvements may include:
 - o Department-level inventories of key assets
 - o Creation of a data governance strategy
 - o Connecting or consolidating disparate systems
- “Data-informed decision-making” framing would likely be viewed positively by the public and City Council. Staff would require some culture shift and expectation-setting.

Rising EMS Demand from an Aging Population

Key Takeaways:

- Major drivers include senior living facilities with multiple calls per day

- Many calls don't ultimately require transport, but still require resources during dispatch
- Facility policies often require a 911 call even when on-site medical staff are capable of handling the situation. This may be due to liability concerns.
- Data collection and analysis of these "hot zones" is currently underway
- Co-location could offer significant efficiencies in the near-term
- The future of the private ambulatory care industry is difficult to predict and could create challenges given the City's reliance on these services.
- Demographic shifts will compound these problems, making a near-term solution necessary alongside diligent monitoring of trends.

Community Risk Reduction

Key Takeaways:

- Many of the solutions to this issue are education-based (i.e. providing information about fall prevention for seniors and disabled residents, communicating safe shoveling practices ahead of the winter snow season).
- The City should continually monitor resident risk profiles to be actively responsive to evolving needs. This will be especially important as demographics shift.
- Community Center options explored in the future should focus on community-wide health impacts
- The durable medical equipment (DME) loan closet is highly utilized and provides a good model for similar risk reduction programs
- The changing climate will create new risks from heat events, tornadoes, and excessive rainfall.

Possible ways to monitor this risk include:

- Data collection on how widely air conditioning is installed in residential buildings
- Inventory of which buildings within the city have basements or storm shelters
- Regular updates to regional flood maps to stay up to date on rainfall risk

Summary and Next Steps

This workshop provided extremely valuable insights on the six top-priority strategic issues. The Staff Leadership Team will continue to work through these questions in regular meetings, and integrate other strategic issues into the discussions.

Next steps include:

- Following up on areas that require more information or context
- Initial drafting of goals based on prioritized issues
- Posing clarifying questions to the general public through topic-specific surveys

Community Workshop – Focus Area Identification

Date: Tuesday, April 28, 2026

Time: 6:00-8:00pm ET

Location: Civic Center Atrium

Meeting Purpose: Provide overview of the planning process and conduct Generation/Labor profile exercises.

AGENDA

6:00 pm	Welcome
6:20 pm	Trends overview presentation
6:40 pm	Table activity (two tracks)
7:35 pm	Report-out & synthesis
7:50 pm	Close-out & next steps
8:00 pm	Adjourn

Overview

Approximately 20 community members attended the Workshop on April 28th at 6:00pm. Mayor Pro Tem and Long Range Strategic Planning Committee Chair Laura Marie Casey welcomed the group. Facilitators then presented an overview of the strategic planning process, trends shaping the community (both global and Novi-specific), and key data that informed the creation of strategic issues.

Before beginning the group activity, facilitators posed the evening's key question:

Who will Novi's people be in 2050, and what will they need from their community?

Each table was assigned either a generation or labor profiles exercise, which were conducted in tandem. Community members chose one of the six unique characters, which represent hypothetical Novi residents or workers. They then shared the profile with their group and considered what that fictional Novi resident would need in 2030, 2040, and 2050.

Each table was also assigned a more specific question based on topics identified in the LRSPC and SLT workshops:

- Housing: What housing will be needed?
- Mobility: How will people get around?
- Leisure: What will people do for fun and enrichment? (i.e. Parks, Recreation, Arts, Culture, Entertainment)
- Infrastructure: What types of infrastructure and facilities are needed?

This activity is designed to put residents in the shoes of a Novi neighbor and to think more holistically than they might in a more traditional questionnaire format.

After sharing their character's unique needs, each group discussed common needs or themes that emerged and shared them with the full group. Facilitators then led a discussion about common themes emerging across all tables.

Key Discussion Themes

Overall shared themes:

- Individual needs shift over time as community members age, retire, have children, etc.
- All people benefit from opportunities for connection and belonging.
- The group agreed that Novi should be accessible for all people. This is not limited to mobility and disability concerns, but includes housing availability, access to jobs, and transportation.

Housing Themes:

- Novi currently lacks “starter homes” for younger people given the recent increase in housing prices.
- Additional senior housing will be needed in the coming decades across all formats – downsizing options, single-floor living, assisted living, etc.
- Proximity to family members is a key driver of housing choice. While multi-generational living is not needed for all residents, being close and accessible to parents, grandparents, and children is an important factor in where people choose to live.
- Living in Novi for an entire lifetime requires a diverse array of housing types and price ranges, which may be lacking currently.

Infrastructure:

- Infrastructure affects all parts of life in Novi – including the ability for residents to gather together. This was highlighted using the phrase, “when the streetlights come on” as a reminder for kids to come home for the night.
- Safe, walkable neighborhoods provide independence for children, seniors, and people with limited mobility.
- Universal design allows multiple generations to use the same spaces, providing vital community benefits.
- Mobility choice options are important for all generations.

Leisure:

- Several groups noted the benefits of spaces where people of different generations can gather.
- Having local access to nature and the outdoors provides benefits for all people.
- Novi's diverse community offers opportunities for culture sharing through arts and entertainment.
- The group noted that the City should play a role in providing arts, culture, and entertainment.
- Libraries bring together people with unique interests for a shared purpose – learning and enrichment

Mobility:

- People need access to jobs, education, leisure, and housing through multiple modes. Bike and pedestrian infrastructure needs improvements, especially around safety.

- Mobility needs change over time and seniors are most likely to become isolated given the current mobility landscape.
- Road maintenance and snow removal will continue to be important for efficient transportation.
- Developing technologies may provide mobility benefits (i.e. electric scooters, autonomous vehicles) and should be monitored.
- Public transportation options are not currently realistic due to low frequency, unclear routes, and poor or nonexistent infrastructure at stops.

Summary and Next Steps

Far and away the most important theme from this workshop is the need to consider the needs of Novi residents over their entire lifespan. Decisions made today will have impacts 10, 20, and 50 years from now.

Similarly, the group continually noted the City's role in creating opportunities for resident interaction across generations and cultures. The attendees revealed these insights very clearly, and they will be used as cross-cutting issues to consider throughout the remainder of the process.

The next community workshop in June will focus on evaluating and prioritizing draft goals, which will be created over the next 5-6 weeks.

End of Visit Summary

From: Toby Nelson <tnelson@smartasset.com>

Date: May 18, 2026 at 4:02:28 PM EDT

To: "Walsh, Sheryl" <swalsh@cityofnovi.org>

Subject: Novi, Michigan Ranks #25 on 2026 Edition of America's Safest Midsize Cities

Mayor and Council –

Novi has again been recognized nationally as a premier community. This time it's from a website called **smartasset.com**, which cites us as the 25th safest community, from 65k to 250k residents. In Michigan, we are the safest, ahead of four other cities.

- Victor

Hi Sheryl,

SmartAsset's annual study of America's Safest Midsize Cities has named **Novi, Michigan as No. 25 on its list of the safest places in the U.S. with populations between 65,000 and 250,000.**

More than 300 cities were evaluated for this year's list, which is based on four factors: violent crime rate, property crime rate, motor vehicle fatality rate and disaster risk.

See the full rankings: <https://smartasset.com/data-studies/americas-safest-midsize-cities-2026-study>

Please reach out with any questions.

Best regards,

Toby Nelson

smartasset™

122 E 42nd St, 4300

New York, NY 10168

23. Nashua, New Hampshire

- Violent crime per 1,000 residents: 1.61
- Property crime per 1,000 residents: 12.61
- Auto fatalities per 100,000 residents: 7.78
- Disaster risk: Relatively moderate

24. Chapel Hill, North Carolina

- Violent crime per 1,000 residents: 1.72
- Property crime per 1,000 residents: 25.15
- Auto fatalities per 100,000 residents: 7.87
- Disaster risk: Relatively low

25. Novi, Michigan

- Violent crime per 1,000 residents: 0.99
- Property crime per 1,000 residents: 6.55
- Auto fatalities per 100,000 residents: 5.67
- Disaster risk: Relatively high

26. Naperville, Illinois

- Violent crime per 1,000 residents: 0.84
- Property crime per 1,000 residents: 8.84
- Auto fatalities per 100,000 residents: 4.91
- Disaster risk: Relatively high



Mayor and Council –

More good news from our Community Relations team as we were notified that one of our videos (<https://www.youtube.com/watch?v=YNRMmfW89FM>) has been nominated. Winners will be announced on June 13th.

- Victor

CATEGORY #214

Children/Youth/Teen - News

2026 Michigan Emmy® Award Nominee

Novi's Chess Champion

City Of Novi

- Josh Buscher
- Sheryl Walsh-Molloy
- Trevor Walega

2026 Michigan Emmy® Award Nominee

Scout's Honor

WZZM

- Riley Mack
- Doug Grevious

2026 Michigan Emmy® Award Nominee

Essays Against Violence

WILX

- Ann Emmerich
- David C. Jones

Buzz Report

May 21, 2026



Hot Topics:

- **Delay on Opening Date for Jessica's Splashpad**

The splashpad was originally slated to be opened this Saturday, May 23rd, but due to unexpected issues with our water test results from the Oakland County Health Division, the opening is now planned for Monday, May 25th instead.

PRCS and PMG staff have been working diligently to resolve this issue, including engaging an independent testing lab (recognized by Oakland County) to expedite processing of the new sample beyond the limited testing days offered by the County. Results are expected on **Sunday (5/24), and it is hoped that the new report will allow the splashpad to be opened for a lovely Memorial Day.**

Updates regarding this matter will be published to the City webpage and Social Media.

- **Novi Parks Re-accreditation (CAPRA) update**

The week of May 11th, the PRCS department completed its 2026 CAPRA (Commission for Accreditation of Park and Recreation Agencies) reaccreditation virtual site visit, and happy to report it went exceptionally well. The department successfully met all 154 standards, and the CAPRA review team will recommend our agency to the CAPRA Commission for reaccreditation. Novi is one of only three agencies in the State of Michigan to achieve the accreditation. PRCS first achieved accreditation in 2016 and was reaccredited in 2021. A more comprehensive update will be provided after the September NRPA (National Recreation and Parks Association) conference, when the reaccreditation is made official.

- **Sustainability and Food Scrap Composting Program Webpages Launched**

A City webpage focusing on Sustainability and what residents can do to support keeping Novi a beautiful, healthy, and thriving community now and in the future has been launched at <https://cityofnovi.org/sustainability/>. Alongside this, a landing page for the soon-to-start Food Scrap Pilot program has been created and will be updated as the formalities of the program are put into place.

- **Residential Property Maintenance Program**

The City of Novi Code Compliance Officers are continuing the Residential Property Maintenance Program. For the current phase, they are focused on: Turnberry Estates, Meadowbrook View Estates, Club Lane, Meadowbrook Manor, Carriage Hill, Charrington Green, and Turtle Creek subdivisions. There are also a few miscellaneous homes included that do not belong to the subdivisions. Letters were sent out on Friday, May 1st and Inspections are planned to start June 1st. For more information on the program, please see the [12/18/25 Administrative ePacket](#) detailing the program and materials circulated to residents.

- **New Informational Webpage for Public ROW and Telcom Providers Launched**

In light of the increase in telecommunications utility work in various areas throughout the City and the increased questions on the matter from residents, the City has launched a webpage (<https://cityofnovi.org/row>) to help educate on the topic. The webpage explains public right-of-way (ROW), how the Michigan Metro Act applies to the Telcom providers and local government, provides answers to Frequently Asked Questions, and provides contacts for the Telcom companies currently doing work.

- **Eight Mile Bridge over CSX Railroad**

City staff recently attended a virtual pre-construction conference with the Wayne County Department of Public Services (WCDPS) and their contractor, E. C. Korneffel Company, regarding the \$3M bridge deck replacement project on 8 Mile Road over the CSX Railroad. The tentative schedule is to close the bridge completely on March 2, 2026, and to reopen for traffic on August 15, 2026 (5 ½ months). Access from Novi Road and to Brickscape Drive will remain open throughout the construction.

Great Lakes Water Authority (GLWA) Status Update:

14 MILE TRANSMISSION WATER MAIN REPLACEMENT: Northbound and southbound Novi and Decker Roads have been reopened to traffic at 14 Mile Road. **Mainline pipe is now installed and complete.** Crews are now focused on preparations for the 14 Mile Road restoration.

GLWA recently applied and was approved for a work hours variance that allows their construction crews to start at 6:00am and work until up to 8:00pm during the remaining project. They have indicated that these additional hours will only be used when absolutely necessary to accelerate the overall project timeline.

<https://www.glwater.org/14milemainproject/>

Road Construction Projects:

At City Council's request the Administrative ePacket will now include the Weekly Road Construction Updates put together by our Department of Public Works engineering team. This same information is used to update the Better Roads Ahead section of the City webpage in a more easily digestible format for the public <https://cityofnovi.org/betterroadsahead/>

Community and Economic Development Project Updates:

Map of Development projects

- **Townes at Haggerty** – Haggerty Road just south of 9 mile
175 townhouses across 26 buildings are proposed on the west side of Haggerty. A public notice has been sent/advertised, and it will go before the Planning Commission on May 6th, for their initial review. City Council will most likely see it sometime in June.
- **Hotels at the Adell Center**
The two remaining hotels at the Adell Center have submitted their stamped building plans for review. A Home 2 Suites (5-story hotel with 141 rooms) and a TownePlace (5-story hotel with 129 guest rooms)
- **Supra Revolving Sushi** (Former Bar Louie) – 12 Mile Crossing
The space recently vacated by Bar Louie is set to become a new revolving sushi restaurant. Initial permits have been issued. There is not yet a timeline for when they plan to open.
- **Central Park South** – Beck Road, South of Grand River Ave
The former Central Park Estates project has been redesigned and is being treated as a new project by planning. New multiple-family development with 106 units in a single 5-story

building. The site improvements include parking on the first level of part of the building, garages, and related open spaces. Awaiting submission of Final Site Plan for review.

- **Providence Meadows** – Grand River Ave, West of Providence Parkway
Proposed rezoning of 31 acres from Light Industrial to High Density Multiple Family to develop 161 townhome units. Next steps will be initial PRO Plan consideration by ~~Planning Commission~~ and City Council. At the January 14th Planning Commission meeting this project received initial feedback (no votes were taken) and will come before Council soon for their initial input (again, *not* for action, just initial feedback).
- **Grand-Beck Development** – Grand River east of Beck Road
Fuel station, convenience store, and Clean Express car wash to be built on a vacant parcel. Preliminary Site Plan has been approved by the Planning Commission. Awaiting submission of Final Site Plan for review. Estimated Completion Date: Unknown
- **Taft Knolls III** – Taft Rd, north of 10 Mile Rd
The Site plan for a Single-Family Residential Development of 13 new homes is now under construction.
- **North Eight Kitchen & Cocktails** (Former Border Cantina) – Novi Road north of Eight Mile
New restaurant by the owners of Benstein Grille in Commerce. Modified site plan with building additions and remodel has been approved by Planning Commission and Zoning Board. Interior Demolition work has commenced as of September. A Foundation-only permit has been issued for the exterior additions. *Estimated Completion Date:* Unknown
- **Novi 10** - 10 Mile and Novi Road
The applicant for the proposed development at 10 Mile and Novi Road has returned with a revised concept for their proposal. The drafting of their PRO agreement is underway.
- **Novi Acres (FKA Station Flats)**
The owners of the property in between Target and Sam's recently submitted a new Preliminary Site Plan, under the new name of Novi Acres. The previously planned project, known as Station Flats, has been scuttled.
- **Camelot Parc/Avalon** by Village of Stonebrook
Townhomes for sale with garages, fewer units (currently zoned PSLR so a special land use approval will come before council for a decision). They last went before City Council on [February 23rd](#) for a tentative approval of their PSLR Agreement and Concept plan.
- **El Car Wash # 2** (former Original \$6 Car Wash) - Novi Road and 96
Permits have been issued
- **Raising Cane's Chicken Fingers** (Former Wendy's) – Novi Rd/Grand River Ave
The Louisiana-based fast food chain Raising Cane's is planning to take over the space in the near future. Permits issued. *Estimated Completion Date: **Late 2026***
- **Transformco (Former Sears at Twelve Oaks)**
Spaces for [a Dicks House of Sport, Round 1 Arcade and Bowling, and Primark](#). Nearly all the external work has been completed. A Revised Structural package has been approved and work is underway. *Estimated Completion Date: **Spring/Summer 2026***

Ordinance Enforcement Updates:

- **DICE (24555 Novi Rd):** Community Development continues to work with them to clean up graffiti on the back of the building. Their plans for a car wash are set to expire very soon.

Frequently Asked Questions:

None at current



2026 WEEKLY CONSTRUCTION UPDATE

May 19 through May 25

*Please note: Any indication of a project's schedule is only an estimate.
Construction work could be delayed by many factors, such as inclement weather.



PROJECT STATUS

YELLOW	- NOT STARTED	GREEN	- ACTIVE
RED	- STOPPED OR DELAYED	BLACK	- COMPLETE

COUNTY PROJECTS

Project: **NOVI ROAD RECONSTRUCTION/REHABILITATION (8 MILE TO 9 MILE ROADS)**

Prime Contractor: Dan's Excavating, Inc.

Start: April 15, 2025

End: November 15, 2026

Consultant: RCOC - In-House Project Management

Description: See attached link to the right for RCOC construction updates.

<https://www.rcocweb.org/698/Novi-Road-8-Mile-Road-to-9-Mile-Road>

The Road Commission for Oakland County (RCOC), in partnership with the cities of Novi and Northville, will rehabilitate and reconstruct Novi Road, from 8 Mile to 9 Mile Roads. Phase 1 - relocate utilities (DTE, Consumers, AT&T, etc.) in spring of 2025 - **COMPLETE**; Phase 2 - reconstruct the 'curve' between 8 Mile Road and Allen Drive in summer/fall of 2025 - **COMPLETE**; and **Phase 3 - rehabilitate the remainder of Novi Road from Allen Drive to 9 Mile Road, in 2026. Plans are also to add a continuous center left turn lane throughout the entire section of Novi Road as well as the installation of a High-Intensity Activated Crosswalk or HAWK pedestrian signals, located just north of Galway Drive.**

Traffic Control/Deviations: Pg 4 of 9 - Detour map attached as an appendix

Phase 3 - the contractor will maintain one-way, southbound traffic only. Northbound traffic will be detoured to Beck, 10 Mile, and back to Novi Road.

Work Status:

Construction, closure and detour started on Monday, March 30th. Contractor is working on the southbound side first and have shifted southbound traffic on the northbound side for the first stage. A bulk of the storm sewer has been installed on the west side.

Project: **BASE LINE OR 8 MILE ROAD/CSX RAILROAD BRIDGE DECK REPLACEMENT**

Prime Contractor: E.C. Koneff Co.

Start: March 2, 2026

End: August 15, 2026

Consultant: In-House WCDPS Project Management Staff

Description: See attached link to the right for WCDPS construction updates.

<https://www.waynecounty.com/departments/public-services/roads/road-construction-updates.aspx>

The Wayne County Department of Public Services (WCDPS) will be completing the final stage (Stage 3) of construction on 8 Mile Road between Haggerty and Novi Roads which is the bridge rehabilitation and bridge deck replacement at the CSX/Lake State Railway. Stage 1 was the concrete rehabilitation from Haggerty Road to just west of Meadowbrook Road. Stage 2 was completed late last year, milling the existing concrete and placing new asphalt pavement over the top from just west of Meadowbrook Road to the CSX bridge.

Traffic Control/Deviations: Pg 5 of 9 - Detour map attached as an appendix

8 Mile Road will be completely closed in both directions at the CSX/Lake State Railway bridge for the full duration of the project. The detour for westbound traffic will be Haggerty Road, south to 6 Mile Road, to Beck Road, and back to 8 Mile Road. Eastbound traffic will be in the reverse.

Work Status:

The closure and construction began on Monday, March 2nd. The contractor is progressing well.

Project: **12 MILE ROAD REHABILITATION (NOVI ROAD TO FARMINGTON ROAD)**

Prime Contractor: TBD

Start: July 1, 2026

End: October 30, 2027

Consultant: Internal RCOC Design and Inspection Staff

Description:

<https://www.rcocweb.org/713/12-Mile-Road-Novi-Road-to-Farmington-Road>

The Road Commission for Oakland County (RCOC) in cooperation with the cities of Novi and Farmington Hills will be rehabilitating 12 Mile Road from Novi Road to Farmington Road over the course of two years, in four, distinct stages (see attached 'Staging Plan'). Stage 1 will take place this summer on the concrete portion of 12 Mile Road between Novi and Meadowbrook Roads and the asphalt portion between just east of Halsted Road and Farmington Road. The plan is to repair the outer lanes first, then repair the inner lanes.

Traffic Control/Deviations: Pg 6 of 9 - Staging plan attached as an appendix

The contractor will maintain at least one lane, in each direction throughout the duration of the first stage.

Work Status:

Bid opening was scheduled for May 1st. So, probably a mid-June start for Stage 1. Should have a better idea of schedule at the pre-construction meeting, to be held soon.

Project: **GLWA's 14 MILE TRANSMISSION WATER MAIN REPLACEMENT**

Prime Contractor: Ric-Man Construction, Inc.

Start: January 12, 2026

End: April 30, 2026

Consultant: Brown & Caldwell and DLZ Corporation

Description:

<https://www.glwawater.org/14millionaproject/>

The Great Lakes Water Authority (GLWA) in cooperation with the Road Commission for Oakland County (RCOC) and the cities of Novi, Walled Lake, Commerce Township, Wixom, and Farmington Hills will be replacing and/or rehabilitating the 42-inch water transmission main along 14 Mile Road from roughly East Lake Drive to M-5. This construction will constitute rehabilitation of certain portions with a Carbon Fiber Reinforced Polymer (CFRP) repair, mainly through the Walled Lake and Wixom areas. All other areas will be an outright replacement pipe.

Traffic Control/Deviations: Pg 7 of 9 - Closure and Detour plans attached as an appendix

14 Mile Road (East Lake Drive to M-5) is still currently closed to eastbound traffic while maintaining westbound traffic.

Work Status:

Northbound and southbound Novi and Decker Roads have been reopened to traffic at 14 Mile Road. Mainline pipe is installed, tested and officially back on line. Crews are now focused on preparations for the 14 Mile Road restoration.

Project: **2026 BRIDGE PREVENTATIVE MAINTENANCE PROGRAM - NOVI ROAD OVER THE CSX RAILROAD**

Prime Contractor: TBA

Start: July 15, 2026

End: August 15, 2026

Consultant: Internal RCOC Design and Inspection Staff

Description: See attached link to the right for RCOC construction updates.

<https://www.rcocweb.org/666/Bridge-Preventative-Maintenance>

The Road Commission for Oakland County (RCOC) has developed a Preventative Maintenance Program for several of their bridges that does not warrant rehabilitation or replacement. These programs are less intrusive while also extending the usable life of the bridge which is more cost-effective in the long term. One of the bridges selected is the Novi Road bridge over the CSX Railroad tracks, just south of the Main Street/Bond Street intersection.

Traffic Control/Deviations: N/A - Detour map is attached as an appendix

The County's contractor will maintain one lane in each direction for the duration of the project.

Work Status:

The contract will go out to bid in June. Construction is slated for mid-summer (July to September).

CITY PROJECTS

Project: BECK ROAD RECONSTRUCTION (GRAND RIVER AVENUE TO 11 MILE ROAD)		
Prime Contractor: Dan's Excavating, Inc.		
Start: April 6, 2026		
End: November 1, 2026		
Consultant: AECOM-Great Lakes		
Description: Through MDOT's Local Agency Project office and federal funding program (\$3.6 Million), the City will be reconstructing and widening Beck Road from Grand River Avenue to 11 Mile Road to five lanes. The plan is to first locate and lower the existing 16-inch and 24-inch water mains in order to install a new large diameter culvert under Beck Road, just south of Heritage Drive. The contractor will begin installing a new storm sewer network along the western edge of Beck Road before construction begins on the road widening. There will also be improvements made to the signalized intersection to the hospital and ADA sidewalk upgrades throughout.		
Traffic Control/Detours:	Pg 8 of 9	- Detour map attached as an appendix
Most of the preparatory work will be performed off the edge of the roadway. Drivers can expect to see minor lane closures or lane shifts under flag control for this work. Once the actual road work begins, Beck Road will be open to southbound traffic only; most northbound traffic will be detoured using 10 Mile, Novi Road, and Grand River Avenue. Local traffic will still be able to use northbound Beck Road north of 10 Mile, but there is a hard closure just south of 11 Mile Road.		
Work Status: The contractor has milled out the existing asphalt in the southbound lanes as well as finished construction of the new 43" X 65" elliptical cross culvert just south of Heritage Drive. Traffic has been shifted over to the east side. Construction of the new storm sewer along the west side of Beck Road is complete. Over the next week, the contractor will be excavating and grading out the subbase of those lanes and placing new base aggregate stone.		
Project: NOVI ROAD MEDIAN ISLAND CONVERSION (12 MILE TO 13 MILE)		
Prime Contractor: Santos Cement Co.		
Start: June 8, 2026		
End: August 1, 2026		
Consultant: Spalding DeDecker		
Description: The City will be providing improvements to the center median islands on Novi Road, between 12 Mile and 13 Mile Roads. Improvements will be to deconstruct the current, natural, sunken islands with newly raised, decorative concrete islands along with planter boxes for small bushes and trees.		
Traffic Control/Detours:	N/A	- Detour map attached as an appendix
One lane of traffic in each direction (outer lanes) will be provided at all times during construction. No closures or detours are expected for this work.		
Work Status: The contractor, Santos Cement, will plan on starting construction on June 8th after school lets out for the summer. Construction is expected to take approximately two months to complete.		
Project: VILLAGE WOOD ROAD RECONSTRUCTION (CRANBROOKE DRIVE TO HAGGERTY ROAD)		
Prime Contractor: Fanson Company, Inc.		
Start: June 6, 2026		
End: September 30, 2026		
Consultant: AECOM-Great Lakes		
Description: The City's contractor, Fanson Company, Inc., will reconstruct Village Wood Road from Cranbrooke Drive to Haggerty Road with new asphalt, concrete curb and gutter, enclosing the ditches, improved storm sewer network, and adding a new, 6-foot wide concrete sidewalk along the north side of the roadway.		
Traffic Control/Detours:	Pg 9 of 9	- Detour map attached as an appendix
Eastbound traffic will be maintained at all times, no matter which side of the roadway is being worked on. Westbound traffic will be detoured south on Haggerty Road, west on 9 Mile Road, north on Cranbrooke Drive, and back to Village Wood Road for the duration of the project.		
Work Status: The contractor will begin setting up the westbound detour and demolition work in early June after school lets out for the summer. Construction is expected to take approximately 4 months to complete.		
Project: 2026 NEIGHBORHOOD ROAD PROGRAM - ASPHALT STREETS (CONTRACT #1)		
Prime Contractor: TBD		
Start: July 1, 2026		
End: November 15, 2026 (Overall Program Completion)		
Consultant: OHM-Advisors		
Description: This will be the first contract and the first year of a 2026-27 program whereby the City of Novi will be performing asphalt road work (full reconstruction, rehabilitation, and/or repair) on the following asphalt street segments: full list of streets forthcoming.		
Traffic Control/Detours:	N/A	- detour map attached as appendix
Work Status:		
Project: 2026 NEIGHBORHOOD ROAD PROGRAM - ASPHALT STREETS (CONTRACT #2)		
Prime Contractor: TBD		
Start: July 1, 2026		
End: November 15, 2026 (Overall Program Completion)		
Consultant: OHM-Advisors		
Description: This will be the second contract and the first year of a 2026-27 program whereby the City of Novi will be performing asphalt road work (full reconstruction, rehabilitation and/or repair) on the following street segments: full list of streets forthcoming.		
Traffic Control/Detours:	N/A	- Detour map attached as an appendix
Work Status:		

CITY PROJECTS

Project: CEDAR SPRING ESTATES WATER MAIN LINING

Prime Contractor: FER-PAL Construction USA, LLC

Start: May 1, 2026

End: July 1, 2026

Consultant: OHM-Advisors

Description:

The Cedar Spring Estates subdivision has experienced numerous water main breaks over the last decade due to corrosion and deterioration of the existing ductile iron pipe. Instead of a full replacement of the water main which would involve significant excavation and disturbance to the adjacent lands and roadways, the City will be undertaking a placement of a cured-in-place pipe (CIPP) lining of approximately 5,000 feet of 8-inch and 600 feet of 12-inch water main. The project will also involve the replacement of existing valves and hydrants. A temporary water service will be provided to the residents prior to and during construction.

Traffic Control/Dehors: N/A - Detour map attached as an appendix

Depending on the locations of work which will vary, there may be some minor lane closures, but two-way traffic will be maintained at all times.

Work Status:

Contractor has been selected and in the pre-construction meeting stated they will start sometime in mid-June. Construction should take approximately 2 months.

Project: SOUTHWEST WATER MAIN LOOP (BECK, 8 MILE & NAPIER)

Prime Contractor: TBD

Start: June 15, 2026

End: October 15, 2026

Consultant: OHM-Advisors

Description:

The 2014 Water Master Plan Update identified a large area of the southwest quadrant of the City as having low or insufficient water pressure and fire protection. Therefore, this project will expand the "Island Lake Pressure District" by providing a "looped" water main connection between 8 Mile Road, Napier Road, 10 Mile Road, and Beck Road. The project will involve constructing approximately 16,800 feet of 12-inch ductile iron water main between 8 Mile Road and 10 Mile Road, through the ITC Sports Park, along Beck Road, and Napier Road.

Traffic Control/Dehors: N/A - Detour map attached as an appendix

No detours will be necessary for this project, but will involve a moving or "rolling" lane closure as the work progresses along the roadway. The lane closures will be protected along with flagging personnel.

Work Status:

Plans are currently being finalized and will go out to bid this summer.

Project: 2026 CONCRETE PANEL REPLACEMENT PROGRAM

Prime Contractor: TBD

Start: July 1, 2026

End: October 15, 2026

Consultant: OHM-Advisors

Description:

The City has identified several neighborhood concrete streets with discrete areas or singular panels exhibiting severe cracking or deterioration that is need of replacement, rather than rehabilitating or reconstructing the roadway at great costs.

Traffic Control/Dehors: N/A - Detour map attached as an appendix

No detours will be necessary for this project, but may involve a small, distinct lane closure at the specific work area. The lane closures will be protected with traffic cones and barrels along with flagging personnel while the work is actively in progress.

Work Status:

The approved list of streets are being finalized and the project will go out to bid in the coming months.

Project: VILLA BARR PARK CONCRETE PATHS

Prime Contractor: Mattioli Cement Company, Inc.

Start: May 1, 2026

End: June 15, 2026

Consultant: AECOM-Great Lakes

Description:

City Council requested the paving of the pathways at Villa Barr Park to increase accessibility. Concrete will be placed over the existing aggregate paths as well as providing a new concrete loop around the existing pond.

Traffic Control/Dehors: N/A

No detours will be necessary for this work. The park will be closed during the duration of this project which is approximately 30 to 45 days.

Work Status:

The contractor will mobilize to the site as soon as the weather allows and the ground conditions warrant construction equipment.

Project: ITC PATHWAY AND BOARDWALK CONNECTION TO BOSCO FIELDS

Prime Contractor: L.J. Construction Company

Start: February 25, 2026

End: June 15, 2026

Consultant: AECOM-Great Lakes

Description:

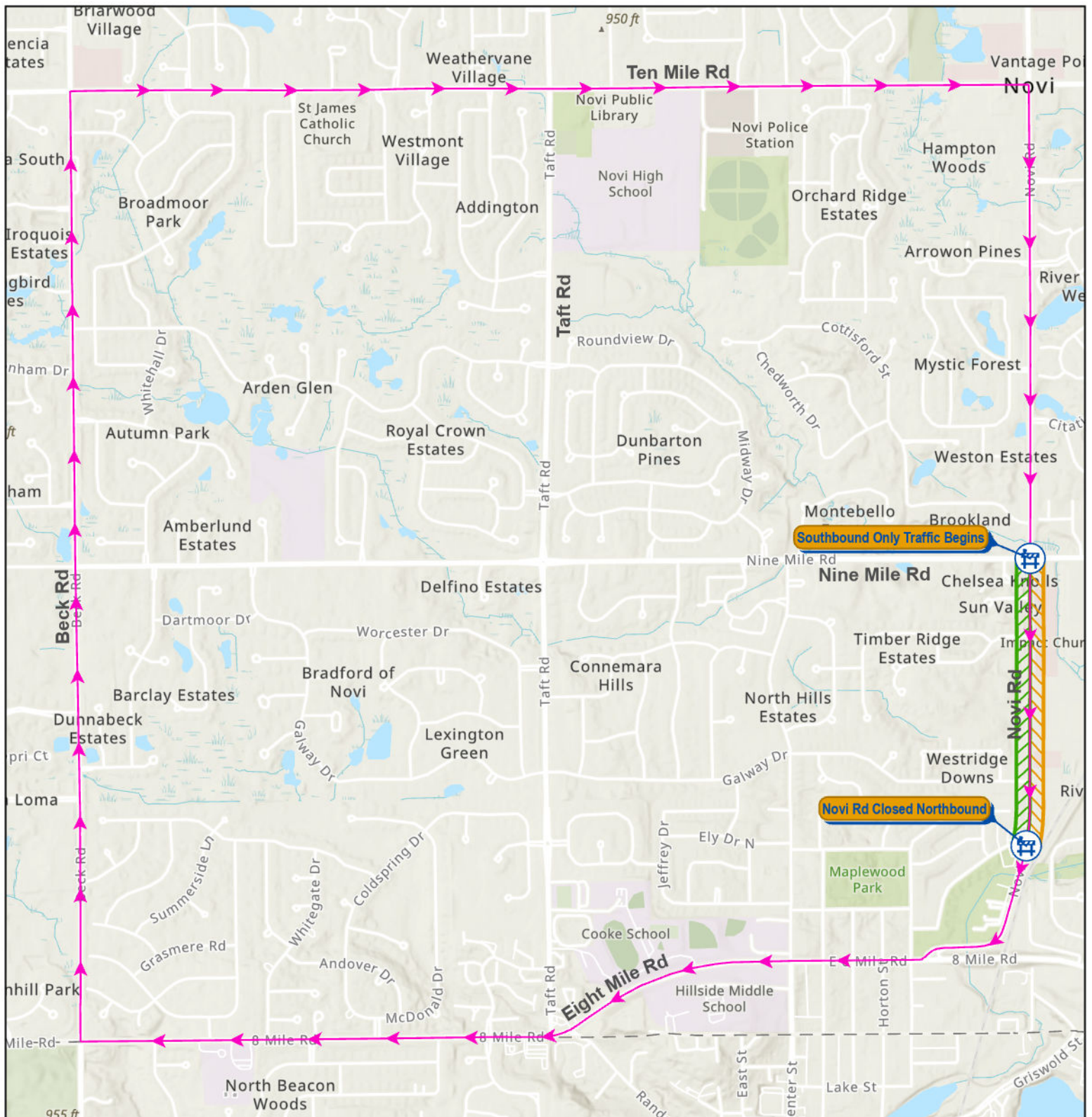
Through MDOT's Local Agency Project office and federal funding program through SEMCOG (\$230,000), the City will be constructing a pathway between the existing ITC Trail and Bosco Fields Park. Construction will involve the placement of a hot-mix asphalt shared use path from the existing ITC Trail, south of 11 Mile Road, easterly to Bosco Fields Park, connecting to Beck Road, including approximately 600 feet of a 14-foot-wide boardwalk.

Traffic Control/Dehors: N/A - Detour map attached as appendix

No detours or closures will be necessary for this project. A small area of the southwestern portion of Bosco Fields will be quartered-off for staging of contractor equipment.

Work Status:

The tree subcontractor has completed the removal of all trees, stumps and roots within the proposed pathway/boardwalk limits. After the Memorial Day holiday, the helical pier subcontractor will begin drilling-in boardwalk piers.



Novi Rd is **closed to northbound traffic** from Allen Dr to 9 Mile Rd for the duration of this project.

Northbound traffic should navigate around this closure using 8 Mile Rd to Beck Rd to 10 Mile Rd and back to Novi Rd.

-  Detour Route
-  CLOSED to Traffic
-  OPEN to Traffic

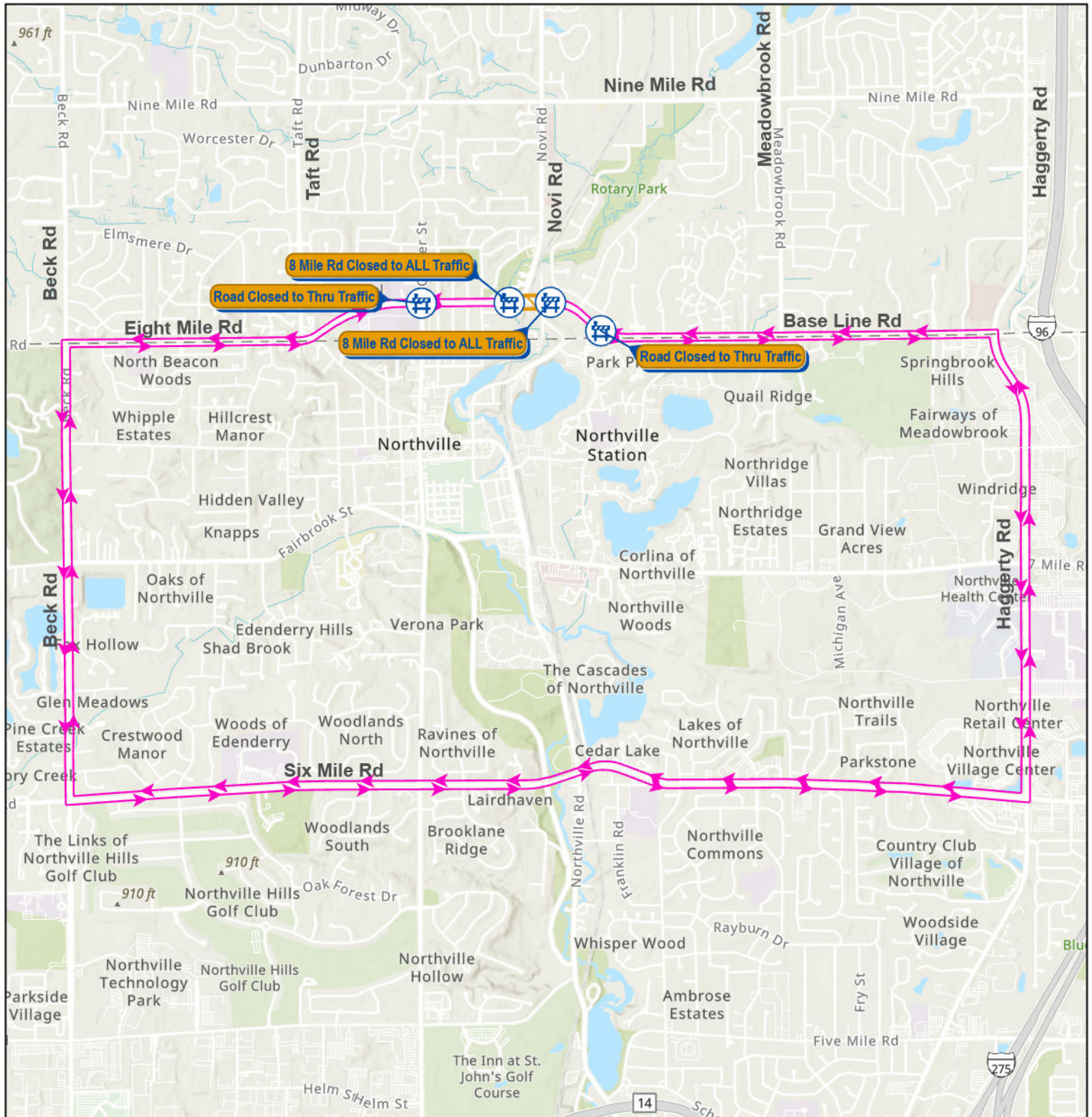


Novi Rd Reconstruction Allen Dr to Nine Mile Rd

0 750 1,500 3,000 4,500 Feet



Map Print Date: 2/24/26
Map Author: K. Blough



8 Mile Rd/Base Line Rd over the CSX railroad tracks will be **closed to ALL traffic** for the duration of the project while the bridge repairs are underway.

The designated detour is 8 Mile Rd to Haggerty Rd to 6 Mile Rd to Beck Rd back to 8 Mile Rd and vice versa.

 Detour Route
 CLOSED to Traffic

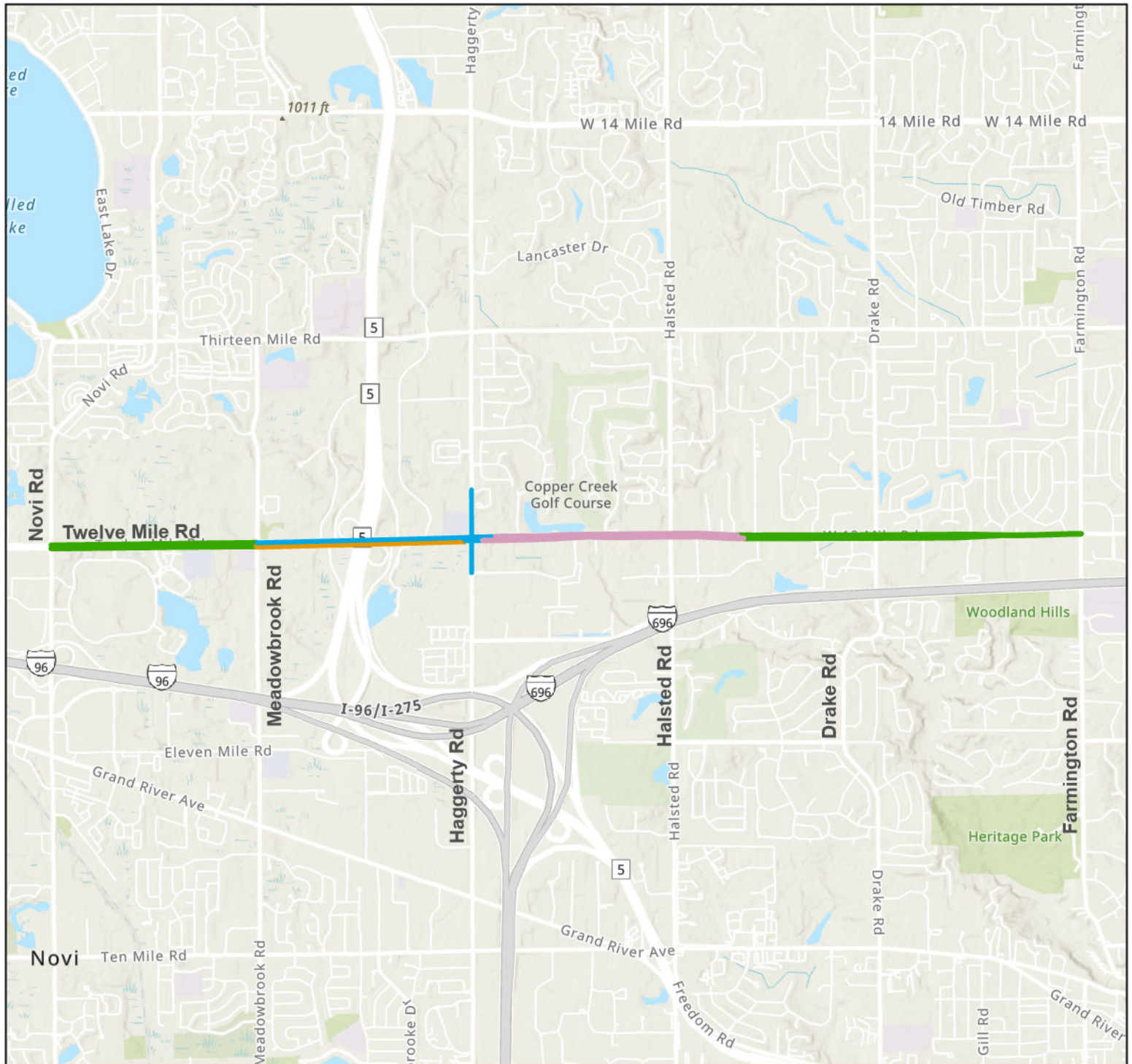


8 Mile Rd at CSX Railroad Bridge Novi Rd to Brickscape Dr

0 1,500 3,000 6,000 9,000 Feet



Map Print Date: 3/14/25
Map Author: K. Blough



Staging Plan

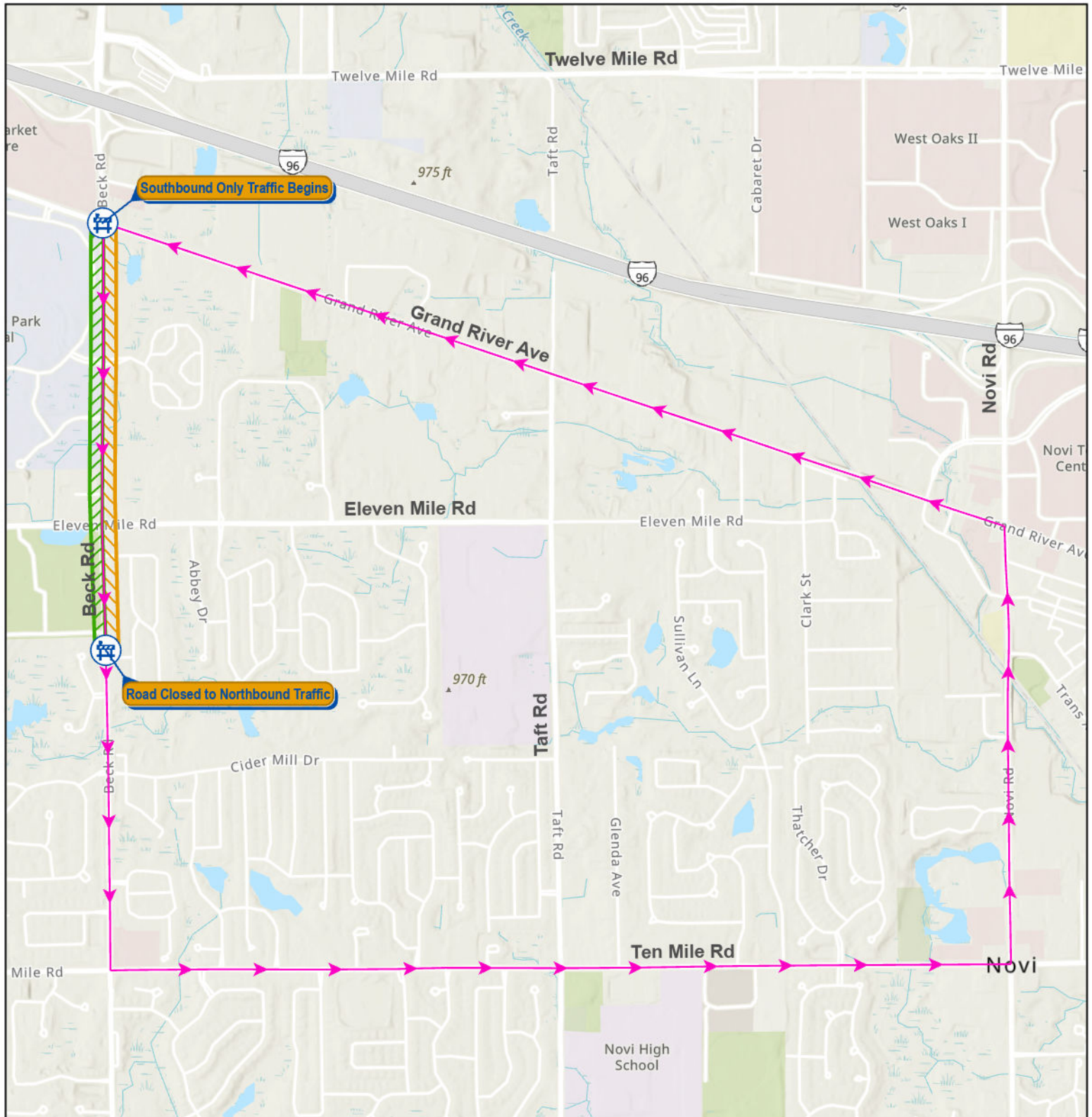
- Stage 1 (Summer 2026): Novi Rd to Meadowbrook Rd & Investment Dr to Farmington Rd
- Stage 2 (Fall 2026): Eastbound from Meadowbrook Rd to Haggerty Rd
- Stage 3 (Spring & Summer 2027): Westbound from Meadowbrook Rd to Haggerty Rd & Haggerty Rd Intersection
- Stage 4 (Fall 2027): Haggerty Rd to Investment Dr



Twelve Mile Rd Rehabilitation Novi Rd to Farmington Rd



Map Print Date: 2/24/26
Map Author: K. Blough



Beck Rd is **closed to northbound traffic** from Sanford Dr to Grand River Ave for the duration of this project.

Northbound traffic should navigate around this closure using 10 Mile Rd to Novi Rd to Grand River Ave and back to Beck Rd.

-  Detour Route
-  CLOSED to Traffic
-  OPEN to Traffic

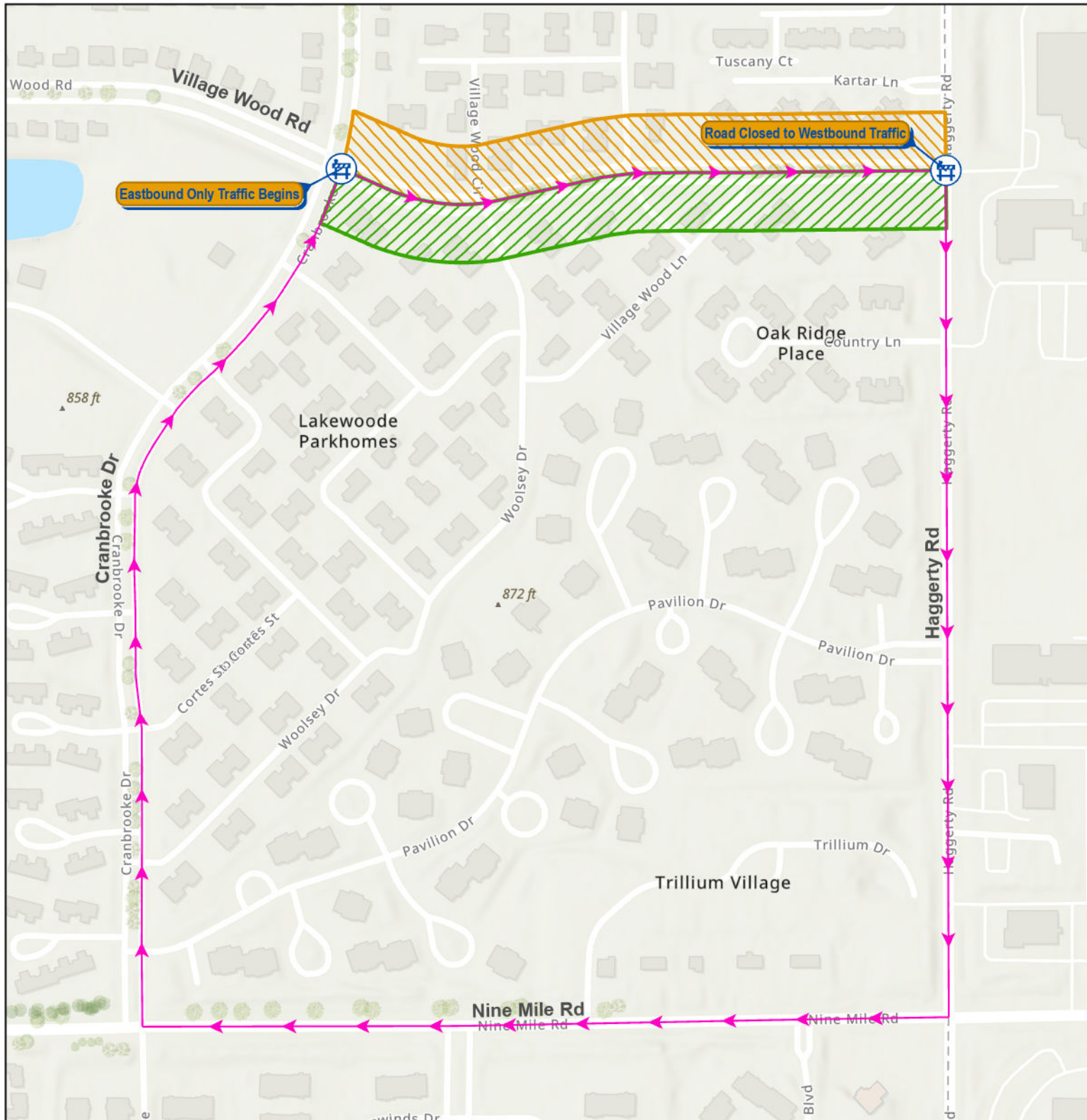


Beck Road Widening 11 Mile Rd to Grand River Ave

0 800 1,600 3,200 4,800 Feet



Map Print Date: 4/7/26
Map Author: K. Blough



Village Wood Rd is **closed to westbound traffic** from Haggerty Rd to Cranbrooke Dr for the duration of this project.

Westbound traffic should navigate around this closure using Haggerty Rd to 9 Mile Rd to Cranbrooke Dr and back to Village Wood Rd.

-  Detour Route
-  CLOSED to Traffic
-  OPEN to Traffic



Village Wood Rd Reconstruction Cranbrooke Dr to Haggerty Rd

0 175 350 700 1,050 Feet



Map Print Date: 2/23/26
Map Author: K. Blough

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
FROM: DANIELLE MAHONEY, ASSISTANT CITY MANAGER
SUBJECT: MILE ONE ONBOARDING PILOT LAUNCH
DATE: MAY 21, 2026

Key Highlights

- The City launched its new employee onboarding pilot program, **"Mile One,"** this week.
- The program is designed to strengthen organizational culture, employee engagement, and cross-departmental connection from day one.
- "Mile One" provides employees with a foundational introduction to local government, Team Novi values, leadership expectations, and City operations.
- The pilot supports ongoing organizational culture and High-Performance Organization (HPO) efforts through the Novi Drive initiative.

Background Information

As part of the City's continued investment in organizational culture and employee development, staff launched a new onboarding pilot program this week titled **"Mile One."** The name reflects the idea that every employee's journey with Team Novi begins with a shared foundation and a collective commitment to service excellence.

The pilot is intended to complement department-specific onboarding by creating an organization-wide introduction for new hires across all functional areas. The program focused on helping employees better understand the City's values, leadership culture, and how their role contributes to the broader Team Novi organization.



The inaugural session included:

- Local Government 101 and the Council-Manager form of government
- Team Novi culture, values, and the Novi Drive initiative
- Leadership and customer service expectations
- An overview of City operations and internal service departments

- Cross-departmental networking opportunities
- Lunch with department directors
- A guided tour of City facilities and community assets

The program also reinforced the City's broader commitment to becoming a more connected, collaborative, and high-performing organization by exposing employees early to concepts tied to leadership at all levels, continuous improvement, innovation, and service excellence.

Staff will continue gathering feedback from participants and department leaders as the pilot evolves and is refined for future onboarding cohorts.