CITY OF NOVI
Administrative ePacket
January 09, 2025

Council Action/Attention

Departmental Updates

Year-End 2024 Real Estate Market Overview - Ziozios

Language Line Interpretation Services Update - Cauchi

The Buzz Report

For Your Information

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Arbor Day 2024 Proclamation for Tree City USA Status - Hanson

MEMORANDUM

TO: VICTOR CARDENAS, CITY MANAGER

FROM: JAN ZIOZIOS, ASSESSOR

SUBJECT: YEAR-END 2024 REAL ESTATE MARKET OVERVIEW

DATE: JANUARY 2, 2025

Happy New Year! This month's real estate market update includes residential data from Realcomp and the National Association of Realtors. Additionally, I've included two new reports from Integra Realty Resources, the largest independent commercial real estate valuation and consulting firm in North America. The Integra reports cover the metro Detroit Multifamily market and Retail market.

Realcomp Update – November 2024

Supply

The Realcomp reports for Novi and Oakland County for November 2024 are attached for your review. At the end of November, Novi had a 1.6 months' supply of non-condominium home inventory, an 11.1% decrease over the prior year. Oakland County reflected a 1.9 months' supply in November.

Novi's condominium supply in November was 1.4 months, a 40% increase over November 2023. This compares to the county's November supply of 2.0 months. On average, non-condominium homes are marketed for an average of 26 days before sale and condominium homes are on the market for 36 days.

A snapshot of current inventory in Novi is presented below:

Active Listings			
Type	No. of Active Listings	Low Price	High Price
Detached	32	$289,000	$4,525,000
Attached Condo	24	$185,000	$750,000

Pricing

For Novi's non-condo homes, the November average percent of list price received was 99.1% compared to the September average of 99.3%. Novi's median sale price was $475,000, compared to the prior year's median price of $455,000.

Novi's condominium home sales in November had an average percent of list price received of 98.4% compared to 99.4% in November 2024. The median sale price was $352,000, compared to $270,000 in November 2023.

Novi's housing market is becoming more balanced, with supply and demand working towards equilibrium. The number of days on the market has significantly increased, even though new listings are down, and inventory remains somewhat limited. The increase in the number of days on the market is due in part to initial asking prices that are reminiscent of the 2022 – 2023 market where homes were regularly selling over asking price with multiple offers. Homes that are priced too high for current market conditions, which include 30-year mortgage interest rates that recently hit **6.91%,** will linger on the market.

Sales Volume

Twenty-nine (29) non-condo homes sold in Novi in November 2024, a 10.7% decrease over the prior year, and 13 condo sales closed, a 31.6% decrease over the previous year.

Housing Affordability Index

The monthly housing affordability index provides a way to track, over time, whether housing is becoming more, or less, affordable for the typical household. The HAI incorporates changes in key variables affecting affordability: housing prices, interest rates, and income.

- A ratio of 100 indicates that median household (i.e., family) income is just sufficient to purchase the median-priced home.
- When the ratio falls below 100, the typical household has less income than necessary to purchase the typical house.

According to the National Association of REALTORS® Housing Affordability Index, housing affordability decreased in October 2024. The national index is now above 100, currently at 102.3. An index above 100 means a household with a median income has more than the income required to afford a median-priced home. Generally, a mortgage is considered affordable if the mortgage payment (i.e., principal and interest) is 25% or less of the family's income.

NATIONAL ASSOCIATION OF REALTORS: *HOUSING AFFORDABILITY IN*

Year		Median Priced Existing Single Family Home	Mortgage Rate*	Monthly P & I Payment	Payment as a % of Income	Median Family Income	Qualifying Income**	Affordability Fixed
2021		357,100	3.01	1206	16.9	85,806	57,888	148.2
2022		392,800	5.40	1765	23.0	92,148	84,720	108.8
2023		394,100	6.88	2072	25.8	96,401	99,456	96.9
2023	Oct	396,000	7.70	2,259	27.8	97,478	108,432	89.9
2023	Nov	392,200	7.52	2,198	27.0	97,814	105,504	92.7
2023	Dec	385,800	6.90	2,033	24.9	98,109	97,584	100.5
2024	Jan	382,900	6.72	1,981	23.9	99,364	95,088	104.5
2024	Feb	388,000	6.86	2,036	24.5	99,749	97,728	102.1
2024	Mar	396,600	6.90	2,090	25.0	100,281	100,320	100.0
2024	Apr	411,100	7.07	2,204	26.3	100,616	105,792	95.1
2024	May	422,400	7.14	2,280	27.1	101,025	109,440	92.3
2024	Jun	432,900	7.00	2,304	27.3	101,254	110,592	91.6
2024	Jul	427,200	6.93	2,258	26.7	101,660	108,384	93.8
2024	Aug	419,800	6.58	2,140	25.2	101,846	102,720	99.1
2024	Sep r	411,400	6.26	2,029	23.8	102,136	97,392	104.9
2024	Oct p	412,200	6.51	2,086	24.4	102,425	100,128	102.3

Local Market Update – November 2024

A Research Tool Provided by Realcomp

Novi

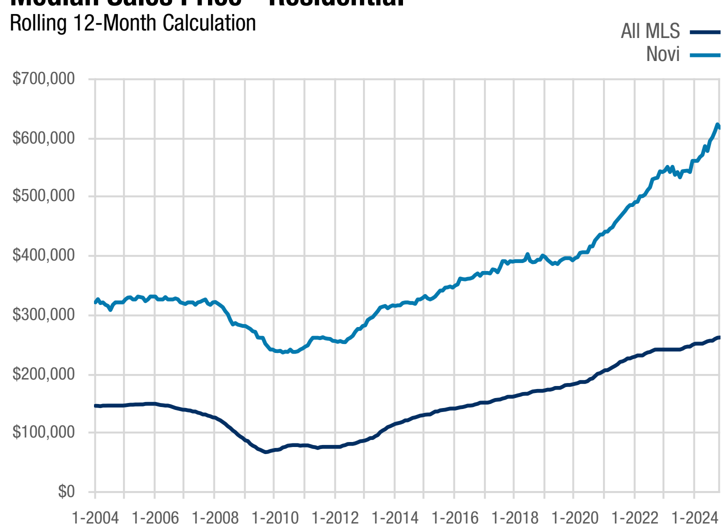
Oakland County

Residential	November			Year to Date		
Key Metrics	**2023**	**2024**	**% Change**	**Thru 11-2023**	**Thru 11-2024**	**% Change**
New Listings	28	**25**	- 10.7%	388	**457**	+ 17.8%
Pending Sales	18	**22**	+ 22.2%	307	**357**	+ 16.3%
Closed Sales	17	**29**	+ 70.6%	286	**353**	+ 23.4%
Days on Market Until Sale	17	**31**	+ 82.4%	17	**19**	+ 11.8%
Median Sales Price*	$455,000	**$475,000**	+ 4.4%	$558,750	**$616,750**	+ 10.4%
Average Sales Price*	$631,941	**$519,409**	- 17.8%	$605,374	**$721,103**	+ 19.1%
Percent of List Price Received*	98.7%	**99.1%**	+ 0.4%	101.3%	**101.6%**	+ 0.3%
Inventory of Homes for Sale	49	**50**	+ 2.0%	—	**—**	—
Months Supply of Inventory	1.8	**1.6**	- 11.1%	—	**—**	—

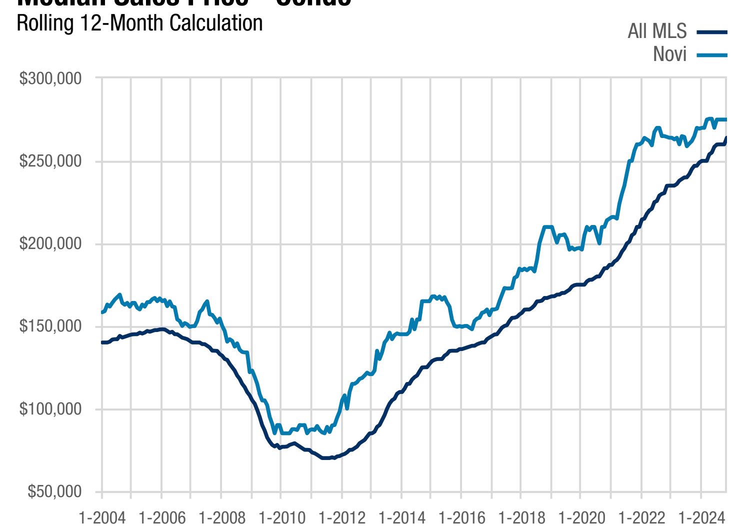
Condo	November			Year to Date		
Key Metrics	**2023**	**2024**	**% Change**	**Thru 11-2023**	**Thru 11-2024**	**% Change**
New Listings	20	**17**	- 15.0%	266	**277**	+ 4.1%
Pending Sales	17	**15**	- 11.8%	230	**237**	+ 3.0%
Closed Sales	19	**13**	- 31.6%	223	**224**	+ 0.4%
Days on Market Until Sale	17	**30**	+ 76.5%	18	**21**	+ 16.7%
Median Sales Price*	$270,000	**$352,000**	+ 30.4%	$269,500	**$275,000**	+ 2.0%
Average Sales Price*	$362,184	**$359,949**	- 0.6%	$311,697	**$314,773**	+ 1.0%
Percent of List Price Received*	99.4%	**98.4%**	- 1.0%	100.8%	**100.4%**	- 0.4%
Inventory of Homes for Sale	21	**30**	+ 42.9%	—	**—**	—
Months Supply of Inventory	1.0	**1.4**	+ 40.0%	—	**—**	—

* Does not account for sale concessions and/or downpayment assistance. | Percent changes are calculated using rounded figures and can sometimes look extreme due to small sample size.

Median Sales Price - Residential
Rolling 12-Month Calculation



Median Sales Price - 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.

Local Market Update – November 2024

A Research Tool Provided by Realcomp

Oakland County

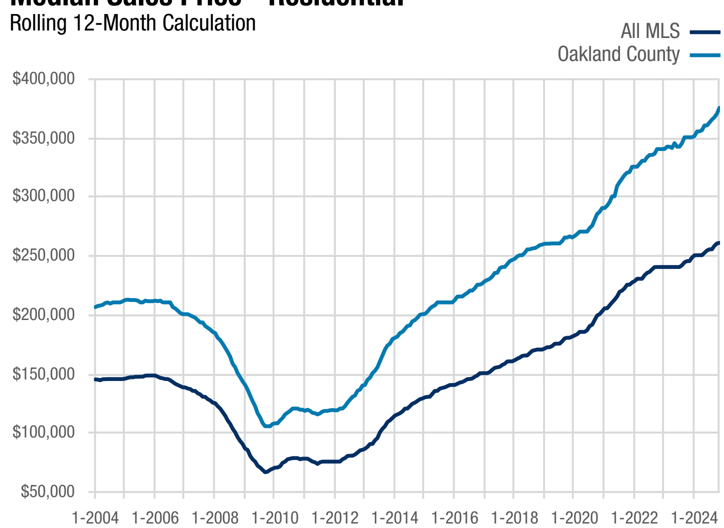
Residential	November			Year to Date		
Key Metrics	**2023**	**2024**	**% Change**	**Thru 11-2023**	**Thru 11-2024**	**% Change**
New Listings	1,171	**1,121**	- 4.3%	15,255	**15,798**	+ 3.6%
Pending Sales	813	**879**	+ 8.1%	11,372	**11,652**	+ 2.5%
Closed Sales	869	**939**	+ 8.1%	11,230	**11,340**	+ 1.0%
Days on Market Until Sale	25	**26**	+ 4.0%	26	**25**	- 3.8%
Median Sales Price*	$340,750	**$375,000**	+ 10.1%	$355,000	**$376,152**	+ 6.0%
Average Sales Price*	$420,808	**$452,210**	+ 7.5%	$430,673	**$472,719**	+ 9.8%
Percent of List Price Received*	99.1%	**99.5%**	+ 0.4%	100.3%	**100.4%**	+ 0.1%
Inventory of Homes for Sale	1,983	**2,001**	+ 0.9%	—	**—**	—
Months Supply of Inventory	2.0	**1.9**	- 5.0%	—	**—**	—

Condo	November			Year to Date		
Key Metrics	**2023**	**2024**	**% Change**	**Thru 11-2023**	**Thru 11-2024**	**% Change**
New Listings	290	**263**	- 9.3%	3,512	**3,832**	+ 9.1%
Pending Sales	212	**193**	- 9.0%	2,751	**2,878**	+ 4.6%
Closed Sales	224	**205**	- 8.5%	2,675	**2,798**	+ 4.6%
Days on Market Until Sale	24	**36**	+ 50.0%	27	**28**	+ 3.7%
Median Sales Price*	$245,750	**$268,000**	+ 9.1%	$259,000	**$275,000**	+ 6.2%
Average Sales Price*	$301,508	**$298,927**	- 0.9%	$298,657	**$308,971**	+ 3.5%
Percent of List Price Received*	98.6%	**98.2%**	- 0.4%	99.6%	**99.3%**	- 0.3%
Inventory of Homes for Sale	461	**520**	+ 12.8%	—	**—**	—
Months Supply of Inventory	1.9	**2.0**	+ 5.3%	—	**—**	—

* Does not account for sale concessions and/or downpayment assistance. | Percent changes are calculated using rounded figures and can sometimes look extreme due to small sample size.

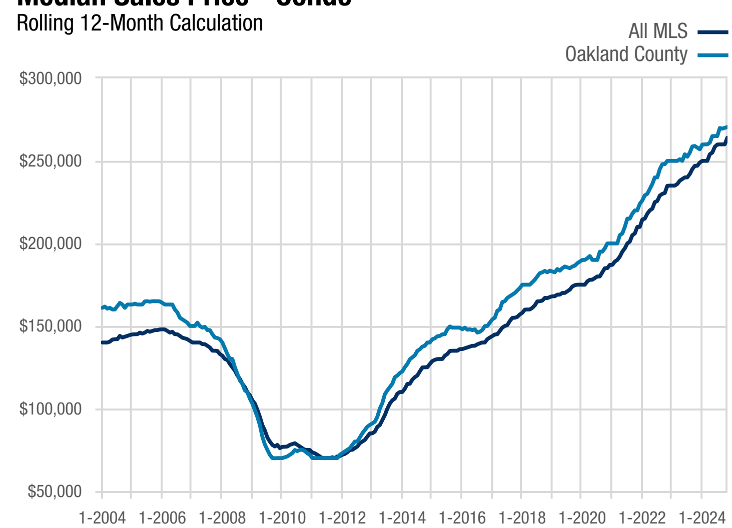
Median Sales Price - Residential

Rolling 12-Month Calculation



Median Sales Price - 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.

VIEWPOINT

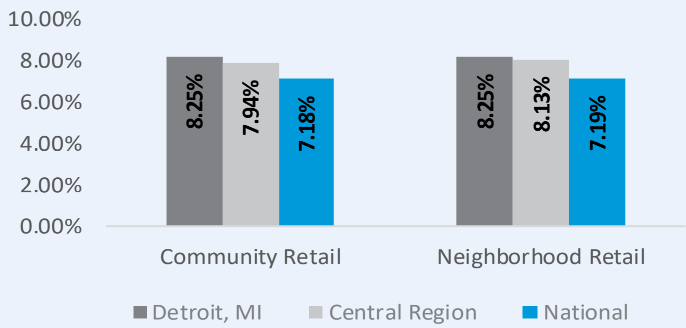
2025 DETROIT, MI RETAIL ANNUAL REPORT

An Integra Realty Resources Publication / irr.com

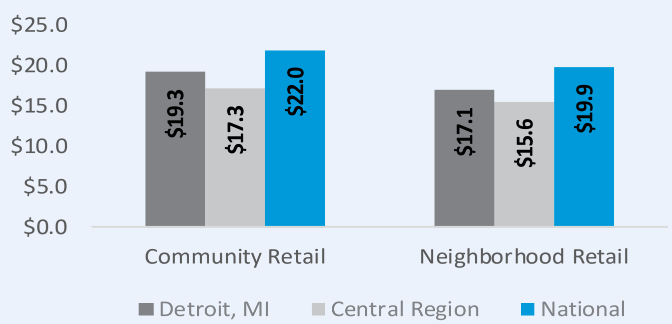
Market Rate Indicators (Y/Y)

Categories	Community Retail	Neighborhood Retail
Going In Cap Rate (%)	◀▶	▼
Asking Rent ($/SF)	▲	▲
Vacancy Rate (%)	▲	▲

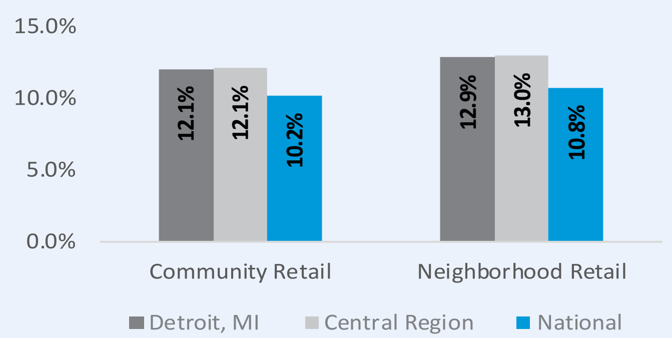
Going In Cap Rate Comparisons (%)



Asking Rents ($/SF)



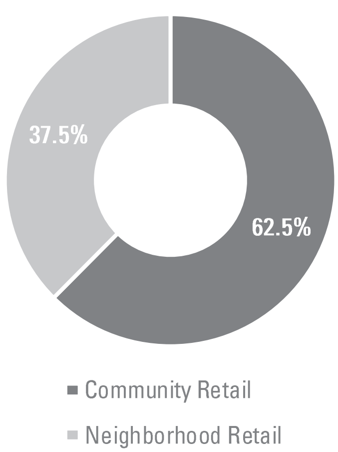
Vacancy Rates (%)



Detroit, MI Retail Market Overview

The retail real estate market in Metro Detroit shows continued demand despite some challenges, maintaining a stable but evolving landscape heading into 2025. Rental rates in the area have generally held steady, with average rates ranging from $15 to $20 per square foot for good-quality retail spaces. Well positioned, multi-tenant retail properties have performed well, with a low vacancy rate of approximately 3% to 10% depending on location and property age/condition. Single-tenant occupancies remain strong due to limited new contraction. The demand for retail properties in Metro Detroit has been fairly strong, driven by sectors like food service, discount retailers, and retail properties that offer recreational and or experiential alternatives that drive in-person shopping. Net absorption was strong through 2024, and new construction has slowed, with the exception of smaller, shadow anchored strip centers. This has helped keep vacancy rates low. An emerging area of concern however, is the shifting landscape regarding drug store and dollar store type properties. These retailers have struggled in 2024 with some filing for bankruptcy protection, creating an oversupply of mid-box, free standing facilities across the region. These properties will be sold or leased at discounts for alternate uses than originally intended, impacting the broader market. As Metro Detroit's retail market adapts, key trends include an emphasis on mixed-use developments. There have been a number of projects, recently developed, that mix retail and residential uses, catering to a market segment that wants convenience and service spaces near where they reside. Additionally, retail spaces are combining both a store and distribution hub in the same facility to accommodate e-commerce.

Distribution of Total Inventory



34,886,000 SF Retail Inventory

0.00% - 12 Mo. Proj. Construction/Inventory

Integra Realty Resources - Detroit
400 West Maple Road, Suite 100, Birmingham, MI 48009, 248-540-0040 ext. 114
Donald Selvidge, MAI, Senior Managing Director, dselvidge@irr.com

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Change In Value Next 12 Months

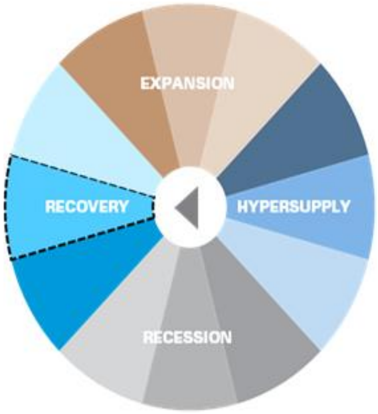
▲1%-1.9%

Community Retail

▲1%-1.9%

Neighborhood Retail

Market Cycle: Recovery Stage 2



- Low/Moderate Employment Growth
- Neg/Low Rental Rate Growth
- Low New Construction
- Decreasing Vacancy Rates
- Moderate Absorption

Forecasts

Detroit, MI 12-Month Retail Forecasts

Categories	Community Retail	Neighborhood Retail
Going-In Cap Rates	Remain Steady - no change	Remain Steady - no change
Discount Rate	Remain Steady - no change	Remain Steady - no change
Reversion Rate	Remain Steady - no change	Remain Steady - no change
Construction (SF)	0	
Market Rent Change	+2.00%	+2.00%
Expense Rate Change	+3.00%	+3.00%
Years to Balance	In Balance	

Detroit, MI 36-Month Retail Forecasts

Categories	Community Retail	Neighborhood Retail
Market Rent Change	+6.93%	
Change in Value	Increase 2%-2.9%	Increase 2%-2.9%

Integra Realty Resources (IRR) is the largest independent commercial real estate valuation and consulting firm in North America, with over 150 MAI-designated members of the Appraisal Institute among 540+ professionals based in our 50+ offices throughout the United States and the Caribbean. Founded in 1999, the firm specializes in real estate appraisals, feasibility and market studies, expert testimony, and related property consulting services across all local and national markets. Our valuation and counseling services span all commercial property types and locations, from individual properties to large portfolio assignments.

For more information, visit www.irr.com.

VIEWPOINT

2025 DETROIT, MI MULTIFAMILY ANNUAL REPORT

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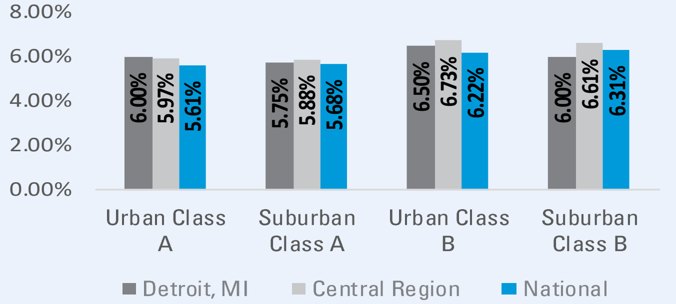
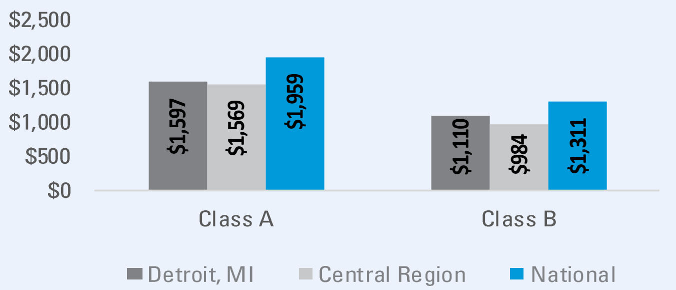
Market Rate Indicators (Y/Y)

Categories	Class A	Class B
Going In Cap Rate (%)	◀▶	◀▶
Asking Rent ($/Unit)	▲	▲
Vacancy Rate (%)	▲	▼

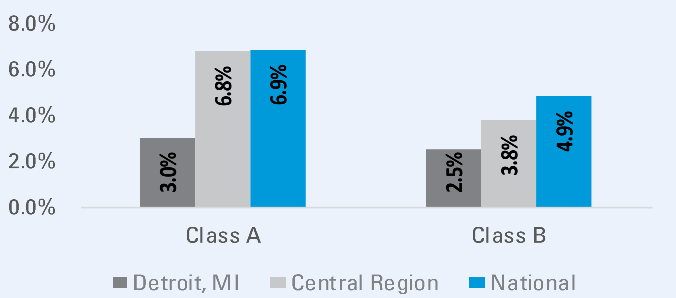
Going In Cap Rate Comparisons (%)



Asking Rents ($/Unit)



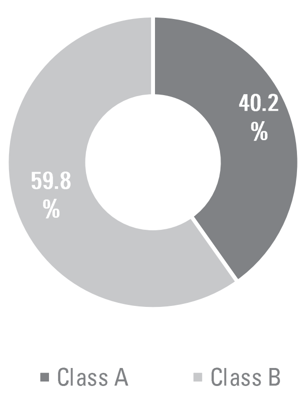
Vacancy Rates (%)



Detroit, MI Multifamily Market Overview

The overall fundamentals of the multifamily market in Metropolitan Detroit remains strong. Inventory is growing at a modest rate in relation to the nation and new units are being quickly absorbed. Vacancy rates among nearly all markets remain at or below 6%. Rental rates are increasing at more modest levels than prior years but do continue upward. Select Class B/C properties in outlying markets have experienced stagnant rent growth, but overall rents are projected to continue to grow. Home ownership continues to be out of reach for most as housing values remain high, and coupled with higher interest rates, has continued to fuel the demand for rental housing. Metro Detroit remains anchored by the automotive industry but is steadily diversifying its economic base. The region is experiencing growth in other industries such as trade, transportation, finance, healthcare, warehousing and distribution, and utilities. Furthermore, businesses are expanding auto-related enterprises such as autonomous driving, electric vehicles, and battery technology and production. Michigan is ranked 4th in the U.S. for high-tech employment, as well as No. 1 in the U.S. for foreign direct investment-related job growth over the past five years. The influx of foreign investment and workers drives demand for rental housing as many new residents migrating often initially rely on rental housing. Downtown Detroit continues to be the bellwether for Metro Detroit with vacancy levels in Class A properties are stable with several new projects experiencing strong absorption. The renovation of the Michigan Central Station by Ford Motor Company into their autonomous and electric vehicle headquarters is expected to bring nearly 2,000 employees to Downtown. There remains considerable demand for workforce and affordable housing throughout the region. Apartment owners continue to be concerned about rising operating expenses including real estate taxes, insurance, and payroll. Overall, the fundamentals of the Metro Detroit market remain balanced with rental rate increases in the near term expected to be lower than prior years and vacancy levels expected to remain stable.

Distribution of Total Inventory



227,037 Units
Multifamily Inventory

0.22% - 12 Mo. Proj.
Construction/Inventory

Integra Realty Resources - Detroit

400 West Maple Road, Suite 100, Birmingham, MI 48009, 248-540-0040 ext. 114
Donald Selvidge, MAI, Senior Managing Director, dselvidge@irr.com

2025 DETROIT, MI MULTIFAMILY ANNUAL REPORT

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Change In Value Next 12 Months

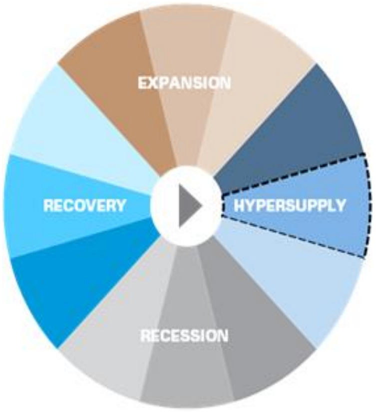
▲2%-2.9%
Urban Class A

▲2%-2.9%
Suburban Class A

▲2%-2.9%
Urban Class B

▲2%-2.9%
Suburban Class B

Market Cycle: Hypersupply Stage 2



- Med/Low Rental Rate Growth
- Moderate/Low Employment Growth
- Increasing Vacancy Rates
- Moderate/High New Construction
- Low/Negative Absorption

Forecasts

Detroit, MI 12-Month Multifamily Forecasts

Categories	Urban Class A	Urban Class B	Suburban Class A	Suburban Class B
Going-In Cap Rates	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps
Discount Rate	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps
Reversion Rate	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps	Decrease 1-24 bps
Construction (Units)	505			
Market Rent Change	+3.00%	+3.00%	+3.00%	+3.00%
Expense Rate Change	+3.00%	+3.00%	+3.00%	+3.00%
Years to Balance	In Balance			

Detroit, MI 36-Month Multifamily Forecasts

Categories	Urban Class A	Urban Class B	Suburban Class A	Suburban Class B
Market Rent Change	+10.65%			
Change in Value	Increase 5%-9.9%	Increase 5%-9.9%	Increase 5%-9.9%	Increase 5%-9.9%

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For more information, visit www.irr.com.

MEMORANDUM

TO: ERICK W. ZINSER
DIRECTOR OF PUBLIC SAFETY / CHIEF OF POLICE

FROM: PAT CAUCHI, PUBLIC SAFETY BUDGET ANALYST

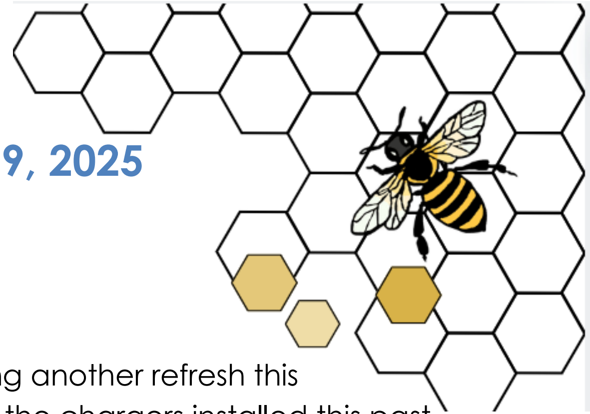
SUBJECT: LANGUAGE LINE INTERPRETATION SERVICES

DATE: JANUARY 9, 2025

Since August 2008, the Novi Police Department has been a subscriber to the fee-based Language Line Interpretation service. This service is a phone-based product that can connect users to over 170 possible language interpreters. The service has been a tremendous help to the Department in meeting our needs for language interpretation services while carrying out our services to the public. This service can also be used by any city department to effectively serve and meet the needs of our diverse community. Employees can utilize this service whether speaking to a community member in person or on the telephone. Listed below is a summary of the interpretation services since becoming a subscriber:

Novi Police Department
Language Line Usage
August 2008 - December 2024

Language	Minutes	Calls	Cost
Albanian	670	31	$ 1,005
Arabic	381	31	$ 570
Bengali	14	1	$ 21
Bulgarian	3	1	$ 5
Burmese	143	8	$ 215
Cantonese	106	5	$ 159
Farsi	91	6	$ 152
French	147	5	$ 221
Fulani	9	1	$ 14
Georgian	157	2	$ 236
Greek	16	2	$ 24
Haitian Creole	166	1	$ 249
Hindu	58	9	$ 87
Hungarian	8	1	$ 12
IGBO	27	1	$ 41
Italian	3	1	$ 5
Japanese	1,445	108	$ 2,162
Korean	564	45	$ 861
Mandarin	953	72	$ 1,430
Nepali	28	1	$ 42
Polish	12	2	$ 18
Portuguese	169	8	$ 258
Romanian	221	19	$ 332
Russian	713	44	$ 1,070
Spanish	4,883	391	$ 6,906
Tagalog	2	1	$ 3
Tamil	3	1	$ 5
Telugu	77	5	$ 116
Ukrainian	181	11	$ 272
Urdo	4	1	$ 6
Uzbek	134	4	$ 201
Vietnamese	251	14	$ 377
Wolof	8	1	$ 12
Subtotal	**11,647**	**834**	**$ 17,079**
Startup	-	-	$ 250
Other Charges	-	-	$ 520
Total	**11,647**	**834**	**$ 17,849**



Buzz Report

January 9, 2025

Hot Topics:

- **EV Charging Station Update**
  The EV Chargers located at the Novi Public Library will be getting another refresh this week! Due to the recent closure/sale of Enel X, the software for the chargers installed this past January are unfortunately no longer usable. The State Electric Company, who maintains our chargers, has luckily come up with a solution to keep everything powered up for the future and will be swapping out both stations for brand-new chargers this week. They anticipate that the new chargers will be installed and ready to go by the time Council receives this report. Updated directions for use will be on the new screens to assist users.

- **Liberty Park Speed Study**
  At the request of citizens in Liberty Park neighborhood, Novi PD installed a speed sign on Declaration Drive (for northbound traffic) near Bartlett Drive from Monday, December 2 through Saturday, December 7 to gather speed data. A total of 4,032 cars traveled on Declaration during this time, with an average speed of 18.72 mph. Data indicates speeding is not an issue and staff have relayed the findings to our contact in Liberty Park. No further action is anticipated.

- **10 Mile/Novi Road Traffic Light**
  There have been recent reports of the traffic light at Ten Mile and Novi Road malfunctioning, occasionally displaying a flashing red on all sides even at times of day when it shouldn't. The Road Commission for Oakland County (RCOC) is responsible for this signal and have already been contacted. As their monitoring panel was reporting no errors, they sent out a crew to investigate the issue on Monday, December 9th. No further report has been given to our offices from RCOC on the matter at this time, but we expect the problem has been resolved or is in the process of being so.

- **Bristol Corners Sidewalks**
  Residents of Bristol Corners have recently contacted the City requesting reimbursement for sidewalk repairs they undertook themselves. This matter was previously considered by the Mobility Committee and the following was determined:

  > *For the duration of the Pilot Program, the City will not provide reimbursement for sidewalk repair/replacement work performed outside of the NSRP; in other words, work completed privately by a homeowner or Homeowners Association). Additionally, the City will not consider repair/replacement of sidewalk panels due to ponding or pooling water, assuming the two previously mentioned conditions per state law do not exist.*

Development Project Updates:

Map of Development projects

- **Comau Sale**

  As of late December, One Equity Partners (OEP) became the majority shareholder of Comau; Stellantis will remain an active minority shareholder of the company. This move is seen as a growth move that will see the company, including its local location on Grand River (near Novi Road), into the future.

- **Demolition of former Bank on 12 Oaks Campus**

  Work to demolish the long unoccupied buildings between Novi Road and 12 Oaks has commenced and nearly complete

- **Party City** (West Oaks)

  News hit the press that Party City has filed Chapter 11 and will be closing all of their locations. We have one location in West Oaks located between the DSW and Gardner White.

- **Container Store** (West Oaks)

  There has also been news that the Container Store has filed for Chapter 11 bankruptcy protection. However, current press indicates that all store locations, including the one located in West Oaks (adjacent to Michaels and HomeGoods), are expected to stay open.

- **El Car Wash** (Former PNC Bank) – Grand River Ave/12 Mile Rd

  The former PNC Bank located at 48648 Grand River Ave has been demolished and an El Car Wash will be being built on the site. The project has already received approvals from the Planning Commission (4/10/24) and Zoning Board of Appeals (5/14/24). Currently, a pre-construction meeting has been held and the building plans are in the final stages of review prior to permit issuance.

  Estimated Completion Date: Fall 2025

- **Cantaritos Fiesta Mexican Restaurant** (Former Chili's Grill & Bar) – 8 Mile/Haggerty Road

  The former Chili's location in the City's southeast corner is planned to soon become a new Mexican restaurant following necessary renovations and upgrades to the interior of the building. The restaurant also has a location in Royal Oak that opened in May 2023. The building plans for the renovation were recently submitted and undergoing review.

Estimated Completion Date: Late Spring or Summer 2025

- **Raising Cane's Chicken Fingers** (Former Wendy's) – Novi Rd/Grand River Ave
  The Novi Wendy's location at 26245 Novi Rd recently closed as part of a company plan to shutter 140 locations nationwide. The Louisiana-based fast food chain Raising Cane's is planning to take over the space in the near future. Raising Cane's specializes in chicken fingers, crinkle-cut fries and Texas toast.

  Estimated Completion Date: Currently Unknown (no submittals to date, project scope unclear)

- **Porsche of Novi** – Grand River/Haggerty Road
  Construction of an approx. 19,170 square foot, two-story Porsche car dealership (right next to the Audi Sales Center)

  Estimated Completion Date: February 2025

- **Audi Sales Center** (Former Jaguar dealership) – 10 Mile/Haggerty Road
  The former Jaguar dealership located at 24295 Haggerty Rd is in the process of being converted to an Audi Sales Center. Currently the renovation is in full swing, and recently was approved for its "rough" building inspection.

  Estimated Completion Date: April 2025

- **Primrose School** (Former Whitehall nursing home) – 10 Mile/Novi Road
  The former Whitehall nursing home at 43455 Ten Mile Rd has been demolished and Primrose School, a 13,586 square feet private preschool and daycare center, is currently being built on the former site. When completed, is estimated to be able to have 202 children during its peak hours.

  The construction was previously limited only to foundation/flatwork while a hydrant was installed to make water available at the site. As of December 4th, the full building permit has been issued which will allow them to proceed with "vertical" construction.

  Estimated Completion Date: Summer 2025

Frequently Asked Questions:

Q: Why is the gate on LeBost closed even though it is winter?

A: In past years the breakaway gate on LeBost between Willowbrook Estates Subdivision and Willowbrook Farms No. 2 Subdivision was left open during Winter months for greater ease of access of snowplows and other winter maintenance equipment. However, following a renewal of interest (both for and against the gate) by residents late last winter it was decided that the gate would be kept closed all year long in order not to cause any confusion.

This is in keeping with what was contemplated by City Council when the Willowbrook Farms No. 2 plat was approved in the late 1990s, wherein a requirement for a “berm” was written into the subdivision restrictions recorded at the Oakland County Register of Deeds.

City of Novi Snowplow operators may temporarily open the gate to plow cleanly plow the street and will then close it before moving on to other areas.

Q: With the planned improvements to 9 Mile Road between Meadowbrook and Haggarty, when will the trees be removed?

A: Endangered species protections require the trees to be removed prior to March 31, 2025, to avoid disturbing bat nesting areas. The City’s tree contractor will remove the trees this winter

MEMORANDUM

TO: MAYOR FISCHER AND CITY COUNCIL

FROM: DANIELLE MAHONEY, ASSISTANT CITY MANAGER

SUBJECT: 2024 EMPLOYEE ENGAGEMENT SURVEY RESULTS

DATE: JANUARY 9, 2025

Overview

At the City of Novi, we believe our greatest strength is our people, and we are committed to fostering a workplace culture that supports every member of Team Novi. In alignment with this commitment, we recently conducted employee engagement surveys to better understand the perspectives, experiences, and needs of both administrative and union-represented employees. This memo outlines the survey process, key findings, and the rationale for conducting distinct surveys for each group, reflecting our dedication to listening to our employees and driving organizational success together.

Survey Process

- **Administrative Employee Survey**: Conducted from July 31 to August 14 with a response rate of **76%**.
- **Union Employee Survey**: Conducted from September 11 – September 25, with a response rate of **43%**
- Surveys were made available to full-time employees

Each survey focused on engagement areas such as people programs, leadership, career development, workplace culture, and overall satisfaction.

Key Insights

Below is a high-level summary of findings:

Administrative Employees

- **Strengths**:
    - High satisfaction with organizational pride, core engagement within departments, and role alignment,
    - Positive perceptions of professional development opportunities.
- **Opportunities for Improvement**:
    - Better alignment with modeling values and behaviors from senior leadership.
    - Concerns about workload distribution and resources.

Union Employees

- **Strengths**:
  - Strong camaraderie among team members.
  - Favorable views of role alignment and expectations.
- **Opportunities for Improvement**:
  - Concerns about transparency and communication from senior leadership.
  - Concerns about workload distribution and resources.

Why Conduct Two Separate Surveys?

Conducting two separate surveys for administrative and union-represented employees was intentional and necessary to ensure accurate representation of each group's unique needs and experiences:

1. **Distinct Work Structures**:
   - Administrative staff and union employees often have different job responsibilities, work environments, and reporting structures. A single survey would risk overlooking these nuances.
2. **Encouraging Honest Feedback**:
   - By separating the surveys, employees were more likely to feel comfortable providing candid input, knowing their feedback would be contextualized appropriately.
3. **Actionable Results**:
   - Separate data sets allow us to develop targeted recommendations and action plans that directly address the concerns of each group while identifying overarching themes for the entire organization.

Next Steps

- **Implementing Recommendations for Improvement**: Senior leadership is already implementing improvements outlined in the priority matrixes within each overview deck that include:
  - Implementing flexible and hybrid work schedules as appropriate.
  - Revamping the employee experience (onboarding, offboarding, and new employee orientation).
  - Fostering positive relationships between union leadership and City administration
  - Implementing a process for frequent feedback loops between staff and supervisors to ensure open, transparent communication.
- **Follow-Up Surveys**: The City will continue to conduct employee engagement surveys on an annual basis.

Conclusion

We recognize that employee engagement is essential to driving organizational success. This survey process reflects our ongoing commitment to listening to our employees, understanding their experiences, and taking meaningful action to build a workplace where everyone feels valued, supported, and empowered.

By considering the unique perspectives of both administrative and union employees, we are better equipped to implement thoughtful, targeted improvements that benefit not only our staff but the entire Novi community. Together, we will continue to foster a culture of collaboration, transparency, and respect that propels Team Novi forward.

Thank you for your time and consideration of these survey results. Should you have any questions or require additional information, please don't hesitate to reach out.

MEMORANDUM

cityofnovi.org

TO: MAYOR FISCHER AND CITY COUNCIL

FROM: CORTNEY HANSON, CITY CLERK

SUBJECT: ARBOR DAY PROCLAMATION FOR TREE CITY USA STATUS

DATE: JANUARY 9, 2025

It has been brought to staff's attention that a proclamation for Arbor Day 2024 is required as a part of the City's Tree City USA application. Since September 2023, City Council has not issued proclamations per Council Rules, therefore no proclamation was issued in April 2024 for Arbor Day.

On April 27, 2024, Arbor Day was celebrated at Lakeshore Park and included tree plantings, a guided hike through Lakeshore Park trails, seedling distribution and other activities. The attached memo was provided to Council in an off-week packet in May 2024 detailing the event. Seeing as Arbor Day was celebrated and that a proclamation is necessary for the City to retain it's Tree City USA status, a proclamation has been prepared for the Mayor to sign.

MEMORANDUM

CITY OF NOVI
cityofnovi.org

TO: JEFFREY HERCZEG, DIRECTOR OF PUBLIC WORKS

FROM: KEITH SALOWICH, FORESTER/CONTRACTS SUPERVISOR

SUBJECT: 2024 ARBOR DAY CELEBRATION

DATE: MAY 10, 2024

A cloudy but temperate spring Saturday at Lakeshore Park played host to the City of Novi's 2024 Arbor Day festivities on April 27. Arbor Day activities included the following:

- Signs printed with tree facts lined Lakeshore Park trails the whole week of Arbor Day.

- City of Novi Recreation Supervisor Madison Lachance and Landscape Architect Rick Meader led residents on a guided hike on Lakeshore Park trails on Thursday, April 25.

- More than 1,300 native trees and shrub seedlings were distributed to approximately 200 residents for planting throughout Novi. A local Girl Scout troop volunteered to assist with the distribution of the plants and educational materials on how to plant and care for the seedlings. More than 5,000 plants have been distributed since the seedling giveaway program started four years ago. It has been very popular among residents and provides the City with a low-cost avenue to increase tree canopy coverage in the Novi.

- Novi's Alpha Kappa Alpha group planted five maple trees around the pond near the eastern border of Lakeshore Park.

- City of Novi Forester Keith Salowich presented information on the City's urban forest, the history of Arbor Day, and the many environmental, economic, social, and health benefits of living amongst urban trees.

- Beyond the spotlight on trees, Arbor Day attendees were also encouraged to help clear garlic mustard—an herbaceous invasive species that displaces native groundcover—to improve Lakeshore Park's woodland habitat. Several garbage bags of garlic mustard were removed throughout the day.

A strong turnout at this year's Arbor Day event illustrates both the community's eagerness to engage with Novi's urban forest and the important roles trees play in residents' lives. Staff continue to focus on residents' involvement to enhance the City's forestry operations.

A resident helps clear garlic mustard—an invasive species—from Lakeshore Park to improve the woodland habitat.

City of Novi Landscape Architect Rick Meader and the Alpha Kappa Alpha group pose after planting five maple trees.

A Novi resident in Jamestowne Green creates a new landscape feature on their property to plant their Arbor Day seedlings.

Novi's Alpha Kappa Alpha group plants a maple tree near the pond in Lakeshore Park.

A Novi Girl Scout troop volunteered to help pass out seedlings to residents throughout the day.

PROCLAMATION

Arbor Day – April 27, 2024

WHEREAS, In 1872, J. Sterling Morton proposed to the Nebraska Board of Agriculture that a special day be set aside for the planting of trees. This holiday, called **ARBOR DAY**, was first observed with the planting of more than one million trees in Nebraska; and

WHEREAS, Trees can reduce the erosion of our precious topsoil by wind and water, clean the air, produce oxygen and provide habitat for wildlife; they are a renewable resource giving us paper, wood for our homes, fuel for our fires and countless other products; and

WHEREAS, Trees within the City of Novi increase property values, enhance the vitality of business areas, and beautify our community.

NOW, THEREFORE, I, Justin Fischer, Mayor of the City of Novi, on behalf of the Novi City Council, declare Saturday, April 27, 2024, as Arbor Day in the City of Novi, and call upon all community members to take full advantage of this special occasion by joining in the tree planning and festivities at Lakeshore Park.

Signed and sealed this Tenth Day of January, Two Thousand and Twenty-Five.

Justin Fischer, Mayor
City of Novi