

45500 GRAND RIVER AVE

Lincoln Avenue proposes to remediate and redevelop 45500 Grand River Avenue with 267 units of affordable, workforce housing and a public park.



Gross Rent by AMI Set-Aside (2026)

| Unit Type   | 40% AMI | 60% AMI | 80% AMI |
|-------------|---------|---------|---------|
| 1 BR / 1 BA | \$786   | \$1,179 | \$1,573 |
| 2 BR / 2 BA | \$944   | \$1,416 | \$1,888 |
| 3 BR / 2 BA | \$1,090 | \$1,635 | \$2,180 |
| 4 BR / 2 BA | \$1,216 | \$1,824 | \$2,432 |

Household Income by AMI Set-Aside (2026)

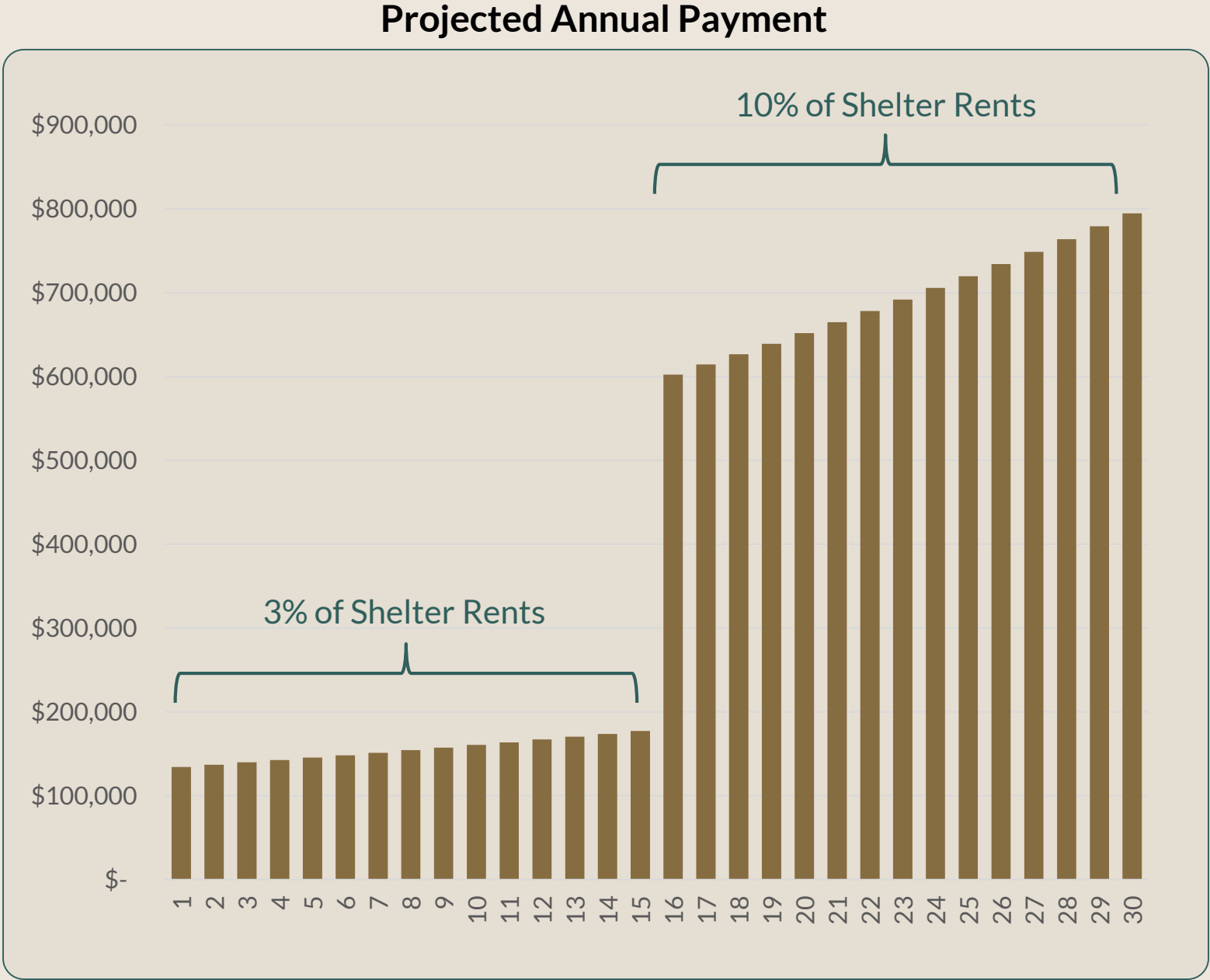
| Household Size | 40% AMI  | 60% AMI  | 80% AMI  |
|----------------|----------|----------|----------|
| 1 Person       | \$29,360 | \$44,040 | \$58,720 |
| 2 Person       | \$33,560 | \$50,340 | \$67,120 |
| 3 Person       | \$37,760 | \$56,640 | \$75,520 |
| 4 Person       | \$41,920 | \$62,880 | \$83,840 |
| 5 Person       | \$45,280 | \$67,920 | \$90,560 |

Unit will be reserved for households earning an average of 60% AMI and up to 80% AMI.

Alternative tax treatment – whether it be through a PILOT, MSA, or TIF – is essential to project feasibility. Without the proposed PILOT + MSA, the project will have a funding gap of approximately \$5M.

The key business terms of the PILOT + MSA we are requesting include:

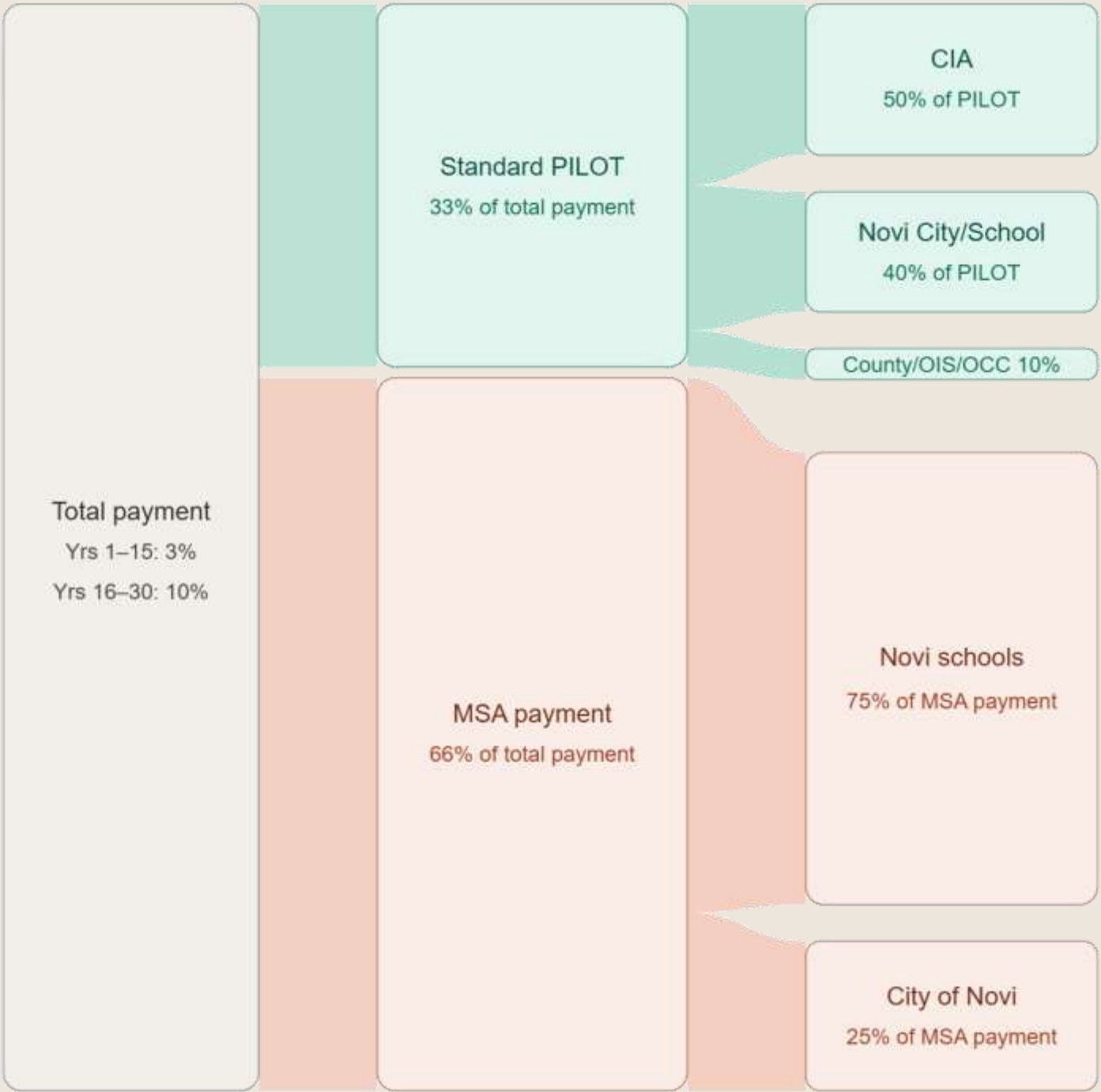
- 1. 30-years
- 2. Total payment calculated as a percentage of shelter rents, and that that percentage not exceed 3% for the first 15 years, and 10% for years 16-30.



A Municipal Services Agreement – or MSA – when paired with a PILOT allows for flexibility in how payments are allocated.

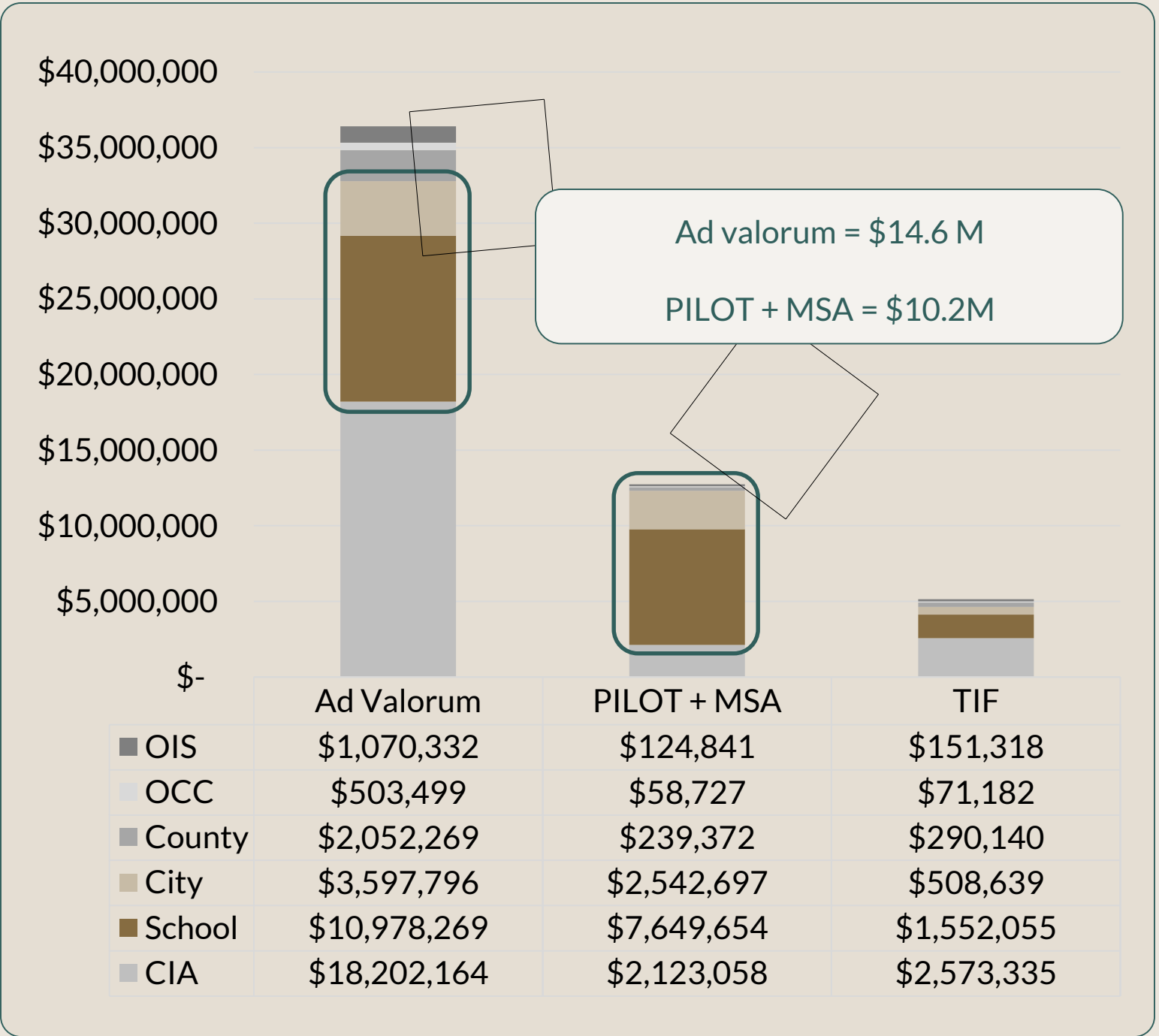
The City of Novi can direct payment however it sees fit between the PILOT and MSA. Likewise, MSA payments can be directed however the City chooses.

Because the City has not yet established how it will direct payments, the image to the right is for representative purposes only.



This example illustrates that total payments to Novi City and Schools under a PILOT + MSA could equal ± 70% of what would otherwise be paid to the Novi City and Schools under ad valorem taxes.

Potential Payments to Taxing Entities Over 30 Years



The proposed PILOT + MSA supports the project's community benefits, which include:

1. The remediation and redevelopment of a nearly 11-acre brownfield in Novi's City West District



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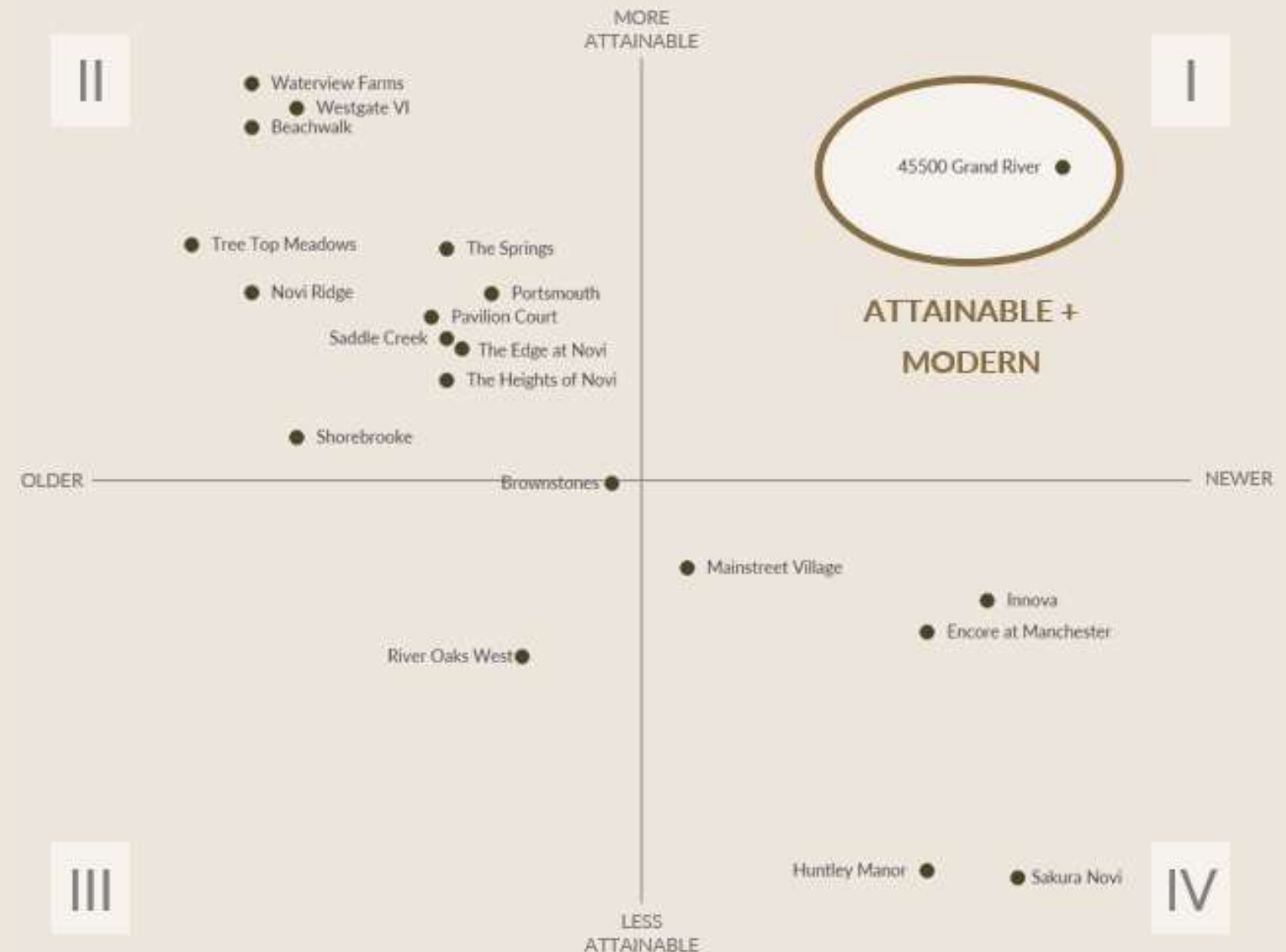
1. The remediation and redevelopment of a nearly 11-acre brownfield in Novi's City West District
2. A new public park with playground, green space, and interconnected walking paths



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3. **267 units of high-quality affordable housing that fill a gap in Novi's housing supply**

## Novi's Existing Multifamily Housing Landscape



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**Macy's**  
Engaged Employer  
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Total salary range for Macy's Sales Associate in Novi MI

United States All years of experience Annual

Total Pay  
**\$31K - \$37K**/yr

**Starbucks**  
Engaged Employer  
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Total salary range for Starbucks Shift Supervisor in Novi MI

United States All years of experience Annual

Total Pay  
**\$43K - \$51K**/yr

**Nordstrom**  
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Total salary range for Nordstrom Assistant Department Manager in Novi MI

United States All years of experience Annual

Total Pay  
**\$47K - \$66K**/yr

**Bonefish Grill**  
Is this your company?  
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Total salary range for Bonefish Grill Server in Novi MI

United States All years of experience Annual

Total Pay  
**\$46K - \$77K**/yr

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Henry Ford Health

Best Place to Work Engaged Employer

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All Henry Ford Health salaries

Total salary range for Henry Ford Health Medical Assistant in Novi MI

United States All years of experience Annual

Total Pay

**\$40K - \$47K/yr**

Scout Motors

Engaged Employer

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All Scout Motors salaries

Total salary range for Scout Motors Quality Assurance in Novi MI

United States All years of experience Annual

Total Pay

**\$42K - \$63K/yr**

ITC Holdings

Is this your company?

About Reviews Pay & benefits Jobs Interviews

All ITC Holdings salaries

Total salary range for ITC Holdings Front Desk Receptionist in Novi MI

United States All years of experience Annual

Total Pay

**\$33K - \$48K/yr**

#LoveToLearn

Learning Care

Engaged Employer

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All Learning Care salaries

Total salary range for Learning Care Payroll Representative in Novi MI

United States All years of experience Annual

Total Pay

**\$46K - \$64K/yr**

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| WAGE SCHEDULE<br>APPENDIX A |   |                  |                  |                  |                  |
|-----------------------------|---|------------------|------------------|------------------|------------------|
|                             |   | 7/1/2024<br>2.5% | 7/1/2025<br>5.0% | 7/1/2026<br>4.0% | 7/1/2027<br>4.0% |
| Level 1                     | A | 64,748.01        | 67,985.41        | 70,704.83        | 73,533.02        |
|                             | B | 29,647           | 31,129           | 32,374           | 33,669           |
|                             | C | 2,490.30         | 2,614.82         | 2,719.41         | 2,828.19         |
| Level 2                     | A | 72,118.68        | 75,722.41        | 78,751.31        | 81,901.36        |
|                             | B | 33,020           | 34,671           | 36,058           | 37,501           |
|                             | C | 2,773.71         | 2,912.40         | 3,028.89         | 3,150.05         |
| Level 3                     | A | 79,524.74        | 83,500.98        | 86,841.02        | 90,314.66        |
|                             | B | 36,412           | 38,233           | 39,762           | 41,353           |
|                             | C | 3,058.64         | 3,211.57         | 3,340.04         | 3,473.64         |

AGREEMENT BETWEEN  
THE CITY OF NOVI AND THE POLICE OFFICERS LABOR COUNCIL



EFFECTIVE JULY 1, 2025 - JUNE 30, 2028

| July 1, 2025 - June 30, 2026 (Year 4)                  |    |             |             |             |             |             |
|--------------------------------------------------------|----|-------------|-------------|-------------|-------------|-------------|
| Classification                                         |    | Start       | 1 yr        | 2 yrs       | 3 yrs       | 4 yrs       |
| Fire Protection Officer<br>(96 hour bi-weekly rate)    | A  | \$ 64,034   | \$ 72,181   | \$ 80,646   | \$ 89,109   | \$ 96,646   |
|                                                        | H  | \$ 25,655   | \$ 28,919   | \$ 32,310   | \$ 35,701   | \$ 38,646   |
|                                                        | BW | \$ 2,462.85 | \$ 2,776.19 | \$ 3,101.78 | \$ 3,427.28 | \$ 3,666.43 |
| Fire Lieutenant<br>(84 hour bi-weekly rate)            | A  | \$ 98,991   | \$ 103,884  | 4.94%       | 9.00%       |             |
|                                                        | H  | \$ 45,325   | \$ 47,566   |             |             |             |
|                                                        | BW | \$ 3,807.34 | \$ 3,995.52 |             |             |             |
| Fire Captain<br>(84 hour bi-weekly rate)               | A  | \$ 106,787  | \$ 112,461  | 5.31%       | 18.00%      |             |
|                                                        | H  | \$ 48,895   | \$ 51,493   |             |             |             |
|                                                        | BW | \$ 4,107.18 | \$ 4,325.43 |             |             |             |
| Training Officer (Captain)<br>(80 hour bi-weekly rate) | A  | \$ 106,787  | \$ 112,461  |             |             |             |
|                                                        | H  | \$ 51,340   | \$ 54,068   |             |             |             |
|                                                        | BW | \$ 4,107.18 | \$ 4,325.43 |             |             |             |
| Fire Marshal<br>(80 hour bi-weekly rate)               | A  | \$ 110,234  | \$ 114,650  |             |             |             |
|                                                        | H  | \$ 52,997   | \$ 55,120   |             |             |             |
|                                                        | BW | \$ 4,239.76 | \$ 4,409.62 |             |             |             |

AGREEMENT

BETWEEN

THE CITY OF NOVI

AND

NOVI PROFESSIONAL FIRE FIGHTERS UNION  
LOCAL 3232

JULY 1, 2022 - JUNE 30, 2026

The proposed PILOT + MSA supports the project’s community benefits, which include:

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AGREEMENT  
between  
CITY OF NOVI  
and  
MICHIGAN ASSOCIATION OF PUBLIC EMPLOYEES – DEPARTMENT OF  
PUBLIC WORKS/PARKS MAINTENANCE



Effective 7/1/2026 - 6/30/2029

| MAPE SALARY AND WAGE SCHEDULE |                            |    |           |            |           |
|-------------------------------|----------------------------|----|-----------|------------|-----------|
| JULY 1, 2028 - JUNE 30, 2029  |                            |    |           |            |           |
| NON-CLERICAL                  |                            |    |           |            |           |
| + 2.25%                       |                            |    |           |            |           |
| GE                            | CLASSIFICATION             |    | START     | SIX MONTHS | ONE YEAR  |
| 9                             | FIELD OPS OPERATOR I       | A  | 59,507.23 | 60,053.76  | 60,593.57 |
|                               | WATER & SEWER OPERATOR I   | H  | 28.609    | 28.872     | 29.132    |
|                               | PARKS MAINTENANCE I        | BW | 2,288.74  | 2,309.76   | 2,330.52  |
| 10                            | FIELD OPS OPERATOR II      | A  | 64,549.22 | 65,093.52  | 65,626.61 |
|                               | WATER & SEWER OPERATOR II  | H  | 31.033    | 31.295     | 31.551    |
|                               | PARKS MAINTENANCE II       | BW | 2,482.66  | 2,503.60   | 2,524.10  |
| 11                            | FIELD OPS OPERATOR III     | A  | 68,666.15 | 69,205.96  | 69,759.21 |
|                               | WATER & SEWER OPERATOR III | H  | 33.013    | 33.272     | 33.538    |
|                               | PARKS MAINTENANCE III      | BW | 2,641.01  | 2,661.77   | 2,683.05  |
| 12                            | FIELD OPS OPERATOR IV      | A  | 70,287.83 | 71,649.68  | 73,011.54 |
|                               | WATER & SEWER OPERATOR IV  | H  | 33.792    | 34.447     | 35.102    |
|                               | PARKS MAINTENANCE IV       | BW | 2,703.38  | 2,755.76   | 2,808.14  |
| 13                            | STORMWATER SPECIALIST      | A  | 74,787.77 | 75,318.63  | 75,874.12 |
|                               | SIGN SPECIALIST            | H  | 35.956    | 36.211     | 36.478    |
|                               |                            | BW | 2,876.45  | 2,896.87   | 2,918.24  |

| NEA Salary Schedule for 2024-25 |          |          |          |          |           |
|---------------------------------|----------|----------|----------|----------|-----------|
| Pay Level                       | BA       | BA +15   | MA       | MA + 15  | MA + 30   |
| A                               | \$56,500 | \$57,900 | \$59,700 | \$60,900 | \$62,400  |
| B                               | \$58,200 | \$59,600 | \$61,500 | \$62,700 | \$64,300  |
| C                               | \$59,900 | \$61,400 | \$63,300 | \$64,600 | \$66,200  |
| D                               | \$61,700 | \$63,300 | \$65,200 | \$66,500 | \$68,200  |
| E                               | \$63,700 | \$65,300 | \$67,400 | \$68,700 | \$70,400  |
| F                               | \$65,800 | \$67,500 | \$69,600 | \$70,900 | \$72,700  |
| G                               | \$68,000 | \$69,700 | \$71,800 | \$73,300 | \$75,100  |
| H                               | \$70,200 | \$71,900 | \$74,100 | \$75,600 | \$77,500  |
| I                               | \$72,800 | \$74,600 | \$76,900 | \$78,500 | \$80,400  |
| J                               | \$75,500 | \$77,400 | \$79,800 | \$81,400 | \$83,400  |
| K                               | \$78,400 | \$80,300 | \$82,800 | \$84,500 | \$86,600  |
| L                               | \$81,300 | \$83,300 | \$85,900 | \$87,600 | \$89,800  |
| M                               | \$84,500 | \$86,700 | \$89,300 | \$91,100 | \$93,400  |
| N                               | \$87,900 | \$90,100 | \$92,900 | \$94,800 | \$97,200  |
| O                               | \$91,400 | \$93,700 | \$96,600 | \$98,600 | \$101,000 |

AGREEMENT  
BETWEEN THE  
NOVI COMMUNITY SCHOOL DISTRICT  
AND THE  
NOVI EDUCATION ASSOCIATION  
MEA/NEA  
July 1, 2023 - June 30, 2026



THANK YOU

# PARK CONCEPT - NATURE GATEWAY



## LEGEND

- A** TABLED CROSSWALK WITH SPECIALTY PAVING
- B** CIRCULATION / ACCESS CONNECTIONS
- C** WALKING LOOP WITH BOARDWALK BUMP-OUTS
- D** NATIVE PLANTING / STORMWATER FEATURE
- E** LOUNGE SEATING
- F** ORGANIC WALKS
- G** OPEN LAWN
- H** NATURE-THEMED PLAYGROUND
- I** NATIVE SEEDING / PLANTING BUFFER
- J** ARCHITECTURAL FOCAL POINT AT SECONDARY ENTRANCE
- K** GATHERING PLAZA WITH SEATING, SHADE STRUCTURE, AND SCULPTURAL FOCAL POINT
- L** OVERHEAD FOCAL POINT / ANCHORING VISTA



# PARK CONCEPT - COMMUNITY GREEN



SCALE 1" = 50'-0"

0' 25'-0" 50'-0" 100'-0" 150'-0"

## LEGEND

- A** TABLED CROSSWALK WITH SPECIALTY PAVING
- B** NATURE-THEMED PLAYGROUND
- C** CURVED-BENCH SEATING ZONE WITH SPECIALTY PAVING
- D** CIRCULATION / ACCESS CONNECTIONS
- E** OPEN LAWN
- F** LOUNGE SEATING
- G** NATIVE SEEDING / PLANTING BUFFER
- H** TAPERED WALKS
- I** CURVED-BENCH / PLATFORM GATHERING ZONE
- J** SCULPTURAL / ARCHITECTURAL FOCAL POINT AT CENTRAL ENTRANCE
- K** OVERHEAD FOCAL POINT / ANCHORING VISTA

