

## NOTICE OF PONTIAC CITY COUNCIL MEETING

July 21, 2020

at 6:00 p.m.

### THE MEETING WILL BE HELD ELECTRONICALLY

The City Council of the City of Pontiac will hold a Formal Meeting on July 21, 2020 at 6:00 p.m. This meeting will be held electronically pursuant to the Open Meetings Act and Governor Whitmer's Executive Order 2020-129. The agenda of the Formal Meeting is attached. Pursuant to Executive Order 2020-129, the Pontiac City Council gives notice of the following:

1. **Reason for Electronic Meeting.** The Pontiac City Council is meeting electronically because of Executive Order 2020-129.
2. **Procedures.** The public may view the meeting electronically through the following method.  
<http://pontiac.mi.us/council/pontiactv/index.php>
3. **Public Comment.** For individuals who desire to make a public comment, please submit your name and comment in writing to [publiccomments@pontiac.mi.us](mailto:publiccomments@pontiac.mi.us). Additionally, you may submit your public comment in writing directly to the Office of the City Clerk during regular business hours. All public comments must be received no later than 5:30 p.m. on July 21, 2020. Public comments are limited to three (3) minutes. The City Clerk will read your comments during the public comment section of the meeting.
4. **Persons with Disabilities.** Persons with disabilities may participate in the meeting through the methods set forth in paragraph 2. Individuals with disabilities requiring auxiliary aids or services in order to attend electronically should notify the Interim City Clerk, Garland Doyle at (248) 758-3200 or [clerk@pontiac.mi.us](mailto:clerk@pontiac.mi.us) at least 24 hours in advance of the meeting.

Dated 7-17-2020, 5:00 p.m.

Garland S. Doyle, Interim City Clerk

City of Pontiac

47450 Woodward Ave. Pontiac, MI 48342 Phone: (248) 758-3200

# PONTIAC CITY COUNCIL

Kermit Williams, District 7  
President  
Randy Carter, District 4  
President Pro Tem



Patrice Waterman, District 1  
Megan Shramski, District 2  
Mary Pietila, District 3  
Gloria Miller, District 5  
Dr. Doris Taylor Burks, District 6

*It is this Council's mission "To serve the citizens of Pontiac by committing to help provide an enhanced quality of life for its residents, fostering the vision of a family-friendly community that is a great place to live, work and play."*

Website: [http://pontiac.mi.us/council/meeting\\_agendas\\_and\\_minutes/index.php](http://pontiac.mi.us/council/meeting_agendas_and_minutes/index.php)

## FORMAL MEETING

July 21, 2020

6:00 P.M.

181<sup>st</sup> Session of the 10<sup>th</sup> Council

**Call to order**

**Invocation**

**Pledge of Allegiance**

**Roll Call**

**Authorization to Excuse Councilmembers**

**Amendments to and Approval of the Agenda**

**Approval of the Minutes**

1. July 13, 2020 Special Meeting
2. July 14, 2020 Study Session

**Subcommittee Reports**

3. Public Safety- July 2020

**Special Presentations (Special Presentations are limited to 10 minutes.)**

4. Pontiac Unity regarding Painting Pontiac Unity in the Street  
Presentation Presenters: Sean Preston and Eric Holman
5. Update: Resolution of City Council to Acknowledge and Adopt the Amended Timeline to complete the Phoenix Center Settlement Agreement Obligations.  
Presentation Presenter: Matt Gibb, Special Counsel for Economic Development.
6. Update: Department of Public Works (DPW) Plan for Increased Park Maintenance and Clean-up to accommodate summer usage.  
Presentation Presenter: Dan Ringo, Interim DPW Director.

---

Garland S. Doyle, M.P.A., Interim City Clerk

Office of the City Clerk 47450 Woodward Pontiac, Michigan 48342 Phone (248) 758-3200

Website: <http://pontiaccityclerk.com>

**Recognition of Elected Officials**

**Agenda Address**

**Public Comment**

**Mayor, Clerk and Council Closing Comments**

**Adjournment**

**#1**

**MINUTES**

**7-13-20**

July 13, 2020 Special

**Official Proceedings  
Pontiac City Council  
179<sup>th</sup> Session of the Tenth Council**

**Call to order**

A Special Meeting of the City Council of Pontiac, Michigan was called to order electronically on Monday, July 13, 2020 at 9:34 a.m. by Council President Kermit Williams.

**Roll Call**

Members Present: Pietila and Williams.

Members Absent: Carter, Miller, Shramski, Taylor-Burks, and Waterman

Mayor Waterman was present.

Clerk announced no quorum.

**Public Comment**

None.

**Adjournment**

Council President Kermit Williams adjourned the meeting at 9:35 a.m.

---

GARLAND S DOYLE  
INTERIM CITY CLERK

**#2**

**MINUTES**

**7-14-20**

July 14, 2020 Study

**Official Proceedings  
Pontiac City Council  
180<sup>th</sup> Session of the Tenth Council**

**Call to order**

A Study Session Meeting of the City Council of Pontiac, Michigan was called to order electronically on Tuesday, July 14, 2020 at 6:00 p.m. by Council President Kermit Williams.

**Roll Call**

Members Present: Pietila, Shramski, Taylor-Burks and Williams.

Mayor Waterman was present.

Clerk announced a quorum.

**Authorization to Excuse Councilmembers**

**Excuse Councilperson Carter, Waterman and Miller for personal reasons.** Moved by Councilperson Pietila. Second by Councilperson Shramski.

**Council President Pro Tem Carter arrived at 6:01 p.m.**

Councilperson Pietila withdrew her motion. Councilperson Shramski withdrew her second.

20-342 **Excuse Councilperson Waterman and Miller for personal reasons.** Moved by Councilperson Pietila. Second by Councilperson Shramski.

Ayes: Pietila, Shramski, Williams and Carter

No: None

**Motion Carried**

**Councilperson Miller arrived at 6:04 p.m.**

**Amendments to and Approval of the Agenda**

**Motion to add to the agenda a Presentation on the Auch/IDS Report.** Moved by Councilperson Pietila. Motion did not receive a second.

20-343 **Motion to move public comment to after item 4 on the agenda.** Moved by Councilperson Shramski and second by Councilperson Carter.

Ayes: Williams, Carter, Miller, Pietila and Shramski

No: None

**Motion Carried**

20-344 **Approval of the Agenda as amended.** Moved by Councilperson Miller. Second by Councilperson Shramski.

Ayes: Williams, Carter, Miller, Pietila and Shramski

July 14, 2020 Study

No: None

**Motion Carried**

**Approval of the Minutes**

20-345      **Approval formal meeting minutes for July 7, 2020.** Moved by Councilperson Shramski. Second by Councilperson Carter.

Ayes: Williams, Carter, Miller, Pietila and Shramski

No: None

**Motion Carried**

**Suspend the Rules**

20-346      **Suspend the Rules to Vote.** Moved by Councilperson Pietila and second by Councilperson Shramski.

Ayes: Carter, Miller, Pietila, Shramski and Williams

No: None

**Motion Carried**

**Resolution**

**Office of the Sheriff**

20-347      **Resolution to approve the 2020 HIDTA Sub grant Agreement with the County of Oakland and to authorize the Mayor to sign Agreement on behalf of the City of Pontiac.** Moved by Councilperson Pietila and second by Councilperson Shramski.

WHEREAS, Oakland County as the legal entity that administer N.E.T., submitted an Initiative Description and Budget Proposal to the Executive Board for Michigan HIDTA requesting the United States Office of National Drug control Policy (ONDCP)) to grant N.E.T. an award for program year 2020 to reimburse N.E.T. participating agencies for eligible law enforcement officer overtime costs; and

WHEREAS, if ONDCP grants N.E.T. an award for PY 2019, the ONDCP disburses the HIDTA funds to the Michigan State Police (MSP); and

WHEREAS, the County has the authority to allocate a portion of the grant funds to reimburse a participating municipality for qualifying overtime costs subject to the terms and conditions of the agreement; and

WHEREAS, the County requires any participating unit of government to approve the proposed Sub recipient by Resolution of the governing board of the local unit of government; and

WHEREAS, the Oakland County Board of Commissioners has agreed to the attached Sub recipient Agreement; and

WHEREAS, the City of Pontiac desires to enter into the attached Sub recipient Agreement between the City and Oakland County; and

WHEREAS, Oakland County Corporate Council and the City of Pontiac have approved the attached Sub recipient Agreement.

NOW THEREFORE BE IT RESOLVED that the City of Pontiac Council approves the 2020 HIDTA Sub grant Agreement with the County of Oakland and authorizes the Mayor to sign on behalf of the City.



July 14, 2020 Study

Ayes: Miller, Pietila, Shramski, Taylor-Burks, Williams and Carter

No: None

**Resolution passed.**

**Communications from the Mayor**

Phoenix Center Settlement

Human Resources Report

**Public Comment**

Four (4) individuals submitted a public comment read by the City Clerk

**Adjournment**

Council President Kermit Williams adjourned the meeting at 6:59 p.m.

---

GARLAND S DOYLE  
INTERIM CITY CLERK

**#3**

**SUB**

**COMMITTEE**

**REPORT**

DISPATCH	Dec-19	Jan-20	20-Feb	Mar-20	20-Apr	20-May	20-Jun
Abdominal Pain	53	24	25	23	20	25	31
airmedical transport							
ALLergies	8	3	8	6	9	8	6
ALTERED MENTAL STATUS	4	7	7	6	5	7	7
Animal bites	1	1	2	1	4	2	
Assault	27	34	24	27	30	24	39
Invalid assist	5	8	7	4	1	7	1
Pedestrian struck by Auto							
Back Pain	14	10	14	6	6	14	12
Breathing Problems	71	142	125	151	147	129	122
Boating Accident							1
Burns	2	1	1	3	2	1	1
Cardiac Arrest	18	18	14	15	14	14	21
Chest pain	52	85	76	83	48	76	64
Choking	2	3	5	1	4	5	4
CO poisoning	1		2	1	2	3	
Seizures	124	55	39	54	31	39	52
Diabetic Issues	28	22	27	25	31	27	23
Drowning	1						
Electrocution							
Eye issues	3	3		1	2		1
Fainting				56			
Fall Victim	61	60	66		42	66	67
Fever	3						
Fire	1						1
Headache	4	4	8	5	3	8	2
Heart Problems	11	13	11	10	14	11	18
Heat/Cold Exposures		3	2		1	2	1
Hemorrhage from Laceration	18	26	17	20	24	17	28
Industrial Accident							
Medical alarms	12	17	11	13	9	11	10
MCI							
Ingested Poison							

Non Emergent requests				11		2	
Overdose	39	27	32	37	24	32	47
Pregnancy/Childbirth	5	14	7	14	7	7	18
Psychiatric Problems	43	36	24	34	39	24	55
Respiratory Arrest							
"Sick" Person	224	185	152	224	175	152	216
Standby							
stab/Gunshot Wound	3	5	5	5	4	5	7
Stroke/CVA	14	22	20	21	17	20	10
Traffic Accidents	33	61	34	41	26	34	44
Palliative care	31	33	36	22	18	36	29
Traumatic Injury	15	13	6	3	13	6	17
Unconscious/unknown cause	44	54	38	42	52	38	56
UNKNOWN	13	9	23	23	9	2	11
"Person DOWN"		23	14		17	14	23
Sexual Assault							
Well Person Ck	1	1	2		1	2	1
total	989	1022	884	988	851	870	1046

**Oakland County Sheriff's Office  
Pontiac Substation**

2020

7/8/2020 11:50

<b>Road Patrol/DB</b>	<b>January</b>	<b>February</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>Sept</b>	<b>October</b>	<b>Nov</b>
Road Patrol Arrests:	369	366	333	265	348	321					
Traffic Citations:	786	646	508	152	243	256					
Detective Bureau Warrants:	83	77	99	139	127	111					
Cases Assigned to Detectives:	380	304	381	327	370	410					
Appearance Citations:	6	6	6	5	6	11					
DNA Swabs	0	0	0	0	0	0					

**Domestic Violence Arrests**

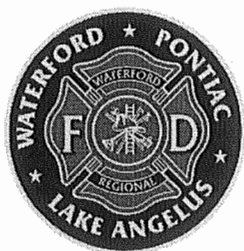
State Law Warrants:	28	21	40	43	46	47					
---------------------	----	----	----	----	----	----	--	--	--	--	--

**Directed Patrol Unit**

Felony Arrests:	22	19	42	75	72	44					
Misdemeanor Arrests in Custody:	0	1	12	12	9	14					
Appearance Citations:	1	1	1	0	2	4					
Traffic Citations:	2	0	0	0	0	0					
Controlled Buys:	0	0	0	0	0	0					
Handguns Seized:	3	1	9	13	14	14					
Long Guns Seized:	0	0	0	1	0	4					
Search Warrants Executed:	0	0	0	0	0	0					

**Violent Crimes Statistics**

Armed Robberies	12	11	5	10	7	7					
Homicides:	1	0	1	1	0	1					
Discharged Firearm (Injuries):	3	1	1	3	1	3					



# WATERFORD REGIONAL FIRE DEPARTMENT

2495 Crescent Lake Road • Waterford, MI 48329

Phone: 248.673.0405 • Fax: 248.674.4095

[www.waterfordmi.gov](http://www.waterfordmi.gov)

- 
- **Matthew Covey** *Fire Chief* • **Carl Wallace** *Deputy Fire Chief* • **John Phebus** *Fire Marshal*

## MONTHLY FIRE DEPARTMENT REPORT For the City of Pontiac June 2020

---

Total Pontiac Fire Station calls - month: **438** Average Response Time **5.25** per call

Total calls for Pontiac Stations - YTD: **2246**

City Calls: Fires: **42** EMS: **233** False Alarms: **24** Other: **139**

Pontiac YTD, Fires: **123** 5.48% EMS: **1328** 59.13% False Alarms: **171** 7.61% Other: **724**

<u>Month Count</u>	<u>Response Times month average</u>	<u>YTD Count</u>
FS-6: Fires – 18	5.23	36
EMS – 54	5.01	284
FS-7: Fires – 16	5.29	45
EMS – 84	5.05	519
FS-8: Fires – 1	5.25	17
EMS – 41	4.25	270
FS-9: Fires – 5	6.04	15
EMS – 49	4.25	240

---

Fire Injuries to personnel: 0

Fire Injuries to civilian: 0

**Incidents for month:**

Call volume has decrease year to date -6.43%, due to the COVID-19 Pandemic.

**Notable Event:**

- Fire Station 1 opened back up to the public.
- Additional supplies from Federal and State agency being delivered to the FD
-

**#5**

# **PRESENTATION**



# CITY OF PONTIAC

## OFFICIAL MEMORANDUM

*Executive Branch*

---

**TO:** Council President and City Council Members

**FROM:** Mayor Dierdre Waterman  
Presented By: Mathew Gibb, Special Counsel and Jane Bais-DiSessa, Deputy Mayor

**DATE:** July 9, 2020

**RE:** **MAYORAL REPORT** and Resolution of City Council to Acknowledge and Adopt the Amended Timeline to complete the Phoenix Center Settlement Agreement Obligations

---

At the Council meeting of July 7, 2020 City Council called for a special meeting, to be held on July 13, 2020, wherein the Council would review the entire scope of work, and RFP packages for the Phoenix Center. As a result of this request, and based upon the report presented to Council at its meeting on July 7, 2020 outlining the status of bids meeting the Councils direction of partial release of work (at a funding limit of \$7 million), the timeline for commencement and completion of work must be amended.

As this is central to the issues and questions of Default, raised in the report of July 7, 2020, it is necessary for Council to acknowledge the amended timeline and the effects of further delays.

**NOTE: THE AMENDED TIMELINE WILL BE COMPELTED FOLLOWING THE COUNCILS SPECIAL MEETING OF JULY 13, 2020, INCORPORATING THE DECISIONS OR NON-DECISIONS MADE AT THAT TIME.**

**The following resolution is recommended:**

Whereas City Council signed the Settlement agreement for resolution of Phoenix Center Litigation

Whereas City Council understands it's obligations to act Financially prudently

Whereas the city has suffered through a period of economic downtown resulting in 3 emergency managers and wants to protect it's citizens from another such fiscal crisis

Where the city lost valuable assets due to failure to act in a timely manner;

Where the City Council has obligations to the city to find a solution for their responsibility to fiscally enable the terms of Settlement agreement and complete those obligations in a timely manner;

Now therefore, the Pontiac City Council acknowledges and adopts the timeline for completion of bidding, award and construction of all critical and necessary improvements to the Phoenix Center as presented at its meeting of July 14, 2020, and attached hereto.





# CITY OF PONTIAC

## OFFICIAL MEMORANDUM

*Executive Branch*

---

**TO:** Honorable Mayor, Council President and City Council Members

**FROM:** Jane Bais-DiSessa, Deputy Mayor  
Matthew Gibb, Special Counsel for Community and Economic Development

**DATE:** July 16, 2020

**RE:** **Resolution to Receive and Adopt the Report of AUCH/IDS for Phasing and Timing of Bid Package and Scope of Work of Phoenix Center Settlement Improvements.**

---

### Background

On May 1, 2020 the City Council received a report from IDS/AUCH outlining the entire scope of work and expected critical, necessary and recommended work to meet the terms and obligations of the Settlement Agreement to restore the Phoenix center. On May 18, 2020, it was requested that council engage in a special meeting to review the content of the IDS Report and set a schedule for release of bid packages and necessary work. The Special Session of Council for that purpose was not set until July 13, 2020, long after Council had allocated a not to exceed budget amount of \$7 million and there had been not less than seven update and status presentations to Council.

### Summary of Work

The goal and purpose of the IDS report was to deliver cost based estimates to be relied upon for the preparation of bid packages for the required and necessary work. This is different from the previously obtained conceptual estimates which were only a probable opinion on costs. The present report is based upon current field engineering, detailed schematic drawings and architectural investigation as authorized by the council action of March 3rd. The IDS work is an accurate, engineering based detail of estimated cost as used in the general construction industry to prepare for construction planning, procurement, and release of specific bid documents.

To meet the requirements of the Settlement Agreement the schematic based estimates were broken down into four categories:

- Critical Work – All of the items that are critical and required work to the structural, electrical, mechanical and safety of the facility
- Necessary Work – Items, that if left incomplete or undone, would leave critical work inoperable or create other safety hazards.
- Recommended Work – These items allow for greater efficiency and long term cost management, including maintenance requirements.
- Plaza Work – Items necessary to get the Plaza in a condition to be used fully.

At the Council meeting to May 18, 2020, Council was advised,

**“What is the Next Step?”**

Council took action to move \$7,000,000 from the City’s General Fund balance to a budget line item dedicated towards the Phoenix Center. The effort to dedicate funding towards this obligation is welcome and acknowledged but the amount is less than 50% of what is required to meet the base critical and necessary work to not place the City in default. If the City were take an approach to ask “what does \$7 million get us?” the answer is pretty clear. The City could start work, but not finish it. The City could order lighting, elevators and security screens, but not install them. The City could only do a portion of the required work, and even if granted an extension by the court for starting, and doing, some of the critical infrastructure, it would still have be done, but that future re-start would come with approximately \$1 million new and additional cost in construction services alone.”

## **RESOLUTION**

**WHEREAS,** The City of Pontiac entered a contract with IDS to perform architectural and engineering services such that the City would be provided with schematic engineering and cost estimations usable for bidding and scoping final construction work to meet the terms of the Settlement Agreement on the Phoenix Center; and

**WHEREAS,** On May 1, 2020 IDS presented a detailed report to the City estimating cost in four areas; Critical Cost, Necessary Cost, Recommended Cost and Plaza Cost; and

**WHEREAS,** City Council has elected and voted to limit funding to support the issuance of bid packages and work to \$7 million, resulting in the scope of work to meet the settlement agreement being broken into two deliverable packages; and

**WHEREAS,** the Critical and Necessary work has been partially bid, and the remaining required work is approaching a status that it may be released for bid; and

**WHEREAS,** The Settlement Agreement requires the City perform certain work on or before November 1, 2020.

**NOW BE IT RESOLVED THAT,** the City of Pontiac acknowledges the partial release of work, remaining necessary and critical work, and the revised timing for the completion of work required under the Settlement Agreement for the Phoenix center, and accepts and adopts the attached Report of IDS/AUCH outlining the two phases of work and the timeline for completion, and recognizing that Council must implement a source of funding that will support the release of the phase two required work.

JVB/dr

## PHOENIX CENTER RENOVATION | \$7.3M PARTIAL PROGRAM

### STRUCTURAL REPAIR COST

\$4,996,858

- ❖ Concrete Column & Ceiling Repair
- ❖ Post Tension Tendon Repair
- ❖ Precast Panel Attachment and Panel Repair

### ELECTRICAL REPAIR COST (Partial)

\$1,027,687

- ❖ Tunnel Road Lighting
- ❖ Temporary Power to Tunnel Road Lighting
- ❖ 3 North Temporary Lighting and Power Feed

### FIRE PROTECTION COST

\$391,296

- ❖ Enclosed Parking Dry Pipe System
- ❖ Stand Pipe

### PLUMBING (Partial)

\$378,371

- ❖ Storm Piping Repair

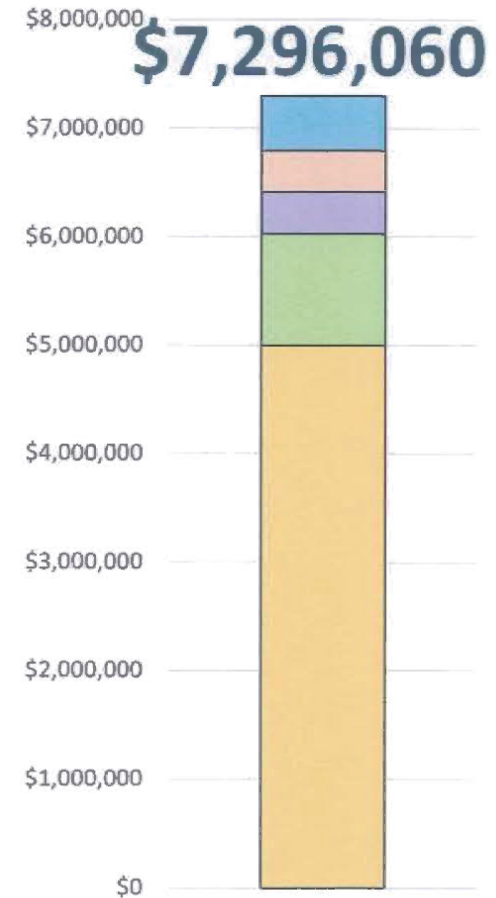
### ARCHITECTURAL (Partial)

\$501,848

- ❖ Emergency Egress Doors (Partial)
- ❖ Electrical Room Doors
- ❖ Temporary Travel Route 3N – 2S
- ❖ Demolition/ Dumpsters (Partial)

### ❖ Additional Costs Not Included in Original Estimate \$330K

- ❖ Temporary Power Feed to Tunnel Lighting
- ❖ Temporary Power Feed to 3N Lighting
- ❖ Temporary Lighting 3N



## PHOENIX CENTER RENOVATION | WORK NOT INCLUDED IN \$7.3M PARTIAL PROGRAM

### ELEVATOR COST

\$1,860,635

- ❖ 2 Units North
- ❖ 2 Units South

### ELECTRICAL REPAIR COST (Partial)

\$4,980,034

- ❖ Primary Feed
- ❖ Remove Replace Electrical Infrastructure
- ❖ New Lighting

### HVAC

\$258,509

- ❖ Electrical Room Cooling
- ❖ Elevator Machine Room Cooling

### ARCHITECTURAL (Partial)

\$2,599,413

- ❖ Security Office
- ❖ Traffic Control
- ❖ Security Grating

- ❖ **Current Project Approach has Resulted in Estimated \$330K Additional Cost**
- ❖ **Work Requires Release by July 20, 2020 to Meet Schedule**
- ❖ **Additional Cost Due to Future Delays**
  - ❖ \$52,250/Month (estimated) – Project Staff/Requirements
  - ❖ 1.25%/Qtr Escalation
  - ❖ Potential Continued Degradation to Structure \$TBD

\$12,000,000  
**\$9,698,591**

\$10,000,000

\$8,000,000

\$6,000,000

\$4,000,000

\$2,000,000

\$0

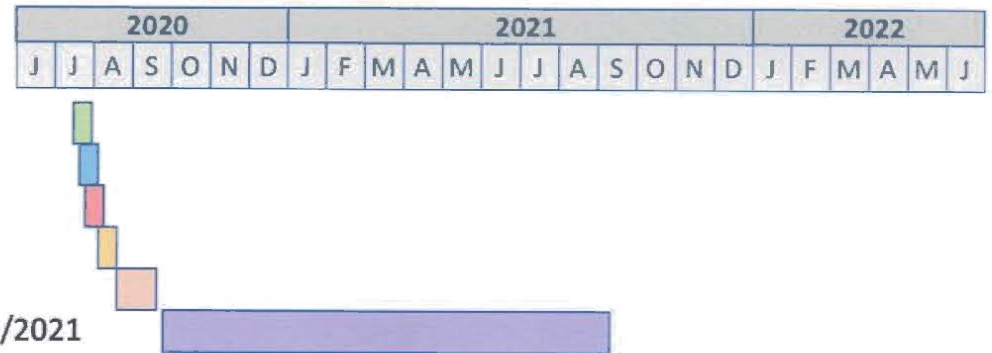




## PHOENIX CENTER RENOVATION | SCHEDULES

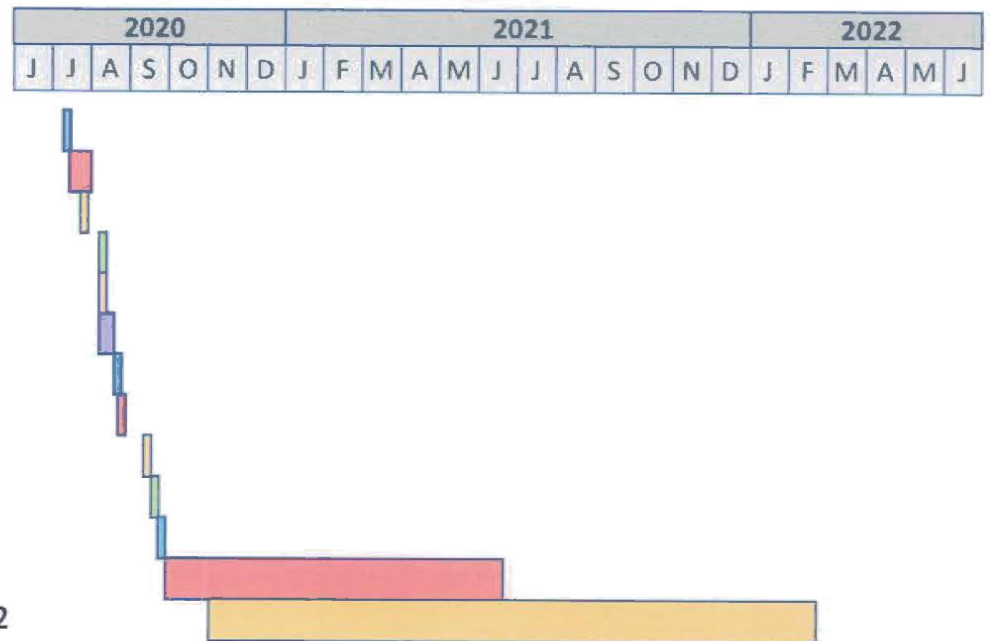
### \$7.3M Partial Program

Bids Due	07/21
Recommendations to Council	07/23
Council Presentation Working Session	07/28
Council Approval Formal Session	08/04
Submittals & Material Procurement	08/05 - 09/11
Construction	09/14/2020 - 09/10/2021



### Balance of Work Not Included in Program Above

Progress Set Issued by IDS	07/13/20
Bid Package Front End Preparation	07/15/20-07/31/20
Final Review Documents Issued by IDS	07/27/20
Commitment for Funding the Work	08/03/20
Bidding Plans & Specifications Issued by IDS	08/03/20
Finalize Instructions to Bidders	08/03/20-08/07/20
Issue Documents for Bidding	08/07/20
Bids Due	08/28/20
Recommendation Submitted to Council	09/10/20
Council Presentation during Formal Session*	09/15/20
Council Approval during Working Session*	09/22/20
Submittals & Material Procurement	09/23/20-06/21/21
Construction	11/02/20 - 02/25/22



\*Requires Council Action to Suspend Rules

**#6**

**PRESENTATION**



# DPW SPECIAL REPORT



- DPW is currently scheduling interviews to fill two (2) vacant maintenance worker positions
- Currently there are three applicants whose interviews will take place in the next 10 days
- Once selections are made; employees will enter DPW onboarding process after being released to the department from Human Resources





# DPW SPECIAL REPORT



- After new hires have onboarded
  - Both will be assigned a set of parks either north or south
  - The 5 large parks (Murphy, Beaudette, Jaycee, Hawthorn and Galloway) will be jointly attacked
  - Special attention given Friday and Monday for before and after weekend activities



# DPW SPECIAL REPORT



- In the interim until employees are in place
  - Park Operations Supervisor will assign parks to two current staff for management and follow-up
  - The department needs more trucks to provide this service. In the interim will determine availability among city's entire fleet



# DPW SPECIAL REPORT



- DPW is expecting to have staff in place by 8/15/2020
- Interviews happening next week to fill both Maintenance Worker positions
- Once hired and after onboarding, employees will be assigned parks on north and south sides of town and jointly service the 5 large parks