



Ann Arbor

# FIRE STATION 4

City of Ann Arbor Fire Department

RFP No. 24-57



**Granger Construction Company**

6267 Aurelius Road, Lansing, MI 48911

517.393.1670 | [GrangerConstruction.com](https://www.GrangerConstruction.com)

**GRANGER** 65<sup>TH</sup>  
1959 • ANNIVERSARY • 2024



December 17, 2024

City of Ann Arbor  
c/o Customer Service  
301 East Huron Street  
Ann Arbor, MI 48107

RE: RFP No. 24-57: Ann Arbor Fire Station 4

Dear Members of the Selection Committee:

Thank you for the opportunity to respond to your Request for Proposal for the new Ann Arbor Fire Station 4. Our team at Granger Construction is eager to support your project goals to elevate the quality of life for residents by offering exceptional public safety services while achieving the City's sustainability objectives. As your trusted partner, Granger would bring the right expertise to ensure the unique design elements, materials and functionality of your new facility meet AAFD's long-term reliability needs while delivering a best-in-class experience our team will bring:

- 1. An exceptional team with Ann Arbor experience.** Our proposed team has worked together in Ann Arbor, has relationships with the local contracting community and has the technical and sustainability expertise to deliver this project. Project Director Paul Roller is a former Ann Arbor resident with a long-standing relationship with design partner A3C. Project Manager John Wilson is a part-time fire fighter/EMT in Huron Township, Superintendent Rick Bibik constructed Skyline High School and has deep mechanical system expertise that includes geo-exchange systems, and Project Engineer Brian Ziembra is a past Washtenaw County resident with Ann Arbor building experience. Together, we will deliver exceptional value.
- 2. Unique scope and technical expertise.** Granger has constructed every type of space within your new facility: apparatus bays for Michigan CAT, MDOT, MDOC, Granger Waste and others; officer quarters and training rooms for numerous county Sheriff's Departments; and dozens of fitness rooms, office, conference, kitchen and laundry spaces. In addition, our recent solar and geo-exchange experience and in-house engineering support will ensure this project achieves its sustainability objectives.
- 3. Emphasis on driving the project schedule.** Because this part of the City will be sharing fire coverage with other areas during construction, time is of the essence. Our project team has extensive experience delivering projects within accelerated timeframes for institutional clients, without sacrificing safety or quality.
- 4. Shared commitment to the community.** We understand the importance of maintaining a positive image with your constituents and being a good neighbor to surrounding businesses and residents throughout a construction project. We will minimize disruptions for those living, working or traveling near the construction site and seek meaningful opportunities to positively impact your communities throughout construction.
- 5. Commitment to public safety.** The public sector is one of the largest markets that Granger serves, with public safety facilities accounting for most of that work. We understand the impact these facilities have on communities and the professionalism and accountability necessary to execute these publicly funded projects. We have a proven track record of helping our public safety clients achieve their mission by integrating into their teams to understand their operations and mission and deliver highly customized facilities. We encourage you to contact our public safety clients who will attest to this claim.
- 6. General contracting with a Construction Manager mindset.** We recognize that while this RFP requests a hard bid construction cost, the City is ultimately seeking a partnership. We will work with you to buy the right scope and help you evaluate options so the City can maximize its return on investment.

We recognize that selecting the right construction partner for this important community project is a significant decision. We would be honored to serve as your trusted partner in this exciting endeavor and look forward to the opportunity to discuss our team and approach with you further.

Sincerely,



Paul Roller, P.E., LEED AP  
Project Director



HEADQUARTERS  
6267 Aurelius Rd  
Lansing, MI 48911

517.393.1670 P  
517.393.1382 F

WEST MICHIGAN  
940 Monroe Ave NW, Ste 142  
Grand Rapids, MI 49503

616.454.2900 P  
616.454.9700 F

METRO DETROIT  
39475 13 Mile Rd, Ste 100  
Novi, MI 48377

248.724.2950 P  
248.489.5753 F

OHIO  
400 Lazelle Rd, Ste 18A  
Columbus, OH 43240

614.705.2280 P





Bid Bond

CHUBB®

Surety  
202B Halls Mill Road, PO Box 1650  
Whitehouse Station, NJ 08889-1650  
O + 908.903.3485  
F + 908.903.3656

Federal Insurance Company

Bid Bond	Bond No. Bid Bond	Amount \$ 5% of Bid
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Know All Men By These Presents,

That we, Granger Construction Company, 6267 Aurelius Road, Lansing, MI 48911-4230  
(hereinafter called the Principal),  
as Principal, and FEDERAL INSURANCE COMPANY, a corporation duly organized under the laws of the State of  
Indiana, (hereinafter called the Surety), as Surety, are held and firmly bound unto City of Ann Arbor  
Fire Department, 301 E Huron Street, Ann Arbor, MI 48104  
(hereinafter called the Obligee),  
in the sum of Five Percent of Bid Dollars  
(\$ 5% of Bid ), for the payment of which we, the said Principal and said Surety, bind ourselves,  
our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Sealed with our seals and dated this 17th day of December, 2024

WHEREAS, the Principal has submitted a bid, dated December 17, 2024  
for Ann Arbor Fire Station #4

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH, that if the Obligee shall accept the  
bid of the Principal and the Principal shall enter into a contract with the Obligee in accordance with such bid  
and give bond with good and sufficient surety for the faithful performance of such contract, or in the event of  
the failure of the Principal to enter into such contract and give such bond, if the Principal shall pay to the  
Obligee the difference, not to exceed the penalty hereof, between the amount specified in said bid and the  
amount for which the Obligee may legally contract with another party to perform the work covered by said  
bid, if the latter amount be in excess of the former, then this obligation shall be null and void, otherwise to  
remain in full force and effect.

Granger Construction Company  
Principal

By: \_\_\_\_\_

Federal Insurance Company

By:  \_\_\_\_\_  
Robert G Chapman, Attorney-in-Fact



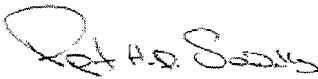
Chubb. Insured.™

**CHUBB****Power of Attorney**Federal Insurance Company | Vigilant Insurance Company | Pacific Indemnity Company  
Westchester Fire Insurance Company | ACE American Insurance Company

**Know All by These Presents**, that **FEDERAL INSURANCE COMPANY**, an Indiana corporation, **VIGILANT INSURANCE COMPANY**, a New York corporation, **PACIFIC INDEMNITY COMPANY**, a Wisconsin corporation, **WESTCHESTER FIRE INSURANCE COMPANY** and **ACE AMERICAN INSURANCE COMPANY** corporations of the Commonwealth of Pennsylvania, do each hereby constitute and appoint Nicole Andries, Cloyd W. Barnes, Nathan G. Chapman, Robert G. Chapman, Marcia J. Miller, Curtis M. Peterson and Ryan Peterson of Lansing, Michigan

each as their true and lawful Attorney-in-Fact to execute under such designation in their names and to affix their corporate seals to and deliver for and on their behalf as surety thereon or otherwise, bonds and undertakings and other writings obligatory in the nature thereof (other than bail bonds) given or executed in the course of business, and any instruments amending or altering the same, and consents to the modification or alteration of any instrument referred to in said bonds or obligations.

**In Witness Whereof**, said **FEDERAL INSURANCE COMPANY**, **VIGILANT INSURANCE COMPANY**, **PACIFIC INDEMNITY COMPANY**, **WESTCHESTER FIRE INSURANCE COMPANY** and **ACE AMERICAN INSURANCE COMPANY** have each executed and attested these presents and affixed their corporate seals on this 7<sup>th</sup> day of **June**, 2024.



Rupert HD Swindells, Assistant Secretary



Warren Eichhorn, Vice President

STATE OF NEW JERSEY  
County of Hunterdon

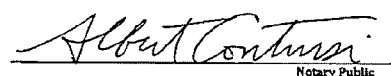
SS.

On this 7<sup>th</sup> day of **June**, 2024 before me, a Notary Public of New Jersey, personally came Rupert HD Swindells and Warren Eichhorn, to me known to be Assistant Secretary and Vice President, respectively, of **FEDERAL INSURANCE COMPANY**, **VIGILANT INSURANCE COMPANY**, **PACIFIC INDEMNITY COMPANY**, **WESTCHESTER FIRE INSURANCE COMPANY** and **ACE AMERICAN INSURANCE COMPANY**, the companies which executed the foregoing Power of Attorney, and the said Rupert HD Swindells and Warren Eichhorn, being by me duly sworn, severally and each for himself did depose and say that they are Assistant Secretary and Vice President, respectively, of **FEDERAL INSURANCE COMPANY**, **VIGILANT INSURANCE COMPANY**, **PACIFIC INDEMNITY COMPANY**, **WESTCHESTER FIRE INSURANCE COMPANY** and **ACE AMERICAN INSURANCE COMPANY** and know the corporate seals thereof, that the seals affixed to the foregoing Power of Attorney are such corporate seals and were thereto affixed by authority of said Companies; and that their signatures as such officers were duly affixed and subscribed by like authority.

Notarial Seal



Albert Contursi  
NOTARY PUBLIC OF NEW JERSEY  
No 50202369  
Commission Expires August 22, 2027



Notary Public

**CERTIFICATION**

Resolutions adopted by the Boards of Directors of **FEDERAL INSURANCE COMPANY**, **VIGILANT INSURANCE COMPANY**, and **PACIFIC INDEMNITY COMPANY** on August 30, 2016; **WESTCHESTER FIRE INSURANCE COMPANY** on December 11, 2006; and **ACE AMERICAN INSURANCE COMPANY** on March 20, 2009:

"RESOLVED, that the following authorizations relate to the execution, for and on behalf of the Company, of bonds, undertakings, recognizances, contracts and other written commitments of the Company entered into in the ordinary course of business (each a "Written Commitment"):

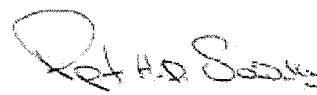
- (1) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise.
- (2) Each duly appointed attorney-in-fact of the Company is hereby authorized to execute any Written Commitment for and on behalf of the Company, under the seal of the Company or otherwise, to the extent that such action is authorized by the grant of powers provided for in such person's written appointment as such attorney-in-fact.
- (3) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to appoint in writing any person the attorney-in-fact of the Company with full power and authority to execute, for and on behalf of the Company, under the seal of the Company or otherwise, such Written Commitments of the Company as may be specified in such written appointment, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (4) Each of the Chairman, the President and the Vice Presidents of the Company is hereby authorized, for and on behalf of the Company, to delegate in writing to any other officer of the Company the authority to execute, for and on behalf of the Company, under the Company's seal or otherwise, such Written Commitments of the Company as are specified in such written delegation, which specification may be by general type or class of Written Commitments or by specification of one or more particular Written Commitments.
- (5) The signature of any officer or other person executing any Written Commitment or appointment or delegation pursuant to this Resolution, and the seal of the Company, may be affixed by facsimile on such Written Commitment or written appointment or delegation.

FURTHER RESOLVED, that the foregoing Resolution shall not be deemed to be an exclusive statement of the powers and authority of officers, employees and other persons to act for and on behalf of the Company, and such Resolution shall not limit or otherwise affect the exercise of any such power or authority otherwise validly granted or vested."

I, Rupert HD Swindells, Assistant Secretary of **FEDERAL INSURANCE COMPANY**, **VIGILANT INSURANCE COMPANY**, **PACIFIC INDEMNITY COMPANY**, **WESTCHESTER FIRE INSURANCE COMPANY** and **ACE AMERICAN INSURANCE COMPANY** (the "Companies") do hereby certify that

- (i) the foregoing Resolutions adopted by the Board of Directors of the Companies are true, correct and in full force and effect,
- (ii) the foregoing Power of Attorney is true, correct and in full force and effect.

Given under my hand and seals of said Companies at Whitehouse Station, NJ, this **December 17, 2024**

Rupert HD Swindells, Assistant Secretary

IN THE EVENT YOU WISH TO VERIFY THE AUTHENTICITY OF THIS BOND OR NOTIFY US OF ANY OTHER MATTER, PLEASE CONTACT US AT:  
Telephone (908) 903-3493 Fax (908) 903-3656 e-mail: surety@chubb.com

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# A | Qualifications, Experience and Accountability









## A.1 | Qualifications and experience of the bidder and of key persons, management, and supervisory personnel to be assigned by the bidder.

### Key Personnel Qualifications

Granger has selected a highly experienced project team to ensure that we exceed The City's expectations for this project.

The core construction team will be led by **Paul Roller, P.E., LEED® AP** (Project Director). A graduate of the University of Michigan, with dual degrees in Civil and Environmental Engineering (BS) and Architecture (BS), Paul began his construction career in the City of Ann Arbor, as an intern architect with A3C Collaborative Architecture. For over 25 years, Paul has strengthened his relationship with Ann Arbor communities, delivering more than 500 million dollars worth of work for clients across the city, including Ann Arbor Public Schools and the University of Michigan. In addition to his extensive experience building across Ann Arbor, Paul also brings a deep understanding of environmental and sustainability infrastructure topics relevant to this project and your net zero energy goals.



**John Wilson** will serve as Project Manager. A part-time firefighter/EMT with the Huron Township Fire/E.M.S. Department, John brings a familiarity with user needs relevant to this project

and your infrastructure goals. During his two-decade construction career, John has successfully led projects for various public and private sector clients, including several municipalities and the University of Michigan in Ann Arbor. With a background in finance and a results-oriented mentality, John will ensure that resources are properly allocated to achieve your project objectives on-time and within budget while prioritizing the needs of The City of Ann Arbor community.

**Rick Bibik, LEED® AP**, is at the top of his class in the industry and brings over 40 years of site leadership and a legacy of happy clients. He has been with Granger since 2005 and has served as Site Manager/Superintendent for some of the firm's largest and most challenging projects. Rick has extensive knowledge of mechanical and electrical systems relevant to your project, including successfully utilizing ground source heat pumps tied to a geothermal field, as targeted in your project objectives. Rick worked with Paul Roller to construct the award-winning Skyline High School for Ann Arbor Public Schools and the award-winning Stephen M. Ross South Competition and Performance athletic venue for the University of Michigan. This Ann Arbor-specific experience, along with dozens of other highly successful projects, has led Rick to develop strong working relationships with subcontractors and industry partners in Southeast Michigan and especially within Ann Arbor. In addition to leading the trades on site, Rick will be responsible for developing the project's safety, logistics and quality programs and for maintaining the project schedule. He will bring a high level of collaboration and accountability to ensure all project goals are achieved for the City.





**Brian Ziemba**, who will serve as Project Engineer, is a dedicated and accomplished professional who began his career in the construction industry with Granger Construction after earning his Masters in Construction Management from Eastern Michigan University in 2019. Brian’s ability to navigate diverse challenges sets him apart. He appreciates the unique nature of each project and the challenges that each stage of a project brings. Brian worked with Paul Roller at the multi-award winning, \$123 million LEED Silver certified Dental School Expansion/Renovation project for the University of Michigan in Ann Arbor, one of the most complex projects in Granger’s 65-year history. This experience helped showcase Brian’s adaptability and proficiency in handling complex tasks. Having an open mind and the ability to think outside the box are important traits on any construction project, but were crucial on the U-M Dental School project. Brian continues to display versatility, problem-solving acumen and commitment to continuous learning, all traits that make him a rising star within Granger and a valuable asset to our clients.

This team clearly understands the City’s high expectations for this high-profile public safety project. They also understand the true meaning of partnering and will always make the project and the City’s goals their top priority to ensure complete satisfaction. The true strength of this group lies in the following:

- **Ann Arbor Building Experience:** For over two decades, our entire project team has successfully delivered projects for clients in your city, establishing relationships with the local communities and industry partners who will be critical to ensuring your project’s success. Our team is also familiar with local permitting processes and requirements necessary for project completion.
- **Environmental Sustainability Subject Matter Expertise:** Our proposed project team has successfully delivered approximately \$1 billion of work for Michigan clients with significant energy, environmental and sustainability goals like those emphasized for your project.

➤ **Stakeholder Engagement:** Our team members are experienced at engaging all stakeholders from the beginning of a project and can provide upfront planning to ensure this project meets all goals upon completion. This early engagement does not stop with just the trade contractors, MBE/MLBE partners, designers, administration and end users; it also includes code officials, preferred vendors and suppliers.

*Please see the following organizational team chart and resume highlights for core personnel proposed as well as relevant project experience samples.*

### Government Facility Experience

Public Sector work is at the core of Granger’s business, with public sector construction revenue representing 25-40% of Granger’s annual average revenue.

38

Current Public/Government Projects

\$450+ million

Public Sector Projects in last 5 years

\$440 million

Public Sector Projects Currently Underway

60+

Granger Employees with Public Sector Experience

# Your Granger Team



**Paul Roller**

*PE, LEED® AP*  
Project Director

*preconstruction support*

*corporate support*



**Ian Clutten**

*LEED® AP, CM- LEAN*  
V.P. Preconstruction



**John Wilson**

Project Manager  
*Volunteer Firefighter / EMT*



**Rob Train**

Vice President  
Operations



**John Bort**

Dir. of Estimating



**Rick Bibik**

*LEED® AP,*  
Superintendent



**Tom Owens**

Dir. of Field Operations



**Rich Corona**

*PE, LEED® AP*  
Director of MEP Services



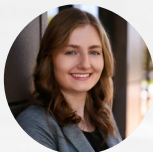
**Brian Ziemba**

Project Engineer



**Dan Harraka**

Quality Manager



**Alexis Nelson**

Preconstruction Process  
Manager



**Brian Goodman**

Corporate Safety Dir.



**Darrah Dutton**

Dir. of VDC





## Paul Roller

P.E., LEED® AP, Project Director

Paul began his career as an intern architect but discovered his real passion as a builder when he joined Granger Construction in 2000. His thoughtful communication style, collaborative decision-making and passionate belief in the importance of teamwork make him an ideal planner and leader for complex projects. His education and work experience allow him to appreciate the perspectives of other team members and unite disparate groups under a common goal. Paul promotes a culture of transparency and continuous improvement, always seeking to strike a balance between serious work and light-hearted interaction. Clients trust Paul implicitly to tackle their most difficult challenges and act with their best interests in mind.

### SELECT EXPERIENCE

#### University of Michigan

- W.K. Kellogg & Dental Building Expansion/Renovation **LEED® Silver** \$123 million

Project Director

- Athletics South Competition & Performance – \$110 million

Preconstruction Planning

- G.G. Brown Laboratory Renovations \$40 million

Project Manager

- Vera Baits II Renovations – \$9.1 million

Project Manager

Ann Arbor, Michigan

- Dearborn Engineering Lab Building Replacement **LEED® Gold** – \$78 million

Project Director/Preconstruction Planning

Dearborn, Michigan

#### Eastern Michigan University

- GameAbove Golf Performance Center \$10 million
- Windgate Arts Complex – \$7.5 million
- West Campus Athletics – \$8 million
- Halle Library Renovation – \$1.5 million

- Small Project Delivery – \$12 million

Project Director

Ypsilanti, Michigan

#### Ann Arbor Public Schools 2004 Bond, District-Wide Renovations

\$112.3 million

- Skyline High School, **LEED® Silver**
- Huron High School Additions/Renovations
- Pioneer High School Additions/Renovations

- Community High School Mechanical/Electrical Upgrades, Renovations
- Roberto Clemente Student Development Center Additions
- Stone Alternative High School Additions/Renovations

Project Manager

Ann Arbor, Michigan

#### Dexter Community Schools 1998 Bond Issue – \$68.7 million

- New High School
- Additions/Renovations to 5 Buildings
- Millcreek Middle School Additions

Project Engineer

Dexter, Michigan



## John Wilson

Project Manager

John has been in the construction industry since 2005 and has a wealth of experience leading project teams in the delivery of large projects in all phases of project development, from programming through occupancy. He is results-oriented and has the ability to interface with all project teams and partners. John will allocate the necessary resources including subcontractors, suppliers, vendors and in-house labor and he consistently prioritizes tasks to ensure successful delivery of quality projects on time and within budget.

### SELECT EXPERIENCE

#### Ford Motor Company

- New Model Programs Development Center Renovation - \$40 million
- VPEC – \$200 million (\$7 million general trades)

Allen Park, Michigan

- Driving Dynamics Lab – \$5 million

Dearborn, Michigan

Project Manager/Estimator

#### Monroe MDOT General Trades

– \$3 million

Project Manager/Estimator

Carleton, Michigan

#### ODRC Fencing– \$11.7 million

Estimator

Toledo, Ohio

#### General Motors

- VEC– \$4 million

Warren, Michigan

Project Manager/Estimator

- Project Armstrong Controlled Environments– \$105 million

New Carlisle, Indiana

Project Manager/Senior

Estimator

#### Toyota

- TMMK Paint Shop General Trades – \$4 million

Georgetown, Kentucky

- Toyota/Mazda MTMUS Paint Shop General Trades – \$4 million

Huntsville, Alabama

Project Manager/Estimator

#### Michigan Veterans Foundation

\$3 million

Project Manager/Estimator

Detroit, Michigan

#### University of Michigan Trotter Multicultural Center – \$1.5

million

Project Manager/Estimator

Ann Arbor, Michigan

#### City of Royal Oak Police Station

General Trades – \$2 million

Project Manager/Estimator

Royal Oak, Michigan

#### LGES Project Oasis Controlled Environments – \$175 million

Senior Estimator / Project

Manager

Queen Creek, Arizona



## Rick Bibik

LEED® AP, Superintendent

Rick has been involved in the construction industry since a very early age, working with his father in the small family Mechanical Contracting business. His experience in running and working in a small business, working as an Owners Representative and his involvement on the builder's side gives him a keen insight into an Owner's best interests. Rick's knowledge of mechanical and electrical systems is especially helpful in new system installation as well as understanding and planning for remodel work. Rick has been with Granger Construction since 2005 and has served as Site Manager/Superintendent for several of our most challenging projects, always receiving rave reviews from the client.

### SELECT EXPERIENCE

#### University of Michigan

- South Competition & Performance Project  
LEED® Silver  
\$110 million
- Dearborn Engineering Lab Building Replacement, LEED® Gold  
\$77 million

Project Superintendent  
Dearborn, Michigan

#### Ann Arbor Public Schools, Skyline High School LEED® Silver

\$80.2 million  
Project Superintendent  
Ann Arbor, Michigan

#### Oakland University Varner Hall Renovation & Expansion – \$38.5 million

Superintendent  
Rochester, Michigan

#### Van Buren Public Schools High School Expansion/ Renovation

\$65.5 million  
Project Superintendent  
Belleville, Michigan

#### Dexter Community Schools

**2008 Bond** – \$30.5 million  
Project Superintendent  
Dexter, Michigan

#### Oak Park School District Additions/Renovations –

\$19.4 million  
Superintendent  
Oak Park, Michigan

#### General Motors

- GMIT Warren Data Center, LEED® Gold – \$86.1 million  
Commissioning Superintendent  
Warren, Michigan
- GMIT Milford Data Center, LEED® Gold – \$110 million  
Project Superintendent  
Milford, Michigan

#### Centurion Medical Products,

LEED® Gold \$13.6 million  
Project Superintendent  
(Pre-Construction/ Foundations)  
Williamston, Michigan



## Brian Ziembra

Project Engineer

Brian has been working in the construction industry since 2019 and is extremely adept at managing the flow of project information: RFIs, submittals, material/equipment expediting, scheduling, change management, close-out documentation and general document control. Brian enjoys being part of a team that creates a quality project for the owner and seeing it all come to life. His ability to quickly adapt and creatively resolve issues and communicate effectively makes him an outstanding asset to your project.

### SELECT EXPERIENCE

#### University of Michigan

- W.K. Kellogg & Dental Building Expansion/ Renovation LEED® Silver Certified – \$123 million
- Dearborn Engineering Lab Building Replacement  
LEED® Gold – \$78 million

Project Engineer  
Ann Arbor, Michigan

#### Trinity Health Livingston Hospital Expansion & Renovation – \$158 million

Project Engineer  
Brighton, Michigan

#### Parnall Correctional Facility Heavy Diesel Program – \$9.9 million

Project Engineer  
Jackson, Michigan

#### Dexter Community Schools 2017 Bond Program – \$52 million

Project Engineer  
Dexter, Michigan



## Government / Public Projects

Our diverse portfolio across public and private market segments significantly strengthens our teams' ability to be nimble and effective construction experts. Granger Construction has served the Public Sector since its inception in 1959 and today employs teams that perform in several specialty sectors including Municipal, Healthcare, Education and Mission Critical. Granger also brings an inherent culture of customer service and teamwork to every project we undertake. We know that this project will be a long-term solution for elevating City services and helping to provide a safe, thriving, sustainable community for your constituents, and our approach to construction will mirror this understanding.

With nearly 40 years of experience and an extensive portfolio of projects for dozens of municipal governments in Michigan and Ohio, Granger is among the premier construction firms in the Midwest. We recently completed the award-winning Ingham County Justice Complex and the Ottawa County Family Justice Center, not to mention dozens of other public/municipal projects underway, including the \$134M Macomb County Central Intake and Assessment Center project, that will allow our team to leverage this experience and bring value to the budgeting, programming and procurement/scheduling planning processes and ensure long-term quality for the City of Ann Arbor.

On the following pages, we've selected a sample of our project experience to demonstrate our breadth and depth of expertise that will be paramount in addressing the complexities of managing a community construction project like yours.



Yunion at Ann Arbor (formerly 411 Lofts)



## Relevant Project Experience



### MDOT Monroe County Facilities

Monroe County, MI | \$39.1 million | Completed: 2022

- Construction of a total of 9 buildings - six pre-engineered metal buildings and three cast-in-place concrete buildings - at three different locations in Monroe County to serve MDOT.
- The two main sites include truck and maintenance buildings, hot and cold storage facilities, salt storage buildings and 15 acres of site development at each location. The third site also includes a salt storage building so plow trucks can refill more quickly.
- Our team provided over \$2.7 million of VE options for MDOT to consider/select as bids were received. We delivered over \$39M of bids and awarded contracts at 1.2% under budget.

**Owner & Owner Reference:** DTMB/State of Michigan  
Jan Miller, DTMB Project Director (517) 388-6406

### Dept. of Corrections Parnall Correctional Facility New Heavy Diesel Program

Jackson, MI | \$9.1 million | Completed: 2023

- Granger Construction is renovated an existing building and constructed an addition at the Michigan Department of Corrections Parnall Correctional Facility to house their New Heavy Diesel Program and two other skilled trades programs being relocated, including Automotive Repair and Commercial Driver's License (CDL).
- The existing building was completely renovated inside and out to house classrooms, lab areas, tool cribs, state offices and support services including rest rooms, mechanical rooms, electrical rooms and storage areas.
- Site improvements included paving, sidewalks, landscape, perimeter security elements (fencing, cameras, detection and gates) and demolition work.

**Owner & Owner Reference:** DTMB/Michigan Dept. of Corrections,  
Scott Dekorte, Project Director (616) 490-6169



### Granger Waste New Maintenance Facility

Jackson, MI | \$6 million | Completed: 2023

- Granger served on the design-build team to design and construct this new 17,874 SF truck and equipment maintenance facility.
- The new pre-engineered building features three work bays, one wash bay, an overhead crane and an oil distribution system.
- The building also provides office space for staff along with a lobby, breakroom and meeting space.
- The project involves extensive site work including a new detention pond, underground utilities, asphalt pavement, concrete curbs, fencing, gates and a new monument sign.

**Owner & Owner Reference:** Granger Waste Services  
Jim Grant, Granger Waste Services (517) 648-2894



## Ingham County Justice Center

Mason, MI | \$72 million | Completed: 2023

- Granger delivered this new 174,000 SF complex to house the county's correctional facility, Sheriff's office and the 55th District Court. All work took place on their existing campus directly adjacent to the existing occupied correctional facility.
- Relevant spaces include administration offices, staff locker rooms, emergency operations center, various interior storage spaces and a separate outbuilding featuring a two-bay vehicle maintenance shop, one-bay vehicle evidence area, marine unit boat storage, lockers, emergency management vehicle storage and a 25-yard firing range.
- Granger demolished the existing facilities after the new building was occupied.

**Owner & Owner Reference:** Ingham County  
Chief Deputy Darin J. Southworth Ingham County Sheriff's Office,  
(517) 676-8203

## The City of Grand Rapids City Hall & County Building HVAC Upgrades

Grand Rapids, MI | \$8.9 million | Completed: 2020

- Granger was selected to perform the replacement of major HVAC and hydronic equipment and other upgrades at the International style 10-story Grand Rapids City Hall and 3-story Kent County Administration Building.
- The building, located on a raised concrete plaza in downtown Grand Rapids, remained occupied throughout construction.
- Most of the work took place within three large mechanical rooms situated on the 10th floor penthouse, directly above the Mayor's office and the City Attorney's office, and on the Monroe Level.
- The major equipment removal and replacement took place through the roof, using a crane situated on a busy downtown street between City Hall and the Devos Place.

**Owner & Owner Reference:** City of Grand Rapids  
Dustin Kuzee, Assistant PM (616) 456-4562



## Alpena County Sheriff's Office and Jail

Alpena, MI | \$11.4 million | Completed: 2020

- This new jail includes two levels that are both housed with pre-fabricated steel cells and allow for eleven different inmate separations for each classification of the inmates.
- The large sheriff's office area includes conferences rooms, locker rooms, interview space, holding cells, visiting rooms and evidence storage as well as other office spaces for employees.
- The public entrance of the building is open 24 hours a day and maintains separation between visitors/employees and the inmate population.

**Owner & Owner Reference:** Alpena County  
Sheriff Steve Kieliszewski, (989) 354-9836





## Michigan CAT Additions & Renovation

Saginaw & Brownstown, MI | \$10 million | Completed: 2017 & 2020

- Granger served as design-builder to deliver these two projects for Michigan CAT. The Saginaw project involved several new additions including a 13,245 SF service bay with two 7-ton and two 3-ton overhead cranes, a new wash bay, an office addition, a new tool crib with secure space, a new locker room and a new employee break room.
- Renovations to the existing Saginaw facility included increasing rack and storage space inside, more than doubling the size of their yard storage and staging space and expanding the parking lot.
- The Brownstown facility included a 10,000 SF addition for its new showroom/sales area, administrative offices, repair garage and storage and a new washbay and outdoor staging area.

**Owner & Owner Reference:** Michigan CAT/MacAllister Rentals, Brian Schulz, MacAllister Rentals (517) 752-0684

## Michigan CAT Lansing Sales & Service Center

Lansing, MI | \$15.7 million | Completed: 2016

- The corporate office/service building provides 17,760 SF of service bays, 9,800 SF of parts distribution and a two-story, 24,400 SF office to support rental, retail sales, training and administrative support.
- The main service areas offer a large equipment rebuild and service area, a heavy truck maintenance shop and eight engine rebuild workstations, with 10 overhead bridge cranes and three jib cranes.
- A separate 13,600 SF utility building offers paint bays, welding, fabrication and sandblasting, wash bays
- Granger also self-performed all concrete on this project, enabling them to better control the schedule and deliver a higher quality floor to meet the demands of the facility.

**Owner & Owner Reference:** Michigan CAT  
Brian Schulz, Michigan CAT (248) 349-4800



## Michigan CAT New Sales and Service Center

Niles, MI | \$11 million | Completed: December 2024

- Granger is constructing a new 23,000 SF Sales and Service Center for Michigan CAT that will consist of office space, a retail area, parts warehouse and equipment service center bays. It will also feature conference rooms and employee break room/kitchenette area.
- As with other similar facilities constructed for Michigan CAT, Granger is self-performing the concrete portion of the project and will ensure high-quality results for long-term durability.
- Granger performed constructability reviews and systems analysis to ensure all aspects of the facility meet the owner's intended use and long-term operability goals.

**Owner & Owner Reference:** Michigan CAT  
Brian Schulz, Michigan CAT (248) 349-4800





## Geo-Exchange and Solar Experience

### ANN ARBOR AND NEARBY WORK

Granger has unique expertise managing infrastructure work on institutional campuses and prides itself on identifying and recommending energy-saving and cost-saving opportunities for these projects. Our MEP Group, led by mechanical engineer Rich Corona, can evaluate the constructability of these systems and offer feedback for the design team prior to construction, when this input has the most significant impact.

Granger has completed numerous geo-exchange systems. Project experience involving the installation of geothermal fields and supporting mechanical infrastructure include Martin Luther King Jr. High School (Detroit), Skyline High School (Ann Arbor), Michigan State University Bott Building for Nursing Education & Research (East Lansing), Gun Lake Tribal Government Complex (Wayland), Onsted Community Schools (Onsted), Pattengill Middle School (Lansing) and Midland County Jail (Midland). Superintendent Rick Bibik led the construction of Skyline High School and will lead the installation of the geothermal wells and infrastructure for this project as well.

Similarly, Granger has assisted numerous clients with solar installations. Our two most recent projects that feature solar installations include Dexter Community Schools and Michigan Technological University's H-STEM project.



*U-M Beyster geo-thermal work*



*Michigan Tech Solar Panels*



*Michigan Tech Solar Panels*



*Dexter Community Schools Solar Installation*

## ADDITIONAL ANN ARBOR Experience

### ANN ARBOR AND NEARBY WORK



#### ANN ARBOR WASTE WATER TREATMENT PLANT

Ann Arbor, Michigan

- 25,000 c.y. of Concrete
- Concrete contractor for West Plant Replacement and East Plant Rehabilitation.
  - Multi-Phased with 17 different structures.
  - Includes: Primary Clarifiers, Primary Building, Aeration Tanks, Blower Building, Central Electrical Building, Ferric Building, Secondary Clarifiers and New Administration Building.
- Low bid work for Chicago-based Walsh Construction.

Cost: \$9.5 million



#### UNIVERSITY OF MICHIGAN W.K. KELLOGG INSTITUTE & DENTAL BUILDING EXPANSION

Ann Arbor, Michigan

Major expansion to the University of Michigan School of Dentistry that included renovation of approximately 176,000 SF and a 48,000 SF addition. All work took place within and adjacent to occupied facilities. The multi-phase project addressed infrastructure improvements and creates a more welcoming and accessible facility with a new patient entrance, new modern teaching clinics including a special care clinic to treat patients with complex medical conditions and disabilities, new flexible research space to support the school's world class research and more student study and collaboration spaces. Scope of work included a new three-story addition, with two floors dedicated to research to provide a new benchmark for scientific research facilities.

Cost: \$123 million • Square Footage: 224,000 • Completed: June 2022



#### UNIVERSITY OF MICHIGAN ATHLETICS SOUTH COMPETITION & PERFORMANCE PROJECT

Ann Arbor, Michigan

This project consisted of constructing several new indoor and outdoor South Campus athletic venues, the University's largest sports-focused new construction project in decades. A new 160,000 SF multipurpose facility, built on 17 acres, serves student-athletes involved with track and field, cross country, lacrosse, wrestling, tennis, rowing and gymnastics. This project involved a major preconstruction effort including multiple estimates for 6 buildings and outdoor facilities that comprise the state-of-the-art sporting complex. Granger utilized a 3-D estimating program to produce highly detailed cost estimates.

Cost: \$110 million • Square Footage: 266,456 • Completed: October 2017



#### UNIVERSITY OF MICHIGAN G.G. BROWN MEMORIAL LABORATORIES RENOVATION

Ann Arbor, Michigan

The project renovated the entire building to create state-of-the-art academic and instructional spaces; upgrade the building's heating, ventilation, air conditioning, electrical and life-safety systems; replace the exterior windows to improve energy efficiency; improve accessibility; and provide new finishes in public spaces. The project was completed in 14 phases over the course of 26 months and the building remained occupied throughout the renovation. A MIOSHA Partnership Agreement was implemented for the project. Granger managed over 550 change orders resulting in over \$5 million in extra work and still delivered the project on time.

Cost: \$40 million • Square Footage: 220,000 • Completed: July 2016





## UNIVERSITY OF MICHIGAN VERA B. BAITS II RESIDENCE HALL RENOVATIONS

Ann Arbor, Michigan

Constructed in 1967, the five-building housing complex provides housing for approximately 560 first-year students in single or double rooms and suites. This renovation project involved updating infrastructure and interior finishes. Sustainable features of this project include:

New roofing with insulating values up to R40  
New energy-efficient lighting with occupancy sensors & water saving toilet fixtures with dual-action flush valves

New plumbing faucets and shower heads with water-saving features  
Use of new flooring with high recycled content, low-VOC emissions and regionally-produced

**Cost:** \$9.1 million • **Square Footage:** 175,000

 **LEED GOLD CERTIFIED**




## WASHTENAW COMMUNITY COLLEGE HEALTH AND FITNESS CENTER

Ann Arbor, Michigan

This high-profile project, built on the site of a former soccer field and just yards away from the Huron River, was the first LEED Gold-Certified student health and wellness center in the country. It incorporates many sustainable and renewable features such as automated lighting, salt-treated pool water and heating and cooling measures that include a reflective white roof, a central boiler that recaptures heat and room monitoring sensors that automatically control temperature. In addition, the eight-acre site includes previous pavement and controlled storm runoff.

**Cost:** \$14.1 million • **Square Footage:** 76,000

 **LEED GOLD CERTIFIED**



## YOUNION AT ANN ARBOR (STUDENT HOUSING) *Formerly 411 Lofts*

Ann Arbor, Michigan

This 10-story building located in the heart of Ann Arbor, contains 15,000 SF of retail space on the ground floor, two underground parking levels (109 spaces) and 96 apartments (342 beds) on the upper nine floors as well as a mechanical penthouse. The apartments have a modern loft design with private bedrooms. Amenities include wood laminate floors, appliances, cable TV/Internet, common lounges and exercise and laundry rooms. This project presented some major challenges in that it is located on a 1/4-acre site adjacent to business operations and high voltage electrical lines. The building design extends from property line to property line, allowing for no lay-down or staging area.

**Cost:** \$25.8 million • **Square Footage:** 171,125

 **LEED GOLD CERTIFIED**



## ANN ARBOR PUBLIC SCHOOLS 2004 BOND PROGRAM

Ann Arbor, Michigan

- Skyline High School - New LEED Silver high school is four stories high totaling 382,000 SF and features wireless technology, media center, 800-seat performing arts center, gymnasium, eight-lane competition pool, football stadium, soccer/lacrosse field, track, baseball field, two softball fields, tennis courts and a state-of-the-art geothermal heating and cooling system.
- Extensive renovations to Huron, Pioneer, Community High School, Roberto Clemente Student Development Center and Stone Alternative High School.

**Cost:** \$112.3 million

 **LEED SILVER CERTIFIED**



## Government / Public Projects

Granger Construction is the Midwest's premier public safety/justice facility builder, construction and program manager. With 65 years of experience and an extensive portfolio of projects for dozens of county governments in Michigan and Ohio, we are acknowledged experts in the industry.

*Please see below a list of Granger's extensive government/public entity clients, many of which are repeat clients.*

### Federal

- U.S. Army Corps of Engineers

### State

- State of Michigan/DTMB (10+)
- State of Ohio/ODRC
- State of Indiana/IDOC

### Municipal/County

- Alpena County
- Coshocton County (OH)
- Eaton County (2)
- Fairfield County (OH)
- Fayette County (OH)
- Gallia County (OH)
- Genesee County (3)
- Greene County (OH)
- Harrison County (OH)
- Ingham County (5)
- Kent County (5+)
- Mecosta County
- Midland County
- Monroe County (OH)
- Muskegon County (2)
- Newaygo County (3)
- Oakland County
- Oceana County
- Ottawa County (2)
- Portage County (OH)
- Saginaw County
- Summit County (OH)
- Warren County (OH)
- Wexford County
- Wood County (OH)

### Municipal/City

- City of Ann Arbor
- City of East Lansing
- City of Grand Rapids (3)
- City of Greenville
- City of Howell
- City of Ionia
- City of Lansing (3)
- City of Lapeer
- City of Mt. Pleasant
- City of Wyoming

### Municipal/Townships

- Delhi

### Institutional/Higher Education

- Central Michigan University (5)
- Eastern Michigan University (5+)
- Ferris State University (10+)
- Lansing Community College (8)
- Michigan State University (50+)
- Michigan Technological University (2)
- Oakland University (2)
- University of Michigan (5+)
- Washtenaw Community College (2)
- Wayne State University (3)
- Western Michigan University (3)

### Institutional/K-12

- Addison Community Schools
- Adrian Public Schools
- Ann Arbor Public Schools (2)
- Bentley Community Schools

- Carson City - Crystal Area Schools
- Central Montcalm Public School District (2)
- Charlotte Public Schools (4)
- Chelsea School District (3)
- Columbia School District (2)
- Detroit Public Schools
- DeWitt Public Schools (2)
- Dexter Community Schools (3)
- Dundee Community Schools
- Eaton Rapids Public Schools (2)
- Gerrish-Higgins School District
- Holt Public Schools (2)
- Huron School District
- Jackson Public Schools (3)
- Jonesville Community Schools
- Laingsburg Community Schools
- Lake Fenton Community Schools
- Lakeshore Public Schools
- Lakeview School District (2)
- Lansing School District (2)
- Leslie Schools
- Lincoln Park Public Schools
- Merrill Community Schools
- Mt Pleasant Schools
- Oak Park School District
- Olivet Community Schools
- Onsted Community Schools (2)
- Orchard View Schools
- Oxford Community Schools
- Saline Area Schools
- South Lyon Community Schools (4)
- Tecumseh Public Schools
- Van Buren Public Schools (2)
- Williamston Community Schools (2)



Michigan CAT Saginaw Addition

## A.2 | References from individuals or entities the bidder has worked for within the last five (5) years including information regarding records of performance and job site cooperation.

We encourage you to reach out to any of the references for projects in the proceeding “Relevant Project Experience” section and offer the following additional references:



### Ingham County Sheriff's Office

#### Captain Robert Earle

Corrections Division –  
Jail Administrator  
rearle@ingham.org  
(517) 676-8321



### Alpena County Sheriff's Office

#### Sheriff Erik Smith

Smithe@alpenacounty.org  
(989) 354-9871



### Kent County Dept. of Public Works

#### Darwin Baas

DPW Director  
Darwin.baas@kentcountymi.gov  
(616) 632-7919



### Macomb County

#### Ben Treppa

Director, Facilities and  
Operations  
Ben.Treppa@macombgov.org  
(586) 469-5244

### A. 3 | Evidence of any quality control program used by the bidder and the results of any such program on the bidder's previous projects.

## Corporate Quality Control Program

Granger has developed a Comprehensive Quality Program that is used to instill a quality philosophy and positive attitude within our employees and subcontractors. Granger's Quality Plan originates from the internationally recognized quality standard ISO 9001. Both corporate and field project operations manage projects under Granger's Procedure System (GPS). Our Quality Plan is a complete Management and Quality Operating System. It provides procedures for such processes as the management of document and data control, records management, purchasing, process control, product identification and traceability, inspection and testing, nonconforming product, corrective and preventive action, control of customer-supplied product, handling and storage of product, internal quality audits, servicing and training. The Granger Quality Plan touches every phase of a construction project. Our goal is to provide our clients with the best products and services in the construction industry.

## Net Promoter Score

Granger Construction currently has an above industry average overall **Net Promoter Score (NPS) of 8.97**. Net Promoter Score measures the overall project team experience. As part of our tracking and performance metrics, Granger conducts benchmark and endpoint surveys on each of our projects at 30% and 100% completion, respectively, which focus on critical factors such as quality, safety, cost management and budgeting, schedule, team relationships, responsiveness, and proactivity, communication, and procedures to develop an overall Net Promoter Score.

Granger's Net Promoter Score (NPS)			
Ingham County	Ottawa County	Parnall	Overall
9.34	9.5	9	8.97

## Lean Philosophy

Granger's quality management program is based upon the Lean concepts of continuous improvement and building quality into every aspect of a process. Our company strives to evolve beyond conventional ways of managing quality by using concepts derived from the manufacturing industry. Traditional strategies frequently allow defects to pass through the construction process, and the team spends much of its time correcting repetitive defects at the end of the line, rather than identifying them at their root sources and minimizing their impact. By standardizing processes, focusing on quality efforts at an individual process level, ensuring that poor quality is not passed to a successive trade, and inspecting work upon completion, our team will achieve repeatable execution to agreed-upon standards.

The goal of Granger's quality management program is to provide maximum value to the Owner by eliminating waste from the project delivery process. Value is defined by the Owner, with agreed-upon standards established by the owner and the design team. The team will develop a project-specific Quality Action Plan that reinforces these standards at key points during the construction process, namely: planning before work is performed, mock-ups and first-in-place inspections, self-assessment and evaluations by successive trades and final inspections of work. Throughout the project, the construction team will follow the Plan-Do-Check-Act (PDCA) process to try to make each successive outcome a little better than the last.

This strategy has numerous benefits. Promoting standard work processes and training reduces the likelihood of jobsite safety incidents. Development and improvement of standard processes have been shown to boost employee creativity, promote innovation, improve team morale and generate pride among team members who contribute new solutions. By reducing rework and failed inspections, workers are more productive and require less time to complete tasks. Team planning prior to beginning work results in fewer late changes in construction and significant cost savings.



## Quality Management

Granger's corporate quality management program is led by Quality Manager **Dan Harraka**, whose sole responsibility is to ensure quality outcomes for our clients. Under Dan's leadership, Granger's corporate program supports continuous education and compliance through the following practices:



- **Corporate Quality Meetings:** These are held bi-monthly to review quality case studies, share lessons learned and promote long-term knowledge retention for complex issues.
- **Pre-Installation Meeting Template Updates:** These are meant to promulgate best practices to project teams so that changes in construction practices or materials can be rapidly adopted across our company.
- **Site Inspections:** These are to encourage discussion of issues, investigate areas of concern and ensure that project teams are following their Quality Action Plans.
- **Shared Learning Opportunities:** These are conducted by subject matter experts on a variety of topics, with recorded materials available in a central database for later consumption.
- **VDC Team Coordination:** Granger's in-house Virtual Design and Construction (VDC) team can provide thermography, drone and LiDAR scanning capabilities to analyze unforeseen conditions and troubleshoot issues.

## Project-Specific Quality Elements

Granger's public sector segment consistently represents our largest market volume, with public safety comprising much of this segment. Because of this, we approach this project with a deep understanding of the design and construction elements of this project. We are familiar with and will evaluate the design and construction materials against the NFPA standards pertaining to the design and construction of fire stations.

In our experience, quality issues arise most frequently in building envelope and structure (e.g. compaction and damp-proofing/waterproofing for foundations, vapor transmission for doors and windows, exterior wall/curtain wall, and roofing, etc.), infrastructure (e.g. drainage, condensation in electrical and HVAC system, piping leaks, sound and vibration issues, etc.), and the intersections of work performed by different trades.

We will utilize our internal Quality Control Manager, Dan Harraka, to develop a job-specific quality plan that considers the various unique construction design and materials for this project, coupled with our knowledge of the operations of the facility, to ensure the long-term reliability for the City of Ann Arbor.



## CASE STUDY

### Thermal Inspection Capabilities

The VDC Team began implementing thermal scanning on construction projects with its in-house Visual Capture (VC) Services in early 2023. These scans can help identify roof and window leaks and other building envelope issues before a project is complete, giving the team a chance to fix issues early. They can also be used on existing buildings to help determine potential scope of work for upcoming renovations.

In April 2023, Granger completed a building envelope scan at the new Van Buren Schools Early Childhood Center project in Belleville, MI after the owner indicated room temperature issues in certain areas of the building. Prior to performing the thermal scan, the project team met on multiple occasions to research the temperature issues, confirm the balancing, etc.

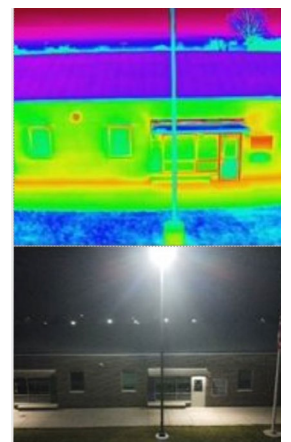
The thermal scan confirmed there were no building envelope issues and allowed the team to focus their attention on the real cause of the temperature issues, which turned out to be the MEP equipment.

Due to the positive results and feedback from this project, Granger has begun including envelope scans as part of its corporate QA/QC plans.

"Building envelope issues are one of the top warranty items we get called back for," said Dan Harraka, Granger's Quality Control Manager. "If we can identify these issues by scanning prior to project completion, it will allow us to resolve them earlier while trades are still onsite or, at worst, before warranties expire, saving time, money and headaches down the road."

Here are some elements of the Ann Arbor Fire Station 4 project where we will focus our quality management efforts:

- **Decontamination Spaces:** Our team can engage our MEP experts to review hot, warm and cold zoning configurations in this space to ensure contaminants do not enter living and office spaces. We can also utilize a private area to change out of turnout gear with biohazard disposal and cleaning of hazardous materials with adequate ventilation.
- **Hose Reels:** Ensuring adequate space for year-round cleaning, drying and securing of hoses as well as connections and storage of power washers or other hose washing equipment is something we can address with stakeholder groups.
- **Vehicle Exhaust:** Careful coordination of exhaust snorkels along with other overhead utilities, balancing of exhaust and make-up air to maintain space comfort and commissioning and calibration of exhaust gas detection systems will be a focus of our project team. Although the system will be designed by the engineer of record, we will utilize our internal mechanical, electrical and plumbing engineers to review the design and recommend improvements to make ensure that all factors have been considered.
- **Floor Finishes:** Few types of facilities have such a demand for focus on floor finishes as the apparatus bays of a fire station. These facilities require floor finishes that are durable against salts and corrosives as well as constant vehicle traffic and provide a high coefficient of friction to prevent slips while maintaining turnout times. On our projects for Michigan CAT, The Michigan Department of Transportation (MDOT) and others, where heavy equipment and vehicles are driving over the floor finish, we leveraged our internal self-perform concrete group to recommend a floor finish that can stand up to the abuse and provide resistance to the many vehicle fluids. We can use a similar approach on this project.
- **Apparatus Bay Airlock:** We focus on airtight construction techniques between the apparatus bay and adjacent living spaces during construction. During commissioning, we will balance and test negative air pressure differential to ensure that exhaust fumes and particulates cannot transfer into living spaces. This is a practice that we are well accustomed to with our experience in corrections and hospital construction where highly technical air pressurization systems are required.
- **Dorm Spaces:** We are aware that this will be a home away from home for those working here. We will work with the team to create an atmosphere of privacy, comradery, comfort and durability. We will focus on proper sound proofing of dorm and bathroom spaces, as well as resiliency of furniture and finishes.
- **Floor Drains:** Proper slope to floor drains, floor drain capacity, oil separators and ease of cleaning are all essential features of fire station construction. We will implement a practice of reviewing floor and drain elevations prior to concrete placement to ensure positive drainage and avoid “bird baths.”
- **Overhead Doors:** We understand that faithful and long-term operation is the difference between life and death. We will approach this as such, not only to select the best proven door systems and ensure a proper installation, but also to review options for controls, review security protocols and commission all overhead door systems to validate functionality.
- **Building Envelope:** Once the building envelope is complete, our in-house VDC Team will perform thermal scanning to ensure that the system perform according to the design intent and meeting the long-term needs of the city.



*Drone thermal scan*



#### A.4 | A statement from the bidder as to any major subcontractors it expects to engage including the name, work, and amount.

### Subcontractor List

- Concrete- Granger Construction — \$630,400.00
- Carpentry- Granger Construction — \$786,105.00
- Electrical — \$
- Mechanical — \$
- Earthwork ILE — \$ 768,950.00
- Glazing — \$
- Landscaping — \$
- Demolition- BlueStar — \$55,000.00
- Paving- Nagle — \$60,000.00
- Metal Panels - Liberty Sheet Metal — \$ 935,000.00
- Fire Supression — \$
- Accordion Doors - NDS — \$202,00.00



# B | Workplace Safety







Pamall Correctional Facility

**B.1 | Provide a copy of the bidder’s safety program, and evidence of a safety-training program for employees addressing potential hazards of the proposed job site. Bidder must identify a designated qualified safety representative responsible for bidder’s safety program who serves as a contact for safety related matters.**

*Please note that due to the size of this document, a copy of Granger’s Safety Program can be accessed at the following link:*

### GRANGER SAFETY PROGRAM



At Granger, “Safety First” is more than just another slogan. It’s a core value and an integral part of our company’s culture. It is the foundation of our Health & Safety Program and a moral commitment to protecting the lives and safety of our employees, clients, subcontractors and the public. Our goal is to promote an injury and accident-free environment and provide the safest workplace possible for everyone. Through innovative education and training programs, Granger provides our employees and subcontractors with the tools, knowledge and resources needed to safely accomplish their work, subsequently reducing risk and controlling losses. Our clients know about our commitment to safety and continually choose Granger to provide for their specialized needs because of this shared concern.

Training and prevention are the backbone of our Safety Policy, supplemented by education, inspection and, if necessary, correction and discipline.





Emilia Herrera, Granger Construction

contact help logout

CLICKSAFETY

TRAINING. COMPLIANCE. YOUR FUTURE.

SUMMARY

USERS

GROUPS

REPORTS

main

add users

add groups

setup

Buy Training/Pay Invoice

Welcome, Emilia Herrera

You have 0 courses left to complete for:

Granger Construction.

start my training

View full course catalog

Granger Construction Dashboard

Employee Training Status

Training Status

Behind Schedule

Never Started

In Progress

Training Group Detail

Group Name: 2025 Annual Safety Training Curriculum

Duration Between Courses: 3 week(s)

Selected Training:

Select	Course	Click Level	Course Duration	Language
<input type="checkbox"/>	Crane Safety Basics for Construction	2	80 Min	English
<input type="checkbox"/>	Concrete and Masonry for Construction	2	45 Min	English
<input type="checkbox"/>	Fall Protection for Construction	2	90 Min	English
<input type="checkbox"/>	New: Hazard Communication Advanced for All Industries (English & Spanish)	1	60 Min	English
<input type="checkbox"/>	Electrical Safety for Construction	2	40 Min	English
<input type="checkbox"/>	New: Stairways and Ladders Awareness for Construction	1	30 Min	English
<input type="checkbox"/>	Job Safety Awareness for Construction	1	20 Min	English
<input type="checkbox"/>	Asbestos Hazards for Construction	2	30 Min	English
<input type="checkbox"/>	Bloodborne Pathogens for Construction	2	40 Min	English
<input type="checkbox"/>	Excavation Safety for Construction	2	45 Min	English
<input type="checkbox"/>	Lead Hazards for Construction	2	30 Min	English
<input type="checkbox"/>	New: Personal Protective and Lifesaving Equipment (PPE) for Construction	1	30 Min	English
<input type="checkbox"/>	Scaffold User Guidelines for Construction	2	40 Min	English
<input type="checkbox"/>	Introduction to Confined Space for Construction	2	75 Min	English
<input type="checkbox"/>	Power Tool Use and Guarding for Construction	2	45 Min	English
<input type="checkbox"/>	Respirable Crystalline Silica Awareness for Construction	1	30 Min	English
<input type="checkbox"/>	Confined Space Awareness for Construction	1	20 Min	English

Granger recently began using ClickSafety, a third-party online system to help streamline and track our safety training program.

## Safety Training Program

Granger recently switched over from an in-house training program to a third-party online program called ClickSafety to help simplify and streamline our firm’s safety training. This online platform offers a customized dashboard that tracks, assigns and manages training for our entire team.

Because this new program was implemented so late in the 2024 season, field employees were only required to complete 3 courses. However, in 2025 all workers will be required to complete 17 different courses (see attached listing to the upper right). All training is conducted virtually via eLearning and is self-paced.

## General Safety Program

Prior to the start of all our projects, a Job Specific Safety Analysis is prepared to address the hazards and risks of each individual project. A Pre-Job Safety Conference is held with management and key crew leaders to plan an approach to addressing these risks. We require every employee to adhere to our safety guidelines and use safety equipment in the proper manner. Likewise, we insist that our subcontractors and their employees promote and follow appropriate safety procedures.

Our Site-Specific Safety Plan will show information needed by all workers (e.g. emergency access/egress plans, first responder access & areas of refuge for natural disasters) and discuss known issues that may pose a threat to worker safety. We produce a project-specific safety video, with input from the primary trades, that every team member must watch before they are allowed to begin working on the project. The video documents both general and project-specific risks and advises

workers of our 3 strike policy. Upon completion of the safety orientation, a numbered hardhat sticker is issued, evidencing completion of the training and a personal commitment to follow the project safety plans. To further improve our Safety Program, we also offer safety training and our Safety Program booklets in Spanish (and other languages as needed). As new workers and/or new issues arise, orientation and further training are made available as needed.

## Safety Representatives

The designated day-to-day contact for safety matters will be our proposed superintendent, Rick Bibik, who will be on site fulltime. Rick is one of our most experienced superintendents who brings nearly 40 years in the construction industry and a long list of satisfied clients. He will be responsible for developing the project’s site-specific safety program and site logistics plans to ensure a safe and efficient project delivery.

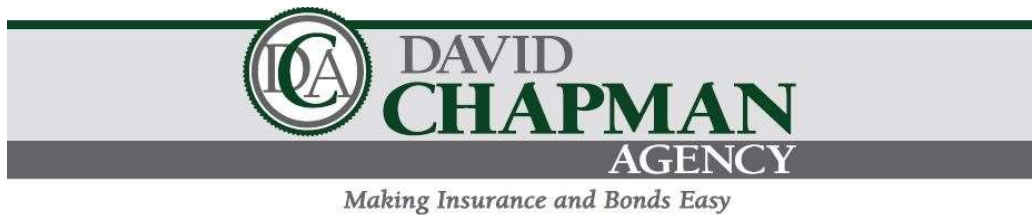


Brian Goodman is our corporate safety director who oversees all project specific safety plans and performs regular site safety audits on all our projects. Brian has been working in construction safety since 2006 took over Granger’s Corporate Safety Director position in 2017.

**B.2 | Provide the bidder's Experience Modification Rating ("EMR") for the last three consecutive years. Preference within this criterion will be given to an EMR of 1.0 or less based on a three-year average.**

Granger's 5 Year EMR			
Year	2024	2023	2022
Interstate EMR	0.62	0.71	0.72
Intrastate EMR	N/A	N/A	N/A

See attachment "B – EMR Verification".



June 25, 2024

Granger Construction Company  
6267 Aurelius Rd  
Lansing, MI 48911

Re: Granger Construction Workers Compensation Experience Modification Rate

To Whom it May Concern:

As insurance agents for Granger Construction Company we are pleased to confirm that their current experience modification rate (EMR) for 2024 is .62. For the 2023 calendar year it was .71, for 2022 it was .72, 2021 was .71, and 2020 was .54.

Their low rate is a direct result of their safety culture, loss control, and return to work programs. Considering the amount of self perform construction work that Granger does these are exceptional EMRs for their industry. All operations including the self perform construction work are included in this EMR calculation.

If you have any questions regarding this rating or its calculation, please contact me.

Sincerely  
David Chapman Agency, Inc

Robert G Chapman

**B.3 | Evidence that all craft labor that will be employed by the bidder for the project has, or will have prior to project commencement, completed at least an authorized 10-hour OSHA Construction Safety Course.**

Granger is fully committed to a safe and secure project site, as evidenced by our outstanding EMR of 0.62 and zero (0) MIOSHA citations in 2024.

All Granger site supervision will be MIOSHA-30 trained and certified. We have NOT included MIOSHA 10 hour training for all craft labor, nor have our subcontracting partners. We applaud the City's approach to safety, but 10-hour certification for all trade labor is not practical in today's highly constrained labor market. The limited pool of craft workers who carry this certification would negatively impact cost and schedule, without adding significantly value to the City or to the safety culture onsite. All onsite labor is required to comply with Granger's onsite safety policy and program which includes safety prevention measures such as a mandatory site-specific safety orientation, pre-task work plans, regular safety site inspections, and strict PPE and fall-protection enforcement. If the City is interested in requiring all onsite craft to include MIOSHA 10-hour training we can revisit this as a mandatory requirement and seek pricing and feedback from trade subcontractors during the planning stage.

**B.4 | For the last three years provide a copy of any documented violations and the bidder's corrective actions as a result of inspections conducted by the Michigan Occupational Safety & Health Administration (MIOSHA), U.S. Department of Labor – Occupational Safety and Health Administration (OSHA), or any other applicable safety agency.**

Granger had one MIOSHA "Other than Serious" citation in 2021 that was abated and resulted in no penalties. Two hole covers were installed but not secured properly. The corrective action was completed immediately in the presence of the inspector.

Granger had one OSHA "Other than Serious" citation in 2023 that was abated and resulted in a penalty of \$4,018. A subcontractor was excavating a hole that exceeded the allowable depth by five inches. Numerous documented jobsite safety audits were supplied to OSHA, and no corrective action was required.

*See attached Violations & Corrective Actions documents in Appendix.*





# C | Workforce Development









**C.1 | Documentation as to bidder's pay rates, health insurance, pension or other retirement benefits, paid leave, or other fringe benefits to its employees.**

## Union Contractor

Granger Construction is a signatory union contractor, with agreements that include Local Trade Unions for carpenters, laborers, Cement Finishers, Operators and Ironworkers. In all cases the maximum ratio of apprentice to journeypersons working on a site are dictated by our agreement with the local, and we abide by these. A typical crew breakdown when we are performing concrete or carpentry work is one (1) apprentice to two (2) or three (3) journeypersons; a 1:2 or 1:3 ratio. Similarly, our trade subcontractors will have ratios dictated in trade agreements that we will be cognizant of and ensure compliance.

*Please see page 70 in the appendix for pay rate sheets.*

C.2 | Documentation that the bidder participates in a Registered Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the USDOL Office of Apprenticeship. USDOL apprenticeship agreements shall be disclosed to the City in the solicitation response.

## Apprenticeship Program

All of Granger's apprentices attend apprenticeship programs through their respective trade union and all such union apprenticeship programs are certified by the U.S. Department of Labor. Documentation regarding two of these certified programs are as follows:

# The United States Department of Labor

## Office of Apprenticeship

### Certificate of Registration of Apprenticeship Program

Michigan Statewide Carpenters & Millwrights JATF

Ferndale, MI

See program standards for occupations

*Registered as part of the National Apprenticeship System  
in accordance with the basic standards of apprenticeship  
established by the Secretary of Labor*

December 31, 1978

Date

MI011780020

Registration No.



Administrator, Office of Apprenticeship



# STANDARDS OF APPRENTICESHIP

Developed by



11155 Beardslee Road  
Perry, MI 48872

FOR THE OCCUPATION(S) OF

RAPIDS Code  
0661HY

Occupation  
Construction Craft Laborer

O\*NET Code  
47-2061.00

APPROVED BY  
U.S. DEPARTMENT OF LABOR  
OFFICE OF APPRENTICESHIP



BY: \_\_\_\_\_

*Russell W. Davis, Michigan State Director*  
*Office of Apprenticeship*  
UNITED STATES DEPARTMENT OF LABOR

Revision Date: 11/13/17

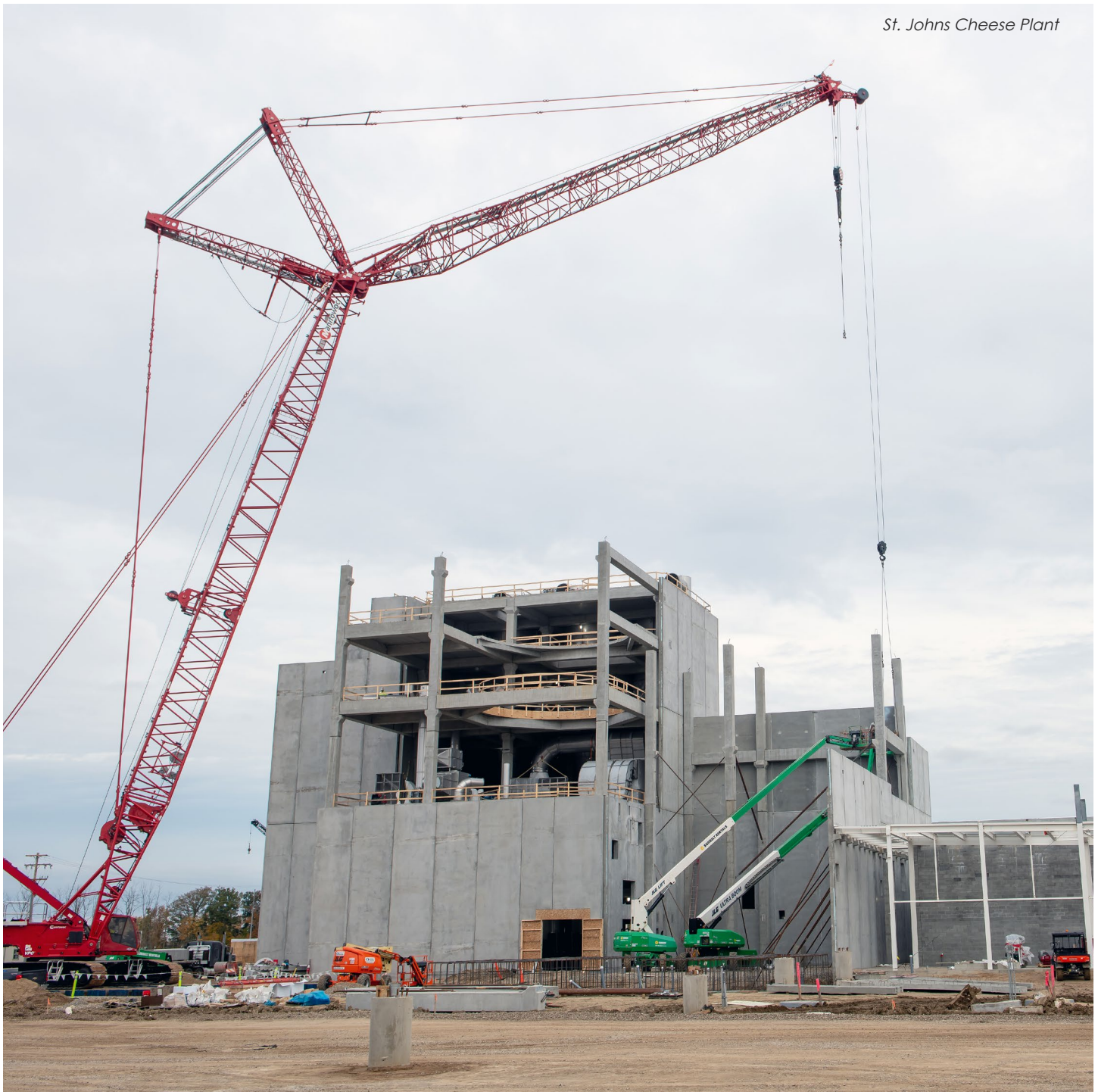
Registration Date: \_\_\_\_\_ January 24, 1997

RAPIDS Program Number: \_\_\_\_\_ MI007970001

REGISTERED AS PART OF THE NATIONAL APPRENTICESHIP PROGRAM  
IN ACCORDANCE WITH THE BASIC STANDARDS OF APPRENTICESHIP  
ESTABLISHED BY THE SECRETARY OF LABOR

**C.3 |** Bidders shall disclose the number of non-craft employees who will work on the project on a 1099 basis, and the bidders shall be awarded points based on their relative reliance on 1099 work arrangements with more points assigned to companies with fewer 1099 arrangements. Bidders will acknowledge that the City may ask them to produce payroll records at points during the project to verify compliance with this section.

Granger will not be employing any 1099 employees.



# D | Social Equity and Sustainability







## D.1 | A statement from the bidder as to what percentage of its workforce resides in Washtenaw County, Michigan. The City will consider in evaluating which bids best serve its interests, the extent to which responsible and qualified bidders employ individuals in the county.

The project management team we are proposing for this project, while having strong resumes with Washtenaw County project experience, do not reside in Washtenaw County. However, it's always our priority to promote the greatest level of LOCAL subcontractor/vendor participation; especially when local tax dollars are being invested in the community. Granger is a Michigan born and bred company that brings 65 years of experience and knowledge of the Southeast Michigan market, and we are committed to implementing a proactive and thorough Procurement Strategy to inform and engage the most qualified LOCAL subcontractors and suppliers and to encourage their participation in your project.

## D.2 | Evidence of Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses.

Our firm strives to maximize Historically Underutilized Business (HUB) and local participation for all our clients. Job fairs and bid invitations alone do not ensure that opportunities for local and historically disadvantaged contractor and supplier participation will be maximized. We have learned that success depends on multiple, personal engagements with local and HUB firms and the provision of real opportunities for them to secure work. Consequently, we incorporate the following strategies into our preconstruction plans:

- Solicit potential HUB partners contained in our contractor/supplier database in BuildingConnected (those who we have worked with or have knowledge of from past projects), candidates provided by local building

trade organizations, and firms who have previous experience.

- Communicate with organizations like the Michigan Minority Supplier Development Council (MMSDC) regarding upcoming involvement opportunities. Granger maintains a Michigan Certificate of Awardability and an active EEO program and has regular communication with groups representing minority interests to identify potential HUB contractors and suppliers.
- Advertise in local media to promote HUB and local interest in participation.
- Invite candidates to participate in pre-bid meetings and walkthroughs. Meet individually with firm representatives to understand company profile, experience and capability.
- Separate large bid packages whenever feasible to afford opportunities to smaller firms.
- Provide networking opportunities to forge relationships between trade contractors and smaller subcontractors and suppliers.
- Require in the bid documents that trade contractors document their own efforts to engage HUB and local participation. We do not recommend quotas or set-aside percentages, but we do insist that bidders are able to validate their outreach efforts.

Granger Construction takes our obligation to provide opportunities to the local and HUB marketplace very seriously, and our results in Ann Arbor community speak for themselves. At our U-M G. G. Brown Laboratory Renovation project, over 27% of the total project construction cost (6 of the 22 contracts that were issued) engaged HUB businesses. At our U-M Athletics South Competition & Performance project, over 17% of the participants were HUB or local firms.

D.3 | Evidence that the bidder is an equal opportunity employer and does not discriminate on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation, gender identity or expression, height, weight, or disability.

The following document outlines Granger Construction’s policy on equal employment opportunity.



HEADQUARTERS  
6267 Aurelius Rd  
Lansing, MI 48911

517.393.1670 P  
517.393.1382 F

WEST MICHIGAN  
940 Monroe Ave NW, Ste 142  
Grand Rapids, MI 49503

616.454.2900 P  
616.454.9700 F

METRO DETROIT  
39475 13 Mile Rd, Ste 100  
Novi, MI 48377

248.724.2950 P  
248.489.5753 F

OHIO  
400 Lazelle Rd, Ste 18A  
Columbus, OH 43240

614.705.2280 P

GrangerConstruction.com



EQUAL EMPLOYMENT OPPORTUNITY  
POLICY STATEMENT

It is the Company's policy to provide equal employment opportunity for all applicants and employees. The Company does not unlawfully discriminate on the basis of actual or perceived race, color, religion, religious creed (including religious dress and religious grooming practices), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity (including transgender identity, status and transitioning), gender expression and sex stereotyping, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition or information (including genetic information), family care or medical leave status, military caregiver status, military status, veteran status, marital status, domestic partner status, sexual orientation, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages, requesting a reasonable accommodation on the basis of disability or bona fide religious belief or practice, or any other basis protected by local, state, or federal laws. Consistent with the law, the Company also makes reasonable accommodations for disabled applicants and employees; for pregnant employees who request an accommodation with the advice of their health care providers, for pregnancy, childbirth, or related medical conditions; for employees who are victims of domestic violence, sexual assault, or stalking; and for applicants and employees based on their religious beliefs and practices.

The Company will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on the Company's operations. If employees wish to request such an accommodation, they should contact Human Resources.

The Company prohibits sexual harassment and the harassment of any individual on any of the other bases listed above. For information about the types of conduct that constitute impermissible harassment and the Company's internal procedures for addressing complaints of harassment, and the legal remedies available through and complaint procedures of the appropriate state and federal agencies and directions on how to contact these agencies, please refer to the Company's Policy Against Harassment, Discrimination, and Retaliation in this Handbook.

This policy applies to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, disciplinary action, and social and recreational programs. It is the responsibility of every manager and employee to conscientiously follow this policy. Any employee having any questions regarding this policy should discuss them with the Human Resources Department.

The Company's policy with regard to suppliers, subcontractors, vendors, etc., encourages company personnel to deal with those companies who comply with Federal EEO/Affirmative Action standards. The Company also seeks to utilize minority-operated businesses when possible.



**D.4 | The bidder's proposed use of sustainable products, technologies, or practices for the project, which reduce the impact on human health and the environment, including raw materials acquisition, production, manufacturing, packaging, distribution, reuse, operation, maintenance, and waste management.**

## Energy Conservation and Sustainability Efforts

At Granger, we take sustainability and environmental responsibilities seriously. We understand that doing so not only represents the best interests of our customers, but those of future generations as well. Under Paul and John's leadership, Granger will work with the design team and the City of Ann Arbor to ensure this project achieves its objectives.

We have extensive experience leading projects pursuing sustainability goals, including various certification programs. All Granger project team staff receive ongoing training in sustainable construction, enabling them to pursue the best environmental stewardship practices. Additionally, multiple Granger team members have earned LEED® Accredited Professional (AP), LEED® Accredited Professional Building and Construction (AP BD+C), LEED® Green Associate (GA) or WELL® Accredited Professional (AP) credentials.

Our team members bring their wealth of sustainability, environmental awareness, life cycle analysis (considering first cost versus operating cost) and other energy-saving expertise to every project, throughout preconstruction and construction. Our experience constructing ego-exchange systems and other sustainable technologies, combined with the knowledge of our MEP Group of engineers and trade professionals, will provide valuable life cycle analysis, utility consumption evaluation, commissioning planning and constructibility input. During procurement and construction, our team will utilize a variety of processes to ensure the construction effort also supports the overall project sustainability goals.

## Granger LEED By the Numbers



## For This Project

Our proposal includes our lowest responsive cost. However, if the City wishes to reduce greenhouse gas emissions (GHG) and/or embodied carbon of the construction process itself, we can assist in developing options to achieve your goals. Strategies could include:

- **Local sourcing:** Granger will work with local suppliers to identify locally sourced materials, reducing GHG emissions from transit between the manufacturers and jobsite as much as possible.
- **Green material alternates:** Alternates could be investigated in lieu of the specified metal panel (West Coast) and phenolic panel (overseas) sourcing. Framing materials may be procured from a local source in Westland, and the “Green Girt” system is also a local product. Other materials will require further investigation and many pose sourcing challenges (e.g. EPDM roofing). If directed, the team would focus on structural steel, cold formed metal framing and resilient flooring to maximize use of recycled content.
- **Concrete slag incorporation:** Utilizing a concrete mix incorporating slag for placement of foundation footings could reduce the carbon footprint by 10%, while maintaining concrete strength specifications.
- **Waste management:** We intend to utilize on-site waste sorting and recycling as a base-bid strategy, using single-stream recycling if constraints require it.
- **Electric vehicles:** Using electric construction vehicles could reduce a significant GHG emissions contributor. However, these vehicles are more costly to rent and have less availability than traditional gas or propane options.
- **Lean logistics and operations:** Granger’s Lean mindset seeks to reduce operational waste (ex. double handling of materials) and temporary construction whenever possible. For example, the team intends to use the permanent electrical service to provide temporary power during construction.
- **Prefabrication:** While our team has not identified significant opportunities for off-site fabrication of building elements, we would welcome the opportunity to explore this with the design team.
- **Support services:** Our VDC team will provide thermal scanning of the building envelope to ensure the intended level of performance has been achieved. If desired, our in-house MEP Group can also provide commissioning services for the project.

## Indoor Environmental Quality

With the health and welfare of both tradespersons and future occupants of the building in mind, Granger will develop an Indoor Environmental Quality (IEQ) Management Plan to protect parties from undue health risks (either actual or perceived) during and following construction. The plan will primarily follow IAQ by ANSI-SMACNA 2008 and will identify anticipated work activities, potential contaminants and the areas that may be affected. We will also adhere to The City of Ann Arbor noise ordinance and related requirements.

Our team will be educated regarding expectations to prevent unhealthy conditions and all efforts will aim to protect workers and prevent residual problems for future occupants. Strategies will include:

- **Just-in-time deliveries:** Granger will prioritize immediate installation of material and equipment over temporary staging. When on-site storage cannot be avoided, material will be sealed, stored off the ground on dunnage and protected from theft, climatic variation, weather and other construction activities. Building materials will be protected from water prior to insulation.
- **Air quality monitoring:** Granger will monitor air quality during certain types of work and use HEPA air filtration systems in work areas to reduce airborne particulates, including temporary MERV 8 filters on HVAC return air systems when permanent systems are used during construction. We will protect return air inlets from odor-generating activities and require vacuum-assisted equipment for sanding (drywall, etc.) and other similar activities to reduce construction dust. We will also ensure Building flush-out of mechanical systems and enhanced ventilation after construction is complete and prior to occupancy.
- **Strategic sequencing:** Granger will sequence activities so VOC or odor-producing activities are completed prior to installation of porous materials (e.g. painting prior to carpet and ceiling tile installation). Increase ventilation for 72 hours after installation of VOC-containing products.
- **Housekeeping:** Granger will coordinate construction cleaning and final cleaning crew mobilizations in the construction sequence and will utilize vacuums rather than sweeping.



### Sustainability During Preconstruction

- Collaborate among all project stakeholders, subcontractors and suppliers to communicate and promote sustainable thinking across all project activities.
- Utilize constructability reviews and construction sequencing plans to promote a design that minimizes operational waste.
- Recommend the purchase of improved/recycled/sustainable materials.
- Anticipate and address all potential adverse impacts on client and community properties including indigenous wildlife, trees and local greenery.
- Plan, create and promote clearly defined storage areas to protect against product degradation or damage due to adverse factors such as weather or moisture.
- Develop a site logistics plan for equipment placement and deliveries with an eye towards sustainability.
- Consider material sourcing during procurement. Review proposed materials during preconstruction and obtain feedback from the nearby trade community to maximize use of locally-sourced materials and recycled content.
- Validate material selections during procurement – Obtain environmental product declarations and other supporting documentation for material selections during the submittal process to validate the team's decisions and ensure that low emitting materials are used.



### Sustainability During Construction

- Control project hoisting and deliveries.
- Communicate and monitor a reduce, reuse and recycle policy with all subcontractors.
- Create and facilitate a clearly categorized waste and recycling collection system with dedicated landfill, metal, wood, plastic, etc. dumpsters for onsite sorting.
- Discuss and reinforce sustainability practices at weekly team meetings.
- Ensure compliance with all environmental/sustainability regulatory and statutory entities.
- Compile IAQ, SESC and waste management narratives to clearly define the plan and the following associated issues:
  - Building flushing requirements
  - Adequate temporary HVAC measures
  - Low VOC adhesives and other finish materials
  - Silt fencing/proper spoils storage
- Obtain and review all material sourcing and material content forms required to obtain compliance with associated credits during the submittal process.
- Lead commissioning process, coordinate trade involvement and document the team's efforts to meet design intent of MEP building systems.



## CASE STUDY

### Ann Arbor Skyline High School Wetlands Mitigation

The Ann Arbor Public School Skyline High School project was designed and constructed to thoughtfully provide wetland adaptation education in both the building and site for students and the community.

In keeping with its environmental education initiatives, Granger worked with the school district, the DEQ environmental specialists and herpetologists from the City and Detroit Zoo to relocate an existing, onsite frog and salamander pond and its population.

The pond habitat was moved in late spring after migratory animals had moved into the adjacent old growth forest and was then literally recreated using native vegetation and transporting micro-organisms from the original water and pond bottom of the existing pond to its new location. Once the new pond was well established and complete, the amphibians temporarily kept at the Detroit Zoo during construction were brought back to their “relocated” native environment. They were labeled for a 5-year study by the city’s herpetologist.

After two years, the newly created pond was fully established and thriving. The process that Granger implemented on this project is now being considered as a model by the MDEQ for future wetland and amphibian relocations.

In addition to the wetland relocation, Granger also minimized disruption to an old growth forest on the site (one of the last in the City). Our team worked with the architect to implement a tight vertical building design to minimize forest removal and planted additional trees to maintain a robust tree buffer around much of the site’s perimeter. Granger also developed the site both during construction and after completion to maintain water run-off from the site equal to its predevelopment volume by water harvesting, pumping and on-site detention protecting the Huron watershed.

The efforts from this project were honored by the Sierra Club with the Conservation Accomplishment Award. It was also awarded an innovation credit through the LEED Silver accreditation process for Reduced Site Disturbance/Development Footprint





## D.5 | The bidder's environmental record, including findings of violations and penalties imposed by government agencies.



Granger is committed to a sustainable project site with 100% project compliance for any and all environmental regulatory requirements. Granger has no open adverse findings, violations, or penalties from any environmental agency.



## CASE STUDY

### Sustainability at the MSU STEM Project

MSU STEM demonstrates the University's commitment to minimizing its carbon footprint through the use mass of timber.

- Among other benefits, mass-timber promotes forest health and reduces carbon emissions. The mass timber on this project, made from sustainable harvested FSC-certified Black Spruce, totals 3,082 cubic meters of glulam and CLT which store an estimated 1,856 metric tons of carbon dioxide equivalents (CO<sub>2</sub>-e). This translates to avoiding 4,664,495 miles driven by an average vehicle or not burning 2,051,406 pounds of coal. Finally, since the mass timber arrived pre-fabricated, those components produced very little waste on the construction site. Additionally, the building's tight connections, combined with building insulation and a glazing on the windows to reduce solar glare and heat, are expected to result in energy efficiencies.
- The adaptive reuse of the former Shaw Lane Power Plant and immersion of existing artifacts also contributed greatly to sustainability efforts on this \$110M award-winning project. The new facility leverages existing shared spaces, structures and utilities, such as a commons area, loading docks and mechanical rooms, while also incorporating many historic artifacts. A former boiler was reimagined to house an interactive digital art installation, an ash silo was minimally renovated into meeting rooms, metal salvage was up-cycled into tables and other furniture and interesting relics were repurposed across various art installations. Additionally, the team found significant water conservation opportunities by utilizing an existing 13,000-gallon expansion tank as a water source during interior demolition, abatement and power washing activities.





# E | Schedule of Pricing/Cost







## Base Bid

For the entire work outlined in these documents for **RFP# 24-57 – Ann Arbor Fire Station 4**, complete as specified, using equipment and materials only of the type and manufacturers where specifically named.

(\$ \_\_\_\_\_ )



## Clarifications



12/17/2024

RE: Ann Arbor Fire Station #4

### Additional Conditions / Clarifications:

- Granger plans to use existing electrical service to supply temporary power and lighting to the site- we expect the cost to be covered by the City of Ann Arbor for the duration of this project.
- Granger assumes mutually agreeable contract terms are to be discussed between the City of Ann Arbor and Granger Construction.
- We assume full access to the site during construction
- Utility Tap fees are not included
- Due to extended procurement times on several items- Granger assumes The City of Ann Arbor will provide funding to purchase these items as directed by Granger. Delay in funding for procurement of long lead items will incur a day for day delay of completion of the project.
- Elevator maintenance of 3 months has been included in our proposal. An additional Full service agreement between the City of Ann Arbor and Kone elevator will be required to complete the 1-year Elevator service requirement specified for an additional cost of \$3,240.00
- Fireproofing of structural steel is not included
- Initial survey points to be provided by others
- Gypsum wall assemblies to be constructed as shown. No additional costs have been included for design or testing to meet STC ratings as specified.
- Due to the required delivery of RFP responses, additional clarifications may be required and will be discussed at post bid interview.
- Granger intends to utilize the existing asphalt parking lot near the park/basketball court for contractor parking. No parking fees have been included in this proposal.
- We have included lightweight concrete per deck schedule shown on S6.01 which deviates from structural notes on S1.01.
- Low Voltage is not included in this proposal- per City of Ann Arbor this will be owner furnished/installed. We have included conduit and boxes for this scope of work.
- Granger has included temporary stone at a depth of 6"-8" for site safety and travel.
- Utility meters to be procured by owner
- Subcontractor list and values subject to change after post bid reviews to be conducted at a later date
- Utility Transformer to be provided by DTE/Owners electrical utility company
- Primary electrical cable from utility overhead/underground to transformer is not included in this proposal and is to be provided by electrical utility provider
- BIM services are not included in this proposal
- We have included propane heaters for temporary heat. If natural gas is available for hookup, deduct \$7,000.00
- Solar system as designed is not large enough to provide "Net Zero" power to the building. As designed, the system size drawn is 83.26KW. System included in our proposal is 93.02KW.
- We have included costs for building permits and plan review
- Granger has included Builders Risk Insurance



#### HEADQUARTERS

6267 Aurelius Rd  
Lansing, MI 48911-4230

517.393.1670

517.393.1382

#### WEST MICHIGAN

940 Monroe Ave NW, Ste 142  
Grand Rapids, MI 49503

616.454.2900

616.454.9700

#### SOUTHEAST MICHIGAN

39475 13 Mile Rd, Ste 100  
Novi, MI 48377

248.724.2950

248.489.5753

#### OHIO

175 S Third St, Ste 200  
Columbus, OH 43215

614.705.2280

# F | Authorized Negotiator / Negotiable Elements (Alternates)









**F.1 |** Include the name, phone number, and e-mail address of persons(s) in your organization authorized to negotiate the agreement with the City.

The proposal price shall include materials and equipment selected from the designated items and manufacturers listed in the bidding documents. This is done to establish uniformity in bidding and to establish standards of quality for the items named.

If the bidder wishes to quote alternate items for consideration by the City, it may do so under this Section. A complete description of the item and the proposed price differential must be provided. Unless approved at the time of award, substitutions where items are specifically named will be considered only as a negotiated change in Contract Sum.

If the Bidder takes exception to the time stipulated in Article III of the Contract, Time of Completion, page C-2, it is requested to stipulate its proposed time for performance of the work.

Consideration for any proposed alternative items or time may be negotiated at the discretion of the City.

## Authorized Negotiators

### **Tim VanAntwerp**

Vice President

tvanantwerp@grangerconstruction.com

(517) 719-5864

### **Dennis Carignan**

President

dcarignan@grangerconstruction.com

(517) 719-6837



**Tim VanAntwerp**

*Vice President*



**Dennis Carignan**

*President*



# G | Attachments







**ATTACHMENT B**  
**GENERAL DECLARATIONS**

City of Ann Arbor  
Guy C. Larcom Municipal Building  
Ann Arbor, Michigan 48107

Ladies and Gentlemen:

The undersigned, as Bidder, declares that this Bid is made in good faith, without fraud or collusion with any person or persons bidding on the same Contract; that this Bidder has carefully read and examined the bid documents, including City Nondiscrimination requirements and Declaration of Compliance Form, Living Wage requirements and Declaration of Compliance Form, Prevailing Wage requirements and Declaration of Compliance Form, Vendor Conflict of Interest Form, Notice of Pre-Bid Conference, General Information, Bid, Bid Forms, Contract, Bond Forms, General Conditions, Standard Specifications, Detailed Specifications, all Addenda, and the Plans (if applicable) and understands them. The Bidder declares that it conducted a full investigation at the site and of the work proposed and is fully informed as to the nature of the work and the conditions relating to the work's performance. The Bidder also declares that it has extensive experience in successfully completing projects similar to this one.

The Bidder acknowledges that it has not received or relied upon any representations or warrants of any nature whatsoever from the City of Ann Arbor, its agents or employees, and that this Bid is based solely upon the Bidder's own independent business judgment.

The undersigned proposes to perform all work shown on the plans or described in the bid documents, including any addenda issued, and to furnish all necessary machinery, tools, apparatus, and other means of construction to do all the work, furnish all the materials, and complete the work in strict accordance with all terms of the Contract of which this Bid is one part.

In accordance with these bid documents, and Addenda numbered 1, 2, 3, the undersigned, as Bidder, proposes to perform at the sites in and/or around Ann Arbor, Michigan, all the work included herein for the amounts set forth in the Bid Forms.

The Bidder declares that it has become fully familiar with the liquidated damage clauses for completion times and for compliance with City Code Chapter 112, understands and agrees that the liquidated damages are for the non-quantifiable aspects of non-compliance and do not cover actual damages that may be shown and agrees that if awarded the Contract, all liquidated damage clauses form part of the Contract.

The Bidder declares that it has become fully familiar with the provisions of Chapter 14, Section 1:320 (Prevailing wages) and Chapter 23 (Living Wage) of the Code of the City of Ann Arbor and that it understands and agrees to comply, to the extent applicable to employees providing services to the City under this Contract, with the wage and reporting requirements stated in the City Code provisions cited. Bidder certifies that the statements contained in the City Prevailing Wage and Living Wage Declaration of Compliance Forms are true and correct. Bidder further agrees that the cited provisions of Chapter 14 and Chapter 23 form a part of this Contract.

The Bidder declares that it has become familiar with the City Conflict of Interest Disclosure Form and certifies that the statement contained therein is true and correct.

The Bidder encloses a certified check or Bid Bond in the amount of 5% of the total of the Bid Price. The Bidder agrees both to contract for the work and to furnish the necessary Bonds and insurance documentation within 10 days after being notified of the acceptance of the Bid.

If this Bid is accepted by the City and the Bidder fails to contract and furnish the required Bonds and insurance documentation within 10 days after being notified of the acceptance of this Bid, then the Bidder shall be considered to have abandoned the Contract and the certified check or Bid Bond accompanying this Bid shall become due and payable to the City.

If the Bidder enters into the Contract in accordance with this Bid, or if this Bid is rejected, then the accompanying check or Bid Bond shall be returned to the Bidder.

In submitting this Bid, it is understood that the right is reserved by the City to accept any Bid, to reject any or all Bids, to waive irregularities and/or informalities in any Bid, and to make the award in any manner the City believes to be in its best interest.

SIGNED THIS 17th DAY OF December, 2024.

Granger Construction Company  
Bidder's Name

  
Authorized Signature of Bidder

6267 Aurelius Rd, Lansing, MI 48911  
Official Address

Jerrod Pung  
(Print Name of Signer Above)

517-393-1670  
Telephone Number

JPung@grangerconstruction.com  
Email Address for Award Notice



**ATTACHMENT C**  
**LEGAL STATUS OF BIDDER**

(The bidder shall fill out the appropriate form and strike out the other three.)

Bidder declares that it is:

\* A corporation organized and doing business under the laws of the State of Michigan \_\_\_\_\_, for whom Jerrod Pung \_\_\_\_\_, bearing the office title of V.P. C.S. \_\_\_\_\_, whose signature is affixed to this Bid, is authorized to execute contracts.

**NOTE:** If not incorporated in Michigan, please attach the corporation's Certificate of Authority

• A limited liability company doing business under the laws of the State of \_\_\_\_\_, whom \_\_\_\_\_ bearing the title of \_\_\_\_\_ whose signature is affixed to this proposal, is authorized to execute contract on behalf of the LLC.

\* A partnership, organized under the laws of the state of \_\_\_\_\_ and filed in the county of \_\_\_\_\_, whose members are (list all members and the street and mailing address of each) (attach separate sheet if necessary):

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\* An individual, whose signature with address, is affixed to this Bid: \_\_\_\_\_ J.P.  
 (initial here)

**Authorized Official**

\_\_\_\_\_



**Date** December 13, 20224

(Print) Name Jerrod W. Pung Title V.P. C.S.

Company: Granger Construction Company

Address: 6267 Aurelius Rd. Lansing, MI 48911

Contact Phone ( ) 517-887-4100 Fax ( ) \_\_\_\_\_

Email \_\_\_\_\_

## **ATTACHMENT D**

### **PREVAILING WAGE DECLARATION OF COMPLIANCE**

The "wage and employment requirements" of Section 1:320 of Chapter 14 of Title I of the Ann Arbor City Code mandates that the city not enter any contract, understanding or other arrangement for a public improvement for or on behalf of the city unless the contract provides that all craftsmen, mechanics and laborers employed directly on the site in connection with said improvements, including said employees of subcontractors, shall receive the prevailing wage for the corresponding classes of craftsmen, mechanics and laborers, as determined by statistics for the Ann Arbor area compiled by the United States Department of Labor. Where the contract and the Ann Arbor City Code are silent as to definitions of terms required in determining contract compliance with regard to prevailing wages, the definitions provided in the Davis-Bacon Act as amended (40 U.S.C. 278-a to 276-a-7) for the terms shall be used. Further, to the extent that any employees of the contractor providing services under this contract are not part of the class of craftsmen, mechanics and laborers who receive a prevailing wage in conformance with section 1:320 of Chapter 14 of Title I of the Code of the City of Ann Arbor, employees shall be paid a prescribed minimum level of compensation (i.e. Living Wage) for the time those employees perform work on the contract in conformance with section 1:815 of Chapter 23 of Title I of the Code of the City of Ann Arbor.

At the request of the city, any contractor or subcontractor shall provide satisfactory proof of compliance with this provision.

The Contractor agrees:

- (a) To pay each of its employees whose wage level is required to comply with federal, state or local prevailing wage law, for work covered or funded by this contract with the City,
- (b) To require each subcontractor performing work covered or funded by this contract with the City to pay each of its employees the applicable prescribed wage level under the conditions stated in subsection (a) or (b) above.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the wage and employment provisions of the Chapter 14 of the Ann Arbor City Code. The undersigned certifies that he/she has read and is familiar with the terms of Section 1:320 of Chapter 14 of the Ann Arbor City Code and by executing this Declaration of Compliance obligates his/her employer and any subcontractor employed by it to perform work on the contract to the wage and employment requirements stated herein. The undersigned further acknowledges and agrees that if it is found to be in violation of the wage and employment requirements of Section 1:320 of the Chapter 14 of the Ann Arbor City Code it shall have been deemed a material breach of the terms of the contract and grounds for termination of same by the City.

Granger Construction Company  
 Company Name  
 12/17/2024  
 Signature of Authorized Representative Date  
Jerrod Pung, VP of Construction Services  
 Print Name and Title  
6267 Aurelius Rd, Lansing, MI 48911  
 Address, City, State, Zip  
517.599.9800 jpung@grangerconstruction.com  
 Phone/Email address

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500

## **ATTACHMENT E**

### **LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE**

The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that an employer who is (a) a contractor providing services to or for the City for a value greater than \$10,000 for any twelve-month contract term, or (b) a recipient of federal, state, or local grant funding administered by the City for a value greater than \$10,000, or (c) a recipient of financial assistance awarded by the City for a value greater than \$10,000, shall pay its employees a prescribed minimum level of compensation (i.e., Living Wage) for the time those employees perform work on the contract or in connection with the grant or financial assistance. The Living Wage must be paid to these employees for the length of the contract/program.

*Companies employing fewer than 5 persons and non-profits employing fewer than 10 persons are exempt from compliance with the Living Wage Ordinance. If this exemption applies to your company/non-profit agency please check here ☐ No. of employees\_\_*

The Contractor or Grantee agrees:


- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$16.43/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$18.32/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

***Check the applicable box below which applies to your workforce***

- ☐ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
- ☐ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage with health benefits

- (b) To post a notice approved by the City regarding the applicability of the Living Wage Ordinance in every work place or other location in which employees or other persons contracting for employment are working.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.
- (e) To take no action that would reduce the compensation, wages, fringe benefits, or leave available to any employee covered by the Living Wage Ordinance or any person contracted for employment and covered by the Living Wage Ordinance in order to pay the living wage required by the Living Wage Ordinance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services or agrees to accept financial assistance in accordance with the terms of the Living Wage Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Living Wage Ordinance, obligates the Employer/Grantee to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract or grant of financial assistance.

Granger Construction Company  
 Company Name  
  
 Signature of Authorized Representative  
 12/17/2024  
 Date

6267 Aurelius Rd.  
 Street Address  
 Lansing, MI 48911  
 City, State, Zip

Jerrod Pung, VP of Construction Services  
 Print Name and Title

517.599.9800 jpung@grangerconstruction.com  
 Phone/Email address



**ATTACHEMENT G**

<b>Vendor Conflict of Interest Disclosure Form</b>
----------------------------------------------------

All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below:

<b>Conflict of Interest Disclosure*</b>	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	<input type="checkbox"/> Relationship to employee <hr/> <input type="checkbox"/> Interest in vendor's company <input type="checkbox"/> Other (please describe in box below)

\*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

<b>I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:</b>		
Granger Construction Company	517-393-1670	
<b>Vendor Name</b>	<b>Vendor Phone Number</b>	
	12/17/2024	Jerrod Pung, VP of Construction Services
<b>Signature of Vendor Authorized Representative</b>	<b>Date</b>	<b>Printed Name of Vendor Authorized Representative</b>

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500, [procurement@a2gov.org](mailto:procurement@a2gov.org)

**ATTACHMENT H****DECLARATION OF COMPLIANCE**Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy, including but not limited to an acceptable affirmative action program if applicable.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

Granger Construction Company  
 Company Name  
  
 Signature of Authorized Representative  
 12/17/2024  
 Date  
 Jerrod Pung, VP of Construction Services  
 Print Name and Title  
 6267 Aurelius Rd, Lansing, MI 48911  
 Address, City, State, Zip  
 517.599.9800 jpung@grangerconstruction.com  
 Phone/Email Address

**Questions about the Notice or the City Administrative Policy, Please contact:**  
 Procurement Office of the City of Ann Arbor  
 (734) 794-6500





# H | Appendix





# Carpenter Wage Sheet - Southeast Michigan



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Carpenters Local 687**  
11687 American Ave..  
Detroit, MI 48204  
(248) 541-2740



## TRADE: Carpenters Local 687 - Southeast Michigan

**Representative: Tom Lutz**

**Effective: June 1, 2024 - May 31, 2025**

**CBA Expiration: May 31, 2027**

**Jurisdiction:** Macomb, Monroe, Oakland, Sanilac, St. Clair, Wastenaw and Wayne Counties, and in Livingston County the townships of Brighton, Deerfield, Genoa, Green Oak, Hamburg, Hartland, Osceola, Putnam, Tyrone, and Unadilla

**Please Note For All Wage Categories :** Dues Deduction - Per the Michigan Regional Carpenters' Council By-Laws, dues shall be deducted from the employee's Total Taxable Wage. The amount of the dues is included in the Total Taxable Wage as stated below (currently 4.0%) and paid on all premium and overtime pay .

**Wage Rates:** Effective the first full pay period on or after **June 1, 2024**, there is a **total package increase of \$2.65/hour**. Allocations are shown below:

### Commercial Carpenter Rates

	Day Shift	2 <sup>nd</sup> Shift	3 <sup>rd</sup> Shift
<b>Base Rate</b>	<b>\$41.11</b>	<b>\$43.85</b>	<b>\$46.98</b>
Special Assessment# <sup>HW</sup>	0.20	0.20	0.20
MRCC Building Fundt# <sup>HW</sup>	0.20	0.20	0.20
<b>UBC Per Cap#<sup>HW</sup></b>	<b>0.10</b>	<b>0.10</b>	<b>0.10</b>
<b>Total Taxable Wage</b>	<b>\$41.61</b>	<b>\$44.35</b>	<b>\$47.48</b>
Pension <sup>HW</sup>	15.91	16.97	18.18
Annuity Fund <sup>HW</sup>	5.09	5.43	5.82
Health and Welfare Insurance <sup>HW</sup>	7.05	7.05	7.05
Health and Welfare Supplemental <sup>HW</sup>	0.91	0.91	0.91
<b>UBC Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00
Apprenticeship Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07
CIAP <sup>HW</sup>	0.15	0.15	0.15
<b>Total</b>	<b>\$72.06</b>	<b>\$76.20</b>	<b>\$80.93</b>

**HW** – calculated on hours worked. **HP** - calculated on hours paid.

**NOTE:** Guaranty Fund (funded) - The Guaranty Fund (\$0.10 per hour) listed on the union fringe form is paid only by Employers who have not posted a required Surety Bond or a cash deposit with the Guaranty Fund

## Carpenter Wage Sheet - Southeast Michigan (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Carpenters Local 687**  
11687 American Ave..  
Detroit, MI 48204  
(248) 541-2740



### Carpenter Foreman Rates

	Day Shift	2 <sup>nd</sup> Shift	3 <sup>rd</sup> Shift
<b>Base Rate</b>	<b>\$43.61</b>	<b>\$46.52</b>	<b>\$49.84</b>
Special Assessment# <sup>HW</sup>	0.20	0.20	0.20
MRCC Building Fundt# <sup>HW</sup>	0.20	0.20	0.20
<b>UBC Per Cap#<sup>HW</sup></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>
<b>Total Taxable Wage</b>	<b>\$44.11</b>	<b>\$47.02</b>	<b>\$50.34</b>
Pension <sup>HW</sup>	16.53	17.63	18.89
Annuity Fund <sup>HW</sup>	5.29	5.64	6.04
Health and Welfare Insurance <sup>HW</sup>	7.05	7.05	7.05
Health and Welfare Supplemental <sup>HW</sup>	0.91	0.91	0.91
<b>UBC Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00
Apprenticeship Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07
CIAP <sup>HW</sup>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$75.38</b>	<b>\$79.74</b>	<b>\$84.72</b>

### Carpenter Layout Man Rates

	Day Shift	2 <sup>nd</sup> Shift	3 <sup>rd</sup> Shift
<b>Base Rate</b>	<b>\$42.22</b>	<b>\$45.03</b>	<b>\$48.25</b>
Special Assessment# <sup>HW</sup>	0.20	0.20	0.20
MRCC Building Fundt# <sup>HW</sup>	0.20	0.20	0.20
<b>UBC Per Cap#<sup>HW</sup></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>
<b>Total Taxable Wage</b>	<b>\$42.72</b>	<b>\$45.53</b>	<b>\$48.75</b>
Pension <sup>HW</sup>	16.40	17.50	18.75
Annuity Fund <sup>HW</sup>	5.25	5.60	6.00
Health and Welfare Insurance <sup>HW</sup>	7.05	7.05	7.05
Health and Welfare Supplemental <sup>HW</sup>	0.91	0.91	0.91
<b>UBC Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00
Apprenticeship Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07
CIAP <sup>HW</sup>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$73.82</b>	<b>\$78.08</b>	<b>\$82.95</b>

*HW – calculated on hours worked. HP – calculated on hours paid.*

**NOTE: Guaranty Fund (funded)** - The Guaranty Fund (\$0.10 per hour) listed on the union fringe form is paid only by Employers who have not posted a required Surety Bond or a cash deposit with the Guaranty Fund



## Carpenter Wage Sheet - Southeast Michigan (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Carpenters Local 687**  
11687 American Ave..  
Detroit, MI 48204  
(248) 541-2740



### Overtime

<b>Weekends: Monday - Friday</b>	Time and one half (1.5x) over 8 hours/day or 40 hours/week
<b>Saturdays</b>	Time and one half (1.5x)
<b>Sundays &amp; Holidays</b>	Double time (2x)
<b>Optional 4-10 Workweek</b>	Employer shall have the option of scheduling a 4-10 work week Monday-Friday at straight time. Saturdays may not be used as a make-up day. One and a half (1 ½) the straight time rate applies to all Saturday hours and those over 40 hours per week. Double-time applies on Sundays, Holidays, and all time over 12 hours per day. Saturday (except make-up day): Time and one-half (1.5x) Sundays and Holidays: Double time (2x)

### Future Increases

The following increases will be in effect the first full pay period on or after the dates below:

Year	Increase
June 1, 2025	\$2.65
June 1, 2026	\$2.65

### Carpenter Apprentice Wage Scale

First Shift	Year 1 - 60%	Year 2 - 70%	Year 3 - 80%	Year 4 - 90%
<b>Base Rate</b>	<b>\$24.67</b>	<b>\$28.78</b>	<b>\$32.89</b>	<b>\$37.00</b>
Special Assessment <sup>HW</sup>	0.40	0.40	0.40	0.40
<b>UBC Per Cap<sup>HW</sup></b>	<b>0.10</b>	<b>0.10</b>	<b>0.10</b>	<b>0.10</b>
<b>Total Taxable Wage</b>	<b>\$25.17</b>	<b>\$29.28</b>	<b>\$33.39</b>	<b>\$37.50</b>
Pension <sup>HW</sup>	9.55	11.14	12.73	14.32
Annuity Fund <sup>HW</sup>	3.05	3.56	4.07	4.58
Insurance <sup>HW</sup>	7.96	7.96	7.96	7.96
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00	1.00
<b>UBC Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07	0.07
CIAP <sup>HW</sup>	0.15	0.15	0.15	0.15
<b>Total</b>	<b>\$47.22</b>	<b>\$53.43</b>	<b>\$59.64</b>	<b>\$65.85</b>

## Carpenter Wage Sheet - Southeast Michigan (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Carpenters Local 687**  
11687 American Ave..  
Detroit, MI 48204  
(248) 541-2740



Second Shift	Year 1 - 60%	Year 2 - 70%	Year 3 - 80%	Year 4 - 90%
<b>Base Rate</b>	<b>\$26.31</b>	<b>\$30.70</b>	<b>\$35.08</b>	<b>\$39.47</b>
Special Assessment# <sup>HW</sup>	0.40	0.40	0.40	0.40
<b>UBC Per Cap#<sup>HW</sup></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>
<b>Total Taxable Wage</b>	<b>\$26.81</b>	<b>\$31.20</b>	<b>\$35.58</b>	<b>\$39.97</b>
Pension <sup>HW</sup>	10.18	11.88	13.58	15.27
Annuity Fund <sup>HW</sup>	3.26	3.80	4.34	4.89
Insurance <sup>HW</sup>	7.96	7.96	7.96	7.96
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00	1.00
<b>U.B.C. Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07	0.07
CIAP <sup>HW</sup>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$49.70</b>	<b>\$56.33</b>	<b>\$62.95</b>	<b>\$69.58</b>

Third Shift	Year 1 - 60%	Year 2 - 70%	Year 3 - 80%	Year 4 - 90%
<b>Base Rate</b>	<b>\$28.19</b>	<b>\$32.89</b>	<b>\$37.58</b>	<b>\$42.28</b>
Special Assessment# <sup>HW</sup>	0.40	0.40	0.40	0.40
<b>UBC Per Cap#<sup>HW</sup></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>	<b><u>0.10</u></b>
<b>Total Taxable Wage</b>	<b>\$28.69</b>	<b>\$33.39</b>	<b>\$38.08</b>	<b>\$42.78</b>
Pension <sup>HW</sup>	10.91	12.73	14.54	16.36
Annuity Fund <sup>HW</sup>	3.49	4.07	4.66	5.24
Insurance <sup>HW</sup>	7.96	7.96	7.96	7.96
Apprenticeship <sup>HW</sup>	1.00	1.00	1.00	1.00
<b>U.B.C. Training<sup>HW</sup></b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>	<b>0.15</b>
Reimbursement Fund <sup>HW</sup>	0.12	0.12	0.12	0.12
Labor/Management <sup>HW</sup>	0.07	0.07	0.07	0.07
CIAP <sup>HW</sup>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$52.54</b>	<b>\$59.64</b>	<b>\$66.73</b>	<b>\$73.83</b>

- Insurance amount of \$7.96 per hour is \$7.05 per hour for Health & Welfare Insurance and \$0.91/hr for the Health & Welfare Supplemental Fund.
- Special Assessment of \$0.40 includes \$0.20 from the Building Fund

*NOTE: All apprentice fringes are calculated on hours worked .*

# Laborer Wage Sheet - Ann Arbor



**Laborers Local 499**  
3080 Platt Road  
Ann Arbor, MI 48108  
(734) 971-5215



## TRADE: Laborers Local 499 - Ann Arbor

**Representative: Dan Minton**

**Effective: August 1, 2024 - July 31, 2025**

**CBA Expiration: July 31, 2028**

**Area Includes:** Washtenaw County & the Southeastern portion of LIVINGSTON County (M-59 on the North... M-151 (Oak Grove Road) on the West...South from Howell to and including Pinckney).

### CLASSIFICATIONS:

**CLASS A:** Construction Laborers on Building Heavy Construction work, except Foreman and others not falling within specified classifications, Demolition Laborer and Drywall Handlers, Jobsite clean-up; the general clean-up including sweeping, cleaning, wash-down and wiping of construction facility, equipment and furnishings and removal and loading or burning of all debris, including crates, boxes and packaging waste material.

**CLASS B:** Mortar Mixers, Material Mixer (whether done by hand or machine), Air, Gas, Electric Tool Operators, Power Buggy Operators, Stone Setter, Tenders, Scaffold Builders or Dismantlers, Windlass Operators, Tar and Kettle Operators.

**CLASS B-2:** For all Jack Hammering and Chipping on Concrete.

**CLASS C:** Crock or Pipe Laborer, Caisson Worker (Building and Heavy Construction Only).

**CLASS D:** Watchmen, Civil Engineer Tender or Rodmen.

**CLASS E:** Final Cleaning: Washing or Cleaning of Walls, Partitions, Ceilings, Windows, Bathrooms, Kitchens, Laboratories and All Fixtures and Facilities therein. Clean-up Mopping, Washing, Waxing and Polishing or Dusting of All Floor areas.

**Wage Rates:** Effective the first full pay period or or after **August 1, 2024**, there is a total package increase of **\$2.75** per hour. See allocations below:

	A	B	B-2	C	D	E
<b>Base Rate</b>	<b>\$31.66</b>	<b>\$31.88</b>	<b>\$32.21</b>	<b>\$32.02</b>	<b>\$30.77</b>	<b>\$28.32</b>
<b>Vacation#<sup>HW</sup></b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>
<b>Total Taxable Wage</b>	<b>\$36.16</b>	<b>\$36.38</b>	<b>\$36.71</b>	<b>\$36.52</b>	<b>\$35.27</b>	<b>\$32.82</b>
Health and Welfare <sup>HW</sup>	6.00	6.00	6.00	6.00	6.00	6.00
Pension <sup>HW</sup>	7.00	7.00	7.00	7.00	7.00	7.00
Annuity <sup>HW</sup>	1.50	1.50	1.50	1.50	1.50	1.50
Training <sup>HW</sup>	0.45	0.45	0.45	0.45	0.45	0.45
LECET <sup>HW</sup>	0.25	0.25	0.25	0.25	0.25	0.25
Industry Advancement Fund <sup>HW</sup>	0.15	0.15	0.15	0.15	0.15	0.15
<b>Total</b>	<b>\$51.51</b>	<b>\$51.73</b>	<b>\$52.06</b>	<b>\$51.87</b>	<b>\$50.62</b>	<b>\$48.17</b>

**HP** - Calculated on Hours Paid      **#** - To be deducted from the Total Taxable Wage after payroll taxes have been computed and submitted to the Fund office along with other fringe benefit contributions.

**HW** - Calculated on Hours Worked

**PLEASE NOTE:** Overtime is to be calculated on the Total Taxable Wage. The Vacation Fund is to be paid on Hours Worked only. For Overtime example, please see end of Wage Sheet

## Laborer Wage Sheet - Ann Arbor (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Laborers Local 499**  
3080 Platt Road  
Ann Arbor, MI 48108  
(734) 971-5215



### Foreman/Overtime/Shift Work

<b>Foreman</b>	<b>Foreman</b> - \$2.00 above average hourly rate above journeyman scale
<b>Overtime</b>	<b>Monday - Friday:</b> Time and one-half (1.5x) over 8 hrs/day or over 40 hrs/week UNLESS working an approved 4x10's schedule <b>Saturday:</b> Time and one-half (1.5x) except make-up day <b>Sundays and Holidays:</b> Double time (2x) Sundays and Holidays: Double time (2x)
<b>Shift Work</b>	1/7 <sup>th</sup> of hourly rate above regular rate on shift work after 4:30 p.m.
<b>Swing Stage</b>	All work on a two (2) point swing stage (Scaffold supported from above) - \$.20 above base hourly rate.
<b>Concrete Specialist</b>	When there are no Cement Finishers available, the classification of Concrete Specialist may be utilized and will receive a \$2 premium while troweling, finishing, screeding, patching, cutting and curing of cast in place or precast concrete by any and all methods. Those working under this classification will receive a minimum of four (4) hours pay, and those working more than four (4) hours will receive this premium for the remainder of the day.
<b>Class A Hazardous Waste</b>	A \$1.00 premium when required to work with Hazardous materials, including the use of PPE Level C (Half face piece or full face piece, air purifying canister equipped respirator in addition to level D) or PPE Level D (coveralls or chemical protective clothing, safety boots, safety glasses, chemical splash goggles, hard hats, etc.)
<b>Class B Hazardous Waste</b>	A \$2.00 premium when required to work with Hazardous materials, including the use of PPE Level A (Fully encapsulating chemical resistant suit with pressure-demand, full face piece SCBA or pressure-demand supplied-air respirator with escape SCBA) or PPE Level B (pressure-demand, full face piece SCBA or pressure-demand supplied air respirator with escape SCBA, in addition to Level B)
<b>Mason Tender Premium</b>	\$1.00 above Journeyman base rate for mason tenders with at least 3 of the following 4 certifications, including Certified Forklift, Certified Scaffold Builder, Signal Person, and OSHA 30  This premium will be increased by an additional \$0.50 each on March 1, 2025, and August 1, 2025.
<b>Note</b>	A minimum of four (4) hours shall be paid any day a laborer is assigned to a higher classification.

Date	Increase
August 1, 2025	\$2.50
August 1, 2026	\$2.50
August 1, 2027	\$2.25



## Laborer Wage Sheet - Ann Arbor (Continued)



**Laborers Local 499**  
3080 Platt Road  
Ann Arbor, MI 48108  
(734) 971-5215



### Apprentice Rates

*Note: Apprentice Fringes are calculated on hours worked and are paid at 100%*

**Training Hours - Cumulative: 75 Plus for each level.**

Laborer Apprentice	0-1000 Hours 75%	1001-2000 Hours - 80%	2001-3000 Hours - 85%	3001-4000 Hours - 95%
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### New Market Initiative

Employers complying with all terms and conditions of this Agreement may utilize a New Market Initiative (NMI) rate. Employers will make a reasonable effort to notify the Local Union when the NMI rate is used.

NMI work shall be classified as: New construction and renovation of stand-alone buildings for **Specific Commercial Projects of 25,000 square feet or less.** Apprenticeship rates will not apply to NMI work.

**Effective the first full pay period on or after August 1, 2024:**

	New Market Initiative
<b>Base Rate</b>	<b>\$29.24</b>
<b>Vacation<sup>#</sup></b>	<b><u>2.10</u></b>
<b>Total Taxable Wage</b>	<b>\$31.34</b>
Health and Welfare <sup>HW</sup>	6.00
Pension <sup>HW</sup>	3.50
LECET <sup>HW</sup>	0.25
Industry Advancement Fund <sup>HW</sup>	<u>0.15</u>
<b>Total</b>	<b>\$41.24</b>

**HP** - Calculated on Hours Paid      **#** - To be deducted from the Total Taxable Wage after payroll taxes have been computed and submitted to the Fund office along with other fringe benefit contributions.

**HW** - Calculated on Hours Worked

For additional details regarding the specific terms and conditions of the NMI, please refer to the Collective Bargaining Agreement

## Laborer Wage Sheet - Ann Arbor (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Laborers Local 499**  
3080 Platt Road  
Ann Arbor, MI 48108  
(734) 971-5215



### **Overtime Pay Example (with fictitious numbers for reference)**

Base = \$10 | Vacation = \$2

Four overtime hours worked (time and one-half) = Base = **\$64**/Vacation = **\$8**

- $\$10 + \$2 = \$12$  (total taxable wage)

- $4 * 1.5 = 6$

- $\$12 * 6 = \$72$  total

- Vacation Fund receives contributions at Hours Worked

- o Vacation =  $\$2 * 4 = \$8$

- o Base =  $\$72 - \$8 = \$64$

# Operating Engineer Wage Sheet - Detroit



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



## TRADE: Operating Engineers Local 324 – Southeast Michigan

**Representative: Doug Stockwell**

**Effective: June 1, 2024 - May 31, 2025**

**CBA Expiration: May 31, 2026**

**Area Includes:** Lenawee, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties.

**NOTE** – All fringes are calculated on Hours Worked. Paid time under the 40-Hour Guarantee and Show-Up Time provisions of this Agreement shall be considered Hours Worked.

**NOTE:** – Crane Rates begin on page 3

**Wage Rates:** Effective the first full pay period on or after **June 1, 2024**, there is a **total package increase of \$1.75 per hour**. Please see the fringe allocations below:

### Regular Engineer, Hydro-excavator, Concrete Saw Operator w/2yrs. Experience, and Remote-Controlled Concrete Breaker

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$37.90</b>	<b>\$41.97</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b><u>5.69</u></b>	<b><u>6.30</u></b>
<b>Total Taxable Wage</b>	<b>\$43.59</b>	<b>\$48.27</b>
Insurance <sup>HW</sup>	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19
Industry Advancement Fund	<b><u>0.15</u></b>	<b><u>0.15</u></b>
<b>Total</b>	<b>\$69.28</b>	<b>\$73.96</b>

## Operating Engineer Wage Sheet - Detroit (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



### Engineer When Operating Forklift, Lull, or Extend-A-Boom Forklift

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$36.42</b>	<b>\$40.28</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>5.46</b>	<b>6.04</b>
<b>Total Taxable Wage</b>	<b>\$41.88</b>	<b>\$46.32</b>
Insurance <sup>HW</sup>	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19
Industry Advancement Fund	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$67.57</b>	<b>\$72.01</b>

### Engineer when Operating Compressor or Welding Machine or Concrete Saw Operator w/less than 2 years experience, for Employees First Employed Before August 1, 2018, use the wage schedule shown below.

**\*\*See Small Equipment Addendum for Employees First Employed On or After August 1, 2018\*\***

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$30.06</b>	<b>\$33.01</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>4.51</b>	<b>4.95</b>
<b>Total Taxable Wage</b>	<b>\$34.57</b>	<b>\$37.96</b>
Insurance <sup>HW</sup>	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19
Industry Advancement Fund	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$60.26</b>	<b>\$63.65</b>



## Operating Engineer Wage Sheet - Detroit (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



**Fireman or Oiler for Employees First Employed Before August 1, 2028, use the wage schedule shown**

**\*\*See Small Equipment Addendum for Employees First Employed On or After August 1, 2018\*\***

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$29.16</b>	<b>\$31.98</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>4.38</b>	<b>4.80</b>
<b>Total Taxable Wage</b>	<b>\$33.54</b>	<b>\$36.78</b>
Insurance <sup>HW</sup>	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19
Industry Advancement Fund	0.15	0.15
<b>Total</b>	<b>\$59.23</b>	<b>\$62.47</b>

### Crane Rates

**Regular Crane Operator, Job Mechanic, High/Long Reach Shear and Concrete Pump With Boom Operator**

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$38.75</b>	<b>\$42.94</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>5.81</b>	<b>6.44</b>
<b>Total Taxable Wage</b>	<b>\$44.56</b>	<b>\$49.38</b>
Insurance <sup>HW</sup>	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19
Industry Advancement Fund	0.15	0.15
<b>Total</b>	<b>\$70.25</b>	<b>\$75.07</b>

## Operating Engineer Wage Sheet - Detroit (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



### Engineer When Operating Crane With Boom and Jibs or Leads

First Shift	120' Or Longer	140' Or Longer	220' Or Longer	300' Or Longer	400' Or Longer
<b>Base Rate</b>	<b>\$39.49</b>	<b>\$40.21</b>	<b>\$40.47</b>	<b>\$41.77</b>	<b>\$43.08</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>5.93</b>	<b>6.03</b>	<b>6.07</b>	<b>6.27</b>	<b>6.46</b>
<b>Total Taxable Wage</b>	<b>\$45.42</b>	<b>\$46.24</b>	<b>\$46.54</b>	<b>\$48.04</b>	<b>\$49.54</b>
Insurance <sup>HW</sup>	8.55	8.55	8.55	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95	13.95	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10	1.10	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45	0.45	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20	1.20	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10	0.10	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19	0.19	0.19	0.19
Industry Advancement Fund	0.15	0.15	0.15	0.15	0.15
<b>Total</b>	<b>\$71.11</b>	<b>\$71.93</b>	<b>\$72.23</b>	<b>\$73.73</b>	<b>\$75.23</b>

### Engineer When Operating Crane With Boom and Jibs or Leads

Second & Third Shift	120' Or Longer	140' Or Longer	220' Or Longer	300' Or Longer	400' Or Longer
<b>Base Rate</b>	<b>\$43.79</b>	<b>\$44.61</b>	<b>\$44.90</b>	<b>\$46.39</b>	<b>\$47.89</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b>6.57</b>	<b>6.69</b>	<b>6.74</b>	<b>6.96</b>	<b>7.18</b>
<b>Total Taxable Wage</b>	<b>\$50.36</b>	<b>\$51.30</b>	<b>\$51.64</b>	<b>\$53.35</b>	<b>\$55.07</b>
Insurance <sup>HW</sup>	8.55	8.55	8.55	8.55	8.55
Pension <sup>HW</sup>	13.95	13.95	13.95	13.95	13.95
Defined Contribution Plan <sup>HW</sup>	1.10	1.10	1.10	1.10	1.10
Retiree Benefit Fund <sup>HW</sup>	0.45	0.45	0.45	0.45	0.45
Apprentice Training Program <sup>HW</sup>	1.20	1.20	1.20	1.20	1.20
IUOE National Training Fund <sup>HW</sup>	0.10	0.10	0.10	0.10	0.10
Labor Management Education <sup>HW</sup>	0.19	0.19	0.19	0.19	0.19
Industry Advancement Fund	0.15	0.15	0.15	0.15	0.15
<b>Total</b>	<b>\$76.05</b>	<b>\$76.99</b>	<b>\$77.33</b>	<b>\$79.04</b>	<b>\$80.76</b>

The following increases will be in effect the first full pay period on or after the dates below:

<b>June 1, 2025</b>
<b>\$1.75</b>

## Operating Engineer Wage Sheet - Detroit (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



### Foreman/Overtime/Premium

<b>Craft Foreman</b>	\$1.25/hr minimum above the highest paid engineer working on the job for the same employer
<b>Assistant Craft Foreman</b>	\$1.00/hr above the highest paid engineer working on the job for the same Employer
<b>Overtime</b>	Flex 40 Workweek Monday - Friday: Straight time for work up to 10 hours per day or 40 hours per week Time and one-half (1.5x) after 10 hours per day or 40 hours per week Sundays & Holidays: Double Time
<b>Saturday</b>	Time and one-half (1.5x) the applicable shift rate. Double time (2x) the applicable shift rate for work performed beyond the end of a shift
<b>Crane Operator</b>	When Tower Crane Operator or Derrick & Crane Operator must climb 50 feet or more to work station \$0.25/hour more than applicable
<b>Hazardous Pay</b>	Where Environmental Protection Agency (EPA) rates have been established, the following premium rates will apply: EPA Level "A" protection - \$2.00/hour while protection is required EPA Level "B" protection - \$1.00/hour while protection is required EPA Level "C" protection - \$0.50 while protection is required

### Apprentice Engineer Rates

Apprentice Hours	Percentage
0-1000*	70%
1000-2000	75%
2000-3000	80%
3000-4000	85%
4000-5000	90%
5000+	95%

**NOTE** - all fringes are calculated on Hours Worked. Paid time under the 40-Hour Guarantee and the Show-Up Time provisions of this Agreement shall be considered Hours Worked.

\*The starting rate for Apprentice Engineers shall be 70% of the Regular Engineer Base Wage plus payment of all fringe benefit contributions except the Journeyman and Apprentice Training Fund and the IUOE National Training Fund (NTF)

## Operating Engineer Wage Sheet - Detroit (Continued)



**AGC of Michigan**  
2323 N Larch Street  
Lansing, MI 48906  
(517) 371-1550

**Operating Engineers Local 324**  
500 Hulet Drive  
Bloomfield Township, MI 48302  
(248) 451-0324



### Small Equipment Addendum

#### AGC - Outstate Lower Peninsula Michigan

**NOTE** - all fringes are calculated on Hours Worked. Paid time under the 40-Hour Guarantee and the Show-Up Time provisions of this Agreement shall be considered Hours Worked.

For employees first employed on or after August 1, 2018 under the following job classifications, the wage schedules shown below will apply:

Engineer When Operating Compressor or Welding Machine; Concrete Saw Operator w/less than 2 years experience; Utility Operator; Pumps over 4", Georgia Buggy Under 1 Yard; Skid Steer; Line Dragging; and Light Plants

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$30.06</b>	<b>\$33.01</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b><u>4.51</u></b>	<b><u>4.95</u></b>
<b>Total Taxable Wage</b>	<b>\$34.57</b>	<b>\$37.96</b>
Insurance <sup>HW</sup>	6.65	6.65
Pension <sup>HW</sup>	4.00	4.00
Defined Contribution Plan <sup>HW</sup>	1.00	1.00
Apprentice Training Program <sup>HW</sup>	0.70	0.70
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.14	0.14
Industry Advancement Fund	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$47.31</b>	<b>\$50.70</b>

Fireman; Oiler; Operating Engineer when Performing Spotter or Firewatch Work; and Pumps Under 4"

	First Shift	Second & Third Shift
<b>Base Rate</b>	<b>\$29.16</b>	<b>\$31.98</b>
<b>Vacation &amp; Holiday (15% Funded)</b>	<b><u>4.38</u></b>	<b><u>4.80</u></b>
<b>Total Taxable Wage</b>	<b>\$33.54</b>	<b>\$36.78</b>
Insurance <sup>HW</sup>	6.65	6.65
Pension <sup>HW</sup>	4.00	4.00
Defined Contribution Plan <sup>HW</sup>	1.00	1.00
Retiree Benefit Fund <sup>HW</sup>	0.70	0.70
IUOE National Training Fund <sup>HW</sup>	0.10	0.10
Labor Management Education <sup>HW</sup>	0.14	0.14
Industry Advancement Fund	<u>0.15</u>	<u>0.15</u>
<b>Total</b>	<b>\$46.28</b>	<b>\$49.52</b>



## Appendix - Safety Inspection Documentation



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY  
MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

BARTON G. PICKELMAN  
DIRECTOR

September 16, 2021

**RECEIVED**

**SEP 22 2021**

Granger Construction Company  
6267 Aurelius Rd  
Lansing, MI 48911

**GRANGER CONST. CO.**

INSPECTION #: 1537258  
OPTIONAL REPORT #: 21-038/11

This letter acknowledges abatement of the violation(s) cited on the subject inspection. Our records indicate the violation(s) were abated during the inspection or you subsequently submitted abatement verification to this office.

Based on the above information, it appears the violation(s) have been satisfactorily abated and this investigation is therefore closed. Our records show no outstanding penalty amounts.

We appreciate your cooperation and efforts to create and maintain a safe and healthy workplace.

Yours in the interest of safety,

*Eric Allen*

Eric Allen, Manager  
Construction Safety & Health Division

EEA:kal

CONSTRUCTION SAFETY AND HEALTH DIVISION  
530 W. ALLEGAN • P.O. BOX 30645 • LANSING, MICHIGAN 48909  
OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER AVENUE • LANSING, MI 48906  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha) • 517-284-7680

## Appendix - Safety Inspection Documentation (Continued)



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY  
MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

BARTON G. PICKELMAN  
DIRECTOR

July 30, 2021

**RECEIVED**

**AUG 04 2021**

Granger Construction Company  
6267 Aurelius Road  
Lansing, MI 48911

**GRANGER CONST. CO.**

RE: Inspection # 1537258

Dear Company Representative:

On 06/21/2021, the Michigan Occupational Safety and Health Administration (MIOsha), Construction Safety and Health Division began an inspection at your worksite located at 1191 S. Michigan Avenue, Howell, MI 48843.

This inspection has resulted in at least one citation. Please review the enclosed citation(s) for information regarding the specific violation(s), penalties, abatement requirements, deadlines, settlement agreement instructions, and appeal information.

MIOsha standards, as well as additional training materials, are available online at [www.michigan.gov/miosha](http://www.michigan.gov/miosha). You may also want to contact the MIOsha Consultation, Education and Training (CET) Division. The CET Division conducts safety and health surveys in the workplace (full or partial) without fines or penalties, at no charge, and can be reached by calling (517) 284-7720.

If you have any questions concerning this matter, please contact the Construction Safety and Health Division at (517) 284-7680. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Allen".

Eric Allen, Manager  
Construction Safety and Health Division

EEA:maa

CONSTRUCTION SAFETY AND HEALTH DIVISION  
530 W. ALLEGAN • P.O. BOX 30645 • LANSING, MICHIGAN 48909  
OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER AVENUE • LANSING, MI 48906  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha) • 517-284-7680

## Appendix - Safety Inspection Documentation (Continued)

**Michigan Department of Labor and Economic Opportunity**  
**Michigan Occupational Safety and Health Administration (MIOSHA)**  
 MIOSHA Construction Safety & Health Division  
 530 West Allegan Street  
 P.O. Box 30645  
 Lansing, MI 48909  
 Phone: (517) 284-7680 Fax: (517) 284-7685



### Citation and Notification of Penalty

<b>To:</b>	<b>Inspection Number:</b>	1537258
Granger Construction Company and its successors	<b>Inspection Date(s):</b>	06/21/2021 - 06/22/2021
6267 Aurelius Road	<b>Issuance Date:</b>	07/30/2021
Lansing, MI 48911		
<b>Inspection Site:</b>	<b>Reporting ID:</b>	0552651
1191 S. Michigan Avenue	<b>CSHO ID:</b>	Y3428
Howell, MI 48843	<b>Optional Report Number:</b>	21-038/11

**SUMMARY:** An inspection at the site noted above has revealed conditions we believe do not comply with the provisions of the Michigan Occupational Safety and Health Act, Act 154, of the P.A. of 1974, as amended (MIOSH Act). The nature of such alleged violation(s) is described on the citation(s) with reference to the applicable standards, rules, regulations, orders and provisions of the Act. Following is a list of items the employer must consider carefully, to resolve the issues alleged in the citation(s). Following this numbered summary is a more detailed explanation of the requirements.

1. The violation(s) alleged in the citation(s) must be corrected on or before the date(s) shown in the line marked "Date By Which Violation Must Be Abated". If the line is marked "Immediately Upon Receipt," the violation must be corrected on or before the date that the citation is received by the employer. If the violation was corrected during the inspection, the line will be marked "Abated." or "Corrected during inspection." Correcting a violation does not eliminate the requirement to pay the penalty nor does payment of the penalty negate having to correct the violation.
2. A copy of the citation(s) must be posted at or near the location of the violation(s) for a minimum of 3 days or until the item(s) have been corrected, whichever is later.
3. Documentation of abatement must be provided to the issuing division. Failure to provide such documentation may result in a follow-up inspection.
4. The employer may enter into a Penalty Reduction Agreement (PRA) that can result in a 50% reduction in any assessed penalties. The employer should apply for a PRA online at [www.michigan.gov/mioshapra](http://www.michigan.gov/mioshapra) within 5 workdays upon receiving a citation(s) if interested. An employer without access to a computer may contact the issuing division to request a PRA.
5. The employer may file a first appeal for modification or dismissal of a citation item and/or any proposed penalty or request an extension of time for abatement. **The appeal must be in writing and be postmarked within 15 workdays of receipt (workday is defined below).** The first appeal can also result in a penalty reduction of up to 50%. If an appeal is untimely, the citation(s) become a Final Order of the Board of Health and Safety Compliance and Appeals (Board) and is no longer subject to review by the issuing division. An employee or employee representative may appeal abatement dates.
6. Except under a PRA monetary penalties must be paid within 15 workdays of a citation becoming a Final Order of the Board.
7. The employer may file a request for an extension of time to abate a citation(s) that has become a Final Order of the Board. Such a request must be in writing and received or post marked no later than 1 working day following the abatement date.
8. It is unlawful to discriminate against an employee for exercising any of their rights under MIOSHA.

## Appendix - Safety Inspection Documentation (Continued)

Note: As defined in statutes, “workday” or “working day” means any day other than a Saturday, Sunday, or state legal holiday. The state legal holidays are:

January 1, New Year’s Day  
 The third Monday in January, Martin Luther King, Jr. Day  
 February 12, Lincoln’s birthday  
 The third Monday of February, Washington’s birthday  
 The last Monday of May, Memorial or Decoration Day  
 July 4, Independence Day  
 The first Monday in September, Labor Day  
 The second Monday in October, Columbus Day  
 November 11, Veterans’ Day  
 The fourth Thursday of November, Thanksgiving Day  
 December 25, Christmas Day

Please note whenever January 1; February 12; July 4; November 11; or December 25 fall on a Sunday, the next Monday following is deemed a public holiday (non-working day) for appeal purposes. However, there is no compensating day when one of the five dated holidays falls on a Saturday. Also, when computing the 15 working days, you do not count the date on which it is received; you start with the next working day. Additionally, the count is based on when the citation was received at the employer’s location, not when it got to any particular person or office at the employer’s location.

**I–CITATIONS:** The nature of the alleged violation(s) is described on the enclosed citation(s). These conditions must be corrected on or before the date(s) shown in the line marked “Date By Which Violation Must Be Abated.” The issuing division may be contacted by telephone at the number indicated on the front of the citation for the purpose of discussing any issues related to the inspection or citation(s).

A copy of the citation(s) must be posted at or near the location of the violation for a minimum of 3 days or until the items have been corrected, whichever is later. The MIOASH Act provides for civil penalties of up to \$7,000 for each violation for failure to comply with posting requirements.

When compliance is achieved, a copy of the citation must be signed and returned to the issuing division along with documentation of abatement.

Documentation of abatement for citation items originally classified as “serious,” “repeat,” “fail-to-abate,” “willful,” or “instance-by-instance,” require documentation as deemed appropriate by the issuing division. Examples of documentation for these violation classifications are:

- (a) A detailed description of how the violation was abated.
- (b) Work orders or an invoice indicating the corrective work that has been done.
- (c) Photographs of the abated conditions.
- (d) Other forms of conclusive evidence that your employees are no longer exposed to the hazard.

For citation items classified as “other,” submitting to the issuing division a signed copy of the citation item indicating the item has been abated is acceptable documentation of abatement. Submitting a document in writing, certifying abatement of the particular citation item is also acceptable for citation items classified as “other.”

If the employer does not provide adequate documentation of abatement, a re-inspection may be conducted. Failure to correct an alleged violation within the abatement period may result in new or additional proposed penalties.

Correcting a violation prior to the expiration of the abatement date does not eliminate the requirement to pay the penalty. Payment of the penalty does not eliminate the requirement of correcting the violation.

**II–PENALTY REDUCTION:** In addition to the appeal rights afforded by the MIOASH Act, the Michigan Occupational Safety and Health Administration has implemented a program for negotiating an expedited settlement of penalties with the employers known as a Penalty Reduction Agreement (PRA). This is a program designed to reach abatement of the hazard at the earliest possible opportunity and reduce the need for formal appeals. The penalty reduction (PRA) can result in a penalty reduction of 50% provided the issuing division and the employer agree to a number of specified conditions. These conditions include an agreement by the employer to accept all of the citations issued and to:

- (a) Not appeal further.
- (b) Abate all items within the abatement period.
- (c) Provide proof of abatement.
- (d) Pay all agreed upon penalties as required (within 15 working days of approval of the PRA.)



## Appendix - Safety Inspection Documentation (Continued)

(e) Abide by any other mutually agreed upon actions.

Inspections involving a fatality, the Severe Violator Enforcement Program (SVEP), or willful citations are not eligible for the program. Construction citations must be confirmed as corrected by the issuing division before a penalty reduction agreement can be approved.

If you are interested in pursuing a PRA, you should apply online at [www.michigan.gov/mioshapra](http://www.michigan.gov/mioshapra) **within 5 workdays upon receipt of the citation(s)**, but no later than the 15th workday beyond receipt of the citation(s). If you do not have access to a computer, you should contact the issuing division within the same timeframe to request a PRA. If the employer wishes to accept the conditions stated above and the process can be completed within 15 workdays from receipt, then no appeal need be filed.

**III–CITATION APPEAL:** An employer may file a first appeal to the issuing division in writing for modification or dismissal of a citation item and/or any proposed penalty or an extension of time for abatement. The first appeal can also result in a penalty reduction of up to 50% providing the issuing division and the employer agree to the conditions (a) through (e) as stated in Section II, PENALTY REDUCTION (above).

An employee or employee representative may appeal in writing the reasonableness of the abatement date(s). The envelope containing an appeal must be postmarked no later than the 15th workday following receipt of the citation.

If a citation is not appealed within 15 workdays of receipt, then the citation becomes a Final Order of the Board of Health and Safety Compliance and Appeals (Board). Final Order citations are not subject to review by the issuing division unless the Bureau of Hearings establishes good cause for the late appeal.

An appeal must specify the item(s) appealed and that portion of the item (e.g., violation, abatement date, penalty) which is being appealed and include a certification that the appeal has been posted or given to affected employees or their representatives. If the issuing division meets with the employer to discuss an appeal, the issuing division will notify the employee representative and allow attendance at the meeting.

The issuing division will notify an employer of its decision within 15 workdays of the receipt of the employer's written appeal. The decision must be posted at the location of the subject citation.

If an employer, employee or employee representative is not satisfied with this decision then they may file a second appeal. The appeal must be in writing and the envelope containing the second appeal must be postmarked within 15 workdays of the receipt of the issuing division's decision on the first appeal. If the issuing division's decision is not appealed then the citation becomes a Final Order of the Board.

**IV–PAYMENT OF MONETARY PENALTIES:** Unless subject to a PRA, payment must be made within 15 workdays of the date a proposed penalty of a citation becomes a Final Order of the Board. This would be the 30th workday after receipt of each citation item that is not appealed. For payment of a penalty, make a check or money order payable to the "State of Michigan" and remit to the issuing division at the address shown on the citation. Please record the inspection number, citation and item number on the check, money order or transmittal letter.

**V–EXTENSION OF TIME TO ABATE:** An employer may file a petition for modification of abatement date(s) (PMA) on an item of a citation, which has become a Final Order of the Board. The PMA must be submitted to the issuing division in writing by personal delivery or postmarked no later than one day following the abatement date, and a copy posted near the place the citation was posted. An employer must have made a good faith effort to correct the violation by the abatement date, and has or will not be successful because of factors beyond the employer's reasonable control. A PMA must include:

- (a) Steps taken to achieve compliance.
- (b) The specific additional abatement time necessary.
- (c) The reasons the additional time is needed.
- (d) Available interim steps being taken to safeguard the employees against the cited hazard during the abatement period.
- (e) A certification that a copy of the PMA has been posted for employees at the location of the subject citation.

The posted copy must remain posted for a minimum of 10 workdays.

If the issuing division or affected employees file an objection to the PMA within 10 workdays of the employer's filing date, the Board will schedule a hearing and advise the employer of the date, time, and place of the hearing.

**VI–EMPLOYEE DISCRIMINATION:** Section 65 of the MIOASH Act, prohibits discrimination by an employer against an employee for filing a complaint or exercising any rights under the MIOASH Act, as amended. If an employee believes that he or she was discharged or otherwise discriminated against as a result of filing a complaint, they may file a complaint with the MIOASHA Employee Discrimination Section within 30 days after the violation occurs.

## Appendix - Safety Inspection Documentation *(Continued)*

**VII-STATE CONSULTATION EDUCATION AND TRAINING SERVICES:** The MIOSHA Consultation Education and Training (CET) Division offers a wide range of services to help businesses with their health and safety practices. CET services include: helping employers create a Safety and Health Management System, seminars and workshops, onsite consultations, hazard surveys, an equipment loan program and information material. The majority of CET services are provided free of charge to Michigan employers and employees. For information on these services, contact the CET Division at (517) 284-7720 or visit their web site at [www.mi.gov/miosha](http://www.mi.gov/miosha).

## Appendix - Safety Inspection Documentation (Continued)

**Michigan Department of Labor  
and Economic Opportunity**

530 West Allegan Street

P.O. Box 30645

Lansing, MI 48909

Phone: (517) 284-7680 Fax: (517) 284-7685

**Inspection Number:**

1537258

**Inspection Date(s):**

06/21/2021 - 06/22/2021

**Issuance Date:**

07/30/2021

**Optional Reporting Number:**

21-038/11

**Citation and Notification of Penalty**
**Company Name:** Granger Construction Company and its successors**Inspection Site:** 1191 S. Michigan Ave., Howell, MI 48843
**Citation 1 Item 1**
Type of Violation: **Other-than-Serious**

29 CFR 1926.502(i)(3): CS Part 45 Fall Protection, REF 408.44502

All covers shall be secured when installed so as to prevent accidental displacement by the wind, equipment, or employees.

Two separate floor hole covers are not properly secured against displacement. Workers and others located on the second floor were exposed to the unintentional displacement of plywood covers not secured.

**Date By Which Violation Must be Abated:****Corrected During Inspection****Proposed Penalty:****\$0.00**

  
Authorized Signature

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

Citation and Notification of Penalty

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## Appendix - Safety Inspection Documentation (Continued)

**Michigan Department of Labor  
and Economic Opportunity**  
530 West Allegan Street  
P.O. Box 30645  
Lansing, MI 48909  
Phone: (517) 284-7680 Fax: (517)  
284-7685

**Inspection Number:** 1537258  
**Inspection Date:** 06/21/2021 - 06/22/2021  
**Issuance Date(s):** 07/30/2021  
**Optional Reporting Number:** 21-038/11  
**CSHO ID:** Y3428

### PROPOSED PENALTY INVOICE

**Company Name:** Granger Construction Company and its successors  
**Inspection Site:** 1191 S. Michigan Avenue  
Howell, MI 48843

**Summary of Penalties for Inspection Number:** 1537258

Citation 1 Item 1, Other-than-Serious \$0.00

**TOTAL PROPOSED PENALTIES:** \$0.00

Correcting a violation prior to the expiration of the abatement date does not eliminate the requirement to pay the penalty.  
Payment of the penalty does not eliminate the requirement of correcting the violation.

The state does not agree to any restrictions or conditions or endorsements put on any check or money order for less than full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Payment must be made within 15 working days of the date a proposed penalty of a citation item becomes a final order of the board. This would be the thirtieth (30<sup>th</sup>) working day after receipt of each citation item which is not appealed. For the payment of any penalty, make a check or money order payable to the "State of Michigan" and remit to the Department of Labor and Economic Opportunity at the address shown on the citation. **PLEASE RECORD THE APPLICABLE INSPECTION NUMBER, CITATION NUMBER(S) AND ITEM NUMBER(S) ON THE CHECK, MONEY ORDER OR YOUR TRANSMITTAL LETTER.**

**Enclose this invoice page (or a copy thereof) with your payment.**

  
Authorized Signature



## Appendix - Safety Inspection Documentation (Continued)

### UNITED STATES OF AMERICA OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION

-----		:	
<b>JULIE A. SU</b> , Acting Secretary of Labor,		:	
United States Department of Labor,		:	
	Complainant	:	
		:	OSHRC Docket
v.		:	
		:	No. 23-1568
		:	
<b>GRANGER CONSTRUCTION CO.,</b>		:	Inspection No. 1676519
		:	
	Respondent	:	
-----		:	

### STIPULATION AND SETTLEMENT AGREEMENT

Complainant, **JULIE A. SU**, the Acting Secretary of Labor, United States Department of Labor, and Respondent, **GRANGER CONSTRUCTION CO.**, pursuant to Rule 100 of this Commission hereby agree and stipulate to the full Settlement of this matter as follows:

#### I

Complainant hereby amends the Citations and Notifications of Penalties:

Citation No.	Item No.	Amendments
1	1	Classification amended to Other Than Serious, penalty amended to \$4,018, and standard amended to 1926.20(b)(2), "Such programs shall provide for frequent and regular inspections of the job sites, materials, and equipment to be made by competent persons designated by the employers."

The total penalty is amended to \$4,018.

The parties agree that the proposed penalty as amended is appropriate and reflects due

## Appendix - Safety Inspection Documentation *(Continued)*

consideration of the size of the business of the Respondent, the gravity of the violation alleged, the good faith of the Respondent, and the history of previous violations, if any, as required by Section 17(j) of the Act.

### II

Respondent has no objection to the Complainant amending the Citations and Notification of Penalties as set forth in Paragraph I above.

### III

Respondent hereby withdraws its Notice of Contest to the Citation and Notification of Penalties, as amended herein. Respondent makes the following representations and assurances to Complainant:

- a. The conditions alleged in the Citations and Notifications of Penalty have been abated.
- b. Respondent shall send to Complainant a check for \$4,018 on or before February 15, 2024, payable to “U.S. Department of Labor – OSHA,” and mailed to U.S. Department of Labor, Occupational Safety and Health Administration, Columbus Area Office, 200 North High Street, Room 620, Columbus, OH 43215, or pay the agreed to penalty amount at pay.gov.

Nothing in this agreement shall be interpreted as a waiver of Respondent’s right to file, in good faith, a Petition For Modification of Abatement Dates.

### IV

Based on the aforesaid assurances and representations by Respondent, Complainant has no objection to the withdrawal of the Notice of Contest.

## Appendix - Safety Inspection Documentation (*Continued*)

### V

Respondent certifies that there is no authorized employee representative at Respondent's workplace. It is hereby further certified by Respondent that this Settlement Agreement has been served on employees, by posting this agreement on **January 18, 2024**, in a place where the citation is required to be posted, in accordance with Rules 7 and 100 of the Commission's Rules of Procedure.

### VI

Each party agrees to bear its/his own attorneys' fees, costs and other expenses incurred by such party in connection with any stage of the above-referenced proceeding including, but not limited to, attorney's fees which may be available under the Equal Access to Justice Act, as amended.

### VII

Respondent withdraws its notice of contest, and agrees that the citation(s), penalties and abatement measures (as set forth and amended herein by this Agreement) shall become a final order of the Commission on the same date that the Order Terminating Proceeding becomes a final order, as set forth in the Notice of Docketing issued by the Executive Secretary of the Commission.

## Appendix - Safety Inspection Documentation (Continued)

**DATED: January 18, 2023**

For COMPLAINANT:

P.O. ADDRESS:

U.S. Department of Labor

Office of the Solicitor

1240 E. 9<sup>th</sup> St., Rm. 881

Cleveland, OH 44199

Telephone No.: 312/353-3271

E-mail Address: canetti.bruce@dol.gov

SEEMA NANDA

Solicitor of Labor

CHRISTINE Z. HERI

Regional Solicitor

LEAH A. WILLIAMS

Associate Regional Solicitor

/s/ Bruce C. Canetti

BRUCE C. CANETTI

OSHA/MSHA Counsel

Attorneys for Julie A. Su

Acting Secretary of Labor, United States

Department of Labor, Complainant

For the RESPONDENT:

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William A. Moore

wmoore@clarkhill.com

Attorneys for GRANGER CONSTRUCTION COMPANY



## Appendix - Safety Inspection Documentation *(Continued)*

### **NOTICE**

Any party (including any authorized employee representative of affected employees and any affected employee not represented by an authorized representative) who has any objection to the entry of an order as set forth in this agreement, must communicate such objections within ten (10) days of the posting of this agreement to the Honorable Covette Rooney, Chief Administrative Law Judge, Occupational Safety and Health Review Commission, One Lafayette Centre, 1120 20<sup>th</sup> Street, N.W., Suite 990, Washington, D.C. 20036-3419, with copies to attorneys for Complainant and Respondent.

## Appendix - Safety Inspection Documentation (*Continued*)

### **CERTIFICATE OF SERVICE**

I certify that on January 18, 2023, a copy of the foregoing **STIPULATION AND SETTLEMENT AGREEMENT** was served via electronic mail on the following individuals:

William A. Moore  
wmoore@clarkhill.com

Attorney for Respondent

/s/ Bruce C. Canetti  
**BRUCE C. CANETTI**  
Attorney