

**RFP No. 22-01 - State and Federal Lobbying Services
City of Ann Arbor
c/o Customer Service
301 East Huron Street
Ann Arbor, MI 48107**

Submitted by:

GCSI

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*Governmental Consultant Services Inc. (GCSI) humbly submits this response to the City of Ann Arbor's **Request for Proposals (RFP) No. 22-01 – State and Federal Lobbying Services.***

GCSI is Michigan's premier bipartisan lobbying firm. Our firm is privileged to have represented the City of Ann Arbor for 20 years. During that time, and in close partnership with the City's elected and appointed leaders, GCSI has a strong record of success in delivering meaningful results for the City of Ann Arbor and all of its constituencies – ranging from securing millions of dollars in Fire Protection Grant funding to helping the City win nearly \$2 million in grants from the Michigan Natural Resources Trust Fund, and in leading collaborative efforts ranging from the teamwork required to build Stadium Bridges to the continuing challenges of the mess left in our community by Gelman.

With a record of success in meeting the City's objectives and goals, we would be honored to continue our partnership with the City to deliver substantive and tangible results for the residents and families of Ann Arbor.

A. PROFESSIONAL QUALIFICATIONS

1. Governmental Consultant Services Inc. (GCSI) is a bi-partisan, multi-client lobby firm, registered as a Sub S Corporation and is licensed to operate in the State of Michigan.

GCSI offices are located inside the centrally located One Michigan Avenue Building – 120 N. Washington Square, Suite 110, Lansing MI 48933 - precisely one block from relevant state government buildings including the George Romney State Office Building housing the Office of the Governor of the State of Michigan, the Michigan Capitol housing both chambers of the Michigan Legislature, the Clara B. Anderson House Office Building housing the offices of the State Representatives, and the Michigan Senate Binsfeld Office Building housing the offices of the State Senators. Further, GCSI is in short walking distance of every state agency including MDOT, Treasury, MDEQ, DTMB, MDNR, LARA, and MEDC.

Our lobby identification number is 000027.

2. GCSI Professional Personnel:

- Kirk Profit (pronouns: he/him/his): Mr. Profit served an award-winning 10-year career in the Michigan House of Representatives before joining GCSI. While a member of the Legislature, he chaired the influential House Tax Policy Committee and the House Committee on Higher Education. A former legal advisor and the Undersheriff to the Washtenaw County Sheriff's Department, Kirk earned a bachelor's degree from Eastern Michigan University, where he also worked as an adjunct professor. He is a member of the State Bar of Michigan, having earned his juris doctorate from the University of Detroit School of Law.

Kirk's advocacy on behalf of the City of Ann Arbor spans the course of two decades, having had the distinct honor of representing the City as its lead lobbyist in Lansing during that time. GCSI has been able to effectively represent – and win – because of Kirk's deep understanding and appreciation for the City's unique challenges, needs and opportunities.

- Desmond Miller (pronouns: he/him/his): Mr. Miller is a graduate of Eastern Michigan University. Before joining GCSI in 2021, his professional work experience centered on working for elected officials who represent the Ann Arbor area, including serving as chief of staff to State Senator Jeff Irwin, Board Liaison to the Washtenaw County Board of Commissioners, Legislative Director to former State Rep. Adam Zemke, and Political Director for Congresswoman Debbie Dingell. Mr. Miller is active in the Washtenaw community having served on several boards and committees addressing police safety, affordable housing, domestic violence, climate change, and more.
- Barb Farrah (pronouns: she/her/hers): Ms. Farrah served six years in the Michigan House of Representatives before GCSI. While a member of the Legislature, she chaired the influential House Regulatory Reform Committee and was a member of the committees on labor, tax policy, insurance, and local government. The former Southgate City Council president also worked 10 years for Wayne County in its Department of Environment. Barb holds a bachelor's degree in political science from the University of Michigan-Dearborn.
- Samantha Zandee (pronouns: she/her/hers): Ms. Zandee holds bachelor's and master's degrees in social work and a law degree from State University of New York – Buffalo. She was chief policy advisor for former GOP state Representative Brandt Iden, Chair of Ways & Means Committee,

before joining GCSI in 2020. She has also worked in the family court system, for various legal aid clinics, a children's advocacy center, and was in house counsel for Buffalo Medical School.

A resume for each of these individuals is attached in Exhibit 1.

3. Firm history

GCSI has been in business for nearly 40 years as a bi-partisan, multi-client lobbying firm. Founded on January 1, 1983, by a former Republican Senate Majority Leader and former Democratic Speaker of the House, GCSI has experienced tremendous growth since its inception and now has a total of 18 employees – 10 full-time lobbyists and 8 support staff.

GCSI pioneered and remains committed to bipartisan lobbying. We are successful by employing a balanced blend of professionals with Democratic and Republican credentials – as well as diverse life and work experiences – to build substantive relationships with policymakers (both state and local) on both sides of the aisle.

It is a pragmatic approach to lobbying that imparts valuable connection to influential government decision makers for all GCSI clients, who include some of the most prestigious entities in the state and country. Moreover, bipartisan lobbying has grown in importance since the advent of Michigan's term-limited legislators, which precipitates rapid turnover in the legislative and executive branches of state government. Our relentless pursuit and zealous advocacy within the bounds of law and ethics offers unparalleled success for our clients and their goals.

As the largest and number #1 rated lobbying firm in the State of Michigan¹, GCSI immediately engages in the process on behalf of the City of Ann Arbor. Our size, experience, and political relevance are all imperative for success in this volatile era of term limits that restricts state Representatives to three 2-year terms and the Governor, Attorney General, Secretary of State and state Senators to two 4-year terms.

Such turnover instigates fragility in political leadership, makes building meaningful rapport with lawmakers a tremendous task, and accentuates the need for stakeholders to have an established and experienced voice at the State Capitol. GCSI is better equipped than any other Lansing lobbying firm to provide seamless representation of client interests, regardless of changes in the political landscape.

GCSI is the largest pure lobbying firm in the state. Even more than lobbyist quantity – which, without a doubt, is vital to touch the political bases needed to win in today's Lansing environment – GCSI offers the highest lobbyist quality. Our diverse professionals excel individually in a plethora of disciplines, and it is our collective talents that make GCSI the strongest, most complete and effective lobbying team in Michigan.

¹ (2021, May 28). GCSI, Owen Retain Top Multi-Client Lobby Honors Again. *Michigan Information & Research Service Inc. (MIRS)*. Retrieved from <https://mirs.news/capsule/mirs-capitol-capsule-friday-may-28-2021#65296>

B. PAST INVOLVEMENT WITH SIMILAR PROJECTS

Over the past twenty years, GCSI has partnered with Ann Arbor's elected and appointed leaders on remarkable policy and budgetary successes for Michigan's most innovative municipality. We have truly lived and breathed Ann Arbor for these two decades and our passion for the City is known and felt around Lansing. Our rich history of Ann Arbor advocacy even better positions the City for success for the decades to come. Below, we outline proof of our success in City objectives. It is our hope that this partnership continues to fortify Ann Arbor's prosperity and ingenuity. In past State appropriations processes, GCSI secured:

- **Michigan Natural Resources Trust Funds (MNRT) Grants:**
 - \$688,000 for the Dolph Nature Center
 - \$300,000 for the Ann Arbor Skate Park
 - \$300,000 for the Gallup Park Livery and Site Renovation
 - \$300,000 for the Universal Access and Site Improvements at Argo Nature Area
 - \$300,000 for the Veterans Memorial State Park Development
- \$25,000 for Hazardous Waste Collection Day
- Additional funds from the **Michigan Council for Arts and Cultural Affairs (MCACA)** from \$2 million under former Gov. Granholm in a recession, to the current level of \$11 million. Ann Arbor area MCACA grant applicants draw nearly 10% of the total MCACA funding on any particular year.

At the direction of former Ann Arbor mayor John Hieftje and former Ann Arbor councilmember Margie Teall, GCSI put together a collaborative effort including the City, Washtenaw County Government, Washtenaw County Road Commission, the University of Michigan, SPARK, the Ann Arbor Area Convention and Visitors Bureau, MEDC, MDOT, local and regional Police and Fire agencies, Congressman Dingell, and our state legislative delegation to find \$23 million to reconstruct the Stadium Boulevard bridge. GCSI leveraged our relationship with MDOT for the City to be awarded a \$1.5 million grant. We helped develop the economic reasons for the repairs that Congressman Dingell used to negotiate for \$20 million in federal funding for the project.

For the Packard Square project, the former Georgetown Mall site, GCSI successfully advocated for the City to receive a \$1 million grant from MDEQ for demolition and cleanup costs for the site. Today, Packard Square includes 249 residential mix use units.

GCSI is also proud of our advocacy work for **Fire Protection Grants** on behalf of Ann Arbor. This feat was especially challenging given former Governor Engler's veto of this funding and the resulting need for GCSI to organize, fight for, and succeed in a rare Governor veto override. Full funding was finally achieved through our steady and consistent work; that success results in the City receiving approximately \$2 million annually.

Further, through advocacy with both the Legislature and the Executive, GCSI has achieved numerous policy objectives on behalf of the City, including legislation that:

- Improved the **Controlled Burn laws**, as drafted directly by the City, which was especially important for the Leslie Science Center

- Assured the inclusion of the **passenger rail** in the Regional Transit Authority
- Supported the City's regulatory duties and interest in the area of **short-term rentals**
- Increased access and mobility along Washtenaw Avenue through **ReImagine Washtenaw Avenue**
- Ensured the **Delonis Center** would not be restricted from being eligible for contracts with the State during times when state funding was being directed through faith-based providers

Within Michigan's executive department, we enlisted the necessary assistance of EGLE and its predecessors to address the City's **wastewater treatment issues**, including energy reliability and PFAS discharge limits.

Our relationships and coordination with State Departments have also helped with the **improvements of North Main / US 23 / M-14** and **pedestrian walkways** and with facing the critical issue of climate change.

During and throughout the COVID pandemic, we successfully advocated for the expansion of the Open Meetings Act and worked with the Department of Health and Human Services (DHHS), to answer the City's questions related to testing, vaccines, and more.

Our firm has consistently advocated for the City on several issues affecting local revenue:

- Protecting local revenues from state cuts to the **Personal Property Tax**
- Defending the City's interest in providing for its **locally bargained-for pension benefits**
- Pursuing **Act 312 collective bargaining issues** as directed by the City
- Educating regional and state policymakers on the complex challenges from the combined limitations of **Headlee and Prop A tax reforms**
- Encouraging collaborative support for the State to recognize and fully fund the "promise" of **Revenue Sharing**

Moreover, under former Gov. Snyder's administration, we successfully convinced the Michigan Department of Environmental Quality (now the Department of Environment, Great Lakes, and Energy (EGLE)) to **refrain from delisting Gelman/Plume**. Our assertive and informative advocacy allowed re-engagement of Gelman/Plume with the following action items:

- Reduction of permissible parts/per million to 7.2 ppm
- Participation in MDEQ industry workgroup developing recommendations to revise state cleanup criteria
- Coordination of MDEQ administrators Chester, Wyant, Creagh, Grether and attendance at Ann Arbor public meetings regarding Gelman site
- Addition of the City of Ann Arbor, Washtenaw County, Scio Twp., and the Huron River Watershed as parties to the litigation

- Communication improvement with the Attorney General's office
- Preparation of a contingency plan for the potential of continued migration of the plume toward the Huron River
- Provision of more usable forms and increased transparency for data collected from Gelman
- Attendance of regular meetings with City staff

In addition to the successes we have achieved through our longstanding partnership with the City of Ann Arbor, we also want to highlight some other accomplishments through our work with the following municipalities in order to further showcase our experience and skill in achieving local government priorities for our clients:

Muskegon County

- Secured \$1 million in federal COVID relief funds to help pay bonds for a newly constructed convention center struggling under the COVID-related closures.
- Defended an effort which would have allowed a competing convention center to obtain approval with an inequitable process than the prior and existing convention center.
- Currently pursuing legislation to create a new judgeship for the county.

Ottawa County

- Improved the Headlee Amendment for municipalities to receive more tax revenues to pay for unfunded mandates. (Currently, our firm plays an integral role in a proposed bill, Senate Bill 449, that would impose a legislative procedure to prohibit the enactment of unfunded mandates.)

City of Southfield

- Assisted in the Northland mall redevelopment through MEDC advocacy
- Indexed and updated the Neighborhood Enterprise Zone (NEZ) caps, a significant accomplishment since the caps had not been indexed in over 20 years and had not kept pace with market costs.

C. PROPOSED WORK PLAN

GCSI has succeeded in helping the City of Ann Arbor execute its goals in Lansing and deliver results for the residents of Ann Arbor for the previous 20 years by working hand-in-hand with the City to identify its priorities and pursue its goals. The draft work plan below is therefore a proposal that, naturally, envisions significant flexibility. Our goal is simple: to achieve the City's goals in whatever manner most effectively suits the City.

Executive Advocacy

GCSI enjoys broad and welcomed access to the Governor, Department leaders, and staff. Our experienced team brings decades of relationships and knowledge about Department and Executive styles and procedures. We will consistently and eagerly facilitate the most important connections and apply

appropriate pressure to ensure the City's voice is heard and accounted for. No matter the goal, GCSI will identify the necessary Departments, leaders, or processes that are integral to success.

Legislative Advocacy

GCSI works tirelessly and closely with legislative leaders – namely the Speaker of the House, Senate Majority Leader, House and Senate Minority Leaders, and the committee chairs – with whom we enjoy genuine and trusting relationships. These ties afford the City critical access to the state's key decision-makers and policy-creators. GCSI will facilitate, direct, support, and/or lead legislative meetings for the City's leadership. We will also utilize our keen insight of legislative procedure and politics to appropriately influence and educate members on behalf of Ann Arbor policy objectives.

Legislative Monitoring

GCSI lobbyists review bills, resolutions, executive orders, promulgated rules, Attorney General opinions, and Supreme Court decisions unveiled daily in all three branches of state government. We will promptly notify the City's designee(s) of any policy that impacts the city and assess its prospects for success or failure. As needed, GCSI will furnish the City with our political analyses of impactful policy and we will routinely forward tracking reports of all bills of interest to the City.

Committee Representation

GCSI will represent the City at all relevant state House and Senate committee meetings and hearings. Lawmakers often take public testimony at the committee level that can influence how, when, and if a bill moves forward. Thus, having a city representative accompany us to certain hearings and testify as needed can complement our lobbying efforts. We will promptly notify the City and discuss when such occasion arises. GCSI can assist in the development and writing of committee testimony and talking points and can provide testimony coaching prior to a legislative hearing. We will also advise the City on committee procedure, as there are often ripe opportunities for impact at this stage of policymaking.

Client Updates & Communication

Communication is essential to maintaining a successful partnership. We routinely report on our activities in Lansing to the Mayor, City Council, the City Administrator, and any other staff assigned by the City of Ann Arbor. Specifically, we will:

- speak with city officials weekly about state issues facing the City;
- submit a written update at least once a month;
- provide an oral presentation to City Council at least once per quarter or upon request; and
- engage in any other communication desired by the City

D. DISCUSSION OF POTENTIAL CONFLICTS

GCSI does not have any clients which may present a possible conflict with the City of Ann Arbor. Should a conflict arise in the course of our prospective contractual relationship with the City of Ann Arbor, we would notify the City immediately to discuss and address it.

GCSI's current client list is attached in Exhibit 2.

E. FEE PROPOSAL

Enclosed in a separate, sealed envelope.

F. AUTHORIZED NEGOTIATOR

Kirk A. Profit, President
(517) 484-6216
Profit.K@gcsionline.com

G. ATTACHMENTS

- Legal Status of Offeror – B
- Non-Discrimination Form – C
- Living Wage Compliance Form - D
- Conflict of Interest Form - E

Kirk A. Profit

4370 Stonemeadow Court · Ann Arbor, MI 48103 · Cell (517) 525-7294 · Office (517) 484-6216

Profile

Innovative and ethical leader with a strong work ethic and a proven record of accomplishment. Outstanding interpersonal, communication and team-building skills with the ability to establish trust and rapport. Excellent problem and conflict resolution skills with the ability to find a common ground among diverse groups of people.

Experience Summary

- Government Lobbying
- Political Leadership
- Labor Management Negotiations
- Budget Administration
- Technical Writing
- Strategic Planning
- Staff Training & Mentoring
- Personnel Management
- Public Relations
- Fundraising
- Coalition & Network Building
- Public Speaking

Education

COLUMBIA UNIVERSITY, New York, NY
Postgraduate Law Studies, Summer 1981 & 1982

FBI NATIONAL ACADEMY, Quantico, VA
Studies for Police Legal Advisors, 1980

INSTITUTE FOR CONTINUING LEGAL EDUCATION, Ann Arbor, MI
Curriculum: Michigan Probate, Michigan Comparative Negligence, Michigan Damages, and Public Sector Liability, 1979-1984

UNIVERSITY OF DETROIT, Detroit, MI
J.D., 1979 (Admitted to State Bar of Michigan July 1979)

EASTERN MICHIGAN UNIVERSITY, Ypsilanti, MI
B.S., Philosophy, 1975

Professional Experience

GOVERNMENTAL CONSULTANT SERVICES, INC. · Lansing, MI

Owner/Director · 1998 – Present

Provide state and local government lobbying and consulting services for higher education, business, local government, cultural arts, health care, and other clients.

- Clients include the University of Michigan, Washtenaw Community College, and Wayne County Community College; AT&T, Consumers Energy, and Masco; Cities of Ypsilanti, Detroit, Dearborn, Taylor, Grand Rapids, Ann Arbor, Macomb County, Pittsfield Township, Scio Township, Washtenaw County, and Ypsilanti Township; Ann Arbor Area Convention & Visitors Bureau, Ann Arbor SPARK, Detroit Institute of Arts, Detroit Zoo, and Public Museum of Grand Rapids.

STATE OF MICHIGAN HOUSE OF REPRESENTATIVES · Lansing, MI

State Representative · 1988 – 1998

Elected to represent Eastern Washtenaw County in the Michigan House of Representatives. Served five terms.

- Chair, House Committee on Tax Policy, 1997 – 1998
- Chair, Subcommittee to Explore the Environmental Sensitivity of the Michigan Tax Code, 1997 – 1998
- Chair, Subcommittee to Explore Tax Implications of Utility Deregulation in Michigan, 1997 – 1998
- Vice Chair, House Committee on Tax Policy, 1995 – 1996
- Vice Chair, House Committee on Elections, 1989 – 1990
- Vice Chair, House Committee on Commerce, 1989 – 1990
- Member, Judiciary, Health Policy, Insurance, Commerce, Public Utilities, House Oversight, Regulatory Affairs, and Liquor Control Committees, 1989 – 1998

Professional Experience (continued)

Accomplishments:

- Established Student Development Program, Inc. 501c3 for Ypsilanti Schools to address racial inequity
- EMU Advocacy Award Recipient
- EMU Alumni Award Recipient
- Legacy of Roosevelt Fund (Established 2014) - to support pre-school / early childhood teacher training at EMU
- Ann Arbor Area Spirit of Woodstock Fund (Established 2011) – to support participatory democracy
- Honorary Doctor of Science, Business Administration, Cleary College, 1994
- National Retailers Association United States Legislator of the Year, 1998
- Distinguished Service Award, Michigan Association of Independent Colleges and Universities, 1994
- Distinguished Service Award, Phi Delta Kappa Education Society, 1994
- Michigan Legislator of the Year: Michigan Association of Collection Agencies, 1998; Michigan Credit Union League, 1997; Michigan Townships Association, 1997; Michigan Soft Drink Association, 1996; Michigan Association of Chiefs of Police, 1993; and Police Officers Association of Michigan, 1991
- Washtenaw Partnership Award, 1994
- Established a legislative internship program for qualified undergraduate and graduate level students.
- Founded the Kirk A. Profit Fund for Michigan (501(c)4) which raised revenues to send Ypsilanti High School Choir to Vienna, purchase football uniforms and establish a football pregame meal and speaker's program. Sponsored the Eastern Michigan University homecoming tailgate celebration featuring a Taste of Ypsilanti, 1995 – 1998
- Established the Eastern Michigan University Kirk A. Profit Wrestling Scholarship Endowment.

Relevant Legislative Initiatives Passed Into Law During Legislative Tenure

Wrote 77 new Public Acts which were signed into law by Governor Blanchard and Engler, including:

- Michigan Steroid Prohibition Act 30, 1990
- Weapon Free School Package Act 320, 1993; and Act 158, 1994
- Home School Protection Act 151, 1996
- Child Protection Safeguards for Children at School Act 59, 1997
- High School Proficiency Test Act 25, 1997
- Higher Education Athlete Agent and Booster Interference Prohibition Act 432, 1998
- Athletic Trainer Worker Compensation Act 447, 1998
- Funding for the Arts Act 373, 1998
- Limited Liability Companies for Michigan Act 23, 1993
- Sponsored and co-sponsored Higher Education Appropriation Bills and Amendments, including Floor Funding Initiatives, legislation addressing emerging ethical issues in genetic research, and legislation establishing pain management treatment opportunities.
- Provided advocacy and leadership for proposals leading to more than \$1B in capital improvements for higher education.

MICHIGAN HOUSE OF REPRESENTATIVES · Office of the Speaker of the House · Lansing, MI

Majority Assistant Executive Director · 1986 – 1988

Interim Majority Executive Director · 1985 – 1986

Directly responsible for the administration of a \$30M budget, the management of 450 employees, and operations management of the Print Shop, Communications Department, Policy Department, and Administrative Services.

- Provided economic development, research and policy development, strategic planning for public policy agendas, and legislative bill analyses
- Acted as the Washtenaw County grants and local projects advocate and liaison
- Oversaw all fundraising events; solicited individual and political action committee contributions
- Developed strong relationships with legislators, the governor's office and staff

Research Analyst · 1984 – 1985

Provided economic development research and policy development. Oversaw constituents' services for the Speaker of the House

Professional Experience (continued)

EASTERN MICHIGAN UNIVERSITY · Ypsilanti, MI

Adjunct Faculty · 1985 – 1986

Taught undergraduate Criminal Law and Construction Law classes

WASHTENAW COUNTY SHERIFF DEPARTMENT · Ann Arbor, MI

Undersheriff · 1981 – 1984

Overall responsibility for 250 employees, labor management negotiations, grievance and contract administration, \$10M budget administration, law enforcement, corrections, administrative services, legal counsel, and community outreach and public relations.

Accomplishments:

- Consistently balanced the budgets with annual surpluses
- Implemented a community work program for inmates with increased revenues by \$1M with an overall \$5M jail operations budget
- Instrumental in establishing the first alcohol enforcement teams in the state
- Initiated a county government cost efficiency effort by eliminating government-serving-government services and implementing government-serving-people services
- Successfully negotiated labor contracts with Teamsters, AFL-CIO, FOP, and POAM which preserved jobs, maintained competitive compensation packages and provided cost effective and efficient public services
- Implemented personnel practices to reflect the population being served by hiring and promoting the first minority and female command officers in the Department
- Wrote the Departmental Policy and Procedure Manual with innovative approaches to use of deadly force and high speed pursuit

Legal Advisor · 1980 – 1981

Overall responsibility for providing legal counsel, handling labor management relations and grievances, and serving as liaison between the Sheriff and the Washtenaw County Corporation Counsel and Prosecutor.

Accomplishments

- Instrumental in the establishment of the first domestic violence project in the state

Deputy Sheriff · 1975 – 1979

STRIPP, ROBERTS & MANCHESTER, P.C. · Ypsilanti, MI

Associate Attorney · 1979-1980

Consensus Building

Instrumental in creating, building and supporting successful coalitions resulting in the following reforms and initiatives in the state, regional and corporate arenas:

2016-present	Student Development Program, Inc. 501c3 – Ypsilanti Community Schools with regional partners
2016	Detroit Zoological Society Millage Renewal
2014-2016	Grand Rapids Public Museum Millage
2013-2014	Detroit Institute of Arts asset & art collection legislative protection package (Grand Bargain)
2011-2012	Detroit Institute of Arts successful millage campaign
2008	Detroit Zoological Society successful millage campaign
1998	Spiritually-based interest groups and research community advocates on issues relating to genetic research
1997	Taxpayers, and state and local governments on enforcement on Headlee Amendments to the Michigan Constitution
1997	Environmentalists and business interest groups on a legislative package designed to inject environmental sensitivity into the Michigan Tax Code
1993 - 1998	Elected state Republicans and Democrats on a series of tax relief measures for businesses and individuals

Consensus Building (continued)

1996 - 1998	Historic preservationists and local property owners on state historic preservation strategies and local projects
1993	Labor unions, local community leaders and businesses to form strategies to diversify local economy after Willow Run Assembly Plant closure
1991 - 1994	Taxpayers and K-12 school finance reform advocates culminating in the passage of Proposal A
1990 - 1998	Wayne County, Willow Run Airport, local governments and property owners over appropriate development and improvements to the Willow Run Airport
1985 - 1990	City of Ypsilanti, Ypsilanti Township and Eastern Michigan University over EMU Corporate Education Center, golf course and resort hotel
1980 – 1984	Local judges, labor unions and county commissioners over creation of the Community Work Program at the Washtenaw County Jail

Professional Memberships (selected past and present memberships)

Eastern Michigan University Foundation Board, 2014 – present

Midwest Higher Education Commissioner (appointed by Governor Engler, 1997) (past)

- A state and university funded collaborative effort with legislature and higher education representatives from Midwestern states designed to develop and recommend cost efficiencies for public higher education institutions in the Midwest

Washtenaw Education to Work Consortium (past)

Corner Health Center Board of Directors (past)

NAACP Executive Board (past)

Knowledge is Democracy's Safeguard, Founder and Board Member (past)

- Launched an equal opportunity in education ballot initiative

Michigan Bar Association (present)

Michigan High School Football Coaches Hall of Fame, Legal Advisor, 1990 – 1996

Ann Arbor / Ypsilanti Area Chamber of Commerce (present)

Eastern Michigan University College of Education Advisory Board (past)

Eastern Michigan University Alumni Association (present)

Eastern Michigan University Athletic Club (past)

First Presbyterian Church of Ann Arbor (former Session Member, Deacon in First Presbyterian, Ypsilanti)

Citizens Research Council Board of Directors (present)

Selected Publications and Papers

2001	<i>Michigan Term Limits</i> (contributor) – Author: Dr. Michael Harris
1998	<i>Environmental Sensitivity of the Michigan Tax Code</i>
1997	<i>Personal Property Tax in Michigan</i>
1997	<i>Michigan Tax Policy</i> , Michigan Forward, Michigan State Chamber of Commerce
1995	<i>Michigan Tax Policy</i> , Michigan Forward
1994	<i>Michigan Higher Education Textbook Cost Study</i>
1985	<i>Michigan Economic Development Policy</i> , Michigan House of Representatives Briefing Papers
1983	<i>Washtenaw County Sheriff Department Policy and Procedure Manual</i>

Selected recent GCSI achievements:

PA 49 of 2008 - Zoological Authority Act

Legislation to create Zoological Authorities in Wayne, Oakland and Macomb Counties which created the future financing mechanism for the Detroit Zoo

PA 296 of 2010 - Art Institute Authorities Act

Legislation to create Art Authorities in Wayne, Oakland and Macomb Counties which created the future financing mechanism for the Detroit Institute of Arts (DIA)

Recent Michigan Natural Resources Trust Fund grants for our community and region:

EMU / Ypsilanti Township Boat House

Huron River land acquisition grants helping to achieve the “Border to Border” trail throughout Washtenaw County

Rutherford Pool

Ann Arbor Skate Park

Gallup Park

Ford Lake Parks

EMU / Washtenaw County Eastern Leaders Group formation to support education and economic development in the Ypsilanti area

- Spark East funding and the EMU / SPARK Incubator

Ypsilanti Freight House reconstruction grants

Fire Protection Grants for Ypsilanti & Ann Arbor to provide state reimbursement for fire service for EMU & U of M facilities

Legislation to establish the “aerotropolis” to assist in economic development in the Wayne County Metro Airport and Willow Run Airport region

University of Michigan Capital Outlay

Washtenaw Community College Capital Outlay

Pall / Gelman clean up standards

MDOT TEDF funding for Stadium Avenue Bridges in Ann Arbor

Kalitta 747 “Jumbo Jet” Hangar Projects – Oscoda, Michigan (enabling Kalitta Air to become the largest employer in Michigan north of Saginaw)

Personal

Born and raised in Michigan. Married to Sharon Grace Profit (Langen) for 44 years. Three children: Jennifer, Kristie (husband – Mike Martin), and Kirk Brian. Grandchildren: Connor Geer, Logan Geer, Grace Geer, Reese Martin, Caleb Martin, and Palmer Martin.

Desmond Miller

3716 Lincoln Street, Unit 5
Detroit, MI 48208 United States
(810) 423 - 8457
Desmondmiller24@gmail.com

PROFESSIONAL EXPERIENCE

Governmental Consultant Services Inc. (GCSI)

Lansing, Michigan
October 2021 – present

Consultant

- Coordinate with clients and team members to successfully advocate for client goals
- Monitor relevant legislation and funding opportunities for clients
- Provide frequent legislative updates to clients
- Provide timely and accurate responses to legislative and appropriation requests
- Successfully maintain good relationships with members of the legislature, department leaders, and senior staff

Guidehouse

Detroit, Michigan
March 2021 – October 2021

Consultant

- Help the client establish new strategic priorities and projects
- Identify process improvements and analyze performance
- Assist in the analysis of and recommendations for client's immediate COVID-19 response efforts and financial projections for long-term economic development
- Assist in the tracking and recording of invoices including Federal and State CRF and FEMA Public Assistance
- Prepare briefings and compile necessary documents for the client as it relates to the American Rescue Plan Act

Michigan Senate

Lansing, Michigan
January 2019 – March 2021

Chief of Staff to State Senator Jeff Irwin

- Oversaw and developed legislative priorities/strategy
- Hired and supervised legislative/constituent services staff and legislative interns
- Managed \$283,100 annual budget
- Office management
- Coordinated with state agencies and departments
- Maintained communication with House and Senate leadership

Washtenaw County Administration

Ann Arbor, Michigan
October 2017 – December 2018

Washtenaw County Board of Commissioners Liaison

- Maintained communication between the Board and County Administrator's Office
- Special projects coordinator
- Researched and presented information as requested
- Scheduled annual Board meetings

Michigan House of Representatives

Lansing, Michigan
June 2017 – December 2017

Legislative Director to State Representative Adam Zemke

- Oversaw legislative issues
- Office management and oversight
- Oversaw in-district communication w/ key community members & elected officials
- Managed district schedule
- Supervised constituent service staff and office interns

Debbie Dingell for Congress

Dearborn, Michigan
Sept 2016 – Nov 2016

Deputy Political Director

- Co-managed 'Debbie Dingell for Congress' and supported campaign events
- Increased the presence of Congresswoman Dingell across 12th congressional district
- Staffed member of Congress
- Recruited and supervised campaign interns and volunteers
- Organized canvass days
- Supported other local candidates in 12th congressional district

Michigan House of Representatives

District Director to State Representative Adam Zemke

- Main contact for constituent services
- Structured and lead in-district communications plan
- Assisted in managing schedule
- Assisted in legislative research

Lansing, Michigan

June 2015 – June 2017

Eastern Michigan University

Student Body President

- Act as official spokesperson for the student body
- Hired and supervised all Executive Board members
- Set and managed annual budget of \$251,000
- EMU Foundation Board of Trustee
- Allocated scholarship funding to students
- University Parking & Transportation committee member
- Institutional Strategic Planning Committee member
- Intercollegiate Athletic Director Search Committee member
- Ombudsman Search Committee member

Ypsilanti, Michigan

Apr 2013 – April 2015

Eastern Michigan University

Student Body Vice President

- Presided over Student Government Senate meetings
- Coordinated office hours for Executive Board members
- Managed work of Student Senators
- Police Lieutenant Search Committee member

Ypsilanti, Michigan

Apr 2012 – Apr 2013

Business Professionals of America

Office Assistant

- Prepared invoices, reports, memos, letters, financial statements and other documents, using word processing, spreadsheet, database, or presentation software.
- Performed general office duties, such as ordering supplies, maintaining records management database systems, and performing basic bookkeeping work.

Ypsilanti, Michigan

Sep 2011 – Apr 2012

EDUCATION

EASTERN MICHIGAN UNIVERSITY

Public Administration Bachelor's Degree

Health Administration Minor, Apr 2015

- Volunteered 10-15 hours of service per semester

Ypsilanti, Michigan

Sep 2011 – April 2015

CARMAN-AINSWORTH HIGH SCHOOL

Diploma, Accelerated/College Preparatory Studies

- Graduated with Honors

Flint, Michigan

Sep 2008 - Jun 2011

COMMUNITY SERVICE

- Eastern Washtenaw Safety Alliance
- Washtenaw My Brother's Keeper
- Eastern Leaders Group Executive Committee member
- Washtenaw County Community Action Board member
- Eastern Michigan University Alumni Board member
- SafeHouse Center – Public Policy Committee member

Barbara A. Farrah

6218 W. Golfridge Drive

East Lansing, MI 48823

517-483-3533

farrah.b@gcsionline.com

Experience

Lobbyist, Governmental Consultant Services Inc. , Lansing MI - February 2009 - present

Provide state and local lobbying services to a variety of clients throughout the State of Michigan. Service clients based upon their individual needs providing access, strategy, issue management, monitoring, and all aspects necessary in being successful in the legislative process.

State Representative 13th District, Michigan House of Representatives, State Capitol, Lansing MI - January 2003 - December 2008

Served as Associate Speaker Pro-Tem, Chairman House Regulatory Reform Committee, Majority Vice-Chairman House Insurance Committee. Served on House Tax Policy, Local Government, and Labor Committees.

Community Relations, Wayne County Department of Environment, Detroit MI - February 1992 - December 2002

Provided community outreach, constituent relations to all divisions within the Department for Wayne County and throughout Southeast Michigan. Coordinated and executed all media relations, special events, public outreach.

Southgate City Councilman, City of Southgate, Southgate MI - November 1991 - December 2002

Served as a member of the legislative branch of government for the City of Southgate. Served as Council President/Mayor Pro Tem from 1997-2002.

Prevention Coordinator, Downriver Community Conference, Southgate MI - January 1989 - October 1991

Coordinated all substance abuse prevention programs for Out-Wayne and Monroe Counties. Distributed and oversaw all federal and state dollars allocated for such programs.

Education

University of Michigan-Dearborn, Dearborn MI - 1988 BA Political Science

SAMANTHA ZANDEE, JD, MSW

517.275.6757

Zandee.s@gcsionline.com

PROFESSIONAL EXPERIENCE

- **Governmental Consultant Services, Inc.** March 2020 – current
 - Associate Vice President, Government Relations
 - Legislative advocacy within the executive and legislative branches
 - Regulatory advocacy within Michigan departments
 - Policy development and coalition building
 - Client acquisition, communication, and services
- **Michigan House of Representatives**
 - Chief Policy Advisor, Office of Chairman Brandt Iden Jan. 2019 – Feb. 2020
 - Oversaw legislative policy initiatives in all areas
 - Organized and directed committee agenda
 - Led stakeholder meetings and negotiations
 - Legislative Director Nov. 2016 – Dec. 2018
 - Directed policy and legislative initiatives
 - Managed office and support staff
 - Constituent Relations Coordinator Oct. 2015 – Oct. 2016
 - Advised members on office budgets, events, media, and outreach
- **Buffalo Medical, Dental, and Pharm. School, SUNY** Feb. – June 2015
 - In-House Counsel Intern
- **Assigned Counsel Program of Buffalo** Feb. – June 2015
 - Legal Intern
- **The Legal Aid Bureau of Buffalo** Sep. 2013 – Sep. 2014
 - Staff Attorney (via Practice Order)
- **Erie County Volunteer Lawyers Project** May – Aug. 2013
 - Legal Intern
- **Family Court of Erie County** Jan. – Aug. 2013
 - Judicial Intern

EDUCATION

- **University of Michigan, Center for Health & Research Transformation** May 2020
 - Health Policy Fellowship
- **Buffalo Law School, SUNY – Juris Doctor, *cum laude*** June 2015
 - Certificates: Criminal Law & Family Law
 - The Buffalo Public Interest Law Journal, editor
 - The Buffalo Environment Law Journal, editor
 - Desmond Moot Court Competition
 - Mediation Competition, Top 5 Finalist
 - Criminal Law Society: Competitors' Chairperson
- **University at Buffalo, SUNY – Master of Social Work, *cum laude*** June 2014
 - Focus: Policy, Family Services
- **Hope College – Bachelor of the Arts: Social Work** May 2012

AFFILIATIONS & AWARDS

- Jon Farley Exceptional Legislative Staffer, 2018 Award Nominee
- State Bar Association of Michigan, Member
 - American Indian Law Committee Member
- Grand Rapids Public Museum, Member

ACCIDENT FUND INSURANCE COMPANY OF AMERICA
ACT INC.
ADVANCE AMERICA
AMAZON.COM SERVICES LLC
AMERICAN INTERNATIONAL GROUP
ANN ARBOR SPARK
AQUILA RESOURCES
ARAB AMERICAN & CHALDEAN COUNCIL
ARAB AMERICAN PHARMACIST ASSOCIATION
AREA AGENCIES ON AGING ASSOCIATION OF MICHIGAN
ASCEND MICHIGAN
AT&T
AUTO DEALERS OF MICHIGAN LLC
AVIATION PARTNERS FOR TAX FAIRNESS
•IFL GROUP
•KALITTA AIR
BLUE CROSS / BLUE SHIELD OF MICHIGAN
CANNARBOR, INC.
CAVNUE LLC
CHARLES H. WRIGHT MUSEUM
CHARTER TOWNSHIP OF YPSILANTI
CHILD AND FAMILY CHARITIES
CHILDREN'S ADVOCACY CENTERS OF MICHIGAN
CITY OF ANN ARBOR
CITY OF DEARBORN
CITY OF DETROIT
CITY OF FLINT
CITY OF INKSTER
CITY OF LANSING
CITY OF SOUTHFIELD
CITY OF TAYLOR
CITY OF YPSILANTI
COALITION TO PROMOTE PUBLIC ENTITY RISK POOLS
COMMUNITY BANKERS OF MICHIGAN
CONIFER INSURANCE COMPANY
CONSUMERS ENERGY
CONVENTION OF STATES ACTION
COUNCIL OF ELECTION OFFICIALS
CSIG HOLDING COMPANY
DEPUTY SHERIFFS' ASSOCIATION OF MICHIGAN
DESTINATION ANN ARBOR
DETROIT HISTORICAL SOCIETY
DETROIT INSTITUTE OF ARTS
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
DETROIT SALT COMPANY
DETROIT / WAYNE COUNTY PORT AUTHORITY
DETROIT ZOOLOGICAL SOCIETY
EAGLE MINE COMPANY
EAZE TECHNOLOGIES INC.
EDW. C. LEVY CO.
ELECTION SOURCE
EMERGENT BIOSOLUTIONS
ENERGY
FCA US LLC
FIREWORKS GROUP
•BIG FIREWORKS
•JAKE'S FIREWORKS, INC.
•PRO FIREWORKS
FIRST IN MICHIGAN
FLINT CULTURAL CENTER / SLOAN LONGWAY
GRAND RAPIDS CIVIC THEATRE
GRAND RAPIDS PUBLIC MUSEUM
GRPAL, LLC
HOLTEC INTERNATIONAL
HOWMET CORPORATION
HYPE
JOHNICO LLC
KALITTA AIR
KENT DISTRICT LIBRARY
LABATON SUCHAROW
LAFARGE HOLCIM
LANSING ECONOMIC AREA PARTNERSHIP
LEADERS ADVANCING AND HELPING COMMUNITIES
LENAWEE CHAMBER FOUNDATION
LENAWEE COUNTY
LEXIA LEARNING
LEXINGTON LAW FIRM
LIFE INSURANCE ASSOCIATION OF MICHIGAN
LOTZ ROAD SOBI LLC
MACOMB COMMUNITY COLLEGE
MACOMB COUNTY
MASCO CORPORATION
MAXIMUS
MESSA
MICHIGAN ASSOCIATION OF COUNTY CLERKS
MICHIGAN ASSOCIATION OF MUNICIPAL CLERKS
MICHIGAN ASSOCIATION OF REGISTERS OF DEEDS
MICHIGAN AUDIOLOGY COALITION
MICHIGAN BEER & WINE WHOLESALERS ASSOCIATION
MICHIGAN BUSINESS AVIATION ASSOCIATION
MICHIGAN CANNABIS MANUFACTURERS ASSOCIATION
MICHIGAN CEMETERY ASSOCIATION
MICHIGAN DISTRIBUTORS & VENDORS ASSOCIATION
MICHIGAN DISTRICT JUDGES ASSOCIATION
MICHIGAN HIGH SCHOOL ATHLETIC ASSOCIATION
MICHIGAN HUMANE SOCIETY
MICHIGAN INDEPENDENT AUTO DEALERS ASSOCIATION
MICHIGAN INFRASTRUCTURE & TRANSPORTATION ASSN.
MICHIGAN INTERNATIONAL SPEEDWAY
MICHIGAN LIBRARY ASSOCIATION
MICHIGAN MEMBER CARNIVALS OF THE OUTDOOR AMUSEMENT BUSINESS ASSOCIATION
MICHIGAN MILK PRODUCERS ASSOCIATION
MICHIGAN NURSERY AND LANDSCAPE ASSOCIATION
MICHIGAN OPTOMETRIC ASSOCIATION
MICHIGAN PORK PRODUCERS ASSOCIATION
MICHIGAN REDEMPTION ASSOCIATION LLC
MICHIGAN SOCIETY OF ANESTHESIOLOGISTS
MICHIGAN TOWING ASSOCIATION
MIDWEST MEMORIAL GROUP
MM TECHNOLOGY HOLDINGS LLC
MOTOROLA SOLUTIONS INC.
MUSKEGON COUNTY
NCS ANALYTICS
ON GRAND LLC
OTTAWA COUNTY
PASSENGER TRANSPORTATION COALITION
PCK LAW
PERFORMANCE SERVICES INC.
PITTSFIELD CHARTER TOWNSHIP
PLANNED PARENTHOOD ADVOCATES OF MICHIGAN
POLLARD BANK NOTE
PROGREXION
PSI LABS
RAI SERVICES COMPANY
RAILWAY SUPPLY INSTITUTE
REPUBLIC SERVICES INC.
RKKP LLC
ROUSH ENTERPRISES
SC ENVIRONMENTAL SERVICES LLC
SCIO TOWNSHIP
SCOFES & ASSOCIATES CONSULTING INC.
SECRET WARDLE
STATE BAR OF MICHIGAN
SUPERNAL LLC
TRANSCANADA US PIPELINES CENTRAL
TRUE NORTH COMMUNITY SERVICES
TVP LLC
UNIVERSITY OF MICHIGAN
MICHIGAN MEDICINE
US ECOLOGY
WASHTENAW COMMUNITY COLLEGE
WASHTENAW COUNTY
WAYNE COUNTY
WAYNE COUNTY AIRPORT AUTHORITY
WAYNE COUNTY COMMUNITY COLLEGE DISTRICT
WELLPATH
THE WOODS DETROIT
WSP USA

GCSI ASSOCIATION SERVICES
APWA- MICHIGAN
DEPUTY SHERIFFS' ASSOCIATION OF MICHIGAN
GRASSROOTS OPTOMETRY
MICHIGAN ASSOCIATION OF COUNTY CLERKS
MICHIGAN ASSOCIATION OF COUNTY DRAIN COMMISSIONERS
MICHIGAN ASSOCIATION OF MUNICIPAL CLERKS
MICHIGAN BUSINESS AVIATION ASSOCIATION
MICHIGAN DISTRIBUTORS & VENDORS ASSOCIATION
MICHIGAN SOCIETY OF ANESTHESIOLOGISTS
MICHIGAN TOWING ASSOCIATION
MIDWEST CARWASH ASSOCIATION
UNITED CEMETERIES OF MICHIGAN
WISCONSIN ASSOCIATION OF DISTRIBUTORS
WOMEN LAWYERS ASSOCIATION OF MICHIGAN

**ATTACHMENT B
LEGAL STATUS OF OFFEROR**

(The Respondent shall fill out the provision and strike out the remaining ones.)

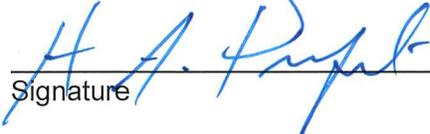
The Respondent is:

- A corporation organized and doing business under the laws of the state of Michigan, for whom Kirk A. Profit bearing the office title of President, whose signature is affixed to this proposal, is authorized to execute contracts on behalf of respondent.*

*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 with the County of _____, whose members are (attach list including street and mailing address for each.)
- An individual, whose signature with address, is affixed to this RFP.

Respondent has examined the basic requirements of this RFP and its scope of services, including all Addendum (if applicable) and hereby agrees to offer the services as specified in the RFP.


Signature

Date: 1-18-2022

(Print) Name Kirk A. Profit Title President

Firm: Governmental Consultant Services Inc.

Address: 120 N. Washington Square, Suite 110, Lansing, Michigan 48933

Contact Phone 517-484-6216

Fax 517-484-0140

Email Profit.K@gcsionline.com

**ATTACHMENT C
CITY OF ANN ARBOR 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.
- (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.

Governmental Consultant Services Inc.

Company Name

Signature of Authorized Representative

Date

Kirk A. Profit, President

Print Name and Title

120 N. Washington Square, Suite 110, Lansing, Michigan 48933

Address, City, State, Zip

517-484-6216 / Profit.K@gcsionline.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

Revised 3/31/15 Rev. 0

NDO-2

**ATTACHMENT D
CITY OF ANN ARBOR
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 \$14.05/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 \$15.66/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	
<input checked="" type="checkbox"/>	Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
<input checked="" type="checkbox"/>	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.

Governmental Consultant Services Inc.	120 N. Washington Square, Suite 110
Company Name	Street Address
	Lansing, Michigan 48933
Signature of Authorized Representative	City, State, Zip
Kirk A. Profit, President	517-484-6216 / Profit.K@gcsionline.com
Print Name and Title	Phone/Email address

ATTACHMENT E



VENDOR CONFLICT OF INTEREST DISCLOSURE FORM
--

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:

Conflict of Interest Disclosure*	
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 <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.

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:		
Governmental Consultant Services Inc.	517-484-6216	
Vendor Name	Vendor Phone Number	
<i>H. A. Profit</i>	<i>1-18-2021</i>	Kirk A. Profit, President
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

**ATTACHMENT F
CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE**

Relevant provisions of Chapter 112, Nondiscrimination, of the Ann Arbor City Code are included below.
You can review the entire ordinance at www.a2gov.org/humanrights.

Intent: It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because 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.

Discriminatory Employment Practices: No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

Discriminatory Effects: No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to 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 for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

Nondiscrimination by City Contractors: All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

Complaint Procedure: If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at www.a2gov.org/humanrights. Then submit it to the Human Rights Commission by e-mail (hrc@a2gov.org), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at hrc@a2gov.org.

Private Actions For Damages or Injunctive Relief: To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

**THIS IS AN OFFICIAL GOVERNMENT NOTICE AND
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.**

ATTACHMENT G

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

RATE EFFECTIVE APRIL 30, 2021 - ENDING APRIL 29, 2022

\$14.05 per hour

If the employer provides health care benefits*

\$15.66 per hour

If the employer does **NOT** provide health care benefits*

Employers providing services to or for the City of Ann Arbor or recipients of grants or financial assistance from the City of Ann Arbor for a value of more than \$10,000 in a twelve-month period of time must pay those employees performing work on a City of Ann Arbor contract or grant, the above living wage.

ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

The Law Requires Employers to Display This Poster Where Employees Can Readily See It.

**For Additional Information or to File a Complaint contact
Colin Spencer at 734/794-6500 or cspencer@a2gov.org**

Revised 2/4/2021

NOTEPAD:HOLDER CODE CITYANN
INSURED'S NAME Governmental ConsultantGOVER-1
OP ID: RSPAGE 2
Date 01/18/2022

The City of Ann Arbor is named as Additional Insured with respects to General Liability Insurance coverage excluding products and completed operations as required by written contract. Coverage is Primary and Non-contributory. Waiver of Subrogation applies. 30 day notice of cancellation applies. PROJECT: Contract between GCSI & City of Ann Arbor 7/1/20-6/30/21

Contract ID: Professional Services Agreement

Umbrella is following form which includes 30 day cancellation notice.

