



**Civil Rights, Inclusion
and Opportunity**

COLEMAN A. YOUNG MUNICIPAL CENTER
2 WOODWARD AVENUE, SUITE 1240
DETROIT, MICHIGAN 48226
PHONE: 313.224.4950
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To: Honorable Detroit City Council
Neighborhood Advisory Councils

From: Kimberly Rustem, Director, Civil Rights, Inclusion, and Opportunity Department

Date: February 4, 2022

Re: Biannual Community Benefits Report for Pistons Performance Facility and Headquarters


The Civil Rights, Inclusion, and Opportunity (CRIO) Department has been given the responsibility of monitoring the Community Benefits Ordinance. The report details the developer's compliance with each Community Benefits Provision (CBP) commitment.

The **Pistons Performance Facility and Headquarters** project currently has **0** of their commitments "**Off Track**".

Below, you will find a key to reference when reviewing "Status Update" and the total number of CBP commitments in each specific status.

Status Update	Explanation	Commitments
	On Track- Actions taken towards satisfying commitment	11
	Off Track-Commitment not fulfilled	0
	Off Track but Compliance Plan Submitted	0
	Not Started- No action taken	0
	Additional information requested	0
Completed	Commitment fulfilled	13
Total Commitments		24

Respectfully,


Kimberly Rustem
Director
Civil Rights, Inclusion and Opportunity Department

Approved as to form:

Chuck Raimi
Interim Corporation Counsel
City of Detroit Law Department



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Biannual Community Benefits Report

Project Name/Location: Detroit Pistons Performance Facility and Headquarters/ 690 Amsterdam, Detroit, MI

Agreement Approval Date: June 6, 2017

Developer Name/Address: Palace Sports and Entertainment, LLC/Christman Brinker/6 Championship Drive Auburn Hills, MI

Commitment	Findings	Status	City Department
1 PPLLC or its affiliates will facilitate within the City of Detroit at least one (1) Detroit Pistons practice per NBA season that is open to the public and free of admission costs.	PPLLC or its affiliates held a free and open practice on October 9, 2021, at Little Caesars Arena.		Department of Neighborhoods
2. PPLLC will use commercially reasonable efforts to include public-facing retail on the ground level of the Headquarters.	PPLLC has used commercially reasonable efforts to include public-facing retail on the ground level of the Headquarters. Plum Market and Planet Fitness have opened.	Completed	Planning and Development Department
Parking and Street Closures			
3. The Headquarters shall include a parking structure that will be sufficient size to accommodate all anticipated PPLLC employees and visitors.	The headquarters includes a parking structure of 370 parking spaces, sufficient to accommodate all anticipated PPLLC employees and visitors.	Completed	Department of Public Works Municipal Parking Division Buildings, Safety Engineering and Environment Department



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Commitment	Findings	Status	City Department
<p>4 PPLLC will make commercially reasonable efforts to minimize any negative impact to the post-construction parking situation of the neighborhood surrounding the Headquarters.</p>	<p>PS&E has worked with DPW, our retailers and Midtown Inc. on a street parking and metering plan.</p>	<p>Completed</p>	<p>Department of Public Works Municipal Parking Division Buildings, Safety Engineering and Environment Department</p>
<p>5 In the event that temporary street closures are required, PPLLC will work with the city to notify surrounding residents of such closures to help minimize any impact.</p>	<p>No additional street closures anticipated.</p>	<p>Completed</p>	<p>Department of Public Works Municipal Parking Division Buildings, Safety Engineering and Environment Department</p>
<p>Lighting</p>			
<p>6 PPLLC will cooperate with the City to comply with all local laws regarding exterior lighting and signage related to the Headquarters.</p>	<p>PS&E has received no tickets or violations. Inspectors of the Detroit Buildings Safety, Engineering, and Environmental department have confirmed.</p>	<p style="background-color: #92d050;"> </p>	<p>Buildings, Safety Engineering and Environment Department</p>



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Commitment	Findings	Status	City Department
<p>7.</p> <p>PPLIC, and its affiliate the Detroit Pistons Foundation ("DPF"), will continue to engage the Detroit Public Schools Community District and its students through its grantees and non-profit partners, including but not limited to: DPF is to assist City Year expand programming from 7 to 15 schools over the next two (2) years.</p>	<p>PS&E has continued its relationship with DPSCD and is continuing its partnership with City Year during the 2021-2022 school year. PS&E has committed to expanding this partnership with an additional three-year financial and programming commitment. PS&E also facilitated City Year's receipt of a grant from the NBA Foundation.</p>	<p>Completed</p>	<p>Detroit Public Schools Community District</p>
<p>8.</p> <p>PPLIC, and its affiliate the Detroit Pistons Foundation ("DPF"), will continue to engage the Detroit Public Schools Community District and its students through its grantees and non-profit partners, including but not limited to: DPF's annual scholarship competitions to include Detroit Public Schools Community District students.</p>	<p>The Pistons hosted their 16th Annual Black History Month Scholarship Event with Rick Mahorn virtually in February of 2021. This event featured sixteen high school seniors from thirteen schools, including six DPSCD schools, competing for over \$100,000 in scholarships and prizes.</p> <p>The judges included Pistons Legend Rick Mahorn, WDIV's Emrod Cassimy, FOX 2's Josh Landon and MLive writer Lauren Williams.</p>	<p style="background-color: #92d050;"> </p>	<p>Detroit Public Schools Community District</p>



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Commitment	Findings	Status	City Department
<p>Executive Order 2016-1</p> <p>PS&E will ensure, or cause its affiliate PPLIC to ensure, that at least fifty-one percent (51%) of the workforce related to construction of the Headquarters are City residents and that City residents perform at least 51% of the hours worked on construction of the Headquarters in accordance with the requirements of Executive Order 2016-1.</p>	<p>PS&E has completed construction and due to construction completion, Executive order 2016-1 is no longer applicable and PS&E has completed the requirements for this commitment and therefore this commitment is no longer applicable.</p>	<p>Completed</p>	<p>Civil Rights, Inclusion and Opportunity Department</p>
<p>30% of contracts related to the construction Detroit Based</p>			
<p>10 PS&E use its best efforts, or cause PPLIC to use its best efforts, to ensure that at least thirty percent (30%) of the total dollar value of contracts related to the construction of the Headquarters are awarded to Detroit Based Business or Detroit Headquartered Businesses</p>	<p>As of today, PS&E have completed construction and therefore this commitment is no longer applicable.</p>	<p>Completed</p>	<p>Civil Rights, Inclusion and Opportunity Department</p>
<p>Job Creation</p>			
<p>11 PS&E shall employ a minimum of 150 Full-Time jobs at the Headquarters by December 31, 2019</p>	<p>PSE has 220 full-time employees as of 4/12/21. 26 of whom are Detroit residents. Staff directory: https://www.nba.com/resources/static/team/v2/pistons/files/21-22_media_guide.pdf</p>	<p>Completed</p>	<p>Civil Rights, Inclusion and Opportunity Department</p>



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<p>12 Developer has created and submitted an initial City of Detroit Residential Employment Plan with this Agreement in a form and with sufficient information reasonably acceptable to the City.</p>	<p>PS&E has submitted to the Civil Rights, Inclusion and Opportunity Department the Detroit resident Employment Plan as part of the developers PA 210 Tax Abatement.</p>	<p>Completed</p>	<p>Civil Rights, Inclusion and Opportunity Department</p>
<p>13 Will provide the City, at least once per year and starting on or before February 15, 2020, with anonymized data about the number of persons PS&E has employed at the time of reporting who are Detroiters.</p>	<p>PS&E has submitted this information to CRIO on an annual basis beginning in February of 2020. This information can be found on CRIO's annual tax abatement report.</p>	<p></p>	<p>Civil Rights, Inclusion and Opportunity Department</p>
<p>14 PS&E will work closely with the City to publicize relevant PS&E job openings. This includes holding one career or contracting fair where interested Detroiters can learn more about the types of jobs and contracting opportunities that exist within PS&E and can apply for any such available jobs.</p>	<p>PS&E continues to work closely with the city to publicize relevant job opening. During construction PS&E held two contracting and career fairs. Upon the opening of the facility, they continue to publicize jobs.</p>	<p></p>	<p>Detroit at Work</p>
<p>15 PS&E will also work with local private sector and non-governmental entities to publicize relevant PS&E job openings.</p>	<p>PS&E publicizes jobs on Teamwork Online, a sports jobs website, Detroit at Work, and Handshake, the career website used by Wayne State University.</p>	<p></p>	<p>Detroit at Work</p>
			<p>City</p>



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<p>16 When appropriate, PS&E will partner with the City and workforce development agency to promote the hiring, training and employability of Detroit residents, consistent with State and Federal law.</p>	<p>PS&E has shown its commitment to hiring Detroiters by posting available jobs on detroitatwork.com, among other initiatives. PS&E also competes in the Wayne State University Mike Ilitch School of Business Career Fair twice per year.</p>		<p>Detroit at Work</p>

Donation to DEGC

<p>17 PS&E will make a one-time donation of \$100,000 to the Detroit Employment Solutions Corporation, a Michigan domestic nonprofit corporation, in support of workforce development opportunities for City of Detroit residents.</p>	<p>In November of 2017, PS&E donated to the Detroit Employment Solutions Corporation to support workforce development.</p>	<p>Completed</p>	<p>Detroit at Work</p>
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<p>Mentorship Program</p> <p>18 PS&E will work with the City of Detroit Mayor's Office and the Detroit City Council to provide mentorship opportunities for young residents of the City of Detroit.</p>	<p>PS&E has participated in the GDYT program since 2016 and contributed \$100,000 to GDYT each year. These contributions supported the employment, growth and mentorship of fifty-five GDYT participants each year at partner non-profits and companies.</p> <p>Additionally, in conjunction with the Skillman Foundation, PS&E ran a five-month mentorship program with the My Brother's Keeper initiative from late 2019 until the Stay Safe, Stay Home program was initiated in March 2020. The program included tours of Little Caesars Arena and the Henry Ford Detroit Pistons Performance Center, and career panel discussions with Pistons executives and special guests (such as Lt. Gov. Garlin Gilchrist).</p> <p>PS&E and the Detroit Pistons Foundation have made multi-year grants to City Year Detroit and B.I.N.G.O. to continue their mentorship programs.</p>		<p>Mayor's Office</p>



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<p>19 PS&E will participate in the Grow Detroit's Young Talent ("GDYT") Summer Jobs program for 2017, as well as donate \$ 100,000 to GDYT in 2017. Subject to an annual evaluation of the GDYT's program by PS&E to ensure the program's mission and that of PS&E continue to align, PS&E will continue to participate in summer jobs program, as well as make an annual donation of \$100,000 to GDYT (or as long as PS&E deems fit.</p>	<p>PS&E made the required commitment of \$100,000 contributions to GDYT in 2017 and 2018, which supported the employment, growth, and mentorship of 55 GDYT participants, each year. In 2017, 3 participants were employed at PS&E and the remainder work with our nonprofit partner, Detroit PAL. In 2018, all 55 participants were employed at PS&E nonprofit partners, including Detroit PAL, S.A.Y. Detroit Play Center, and the Detroit Symphony Orchestra.</p>	<p>Completed</p>	<p>Detroit at Work</p>
<p>20 Beginning in 2017, PS&E will invest a total of \$2,500,000 over six (6) years in the construction, renovation and refurbishment of over 60 community recreational basketball facilities in the City of Detroit in cooperation with the City of Detroit Parks and Recreation Department.</p>	<p>To date, PS&E has provided the City of Detroit's Parks and Recreation Department with \$1,250,000.00 to cover the first three phases of court renovations. Phase 1 completed in October 2018 and Phase 2 completed during the summer of 2019. Phase 3 is complete; Phase 4 is expected to be complete by the spring of 2022 for an additional \$416,667.</p>	<p style="background-color: #92d050;"></p>	<p>General Services Department</p>



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<p>21 Beginning with or during the 2017-18 NBA season and continuing for at least six (6) years, PS&E will host at least two (2) free annual youth basketball camps, clinics or other events for City of Detroit</p>	<p>PS&E is committed to hosting the Detroit Pistons Neighbors program annually. In 2021, the program was hosted at 5 Detroit Parks (Zussman, Adams Butzel, Butzel Family, Rouge, Patton) and Campus Martius from Memorial Day to Labor Day. Details about the program can be found here: http://content.pistons.com/basketballforall/neighbors.html. The program included multiple free basketball clinics, lacrosse, yoga, tennis and other activities. PS&E also intends to host additional basketball clinics throughout the year, back to school supply giveaways, voting drives and more. o PS&E has hosted free programming and clinics at five parks: Adams Butzel Park, Butzel Family Recreation, Patton Park, Rouge Park, and Zussman Park o PS&E has also provided free meals three days a week beginning July 7, through the "Meet Up and Eat Up" program. For a full schedule of events, visit: www.pistons.com/neighbors.</p>		<p>Department of Neighborhoods</p>



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<p>22</p> <p>Beginning with (or during) the 2017-18 NBA season and continuing for six (6) years, PS&E will develop a program to enable City of Detroit youth and other residents to attend Detroit Pistons NBA basketball games in support of an in connection with community educational programs and initiatives, including by making available twenty thousand (20,000) tickets per season for regular season games, free of charge to City of Detroit youth and other residents.</p>	<p>PS&E has met its commitments to make available at least 20,000 free regular season tickets per season to Detroit youth and residents.</p> <p>During the 2019-20 regular season PS&E provided 28,691 tickets. PS&E had to pause this program due to COVID-19 during the 2020-21 basketball season but has continued the program for the 2021-22 basketball season and is currently allocating entry for city of Detroit youth and residents into Pistons games during the 2021-22 season.</p>		<p>Department of Neighborhoods</p>
<p>23</p> <p>PS&E will appoint and maintain a liaison to meet, communicate and engage regularly with the Events Center Neighborhood Advisory Committee</p>	<p>PS&E has appointed Richard Haddad. Contact: RHaddad@pistons.com</p>	Completed	<p>Planning and Development Department Department of Neighborhoods</p>



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24	PS&E and the City each designate the official representative for purposes of administering the terms of the Agreement.	PS&E has designated Richard Haddad. Contact: RHaddad@pistons.com	Completed	Planning and Development Department Department of Neighborhoods Civil Rights, Inclusion and Opportunity Department