



**Civil Rights, Inclusion  
and Opportunity**

COLEMAN A. YOUNG MUNICIPAL CENTER  
2 WOODWARD AVENUE, SUITE 1240  
DETROIT, MICHIGAN 48226  
PHONE: 313.224.4950  
FAX: 313.224.3434

**To:** Honorable Detroit City Council  
Neighborhood Advisory Councils

**From:** Charity R. Dean, Esq., Director, Civil Rights, Inclusion and Opportunity







**Date:** October 9, 2020

**Re:** **Community Benefits Ordinance Biannual Report for Detroit 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 **Detroit Pistons** project currently has **0** of their commitments considered "**Off Track**" and **1** of their commitments "**Impacted by Covid-19**"

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	14
	Off Track- Commitment not fulfilled	0
	Off Track-Compliance Plan Submitted	0
	Commitment Impacted by Covid-19	1
	Not Started- No action taken	0
	Additional information requested	0
Completed	Commitment fulfilled	9
<b>Total Commitments</b>		<b>24</b>

If you have any questions, do not hesitate to contact my office at 313-224-4950

Respectfully,

Charity R. Dean, Esq.  
Director  
Civil Rights, Inclusion and Opportunity


Cc: Arthur Jemison, Chief of Services and Infrastructure, City of Detroit




Lawrence Garcia, Esq.  
Corporation Counsel  
City of Detroit Law Department


**Biannual Community Benefits Provision (CBP) Reporting Outline**




**Project Name/Location:** Detroit Pistons Performance Facility and Headquarters(PS&E)/ 690 Amsterdam, Detroit, MI 48202  
**Agreement Approval Date:** June 6, 2017  
**Developer Name/Address** Palace Sports and Entertainment, LLC/ Christman Brinker/ Six championship Drive, Auburn Hills, MI, 48326



**October 2020 Report**


	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
<b>Facility Access by the Community</b>			
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.	Given Executive Order 2020-5 due to Covid-19, PS&E unable to host the open practice on April 3, 2020 as planned. PS&E agrees to work with CRIO to fulfill this requirement after public health officials, government officials, and the NBA, allow in-person fan interactions.	
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. Retail Lease Agreements have been signed by Plum Market and Blink Fitness.	Completed
<b>Parking and Street Closures</b>			
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


	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
4.	PPLLC will make commercially reasonable efforts to minimize any negative impact to the post-construction parking situation of the neighborhood surrounding the Headquarters.	PS&E has worked with DPW, our retailers and Midtown Inc. on a street parking and metering plan.	
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.	No additional street closures anticipated.	Completed
<b>Lighting</b>			
6.	PPLLC will cooperate with the City to comply with all local laws regarding exterior lighting and signage related to the Headquarters.	PS&E has received no tickets or violations. Inspectors of the Detroit Building Safety, Engineering, and Environmental department have confirmed.	
<b>Detroit Public Schools Community District Partner</b>			
7.	PPLLC, 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 <u>15</u> schools over the next two (2) years.	City Year is currently in 11 schools and the Pistons plan to continue to activate their partnership with City Year during the 2020-21 school year.	

	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
8.	PPLLC, 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.	The Pistons hosted their 15th Annual Black History Month Scholarship Event with Rick Mahorn at the Detroit Institute of Art in February of 2020. The event featured 24 high school seniors from 13 schools, including 9 DPSCD schools, competing for over \$80,000 in scholarships and prizes. The judges included Pistons Legend Rick Mahorn, NBA Hall of Famer and former Mayor Dave Bing, Dr. Darrius from 97.9, Fox 2's Hilary Golston and other panelists	
<b>Executive Order 2016-1</b>			
9.	PS&E will ensure, or cause its affiliate PPLLC 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.	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. PS&E's last reported compliance with Executive Order 2016-1 was 10.2% of total hours worked were by Detroit Residents and \$94,000.00 was paid in workforce contribution for the shortfall.	Completed
<b>30% of contracts related to the construction Detroit Based</b>			
10.	PS&E use its best efforts, or cause PPLLC 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	Total construction cost was \$71,340,046 of which Detroit businesses accounted for \$28,767,759 (40.3%). As of today, PS&E have completed construction and therefore this commitment is no longer applicable.	Completed
<b>Job Creation</b>			



	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
11.	PS&E shall employ a minimum of 150 Full-Time Jobs at the Headquarters by December 31, 2019	As of 11/27/19 PS&E had 249 Full-Time Employees at the Performance Center. Staff directory: <a href="https://www.nba.com/resources/static/team/v2/pistons/files/1920_leadership.pdf">https://www.nba.com/resources/static/team/v2/pistons/files/1920_leadership.pdf</a>	Completed
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.	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.	Completed
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.	PS&E has completed this commitment for 2020. On January 2020 PS&E reported 229 full time employees and 21 are Detroiters.	
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.	PS&E continues to work closely with the City to publicize relevant job opening. PS&E held a Contract Fair on 12/19/2017 and a Career Fair on 10/10/2018.	
15.	PS&E will also work with local private sector and non-governmental entities to publicize relevant PS&E job openings.	PS&E publicizes jobs on Teamwork Online, a sports jobs website, Detroit at Work, and Handshake, the career website used by Wayne State University.	

	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
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.	PS&E has shown its commitment to hiring Detroiters by posting available jobs on detroitatwork.com.	
<b>Donation to DEGC</b>			
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.	In November of 2017 PS&E made a \$100,000 donation to the Detroit Employment Solutions Corporation to support workforce development.	Completed
<b>Mentorship Program</b>			
18.	PS&E will work with the City's Mayor's office and the Detroit City Council to provide mentorship opportunities for young residents of the City of Detroit.	<p>To increase the connection with the Pistons, PS&amp;E has scheduled a day each summer where all sponsored participants are transported to the PS&amp;E headquarters for a day of mentorship with PS&amp;E executives and staff, tours and pickup basketball.</p> <p>Additionally, in conjunction with the Skillman Foundation, PS&amp;E ran a 5-month mentorship program with the My Brother's Keeper initiative from late 2019 until the Stay Safe, Stay Home was initiated in March 2020. The program included tours of Little Caesars Arena and the Henry Ford Detroit Pistons Performance Center,</p>	

	Commitment	Findings	Status
		and career panel discussions with Pistons executives and special guests (such as Lt. Gov. Garlin Gilchrist).	
<b>Grow Detroit Youbg Talent (GDYT)</b>			
19.	PS&E will participate in the Grow Detroit's Young Talent ("GDYT") Summer Jobs program for 2017, as well as make a donation of \$ 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 for as long as PS&E deems fit.	<p>PS&amp;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 yea.</p> <p>In 2017, 3 participants were employed at PS&amp;E, and the remainder work with our nonprofit partner, Detroit PAL.</p> <p>In 2018, all 55 participants were employed at PS&amp;E nonprofit partners, including Detroit PAL, S.A.Y. Detroit Play Center, and the Detroit Symphony Orchestra.</p> <p>Piston's is committed to continuing this trend.</p>	Completed
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.	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 was completed in October 2018 and Phase 2 was completed during the summer of 2019. Phase 3 is expected to be completed September 30, 2020.	

	Commitment	Findings	Status
21.	<p>Beginning with or during the 2017-18 NBA season and continuing for at least six (6) years, PS&amp;E will host at least two (2) free annual youth basketball camps, clinics or other events for City of Detroit.</p>	<p>PS&amp;E has met its commitment for 2020 to host at least two annual youth basketball camps, clinics, or other events for the city of Detroit.</p> <p>The list of youth basketball and enrichment activities in Detroit that the Pistons hosted in 2020 are as follows:</p> <ul style="list-style-type: none"> <li>• Peace Players Clinic – January 20, 2020 at the Henry Ford Health System Pistons Performance Center</li> <li>• Pistons FIT Clinic – Hosted a clinic at MacDowell Preparatory Academy on January 23, 2020</li> <li>• Pistons Tech Slam Event – Hosted a demonstration of tech apps, skills and ideas featuring tech companies and Detroit students on January 29, 2020 at the Henry Ford Health System Pistons Performance Center.</li> <li>• In addition, PS&amp;E hosted free school assemblies at the following locations: <ul style="list-style-type: none"> <li>○ Detroit Premier Academy – February 3, 2020</li> <li>○ Detroit Community Schools – February 12, 2020</li> <li>○ International Women’s Academy – March 2, 2020</li> <li>○ Rutherford Winans Academy -March 9, 2020</li> </ul> </li> </ul>	



	<b>Commitment</b>	<b>Findings</b>	<b>Status</b>
22.	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.	PS&E has programmed a way to increase youth and resident attendance at Detroit Piston's games by making available at least 20,000 free regular season tickets per season to Detroit youth and residents. During the 2017-18 season PS&E provided 33,400 tickets. During the 2018-19 season, PS&E provided 36,398 tickets. During the 2019-20 regular season PS&E provided 28,691 tickets.	
23.	PS&E will appoint and maintain a liaison to meet, communicate and engage regularly with the Events Center Neighborhood Advisory Committee.	PS & E has appointed Richard Haddad. Contact: RHaddad@pistons.com	
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: <a href="mailto:RHaddad@pistons.com">RHaddad@pistons.com</a>	