

*New Business Agenda  
Referrals  
3-5-19*

**INTERNAL  
OPERATIONS  
STANDING  
COMMITTEE**



**Mayor's Office**

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Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 1126  
Detroit, Michigan 48226

Phone 313•224•3400  
Fax 313•224•4128  
www.detroitmi.gov

February 22, 2018

The Honorable City Council  
City of Detroit  
Coleman A. Young Municipal Center  
2 Woodward Ave., Suite 1340  
Detroit, MI 48226

Re: Appointment to Detroit Transportation Corporation

Dear Honorable City Council Members:

It gives me great pleasure to present for your consideration, Hakim Berry as the Executive Director of Board of the Detroit Transportation Corporation. His resume is attached.

If you have any questions please contact Elisa Malile, Deputy Chief of Staff, at (313) 328-2285 or malileE@detroitmi.gov.

Sincerely,

CITY CLERK 2019 FEB 28 AM 11:41

Michael E. Duggan  
Mayor

Enclosures

cc: Alexis Wiley, Chief of Staff, Mayor's Office  
Elisa Malile, Deputy Chief of Staff, Mayor's Office  
Stephanie Washington, City Council Liaison, Mayor's Office



**Mayor's Office**

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2 Woodward Avenue, Suite 1126  
Detroit, Michigan 48226

Phone 313•224•3400  
Fax 313•224•4128  
[www.detroitmi.gov](http://www.detroitmi.gov)

Hakim Berry  
2255 Woodhaven Ct  
Ann Arbor, MI 48105

Dear Mr. Berry:

It gives me great pleasure to appoint you to the Board of the Detroit Transportation Corporation, and designate you as its Executive Director. Your appointment begins immediately.

Barabara Hansen, General Manager of the Detroit Transportation Corporation, will contact you to provide meeting schedules and other pertinent board information.

If you have any questions please contact Elisa Malile, Deputy Chief of Staff, at (313) 328-2285 or [malileE@detroitmi.gov](mailto:malileE@detroitmi.gov).

Regards,

Michael E. Duggan, Mayor  
City of Detroit

cc: Alexis Wiley, Chief of Staff, Mayor's Office  
Elisa Malile, Deputy Chief of Staff, Mayor's Office  
Stephanie Washington, City Council Liaison, Mayor's Office

# HAKIM W. BERRY

Ann Arbor, MI 48105 | 313.670.5747 | [hakimberry1012@gmail.com](mailto:hakimberry1012@gmail.com) | [www.linkedin.com/in/hakim-w-berry](http://www.linkedin.com/in/hakim-w-berry)

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## HUMAN RESOURCES EXECUTIVE

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*Employee and Labor Relations ~ Staff Management ~ Collective Bargaining ~ Investigations*

Senior Human Resources (HR) leader accomplished in supporting organizational growth by developing and implementing high-impact talent management and employee relations initiatives. Trusted business partner collaborating with union/non-union teams to improve processes, increase efficiency, and reduce labor costs. Proficient in labor relations, contract negotiations, change management, staffing, organizational realignment, and grievance/arbitration administration. Communicate effectively at all levels. Willing to travel.

### Core Competencies

Compliance | Project Management | Leadership Development | Grievance Resolution | Employee Engagement  
Attendance | Talent Acquisition | Performance Management | Program Development | Cost Control  
Microsoft Office (Word, Excel, Access, Outlook, PowerPoint) | PeopleSoft | Lawson | SAP | Cognos Impromptu

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## PROFESSIONAL EXPERIENCE

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CITY OF DETROIT

September 2017 – Present

### **Interim Chief Operating Officer** (January 2018 – Present)

Appointed by the Mayor to oversee and function as the principal day to day manager of the City's government operations, and intercity agencies

### **Director, Labor Relations Division** (September 2017 – January 2018)

Appointed by the Mayor to oversee the city's labor relations division that manages all labor agreement for approximately 40 bargaining units, as well as the Benefits department including Deferred Compensation. Serve as the Chief Negotiator for all contract negotiations

WRIGHT WAY HR CONSULTATIVE SERVICES, Ann Arbor, MI

May 2017 - Present

### **Founder and Principal Consultant**

Established and manage a team of consultants who provide services to clients that assist in policy and employee handbook development; disability and absence management process development as well as administration; employee relations daily consultation and situational investigations; labor relations administrations including grievance management, collective bargaining and training.

TENET HEALTHCARE CORPORATION, Dallas, TX

December 2010 – June 2017

### **Chief Human Resources Officer – Eastern Region Central Division** (January 2015 – August 2017)

Directed HR function for network of 22 hospitals with 33,000 employees across seven states. Oversaw 181 HR staff and managed budget for HR services, capital expenses, and contract employment. Created and implemented HR policies. Led workforce planning, recruitment, retention, compensation, benefits, labor/employee relations, and leadership development.

- Reduced absenteeism 67% and saved \$2M annually by establishing and executing process that required timely call-in and documentation submittal through centralized time management office.
- Created first leadership institute to prepare high potentials for executive leadership and facilitate succession planning. Formulated region-wide talent development process in collaboration with regional and hospital executive leadership teams. Initiated program with class of 150 participants selected on key performance indicators (KPIs) and career goals.
- Launched integration project for 15 acquired hospitals to standardize policies, pay practices, and systems. Examined each policy between hospitals and new company in detail and created tiered structure. Adopted new standards of conduct and employee relations dispute resolution process; trained leadership and staff.
- Led turn-around team for Philadelphia market hospitals to standardize pay practices and implement productivity standards, saving ~\$5M in premium pay.
- Improved staffing by partnering with local universities to hire new grads in Philadelphia and Massachusetts markets and creating economic packages to retain staff, reducing turnover by 50%.
- Spearheaded anti-union campaign for Massachusetts, Michigan, and Philadelphia markets. Developed, negotiated, and implemented negotiation strategy for six new organized employee groups.
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**Human Resource Administrator**, Sterling Heights Assembly (2003 – 2004)

**Lead HR Generalist**, Sterling Stamping Plant (2000 – 2003)

**HR Generalist**, Trenton Engine (1998 – 2000)

**Employee Relations Specialist**, corporate employee relations, Trenton Engine (1995 – 1999)

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## **EDUCATION & CERTIFICATION**

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**Executive MBA** - UNIVERSITY OF DETROIT MERCY, Detroit, MI

**Master of Science in Human Resources Administration** - CENTRAL MICHIGAN UNIVERSITY, Mt. Pleasant, MI

**Bachelor of Arts, Labor Studies** - WAYNE STATE UNIVERSITY, Detroit, MI

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## **AFFILIATIONS**

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Member, Board of Directors, Evangelical Homes of Michigan Foundation, 2016 – Present

Member, Board of Directors and Vice Chairman, EHM Senior Solutions, 2013 – Present

Member, Labor and Employment Relations Association, 2010– Present

Member, American College of Healthcare Executives, 2012 – Present

Member, National Black MBA Association, 2007 – Present

Member, National Association of African Americans in Human Resources, 2007 – Present

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**OFFICE OF CONTRACTING  
AND PROCUREMENT**

March 4, 2019

HONORABLE CITY COUNCIL:

The Purchasing Division of the Finance Department recommends a Contract with the following firm(s) or person(s):

6000109      100% City Funding – Amend 2 – To Provide Citywide Occupational Health Care and Testing Services for the City of Detroit. – Contractor: Occupational Health Centers of Michigan, P.C. – Location: 30800 Telegraph Road Suite 3900, Bingham Farms, MI 48025 – Contract Period: Upon City Council Approval through June 30, 2019 – Contract Increase: \$422,820.00 - Total Contract Amount: \$872,920.00 **HUMAN RESOURCES** (*This Amendment is for an Increase in Funds Only. Original Contract Amount: \$450,100.00*)

Respectfully submitted,

Boysie Jackson, Chief Procurement Officer  
Office of Contracting and Procurement

**BY COUNCIL MEMBER**           MCCALISTER          

**RESOLVED**, that Contract No. 6000109 referred to in the foregoing communication dated March 4, 2019, be hereby and is approved.



Property Assessment

**Board of Review**

Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 124  
Detroit, Michigan 48226

Phone: 313-628-0722  
Fax: 313-224-4576  
www.detroitmi.gov

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DATE: February 28, 2019  
TO: Detroit City Council  
RE: Grant Regarding HPTAP Exemption Software Solution

Honorable City Council:

The Board of Review is please to open the discussion regarding a grant that will begin the process in adding more efficiency, clarity and transparency to the Homeowners Property Tax Exemption Program (HPTAP). Over the past several months there has been discussions with the Quicken Loans Community Investment Fund regarding such support and now have been given a full commitment.

I will be providing a packet to each office so that you will be made fully aware of the process. In knowing that the Board of Review of an extension of City Council, I thought that it would be important to open the discussion prior to submitting a resolution so the each Council Member would have an opportunity to weigh-in prior to any potential acceptance.

Respectfully submitted,

Willie C. Donwell  
Chair/Administrator

Cc; Brenda Jones, Council President  
Council Member Roy McCalister, Jr. – Chair Internal Operation Standing Committee  
Stephen Grady – Chief of Staff, Council President Brenda Jones  
David Whitaker – Director, Legislative Policy Division  
Liz Cabot – Legislative Policy Division



# City of Detroit

CITY COUNCIL

CITY CLERK 2019 MAR 1 PM 12:15

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MARY SHEFFIELD  
COUNCIL PRESIDENT PRO TEMPORE  
DISTRICT 5

## MEMORANDUM

**TO:** Saskia Thompson, Director, Detroit Land Bank Authority  
Tyrone Clifton, Director, Detroit Building Authority

**THROUGH:** Council Member Roy McCalister, Internal Operations Standing Committee

**FROM:** Council President Pro Tem Mary Sheffield *MS*

**DATE:** February 28, 2019

**RE:** Request for City Council to Have the Ability to Appoint a Representative to the Detroit Building Authority – Detroit Land Bank Authority Appeals Board

In an effort to provide more oversight and City Council input into the demolition process, I am requesting that City Council be allowed to appoint a member to Detroit Building Authority - Detroit Land Bank Authority Appeals Board. In addition, I would like answers to the following questions regarding the Appeals Boards:

- What is the current structure of the Appeals Board?
- Who are the current members of the Appeals Board and how were they selected?
- What matters come before the Appeals Board and what authority is given to the Board?
- When and where does the Appeals Board meet?
- Are matters before the Board communicated to City Officials and/or the general public?

Cc: Honorable Colleagues  
Honorable City Clerk  
Legislative Policy Division  
Stephanie Washington, Liaison, Mayor's Office