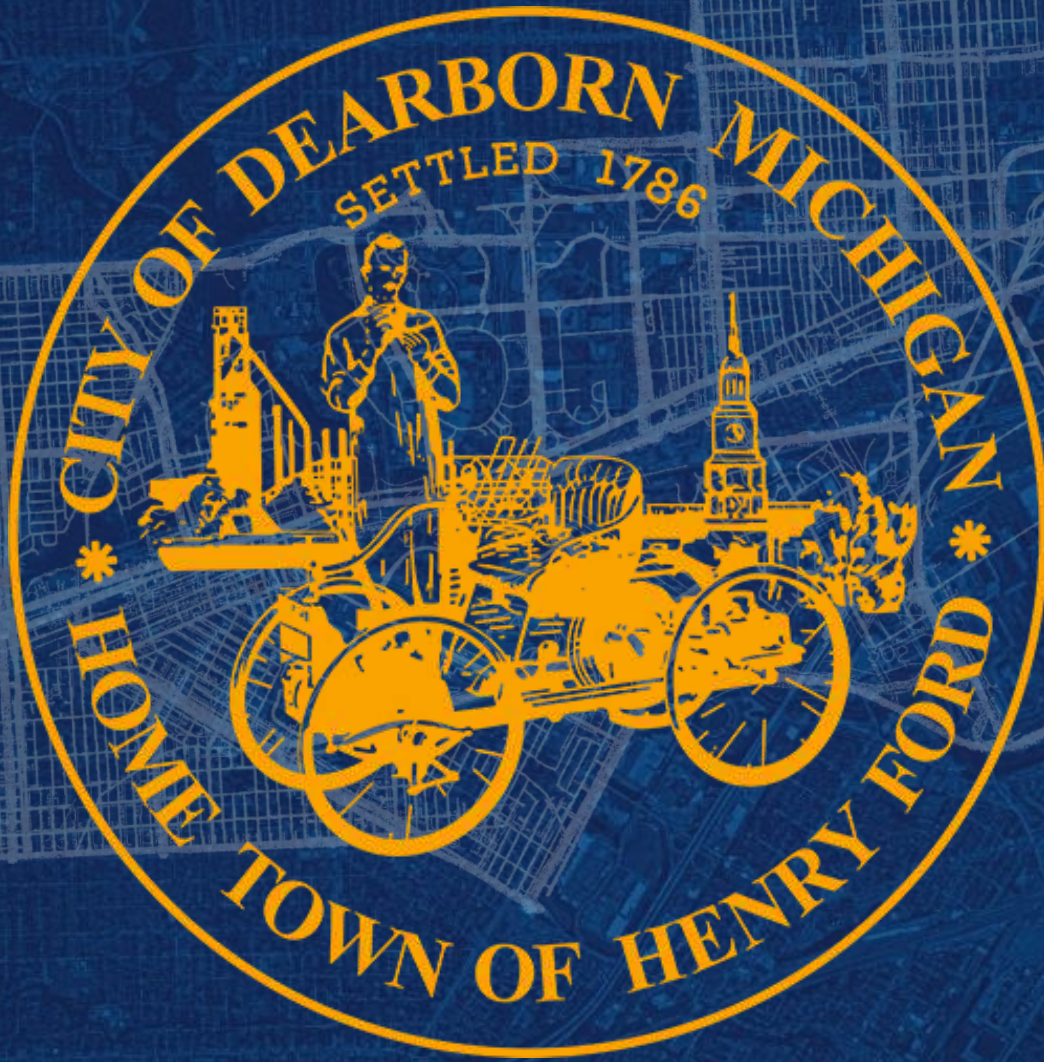


CITY OF DEARBORN

MAYOR ABDULLAH H. HAMMOUD



ANNUAL REPORT

2025 YEAR IN REVIEW

YEAR ENDING JUNE 30, 2025



**CITY OF DEARBORN
OFFICE OF THE MAYOR
ABDULLAH H. HAMMOUD**

Aug. 29, 2025

City Council Members,

Please see the attached annual report of activities by city departments in fiscal year 2024-2025 as required by Section 10.2 (g) of the City Charter adopted on November 6, 2007.

In Service,

A handwritten signature in blue ink, appearing to read "Abdullah H. Hammoud", is written over a horizontal line.

Abdullah H. Hammoud
Mayor



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**CITY OF
DEARBORN**
2025 ANNUAL REPORT
YEAR ENDING JUNE 30, 2025



CITY OF DEARBORN OFFICE OF THE MAYOR ABDULLAH H. HAMMOUD



Dear Neighbors,

I am excited to present this annual report detailing the work that we as a collective City of Dearborn team have undertaken to create real, meaningful change in the lives of our residents.

As a local government, we recognize the energy and dedication that Dearborn residents invest in growing their homes, businesses, families, and building their futures. We are motivated by your dreams and ambitions, which challenge us to roll out new and improved projects and services to provide you with a city where you can thrive.

With cooperation from our City Council, relying on data and the experience of our dedicated civil servants, and listening to the expertise of our residents, we routinely reevaluate our policies and programming with the goal of making Dearborn a more innovative, sustainable, and equitable city.

The result is a thriving small business environment that's also home to international corporate headquarters; record investments in our parks, libraries, and green spaces; a Health-in-All-Policies approach that's focused on the environment and health of our residents; responsible corporate stewardship of developed land and activation of formerly industrialized parcels; and policies and ordinances that are people-centered and growth-forward.

Our work continues to provide best-in-class city services with a new 24-hour customer service platform, expanded neighborhood services, modernized IT, flood mitigation strategies that have already yielded results, three new accessible playscapes within 10 minutes of every Dearborn resident, upgraded parks and recreation amenities, and much more. We're funding all of this, and more, with yet another structurally balanced budget.

We remain committed to being on the cutting edge of governance while meeting residents where they are. This year's annual report reflects this mission and the path we are charting forward to ensure we deliver even more for years to come.

In service,

A handwritten signature in blue ink, which appears to read "Abdullah H. Hammoud".

Abdullah H. Hammoud
Mayor

TRANSFORMATIVE LOCAL GOVERNMENT



MAYOR HAMMOUD IS JOINED BY MEMBERS OF CITY COUNCIL, THE DEARBORN PARKS & RECREATION DEPARTMENT, COMMUNITY LEADERS, AND DEARBORN RESIDENTS IN OPENING THE CITY'S THIRD INCLUSIVE PLAYSCAPE AT LAPEER PARK.

In Dearborn, the heart of the nation's industrial glory, civil service has taken on new meaning over time. It is shaped and inspired by the ever-flowing stream of innovation and immigration that has made this city the beacon that it has been for nearly a hundred years.

A city as inspired as Dearborn requires a different kind of governance; one that is rooted in leading a community from within and seeking every new opportunity to grow and prosper together.

Since coming into office in 2022, Mayor Abdullah H. Hammoud and his administration have worked tirelessly to modernize and transform Dearborn's local government and to set it on track to offer more to residents now and in the future.

Modernizing a city is about more than just digitized service. It's about understanding and anticipating the needs of residents and businesses alike. It's about keeping pace with hardworking Dearborn families, reevaluating when old ways have ceased to work for residents, or standing in the way of growth and progress. It's about building consensus and mobilizing around what's really important.

Guiding this work is a strategic plan, entitled "Dearborn 2035". The plan serves as a blueprint for the implementation of programs, policies, and investments for the city; answering the question: "What will Dearborn look like in 10 years, and how will we get there?"

A VIEW OF ONE OF DEARBORN'S MANY BEAUTIFUL NEIGHBORHOODS FROM ABOVE.





LEFT, MEMBERS OF THE DEARBORN COMMUNITY, INCLUDING LEADERS OF BLUE HANDS UNITED AND THE DEARBORN DISABILITY CONCERNS COMMISSION, JOIN MAYOR HAMMOUD, DEARBORN CITY COUNCIL, STAFF FROM DEARBORN PARKS & REC, DEARBORN ELECTED OFFICIALS, AND LOCAL FAMILY ADVOCATES IN OPENING THE CITY'S SECOND INCLUSIVE PLAYScape AT FORD WOODS PARK.

BELOW RIGHT, MEMBERS OF THE ECONOMIC DEVELOPMENT TEAM HOST AN EVENT AT PEACE PARK WEST.

BELOW LEFT, AN OFFICER OF THE DEARBORN POLICE DEPARTMENT JOINS A YOUNGER RESIDENT FOR SHOP WITH A COP. THE ANNUAL PROGRAM CONNECTS DEARBORN POLICE OFFICERS WITH LOCAL FAMILIES TO ENSURE THAT RESIDENTS OF ALL AGES HAVE A FULFILLING HOLIDAY SEASON.

BOTTOM OF PAGE, STUDENT FELLOWS FROM THE DEPARTMENT OF PUBLIC HEALTH TALK WITH A RESIDENT AT A COMMUNITY EVENT.

RELEASED IN JANUARY 2025, "DEARBORN 2035" IDENTIFIED FIVE AREAS OF FOCUS FOR INVESTMENT AND MODERNIZATION:

- Innovative Government
- Green & Healthy Dearborn
- Economic Opportunity & Mobility
- Safety & Justice for All
- Civic Engagement & Democracy

Over the past year, the Mayor's Office and City departments have worked to make significant strides in each of these areas, with innovation, modernization, and excellent public service as the driving forces behind every improvement.



INNOVATIVE GOVERNMENT

Integrating services across City departments, a brand-new website, Dearborn.gov, features upfront information and shorter paths to get to resolutions.

For those who prefer to connect by phone, thanks to a new optimized central customer services platform housed in Community Relations, anyone can dial 311 from anywhere within the city to receive assistance, night or day, seven days a week. The City's Response Center boasted more than 50,000 calls received and handled by a live agent in 2025. Thanks to Dearborn's partnership with Google Public Sector, the City's new 311 system uses AI to optimize the customer experience and more quickly connect residents to their desired answer. The program ensures that cases that require one-on-one staff attention receive the time and resources needed, and routes calls with simpler solutions to an AI-powered agent who now handles 30 percent of the City's call volume.

Online, the City has fine-tuned its 24/7 chatbot service using real call center data to include the most popular resident questions. The chatbot now includes the option to receive instant service in English, Arabic, and Spanish.

This past year, the City also brought new innovations to the road with the integration of HAAS Alerts and EKOS technology on all Dearborn police, fire, and public service vehicles. The new technology, which was introduced in Winter 2025, issues in-car alerts to drivers, notifying them of approaching Dearborn emergency and public works vehicles, making drivers more informed, and keeping streets safer.

GREEN & HEALTHY DEARBORN

Dearborn remains relentlessly focused on the health and well-being of its residents. Under Mayor Hammoud's administration, the City of Dearborn has recommitted itself to understanding the environmental issues most often affecting its population.

Taking inspiration from decades of grassroots advocacy for cleaner air and environmental justice in the city's most industrialized neighborhoods, Dearborn set the standard for responsible corporate citizenship by implementing some of the strictest bulk storage requirements in the state of Michigan. The ordinance, which was passed by Dearborn City Council, will now require companies to maintain piles under 25 feet, levels supported by science - to drastically reduce the risk of harmful, fugitive dust.



Furthermore, newly designed projects increase permeable green space, a recognition award program is inspiring residents to create their own rain garden projects, and a scanning and clean-up effort along a major waterline is meant to increase stormwater resilience and capacity. The City has also invested over \$25 million in flood preparedness, with plans to do more in the coming fiscal year. By folding green initiatives into major City projects, the Hammoud Administration is taking tangible steps toward creating a safer, greener, and more resilient environment for Dearborn residents.

The past year was big for local policy-in-motion, generating real results for residents. As the state and the country continue the battle with opioid substance use and addiction, Dearborn saw a 34% drop in overdose incidents and a 43% decline in overdose deaths, just as it expanded its distribution of free lifesaving overdose treatments and test strips at new, key locations across the city.

Parks in every corner of the city now showcase new pitches, fields, and upgraded facilities to ensure every athlete has access to state-of-the-art facilities. To increase accessibility like never before, grant dollars were put to work designing top-line, ability-inclusive playscapes in key parks across the city. Delivering on a promise from his 2025 State of the City address, Mayor Hammoud and his administration, with the support of Council and the leadership of the Parks and Recreation Department, have ensured that every Dearborn family has access to a beautifully designed, fully inclusive playscape within 10 minutes of their home, regardless of where they live in the city.

This past fiscal year also brought new investments in research and understanding of Dearborn's most crucial public health needs. Pioneering a comprehensive health assessment report, the flagship Community Health Needs Assessment (CHNA) and Community Health Improvement Plan (CHIP) are a first-ever deep dive into community needs, attitudes, and challenges regarding health, well-being, safety, support, and resources in Dearborn. Through direct surveys, focus groups, and secondary data, the Department of Public Health employed traditional research methodologies and culturally competent outreach to give the City its first comprehensive snapshot of the health issues affecting residents the most.

ECONOMIC OPPORTUNITY & MOBILITY

In a city built by small business and big ideas, economic opportunity and mobility are core to Dearborn's culture. In FY2025, the city invested in the business community and resident opportunities in new and impactful ways.

The result is dozens of new businesses along busy Dearborn corridors in just the past year. This includes entrepreneurs from all corners of the city, including women-owned businesses. Alongside these business partnerships and advocacy are programs like Dearborn WORKS, leading critical training and development courses with the Arab American Women's Business Council, Dearborn Forward, and the Small Business Grant Program led by City Council, which provides direct cash assistance to growing businesses.

A \$23 million redesign project, secured with the help of Congresswoman Rashida Tlaib, provided the foundation for an ambitious transformation project toward a smart, modernized redesign of Warren Avenue, with the goal of conforming infrastructure to the modern needs of safety, health, and the environment. This redesign project pairs well with a City-supported facade improvement project that leverages the corridor's cultural history while updating aging storefronts towards a cohesive identity.

Running alongside all of this work is a team of business advocates, serving as a connecting point between local business owners, employees, the area business authorities, and the city. In the past year, the business liaison staff of the Economic Development Department increased engagement with Dearborn businesses like never before, with a record number of direct visits to businesses to provide one-on-one assistance, foster connections, and offer a recognizable and reliable presence on behalf of the city.

Behind the scenes, Dearborn's economic development team is working with the Department of Innovation & Technology and the Treasury/Finance Department to adopt a modern digital platform to initiate and track caseloads, modernizing how one builds and grows a home or business in the city. The City has also commissioned studies to understand its infrastructure needs to meet modern infrastructure, housing, and business community demands. This has sparked imaginative ideas on how to make Dearborn the best possible place to live, work, and grow.

True to the modernizing spirit, the Planning & Zoning Division has partnered with the Law Department and City Council to enact common-sense regulations, necessary updates, and simplified rules that meet the needs of modern builders and business owners. Thanks to simplified building regulations, which now add flexibility for residents looking to invest in their single-family homes, the City has enabled its residents to update and modify Dearborn's housing stock.

Keeping up with its own commitments to create the kind of place families want to plant roots and businesses want to set up shop, the City has also completed placemaking and revitalization projects at a fever pitch. Derelict properties like the Oakman Boulevard apartment complex were brought down, and Village Plaza is on its way through the abatement and demolition process. Exciting new development plans are in the works for large empty properties like the former Hyatt building and the Midtown district.

As these efforts move along in their timelines, City teams incorporate feedback from the community affected through informational townhalls and direct engagement. Several such projects, like the novel residential porch rehabilitation program launched in fall 2024 and funded through Dearborn's share of Community Development Block Grant funding, have revolutionized how the City meets residents where they are. Furthermore, responding to community feedback, the City has expanded neighborhood services with expanded teams and a new case management system, and an expansion of its Clean Streets Crew under the Department of Public Works.



ABOVE, A DEPARTMENT OF PUBLIC WORKS PATCHING TRUCK SITS READY AT A JOB SITE.



MAYOR HAMMOUD DELIVERS HIS SECOND STATE OF THE CITY ADDRESS ON APRIL 15, 2025. THE ADDRESS, ENTITLED "DESTINATION DEARBORN", ADDRESSES PRIORITY PROJECTS ACCOMPLISHED DURING THE FIRST THREE YEARS OF HAMMOUD'S TERM, AND ANNOUNCED EXCITING INITIATIVES IN THE WORKS.

SAFETY & JUSTICE FOR ALL

In Dearborn, placemaking goes beyond activation and driving foot traffic; it's about creating welcoming, healthy, and safe neighborhoods nestled among outdoor spaces that provide a common public good. Safeguarding these streets are brand-new traffic calming measures, such as radar displays, illuminated traffic signs, high-visibility patrols, and more.

Combining millions from Michigan State Police and public health grants, Dearborn Police, Public Works, and Public Health departments have implemented hundreds of signs, speed humps, monitors, and other traffic calming infrastructure to slow reckless driving and speeding across the city. In addition, in FY2025, an initiative led by Mayor Hammoud brought back the 19th District Court's Traffic School to require those who break the law to go back to class and relearn the rules of the road.

New educational and outreach programs, like the Dearborn Police's Traffic Tuesday series on social media and Summer Driving School programs for young drivers, brought greater awareness to the need for safer driving habits on Dearborn roads. These steps, paired with advancements in City engineering, hope to slow drivers down and improve roadway, vehicle, and pedestrian safety throughout the city.

Supporting this work are the Dearborn Fire and Police departments, both of which have reached commendable staffing levels in the last year, thanks to support from the Mayor's Office, the 34th Dearborn City Council, and the Human Resources Department. In FY2025, the Fire Department employed more personnel than ever before, ensuring that a record-high number of highly-trained staff are ready to respond to emergencies across Dearborn. For the first time in over 20 years, the Police Department also achieved full staffing and full funding, reflected by data that showed a notable increase in crime across the city in calendar year 2024.

CIVIC ENGAGEMENT & DEMOCRACY

Bolstering these efforts is the City's steadfast commitment to increasing and improving its engagement with residents and providing easy access for residents to interact with their local government. In the last year, Mayor Hammoud and his administration made strides to strengthen access to city government through the Mayor's Neighborhood Walks program, increased and improved translation of City materials in Arabic with the implementation of the Enterprise Translation Hub (ETH), and the introduction of a multi-lingual welcome guide for new Dearborn residents. Additionally, new capital investments at the Dearborn Administrative Center, Henry Ford Centennial Library, and Dearborn Historical Museum offer greater opportunities for visitors and staff alike.

With the support of City Council, in FY2025, Dearborn's annual city calendar was mailed to all Dearborn households with information in both English and Arabic. The City also adopted new ways to inform residents about city services in their own neighborhoods and online, as demonstrated by Dearborn's new approach to education around leaf collection services in 2024. The Communications Department and Economic Development Department also invested funds in social media influencer outreach as a tool to connect with more residents about city services and critical information.

Continuing in the goal of bringing community the together, Mayor Hammoud and his administration brought record attendance to a host of favorite City of Dearborn events, and introduced new event traditions to the community, thanks to efforts by the Community Relations and Economic Development departments, amongst others.

COMBINED, THESE EFFORTS ARE A WAY TO STRATEGICALLY HARNESS DEARBORN'S GREATEST STRENGTH: ITS GROWING COMMUNITY.

This is made all the more significant as municipalities across the state, and across the country, struggle with talent drains. Dearborn continues on its path as the fastest-growing community in the state and the community with the highest per capita birth rate in Michigan as a whole. These ambitious plans are a way to protect and preserve this growth by being the best place to live and work, but also to ensure each new Dearborn generation has a chance at a healthy, dignified life.



MAYOR HAMMOUD, MEMBERS OF DEARBORN CITY COUNCIL AND DEARBORN PUBLIC SCHOOL BOARD, AND LEADERSHIP FROM LOCAL ADVOCACY GROUPS ARE JOINED BY CHILDREN AND LOCAL FAMILIES IN CUTTING THE RIBBON AT THE CITY'S FIRST INCLUSIVE PLAYScape AT CROWLEY PARK IN NOVEMBER 2024.

WORKING FOR YOU





ASSESSING

2025 ASSESSED VS. TAXABLE VALUE BY PARCEL CLASS

MISSION

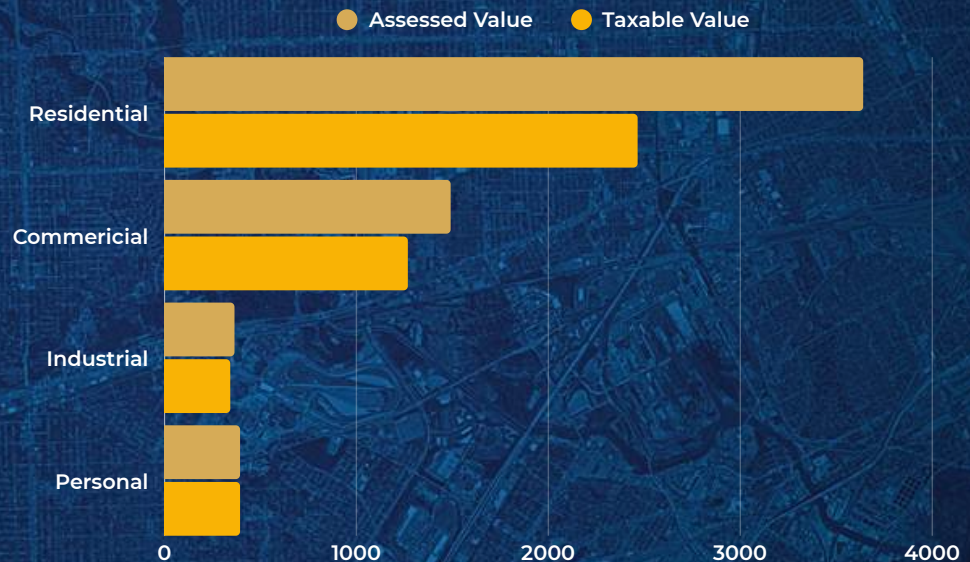
To annually assess the value of all real and personal property located within the city limits and to provide professional, fair, and courteous services to ensure equitable treatment and efficient assistance to every resident in property assessment matters.

2025 Revenues: \$1,012,770

2025 Expenditures: \$1,042,503

2025 Total Full-Time Employees: 7

2025 Total Part-Time Employees: 0



The City's Assessing Department works year-round to ensure property assessments are accurate, fair, and consistent for all taxpayers. The department directly supports the City's ability to fund essential services by managing the following:

- Reviews the real estate market, inspect new construction and demolitions, and follow State guidelines to establish fair property values for the annual assessment roll.
- Updates ownership records when properties sell or transfer, using Property Transfer Affidavits to make sure our rolls are current and correct.
- Processes Poverty Exemptions for residents who qualify, helping to reduce their property taxes when allowed by law.
- Administers the March Board of Review to provide property owners with the opportunity to dispute the assessed value of their property.
- Defends the City's assessments at the Michigan Tax Tribunal and in small claims hearings.
- Provides clear information on how assessments work - including how the purchase or remodel of a home affects taxable value (TXV).

ASSESSED VS. TAXABLE VALUE BY PARCEL CLASS

The vast majority of properties within the city are residential, with 31,386 active parcels assessed annually. In 2025, the assessed value (SEV) of residential property values increased on average by 8.06%. FY2025 marks the 11th consecutive year of residential value increases for the city of Dearborn.

Taxable value (TXV) for residential property increased only 5.16% on average. Commercial property assessments saw a large increase of 32.08% due to the construction of the Ford Hub building in West Dearborn. Industrial property growth has mostly remained flat over the last decade.

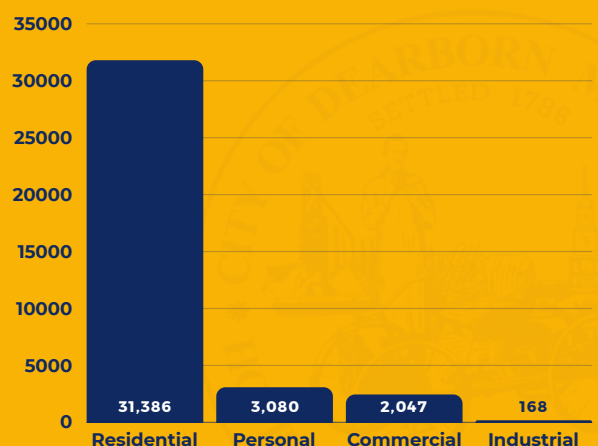
2025 ACHIEVEMENTS

- Successfully passed the 2025 Audit of Minimum Assessing Requirements.
- Assessed the landmark Ford Hub property as one of the most valuable Michigan properties ever.
- Successfully modernized assessment methodologies, improving efficiency and ensuring more accurate property valuations.
- Negotiated and settled multiple large commercial appeals, preserving tax dollars for the City.
- Implemented workflow improvements that increased efficiency in assessment reviews and reporting.
- Completed comprehensive training sessions and workshops to enhance expertise and ensure compliance with state guidelines.

STATISTICS

- 36,681 active parcels of real property assessed, ensuring accurate valuation and fair taxation.
- 3,080 active business personal property accounts statements processed.
- 224 petitions reviewed and addressed by the March Board of Review.
- 211 Poverty Exemption Applications reviewed and processed to provide needed relief to low-income taxpayers in the city.
- 2,618 real estate transactions executed, facilitating smooth property transfers and purchases.

2025 NUMBER OF PARCELS BY TYPE





COMMS

MISSION

To ensure transparency and democratize access to information about the City by clearly communicating through the City's website, videography, television outlet, social media, traditional media, and printed materials.

2025 Revenues: \$567,417

2025 Expenditures: \$1,640,561

2025 Total Full-Time Employees: 9

2025 Total Part-Time Employees: 2



COMMUNICATIONS DEPARTMENT TEAM MEMBERS ORGANIZE THE ANNUAL CITY CALENDAR WITH INPUT FROM OTHER DEPARTMENTS. THE 2025 CALENDAR FEATURED DEARBORN EMPLOYEES.

The Department of Communications uses a variety of mediums to provide information about and promote Dearborn as a vibrant place to live, work, and play. This includes:

- Press and media relations.
- Social media content and engagement.
- Website construction and maintenance.
- Production and distribution of the annual City Calendar and community Google calendar.
- Production of video content, recordings of public meetings, and community bulletin board services through City of Dearborn Television (CDTV).
- Support for City events.
- Oversight and management of overall City branding efforts.

2025 KEY ACCOMPLISHMENTS

In FY2025, the Communications Department partnered with the Department of Innovation & Technology (IT) to launch the City's new website, Dearborn.gov. The website is intuitively designed with user experience in mind, and provides information in English, Arabic, and Spanish.

Furthermore, in FY2025, the department focused its efforts on community outreach and direct resident engagement. This included the design and mailing of over 37,000 copies of the 2025 City Calendar, entitled "Working for You", to all Dearborn residents. The calendar provides important dates and events, as well as service information for residents in both English and Arabic for the first time in the City's history of publishing a public calendar.

In Spring 2025, the department began work on the creation of a multilingual, biannual City magazine, which will be made available in FY2026. The magazine highlights important dates and events, activities and programs, and service information for residents in both English and Arabic.

In addition, the department increased its use of drones for videography and photography through the City of Dearborn Television (CDTV) division, elevating the technology behind the City's video production. CDTV produced and aired over 150 videos during FY2025.

As evidenced by the provided numbers, the City of Dearborn's social media platforms - which are managed by the Communications Department - continued to grow in FY2025. The City's @DearbornGov account went viral on TikTok with over 2.2 million views. New this year, the department revised its strategy for social media promotion by collaborating with more local influencers to communicate about the City's accomplishments and events, leveraging their trusted platforms and large followings.

The Communications Department was also integral in the production and promotion of the Mayor's successful State of the City address in April 2025. Additionally, Communications staff played a central role in the production of a brand-new resident welcome guide in partnership with the Community Relations Department.



Instagram

217,386 Users Reached

34,348 User Interactions



Facebook

498,992 Users Reached

28,759 User Interactions



TikTok

2.3 Million Video Views

192,000 Likes



Twitter/X

7,466 Followers

60,841 impressions



YouTube

1,100 Subscribers



CDTV STATISTICS

- 153 videos produced and posted online, on CDTV, and the City of Dearborn's Facebook and Instagram accounts
- 47,000 views of CDTV programs on the City's YouTube channels



COMMUNITY RELATIONS

MISSION

To connect, support, and engage with residents in accessing information, empowering community service, and building community through initiatives, events, and conversations.

2025 Revenues: \$0

2025 Expenditures: \$1,127,302

2025 Total Full-Time Employees: 10

2025 Total Part-Time Employees: 1

DEARBORN'S ANNUAL HOMECOMING FESTIVAL, HELD AT FORD FIELD PARK OVER THE FIRST WEEKEND OF AUGUST, ATTRACTS OVER 30,000 VISITORS.

The Department of Community Relations works to provide access and problem-solving support to Dearborn's residents seeking services, events, and programs from the City through the Response Center, neighborhood liaison services, special events, contract services with Wayne Metro Community Action Agency, and veterans services, including management of the City's Veterans Resource Room.

The Response Center ensures that all residents are able to receive answers to their questions in a consistent and timely manner. In FY2025, the team launched 311, an all-encompassing phone number for residents and the public to receive support with City services, 24 hours a day, seven days a week. Roughly thirty percent of all resident calls are now handled with the assistance of AI technology, empowering City staff to dedicate more time to cases that require greater attention.



MAYOR HAMMOUD JOINS DEARBORN PUBLIC SCHOOL STUDENTS FOR THE CITY'S ANNUAL CLEAN UP PARADES AND ANTI-LITTER CAMPAIGN.

2025 RESPONSE CENTER STATS

- 49,420 calls handled by a live agent
- 3,441 total calls handled by an AI agent since Jan. 1, 2025
- 1 minute 16 seconds hold time on average

Neighborhood Liaisons attended neighborhood association meetings, assisted with department events, facilitated Disability Commission and City Beautiful Commission programming, all while working with residents daily to solve issues and address concerns. Liaisons also attended and helped to facilitate neighborhood walks with Mayor Hammoud, providing a more direct connection to resident needs.

The department's veteran liaison continues to maintain a Veteran Resource Room at the Henry Ford Centennial Library and works with the Dearborn Allied War Veterans Council to support veteran activities in the city throughout the year.

The special events team planned and executed over 19 large-scale City events, including the 44th annual Dearborn Homecoming Festival, PEACE Park West grand opening, Mayor Hammoud's State of the City address, Veterans Day Ceremony, the 99th annual Dearborn Memorial Day Parade, and the yearly Commissioners' Dinner, among others.

Through a contract with Wayne Metro Community Action Agency, a bilingual liaison continues to greet all residents visiting the Dearborn Administrative Center and connects low-income residents with financial relief programs.

This year, through the Community Relations Department, new city residents will receive a brand-new City of Dearborn Welcome Guide. The guide will be updated biannually to include the most up-to-date information for residents new to the city.

2025 ACCOMPLISHMENTS

- Successfully implemented Google Contact Center AI Platform (CCAIP) in the Response Center, adding an AI-trained knowledge base and voice bot to customer service solutions.
- Retooled and relaunched an AI-trained knowledge base-fed multilingual chatbot on the City's website, powered by real customer questions to be more useful than ever before.
- Worked with Google Public Sector to launch the City's first Enterprise Translation Hub, an internal tool for staff to translate documents in English, Arabic, and Spanish in real-time.



DEARBORN'S ANNUAL MEMORIAL DAY PARADE IS THE OLDEST IN MICHIGAN, HELD ON MICHIGAN AVENUE IN EAST DEARBORN.



ECONOMIC DEVELOPMENT

MISSION

To cultivate a thriving economy and prosperous neighborhoods by providing exceptional customer service, innovative resources, and drive responsible growth.

2025 Revenues: \$13,328,148

2025 Expenditures: \$11,538,643

2025 Total Full-Time Employees: 59

2025 Total Part-Time Employees: 20

MEMBERS OF CITY COUNCIL, MAYOR HAMMOUD, AND ECONOMIC DEVELOPMENT DIRECTOR JORDAN TWARDY CELEBRATE THE SMALL BUSINESS GRANT PROGRAM WITH SMALL BUSINESS OWNERS.

The Department of Economic Development is Dearborn's hub for anyone who wants to improve a property, open or expand a business, improve their neighborhood, or report property maintenance and other code issues. The divisions that make up the Economic Development Department include:

- Building Support Services
- Community Development Services
- Neighborhood Services
- Planning & Zoning
- Workforce & Business Development

The department also supports a broad array of community support activities and the promotion of Dearborn's vibrant small business community. These services include the following:

- Building plan reviews, permits, and inspections for property construction or improvements.
- Planning and zoning applications, plan reviews, and land use policy for development planning.
- Community development services such as grants and loans for code-related home repairs, and community projects.
- Business support services such as events and workforce development to bring traffic to business districts, family and community events, grants for façade improvement, entrepreneurial and small business resources and programs, and a team of liaisons that can help navigate City processes or secure resources for small businesses.
- Code enforcement services assist in addressing any complaints and issues related to property maintenance and city code compliance that affect resident health and safety or quality of life.
- Providing property maintenance, ordinance enforcement, and vector/rodent control enforcement on businesses, residential, and other properties.

2025 ACCOMPLISHMENTS

The Department of Economic Development made significant strides in 2025, demonstrating a strategic commitment to economic growth, innovation, and community well-being, including:

- Supported the Mayor and City Council in updating nonconformities and lot coverage ordinances to streamline the process for residents to enhance their homes in less time, with less burden.
- Supported the Mayor and City Council in creating a parking exemption ordinance for East Downtown businesses, making it much easier for new businesses to come in and improve vacant storefronts.
- Invested more than \$500,000 in grants to small businesses throughout Dearborn, with projects underway citywide through programs such as Dearborn Forward and the City Council Small Business Grant Program.
- Hosted more than a dozen events throughout Dearborn, including the City's first-ever Coffee Week, bringing more than 6,300 visitors to business districts, giving 180 small businesses exposure to customers, and engaging 57 Dearborn businesses in goods and services for the events.
- Invested \$3 million in purchasing and preparing land for future housing developments for Dearborn residents.



A RENDERING OF THE FUTURE OF THE MANY STAPLE BUSINESSES ALONG WARREN AVE UNDER THE WARREN AVE FACADE IMPROVEMENT PROGRAM.



MAYOR HAMMOUD IS JOINED BY LEADERSHIP FROM THE DEARBORN ECONOMIC DEVELOPMENT DEPARTMENT AND THE ARAB AMERICAN WOMEN'S BUSINESS COUNCIL FOR THE LAUNCH OF THE DEARBORN WORKS PROGRAM. THE PROGRAM EMPOWERS LOCAL FEMALE ENTREPRENEURS.

- Hosted two landmark events—the inaugural Dearborn Night of Innovation and the Bet on Dearborn Resource Expo—that collectively connected over 1,100 attendees with crucial business resources. The Night of Innovation awarded \$47,000 in funding to three innovative small businesses, and the Bet on Dearborn Resource Expo mobilized over 75 local businesses and organizations, directly empowering over 500 entrepreneurs with the tools and connections needed to launch or expand their ventures. Secured more than \$80,000 in sponsorships and in-kind contributions across both events, demonstrating strong community and corporate support for local economic growth.

COMMUNITY VITALITY

As the city continues to grow and residents invest heavily in their properties, the Building Support Services team processed more than 4,480 permit applications ranging from signs and sheds to property renovations, additions, and new buildings throughout the city from July 2024 through June 2025. Additionally, 310 new construction Certificates of Occupancy were issued related to permits or businesses, and over 3,500 were issued as residential new owner or existing rental certificates.

The Neighborhood Services team launched the Porch Repair Program in the fall of 2024, receiving over 1,400 applications within one month. The team diligently reviewed applications for eligibility, visited properties, and finalized contracts for the first batch of repairs, which are set to begin in FY2026.

Throughout the year, code enforcement officers from the Neighborhood Services Division issued thousands of violation notices, including:

- 5,642 for tall grass and weeds
- 442 for litter
- 652 for general nuisances

The Vector Control section received and investigated 426 complaints. The department is partnering with ORKIN to identify and reduce the rat population across Dearborn. Thanks to data collected by ORKIN, the City is currently treating 460 manholes in East and West Dearborn within identified hot spot areas.

Work continued on the City's Community Development Block Grant - Disaster Recovery Action Plan, with the initial requests for proposal released for rain garden planning and implementation, as well as state-of-the-art scanning of the 12 foot Colson-Palmer storm water line, a major storm water line that runs through the middle of the city's east side. After the initial scanning, this pipe will be fully cleaned and repaired adding a substantial amount of additional capacity for stormwater to be diverted, reducing flooding potential in the densely populated areas served by the line.

To continue planning for the future, the Economic Development Department initiated a second series of master land use plan updates. These updates included in-person sessions and community meetings throughout the spring and summer of 2025, allowing residents to share their desires and expectations for future land use and development.



A RENDERING OF THE PROPOSED CORRIDOR REDESIGN FOR WARREN AVENUE, WHICH IS FUNDED BY A SAFE STREETS FOR ALL GRANT THROUGH THE U.S. DEPARTMENT OF TRANSPORTATION.



FINANCE

2025 TOTAL GENERAL FUND REVENUES BUDGETED

MISSION

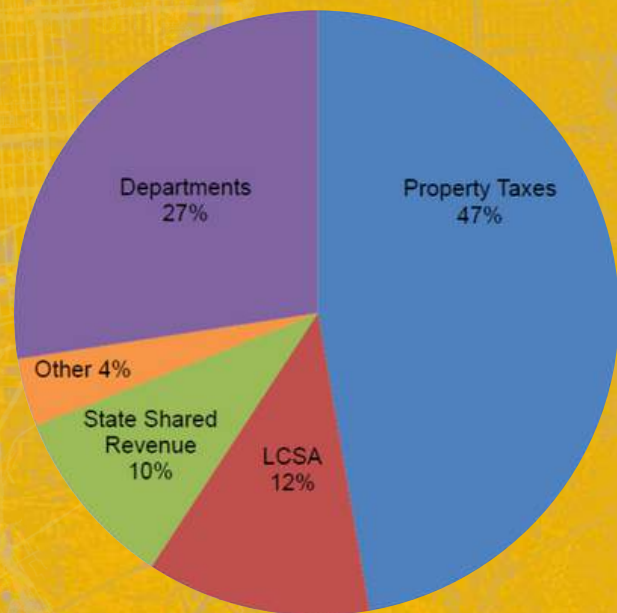
To support the delivery of the best possible services to the public through the use of sound financial, purchasing, treasury, and information management practices.

2025 Revenues: \$766,925

2025 Expenditures: \$2,814,808

2025 Total Full-Time Employees: 29

2025 Total Part-Time Employees: 0



The Finance Department provides critical services to ensure the financial solvency of the City, timely payments to vendors, retirees, and employees; the purchase of the highest quality goods and services at the lowest prices; and the provision of accurate, accessible financial information to the public and city government officials. These services include:

- Completion of the Annual Comprehensive Financial Report and Audit to assure compliance with applicable laws, regulations, and government accounting standards.
- Administration of the Annual Budget and Capital Improvement Plan to determine multi-year spending and revenue needs in support of the City's services and programs, facilities and equipment, and overall infrastructure.
- Financial analysis, reporting, accounting, forecasting, and fiscal policy creation and monitoring to ensure appropriate and efficient use of public resources.
- Intra-department consulting and business process support to effectively spend resources to meet the overall mission of each department.
- Cross-collaborative planning and monitoring support for grants.
- Management of revenue collection, payments, assets, cash, and investments to support short- and long-term financial goals.
- Procurement services for all City needs according to federal, state, and local requirements.
- Payroll and benefit administration.

Financing Source	Actual FY2023	Budget FY2024	Budget FY2025
Property Taxes	63,152,352	66,881,216	70,041,685
Local Community Stabilization Act	17,524,728	17,165,300	17,680,300
State Shared Revenue	13,561,761	14,002,877	14,379,958
Other Financing Sources	51,846,112	3,981,137	5,401,786
Departmental Revenue	34,410,764	38,758,264	40,627,457
General Fund Financing Sources	180,495,717	140,788,794	148,131,186

ENSURING A SUSTAINABLE BALANCED BUDGET

Finalized in Fiscal Year 2025, the FY2026 budget cemented the City's strategic plan with the adoption of a structurally balanced General Fund budget for the third consecutive year under Mayor Abdullah H. Hammoud.

Budgeted revenues for FY2026 not only exceed budgeted expenditures, but furthered the City's commitment to fiscal responsibility with no one-time revenues or contributions being used to fund ongoing expenditures. Initial projections for the succeeding two fiscal years are also promising, as a strong foundation has been laid to balance future year budgets moving forward.

This budget is a culmination of looking at new ways to operate more efficiently, make transformative changes to the status quo to drive sustainability, and balance all stakeholders.

A critical aspect of ongoing financial stability for the City included a thorough review and update of rates and fees, including benchmarking to other municipalities and private entities providing similar services. This also included implementing demand pricing for various

facilities and updating facility cancellation policies.

The budget reassures the mutual desires of the administration and residents to ensure excellent city services without increases in property taxes or changes to retiree health care for all current and future retirees, while shifting all operations towards a full-time staff model that is more responsive to the needs of the community.

FY2026 IS THE THIRD CONSECUTIVE BALANCED BUDGET INTRODUCED BY THE FINANCE DEPARTMENT AND MAYOR HAMMOUD AND PASSED BY DEARBORN CITY COUNCIL.



THE FINANCE DEPARTMENT EARNED THE ESTEEMED CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING BY THE GOVERNMENT FINANCE OFFICERS ASSOCIATION OF THE UNITED STATES AND CANADA FOR ITS COMPREHENSIVE ANNUAL FINANCIAL REPORT.



BUDGETING PRIORITIES

In capital improvement planning, a rating approach for capital improvement requests against criteria of public safety and return on investment that fit within the City’s strategic vision was used to objectively rank investments. A committee then reviewed those rankings before making recommendations for final inclusion into the capital improvement plan. This achieved the goal to ensure that all project requests are thoroughly reviewed prior to budgeting, reducing unexpended project budgets, and ensuring equitable distribution of funds by need to all departments.

FINANCIAL MONITORING

Each year, the City is required to produce its Annual Comprehensive Financial Report (ACFR), detailing revenues and uses of funds across the city, complete with a full financial analysis. These reports are used to establish credit ratings, apply for grants, and ensure full accountability for public dollars.

This work is in addition to quarterly reporting produced for Dearborn City Council and the administration, providing updated financial status information to ensure strong fiscal responsibility and transparency with tax dollars.

AWARD-WINNING ANNUAL COMPREHENSIVE FINANCIAL REPORTS (ACFR)

For the third consecutive year, the City of Dearborn Finance Department has earned the esteemed Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report for fiscal year 2024. This certificate is the highest form of recognition in government accounting and financial reporting, and receiving this award is a significant accomplishment for a government and its management.

IMPROVING CUSTOMER SERVICE

In FY2025, the Finance Department expanded online pay options for property taxes, water billings, permit fees, and other resident costs, improving the customer service experience for Treasury customers.

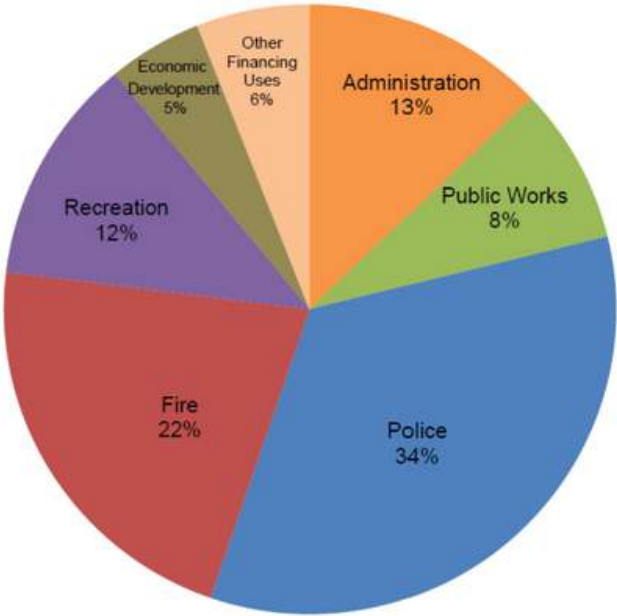
PAYROLL & HUMAN RESOURCES

To ensure the City’s financial management practices remain best-in-class, the City is implementing a complete replacement of its accounting, budgeting, procurement, and program management software. In FY2025, the Finance and Human Resource departments selected a new Financial Enterprise Resource Planning (ERP) system to replace the outdated current system that was over 40 years old. Doing so safeguards City fiscal records and data while providing greater transparency to the public.

In a joint effort, the departments are finalizing calibration and refinements to the HRIS and Payroll Processing systems from the migration of a 40 year dated legacy AS400 system in coordination with City-wide efforts to expand technology upgrades, increase efficiency for reporting and collaboration, and provide a natural security to the largest asset of the City: its employees, their pay, and benefits.

These efforts will complement the internal connection of human resources and payroll processing, benefits administration, and employee self-service functionality, including transparency of pay for all employees. This collaborative effort with Human Resources will reduce risk to the City, increase efficiency for reporting, and improve overall access to real-time pay and benefit information for employees.

2025 TOTAL GENERAL FUND SPENDING BUDGETED



Financing Use	Actual FY2023	Budget FY2024	Budget FY2025
Administration	14,278,902	16,795,886	18,996,041
Public Works	10,312,505	11,694,923	12,314,796
Police	44,063,089	47,193,490	50,457,984
Fire	31,609,374	33,177,443	32,095,850
Recreation	13,992,563	16,665,629	17,853,735
Economic Development	5,435,971	7,100,552	7,373,026
Other Financing Uses	60,728,613	7,770,365	8,866,122
General Fund Financing Uses	180,421,017	140,398,288	147,957,554



MISSION

Our mission is to protect lives and property, driven by a commitment to serve our community.

2025 Revenues: \$8,185,802

2025 Expenditures: \$33,706,266

2025 Total Full-Time Employees: 153

2025 Total Part-Time Employees: 11

ASSISTANT FIRE MARSHALL JENN FRY HELPS A FUTURE DEARBORN FIRE FIGHTER AT THE DEPARTMENT'S ANNUAL OPEN HOUSE.

The Dearborn Fire Department provides critical life-saving fire suppression, emergency medical services, specialized rescue operations, emergency management, and fire prevention services. This includes the following:

- Suppression of all fires throughout the cities of Dearborn and Melvindale.
- Provision of advanced life support level paramedic care by all employees cross-trained as firefighters and licensed paramedics.
- Provision of search and technical rescue services, including high-angle and low-angle rope rescue, water rescue, and confined space rescue.
- Enforcement of fire codes within construction.
- Investigation of all fires occurring in the cities of Dearborn and Melvindale.
- Lead agency in the city for all emergency management activities, including preparation, mitigation, and recovery from disasters.
- Direct care and maintenance of all facilities, fleet, and equipment, in coordination with other city departments.
- Public education on methods to reduce risk to life and property.
- Specialized health and wellness, training, and certification programming to equip firefighters with tools and programs to improve personal health and protect them from harmful exposures that can be avoided through routine practices.

FIRE DEPARTMENT STATISTICS

- 151 sworn firefighters, a historic level of staffing for the City
- 17,276 emergency calls responded to (a 1.8% decrease from FY2024)
- 76.7% increase in call volume since FY2025 (1,440 calls per month, nearly 47 calls per day)

KEY ACCOMPLISHMENTS

- Managed over \$30 million in grant awards, including over \$13 million in awards from FEMA since the grant year 2013.
- Used grant dollars to purchase new turnout gear for all team members.
- Completed a new Standards of Coverage Study and Planning Document.

The department monitors its performance in responding to these calls through benchmarking with industry standards, including those from the National Fire Protection Association, Insurance Services Offices, and the Fire Department's accreditation program. Focused on timeliness of response, these standards call for a 6-minute response time (EMS calls) and 6-minute and 20-second response (fire calls) from the initial 911 call to the arrival of the first fire apparatus on scene.

Citywide, the department responds on average within 6 minutes, 16 seconds, with many of its districts seeing response times of less than 5 minutes, 30 seconds.

As the city continues to grow and demands on the department increase, the department has focused its attention on assessing station, equipment, and training needs to meet the demand. It also continues to use prevention education and outreach to help residents and business owners prevent emergencies where possible.

FIRE PREVENTION

As a densely populated city with redevelopment occurring rapidly, Dearborn requires extensive collaboration between the Economic Development, Public Works, and Fire Department teams to ensure thoughtful planning and capacity assessments as new housing and commercial development continue to grow. This includes review of new site plans and inspections to ensure that fire suppression standards are met. In FY2025, the department completed 1,364 fire inspections and 125 plan reviews for new businesses.

To support residents, including Melvindale, who require new smoke alarms, fire cadets installed free alarms in 222 homes through grant funding. Public education efforts resulted in over 2,595 residents receiving information about fire prevention in their homes and businesses.



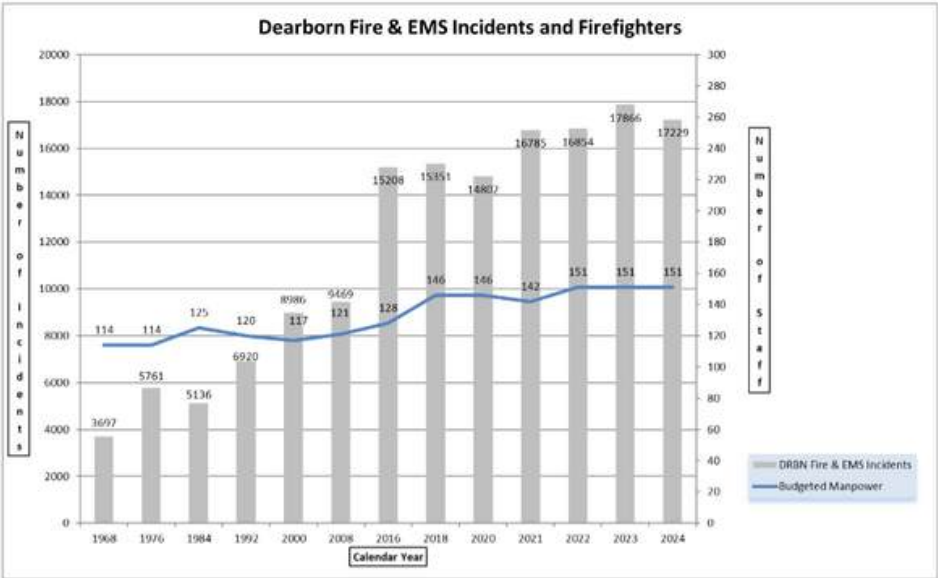
TRAINING AND WELLNESS

To ensure safety and readiness, firefighters trained for over 39,921 hours in-house in FY2025 and an additional 6,287 hours online. This included rapid intervention, high-angle rescue, incident safety officer, and fire officer and instructor courses, most of which were funded through grants.

As research into long-term health impacts of firefighting continues, Dearborn has prioritized health screenings for its team regularly. In 2025, the department offered all employees free NFPA-compliant physicals. It also offered to all employees free multiple organ and cancer screenings, including: lung, heart, abdomen, skin, reproductive organs, and esophagus. These programs were also funded entirely through grants.

CHANGING NEEDS

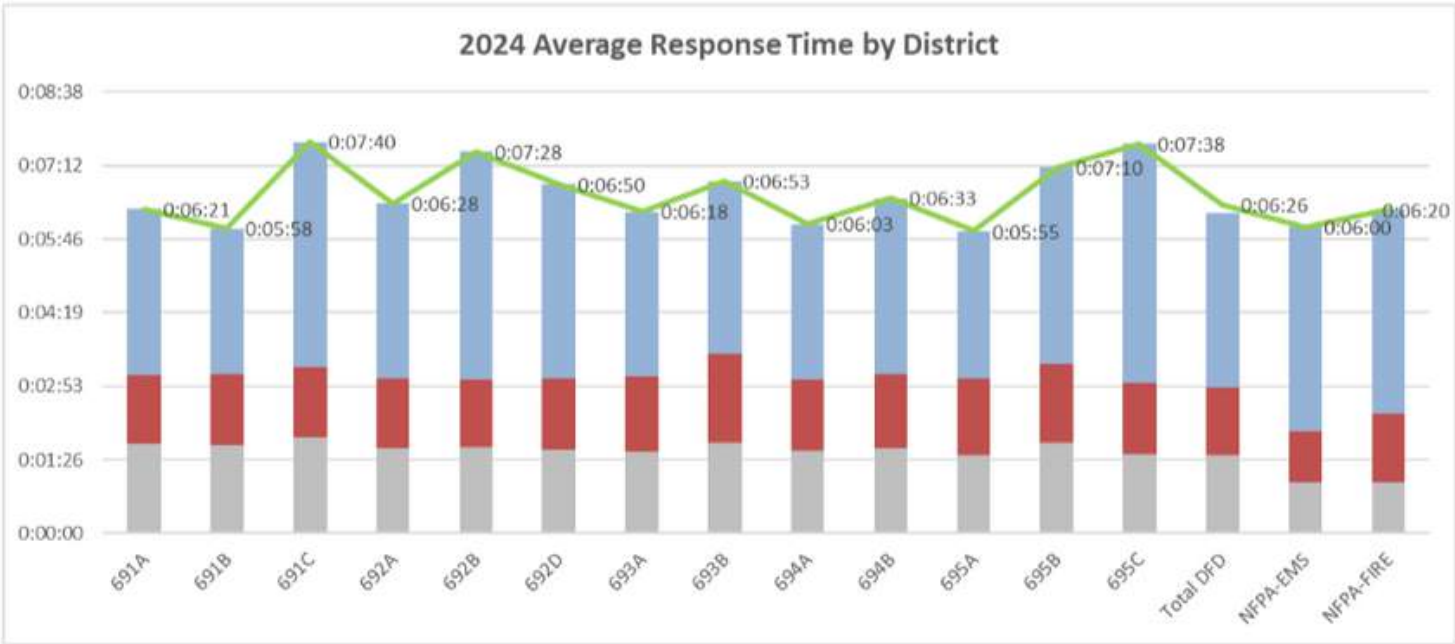
To keep ahead of technological changes and to address aging equipment and stations, the department is continuing with a multi-year effort to assess and upgrade its five stations and replace fire engines, ambulances, staff vehicles, and equipment. A new Quint 3 was put into service in Dearborn’s Southend. Eight new ambulances, two fire engines, and one squad have been ordered and are in the process of being constructed. In FY2025, the Fire Department purchased and deployed \$900,000 in new supportive breathing apparatus equipment as a result of a successful federal grant award.



CALLS FOR FIRE DEPARTMENT RESPONSE HAVE MORE THAN DOUBLED SINCE 2008, WHILE OVERALL STAFFING HAS INCREASED BY LESS THAN 25%.

The department also completed a facility assessment and is in the process of a \$5 million upgrade project for all Dearborn fire stations. The department is further in the process of converting the old Dearborn Animal Shelter Property on Greenfield into a new emergency operations center, training classroom, and administrative offices. Currently, the department is finalizing the acquisition of property to solve a long-time parking challenge at Fire Station Four.

The department continues its work on accreditation, and it continues to develop a new records management system to ensure it can continue to analyze data toward meeting standards of timeliness and quality assurance.



DFD RESPONSE TIMES BY DISTRICT DEMONSTRATE AVERAGE RESPONSE TIMES JUST ABOVE NFPA STANDARDS, EVEN AS CALL VOLUME CONTINUES TO INCREASE.



LIBRARY

MISSION

To bring the community together to foster the spirit of exploration, the joy of reading, and the pursuit of knowledge for all ages, cultures, and lifestyles.

2025 Revenues: \$8,552,479

2025 Expenditures: \$9,318,008

2025 Total Full-Time Employees: 29

2025 Total Part-Time Employees: 58

A SPRINGTIME VIEW OF THE HENRY FORD CENTENNIAL LIBRARY (HFCL)

Through its three branches and community programs at Henry Ford Centennial Library, Esper Library, and Bryant Library, the Dearborn Library engages the community by promoting reading, research, and education through the following services:

- Senior outreach
- Infant, youth, and teen programs
- School outreach
- Adult programs
- Dual language literacy programs and English Language Learning classes
- Circulation of physical and digital library materials
- Reference assistance to patrons
- Technology assistance and resource sharing (such as Hotspot lending, computer access, and one-on-one technology tutoring)
- Circulation of state and federal resources
- Digitization services and maker space access
- Digital literacy training

The Library also hosts several community-based services, including the SparkLab, DigitizationLab, hygiene lockers, baby and family storytimes, Seed Library, Spice Library, and for emerging entrepreneurs not served by traditional programs and services. These free, public programs support community connection, skill-building, and imaginative play.

The Library's new strategic plan strengthens its role as a cornerstone institution by deepening community connections, innovating spaces for learning, elevating visibility through outreach and marketing, and expanding access for children, youth, and seniors.

STATISTICS

- 234,814 visits (over 16,970 more visits than the previous fiscal year)
- 409,841 materials borrowed through the City's collections and interlibrary loans

KEY ACCOMPLISHMENTS

- Introduced an improved Dearborn Library app.
- Increased inter-branch delivery of physical materials, reducing patron wait times.
- Launched the Lending Lab, a collection of non-traditional Library materials give patrons the opportunity to try items and to explore new experiences before investing in high-cost items themselves. The Lending Lab provides library patrons with access to various medical equipment, home improvement tools, yard games, board games, technology items, and cooking appliances.
- Completed renovations of the Library Auditorium at the Henry Ford Centennial Library.
- Celebrated the 100th Birthday of the Bryant Branch Library in December 2024.



LIBRARY STAFF ATTENDED THE JINGLE BELL BASH, WHERE THE MAYOR PRESENTED A GIANT LIBRARY CARD.



YOUNG READERS ENJOY BOOKS FROM THE KALIMAT FOUNDATION'S "PLEDGE A LIBRARY" INITIATIVE.



LIBRARY STAFF ASSIST YOUNG PATRONS WITH IMAGINATIVE PLAY BOXES.



HISTORICAL MUSEUM

MISSION

To preserve stories unique to Dearborn and interpret the evolution of the Dearborn area from human settlement to the present as a means of improving our diverse community.

Historical Museum revenues and expenditures are included under the Library's budget and financial information.

2025 Total Full-Time Employees: 3

2025 Total Part-Time Employees: 4

KEY ACCOMPLISHMENTS

- Completed an extensive renovation of the Gardner House.
- Saw record-breaking attendance at countless Museum events, including Halloween Trick or Treat and Martin Luther King Jr. Day events.
- Repainted first-floor rooms at the Commandant's Quarters.
- Processed and digitized a large portion of the Archives backlog.
- Continued repairs at the McFadden-Ross House.
- Completed extensive repairs to ensure air conditioning at the Museum Archives.

The Dearborn Historical Museum is charged with the management, exhibit design, and guided tours of three historic buildings and their vast collections of artifacts:

- The Commandant's Quarters
- The McFadden-Ross House
- The Gardner House

Visitors and members of the Museum receive assistance with researching family, home, business, and local history in the Museum's Archives. Hands-on archivists provide access to Dearborn yearbooks and City directories, documents, photographs, and other information to support their academic studies or personal interest in Dearborn's history.

Museum staff also create content for the Museum's social media pages; host trainings, volunteer recruitment, and over a dozen community and educational talks and events; and run the museum store.



A MEMBER OF THE MUSEUM STAFF CAREFULLY HANDLES AN ARTIFACT IN THE MUSEUM ARCHIVES.



A DISPLAY AT THE DEARBORN HISTORICAL MUSEUM.



STAFF FROM THE DEARBORN HISTORICAL MUSEUM IN FRONT OF THE NEWLY RENAMED JACK TATE HISTORICAL MUSEUM OFFICES.



HUMAN RESOURCES

MISSION

To support the City of Dearborn in carrying out its mission of excellent public service by providing impactful programs, talent attraction, and recruitment strategies based on human resources best practices.

2025 Revenues: \$0

2025 Expenditures: \$960,603

2025 Total Full-Time Employees: 6

2025 Total Part-Time Employees: 0



MEMBERS OF THE DEARBORN HUMAN RESOURCES DEPARTMENT SIT DOWN FOR A WEEKLY MEETING.

The Human Resources Administration provides all recruitment, hiring, and labor relations services to city departments and officials. These services include:

- Recruiting qualified talent and providing service and programs to encourage retention.
- Sustained efforts towards diversifying both the talent pool and the organizational culture.
- Managing and monitoring employee performance around core competencies and objectives that drive performance and leadership.
- Ongoing assessment of the City's compensation structure and practices to monitor and address equity and competitiveness.
- Consultative guidance to department leadership to ensure fair and consistent application of both the civil service rules and collective bargaining agreements.
- Employee engagement supporting a culture of involvement and teamwork.

2025 ACHIEVEMENTS

- Hired 166 employees during FY2025, and ensured a 100 percent compliance rate for completing the onboarding and orientation process, a 20 percent increase from the year prior.
- Processed 51 promotions.
- In partnership with IT and Finance, implemented Paycom, a new HR recruitment tool.
- Met hiring goals for the Dearborn Police Department to ensure the department was fully staffed for the first time in over 20 years.
- Established job families to provide clear career paths for employees seeking promotional opportunities.





DoIT

MISSION

To assess and provide best-in-class technology resources for City employees, residents, and stakeholders using a secure, stable, and cost-efficient approach that prioritizes customer service.

2025 Revenues: \$5,583,113

2025 Expenditures: \$8,882,678

2025 Total Full-Time Employees: 12

2025 Total Part-Time Employees: 2

SOFTWARE DEVELOPERS FROM THE IT DEPARTMENT DISCUSS THE DEVELOPMENT OF THE CITY'S NEW WEBSITE: DEARBORN.GOV.

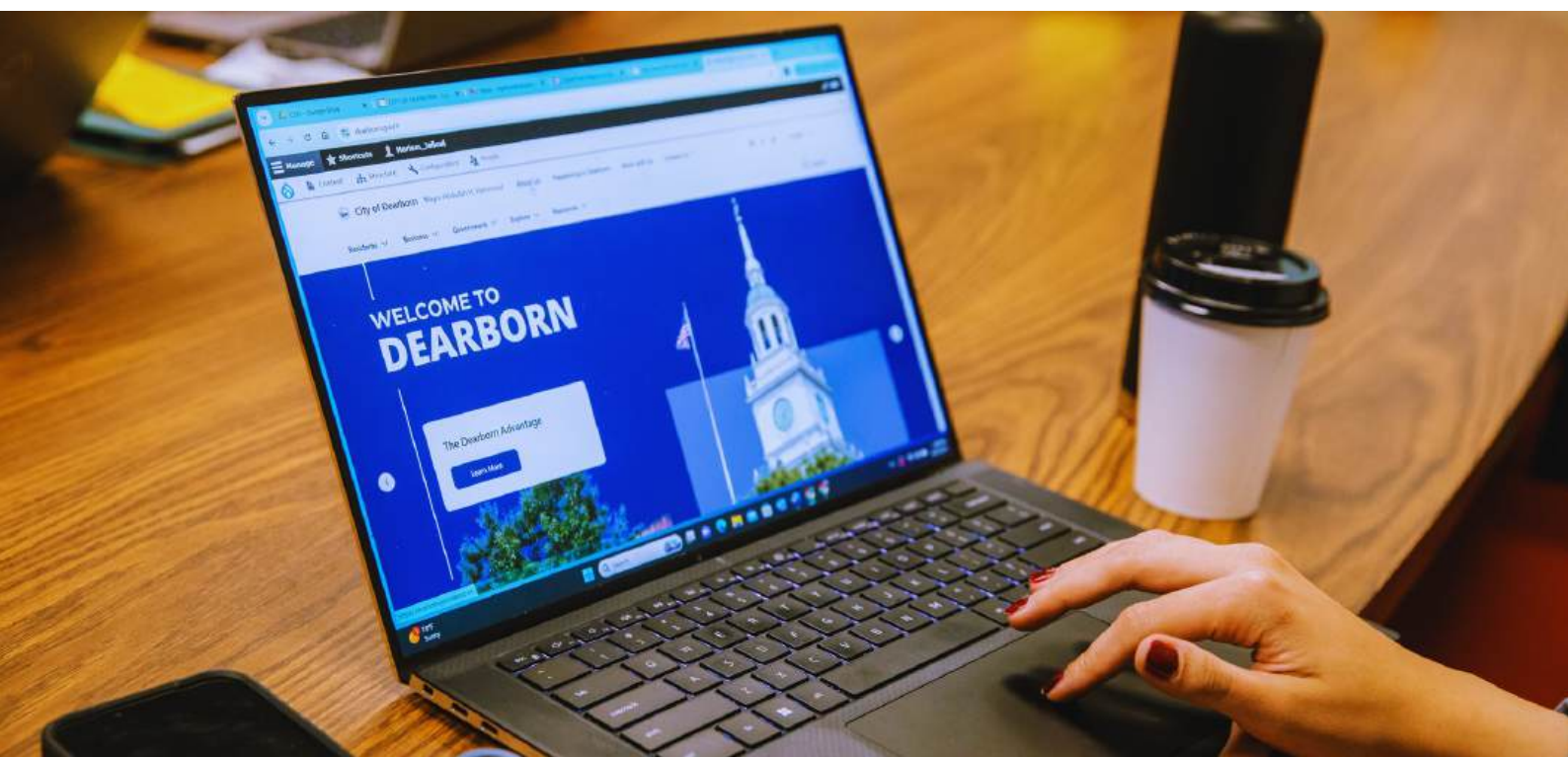
The Department of Innovation & Technology (IT) provides all technology services, infrastructure, cybersecurity, software and hardware purchasing, and telephony across the City of Dearborn, as well as implementing major upgrades, including:

- Assessment of infrastructure, security, and applications, City-wide
- Installation of fiber across City facilities
- Expanded Wi-Fi capabilities
- Management of software development, Google modernization project
- Upgrading the ERP System
- Creation of standardized IT policies, procedures, and processes.

The department also provides 24-hour support for all City operations, including emergency response.

KEY ACCOMPLISHMENTS

- Updated WiFi and Cisco network infrastructure across the City.
- Worked with DPW, Fire, and Police to implement HAAS Alert and tracking on Dearborn emergency vehicles to notify nearby drivers of emergency and service vehicles on the road.
- Supported Communications, Community Relations, Police, and Public Health departments in programming new service software, including the 311 CCAIP Call Center, Enterprise Translation Hub, E911, the City's first digital Data Warehouse, and the new City website.
- Collaborated with key stakeholders to launch Paycom, the City's new system for payroll, benefits, time management, recruiting, and human resources.





LAW

MISSION

To effectively and expeditiously advise, counsel, and represent our clients while vigorously maintaining the highest ethical standards and integrity of the legal profession.

2025 Revenues: \$200,077

2025 Expenditures: \$1,712,896

2025 Total Full-Time Employees: 10

2025 Total Part-Time Employees: 1

CORPORATION COUNSEL JEREMY ROMER AND MAYOR ABDULLAH HAMMOUD WORK WITH CITY COUNCIL TO REVIEW, AMEND, AND PASS ORDINANCES.

The Department of Law provides all legal services to the City and its elected officials in support of the laws, regulations, and services the City administers. This includes:

- Ordinance drafting
- Contract execution
- Legal research and advice
- Prosecutorial representation in the 19th District Court
- Major litigation
- Labor negotiations

The Department of Law works between the Mayor's Office, City Council, and City departments to review, amend, and draft City ordinances in accordance with the City Charter. In FY2025, the department worked with each of these entities to amend or create the following ordinances, all of which were approved by the 34th Dearborn City Council:

- Chapter 12, Article VII, Division 3 - Noncommercial Soliciting
- Chapter 2, Article VII - Vital Records
- Notice to Abate Ordinance (Sec. 13-5)
- Immediate Abatement Ordinance (Sec. 13-5.1)
- Alarm Systems Ordinance (Sec. 14-10)
- Dog License Ordinance (Sec. 4-23) x 2, first in 2024, second in 2025
- License Fee Ordinance (Sec. 12-6)
- License Year Ordinance (Sec. 12-5)
- Dog Park Ordinance (Sec. 15-53)
- Tree Ordinance (Ch. 12, Art. XXIV)
- Public Tree Ordinance (Sec. 17-242)
- Street Vendor Ordinance (Ch. 12, Art. VII)
- Fugitive Dust Ordinance (Sec. 13-5.1)
- Food Truck Licensing Ordinance (Ch. 12, Art. VIIA)

DEPUTY CORPORATION COUNSEL BRADLEY MENDELSON MEETS WITH CITY DEPARTMENTS TO DISCUSS CHANGES TO CITY ZONING ORDINANCES.



PARKS & RECREATION

MISSION

To help fulfill the social, educational, and recreational needs of all residents by providing quality programs, activities, and events in clean and well-maintained facilities, and to achieve this through exemplary customer service.

2025 Revenues: \$9,909,180

2025 Expenditures: \$17,249,234

2025 Total Full-Time Employees: 52

2025 Total Part-Time Employees: 769



A VIEW OF THE NEWLY RENOVATED SUMMER STEPHENS NEIGHBORHOOD POOL FROM ABOVE.

The Parks & Recreation Department is dedicated to fostering community, connection, and healthy living by providing access to diverse programs, activities, sports, and special events.

The department manages and maintains numerous programs and seven core business operations, including:

- More than 40 parks, two golf courses (Dearborn Hills & Mystic Creek), five outdoor pools, and four splash pads
- Camp Dearborn
- The Dearborn Ice Skating Center (DISC)
- The Ford Community & Performing Arts Center (FCPAC)
- The Dearborn Senior Center
- Theater programming
- Facility rentals and events

The department also develops programs and activities for the diverse needs of the Dearborn community.

ACHIEVEMENTS

- Upgraded Ford Community & Performing Arts Center's fitness and free-weight areas with new equipment, lighting, flooring, and an expanded upper-level workout space.
- Installed 10 new "green cabins" at Camp Dearborn.
- Constructed and opened three new inclusive playgrounds at Crowley, Ford Woods, and Lapeer Parks.
- Provided free Center memberships to eligible seniors as a member of the Silver Sneakers program, with over 800 members participating through Medicare Advantage and Prime.
- Fully opened all 18-holes at the Dearborn Hills Golf Course and completed renovations at the course's clubhouse, including opening Birdie's, a new in-house restaurant.
- Increased earnings at Mystic Creek Golf Course, with profits increasing from \$529,000 in FY2019 to \$1.2 million in FY2025.

MAJOR CAPITAL PROJECT COMPLETION:

- Ford Woods inclusive playground
- Crowley Park inclusive playground
- Lapeer Park inclusive playground
- PEACE Park West
- PEACE Park East
- Renovations at Arthur Basse Park playground
- 7 new pickleball courts at Ford Woods Park
- Splash pad upgrades at Crowley, Hemlock, and Whitmore Bolles
- 10 new green cabins at Camp Dearborn
- Renovation of three comfort stations at Camp Dearborn
- Roof replacement at Mystic Creek Golf Course Clubhouse



THE TOP OF THE WATERSLIDE AT DUNWORTH POOL AT LEVAGOOD PARK.



NEWLY UPGRADED PARK EQUIPMENT READY FOR PLAY.



SWIMMERS ENJOY ONE OF DEARBORN'S POOLS.



SNAPSHOTS FROM DEARBORN'S BELOVED 40+ PUBLIC PARKS, TWO GOLF COURSES, AND ONGOING CONSTRUCTION AT ONE OF DEARBORN'S THREE NEIGHBORHOOD POOLS.

INNOVATION AND SUCCESS

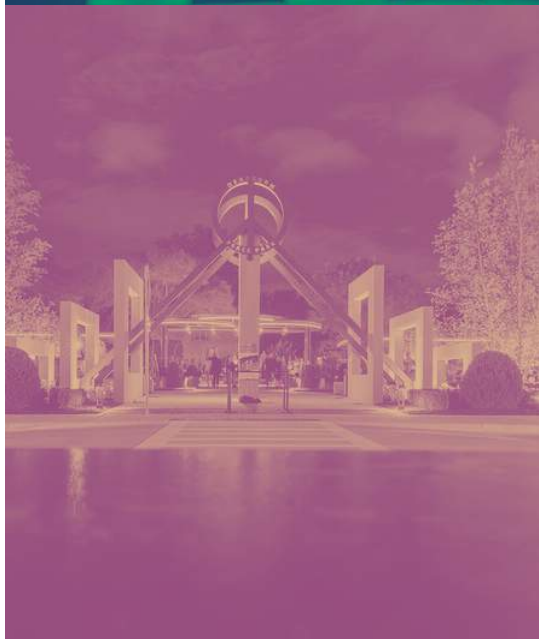
- **Camp Dearborn Website Redesign:** Executed a full redesign of the Camp Dearborn website, modernizing its interface to enhance user experience and accessibility. Integrated the Campspot API to enable seamless direct booking functionality, streamlining the reservation process and significantly reducing Campspot booking fees.
- **FCPAC and DISC Activity Registration:** Leveraged the upgraded activity registration module to redesign the FCPAC and DISC registration websites, streamlining the user interface for easier activity sign-ups.
- **Theater Box Office Payment Processing Upgrade:** Executed a significant upgrade to the Theater Box Office payment system, enabling acceptance of contactless payment methods, tap-to-pay, Google Pay, and Apple Pay. The department also integrated the Bluefin gateway, providing state-of-the-art transaction security.

Renegotiation of Payment Processing Fees:

Successfully renegotiated payment processing fees for DISC and FCPAC, achieving a rate reduction of 71% and a \$5,000 credit from Global Payments. Additionally, the processing fees for Camp Dearborn were reduced by 7% through negotiations with Cardpointe.

FINANCIAL SNAPSHOT

- Increased year-end revenue actuals by \$429,000 compared to the adopted budget.
- Decreased year-end actual subsidy by \$1.3 million.
- Increased the Camp Dearborn budget by \$200,000 compared to the adopted budget.
- Dearborn Hills Golf Course increased earnings by \$65,000 compared to the adopted budget, showing a \$204,000 increase year over year.
- The Dearborn Ice Skating Center increased earnings by \$157,000 versus what was forecasted in the adopted budget.
- Mystic Creek Golf Course earned a profit for the fifth consecutive year.





PHILANTHROPY & GRANTS

MISSION

To foster meaningful connections between residents, community leaders, businesses, foundations, and organizations that enhance the lives of those who live, work, and play in the City of Dearborn. The department showcases the impact of city government initiatives, inspiring others to contribute and get involved, regardless of the ability to give. Philanthropy & Grants connects the community with initiatives that matter, building a stronger, more vibrant quality of life for everyone in and around the city.

2025 Revenues: \$0

2025 Expenditures: \$252,275

2025 Total Full-Time Employees: 2

2025 Total Part-Time Employees: 0

In support of Dearborn's strategic priorities and funding needs, the department offers the following services to city departments:

- Proactively identify funding opportunities through federal, state, and foundation partners.
- Collaboration with departments to match opportunities with existing plans and priorities by researching and sharing grants that align with the city's goals.
- Assisting in evaluating the suitability of grants for specific departments.
- Tracking deadlines and deliverables for grants the city receives, as well as facilitating communication between the city and granting organizations.
- Providing editing and feedback for applications.
- Assisting in the procurement of letters of support from elected officials and community partners.
- Facilitating communication between the city and grantor organizations.
- Working with departments to develop fundraising strategies for city projects and initiatives.
- Cultivating relationships with potential donors, foundations, and corporate sponsors.
- Ensuring donors and funders are acknowledged and updated on the impact of their contributions.

This year, the department closely collaborated with federal, state, and local partners to protect City grant funding through changing finances. It maintained communication with grantors, ensured compliance with new guidance to sustain funding, and expanded City initiative funding by including philanthropy, building partnerships, and securing support from donors and corporations aligned with City priorities.

These priorities included the City's inaugural Night of Innovation, which invited the community to the Ford Community & Performing Arts Center to hear the pitches of local entrepreneurs competing for thousands of dollars in non-equity seed funding, including a \$20,000 first-place prize. The department also led fundraising efforts for some of Dearborn's signature events, including Dearborn Homecoming Festival, State of the City, and the Haunted Trail.

GRANTS SECURED AND APPROVED BY COUNCIL IN 2025:

- \$24 million from the Federal Highway Administration and U.S. Department of Transportation for the redesign of the Warren Avenue corridor in northeast Dearborn to improve traffic flow, reduce pedestrian risk, and revitalize the area.
- \$6 million from the Michigan Department of Labor and Economic Opportunity for the purchase of Police programs, including body cams and vehicle replacement, and City building improvements.
- \$3.1 million for Health in All Policies from the Michigan Department of Health & Human Services to implement initiatives to promote health and safety for the community.

- \$1 million from the Administration for Children and Families for the RxKids program, which will provide \$4,500 to every expectant mother and newborn baby in the city of Dearborn.
- \$1 million for the Dearborn WORKS (Women's Opportunity to Realize their Knowledge and Skills) program, a new initiative in partnership with the Arab American Womens Business Council to strengthen and empower female entrepreneurship in Dearborn.
- \$483,000 received through the Michigan State Police Community-Based Crisis Response Grant to fund a social worker and a case manager within the Dearborn Police Department, enhancing the department's community-based crisis response model through 2028. The co-responder will accompany officers on non-criminal calls, review mental health-related reports, and prioritize response needs.
- \$200,000 from the Department of Transportation to support a feasibility analysis and implementation of a bike share system in Dearborn.
- \$99,000 through Wayne County Resilience Hubs Program to support emergency management operations.
- \$20,000 from the National Endowment of the Arts to support theater programming through the Dearborn Youth Theatre.
- \$19,000 from the AARP Community Challenge for enhancing pedestrian safety by installing flashing crosswalk signs at high-risk areas.

**2025 GRANTS RECEIVED AND
APPROVED BY CITY COUNCIL:
\$37,098,453**



MISSION

To provide a sense of security for the people by protecting life and property, reducing the opportunity for crime and disorder, enforcing the law, and providing other police-related services as required by the community.

2025 Revenues: \$7,818,763

2025 Expenditures: \$ 51,275,621

2025 Total Full-Time Employees: 237

2025 Total Part-Time Employees: 45

2025 Total Seasonal/Temporary Employees: 24

DEARBORN
POLICE
18599 Michigan Ave.



The Dearborn Police Department works to ensure public safety through several types of interventions and areas of focus, enhancing public safety, reducing concerns of crime, and building community relationships through various interventions and services, including:

- Community-based traffic initiatives to secure safer streets utilizing “high visibility patrols” on the main thoroughfares, as well as in the neighborhoods.
- Maintaining relationships with the community through neighborhood police officers, school resource officers, and other liaison roles.
- Motor Carrier enforcement directives to focus attention on commercial vehicle-related violations.
- Administration of the Dearborn United Dispatch Center in providing routine and emergency communication services for Dearborn and several other communities in Southeast Michigan.
- Transparency initiatives like the Dearborn Police Department Transparency Dashboard, providing a wide range of categorized information on citations, arrests, department policies, and crime mapping.
- Provision of a full-time behavioral health specialist to respond to mental and behavioral health crises alongside officers.
- Crisis response and crime investigation.
- Special events safety and crowd management.
- Animal control services.

2025 STATS

- 85,068 calls for service responded to by Dearborn Police
- 27,432 traffic citations issued to improve traffic safety and address dangerous driving within the city 188 officers employed on the force, including 19 new officers hired in FY2025

As a strong regional partner, the Dearborn Police Department has been identified as a leader through the multi-jurisdictional auto theft task force. Recognizing auto theft as a crime that crosses municipal borders, the Dearborn Police Department works to reduce auto theft through enforcement, data, and collaboration.

2025 KEY ACCOMPLISHMENTS

- Became fully staffed and fully funded for the first time in more than 20 years.
- Issued more traffic citations than ever before, primarily due to the implementation of a team-oriented approach to address hazardous moving violations in Dearborn.
- Secured grant funding to purchase Axon body and car camera systems and upgrade cameras in police interview rooms.
- Maintained the highest staffing numbers in over 15 years.

- Continued coordination with the Mayor’s Office, DPW, and Department of Public Health to implement traffic calming measures. Speed humps, radar display signs, and illuminated traffic signs were deployed throughout the city. Grant funding was also used to purchase new radar and lidar equipment to further traffic enforcement efforts.
- Completed training in executive leadership, cross-collaboration, and advanced law enforcement practices was also prioritized.
- Focused on recruitment and succession planning throughout 2025, recognizing the growing need for new officers as experienced team members retire especially as the City competes with other regional departments for talent. The department’s recruiting efforts in collaboration with the Department of Human Resources resulted in the hiring of 19 new officers.



MAYOR HAMMOUD, CITY COUNCIL PRESIDENT MICHAEL T. SAREINI, AND POLICE CHIEF ISSA SHAHIN WITH NEWLY HIRED DEARBORN POLICE RECRUITS.





PUBLIC HEALTH

MISSION

To work so that each Dearborn resident can attain their full health potential, and no one is disadvantaged from this potential due to social position or other socially determined circumstances.

2025 Revenues: \$62,630

2025 Expenditures: \$759,636

2025 Total Full-Time Employees: 6

2025 Total Part-Time Employees: 0



MEMBERS OF THE DEARBORN PUBLIC HEALTH TEAM HAND OUT HEALTH SUPPLIES AT THE 2024 DEARBORN HOMECOMING FESTIVAL.

The Department of Public Health (DPH) provides expertise to City departments and stakeholders to ensure that Dearborn residents have the best opportunity to attain their full health potential. Department staff work with other health departments in Southeast Michigan to ensure residents are provided the resources they deserve. Additionally, the department provides the following services:

- Research, assess, and analyze the health needs of Dearborn residents
- Build capacity to monitor health status to solve and identify community health problems
- Inform, educate, and empower residents about health concerns;
- Mobilize community partnerships
- Develop plans, policies, and procedures that support individuals and their families.

In collaboration with every department in the City, the department has worked to identify key intersections for programmatic, service, and policy improvements, including land use, air quality monitoring, and harm reduction.

PUBLIC HEALTH AND HARM REDUCTION

Thanks to targeted public health outreach and health fairs, overdose cases dropped by 34% in Dearborn in FY2025. Overdose deaths in Dearborn also dropped by 43%. 8,000 units of Narcan have been accessed through the City's Narcan vending machine program, which provides free access to the life-saving medical treatment at stations throughout Dearborn.

The department installed over a dozen permanent signs at parks and parking structures throughout the city to educate residents on the option to call 988 for mental health and crisis emergency response. This work aids in DPH's efforts to destigmatize mental health conditions and healthcare throughout the community.

In FY2025, the Department of Public Health secured over \$1.5 million in grants for one of the most pressing public health issues in Dearborn: traffic safety. The grant dollars have been used to procure and implement traffic calming infrastructure, including speed humps, illuminated stop signs, and speed radar signs, designed to slow traffic and make drivers more alert.

In total, the Department of Public Health brought in over \$3.2 million in grants for public health and safety improvements in FY2025, including over \$1 million in grants for maternal and infant health programs, and \$12,000 from the Michigan Arts and Culture Council for arts, culture, and public health programming.

COMMUNITY PROGRAMMING & OUTREACH

- **Parent Cafes:** In FY2025, DPH introduced a new program made possible by the University of Michigan School of Medicine and Zero to Thrive to foster safe and supportive spaces for parents and caregivers. These events focused on open dialogue, peer support, and practical tools for strengthening families. As a result, participants reported feeling more empowered, less isolated, and better equipped to handle parenting challenges.

- **Social Media:** Gained 341,364 impressions through content produced and posted to Dearborn DPH social media accounts on Facebook, Instagram, TikTok, and LinkedIn.

PUBLIC HEALTH DATA AND ANALYSIS

- To advance in data-driven work, DPH has launched several projects in partnership with Dearborn Department of Innovation & Technology, Google, Wayne State University, and Syntasa. This includes the development of a data warehouse, a central repository for various data sources to use for streamlined analytical and reporting services. Additionally, this launched the use of Google Cloud services, including Looker Business Intelligence (BI), to build and prototype data applications, dashboards, and machine learning processes for public health-specific metrics.
- In an effort to gain a clearer understanding of community health priorities and needs, the department planned, executed, and completed Dearborn's first Community Health Needs Assessment (CHNA) survey and Community Health Improvement Plan (CHIP) report. The CHIP report is based on a representative CHNA survey of 1,127 Dearborn residents, informed by focus groups including caregivers, young adults, older adults, individuals with disabilities, and others. Four key health priorities were identified by the CHNA survey and CHIP report, including: environmental health; mental and behavioral health; maternal and child health; and community health resources, education, and literacy.



PUBLIC WORKS

MISSION

To be a recognized leader in the delivery of superior public services, maintaining a safe, healthy, and desirable community, and implementing innovative practices to make Dearborn a best in class city to call home.

2025 Revenues: \$112,791,184

2025 Expenditures: \$81,426,957

2025 Total Full-Time Employees: 209

2025 Total Part-Time Employees: 15

MEMBERS OF THE DPW HIGHWAY CREW PATCH ROADS THROUGHOUT THE CITY.

As the second largest department in the city, the employees of the Department of Public Works & Facilities (DPW) provide critical services to Dearborn residents, businesses, and visitors, including the following:

- Environmental and infrastructure services designed to ensure high quality of life throughout Dearborn.
- Oversight and management of solid waste collection activities performed by private contractors, including citywide curbside recycling and clearing of illegally dumped debris.
- Senior housing management and property maintenance.
- Construction, maintenance, and engineering design of streets and alleys
- Snow and ice removal services.
- Sidewalk maintenance, replacement, and repair.
- Maintenance of water supply, sewer, and stormwater conveyance systems.
- Routine maintenance and repair of over 500 City-owned vehicles, including emergency and first response, public works, and customer service.
- Maintenance and upkeep of all City facilities and equipment.
- Provision of tree removal, street sweeping, street cleanup, landscaping, and other services to improve the look and feel of the city.
- Implementation and maintenance of traffic calming infrastructure.

In FY2025, DPW teams completed repairs, maintenance, and infrastructure replacement in key locations citywide, including:

- 27 main line sewer repairs
- 9,177 linear feet of sewer lining
- 107 catch basins cleaned
- 512 total sewer line sections cleaned (20.35 miles)
- 123 total lines inspected via cameras (2.66 miles)
- 90 private sewer repairs completed
- 8,020 linear feet of water main replaced
- 67 lead lines replaced
- 122 water main repairs
- 13 water service disconnects
- 12 water service connects
- 6 gate repairs 6" or larger
- 31 fire hydrant repairs
- 129 utility permits issued
- 28,963 cubic yards of leaves collected
- 96% occupancy rate at Dearborn Housing buildings

FY2025 Tree Services

- 8,500 trees trimmed
- 1,389 trees stumped
- 584 stumps removed
- 1,102 trees planted

FY2025 Road Services

- 6288.84 tons of salt used
- 610 tons of cold patch used
- 2 raised crosswalks constructed
- 73 illuminated stop signs installed
- 57 sets of speed bumps installed

FY2025 Trash & Recycling Services
Trash, recycling, and yard waste/compost collection is facilitated by the City's contractor, Priority Waste.

- 41,437.60 tons of trash
- 4171.03 tons of recycling
- 4954.90 tons of compost
- 5231.56 tons of bulk

KEY ACCOMPLISHMENTS

- With the creation and expansion of the Dearborn Clean Streets crew, DPW has maintained a daily cleaning schedule targeted to reduce trash and promote clean public spaces along roadway medians and shoulders, parks, and public easements.
- Successfully transitioned to a new waste services contract that was not previously planned for this year. Overcame service challenges by supplementing contracted staff with DPW staff and came to a resolution that worked best for residents.
- Secured \$850,000 in grant funds for lead service replacement outreach to residents.
- Executed 10 major facility updates and upgrades at senior housing buildings, and renamed two City senior housing buildings for Mayor John B. O'Reilly Jr. and Suzanne Sareini.
- Completed major capital renovations at the Dearborn Administrative Center and Engineering Division offices at the Department of Public Works building.

CITY OF DEARBORN ELECTED OFFICIALS

MAYOR

Abdullah H. Hammoud

34TH CITY COUNCIL

Michael T. Sareini

Council President

Leslie C. Herrick

President Pro Tempore

Kamal Alsawafy

Ken Paris

Robert A. Abraham

Mustapha Hammoud

Gary Enos

CITY CLERK

George T. Darany

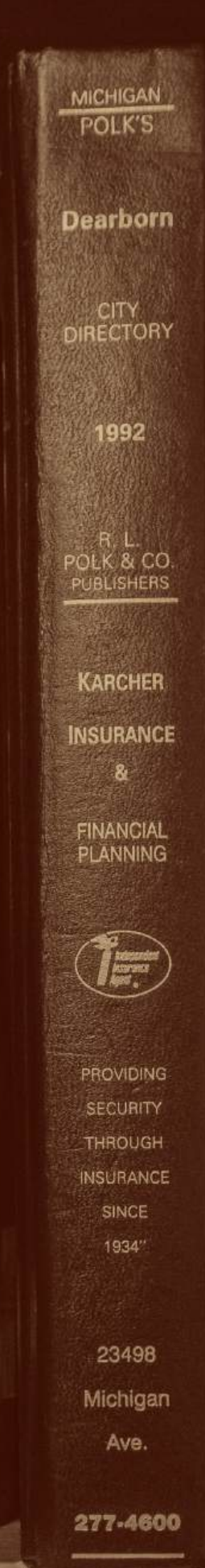
19TH DISTRICT COURT

Sam Salamey

Chief Judge

Gene Hunt

Mark W. Somers



CITY OF DEARBORN LEADERSHIP

Zaineb A. Hussein
Chief of Staff

Jacob Thurston
City Assessor

Katie Doyal-Rabhi
Director of Communications

Alia Phillips
Director of Community Relations

Jordan Twardy
Director of Economic Development

Michael Kennedy
Finance Director and Treasurer

Joseph Murray
Fire Chief

Danielle Chaney
Human Resources Administrator

Betty Adams
Library Director

Abdullah H. Hammoud
Mayor

Jack Tate
Chief Curator

Mansour Sharha
Director of Innovation and Technology

Jeremy J. Romer
Corporation Counsel and Chief Labor Negotiator

Sean Fletcher
Director of Parks and Recreation

Issa Shahin
Police Chief

Maria Willett
Director of Philanthropy & Grants

Ali Abazeed
Chief Public Health Officer & Director of Public Health

Timothy Hawkins
Director of Public Works and Facilities

Mariam Jalloul
Chief Strategy Officer



BOARDS AND COMMISSIONS

The Boards and Commissions of the City of Dearborn are dedicated to enhancing the quality of life and fostering the growth of our vibrant community. They strive to engage residents, leverage their expertise, and work collaboratively with the City to shape policies, make informed decisions, and promote inclusivity and transparency. Their mission is to serve as a bridge between the citizens and city leadership, promoting the well-being and prosperity of Dearborn.

- Animal Care & Welfare Services Committee
- Board of Ethics
- Board of Review
- Board of Safety Engineers (Boiler Operations)
- Brownfield Redevelopment Authority
- Board of Trustees Retirement System - Chapter 22 - General Employees
- Board of Trustees Retirement System - Chapter 23 - Police and Fire
- Building Board of Appeals
- City Beautiful Commission
- Civil Service Commission
- Historical Advisory Commission
- Demolition Board of Appeals
- Disability Concerns Commission
- Dix-Vernor Business District Improvement Authority
- East Dearborn Downtown Development Authority
- Economic Development Corporation
- Election Commission
- Environmental Commission
- Housing Commission
- Library Commission
- Local Officials Compensation Commission
- Parks & Recreation Commission
- Planning Commission
- Retirement Plan Administrative Committee
- Security System Board
- Senior Citizens Commission
- Traffic Safety Commission
- Warren Business District Improvement Authority
- Water System Advisory Council
- West Dearborn Downtown Development Authority
- Zoning Board of Appeals

Find out more information regarding meetings, board members or how to join by visiting Dearborn.gov/BoardsCommissions





CITY OF DEARBORN

2025 ANNUAL REPORT

PRODUCED AND SUBMITTED TO CITY COUNCIL AND DEARBORN
RESIDENTS IN COMPLIANCE WITH CITY OF DEARBORN CHARTER
SECTION 10.2(G), ADOPTED ON NOVEMBER 6, 2007.

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