COUISE from page A1

north of 11 Mile to increase Son Marino Golf Course from nine to 18 holes.

course is one sales pitch being Marino Golf Course from nine to 18 hales.

The expansion will occupy only part of the 92 acres. The use of the rest – estimated at 70 area for the rest of the rest of

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Olid, used student desks for schools are replacing the desks. In the street of the str

building. Which one would you rather do?" course is one sales pitch being used to keep the computer soft-

building. Which one would you rather do?"
Another possible site being suggested is NBD-owned property on the southeast comer of 12 Mile and Halsted. City officials are unsure the 142-are purel is even up for sale. "We just know it's vacant, 'Arbend whe Eleven Pines are two of three Farmington Hills sites city officials are asking Compared to the Eleven Pines are two of three Farmington Hills sites city officials are asking Compared to the Compared to consider, Hobbs and Holdington to the Compared to the C

datermined "distressed" areas.
Personal property taxes are paid
on such things as computers,
equipment of machinery.
Let year, Compuware paid
\$232,279 in personal property
tax to Farmington Hills. While
the city cannot directly give a
tax break, there are other ways
to relieve costs, Hobbs said.
"I think there are various
negotiables that are not necessarily monetary but very important," Hobbs said.
The bottom line in terms of an
incentive for Compuware to stay
is quality of life, which Farmington Hills offers in abundance,
Arbenowsko said.
"And the omployees like it
here. They like the environment
here," she said.

Mishap



Taking a spill: This 15-year-old was hurt about 2:15' p.m. Thursday, when a car on Shiawassee Street struck his bicycle. Police said weather was not a

Hobbs from page A1

fight to keep Compuware, designs for the expanded gelf course and completion of the Malin project - the residential and commercial development

ecs.
"You have to understand when

I was young, that was the issue, that and Vietnam. It's a passion with me, equality of opportunity," Hobbs said. "Because I felt so strongly, I hold myself back.

"As I look back, perhaps I should have done more in organizational development."

He met some resistance in trying to diversify the city's workforce. "It was subtle, but it was there," he said. "It was typical of bureaucracy resisting change."

He's highly complimentary of staff, particularly Police Chief Bill Dwyer and Fire Chief Richard Mariaucci. He commends Dwyer for making the police department a model for diversity.

"I recognize national caliber leadership in Dwyer and Mariaucci," he said. "I'm going to stay in touch with those guys."

He disputes the idea he's on the career fast-track and Farmington Hills was merely a comfortable lily pad until the next

SUPER SUMMER

leap.

He points out he turned down numerous chances to interview for other positions, including in three in Washington D.C. area.

He and his family liked Farmington Hills. In fact, his wife and three children are staying behind until Hobbs finds a house in West Covine.

His relationship with city

His relationship with city council members and city staff has largely been positive, he

council members and city staff has largely been positive, he said.

As for replacing a longtime city manager, Hobbs didn't see that as an obstacle, either. In Greenbelt, Md., — where Hobbs worked five years prior to Farmington Hills — he succeeded "a legend" who had been city manager for 29 years.

The fact a building, William Costick Activities Centor, is named in his honor speaks volumes of the respect city council had for a city manager.

The downside is people assumed Costick's was the only way to run a city, Hobbs said.

For instance, Costick preferred to promote from within while Hobbs said he believed there needed to be a balance between internal and outside hirings.

"Maybe I should have paid more attention to it," he said. "My first response to folks to is in the absence of any direction, Just keep doing what you're doing." I didn't try to put a stamp on the organization.

Through the years, the city manager's job has changed. Managers walk a fine it believed the have a secure job. I don't like to have do work 80 hours..., he said. "The real word is fueled by uncertainty. There is no real job security in the world anyhow.

"Two decided I'm going to go for it."





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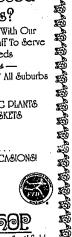












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