COMMUNITY DEVELOPMENT BLOCK GRANT
DISASTER RECOVERY

MITIGATION & RESILIENCE PLANNING PROGRAM APPLICATION

For eligible activities administered by the Michigan Economic Development Corporation (MEDC) on behalf of the Michigan Strategic Fund (MSF)

MICHIGAN ECONOMIC DEVELOPMENT CORPORATION

Published February 2026

INTRODUCTION & PROCEDURES

APPLICATION INSTRUCTIONS

The Michigan Economic Development Corporation (MEDC) will provide applicants with training and guidance on how to complete the application. Please make sure to read the Planning Program Guidelines and the Grant Administration Manual before completing the application. Questions regarding the application should be sent to this inbox: cdbg@michigan.org. MEDC will review questions and provide responses in a Q&A document posted to the CDBG-DR webpage: Disaster Relief 2023-2024 | MiPlace.

The enclosed forms are designed to obtain pertinent information, not lengthy narrative. Forms provided must be used and completed according to instructions. Partial submissions will not be accepted. Instructions are given on the respective forms. Please type or print all responses.

The application must be submitted via email to: cdbg@michigan.org. Applications will be received and reviewed for funding on a first-come, first-served basis. MEDC will award funds to eligible activities/plans for eligible applicants if funding remains or until the program ends, whichever comes first.

Section 1: Applicant Details

- **Applicant Information:** Identify the contact for the application submission and provide general applicant identification information.
- **Coordination and Partnerships:** Provide the co-applicants' name (list all involved in this project) and details regarding the support being provided from co-applicants.
- **Application Funding:** Identify the total amount of funding requested, including the number of projects associated with the funding request, and the jurisdictions involved and benefitted by the proposed project.
- **Capacity Plan:** MEDC needs to assess the capacity of the implementing entity to carry out programs funded by the grant funds. The applicant should identify key staff and explain how they will ensure compliance with CDBG-DR regulations regarding compliance, financial management, project implementation, and closeout procedures.
    - As noted in the Attached Documents Section (page 12), please provide an organizational chart that identifies key staff associated with project delivery, including proposed contractors and partners.
    - Identify if the applicant has worked with prior CDBG-related funding, has open findings on existing grants, and if there are any conflict-of-interest concerns.
    - Provide supporting documentation to highlight previous experience with a similar project type and project scale.
- **Supporting Documentation:** Submit required documents by checking that attachments are included. Applicants can provide additional documents as needed.
- **Legal Authority**: Applicants provide evidence of legal authority to adopt codes, ordinances and/or plans created. This is referenced in the Attached Documents Section of the application.

Section 2: Project Information

Section 2 should be completed for each individual activity included with the application.

- **Activity (Planning/Resilience types)**: Applicants may choose from the following planning and resilience activities; Hazard Mitigation Plans, Comprehensive Plans, Land-Use Plans, Site-Development Plans, Emergency Operations Plans, Evacuation Plans, Continuity of Operations Plans, Building Codes, Energy Codes, Zoning Ordinance, Flood Damage Prevention Ordinance and Other mitigation-specific studies, plans, or strategies that support hazard risk reduction within sectors, such as economic development, housing development, or environmental development. Other studies, plans, or strategies must identify local hazard risks and explain how the concept mitigates against those risks. The locality must finalize and present the study, plan, or strategy to its legislative authority as part of product completion. Multiple activities or plans can be chosen by one applicant.
- Must include verification from Michigan State Police/Emergency Management & Homeland Security Department for Hazard Mitigation Plans

Project Scope and Summary:

- □ **Project Title:** The title of the project should define the proposed project. This name should be short and clear.
- □ **Project Description:** Provide project narrative, outlining the purpose of the project, anticipated outcomes of the funded activity, and the proposed scope of work.
    - Attach associated documentation to support the project description as applicable. A narrative can be attached to include a longer description or report associated with the project as necessary.
    - Previous plans, codes and ordinances should be included in the project's description and how those existing regulations and planning efforts will inform the project for which funding was requested.
    - Associated documentation may also include feasibility studies or other environmental studies already completed.
- □ **Project Site:** Provide a clear description of the site or area to be covered by the plan, codes, ordinances, or study.
- □ **Responds to Projected Hazard Risk:** Activities funded through this program must address flood risk. Describe how the plan, code, ordinance, or study responds to flood hazard risks.
- ⊟ **Most Impacted and Distressed (MID):** Identify where the project site is located within the HUD or State MID areas identified, according to the qualifying disaster.
- □ **Benefit to MID:** Applicant will demonstrate how the activities or plans will focus on improvements within the most impacted and distressed areas to address unmet recovery and mitigation needs associated through planning projects.
- □ **Link Between Existing HMPs, Codes, Ordinances and Standards with Planning Project:** Applicants must list and describe existing building codes, ordinances, and local and/or regional plans (if applicable)—including county or regional level hazard mitigation plans—and how those existing regulations and planning efforts will inform the project for which funding was requested. Applicants will provide supporting documentation linking the proposed project with existing plans, codes or ordinances, and resolutions, as applicable.
- □ **Risk Reduction Benefits**: Applicants will provide information on how activities and/or plans will provide a risk reduction for the community.

Project Budget Details:

- □ Applicant's budget must provide an overview of sources of uses for various funds (if applicable) going into the project. For sources of funds, Applicant should identify the requested HMP/Resilience Planning funds, local funds for the project, and any other committed sources of funds (cash, in-kind, grants, loans, etc.) or formal partnerships being leveraged for the project. Applicants can apply for up to $500,000 in grant funds per project.

Project Activities:

Indicate the start date and end date of listed project activities, this should align with the Project Schedule. The program has a set timeline and milestone schedule (suggested subtasks are included but can be edited) and projects must be closed out within three years, unless MEDC provides an extension.

Attached Documents:

- □ Indicate with a check whether the listed documents are attached. This section should act as a guide to completing the application.

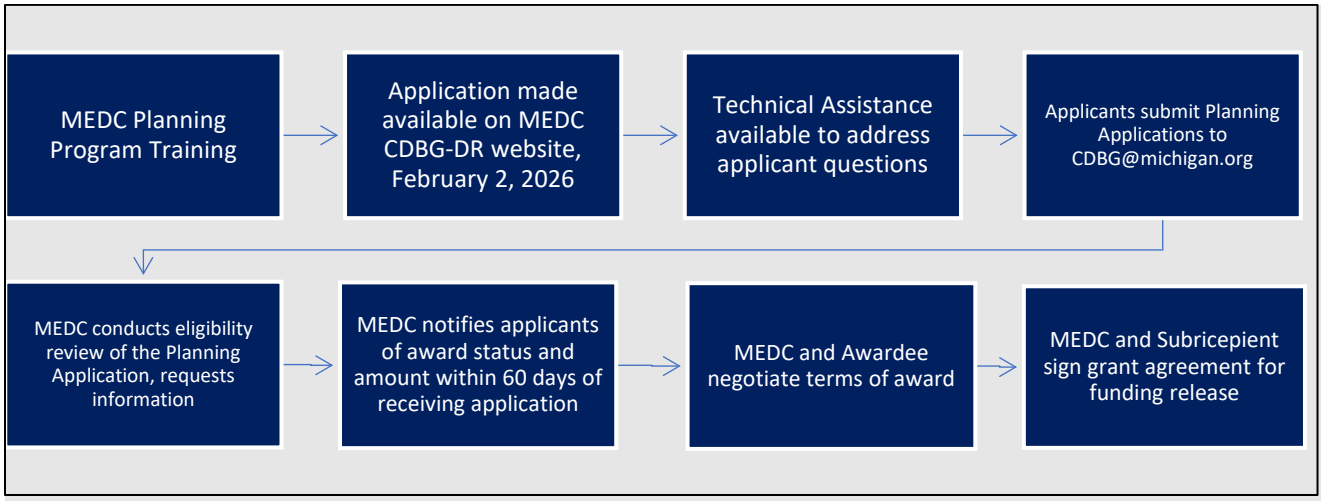
SUBMITTAL REQUIREMENTS

The application process will require applicants to demonstrate the project's tie-back to the disaster, community benefit, the project scope of work, estimated budget and project timeline, and other elements.

Applications will be evaluated on the following project components; a full document list is included at the end of each Application section:

- ☐ Completed CDBG-DR Planning Program Application
- ☐ SAM.gov Verification (Unique Entity Identifier)
- ☐ Detailed Project Budget
- ☐ Project Timeline
- ☐ Milestones
- ☐ Subrecipient Capacity and Conflict of Interest
- ☐ Statement of Assurances
- ☐ CDBG-DR Compliance Checklist
- ☐ Legal Authority
- ☐ Organizational Chart
- ☐ Identified Compliance Policies/Plans
  - ☐ Local Citizen Participation Plan
  - ☐ Procurement Policy
  - ☐ Financial Policies and Procedures
- ☐ Associated Local Plans, Codes or Ordinances and Resolutions (as needed)

APPLICATION REVIEW PROCEDURES



After MEDC announces the availability of CDBG-DR funding, MEDC will release the application. The MEDC Planning Program is a non-competitive first come first serve program. MEDC will award funds to eligible activities/plans for eligible applicants as long as funding remains or until the program ends whichever comes first.

Application reviews will be based on application responses, supporting documentation submitted, and third-party verifications.

MEDC will post the application and publish the awards on the main recovery website: https://www.miplace.org/cdbg-dr/.

SECTION 1

APPLICANT IDENTIFICATION

Official Applicant: Jurisdiction or Not-for-profit entity	**City of Warren, MI**
Mailing Address: Street/PO Box, City/County, State & Zip Code	**1 City Square, Warren, MI 48093**
Applicant Project Contact (PC) Name	**Angela Tarasenko**
Applicant PC Title	**Community Development Supervisor**
Applicant PC Address	**1 City Square, Suite 210, Warren, MI 48093**
Applicant PC Telephone Number	**(586) 574-4686**
Applicant PC Fax Number	**(586) 574-4685**
Applicant PC E-Mail Address	**atarasenko@cityofwarren.org**
Applicant's Unique Entity Identifier (UEI) #	**LLQZCNHZSW74**
Applicant's Federal Tax ID (FEIN) #	**38-6006931**

SECOND POINT OF CONTACT

Applicant Second Contact Name	**Tina Gapshes**
Applicant Second Contact Title	**City Engineer**
Applicant Second Contact Telephone Number	**(586) 759-9300**
Applicant Second Contact E-Mail Address	**tgapshes@cityofwarren.org**

CHIEF ELECTED OFFICIAL

Chief Elected Official Name	**Lori M. Stone**
Chief Elected Official Title	**Mayor**
Chief Elected Official Email	**mayor@cityofwarren.org**

STATE GOVERNMENT REPRESENTATION

Senator Name:	**Paul Wojno**
Senate District:	**10**
Representative Name:	**Ron Robinson**
House District:	**58**

COORDINATION AND PARTNERSHIPS (list all co-applicants/partners involved in this project):

Co-applicant/Partner Name	Support being provided from co-applicant/partner	501(c)(3) non-profit status

APPLICATION FUNDING DETAILS	
Total CDBG-DR Award Requested:	**$39,259.20**
List of the names of jurisdictions included and benefiting from this application.	**Warren, MI**

PRIORITIZATION OF PROPOSED APPLICTION			
Is the applicant community submitting more than one application	Yes	**X**	No
If the applicant is submitting more than one application, please rank the prioritization of this project in comparison to the other applications being submitted (i.e. Priority 1, Priority 2). If the applicant is only submitting one application, then this is Not Applicable N/A.	**Priority**	or **X**	N/A

CAPACITY PLAN

The City of Warren has long been an entitlement community for several Federal grants, including CDBG, HOME, and HOPWA. Programs funded by these initiatives are administered and/or overseen by the City's Community Development department. Community Development Supervisor Angela Tarasenko shall be the project contact and overseer. Ms. Tarasenko has over 15 years of experience in administering CDBG funding, as well as other various Federal and/or State grant funds. Technicians under Ms. Tarasenko's supervision similarly have a wealth of CDBG-related experience, and the department also retains a Financial Assistant, Joseph Vaglica, who has over 5 years of experience in administering State and/or Federal grant funds. The City of Warren also has no open findings on any of its existing grants, and undertaking these proposed CDBG-DR-funded projects in no way poses a risk for a conflict of interest.

Does the Jurisdiction have open MEDC grants or executed LOI's for proposed projects?	_X__Yes _____No
If yes, please provide the grant number(s) and project name in the case of a LOI:	**N/A**
Does the Jurisdiction have any unresolved CDBG grant issues and/or findings?	___Yes _X_ No
If yes, please provide the grant number and explain the issues and/or findings:	**N/A**
Conflict of Interest, check all that apply:	____ Employees, agents, consultants, officers, elected board members or appointed officials of the Jurisdiction will obtain a financial interest or benefit from a CDBG assisted activity or will have an interest in any contract, subcontract or agreement with respect thereto, or in the proceeds hereunder, either for themselves or for those with whom they have family or business ties, during their tenure or for one year thereafter. ____ Officials and staff of the Jurisdiction will be a party to contracts involving the procurement of goods and services assisted with CDBG funds. __X__ No conflicts.

CERTIFICATION AND AUTHORIZED OFFICIAL SIGNATURE			
I certify to the best of my knowledge and belief that the information provided herein is true, complete, and accurate. I am aware that the provisions of false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil, or administrative consequences including, but not limited to violations of U.S. Code Title 18, Sections 2, 1001, 1343 and Title 31, Section 3729-3730 and 3801-3812.			
SIGNATURE:			
Name and Title		Date:	
E-Mail Address			

SECTION 2

Activity (Planning/Resilience types)

- ☐ Hazard Mitigation Plan
- ☐ Comprehensive Plan
- ☐ Land-Use Plan
- ☐ Site-Development Plan
- ☐ Building Codes
- ☐ Energy Codes
- ☐ Zoning Ordinance
- ☐ Flood Damage Prevention Ordinance
- ☐ Other Plans or Studies: _____

PROJECT SCOPE AND SUMMARY

Official Project Title:	**Sanitary Sewer System – Flooding Analysis**

Project Description/Scope of Work: **The proposed project involves the evaluation of a portion of existing sanitary sewer system and subsequent consultation services. The portion of the system to be analyzed is in Section 4 of the City of Warren, and the primary goal of the project is to evaluate existing sewers' capacity and develop feasible mitigation measures to address identified deficiencies. The proposed approach is 1) to perform capacity analysis to identify any existing deficiencies, 2) evaluate potential solutions, 3) proceed with most effective cost-to-value alternative.**

Description of Site or Area Covered:	Northeast part of City of Warren's sanitary sewer system in Section 4 of the City. Roughly 5,500 lineal feet of sewer.
Identify Qualifying Disaster:	2023 Storm
Describe Projected Hazard Risk that this planning project is responding to.	The goal of this proposed project is to identify specific deficiencies which exacerbate the risks related to flooding events and provide guidance on how to mitigate them.
Provide source of information that describes this risk, such as the state's CDBG-DR Action Plan or an existing Hazard Mitigation Plan.	Macomb County Hazard Mitigation Plan, 2025-2030

Most Impacted and Distressed (MID) Area:	___ Oakland County ___ Monroe County _X_ Macomb County ___ Ingham County ___ Eaton County __
Benefit to MID Area:	Reduced instances of roadway and/or basement flooding during heavy rain/snowfall events
Existing HMP, Plans, Codes, Standards, and/or Ordinances and the link with proposed planning activity. *Applicants seeking to update or amend existing plans, codes, or ordinances must attach the current version of the document and clearly explain the proposed update or amendment within the scope of work. For applicants updating or amending their current HMP, attachments should include the current version as well as the resolution.	Macomb County Hazard Mitigation Plan, 2025-2030: page 156, "Submission Two" (see Attachment B). Excerpt: "The existing sewage infrastructure in the City of Warren is failing to meet the demands placed on it by moderate to heavy rains and snowfall events, resulting in roadway and basement flooding."
Risk Reduction Benefits of Activities selected:	**The proposed project shall result in a comprehensive, evaluation-based, and cost-effective recommendation for improvements to the existing sanitary sewer system, the goal of which is to mitigate existing issues with the sewer system and, by extension, future instances of flooding.**

PROJECT TIMELINE (Timeline includes timing of procurement and start-up.)	**START DATE**	**END DATE**
Environmental Review (Activity May Be Exempt, but paperwork must still be completed)	**9/1/2026**	**9/1/2026**
RFQ or RFP for Consultant (If Applicable)	**N/A**	**N/A**
Planning Report/Document(s)	**9/1/2026**	**12/30/2026**
Additional Comments:		

Grant Milestones and Tasks (List in Chronological Order)					
Please provide details about each of the project's individual activities (or subtasks). Subtasks of Milestones are suggested examples and may be revised by Applicant to reflect actual project schedule. Timeline includes timing of procurement and start-up.					
Activity Number	**Activity Title**	**Start**	**End**	**Duration (Days)**	**Staff Responsible**
Milestone 1: Procurement of subcontractor and/or Final detailed scope of work					
Task 1.1	Draft RFP	N/A			
Task 1.2	Final RFP Publication	N/A			
Task 1.3	Contract Execution	N/A			
Milestone 2: Draft product submitted to the appropriate legislative body					
Task 2.1	Internal Outline	N/A			
Task 2.2	Internal Draft for Review	N/A			
Task 2.3	Final Draft for Authority Review	N/A			
Milestone 3: Approval, Adoption, or Presentation of Final Product					
Task 3.1	Internal Final Draft for Review	N/A			
Task 3.2	Final Version of Product Submitted	N/A			
Task 3.3	Final Approval, Adoption, Presentation to Authority	N/A			
Milestone 4: Closeout					
Task 4.1	Final Funding Request Submitted	1/4/27	1/4/27	1	Angela Tarasenko
Task 4.2	Final Progress Report Submitted	1/4/27	1/4/27	1	Tina Gapshes
Task 4.3	Closeout Documentation Submitted	1/4/27	1/4/27	1	Angela Tarasenko

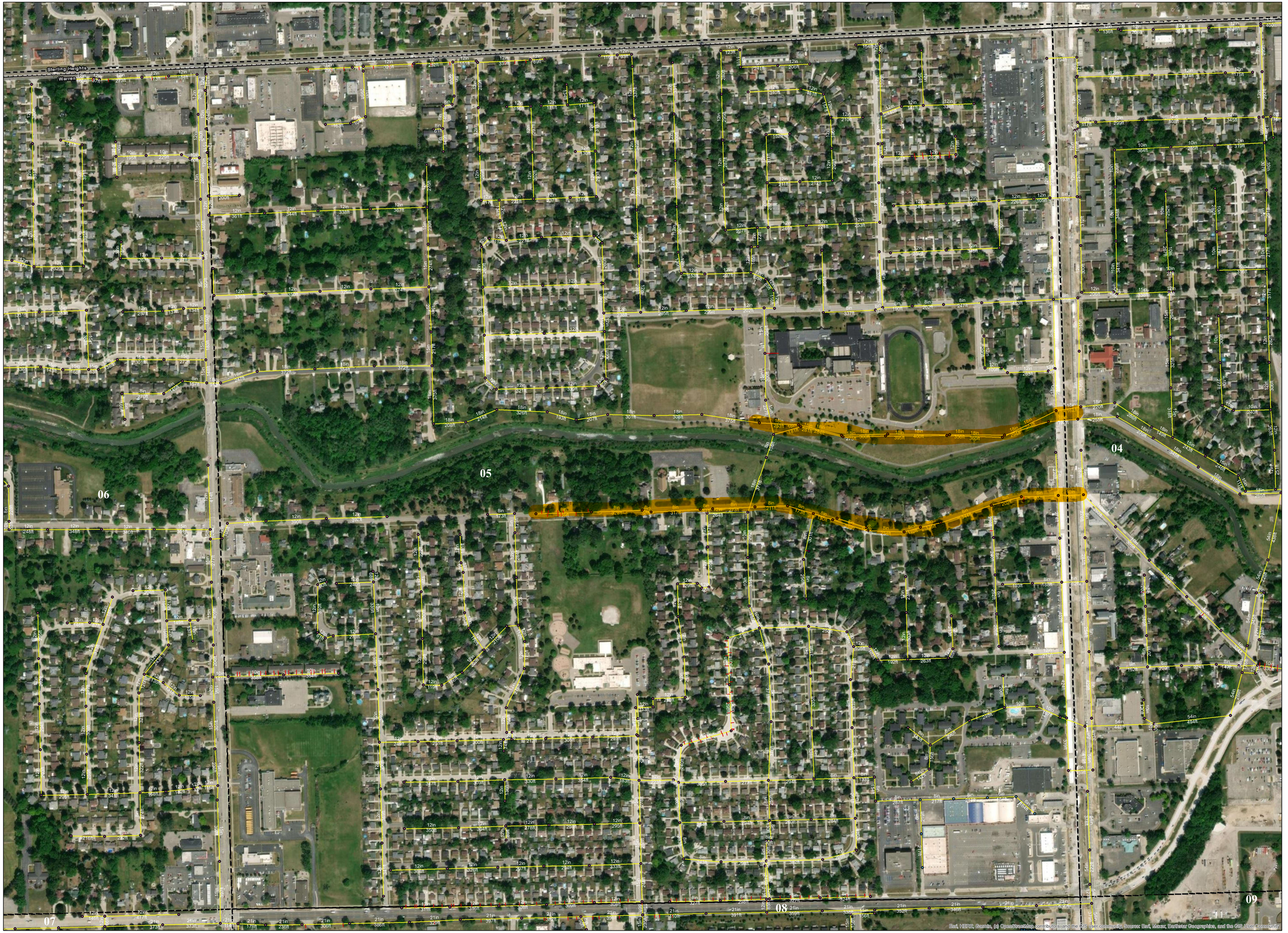
NOTE: The scope of services, breakdown of project steps, and itemized price quote was assembled previously by METCO Consulting Engineers, who is contracted to perform engineering services for the City of Warren. A copy of their Flooding Analysis report shall be included as an addition application attachment.

Professional engineering services were previously bid and awarded by the city under RFP-W-0592. A copy of the bid and award is attached showing METCO Services as an awarded vendor.

PROJECT BUDGET DETAILS		
Total Project Budget:	**$39,259.20**	
CDBG-DR Assistance Requested for HMP/Resilience Planning:	**$39,259.20**	
LEVERAGED FUNDING SOURCE (If Applicable)	**AMOUNT**	**PURPOSE OF FUNDING** *(A&E, Administration, Acquisition, Environmental, Construction, etc.)*
CDBG (from other sources)		
Local Funding		
FEMA (PA, HMGP, 428 PAAP, BRIC)		
US Army Corp (USACE)		
Insurance		
Federal Highway Administration (FHA)		
DDA or other like district Funds		
Approved Local Bonding		
American Rescue Plan Act (ARPA)		
EPA Clean Water State Revolving Fund (CWSRF)		
Other Assistance (not specified above)		

ATTACHED DOCUMENTS		
CHECKLIST	**ATTACHMENT**	**TITLE** **(Please label all documents with the designated Title and Attachment Letter** **If * is present, a template document can be found in the Planning Program Guidelines**
☒	**A**	**Proof of Legal Authority to Adopt Plans, Codes, Ordinances** (Resolution, etc.)
☒	**B**	**Associated Local Plans** *(If Applicable)* (e.g., Capital Improvement Plan, Hazard Mitigation Plan, Master Plan, etc.) Include page callout where project is referenced.
☒	**C**	**Citizen Participation Plan** (See information in Planning Program Guidelines)
☒	**D**	**Financial Statements** (Single Audit or CAFR)
☐	**E**	***Authorizing Resolution**
☒	**F**	***UGLG Public Participation Form**
☐	**G**	***Published* Public Hearing Notice (Notice to be printed in news publication)**
☐	**H**	**Public Hearing Minutes or Summary**
☒	**I**	***Statement of Assurances**
☒	**J**	***CDBG-DR Compliance Checklist**
☒	**K**	***Anti-Displacement and Relocation Assistance Plan**
☒	**L**	**Organization Chart**
☒	**M**	**UEI Registration** (sam.gov registration)

City of Warren Utilities - Sanitary Sewer



N

Section: 05

Legend

- Sanitary Clean Out

Sanitary Manhole

- <all other values>

Asset Owner

- <Null>
- Centerline
- GLWA
- Private
- Warren
- Sanitary Pressurized Main
- Sanitary Leads
- Sanitary Gravity Main
- Public_Land_Survey_Sections

1 inch = 371 feet

0 250 500 1,000 Feet

Date: 6/4/2025

METCO
CONSULTING
ENGINEERS

12835 Stephens Road
Warren, MI 48089
(586) 920-2620
Fax (586) 510-4466

June 5, 2025

City of Warren
One City Square
Warren, MI 48093

Attn: Ms. Tina Gapshes, P.E.
WWTP Division Head

Re: Sanitary Sewer System -Flooding Analysis

Dear Ms. Gapshe:

Pursuant to your request, METCO is pleased to submit the following proposal to provide Engineering Services for evaluation of existing sewer systems in limited areas as highlighted in the attached COW Sanitary Sewer map. The scope of our services and the associated fees are detailed below:

SCOPE OF SERVICES

The scope outlined below covers limited COW sanitary sewer system area encompassing Section 4 and covering the Northeast part of cow Sanitary sewer system as highlighted.

It is our understanding from our earlier discussion that the primary goal of this Task would be to evaluate the capacity of the existing sewers and develop a feasible mitigation measure to address the deficiencies.

We propose the following approach including (a) perform capacity analysis and identify the deficiency(s) in the existing system serving those areas, (b) evaluation of different alternative solutions and (c) recommend cost effective improvements with conceptual design approach that would mitigate the existing issues. Our approach would involve following Tasks.

- Task1.0 Data gathering and Review – includes limited field survey to collect mossing rim elevations and in inverts of manholes along the existing sewer line serving Neighborhood areas under study.

  Task 2.0 Identify areas for potential cross connections between sanitary and storm sewers, coordinate with COW for smoke testing and dye testing to be done by the City hired contractor.

- Task 3.0 Perform additional Field investigation as required
- Task 4.0 Populate the existing Hydraulic Model with relevant data for the area under this Study
- Task 5.0 Hydraulic Analysis – Model simulation for design storm events and capacity analysis
- Task 6.0 Evaluate alternative mitigation measures - Sewer upsizing, Re-routing of sections of existing sewer, additional relief sewer of larger size and depth
- Task 7.0 Develop report with Analysis and recommendations and conceptual sketch for recommended options.
- Task 8.0 Meetings with City as required

FEE

Our estimated fee will be in the "Cost-not-Exceed' amount of $39,259.20. The detailed breakdown is presented below.

CLASSIFICATION	HOURS	RATE/HR	AMOUNT
PROJECT PRINICIPAL	24	$ 181.81	$ 4,363.44
PROJECT ENGINEER	80	$ 127.78	$ 10,222.40
MODELER	100	$ 127.78	$ 12,778.00
DRATFTER/DESIGNER	64	$ 98.74	$ 6,319.36
SURVEY-2 MAN CREW	32	$ 174.25	$ 5,576.00
	300		$ 39,259.20

*Note: Rates used for calculating estimated fees for professional services are based on the 2024-2026 Hourly Rates per the attached Comprehensive Hourly Rate Table No.9.

** The survey will be limited to field verification and gathering Riim elevation and inverts of the manholes as identified by us along the sewers serving the areas under evaluation.

We propose to bill the services on a time and materials basis, based on actual hours expended at the approved rate structure. We have used the rate schedule included in the existing Contract with the City for Engineering Services per RFP-W-0592. Contract rates in the approved Fee Structure Table 9 - Comprehensive Hourly Rate.

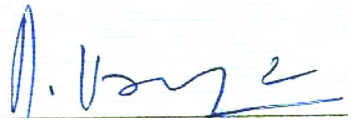
SCHEDULE

To be determined upon finalization of the approach during the initial phase of this Project after the approval of Proposal.

We appreciate the opportunity to submit this proposal, and we look forward to your favorable consideration and approval. If you need any further clarifications or would like to discuss them in more detail, please feel free to call me at 586-920-2620.

Very truly yours,

METCO SERVICES, INC.



Raj Vijayendran, PE
President

RV/rs

Accepted by City of Warren:

_____

Tina Gaphes, P.E. –
WWTP Division Head

Date:_____

COMPREHENSIVE HOURLY RATE TABLE

6% INCREASE EVERY TWO YEARS STARTING IN NOVEMBER OF 2024

LINE ITEM	EMPLOYEE CLASSIFICATION	INITIAL 2023 HOURLY RATES	NOVEMBER 8, 2024 - NOVEMBER 7, 2026	NOVEMBER 8, 2026 - NOVEMBER 7, 2028	NOVEMBER 8, 2028 - NOVEMBER 7, 2030	NOVEMBER 8, 2030 - NOVMBER 7, 2032	NOVEMBER 8, 2032- NOVEMBER 7, 2033
1	FIRM PRINCIPAL	$171.52	$ 181.81	$ 192.72	$ 204.28	$ 216.54	$ 229.53
2	SENIOR LICENSED ARCHITECT/ENGINEER/SUREYOR (PROJECT MANAGER)	$152.00	$ 161.12	$ 170.79	$ 181.03	$ 191.90	$ 203.41
3	LICENSED ARCHITECT/ENGINEER/SUREYOR	$120.55	$ 127.78	$ 135.45	$ 143.58	$ 152.19	$ 161.32
4	GRADUATE ARCHITECT/ENGINEER/SURVEYOR	$93.15	$ 98.74	$ 104.66	$ 110.94	$ 117.60	$ 124.66
5	ARCHITECT/ENGINEER/SURVEYOR AIDE (DESIGNER)	$93.15	$ 98.74	$ 104.66	$ 110.94	$ 117.60	$ 124.66
6	DRAFTSPERSON	$76.71	$ 81.31	$ 86.19	$ 91.36	$ 96.84	$ 102.66
7	CLERICAL	$42.74	$ 45.30	$ 48.02	$ 50.90	$ 53.96	$ 57.20
8	1 - PERSON SURVEY CREW (show per-crew rate)	$93.15	$ 98.74	$ 104.66	$ 110.94	$ 117.60	$ 124.66
9	2 - PERSON SURVEY CREW (show per-crew rate)	$164.39	$ 174.25	$ 184.71	$ 195.79	$ 207.54	$ 219.99
10	3 - PERSON SURVEY CREW (show per-crew rate)	$210.41	$ 223.03	$ 236.42	$ 250.60	$ 265.64	$ 281.58
11	CONSTRUCTION SUPERVISOR	$98.63	$ 104.55	$ 110.82	$ 117.47	$ 124.52	$ 131.99
12	CONSTRUCTION OBSERVER	$65.75	$ 69.70	$ 73.88	$ 78.31	$ 83.01	$ 87.99
13	Pass-through reimbursable rates as a percentage (%) for outside services passing though the Engineer's books.	8%	8%	8%	8%	8%	8%