



# City Council Study Session

Monday, February 24, 2025 at 6:00 PM

27400 Southfield Road, Lathrup Village, Michigan 48076

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1. **Call to Order** by Mayor Garrett

Absent: Kantor, Barksdale

2. **Discussion Items**

A. City Council Goal Setting

Councilmember Hammond and Mayor Garrett discussed the City Council's goals of: Transparent, Open & Honest Government, Dedication to Service, Fiscal Responsibility, Personal Honesty and Integrity, Excellence, Teamwork, A Humane and Diverse Organization, and Others.

Mentioning items that fit under the different headings, like the City Website and Town Hall, for Transparent Open, and Honest Communication. Upgraded technology (computers and Radar units), HAWK signals, cameras to address crime, and CA Greene approving a good contract to attract Police Officer applicants, as well as maintenance and playgrounds for Dedication to Service.

Councilmember Hammond and CA Greene discussed improvements of playgrounds and parks and working with businesses and the DDA, to see if they will help.

Councilmember Hammond discussed supporting the Parks and Recreation department and having at least one part-time employee, that could possibly help in other departments. Mayor Garrett liked the overlapping idea too and thought maybe they could help in the Historic Society too. Councilmember Hammond commented that he wants to Improve the quality of life for all ages, not just Seniors.

The discussion continued regarding the heading of Fiscal Responsibility, including that we now utilize an ADP system to track employee time off, and work contracts are reviewed through a formalized process, as well as tracking expiring contracts, Councilmember Hammond asked, if there is a written agreement of every contract, with Service providers, and if their performance matches the expected service and agreement. Mayor Garrett, and Councilmember Hammond, agreed that since there is a trackable employee ADP system in place, this goal point can be removed.

Economic Vitality, concerning what can be done to increase outreach, and get people to come here for business events or business opportunities was discussed.

Personal Honesty and Integrity were addressed, and Councilmember Hammond, and Mayor Garrett, thought the current rules were good, and agreed that all newly elected Council members would be provided with the Council rules. Some discussion points were about all Council responding by deadlines, being prepared, and being on time.

Councilmembers Jennings, and Hammond, along with Mayor Garrett, discussed Professional Development and training, and some points were: being updated on future training dates, having a schedule of pertinent related trainings suggested by organizations like MML, and Councilmember Jennings liked the Spreadsheets that CA Greene had utilized for logging his staff's Professional Development hours, and Councilmember Hammond thought they should be presented twice a year. Mayor Garrett mentioned looking at staff meeting hours and staff's attendance at Community events.

Under the heading of a Humane and Diverse Organization, Councilmember Hammond, mentioned a class to educate business owners and residents about the Code Enforcements, to help people know what their responsibility is, what their neighbor's responsibility is, and what is handled by the City, and through this understanding it could help with ditch and culvert upkeep.

There was some discussion about Identifying cross-functional or cross-departmental opportunities, like Police and Code Enforcement, moving things on the City Website, having all staff wear name tags, possibly remodeling the Community Room, and enforcing snow removal on sidewalks.

Mayor Garrett brought up a possible Culvert amnesty, and Councilmember Hammond thought it should be considered.

A resident's suggestion to cut administrative staff to part-time was discussed and Councilmember Hammond didn't believe it was a feasible idea.

Under the heading of Cost savings, some discussion points were: whether Police tasers could be refurbished, decreasing the City's investment in IRA matches and insurance premiums, along with the impact on employees if that was implemented, and Councilmember Hammond wanted it on the record that he doesn't like those ideas.

#### B. Store Uses Limitations

There was discussion on how to limit the amount of a certain type of business in the City, for the benefit of the health safety, and internal welfare of residents. Mayor Garrett mentioned payday stores and that Southfield has a moratorium on them. Councilmember Jennings wanted there to be a limit on dollar stores. It was agreed that CA Greene and Attorney Baker will investigate it and there will be future discussions.

#### C. Congressional Directed Spending Requests

CA Greene explained that there is a three-week window to put in requests, to Congressman Peters and Congresswoman Talib. Some items that were discussed were a new DPW building, updating the City Hall restrooms, updating the Community Room, and redoing the workspace and Locker rooms for the Police Department. Mayor Garrett wanted all suggestions to be submitted.

#### D. PA 33 Special Assessment District

This was on the agenda to answer any questions before the regular City Council meeting, and Councilmember Hammond suggested, explaining the amount of time that the PA 33 Special Assessment

District will be in place, to better inform the public. Councilmember Jennings suggested having PowerPoint slides and/or other visuals to help answer common questions.

3. **Public Comments** (speakers are limited to 3 minutes)

- Timothy Hillman, addressed Councilmember Jennings's request for visuals, letting him know that the Finance Committee has, already prepared resources that may help and be repackaged and that the Finance Committee can reconvene for a specific purpose like educating the public.
- Timothy Hillman also referenced the discussion of staff PTO and mentioned that effective Feb 21, 2025, the Michigan Earned Sick Time Act has taken effect.
- Timothy Hillman expressed that he could see both sides of the sidewalk Code Enforcement topic and encouraged the City Council to consider a happy medium.
- Bruce Copus, discussed PA 33, explaining its background and purpose, including that it was initiated in 1951, for communities to come together to share expenses for Police and Fire services, and he didn't see anything saying a single Village could enact it on their own.
- Attorney Baker responded to Mr. Copus, saying that it was originally intended for collaboration between townships but expanded to include Village and Cities with a population, under 15000, and Lathrup Village does qualify.

4. **Mayor and Council Comments**

Mayor Garrett suggested moving the time of the Regular City Council meetings back to 7:00 pm, from its current time of 7:30 pm.

5. **Adjourn 7:21 pm**