

**From:** Mike Greene <michaelgreene09@gmail.com>

**Sent:** Wednesday, November 8, 2023 3:20 PM

**To:** Scott Baker <sbaker@bakerelowsky.com>

**Subject:** Re: LV - City Administrator - Update

Afternoon Scott –

Thank you for providing me with that information. Attached is my first response to the DRAFT contract that you sent me. Just so you understand where I am coming from, below are my thoughts on the areas that I have edited (green or red/strikethrough text).

**Section 3: Compensation**

There was no salary range listed in the job posting. Utilizing the MML Salary Survey, I researched the salaries of City Managers/Administrators of smaller communities (under 10,000 population) within 25 miles of Lathrup Village (a similar market). I believe the ask of a \$130,000 salary is fair. This ideally puts the community in line with its counterparts in Huntington Woods & Pleasant Ridge.

**Section 6: Automobile**

Added the addition of an automobile allowance. Removed the portion of the City providing me with a vehicle.

**Section 7: Retirement**

Added a clause for 100% vested immediately upon employment.

**Section 10: Severance**

Modified the clauses. 10.B allows for a three (3) month severance if released within the first 180 days. I'm seeking this protection as I will be coming in post-election with two new Council members on board who were not a part of my interview panel. 10.C increases the standard severance to six (6) months and includes insurance coverage.

**Section 15: Residency**

I appreciate the inclusion of not having to establish residency and what I included is not a sticking point in the agreement, but I see it as a sign of good faith for community relationship building if I move within the City limits.

As for the start date, I have yet to put in my notice to my current employer as I am hesitant to do so without having a general idea of where we stand with a contract. Once I have a better idea of that I will be able to narrow down a date. I would like to put in a 30-day notice here, and then naturally take a week's vacation afterward.

Thank you for your consideration when reviewing this. Please let me know if you have any questions

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Mike Greene  
(989) 670-2542

[LinkedIn](#)

On Wed, Nov 8, 2023 at 11:30 AM Scott Baker <sbaker@bakerelowsky.com> wrote:

Good morning,

The city does match up to the 5%, anything different they would have to create a separate MERS group. I believe the standard vesting is 5 years but that is something previous administrators have negotiated down.

Scott

ATTENTION: This e-mail originates from a law office. If you have not signed a retainer letter describing the services to be provided, and the amount to be paid for those services, you should assume that you are not a client. Pursuant to the Electronic and Communication Privacy Act of 1986, 18 U.S.C. § 2510, et seq. (the "ECPA"), you are notified that this e-mail may contain privileged and confidential information intended only for the use of the individual named above. If you are not the intended recipient of this e-mail, you are hereby notified that dissemination or copying of this e-mail or any attachment is strictly prohibited. If you have received this e-mail in-error, please immediately notify us by telephone at (248) 230-4103, and if you receive this transmission in error, contact the sender immediately, delete the original and destroy any printout or copy. Neither this information block, the typed name of the sender, or anything else in this message is intended to, nor shall it constitute, an electronic signature on the part of the sender or the law firm of Baker & Elowsky, PLLC for purposes of any local, state, or federal laws including the Electronic Signatures in Global and National Commerce Act ("E-Sign") unless a specific statement to the contrary is included in this message. Thank you.

On Nov 8, 2023, at 8:14 AM, Mike Greene  
<[michaelgreene09@gmail.com](mailto:michaelgreene09@gmail.com)> wrote:

Good morning Scott -

I am almost ready to send you some potential negotiable terms for this agreement. One section I am tied up on is Section 7: Retirement. Typically, I try to stick as close as I can to what non-union active employees get, however, looking through the personnel policy, I want to confirm what the City's contribution is. The policy states that the active member contributes 5% of annual compensation. Does that mean the City matches that 5% as well, or do they contribute more or less?

The Match Program listed in Policy Section 15.05 seems to cover a match of 2% through ICMA RC. That part is clear, I'm more curious about the MERS section.

Thanks!

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Mike Greene  
(989) 670-2542

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On Tue, Nov 7, 2023 at 3:22 PM Mike Greene  
<[michaelgreene09@gmail.com](mailto:michaelgreene09@gmail.com)> wrote:

Received/Thank you, Scott.

I'll start taking a look through this tonight and get back to you tomorrow. Look forward to working with you.

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Mike Greene  
(989) 670-2542

[LinkedIn](#)

On Tue, Nov 7, 2023 at 1:51 PM Scott Baker  
<[sbaker@bakerelowsky.com](mailto:sbaker@bakerelowsky.com)> wrote:

Good afternoon, Mike  
Attached is a draft employment agreement that has been used for prior administrators, unfortunately the outgoing council didn't provide any guidance on the terms. Hopefully, we will have certified election results in time for our 11/20 meeting and we can seat a new Council. In the meantime, if you could provide me with your desired salary, starting date and any other terms or conditions you would like to see added I can be prepared to present this to the new Council. Thank you and if you need anything, feel free to reach out. E-mail is best, but my cell is (586) 909-1126 in case you need to call or text me.

Scott

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**From:** Scott McKee <[policechief@lathrupvillage.org](mailto:policechief@lathrupvillage.org)>  
**Sent:** Monday, November 6, 2023 1:31 PM  
**To:** Mike Greene <[michaelgreene09@gmail.com](mailto:michaelgreene09@gmail.com)>  
**Cc:** Scott Baker <[sbaker@bakerelowsky.com](mailto:sbaker@bakerelowsky.com)>  
**Subject:** RE: LV - City Administrator - Update

Good afternoon Mike,

Attached you will find the most recent copy of the Personnel Manual. I have included our City Attorney Scott Baker on this email and he will respond to directly about a draft contract.

I had a great weekend, I hope you did as well.

Let me know if you need anything additional.

<image001.jpg>

**From:** Mike Greene <[michaelgreene09@gmail.com](mailto:michaelgreene09@gmail.com)>

**Sent:** Monday, November 6, 2023 12:10 PM

**To:** Scott McKee <[policechief@lathrupvillage.org](mailto:policechief@lathrupvillage.org)>

**Subject:** LV - City Administrator - Update

Afternoon Chief -

Hope you had a good weekend. Just checking in to see if you had a chance to connect with the City Attorney about sending over a draft contract for me to edit/return. Also, any chance you were able to get a copy of the personnel policy and any other documents for me to review?

Thanks!

P.S. Have a good election day.

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Mike Greene  
(989) 670-2542

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