



City of Lathrup Village
27400 Southfield Road
Lathrup Village, MI 48076
www.lathrupvillage.org | (248) 557-2600

TO: Mayor & City Council
FROM: Mike Greene – City Administrator
DATE: April 21, 2025
RE: Request to Approve the Ratification of the Agreement between the City of Lathrup Village and the Lathrup Village Command Officers Association (LVCOA)

Background Brief: As you are aware, the City Administrator's office began negotiations with LVCOA as soon as the LVPOA contract was ratified in January 2025, as there are aspects of the COA contract that are directly impacted by the POA contract. The majority of the changes redlined throughout the contract mirror those that were approved in the POA contract. A signature-ready version of the agreement will be finalized once approved by the Council.

Agreement highlights include, but are not limited to:

- Wages & Employer Retirement Contribution
 - Differentials stay the same. Sergeants are paid 12% over the wages of highest highest-paid Patrol Officer, and Lieutenant pay is 4% higher than Sergeants.
 - Defined Contribution:
 - January 1, 2025 – 9% contribution (now includes vesting language)
 - January 1, 2026 – 10% contribution
 - January 1, 2027 – 11% contribution
- Health Insurance
 - Current: BCBS PPO Platinum 250
 - New: BCN Blue Elect Plus POS Platinum (potential union insurance cost savings of ~16%)

Previous Action: N/A

Economic Impact: Below is the estimated minimum economic increase year over year based on the enclosed agreement. This cost can be impacted based on staffing levels, promotions, and insurance changes.

	FY 24-25	FY 25-26	FY 26-27	FY 27-28	TOTAL
Wage Increase	\$4,645	\$8,547	\$7,974	\$4,072	\$25,238
Benefits Increase*	\$2,788	\$8,983	\$12,697	\$6,502	\$30,971
Minimum Increase	\$7,433	\$17,530	\$20,671	\$10,574	\$56,209

*Benefits include: Social Security, retirement, retiree health, insurance, longevity, and winter vacation days.

Recommendation: It is my recommendation to approve the agreement with LVCOA.

Recommended Motion:

Moved by Council Member _____ seconded by Council Member _____ to approve the ratification of the January 1, 2025, through December 31, 2027 agreement between the City of Lathrup Village and the Lathrup Village Command Officers Association.

Kelly Garrett
Mayor

Bruce Kantor
Mayor Pro-Tem

Jalen Jennings
Council Member

Dalton Barksdale
Council Member

Jason Hammond
Council Member