

**City of Lathrup Village**  
 27400 Southfield Road  
 Lathrup Village, MI 48076  
[www.lathrupvillage.org](http://www.lathrupvillage.org) | (248) 557-2600

TO: Mayor & City Council  
 FROM: Mike Greene – City Administrator  
 DATE: January 27, 2025  
 RE: Request to Approve the Ratification of the Agreement between the City of Lathrup Village and the Lathrup Village Police Officers Association (LVPOA)

**Background Brief:** As you are aware, the City Administrators office began negotiations with LVPOA in the summer of 2024 with the intent of finalizing a new contract before the current contract expired on December 31, 2024. While we did not meet our intended deadline, this was a thoughtful negotiation by both parties, and management believes that the enclosed agreement meets the needs of both parties. In your packet is a copy of the agreement that shows the proposed changes. 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
  - January 1, 2025 – 5% increase & 9% contribution (now includes vesting language)
  - January 1, 2026 – 4% increase & 10% contribution
  - January 1, 2027 – 4% increase & 11% contribution
- Health Insurance
  - Current: BCBS PPO Platinum 250
  - New: BCN Blue Elect Plus POS Platinum (potential union insurance cost savings of ~16%)
- Additional Items
  - Police Academy Reimbursement Language
  - Sick Leave Donation Language
  - One (1) additional holiday
  - Inclusion of 80 hours of paternity leave
  - Updated Vacation Leave Language
  - Updated Overtime Language

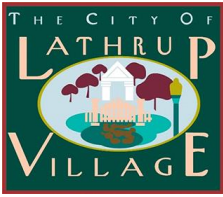
**Previous Action:** 1-6-25 Closed Session Discussion

**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, use of part-time employees, and overtime usage.

	FY 24-25	FY 25-26	FY 26-27	FY 27-28	TOTAL
Wage Increase	\$16,263	\$29,924	\$27,869	\$14,208	\$88,264
Benefits Increase*	\$3,702	\$11,901	\$16,868	\$8,669	\$41,139
Minimum Increase	\$19,965	\$41,825	\$44,736	\$22,876	\$129,403
Time Off Payouts** (Union Wide)		\$210,171	\$218,557	\$227,320	

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Kelly Garrett Mayor	Bruce Kantor Mayor Pro-Tem	Jalen Jennings Council Member	Dalton Barksdale Council Member	Jason Hammond Council Member
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\*Benefits include: Social Security, retirement, retiree health, insurance, longevity, and winter vacation days.  
\*\*Based on the proposed agreement – the amounts included in the table reflect the maximum payout the City could be responsible for if each employee in the department maxed out their accrual time and then left City employment.

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

**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 Police Officers Association.

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**Kelly Garrett**  
Mayor

**Bruce Kantor**  
Mayor Pro-Tem

**Jalen Jennings**  
Council Member

**Dalton Barksdale**  
Council Member

**Jason Hammond**  
Council Member