



City Council Study Session Minutes

Monday, May 20, 2024 at 6:00 PM

27400 Southfield Road, Lathrup Village, Michigan 48076

1. **Call to Order** by Mayor Garrett 6:01 pm

2. **Discussion Items**

A. Special Land Use Approval - 26727 Southfield Road (BP Gas Station)

Attorney Scott Baker explained that the BP Gas Station, would not be using one of the liquor licenses, that have been allocated to the City of Lathrup Village by the State's Liquor Control Commission because they will be bringing in their own liquor license, that they have purchased from another community. Councilmember Hammond asked if we had one liquor license left, and Attorney Baker confirmed that we had one left. Councilmember Jennings asked if we could have a map of where the actual liquor licenses, that are currently being used, are physically located in Lathrup Village.

B. Partnership Agreements

i. Boys 2 Men

- Mayor Pro-Tem Kantor, thought that instead of three uses of the Community Room, there should only be two
- Mayor Garrett, said the partnership agreement had been discussed by the Council prior, and that the group is offering a lot to the City
- Boys 2 Men offered to give Lathrup Village 100 volunteer hours
- Councilmembers Barksdale and Hammond, discussed ways to show a discount for the use of the Community Room, based on a dollar value per amount of time, having a way to track the hours that have been donated, and how the agreement for use of the Community Room would change if the agreed upon, volunteer hours were not met.
- Mayor Pro-Tem Kantor, said that giving the Community Room, in exchange for Volunteer hours is okay, but the setup/breakdown and clean-up fees, are actual costs, and if they are going to clean it themselves, there should be an agreement on cleaning standards for the room, and Attorney Baker, said if not up to standard, a reimbursement for the cost of cleaning it.
- Councilmember Barksdale, wanted to have a Hold Harmless clause for the use of our rooms by all groups that are in partnership with the City

- Our City Ordinances concerning charities being able to collect/receive money at events/meetings at the Municipal building was discussed
- Councilmember Hammond, wanted to table this partnership agreement until some metrics for converting Community Hours, into use of the Community Room, and other items were added to the agreement

ii. Lathrup Village Historical Society

- Items currently stored at the Southfield Public Library, will be returned to the City of Lathrup Village Municipal building.
- Councilmember Jennings, asked if there is a particular temperature and/or humidity control needed for the historical items

iii. Lathrup Village Women's Club

- LVMC wanted to review their agreement further and requested it be tabled by City Council.
- Mayor Pro-Tem Kantor and Councilmember Hammond, discussed the use of The Meeting Room and thought that it should be after business hours to not interfere with staff offices located in the vicinity.

C. Finance Review Committee

- Five applications were received for the positions
- Councilmember Hammond, said they are great candidates

D. FY 24-25 Budget

City Council reviewed the most recent draft of the budget and was pleased to see some readability items previously brought up have been addressed. Councilmembers noted some additional items that needed to be addressed but those items did not affect any dollar numbers being approved.

E. City Council Goal Setting

This was a continuation of the last session, and Councilmember Hammond thinks all of them are important and is glad that they are documented for them to review.

F. City Administrator Performance Goals

- Discussed among the City Council, to try to get them as specific as possible, and to narrow it down, so that it can be approved during the regular meeting
- Councilmember Hammond, likes the goal of being on time and having a Balanced Budget

- Councilmember Hammond, suggested specifying a timely manner for filling staff, by posting openings within 14 days, because it is measurable
 - Councilmember Barksdale and Mayor Pro-Tem Kantor suggested 7 calendar days
- Employee retention goal was discussed as possibly being modified to see if employees are happy with the work environment, with a survey, and if the City Administrator, hits a targeted goal, that would satisfy the retention goal
 - Employees leaving on their own, for a good reason (like moving out of town) should not negatively impact Mr Greene's performance
 - Mayor Garrett, and Councilmember Barksdale, suggested an 80% retention rate for employees
- Councilmember Hammond, voiced concern that the retention goal could make the City Administrator, keep an employee that needs to be let go
- Councilmember Jennings, thinks that it is important that the City Administrator, keeps up employee morale in the City Office
 - Councilmember Jennings did not think this should be measured by surveys alone, the small number of staff, leads to concern in objectivity, from staff members who are concerned about remaining anonymous
- Mayor Garrett, believes every employee should attend 1 professional development per year

2. Public Comments

Carol Green, who volunteers on the parks and recreation committee, said they are trying to make things self-sustaining, and feels that it is a slap in the face, to see the City allow other groups to come in for free, and not even charge them the clean-up fee.

3. Mayor and Council Comments

Councilmember Hammond, said the groups asking for partnership agreements, are giving the City something that benefits the community.

5. Adjourn 7:02 pm