

# City Council Study Session

Monday, February 23, 2026 at 6:00 PM

27400 Southfield Road, Lathrup Village, Michigan 48076

1. **Call to Order** by Mayor Kantor
2. **Discussion Items**
  - A. City Council FY 26-27 Goals
  - B. Public Budget Input Session Feedback
  - C. SOCRRA Cart+ v. Cart Only
  - D. Regular Meeting Agenda Items
3. **Public Comments**
4. **Mayor and Council Comments**
5. **Adjourn**

## 6. ADDRESSING THE CITY COUNCIL

Your comments shall be made during the times set aside for that purpose.

Stand or raise a hand to indicate that you wish to speak.

When recognized, state your name and direct your comments and/or questions to any City official in attendance.

Each person wishing to address the City Council and/or attending officials shall be afforded one opportunity of up to three (3) minutes during the first and last occasion for citizen comments and questions and one opportunity of up to three (3) minutes during each public hearing.

Comments made during public hearings shall be relevant to the subject of the public hearings being held.

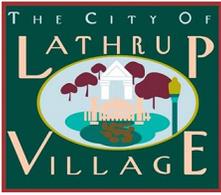
In addition to the opportunities described above, a citizen may respond to questions posed to them by the Mayor or members of the Council, provided members have been granted the floor to pose such questions.

No speakers may make personal or impertinent attacks upon any officer, employee, City Council member, or other elected Official that is unrelated to how the officer, employee, or City Council member or other Elected Official performs their duties.

No person shall use abusive or threatening language toward any individual when addressing the City Council.

Attendees are permitted to make video and sound recordings of the public meeting. However, video recording devices shall only be permitted in a designated area, and the device shall remain there through the duration of the meeting.

The Mayor shall direct any person who violates this section to be orderly and silent. If a person addressing the Council refuses to become silent when so directed, such person may be deemed by the Mayor to have committed a "breach of the peace" by disrupting and impeding the orderly conduct of the public meeting of the City Council and may be ordered by the Mayor to leave the meeting. If the person refuses to leave as directed, the Mayor may direct any law enforcement officer who is present to escort the violator from the meeting.



**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: February 23, 2026  
RE: Study Session

**City Council FY 26-27 Goals**

Each year, as part of the budget process, the City Council reviews its Council Goals and makes any necessary changes. Included in your packet are the approved goals from FY 25-26, based on feedback from the last Study Session.

This agenda item is intended to continue the previous conversation.

**Public Budget Input Session Feedback**

Please see the enclosed memo.

**SOCRRA – Cart+ v. Cart Only**

SOCRRA has begun drafting a request for proposal (RFP) for waste collection services for the membership. The current SOCRRA contracts expire in June 2027, and the best practice for this industry is to post RFP’s at least a year in advance to ensure there is enough lead time in the event a new company is awarded collection services for a community.

As SOCCRA is starting to draft the RFP document, a conversation that member communities need to have is what type of waste/recycling collection the City would like. During SOCRRA meetings, there have been multiple conversations if communities want to explore "Cart Only" contracts versus what the City currently has, which is considered "Cart+." The reason this conversation is taking place at SOCCRA is due to the request from some members to have a more competitive bid process, as there are some collection companies that only conduct business as "Cart Only." Additionally, based on what SOCCRA staff is seeing, "cart only" communities are seeing 15-20% savings in waste/recycling contracts versus "cart +".

In the waste collection world, "Cart Only" refers to a service model where residents must place all household trash and recycling inside the standardized wheeled carts provided by the waste hauler. Materials left outside the cart, such as loose bags, bulk items, or overflow trash, are typically not collected unless special arrangements are made.

"Cart+" refers to a service model where residents are provided a standard wheeled cart for regular household trash, but are also allowed a limited amount of additional material outside the cart on collection day (what the City currently offers).

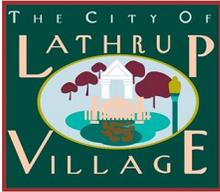
The purpose of this discussion is to see if the Council is open to having our portion of the SOCRRA RFP include a "Cart Only" option for bidders.

**Regular Meeting Agenda Items**

If time permits, this portion of the agenda is to address any general questions a Councilmember may have for any regular meeting agenda item.

---

<b>Bruce Kantor</b> Mayor	<b>Kelly Garrett</b> Mayor Pro-Tem	<b>Jalen Jennings</b> Council Member	<b>Jason Hammond</b> Council Member	<b>John Sousanis</b> Council Member
------------------------------	---------------------------------------	---	--	--



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

**Goals & Performance Measures**  
**Fiscal Year 2026/2027**

<b>Transparent, Open &amp; Honest Government</b>		
<i>This value reflects our first and most important responsibility. We maintain an organizational reputation for openness, honesty, and integrity.</i>		
<b>Goal/Action</b>		<b>2025/2026 Progress</b>
<ul style="list-style-type: none"> <li>Improve communications with residents and local businesses</li> </ul>	Use all possible media to communicate events, meetings, and updates promptly. Develop a clear and concise timeline for when items need to be turned in for the media, and be consistent with the timing of posting.	City will be rolling out SMS (text) updates to go with the app over the next couple of months.  City Created Communications & Engagement Committee.
<ul style="list-style-type: none"> <li>Adopt a Communication Plan</li> </ul>	Have a City Communication Plan formally adopted before July 31, 2026.	Created Communications & Engagement Committee to finalize plan recommendation.
<ul style="list-style-type: none"> <li>Develop effective document management and paperless processes</li> </ul>	Develop processes and policies that allow residents to conduct business online and make payments with ease.	The city created the ability for residents to receive their water bills electronically.  City added the use of the Zeffy payment system for City events.
<ul style="list-style-type: none"> <li>Improve website/mobile app design to make information more easily accessible</li> </ul>	Continually update website pages to meet residents' needs.  Conduct a full review of all website pages for accuracy and relevance.	City conducted updates with Aptegy

<ul style="list-style-type: none"> <li>Do more Town Halls</li> </ul>	<p>Conduct one (1) Town Hall quarterly on a specific topic.</p>	<p>Hosted at least 6 Town Halls in 2025 (Finance Town Halls for the Headlee Override ballot question).</p>
--	---	--

Dedication to Service		
<p><i>Our primary duty is to the people we serve. We are accessible, responsive, consistent, and understanding. We provide assistance beyond our customers' expectations, and we find effective solutions to problems that are brought to our attention.</i></p> <p style="text-align: center;"><b>Goal/Action</b></p>		<p style="text-align: center;"><b>2025/2026Progress</b></p>
<ul style="list-style-type: none"> <li>Improve operations through upgrades in technology</li> </ul>	<p>Develop processes and policies that allow residents to conduct business online and make payments with ease.</p>	<p>The city created the ability for residents to receive their water bills electronically.</p> <p>City added the use of the Zeffy payment system for City events.</p>
<ul style="list-style-type: none"> <li>Maintain robust and attractive business corridors</li> </ul>	<p>The Code Enforcer and DDA Director conduct a business inventory quarterly, not only to provide feedback for improvement but also to increase business relationships.</p> <p>Code Enforcer shall walk every business property at least once per year to ensure code compliance.</p> <p>Utilize Oakland County &amp; Main Street resources to their potential.</p>	<p>An ongoing list of business inventory is being added and uploaded to a map located on the DDA page on the website.</p> <p>Achieved recertification status for the Redevelopment Ready Communities program.</p> <p>Granted entry into Recast Leaders Cohort program.</p> <p>Created liaison position with the Lathrup Village Chamber of Commerce.</p>
<ul style="list-style-type: none"> <li>Promote a safe and secure community</li> </ul>	<p>The Police Chief and/or designee will attend one community event (outside of Police events) per year</p>	<p>Chief Zang attended the LVMF and other events.</p>

	and attend a City Council meeting quarterly.	Chief Zang and former Chief McKee attended multiple City Council meetings.
<ul style="list-style-type: none"> <li>Promote a clean and vibrant community</li> </ul>	<p>Continue to utilize Code Enforcement patrols throughout the City to enhance the quality of life for all businesses and residents.</p> <p>Need to put some kind of metric here—something such as every street reviewed at least once per year by Code Enforcer or the like.</p>	
<ul style="list-style-type: none"> <li>Develop and prioritize improvements to parks and playgrounds</li> </ul>	We will ensure that our parks and playgrounds are clean and safe. When financially available, upgrades will be done.	Applied for and awarded grants to improve the park system.
<ul style="list-style-type: none"> <li>Increase Recreational Offerings</li> </ul>	<p>Utilize the Parks and Recreation Committee and City staffing to hold recreational events for members of the entire community.</p> <p>The Council will evaluate during the budget process the creation of a Part-Time Recreation Coordinator position.</p>	<p>Held the Lathrup Village Music Festival.</p> <p>Added resident-taught educational series.</p> <p>Conducted Food Truck Fridays and a host of other recreational events (Breakfast with the Bunny, Winterfest, etc.).</p> <p>A proposal was made to the DDA (and tabled) to obtain funding for city staff hours to assist the Recreation Committee. To be discussed further by the DDA.</p>
<ul style="list-style-type: none"> <li>Improve quality of life for residents of all ages</li> </ul>	We will respond to residents professionally, respectfully, and promptly. Even if we do not have the answer immediately, we will return phone calls, emails, and messages within two (2) business days.	How do we measure without a CRM solution?
<ul style="list-style-type: none"> <li>Provide a maximum of one (1) workday initial response to See Click Fix reports with an additional</li> </ul>	Residents will be updated regularly until their inquiry is completed. <del>The City Council will be updated with</del>	City See Click Fix operations have been modified so that staff members receive input. Staff then have the ability to provide feedback directly in the See Click Fix program.

response every three (3) business days until the issue is resolved	<del>open issues from See Click Fix consistently.</del>
--	---

<b>Fiscal Responsibility</b>		
<i>Proper use of community resources in a public trust, which we continually guard. In the management of this trust, we must avoid even the appearance of impropriety. In our management of public funds, we will strive for the greatest possible efficiency and effectiveness.</i>		
<b>Goal/Action</b>		<b>2025/2026 Progress</b>
<ul style="list-style-type: none"> <li>Fiscal Reviews</li> </ul>	Improve oversight of both revenues and expenditures throughout all funds.	<p>Monthly financial reports are included in the council packet.</p> <p>Approved bi-yearly budget amendments.</p> <p>Conducted at least 6 Financial Town Halls.</p>
<ul style="list-style-type: none"> <li>Contracts</li> </ul>	Create a formal list of all City contracts to be reviewed during the budget process.	List created.
<ul style="list-style-type: none"> <li>Maintain and evaluate current infrastructure to make improvements when necessary</li> </ul>		<p>HAWK Signals Installed</p> <p>Alleyways Reconstructed</p> <p>EB 11 Mile Road Resurfaced (Southfield Rd to on ramp)</p> <p>San Jose Siren Activated Gate Installed</p> <p>Installation of dead-end manholes</p> <p>Watermain Replacement (Ramsgate/Middlesex/Arrowhead)</p>
<ul style="list-style-type: none"> <li>Support economic vitality to attract and retain local businesses</li> </ul>		

<b>Personal Honesty and Integrity</b>		
<i>Each of us demonstrates the highest standards of personal integrity and honesty in public activities to inspire confidence and trust in government.</i>		

<b>Goal/Action</b>		<b>2025/2026Progress</b>
<ul style="list-style-type: none"> <li>Code of Ethics and Council Procedures document provided to all newly elected/appointed Council and Board members</li> </ul>		Council members were provided with these documents at the first meeting after the election.
<ul style="list-style-type: none"> <li>All members of appointed and elected boards will come to meetings prepared to conduct business</li> </ul>		
<ul style="list-style-type: none"> <li>Respond by agreed-upon deadlines</li> </ul>	Clear Expectations of due dates and assignments will be communicated. Reminders will be sent 24 hours before the due date	
<ul style="list-style-type: none"> <li>All staff and members of the appointed and elected boards will be as timely as possible with their arrival to meetings unless they have communicated otherwise.</li> </ul>		

<b>Excellence</b>		
<p><i>We continually pursue excellence by being creative and professional, taking risks, showing initiative, and being committed to our team. In this pursuit, we support continuing education and training for all team members.</i></p>		
<b>Goal/Action</b>		<b>2025/2026Progress</b>
<ul style="list-style-type: none"> <li>All staff and members of appointed and elected boards will participate in training that will increase knowledge and help the City progress</li> </ul>	All members of the City Council will attend at least one (1) government training session per year.	<p>Bruce &amp; Jalen attended the MML Conference.</p> <p>John Sousanis attended the MML course for newly elected officials</p> <p>Jason &amp; Kelly attended the <i>From Conflict to Conversation</i> course.</p>
<ul style="list-style-type: none"> <li>Subscribe/read journals, organizations, and periodicals (e.g., Inside 208, Bridge, MML magazine, etc.)</li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>All staff and members of appointed and elected boards will be proactive and take initiatives to improve community relations (i.e., residents, businesses, and surrounding communities)</li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>

<b>Teamwork</b>		
<i>We are a team that emphasizes high levels of trust, cooperation, and commitment to excellent communication within the organization. We encourage employees to exercise independent judgment in meeting customer needs through professional behavior that is consistent with our values.</i>		
<b>Goal/Action</b>		<b>2025/2026Progress</b>
<ul style="list-style-type: none"> <li>We will work by the “golden rule” when it comes to interacting with staff, residents, and the general community</li> </ul>	<ul style="list-style-type: none"> <li>City Council will provide public acknowledgment of their perceived “golden rule” excellence</li> <li>The City will create a digital organizational feedback form to be reviewed biannually.</li> </ul>	A feedback form has been created and located on the City website.
<ul style="list-style-type: none"> <li>Staff will provide professional development and team development opportunities biannually</li> </ul>		

<b>A Humane and Diverse Organization</b>		
<i>We are a humane organization that honors diversity and protects individual rights. Open communication, respect for others, compassion, and a sense of humor contribute to our positive working environment. We make every attempt for every employee to reach their full potential. We value the cultural and social diversity that is reflected in our community, and we welcome the changes and new perspectives that this diversity brings us.</i>		
<b>Goal/Action</b>		<b>2025/2026Progress</b>
<ul style="list-style-type: none"> <li>Appointments to boards and commissions:</li> </ul>	Reflective of the cultural and social diversity of the community.	Appointments to the Communication & Engagement Committee reflect the diversity of the community.
<ul style="list-style-type: none"> <li>We will provide cultural events for the community during holidays and for general celebrations.</li> </ul>		The City and Recreation Committee has hosted several events, such as Winterfest, Breakfast with the Bunny, etc.

<ul style="list-style-type: none"> <li>We will respect all people regardless of their ethnicity, race, age, sexual orientation, or preference.</li> </ul>	
---	--

Other Goal/Action	2025/2026Progress
<ul style="list-style-type: none"> <li>Continue best practices in maintaining city grounds, parks, and entrances.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Staff will create, at a minimum, two (2) educational videos per year.</li> </ul>	<ul style="list-style-type: none"> <li>Finance Review Committee; PILOT Town Hall; Business Spotlights</li> </ul>
<ul style="list-style-type: none"> <li>Identify cross-functional opportunities (e.g., police officers &amp; Code Enforcement)</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>The City Staff will conduct 360 evaluations annually</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>City Council will create an updated City Administrator Evaluation Form</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Create a Vision/Mission Statement that covers all the Committees/Boards</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

Progress
<ul style="list-style-type: none"> <li>The City Council will review its goals at least quarterly.</li> </ul>



**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: February 23, 2026  
RE: Public Budget Input Session Feedback

On Tuesday, February 9, 2026, I held a Public Input Budget Session to solicit residents' feedback on what they would like the City to focus on in the upcoming fiscal year. While attendance was scarce compared to previous years, some input was received. The idea was to stick with high-level ideas and not discuss specific dollar numbers, as we are not at that stage of the budget process yet. I presented the attendees with topics (in **bold**) to share their ideas, and have listed those ideas below.

This information is purely informative. While we may be able to implement some of the ideas over the next year, it remains uncertain until we get closer to a final budget and see what discretionary funding is still available.

-----

**Technology & Communications**

- Texting
- Communication Committee improving overall communications (getting word out to non-technical residents)
- Continue weekly newsletters

**Government Services**

- Staff does a good job
- Work on keeping & appreciating good staff

**Other – Topics Not Covered by Prompts**

- Sell unused land
- Bring multi-family housing
- Work to bring together the divisions and anger among residents
- Food pantry at City Hall
- More information online for people who need financial help

**Parks & Recreation**

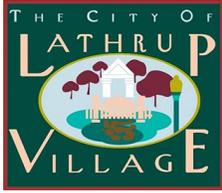
- New play equipment, or at least get rid of broken equipment
- ADA-compliant equipment
- More community commitment in events – both as volunteers and as attendees
- The residents committee does a good job, I love P&R, but think there are WAY more important priorities right now

**Infrastructure**

- Culverts
- Water Mains

---

Bruce Kantor Mayor	Kelly Garrett Mayor Pro-Tem	Jalen Jennings Council Member	Jason Hammond Council Member	John Sousanis Council Member
-----------------------	--------------------------------	----------------------------------	---------------------------------	---------------------------------



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

**Buildings & Grounds**

- Updated City Hall & Community Room
- I don't think we have the money to do anything now
- As needed

**Public Safety**

- Daily focus on cut-through traffic
- Catch speeders and those running stop signs

**Economic Development**

- Consistent building signage
- I don't think we can have expectations for businesses. People want lots of cool businesses but there are limitations on what owners are willing/able to do.

**Bonus Input – Types of Business You Would Want to See**

- Brewery

**Cost Savings**

- Cancel See Click Fix Contract