



# City Council Study Session

Monday, December 01, 2025 at 6:00 PM

27400 Southfield Road, Lathrup Village, Michigan 48076

1. **Call to Order** by Mayor Kantor

2. **Discussion Items**

- A. Southfield Road Improvement Project
- B. Council Committee/Liaison Assignments
- C. Library Service Research Update
- D. Administrative Wage & Benefits

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.

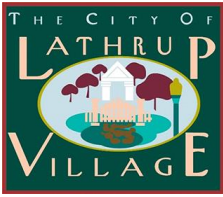
In addition to the opportunities described above, a citizen may respond to questions posed to them by the Mayor or members of the Council, provided members have been granted the floor to pose such questions.

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: December 1, 2025  
 RE: Study Session

### Southfield Road Improvement Project

As Council is aware, for over two decades, there have been conversations about a Southfield Road Improvement Project that would create a boulevard and other features down Southfield Road. City staff recently had a meeting with RCOC and our neighboring communities (Southfield and Beverly Hills) to discuss the status of the Environmental Assessment (EA) and funding for the Southfield Road Improvement Project, Mt. Vernon to 13 Mile.

RCOC believes a way to get this project moving is to scale the project back and proceed with planning for construction from Mt. Vernon to 12-Mile first, and then address the remaining sections. This would reduce the project cost from \$200 million to \$100 million. From what RCOC is seeing, in order to qualify for the necessary outside funding for this project, they need to complete the preliminary engineering (PE) before additional funding can be awarded/assigned. This PE cost would be split between RCOC/Southfield/Lathrup Village. If Lathrup Village were to move forward with PE, our estimated share would be \$500,000. Doing the PE does not guarantee the project moves forward, so it is a risk. Current estimate for the City's construction portion of this "scaled down" version of the project is ~\$3.75 million. RCOC notes from the meeting are attached.

### Key takeaways from RCOC:

- To move forward with the Environmental Assessment (EA) by programming a project phase into the Transportation Improvement Program (TIP), the best approach would be to start with the Preliminary Engineering (PE) phase for Southfield Road, south of Mt. Vernon Street to Cambridge Boulevard (EA Segments 1 & 2), in Southfield and Lathrup Village.
- RCOC is requesting a resolution by the governing council or board confirming PE Phase project commitment and acknowledging responsibility for the required local share by January 6, 2026.
- Next, RCOC will include a project TIP list modification as an agenda item for the upcoming Oakland County Federal Aid Committee (FAC) on January 20, 2026. This request will be to reallocate FY 2027 federal funds for the RCOC 3R project on Southfield, Mt. Vernon, to 11 Mile, to PE Phase (Segment 1 & 2).
- RCOC Tri-Party Program funding can be utilized for PE.

A RCOC team member will be attending the 12/1 Study Session to go over the proposed project and answer questions from Council.

### Council Committee/Liaison Assignments

It is customary that after each City Council election, the City Council members be assigned to be a liaison to a board/committee until the next Council election. The purpose of this discussion is to discuss which committee/board a member may be interested in serving on. A formal vote for appointments will be on the December 15 agenda.

### Library Service Research Update

At the Council's request, I have inquired to our neighbors in Birmingham, Berkley, Beverly Hills, Pleasant Ridge, and Huntington Woods to see if they are open to contracting with LV or would have the ability to offer one-off memberships. Below is the information I have currently received.

- Beverly Hills contracts with the City of Birmingham. At one point in time (City Manager believes during the mid-90s), a library services millage was approved for 1 mill. The contract with the library states that they receive an annual payment (paid quarterly) equal to whatever amount the millage generates, which accounts for Headlee rollbacks. The millage has

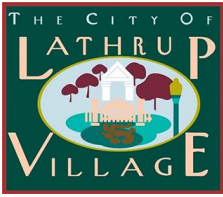
Bruce Kantor  
Mayor

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

been renewed several times since then, with the most recent being in 2020. The millage rate is currently 0.7731, which generates about \$645,000 a year.

- Pleasant Ridge contracts with Huntington Woods. It costs them ~\$50,000 annually (inflation-adjusted). Their contract has been in place for 20+ years. The PR City Manager highly doubts they would have been given that price today. PR has a voted-upon library millage that covers its costs for this service, which is renewed every 5 years. It's written into the contract that if the millage vote fails, library service for PR is canceled immediately.
- Berkley no longer sells individual cards for library access. They would be willing to explore a contract for Library Services, so I am working with their Library Director on what that could potentially look like.
- Troy Public Library offers individuals the ability to purchase library cards for \$200 per year. Purchasing a card allows an individual to receive full privileges at the Troy Public Library and the rest of the Suburban Library Cooperative Libraries.
- **UPDATED – Southfield** – The Library Board started their discussion about the City's request at the November Board meeting. They are gathering more information about both questions. Our Library contact will share more information when they have it.
- **UPDATED – Birmingham** – does not sell library cards or memberships. Patrons who wish to use Birmingham services must be registered users with an in-network library (Troy cardholders or a Library Network member) or a resident, employee, or property owner in our service area of Birmingham, Beverly Hills, Bloomfield Hills, or Bingham Farms.
  - Birmingham works with three neighboring communities that contract for library services. Residents in these communities are essentially paying an annual fee through their property taxes to use library services; they are not represented on the library board, and they have no claim to the building or its contents should the community withdraw from the contract.
  - Historically, they have set individual rates for each community based on negotiations with the Village or City councils. Here's a preview of their per capita funding for each community and a comparison for the Lathrup Village population to give you a range of costs that they would be comfortable negotiating for library services here:

	Population	Annual Taxes Collected	Per Person
Beverly Hills	10,584	\$ 621,870	\$ 58.76
Bloomfield Hills (City)	4,460	\$ 358,600	\$ 80.40
Bingham Farms	1,124	\$ 136,930	\$ 121.82
Birmingham	21,813	\$ 4,654,595	\$ 213.39
Lathrup Village	4,088	\$ 240,210.88	\$ 58.76
		\$ 328,675.20	\$ 80.40
		\$ 498,000.16	\$ 121.82
		\$ 872,338.32	\$ 213.39

### Administrative Wage & Benefits

Please see the enclosed memo and backup information.

Bruce Kantor  
Mayor

Kelly Garrett  
Mayor Pro-Tem

Jalen Jennings  
Council Member

Jason Hammond  
Council Member

John Sousanis  
Council Member

## Southfield Road Improvement Project (Mt. Vernon Street to 13 Mile Road) Meeting Summary – November 17, 2025

### 1. Introductions

The Road Commission for Oakland County (RCOC) and representatives from the City of Southfield, the City of Lathrup Village, the Village of Beverly Hills, and Southfield Township (not in attendance) met at the RCOC Beverly Hills office to discuss the Southfield Road Improvement Project, Mt. Vernon Street to 13 Mile Road. The list of attendees is on page 3.

### 2. Status of Environmental Assessment (EA)

The Southfield Road Improvement Project will transform the 5-lane road into a 6-lane boulevard. The corridor was broken into four individual segments:

- Segment 1: Just south of Mt. Vernon Street to Meadowood Avenue (south of I-696)
- Segment 2: 11 Mile/I-696 Interchange area (Meadowood Avenue to Cambridge Boulevard)
- Segment 3: Cambridge Boulevard to just south of Edwards Avenue (north of 12 Mile Road)
- Segment 4: Just south of Edwards Avenue to just north of 13 Mile Road

Section 4(f) document was prepared for compliance review alongside the EA. Section 4(f) and EA have both undergone multiple revisions with MDOT and FHWA. The latest EA revisions were submitted to FHWA in February 2025, but FHWA did not provide comments. Recent feedback from MDOT indicated that the project's inclusion within the Regional Transportation Plan (RTP) is insufficient, and the project, or a portion of it, must be included in the Transportation Improvement Program (TIP). Programming a project phase—Preliminary Engineering (PE), Right-of-Way (ROW), or Construction (CON)—into the TIP will provide justification to move the EA forward. Once FHWA approves the EA, RCOC must then hold a public hearing. The results of the public hearing will then be incorporated into the EA, as necessary, and a Finding of No Significant Impact (FONSI) will be drafted for FHWA review and approval.

### 3. Funding

#### a. Options

A high-level estimate for a boulevard widening project, including PE, ROW, CON, and Construction engineering (CE), is approximately \$50 million/mile. Therefore, the Southfield Road Improvement Project's total cost is roughly \$200 million. A project this size is unique for local agencies and is typically funded through a massive earmark. Unfortunately, securing RAISE/BUILD grants for Segment 2 (I-696 Interchange area) of this project has been unsuccessful over the last two years.

RCOC had multiple meetings with MDOT and USDOT to explore funding options, including State Infrastructure Bank (SIB) loans and federal loans. However, these loan options did not meet our requirements, we were not eligible for them, or both. RCOC considered obtaining a bond loan through Oakland County to cover the upfront costs of federal funding and the local match, but unsure how open the county would be, this is not a feasible option. The best option now to move forward with the EA is to request funding through the Oakland County Federal Aid Committee (FAC).

FAC currently receives Category C (Cat C) – Urban Congestion Relief funding, a mix of federal and state funds totaling about \$9 million/year, used for road widening projects. Federal funds must be obligated in the allocated year, but State funds will carryforward and accumulate. Federal funds can be advance construct (AC/ACC), but State funds cannot.

**b. Best Approach**

Start with Segment 1 and Segment 2: Southfield Road, south of Mt. Vernon Street to Cambridge Boulevard, in Southfield and Lathrup Village.

**Total Cost – Segment 1 and Segment 2:** Roughly \$100 million, with an 80/20 funding split of \$80 million in federal funding and \$20 million in local match. The local match would be split 50/50 between RCOC and the local agency based on frontage. Local share = RCOC \$10 million, Southfield \$6.25 million, and Lathrup Village \$3.75 million.

**PE Phase – Segment 1 and Segment 2:** Get FAC approval to reallocate FY 2027 federal funds for RCOC 3R project on Southfield, Mt Vernon to 11 Mile, to PE phase.

- Funding Breakdown: Total \$6,015,254 = Federal \$4,812,203 and Local \$1,203,051. Local share = RCOC \$601,525, Southfield \$378,961, and Lathrup Village \$222,564.

**ROW and CON Phases – Break Segment 1 and Segment 2 into separate projects.**

- **Segment 2:** Southfield Road, Meadowood Avenue to Cambridge Boulevard.
  - Cat C funding should be available starting in FY 2029 for ROW and FY 2030 for CON.
- **Segment 1:** Southfield Road, south of Mt. Vernon Street to Meadowood Avenue.
  - Available years for Cat C funding to be determined.

Moved to **Segment 3 and Segment 4:** Southfield Road, Cambridge Boulevard to 13 Mile Road. Breakdown of phases, funding, and funding years to be determined.

**Note:**

- *Estimated costs and local share, not actual costs.*
- *Available Cat C funding year based on the previous project not requiring additional funding.*
- *Cat C federal funding may need to be advance construct (AC/ACC) for several years based on ROW and CON costs and available Cat C funding.*

**4. Next Steps**

**Segment 1 and Segment 2:** Southfield Road, south of Mt. Vernon Street to Cambridge Boulevard.

- **A resolution by the governing council or board confirming Preliminary Engineering (PE) Phase project commitment and acknowledging responsibility for the required local share by January 6, 2026.**
- Add PE Phase request to FAC agenda for approval at the upcoming meeting on January 20, 2026.
- Long-term commitments can be made once the PE phase is underway, and impacts and costs are better understood.

**All Segments:** RCOC continues to seek funding opportunities, including grants, earmarks, etc.

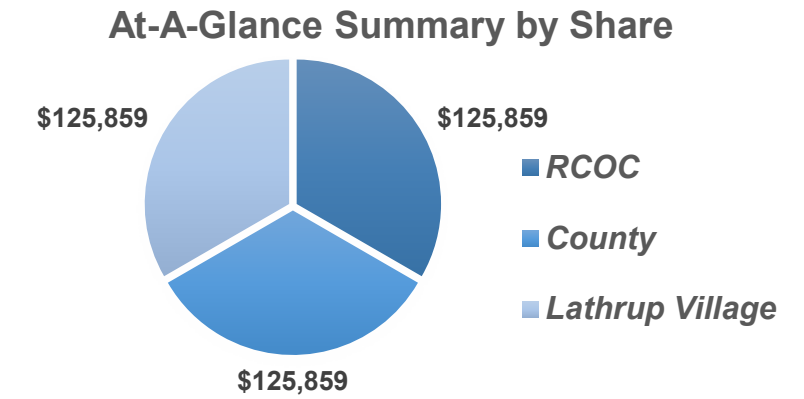
**Meeting Attendees**

<b>Name, Title</b>	<b>Agency</b>
Gary Piotrowicz, Deputy Managing Director/County Highway Engineer	RCOC
Sam Fitzner, Director of Engineering	RCOC
Brad Knight, Director of Planning & Enviro. Concerns/I.T.	RCOC
Jeff O'Brien, Design Engineer Manager	RCOC
Michael Smith, Project Development Manager	RCOC
Carissa Markel, Transportation Planning Manager	RCOC
TJ Connolly, Planner III	RCOC
Nate Jessee, Environmental Concerns Manager	RCOC
Leigh Schultz, City Engineer	City of Southfield
Mike Greene, City Administrator	City Of Lathrup Village
Scott Ringler, Partner	Giffels Webster
Justin Wellman, Partner	Giffels Webster
Neil Johnston, Public Services Director	Village of Beverly Hills
Warren Rothe, Village Manager	Village of Beverly Hills
Susie Stec, Planning & Economic Development Director	Village of Beverly Hills

**ROAD COMMISSION FOR OAKLAND COUNTY  
TRI-PARTY PROGRAM  
CITY OF LATHRUP VILLAGE**

**COUNTY COMMISSIONER:**  
**Yolanda S. Charles - District 17**

At-A-Glance Summary	
Budgets through fiscal year 2025	\$ 1,252,775
Project totals through fiscal year 2025	\$ 875,197
<b>Total Budget All Shares</b>	<b>\$ 377,578</b>



PROJECT DESCRIPTION	DATE	PROJECT NUMBER	AMOUNT OF AGREEMENT ALL SHARES	ADDITIONAL FUNDING ALL SHARES	BUDGET ALL SHARES	REFUND ALL SHARES	PROJECT TOTAL ALL SHARES	REMAINING BUDGET ALL SHARES
<b>1980 - 2010 Budget Amount</b>		<b>Budget</b>			\$ 772,755		\$ -	\$ 772,755
Street signs		35261	\$ 8,556				\$ 8,556	\$ 764,199
Lincoln e of Southfield		36121	\$ 28,522				\$ 28,522	\$ 735,677
Southfield (Calif-Sunset)		38391	\$ 46,145				\$ 46,145	\$ 689,532
Sthfld (Linc-12) signs/x-walk/curb		41081	\$ 106,541				\$ 106,541	\$ 582,991
Southfield, Lincoln to 12 Mile-street lighting	08/27/98	45241	\$ 84,799				\$ 84,799	\$ 498,192
Southfield (9 1/2 - 12 Mile) PE	01/10/02	46871	\$ 89,100				\$ 89,100	\$ 409,092
Southfield (11 - 12 Mile) CONST	No Agrmt	46871	\$ -				\$ -	\$ 409,092
<b>2011 Budget Amount</b>	<b>01/01/11</b>	<b>Budget</b>			\$ 23,317		\$ -	\$ 432,409
<b>2012 Budget Amount</b>	<b>01/01/12</b>	<b>Budget</b>			\$ 22,220		\$ -	\$ 454,629
<b>2013 Budget Amount</b>	<b>01/01/13</b>	<b>Budget</b>			\$ 19,774		\$ -	\$ 474,403
<b>2014 Budget Amount</b>	<b>01/01/14</b>	<b>Budget</b>			\$ 18,548		\$ -	\$ 492,951
<b>2015 Budget Amount</b>	<b>01/01/15</b>	<b>Budget</b>			\$ 18,257		\$ -	\$ 511,208
<b>2016 Budget Amount</b>	<b>01/01/16</b>	<b>Budget</b>			\$ 36,900		\$ -	\$ 548,108
<b>2017 Budget Amount</b>	<b>01/01/17</b>	<b>Budget</b>			\$ 38,028		\$ -	\$ 586,136
<b>2018 Budget Amount</b>	<b>01/01/18</b>	<b>Budget</b>			\$ 36,572		\$ -	\$ 622,708
<b>2019 Budget Amount</b>	<b>01/01/19</b>	<b>Budget</b>			\$ 38,670		\$ -	\$ 661,378
Southfield Road at 11 Mile Road	04/25/19	54821	\$ 45,000	\$ 27,813			\$ 72,813	\$ 588,565
<b>2020 Budget Amount</b>	<b>01/01/20</b>	<b>Budget</b>			\$ 36,450		\$ -	\$ 625,015
<b>2021 Budget Amount</b>	<b>01/01/21</b>	<b>Budget</b>			\$ 36,683		\$ -	\$ 661,698
<b>2022 Budget Amount</b>	<b>01/01/22</b>	<b>Budget</b>			\$ 35,584		\$ -	\$ 697,282
<b>2023 Budget Amount</b>	<b>01/01/23</b>	<b>Budget</b>			\$ 37,354		\$ -	\$ 734,636
<b>2024 Budget Amount</b>	<b>01/01/24</b>	<b>Budget</b>			\$ 41,649		\$ -	\$ 776,285
Southfield Road	02/26/24	56921	\$ 438,721				\$ 438,721	\$ 337,564
<b>2025 Budget Amount</b>	<b>01/01/25</b>	<b>Budget</b>			\$ 40,014		\$ -	\$ 377,578
<b>TOTALS</b>			<b>\$ 847,384</b>	<b>\$ 27,813</b>	<b>\$ 1,252,775</b>	<b>\$ -</b>	<b>\$ 875,197</b>	<b>\$ 377,578</b>



# Southfield Road Improvement Project Mt. Vernon to 13 Mile Road



Gary Piotrowicz, P.E., PTOE Deputy Managing Director/County Highway Engineer

Sam Fitzer, P.E., PMP Director of Engineering

Mike Smith, MPA, Manager, Project Development

Quality Life Through Good Roads – *We Care*





# Southfield Road Improvement Project Environmental Assessment (EA)

Item 2A.

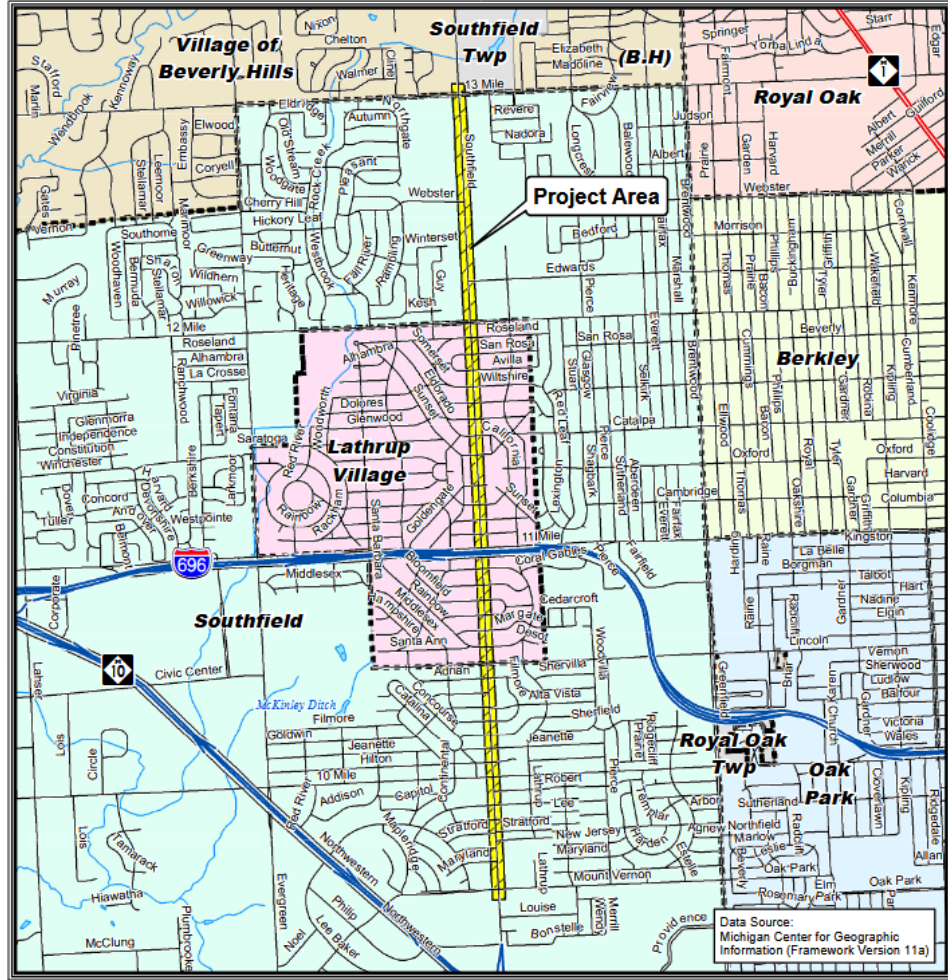
## History

- Under discussion/planning since 2002
- First Draft EA was in June 2012
- Current EA Draft is from February 2025 as submitted to FHWA

## Status

- Will transform the 5-lane road into a 6-lane and 4-lane boulevard, as noted, with anticipated construction phase to be in FY2030/2031
- Will break down into four individual segments
  - **Segment 1** – Just South of Mt. Vernon Street to Meadowood Avenue (S. of I-696)
  - **Segment 2** – 11 Mile/I-696 Interchange (Meadowood Avenue to Cambridge Boulevard)
  - **Segment 3** – Cambridge Boulevard to just south of Edwards Avenue (N. of 12 Mile)
  - **Segment 4** – Just south of Edwards Avenue to just north of 13 Mile Road

### Jurisdictions Involved in Project:



# Southfield Road Improvement Project

Item 2A.

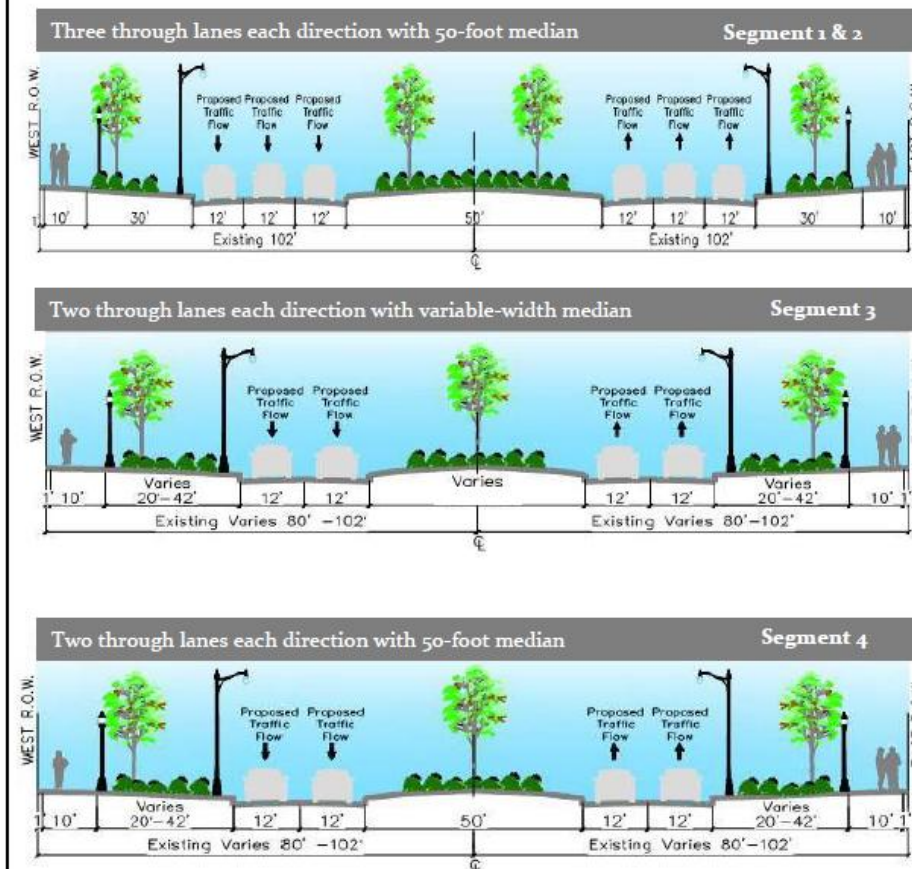
## Purpose of Project

- Improve current traffic congestion and future traffic operations (year 2040).
  - The project area has existing traffic congestion and safety problems, which are expected to worsen in the future.
- Accommodate all modes of transportation (Bicyclists, Pedestrians, Automobiles, and Transit).
- Provide a Context Sensitive Solution / Consistency with local community plans.
- Improve *Connectivity* and *Safety* along the corridor, reduce crashes at intersections, and within road segments.
- Improve the *aesthetics* of the corridor to help development.
- Provides an opportunity for each community to investigate and improve its infrastructure during the design phase and while the project is under construction.



February 2025

Figure 3 – Typical Cross Sections





# Southfield Road – Segment 1 Map

Item 2A.

## Beginning of Project South of Mt. Vernon Street to Jeannette Street

Six-Lane Boulevard with 50 ft Median

Figure 2a - Preferred Alternative

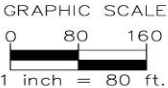


MATCHLINE SEE LEFT BELOW

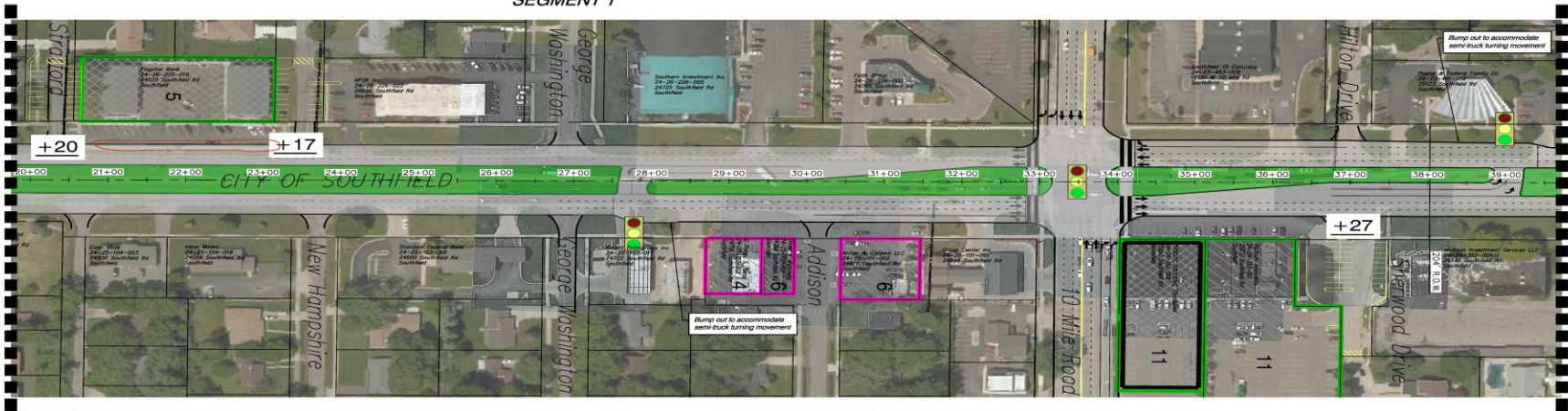
MEDIAN CROSSOVERS WILL BE ADDED AT REGULAR INTERVALS FOR THIS ALTERNATIVE IF IT IS ADVANCED TO LATER STAGES OF DESIGN

- PARKING SUFFICIENT PER PLANNING GUIDELINES
- PARKING MITIGATED (# = SPACES DEFICIENT PER MUNICIPALITY PLANNING GUIDELINES)
- PARKING MITIGATION TO BE DETERMINED (# = SPACES DEFICIENT)
- NUMBER OF SPOTS GAINED
- PARTIAL TAKE
- TOTAL TAKE
- PROPOSED SIDEWALK
- PROPOSED PAVEMENT
- PROPOSED MEDIAN
- PROPOSED CURB AND GUTTER
- PROPOSED PARKING

( IN FEET )



MATCHLINE SEE RIGHT ABOVE



MATCHLINE SEE TOP LEFT FIGURE 2b

## Southfield Road Environmental Assessment





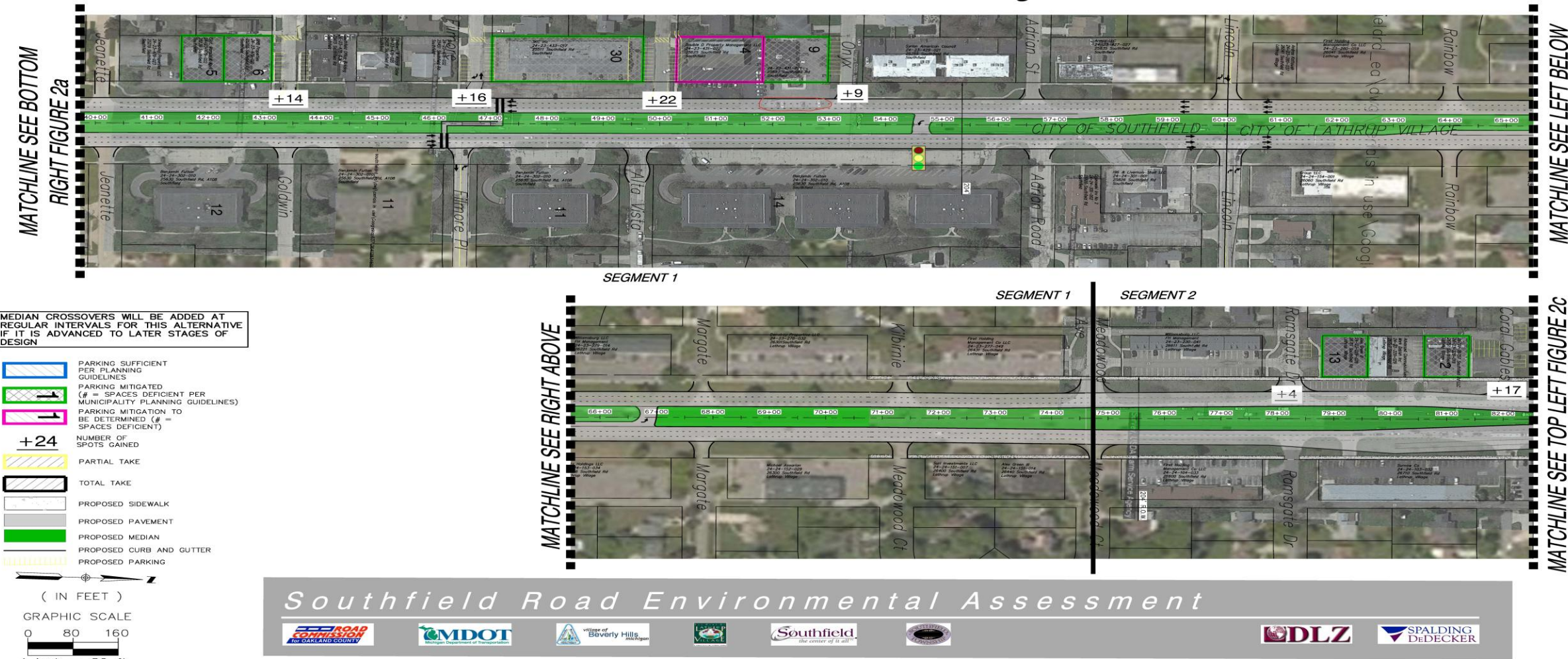
# Southfield Road – Segment 1 and 2 Map

Item 2A.

## Jeannette Street to Coral Gables Street

Six-Lane Boulevard with 50 ft Median

Figure 2b - Preferred Alternative



# Southfield Road Improvement Project

Item 2A.

## Funding Options

- The size and scope of this project are beyond the typical funding streams available to local agencies.
- A high-level estimate for a boulevard widening project, including PE, ROW, CON, and Construction Engineering (CE), is approximately \$50 million/mile. With an **estimated total cost of \$200 million**.
- RCOC applied for numerous Federal earmarks without success.
- RCOC has investigated numerous funding loan options, and we were not eligible for them.
- The best option to move forward with the EA is to request funding through the Oakland County Federal Aid Committee (FAC).

## Best Approach

- Start with **Segment 1** and **Segment 2**: Southfield Road, south of Mt. Vernon Street to Cambridge Boulevard, in Southfield and Lathrup Village
  - Focuses on segments with the biggest issues
  - Provides continuity from where the freeway currently ends
  - Has a logical ending point

# Southfield Road Improvement Project

Item 2A.

## Total Estimated Cost

- Roughly \$100 million with an 80/20 funding split of \$80 million in federal funding and \$20 million in local match. Local match would be split 50/50 between RCOC and the local agency based on frontage

*Local Share (\$20 Million) = RCOC \$10 million | Southfield \$6.25 million | Lathrup Village \$3.75 million*

## PE Phase Estimated Cost – Segment 1 and Segment 2

- Get FAC approval to reallocate FY 2027 federal funds for RCOC 3R project on Southfield, Mt. Vernon to 11 Mile, to PE Phase

Funding Breakdown Estimates:

Total \$6,015,254 = Federal \$4,812,203 and Local \$1,203,051

Local Share = RCOC \$601,525 | Southfield \$378,961 | **Lathrup Village \$222,564**

- ROW and CON Phases – Break Segment 1 and Segment 2 into separate projects to reduce funding risk



# Southfield Road Improvement Project

## PE Phase Estimated Cost – Segment 1 and Segment 2 (cont.)

- **Segment 2:** Southfield Road, Meadowood Avenue to Cambridge Boulevard

Federal Transportation Economic Development (TEDF) - Category C Funding should be available starting in FY 2029 for ROW and FY 2030 for CON to simplify maintenance of traffic during construction

- **Segment 1:** Southfield Road, south of Mt. Vernon Street to Meadowood Avenue

Available years for TEDF - Cat C funding to be determined

- Moved **Segment 3** and **Segment 4:** Southfield Road, Cambridge Boulevard to 13 Mile Road

Breakdown of phases, funding, and funding years to be determined

# Southfield Road Improvement Project

Item 2A.

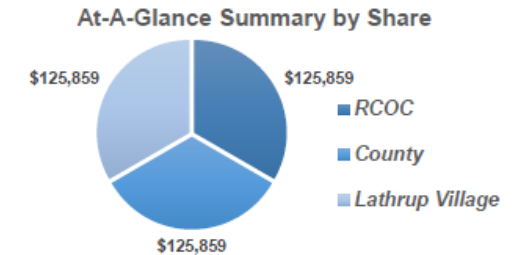
## Tri-Party Funding

- Lathrup Village can allocate its Tri-Party reserved funds to cover the PE Phase (*as noted in red*)
- The City can borrow for three years in advance, to go towards future costs, and to help decrease the out-of-pocket costs to the City

### ROAD COMMISSION FOR OAKLAND COUNTY TRI-PARTY PROGRAM CITY OF LATHRUP VILLAGE

COUNTY COMMISSIONER:  
Yolanda S. Charles - District 17

At-A-Glance Summary	
Budgets through fiscal year 2025	\$ 1,252,775
Project totals through fiscal year 2025	\$ 875,197
Total Budget All Shares	\$ 377,578



PROJECT DESCRIPTION	DATE	PROJECT NUMBER	AMOUNT OF AGREEMENT ALL SHARES	ADDITIONAL FUNDING ALL SHARES	BUDGET ALL SHARES	REFUND ALL SHARES	PROJECT TOTAL ALL SHARES	REMAINING BUDGET ALL SHARES
1980 - 2010 Budget Amount		Budget			\$ 772,755		\$ -	\$ 772,755
Street signs		35261	\$ 8,556				\$ 8,556	\$ 764,199
Lincoln e of Southfield		36121	\$ 28,522				\$ 28,522	\$ 735,677
Southfield (Calif-Sunset)		38391	\$ 46,145				\$ 46,145	\$ 689,532
Sthfld (Linc-12) signs/x-walk/curb		41081	\$ 106,541				\$ 106,541	\$ 582,991
Southfield, Lincoln to 12 Mile-street lighting	08/27/98	45241	\$ 84,799				\$ 84,799	\$ 498,192
Southfield (9 1/2 - 12 Mile) PE	01/10/02	46871	\$ 89,100				\$ 89,100	\$ 409,092
Southfield (11 - 12 Mile) CONST	No Agmt	46871	\$ -				\$ -	\$ 409,092
2011 Budget Amount	01/01/11	Budget			\$ 23,317		\$ -	\$ 432,409
2012 Budget Amount	01/01/12	Budget			\$ 22,220		\$ -	\$ 454,629
2013 Budget Amount	01/01/13	Budget			\$ 19,774		\$ -	\$ 474,403
2014 Budget Amount	01/01/14	Budget			\$ 18,548		\$ -	\$ 492,951
2015 Budget Amount	01/01/15	Budget			\$ 18,257		\$ -	\$ 511,208
2016 Budget Amount	01/01/16	Budget			\$ 36,900		\$ -	\$ 548,108
2017 Budget Amount	01/01/17	Budget			\$ 38,028		\$ -	\$ 586,136
2018 Budget Amount	01/01/18	Budget			\$ 36,572		\$ -	\$ 622,708
2019 Budget Amount	01/01/19	Budget			\$ 38,670		\$ -	\$ 661,378
Southfield Road at 11 Mile Road	04/25/19	54821	\$ 45,000	\$ 27,813			\$ 72,813	\$ 588,565
2020 Budget Amount	01/01/20	Budget			\$ 36,450		\$ -	\$ 625,015
2021 Budget Amount	01/01/21	Budget			\$ 36,683		\$ -	\$ 661,698
2022 Budget Amount	01/01/22	Budget			\$ 35,584		\$ -	\$ 697,282
2023 Budget Amount	01/01/23	Budget			\$ 37,354		\$ -	\$ 734,636
2024 Budget Amount	01/01/24	Budget			\$ 41,649		\$ -	\$ 776,285
Southfield Road	02/26/24	56921	\$ 438,721				\$ 438,721	\$ 337,564
2025 Budget Amount	01/01/25	Budget			\$ 40,014		\$ -	\$ 377,578
TOTALS			\$ 847,384	\$ 27,813	\$ 1,252,775	\$ -	\$ 875,197	\$ 377,578

**Currently, Lathrup Village has \$377,578 in reserve Tri-Party Funds to allocate**  
**Lathrup Village receives approximately \$40,000 per year**

# Southfield Road Improvement Project

## Next Steps

- **Segment 1 and Segment 2:** Southfield Road, south of Mt. Vernon Street to Cambridge Boulevard.
  - A resolution by the City Council confirming Preliminary Engineering (PE) Phase project commitment and acknowledging responsibility for the required local share by January 6, 2026.
  - Add PE Phase request to the FAC agenda for approval at the upcoming meeting on January 20, 2026.
  - Long-term commitments for construction can be made once the PE phase is underway, and impacts and costs are better understood.
  - This proactive approach, many years in advance, will give each community time to investigate and plan for other infrastructure improvements/needs and funding approaches that they can utilize.

## Notes

- Estimated costs and local share, not actual costs. These are to provide a starting point for planning purposes.
- RCOC continues to seek funding opportunities, including grants, earmarks, etc.
- Local communities can also reach out to their respective elected officials to get the project on their radar for earmarks and any available grant opportunities, etc.

# Thank You Lathrup Village Any Questions?



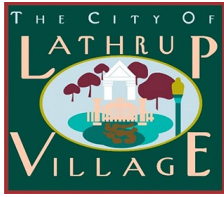
**Gary Piotrowicz, P.E.,** PTOE Deputy Managing  
Director/County Highway Engineer

**Sam Fitzer, P.E.,** PMP Director of Engineering

**Mike Smith, MPA,** Project Development Manager

[www.rcoc.web](http://www.rcoc.web)





**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: November 26, 2025  
 RE: Employee Salary/Benefits

Employee Salary/Benefits are a consistent talking point from the public during our current financial situation. This memo is to serve as information that can be used for decision-making purposes. As an employee, naturally, there is a bias when discussing these topics, and I will do whatever I can to protect the team we have built for this community; however, I understand that everything is on the table for potential cuts in upcoming budgets.

Enclosed with this memo is the MML's 2025 Municipal Benefits Summary. The report provides trending insight and benchmark data on current benefit offerings across Michigan communities, along with guidance aimed at supporting informed decisions and robust benefit frameworks for the future.

The following tables will show snapshots to compare Lathrup Village administrative offerings to the MML data.

#### **Paid Time Off Averages**

MML Paid Time Off Averages	MML Survey # of days	LV # of days	Difference
Holidays	11.9	16	4.1
Personal Days	3.5	3	0.5
Sick Days	11.1	12	0.9
Vacation Days @ 1 Year	9.2	10	0.8
Vacation Days @ 5 Years	14.6	15	0.4
Vacation Days @ 10 Years	18.9	20	1.1
Vacation Days @15 Years	24.3	20	4.3
Vacation Days @ 20 years	25.4	20	5.4

Outside of Holidays and vacation days for tenured employees, the City is in line with MML. It should be noted, decreasing the number of approved holidays for administrative employees does not save the City money. Staff are paid for those days, whether they are in the building or not. This is not **extra** pay on top of standard salaries.

#### **Insurance Benefits**

40% of municipalities require a 20% employee contribution for Health Care premiums (PA 152 80/20). Lathrup Village falls under this category. This does not account for the type of health care plan the community offers. LV offers a Blue Care Network HMO to its administrative employees.

43% of groups offer 100% employer-paid premiums for single coverage.

The overall average employee contribution is 13.6%.

Bruce Kantor  
Mayor

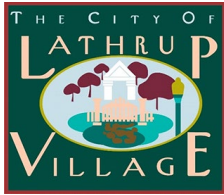
Kelly Garrett  
Mayor Pro-Tem

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

### Payment in Lieu of Health Insurance

If an employee opts out of the City's health plan, they are provided a payment (this is an overall cost savings for the City). The average opt-out payment is \$3,120. LV offers \$3,000.

### Dental & Vision

94% of communities offer employer-paid dental & 84% offer employer-paid vision. LV falls into these categories, but this does not account for the out-of-pocket costs for dental/vision visits.

### Retiree Health Insurance

56% offer a Retiree Health Savings Plan. LV falls into this category, contributing 2% of an employee's salary annually.

### Retirement Savings

87% offer a Defined Contribution (DC) Plan. LV closed its pension program back in 2013. One active employee qualifies for the Defined Benefit (pension) plan, and everyone else falls under the DC plan\*.

Max Employer Contribution	% of Respondents	LV Offering	NOTE
0%	10%		
1.0 – 3.0%	12%		
3.1 – 6.0%	22%	5%	Admin Employees
6.1 – 8.0%	16%		
8.1 – 10%	24%	10%	LVPD*
Over 10%	16%		

\*As of January 1, 2026.

### Salaries

For visual information, enclosed in your packet is the data from the MML yearly Wage & Hour Survey, specifically for City Managers/Administrators, as a discussion starter. The data has been filtered to include only SEMCOG region communities for comparison purposes, as these are the basic communities the City would be competing against to fill vacancies.

When discussing wages, as many of you know, it has gotten much more competitive over the past few years. For example, here are some currently (as of 11/25) open City Manager positions in the SEMCOG region with their posted salary range:

- South Lyon - \$125,000 - \$140,000
- Scio Township - \$125,000 - \$135,000
- Hamtramck - \$160,000 - \$180,000
- Chelsea - \$160,000 - \$180,000

### Summary

As you can see, the City is either in line with other communities or on the lower end of the bell curve when it comes to benefit offerings for administrative employees. If the City wants to attract/retain staffing, further reduction in benefits should be one of the last items to be considered.

Bruce Kantor  
Mayor

Kelly Garrett  
Mayor Pro-Tem

Jalen Jennings  
Council Member

Jason Hammond  
Council Member

John Sousanis  
Council Member





2025

# Municipal Benefits Summary

Michigan Municipal League

# 2025 MUNICIPAL BENEFITS SURVEY RESULTS & STRATEGIC INSIGHTS

Table of Contents

---

Acknowledgment.....3

Trending Insights.....4

2025 Benchmark Data.....5

Guidance for Benefit Decision Makers.....6

## Acknowledgment

On behalf of the League and Michigan Planners, we would like to extend our deepest gratitude for your participation in the 2025 Municipal Benefits Survey. This year, 232 communities shared their current benefit offerings, enabling us to identify important trends that will inform and empower local government leaders throughout the state.

These survey results offer useful and practical ideas to guide planning, negotiation, and market alignment. These insights are instrumental for communities in designing sustainable, equitable, and responsible benefit strategies that meet the needs of our municipal employees.

The following report provides trending insight and benchmark data on current benefit offerings across Michigan communities, along with guidance aimed at supporting informed decisions and robust benefit frameworks for the future.

Thank you once again for your participation and commitment to advancing municipal excellence in Michigan!

# TRENDING INSIGHTS

The 2025 results closely mirror the trends we saw in the 2023/2024 benefits data, but they also reveal areas where municipalities are starting to make thoughtful adjustments. These trends show that while many practices remain steady, there is a growing interest in increasing flexibility, improving funding strategies, and enhancing retirement readiness.

Municipalities are beginning to explore changes to how they approach plan design, cost-sharing, and employee benefits. This implies they are becoming more goal-oriented, aiming to manage costs more effectively while attracting and retaining talented employees.

- **Time Off Structure:**

Around 17 percent of municipalities now use a combined paid time off (PTO) bank (up from 15 percent), while most continue to separate sick, vacation, and personal time.

A combined PTO system is a progressive approach to paid time off and is one technique for controlling banked time off and corresponding cash-outs upon separation, while also providing more discretion to employees in how they use their PTO days.

- **Employee Contributions:**

Average employee contribution to health insurance premiums remains around 13–14 percent, with approximately 43 percent of employers still covering 100 percent of single coverage premiums.

- **Retiree Health Benefits:**

Still common at 61 percent, though increasingly limited to grandfathered employees.

The legacy costs associated with retiree healthcare are creating a trend in the municipal sector that is moving away from 100-percent employer-paid retiree healthcare. Given the relatively low retirement age in the public sector (some allow retirement as early as age 50, many at age 55 or 60) and the uncontrolled increases in cost of healthcare premiums, costs for this benefit are considerable.

To better control budgets, long-range financial plans, and future liabilities, many municipal employers are moving toward a flat dollar cap that they will cover for a retiree healthcare premium; others are implementing a “defined contribution” style savings program (i.e., Retiree Health Savings Plan), which allows employees to save for the cost of healthcare in retirement, with or without employer contribution.

Many retiree health savings plans allow for the conversion of unused paid time off, which is advantageous to both the employee and the employer, saving the payroll tax that would otherwise be incurred through paying out time-off banks.

- **Retirement Plans:**

Defined benefit plans continue to decline in favor of defined contribution and hybrid models, which grew slightly (from 25 to 27 percent).

- **Plan Design Opportunities:**

Many municipalities continue to offer expensive, low-deductible plans (often under \$1,000) with minimal employee contributions. Transitioning to a High-Deductible Health Plan (HDHP) / Health Savings Account (HSA) model, and applying premium savings toward employee HSA accounts, remains a significant opportunity for cost control and modernization.

# 2025 BENCHMARK DATA

## PAID TIME OFF (IN DAYS)

- **Combined Paid Time Off (PTO) Approach:** 17% of employee groups use a combined PTO bank.
- **Separate Banks (Sick, Vacation, Personal):** 83% of groups offer separate time banks.

### PAID TIME OFF Averages (rounded, based on available responses):

Category	# of Days
Holidays	11.9
Personal Days	3.5
Sick Days	11.1
Vacation Days Earned @ 1 year	9.2
Vacation Days Earned @ 5 years	14.6
Vacation Days Earned @ 10 years	18.9
Vacation Days Earned @ 15 years	24.3
Vacation Days Earned @ 20 years	25.4
PTO Days Earned @ 1 year	17.8
PTO Days Earned @ 5 years	23.4
PTO Days Earned @ 10 years	27.6
PTO Days Earned @ 15 years	30.5
PTO Days Earned @ 20 years	32.1

## INSURANCES BENEFITS

### Required Employee Contribution to Premiums:

- 40% of municipalities require a 20% employee contribution (PA 152 80/20).
- 43% of groups offer 100% employer-paid premiums for single coverage.
- Overall average employee contribution is 13.6%.

### Payment in Lieu of Health Insurance:

- Average opt-out payment: \$3,120 annually (slightly up from \$3,080 in 2023).
- Some municipalities offer more than \$4,000.

### Dental / Vision:

- 94% offer employer-paid dental coverage.
- 84% offer employer-paid vision coverage.

### Retiree Health Insurance:

- 61% of groups report offering retiree healthcare.
- Of those, 68% are on a grandfathered basis.
- 22% cover 100% of retiree premiums.
- 56% offer a Retiree Health Savings Plan (RHSP)/ Health Care Savings Plan (HCSP) for retiree costs.

## RETIREMENT SAVINGS

### Defined Benefits:

- 53% of municipalities offer DB plans (mostly grandfathered).
- Pension multiplier breakdown:

Pension Multiplier	% of Respondents
Under 2.0%	14%
2.0–2.24%	19%
2.25–2.49%	18%
2.5%	33%
Over 2.5%	16%

### Defined Contribution Plan:

- 87% offer DC plans.
- Employer contributions:

Max Employer Contribution	% of Respondents
0%	10%
1.0–3.0%	12%
3.1–6.0%	22%
6.1–8.0%	16%
8.1–10%	24%
Over 10%	16%

### Hybrid Plans:

- 27% report using a hybrid plan, up from 25% in 2024.

# GUIDANCE FOR BENEFIT DECISION MAKERS

Based on the data collected, we have prepared this guidance to help benefit decision makers navigate their choices with confidence. These insights are meant to offer benchmarks and recommendations to help members make informed, sustainable decisions that align both with organizational goals and employee needs.

## MEDICARE EDUCATION PLANS

**Insight:** Very few municipalities have a Medicare transition or education plan in place. Establishing such a strategy can reduce costs, move higher-risk individuals off the group plan, and provide employees with a stable, long-term solution into retirement.

**Next Step:** Start by identifying how many employees are aged 60 or older and estimate who may become Medicare eligible in the next few years. Then, work with a trusted advisor or Medicare specialist to develop a clear communication plan and educational materials. Host workshops or one-on-one meetings with employees nearing Medicare age to explain their options. This is a manageable first step that can deliver immediate savings and support employees through an important transition.

## HSA PROGRAM ADOPTION

**Insight:** Many municipalities do not offer Health Savings Account (HSA)–qualified plans, despite the opportunity to save costs and engage employees in more consumer-driven healthcare decisions. Moving to a High-Deductible Health Plan (HDHP) with employer-funded HSA contributions can enhance both fiscal responsibility and employee benefits.

**Next Step:** Analyze current medical plan costs and employee out-of-pocket expenses. Review what percentage of employees are utilizing the rich benefits of your PPO plan compared to the premium costs.

Then, model what switching to an HDHP with an HSA would look like, including funding employees' HSAs with a portion of the premium savings. Your benefits advisor should be able to assist with this analysis. Piloting the change for one group or making it an option alongside your existing plan can help ease the transition. Changing benefits can be overwhelming, so be sure to communicate clearly with employees about how HSAs work, what the employer will contribute, and how it benefits them in the long term.

## PTO STRUCTURE & PAYOUT

**Insight:** Understanding whether vacation or PTO is accrued throughout the year or awarded as a lump sum helps with employee satisfaction and budget planning. Similarly, knowing how unused PTO is paid out—at 100 percent, a reduced percentage, a flat amount, or capped—is critical to competitiveness and managing liability.

**Next Step:** Review your current PTO policy and look for opportunities to make your policy more transparent and equitable. If you are still using separate sick, vacation, and personal time banks, consider whether moving to a combined PTO bank could simplify administration and offer employees more flexibility. Meet with leadership to agree on whether to adjust accrual rates, payout rules, or caps. Clearly communicate any changes to employees and provide examples of how it benefits them and the organization.



## MEDICAL PLAN TYPES & CONTRIBUTIONS

**Insight:** PPOs remain the most common plan type, followed by HMOs and POS plans. Benefit administrators can use these benchmarks to assess whether their offerings reflect market norms. Additionally, reviewing employer contributions toward Health Savings Accounts (HSA) where offered can strengthen recruitment and retention efforts.

**Next Step:** Benchmark your plan design and contribution levels against both peers and the market averages highlighted in this report. Identify areas where you may be paying significantly more than peers without additional value. Consider adjusting contribution strategies, particularly for dependent coverage, to better balance costs. Clearly communicate with your employees about the value of the benefits you offer and involve them in understanding the cost-sharing dynamic.

## EAPS & WELLNESS PROGRAMS

**Insight:** Many municipalities offer employee assistance programs and wellness initiatives, though details vary. Common features include mental health support, fitness challenges, and preventive health screenings—all worth promoting and expanding to enhance employee well-being.

**Next Step:** Take inventory of your current wellness and EAP offerings and ask employees what they need and value. Low-cost additions like virtual mental health support, wellness challenges, and flu shot clinics can improve morale and health outcomes. Promote existing resources more effectively through newsletters, posters, and reminders during staff meetings. Set a goal to increase participation in these programs by a measurable percentage over the next year and celebrate successes along the way to keep momentum.

municipality	county	population	position	actual	basis	region	govtype	taxablevalue	budgetedexpenses	budgetedrevenues
Sterling Heights	Macomb	134,346	City Manager or City Administrator	\$ 249,480.27	Year	1	HRC	\$ 6,069,454,511	\$ 133,000,000	\$ 131,700,000
Ann Arbor	Washtenaw	123,833	City Manager or City Administrator	\$ 280,000.00	Year	1	HRC	\$ 8,519,571,807	\$ 147,404,671	\$ 147,404,671
Troy	Oakland	87,294	City Manager or City Administrator	\$ 198,000.00	Year	1	HRC	\$ 6,959,891,440	\$ 77,978,331	\$ 75,649,137
Farmington Hills	Oakland	83,986	City Manager or City Administrator	\$ 208,000.00	Year	1	HRC	\$ 4,517,580,420	\$ 77,935,254	\$ 82,068,696
Novi	Oakland	66,243	City Manager or City Administrator	\$ 206,069.00	Year	1	HRC	\$ 5,222,819,180	\$ 45,444,288	\$ 46,520,926
Saint Clair Shores	Macomb	58,874	City Manager or City Administrator	\$ 163,293.00	Year	1	HRC	\$ 2,267,160,105	\$ 47,917,651	\$ 47,933,370
Royal Oak	Oakland	58,211	City Manager or City Administrator	\$ 201,983.18	Year	1	HRC	\$ 4,090,494,150	\$ 51,483,973	\$ 51,483,973
Southgate	Wayne	30,014	City Manager or City Administrator	\$ 120,000.00	Year	1	HRC	\$ 925,219,547	\$ 32,818,933	\$ 32,267,844
Allen Park	Wayne	28,638	City Manager or City Administrator	\$ 130,000.00	Year	1	HRC	\$ 1,054,498,765	\$ 27,752,943	\$ 27,752,943
Madison Heights	Oakland	28,468	City Manager or City Administrator	\$ 185,399.96	Year	1	HRC	\$ 1,171,000,000	\$ 42,259,313	\$ 41,822,792
Romulus	Wayne	25,178	City Manager or City Administrator	\$ 114,056.38	Year	1	HRC	\$ 1,500,965,429	\$ 27,797,749	\$ 21,449,680
Wyandotte	Wayne	25,058	City Manager or City Administrator	\$ 126,734.40	Year	1	HRC	\$ 784,971,852	\$ 28,763,735	\$ 27,073,268
Auburn Hills	Oakland	24,360	City Manager or City Administrator	\$ 207,000.00	Year	1	HRC	\$ 2,224,074,580	\$ 42,927,286	\$ 39,012,938
Birmingham	Oakland	21,813	City Manager or City Administrator	\$ 198,000.00	Year	1	HRC	\$ 3,382,520,940	\$ 50,413,900	\$ 47,414,380
Wayne	Wayne	17,713	City Manager or City Administrator	\$ 130,410.00	Year	1	HRC	\$ 460,684,169	\$ 23,139,285	\$ 21,246,978
Wixom	Oakland	17,193	City Manager or City Administrator	\$ 145,000.00	Year	1	HRC	\$ 1,104,240,220	\$ 17,789,848	\$ 17,789,848
Melvindale	Wayne	12,851	City Manager or City Administrator	\$ 180,000.00	Year	1	HRC	\$ 374,121,447	\$ 13,629,015	\$ 14,987,074
Riverview	Wayne	12,490	City Manager or City Administrator	\$ 138,848.00	Year	1	HRC	\$ 415,951,157	\$ 14,051,390	\$ 14,150,886
South Lyon	Oakland	11,746	City Manager or City Administrator	\$ 120,567.00	Year	1	HRC	\$ 569,101,360	\$ 10,997,002	\$ 10,376,704
Flat Rock	Wayne	10,541	City Manager or City Administrator	\$ 123,500.00	Year	1	HRC	\$ 414,553,455	\$ 12,967,500	\$ 13,103,800
Grosse Pointe Farms	Wayne	10,148	City Manager or City Administrator	\$ 172,033.00	Year	1	HRC	\$ 1,052,202,720	\$ 20,564,480	\$ 20,564,480
Howell	Livingston	10,068	City Manager or City Administrator	\$ 133,000.00	Year	1	HRC	\$ 449,873,345	\$ 9,501,555	\$ 9,632,292
Plymouth	Wayne	9,370	City Manager or City Administrator	\$ 184,745.00	Year	1	HRC	\$ 1,067,716,400	\$ 140,030,262	\$ 140,030,262
Ecorse	Wayne	9,305	City Manager or City Administrator	\$ 130,000.00	Year	1	HRC	\$ 118,199,766	\$ 18,232,582	\$ 15,874,921
Saline	Washtenaw	8,948	City Manager or City Administrator	\$ 164,985.00	Year	1	HRC	\$ 636,678,723	\$ 15,622,661	\$ 14,654,680
Center Line	Macomb	8,552	City Manager or City Administrator	\$ 111,120.00	Year	1	HRC	\$ 332,044,800	\$ 7,185,810	\$ 8,749,415
Milford	Oakland	6,520	City Manager or City Administrator	\$ 131,780.00	Year	1	HRV	\$ 402,967,930	\$ 2,368,700	\$ 2,368,700
Huntington Woods	Oakland	6,388	City Manager or City Administrator	\$ 135,264.00	Year	1	HRC	\$ 498,798,530	\$ 11,678,090	\$ 11,678,090
Northville	Wayne	6,119	City Manager or City Administrator	\$ 181,230.00	Year	1	HRC	\$ 576,020,118	\$ 10,229,704	\$ 10,229,704
Richmond	Macomb	5,878	City Manager or City Administrator	\$ 98,765.00	Year	1	HRC	\$ 269,355,494	\$ 5,609,082	\$ 5,410,061
Chelsea	Washtenaw	5,467	City Manager or City Administrator	\$ 150,000.00	Year	1	HRC	\$ 373,465,705	\$ 7,242,770	\$ 6,922,220
Gibraltar	Wayne	4,997	City Manager or City Administrator	\$ 114,000.00	Year	1	HRC	\$ 177,340,724	\$ 4,975,599	\$ 4,975,599
Wolverine Lake	Oakland	4,544	City Manager or City Administrator	\$ 94,758.00	Year	1	HRV	\$ 288,178,240	\$ 3,564,990	\$ 3,664,744
Lathrup Village	Oakland	4,088	City Manager or City Administrator	\$ 117,667.00	Year	1	HRC	\$ 197,065,790	\$ 5,314,407	\$ 5,451,452
Belleville	Wayne	4,008	City Manager or City Administrator	\$ 90,000.00	Year	1	HRC	\$ 135,790,746	\$ 4,347,476	\$ 3,357,476
Oxford	Oakland	3,492	City Manager or City Administrator	\$ 94,700.00	Year	1	HRV	\$ 155,137,000	\$ 3,075,689	\$ 3,045,146
Fowlerville	Livingston	2,951	City Manager or City Administrator	\$ 101,304.17	Year	1	GLV	\$ 122,748,845	\$ 2,873,151	\$ 2,818,836
Pleasant Ridge	Oakland	2,627	City Manager or City Administrator	\$ 151,550.00	Year	1	HRC	\$ 288,560,290	\$ 4,028,978	\$ 4,042,497
Orchard Lake Village	Oakland	2,238	City Manager or City Administrator	\$ 154,881.00	Year	1	HRC	\$ 652,316,080	\$ 4,853,013	\$ 4,853,013
Ortonville	Oakland	1,376	City Manager or City Administrator	\$ 76,003.00	Year	1	GLV	\$ 53,439,400	\$ 1,082,426	\$ 1,082,426
Bingham Farms	Oakland	1,124	City Manager or City Administrator	\$ 92,000.00	Year	1	HRV	\$ 227,622,040	\$ 3,357,451	\$ 3,221,996
Clarkston	Oakland	928	City Manager or City Administrator	\$ 58,225.00	Year	1	HRC	\$ 63,479,560	\$ 927,341	\$ 931,668
Southfield Township	Oakland	39	City Manager or City Administrator	\$ 26,200.00	Year	1	TA	\$ 1,528,321,100	\$ 357,362	\$ 1,242,750