

City Council Special Meeting

Monday, April 03, 2023 – 6:00 PM

27400 Southfield Road, Lathrup Village, Michigan 48076

In Council Chambers

ADDRESSING THE CITY COUNCIL

- Your comments shall be made during 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 duration 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 for which the public hearings are held.
- In addition to the opportunities described above, a citizen may respond to questions posed to him or her by the Mayor or members of the Council, provided members have been granted the floor to pose such questions.
- No speaker may make personal or impertinent attacks upon any officer, employee, or City Council member or other Elected Official, that is unrelated to the manner in which the officer, employee, or City Council member or other Elected Official performs his or her duties.
- No person shall use abusive or threatening language toward any individual when addressing the City Council.

Any person who violates this section shall be directed by the Mayor 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.

ZOOM REMOTE MEETING INFORMATION

Webinar ID: 546 088 3579

Password: LV2023

Online: <https://zoom.us/>

Telephone: 646.558.8656 or 312.626.6799

1. **Call to Order** by Mayor Garrett
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Approval of Agenda**
5. **Public Comments for Items on the Agenda** (Speakers are limited to 3 minutes)
6. **Action Requests - For Consideration / Approval**

A. Lathrup Village AMI Proposal

B. Communications Plan

C. 2023/2024 Goal Setting

7. **Public Comment**

8. **Mayor and Council Comments**

9. **Adjourn**

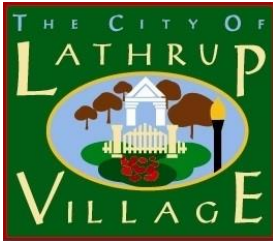
A. Council Training Opportunities

(Please ask City Administrator to schedule if you're interested)

April 18-19, 2023 - Michigan Municipal League Capital Conference in Lansing

May 19-20, 2023 – Elected Officials Academy Spring Weekenders in Bay City has two opportunities for training:

- The Core Weekender is a strategically condensed seminar focused on these fundamentals: effective public service, leadership, financial management, and planning & zoning.
- The Advanced Weekender focuses on: formal presentations about developing diversity in the workplace, strategic coalition building and civility and collaborative leadership and discussion in a relaxed environment.



Susan Montenegro

City Administrator

City of Lathrup Village

27400 Southfield Road | Lathrup Village, MI 48076

smontenegro@lathrupvillage.org

Office: 248.557.2600 x 225 | Cell: 248.520.0620

Item A.

COUNCIL COMMUNICATION:

TO: Mayor Garrett and City Council Members

FROM: Susan Montenegro, City Administrator

DATE: April 3, 2023

RE: Lathrup Village AMI Proposal

The Infrastructure Study Group submitted a proposal to Council on October 17, 2022 for the Water System Technology Upgrade of the technology used to collect water reads for water billing rather than using the current drive-by method. Upgrading the technology portion will significantly reduce costs, improve efficiency, provide better customer service, faster billing, improved cash flow, and allow for near real-time tracking of adverse water events.

A quote has been received from Ferguson Waterworks in the amount of \$130,403.29 to furnish Neptune 360 AMI Software, install the necessary AMI infrastructure, and purchase backup reading equipment and includes the cost of setting up the customer portal.

Ferguson is the sole source provider in Michigan for Neptune water meters installed in the City. No other manufacturer's gateways will read Neptune's meters.

The quote may need to be adjusted for the following reason:

1. Three R900 Gateway, UPS and Antenna + installation is quoted. The City might only need two rather than three, so this amount would be reduced if only two are installed.

The Capital Improvement Bond has \$120K reserved for technology upgrades to the current water meter system.

Suggested Motion:

Waive the bidding process because Ferguson Waterworks is the sole source provider of Neptune water meters and approve the Lathrup Village AMI Proposal in an amount not to exceed \$120,403.29.

March 17, 2023

Ms. Susan Montenegro
City Administrator
Lathrup Village
27400 Southfield Rd.
Lathrup Village, MI 48076

Dear Ms. Montenegro:

Please see below for pricing to furnish Neptune 360 AMI Software, install the necessary AMI Infrastructure, and purchase backup reading equipment.

Software, Infrastructure, and Reading Equipment

| Description | Qty | Price | Subtotal |
|--|--------------|----------------------|--------------------------------|
| Neptune 360 AMI Software Subscription (Annual Fee) | 1998 | \$4.05 | \$8,091.90 |
| Neptune 360 AMI One Time Setup Fee | 1 | \$4,100.00 | \$4,100.00 |
| My360 Consumer Portal Subscription (Annual Fee) | 1 | \$6000.00 | \$6000.00 |
| My360 Consumer Portal One Time Setup Fee | 1 | \$4000.00 | \$4000.00 |
| R900 Gateway, UPS, and Antenna + Installation* | 3 | \$31,000.00 | \$93,000.00 |
| MRX 920 Mobile Data Collector | 1 | \$9,420.29 | \$9,420.29 |
| R900 Belt Clip Transceiver | 1 | \$5,791.10 | \$5,791.10 |
| Total | | | \$130,403.29 |

*Total cost is estimated pending a site survey

\$120,403.29

Optional Pricing:

My360 Single Sign On - \$6250.00

My360 Single Sign On Support (Annual Fee) - \$1900.00 (Mandatory if you purchase Single Sign On)

Please review the proposal and if you should have any questions or you would like to discuss it I would be happy to set up a meeting to do that.

Thank you so much for the opportunity to partner with Lathrup Village once more!

Sincerely,

Steve Daniell

Steve Daniell
AMI Specialist
Ferguson Waterworks

August 18, 2021

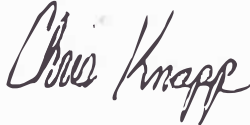
To Whom It May Concern:

At this time Ferguson Waterworks is the only Neptune distributor authorized to sell RF meter reading equipment and Neptune water meters and parts in the State of Michigan. Ferguson Waterworks is authorized by Neptune to submit an offer for Neptune water meters and related products.

Neptune Technology Group is the only manufacturer of Neptune meters. Our headquarters and manufacturing facility is located in Tallahassee, Alabama. Additional company information can be found at our website www.neptunetg.com.

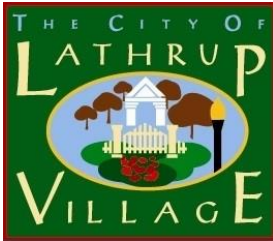
Thank you for your interest in Neptune products. If you have any questions, please contact your local Neptune representative, Sam Mitchell at 517-420-0428.

Regards,



Chris Knapp
Field Support Manager





Susan Montenegro

City Administrator

City of Lathrup Village

27400 Southfield Road | Lathrup Village, MI 48076

smontenegro@lathrupvillage.org

Office: 248.557.2600 x 225 | Cell: 248.520.0620

Item B.

COUNCIL COMMUNICATION:

TO: Mayor Garrett and City Council Members

FROM: Susan Montenegro, City Administrator

DATE: April 3, 2023

RE: Communications Plan

A Communications Plan defines the strategy used to disseminate information quickly and establish a clearly defined method that is easy to follow. Mayor Garret has asked to have this added to the agenda going forward until an effective communications plan is developed.

To start the discussion, I've attached an example of a communication strategy chart from the City of Hudsonville. The chart outlines various events, level of urgency, audience, and identifies who is responsible for forwarding those communications. While this is a starting point, it does offer some help in determining the flow of communication.

You'll also find an Excel spreadsheet that you can add information to, similar to Hudsonville, who initiates the communication, who the communication needs to go to, as well as the level of importance.

CITY OF HUDSONVILLE COMMUNICATION STRATEGY

Adopted by City Commission: September 8, 2016

Item B.

FACILITIES

Closures, cancellations, hour changes

| EVENT | LEVEL | AUDIENCE | OWNER | COMMUNICATION METHOD | | | | | | | | | | |
|---|--------------------------|------------------------------------|--|--|-----|-------------|----------|---------------|---------|--------------|---------------------|---------------------|------------|-------|
| Occurrence that necessitates city communication | Urgency of communication | Who will receive the communication | Who creates content, handles questions, and makes statements | How is the message communicated and who is responsible for delivery of the message | | | | | | | | | | |
| | | | | SOCIAL | WEB | NEWS-LETTER | LED SIGN | PRESS RELEASE | E-BLAST | HAND DELIVER | INTERNAL CALL/EMAIL | EXTERNAL CALL/EMAIL | PRESS CONF | SIREN |
| City Hall | 3 | C - R - S | ○ | ● | ● | | ● | | ● | | ○ | | | |
| DPW | 3 | C - S | ● | | | | | | | | ● | | | |
| Library | 3 | C - R - S | ● | ● | ● | ● | ● | | ● | | ● | | | |
| Parks | 3 | C - R - S | ● | ● | ● | ● | | | ● | | ● | | | |
| Terra Square | 3 | C - R - S | ○ | ○ | ○ | ○ | ● | | ● | | ○ | ○ | | |

CITY SERVICES

PSAs, service changes/reminders of infrequent services

| | | | | | | | | | | | | | | |
|----------------------|---|-------|---|---|---|---|---|--|---|--|---|--|--|--|
| Assessing/Taxes | 3 | R - S | ● | ● | ● | ● | ● | | | | ● | | | |
| Elections | 3 | R - S | ○ | ● | ● | ○ | ● | | | | ○ | | | |
| Leaf drop | 3 | R - S | ● | ● | ● | ● | ● | | ● | | | | | |
| Library | 3 | R - S | ● | ● | ● | ● | | | ● | | | | | |
| Sewer | 3 | R - S | ● | ● | | | | | | | ● | | | |
| Snow plowing | 3 | R - S | ● | ● | ● | ● | | | ● | | ● | | | |
| Storm debris pick up | 3 | R - S | ● | ● | ● | | | | ● | | ● | | | |
| Utility billing | 3 | R - S | ● | ● | ● | ● | | | ● | | ● | | | |
| Water | 3 | R - S | ● | ● | ● | ● | | | ● | | ● | | | |

CRIME

| | | | | | | | | | | | | | | |
|---|---|-----------|---|---|--|--|--|---|---|--|---|--|---|--|
| Public Threat (Active shooter, bomb threat, etc) | 1 | C - R - S | ● | | | | | ● | ● | | ○ | | ● | |
| Significant Felony (Armed robbery, homicide, etc) | 1 | C - S | ● | | | | | | | | ○ | | | |
| Missing Person | 1 | C - R - S | ● | ● | | | | | ● | | ○ | | | |

PUBLIC EMERGENCY

| | | | | | | | | | | | | | | |
|--|---|-----------|---|---|---|--|--|--|---|--|---|---|--|---|
| Hazardous material spill impacting public domain | 1 | C - R - S | ● | ● | ● | | | | ● | | ● | ● | | ● |
| Sewer spill into waterway | 1 | C - R - S | ● | ● | ● | | | | ● | | ● | ● | | |
| Significant structure fire | 2 | C - S | ● | | | | | | | | ○ | | | |
| Significant train accident | 1 | C - S | ● | ● | | | | | | | ○ | | | |
| Activation of Emergency Operations Center | 2 | C - S | ● | ● | | | | | | | ○ | | | |

INFRASTRUCTURE

| | | | | | | | | | | | | | | |
|---------------------------------|---|---------------|---|---|---|---|--|--|---|---|---|---|--|--|
| Road Closure (Traffic Incident) | 1 | R - S | ● | | | | | | | | | ● | | |
| Road Closure (Construction) | 3 | R - S | ● | ● | ● | | | | ● | | ● | | | |
| Upcoming Road Work | 3 | R - S | ● | ● | ● | ● | | | ● | | ● | | | |
| Sewer Backup | 1 | A - I - R - S | ● | ● | ● | | | | ● | ● | ● | ● | | |
| Watermain Break | 1 | R - S | ● | ● | | | | | ● | ● | ● | ● | | |
| Boil Water Alert | 1 | R - S | ● | ● | | | | | | ● | ● | | | |

PUBLIC CONCERN OR INCIDENT

| | | | | | | | | | | | | | | |
|---------------------------------|---|-----------|---|---|--|--|--|--|--|--|---|---|---|--|
| Significant Public Complaint | 3 | A - C - S | ○ | | | | | | | | ○ | ○ | | |
| Protest/Gathering | 1 | C - S | ● | ● | | | | | | | ○ | | | |
| Injury/Crime on Public Property | 2 | A - C - I | ● | | | | | | | | ○ | ● | ○ | |
| Threat of legal action | 3 | A - C - I | ○ | | | | | | | | ○ | ● | ○ | |

WEATHER

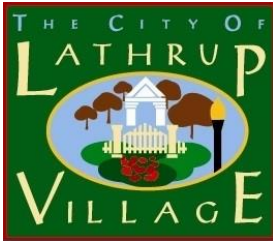
| | | | | | | | | | | | | | | |
|-----------------------------|---|-------|---|--|--|--|--|--|--|--|---|--|--|---|
| Severe Thunderstorm Warning | 1 | S | ● | | | | | | | | ● | | | |
| Tornado Watch | 1 | S | ● | | | | | | | | ● | | | |
| Tornado Warning | 1 | R - S | ● | | | | | | | | ● | | | ● |
| Winter Storm Warning | 1 | S | ● | | | | | | | | ● | | | |

| LEGEND | | | | PRIME DIRECTIVE ON COMMUNICATION | |
|---------------------|-----------------------|----------------------|--|--|--|
| ○ CITY MANAGER | ● LIBRARY | A CITY ATTORNEY | 1 High level of urgency: requires immediate communication. | All communication should be clear, concise, and factual, and should answer the following: <ul style="list-style-type: none"> • What: Describe what happened or will happen • Who: Describe who is impacted and who will be addressing the issue • Where: Detail the location or affected area • When: When the event will or did happen and length of impact • Why: Explain the factual reason for the event • How: Describe next steps and action items | |
| ○ CLERK | ● MARKETING | C CITY COMMISSION | | | |
| ● DPW | ● MAYOR | I INSURANCE PROVIDER | | | |
| ● EMERG OPERATIONS | ● OC SHERIFF'S OFFICE | R AFFECTED RESIDENTS | 2 Moderate level of urgency: requires communication within 24 hours. | | |
| ● FINANCE/ASSESSING | ● PLANNING/ZONING | S AFFECTED STAFF | 3 Low level of urgency: communication as needed. | | |
| ● FIRE | ○ TERRA SQUARE | CM City Manager | | | |

CITY OF LATHRUP VILLAGE COMMUNICATION STRATEGY

| | EVENT | LEVEL | AUDIENCE | OWNER | COMMUNICATION METHOD | | | | | | | | | | |
|---|---|--------------------------|------------------------------------|--|--|-----|-------------|----------|---------------|---------|--------------|----------------------|----------------------|------------|-------|
| | Occurance that necessitates City Communication | Urgency of communication | Who will receive the communication | Who creates content, handles questions, and makes statements | How is the message communicated and who is responsible for delivery of the message | | | | | | | | | | |
| | | | | | SOCIAL | WEB | NEWS-LETTER | LED SIGN | PRESS RELEASE | E-BLAST | HAND DELIVER | INTERNAL CALL/ EMAIL | EXTERNAL CALL/ EMAIL | PRESS CONF | SIREN |
| FACILITIES Closures, cancellations, hour changes | City Hall | | | | | | | | | | | | | | |
| | DPW | | | | | | | | | | | | | | |
| | Parks | | | | | | | | | | | | | | |
| | Sanitary Retention Tank | | | | | | | | | | | | | | |
| CITY SERVICES PSAs: service changes / reminders of infrequent services | Assessing/Taxes | | | | | | | | | | | | | | |
| | Elections | | | | | | | | | | | | | | |
| | Leaf drop | | | | | | | | | | | | | | |
| | Sewer | | | | | | | | | | | | | | |
| | Snow plowing | | | | | | | | | | | | | | |
| | Storm debris pick up | | | | | | | | | | | | | | |
| | Utility Billing | | | | | | | | | | | | | | |
| Water | | | | | | | | | | | | | | | |
| CRIME | Public Threat (Active shooter, bomb threat, etc) | | | | | | | | | | | | | | |
| | Significant Felony (Armed robbery, homicide, etc) | | | | | | | | | | | | | | |
| | Missing Person | | | | | | | | | | | | | | |
| PUBLIC EMERGENCY | Hazardous material spill impacting public domain | | | | | | | | | | | | | | |
| | Sewer spill into waterway | | | | | | | | | | | | | | |
| | Significant structure fire | | | | | | | | | | | | | | |
| | Activation of Emergency Operations Center | | | | | | | | | | | | | | |
| INFRASTRUCTURE | Road Closure (traffic incident) | | | | | | | | | | | | | | |
| | Road Closure (construction) | | | | | | | | | | | | | | |
| | Upcoming Road Work | | | | | | | | | | | | | | |
| | Sewer backup | | | | | | | | | | | | | | |
| | Watermain Break | | | | | | | | | | | | | | |
| | Boil Water Alert | | | | | | | | | | | | | | |
| PUBLIC CONCERN OR INCIDENT | Significant Public Complaint | | | | | | | | | | | | | | |
| | Protest/Gathering | | | | | | | | | | | | | | |
| | Injury/Crime on Public Property | | | | | | | | | | | | | | |
| | Threat of Legal Action | | | | | | | | | | | | | | |
| WEATHER | Severe Thunderstorm Warning | | | | | | | | | | | | | | |
| | Tornado Watch | | | | | | | | | | | | | | |
| | Tornado Warning | | | | | | | | | | | | | | |
| | Winter Storm Warning | | | | | | | | | | | | | | |

| Legend | | | | | PRIME DIRECTIVE ON COMMUNICATION | |
|--------------------|---------------------|-----------------------|---|---|--|--|
| City Administrator | MAYOR | A CITY ATTORNEY | 1 | High level of urgency: requires immediate communication | All communication should be clear, concise, and factual, and should answer the following: What: Describe what happened or will happen Who: Describe who is impacted, who will be addressing the issue Where: Detail the location of affected area When: When the event will or did happen and length of impact Why: Explain the factual reason for the event How: Describe next steps and action items | |
| Clerk | OC SHERIFF'S OFFICE | C CITY COUNCIL | | | | |
| DPW | PLANNING/ZONING | I INSURANCE PROVIDER | 2 | Moderate level of urgency: requires communication within 24 hours | | |
| POLICE | FIRE | R AFFECTED RESIDENTS | | | | |
| FINANCE | EMERG OPERATIONS | S AFFECTED STAFF | 3 | Low level of urgency: communication as needed | | |
| | | CA CITY ADMINISTRATOR | | | | |



Susan Montenegro

City Administrator

City of Lathrup Village

27400 Southfield Road | Lathrup Village, MI 48076

smontenegro@lathrupvillage.org

Office: 248.557.2600 x 225 | Cell: 248.520.0620

Item C.

COUNCIL COMMUNICATION:

TO: Mayor Garrett and City Council Members

FROM: Susan Montenegro, City Administrator

DATE: April 3, 2023

RE: Council Goals

A copy of the 2021-2022 City Council goals as well as a new document for the 2023-2024 City Council goals is attached. I've included the goals from the previous administration as this was the last time goal setting was done. The goals listed can be considered a stepping point because Council can look at the goals to determine what has or has not been accomplished. Please take time to put goals on the blank sheet that you believe Council should focus on in the coming fiscal year.

Goal setting for this Council, as for any Council, must be intentional and in line with things that are important to the residents Council serves and represents. While not every goal will be addressed at this meeting tonight, good discussion can still be generated and held. A special meeting will be called for the purpose of goal setting.

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|--|--|----------------|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| | | |
| Transparent, Open and Honest Government – This value reflects our first and most important responsibility. We maintain an organization reputation for openness, honesty and integrity | • Improve Communications with Residents and Local Businesses | • 2 |
| | • Develop effective document management and paperless processes | • 2 |
| | • Improve website design to make info more easily accessible | • 2 |
| | • Do more Town Halls | • 3 |
| | | |
| Dedication to Service – our primary duty is the people we serve. We are accessible, responsive, consistent and understanding. We provide assistance beyond our customer’s expectations and we find effective solutions to problems that are brought to our attention. | • Improve operations through upgrades in technology | • 1 |
| | • Maintain high quality neighborhoods and housing stock | • 3 |
| | • Maintain robust and attractive business corridors | • 1 |
| | • Promote a safe and secure community | • 2 |
| | • Develop and prioritize improvements to parks and playgrounds | • 2 |
| | • Improve quality of life for residents of all ages | • 1 |
| | • Continue improvement in response time to residents for any type of contact | • 2 |
| | • Increase code enforcement in business district including a quarterly assessment\walk thru of every property. | • 1 |
| | • Provide a maximum 1 work day initial response to See Click Fix reports with an additional response every 3 business days until the issue is resolved. | • 2 |
| | | |
| | | |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|--|--|--|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| | | |
| Fiscal Responsibility – 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 greater possible efficiency and effectiveness. | <ul style="list-style-type: none"> • Support economic vitality to attract and retain local businesses | <ul style="list-style-type: none"> • 1 |
| | <ul style="list-style-type: none"> • Maintain Infrastructure | <ul style="list-style-type: none"> • 1 |
| | <ul style="list-style-type: none"> • Continue reviewing contracts\suppliers\business arrangements to ensure we are spending as little as possible for goods and services | <ul style="list-style-type: none"> • 2 |
| | | |
| Personal Honesty and Integrity – each of us demonstrates the highest standards of personal integrity and honesty in public activities to inspire confidence and trust in our government. | <ul style="list-style-type: none"> • Update Council Rules and Procedures | <ul style="list-style-type: none"> • 4 |
| | <ul style="list-style-type: none"> • Code of Ethics provided to all new elected/appointed council and board members | <ul style="list-style-type: none"> • 2 |
| | <ul style="list-style-type: none"> • Attend Meetings and provide ample notification for absences (and when absent watch the missed meeting on YouTube) | <ul style="list-style-type: none"> • 1 |
| | <ul style="list-style-type: none"> • Read entire meeting packets BEFORE MEETINGS. | <ul style="list-style-type: none"> • 1 |
| | <ul style="list-style-type: none"> • Respond by agreed upon deadlines. | <ul style="list-style-type: none"> • 1 |
| | <ul style="list-style-type: none"> • Be on time. | <ul style="list-style-type: none"> • 1 |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|---|---|--|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| | | |
| Excellence – we continually pursue excellence by being creative, professional, taking risks, showing initiative and being committed to our team. In this pursuit, we support continuing education and training for all team members. | <ul style="list-style-type: none"> • Register and participate in training offered by MML and other organizations | <ul style="list-style-type: none"> • 2 |
| | <ul style="list-style-type: none"> • Subscribe\read journals, organizations and periodicals (e.g. Inside 208,Bridge, MML magazine, etc.) | <ul style="list-style-type: none"> • 2 |
| | | |
| Teamwork – we are a team that emphasizes high levels of trust and cooperation and commitment to excellent communication with the organization. We encourage employees to exercise independent judgement in meeting customer needs through professional behavior that is consistent with our values. | <ul style="list-style-type: none"> • Provide teamwork opportunities to City staff (e.g. workshops, cross functional work, social outings, etc.) | <ul style="list-style-type: none"> • 3 |
| | | |
| CITY COUNCIL | | |
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| | | |
| A Humane and Diverse Organization – 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 his or her full potential. We value cultural and social diversity that is reflected in our community, and we welcome the changes and new perspectives that this diversity brings us. | <ul style="list-style-type: none"> • Appointments to boards and commissions – reflective of the cultural and social diversity of the community | <ul style="list-style-type: none"> • 2 |
| | | |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|----------------|---|---------|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| | | |
| OTHER CATEGORY | Continue best practices in maintaining city grounds, parks and entrances | 2 |
| | Code enforcement classes (e.g., how do I maintain my ditch & culvert) | 2 |
| | Identify cross functional opportunities (e.g. police officers & Code Enforcement) | 2 |
| | | |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|--|-----------------------------------|---------|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| Transparent, Open and Honest Government – This value reflects our first and most important responsibility. We maintain an organization reputation for openness, honesty and integrity | | |
| | | |
| | | |
| Dedication to Service – our primary duty is the people we serve. We are accessible, responsive, consistent and understanding. We provide assistance beyond our customer’s expectations and we find effective solutions to problems that are brought to our attention. | | |
| | | |
| | | |
| Fiscal Responsibility – 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 greater possible efficiency and effectiveness. | | |
| | | |
| | | |
| Personal Honesty and Integrity – each of us demonstrates the highest standards of personal integrity and honesty in public activities to inspire confidence and trust in our government. | | |
| | | |
| | | |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|---|--|----------------|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| Excellence – we continually pursue excellence by being creative, professional, taking risks, showing initiative and being committed to our team. In this pursuit, we support continuing education and training for all team members. | | |
| | | |
| | | |
| Teamwork – we are a team that emphasizes high levels of trust and cooperation and commitment to excellent communication with the organization. We encourage employees to exercise independent judgement in meeting customer needs through professional behavior that is consistent with our values. | | |
| | | |
| | | |
| A Humane and Diverse Organization – 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 his or her full potential. We value cultural and social diversity that is reflected in our community, and we welcome the changes and new perspectives that this diversity brings us. | | |
| | | |
| | | |

CITY OF LATHRUP VILLAGE – CITY COUNCIL
DISCUSSION OF GOALS/PERFORMANCE MEASURES
FISCAL YEAR 2021/2022

| CITY COUNCIL | | |
|----------------|-----------------------------------|---------|
| VALUES/GOALS | OBJECTIVES / PERFORMANCE MEASURES | RANKING |
| OTHER CATEGORY | | |
| | | |
| | | |