

AGENDA

Committee of the Whole December 8, 2025 at 5:30 PM



Lansing City Hall, Tony Benavides Lansing City Council Chambers
124 W. Michigan Avenue, 10th Floor

To provide input or ask questions on any item that is listed on the agenda,
members of the public may contact the City Council at city.council@lansingmi.gov or (517) 483-4177 prior to the meeting.
To view the meeting live and participate in virtual public comment: <https://www.lansingmi.gov/1212/Council-Committee-Meetings>

Council Member Ryan Kost, Chairperson
Council Member Tamera Carter, Vice Chairperson

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
 - A. November 17, 2025
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
 - B. ORDINANCE - Amend Chapter 294; Encourage Top Official of Fire and Police Departments; Extend Eligibility for Retirement Services Credits up to 30 Years

Closed Session

- C. Pursuant to MCL 15.268(e), City Council will recess into closed session to consult with the City Attorney in connection with the following specific pending litigation. An open meeting will have a detrimental financial effect on the litigating or settlement position of the City of Lansing concerning these cases.

Allen, Keith v. City of Lansing
Bernard, Tashawn v. City of Lansing, et al.
City of Lansing v. Adeleye, MDMC, and Padsinab
City of Lansing v. Eli Lilly, et al.
City of Lansing v. JAJ Property, LLC
City of Lansing v. Woodside Meadows Apts. Owner LLC, et al.
City of Lansing, et al. v. Purdue Pharma, et al.
Davis, Dori v. City of Lansing, et al.
Davis, Kenneth and Brown, Joshua v. City of Lansing
Eskin, Keith v. Melanie Smith, et al.
Fitzpatrick, Belinda v. City of Lansing
Fitzpatrick, Belinda v. Hanney and City of Lansing
Fountain, David v. City of Lansing et al.
Hulon, Anthony v. City of Lansing et al.
Mingus, Tami v. City of Lansing, et al.

Republican National Committee v. City of Lansing
Robinson Memorial Church of God in Christ v. City of Lansing
Robinson Memorial Church of God in Christ v. City of Lansing, et al.
Romero, Ashly for Estate of Romero, Stephen v. City of Lansing, et al.
Russell, William v. City of Lansing, et al.
Theodore Larkin for Daniel Bishop v. City of Lansing
Turkelson, Benjamin v. City of Lansing
Willis, Delaney v. City of Lansing

Reconvene

6. Other

7. Adjourn

Persons with disabilities who need an accommodation to fully participate in these meetings should contact the City Council Office at 517-483-4177 (TTY 711) 24 hour notice may be needed for certain accommodations. An attempt will be made to grant all reasonable accommodation requests.

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MINUTES
Committee of the Whole
Monday, November 17, 2025 @ 5:30 p.m.
Tony Benavides Lansing City Council Chambers

CALL TO ORDER

Council President Kost called the meeting to order at 5:30 p.m.

PRESENT

Councilmember Ryan Kost
Councilmember Jeffrey Brown
Councilmember Peter Spadafore
Councilmember Tamera Carter
Councilmember Trini Pehlivanoglu
Councilmember Jeremy Garza- excused
Councilmember Adam Hussain
Councilmember Brian T. Jackson

OTHERS PRESENT

Sherrie Boak, Council Office Manager
Mark Lawrence, Mayor's Office- arrived at 5:32 p.m.
Greg Venker, City Attorney
Lisa Hagen-Lawrence, City Attorney
Elizabeth O'Leary, HR Director
Kyla Moore, Deputy HR Director
Jake Brower, Chief Strategy Officer
Jackson Mills, Finance
Regina Wilson, Regional Hiring Manager
Kesha McKitty, Hiring Specialist

Minutes

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE MINUTES FROM NOVEMBER 10, 2025, AS PRESENTED. MOTION CARRIED 7-0.

Public Comment

No public comment at this time.

Presentation:

General Fund Status Report, Fiscal Year 2025-2026; 1st Quarter

Mr. Brower and Mr. Mills went through the status report in the packet. Overall, the summary of the general fund adopted was \$173.3 million for the FY, and Council amendments waws for 67,000 and carry forwards, with new \$173.9 million general fund. They continue to review overall deficiencies and expenditures. Year to date, revenue, property tax has gone out, City is on track for projections with preliminary estimate for LDFA and tax captures, income taxes were 8.1 million and this is a conservative benefit from the estimate from the first of the year.

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No updates on licenses and reports, but with State grants there was 26.1 million in revenue projected, and activity is minimal, but with State budget impact, they would take sale tax from gasoline tax and they would see an increase in revenue, but in GF would see a decrease. Overall they continue to look at the general impact of the State budget and public safety revenue funds, and are working on presenting a budget amendment in January. Mr. Brower went through other revenues including return on equity with BWL, charges for services, and other revenues are small as it relates to the impact on the General Fund.

Council Member Spadafore asked about the interest income and why it was so low. Mr. Brower stated interest revenue compared to budget depends on posting on revenue receipts. They share equity in the pool cash account which makes expenditures, and it would be a matter of clean up, and this does not include an estimate. Council Member Spadafore asked about the lack of activity at cable and licensing fees. Mr. Brower stated those are quarterly payment, and the Council should see a payment in the next quarter. Council Member Spadafore asked about the personnel cost for Internal Auditor, which has been vacant since May, and why is there an expense. Mr. Brower stated that it is a material adjustment they will make.

Council Member Brown referred to 58.4% of City supported services, and higher expenditures, and asked to elaborate what those programs and services were. Mr. Brower stated the timing of the expenditure relates to the structure. For art and culture grants they write a check to the organization, and other contracts come out on a 50/50 basis where they pay half up front and other reimburse. Council Member Brown asked what the 58% has been spent on, and referred to Advanced Peace, Charter Commission, etc. Mr. Brower stated he could get Council an update on the specifics. Council Member Brown noted that Advance Peace is a \$300,000 contract and paid half so now what, because again there is 58% spent in 25% of the year. Mr. Lawrence stated the Art funds go to the Art Council and they administer the grant, and recently there were funds for the fence line on S. Cedar, and he could provide an itemized list.

Vacancy Factor Report, Quarter Ending September 30, 2025

Ms. O'Leary and Ms. Moore recapped the last time they were in front of Council and the steps they take to filling vacancy including HR staff is out in the community connecting and recruiting. Ms. O'Leary went through the vacancy report in the packet noting there are 15 posted, 70 hires have occurred since January, there were 21 retirements from Police and Fire. Regarding the vacancy list that was referred to, Ms. O'Leary went through the vacancies noting to changes including continuous postings, pending hiring process, vacancies that have been filled, and other projects the department has created. She added that as of last week, there were no vacancies in Assessing, in Parks and Recreation they brought on 72 TA, 2 new City Attorney's, and a Treasurer. With the LFD they are slated to hire 9 and are front loading because in 2028 they have projections for retirement. With LPD they have 25 vacancies, they have 10 recruits scheduling to graduate in December, and 3 projected retirements and 8 for 2027. LPD team is going directly to the colleges to speak to the perks and incentives for joining LPD.

Council Member Brown acknowledged Ms. O'Leary for the detailed presentation and asked about exit interviews and what are those results; retirement, moving, or other reason. Ms. O'Leary stated there are 21 retirements between police, fire and emergency services. They do exit interviews, but it is voluntary, and so there are multiple reasons, and are confidential. They do share those results with the departments. Council Member Brown asked about the 56 that have left, and Ms. O'Leary stated they keep track of the information, but voluntary or involuntary, and have not identified a specific complaint over all the departments.

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Council Member Jackson asked about the 25 police vacancies, and if 10 graduating are a larger number then in the past, and if they are joining LPD. Ms. O'Leary stated they are joining LPD and hopefully sworn in yet in 2025. There are 3 people eligible for retirement in LPD in 2026. Council Member Jackson noted that Council has a desire to fight crime, and they keep adding more, and next year the intent is to add 4-6 police positions, and appreciate the effort, but his concern is that there is always a pile of vacancies in LPD, and every time they are adding officers, so the administration should consider about increasing their payment package. Ms. O'Leary stated there is a hiring process where there are 11 vetting right now, and they will start the January academy, and once they start the academy they will post again. They want the highest and best because this is critical position and will not compromise on and if this takes longer than it will.

Council Member Hussain asked about supporting funding positions.

Council Member Spadafore stepped away at 6:00 p.m.

Council Member Hussain continued with speaking on the certifiable lateral program; is there success and where things stand with that. Ms. O'Leary stated they are successful with the lateral program, and they pay them on the experience. They can get the numbers to Council. They watch daily and move it along to the Chief immediately to move it along.

Council Member Spadafore returned to the meeting at 6:02 p.m.

Discussion/Action:

RESOLUTION –Supporting food rescue organizations

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION ON SUPPORT FOR FOOD RESCUE ORGANIZATIONS. MOTION CARRIED 7-0.

RESOLUTION – Set a Public Hearing; Amend Chapter 812, Principal Shopping District – Amending Boundaries

Council Member Kost stated that Old Town Association is looking to expand their boundaries.

Council Member Spadafore spoke with the association and they are already servicing this territory and they have outreach with the businesses, so they are expanding to include those services areas.

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION TO SET THE PUBLIC HEARING FOR DECEMBER 8, 2025; AMEND CHAPTER 812; PRINCIPAL SHOPPING DISTRICT BOUNDARIES. MOTION CARRIED 7-0.

RESOLUTION – Set a Public Hearing; Amend Chapter 1460, Tenant Relocation Fee, exception for tenant caused damage

Council President Kost explained that this was something discussed earlier, and says if the tenant maliciously causes the unsafe condition in the house or rental, the owner would not be responsible. Mr. Venker malicious of the tenant is not required but if the owner can demonstrate the tenant is the cause of the red tag with proof, they provide that to code, then oca reviews, then the decision would be that the City is not going to try to get reimbursed by the landlord because the tenant would already have been moved from the unsafe structure.

Council Member Jackson asked if maliciously is supposed to be included in the ordinance, because it is not. He then asked if "failure to inform" be held cause. Mr. Venker acknowledged the question, and current language is "cause", at what point did the cause occur, at what point did the landlord intervene. The landlord would have to demonstrate to the

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City that they did not know about a repair or maintenance and it will be fact specific, but currently written as “general cause”.

Council Member Spadafore referred to line two on page 3 of the ordinance, and asked if the timeline is wrong, because if they have to appeal before the assessment is determined. They might be out of the property more than 10 days, and it appears it should be 10 days after the fee is calculated to appeal. Mr. Venker stated the thought process on 10 days, the landlords who raised this concern, if a tenant caused damage, the landlord will know right away and then in turn tell the City.

Council Member Spadafore noted that in subsection (a), that the information should be shared and the property owner should be notified. Mr. Venker stated that it would make the information on a flyer or bulletin so it is available when someone comes to register. The place they need to get the information is the “exemption”. Council Member Spadafore stated they will continue discussion before adoption.

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION TO SET THE PUBLIC HEARING FOR DECEMBER 8, 2025, TO AMEND CHAPTER 1460 FOR TENANT RELOCATION FEES. MOTION CARRIED 7-0.

Other

No other topics.

Adjourn

The meeting adjourned at 6:13 pm

Respectfully Submitted by,

Sherrie Boak, Recording Secretary,

Lansing City Council

Approved by the Committee

ORDINANCE NO. _____

An ordinance of the City of Lansing, Michigan, to amend Chapter 294 of the Lansing Codified Ordinances Section 294.02 (k) to encourage the retention of the top official of the Fire Department and Police Department by extending eligibility for retirement service credits for those officials up to 30 years, and to correct internal cross-references without any substantive revisions.

THE CITY OF LANSING ORDAINS:

Section 1. That Chapter 294, Section 294.02, Subsection (k) of the Code of Ordinances of the City of Lansing, Michigan be and is hereby amended to read as follows:

(k) *Retirement Allowance.*

(1) *Generally.*

A. A police officer whose membership commenced before August 1, 2014, and who retires, shall receive a retirement allowance equal to the sum of 3.2 percent of his or her final average compensation multiplied by the number of years, and fraction of a year, of credited service not to exceed 25 years, **unless qualified under subsection (k)(1)E**. In addition to the limitation in the prior sentence, a police officer's retirement allowance shall also not exceed the following: the retirement allowance for a police supervisory division member who separates from city employment on or after July 16, 2015 and prior to July 14, 2019, shall not exceed 115 percent of the member's base wage; the retirement allowance for a police supervisory division

1 member who separates from city employment on or after July 15,
2 2019, shall not exceed 110 percent of the member's base wage; the
3 retirement allowance for a police nonsupervisory division member
4 who retires on or after July 1, 2015, shall not exceed 110 percent of the
5 member's base wage.

6 B. A police officer whose membership commenced on or after August 1,
7 2014, and who retires, shall receive a retirement allowance equal to the
8 sum of 2.5 percent of his or her final average compensation multiplied
9 by the number of years, and fraction of a year, of his or her credited
10 service not to exceed 25 years, **unless qualified under subsection**
11 **(k)(1)E**, except that the retirement allowance shall not exceed 110
12 percent of the member's base wage.

13 C. A firefighter whose membership commenced before May 20, 2014, and
14 who retires, shall receive a retirement allowance equal to the sum of
15 3.2 percent of his or her final average compensation multiplied by the
16 number of years, and fraction of a year, of his or her credited service,
17 not to exceed 25 years, **unless qualified under subsection (k)(1)E**,
18 except that for a member who separates from City employment on or
19 after October 1, 2014, the retirement allowance shall not exceed 110
20 percent of the member's base wage.

21 D. A firefighter whose membership commenced on or after May 20, 2014,
22 and who retires, shall receive a retirement allowance equal to the sum

1 of 2.5 percent of his or her final average compensation, multiplied by
2 the number of years, and fraction of a year, of his or her credited
3 service, not to exceed 25 years, **unless qualified under subsection**
4 **(k)(1)E**, except that the retirement allowance shall not exceed 110
5 percent of the member's base wage.

6 **E. If a member of the retirement system, who is currently employed**
7 **by the City, is promoted to the top official of either the Fire**
8 **Department or Police Department then the member's credited**
9 **service may exceed 25 years, but not more than 30 years, except**
10 **that the retirement allowance shall not exceed 110 percent of the**
11 **member's base wage.**

12 ~~E~~**F. If a retiree dies before he or she has received in retirement allowance**
13 **payments an aggregate amount equal to his or her accumulated**
14 **contributions standing to his or her credit in the employees' savings**
15 **fund at the time of his or her retirement and does not have a**
16 **beneficiary who will receive a retirement allowance under this chapter,**
17 **the difference between his or her accumulated contributions and the**
18 **aggregate amount of retirement allowance payments received by him**
19 **or her shall be paid from the retirement reserve fund to such person or**
20 **persons as the retiree has nominated by written designation, duly**
21 **executed and filed with the Board of Trustees. If there is no such**
22 **designated person or persons surviving the retiree, such difference, if**

any, shall be paid to the retiree's legal representative. No benefits shall be paid under this section on account of the death of a retiree if a retirement allowance becomes payable under subsections (k)(3) and (k)(4) hereof on account of his or her death.

(2) *Deferred allowance.* Should any member, who has ten or more years of credited service, leave the employ of the City before becoming eligible to retire as provided in section (i) hereof for any reason except his or her discharge, retirement or death, he or she shall be entitled to a retirement allowance, as provided in subsection (k)(1) hereof pursuant to its provisions in force at the time he or she left City employment, provided that he or she does not withdraw his or her accumulated contributions from the employees' savings fund. His or her retirement allowance shall begin the first day of the calendar month next following the month in which his or her written application on the approved form for the same is filed with the Board of Trustees, within 30 days before, on or after his or her attainment of age 55.

(3) *Retirement options.*

A. A police officer member, within 30 days prior to retirement, may select one of the following four survivor election options by making an election on a form agreed upon by the collective bargaining unit for which the employee is a member and the City:

Option I. Under this option, the member at retirement shall receive the full retirement allowance as provided in subsection(k)(1)A. and upon

1 the retiree's death, his or her surviving spouse, who was his or her
2 legally married spouse at the time of retirement, shall receive a
3 retirement allowance equal to 50 percent of the retiree's retirement
4 allowance until the spouse's death.

5 *Option II.* Under this option, the member at retirement shall receive 93
6 percent of the full retirement allowance as provided in subsection
7 (k)(1)A. and upon the retiree's death, his or her surviving spouse, who
8 was his or her legally married spouse at the time of retirement, shall
9 receive a retirement allowance equal to 75 percent of the retiree's
10 retirement allowance until the spouse's death.

11 *Option III.* Under this option, the member at retirement shall receive
12 86 percent of the full retirement allowance as provided in subsection
13 (k)(1)A. and upon the retiree's death, his or her surviving spouse, who
14 was his or her legally married spouse at the time of retirement, shall
15 receive a retirement allowance equal to 86 percent of the retiree's
16 retirement allowance until the spouse's death.

17 *Option IV.* Non-spousal beneficiary. A member may select a reduced
18 pension naming a parent, brother, sister, child or grandchild as
19 beneficiary. The reduced pension shall be actuarially determined based
20 on the age of the member and the beneficiary at the time of retirement,
21 and shall not be actuarially more costly than Option I. For this option
22 to be made and take effect, the member who is married must first have

1 filed with the Board a voluntary written spousal relinquishment of
2 beneficiary agreement on a form approved by the Board that has been
3 duly and voluntarily executed by the member's spouse.

4 B. A firefighter member, within 30 days prior to retirement, may select
5 one of the following four survivor election options by making an
6 election on a form agreed upon by the Collective Bargaining Unit for
7 which the employee is a member and the City:

8 *Option I.* Under this option, the member at retirement shall receive the
9 full retirement allowance as provided in subsection (k)(1)~~B~~. and upon
10 the retiree's death, his or her surviving spouse, who was his or her
11 legally married spouse at the time of retirement, shall receive a
12 retirement allowance equal to 50 percent of the retiree's retirement
13 allowance until the spouse's death.

14 *Option II.* Under this option, the member at retirement shall receive 93
15 percent of the full retirement allowance as provided in subsection
16 (k)(1)~~B~~. and upon the retiree's death, his and her surviving spouse,
17 who was his or her legally married spouse at the time of retirement,
18 shall receive a retirement allowance equal to 75 percent of the retiree's
19 retirement allowance until the spouse's death.

20 *Option III.* Under this option, the member at retirement shall receive
21 86 percent of the full retirement allowance as provided in subsection
22 (k)(1)~~B~~. and upon the retiree's death, his or her surviving spouse, who

1 was his or her legally married spouse at the time of retirement, shall
2 receive retirement allowance equal to 86 percent of the retiree's
3 retirement allowance until the member's spouse's death.

4 *Option IV. Non-spousal beneficiary.* A member may select a reduced
5 pension naming a parent, brother, sister, child or grandchild as
6 beneficiary. The reduced pension shall be actuarially determined based
7 on the age of the employee and the beneficiary at the time of
8 retirement, and shall not be actuarially more costly than Option 1
9 above. For this option to be made and take effect, the member who is
10 married must first have filed with the Board a voluntarily written
11 spousal relinquishment of beneficiary agreement on a form approved
12 by the Board that has been duly and voluntarily executed by the
13 member's spouse. Regardless of the indicated beneficiary, retiree
14 health care shall be passed on only to the member's spouse.

15 If the non-spousal beneficiary is a minor child, health care shall be
16 available until the age of 19 or up to the age of 25 if the nonspousal
17 beneficiary is unmarried and is a full-time student for at least five
18 months of the year.

19 C. If a retiree who retired under subsection (i)(1) hereof dies prior to the
20 earlier of his or her attainment of age 55 or the date upon which he or
21 she would have achieved 25 years of credited service but for the
22 disability, his or her widow or widower, who was his or her legally

1 married spouse at the time of his or her retirement, shall receive a
2 retirement allowance computed according to subsection (k)(1) hereof.
3 In computing the retirement allowance, the retiree's credited service
4 shall be increased to include the period he or she was in receipt of a
5 disability retirement allowance provided in subsection (i)(3) hereof,
6 and his or her final average compensation shall be recomputed using
7 the monthly rates of compensation as of the date of his or her death for
8 the rank or ranks held by him or her during the period used in
9 computing his or her final average compensation at the time of his or
10 her retirement. For Fire Department employees, if the employee
11 incurred the disability while "acting" at a higher rank, the final average
12 compensation of the employee shall be based upon the pay he or she
13 would have received in the "acting" rank for the applicable service
14 period. The widow or widower retirement allowance shall not be less
15 than 20 percent of the retiree's recomputed final average compensation
16 and shall be subject to subsection (k)(3)C. hereof.

17 D. No retirement allowance shall be paid thereunder on account of the
18 death of a retiree if any retirement allowance is paid or payable under
19 subsection (n) hereof on account of his or her death. Any retirement
20 allowance payable under this section shall be subject to subsection (o)
21 hereof.

(4) *Allowance for spouse of deceased member.* If a member, who has ten or more years of credited service, dies on or after the effective date of this revised chapter (September 1, 1966) while in the employ of the City, and leaves a widow or widower, the widow or widower shall receive a retirement allowance equal to one-half of the members accrued retirement allowance computed according to subsection (k)(1) hereof in the same manner in all respects as if the member had retired the day preceding the date of his or her death, notwithstanding that he or she might not have satisfied the applicable provisions of subsection (1) hereof. However, the widow or widowers retirement allowance shall not be less than 20 percent of the member's final average compensation and shall be subject to subsection (o) hereof. No retirement allowance shall be paid or payable under this section on account of the death of a member if any retirement allowance is paid or payable under subsection (n) hereof on account of his or her death.

Section 2. All ordinances, resolutions or rules, parts of ordinances, resolutions or rules inconsistent with the provisions are repealed.

Section 3. Should any section, clause or phrase of this ordinance be declared to be invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof other than the part so declared to be invalid.

Section 4. This ordinance shall take effect on the 30th day after enactment, unless given immediate effect by City Council, and shall expire December 31, 2034.

Approved as to form:

DRAFT #3
October 1, 2025

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City Attorney

Dated: _____