



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. 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.

Council Member Jackson asked about the 25 police vacancies, and if 10 graduating are a larger number than 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 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 December 8, 2025