



**MINUTES**  
**Elected Officers Compensation Commission**  
**Tuesday, February 4, 2026 @ 12:00 p.m.**  
**City Council Conference Room**

Ms. Boak called the meeting to order at 12:02 p.m.

**ROLL CALL**

Commissioner Member Liisa Speaker  
Commissioner Member Derek Melot  
Commissioner Member Ben Kohrman -excused  
Commissioner Member Jeff McAlvey  
Commissioner Member Holli Seabury  
Commissioner Member Steve Young

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Greg Venker, OCA  
Elizabeth O'Leary, HR Director

**Public Comment**

No public comment at this time.

**Discussion/Action**

Ms. Boak asked for a nomination for Chairperson.

MOTION BY COMMISSION MEMBER MCALVEY TO NOMINATE COMMISSIONER MELOT AS PRESIDENT, SUPPORTED BY COMMISSION MEMBER SPEAKER.

Commission Member Melot accepted the nomination. No other nominations  
MOTION CARRIED 5-0.

Ms. Boak asked for a nomination for Vice Chairperson.

MOTION BY COMMISSION MEMBER MELOT TO NOMINATE COMMISSIONER SPEAKER AS VICE CHAIRPERSON, SUPPORTED BY COMMISSION MEMBER MCALVEY.

Commission Member Speaker accepted the nomination. No other nominations.  
MOTION CARRIED 5-0.

Mr. Melot stated he has heard from the Council President asking the Commission members to appear before Council during their process. It was determined Commission Chair Melot would attend a Committee of the Whole meeting.

**Determination Of 2026 Schedule**

It was confirmed by Ms. Boak that 45 days would be March 21<sup>st</sup>.

The Commission shared their availability and it was determined the Commission would meet:  
Tuesday, February 10<sup>th</sup> at 11 a.m.  
Monday, February 16<sup>th</sup> at 1 p.m.  
Thursday, March 12<sup>th</sup> at noon  
Monday, March 16<sup>th</sup> at 11 a.m.

The Commission discussed Commission Member Kohrman not available to attend the meeting and how he can participate. Mr. Venker confirmed he can listen but not participate. Mr. Venker also confirmed the quorum of the Commission is four (4) members. Again anyone absent can listen in but cannot vote, or deliberate. Commission Chair Melot asked Ms. Boak to communicate with Commission Member Kohrman and plan to call him on the dates of the meetings.

Commission Chair Melot stated he would plan to attend the City Council Committee of the Whole meeting on March 9<sup>th</sup>, not providing their recommendation yet because they will have two more meetings and two weeks before the deadline, but to provide them with details on their process.

### **DISCUSSION – Past Materials and Future Requests for Materials**

The Commission reviewed the documents in the packet. The Commission discussed anything else they would wish to see. Commission Member Young asked if Council needs to be invited to these meetings, and Commission Chair Melot stated Ms. Boak can extend an invitation to the Mayor, Clerk and Council members to attend any of the meetings.

Commission Member Young asked if there is information they can get to consider inflation into the calculations, and Commission Chair Melot acknowledged that 2 years ago he did a review for discussion on an inflation impact, and he would look back through information he had and have that for discussion at the future meetings.

Commission Member Young asked Ms. O’Leary about the union contracts that are not settled and if they have deadlines. Ms. O’Leary noted that there is a wage opening pending for LPD Supervisory and Non-Supervisory; T-243 is in negotiations for a full contract opener; LPD has a contract that expires in June/July 2026, along with LFD, and then UAW expires in October. Commission Chair Melot asked if it is safe to say they negotiate 2-3% for the increases, and Ms. O’Leary confirmed.

Commission Chair Melot noted the benefits document reflects parking benefits for the Mayor and City Clerk that needs to be reviewed. Ms. Boak referred the Commission to the document in the packet, where it stated for the Mayor and Clerk they provided parking in the basement of City Hall, however there is a new City hall being built, and there will be no basement parking, so the Commission will need to consider amending that section to state something similar to what Council is changing their rules to reflect reserved parking in the gated secured lot adjacent to the new city hall. Ms. O’Leary was asked to look at the benefits that are offered to the Mayor and City Clerk to determine which contract they follow and if there are changes that need to be made in this document.

Ms. O’Leary noted the spreadsheet that HR prepares is not updated, and asked the Commission what communities they want HR to research because it will take time for those communities to respond. The Commission concurred they can focus on “strong mayor” communities.

Commission Vice Chair Speaker asked about having finance representative present at a meeting. Ms. O’Leary confirmed that Jake Brower, the Chief Strategy Officer attends labor negotiations to provide finance updates as it related to the union contract. Ms. Boak was asked to invite Mr. Brower to a future meeting.

### **Other**

Commission Chair Melot asked if the Mayor has submitted a replacement to fill the vacancy, and Ms. Boak confirmed Council has not received anything at this time.

Mr. Venker informed the Commission that after reviewing their rules, there are some changes he is recommending because the current document references the old charter, and therefore needs some provisions, and would draft changes, to receive at next meeting. He did confirm that with the schedule they set, they will have time to get it done.

**Excused Absences**

MOTION BY COMMISSION MEMBER YOUNG SUPPORTED BY COMMISSION MEMBER MCALVEY TO EXCUSE COMMISSION MEMBER KOHRMAN. MOTION CARRIED 5-0.

Adjourned at 12:29 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on February 10, 2026