



**MINUTES**  
**Elected Officers Compensation Commission**  
**Tuesday, February 10, 2026 @ 11:00 a.m.**  
**City Council Conference Room**

Commission Chairperson Speaker called the meeting to order at 11:04 a.m.

**ROLL CALL**

Commissioner Member Liisa Speaker  
Commissioner Member Derek Melot- excused  
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

**Excused Absences**

MOTION BY SEABURY SUPPORTED BY MCALVEY TO EXCUSE COMMISSION MEMBER KOHRMAN AND MELOT. MOTION CARRIED 4-0.

**Approval of Agenda**

MOTION BY YOUNG SUPPORTED BY MCALVEY TO APPROVE THE AGENDA AS PRESENTED. MOTION CARRIED 4-0.

**Communications**

No Communications at this time.

**Business Section**

Minutes – February 4, 2026

MOTION BY SEABURY SUPPORTED BY MCALVEY TO APPROVE THE MINUTES FROM FEBRUARY 4, 2026 AS PRESENTED. MOTION CARRIED 4-0.

Reports, Presentation, Commission Questions and Discussions

Historical Information

Strong Mayor Community Comparisons

The Commission reviewed the updated chart from HR on strong mayor, with the updates to Dearborn, with a correction to the spreadsheet the Council Member should be \$19,851.00. Ms. O'Leary stated that Warren has responded stating they are going to their payroll, but they have not heard from anyone else, they will start to make phone calls. Ms. O'Leary went on to explain that Dearborn provided a detailed breakdown that in 2025 the Mayor got a 22% base salary increase, and in 2026 3% increase; the Clerk got an 8% increase in 2025 with 3% in 2026; Council got a 18% increase in 2025, and 3% 2026

DRAFT

Old Business

Inflation Consideration Details

With Commission Member Melot absent, he sent the following details via email and Ms. Boak read them into the record:

Mayor

1991 = 71,950

Inflation to 12/25 = 173,222

Actual 12/25 = 148,112

Clerk

1991= 46,300

Inflation to 12/25 = 111,469

Actual 12/25 = 123,600

Council Prez

1991 = 12,877

Inflation to 12/25 = 31,001

Actual 12/25 = 30,730

Council VP

1991 = 12,877

Inflation to 12/25 = 31,001

Actual 12/25 = 28,999

Council Member

12,877

Inflation to 12/25 = 31,001

Actual 12/25 = 28,147

Commissioner member Speaker asked if anyone present knew the medium household income in the City, and with no information provided, Ms. Boak confirmed the Mr. Brower the Chief Strategy Officer would be at the next meeting (2/16) and she would include that in her request to him.

Ms. O'Leary asked if the Commission would be interested in HR providing the top salaried City Directors as they have done in the past. The Commission reviewed the 2024 document in the packet and after a brief discussion asked for the document to have the top 5 executives/directors and include the Deputy Mayor, even if that does not fall in the top 5. Commission Member Young asked about who makes the salary determination for those top 5 directors, and Mr. Venker stated it is the Mayor; the mayor determines all department and mayoral appointees salary. Commissioner Member Speaker asked if it would be beneficial to also get the top 5 from the strong mayor communities HR is currently getting elected salaries from, and it was a consensus that it was not necessary.

Elected Officials Benefits – Updates

A hard copy was provided to Ms. O'Leary for her to review and provided any updates to the benefits of Mayor, Clerk and Council for health, vision, opt out cost, dental insurance, retiree dental, AFLAC, and life insurance. The Commission spoke briefly on the benefits and what was approved in the past.

New Business

City Attorney Presentation on Commission Rule Amendments

Mr. Venker went line by line in the proposed amendments.

Page 1, date updated from 1978 to 2025

## DRAFT

Page 1, D. – modified to say “may” designate a member of their Commission. The consensus of the Commission was to make the change “.....the Elected Officers Compensation Commission, **otherwise**, the Recording Secretary shall be the secretary to the City Council ~~unless~~. **The ...**”

Page 1 1.2 corrections for consistency

Page 2 1.4 – duties corrected to make bound by OMA by rules and Charter, removing description.

Page 3 change to update from 1977 to 1976

Page 4 2.3 C. – chairperson shall transmit notice of absences to the Mayor with affirmative vote.

Page 4 2.3 D – removed

Commission Member Young asked about who to contact if you cannot attend, and Mr. Venker stated they could add “in the event of absence, the absent members should inform.....” because this is a standing item on the agenda. Commission Member Speaker referred to 2.3 B. does clearing identify the process. Mr. Venker stated that for no reason at all, the Commission can excuse someone. Commissioner Member Speaker noted that the way it is written now does not appear they can excuse it without it being requested. Commission Member Young asked for structure, Mr. Venker assured them that it will be part of the open record.

Page 5 2.3 D. – new language on resigning from the Commission.

Page 6 3.0 amendments – eliminated notified by mail at least three days. It will already be on the agenda for the next meeting, and the public will be informed, and therefore Mr. Venker did not see a benefit of getting it in mail.

Mr. Venker assured the Commission that he can make the changes, so these will be the proposed modifications that the Commission can review and act on at their next meeting, where five (5) members are present.

### Commission Member Comments

No Commissioner member Comments.

Ms. Boak informed the Commission that the Mayor made a recommendation at the Council meeting on 2/9/2026 for Caitlin O'Rourke to fill the vacancy. This would go before the Committee of the Whole and Council on 2/23/2026, but she had reached out to Ms. O'Rourke providing her with the remaining 2 March dates to confirm she can attend those before the Council President determines if there is an urgency to get her appointed for this recommendation since they do have five (5) members currently which is what they need for action.

Ms. Boak informed the Commission that after the last meeting an email was sent to the Mayor's office and Clerk's office to invite them to any of the future meetings and as of this meeting there had not been any acknowledgment.

### Items Under Suspension of Rules

Mr. Venker stated this agenda item would be for items coming to the Commission late, not on the agenda, and not in the ordinary process to consider.

### Public Comment

No public comment at this time.

### **MOTION TO ADJOURN BY MEMBER MCALVEY SUPPORTED BY MEMBER YOUNG AT 11:42 P.M. MOTION CARRIED 4-0.**

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on