

AGENDA

Elected Officers Compensation Commission March 12, 2026 at 12:00 PM



David C. Hollister Lansing City Hall, City Council Conference Room
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 Commission at (517) 483-7683 prior to the meeting.

Ben Kohrman
Jeff McAlvey
Derek Melot
Caitlin O'Rourke
Holli Seabury
Liisa Speaker
Steve Young

- 1. Call to Order**
 - A. Roll Call
 - B. Excused Absences
- 2. Approval of the Agenda**
- 3. Communications**
- 4. Business Session**
 - A. Approval of Minutes- February 16, 2026
 - B. Reports, Presentation, Commission Questions and Discussions
 - i. Presentation -City Clerk Chris Swope
 - ii. Report - Past Recommendations
 - iii. City Top 5 Paid Directors/Executive Management
 - iv. Report - Collective Bargaining Agreement List
 - v. Strong Mayor Comparisons
 - vi. Inflation Consideration Details
 - C. Old Business
 - i. ACTION - Elected Officers Compensation Commission Rules of Procedures
 - D. New Business
 - i. ACTION- Elected Officials Summary of Fringe Benefits
 - ii. ACTION - Recommendation Letters
 - E. Commission Member Comments
- 5. Items Under Suspension of the Rules**
- 6. Public Comment**

Adjournment

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.



MINUTES
Elected Officers Compensation Commission
Monday, February 16, 2026 @ 1:00 p.m.
City Council Conference Room

Commission Chairperson Speaker called the meeting to order at 1:01 p.m.

ROLL CALL

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

OTHERS PRESENT

Sherrie Boak, Council Staff
Greg Venker, OCA
Elizabeth O'Leary, HR Director
Jake Brower, Chief Strategy Officer

Excused Absences

MOTION BY SPEAKER SUPPORTED BY YOUNG TO EXCUSE COMMISSION MEMBERS KOHRMAN AND MCAVLEY. MOTION CARRIED 4-0.

Approval of Agenda

Communications

No Communications at this time.

Business Section

Minutes – February 1-. 2026

MOTION BY SPEAKER SUPPORTED BY YOUNG TO APPROVE THE MINUTES FROM FEBRUARY 10, 2026 AS PRESENTED. MOTION CARRIED 4-0.

Reports, Presentation, Commission Questions and Discussions

Presentation- Financial Update from Chief Strategy Officer

Mr. Brower briefly went through the City budget, where the funds come from, state revenue details, expectations from the recent budget proposed by the Governor, noting the return on equity is stable, they have seen an impact from the battery plant. Commission Member Melot asked about the City's status with Pension and OPEB. Mr. Brower stated they are 60% funding with the pension systems and there were State pensions grants assistance, and with OPEB they are close to the state target of 40% funding. Commission Member Speaker asked what the goal was and Mr. Brower assured the Commission those figures are their goal. Commission Member Young asked about the economic assumptions, and stated they are using the 3% baseline increases for the unions. There is 3% property taxes, 2.7% inflation multiplier, State revenue is down by \$600,000 and they are currently in

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negotiations with BWL on the Return on Equity. Commission Member Melot asked about Mr. Brower projection on the CPI and he stated 2.5%

Past Recommendations

No discussion.

Collective Bargaining Agreement List

No discussion, and it was confirmed there were not updates from the last meeting.

Inflation Consideration Details

Chair Melot explained how he had acquired and calculated the figures.

Old Business

Strong Mayor Comparison

The Commission reviewed the updated document submitted earlier in the day via email from HR, and they asked for the number of Council meetings on the strong mayor communities. Mr. Venker stated Dearborn holds 50 per year, Flint is similar to the City of Lansing, Rochester Hills holds 24 per year, and Warren has an average of 2 a month. The commission reviewed the update and compared it to the original from 2024 discussing briefly the actions taken by this Commission in the past to address large discrepancies with the City Clerk and Council, and bring those salaries up closer to what the other communities are.

Elected Officers Compensation Commission Rules of Administrative Procedure Updates

Mr. Venker stated they could act today on these rules, however they need five members. He noted that the document in front of them today reflects the discussion and requests from the last meeting, and specifically referred to 2.3 Attendance where he amended it to say "whether any absent member had given notice of their absence or requested their absence be excused."

The Commission chose to take action at the next meeting where they would have all members present.

City Top 5 Paid Directors/Executive Management

The Commission reviewed the document and spoke briefly on positions and salaries as compared to the elected officials.

New Business

Elected Officials Benefits

Ms. Boak confirmed the document was sent to the payroll/benefit office this morning as well. Ms. O'Leary stated after their review there have been no changes, and the document is current. Items other than health care she stated are up to the Commission to change, and therefore if they agree to act on the benefits as is, they will not change.

Draft Recommendation Letters

No discussion, and consensus was finalized at the next meeting March 12, after Chair Melot attends the Committee of the Whole meeting on March 9th.

Commission Member Comments

Ms. Boak confirmed that the City Clerk intends to attend the meeting on March 12th, and there has been no response from the invitation(s) sent to the Mayor's office.

Commission Member Speaker stated her concerns on statements she heard from Mr. Brower on budgeting for the future based on financials when it is hard to consider with the uncertainty on future economy.

Commission Member Young asked for confirmation on who authorized the salaries of the five employees on the Directors/Executive Management list, and that was confirmed by Ms. O'Leary that it was the Mayor. The court administrator salary was determined by the head Judge, Judge Buchanan.

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Items Under Suspension of Rules

No discussion.

Public Comment

No public comment at this time.

Chair Melot adjourned the meeting at 1:42 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on

EOCC Past Recommendations											
	3/12/1991		1/1/1992		4/8/1993		3/25/1995		3/21/1997 Rejected		
	1991		1992		1993	1994	Attempt to reject failed	6/1/1995	1/1/1996	6/1/1997	1/1/1998
Mayor	\$71,590		\$74,095	3.49%	No Increase	No Increase	\$81,000	\$85,000	\$87,975	\$91,054	
Clerk	\$46,300		\$48,152	4.00%	No Increase	No Increase	\$58,000	\$58,000	\$58,000	\$59,000	
Council	\$12,877		\$13,392	4.00%	No Increase	No Increase	\$14,000	\$14,000	\$15,000	\$15,000	
Vice President	\$12,877		\$13,392		No Increase	No Increase	\$14,750	\$14,750	\$15,750	\$15,750	
President	\$12,877		\$13,392		No Increase	No Increase	\$15,500	\$15,500	\$16,500	\$16,500	

	from 1996			(Accepted March 1999)			Accepted March 2001			
	1997	1998	1/1/1999	7/1/1999	7/1/2000		7/1/2001		7/1/2002	
Mayor	Rejected	Rejected	\$85,000	\$90,000	\$95,000	5.56%	102,000	7.35%	\$107,000	4.90%
Clerk	Rejected	Rejected	\$58,000	\$62,950	\$67,900	7.86%	\$68,500	0.88%	\$69,100	0.88%
Council	Rejected	Rejected	\$14,000	\$17,000	\$19,000	11.76%	\$20,200	3.16%	\$20,200	3.06%
Vice President	Rejected	Rejected	\$14,750	\$17,750	\$19,750	11.27%	\$20,950	3.04%	\$20,950	2.70%
President	Rejected	Rejected	\$15,500	\$18,500	\$21,000	13.50%	\$21,600	2.86%	\$22,200	2.78%

	Last Increase	Rejected			4/24/2005			Self-suported Vision Care added		Council Healthcare Removed 1/01/2010		
	2002	7/1/2002	7/1/2003	7/1/2004	7/1/2005	7/1/2006	7/1/2007	7/1/2008	4/30/2007	Accepted 4/30/2009		
Mayor	\$107,000	\$108,500	\$110,000	No Increase	No Increase	No Increase	No Increase	No Increase	102,037	10%prem	10%prem	\$102,037
Clerk	\$69,100	\$70,100	\$71,100	No Increase	No Increase	No Increase	No Increase	No Increase	\$72,831	10%prem	10%prem	\$72,831
Council	\$20,200	\$20,500	\$20,800	No Increase	No Increase	No Increase	No Increase	No Increase	\$20,200	10%prem	discontinue	\$20,200
Vice President	\$20,950	\$21,250	\$21,550	No Increase	No Increase	No Increase	No Increase	No Increase	\$20,950	10%prem	discontinue	\$20,950
President	\$22,200	\$22,500	\$22,800	No Increase	No Increase	No Increase	No Increase	No Increase	\$22,200	10%prem	discontinue	\$22,200

Accepted 3/22/2011			
1/1/2010	1/1/2010	1/1/2011	1/1/2011
Mayor	Healthcare	Salaries	\$ 101,650
Clerk	Discontinued	No Increase	\$ 72,555
Council	Discontinued	No Increase	\$ 20,200
Vice President	Discontinued	No Increase	\$ 20,950
President	Discontinued	No Increase	\$ 22,200

C.A. 09-23

2013	March 28, 2013
Mayor	107,000
Clerk	\$72,555
Council	\$20,200
Vice President	\$20,950
President	\$22,200

Accepted 3/5/2015			
	Effective	7/1/2015	
Mayor	Increase	\$ 128,400	Benefits & Vehicle
Clerk	Increase	\$ 87,066	Benefits
Council	Increase	\$ 24,240	
Vice President	Increase	\$ 25,140	
President	Increase	\$ 26,640	

2017	Proposed-effective 7/1/2017	Proposed-effective 7/1/2018			
Mayor	Increase	\$ 129,684	\$ 130,980	No Chg from 2015	Rejected
Clerk	Increase	\$ 87,936	\$ 88,815	No Chg from 2015	Rejected
Council	NO CHANGE	\$ 24,240	\$ 24,240		Rejected
Vice President	NO CHANGE	\$ 25,140	\$ 25,140		Rejected
President	NO CHANGE	\$ 26,640	\$ 26,640		Rejected

Res 2017-095

2019	Salaries	Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021	Fringe Benefit	STATUS
Mayor	Increase	\$ 134,058.25	\$ 136,739.42	\$ 139,610.42	No Chg from 2015	Approved
Clerk	Increase	\$ 90,902.77	\$ 92,720.83	\$ 94,667.97	No Chg from 2015	Approved
Council Pres.	Increase	\$ 27,813.95	\$ 28,370.23	\$ 28,966.00	No Chg from 2010	Approved
Council VP	Increase	\$ 26,247.85	\$ 26,772.81	\$ 27,335.04	No Chg from 2010	Approved
Council Mbr	Increase	\$ 25,308.19	\$ 25,814.35	\$ 26,356.45	No Chg from 2010	Approved

2021	Salaries	Eff. 1/1/2021 per 2019 Decision	Fringe Benefit
Mayor	NO CHANGE	\$ 139,610.42	No Chg from 2015
Clerk	NO CHANGE	\$ 94,667.97	No Chg from 2015
Council Pres.	NO CHANGE	\$ 28,966.00	No Chg from 2010
Council VP	NO CHANGE	\$ 27,335.04	No Chg from 2010
Council Mbr	NO CHANGE	\$ 26,356.45	No Chg from 2010

2022	Salaries	Eff. 1/1/2022 per 2022 Decision	Eff. 1/1/2023 per 2022 Decision	Fringe Benefit	STATUS
Mayor	Increase	3%	3%	No Chg from 2015	Rejected
Clerk	Increase	5%	5%	No Chg from 2015	Approved
Council Pres.	NO CHANGE	\$ 28,966.00	\$ 28,966.00	No Chg from 2010	NA
Council VP	NO CHANGE	\$ 27,335.04	\$ 27,335.04	No Chg from 2010	NA
Council Mbr	NO CHANGE	\$ 26,356.45	\$ 26,356.45	No Chg from 2010	NA

2024	Salaries	Eff.: 1/1/2024 per 2024 Decision	Eff. 1/1/2025: per 2024 Decision	Fringe Benefit	STATUS
Mayor	Increase	\$ 143,798.73	\$ 148,112.69	No Chg from 2015	Approved
Clerk	Increase	\$ 120,000.00	\$ 123,600.00	No Chg from 2015	Approved
Council Pres.	Increase	\$ 29,834.98	\$ 30,730.03	No Chg from 2010	Approved
Council VP	Increase	\$ 28,155.09	\$ 28,999.74	No Chg from 2010	Approved
Council Mbr	Increase	\$ 27,327.14	\$ 28,146.95	No Chg from 2010	Approved

2026	Salaries	Eff.: 1/1/2025 per 2024 Decision	Eff. 00/00/2026 per 2026 Decision	Fringe Benefit	STATUS
Mayor		\$ 148,112.69	\$ -		
Clerk		\$ 123,600.00	\$ -		
Council Pres.		\$ 30,730.03	\$ -		
Council VP		\$ 28,999.74	\$ -		
Council Mbr		\$ 28,146.95	\$ -		


Position	Name	Annual Salary
City Attorney	Greg Venker	\$175,049.02
Court Administrator	Anethia Brewer	\$152,422.40
Deputy Mayor	Christopher Mumby	\$175,100.00
Fire Chief	Carrie Edwards-Clemons	\$158,444.90
Mayor	Andy Schor	\$148,112.69
Police Chief	Rob Backus	\$163,198.25

UNIONS	2024	2025	2026	2027	2028
CCLP NS	3%	WAGE REOPENER			
CCLP SUP	3%	WAGE REOPENER			
IAFF	2%	2%			
T214	3%	3% and \$500 SIGNING BONUS	2%	3%	2%
T243 CTP	3%	3% and \$500 SIGNING BONUS			
T243 SUP	3%	3% and \$500 SIGNING BONUS			
UAW	2.5% and \$500 for FULL TIME EMPLOYEES	\$1.50 PER HOUR TO BASE WAGE			

Salary and Fringe Benefit Survey as of 2/16/2026								
Wages are annual unless otherwise noted								
City	Population	Type of Government	City Clerk	Council Member	City Manager (if applicable)	Mayor	Benefits	City Clerk Vehicle
Ann Arbor, Michigan	121,536	City Manager	\$99,749-\$129,547; Incumbent is at \$131,875.17	Current: \$27,366.73 7/1/2024: \$29,869.54 7/1/2025: \$32,539.62	City Administrator's salary is determined by Council, and our interim City Administrator's salary is \$250,000.00	Current :\$49,757.69 7/1/2024: \$51,947.03 7/1/2025: \$54,232.70	N/A	No
Dearborn, Michigan	108,420	Strong Mayor	\$120,159	President - \$23,846 Member - \$19,851 \$115 per meeting	N/A	\$212,083	Mayor & City Clerk receive general benefit programs (medical, dental, vision, PTO, paid holidays, life insurance, 401A defined contribution plan, deferred compensation 457 plan, health care savings plan). City Council Member/President do not receive benefits.	No
East Lansing, Michigan	47,340	City Manager	\$114,618.92 (not an elected position)	\$9,070 (not a full time position)	\$180,000.00	\$10,600 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	80,628	Strong Mayor	\$70,817.7600	Council Member: \$25,000 Council President: \$27,500	N/A	\$125,000.10	Medical, Dental, Vision, Life & ADD insurance (\$75,000), STD, FSA, MERS retirement (Hybrid only)	
Lansing, Michigan	112,513	Strong Mayor	\$123,600.00	President \$30,730.03 VP \$28,999.74 Members \$28,143.95	N/A	\$148,112.69	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	No
Rochester Hills, Michigan	77,000	Strong Mayor	appointed position; \$151,442.72	\$7,456.21 annually; \$70/meeting after 10 meetings per year; City Council President: \$9,466.14	N/A	\$182,867.36	14% DC Pension Contribution, 4% Retiree Healthcare Savings City Council only has pension 12%	No
Royal Oak, Michigan	56,833	City Manager	\$136,325	\$20 per meeting	\$158,393	\$40 per meeting	Only City Clerk and City Manager receive benefits. I attached our health benefits (note that dental coverage is at no cost to the employee)	
Warren, Michigan	134,777	Strong Mayor	\$92,923.00	\$31,411.90	N/A	\$125,642.00	Health, dental, life insurance provided with no premiums. We also offer voluntary life insurance, 401k, RHS, FSA, and Aflac plans.	No



Derek Melot <melot@micounties.org>

To  Boak, Sherrie

 You replied to this message on 2/10/2026 11:15 AM.

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

CITY OF LANSING
ELECTED OFFICERS COMPENSATION COMMISSION
RULES OF ADMINISTRATIVE PROCEDURE

The following rules of procedure are adopted by the Lansing Elected Officers Compensation Commission (herein "Commission") to facilitate the performance of its duties and the exercising of its responsibilities, in its capacity as set forth in Article 2-104 of the 2025 Lansing City Charter and Chapter 280 of the Lansing Code of Ordinances.

Section 1.0 OFFICERS AND EX-OFFICIO MEMBERS

1.1 Selection of Officers

- A. The Commission shall, at its first meeting, elect from among the members a Chairperson and Vice Chairperson.
- B. The Chairperson and Vice Chairperson shall take office immediately upon their election.
- C. Whenever both positions are vacated for whatever reason, the remaining members shall elect from the seated members a new chairperson and vice chairperson to fulfill the unexpired terms.
- D. The Commission may designate one of its members as the Recording Secretary of the Elected Officers Compensation Commission, otherwise the Recording Secretary shall be the secretary to the City Council. If the Recording Secretary is not a member of the Commission, the Recording Secretary shall not be entitled to vote on matters before the Commission.

1.2 Duties of the Commission

The Commission shall perform the duties and activities set forth in Article 2-104 of the 2025 Lansing City Charter and in accordance with Chapter 280 of the Lansing Code of Ordinances.

1.3 Duties of the Chairperson

The duties of the Chairperson shall be as follows:

- A. The Chairperson shall preside at all meetings of the Commission; perform such other duties as may be directed by the Commission; and perform such other duties as are normal and customary to said office.
- B. The Vice Chairperson shall act in the capacity of the Chairperson in the event of the Chairperson's absence or incapacity.

1.4 Duties of the Recording Secretary

The duties of the Recording Secretary are as follows:

- A. The Recording Secretary shall be responsible for maintaining the minutes of Commission meetings and shall have them available in suitable volumes. Proposed minutes and Approved minutes shall be available for public inspection consistent with the Michigan Open Meetings Act, being 1976 PA 267 as amended, MCL 15.261, et seq. Copies of the minutes shall be distributed to all Commission members prior to the meeting at which they will be considered for approval.
- B. The Recording Secretary shall file the minutes of each Commission meeting in the office of the City Clerk as a public record.
- C. The Recording Secretary shall be responsible for keeping a record of all of the Commission's transactions.
- D. All communications, petitions and reports shall be addressed to the Commission and delivered or mailed to the Recording Secretary.
- E. The Recording Secretary shall perform other duties as the Commission may determine or direct and perform such other duties as are normal and customary to said office.

- F. The Recording Secretary shall cooperate and assist the City Freedom of Information Act officer in responding to requests for information in accordance with the Michigan Freedom of Information Act, being 1976 PA 442 as amended; MCL 15.231 et seq.

Section 2.0 MEETINGS

2.1 Meetings

- A. The Commission shall determine its meeting schedule in accordance with Section 280.03 of the Lansing Code of Ordinances. The Commission may schedule its meetings from meeting to meeting or in advance as it deems appropriate, provided that the Commission shall hold not more than fifteen (15) meetings (at which a quorum is present) within forty-five (45) calendar days of its first meeting. The Commission shall establish for each meeting the date, time and location. Despite the schedule of meetings, the Commission shall not be required to continue to meet after it has made its determination.
- B. The meetings of the Commission shall be held and conducted in accordance with the Michigan Open Meetings Act, being 1976 PA 267 as amended; MCL 15.261 et seq.
- C. Members of the general public are permitted to attend the Commission meetings and shall have a reasonable opportunity to speak on issues before the Commission, provided that the Commission may limit the time for public comment and the length of time permitted to all speakers generally, and may grant such additional time to any speaker as the Commission deems consistent with its carrying out of its duties and functions.

2.2 Quorum

- A. Four (4) members, a majority of the persons on the Commission, shall constitute a quorum for the transaction of business.
- B. The Commission shall take no official action or make any determination without the concurrence of four (4) members, a

majority of the members appointed and serving on the Commission.

- C. Whenever a quorum is not present at a meeting, those present may adjourn the meeting or may meet as a Committee of the Whole for the purpose of receiving information and accepting public comments on such matters as are on the agenda. However, no official action(s) may be taken.

2.3 Attendance

- A. Commission members shall be regular in their meeting attendance.
- B. Following the roll call of Commission members at any meeting, the Chairperson shall inquire whether any absent member had given notice of their absence or requested their absence be excused. The Recording Secretary or any member of the Commission may relate to the Chairperson any such request or notice of absence made to them and the reasons for that absence. A motion to excuse that member may be approved by a majority vote of the members at a meeting in which there is a quorum.
- C. Any Commission member who is absent without being excused from three (3) consecutive meetings may be dismissed from the Commission in accordance with Section 5-105.7 of the Lansing City Charter. The Chairperson shall transmit notice of these absences to the Mayor by letter upon an affirmative vote of four (4) members.
- D. A member may resign voluntarily at any time.

2.4 Order of Business

The Agenda for each meeting, prepared by the Recording Secretary, shall contain the following elements in order:

- 1. Call to Order
 - A. Roll Call

- B. Excused Absences
- 2. Approval of the Agenda
- 3. Communications
- 4. Business Session
 - A. Approval of Minutes
 - B. Reports, Presentation, Commission Questions and Discussions
 - C. Old Business
 - D. New Business
 - E. Commission Member Comments
- 5. Items under Suspension of the Rules
- 6. Public Comment
- 7. Adjournment

2.5 Motions

- A. Motions shall be restated by the Chairperson before a vote is taken.
- B. The names of the persons making the motion and its second shall be recorded in the minutes.

2.6 Voting

- A. Voting shall be recorded by verbal ayes and nays, unless otherwise ordered by the Chairperson, except that roll call votes shall be taken on official action and determinations.
- B. All members of the Commission in attendance shall vote on all matters unless recused.
- C. The Chairperson shall vote last.

2.7 Notification of the Commission Action

A copy of the letter notifying the Mayor and City Council of action taken by the Commission will be sent to the originators of a request for the Commission to study a particular item.

2.8 Parliamentary Procedure

Meetings shall be conducted according to Robert's Rules of Order Revised, except the Chairperson shall be entitled to vote).

Section 3.0 AMENDMENTS

3.1 Amendments to the Rules of Administrative Procedure

Amendments to the Rules of Administrative Procedure may be initiated by any member of the Commission at any regular meeting and voted upon at the next regular meeting. The affirmative vote of five (5) members present shall be required to amend the Rules of Administrative Procedure.

3.2 Suspension of Rules

It shall require the vote of five (5) members present of the Commission to suspend the Rules of Administrative Procedure.\

THESE RULES OF ADMINISTRATIVE PROCEDURE ARE ADOPTED THE __
DAY OF _____, 2026.

ELECTED OFFICERS COMPENSATION COMMISSION

Approved as to form only:

Gregory Venker, City Attorney

City of Lansing

ELECTED OFFICIALS Summary of Fringe Benefits 2026

Elected officials shall be eligible for City-provided health, dental, and life insurance coverage, and for participation in any deferred compensation program, as summarized below. Unless otherwise noted, this Summary of Fringe Benefits is operative on JULY 1, 2019. The last adopted recommended Summary of Fringe Benefits remains operative until that date.

I. FOR THE MAYOR AND CITY CLERK ONLY:

Health Insurance: The City of Lansing shall provide at the time of being sworn in or during an annual open enrollment period the following choice of medical insurances. Coverage will be effective the first (1st) day of the month following the date the Mayor or Clerk, respectively, are sworn in. If an elected official chooses a non-base plan, he or she will be required to pay the difference between the base and non-base plan, in addition to any premium share. Elected officials selecting the base plan below will receive a \$400 cash payment incentive for each plan year chosen.

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$20.00 co-pay for office visits. Prescription drug co-pays are \$10/\$20/\$40 or \$15/\$25/\$50 for Physician's Health Plan. This plan includes a \$500 calendar year limit on preventative services, emergency room services with a \$50 co-pay, and a \$20 co-pay and 100% coverage for mental health and substance abuse services.

The Base Plan is as provided above. If the Base Plan exceeds the state mandated hard cap amount, the elected official will pay the difference. If the elected official chooses to "buy up" to an optional plan (either Option 1 or Option 2) the elected official will be responsible for any cost differential between the Base Plan premium and the premium of the selected optional plan chosen. Benefit summaries and rate sheets are available in the Department of Human Resources.

Vision Plan: The Mayor and City Clerk are eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

Opt out: The Mayor and City Clerk will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Mayor or City Clerk provides written proof of coverage from another source. The Mayor or City Clerk who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Mayor or Clerk had alternate coverage.

Dental Insurance: The City pays the full premium costs for the Dental plan provided by the City, coverage includes the Mayor and City Clerk and family members. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with an \$800 maximum per person per contract year. Mayor and City Clerk and dependents will also receive orthodontic coverage which provides \$1,000 lifetime maximum per person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

Retiree Dental Insurance: Eligible retirees shall be covered by the same insurance as the active Mayor and City Clerk. The Mayor and City Clerk shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Mayor or City Clerk respectively has at least fifteen (15) years of service with the City.

AFLAC: The Mayor and City Clerk will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code.

Life Insurance: The City pays the premium for a base \$50,000 of group life and \$50,000 Accidental Death and Dismemberment Insurance for the Mayor and City Clerk. Life insurance coverage for dependents is available for a reasonable cost to the Mayor and City Clerk, in accordance with the following schedule:

Spouse	\$25,000
Unmarried child, age 14 days to 6 months	\$500
6 months to 23 years	\$ 2,000

Coverage is effective one (1) month and one (1) day following the commencement of service. Summaries are available in the Department of Human Resources.

Vacation: No accrued time for sick leave, vacation, or personal time shall exist or be required.

Parking/Transportation: The Mayor and City Clerk shall have a permanently assigned parking space either in the basement of the David C. Hollister Lansing City Hall, located at 124 W. Michigan Avenue, or in the secured gated parking area adjacent to the new David C. Hollister Lansing City Hall, located at 425 S. Grand Avenue. These parking spaces shall be reserved 24 hours a day, seven days a week, and shall be used exclusively by the Mayor and City Clerk unless prior approval has been given by the Mayor or City Clerk.

Vehicle: An automobile will be provided for the regular full time use of the Mayor.

Deferred Compensation: The Mayor and City Clerk shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. The Mayor and City Clerk will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

Defined Contribution Retirement System: In accordance with the City Charter, officials elected on or after October 1, 1990 shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Mayor or City Clerk's gross salary. The Plan is administered by Principal Financial Group.
- 2) The Mayor and City Clerk become eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self-direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the fund designated as the default fund.

- 3) The Mayor and City Clerk will be notified by Principal Financial Group to enroll persons and benefits are managed online.
- 4) The Mayor and City Clerk have the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Mayor and City Clerk will be vested for all City contributions. Should the Mayor and City Clerk leave at the end of three full years the elected official will have the following options:
 - Lump sum payment subject to applicable taxes;
 - Rollover monies into another tax deferred investment option; or
 - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Mayor and City Clerk are also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Mayor and City Clerk shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

Retirement Health Care: Optional: This is a one-time only option that must be made in writing within thirty (30) days after being officially sworn in or having elected to qualify on or before July 1, 2001. For all officials elected after October 29, 1990, the City agrees to provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to active Mayor and City Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Mayor and City Clerk have at least 15 years of service with the City and be at least 55 years of age. This coverage is available at a cost of 3.25% of the Mayor and City Clerk's respective gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date. Retiree health benefits shall not include spouse or family coverage for a Mayor or City Clerk first elected after July 1, 2009.

II. FOR CITY COUNCILMEMBERS:

The fringe benefits designated in this Section II are for City Councilmembers.

Health Insurance: Councilmembers shall have the option to purchase health care insurance, at their own expense. If chosen, coverage will be effective the first (1st) day of the month following the date the Councilmember is sworn in (commencement of service) or chosen during an annual open enrollment period. Current plans offered are following UAW coverage plans:

- Base Plan - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- Option 1 - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- Option 2 - includes a \$15.00 co-pay for office visits. Prescription drug co-pays are \$0/\$15/\$40. Emergency room services with a \$50 co-pay, \$20 co-pay for urgent care, and a \$15 co-pay for mental health and substance abuse services.

Benefit summaries and rate sheets are available in the Department of Human Resources.

Vision Plan: Councilmembers will be eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

Dental Insurance: Councilmembers shall have the option to purchase this dental insurance, at their own expense, on the same terms and at the same rate as other part-time employees of the City for whom such coverage is available, currently UAW. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with a \$1,500 maximum per person per benefit year. Councilmembers and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,000.00 lifetime maximum per person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

Retiree Dental Insurance: Eligible retirees shall be covered by the same insurance as active Councilmembers. The Councilmember shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Councilmember has at least fifteen (15) years of service with the City. Councilmembers first taking office on or after January 1, 2010, shall not be eligible for this benefit.

AFLAC: The Councilmembers will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code. Councilmembers first taking office on or after January 1, 2019 shall not be eligible for this benefit.

Life Insurance: Councilmembers are not eligible for City provided group life and Accidental Death and Dismemberment Insurance.

Vacation: No accrued time for sick leave, vacation, or personal time shall exist or be required.

Parking/Transportation: Councilmembers shall have designated parking as provided by the Council Rules adopted by City Council.

Deferred Compensation: Councilmembers shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. Councilmembers will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

Defined Contribution Retirement System: Officials elected on or after October 1, 1990 and first taking office before January 1, 2010, shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan.

Retirement Health Care: For all officials elected after October 29, 1990 and taking office before January 1, 2010 who exercised the option to participate in retiree healthcare, the City will provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to the active Mayor and Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Councilmember has at least 15 years of service with the City and be at least the age of 55. This coverage is available at a cost of 3.25% of the Council member's gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date.

Retiree Healthcare Opt out: Councilmembers who receive Retirement Health Care insurance will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Councilmember provides written proof of coverage from another source. Any Councilmember who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage

from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Councilmember had alternate coverage.

Department of Human Resources, 8th Floor, 124 W. Michigan, Lansing MI 48933. Phone: 483-4014

EQUAL OPPORTUNITY EMPLOYER

- Revised 4/21/04: Retiree dental
- Revised 03/28/2007: Vision
- Revised 03/30/09: Phased elimination of benefits for Councilmembers
- Revised 03/22/11: For clarity
- Revised 4/02/13: To provide for three tier optional health insurance plans in compliance with PA 152 of 2011, and other clarifications
- Revised 3/5/2015: For technical corrections and clarifications
- Revised 3/17/2017 For Clerk and Mayor Compensation
- Revised 3/14/19 for Compensation
- Revised 2/24/2021 No Changes for Elected Officials
- Revised 3/24/2022 Compensation & Updated Fringe
- Revised 3/12/2026 Parking/Transportation



Elected Officers Compensation Commission

March 2026

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Recording Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2026 Salary Determination Letter and 2026 Elected Officials Summary of Fringe Benefits for filing as the 2026-2027 determination of the Elected Officers Compensation Commission for the Council.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March , 2026

Council President Peter Spadafore
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Spadafore and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2026. The EOCC reviewed internal economic and financial documents along with the current salary and benefit compensation packages of the city bargaining units, Mayor, City Clerk and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable strong mayor communities across Michigan. The following people attended the Commission meetings to answer questions and share their thoughts: Elizabeth O’Leary, Jake Brower, Clerk Swope and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities and salary/benefit comparisons with other Michigan communities and recent compensation changes for the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991 and considered the feedback from various executive officers and City staff.

Determination

In considering salary changes for the Council, the Commission determined a _____ percent increase based on similar increases seen with city bargaining units.

The Commission determines that annual salaries and respective effective dates, shall be as follows:

	January 1, 2026	January 1, 2027
City Council President	\$	\$
City Council Vice President	\$	\$
Council Members	\$	\$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2026, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for health care premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

ELECTED OFFICERS COMPENSATION COMMISSION

Derek Melot
Chairperson

Liisa Speaker
Vice Chairperson

Steve Young
Member

Jeff McAlvey
Member

Holli Seabury
Member

Ben Kohrman
Member

Member



Elected Officers Compensation Commission

March 2026

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Recording Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2026 Salary Determination Letter and 2026 Elected Officials Summary of Fringe Benefits for filing as the 2026-2027 determination of the Elected Officers Compensation Commission for the Mayor.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March , 2026

Council President Peter Spadafore
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Spadafore and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2026. The EOCC reviewed internal economic and financial documents along with the current salary and benefit compensation packages of the city bargaining units, Mayor, City Clerk and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable strong mayor communities across Michigan. The following people attended the Commission meetings to answer questions and share their thoughts: Elizabeth O’Leary, Jake Brower, Clerk Swope and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities and salary/benefit comparisons with other Michigan communities and recent compensation changes for the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991 and considered the feedback from various executive officers and City staff.

Determination

In considering salary changes for the Mayor, the Commission determined a _____ percent increase based on similar increases seen with city bargaining units.

The Commission determines that annual salary increases and respective effective dates shall be as follows:

	<u>January 1, 2026</u>	<u>January 1, 2027</u>
Mayor	\$	\$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2026, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for health care premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

ELECTED OFFICERS COMPENSATION COMMISSION

Derek Melot
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Liisa Speaker
Vice Chairperson

Steve Young
Member

Jeff McAlvey
Member

Holli Seabury
Member

Ben Kehrman
Member

Member



Elected Officers Compensation Commission

March 2026

Mr. Chris Swope
Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

Dear Mr. Swope:

As Recording Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2026 Salary Determination Letter and 2026 Elected Officials Summary of Fringe Benefits for filing as the 2026-2027 determination of the Elected Officers Compensation Commission for the City Clerk.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak
Elected Officers Compensation Commission Recording Secretary



Elected Officers Compensation Commission

March , 2026

Council President Peter Spadafore
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Spadafore and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met during February and March 2026. The EOCC reviewed internal economic and financial documents along with the current salary and benefit compensation packages of the city bargaining units, Mayor, City Clerk and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable strong mayor communities across Michigan. The following people attended the Commission meetings to answer questions and share their thoughts: Elizabeth O’Leary, Jake Brower, Clerk Swope and Mayor Schor.

Our determination is based on the national and state economic climate, the current financial condition of the City, our review of executive and legislative responsibilities and salary/benefit comparisons with other Michigan communities and recent compensation changes for the city work force. The Commission considered the compensation history for all relevant positions going back as far as 1991 and considered the feedback from various executive officers and City staff.

Determination

In considering salary changes for the City Clerk, the Commission determined a _____ percent increase based on similar increases seen with city bargaining units.

The Commission determines that annual salary increases and respective effective dates shall be as follows:

	January 1, 2026	January 1, 2027
City Clerk	\$	\$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2026, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current health care made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for healthcare premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

Other Compensation

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

TRANSMITTAL

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

ELECTED OFFICERS COMPENSATION COMMISSION

Derek Melot
Chairperson

Liisa Speaker
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Steve Young
Member

Jeff McAlvey
Member

Holli Seabury
Member

Ben Kehrman
Member

Member