



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

Commission Chairperson-Speaker Melot 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 10, 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

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 9<sup>th</sup>.

### **Commission Member Comments**

Ms. Boak confirmed that the City Clerk intends to attend the meeting on March 12<sup>th</sup>, 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.

**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 amended on March 12, 2026