

# AGENDA

## Elected Officers Compensation Commission March 16, 2026 at 11:00 AM



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.

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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- March 12, 2026
  - B. Reports, Presentation, Commission Questions and Discussions
  - C. Old Business
    - i. Elected Officials Summary of Fringe Benefits
    - ii. Recommendation Letters
  - D. New Business
  - E. Commission Member Comments
- 5. Items Under Suspension of the Rules**
- 6. Public Comment**

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**  
**Thursday, March 12, 2026 @ 12:00 p.m.**  
**City Council Conference Room**

Commission Chairperson Melot called the meeting to order at 12:02 p.m.

**ROLL CALL**

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

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Greg Venker, OCA  
Elizabeth O'Leary, HR Director  
Chris Swope, City Clerk

**Excused Absences**

MOTION BY MCALVEY SUPPORTED BY O'ROURKE TO EXCUSE MEMBERS KOHRMAN AND SPEAKER. MOTION CARRIED 5-0.

**Approval of Agenda**

MOTION BY YOUNG SUPPORTED BY MCALVEY TO APPROVE THE AGENDA. MOTION CARRIED 5-0.

**Communications**

Chair Melot distributed a memo for discussion further on proposals for compensation.

**Business Section**

Minutes – February 16, 2026

MOTION BY MCALVEY SUPPORTED BY SEABURY TO APPROVE THE MINUTES FROM FEBRUARY 16, 2026, AS PRESENTED. MOTION CARRIED 5-0.

**Reports, Presentation, Commission Questions and Discussions**

Presentation- City Clerk

Mr. Swope acknowledged the Commission and spoke briefly on the role of the City Clerk, elections, voter registration, polling locations, training of election workers, and election administration. In addition to this portion of the department and roles, Mr. Swope spoke on public facing services for business licenses, marijuana licenses which bring in funds based on State excise tax, and passports. The Commission had no specific questions at this time.

DRAFT

Past Recommendations

No discussions.

City Top 5 Paid Directors/Executive Management

No discussions.

Collective Bargaining Agreement List

No discussions.

Strong Mayor Comparisons

No discussions.

Inflation Consideration Details

No discussions.

The newest member was asked if she had any specific questions, and Member O'Rourke stated all the information she was provided before the meeting today was well laid out and justified.

**Old Business**

Elected Officers Compensation Commission Rules of Administrative Procedure Updates

Member Melot referred to the document drafted by the City Attorney. Mr. Venker stated this is to clean up some typographical errors, references, and to clarify how leave can be granted for members, and lastly taking out the changes to procedures had to be mailed, they can be emailed or electronic. Anyone in attendance can see the changes and discuss and take action.

MOTION BY YOUNG, SUPPORTED BY O'ROURKE TO APPROVE THE UPDATED ELECTED OFFICERS COMPENSATION COMMISSION RULES OF ADMINISTRATIVE PROCEDURES.  
MOTION CARRIED 5-0.

**New Business**

Chair Melot recapped his presentation to Committee of the Whole on Monday, March 9, 2026. He stated that most questions were on procedural in nature, and he felt everything went well.

Chair Melot referred to the earlier distributed document on proposals for compensation to begin the discussion. This falls with 3.5% for all Council and 5% for Clerk and Mayor. The document provided reasoning for each.

**ACTION - Elected Officials Summary of Fringe Benefits**

The Commission reviewed the document. There was a discussion on the only changes which were under *Parking/Transportation*. Ms. Boak noted that the language under Clerk and Mayor is the language that was recently adopted in Council Rules, since *Parking/Transportation* under City Council specifically refers back to their Council Rules. Mr. Venker reviewed the two sections and asked for clarification on the differences. After discussion by the Commission the consensus was to make changes under *Parking/Transportation* in each section (I. For the Mayor and City Clerk Only; II. For City Councilmembers) "there shall be dedicated parking spaces at David C. Hollister Lansing City Hall, for Councilmembers, Mayor and Clerk."

MOTION BY MCALVEY SUPPORTED BY YOUNG TO APPROVE THE ELECTED OFFICIALS' SUMMARY OF FRINGE BENEFITS WITH THE AMENDMENTS ON PARKING/TRANSPORTATION TO STATED THERE SHALL BE DEDICATED SPACES. ROLL CALL VOTE, MOTION CARRIED 5-0.

**ACTION - Recommendation Letters**

Member McAlvey asked Chair Melot if he thought these proposed amounts would pass, and Chair Melot stated with historical experience they propose three recommendations, and the explanation on action and rejection.

DRAFT

Ms. Boak asked for clarification on expectation to go to January 1, 2026 and January 1, 2027, and Chair Melot confirmed.

The Commission discussed the proposal for the mayor and addressed inflation. Chair Melot noted all numbers proposed against inflation from 1991.

The Commission discussed the Clerk responsibilities and validated the proposed increases.

The Commission spoke about future proposed percentage increases for the Clerk and Mayor.

MOTION BY MCALVEY, SUPPORTED BY SEABURY FOR THE RECOMMENDATION LETTERS TO REFLECT THE CURRENT SALARY AMOUNT FOR THE ELECTED OFFICIALS WITH 3.5% FOR 2026, RETRO ACTIVE TO 1/1/2026 AND EFFECTIVE 1/1/2027 FOR COUNCIL MEMBERS AND WITH 5%, RETRO ACTIVE TO 1/1/2026 AND EFFECTIVE 1/1/2027 FOR THE CLERK AND MAYOR.

Chair Melot asked Mr. Venker to check the math, and the consensus of the Commission was to propose the percentage for the 2 years, not the actual numbers in the recommendation letter.

The commission spoke again about what the next session would do to propose increases to address inflation.

Mr. Venker asked to clarify that the recommendation letter be the current salary amount with a percentage increase noted.

ROLL CALL VOTE 5-0.

**Commission Member Comments**

No comments at this time.

**Items Under Suspension of Rules**

No discussion.

**Public Comment**

No public comment at this time.

Chair Melot adjourned the meeting at 12:37 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on

## 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 May 1, 2026. 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 (1<sup>st</sup>) 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:** There shall be dedicated parking spaces at David C. Hollister Lansing City Hall, for the Mayor and 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:** There shall be dedicated parking spaces at David C. Hollister Lansing City Hall, for Councilmembers.

**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.

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 16, 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 16, 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, and Clerk Swope.

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 City staff and Council Members at the Committee of the Whole meeting on March 9, 2026.

**Determination**

In considering salary changes for the Councilmembers, the Commission determined a 3.5% increase based on keeping in tandem with the pace of percentage increases in the union contracts.

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

	<u>Current</u>	<u>January 1, 2026</u>	<u>January 1, 2027</u>
City Council President	\$30,730.03	3.5% increase	3.5% increase
City Council Vice President	\$28,999.74	3.5% increase	3.5% increase
Council Members	\$28,146.95	3.5% increase	3.5% increase

**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 provides elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense. In 2026 the benefits were amended to secure parking for all elected officials at David C. Hollister City Hall.

**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 Kehrman  
Member

\_\_\_\_\_  
Member



Elected Officers Compensation Commission

March 16, 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 16, 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, and Clerk Swope.

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 City staff and Council Members at the Committee of the Whole meeting on March 9, 2026.

**Determination**

In considering salary changes for the Mayor, the Commission determined a five percent (5%) increase based on keeping with the broader goal to eliminate the gap in trailing inflation.

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

	<u>Current Salary</u>	<u>January 1, 2026</u>	<u>January 1, 2027</u>
Mayor	\$148,112.69	5% increase	5% increase

**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 provides elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense. In 2026 the benefits were amended to secure parking for all elected officials at David C. Hollister City Hall.

**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

\_\_\_\_\_  
Caitlin O'Rourke  
Member

DRAFT



Elected Officers Compensation Commission

March 16, 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 16, 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, and Clerk Swope.

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 City staff and Council Members at the Committee of the Whole meeting on March 9, 2026.

**Determination**

In considering salary changes for the City Clerk, the Commission determined a five percent (5%) increase based on keeping with the broader role of the position.

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

	<u>Current Salary</u>	<u>January 1, 2026</u>	<u>January 1, 2027</u>
City Clerk	\$123,600.00	5% increase	5% increase

**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 provides elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense. In 2026 the benefits were amended to secure parking for all elected officials at David C. Hollister City Hall.

**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 Kahrman  
Member

\_\_\_\_\_  
Caitlin O'Rourke  
Member