

DRAFT



MINUTES
Committee on Personnel
Monday, June 22, 2025 @ 4:30 p.m.
10th Floor City Hall

CALL TO ORDER

Council Member Pehlivanoglu called the meeting to order at 4:30 p.m.

PRESENT

Council Member Trini Pehlivanoglu, Chair
Council Member Peter Spadafore, Vice Chair
Council Member Adam Hussain, Member
Council Member Jeremy Garza, Member

OTHERS PRESENT

Sherrie Boak, Council Office Manager
Greg Venker, OCA
Elizabeth O'Leary, HR Director
Keisha McKitty, HR

MINUTES

MOTION BY COUNCIL MEMBER HUSSAIN TO APPROVE THE MINUTES FROM JUNE 8, 2026.
MOTION CARRIED 4-0.

PUBLIC COMMENT

No public comment on the time.

DISCUSSION/ACTION ITEMS

Legislative Analyst Interviews

Council Member Pehlivanoglu recapped that 6 candidates were interviewed on June 8th. The top two candidates; Latrell Crenshaw and Luke Thiel and asked Committee for any recommendations.

Council Member Garza supported both candidates.
Council Member Hussain supported both candidates.
Council Member Spadafore supported both and it is a hard decision.
Council Member Pehlivanoglu noted both interviewed well, had strong writing samples and supported both. She then provided her top candidate; Luke Thiel, with a good interview, solid answers to the questions and appeared to feel comfortable working for 8 members.

MOTION BY COUNCIL MEMBER SPADAFORE TO RECOMMEND LUKE THIEL FOR THE POSITION. MOTION CARRIED 4-0.

Council Member Pehlivanoglu asked Ms. O'Leary to explain next steps. Ms. O'Leary stated they will submit a conditional offer to Mr. Thiel, and they had reached out in advance so they would be prepared.

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Then there is a vetting process. Ms. McKitty stated the rate is \$45,000 - \$62,000, and Ms. McKitty stated the last person started at \$60,000. Committee consensus was to keep the offer similar.

Council Member Pehlivanoglu stated she did receive the last 4 applicants, and based on the other applicants they did not reach the same level, or did not have the level of experience the other applicants did.

Ms. O'Leary stated the last pay rate was \$61,000.

Council Member Spadafore noted Mr. Thiel requested \$58,000 as a rate.

Council Member Pehlivanoglu stated she tends not to go with upper pay scale, this person does meet but this leaves room for growth and something on the table to work towards.

Committee consensus is for a starting rate of \$60,000.

As for a start date, if accepted a 2 weeks notice, would be July 6th. Council Member Hussain asked how much time is needed. Ms. McKitty stated that could take 2-3 weeks. The physical and vetting can be done at the same time.

Council Member Spadafore suggest July 13th, which would allow time, but if the process gets through prior, the Committee would consider onboarding sooner. Ms. O'Leary stated they generally like to start on a pay period. Ms. McKitty stated they also take into consideration if the employee has time to give for the current employer.

Council Member Hussain asked HR to update the Committee. Mr. Venker stated there is flexibility in either direction. Council Member Pehlivanoglu asked if they have to put a date, and Mr. Venker stated he would support that change.

Council Member Spadafore acknowledged the HR, OCA, staff and Chair Pehlivanoglu on how things moved along.

OTHER

No other topics at this time.

ADJOURN

Adjourn: 4:43 p.m.

Submitted by

Sherrie Boak, Recording Secretary

Lansing City Council

Approved by the Committee on
