



AGENDA

Elected Officers Compensation Commission Wednesday, February 13, 2019 @ 2:00 p.m. City Hall, City Council Conference Room, 10th Floor

Liisa Speaker, Chairperson
Gilliam Dawson, Vice Chairperson
Cassie Alley, Member
Brian Huggler, Member
Jeff McAlvey, Member
Derek Melot, Member

- 1) CALL TO ORDER
- 2) ROLL CALL
- 3) EXCUSED ABSENCE
- 4) APPROVAL OF AGENDA
- 5) COMMUNICATIONS
City Council Members
- 6) BUSINESS
 - a. Reports, Presentations, Commission Questions and Discussion
 - Elected Officials
 - Mayor's Office – Chief of Staff
 - Clerk's Office- City Clerk
 - Consumer Price Index Information
 - Human Resources Information- PENDING
 - b. Old Business
Finance Director Confirmed – 2/20/2019 Mtg.
 - c. New Business
 - d. Commission Member Comments
- 7) OTHER
- 8) PUBLIC COMMENT
- 9) ADJOURN



MINUTES

**Elected Officers Compensation Commission
Wednesday, February 6, 2019 @ 12:00 p.m.
City Hall, City Council Conference Room, 10th Floor**

CALL TO ORDER

The meeting was called to order at 12:00 p.m. by Council Staff Sherrie Boak

ROLL CALL

Cassie Alley, Member- excused
Gillian Dawson, Member
Brian Huggler, Member
Jeff McAlvey, Member
Derek Melot, Member-excused
Liisa Speaker, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Jim Smiertka, Chief Deputy Attorney
Sarah Lehr, Lansing State Journal

CALL TO ORDER

Ms. Boak called the meeting to order as the first meeting of the Commission.

ROLL CALL

Ms. Boak called roll call.

EXCUSED ABSENCE

MOTION BY MEMBER DAWSON, SECONDED BY HUGGLER TO EXCUSE MEMBER ALLEY AND MEMBER MELOT. MOTION CARRIED 4-0.

APPROVAL OF AGENDA

MOTION BY MEMBER HUGGLER, SECONDED BY MCALVEY TO APPROVE THE AGENDA.
MOTION CARRIED 4-0.

COMMUNICATIONS

Ms. Boak briefly explained the materials in the packet, along with additional items from the 2015 and 2017 meetings. Member Speaker provided a more recent (2017) municipality comparison spreadsheet to be used, and Council staff was asked to make copies.

BUSINESS

Election of Officers for 2019

MOTION BY MEMBER HUGGLER, SECONDED BY DAWSON TO APPOINT MEMBER SPEAKER AS CHAIRPERSON. MOTION CARRIED 4-0.

MOTION BY MEMBER MCALVEY, SECONDED BY SPEAKER TO APPOINT MEMBER DAWSON AS VICE CHAIRPERSON. MOTION CARRIED 4-0.

DRAFT

Determining EOCC 2019 Meeting Schedule

Dates were set as follows:

Wednesday, February 13, 2019 at 2:00 p.m.

Wednesday, February 20, 2019 at 12:00 p.m.

Thursday, March 7, 2019 at 12:00 p.m.

Thursday, March 14, 2019 at 1:30 p.m.

Reports, Presentations, Commission Questions and Discussion

The Commission reviewed documents and determined they would keep the 2017 municipality comparison as the most recent working document, asked Council Staff to request updated information from HR on that document to include East Lansing and remove Rochester; request updated union contract information and updated director salaries.

Council Staff was asked to invite Council Members, the Mayor and the Clerk to the next meeting on February 13, 2019.

Council Staff was asked to invite Ms. Bennett, Finance Director, to the next meeting on February 13, 2019 to provide an updated financial overview similar to what was presented in 2017. Member Huggler confirmed that there have not been any new reports from the Financial Health Team, since he also sits on that Board.

Council Staff was asked to request updated information from the Mayor's office on the cost of living and consumer price index.

Old Business

The Commission reviewed the spreadsheet that detailed all the recommendations the Commission had made in the past and Council Staff was asked to update the 2017 information to reflect the recommended tier/step that was proposed.

New Business

No new business

Commission Member Comments

No comments at this time.

OTHER

No other discussions were held.

PUBLIC COMMENT

No public comment.

ADJOURN

Adjourned at 12:29 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved by Committee on: _____

Boak, Sherrie

From: Lawrence, Mark
Sent: Friday, February 8, 2019 8:10 AM
To: Harkins, Samantha; Boak, Sherrie
Subject: CPI Information
Attachments: CPI 2018 Info.pdf; 2016-2017 CPI Information.pdf

Sherrie & Samantha:

I've attached the requested information regarding the CPI for all items less food and energy and have included the source documents for your information.

To summarize:

In 2016, the CPI for all items less food and energy rose 2.2%

In 2017, the CPI for all items less food and energy rose 1.8%

In 2018, the CPI for all items less food and energy rose 2.2%

2016 and 2017 information can be found here near the bottom of page four:

https://www.bls.gov/news.release/archives/cpi_01122018.pdf

2018 information can be found here: <https://www.bls.gov/news.release/cpi.t01.htm>

Mark Lawrence

Citizen Advocate

City of Lansing – Office of Mayor Andy Schor

124 W. Michigan Ave. | Lansing, MI 48933

O: [517-483-4141](tel:517-483-4141) |



Andy Schor, Mayor

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 2.1 percent over the last 12 months to an index level of 246.524 (1982-84=100). For the month, the index declined 0.1 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 2.2 percent over the last 12 months to an index level of 240.526 (1982-84=100). For the month, the index declined 0.1 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 2.0 percent over the last 12 months. For the month, the index decreased 0.1 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

Year in Review (December to December)

The all items CPI rose 2.1 percent in 2017, the same increase as in 2016, but larger than the 2014 and 2015 increases. It was also larger than the 1.6-percent average annual increase over the past 10 years.

The food index, which declined 0.2 percent in 2016, increased 1.6 percent in 2017. The index for food at home rose 0.9 percent in 2017 after falling in 2015 and 2016.

The six major grocery store food group indexes were mixed in 2017, with three increases, two declines, and one unchanged. The index for meats, poultry, fish, and eggs increased 2.8 percent after declining in 2015 and 2016. The beef index rose 3.5 percent in 2017, and the index for eggs increased 11.6 percent. The index for fruits and vegetables rose 1.5 percent in 2017 after falling 2.4 percent in 2016. The index for other food at home also increased in 2017, rising 0.5 percent.

The index for cereals and bakery products fell 0.6 percent in 2017, similar to its 0.7-percent decline the prior year. The index for dairy and related products fell 0.5 percent in 2017, its third consecutive yearly decrease. The index for nonalcoholic beverages was unchanged in 2017 after falling in 2016.

The index for food away from home rose 2.5 percent in 2017 after a 2.3-percent increase the prior year. Over the last 10 years, the food index rose at an annual rate of 2.0 percent. The food at home index rose at a 1.5-percent rate, and the index for food away from home increased at a 2.6-percent rate since December 2007.

The energy index rose 6.9 percent in 2017 after a 5.4-percent increase in 2016. The gasoline index increased 10.7 percent in 2017 following a 9.1-percent increase in 2016. The index for natural gas also increased for the second straight year, rising 4.7 percent in 2017 after increasing 7.8 percent in 2016. The electricity index increased 2.6 percent in 2017 after rising 0.7 percent in 2016. Despite the recent increases, the energy index declined at a 0.5-percent annual rate over the past 10 years.

The index for all items less food and energy rose 1.8 percent in 2017, a smaller increase than its 2.2-percent rise in 2016. The shelter index rose 3.2 percent in 2017 following a 3.6-percent increase in 2016. The rent index rose 3.7 percent in 2017, while the index for owners' equivalent rent increased 3.2 percent.

Expenditure category	Relative importance Nov. 2018	Unadjusted indexes			Unadjusted percent change		Seasonally adjusted percent change		
		Dec. 2017	Nov. 2018	Dec. 2018	Dec. 2017- Dec. 2018	Nov. 2018- Dec. 2018	Sep. 2018- Oct. 2018	Oct. 2018- Nov. 2018	Nov. 2018- Dec. 2018
Energy services	3.329	201.066	200.148	203.800	1.4	1.8	1.7	0.4	1.8
Electricity	2.582	208.406	209.339	210.637	1.1	0.6	2.3	0.3	0.7
Utility (piped) gas service	0.747	175.909	169.821	179.999	2.3	6.0	-0.6	0.7	5.6
All items less food and energy	79.065	253.558	259.105	259.083	2.2	0.0	0.2	0.2	0.2
Commodities less food and energy commodities	19.536	142.647	143.542	142.840	0.1	-0.5	0.3	0.2	0.1
Apparel	3.057	120.614	124.935	120.526	-0.1	-3.5	0.1	-0.9	0.0
New vehicles	3.704	146.522	145.826	146.126	-0.3	0.2	-0.2	0.0	0.0
Used cars and trucks	2.382	136.118	138.010	138.069	1.4	0.0	2.6	2.4	-0.2
Medical care commodities	1.713	380.087	380.658	378.190	-0.5	-0.6	-0.1	0.4	-0.2
Alcoholic beverages	0.970	246.791	251.326	251.131	1.8	-0.1	0.1	0.3	0.0
Tobacco and smoking products	0.659	1,046.785	1,083.514	1,082.248	3.4	-0.1	1.3	0.4	-0.4
Services less energy services	59.529	322.250	330.983	331.478	2.9	0.1	0.2	0.2	0.3
Shelter	33.078	301.985	310.950	311.652	3.2	0.2	0.2	0.3	0.3
Rent of primary residence	7.897	313.904	323.968	324.815	3.5	0.3	0.2	0.4	0.2
Owners' equivalent rent of residences ⁽²⁾	23.924	310.041	319.338	320.038	3.2	0.2	0.3	0.3	0.2
Medical care services	6.932	509.045	520.973	522.506	2.6	0.3	0.2	0.4	0.4
Physicians' services	1.726	377.734	379.872	379.885	0.6	0.0	0.0	-0.3	0.0
Hospital services ⁽³⁾	2.327	323.114	334.242	334.964	3.7	0.2	0.0	0.5	0.5
Transportation services	5.990	313.645	324.168	322.317	2.8	-0.6	0.1	-0.3	-0.2
Motor vehicle maintenance and repair ⁽¹⁾	1.126	283.107	290.114	289.705	2.3	-0.1	0.2	0.4	-0.1
Motor vehicle insurance	2.409	547.586	573.338	572.824	4.6	-0.1	0.5	-0.5	-0.2
Airline fares	0.699	254.947	263.809	248.290	-2.6	-5.9	0.0	-2.4	-1.5
Footnotes ⁽¹⁾ Not seasonally adjusted. ⁽²⁾ Indexes on a December 1982=100 base. ⁽³⁾ Indexes on a December 1996=100 base.									

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CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2019																			
	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
T580/243	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	\$750 cash bonus and 1.75%	1.25%	0.00%	\$1,000 cash bonus	2%	1%	2.50%	2%	2%	
T214	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	1.25%	0%	\$1,000 cash bonus and \$1,000 signing bonus	\$800 cash bonus for FY14	N/A (see 2013) CBA Expiration Changed to 12/31 from 8/31.	2.50%	2%	2%	2%	
POLICE NON SUP	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	\$850 cash bonus	1.50%	2.00%	\$1,000 cash bonus	2.50%	2.50%	2.50%	3%	2.50%	
POLICE SUP	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	1%	1.5% - 07/16/11	1.75% - 07/16/12	\$750 cash bonus	1%	2.50%	2.50%	3%	2.50%	
FIRE	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	\$1,000 cash bonus - 07/01/10	1.5% - 07/01/11	1.5% - 07/01/12	contract in negotiations; no retro	\$1,000 cash bonus and 2%	2%	\$1,000 cash bonus and 2%	2%	2.50%	
UAW	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	\$1,000 cash bonus - 03/01/10 to 10/06/10	1.25% - 10/07/11	1.25% - 10/07/12 (deducted from wages toward pension contribution)	\$900 cash bonus	2%	2%	\$800 cash bonus and 2%	2.50%	2.50%	
EXECUTIVE MANAGEMENT						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	none	none	none	0%	3%	2.50%	2%	2.25%	New Administration	2.75%-4%
MAYORAL						none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	none	none	20% (Mayor only)	Researching	Researching	New Administration	2.75%-4% (Mayor Staff)
NON-BARGAINING	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	\$1,000 cash bonus	2%	\$2,000 cash bonus	2.50%	2.50%	none	

February 2019

Position	Salary
Chief Operating Officer	N/A(Formerly Chad Gamble)
City Attorney	\$161,768.57
Chief of Police	\$124,471.35
Finance Director	\$121,979.66
Chief of Staff	\$ 105,446.25
City Treasurer	Vacant