AGENDA

Elected Officers Compensation Commission
AGENDA FOR MARCH 24, 2022 AT 11:00 AM

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 City Council at city.council@lansingmi.gov or (517) 483-4177 prior to the meeting.

Liisa Speaker - Chairperson
Derek Melot - Vice Chairperson
Thomas Hoisington
Brian Huggler
Jeff McAlvey
Holli Seabury
Steve Young

1. **Call to Order**
2. **Roll Call**
3. **Minutes**
   A. March 15, 2022
4. **Public Comment on Agenda Items (Up to 3 Minutes)**
5. **Discussion/Action:**
   B. Draft Determination Letters- 2022
   C. Fringe Benefits
6. **Other**
   D. 2022 Informational Materials
7. **Adjourn**

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.

DRAFT

MINUTES
Elected Officers Compensation Commission
Tuesday, March 15, 2022 @ 11:17 a.m.
City Council Conference Room

ROLL CALL
Commissioner Speaker- Chairperson
Commissioner Melot –Vice Chairperson
Commissioner Member Huggler
Commissioner Member McAlvey – excused
Commissioner Member Hoisington – excused
Commissioner Member Seabury - excused
Commissioner Member Young

OTHERS PRESENT
Sherrie Boak, Council Staff
Jim Smiertka, OCA
Kyle Kaminski, City Pulse

ROLL CALL
Chairperson Speaker called the meeting to order.

Minutes
MOTION BY MEMBER HUGGLER AND SECOND BY MEMBER YOUNG TO APPROVE THE MINUTES OF MARCH 8, 2022 CORRECTED TO SHOW MEMBER YOUNG ASKED TO BE EXCUSED PRIOR TO THE MEETING. MOTION CARRIED 4-0.

Public Comment
No public present at this time.

Presentation
No elected officials present.

Discussion/Action
Draft Determination Letters
Ms. Boak noted the documents were templates based on the recommendation in 2019, and were for review and future consideration since no members were present at this time.

Draft Fringe Benefits
Mr. Smiertka submitted an updated draft based on his office discussions with HR, Budget Director and the Retirement Office.

Other

2022 Past Materials for Information Only

Ms. Boak referenced the packet which included the following:

- 2022 Calendar
- Chapter 280 2022
- Municipal Comparison Spreadsheet
- Royal Oak Benefits
- Director Salary Information 2022
- Union Contract Spreadsheet 2022
- EEOC Recommendation Letters from 2021
- ARPA Resolution
- CPI

The Commission reviewed the updated documents including the union spreadsheet with 214 updates and the new fringe benefit changes. Member Young asked how many members were in 214 and 243, and Mr. Smiertka was only able to verify 22 in 214. Member Young then asked the other members if they were considering a multi-year recommendation and the consensus was similar to the 2019 recommendation.

Mr. Melot submitted a document he prepared on two inflationary calculations for discussion using BLS calculation calculator, going back to 2000.

The Commission reviewed the municipality comparison spreadsheet with no new updates from the last meeting; still waiting on Madison, Wisconsin and South Bend, Indiana.

The Commission discussed their options with comparisons to other strong Mayor communities. Mr. Smiertka updated the Commission on the inquiry into “per diem” for Council Members, noting that in his research on EOCC Statue, City Charter and the City EOCC Ordinance. A definition was found on “Salary”, meaning annual payment for services rendered, therefore he recommended that it would be hazardous to go to per meeting payments. Member Speaker asked if salary included benefits and could be considered compensation like a fringe benefit, and Mr. Smiertka not it is just compensation. He added that if other communities have it, it might be written into their ordinance or Charter. Member Huggler proposed a per diem, and based on the statements OCA was willing to take that option off the table for consideration and would not be in favor of a Council increase.

The Commission continued looking at the comparisons for the Clerk and discussed options for a vehicle for the Clerk. They again asked for his job duties since adding in medical marihuana licensing, and Ms. Boak confirmed the request was relayed again, but her office had not received a response. The Commission discussed options for the City Clerk in the past, work load and potential of a City vehicle. Ms. Boak was to obtain the following information:

- Number of fleet vehicles available in City Hall for Clerk to use
- Cost for insurance, maintenance, gas and lease on current Mayor’s vehicle as a comparison
- Mileage the Clerk has been reimbursed over the last 5 years while driving his own vehicle
- Additional request to the Clerk on his additional duties.

The Commission discussed options for all elected officials and Member Melot was asked if he was proposing a retro back to 2000 as listed in the spreadsheet he provided and he stated it was not his intention.

MOTION BY MEMBER MELOT, SUPPORTED BY MEMBER HUGGLER TO EXCUSE MEMBERS SEABURY, MCALVEY AND HOISINGTON. MOTION CARRIED 4-0.

MOTION TO ADJOURN BY MEMBER MELOT, SUPPORTED BY YOUNG AT 11:53 AM. MOTION CARRIED 4-0.

Adjourned at 11:53 a.m.
Respectively submitted by:
Sherrie Boak, City Council Office Manager
Approved as presented on

Elected Officers Compensation Commission

March 25, 2022

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2022 Salary Determination Letter and 2022 Elected Officials Summary of Fringe Benefits for filing as the 2022 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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 24, 2022

Council President Adam Hussain
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Hussain and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2022. The EOCC reviewed internal economic and financial documents, and the current salary and benefit compensation packages of the Mayor, City Clerk, and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring States. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O'Leary, Jane DiSessa, Judy Kehler, Desiree Kirkland, and Chris 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. 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.

Our determination, which shall be implemented on _____, makes changes to the compensation provided to the Mayor.

DETERMINATION

Salaries

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

	January 1, 2022	January 1, 2023	January 1, 2024
Mayor:	$	$	$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2022, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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

_____
Liisa Speaker
Chairperson

_____
Derek Melot
Vice Chairperson

_____
Brian Huggler
Member

_____
Jeff McAlvey
Member

_____
Hollie Seabury
Member

_____
Thomas Hoisington
Member

_____
Steve Young
Member

Elected Officers Compensation Commission

March 25, 2022

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2022 Salary Determination Letter and 2022 Elected Officials Summary of Fringe Benefits for filing as the 2022 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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 24, 2022

Council President Adam Hussain
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

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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. 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.

Our determination, which shall be implemented on _____, makes changes to the compensation provided to the City Clerk.

DETERMINATION

Salaries

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

	January 1, 2022	January 1, 2023	January 1, 2024
City Clerk:	$	$	$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2022, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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.

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

ELECTED OFFICERS COMPENSATION COMMISSION

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Brian Huggler
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Jeff McAlvey
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Hollie Seabury
Member

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Thomas Hoisington
Member

_____
Steve Young
Member

Elected Officers Compensation Commission

March 25, 2022

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2022 Salary Determination Letter and 2022 Elected Officials Summary of Fringe Benefits for filing as the 2022 determination of the Elected Officers Compensation Commission for the Council President.

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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 24, 2022

Council President Adam Hussain
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Hussain and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2022. The EOCC reviewed internal economic and financial documents, and the current salary and benefit compensation packages of the Mayor, City Clerk, and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring States. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O'Leary, Jane DiSessa, Judy Kehler, Desiree Kirkland, and Chris 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. 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.

Our determination, which shall be implemented on _____, makes changes to the compensation provided to the Council President.

DETERMINATION

Salaries

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

	January 1, 2022	January 1, 2023	January 1, 2024
Council President:	$	$	$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2022, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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

_____
Liisa Speaker
Chairperson

_____
Derek Melot
Vice Chairperson

_____
Brian Huggler
Member

_____
Jeff McAlvey
Member

_____
Hollie Seabury
Member

_____
Thomas Hoisington
Member

_____
Steve Young
Member

Elected Officers Compensation Commission

March 25, 2022

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2022 Salary Determination Letter and 2022 Elected Officials Summary of Fringe Benefits for filing as the 2022 determination of the Elected Officers Compensation Commission for the Council Vice President.

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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 24, 2022

Council President Adam Hussain
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Hussain and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2022. The EOCC reviewed internal economic and financial documents, and the current salary and benefit compensation packages of the Mayor, City Clerk, and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring States. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O'Leary, Jane DiSessa, Judy Kehler, Desiree Kirkland, and Chris 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. 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.

Our determination, which shall be implemented on _____, makes changes to the compensation provided to the Council Vice President.

DETERMINATION

Salaries

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

	January 1, 2022	January 1, 2023	January 1, 2024
Council Vice President:	$	$	$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2022, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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

_____
Liisa Speaker
Chairperson

_____
Derek Melot
Vice Chairperson

_____
Brian Huggler
Member

_____
Jeff McAlvey
Member

_____
Hollie Seabury
Member

_____
Thomas Hoisington
Member

_____
Steve Young
Member

Elected Officers Compensation Commission

March 25, 2022

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2022 Salary Determination Letter and 2022 Elected Officials Summary of Fringe Benefits for filing as the 2022 determination of the Elected Officers Compensation Commission for the Council Members.

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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 24, 2022

Council President Adam Hussain
Members of the Lansing City Council
Tenth Floor City Hall
Lansing, Michigan 48933

Dear President Hussain and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2022. The EOCC reviewed internal economic and financial documents, and the current salary and benefit compensation packages of the Mayor, City Clerk, and members of the City Council. In addition, the EOCC compared various salary structures held by similar officers in comparable communities across Michigan and neighboring States. The following people attended the Commission meetings to answer questions and share their thoughts; Elizabeth O'Leary, Jane DiSessa, Judy Kehler, Desiree Kirkland, and Chris 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. 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.

Our determination, which shall be implemented on _____, makes changes to the compensation provided to the Council Members.

DETERMINATION

Salaries

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

	January 1, 2022	January 1, 2023	January 1, 2024
Council Members:	$	$	$

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2022, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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

_____
Liisa Speaker
Chairperson

_____
Derek Melot
Vice Chairperson

_____
Brian Huggler
Member

_____
Jeff McAlvey
Member

_____
Hollie Seabury
Member

_____
Thomas Hoisington
Member

_____
Steve Young
Member

EOCC Options List

CITY COUNCIL

Option A (~~Huggler~~ Variant – 3% increase to track with city employee increases)

Position	Rate as of 1/1/21	Rate as of 1/1/22	Rate as of 1/1/23
CC Member	$26,356.45	$27,147.14	$27,961.55
CC President	$28,966.00	$29,834.98	$30,730.03
CC Vice President	$27,335.04	$28,155.69	$29,000.36

Option B (Melot Variant – 4.8% increase for 2021 and 5.5% for 2022 to track full inflation)

Position	Rate as of 1/1/21	Rate as of 1/1/22	Rate as of 1/1/23
CC Member	$26,356.45	$27,621.56	$29,140.75
CC President	$28,966.00	$30,356.37	$32,025.97
CC Vice President	$27,335.04	$28,648.08	$30,223.73

MAYOR/CLERK

Option A (Near-term inflation only – 4.8% increase for 2021 and 5.5% for 2022)

Position	Rate as of 1/1/21	Rate as of 1/1/22	Rate as of 1/1/23
Mayor	$139,610.42	$146,311.72	$154,358.87
Clerk	$94,667.97	$99,212.03	$104,668.69

Option B (Reset to 2000 rates, adjusting for inflation)

Position	Rate as of 1/1/21	Rate as of 1/1/22	Rate as of 1/1/23
Mayor	$139,610.42	$154,566.32	$163,067.47
Clerk	$94,667.97	$110,474.24	$116,550.32

Notes:

1. Inflation rate for calendar 2021 of 4.8% found here: https://www.minneapolisfed.org/about-us/monetary-policy/inflation-calculator/consumer-price-index-1913-
2. Projected inflation rate for calendar 2022 of 5.5% found here: https://lsa.umich.edu/content/dam/econ-assets/Econdocs/RSQE%20PDFs/Executive_Summary_February_2022.pdf
3. Inflation calculation from July 2000 to January 2022 (Mayor-clerk option b) found here: https://www.bls.gov/data/inflation_calculator.htm

submitted @ mtg by

City of Lansing

ELECTED OFFICIALS
Summary of Fringe Benefits
2022

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 designated parking in the basement of City Hall.

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 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

FEBRUARY 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16 1st Mtg	17	18	19
20	21	22	23	24	25	26
27	28 Council	1	2	3	4	5

Free Printable Calendars from Typecalendar.com

MARCH 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	1	2 EOCC	3	4	5
6	7	8 EOCC	9	10	11	12
13	14 Council	15 EOCC	16	17	18	19
20	21	22	23	24 EOCC	25	26
27	28 Council	29	30	31	1	2 45th Day

Free Printable Calendars from Typecalendar.com

EOCC Past Recommendations

	3/12/1991		1/1/1992		4/8/1993		3/25/1995 Attempt to reject failed		3/21/1997 Rejected	
	1991		1992		1993	1994	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 2002	Rejected		4/24/2005		Self-suported Vision Care added 4/30/2007		Council Healthcare Removed 1/01/2010 Accepted 4/30/2009			
	7/1/2002	7/1/2003	7/1/2004	7/1/2005	7/1/2006	7/1/2007	7/1/2008	7/1/2009	7/1/2009 healthcare	1/1/2010 healthcare	7/1/2010
Mayor	$107,000	$108,500	$110,000	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	$72,831	10%prem	10%prem	$72,831
Council	$20,200	$20,500	$20,800	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	$20,950	10%prem	discontinue	$20,950
President	$22,200	$22,500	$22,800	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
	Healthcare	Salaries	
Mayor	Discontinued	No Increase	$ 101,650
Clerk	Discontinued	No Increase	$ 72,555
Council	Discontinued	No Increase	$ 20,200
Vice Presid	Discontinued	No Increase	$ 20,950
President	Discontinued	No Increase	$ 22,200

C.A. 09-23

2013	March28, 2013
	Salaries
Mayor	107,000
Clerk	$72,555
Council	$20,200
Vice President	$20,950
President	$22,200

	Accepted 3/5/2015		
	Effective	7/1/2015	
	Salaries	New Amount	Fringe Benefit
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		
	Salaries	New Amount	New Amount	Fringe Benefit	STATUS
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

CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024

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

	T580/243	T214	POLICE NON SUP	POLICE SUP	FIRE	UAW	EXECUTIVE MANAGEMENT	MAYORAL	NON-BARGAINING
2018	2%	2%	2.50%	2.50%	2.50%	2.50%	New Administration	New Administration	2.50%
2019	3%	3% & $1,000 signing bonus	3%	3%	2.50%	$1,000 signing bonus & 3%	2.75%-4%	2.75%-4% (Mayor Staff)	2.50%
2020	2.50%	3% & $750 signing bonus	3%	3%	2.50%	3%	3%	3%	3%
2021	2%	2% & $1,000 signing bonus	2.25%	2.25%	2%	2.25%	2%	2%	2%
2022	3% and $1,000 signing bonus for FT/$500 for PT	3% and $1,000							
2023	3%	**3%**							
2024	Wage Reopener								

2022 Salary and Fringe Benefit Survey

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	120,735	City Manager	$96,749-$125,774; current incumbent's salary is $124,305.00	$23,726.32	City Administrator's salary is determined by Council, and our interim City Administrator's salary is $223,600.00	$47,452.63	N/A	No
Dearborn, Michigan	110,000	Strong Mayor	$99,868	President - $18,638 + meeting stipend ($100/meeting); Member - $15,516 + meeting stipend ($100/meeting)	N/A	$160,329	Mayor & City Clerk: Dental, vision, Medical (80/20), PTO, Paid Holidays, Life Insurance, Cafeteria Plan Participation, Long-term disability insurance, 401A Defined Contribution Plan, Deferred Comp 457 (optional). City Council: optional enrollment to dental, vision, medical plans (100% employee contribution). Optional participation in the Deferred Compensation 457 plan (100% employee	No
East Lansing, Michigan	48,729	City Manager	$91,233.22 (not an elected position)	$8,500 (not a full time position)	$169,922.48	$10,000 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	94,370	Strong Mayor	$70, 817.7600	$22,500.00	N/A	$125,000.10	Medical, Dental, Vision, Life insurance, STD, FSA, MERS retirement (Hybrid and HCSP)	No
Grand Rapids, Michigan	198,917	City Manager	$112,874 $118,292 $123,969 $	$28,000 city commissioner		$52,000.00	· Medical, Dental, and Vision administered by Blue Cross Blue Shield, starting on first day, 6% Employee & 6% Employer matching 401a, Employee & Employer contributions to Retiree Health Savings Account, Eleven Paid Holidays, Paid Vacation and Sick Time, Paid parking (if applicable), Tuition Reimbursement up to master's degree, Paid Parental Leave, Employee Assistance Program with 5 free mental health visits per issue, Comprehensive Wellness program	No
Lansing, Michigan	117,159	Strong Mayor	$94,667.97	President $28,966.00 VP $27,335.04 Members $26,356.45	N/A	$139,610.95	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	No
Rochester Hills, Michigan	76,300	Strong Mayor	appointed position; $115,240.00-$133,594.00	$6,577.43 annually; $70/meeting after 32 meetings per year; City Council President: $8,350.48	N/A	$139,153.00-$161,313.00	16% DC Pension Contribution, 4% Retiree Healthcare Savings	No
Royal Oak, Michigan	59,195	City Manager	$102,899	$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	132,644	Strong Mayor	$92,923.00	$31,411.90	N/A	$125,642.00	City Council- Medical, dental, vision, 401K and an RHS account. All other elected receive a 401K, medical, dental and vision. Basic Life insurance, no Sick and Accident insurance.	No
Lorain, Ohio	65,211	Strong Mayor	City pays $72,026. County pays 2/3 of salary	$12,332.88	N/A	$118,748.00	Medical/RX/Dental/Vision/Life	No

Royal Oak

EMPLOYEE CONTRIBUTIONS

Contributions that you are required to make for your share of the cost of the benefits you elect are listed on your Benefits Enrollment Form and in the chart below. Your contributions will be deducted from your paycheck on a pre-tax basis unless elected to be taken on a post-tax basis. Dependent term life insurance is always deducted on a post-tax basis.

CONTRIBUTIONS FOR THE 2021/2022 PLAN YEAR	PAYROLL DEDUCTION
Medical, Prescription Drug, and Vision Plan	**First two pays of each month**
Single	$27.80
2 Person Enrollee	$66.72
Family	$83.40
Vison Plan Only - for those who opt-out of the medical plan	**Per month**
Single	$3.44
2 Person Enrollee	$6.88
Family	$11.42
Dependent Term Life Insurance – spouse and/or children	**Per month**
$1,500 each	$0.84
$2,500 each	$1.40
$5,000 each	$2.80

February 2022

Position	Salary
City Attorney	$172,580.56
Chief of Police	$145,000.00
Finance Director/ City Treasurer	$120,000.00
Chief of Staff	$140,000.00
Chief Strategy Officer	$140,780.40

2005

-Salary was unable to be pulled. Our System does not go back to 2005.

2010

LPD- Mark Alley (March 2010) $109.091.00 / Teresa Szymanski (January 2011) $99,000.00

LFD- William Cochran $97,206.00

2022

LPD- Ellery Sosebee $145,000.00

LFD- Interim Fire Chief Mike Tobin $124,538.15

(submitted via email 3.16.2022)
Based on the requests made 3/15/2022:

Mayor's Vehicle Expense- per the Budget Director
See below for the figures used to calculate annual cost for the FY23 fleet allocation for the Mayor's car:

AVG YEARLY MAINT/REPAIRS		$2,144.48
YEARLY INS RATE		$1,272.60
YEARLY RATE		$11,242.47
YEARLY TOTAL		$14,659.55
YEARLY FUEL AVERAGE		$1,164.08

Loaner Fleet available for the City Clerk- per the Public Service Director
There are 3 loaner vehicles in City Hall garage. One is currently at Fleet, but is assigned to City Hall and will be coming back in the next month or so.

If a vehicle is provided, it is purchased from the Fleet budget and is charged back to the department that uses the vehicle. This cost would be charged to the City Clerk's budget.

A better option is probably a vehicle allowance, or just to pay mileage for use of a personal vehicle (which is currently an option). The City is strongly considering reducing the number of vehicles it provides, for cost and efficiency reasons.

Past 5 years of Mileage Reimbursement to the Clerk – per the Clerk:
You have my permission to check. There would be very few – frequently I use city car; other times I don't track and submit mileage.

Sincerely,

Chris Swope

Chris Swope, MMC/MiPMC | pronouns: He/Him
Lansing City Clerk

Based on the above response, I have reached out to Finance to inquire. Once I get any information I will forward that as well.

Sherrie Boak

City Council Office Manager

CHAPTER 280. - ELECTED OFFICERS COMPENSATION COMMISSION

Cross reference— Compensation of officers and employees - see CHTR. Secs. 2-104, 9-102; Elections generally - see CHTR. Art. II, Ch. 2; Election Commission - see CHTR. Sec. 2-205; ADM. Ch. 282; Elections under the City Charter - see CHTR. Secs. 9-302, 9-401, 9-402; Compensation of judges - see ADM. 210.01(Rule 48); Compensation of Housing Commission members - see ADM. 260.02; Compensation of Senior Citizens Advisory Board members - see ADM. 278.04; Compensation of Waterfront Development Board members -see ADM. 264.03; Compensation of Board of Trustees of Employees' Retirement System - see ADM. 292.09.

280.01. - Establishment; powers and duties.

Pursuant to M.C.L.A. 117.5c, as amended, there is hereby established an Elected Officers Compensation Commission in and for the City. The Commission shall determine the salaries of all elected officials, and such determinations shall be controlling, unless Council, by resolution adopted by two-thirds of the members, rejects them. The determinations of the Commission shall be effective 30 days following their filing with the City Clerk, unless rejected by Council. In case of rejection, the existing salary shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be for expenses incurred in the course of City business and accounted for to the City.

(Ord. No. 319, 6-18-73)

280.02. - Membership; terms; vacancies.

The Elected Officers Compensation Commission shall consist of seven members who are registered electors of the City and who shall be appointed by the Mayor, subject to confirmation by a majority of the members elected and serving in Council. The terms of office of the members shall be seven years. Members shall be appointed before October 1 of the year of appointment and shall serve until October 1 of the year in which their terms expire or until their successors qualify for office. Vacancies shall be filled for the remainder of the unexpired term. No member or employee of the legislative, judicial or executive branch of any level of government or members of the immediate family of such member or employee shall be eligible to be a member of the Commission.

(Ord. No. 319, 6-18-73)

280.03. - Meetings; chairperson; compensation.

Commencing in 2022, the Elected Officers Compensation Commission shall meet for not more than 15 session days in each even-numbered year and shall make its determination within 45 calendar days after its first meeting. Council shall designate, by resolution, the date, time and location for the first meeting, thereby officially calling the Commission together for the carrying out of its official duties. The first meeting in even-numbered years shall not be set later than February 21. The City Clerk shall notify the members of the Commission in writing concerning the designated date, time and location, at least seven calendar days in advance. A majority of the members of the Commission constitutes a quorum for conducting the business of the Commission. The Commission shall not take

action or make a determination without the concurrence of a majority of the members appointed and serving on the Commission. The Commission shall elect a Chairperson from among its members. As used in this section, "session days" means calendar days on which the Commission meets and a quorum is present. The members of the Commission shall not receive compensation but shall be entitled to actual and necessary expenses incurred in the performance of official duties.

(Ord. No. 532, 5-7-79; Ord. No. 1284 , § 1, 5-10-21)

280.04. - Open meetings.

The business which the Elected Officials Compensation Commission may perform shall be conducted at public meetings of the Commission held in compliance with Public Act 267 of 1976, being M.C.L.A. 15.261 to 15.275. Public notice of the time, date and place of such meetings shall be given in the manner required by Public Act 267 of 1976.

(Ord. No. 532, 5-7-79)

280.05. - Freedom of information.

A writing prepared, owned, used, in the possession of or retained by the Elected Officials Compensation Commission in the performance of an office function shall be made available to the public in compliance with Public Act 442 of 1976, being M.C.L.A. 15.231 to 15.246.

(Ord. No. 532, 5-7-79)

From: Lawrence, Mark <Mark.Lawrence@lansingmi.gov>
Sent: Friday, February 18, 2022 1:37 PM

Subject: RE: CPI Information- for 2022 EOCC

Hi Sherrie, thanks for following up.
According to the BLS release (https://www.bls.gov/news.release/pdf/cpi.pdf), the "all items less food and energy" index that was previously used (nationwide) rose 6.0% for the 12-months ending in January.

It would appear that in our region that number is 7.5% CPI-U. CPI-U is used in urban areas like ours to measure the cost of a defined basket of goods and does not exclude food and energy. (https://www.bls.gov/news.release/cpi.toc.htm)

Hope this is helpful!

NEWS RELEASE
BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR

Transmission of material in this release is embargoed until 8:30 a.m. (ET) February 10, 2022

USDL-22-0191

Technical information: (202) 691-7000 • cpi_info@bls.gov • www.bls.gov/cpi
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CONSUMER PRICE INDEX – JANUARY 2022

(NOTE: The PDF version of the CPI news release was re-issued February 10, 2022. Data errors were found in tables in the PDF version of the news release. Data found elsewhere including the text version of the news release are correct as originally published.)

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.6 percent in January on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 7.5 percent before seasonal adjustment.

Increases in the indexes for food, electricity, and shelter were the largest contributors to the seasonally adjusted all items increase. The food index rose 0.9 percent in January following a 0.5-percent increase in December. The energy index also increased 0.9 percent over the month, with an increase in the electricity index being partially offset by declines in the gasoline index and the natural gas index.

The index for all items less food and energy rose 0.6 percent in January, the same increase as in December. This was the seventh time in the last 10 months it has increased at least 0.5 percent. Along with the index for shelter, the indexes for household furnishings and operations, used cars and trucks, medical care, and apparel were among many indexes that increased over the month.

The all items index rose 7.5 percent for the 12 months ending January, the largest 12-month increase since the period ending February 1982. The all items less food and energy index rose 6.0 percent, the largest 12-month change since the period ending August 1982. The energy index rose 27.0 percent over the last year, and the food index increased 7.0 percent.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Jan. 2021 - Jan. 2022
Percent change

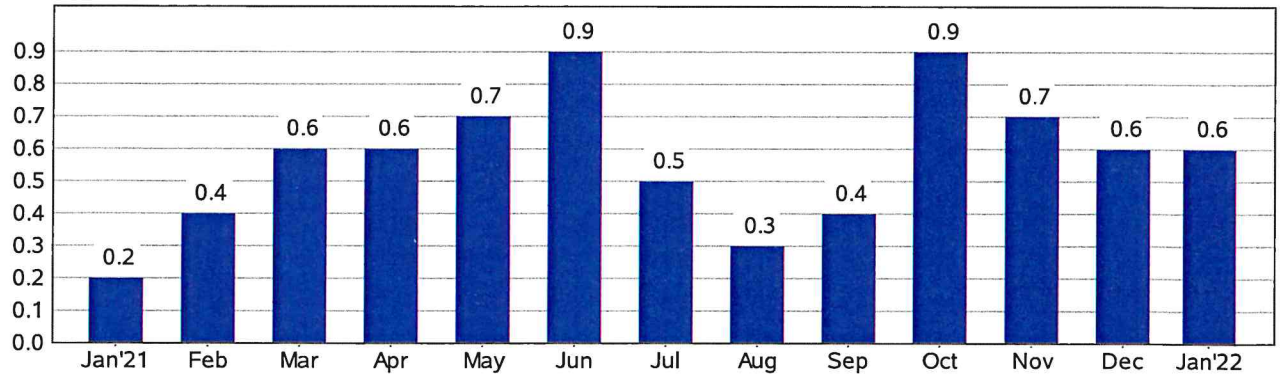

Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Jan. 2021 - Jan. 2022

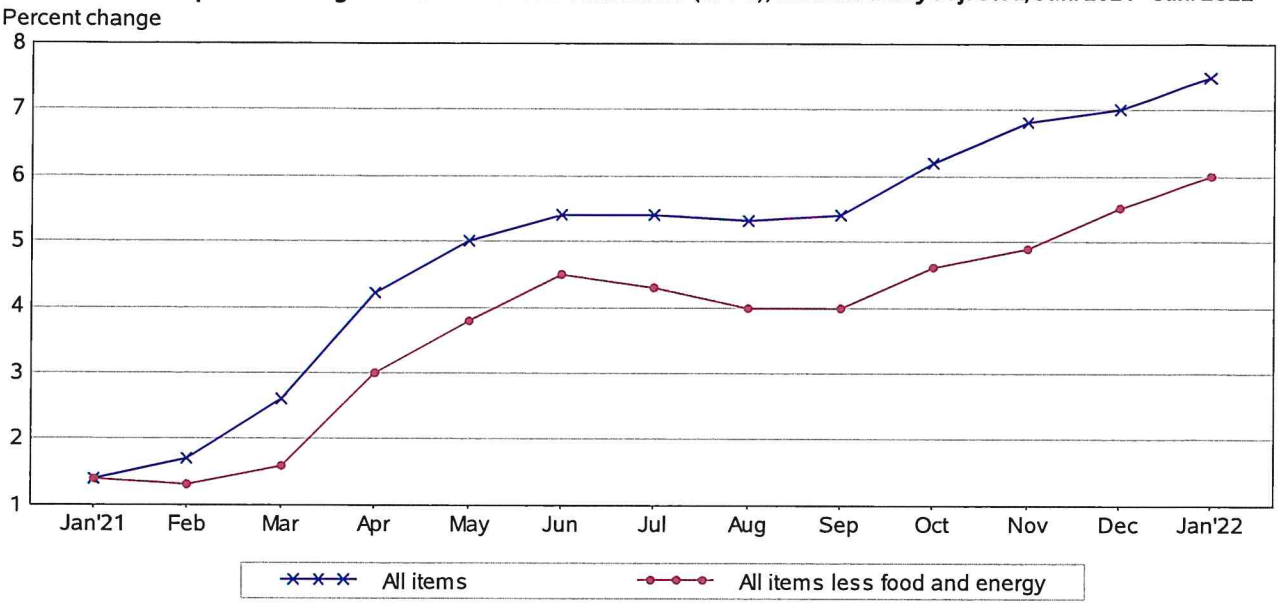

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Jan. 2022
	Jul. 2021	Aug. 2021	Sep. 2021	Oct. 2021	Nov. 2021	Dec. 2021	Jan. 2022	
All items	0.5	0.3	0.4	0.9	0.7	0.6	0.6	7.5
Food	0.7	0.4	0.9	0.9	0.8	0.5	0.9	7.0
Food at home	0.6	0.4	1.2	0.9	0.9	0.4	1.0	7.4
Food away from home[1]	0.8	0.4	0.5	0.8	0.6	0.6	0.7	6.4
Energy	1.6	1.9	1.2	3.7	2.4	0.9	0.9	27.0
Energy commodities	2.4	2.5	1.2	4.7	4.2	1.3	-0.6	39.9
Gasoline (all types)	2.5	2.5	1.1	4.6	4.5	1.3	-0.8	40.0
Fuel oil[1]	0.6	-2.1	3.9	12.3	3.5	-2.4	9.5	46.5
Energy services	0.7	1.2	1.2	2.4	0.2	0.3	2.9	13.6
Electricity	0.2	1.0	0.6	1.4	0.2	0.5	4.2	10.7
Utility (piped) gas service	2.2	1.6	2.9	5.9	0.3	-0.3	-0.5	23.9
All items less food and energy	0.3	0.2	0.3	0.6	0.5	0.6	0.6	6.0
Commodities less food and energy commodities	0.4	0.4	0.3	1.1	0.9	1.2	1.0	11.7
New vehicles	1.5	1.2	1.3	1.3	1.2	1.2	0.0	12.2
Used cars and trucks	0.0	-1.2	-0.5	2.5	2.4	3.3	1.5	40.5
Apparel	0.1	0.3	-0.7	0.6	0.7	1.1	1.1	5.3
Medical care commodities[1]	0.2	-0.2	0.3	0.6	0.1	0.0	0.9	1.4
Services less energy services	0.3	0.1	0.2	0.4	0.4	0.3	0.4	4.1
Shelter	0.4	0.2	0.4	0.5	0.5	0.4	0.3	4.4
Transportation services	-0.9	-1.2	-1.0	0.2	0.7	0.0	1.0	5.6
Medical care services	0.2	0.2	0.2	0.4	0.3	0.3	0.6	2.7

[1] Not seasonally adjusted.

Food

The food index increased 0.9 percent in January. The food at home index increased 1.0 percent over the month after rising 0.4 percent in December. Five of the six major grocery store food group indexes increased in January. The index for cereals and bakery products increased the most, rising 1.8 percent over the month. The index for other food at home increased 1.6 percent in January, while the index for dairy and related products rose 1.1 percent. The fruits and vegetables index rose 0.9 percent over the month, and the meats, poultry, fish, and eggs index increased 0.3 percent. The only grocery store group index not to increase in January was the index for nonalcoholic beverages, which was unchanged.

The food away from home index rose 0.7 percent in January following an increase of 0.6 percent in December. The index for full service meals and the index for limited service meals both also rose 0.7 percent over the month.

The food at home index rose 7.4 percent over the last 12 months. All of the six major grocery store food group indexes increased over the period. By far the largest increase was that of the index for meats, poultry, fish, and eggs, which rose 12.2 percent over the year. The index for dairy and related products increased 3.1 percent, the smallest 12-month increase among the groups.

The index for food away from home rose 6.4 percent over the last year, the largest 12-month increase since January 1982. The index for limited service meals rose 8.0 percent over the last 12 months, and the index for full service meals rose 7.1 percent. The index for food at employee sites and schools, in contrast, declined 46.9 percent over the past 12 months, reflecting widespread free lunch programs.

Energy

The energy index increased 0.9 percent in January. The electricity index rose sharply in January, increasing 4.2 percent. The gasoline index fell 0.8 percent in January after rising rapidly in the autumn of 2021. (Before seasonal adjustment, gasoline prices rose 0.1 percent in January.) The index for natural gas also declined in January, falling 0.5 percent after declining 0.3 percent in December.

The energy index rose 27.0 percent over the past 12 months with all major energy component indexes increasing. The gasoline index rose 40.0 percent over the last year, despite declining in January. The index for natural gas rose 23.9 percent over the last 12 months, and the index for electricity rose 10.7 percent.

All items less food and energy

The index for all items less food and energy rose 0.6 percent in January, the same increase as December. The shelter index increased 0.3 percent in January as the rent index increased 0.5 percent and the owners' equivalent rent index rose 0.4 percent. The index for household furnishings and operations rose 1.3 percent over the month following a 1.1-percent increase in December. The used cars and trucks index rose 1.5 percent in January, a deceleration from the 3.3-percent increase reported in December.

The medical care index rose 0.7 percent in January. The index for hospital services increased 0.5 percent and the index for prescription drugs rose 1.3 percent, while the index for physicians' services declined 0.1 percent. Other indexes that rose in January include recreation (+0.9 percent), apparel (+1.1 percent), personal care (+1.0 percent), airline fares (+2.3 percent), and education (+0.2 percent).

Only a few indexes decreased in January; among those that did were lodging away from home (-3.9 percent) and wireless telephone services (-0.1 percent). The index for new vehicles was unchanged over the month.

The index for all items less food and energy rose 6.0 percent over the past 12 months. Major contributors to this increase include shelter (+4.4 percent) and used cars and trucks (+40.5 percent). However, the increase is broad-based, with virtually all component indexes showing increases over the past 12 months.

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 7.5 percent over the last 12 months to an index level of 281.148 (1982-84=100). For the month, the index increased 0.8 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 8.2 percent over the last 12 months to an index level of 276.296 (1982-84=100). For the month, the index rose 0.9 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 7.1 percent over the last 12 months. For the month, the index increased 0.8 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

The Consumer Price Index for February 2022 is scheduled to be released on Thursday, March 10, 2022 at 8:30 a.m. (ET).

Economic News Release

Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index

Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index, January 2022
[1982-84=100, unless otherwise noted]

Area	Pricing Schedule(1)	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
U.S. city average	M	7.5	1.2	0.8	7.0	0.8	0.3
Region and area size(2)							
Northeast	M	6.3	1.0	0.8	5.9	0.8	0.2
Northeast - Size Class A	M	5.7	1.1	1.0	5.0	0.5	0.1
Northeast - Size Class B/C(3)	M	7.0	0.8	0.5	7.0	1.0	0.3
New England(4)	M	6.6	1.3	0.9	6.2	1.3	0.4
Middle Atlantic(4)	M	6.1	0.9	0.7	5.8	0.6	0.1
Midwest	M	7.9	1.1	0.8	7.5	0.7	0.3
Midwest - Size Class A	M	7.4	0.9	0.6	6.9	0.7	0.3
Midwest - Size Class B/C(3)	M	8.2	1.1	0.9	7.9	0.7	0.2
East North Central(4)	M	7.9	1.2	0.9	7.5	0.8	0.3
West North Central(4)	M	7.9	0.8	0.6	7.7	0.6	0.2
South	M	7.8	1.2	0.9	7.4	0.8	0.3
South - Size Class A	M	7.7	1.5	0.9	7.3	1.1	0.6
South - Size Class B/C(3)	M	7.8	1.1	0.9	7.4	0.6	0.2
South Atlantic(4)	M	7.9	1.4	1.0	7.5	0.9	0.5
East South Central(4)	M	6.9	0.5	0.7	7.1	0.2	-0.2
West South Central(4)	M	7.8	1.1	0.8	7.4	0.8	0.3
West	M	7.7	1.3	0.9	7.1	0.9	0.4
West - Size Class A	M	7.4	1.3	0.9	6.8	1.0	0.4
West - Size Class B/C(3)	M	8.1	1.2	0.9	7.4	0.9	0.3
Mountain(4)	M	9.0	1.3	0.7	8.6	1.2	0.6
Pacific(4)	M	7.3	1.2	0.9	6.5	0.8	0.3
Size classes							
Size Class A(5)	M	7.1	1.2	0.9	6.5	0.9	0.4
Size Class B/C(3)	M	7.8	1.1	0.8	7.5	0.8	0.3
Selected local areas							
Chicago-Naperville-Elgin, IL-IN-WI	M	6.8	1.3	0.9	6.6	0.7	0.4
Los Angeles-Long Beach-Anaheim, CA	M	7.5	1.5	1.1	6.6	1.0	0.4
New York-Newark-Jersey City, NY-NJ-PA	M	5.1	0.9	1.1	4.4	0.1	-0.2
Atlanta-Sandy Springs-Roswell, GA	2				9.8	1.9	
Baltimore-Columbia-Towson, MD(6)	2				8.0	1.8	
Detroit-Warren-Dearborn, MI	2				7.0	1.1	

Footnotes

(1) Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.
(2) Regions defined as the four Census regions.
(3) Indexes on a December 1996=100 base.
(4) Indexes on a December 2017=100 base.
(5) Indexes on a December 1986=100 base.
(6) 1998 - 2017 indexes based on substantially smaller sample.
(7) Indexes on a December 2001=100 base.
(8) Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

Area	Pricing Schedule(1)	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
Houston-The Woodlands-Sugar Land, TX	2				6.6	0.7	
Miami-Fort Lauderdale-West Palm Beach, FL	2				7.1	1.2	
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2				6.6	0.9	
Phoenix-Mesa-Scottsdale, AZ(7)	2				9.7	1.7	
San Francisco-Oakland-Hayward, CA	2				4.2	0.8	
Seattle-Tacoma-Bellevue, WA	2				7.6	0.6	
St. Louis, MO-IL	2				8.3	0.8	
Urban Alaska	2				7.2	0.4	
Boston-Cambridge-Newton, MA-NH	1	6.3	1.6				
Dallas-Fort Worth-Arlington, TX	1	7.8	1.6				
Denver-Aurora-Lakewood, CO	1	7.9	1.4				
Minneapolis-St.Paul-Bloomington, MN-WI	1	7.2	0.7				
Riverside-San Bernardino-Ontario, CA(4)	1	8.6	1.5				
San Diego-Carlsbad, CA	1	8.2	2.0				
Tampa-St. Petersburg-Clearwater, FL(8)	1	9.6	2.4				
Urban Hawaii	1	6.0	0.9				
Washington-Arlington-Alexandria, DC-VA-MD-WV(6)	1	6.0	0.9				

Footnotes

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Last Modified Date: February 10, 2022

U.S. BUREAU OF LABOR STATISTICS Division of Consumer Prices and Price Indexes Suite 3130 2 Massachusetts Avenue NE Washington, DC 20212-0001

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Economic News Release

Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index

Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index, January 2022

[Percent changes]

Month Year	Unadjusted 1-month percent change		Unadjusted 12-month percent change	
	C-CPI-U(1)	CPI-U	C-CPI-U(1)	CPI-U
December 2009			2.5	2.7
December 2010			1.3	1.5
December 2011			2.9	3.0
December 2012			1.5	1.7
December 2013			1.3	1.5
December 2014			0.5	0.8
December 2015			0.4	0.7
December 2016			1.8	2.1
December 2017			1.7	2.1
December 2018			1.5	1.9
December 2019			1.8	2.3
January 2020	0.4	0.4	2.0	2.5
February 2020	0.3	0.3	1.8	2.3
March 2020	-0.2	-0.2	1.1	1.5
April 2020	-0.5	-0.7	0.2	0.3
May 2020	-0.1	0.0	-0.1	0.1
June 2020	0.6	0.5	0.4	0.6
July 2020	0.6	0.5	0.9	1.0
August 2020	0.4	0.3	1.3	1.3
September 2020	0.1	0.1	1.4	1.4
October 2020	0.0	0.0	1.2	1.2
November 2020	-0.1	-0.1	1.2	1.2
December 2020	0.1	0.1	1.5	1.4
January 2021	0.5	0.4	1.6	1.4
February 2021	0.5	0.5	1.8	1.7
March 2021	0.6	0.7	2.6	2.6
April 2021	0.8	0.8	4.0	4.2
May 2021	0.8	0.8	5.0	5.0
June 2021	0.9	0.9	5.3	5.4
July 2021	0.5	0.5	5.1	5.4
August 2021	0.2	0.2	4.9	5.3
September 2021	0.3	0.3	5.1	5.4
October 2021	0.8	0.8	6.0	6.2
November 2021	0.5	0.5	6.6	6.8
December 2021	0.3	0.3	6.7	7.0
January 2022	0.8	0.8	7.1	7.5

Footnotes

(1) The C-CPI-U is designed to be a closer approximation to a cost-of-living index in that it, in its final form, accounts for any substitution that consumers make across item categories in response to changes in relative prices. Since the expenditure data required for the calculation of the C-CPI-U are available only with a time lag, the C-CPI-U is issued first in preliminary form using the latest available expenditure data at that time and is subject to four revisions.

Indexes are issued as initial estimates. Indexes are revised each quarter with the publication of January, April, July, and October data as updated expenditure estimates become available. The C-CPI-U indexes are updated quarterly until they become final. January-March indexes are final in January of the following year; April-June indexes are final in April of the following year; July-September indexes are final in July of the following year; October-December indexes are final in October of the following year.

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Last Modified Date: February 10, 2022

RESOLUTION #2021-216
BY THE COMMITTEE ON WAYS AND MEANS
RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING

WHEREAS, the American Rescue Plan Act of 2021 (ARPA) was signed into law on March 11, 2021, establishing Coronavirus State and Local Fiscal Recovery Funds (CSLFRF) by appropriating $45,570,000,000 under to make payments to metropolitan cities; and

WHEREAS, under the formula established under ARPA, the City of Lansing was awarded $49,924,664 to be paid in two separate traunches of $24,962,332. The first of which was received by the City of Lansing on August 5, 2021 and the second of which will be available 12 months after the first payment; and

WHEREAS, Sections 602(c)(1) and 603(c)1 provide these funds may be used as follows:

A. to respond to the public health emergency with respect to COVID-19 or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality; and

B. to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the State, territory, or Tribal government that are performing such essential work, or by providing grants to eligible employers that have eligible workers who perform essential work; and

C. for the provision of government services to the extent of the reduction in revenue of such State, territory, or Tribal government due to the COVID-19 public health emergency relative to revenues collected in the most recent full fiscal year of the State, territory, or Tribal government prior to the emergency; and

D. to make necessary investments in water, sewer, or broadband infrastructure.

WHEREAS, the Fiscal Year 2022 Budget adopted by City Council on May 16, 2021 anticipated the use of the first traunch, the vast majority of which to be spent on revenue loss between the general fund and parking fund;

NOW, THEREFORE, BE IT RESOLVED, the Lansing City Council approves acceptance of the ARPA funds in the total amount of $49,924,664 awarded between the two traunches of $24,962,332;

BE IT FURTHER RESOLVED, the Lansing City Council approves the use of the first traunch of $24,962,332 for public health and economic impacts; provision of government services to the extent of the reduction in revenue to the City due to COVID-19; premium pay; and necessary investments in water, sewer, or broadband infrastructure;

BE IT FURTHER RESOLVED, that prior to the expenditure or reimbursement of ARPA funds for any use, the Administration shall determine whether or not a given use is eligible

pursuant to the legislation or official guidance from U.S. Treasury, and shall document the basis for this determination along with the estimated expenditure and programmatic data required to fulfill the reporting requirements established by the legislation and U.S. Treasury.

BE IT FINALLY RESOLVED, the Administration is authorized to create appropriate accounts and to make the necessary operating transfers for the expenditure and control of the balance of the funds.

Chris Swope

Chris Swope, CMMC/MMC
Lansing City Clerk

I hereby certify that the foregoing is true and is a complete copy of the action adopted by the Lansing City Council.

Elected Officers Compensation Commission

March 4, 2021

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

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2021 Salary Determination Letter and 2021 Elected Officials Summary of Fringe Benefits for filing as the 2021 determination of the Elected Officers Compensation Commission.

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
City Council Office Manager
Elected Officers Compensation Commission Recording Secretary

Elected Officers Compensation Commission

March 4, 2021

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 in committee during February 2021. The EOCC reviewed internal economic and financial documents and the past compensation packages of the Mayor, City Clerk, and members of the City Council.

Based on the information the Commission reviewed, the financial forecast of the City and impacts of the future projections, our recommendation for annual salaries for elected officials was to remain at the current 2021 salary, until the Commission meets again.

Fringe Benefits

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2021, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare 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

_____

Liisa Speaker
Chairperson

City of Lansing

ELECTED OFFICIALS
Summary of Fringe Benefits
2021

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 February 24, 2021. 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 50% co-pay 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 $1,500 maximum per person per contract year. Mayor and City Clerk and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a $3,500.00 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 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 designated parking in the basement of City Hall.

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 Wells Fargo Bank.

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 the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self-direction of their respective investment decisions. Enrollment is initiated following the quarterly enrollment session.

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:

- 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, and a 50% 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 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. The Plan provides for:

1) A City contribution totaling 6% of the Councilmembers' gross salary. The Plan is administered by Wells Fargo.

2) The Councilmember becomes 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 GIC (Guaranteed Investment Contract) Fund.

3) The Councilmember will be notified by the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self direction of the Councilmember's investment decisions. Enrollment is initiated following the quarterly enrollment session.

4) The Councilmember has 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 Councilmember will be vested for all City contributions. Should the Councilmember leave at the end of three full years the Councilmember 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 Councilmember is 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 Councilmember shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

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 3/22/19 for Clerk and Mayor Compensation
Revised 2/24/2021 No Changes for Elected Officials

To: City of Lansing EOCC

From: Derek Melot, vice chair

Re: Inflation adjustment calculations

Date: March 15, 2022

The tables below reflect the results of two different inflationary-only adjustments by office held. All calculations were done using the federal Bureau of Labor Statistics inflation calculator at https://www.bls.gov/data/inflation_calculator.htm).

Option A: Account for inflation from July 1, 2000, to February 2022

Mayor	155,978
Clerk	111,483
Council	31,195.62
Vice President	32,427.03
President	34,479.38

Option B: Account for inflation from Jan. 1, 2021, to February 2022

Mayor	151,423.68
Clerk	102,678.39
Council	28,586.53
Vice President	29,648.02
President	31,426.98

Submitted @ cmt