

AGENDA

Elected Officers Compensation Commission AGENDA FOR FEBRUARY 6, 2024 AT 12:00 PM



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.

Thomas Hoisington
Ben Kohrman
Jeff McAlvey
Derek Melot
Holli Seabury
Liisa Speaker
Steve Young

1. **Call to Order**
2. **Roll Call**
3. **Public Comment on Agenda Items (Up to 3 Minutes)**
4. **Discussion/Action:**
 - A. Election of Officers for 2024
 - B. Determination of 2024 Meeting Schedule
 - C. DISCUSSION - Past Materials and Future Request for Materials
5. **Other**
 - A. Commissioner Comments
 - B. Excused Absences

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.

Resolution #2024-012

By the Committee of the Whole
Resolved by the City Council of the City of Lansing

WHEREAS, pursuant to the Lansing City Charter and Chapter 280 of the Lansing Code of Ordinances, the Council shall designate in advance the first meeting of the Elected Officers Compensation Commission in even-numbered years; and

WHEREAS, Chapter 280 of the Lansing Code of Ordinances requires the first meeting of the Elected Officers Compensation Commission to be prior to February 21, 2024 and that the commission meet on no more than 15 session days; and

WHEREAS, Chapter 280 of the Lansing Code of Ordinances requires the Elected Officers Compensation Commission to make its determination within forty-five days after its first meeting.

NOW, THEREFORE, BE IT RESOLVED the Lansing City Council hereby calls upon the Elected Officers Compensation Commission to meet and conduct its business in 2024 and designates their first meeting as Tuesday, February 6, 2024 at noon in the City Council Conference Room on the 10th floor of City Hall as the first meeting of the Commission.

BE IT FURTHER RESOLVED the City Council Office Manager shall serve as the recording secretary to the Commission unless the Commission determines otherwise.

BE IT FINALLY RESOLVED the City Clerk shall notify the members of the Commission in writing concerning the designated date, time, and place of the first meeting at least seven calendar days in advance thereof.

CHAPTER 280. ELECTED OFFICERS COMPENSATION COMMISSION

Cross reference(s)—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)

FEBRUARY 2024

SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	31	1	2	3
4	5	6 First Meeting	7	8	9	10
11	12 City Council	13	14	15	16	17
18	19	20	21	22	23	24
25	26 City Council	27	28	29	1	2

March 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11 City Council	12	13	14	15	16
17	18 City Council	19	20	21	22 45 Days	23
24	25	26	27	28	29	30
31						



Elected Officers Compensation Commission

The following are items or invitations the Commission has reviewed in the past. Staff is asking to address these at the first meeting to determine future meeting agendas and meet the 45-day timeline.

List of Materials Commission has requested in the past:

- Consumer Price Index (CPI)
- Inflation Rates
- City Union Wage and Salary Adjustments from _(Years)
- Salaries for the top six (6) employees in the City employment
- Financial Overview
- Salary Comparisons from 10 other comparable communities

Staff requested to attend in the past:

Finance Director DATE: _____
(Provide financial overview)____

HR DATE: _____
(provide salaries for top employees/union wage comparison/community comparison)

Invitation extended in the past to speak to the Commission:

City Council Members DATE: _____
City Clerk – DATE: _____
Mayor – DATE: _____

Any additional materials or invitations for 2024:

EOCC Past Recommendations											
	3/12/1991		1/1/1992		4/8/1993	3/25/1995		3/21/1997 Rejected			
	1991		1992		1993	1994	Attempt to reject failed	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	Rejected			Self-supported Vision Care added		Council Healthcare Removed 1/01/2010				
	2002				4/24/2005	4/30/2007		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	1/1/2010	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 Presic	Discontinued	No Increase	\$ 20,950
President	Discontinued	No Increase	\$ 22,200

C.A. 09-23

2013	March 28, 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
Mayor	Increase	\$ 129,684	\$ 130,980	No Chg from 2015
Clerk	Increase	\$ 87,936	\$ 88,815	No Chg from 2015
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

2022	Salaries	Eff. 1/1/2022 per 2022 Decision	Eff. 1/1/2023 per 2022 Decision	Fringe Benefit
Mayor	NO CHANGE	\$ 139,610.42	\$ 139,610.42	No Chg from 2015
Clerk	Increase	5%	5%	No Chg from 2015
Council Pres.	NO CHANGE	\$ 28,966.00	\$ 28,966.00	No Chg from 2010
Council VP	NO CHANGE	\$ 27,335.04	\$ 27,335.04	No Chg from 2010
Council Mbr	NO CHANGE	\$ 26,356.45	\$ 26,356.45	No Chg from 2010

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 contribution only).	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)	
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	Local Government	\$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



Elected Officers Compensation Commission

March 24, 2022

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

MAR 25 '22 8AM CLERK

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 Council Members, Council President and 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,

A handwritten signature in blue ink that reads "Sherrie Boak". The signature is fluid and cursive.

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.

Determination

In considering comparable municipalities for City Council salaries, the City of Lansing is one of the highest. Therefore, the Commission has determined not to make any changes to the salaries for the City Council Members, City Council President or City Council Vice President in this determination.

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.

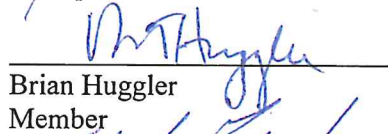
TRANSMITTAL

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

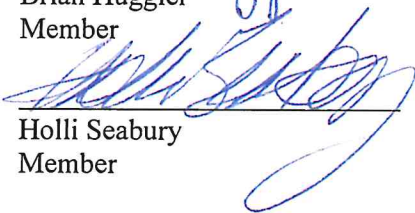
ELECTED OFFICERS COMPENSATION COMMISSION




Liisa Speaker
Chairperson



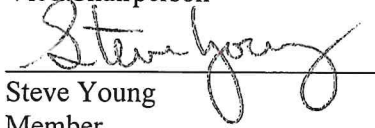
Brian Huggler
Member



Holli Seabury
Member



Derek Melot
Vice Chairperson



Steve Young
Member



Elected Officers Compensation Commission

March 24, 2022

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

MAR25'22 8AMCLERK

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.

Determination

In considering comparable municipalities for the Mayor's salary, the Commission determined they needed to work towards right-sizing the salary of this role. In addition, the Mayor currently also has a vehicle provided under the Fringe Benefits (see attached). Therefore, the Commission has determined to make the following changes to the salary of the Mayor.

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

	<u>January 1, 2022</u>	<u>January 1, 2023</u>
Mayor:	3% Increase	3% Increase

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.

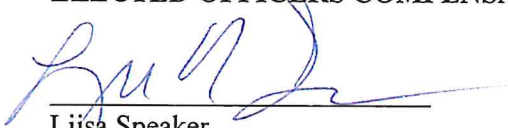
Other Compensation

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.

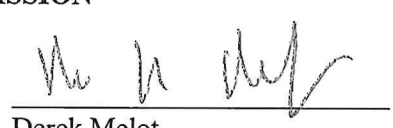
TRANSMITTAL

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

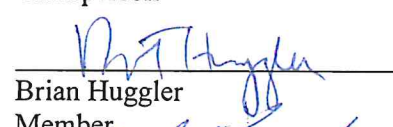
ELECTED OFFICERS COMPENSATION COMMISSION



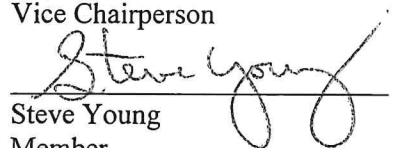
Liisa Speaker
Chairperson



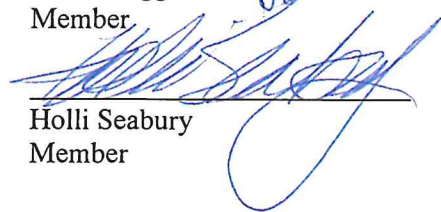
Derek Melot
Vice Chairperson



Brian Huggler
Member



Steve Young
Member



Holli Seabury
Member



Elected Officers Compensation Commission

March 24, 2022

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Lansing City Clerk
Ninth Floor, City Hall
Lansing, Michigan 48933

MAR25'22 8AMCLERK

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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:

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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.

Determination

In considering the City Clerk’s salary, the Commission determined that the City of Lansing Clerk is below comparable municipalities, even when including the increase in this determination. In addition, the City Clerk has taken on more responsibilities that have not been accounted for in the past. Therefore, the Commission has determined to make the following changes to the salary of the City Clerk.

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

	<u>January 1, 2022</u>	<u>January 1, 2023</u>
City Clerk:	5% Increase	5% Increase

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.

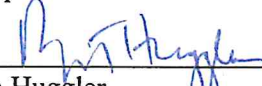
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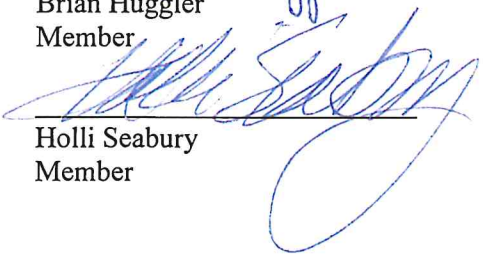
ELECTED OFFICERS COMPENSATION COMMISSION



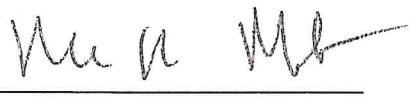
Liisa Speaker
Chairperson



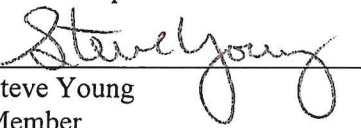
Brian Huggler
Member



Holli Seabury
Member



Derek Melot
Vice Chairperson



Steve Young
Member

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