

AGENDA

Elected Officers Compensation Commission AGENDA FOR FEBRUARY 13, 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.

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

- 1. Call to Order**
- 2. Roll Call**
- 3. Minutes**
 - A. February 6, 2024
- 4. Public Comment on Agenda Items (Up to 3 Minutes)**
- 5. Discussion/Action:**
 - A. DISCUSSION -Youtube Live Stream Option
 - B. Overview by Elected Officials - Mayor Schor
 - C. DISCUSSION - Materials Provided by Human Resources
- 6. Other**
 - A. Commissioner Comments
 - B. Excused Absences

Persons with disabilities who need an accommodation to fully participate in these meetings should contact the City Council Office at 517-483-4177 (TTY 711) 24 hour notice may be needed for certain accommodations. An attempt will be made to grant all reasonable accommodation requests.



MINUTES
Elected Officers Compensation Commission
Tuesday, February 6, 2024 @ 12:00 p.m.
City Council Conference Room

Ms. Boak called the meeting to order at 12:05 p.m.

ROLL CALL

Commissioner Member Liisa Speaker
Commissioner Member Derek Melot
Commissioner Member Ben Kohrman – arrived at 12:25 p.m.
Commissioner Member Jeff McAlvey
Commissioner Member Thomas Hoisington- excused
Commissioner Member Holli Seabury
Commissioner Member Steve Young

OTHERS PRESENT

Sherrie Boak, Council Staff
Jim Smiertka, OCA
Elizabeth O’Leary, HR Director

Public Comment

No public comment at this time.

Discussion/Action

Ms. Boak asked for a nomination for Chairperson.
MOTION BY COMMISSION MEMBER SPEAKER TO NOMINATE COMMISSIONER MELOT AS PRESIDENT, SUPPORTED BY COMMISSION MEMBER YOUNG.
Commission Member Melot accepted the nomination. No other nominations
MOTION CARRIED 5-0.

Ms. Boak asked for a nomination for Vice Chairperson.
MOTION BY COMMISSION MEMBER MCALVEY TO NOMINATE COMMISSIONER SPEAKER AS VICE CHAIRPERSON, SUPPORTED BY COMMISSION MEMBER YOUNG.
Commission Member Speaker accepted the nomination. No other nominations.
MOTION CARRIED 5-0.

Determination Of 2024 Schedule

Chairperson Melot noted in the past noon appeared to be the best time for everyone and the consensus of the Commission was to continue to meet at noon. After review of the calendar for February and March, the Commission settled on three dates.

MOTION BY COMMISSION MEMBER SPEAKER, SUPPORTED BY COMMISSION YOUNG TO HAVE MEETINGS ON TUESDAY, FEBRUARY 13TH AT NOON, TUESDAY, MARCH 5TH AT 10:30 A.M. AND TUESDAY, MARCH 12TH AT NOON. MOTION CARRIED 5-0.

DRAFT

DISCUSSION – Past Materials and Future Requests for Materials

The Commission reviewed the documents in the packet. Commission Member Young asked for the 2022 results to reflect what was recommended and the status column to if Council rejected it. Ms. Boak stated she could make those changes.

The Commission went through the list that would be provided by HR, and concurred they again want the City Union Wage and Salary Adjustments, the Salaries for the top six (6) employees in the City employment and the Salary Comparisons from 10 other comparable communities. They asked Ms. O’Leary if that material could be provided at their next meeting on February 13, 2024. Ms. O’Leary stated it is the comparable spreadsheet that will take longer because they are counting on the other municipalities to respond to their inquiry. The Commission consensus was to have the Union information, the top six (6) employees material at the 2/13/2024 meeting and the comparable document at the 3/5/2024 meeting.

The Commission discussed having the financial director invited and the consensus was that there was no need.

The Commission spoke on obtaining the CPI and inflation, and Chairperson Melot noted he has a document to provide them on the next agenda item that would speak to the research he found on inflation.

Ms. Boak asked if the Commission wanted her to invite the elected officials to future meetings, and the consensus of the Commission was to inform the elected officials of the three meetings that were set and if they choose to come they are more than welcome.

Other

Commissioner Comments

Chairperson Melot provided a document to the members that spoke to inflation at 5.7 in 2022 and 3.9 in 2023, his thoughts on the Commissions recommendations that will go before Council this year, and encouraging them to continue with what they have done in the past with letters of recommendations for each elected office; Mayor, City Clerk, City Council.

It was noted that there is an option for a live stream of these Commission meetings on youtube, which is currently what City Council is doing in the conference room for all their Committee meetings. It was noted that offering the live stream is not a requirement, but something the Commission could consider. The Commission asked to view some of the posted videos on youtube and asked Ms. Boak to forward them the link.

Excused Absences

MOTION BY COMMISSION MEMBER SPEAKER AND SUPPORTED BY COMMISSION MEMBER YOUNG TO EXCUSE COMMISSIONERS HOISINGTON AND KOHRMAN.

Commission Member Kohrman arrived at 12:25 p.m.

Mr. Smiertka noted to the Commission in what he found there can be 3 unexcused before the Commission can make a motion to dismiss, and then that goes before the Mayor for action.

Vice Chairperson Speaker outlined materials in the packet for Commission Member Kohrman.

MOTION BY COMMISSION MEMBER SPEAKER AND SUPPORTED BY COMMISSION MEMBER YOUNG TO EXCUSE COMMISSION MEMBER HOISINGTON. MOTION CARRIED 6-0.

Adjourned at 12:32 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on

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	Salaries	Proposed-effective 7/1/2017	Proposed-effective 7/1/2018	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

2022	Salaries	Eff. 1/1/2022 per 2022 Decision	Eff. 1/1/2023 per 2022 Decision	Fringe Benefit	STATUS
Mayor	Increase	3%	3%	No Chg from 2015	Rejected
Clerk	Increase	5%	5%	No Chg from 2015	Approved
Council Pres.	NO CHANGE	\$ 28,966.00	\$ 28,966.00	No Chg from 2010	NA
Council VP	NO CHANGE	\$ 27,335.04	\$ 27,335.04	No Chg from 2010	NA
Council Mbr	NO CHANGE	\$ 26,356.45	\$ 26,356.45	No Chg from 2010	NA

2024	Salaries	Effective: per 2024 Decision	Effective: per 2024 Decision	Fringe Benefit	STATUS
Mayor					
Clerk					
Council Pres.					
Council VP					
Council Mbr					

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	121,536	City Manager	\$99,749-\$129,547; Incumbent is at \$131,875.17	Current: \$27,366.73 7/1/2024: \$29,869.54 7/1/2025: \$32,539.62	City Administrator's salary is determined by Council, and our interim City Administrator's salary is \$250,000.00	Current :\$49,757.69 7/1/2024: \$51,947.03 7/1/2025: \$54,232.70	N/A	No	updated
Dearborn, Michigan	108,420	Strong Mayor	\$108,018	President - \$19,620 + meeting stipend (\$100/meeting); Member - \$16,333 + meeting stipend (\$100/meeting)	N/A	\$168,775	Mayor & City Clerk receive general benefit programs (medical, dental, vision, PTO, paid holidays, life insurance, 401A defined contribution plan, deferred compensation 457 plan, health care savings plan). City Council Member/President do not receive benefits.	No	updated
East Lansing, Michigan	46,854	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	Need update.
Flint, Michigan	80,628	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)		Need update.
Lansing, Michigan	112,513	Strong Mayor	\$104,371.44	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	updated
Rochester Hills, Michigan	75,682	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	Need update.
Royal Oak, Michigan	56,833	City Manager	\$136,325	\$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)		updated
Warren, Michigan	134,777	Strong Mayor	\$92,923.00	\$31,411.90	N/A	\$125,642.00	Health, dental, life insurance provided with no premiums. We also offer voluntary life insurance, 401k, RHS, FSA, and Aflac plans	No	updated

To: Members of the EEOC
From: Derek Melot
Re: 2024 goals and strategy
Date: Feb. 6, 2024

Commission members,

To jump-start our deliberations for this cycle, and in deference to everyone's tight schedules, I've formulated some initial points to consider.

Point 1: Inflation

Since the last action taken by this commission, there has been substantial inflation to erode the value of city compensation.

- 5.7 in 2022
- 3.9 in 2023

Point 2: Environment

Though none of the city elected offices will be on the ballot in 2024, the commission should expect a great deal of hesitancy by City Council members to proposals for pay increases. This is due to the upcoming City Charter Commission elections on May 7.

Point 3: Process

As during our last deliberations, it's important to issue separate recommendations for each office covered by our mandate: mayor, clerk, council member. By doing so, the council has the opportunity to reject its own increase without disrupting increases for the full-time elected officials.

To: EEOC members
From: Derek Melot, chair
Re: Inflationary proposal
Date: Feb. 13, 2024

The federal Bureau of Labor Statistics' calculator (https://www.bls.gov/data/inflation_calculator.htm) allows you to convert amounts to the month.

This calculator was used to create the proposed 2024 rate by converting the value of the 1/1/21 dollars to December 2023 figures (most recent available on calculator).

The state's Consensus Revenue Estimating Conference report in January estimates a CPI increase in 2024 in Detroit of 3.1 percent. That is the figure used for the calendar 2025 salary changes.

In essence, these changes simply hold salaries even against the effects of inflation.

Position	Existing amount	Effective since	Proposed rate 1/1/24	Proposed rate 1/1/25
Mayor	\$139,610.42	1/1/21	\$163,715.16	\$168,790.33
Clerk	\$104,371.44	1/1/23	\$107,014.48	\$110,331.93
Council President	\$28,966.00	1/1/21	\$33,967.19	\$35,020.17
Council Vice President	\$27,335.04	1/1/21	\$32,054.63	\$33,048.32
Council Member	\$26,356.45	1/1/21	\$30,907.08	\$31,865.20

If adopted, the calendar 2024 salary change for these 10 positions totals approximately \$63,700.

For calendar 2025, the change totals approximately \$16,100.

Note these figures do not include any ancillary financial effects due to city benefit policies.

*Submitted @
mk*