

# AGENDA

## Elected Officers Compensation Commission AGENDA FOR MARCH 5, 2024 AT 10:30 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](mailto:city.council@lansingmi.gov) or (517) 483-4177 prior to the meeting.

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

- 1. Call to Order**
- 2. Roll Call**
- 3. Minutes**
  - A. February 13, 2024
- 4. Public Comment on Agenda Items (Up to 3 Minutes)**
- 5. Discussion/Action:**
  - A. Discussion - 2024 Human Resources Materials
  - B. DISCUSSION - Historical Determinations
  - C. DISCUSSION - Elected Officials Benefits
  - D. DISCUSSION - Determination 2024
- 6. Other**
  - A. Commission Comments
  - B. Excused Absence

### 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.



**MINUTES**  
**Elected Officers Compensation Commission**  
**Tuesday, February 13, 2024 @ 12:00 p.m.**  
**City Council Conference Room**

Commission Member Melot called the meeting to order at 12:06 p.m.

**ROLL CALL**

Commissioner Member Liisa Speaker  
Commissioner Member Derek Melot  
Commissioner Member Ben Kohrman  
Commissioner Member Jeff McAlvey - excused  
Commissioner Member Thomas Hoisington- excused  
Commissioner Member Holli Seabury  
Commissioner Member Steve Young - excused

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Jim Smiertka, OCA  
Mayor Schor  
Elizabeth O'Leary, HR  
Jake Brower, Chief Strategy Officer  
Anna Stouffer- Hopkins

**Excused Absences**

MOTION BY COMMISSION MEMBER SPEAKER AND SUPPORTED BY COMMISSION MEMBER HOISINGTON TO EXCUSE COMMISSIONERS HOISINGTON, YOUNG AND MCALVEY. MOTION CARRIED 4-0.

**Minutes**

MOTION BY COMMISSION MEMBER KOHRMAN TO APPROVE THE MINUTES FROM FEBRUARY 6, 2024 SUPPORTED BY COMMISSION MEMBER HOISINGTON AS PRESENTED. MOTION CARRIED 4-0.

**Public Comment**

No public comment at this time.

**Discussion/Action**

**YOUTUBE Live Stream Option**

Commission Member Speaker, if hurt not to live stream, but not elected or paid or do not see a reason to have live stream, and the consensus was to no live stream. The information is available on the website and the public is invited to attend the meetings.

**Overview by Elected Officials – Mayor Schor**

Mayor Schor spoke his role directly 13 departments, is an elected Mayor and asks the Commission to look at duties and responsibilities. He offered to answer any questions they might have.

## DRAFT

Commission Member Speaker offered the recent municipality comparison and asked if Mayor Schor had other municipalities they should look at for “strong mayor”. Mayor Schor, in terms of “strong mayor”, Westland, Flint, Detroit and probably 10-12. Commission Member Speaker noted over years this Commission discusses comparisons between City Manager and Mayor. Mayor Schor noted he is “an elected City Manager”, but he does more as Mayor by attending neighborhood meetings, does reach out to the citizens, but commonly the City Manager does not do the same day to day, his argument would be a strong mayor does a lot more than City Manager.

Mr. Smiertka stated with his time in Flint and Kalamazoo, there was a City Manager doing the administrative. In this case the Mayor of Lansing also coordinates LEPFA, LHC, outside Authorities, etc. Mayor Schor noted he manages multiple departments and “CEO of the City” and the Mayor is the public face of the City.

Commission Member Melot asked if the Mayor is strong Mayor in Madison Wisconsin, and Mayor Schor stated he would ask. He did add that Grand Rapids has an elected Mayor and City Manager. Hollie asked why the deputy mayor compensation is higher than the Mayor compensation. Mayor Schor stated she is making less than anywhere else in senior administration, and she is compensated where she should be, and he believed he is lower. In 2023 positions were combined from Chief of Staff and Deputy Mayor. There were cost savings, but he was not able to provide that with recent budget cuts. There were two Deputy Mayors, and one was cut with benefits, and the remaining Deputy Mayor did get an increase. Commission Member Speaker asked if the savings were not seen because of budget cuts and Mayor Schor confirmed. Commission Melot stated that all discussions on the budget are out of this Commission's charge. Mayor Schor noted there is a savings in combining the positions, and Ms. Frayer is the lead person, when there are issues within departments she deals with that, she is working on funding from the State, and the right hand person to the Mayor.

Commission Member Melot stated this commission is to address the topic of not allowing elected officials in charge of their own compensation. Cannot take completely out of Council because they have fiduciary positions and role. Commission mandate is to look at job, look at pay rate, considering City wants high caliber people in those positions. Mr. Smiertka noted there is a State statute and City ordinance that keeps the compensation out of the elected officials. Commission Member Melot spoke briefly on the process with the Commission determination at the Council level.

### **DISCUSSION – Materials provided by Human Resources**

Commission spoke briefly on comparable on “strong mayor”, and the limited comparisons because here are not a lot. Commission Member Speaker asked about previous years to Madison, WI and Loraine, Ohio. She then referenced the spreadsheet on East Lansing and the neighboring comparison. Ms. O’Leary noted that City is one they are still waiting on. Commission Member Melot note comments made in the past about saving money if hiring a City Manager, and looking at City level it could cost them more. Commission Member Seabury referenced the top six (6) employees, and how the Mayor is the lowest on the list. Commission Member Melot noted that is a result of politized. Commission Member Speaker asked if HR should look into other municipalities, and Commission Member Melot asked for what purpose. Commission Member Speaker stated that now City Manager is also consumed under the Mayor role as well. Commission Member Melot stated if hire someone to do the role of Mayor instead of elected, potential could be \$275,000-\$325,000, with current 850 FTE in the City employment. Mr. Smiertka added that after decisions are made, effective 30 days after unless rejected by Council, with 6 of the Council Members voting in opposition to the determination. Commission Member Melot says this structure allows for raises to occur without Council doing anything.

Commission Member

### **Commissioner Comments**

Commission Member Kohrman asked about what options Council has, and it was explained they can do nothing or reject.

Commission Member Melot distributed a memo he did for the Commission to review and consider before the next meeting. This memo spoke on inflation, CPI and proposed changes for 2024 and 2025. The spreadsheet represents the current, the effective date of that rate, then the proposed rate amount in 2024, which is existing amount into the BLS calculator with 12/2023 and get a deflated investment amount. In the final column in 2025, once readjusted to catch up in 2024, then inflation increase of 3.1.

## DRAFT

This holds the value of what they are currently making against inflationary performances. The calculator used is Federal Bureau of Labor Statistics calculator. This is separate from what the Commission wants to discuss options, and not fall further behind in the compensation. Commission Member Kohrman asked if they can propose for different years. Commission Member Melot confirmed they can because they only meet every other year. Commission Member Kohrman asked if different years be different for each position. Commission Member Melot asked if predicating on a step system, if they reject the first step, it would not work. Commission Member Kohrman asked if it can be arbitrary numbers. Mr. Smiertka stated it can be done. Commission Member Speaker stated originally it was in one determination letter, but then it was broken out into individual letters. Council Member Melot stated there is nothing prohibiting them from determining a position is worth a certain dollar amount. Commission Member Seabury asked if the position changes, and Mayor can no longer run for reelection. Commission Member Speaker stated there are no term limits. Commission Member Melot stated the salary would not change with a new Mayor. Commission Members spoke about the handouts from HR, and the comparables from other cities, but also from the top 6 FTE in the City currently. Commission Member Kohrman asked about live streaming moving forward. There may be a difference between Council seeing this in person or in writing. Commission Member Melot explained in the last two cycles members went to Committee of the Whole to explain where they were coming from. Mr. Smiertka noted that there will also be public comment at those meetings. Commission Member Melot noted it is not lack of knowledge. Ms. O'Leary noted when HR looks at positions, they look at the position, the duties and authority of a position when they have a position up for classification when they have jurisdiction or authority, it is not about a person but a position. Commission Member Speaker stated her concern with the determination by the Commission Member Melot because it would look like a big jump, so what can the Commission think about that could still do an increase but not a large jump. Mr. Smiertka clarified, there is a statute, Charter and Ordinance, and there is no prohibition of multiple years, but would not recommend beyond 2 years. Commission Member Speaker it was not proposed for more than 2 years, but individual recommendations for each elected official, for 2024 and separate recommendation for 2025.

Mr. Jake Brower stated he wanted to acknowledge all elected officials.

Anna Stouffer- Hopkins asked if the City Council has the authority has the option to take action later. Commission Member Melot stated there is a time limit once they get it, and Commission Member Speaker stated this Commission has a time limit on creating the recommendation.

Adjourned at 12:57 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved as presented on

2024 Salary and Fringe Benefit Survey as of 2/26/2024								
**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
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
East Lansing, Michigan	47,340	City Manager	\$114,618.92 (not an elected position)	\$9,070 (not a full time position)	\$180,000.00	\$10,600 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	80,628	Strong Mayor	\$70,817.7600	Council Member: \$25,000 Council President: \$27,500	N/A	\$125,000.10	Medical, Dental, Vision, Life & ADD insurance (\$75,000), STD, FSA, MERS retirement (Hybrid only)	
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
Rochester Hills, Michigan	77,000	Strong Mayor	appointed position; \$118,410.00-\$137,268.00	\$6,944.16 annually; \$70/meeting after 10 meetings per year; City Council President: \$8,816.07	N/A	\$142,981.00-\$165,751.00	14% DC Pension Contribution, 4% Retiree Healthcare Savings City Council only has pension 12%	No
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)	
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

**CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024**

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>T580/243</b>	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	\$750 cash bonus and 1.75%	1.25%	0.00%	\$1,000 cash bonus	2%	1%
<b>T214</b>	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	1.25%	0%	\$1,000 cash bonus and \$1,000 signing bonus	\$800 cash bonus for FY14	N/A (see 2013) CBA Expiration Changed to 12/31 from 8/31.	2.50%
<b>CCLP NS</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	\$850 cash bonus	1.50%	2.00%	\$1,000 cash bonus	2.50%	2.50%
<b>CCLP Supervisory</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	1%	1.5% - 07/16/11	1.75% - 07/16/12	\$750 cash bonus	1%	2.50%
<b>IAFF, Local 421</b>	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	\$1,000 cash bonus - 07/01/10	1.5% - 07/01/11	1.5% - 07/01/12	contract in negotiations; no retro	\$1,000 cash bonus and 2%	2%
<b>UAW</b>	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	\$1,000 cash bonus - 03/01/10 to 10/06/10	1.25% - 10/07/11	1.25% - 10/07/12 (deducted from wages toward pension contribution)	\$900 cash bonus	2%	2%
<b>EXECUTIVE MANAGEMENT</b>						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	none	none	none	0%	3%	2.50%
<b>MAYORAL</b>						none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	none	none	20% (Mayor only)
<b>NON-BARGAINING</b>	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	none	none	none	\$1,000 cash bonus	2%	\$2,000 cash bonus

**CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024**

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
<b>T580/243</b>	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	2.50%	2%	2%	3%	2.50%	2%
<b>T214</b>	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	2%	2%	2%	3% & \$1,000 signing bonus	3% & \$750 signing bonus	2% & \$1,000 signing bonus
<b>CCLP NS</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	2.50%	3%	2.50%	3%	3%	2.25%
<b>CCLP Supervisory</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	2.50%	3%	2.50%	3%	3%	2.25%
<b>IAFF, Local 421</b>	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	\$1,000 cash bonus and 2%	2%	2.50%	2.50%	2.50%	2%
<b>UAW</b>	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	\$800 cash bonus and 2%	2.50%	2.50%	\$1,000 signing bonus & 3%	3%	2.25%
<b>EXECUTIVE MANAGEMENT</b>						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	2%	2.25%	New Administration	2.75%-4%	3%	2%
<b>MAYORAL</b>						none	2.50% - 03/2007	2.0% - 07/08	none	Researching	Researching	New Administration	2.75%-4% (Mayor Staff)	3%	2%
<b>NON-BARGAINING</b>	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	2.50%	2.50%	2.50%	2.50%	3%	2%

**CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024**

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>T580/243</b>	2.75%	2.75%	2.00% - 02/03	2.00% - 02/04	2.00% - 02/05	2.00% - 02/06	contract in negotiations; no retro	contract in negotiations; no retro	contract in negotiations; no retro	3% and \$1,000 signing bonus for FT/\$500 for PT	3%	3%	
<b>T214</b>	2.75%	3.00%	1.30% - 08/03	2.25% - 08/04	2.25% - 08/05	2.25% - 08/06	contract in negotiations; no retro	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	3% and \$1,000 signing bonus	3%	3%	
<b>CCLP NS</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 06/30/09	3% and \$1,000 signing bonus	3%	3%	Wage Reopener
<b>CCLP Supervisory</b>	1.55%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/11/03 1.6% - 07/12/03	1.6% - 01/10/04 1.6% 0 07/10/04	1.80% - 07/01/05	2.10% - 07/01/06	2.30% - 07/01/07	1.00% - 07/01/08	1.50% - 01/01/09 .30% due 07/15/09	3% and \$1,000 signing bonus	3%	3%	Wage Reopener
<b>IAFF, Local 421</b>	1.60% - 01/01/02 1.50% - 07/01/02	1.50%	1.53% - July 2003	1.53% - 01/04 1.55% - 07/04	1.55% - 01/05 1.6% - 07/05	1.60% - 01/06 1.80% - 07/06	2.10% - 07/07	2.30% - 07/08	2.50% - 07/09	3% and \$1,000 signing bonus	3%	2%	2%
<b>UAW</b>	2.70%	2.70%	3.0% - 10/06/03	no current contract	2.2% - 10/2005 retro'd back to 2004	2.50% - 10/2006	2.50% - 10/2007	contract in negotiations; no retro	contract in negotiations; no retro	3% and \$1,000 signing bonus for FT Employees	3%	2.5% and \$500 for FT Employees	Wage Reopener
<b>EXECUTIVE MANAGEMENT</b>						none	2.50% - 03/2007 no step increase	2.0% - 07/08 no step increase	none	Varied- Established a minimum salary for directors at \$120,000	Majority received 3%	Majority received 3%	
<b>MAYORAL</b>						none	2.50% - 03/2007	2.0% - 07/08	none	3%	3%	3%	
<b>NON-BARGAINING</b>	2.75%	3.00%	1.00% - 02/01/03 1.3% - 08/01/03	2.25%	2.25%	none	2.50% - 03/2007	2.0% - 07/08	none	3%	3%	3%	

<b>NAME</b>	<b>NAME</b>	<b>POSITION DESCRIPTION</b>	<b>HRLY RATE</b>	<b>ANNUAL</b>
SHELBI	FRAYER	DEPUTY MAYOR	88.02	183,090
JAMES	SMIERTKA	CITY ATTORNEY	88.02	183,090
ELLERY	SOSEBEE	POLICE CHIEF	73.96	153,830
BRIAN	STURDIVANT	FIRE CHIEF	73.96	153,830
ANETHIA	BREWER	COURT ADMINISTRATOR	69.07	143,669
ANDREW	SCHOR	MAYOR	67.12	139,610

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	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					

## 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 (1<sup>st</sup>) 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, 8<sup>th</sup> 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

DRAFT



Elected Officers Compensation Commission

March 2024

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 2024 Salary Determination Letter and 2024 Elected Officials Summary of Fringe Benefits for filing as the 2024 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,

Sherrie Boak  
City Council Office Manager  
Elected Officers Compensation Commission Recording Secretary

DRAFT



Elected Officers Compensation Commission

March 2024

Council President Jeremy Garza  
Members of the Lansing City Council  
Tenth Floor City Hall  
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2024. 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, Jake Brower and Mayor Schor.

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.

DRAFT

**Determination**

In considering comparable municipalities for City Council salaries.....

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

	January 1, 2024	January 1, 2025
City Council President:		
City Council Vice President		
Council Members		

**Fringe Benefits**

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, 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**

\_\_\_\_\_  
Derek Melot  
Chairperson

\_\_\_\_\_  
Liisa Speaker  
Vice Chairperson

\_\_\_\_\_  
Steve Young  
Member

\_\_\_\_\_  
Thomas Hoisington  
Member

\_\_\_\_\_  
Holli Seabury  
Member

\_\_\_\_\_  
Jeff McAlvey  
Member

\_\_\_\_\_  
Ben Kahrman  
Member

DRAFT



Elected Officers Compensation Commission

March 2024

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 2024 Salary Determination Letter and 2024 Elected Officials Summary of Fringe Benefits for filing as the 2024 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 2024

Council President Jeremy Garza  
Members of the Lansing City Council  
Tenth Floor City Hall  
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2024. 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, Jake Brower and Mayor Schor.

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:

	January 1, 2024	January 1, 2025
Mayor:		

DRAFT

**Fringe Benefits**

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, 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**

\_\_\_\_\_  
Derek Melot  
Chairperson

\_\_\_\_\_  
Liisa Speaker  
Vice Chairperson

\_\_\_\_\_  
Steve Young  
Member

\_\_\_\_\_  
Thomas Hoisington  
Member

\_\_\_\_\_  
Holli Seabury  
Member

\_\_\_\_\_  
Jeff McAlvey  
Member

\_\_\_\_\_  
Ben Kehrman  
Member

DRAFT



Elected Officers Compensation Commission

March 2024

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 2024 Salary Determination Letter and 2024 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

DRAFT



Elected Officers Compensation Commission

March 2024

Council President Jeremy Garza  
Members of the Lansing City Council  
Tenth Floor City Hall  
Lansing, Michigan 48933

Dear President Garza and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February and March 2024. 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, Jake Brower, and Mayor Schor.

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:

	January 1, 2024	January 1, 2025
City Clerk:		

DRAFT

**Fringe Benefits**

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2024, 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**

\_\_\_\_\_  
Derek Melot  
Chairperson

\_\_\_\_\_  
Liisa Speaker  
Vice Chairperson

\_\_\_\_\_  
Steve Young  
Member

\_\_\_\_\_  
Thomas Hoisington  
Member

\_\_\_\_\_  
Holli Seabury  
Member

\_\_\_\_\_  
Jeff McAlvey  
Member

\_\_\_\_\_  
Ben Kahrman  
Member

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](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.

<b>Position</b>	<b>Existing amount</b>	<b>Effective since</b>	<b>Proposed rate 1/1/24</b>	<b>Proposed rate 1/1/25</b>
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 @ mtk*