



MINUTES
Committee of the Whole
Monday, January 13, 2025 @ 5:30 p.m.
Tony Benavides Lansing City Council Chambers

CALL TO ORDER

Council President Kost called the meeting to order at 5:30 p.m.

PRESENT

Councilmember Jeffrey Brown
Councilmember Peter Spadafore
Councilmember Tamera Carter
Councilmember Trini Pehlivanoglu
Councilmember Jeremy Garza- excused
Councilmember Ryan Kost
Councilmember Adam Hussain
Councilmember Brian T. Jackson

OTHERS PRESENT

Sherrie Boak, Council Staff
Greg Venker, City Attorney
Lisa Hagen-Lawrence, City Attorney
Mark Lawrence, Mayor's office
Marc Jones, Public Service
Nicole McPherson, Public Service
Elizabeth O'Leary, HR Director
Dennis Parker, Labor Negotiator

Minutes

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE MINUTES FROM JANUARY 6, 2025 AS PRESENTED. MOTION CARRIED 7-0.

Public Comment

Ms. Stanaway spoke on items she is asking for consideration, what the process is for annual reviews, and there should be mandatory reviews. In addition, she had issues with the structure of an affidavit of disclosure, and wants those forms updated for up to date filing.

Discussion/Action

RESOLUTION – Set Public Hearing; Noise Special Permit; Leavitt and Starck Excavating, Inc. request to allow for the Combined Sewer Overflow 015 South Project

Mr. Jones referenced a map which outlined the project area. The contractor worked every Saturday in 2024 and they expect to do the same this summer. The contractor and staff are asking for the hearing to be set for 2/10/2025.

Council Member Jackson asked if the Saturdays in 2024 were optional. Mr. Jones stated it was asked for every Saturday in 2024 as part of the contract due to the project area. They do

expect to work every Saturday. Council Member Jackson asked what those approximate start and finish. Mr. Jones stated in 2024 they started at 8 and if they started before that, they were spoken to, to not start sooner.

Council Member Hussain asked if there were complaints filed on start and finish times. Mr. Jones confirmed and stated there were City O & M employees, but if they started before 8 they were made aware of the constraints and they were compliant.

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION TO SET THE NOISE SPECIAL PERMIT PUBLIC HEARING FOR FEBRUARY 10, 2025. MOTION CARRIED 7-0.

RESOLUTION – ISSUANCE OF SEWAGE DISPOSAL SYSTEM REVENUE BONDS (CWSRF 5005-27)

Mr. Jones stated this is part of the wet weather control program, and they are continuing with the next phase in compliance with the consent order by the State. This is for the pump station, the CSO 019 area. This area is bound by Maple, West Saginaw, N. Chestnut and N. Grand Avenue, and includes major streets including Grand, Saginaw, and Oakland. This will take 2 years to complete. The pump station is near the river and MLK. The loan amount in the resolution not to exceed \$45 million and paid back over 30 years, and generally under 2%. The total is \$51 million for the two projects, and EGLE has indicated \$4.2 million in forgiveness, and BWL is also participating, and MDOT is participating. Any remaining funds will be funded through GF, local street and sanitary street. Both out to bid, and the opening is 1/14/2025 and the pump station due 1/30/2025 and final determination after those bids are opened.

MOTION BY COUNCIL MEMBER CARTER TO APPROVE THE RESOLUTION FOR THE ISSUANCE OF SEWAGE DISPOSAL SYSTEM REVENUE BONDS CWSRF 5005-27. MOTION CARRIED 7-0.

Presentations

City of Lansing Hiring Process and Practices; HR Director & Labor Negotiator

Council President Kost stated the Mayor had requested a presentation from Ms. O'Leary and Mr. Parker. Ms. O'Leary started with the overview of hiring, hiring specialist, health and wellness, labor relations, payroll and benefits, retirement for all 901 budget employee positions. She then outlined the hiring process, requests from department directors, testing, background testing. Currently there are 13 postings, and there are some positions not posted due to beginning of the process, the posting has come down, there are 27 of those. IN 2024 there were 70 retirements, 42 resignations, they filled 166 budgeted positions which would have been on the vacancy list.

Mr. Perkins spoke on the positions that require special skills, special licenses, and so they are working on training programs including fleet, electricians, CDL positions, maintenance, and residential assessor licensing.

Ms. O'Leary stated the vacancy list does not always reflect people in training. For example the LPD has 10 training, and they just posted for recruits, but those won't be reflected until they fill the academy.

Council Member Spadafore asked if the 25 vacancies in LFD include the 15 from the Safe Grant, and it was confirmed. Mr. Perkins stated they will be hiring fully licensed paramedics.

Council Member Jackson asked about the long term postings, and in some cases the salary was raised for reclassifying, can that be done with more. Is there any contact with the EDI Advisory Board for input, and lastly asked if with the CDL program and apprenticeship program, and the medic program; do those prevent them from moving to other jobs outside of the City. Ms. O'Leary stated it does not prevent them, and that is the risk, but it is worth it to

bring them in. They are hoping they will stay after the City pays for the licensing. Regarding the classifications, but the City has not done a whole group organization wide comp. study in a number of years, but the departments and HR does look at it. Lastly, she said she has not had discussions with the EDI Advisory Board for their input if that is what they want to do.

Council Member Carter asked about clarification on the process, it appears there a lot of people involved for one position. If there is a candidate that makes 80% but fails the testing; do they have multiple candidates lined up, or a process like that. Ms. O'Leary stated that all candidates that meet qualifications move onto testing and interviews.

Council Member Pehlivanoglu asked about the priority list from departments, when HR receives the list do they place a cap on the priority listings they are posting. Ms. O'Leary stated the specialists are in constant communication with the directors, meet bi-weekly, the directors are in charge of determining the 1st, 2nd, 3rd postings. Council Member Pehlivanoglu then spoke directly at the electrician vacancy, which had to be reclassified, does HR write the description. Ms. O'Leary said they are the holder, but rely on the department for the content. It is a collaborative process.

Council Member Hussain asked if in the budget they asked for more positions that did not make it. Ms. O'Leary stated the position she asked for was granted. Council Member Hussain asked if this budget season she would ask for more, and Ms. O'Leary stated they are assessing the needs, focus in the divisions, labor relations, but need to spread the focus on the divisions to make sure there are the services. Council Member Hussain asked if they track time from posting to filling, on a yearly basis. Ms. O'Leary stated they could not pull a report, but the deputy director is looking into with the current position, but it could vary. Police and Fire is longer than admin position. The data is only as good as you can get it out of the system.

Council Member Carter noted the additional programs; apprentice, re-entry, refugee and have they spoken about veterans. Ms. O'Leary stated they are a certified veteran employer.

Council Member Spadafore asked how many collective bargaining agreements are there. Mr. Parker stated 6 contracts, teamsters, and CCLP Sup and Non-Sup.

Council Member Spadafore stepped away from the meeting at 6:10 p.m.

Council Member Kost asked if finding the long vacant electrician position, if it made them look at other longer term vacancies. Mr. Parker stated in the case of the electrician they will have to hire on contract until the employee can go through the apprentice program.

Council Member Kost asked what is the length of time from start to finish on the maintenance positions. Mr. Parker stated with a CDL, that posting has been open for 2 years, and Ms. O'Leary stated she can get details on the maintenance 400, but there are 4 applications for testing, 9 scheduled for a written test, and currently have 12 vacancies. They require a CDL because they have to drive commercial vehicles.

Council Member Spadafore returned to the meeting at 6:11 p.m.

Mr. Parker stated they are transitioning the seasonal with CDL and can transition to full time. Council Member Kost asked if it would be 2-4 months, and Ms. O'Leary stated she could report back on that if they have CDL or if they have to get CDL.

Council Member Kost asked if departments prioritize do they tend to fill management positions filled first before front line workers. Mr. Parker stated no, and filling a management position would not hold up a front line worker. Council Member Kost stated in the recent vacancy lists

there are new positions and asked if they have created more management or equal balance. Ms. O'Leary stated she can report back, and Council Member Kost asked if they could go back as far as they have. Mr. Parker stated there are no front line to be created, but management could be restructured.

OTHER

No other topics.

Adjourn

The meeting adjourned at: 6:17pm

Respectfully Submitted by,

Sherrie Boak, Recording Secretary,

Lansing City Council

Approved by the Committee January 27, 2025