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MICHIGAN ECONOMIC  
DEVELOPMENT CORPORATION

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**Executive Committee Minutes**

November 16, 2021

10 am to 12 pm

The Graduate – 133 Evergreen Ave. East Lansing, MI 48823

Lemon Tree Room

Or Virtually via Zoom

**Members Present & Location of Virtual Attendance:**

Lizabeth Ardisana, Dearborn, MI

Kyle Caldwell, Canonsburg, MI

Krista Flynn, Ada, MI

Chris MacInnes, Weldon Township, MI

Sheldon Neeley, Flint, MI

Bill Pink, Grand Rapids, MI

Ryan Waddington, Webster Township, MI

Fay Beydoun, Dearborn, MI

Awenate Cobbina, Philadelphia, PA

Bobby Hopewell, Grand Rapids, MI

Mike McLauchlan, Grosse Point, MI

Jeff Noel, East Lansing, MI

Phil Shaltz, Flint, MI

**Members Absent:**

April Clobes

Dave Meador

Scott Newman-Bale

Tom Lutz

Bob McMahan

Fritz Erickson

**Staff Present:**

Quentin Messer, Jr.

Lynne Feldpausch

Jill Trepkoski

Josh Hundt

Steve Bakkal

Aileen Cohen

Amiee Evans

Christin Armstrong

Michele Wildman

Linda Ascitutto

Greg Bird

Bradley Heffner

**I. Call to order**

Mr. Noel called the meeting to order at 10:08 a.m. He requested that Ms. Armstrong provide any necessary communications. Ms. Armstrong noted that a revised packet was distributed to the Committee that included an additional Resolution for discussion. A roll call was performed to determine attendance and a quorum was declared present. The meeting was in the Lemon Tree Room at the Graduate at 133 Evergreen Ave. East Lansing, MI 48823. Members of the Executive Committee, MEDC staff, and the general public could also participate virtually via Zoom due to the COVID-19 pandemic.

**II. Public Comment**

Mr. Noel invited public comment public comment, there was none.

### III. Chairman's Report

Mr. Noel asked if there were any questions, changes, or corrections regarding the September 14, 2021, minutes. There were none. *Mr. Caldwell moved to approve the minutes of the September 14, 2021, meeting and Mr. Cobbina supported the motion. A roll call vote was taken with 12 aye votes, 0 nay votes. The motion passed unanimously.*

*At 10:18 am, Ms. Fay Beydoun joined the meeting.*

### IV. Personnel & Compensation Subcommittee

Mr. Noel reported that the committee had met multiple times to review the proposed recommendations including reviewing comparative data and best practices to determine the best recommendations regarding the policies that are being proposed. Mr. Noel asked Ms. Lynne Feldpausch to provide additional context on the recommendations.

Ms. Feldpausch noted that the health plan rates were below budgeted target for this year allowing the organization to recommend keeping the current employee contribution rates for the benefit plan at the current rates, with no increase to employee contribution amounts for 2022. *Ms. Ardisana moved to approve the adoption of the health plan benefit rates for 2022 and Mr. Caldwell supported the motion. A roll call vote was taken with 13 aye votes and 0 nay votes. The resolution passed unanimously.*

Ms. Feldpausch also reported that in accordance with the MEDC compensation program and with the approval of the up to 6.5% variable pay opportunity for employees as approved in the FY2021 budget, this recommendation would authorize the execution of the variable pay component for up to 6.5%. *Ms. MacInnes moved to authorize the execution of the variable pay allocation, Mr. Cobbina supported the motion. A roll call vote was taken with 13 aye votes and 0 nay votes. The resolution passed unanimously.*

Finally, Ms. Feldpausch presented a recommendation to adopt two new leave policies, one for paid parental leave and one for family care leave. Regarding paid parental leave, the recommendation would be to allow full-time employees, with at least one year of service, a 12-week paid leave for the birth or placement by adoption of a child. Regarding the family care leave, the recommendation would be to allow full-time employees, with at least one year of service, a 4-week paid leave for the medical care of an eligible, immediate family member. Eligible family members include a child, current spouse, domestic partner, or parent. The Committee discussed the importance of these policies with the current climate as well as the importance of these policies to employee retention and attraction.

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*Mr. Cobbina moved to authorize the adoption of the parental leave policy; Ms. Beydoun supported the motion. A roll call vote was taken with 13 aye votes and 0 nay votes. The resolution passed unanimously.*

*Ms. Ardisana moved to authorize the family care leave policy; Mr. Cobbina supported the motion. A roll call vote was taken with 13 aye votes and 0 nay votes. The resolution was passed unanimously.*

**V. CEO Report**

Mr. Quentin Messer reported that the organization is aggressively working with businesses within Michigan and across the country to ensure that Michigan remains competitive throughout the world.

Mr. Noel noted that a closed session would be required for the purposes of allowing the Committee to discuss and consider material exempt from discussion or disclosure by state or federal statute. The Executive Committee wished to discuss material that is exempt from disclosure under Section 13(1)(f), MCL 15.243(1)(f), of the Michigan Freedom of Information Act. *Mr. Cobbina moved to authorize the closed session; Mr. Hopewell supported the motion. A roll call vote was taken with 13 aye votes and 0 nay votes. The resolution was passed unanimously.*

*Closed Session began at 10:38 am and ended at 11:10 am.*

Additionally, Mr. Messer introduced Aileen Cohen as the organization's first full-time recently appointed Diversity, Equity, and Inclusion officer.

**VI. Strategic Planning Subcommittee**

Dr. Bill Pink noted that the strategic planning subcommittee has been continuing to work with McKinsey on the strategic plan refresh. He noted that McKinsey has been engaging with a larger stakeholder group to gain insight and feedback into the strategic plan. He asked McKinsey to provide an update on the progress to date. Mr. Ben Safran on behalf of McKinsey provided an update on the engagement.

**VII. Finance Subcommittee**

Ms. Ardisana provided an update on the closing of the FY21 budget and noted that the organization was on target for book closing.

**VIII.** Mr. Noel asked if there was any additional discussion for the Executive Committee. The meeting was adjourned at 12:07 p.m.