
MICHIGAN ECONOMIC
DEVELOPMENT CORPORATION

Executive Committee Minutes

March 17, 2022

8:30 am – 9:00 am

MEDC – 300 N. Washington Sq. Lansing, MI 48913

Or Virtually via Zoom

Members Present & Location of Virtual Attendance:

Chris MacInnes, Whistler, British Columbia	Beth Ardisana, Dearborn, MI
Phil Shaltz, Fenton, MI	Tom Lutz, White Lake Township, MI
Bobby Hopewell, Kalamazoo, MI	Krista Flynn, Ada Township, MI
Bill Pink, Grand Rapids, MI	Awenate Cobbina, Detroit, MI
Ryan Waddington, Webster Township, MI	Scott Newman-Bale, Acme Township, MI
Fay Beydoun, Farmington Hills, MI	

Members Absent:

Kyle Caldwell	April Clobes
Mike McLauchlan	Bob McMahan
Dave Meador	Sheldon Neeley

Staff Present:

Quentin Messer	Amiee Evans
Christin Armstrong	Lynne Feldpausch

I. Call to order

Mr. Cobbina called the meeting to order at 8:36 a.m. He requested that Ms. Armstrong provide any necessary communications, there were none. A roll call was performed to determine attendance and a quorum was declared present. The meeting held at the Michigan Economic Development Corporation, 300 N. Washington Square Lansing, MI 48913. Members of the Executive Committee, MEDC staff, and the general public could also participate virtually via Zoom due to the COVID-19 pandemic.

Mr. Cobbina invited public comment, there was none.

II. Chairman's Report

Mr. Cobbina asked if there were any questions, changes, or corrections regarding the March 8, 2022 minutes. There were none. *Ms. Beydoun moved to approve the minutes of the March 8, 2022 meeting and Mr. Hopewell supported the motion. A roll call vote was taken with 11 aye votes and 0 nay votes. The motion passed unanimously.*

III. Personnel and Compensation Subcommittee

Mr. Cobbina noted that due to the loss of quorum during the March 8th meeting, the Committee needed to consider the recommendation presented regarding updates to the Corporate Compensation Structure. He requested Ms. Lynne Feldpausch provide an overview of the market assessment and recommendation for those that were unable to participate in the March 8th meeting.

Ms. Feldpausch provided a review of the recent third-party assessment that was completed by Crowe Global that was a comprehensive review and market pricing of positions within the organization, representing 51% of job titles. She noted that based on the assessment and market conditions an adjustment of the range spread should be made. She added, in addition to the range spread the compensation structure should utilize a two-track system, address internal alignment with the strategic plan updates to create a flatter, more agile organizational structure.

Mr. Pink inquired from Mr. Messer based on his experience with other economic development organizations nation-wide if these changes to the compensation structure were in alignment with other organizations. Mr. Messed commented that the changes proposed were a positive step in the right direction to aligning to more competitive compensation.

Following a discussion from the Committee regarding the importance of facilitating a competitive compensation structure to retain the significant talent within the organization as well as have the ability to recruit necessary talent to the organization. *Mr. Hopewell moved to approve the resolution to amend the corporate compensation structure, Dr. Pink supported the motion. A roll call vote was taken with 11 aye votes and 0 nay votes. The Resolution passed unanimously.*

The meeting was adjourned at 9:00 a.m.