

City Council Pay Review



May 23, 2016
City Manager's Office

Background

- Compensation of Mayor and Council authorized by City Code of Ordinances

“The city council may fix its own compensation of the mayor and city council members in such sums as may be just and reasonable. Adjustments in the compensation of the mayor and city council members may be made effective at such time as the council directs, but the salary of an elected official shall not be reduced during the then current term of office unless he shall agree thereto.”

Background

- Last Council Market-driven Base Pay Adjustment – August, 2005
- Annual Merits – up to 50% of the annual merit increase amount recommended for staff
- National League of Cities survey reveals:
 - *“Average number hours spent per week on council-related matters in small, medium and large cities is 20, 25, and 42, respectively.”*
 - *“Among those from large cities (200,000 and up), three-quarters of council members receive \$20,000 or more.”*

Total Cash Comparisons*

	Mayor	Mayor Pro Tem	Council Member
Cary	\$26,045	\$24,109	\$22,945
Charlotte	\$42,063	\$31,572	\$31,572
Durham	\$27,484	\$23,708	\$23,708
Fayetteville	\$31,069	\$18,414	\$17,452
Guilford County	\$25,020	\$21,720	\$21,420
High Point	\$19,200	\$14,400	\$14,400
Raleigh	\$22,504	\$18,304	\$16,304
Wilmington	\$19,656	\$16,248	\$16,248
Winston-Salem	\$23,100	\$17,090	\$17,090
Average	\$26,238	\$20,618	\$20,127
Greensboro	\$17,715	\$15,170	\$13,895

* Includes base pay and recurring allowances/stipends processed as additional cash compensation; i.e., does not include reimbursed 'expense' items



Align Total Cash Compensation with Total Compensation Philosophy (50th %tile)

OFFICE	CoG TOTAL CASH (i.e., Base Pay Plus Car Allowance)	AVG TOTAL CASH FOR PEER JURISDICTIONS (50 th %Tile)
Mayor	\$17,715	\$26,238
Mayor Pro Tem	\$15,170	\$20,618
Council Member	\$13,895	\$20,127

Recommended Process For Transitioning to Total Cash Compensation Model

- Establish pay structure for Council aligned with average of peer markets

Grade	Office	10% below Market	Control Point (Av. Market Rate)	10% above Market
C03	Mayor	23,614	26,238	28,862
C02	Mayor Pro Tem	18,556	20,618	22,680
C01	Council Member	18,114	20,127	22,140

- Aligns with Employee Class and Pay Structures
- Easily incorporated into regular salary survey process
- Provides easily understood movement through
 - Merits (when budgeted)
 - Market – Driven Structure Movements (when budgeted)
 - Establishes Ranges for movement toward market rate

