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Agenda Item Number 52

Date October 24, 2011

Follow-up discussion from the October 10th Council meeting regarding compensation for Mayor and Council Members.

Moved by _____to.

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT	CERTIFICATE
COWNIE					
COLEMAN					I, DIANE RAUH, City Clerk of said City hereby
GRIESS					certify that at a meeting of the City Council of said City of Des Moines, held on the above date,
HENSLEY					among other proceedings the above was adopted.
MAHAFFEY					0
MEYER					IN WITNESS WHEREOF, I have hereunto set my
MOORE					hand and affixed my seal the day and year first above written.
TOTAL					
MOTION CARRIED			A	PPROVED	
				Mayor	City Clerk



Committee Report

Coleman's <colemanseven@mchsi.com>

	To:	Mayor	and	Counc	il
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- From: City Council Personnel Committee (Coleman)
- Subj: Mayor and Council Compensation

On Thursday, October 13 the Council Personnel Committee (Coleman, Mahaffey, Hensley) met to discuss a possible increase in compensation for the Council/Mayor. As you know, the Council referred this matter to the Personnel Committee on Monday, October 10, for review and recommendation. The Committee did not consider or discuss changes for Councilmembers. The Committee recognizes the huge commitment of time and energy put forth by Mayor Cownie, and we recognize the significant contribution he has made towards the well being of the City and its citizens.

Mayor Cownie serves ex-officio on the committee and supports the following recommendations:

- We have reviewed the current compensation provided to the Mayors of about two dozen other cities and we find that the compensation provided to most other Mayors to be well above Mayor Cownie's current compensation, even when we take into account our form of government (Council/Manager) and the fact that our Mayor's position is officially designated as a part time position. (Attached is a copy of the survey results of Mayor Compensations from these other cities.)
- It is important to recognize that Mayor Cownie spends far more than 20 hours a week performing his duties as Mayor, and he is an active participant in many national organizations that have brought both resources and attention to Des Moines. The input from residents has been an understanding that the mayor position demands far more than part time hours- and they expect their mayor to be working 110% for them.
- The Committee believes that the Council should give strong consideration to adjusting the Mayor's compensation and the compensation of the Council.
- The Council should take action to do so in July 2012 after next years budget has been balanced and resolved. The Council Personnel Committee will undertake a full and transparent process that involves resident and community leaders. We know that any compensation adjustment in 2012 will not be effective until 2015, but we believe that establishing the Mayor's compensation in 2012 would put the community and potential candidates on notice well in advance of the election. It further gives the Manager and Council time to plan for and build into the budget any increase.
- However, we believe that no action should be taken before the upcoming municipal elections primarily because there is insufficient time to make a decision, adopt the ordinance, and provide the public with an opportunity to consider the implications of the increase in compensation. Further, if Council were to increase the compensation now, it would appear as though Council was being too hasty and attempting to avoid public

scrutiny.

 This decision should not be viewed as a commentary on the merit or worthiness of increasing Mayor Cownie's compensation. The Committee believes the Mayor merits an increase, but we just don't think the increase should be implemented now, less than a month before the municipal elections. A deliberate process in the spring to review and make recommendations will allow Des Moines Neighbors and other interested groups a chance to review and make an informed opinion on the matter after an inclusive and public process. The Personnel Committee has set a July 1, 2012 deadline for communicating

The Committee would appreciate any thoughts from other council members. If you have thoughts please let us know Tuesday, October 18. Assuming a majority is comfortable with the Committee's conclusion, then we would not place this on the next agenda because no further action is required.

Councilmembers Coleman, Mahaffey, Hensley (and Mayor Cownie as Ex-officio)

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MA		Jennifer Johansen-501-975 8848	\$160,000		н	yes	same as employees	S		
		Cindy	\$86,236	6	Ħ	Yes	same as employees	yes	yes	
		Mater Collision (Constants)		President- \$9,473, Pro- Tem- \$7,971, All-\$7,113	Ŀ	No	Same benefits as City employees	City owned car	Ň	No
Madison WI 231,916 (608	(608) 266-4611	Nike Gallisky(spr.)-000-200-401-					Same benefits as			2
Lincoln NE 251,524 402-	402 441-7511	NICOle Gross-Lomp specialist-402- 441-7731	\$74,909	\$24,000 @ 20hrs/wk	E,	No	City employees	No	No	No
- 35 EGG		Christine Chaomair, 651-266-8808	\$111.613.84	\$55,806.92	Ŀ	Ŷ	Same benefits as City employees	\$160/Mth	Mayor and 1 council member have City owned cars, other City Council receive paid parking and a \$140 milleage allowance	77 0
1C1//82 NM	DTC0-007-7C0	christine Chanman 651-266-8808	\$82.653		Ŀ	YES	SAME as City Employees	YES	ON	
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OK 247,274	4105) 242424	Mike Taylor-615-862-6640 #9 for	\$136 FOD	\$17.000.00	Ŀ	No-have PT Vice Mayor paid at \$17,000	Employees	Yes-City provide	No	
Nashville TN 552,120 Denver CO 557,917 (720) 865-6090 Denver CO 557,917 (720) 865-6090 Denver CO 557,917 (720) 865-6090	(720) 865-9090 (313) 224-3400	нк Tonya Lacy/Laurie Dannemiller	\$145,601	President-\$87,539, Other \$78,173	Ŀ	Chief of Staff	Same as City employees	Is available and will come out of their dept budget	Mayor is driven by City Detective	
LL 2,851,268	(312) 746-7777	Web page	\$216,210	Adderman-\$108,086- \$110,556	H					
*Davenport has first consideration last night increasing to \$55,688	ncreasing to \$	55,688								