

★ **Roll Call Number**

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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
COWNIE				
COLEMAN				
GRIESS				
HENSLEY				
MAHAFFEY				
MEYER				
MOORE				
TOTAL				

CERTIFICATE

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

MOTION CARRIED

APPROVED

Mayor

City Clerk



Committee Report

Coleman's <colemanseven@mchsi.com>

To: Mayor and Council
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)

City	State	Population	Mayors Ofc #	Contact Person	Mayor's Salary	Council Salary	Is Mayor FT/Ptime	Does City Have a City Mgr/Admin	Health Ins	Cell Allowance	Vehicle Allowance	Stipends
West Des Moines	IA	56,609	515-222-3600	Kathy Rensly Peck-Personnel Mgr. 565-5884125	\$14,000		PT	Yes	No	No	No	No
Dubuque	IA	57,637	563-589-4100		\$11,500	\$8,500.00	PT	Yes-FT	No	No	No	No
Iowa City	IA	67,862	319-356-5010	Karen Jennies-HR Admin-319-356-5075	\$8,070.40	\$7,072.00	PT	Yes	Yes but at full cost, no contribution from City	No	No	No
Waterloo	IA	68,406			\$74,394		FT	NO				
Racine	WI	78,700		Sandra Panter	\$73,049		FT	NO	Same as City employees	Use City cell phone	yes	
Davenport	IA	99,685	563-326-7711	Brook Howell-Benefits Manager	45000*- \$55,688	\$15,000-Alderman	PT	Yes, FT paid \$168,800	Same as City employees	\$125-\$175	No	No
Rochester	MN	106,769	(507) 378-2560	Connie	\$93,123**	\$19,097.00	PT	Yes	Same as employees no		\$1,992/year	
Springfield	IL	116,482	(217) 789-7200	Jim Kuizen-HR Mgr-217-789-2446	\$122,518	\$115,453 (10 member)	FT	No	Same as City employees	No	No	
Cedar Rapids	IA	128,056	(319) 286-5051	Heath Halverson	\$32,621.94	\$16,314.74	PT	Yes-Paid at \$225000	No			
Rockford	IL	130,000			\$91,400		FT	Yes	employees			Mayor-\$200/mth + \$100/mth for expenses. May claim more by providing records- none have. Council-\$200/mth
Springfield	MO	152,176	(417) 864-1651	Brenda Cirin-City Clerk	Unpaid	Unpaid, volunteer	Elected Official	No	Same as City employees	Council can get reimburse for \$50/mth-only 1 council participated	Mayor-\$300/mth; Council-\$110.78/mth	No
Sioux Falls	SD	154,997	(605) 367-8800	Lynn Hinkleby, 605-367-8747	\$110,531.20	15% of Mayor's salary	FT	No	Same as City employees	Participate	Yes	
Overland Park	KS	171,231	(816) 513-3500	Tom Briggs-Comp Mgr-816-513-1931	\$123,156	\$61,569.00	FT	Yes	Same as City employees	Yes	Yes	
Little Rock	AR	184,055	(501) 340-5302	Jennifer Johansen-501-975-8848	\$160,000		FT	Yes	same as employees			
Tacoma	WA	203,400	253-591-5424	Cindy	\$86,236		FT	Yes	Same as employees	yes	yes	
Madison	WI	231,916	(608) 266-4611	Mike Gallisky(sp?) 608-266-4615	\$125,000	President- \$9,473, Pro-Tem- \$7,971, All-\$7,113	FT	No	Same benefits as City employees	City owned car	No	No
Lincoln	NE	251,624	402-441-7511	Nicole Gross-Comp Specialist-402-441-7731	\$74,909	\$24,000 @ 20hrs/wk	FT	No	Same benefits as City employees	No	No	No
St. Paul	MN	287,151	651-266-8610	Christine Chapman, 651-266-8808	\$111,613.84	\$55,806.92	FT	No	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 mileage allowance	
Wichita	KS	366,046	(316) 268-4331	christine Chapman, 651-266-8808	\$82,653		FT	YES	SAME as City Employees	YES	NO	
Oklahoma City	OK	547,274	(405) 297-2424	Karlon James-405-297-2926	\$24,000	\$12,000.00	Temporary-Elected Official	Yes	Same as City employees	No	No	No
Nashville	TN	552,120		Mike Taylor-615-862-6640 #9 for HR	\$136,500	\$17,000.00	FT	No	Same as City employees	Yes-City provide is available and will come out of their dept budget	Mayor is driven by City Detective	
Denver	CO	557,917	(720) 865-9090	Tonya Lacy/Laurie Dammemiller	\$145,601	President-\$87,539, Other \$78,173	FT	Chief of Staff	Same as City employees			
Detroit	MI	951,270	(313) 224-3400		\$216,210	Adderman-\$108,086-\$110,556	FT		Same as City employees			
Chicago	IL	2,851,268	(312) 746-7177	Web page								

*Davenport has first consideration last night increasing to \$55,688

**Also has Deputy Mayor who makes \$24,000