

Date October 16, 2019

An Ordinance entitled, "AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Section 2-62, relating to the salary of mayor and councilmembers",

which was considered and voted upon for the first time under Roll Call No. 19-1532 of September 23, 2019, and considered and voted upon for the second time under Roll Call No. 19-\_\_\_\_\_ of October 14, 2019, again presented.

Moved by \_\_\_\_\_ that this ordinance do now pass.

ORDINANCE NO. \_\_\_\_\_

| COUNCIL ACTION | YEAS | NAYS | PASS     | ABSENT |
|----------------|------|------|----------|--------|
| COWNIE         |      |      |          |        |
| BOESEN         |      |      |          |        |
| COLEMAN        |      |      |          |        |
| GATTO          |      |      |          |        |
| GRAY           |      |      |          |        |
| MANDELBAUM     |      |      |          |        |
| WESTERGAARD    |      |      |          |        |
| TOTAL          |      |      |          |        |
| MOTION CARRIED |      |      | APPROVED |        |
| _____ Mayor    |      |      |          |        |

**CERTIFICATE**

I, LAURA BAUMGARTNER, Acting 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.

\_\_\_\_\_ City Clerk



Roll Call Number

19-1532

Agenda Item Number

3  
518-4

Date September 23, 2019

An Ordinance entitled, "AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Section 2-62, relating to the salary of mayor and councilmembers",

presented.

Moved by Coleman that this ordinance be considered and given first vote for passage.

FORM APPROVED:

(First of three required readings)

Lawrence R. McDowell  
Deputy City Attorney

\*Mayor Cownie declares a conflict of interest and abstains from voting.

| COUNCIL ACTION | YEAS | NAYS | PASS     | ABSENT |
|----------------|------|------|----------|--------|
| *COWNIE        |      |      |          |        |
| BOESEN         | ✓    |      |          |        |
| COLEMAN        | ✓    |      |          |        |
| GATTO          | ✓    |      |          |        |
| GRAY           | ✓    |      |          |        |
| MANDELBAUM     | ✓    |      |          |        |
| WESTERGAARD    |      | ✓    |          |        |
| TOTAL          | 5    | 1    |          |        |
| MOTION CARRIED |      |      | APPROVED |        |

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.

J. M. Franklin Cownie Mayor

Diane Rauh City Clerk

To: Mayor/Council/Citizens  
From: Chris Coleman  
Subject: Mayor / Council Compensation

51B-01  
19-5323

I write as to make a recommendation for action this September and October. While I propose this as a single person, please note that I am:

- Chair of the City Council Personnel Committee.
- Retiring from Council effective 12/31/19
- No benefiting from this proposal in any way

#### Background:

- State laws require that any change in compensation for local city elected officials cannot go into effect until after an election cycle. And, changes in compensation cannot be considered in November or December of any year.
- This means that increase for Mayor *and* Council can only happen in unison every four years.
- Our four-year window to act is between now and October 31st, 2019. If we don't act before 10/31/19, the next change in compensation for the Mayor and Council cannot occur until 1/1/2024.
- There have been cycles in which the Council/Mayor did not act. This was primarily because of fiscal constraints in the city. It also meant a larger increase occasionally, than reasonable increase regularly.
- Four years ago, the City Council approved a policy that ties their compensation to either (1) the salary of the Polk County Supervisors, or (2) to the cumulative compensation changes of the City's SMP Employees; whichever is LOWER.
- With regard to the Polk Supervisors, it was determined the part-time (ha) nature of the city job, the Mayor would make 50% of the salary of a Polk County Supervisor and Council members would make 25% of a Polk County Supervisor.
- The Polk County Supervisors currently earn \$122,739. This is an annual increase of 3.8% or \$18,000 over the last four years. This means the Mayor and Council's salary would be increased to \$61,361 for the Mayor and \$30,684 for Council.
- Over the past four years, City SMP employees had lower increases than the Polk County Supervisors

#### Recommendations:

- Therefore, I recommend implementation of the City Council Compensation Policy whereas the following increases that match City SPM Employees. They earned annual increases of 3.0%, 2.9%, 1.75%, and 3.0%. This changes the Mayor salary to \$57,760 and Council to \$28,880.
- The Council currently pays a fee for their City Hall parking spot. They will continue to pay this amount, and the Manager is directed to create a mechanism so that this fee extends to parking privileges in all city-owned parking facilities and parking locations, for use by Mayor/Council as they perform their official duties. As the City moves to a new parking system, it's timely to take this action now.
- All other benefits will remain the same.
- All changes are effective 1/1/20.
- We will have this on our agenda on September 23<sup>rd</sup>, October 14<sup>th</sup> and October 16<sup>th</sup>.

Finally, I want to ensure the citizens of Des Moines that the Mayor and City Council work exceedingly hard for the city. They earn their pay! And over time, for the city to attract highly qualified candidates, the city must maintain the pay so the seats are open to all citizens, not just those independently wealthy or retired.

I have enjoyed my time on the Des Moines City Council. It's given me a chance to see, first hand, the very genuine public service these leaders provide to the citizens.

Thank you.

Chris Coleman

ORDINANCE NO. \_\_\_\_\_

518(1)B  
19-1532

AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Section 2-62, relating to the salary of mayor and councilmembers.

Be It Ordained by the City Council of the City of Des Moines, Iowa:


Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Section 2-62 relating to the salary of mayor and councilmembers, as follows:

**Sec. 2-62. Salary of mayor and councilmembers.**

The mayor shall receive and be paid a salary at the rate of ~~\$52,000.00~~ \$57,760.00 per annum and \$75.00 per week as allowance for expenses incurred on city business conducted in the city and all other councilmembers shall receive and be paid a salary at the rate of ~~\$26,000.00~~ \$28,880.00 per annum and \$75.00 per week allowance for expenses incurred on city business conducted in the city, which salaries shall be payable as hereinafter provided. The mayor and councilmembers shall be entitled to group insurance and other benefits that are made available to regular full-time supervisory, professional and management employees with a hire date commensurate to the commencement date of the mayor's or councilmember's initial consecutive term on the city council. All changes in compensation are subject to the provisions of section I.C. § 372.13(8), with respect to the effective date of such changes. The mayor and each councilmember may choose to decline any benefit provided for the position. However, the benefits shall be presumed to be applicable unless the mayor or councilmember declines the respective benefit in writing. Any written declination of benefits shall be effective from the date specified in such writing to the end of the current term of the mayor or councilmember, and shall be deemed to cancel the entitlement to such benefits for the balance of the term. In receiving salary, allowance for expenses, insurance and benefits or in making any declination thereof each individual mayor and councilmember shall assume any tax consequences resulting therefrom and hold the city harmless from any such consequence.

Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

  
\_\_\_\_\_  
Lawrence R. McDowell, Deputy City Attorney