



Roll Call Number

25-1730

Agenda Item Number

44

Date December 22, 2025

**RESOLUTION ADOPTING A PREDICTABLE AND TRANSPARENT CITY COUNCIL
COMPENSATION PROCESS FOR CONSIDERATION OF COMPENSATION
CHANGES FOR THE POSITIONS OF MAYOR AND CITY COUNCIL MEMBERS IN
THE FUTURE**

WHEREAS, the residents of Des Moines expect and deserve highly qualified candidates to serve as their elected leaders and competitive, fair, and responsibly managed compensation is essential to attracting and retaining capable public servants who reflect the full diversity and talent of the community; and

WHEREAS, adjustments to Council compensation have historically been sporadic and this irregularity has created inequities over time, undermined transparency, and created barriers to entry—mainly for residents who would otherwise consider public service; and

WHEREAS, to uphold good governance, ensure accountability, and eliminate ambiguity, the following Council Policy establishes a mandatory process for the routine review and consideration of compensation adjustments for the Mayor and City Council members, but does not require compensation adjustments other than as provided by law.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Des Moines, Iowa, as follows:

That the attached Council Policy on Compensation is hereby adopted and City staff are directed to act in accordance with the policy and its directives going forward.

MOVED by Gatto to adopt. Second by Voss
FORM APPROVED:

/s/ Jeffrey D. Lester

Jeffrey D. Lester

City Attorney

| COUNCIL ACTION | YEAS | NAYS | PASS | ABSENT |
|----------------|------|------|------|--------|
| BOESEN | ✓ | | | |
| SIMONSON | ✓ | | | |
| VOSS | ✓ | | | |
| COLEMAN | ✓ | | | |
| WESTERGAARD | ✓ | | | |
| MANDELBAUM | ✓ | | | |
| GATTO | ✓ | | | |
| TOTAL | 7 | | | |

MOTION CARRIED

APPROVED

Connie Boesen

Mayor

CERTIFICATE

I, LAURA BAUMGARTNER, 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.

Laura Baumgartner

City Clerk