

SUBJECT: DISCUSSION/DIRECTION – CITY COUNCIL SALARY SURVEY

DATE: AUGUST 20, 2019

PRESENTED BY: KATHLEEN HIX, DIRECTOR OF HUMAN RESOURCES

SUMMARY:

On an annual basis, the Human Resources staff members review, analyze, and make recommendations regarding wages to the City Manager as part of the budget process. All full time, part-time, and elected officials' job titles are reviewed as part of this annual process.

The City's Pay Philosophy has four guiding principles:

1. We pay market wages as compared to our defined labor market.
 - a. This includes the following jurisdictions: Boulder, Brighton, Broomfield, Commerce City, Erie, Golden, Lafayette, and Longmont.
2. We consider the City's budgetary and financial condition.
3. We maintain an effective and efficient work force through progressive retention efforts.
4. We reward performance through merit increases.

Attached is a packet of information that contains the comparisons for City Council members, Mayor Pro Tem, and the Mayor in comparison to our labor market cities. Currently, only the Mayor's salary is not within the market average range.

City Council passed Ordinance No. 1738, Series 2017 amending the salary for the Mayor and Councilmembers. Due to Section 3-5 of the City Charter which states, "salary shall not be increased or decreased during the term for which the Mayor or Councilmember has been elected" Ordinance No. 1738, did not increase the salaries of the Mayor and three members of City Council in 2017 nor did the Ordinance include a clause regarding how salary changes would be addressed in the future. Ordinance No. 1738, Series 2017 has been included for your convenience.

FISCAL IMPACT:

\$648 per year

PROGRAM/SUB-PROGRAM IMPACT:

Administration & Support Services – Attract and retain highly qualified and dedicated employees by providing competitive compensation.

RECOMMENDATION:

Staff recommends increasing the Mayor’s salary by \$54 per month to bring the salary up to the average of the market at \$1,164 per month which equates to \$13,968 per year. This total fiscal impact for this recommendation would be an increase of \$648.









Mayor Pro Tem and City Council Members’ salaries are above the average of the market and therefore no increase is recommended.

City Council may wish to consider amending the ordinance to include a method for increasing salaries on a regular basis in the future.

ATTACHMENT(S):

- 1. Elected Officials – 2020 Salary Information
- 2. Ordinance 2017 – 1738

STRATEGIC PLAN IMPACT:

<input type="checkbox"/>	 Financial Stewardship & Asset Management	<input type="checkbox"/>	 Reliable Core Services
<input type="checkbox"/>	 Vibrant Economic Climate	<input type="checkbox"/>	 Quality Programs & Amenities
<input type="checkbox"/>	 Engaged Community	<input checked="" type="checkbox"/>	 Healthy Workforce
<input type="checkbox"/>	 Supportive Technology	<input type="checkbox"/>	 Collaborative Regional Partner

City Classification Title: Mayor
CML Title: Mayor
CML Job ID: 2700

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Position Narrative:

The Mayor shall preside over meeting of the City Council, but shall be a member of the Council and shall have the same voting powers as any Councilmember. The Mayor shall exercise such executive powers and responsibilities with respect to the administration of the City as are provided by ordinance.

Jurisdiction	Title	Monthly	Annually	Comments:
Boulder	Mayor	\$897	\$10,762	
Brighton	Mayor	\$1,400	\$16,800	
Broomfield	Mayor	\$1,100	\$13,200	
Commerce City	Mayor	\$1,111	\$13,326	
Erie	Mayor	\$500	\$6,000	Also receive up to \$25 for outside meetings-max \$200/month
Golden	Mayor	\$1,823	\$21,876	
Lafayette	Mayor	\$982	\$11,778	
Longmont	Mayor	\$1,500	\$18,000	
	Median	\$1,105	\$13,263	
	Average	\$1,164	\$13,968	
Louisville	Mayor	\$1,110	\$13,320	

Pay Increase of our rate at market: \$54 \$648
Percentage Increase of our rate at market: 4.86% 4.86%

Current Pay Grade: Per City Charter

2020 Recommendation: Out of market by 4.86% - Recommendation an increase to the "average" of the Market at \$13,968 per year / \$1,164 per month which equates to an increase of \$54 per month.

City Classification Title: Mayor Pro Tem
CML Title: Mayor Pro Tem
CML Job ID: 2701

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Position Narrative:

The Mayor Pro Tem performs the responsibilities of the Mayor when the Mayor is absent or is otherwise unable to perform the responsibilities of the Mayor.

Jurisdiction	Title	Monthly	Annually	Comments:
Boulder				No Match in CML
Brighton	Mayor Pro Tem	\$1,200	\$14,400	
Broomfield	Mayor Pro Tem	\$900	\$10,800	
Commerce City				No Match in CML
Erie	Mayor Pro Tem	\$300	\$3,600	
Golden	Mayor Pro Tem	\$1,423	\$17,076	
Lafayette	Mayor Pro Tem	\$758	\$9,101	
Longmont				No Match in CML
	Median	\$900	\$10,800	
	Average	\$916	\$10,995	
Louisville	Mayor Pro Tem	\$972	\$11,664	

Pay Increase of our rate at market: -\$56 -\$669
Percentage Increase of our rate at market: -5.73% -5.73%

Current Pay Grade: Per City Charter

2020 Recommendation: NO CHANGE - 5.73% above average so no increase recommended at this time.



City Classification Title: City Councilor
CML Title: City Council/Trustee
CML Job ID: 2705

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Position Narrative:

The City Council shall be the governing body of the City, and shall be responsible for exercising all powers and responsibilities not conferred by the Charter on others. All powers and responsibilities shall be exercised in the manner prescribed in the Charter, if not provided for this Charter, the manner provided by ordinance.

Jurisdiction	Title	Monthly	Annually	Comments:
Boulder		\$ 897	\$ 10,762	
Brighton		\$ 1,000	\$ 12,000	
Broomfield		\$ 800	\$ 9,600	
Commerce City		\$ 972	\$ 11,660	
Erie		\$ 300	\$ 3,600	Also receive up to \$25 for outside meetings-max \$100/month
Golden		\$ 1,323	\$ 15,876	
Lafayette		\$ 703	\$ 8,440	
Longmont		\$ 1,000	\$ 12,000	
	Median	\$ 934	\$ 11,211	
	Average	\$ 874	\$ 10,492	
Louisville	City Councilor	\$ 972	\$ 11,664	

Pay Increase of our rate at market: \$ (98) \$ (1,172)
Percentage Increase of our rate at market: -10.05% -10.05%

Current Pay Grade: Per City Charter

2020 Recommendation: NO CHANGE - 10% above average so no increase recommended at this time.

**ORDINANCE NO. 1738
SERIES 2017**

AN ORDINANCE AMENDING CHAPTERS 2.08 AND 2.12 OF THE LOUISVILLE MUNICIPAL CODE TO INCLUDE THE BENEFITS THE MAYOR AND COUNCILMEMBERS SHALL RECEIVE IN ADDITION TO THEIR SALARIES

WHEREAS, Section 3-5 of the home rule charter provides the mayor and each councilmember shall receive the salary and benefits prescribed by Ordinance.

WHEREAS, Section 2.08.030 of the Louisville Municipal Code states the salary for the Mayor and Section 2.12 070 of the Louisville Municipal Code states the salary for councilmembers, but the Louisville Municipal Code is silent as to the benefits the Mayor and councilmembers are to receive.

WHEREAS, City Council desires to amend Section 2.08.030 of the Louisville Municipal Code and Section 2 12 070 to prescribe the benefits that the Mayor and councilmembers shall receive in addition to their salary.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LOUISVILLE, COLORADO:

Section 1. Section 2 08 030 of the Louisville Municipal Code is hereby amended to read as follows (words deleted are ~~stricken through~~, added are underlined):

2.08.030. Salary.

The mayor shall receive as full compensation for his or her services, a salary of ~~\$6,000.00~~ \$13,320.00 per year, payable in monthly payments, and in addition to such salary benefits to include an annual membership to the Louisville Recreation Center, membership in the City's health insurance programs in which any premiums will be paid by the mayor, and the option to contribute to a 457 account through the City's retirement plan.

Section 2 Section 2 12 070 of the Louisville Municipal Code is hereby amended to read as follows (words added are underlined)

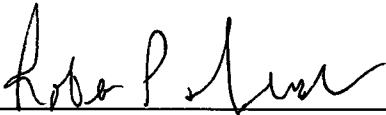
2.08.070. Salary.

Each councilmember shall receive as full compensation for his or her services the sum of ~~\$3,000.00~~ \$11,664.00 per year, payable in monthly payments, and in addition to such salary, benefits to include an annual membership to the Louisville Recreation Center, membership in the City's health insurance programs in which any premiums will be paid by the councilmember and the option to contribute to a 457 account through the City's retirement plan


Section 3 All other ordinances or portions thereof inconsistent or conflicting with this


ordinance or any portion hereof are hereby repealed to the extent of such inconsistency or conflict.

INTRODUCED, READ, PASSED ON FIRST READING, AND ORDERED PUBLISHED this 16th day of May, 2017.

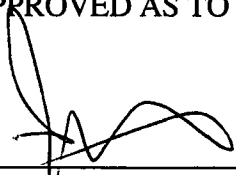

Robert P. Muckle, Mayor

ATTEST:

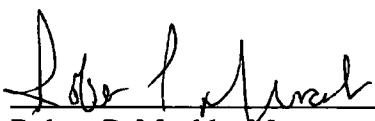

Meredyth Muth, City Clerk

The seal is circular with a scalloped border. It contains the text "CITY OF LOUISVILLE" at the top, "SEAL" in the center, and "COLORADO" at the bottom, with two stars on either side of the word "SEAL".

APPROVED AS TO FORM


Light Kelly, P C
City Attorney

PASSED AND ADOPTED ON SECOND AND FINAL READING, this 6th day of June, 2017.


Robert P Muckle, Mayor

ATTEST


Meredyth Muth, City Clerk

The seal is circular with a scalloped border. It contains the text "CITY OF LOUISVILLE" at the top, "SEAL" in the center, and "COLORADO" at the bottom, with two stars on either side of the word "SEAL".