

To: Charter Commission

From: Nate Burkett, City Manager

Cc:

Date: September 30, 2022

Subject: Council Pay

At the last charter commission meeting the commission established council pay rates for 2023 and 2024. During that conversation it was indicated there was an interest in considering a fundamental shift in council pay philosophy. City staff is making no recommendation on this matter and is providing this memo for informational purposes only. Also – based on very brief informal conversations with council members, it is doubtful that a significant increase to council pay would pass the council.

The concept proposed was that council pay may be significantly increased.

Potential benefits to this proposal would be:

- Increased interest from potential new council candidates
- Increased ability for people from historically disadvantaged communities to run for and serve on city council
- Equitable compensation overall

The commission asked the following during the last meeting related to this proposal:

- What is the time commitment to serve as a city council member?
 - Staff did not perform a survey or ask detailed questions, but the answer is that it depends. Some council members routinely spend more than 10 hours a week working in their council capacity. However – it is possible to do a reasonable job as a city council member in two to four hours per week on average. It varies based on individual and the issues in front of the council at the time. Based on simple observation a reasonable estimate would be the average is somewhere between five and eight hours per week.
- What would a reasonable rate be?
 - Unknown, but the intention of the proposal is likely that someone could serve on city council and not lose wages due to the time commitment if they happened to have a part time job. Currently the market in WSP for a lot of part time positions seems to be between \$16-22/hr. (based on the city's own part time wage scales).
- What do council members currently make per hour?
 - Unknown, because we do not track council hours worked. Using the estimate above we can narrow it to a range:

Council		
Annual Salary (2023)		8,165
Weekly Salary (2023)		157
@ 2 hrs per week		79
@ 5 hrs per week		31.40
@ 8 hrs per week		19.63
@ 10 hrs per week		15.70
Mayor		
Annual Salary (2023)		10,174
Weekly Salary (2023)		196
@ 2 hrs per week		98
@ 5 hrs per week		39.13
@ 8 hrs per week		24.46
@ 10 hrs per week		19.57

- What are our comparable cities at?
 - Staff did not perform a new comparable study, but below is what is available from the last time council salaries were set in 2020. Based on anecdotal information, none of the cities on this list have substantially changed their mayor or council salaries since.

**City Council Salaries
12/31/2021**

	Mayor	Councilmembers
Burnsville	\$15,600	\$12,000
Lakeville (+\$25/committee mtg)	\$15,000	\$9,999.96
Eagan	\$13,625	\$10,000
Apple Valley	\$13,140	\$9,408
South St. Paul	\$12,300	\$8,700
Inver Grove Heights	\$11,400	\$8,200
West St. Paul	\$9,878	\$7,927
Rosemount	\$9,736	\$7,408
Hastings	\$9,400	\$7,200
Farmington	\$8,040	\$7,020
Mendota Heights	\$5,700	\$4,200