



## STAFF REPORT

DATE: 11/6/24  
TO: City Council  
FROM: Ted Henry, City Manager  
SUB: Mayor/Council Pay Discussion

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### BACKGROUND:

The 2025 Budget includes a 3% Cost of Living Adjustment for all employees. The 2025 Pay Scale will be presented at an upcoming City Council meeting in December. According to City Code, the Mayor and City Council rates are included in the Pay Scale, and staff requests some direction on the rates for these two categories.

### HISTORY:

The last pay adjustment for Bel Aire City Council positions occurred in June 2019, when salaries increased from \$150 to \$250 per month. The most recent pay increase for the Bel Aire Mayor's position took place in June 2019, raising the salary from \$375 to \$500 per month.

Between June 2019 and September 2024, the annual inflation rate is approximately 23%. As a result, the real value of the City Council's current salary has effectively decreased. In 2019 dollars, the current salary of \$250 is equivalent to about \$203.25 in today's dollars. Furthermore, many surrounding city councils have adjusted their compensation to align with inflation and regional standards, highlighting a potential discrepancy in Bel Aire's Mayor/Council pay.

### SURROUNDING CITY COUNCILS:

#### **Bel Aire**

Mayor: \$6,000 annually  
City Council Members: \$3,000 annually

#### **Andover**

Mayor: \$8,280 annually  
City Council Members: \$5,400 annually

#### **Maize**

Mayor: \$6,000 annually (plus \$100 per meeting) **\$9,600** annually at 3 meetings per month.  
City Council Members: \$3,600 annually (plus \$50 per meeting) **\$5,400** annually at 3 meetings per month.

#### **Park City**

Mayor: \$10,000 annually  
City Council Members: \$4,550 annually

#### **Goddard**

Mayor: \$1,200 annually (plus \$100 per meeting) **\$4,800** annually at 3 meetings per month.  
City Council Members: \$1,200 annually (plus \$100 per meeting) **\$4,800** annually at 3 meetings per month.

#### **Derby**

Mayor: \$6,000 annually  
City Council Members: \$1,200 annually

#### **Valley Center**

Mayor: \$1,200 annually  
City Council Members: \$600 annually