



**Executive Summary**  
City Council Workshop

<b>AGENDA ITEM:</b> City Council Salaries
<b>PREPARED BY:</b> Jacob Schillander, City Administrator
<b>RECOMMENDED ACTION:</b> Discussion

**Summary:**

Staff conducted a review of City Council compensation, including both a five-year trend analysis and a historical review of stipend adjustments dating back to 1999.

The City's compensation structure has evolved incrementally over time:

- **1999:**
  - Mayor: \$200/month → increased to \$300/month
  - Council: \$100/month → increased to \$150/month
  - Added: \$25 per official meeting attended
- **2008:**
  - Mayor: increased to \$350/month
  - Council: increased to \$250/month
- **2022:**
  - Mayor: increased to \$400/month
  - Council: increased to \$300/month
  - Added: mileage reimbursement at the federal rate

**Current Ordinance:**

- Mayor: \$400/month (\$4,800 annually)
- Council: \$300/month (\$3,600 annually)
- Additional compensation:
  - \$25 per official meeting attended
  - Mileage reimbursement at federal rate

- Mayor and Council are covered under the Worker's Compensation Act for official duties

A five-year review of actual compensation paid (including stipends and meeting pay) shows that total earnings among councilmembers have remained relatively consistent, generally falling within a similar range despite variations in meeting attendance and individual workloads.

The Personnel Committee reviewed alternative approaches, including attendance-based compensation thresholds, onboarding stipends for new members, and hybrid pay models. These options were determined to increase administrative burden.

To address these issues, the personnel committee recommends transitioning to a simplified compensation model consisting of a flat annual salary.

### **COUNCIL REFERRAL**

Council is asked to:

1. Review the historical and current compensation structure
2. Provide feedback on transitioning to a flat annual compensation model
3. Indicate whether to proceed with ordinance development prior to the 2026 election cycle