



## 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:

At its June 8, 2026 Workshop, the City Council requested additional information regarding elected official compensation, and potential policy alternatives.

Staff conducted a review of City Council compensation, including a historical review of compensation adjustments dating back to 1999, a review of actual compensation paid between 2020 and 2025, an analysis of comparable city compensation data, and a review of current responsibilities assigned to elected officials.

#### Current compensation consists of:

- Mayor: \$400 per month (\$4,800 annually).
- Council members: \$300 per month (\$3,600 annually).
- \$25 compensation for eligible meetings attended.
- Mileage reimbursement at the federal reimbursement rate.
- Workers' Compensation coverage while performing official duties as authorized by law.
- Staff reviewed the annual Council Appointments List and found that the Mayor serves as the City's primary representative on numerous regional organizations, civic organizations, boards, commissions, and intergovernmental initiatives in addition to presiding over City Council and Economic Development Authority meetings. Councilmembers also serve as official City representatives on various boards, commissions, committees, and liaison assignments as designated annually by the City Council.

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#### Historical Compensation Review

Staff reviewed available records and identified the following compensation adjustments.

**1999 Compensation Adjustment**

- Mayor monthly stipend increased from \$200 to \$300 per month.
- Councilmember monthly stipend increased from \$100 to \$150 per month.
- A \$25 per meeting stipend was established.

**2008 Compensation Adjustment**

- Mayor's monthly stipend increased from \$300 to \$350 per month.
- Councilmember monthly stipend increased from \$150 to \$250 per month.

**2022 Compensation Adjustment**

- Mayor monthly stipend increased from \$350 to \$400 per month.
- Councilmember monthly stipend increased from \$250 to \$300 per month.
- Elected officials became eligible for mileage reimbursement at the federal reimbursement rate.

**Compensation History**

| Year             | Mayor<br>Monthly<br>Stipend | Council<br>Monthly<br>Stipend | Meeting Pay |
|------------------|-----------------------------|-------------------------------|-------------|
| Prior to<br>1999 | \$ 200.00                   | \$ 100.00                     | none        |
| 1999             | \$ 300.00                   | \$ 150.00                     | \$ 25.00    |
| 2008             | \$ 350.00                   | \$ 250.00                     | \$ 25.00    |
| 2022             | \$ 400.00                   | \$ 300.00                     | \$ 25.00    |
| Proposed         | \$ 500.00                   | \$ 300.00                     | \$ 30.00    |

Staff were unable to locate documentation explaining the rationale for the compensation adjustments approved in 1999, 2008, or 2022.

**Comparable Community Analysis (Population 501–2,300)**

Staff reviewed the 2023 City Council Wage Survey and focused on communities with populations between 501 and 2,300 residents, which most closely resemble Maple Plain's population of approximately 1,700 residents.

**Peer Community Comparison**

| City               | Pop   | Mayor        |             | Councilmember |             |
|--------------------|-------|--------------|-------------|---------------|-------------|
|                    |       | Monthly Comp | Per meeting | Monthly Comp  | Per meeting |
| Maple Plain        | 1,700 | \$ 400       | \$ 25       | \$ 300        | \$ 25       |
| Lauderdale         | 2,271 | \$ 375       | \$ -        | \$ 250        | \$ -        |
| Lexington          | 2,248 | \$ 425       | \$ -        | \$ 350        | \$ -        |
| Cologne            | 2,047 | \$ 200       | \$ 40       | \$ 167        | \$ 40       |
| Clearwater         | 1,922 | \$ 200       | \$ 175      | \$ 100        | \$ 150      |
| Waverly            | 1,900 | \$ 100       | \$ 75       | \$ 100        | \$ 75       |
| Long Lake (2027) * | 1,740 | \$ 400       | \$ -        | \$ 333        | \$ -        |
| Grand Marais       | 1,300 | \$ 500       | \$ -        | \$ 333        | \$ -        |
| Loretto **         | 673   | \$ -         | \$ 170      | \$ -          | \$ 150      |
| Clear Lake         | 641   | \$ 1,050     | \$ -        | \$ 1,050      | \$ -        |
| Peer Group Average |       | \$ 466       | \$ 115      | \$ 385        | \$ 104      |

\* Long Lake has a planned 6% COLA increase every two years until 2035.

\*\* Loretto has a cap of a total compensation shall not exceed \$5,000 annually

Source: 2023 City Council Wage Survey.

### Analysis

The survey indicates that Maple Plain's current Councilmember compensation is below the average compensation paid by comparable communities and would remain below the peer-group average under the proposed compensation structure.

The Mayor's current compensation is also below the average compensation paid by comparable communities. Under the proposed adjustment, the Mayor's monthly stipend would increase from \$400 to \$500 per month, placing compensation slightly above the peer-group average of \$461.11 per month.

Staff notes that compensation comparisons should be viewed with caution, as responsibilities, meeting frequency, committee assignments, and organizational structures vary significantly among municipalities. However, the survey demonstrates that Maple Plain's current compensation levels are generally comparable to, and in some cases below, those of similarly sized communities.

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### Compensation Options

For Council consideration, staff has identified the following potential changes:

- Increase the Mayor's monthly stipend from \$400 to \$500 per month.
- Maintain the Councilmember monthly stipend at \$300 per month.
- Increase Mayor & Councilmember meeting compensation from \$25 to \$30 per eligible meeting.

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### Recommendation

Because the Council requested additional information and policy alternatives at its June 8, 2026 Workshop, staff is seeking Council direction regarding compensation adjustments, and any desired ordinance amendments before preparing final ordinance language for future consideration.