

Suggested Elected Official Compensation Recommendations

Elected Official	Base Pay Recommendation	COLA Recommendation	Criteria for Base Pay & COLA Recommendation	Additional Notes
Mayor	1) \$210,000	1) Urban All Items	1) For all officials, I recommend the Urban All Items COLA. This was recommended by Dr. Bill LaFayette, who is a lot smarter than I. Base pay takes into consideration that Columbus has become one of the nation's hottest housing markets, experiencing population growth well above average, and enjoys a reputation as a leader in many fields evidenced by being named the "Smart City". As of this date, it's a fair assumption that this trend will continue.	1) Mayor – The reason for not going higher is that the 2018 base salary is 2 nd of 25 and question the optics of a much greater increase.
	2) No Change	2) CPI-U National (1.48%)	2) Base pay: Among comparator cities, our mayor has the second highest salary currently, and the median salary for comparable cities is approximately \$131,000. Our mayor is at \$186,722. Only the mayor of Seattle makes more at \$200,552 currently, but Seattle's General Fund Budget is over \$5,000,000,000 and they have a Strong Mayor-Council government, as opposed to the Mayor-Council form of government in Columbus. So I think the mayor's salary is in line with comparable cities and population sizes. I also think that at the compensation level for 2021, which will be \$197,627 + COLA, the Mayor's compensation will continue to be fair and in line with (and higher than most) comparable cities' compensation for this position.	2) The COLA recommendation for all officials is the same, CPI-U National, based upon the report presented by Bill LaFayette Ph.D., to ensure the officials maintain purchasing power that they currently have
	3) \$205,571	3) CPI-U National (1.48%)	3) Greater weight given to % of GF over per capita formulation. Mayor's current salary appears to be on high end of peer Cities and therefore reset base to reflect 2022 increases after COLA applied. I selected National as the CPI Index as Columbus out performs other Midwest Cities.	3) None
	4) \$200,000	4) Standard COLA		

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Councilmember	1) \$65,000	1) Urban All Items	1) Same as Mayor	1) On the 1 st 5 indexes, our city councilmembers are near the bottom and that the bottom for city with seven (7) members
	2) \$69,071	2) CPI-U National (1.48%)	2) Base pay: recommended increase based on low salary compared to the size of our population, per capita representation, and citizen input and personal observation on how hard our council members work, and the fact that this is a full time job. (or can be). Currently, council members rank 2nd in residents per council member, but 13th out of 25 in pay. No recommendation that council members be designated full or part time or be prohibited from outside employment. Recommended increase to \$69,071 is a 15% increase over the 2021 Base Salary. If we were not adding two new council members to bear the load of work, I would be leaning more towards a 20% + increase to put us closer to Austin (approx. \$76,000) and Denver (approx. \$91,915) or Cleveland (approx. \$80,133); however, I want to be cautious in light of our GF Budget and flat revenues for the City, as was presented by the Auditor	2) None
	3) \$64,867	3) CPI-U National (1.48%)	3) There is room to increase the pay of Councilmembers and the Council President as I analyzed pay in these offices amongst peer cities. I also considered the dynamic growth Columbus is experiencing and the 2 new members who will come on board in 2022. I would take higher if members were full time; however I fear treating members as such may limit attracting solid candidates.	3) Members are highest paid in "undefined" status. This was measured against the relatively small size of Council when compared with peer cities. I would maintain the undefined status to attract candidates.

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	4) \$70,000	4) Standard COLA	4) Roles are slightly outside of the market median with comparison cities. Based on the workload and growing requirements an adjustment feels appropriate.	
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Council President	1) \$77,000	1) Urban All Items	1) Same as Mayor	1) This is consistent with the historical spread between City Councilmember and Council President
	2) \$83,087	2) CPI-U National (1.48%)	2) Base pay: recommended increase based on low salary compared to the size of our population, per capita representation, and citizen input and personal observation on how hard our council members and President work, and the fact that this is a full time job. (or can be). Our President currently has the 10th highest salary out of 25 cities, and per capita ranks 16th. No recommendation that the President be designated full or part time or be prohibited from outside employment. Recommended increase to \$83,087 is a 15% increase over the 2021 Base Salary. If we were not adding two new council members to bear the load of work, I would be leaning more towards a 20% + increase to put us closer to Denver (approx. \$102,928) or Cleveland (approx. \$90,133); however, I want to be cautious in light of our GF Budget and flat revenues for the City, as was presented by the Auditor on our August 16, 2018 meeting, and keep in mind the addition of two new council members plus their staff and overall costs to the City	2) None
	3) \$78,030	3) CPI-U National (1.48%)	3) Same as Councilmember	3) None
	4) \$ 85,000	4) Standard COLA	4) The current compensation is outside of market based on comparison cities.	

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City Attorney	1) \$200,000 2) \$199,701	1) Urban All Items 2) CPI-U National (1.48%)	1) Same as Mayor 2) Base pay: Among comparator cities, the \$184,600 as adjusted +COLA each year places our City Attorney compensation as 11th and right at the median. Per capita, however, the salary is 18th out of 23 comparable cities. On the one hand, because it falls at the median salary, the compensation is relatively fair. However, given the per capita numbers, expected growth of Columbus, and the responsibility our City Attorney has, I think an increase to move us closer toward compensation in Austin and Denver is appropriate. Austin and Denver, compared to Columbus, currently have a similar population (950K in Austin to 704K in Denver to 879K in Columbus) and similar metro area numbers at almost 2.1 million for Austin and Columbus, while Denver is at 2.8 million metro. However, Austin's General Fund and Capital Budgets are significantly higher than Columbus. Similarly, Denver's General Fund Budget is significantly higher than in Columbus. With Austin's City Attorney at approximately \$224,000 and Denver's approximately at \$196,000, my recommendation is an increase to \$199,701, which represents a 4% increase from the 2021 base of \$188,274 in base pay. This modest	1) Considering the base salary is well below the range for private attorneys, need to attract a strong administrator. Among peers, the base near the middle (11/27) and should be in upper 10%. 2) None

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			increase also recognizes that we have a much smaller GF Budget here in Columbus and the fact that City revenues have been falling flat in recent years for the reasons presented by the Auditor's office on August 16, 2018.	
	3) \$207,382	3) CPI-U National (1.48%)	3) Appears there is room to increase pay for this office. I also think we need to consider competitive salaries to attract candidates. While still below what I perceive to be the payscale in private practice to managing attorneys, the salary will be set at a level that should compete for talent.	3) None
	4) \$195,000	4) Standard COLA	4) Based on industry data this increase is in line with a public sector legal leader.	

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City Auditor	1) \$195,000	1) Urban All Items	1) Same as Mayor	1) Currently base 1 st out of 25. Only slight increase justified. Great influence of auditor's office in our city highlights the importance of having strong, experienced leadership over city finances.
	2) No change	2) CPI-U National (1.48%)	2) Base pay: Among comparator cities, the \$184,600 as adjusted +COLA each year places our Auditor as the highest paid. The compensation is at a fair level for the size of the population and as a percentage of the General Fund Budget.	2) None
	3) \$192,021	3) CPI-U National (1.48%)	3) Currently the City Auditor salary is the highest among peer cities by a measurable amount. This is a full time position in most communities as well. Columbus distinguishes itself in our fund(s) management and I would also think we want to be in a position to attract great candidates to the position.	3) None
	4) No base adjustment	4) Standard COLA		