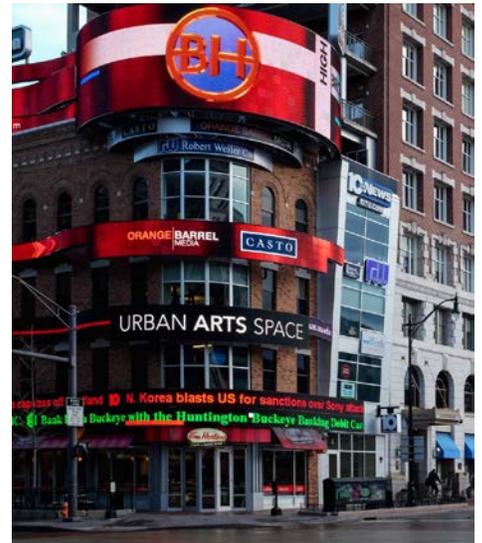


THE CITY OF COLUMBUS

CITIZENS' COMMISSION on Elected Official Compensation



**Citizens' Commission on Elected Official Compensation
2015 Final Report
June 15, 2015**

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Letter from the Commission

We are honored to represent the citizens of the City of Columbus on the first Citizens' Commission on Elected Official Compensation (Compensation Commission). The establishment of the Compensation Commission was one of the key recommendations of the 2014 Charter Review Commission. The Charter Review Commission recommended the creation of the Compensation Commission in order to have a more transparent and participatory process to set elected official compensation, remove a perception of politics in setting elected official compensation, and maintaining accountability to voters once the salaries are set. In November of 2014, Columbus voters overwhelmingly approved all four ballot issues related to the update of the City Charter (the Charter).

Our charge, outlined in Section 15 of the Charter, was to conduct a review of salaries for like positions in the public sector for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city in a report to be submitted to the City Clerk. The pages that follow represent this report and the culmination of more than three months of exhaustive research and review by the Compensation Commission and City staff. While there was much deliberation and discussion, this report reflects the unanimous recommendations of our Compensation Commission. We encourage Columbus City Council to adopt these recommendations in their entirety.

We are also thankful to Mayor Michael B. Coleman and Council President Andrew J. Ginther for the opportunity to take part in this effort, and to the staff of the mayor's administration and City Council for all their support.

Most of all, we believe we have fulfilled the obligations of the Charter, made fair and reasonable recommendations, and created a template for future Compensation Commissions to follow.


Chester C. Christie, Chair


Kristen Easterday, Commissioner


Dawn Tyler Lee, Commissioner


Marchelle E. Moore, Esq., Commissioner


William Murdock, Commissioner

Executive Summary

The Citizens' Commission on Elected Official Compensation (Compensation Commission) was created in 2015 as a result of the changes approved by voters in November 2014 to Section 15 of the City Charter (Charter).¹ The Charter Review Commission recommended the creation of the Compensation Commission to have a more transparent and participatory process to set elected official compensation, remove a perception of politics in setting elected official compensation, and maintaining accountability to voters once the salaries are set.

Section 15-3 of the Charter outlines the duty of the commission:

“The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.”²

Section 15-4 of the Charter future outlines that “... the commission shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years.”³

The Compensation Commission held nine meetings, including six working meetings and three public hearings beginning on March 12, 2015 and ending on June 16, 2015.⁴

On May 19, 2015, the five member Compensation Commission unanimously voted to establish salaries for the mayor in 2020 and city councilmember, city council president, city attorney, and city auditor in 2018.⁵

On May 19, 2015, the Compensation Commission unanimously voted that the annual cost of living increase provided to all elective officers of the City shall be equal to, but shall not exceed, the geometric average increase in the CPI-U, Midwest, Size Class A, all items for the four years preceding the year in which the cost of living increase will be realized.⁶

¹ Appendix 3 – Columbus City Charter Section 15 to Section 15-5

² Appendix 3 – Columbus City Charter Section 15 to Section 15-5

³ Appendix 3 – Columbus City Charter Section 15 to Section 15-5

⁴ Appendix 6 – Commission Meeting Minutes

⁵ Appendix 6 – Commission Meeting Minutes

⁶ Appendix 6 – Commission Meeting Minutes

On June 11, 2015, the five-member Compensation Commission unanimously voted to recommend the following salaries:⁷

1. \$197,627 for the mayor in 2020, a 3% increase from the mayor's salary of \$191,871 in 2019.
 - With a 3% increase in 2020 and using the 2011-2015 COLA of 1.99% for 2021, the average two year increase is 3%⁸.
2. \$57,738 for the councilmembers in 2018, a 4% increase from the councilmember salary of \$55,871 in 2017.⁹
3. \$69,458 for the council president in 2018, a 4% increase from the council president salary of \$66,786 in 2017.¹⁰
4. \$184,600 for the city attorney in 2018, a 4% increase from the city attorney salary of \$177,500 in 2017.¹¹
5. \$184,600 for the city auditor in 2018, a 4% increase from the city auditor salary of \$177,500 in 2017.¹²

For the councilmembers, council president, city attorney, and city auditor, with a 4% increase in 2018 and using the 2011-2015 COLA of 1.99% for 2019-2021, the average annual increase is 3%.¹³ A 3% increase is near the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.¹⁴ A 3% increase is also near the average Columbus MCP employee pay raise since 2011 (2.75%).¹⁵

The 2018 Compensation Commission will recommend the 2022 salary for all City elected officials.

Lessons Learned

As required by a voter approved City Charter amendment in November of 2014, the first Citizens' Commission on Elected Official Compensation was created by the Mayor and City Council in late January 2015. Unlike the quick turnaround time required to create the 2015 Commission, the establishment of future Commissions will enjoy the benefit of a greater formation lead-time whereby allowing selected Commissioners to become acquainted with processes and procedures in advance of the first meeting.

The benefit of knowing what data and information was needed to assist the 2015 Commission in the development of salary recommendations would also allow for the gathering of such pertinent data and

⁷ Appendix 6 – Commission Meeting Minutes

⁸ Recommendation on 2020 Mayor Salary (Page 11)

⁹ Recommendation on 2018 Councilmember Salary (Page 33)

¹⁰ Recommendation on 2018 Council President Salary (Page 34)

¹¹ Recommendation on 2018 City Attorney Salary (Page 35)

¹² Recommendation on 2018 City Auditor Salary (Page 36)

¹³ Recommendations City Councilmember (Page 12), City Council President (Page 13), City Attorney (Page 14), and City Auditor Salary (Page 15)

¹⁴ Recommendations City Councilmember (Page 12), City Council President (Page 13), City Attorney (Page 14), and City Auditor Salary (Page 15)

¹⁵ Recommendations City Councilmember (Page 12), City Council President (Page 13), City Attorney (Page 14), and City Auditor Salary (Page 15)

information prior to the first meeting of a future Commission. Having this information at the first meeting would allow the group to begin work immediately. Considering the immense time and energy involved with the collection and compiling of needed data and information, the task could potentially be given to a third party, neutral organization.

Finally, the next Citizens' Commission on Elected Official Compensation should determine if the salaries of the Columbus City Attorney and Columbus City Auditor should remain identical as has historically been the case.

Background

On April 4, 2014, Mayor Michael B. Coleman (The Mayor) and Council President Andrew J. Ginther (Council President) convened and appointed a Charter Review Commission. The Mayor and Council President charged the commission with conducting a comprehensive review of the Charter and making recommendations for potential revisions. The Charter serves as the “constitution” for the City of Columbus (the City) and defines the organization, powers, functions and essential procedures of the city government.

One of the recommendations of the Charter Review Commission was to establish a charter amendment creating the Compensation Commission, with salaries established by ordinance of Council based on the recommendations of such commission.¹⁶

The basis of their recommendation was that throughout the country, citizens have grappled with two competing goals – removing a perception of politics in setting elected official compensation and maintaining accountability to voters once the salaries are set. For this reason, a majority of the nation’s 30 largest cities, plus Ohio’s largest cities, institute salaries by a method other than discretionary ordinance of council. Reliance on a citizens’ commission has emerged as a leading common practice in those cities.¹⁷

Further, the Charter Review Commission found that the city would be well served by shifting from the discretionary ordinance approach and embracing a citizens’ commission to study and recommend salaries; convening a commission every four years; limiting raises to cost of living adjustments; and requiring council approval based on—but not to exceed—the recommendations.¹⁸

Section 15 of the Charter refers to the compensation of officers and employees¹⁹. Section 15-1 establishes the Compensation Commission. Section 15 -2 outlines the requirements of the membership of the Compensation Commission. Section 15-3 states the duties of the Compensation Commission. Section 15-4 requires the Compensation Commission to submit a report to the Council Clerk. Section 15-5 explains the role of Council in approving or rejecting the recommendations of the Compensation Commission.

The Charter Review Commission submitted their report and recommendations to the Mayor and Council on June 30, 2014. Council responded by approving Council Ordinance 1749-2014 (the Ordinance) to approve changes to the Charter.²⁰ The State of Ohio requires that any changes to the Charter be approved by the voters of that city. Therefore, the Ordinance was then sent to the Franklin County Board of Elections to get approval of the ballot language in order for it to be placed on the 2014 General Election Ballot.

The updates to the city charter appeared as Charter Amendment 1 – City Administration, Charter Amendment 2 – City Elections, and Charter Amendment 3 –City Officeholders, on the 2014 General Election Ballot. Charter Amendment 3 contained the items relating to the Compensation Commission.

¹⁶ Appendix 1 - Relevant sections of the Charter Review Commission final report

¹⁷ Appendix 2 - Charter Review Commission citizens’ commission research

¹⁸ Appendix 1 - Relevant sections of the Charter Review Commission final report

¹⁹ Appendix 3 – Columbus City Charter Section 15 to 15-5

²⁰ Appendix 4 – Council Ordinance 1749-2014 – Charter Review Amendments

Charter Amendment 3 was approved by 81.8% of the voters, receiving 127,200 of 155,557 total votes cast in the election. It also received the most votes and had the highest percentage of voter approval of the three charter amendments.²¹

In accordance with Section 15-2 of the City Charter, the Mayor and Council appointed a five member Compensation Commission on January 26, 2015.²² The members of the Compensation Commission are:

- Chester C. Christie, Chair, Former Director, City of Columbus Department of Human Resources
 - Appointed by Mayor and Council and authorized by Council Ordinance A0020-2015
- Kristen Easterday, Director of Local Government Relations, Columbus Chamber of Commerce
 - Appointed by Mayor and authorized by Council Ordinance A0019-2015
- Dawn Tyler Lee, Senior Vice President of Community Impact, United Way of Central Ohio
 - Appointed by Council and authorized by Council Ordinance A0016-2015
- Marchelle E. Moore, Esq., Vice President of Legal & Government Affairs and General Counsel for the Central Ohio Transit Authority
 - Appointed by Council and authorized by Council Ordinance A0017-2015
- William Murdock, Executive Director, Mid-Ohio Regional Planning Commission
 - Appointed by Mayor and authorized by Council Ordinance A0018-2015

The Compensation Commission received the support of the following City of Columbus staff throughout the process:

- Cheryl Austin, Administrative Analyst, Columbus City Clerk's Office
- Jaquilla Bass, Deputy Director, Columbus Department of Human Resources
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Andrea Blevins, Columbus City Clerk
- Nichole Brandon, Director, Columbus Department of Human Resources
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr.
- C. Amy DeLong, Executive Director, Columbus Civil Service Commission
- Thomas Diamond, Senior Legislative Advisor, Columbus City Council
- Michael Eccard, Deputy Director, Columbus Civil Service Commission
- Rory McGuiness, Special Assistant, Mayor Michael B. Coleman
- Mariah Nevels, Student Intern, Mayor Michael B. Coleman
- Ken Paul, Chief of Staff, Council President Andrew J. Ginther
- Chad Smith, Columbus Civil Service Commission

The Compensation Commission held nine meetings, including six working meetings and three public hearings beginning on March 12, 2015 and ending on June 16, 2015.²³ To accomplish its charge, the Compensation Commission:

²¹ Appendix 5 – City Charter Amendments 1-3, 2014 General Election Official Results

²² Appendix 3 – Columbus City Charter Section 15 to 15-5

²³ Appendix 6 – Compensation Commission meeting minutes

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1. Reviewed city elected official salary history on March 12, 2015²⁴
 2. Reviewed salary schedule and years where Commission could make salary recommendations²⁵
 3. Chose 29 peer cities to benchmark on March 25, 2015²⁶
 4. Interviewed Karen Peters, Senior Executive Assistant to the City Manager and Sam Feldman, Management Assistant II who managed the Compensation Commission at the City of Phoenix on April 30, 2015²⁷
 5. Received detailed presentation on the consumer price index (CPI) from Dr. Bill LaFayette of Regionomics on April 30, 2015²⁸
 6. Determined what years the Commission would set salaries on May 19, 2015²⁹
 7. Determined the recommendation on what form of CPI would be used on May 19, 2015³⁰
 8. Received summary of the 29 peer cities data collected on May 19, 2015³¹
 9. Received presentation on the 29 peer cities data on May 19, 2015³²
 10. Approved outline of the final report to be submitted to the City Clerk on May 19, 2015
 11. Made recommendations on salary for Mayor, City Council President, City Councilmember, City Attorney, and City Auditor on June 11, 2015³³

²⁴ Appendix 7 – City elected official compensation history

²⁵ Recommendations on Salary Schedule on Page 29

²⁶ Appendix 8 – Detailed salary survey response and research

²⁷ Appendix 6 – Compensation Commission meeting minutes

²⁸ Appendix 9 – Consumer Price Index (CPI) report

²⁹ Recommendations on Salary Schedule on Page 29

³⁰ Recommendations on Consumer Price Index (CPI) and Cost of Living Adjustment (COLA) – Pages 16-17

³¹ Appendix 10 – Salary data summary

³² Appendix 11 – Salary data presentation

³³ Recommendations on Mayor (Page 11), City Councilmember (Page 12), City Council President (Page 13), City Attorney (Page 14), and City Auditor (Page 15)

Public Outreach

One of the main goals of establishing the Compensation Commission was to increase citizen engagement and to add an additional layer of accountability to the process of setting future pay rates for elected officials in Columbus.

This is also the key reason for the makeup and process that was used to create the Compensation Commission and select its members. Council worked closely with the mayor's administration to identify commissioners who would not only represent the residents of Columbus with distinction, but who would bring to bear expertise relevant to the task at hand and who would reflect the diversity of our community and the many constituencies elected officials serve.

The Commissioners are all resident taxpayers of the City of Columbus, with a breadth of experience in employment law, human resources and municipal governance. They also represent the public, private and not-for-profit sectors, younger residents as well as retirees. And, while not immediately obvious from their professional titles, one member is also a small business owner and another is the president of a very active civic association. Having a member of the Commission who is an active advocate for their neighbors was important to both council and the mayor.

Whenever a commission such as this one is established, and the number of members appointed are few, it is difficult to include all points of view and constituencies while also assuring that members have the skill sets and expertise necessary to make good decisions on behalf of their fellow taxpayers. We did our very best to appoint commissioners who wear multiple hats in an effort to be as representative as possible of the varied constituencies to which all elected officials are accountable, most importantly the taxpayers who pay their salaries.

The Compensation Commission held nine meetings, including six working meetings and three public hearings beginning on March 12, 2015 and ending on June 16, 2015. All meetings were advertised to the public through the City Bulletin and press releases to the media.

Following the practice established by the Charter Review Commission, the Compensation Commission also:

1. Broadcast the meetings on the City CTV channel.
2. Created a dedicated webpage on the City of Columbus website (www.Columbus.gov/CompensationCommission) that contained all the meeting minutes, meeting documents, and links to video of each meeting.
3. At each of the three hearings, the public could offer testimony per rules of council.

We received three comments from the public and their questions and responses by the Commission can be found in Appendix 13.

Recommendations – Salary Schedule

On May 19, 2015, the Compensation Commission unanimously voted to approve the below recommendations on salary schedule³⁴. This schedule is outlined in Appendix 12.

1. Keep salaries in place for all positions that were previously set via council Ordinance (2665-2013).
 - We believe we should not undo actions that were previously passed by council
2. For mayor, the commission recommends setting a salary figure for 2020 and a COLA/CPI increase for 2021.
 - As a result, when the 2018 Commission meets, it then can make recommendations in 2022 on all elected positions on a standard 4-year cycle.
3. For council President, the commission recommends only setting a salary figure for 2018 and COLA/CPI through 2021.
4. For councilmember, the commission recommends only setting a salary figure for 2018 and COLA/CPI through 2021.
 - By waiting until 2018, there is not an issue with some councilmembers receiving different salaries due to staggered terms
 - If the Commission recommended a salary change for 2016 only some councilmembers would be affected;
 - This is because Sec. 15 of the Charter says that the salary of any elected official shall not be increased or diminished during the term for which the individual was elected;
 - Therefore, if the Commission voted to change the salary for 2016 only, members up for election this year would be eligible for the change;
 - Councilmembers in their current term would not be eligible for the change until 2018.
5. For City Attorney, the commission recommends only setting a salary figure for 2018 and COLA/CPI through 2021.
6. For City Auditor, the commission recommends only setting a salary figure for 2018 and COLA/CPI through 2021.

³⁴ Appendix 6 – Compensation Commission meeting minutes

Recommendations – 2020 Mayor Salary

On May 19, 2015, the Compensation Commission unanimously voted to recommend setting a salary figure for the mayor in 2020.³⁵

A comprehensive analysis of data related to the mayor’s salary was completed by staff and presented to the Compensation Commission.³⁶

On June 11, 2015, the Compensation Commission unanimously voted to recommend a salary of \$197,627 for the mayor in 2020, a 3% increase from the mayor’s salary of \$191,871 in 2019.³⁷

The Commission believed that a 3% increase was justified for the following reasons:

1. The position of the mayor has not received a salary increase since 2011.³⁸
2. A 3% increase is near the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.³⁹
3. A 3% increase is near the average median Columbus MCP employee pay raise since 2011 (2.75%).⁴⁰
4. With a 3% increase in 2020 and using the 2011-2015 COLA of 1.99% for 2021, the average two year increase is 3%.

Per Section 15 of the Charter, the mayor would receive a COLA in 2021 based on the average COLA of the previous four years (2017-2020). For more information on how the COLA will be calculated, please see Appendix 9— Consumer Price Index (CPI) Report.

The 2018 Compensation Commission would set the mayor salary for 2022.

³⁵ Appendix 6 – Compensation Commission meeting minutes

³⁶ Appendix 14 – Mayor Salary Data Analysis

³⁷ Appendix 15 – City Elected Official Salary Table

³⁸ Appendix 7 – City Elected Official Compensation History

³⁹ Appendix 7 – City Elected Official Compensation History

⁴⁰ Appendix 7 – City Elected Official Compensation History

Recommendations – 2018 Councilmember Salary

On May 19, 2015, the Compensation Commission unanimously voted to recommend setting a salary figure for city councilmembers in 2018.⁴¹

A comprehensive analysis of data related to the city councilmember base salary was completed by staff and presented to the Compensation Commission.⁴²

On June 11, 2015, the Compensation Commission unanimously voted to recommend a salary of \$57,738 for the councilmembers in 2018, a 4% increase from the councilmember salary of \$55,871 in 2017.⁴³

The Commission believed that a 4% increase was justified for the following reasons:

1. With a 4% increase in 2018 and using the 2011-2015 COLA of 1.99% for 2019-2021, the average year increase is 3%.⁴⁴
2. A 3% increase is around the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.⁴⁵
3. A 3% increase is near the median Columbus MCP employee pay raise since 2011 (2.75%).⁴⁶

Per Section 15 of the Charter, the city councilmembers would receive a COLA in 2019-2021 based on the average COLA of the previous four years. For more information on how the COLA will be calculated, please see Appendix 9— Consumer Price Index (CPI) Report.

The 2018 Compensation Commission would set the councilmember salary for 2022.

⁴¹ Appendix 6 – Compensation Commission meeting minutes

⁴² Appendix 16 – City Councilmember Salary Data Analysis

⁴³ Appendix 6 – Compensation Commission meeting minutes

⁴⁴ Appendix 15 – City Elected Official Salary Table

⁴⁵ Appendix 7 – City Elected Official Compensation History

⁴⁶ Appendix 7 – City Elected Official Compensation History

Recommendations – 2018 Council President Salary

On May 19, 2015, the Compensation Commission unanimously voted to recommend setting a salary figure for city council president in 2018.⁴⁷

A comprehensive analysis of data related to the city councilmember base salary was completed by staff and presented to the Compensation Commission.⁴⁸

On June 11, 2015, the Compensation Commission unanimously voted to recommend a salary of \$69,458 for the council president in 2018, a 4% increase from the council president salary of \$66,786 in 2017.⁴⁹

The Commission believed that a 4% increase was justified for the following reasons:

1. With a 4% increase in 2018 and using the 2011-2015 COLA of 1.99% for 2019-2021, the average year increase is 3%.⁵⁰
2. A 3% increase is near the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.⁵¹
3. A 3% increase is near the median Columbus MCP employee pay raise since 2011 (2.75%).⁵²

Per Section 15 of the Charter, the council president would receive a COLA in 2019-2021 based on the average COLA of the previous four years. For example, the COLA in 2019 is based on the average COLA from 2015-2018. For more information on how the COLA will be calculated, please see Appendix 9— Consumer Price Index (CPI) Report.

The 2018 Compensation Commission would set the council president salary for 2022.

⁴⁷ Appendix 6 – Compensation Commission meeting minutes

⁴⁸ Appendix 17 – City Council President Salary Data Analysis

⁴⁹ Appendix 6 – Compensation Commission meeting minutes

⁵⁰ Appendix 15 – City Elected Official Salary Table

⁵¹ Appendix 7 – City Elected Official Compensation History

⁵² Appendix 7 – City Elected Official Compensation History

Recommendations – 2018 City Attorney Salary

On May 19, 2015, the Compensation Commission unanimously voted to recommend setting a salary figure for city attorney in 2018.⁵³

A comprehensive analysis of data related to the city attorney base salary was completed by staff and presented to the Compensation Commission.⁵⁴

On June 11, 2015, the Compensation Commission unanimously voted to recommend a salary of \$184,600 for the city attorney in 2018, a 4% increase from the city attorney salary of \$177,500 in 2017.⁵⁵

The Commission believed that a 4% increase was justified for the following reasons:

1. With a 4% increase in 2018 and using the 2011-2015 COLA of 1.99% for 2019-2021, the average year increase is 3%.⁵⁶
2. A 3% increase is near the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.⁵⁷
3. A 3% increase is near the median Columbus MCP employee pay raise since 2011 (2.75%).⁵⁸

Per Section 15 of the Charter, the city attorney would receive a COLA in 2019-2021 based on the average COLA of the previous four years. For example, the COLA in 2019 is based on the average COLA from 2015-2018. For more information on how the COLA will be calculated please see Appendix 9— Consumer Price Index (CPI) Report.

For the past several years, the city attorney and city auditor have been paid the same salary. The Commission wished to continue this trend, but would recommend that future commissions investigate whether these salaries should remain equal.

The 2018 Compensation Commission would set the city attorney salary for 2022.

⁵³ Appendix 6 – Compensation Commission meeting minutes

⁵⁴ Appendix 18 – City Attorney Salary Data Analysis

⁵⁵ Appendix 6 – Compensation Commission meeting minutes

⁵⁶ Appendix 15 – City Elected Official Salary Table

⁵⁷ Appendix 7 – City Elected Official Compensation History

⁵⁸ Appendix 7 – City Elected Official Compensation History

Recommendations – 2018 City Auditor Salary

On May 19, 2015, the Compensation Commission unanimously voted to recommend setting a salary figure for the city auditor in 2018.⁵⁹

A comprehensive analysis of data related to the city auditor base salary was completed by staff and presented to the Compensation Commission.⁶⁰

On June 11, 2015, the Compensation Commission unanimously voted to recommend a salary of \$184,600 for the city auditor in 2018, a 4% increase from the city auditor salary of \$177,500 in 2017.⁶¹

The Commission believed that a 4% increase was justified for the following reasons:

1. With a 4% increase in 2018 and using the 2011-2015 COLA of 1.99% for 2019-2021, the average year increase is 3%.⁶²
2. A 3% increase is near the average yearly salary increase of all Columbus elected officials (3.16%) from 2006-2015.⁶³
3. A 3% increase is near the median Columbus MCP employee pay raise since 2011 (2.75%).⁶⁴

Per Section 15 of the Charter, the city auditor would receive a COLA in 2019-2021 based on the average COLA of the previous four years. For example, the COLA in 2019 is based on the average COLA from 2015-2018. For more information on how the COLA will be calculated, please see Appendix 9—Consumer Price Index (CPI) Report.

For the past several years, the city auditor and city attorney have been paid the same salary. The Commission wished to continue this trend, but would recommend that future commissions investigate whether these salaries should remain equal.

The 2018 Compensation Commission would set the city auditor salary for 2022.

⁵⁹ Appendix 6 – Compensation Commission meeting minutes

⁶⁰ Appendix 19 – City Auditor Salary Data Analysis

⁶¹ Appendix 6 – Compensation Commission meeting minutes

⁶² Appendix 15 – City Elected Official Salary Table

⁶³ Appendix 7 – City Elected Official Compensation History

⁶⁴ Appendix 7 – City Elected Official Compensation History

Recommendations – Consumer Price Index (CPI) and Cost of Living Adjustment (COLA)

On May 19, 2015, the Compensation Commission unanimously voted to approve the below recommendations on the cost of living adjustment.⁶⁵ See Appendix 9 for additional information on this topic.

Background

Section 15-4 of the Columbus City Charter states that the Citizens' Commission on Elected Official Compensation, "... shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years." Accordingly, the Commission must not only make a recommendation for the [base] salary of each elective officer of the city, but an annual cost of living adjustment for each successive year. And, that cost of living adjustment is capped by the average increase in the consumer price index (CPI) during the preceding four years. This obligation begs the question, *what is the consumer price index?*; and *what was the average increase over the last four years?* To answer these questions, the Commission solicited the assistance of economist Bill LaFayette, PhD., for advice and counsel.

Analysis

The CPI is one way to measure inflation, which is a process of continuously rising prices, or alternatively, the declining value of money. When inflation exists, a dollar doesn't buy as much as it did before. The intent of a cost of living pay increase is to give a worker the same purchasing power as they had before any increase in inflation. The CPI measures inflation and how much the dollar's purchasing power has changed between two specific periods in time.

According to Dr. LaFayette, the CPI is determined by measuring the price of a pre-defined "basket of goods and services" at a particular time and place. The U.S. Bureau of Labor Statistics weights the prices of these goods and services and surveys consumers to approximate the purchasing patterns of a typical household. A [consumer] price index shows the path of price changes over time. However, there is not one CPI; rather, there are 10,614 different CPIs. They fall into several major groups and take into consideration a variety of factors including geography, the basket of goods considered and type of employment.

Based on the LaFayette report, the Consumer Price Index most appropriate to determine the cost of living increase the Commission must recommend is the CPI-U, Midwest, Size Class A, All Items.⁶⁶ That is, the Consumer Price Index for All Urban Consumers, all items, in the U.S., Midwest cities with a population of 1.5 million or more. Using the values of this CPI, the average increase in the CPI, or inflation, over the last four years (2010-2014) is 1.99 percent. It is important to note that the geometric

⁶⁵ Appendix 6 – Compensation Commission meeting minutes

⁶⁶ Appendix 9 – Consumer Price Index Report

average should be used to calculate the average inflation rate rather than the traditional arithmetic average. The CPI-U, Midwest, Size Class A, All Items is updated monthly.

Recommendation

Based on findings of the LaFayette report, the Commission may consider the following recommendation:

The annual cost of living adjustment provided to all elective officers of the City shall be equal to, but shall not exceed, the geometric average increase in the CPI-U, Midwest, Size Class A, All items for the four years preceding the year in which the cost of living increase will be realized.

Appendix 1 – Relevant Sections of the Charter Review Commission Final Report

Elected Official Compensation 1 (Sections 7, 15, 59.)

The Charter Review Commission recommends a charter amendment creating a Citizens' Commission on Elected Official Compensation, with salaries established by ordinance of council based on the recommendations of such commission.

Throughout the country, citizens have grappled with two competing goals – removing a perception of politics in setting elected official compensation and maintaining accountability to voters once the salaries are set. For this reason, a majority of the nation's 30 largest cities, plus Ohio's largest cities, institute salaries by a method other than discretionary ordinance of council. Reliance on a citizens' commission has emerged as a leading common practice in those cities.

This commission finds that the city would be well served by shifting from the discretionary ordinance approach and embracing a citizens' commission to study and recommend salaries; convening a commission every four years; limiting raises to cost of living adjustments; and requiring council approval based on – but not to exceed – the recommendations.

Appendix 2 – Charter Review Commission: Compensation Commission Research

Background

Like several other large American cities, Columbus currently establishes compensation for elected officials by ordinance. While there is great variability in the way salaries are established across the nation's largest cities, several emerging practices attempt to balance the desire to remove a perception of politics in setting appropriate levels of officeholder compensation with the need to maintain accountability to voters. Staff suggests the Charter Review Commission recommend adoption of a citizens' commission process to recommend salaries for the city's elected officials to adequately address those issues, while requiring council action constrained by those recommendations.

Issue Overview – Current City Practices

Currently, the Columbus City Charter states that the salary of the officers and employees of the city shall be established by ordinance of council (Sec. 15). The charter limits council's discretion related to elected officials as follows:

- Councilmember salary may not be less than \$4,800 a year (Sec. 7)
- Salary for "officers and employees" must be "uniform for like service" (Sec. 15)
- Changes in salary may not be made "midterm" (Sec. 15)
- Mayoral salary may not be less than \$5,000 a year (Sec. 59)
- Mayoral salary must be set at least one year before the start of a term of office (Sec. 59)

In line with these provisions, council establishes compensation for city elected officials on a periodic basis. Currently, compensation has been established through 2017 for the city attorney, auditor and council members, and 2019 for the mayor.

While the city has previously used processes such as consultant studies to research and recommend appropriate pay for city employees, the charter does not require that council consider objective factors, conduct market analysis, or otherwise substantiate changes to officeholder salaries. However, council's actions will, as with any legislative act, be subject to the court of public opinion and the power of the ballot box.

Common Practices

In reviewing of the compensation sections of the charter, staff was asked to research common practices in the nation's 30 largest cities. Research demonstrates that citizens across the country have wrestled with two competing goals: limiting elected officials' ability to set their own pay, while assuring that voters can hold someone accountable when elected officials' pay is set.

Indeed, this struggle goes back to the Bill of Rights in the US Constitution. At the same time the Bill of Rights was proposed (1787), states were presented with a constitutional amendment to limit congress' ability to change or establish their salaries mid-term or without an intervening election. What is now

known as the 27th – and most recent – Amendment to the US Constitution was not ratified by sufficient states until 1992.

While this long-standing tension has resulted in great variability in the way salaries are established across the nation’s largest cities, a review of those cities reveals a growing trend towards “arm’s length” citizen processes to inform or establish officeholder compensation.

Of the nation’s 30 largest cities, including the seven largest Ohio cities not in that category, a majority establish elected official compensation by a method other than discretionary ordinance. The most common methods are citizen commissions on compensation, charter-established salaries, and state law.

METHOD OF SETTING SALARIES	
<i>Review of 30 largest US cities, including Ohio's largest cities</i>	
Ordinance of council	16
Charter provision	9
Commission recommendation	8
State law	4

Charter-established pay provisions primarily exist in Southwestern cities, where officeholders are expected to work part-time and receive minimal compensation. One exception is Cincinnati, which establishes city manager pay by ordinance, but relies on a charter-prescribed formula to establish councilmember pay.

State law provisions for salary generally arise where the municipality’s charter is a creature of state law or home rule provisions are significantly more restricted than Ohio’s.

The use of citizens’ commissions continues to gain traction at the municipal and state level across the country. This year, Minnesota voters will consider a constitutional amendment to establish such a commission for all elected officials. Similar processes have already been established for state officials in 19 states⁶⁷.

In each instance, voters have affirmed their desire to remove some discretion in establishing compensation, while retaining a measure of accountability.

These trends stand in contrast to an ordinance-driven process, whereby a paid consultant study or one-time commission created by ordinance makes non-binding salary recommendations. The ordinance-based approach does not provide long-term consistency or predictability in establishing compensation, and, as with any ordinance, could be repealed at any time.

⁶⁷ <http://www.ncsl.org/research/about-state-legislatures/pay-problem.aspx>

Conclusion

Based on a close review of the charter provisions in Baltimore, Dayton, Detroit, Phoenix, San Diego, San Francisco, San Jose and Toledo, staff recommends the establishment, in the charter, of a Citizens' Commission on Elected Official Compensation. Columbus has the opportunity to embrace greater public involvement in setting elected official compensation, while maintaining the core principle that, at the end of the day, elected officials must be accountable for their decisions.

To facilitate Commission consideration of this recommendation, staff has worked with internal stakeholders to develop draft amendment language for your consideration.

~~Sec. 7. Salary and attendance.~~

~~Each member of the council shall receive a salary of not less than four thousand eight hundred dollars a year, payable in equal monthly installments. Absence from eight consecutive regular meetings shall operate to vacate the seat of a member unless the absence is excused by resolution of council setting forth such excuse and entered upon the journal.~~

Sec. 15. Compensation of officers and employees.

Subject to the provision of this charter as to the salary of council members, the auditor, the city attorney, and the mayor, council shall fix by ordinance, the salary or compensation of all officers and employees of the city government: ~~provided, however, that the board of health, and the trustees of the sinking fund shall have the power to fix the salary or compensation of the officers and employees in their respective departments.~~ The salary or compensation so fixed shall be uniform for like service. All such salaries and rates of pay shall be reported to the civil service commission forthwith. The salary of any officer, employee, or member of a board or commission in the unclassified service of the city who was elected or appointed for a definite term shall not be increased or diminished during the term for which the individual was elected or appointed, and all fees pertaining to any office shall be paid into the city treasury.

Sec. 15-1. Citizens' commission on elected official compensation.

The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation.

Sec. 15-2. Commission membership.

The citizens' commission on elected official compensation shall consist of five members, who shall be qualified electors of the city, shall not hold any other office or employment in the city government, and shall serve without compensation. Two members shall be appointed by the council, two members shall be appointed by the mayor, and one member shall be jointly appointed by the council and the mayor, such member serving as chair of the commission. Such appointments shall take place at the second regular meeting of council in 2018 and of each

succeeding fourth year thereafter; except that the first commission shall be appointed at the second regular meeting of council in 2015. Vacancies shall be filled in the same manner as prescribed for the original appointment. The meetings and records of the commission shall be open to the public as provided for in this charter and general laws of the state.

Sec. 15-3. Commission duties.

The commission shall conduct a review of salaries for like positions in the public sectors. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.

Sec. 15-4. Commission report.

Within three months of appointment, the commission shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years. If the commission fails to timely submit the report, the council may compel a meeting of the commission to prepare and submit the same.

Sec. 15-5. Council action to establish salaries.

Within thirty days after the report is submitted, council shall by ordinance either accept the commission recommendations or any portion thereof, or reject the same. If council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event may council adopt an ordinance establishing salaries which exceed the recommendations of the commission.

Sec. 59. Salary of mayor.

The salary of the mayor shall be five thousand dollars per annum; but said salary may be changed by ordinance of council, provided that such ordinance must be passed at least one year prior to the beginning of the term of the mayor to be affected thereby.

CITY STATE METHOD SUMMARY

CITY	STATE	METHOD SUMMARY
Cincinnati	OH	Charter
Dallas	TX	Charter
El Paso	TX	Charter
Fort Worth	TX	Charter
Los Angeles	CA	Charter
Memphis	TN	Charter
Oklahoma City	OK	Charter
San Antonio	TX	Charter
Washington	DC	Charter
Baltimore	MD	Commission
Dayton	OH	Commission
Detroit	MI	Commission
Phoenix	AZ	Commission
San Diego	CA	Commission
San Francisco	CA	Commission
San Jose	CA	Commission
Toledo	OH	Commission
Akron	OH	Ordinance
Austin	TX	Ordinance
Boston	MA	Ordinance
Charlotte	NC	Ordinance
Chicago	IL	Ordinance
Cleveland	OH	Ordinance
Columbus	OH	Ordinance
Denver	CO	Ordinance
Las Vegas	NV	Ordinance
Nashville-Davidson	TN	Ordinance
New York	NY	Ordinance
Philadelphia	PA	Ordinance
Youngstown	OH	Ordinance
Indianapolis	IN	Ordinance
Portland	OR	Ordinance
Seattle	WA	Ordinance
Houston	TX	State law
Jacksonville	FL	State law
Louisville-Jefferson County	KY	State law
Milwaukee	WI	State law

Sec. 15. - Compensation of officers and employees.

Subject to the provision of this charter as to the salary of council members, the auditor, the city attorney, and the mayor, council shall fix by ordinance the salary or compensation of all officers and employees of the city government. The salary or compensation so fixed shall be uniform for like service. All such salaries and rates of pay shall be reported to the civil service commission forthwith. The salary of any officer, employee, or member of a board or commission in the unclassified service of the city who was elected or appointed for a definite term shall not be increased or diminished during the term for which the individual was elected or appointed, and all fees pertaining to any office shall be paid into the city treasury.

(Amended 11-5-85; 11-3-98; Ord. No. 1749-2014, 7-21-2014)

Sec. 15-1. - Citizens' commission on elected official compensation.

The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation.

(Ord. No. 1749-2014, 7-21-2014)

Sec. 15-2. - Commission membership.

The citizens' commission on elected official compensation shall consist of five members, who shall be qualified electors of the city, shall not hold any other office or employment in the city government, and shall serve without compensation. Two members shall be appointed by the council, two members shall be appointed by the mayor, and one member shall be jointly appointed by the council and the mayor, such member serving as chair of the commission. Such appointments shall take place at the second regular meeting of council in 2018 and of each succeeding fourth year thereafter; except that the first commission shall be appointed at the second regular meeting of council in 2015. Vacancies shall be filled in the same manner as prescribed for the original appointment. The commission shall be considered a public body.

(Ord. No. 1749-2014, 7-21-2014)

Sec. 15-3. - Commission duties.

The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.

(Ord. No. 1749-2014, 7-21-2014)

Sec. 15-4. - Commission report.

Within three months of appointment, the commission shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years. If the commission fails to timely submit the report, the council may compel a meeting of the commission to prepare and submit the same.

(Ord. No. 1749-2014, 7-21-2014)

Sec. 15-5. - Council action to establish salaries.

After the report is submitted, council shall by ordinance either accept the commission recommendations or any portion thereof, or reject the same. If council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event may council adopt an ordinance establishing salaries which exceed the recommendations of the commission.

(Ord. No. 1749-2014, 7-21-2014)

Appendix 4 – Council Ordinance 1749-2014 – Charter Review Amendments

Sec. 3. Legislative powers.

The legislative powers of the city, except as reserved to the people by this charter, shall be vested in a council, consisting of seven members, elected at large.

Sec. 4. Council members.

All council members shall serve for a term of four years; except, that at the first election the four candidates having the highest number of votes shall serve for four years, and the three candidates having the next highest number of votes shall serve for two years.

(Amended 11-3-98.)

Sec. 5. Vacancies.

If a ~~City~~ city council member ~~should~~ dies, resigns, ~~or be is~~ removed from office, ceases to hold any qualification for office, or the office is otherwise vacated during the term of office, the successor shall be appointed by ~~Council~~ council to serve until the first day of January following the next regular municipal election. If such election be the time for the regular election of the council member, a council member shall then be elected to serve for a term of four years; otherwise, for the unexpired term. Vacancies in the council shall be filled by the council; provided, however, that, if the vacancies in the council are not filled by the council within thirty (30) days from the date following the occurrence of such vacancy, the mayor shall have in all future balloting a vote on the question of filling such vacancies; ~~provided, further that any vacancy resulting from a recall election shall be filled in the manner hereinafter provided.~~

Sec. 5-1. Temporary inability.

If a city council member is unable to discharge the powers and duties of office, such inability being of temporary duration, the member, or the member's agent, shall transmit to the presiding officer of council a signed, written declaration setting forth the reasons for such inability and the city clerk shall be notified of the same. Such declaration shall be in effect until such time as the declaration is rescinded in like manner, or six months have passed, or the office is vacated. For the purpose of this section, each council member shall file with the city clerk a notarized statement, on a form prescribed by the city clerk, setting forth the name of one or more persons designated as the member's agent(s). The filing shall be made by the second meeting of council each January and may be amended at any time.

Sec. 5-2. Permanent inability.

If a city council member has been unable to discharge the powers and duties of office for ninety consecutive days, and no written declaration of temporary inability was in effect during such ninety consecutive days, such act shall work a forfeiture of office and the presiding member of council shall request that the appropriate official commence in the appropriate court an action in quo warranto to vacate the office. If judgment be made that the office be vacated, a successor shall be named as provided for in this charter.

Sec. 6. Qualifications of council members.

Members of council shall be ~~residents~~ electors of the city, shall have resided within the corporate limits of the city of Columbus for not less than one consecutive year preceding the date of the regular primary election for such office, and shall, at all times during the term of office, maintain residence in the city of Columbus. ~~of the city and have the qualifications of electors therein.~~ Council members shall not hold any other public office except that of notary public, or member of the state militia or any reserve unit of the Armed Forces of the United States of America. ~~, and except as provided in Section 64 of this charter not be interested in the profits of emoluments of any contract, job, work or service for the municipality.~~ Any member who shall cease to possess any of the qualifications herein required shall forthwith forfeit the office and the vacancy shall be filled as provided for herein, ~~and any such contract in which any member is or may become interested may be declared void by the council.~~

Sec. 7. Salary and attendance.

~~Each member of the council shall receive a salary of not less than four thousand eight hundred dollars a year, payable in equal monthly installments. Absence from eight consecutive regular meetings shall operate to vacate the seat of a member unless the absence is excused by resolution of council setting forth such excuse and entered upon the journal.~~

Sec. 8. Meetings of council.

At 5 o'clock p.m., on the first Monday in January, following a regular municipal election, the council shall meet at the usual place for holding meetings. If the first Monday in January is a legal holiday, then the meeting shall be held on the following day. Thereafter the council shall meet at such times as may be prescribed by ordinance or resolution; provided that at least fifty regular meetings shall be held in each year. The mayor, the president of the council, or any three members thereof may call special or emergency meetings of the council as provided for by general laws of the state upon at least twelve hours' written notice to each member of the council, served personally on each member or left at the member's usual place of residence. ~~Such notice shall state the subject to be considered at the meeting and no other subjects shall be then considered unless all members of council are present.~~ All meetings of the council or committees thereof shall be held in public in accordance with the general laws of Ohio pertaining to the requirements for open meetings of public bodies and ~~any citizen shall have access to the minutes and records thereof shall be maintained as an electronic record that is made available to the public pursuant to the general laws of the state governing public records at all reasonable times.~~

Sec. 9. Rules and journal.

~~The council shall determine its own rules and order of business and shall keep a journal of its proceedings. It may punish or expel any member for disorderly conduct or violation of its rules. No expulsion shall take place without the concurrence of six members, nor until the delinquent member shall have been notified of the charge and been given an opportunity to be heard.~~

Sec. 9-1. Journal

The council shall keep a journal of its proceedings, which journal shall be maintained as a permanent electronic record that is made available to the public pursuant to the general laws of the state governing public records.

Sec. 9-2. Organization of council.

The council shall organize itself as it deems appropriate, including the formation of and rules for special committees and standing committees to promote the thorough and effective conduct of the business of the council.

Sec. 9-3. Expelling, removing, forfeiting office.

The council shall be the judge of the election and qualification of its members. Council may punish or expel any member for gross misconduct, or for malfeasance, misfeasance, or nonfeasance in office, or upon conviction of a felony or other crime involving moral turpitude while in office, or for disorderly conduct, or violation of its rules during the term of office. No expulsion shall take place without the concurrence of six members, nor until the delinquent member shall have been notified of the charge and been given an opportunity to be heard. Any vacancy created upon the expulsion of a member shall be filled as provided for in this charter. In addition to these provisions and those regarding permanent inability, absence from eight consecutive regular council meetings shall operate to vacate the seat of a council member unless the absence is excused by resolution, adopted by vote of three-fifths of its members, setting forth such excuse and entered upon the journal.

Sec. 10. President of council.

At the first meeting in January following a regular municipal election, the council shall elect one of its members president, ~~who shall preside at meetings of the council, determine the agenda for such meetings, appoint the chair and members of council committees, and perform such other duties as presiding officer as may be imposed by the council. In the absence of the president, the council shall elect a president pro tempore.~~ If the president of council dies, resigns, is removed from office, ceases to hold any qualification for office, or the office is otherwise vacated during the term of office, the council shall elect one of its members president.

Sec. 10-1. President pro tempore of council.

At the first meeting in January following a regular municipal election, the council shall elect one of its members president pro tempore. The president pro tempore of council shall act as the presiding officer of the council in the absence of the president of council.

Sec. 10-2. Acting president pro tempore of council.

In the absence of the president of council and the president pro tempore of council, the council shall elect one of its members acting president pro tempore.

Sec. 11. The city clerk. ~~Clerk and employees.~~

The council shall appoint a city clerk who shall serve at the pleasure of council ~~be known as the city clerk, and such other officers and employees of council as may be necessary.~~

Sec 11-1. Duties of the city clerk.

The office of the city clerk, under the supervision and control of the city clerk, shall keep the records of the council; compile an annual report giving a summary of the council proceedings and a summary of the operations of the administrative departments for the previous fiscal year; collect and compile information and statistics concerning all departments and offices of the city; publish weekly the City Bulletin; and perform such other duties as may be required by this charter or by the council. Except as otherwise provided in this charter or by ordinance of council, the city clerk shall receive on behalf of council all petitions, papers, or like documents required to be submitted to council. Such city clerk shall serve during the pleasure of the council. Council shall exercise no power of appointment except as herein expressly provided.

Sec 11-2. The City Bulletin

The city clerk shall cause a weekly City Bulletin to be produced. The City Bulletin shall contain the transactions and proceedings of the council, the legal advertising of the city and such other information relating to the affairs of the city as shall be determined by ordinance. The City Bulletin shall be published in such manner and on such terms as the council may determine, and shall be maintained as a permanent electronic record that is made available to the public pursuant to the general laws of the state governing public records. No unofficial advertisement shall be published in the City Bulletin, nor shall the City Bulletin be used to promote the candidacy of any person, or be used as a medium for any personal controversy.

Sec. 12. Public defender.

Council shall have power to appoint a public defender of indigent persons charged with offenses in the municipal courts.

Sec. 13. The city treasurer.

Council shall appoint a city treasurer who shall ~~hold and administer the office during its pleasure~~ serve at the pleasure of council. The treasurer shall perform such duties and exercise such powers as are prescribed in this charter or by the council.

Sec. 14. Officers and employees.

The council shall appoint such officers and employees of council as it deems necessary. Except as herein otherwise provided, council shall by ordinance determine the number of officers and employees in each

department of the city government. Council shall exercise no power of appointment for officers or employees except as herein expressly provided.

Sec. 31. Limitations on expenditures, prohibited use of public funds.

Moneys appropriated as hereinbefore provided shall not be used for other purposes than those designated in the appropriation ordinance, and all expenditures within the fiscal year shall be made with and within the appropriations hereinbefore provided for. The mayor and the city auditor shall supervise all departmental expenditures, and shall keep such expenditures within the appropriations. No funds of the city of Columbus, from any source whatsoever, shall be disbursed, nor shall any transaction thereof be conducted, in any manner contrary to this charter, general laws of the state, or ordinance of council. Council shall by ordinance establish prohibited uses of public funds and penalties for violation of the same.

Sec. 15. Compensation of officers and employees.

Subject to the provision of this charter as to the salary of council members, the auditor, the city attorney, and the mayor, council shall fix by ordinance, the salary or compensation of all officers and employees of the city government: ~~provided, however, that the board of health, and the trustees of the sinking fund shall have the power to fix the salary or compensation of the officers and employees in their respective departments.~~ The salary or compensation so fixed shall be uniform for like service. All such salaries and rates of pay shall be reported to the civil service commission forthwith. The salary of any officer, employee, or member of a board or commission in the unclassified service of the city who was elected or appointed for a definite term shall not be increased or diminished during the term for which the individual was elected or appointed, and all fees pertaining to any office shall be paid into the city treasury.

Sec. 15-1. Citizens' commission on elected official compensation.

The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation.

Sec. 15-2. Commission membership.

The citizens' commission on elected official compensation shall consist of five members, who shall be qualified electors of the city, shall not hold any other office or employment in the city government, and shall serve without compensation. Two members shall be appointed by the council, two members shall be appointed by the mayor, and one member shall be jointly appointed by the council and the mayor, such member serving as chair of the commission. Such appointments shall take place at the second regular meeting of council in 2018 and of each succeeding fourth year thereafter; except that the first commission shall be appointed at the second regular meeting of council in 2015. Vacancies shall be filled in the same manner as prescribed for the original appointment. The commission shall be considered a public body.

Sec. 15-3. Commission duties.

The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.

Sec. 15-4. Commission report.

Within three months of appointment, the commission shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years. If the commission fails to timely submit the report, the council may compel a meeting of the commission to prepare and submit the same.

Sec. 15-5. Council action to establish salaries.

After the report is submitted, council shall by ordinance either accept the commission recommendations or any portion thereof, or reject the same. If council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event may council adopt an ordinance establishing salaries which exceed the recommendations of the commission.

Sec. 16. Official bonds.

The council may determine whether any officer or employee shall give a bond, and the amount thereof; which bond shall be given by such officer or employee, and be signed by a surety company authorized to do business in Ohio, to the approval of the mayor; provided that the bond of the mayor, if any, shall be approved by council. Council shall by ~~general~~ ordinance provide for the payment, by the city, of the premiums on such bonds.

Sec. 17. Legislative procedure.

~~The council shall be the judge of the election and qualification of its members.~~ Four members shall constitute a quorum to do business, but a lesser number may adjourn from day to day and compel the attendance of absent members in such manner and under such penalties as may be prescribed by ordinance.

Sec. 18. [Action on ordinances or resolutions.]

The action of council shall be by ordinance or resolution and the affirmative vote of at least four members of council shall be necessary to adopt any ordinance or resolution. The vote upon the passage of all ordinances, and upon the adoption of such resolution as the council by its rules shall prescribe, shall be taken by "yea" and "nays" and entered upon the journal. Every ordinance and resolution of the council, so adopted, shall be maintained as a permanent electronic record that is made available to the public pursuant to the general laws of the state governing public records.

Sec. 19. Ordinance enactment.

Each proposed ordinance or resolution shall be introduced in electronic, digital, written or printed form, and shall not contain more than one subject which shall be clearly stated in a title; ~~but~~ except that general appropriation ordinances may contain the various subjects and accounts for which moneys are to be appropriated . The enacting clause of all ordinances passed by the council shall be, "Be it ordained by the council of the city of Columbus." The enacting clause of all ordinances submitted by the initiative shall be, "Be it ordained by the people of the city of Columbus."

Sec. 33. Investigation by council.

The council, or any committee thereof or any person duly authorized by the council ~~so to do so, may~~ shall have the power to investigate the financial transactions of any office or department of the city government and the official acts and conduct of any city official, relative to any matter upon which the council may act; and by similar investigations may secure information upon any matter within its authority as a legislative body.

Sec. 34. [Investigation procedure.]

In conducting such investigations the council, or any committee thereof or any person duly authorized by the council to do so, may compel the attendance of witnesses and the production of books, papers and other evidence, and for that purpose may issue subpoenas or attachments which shall be signed by the presiding officer of the council or the chairperson of such committee, as the case may be, which may be served and executed by any officer authorized by law to serve subpoenas and other process. If any witness shall refuse to testify to any facts within the witness' knowledge or to produce any papers or books in the witness' possession, or under the witness' control, relating to the matter under inquiry, before the council, or any such committee, the council shall have the power to cause the witness to be punished as for contempt. No witness shall be excused from testifying ~~touching~~ regarding the witness' knowledge of the matter under investigation in any such inquiry, but such testimony shall not be used against the witness in any criminal prosecution except for perjury committed upon such inquiry.

Sec. 58. Term and qualifications of mayor.

The mayor shall be the chief executive officer of the city, elected for a term of four years. The mayor shall be an elector of the city and shall, at all times during the term of office, maintain residence in the city of Columbus. ~~and~~ The mayor shall not hold any other public office or employment, except that of notary public, or member of the state militia or any reserve unit of the Armed Forces of the United States of America. If the mayor shall cease to possess any of the qualifications herein required, the mayor shall forthwith forfeit the office and the vacancy shall be filled as provided for herein.

Sec. 59. Salary of mayor.

~~The salary of the mayor shall be five thousand dollars per annum; but said salary may be changed by ordinance of council, provided that such ordinance must be passed at least one year prior to the beginning of the term of the mayor to be affected thereby.~~

Sec. 64. Succession of mayor—acting ~~acting~~ Acting mayor.

~~If the mayor dies, becomes permanently disabled from performing the duties of office, resigns, or moves from the city during the term of office, the mayor shall be succeeded in office, until the 1st day of January following the next regular municipal election, by the president of the council who shall thereby cease to be a member of council. At the next regular municipal election following the death, resignation or removal of the mayor from the city, if such election be the time for the regular election of a mayor, a mayor shall then be elected to serve for a term of four years; otherwise for the remainder of the unexpired term.~~

~~If the mayor be temporarily absent from the city, the mayor may designate the director of public service, the director of public safety, or the president of city council as acting mayor. If the mayor becomes temporarily disabled from performing the duties of mayor for any cause, the director of public service, or if absent the director of public safety, or if absent the president of city council, shall become acting mayor. During a period of temporary absence of the mayor the acting mayor so designated shall exercise such powers and duties of the office of mayor as the mayor shall delegate. During a period of temporary disability of the mayor the powers and duties of the office of mayor shall devolve upon the acting mayor. In either case the mayor may invoke this provision by written communication to the appropriate officer to be named the acting mayor, but in the case of temporary disability, failure to do so shall not prevent the proper officer from performing the powers and duties of the office of mayor. Nothing herein shall prevent the president of city council from exercising the president's powers and duties as a member of council during the temporary absence or ~~disability~~ inability of the mayor.~~

Sec. 64-1. Temporary inability.

If the mayor is unable to discharge the powers and duties of office, such inability being of temporary duration, the mayor, or the mayor's agent, shall transmit to the director of public service, the director of public safety, or the president of city council a signed, written declaration setting forth the reasons for such inability and the city clerk shall be notified of the same; provided that failure to do so shall not prevent the proper officer from performing the powers and duties of the office. The recipient of such declaration shall be designated as acting mayor. During a period of temporary inability of the mayor, the powers and duties of the office of mayor shall devolve upon the acting mayor. Such declaration shall be in effect until such time as the declaration is rescinded in like manner, or six months have passed, or the office is vacated. For the purpose of this section, the mayor shall file with the city clerk a notarized statement, on a form prescribed by the city clerk, setting forth the name of one or more persons designated as the member's agent(s). The filing shall be made by the second meeting of council each January and may be amended at any time.

Sec. 64-2. Permanent inability.

If the mayor has been unable to discharge the powers and duties of office for ninety consecutive days, and no written declaration of temporary inability was in effect during such ninety consecutive days, such

act shall work a forfeiture of office and the director of public safety and the director of public service shall request that the appropriate official commence in the appropriate court an action in quo warranto to vacate the office. If judgment be made that the office be vacated, a successor shall be named as provided for in this charter.

Sec. 64-3. Successor to mayor.

If the mayor dies, resigns, is removed from office, ceases to hold any qualification for office, or the office is otherwise vacated during the term of office, the mayor shall be succeeded in office, until the 1st day of January following the next regular municipal election, by the president of the council who shall thereby cease to be a member of council. If such election be the time for the regular election of a mayor, a mayor shall then be elected to serve for a term of four years, otherwise for the remainder of the unexpired term.

Sec. 66. Election and qualifications.

The city attorney shall be an elector of the city and shall, at all times during the term of office, maintain residence in the city of Columbus. The city attorney shall not hold any other public office except that of notary public, or member of the state militia or any reserve unit of the Armed Forces of the United States of America. If the city attorney shall cease to possess any of the qualifications herein required, the city attorney shall forthwith forfeit the office and the vacancy shall be filled as provided for herein. ~~and The city attorney shall be elected for a term of four years excepting that at the first election under this charter the city attorney shall be elected for a term of two years.~~ The city attorney shall be an attorney-at-law, admitted to practice in the state of Ohio.

Sec. 67. Powers and duties.

The city attorney shall have such duties and responsibilities as are set forth in this charter or required of the city attorney by ordinance, including the following. The city attorney shall be the legal adviser of and attorney and counsel for the city, and for all officers and departments thereof in matters relating to their official duties. The city attorney shall prosecute or defend all suits for and in behalf of the city, and shall prepare all contracts, bonds and other instruments in writing in which the city is concerned and shall certify in writing approval of the form and correctness thereof. The city attorney may appoint a department deputy and such assistants, secretaries and clerks as council may authorize. Said deputy shall have the power to perform all the duties of the city attorney.

Sec. 78. Temporary inability.

If the city attorney is unable to discharge the powers and duties of office, such inability being of temporary duration, the city attorney, or the city attorneys' agent, shall transmit to the deputy city attorney a signed, written declaration setting forth the reasons for such inability and the city clerk shall be notified of the same; provided that failure to do so shall not prevent the proper officer from performing the powers and duties of the office. During a period of temporary inability of the city attorney, the powers and duties of the office of city attorney shall devolve upon the deputy city

attorney, who shall be the acting city attorney. Such declaration shall be in effect until such time as the declaration is rescinded in like manner, or six months have passed, or the office is vacated. For the purpose of this section, the city attorney shall file with the city clerk a notarized statement, on a form prescribed by the city clerk, setting forth the name of one or more persons designated as the city attorneys' agent(s). The filing shall be made by the second meeting of council each January and may be amended at any time.

Sec. 78-1. Permanent inability.

If the city attorney has been unable to discharge the powers and duties of office for ninety consecutive days, and no written declaration of temporary inability was in effect during such ninety consecutive days, such act shall work a forfeiture of office and the deputy city attorney shall request that the appropriate official commence in the appropriate court an action in quo warranto to vacate the office. If judgment be made that the office be vacated, a successor shall be named as provided for in this charter.

Section 78-2. Successor to city attorney.

If the city attorney dies, resigns, is removed from office, ceases to hold any qualification for office, or the office is otherwise vacated or moves from the city during the term of office, the city attorney's successor in office shall be appointed by the council to serve until the first day of January following the next regular municipal election. If such election be the time for the regular election of a city attorney, a city attorney shall then be elected to serve for a term of four years; otherwise for the remainder of the unexpired term.

Sec. 79. Election and qualifications.

The auditor shall be an elector of the city; and shall, at all times during the term of office, maintain residence in the city of Columbus. The auditor shall not hold any other public office except that of notary public, or member of the state militia or any reserve unit of the Armed Forces of the United States of America. If the auditor shall cease to possess any of the qualifications herein required, the auditor shall forthwith forfeit the office and the vacancy shall be filled as provided for herein. ~~and The auditor shall be elected for a term of four years, excepting that at the first election under this charter the auditor shall be elected for a term of two years.~~

Sec. 87. Temporary inability.

If the auditor is unable to discharge the powers and duties of office, such inability being of temporary duration, the auditor, or the auditor's agent, shall transmit to the deputy auditor a signed, written declaration setting forth the reasons for such inability and the city clerk shall be notified of the same; provided that failure to do so shall not prevent the proper officer from performing the powers and duties of the office. During a period of temporary inability of the auditor, the powers and duties of the office of auditor shall devolve upon the deputy auditor, who shall be the acting auditor. Such declaration shall be in effect until such time as the declaration is rescinded in like manner, or six months

have passed, or the office is vacated. For the purpose of this section, the auditor shall file with the city clerk a notarized statement, on a form prescribed by the city clerk, setting forth the name of one or more persons designated as the member's agent(s). The filing shall be made by the second meeting of council each January and may be amended at any time.

Sec. 87-1. Permanent inability.

If the auditor has been unable to discharge the powers and duties of office for ninety consecutive days, and no written declaration of temporary inability was in effect during such ninety consecutive days, such act shall work a forfeiture of office and the deputy auditor shall request that the appropriate official commence in the appropriate court an action in quo warranto to vacate the office. If judgment be made that the office be vacated, a successor shall be named as provided for in this charter.

Sec. 87-2. Successor to auditor.

If the auditor dies, resigns, is removed from office, ceases to hold any qualification for office, or the office is otherwise vacated or moves from the city during the term, a successor in office shall be appointed by council to serve until the first day of January following the next regular municipal election. If such election be the time for the regular election of the auditor, an auditor shall then be elected to serve for a term of four years; otherwise, for the unexpired term.

Sec. 145. [Powers and duties; City bulletin.]

There shall be established by council a bureau of information and publicity under the supervision and control of the city clerk, who shall, in addition to other duties, compile an annual report giving a summary of the council proceedings and a summary of the operations of the administrative departments for the previous fiscal year; have charge of the editing, printing and distribution of all municipal records, reports and documents; collect and compile information and statistics concerning all departments and offices of the city, and other municipalities; and publish weekly the City Bulletin, which shall contain the transactions and proceedings of the council, the legal advertising of the city and such other information relating to the affairs of the city as shall be determined by ordinance. The City Bulletin shall be published, distributed or sold in such manner and on such terms as the council may determine. No unofficial advertisement shall be published in the City Bulletin, nor shall the City Bulletin be used to promote the candidacy of any person, or be used as a medium for any personal controversy.

Sec. 227. ~~Interest in contracts or supplies.~~ Prohibited actions by public officials.

Unless otherwise provided by this charter or ordinance of council, general laws of the state pertaining to prohibited actions by public officials, as established in chapter 2921 of the Ohio Revised Code, or a successor thereto, shall apply to the officers and employees of the city. Such prohibited actions include, but are not limited to, unlawful interest in public contracts, theft in office, soliciting or accepting improper compensation, and bribery. No officer or employee of the city shall have any beneficial interest, which interest accrues to the employee or officer by virtue of office or employment, in any contract with the city, or in the sale to the city of any supplies, material, service or land, except on be

half of the city as an officer or employee. Any willful violation of this section shall constitute malfeasance in office, and any such officer or employee shall thereby forfeit office or employment.

Sec. 239. Public records.

The records of the city shall be made available to the public in accordance with general laws of the state.

Sec. 240. Open meetings.

The public bodies of the city shall hold all meetings in accordance with the general laws of the state pertaining to open meetings. In addition to those entities defined as public bodies in the general laws of the state, an entity of the city shall be considered a public body for purposes of this section if its members are appointed by an officer of the city, and the entity has been established and its members appointed for the sole purpose of advising any officer or decision-making body of the city.

Appendix 5 – City Charter Amendments 1-3, 2014 Franklin, Delaware, and Fairfield County General Election Official Results

City Charter Amendments 1 -3, 2014 Franklin, Delaware, and Fairfield County General Election Official Results					
1. Franklin County¹					
Amendment	Yes Votes	No Votes	Total Votes	Percentage Yes	Percentage No
Columbus Charter Amendment 1 - City Administration	112,758	38,894	151,652	74.35%	25.65%
Columbus Charter Amendment 2 - City Elections	104,967	42,484	147,451	71.19%	28.81%
Columbus Charter Amendment 3 - City Officeholders	122,302	27,391	149,693	81.70%	18.30%
¹ Source: http://vote.franklincountyohio.gov/assets/elections/2014/general/Franklin-County-Only-Official-Results-AMENDED-Summary.pdf					
2. Delaware County²					
Amendment	Yes Votes	No Votes	Total Votes	Percentage Yes	Percentage No
Columbus Charter Amendment 1 - City Administration	1,144	329	1,473	77.66%	22.34%
Columbus Charter Amendment 2 - City Elections	1,069	340	1,409	75.87%	24.13%
Columbus Charter Amendment 3 - City Officeholders	1,265	190	1,455	86.94%	13.06%
² Source: http://www.co.delaware.oh.us/boe/files/results/2014/general.summary.pdf					
3. Fairfield County³					
Amendment	Yes Votes	No Votes	Total Votes	Percentage Yes	Percentage No
Columbus Charter Amendment 1 - City Administration	1,070	450	1,520	70.39%	29.61%
Columbus Charter Amendment 2 - City Elections	982	464	1,446	67.91%	32.09%
Columbus Charter Amendment 3 - City Officeholders	1,184	293	1,477	80.16%	19.84%
³ Source: http://www.fairfieldelections.com/elections.php?election=86					
4. Total All Jurdictions					
Amendment	Yes Votes	No Votes	Total Votes	Percentage Yes	Percentage No
Columbus Charter Amendment 1 - City Administration	114,972	39,673	154,645	74.35%	25.65%
Columbus Charter Amendment 2 - City Elections	107,018	43,288	150,306	71.20%	28.80%
Columbus Charter Amendment 3 - City Officeholders	124,751	27,874	152,625	81.74%	18.26%

Appendix 6 – Commission Meeting Minutes

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
March 12, 2015 at 4:00 p.m.
Columbus City Hall, Conference Room 225

Attendance:

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr.
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Jacquilla Bass, Deputy Director, Columbus Department of Human Resources
- Greg Beaverson, Benefits Manager, Columbus Department of Human Resources

Mr. Christie called the meeting to order and allowed the members of the Commission and staff to introduce themselves.

Mr. McGuinness read from section 15.2 of the Columbus City Charter, which states, “The citizens' commission on elected official compensation shall consist of five members, who shall be qualified electors of the city, shall not hold any other office or employment in the city government, and shall serve without compensation. Two members shall be appointed by the council, two members shall be appointed by the mayor, and one member shall be jointly appointed by the council and the mayor, such member serving as chair of the commission.”

Mr. Paul gave a background of the Charter Review Commission recommendations and how Issue 8, which was passed overwhelming by voters, formed the Citizens' Commission on Elected Official Compensation. Ms. Moore stated it was clear that it is an emerging best practice, and the Charter Review Commission felt that it should be included in the Charter. Ms. Tyler Lee agreed and stated it would help create balance between compensating hard working public officials and being good stewards of tax payer money.

Mr. Paul then read and reviewed Charter sections 15.1 – 15.5, which outline the purpose, charge and goals of the Citizens' Commission on Elected Official Compensation. Mr. Paul then gave an overview of the timeline and framework of allowed salary recommendations as well as how Council will vote on the recommendations.

Mr. Christie asked about the current charter provision and how it could affect current Council members' pay. Mr. Paul responded that for years where salaries are already set, the Commission could recommend changes, but it would require Council to repeal the previous salary ordinance.

Mr. Greg Beaverson from the Human Resources department then presented on current Council compensation, past salaries and factors that contribute to the rate of increase.

Mr. Christie asked about comparable cities, and what else should be compared and reviewed. Mr. Beaverson referred to the presented list of comparable cities, which included cities within the state of Ohio and peer cities vs. core peer cities.

Mr. Christie then asked what the difference was between a peer and core city. Mr. Beaverson responded that peer cities would be those of general or broad level of comparison and largely come from lists that have been compiled in the past by the City's union negotiation teams while core peer cities actually share several similar characteristics to Columbus especially in terms of population.

Mr. McGuiness added that the Charter specifies cities to benchmark and then asked for the Commission's direction on which cities to select. Mr. Beaverson proposed three basic criteria of deciding which cities to research: practically, accuracy, and is it logical.

Mr. Paul then referenced the "Proposed Salary Survey Questions" handout. Mr. Christie asked if questions about opportunity for employment could be added. Ms. Tyler Lee suggested asking about the type and frequency of Council meetings and the size of the city budget. Mr. Murdock suggested asking about the potential mechanisms used to justify financial decisions.

Mr. McGuiness proposed that Commissioners review the list of cities and questions and send back their revised lists by March 19th. The commissioners agreed to this date.

Ms. Tyler Lee asked if either the Conference of Mayors or the National League of Cities had been contacted. Mr. Paul responded they had been contacted but have not yet responded.

Mr. Christie asked about the timeframe required for the research. Mr. Beaverson responded that the amount of time required for the research would depend on the number of cities and number of questions asked.

Mr. Christie added that it might be beneficial to ask if the state is a 'right to work' state. Mr. Beaverson responded that the question focused more on the bargaining unit which would not apply to elected officials but could provide the information.

Mr. Paul presented timelines and potential dates for the Commission's next meeting. The commission agreed to review the potential meeting and hearing dates and finalize a date in the near future.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
March 25, 2015 at 4:00 p.m.
Columbus City Hall, Conference Room 225

Attendance:

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr.
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Nichole Brandon, Director, Columbus Department of Human Resources
- Jacquilla Bass, Deputy Director, Columbus Department of Human Resources
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Amy DeLong, Director, Columbus Civil Service Commission

Mr. Christie called the meeting to order and asked the Commission members and staff members to introduce themselves. Mr. Christie thanked staff for their work.

Mr. Cox commented on the guidelines and parameters in regard to email communication as it relates to Open Meetings law for public bodies.

Ms. Moore made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the March 12th meeting.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. McGuinness reported on the final list of benchmark cities, right to work states, and elected officials' salaries. Ms. Tyler Lee stated that the Columbus 2020 list would be a good starting point with the exception of New York City, Dallas, and Chicago. Mr. Murdock agreed with Ms. Tyler Lee. Ms. Moore stated that it would be a good idea to begin with the peer cities list because the city already utilizes it for benchmarking representative and administrative salaries. Mr. Paul added that when analyzing characteristics like population and government structure, the core peer cities list might not be the best list to utilize. Mr. Christie stated he would be comfortable using the peer cities list and adding or removing other cities if needed.

Mr. Christie asked how realistic it was to receive responses from all of the cities on the list in the timeframe allotted. Mr. Beaverson responded that the survey is likely to have a high response rate.

Ms. Moore made a motion, seconded by Ms. Tyler Lee, for the list of cities being utilized to include peer cities with the exception of Boston, Dallas, San Diego and San Francisco but also including the cities of Lexington, Minneapolis, and Raleigh.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Beaverson reported on the survey questions being sent to other cities. Mr. Christie asked if the survey had been sent. Mr. Beaverson confirmed that it had been sent Tuesday morning.

Mr. Paul proposed that a future topic discussion and presentation should be the consumer price index because it would help in deciding not only the base salary for this year but for the succeeding years. Mr. Paul asked if there were any other topics the Commission would like to cover in future meetings. Mr. Christie responded that if Commission members think of topics, they would forward them to staff.

Mr. Paul gave an overview of the website for the Citizens' Commission on Elected Official Compensation. Ms. Tyler Lee asked if there was a mechanism to contact the Commission for those who do not have computer access. Mr. Paul responded that the mailing address and phone number to contact the Commission will be added to the contact portion of the website.

Mr. Christie announced that the next meeting would be April 8th at 4:00 p.m. and adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
April 08, 2015 at 4:00 p.m. Columbus City
Hall, Conference Room 225

Attendance:

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk (absent)
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr. (absent)
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuiness, Special Assistant to Mayor Michael B. Coleman
- Nichole Brandon, Director, Columbus Department of Human Resources
- Jacquilla Bass, Deputy Director, Columbus Department of Human Resources (absent)
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources

Mr. Christie called the third meeting of the Commission to order.

Mr. Murdock made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the March 25th meeting.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Paul gave a status update on salary survey responses and the data collected. Mr. Beaverson added that 13 of the cities had responded giving the survey at 43% response rate. Ms. Easterday asked when the 'reply by' date was. Mr. Beaverson responded the date was Friday, April 10th, and a reminder would be sent to the remaining cities prior to that date.

Mr. Christie asked if the U.S. Conference of Mayors or the National League of Cities (NLC) had replied to the Commission's request for information. Mr. Paul responded that the Conference of Mayors had not responded, and the NLC did not have any information.

Mr. Paul gave an update on the status of the Consumer Price Index (CPI) report. Mr. Paul reported that Mr. Cox from the City Attorney's office will offer an opinion at the next meeting and address, legally, what makes the most sense when considering CPI. Mr. Paul stated that after reaching out to the City Auditor's office, it was suggested that it would be best to seek outside Council and that contact had been initiated with Dr. Bill Lafayette. Mr. Murdock stated it would be nice to know which CPI are typically used for human resource purposes. Mr. Paul responded that Dr. Lafayette's goal for his presentation is to outline the base definition, what it is referred to in the public domain, and then possible options to consider and a recommendation of which CPI to use.

Mr. Paul asked if the Commission would like to have another city that has been through the process give a presentation. Mr. Paul stated that Phoenix, Arizona was willing to have a teleconference. Ms. Moore stated that it would be helpful, and the Commission agreed.

Mr. Paul summarized a handout of questions to spark potential discussion and feedback on how staff should frame and present the data collected to the Commission. Mr. Christie asked if there were any questions the Commission did not want to take into consideration. The Commission did not have any to remove from the list. Mr. Christie asked if there were any additional questions the Commission wanted to add. Ms. Tyler Lee stated that other questions may naturally come to the surface after sifting through and analyzing the data and that this list looked like a great start. Mr. Christie stated it would be good to reach out to another city that had been through the process and ask what considerations used when when analyzing data.

Mr. Paul reported that a mailing address and phone number have been added to the Commission website. Mr. Paul then gave a summary of the correspondence received and the responses given.

Mr. Christie asked about the timeline of the Commission and asked whether it would meet the April 24th deadline for the recommendations. Mr. Paul responded that staff will be pressed to receive the information as quickly as possible, but would rather be right than by the deadline. Mr. Christie stated the Commission would be in a better position next meeting to attempt to establish a better deadline for recommendations. Ms. Moore requested the City Attorney's office to offer an opinion regarding the timeframes and as to whether City Council needs to take action to extend the Commission's work. Mr. Paul added that initial conversations had also been had with the City Attorney's office.

The Commission scheduled their next meeting for Thursday, April 30th at 4:00 p.m. and tentatively scheduled the next public hearing for Wednesday, May 6th at 10:00 a.m.

Mr. Christie thanked the staff for their work, competence, due diligence, and adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
April 30, 2015 at 4:00 p.m.
Columbus City Hall, Conference Room 225

Attendance:

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr.
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Nichole Brandon, Director, Columbus Department of Human Resources
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Amy DeLong, Director, Civil Service Commission

Mr. Christie called the fourth meeting of the Commission to order.

Approval of the Minutes: Ms. Moore requested that Mr. Josh Cox and Ms. Jaquilla Bass be reflected as absent in the minutes. Ms. Easterday requested that 'were' be added to the second page, first paragraph, last line after the word "considerations".

Mr. Murdock made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the April 8th Meeting as amended.

- Yeas – 5
- Nays – 0
- Motion carried

The Commission held a conference call with the City of Phoenix about their experience with having a compensation commission and lessons that could be learned during the process.

Dr. Bill LaFayette gave a presentation on the Consumer Price Index (CPI) and the path of price changes over time. Dr. LaFayette recommended that the Commission use the CPI-U, Midwest, Size Class A, All Items for their formula and recommendations.

Mr. Murdock asked if this particular CPI was in potential danger of going away or changing. Dr. LaFayette responded that this CPI went back decades and if were to happen, there would be plenty of warning from the Bureau of Labor Statistics.

Mr. Cox gave an opinion on Section 15 of the Charter, which references salaries not being increased or diminished during the term for which the individuals are elected or appointed. Mr. Cox stated a formula is permissible, based on previous case law, as long as it is set prior to the commencement of the term. Mr. Cox gave the opinion that the previous four years prior referenced in the Charter refers to the date of the annual increase.

Mr. Murdock asked if the four years was a ceiling for what could be recommended. Mr. Cox responded affirmatively. Ms. Moore asked if they were to accept the recommended CPI, would the cap of the increase be 1.99%. Mr. Paul responded affirmatively. Ms. Moore asked if the Commission selected the recommended CPI, the cap of the salaries would be 1.99% no matter what. Mr. Paul responded that the charge of the Charter is to set the base rate for each elected official, along with the increase past the base rate which is what is capped at the four year average of the CPI.

Ms. Moore asked for the language of Section 15-4 in the City Charter to be read aloud. Ms. Tyler Lee read the language.

Mr. Murdock clarified that the Commission was not only recommending base salaries but also the rate of increase. Mr. Paul responded affirmatively.

Mr. Beaverson gave an update on the response rate of survey and stated that the survey was now closed for results. Mr. Paul added that in addition to the responses, public information was gathered to fill in for gaps in information.

Mr. Christie asked if there was an initial analysis after receiving all the information. Mr. Beaverson responded that they had just begun looking at the data. Mr. Christie asked where the Commission should focus. Mr. Beaverson responded that it would be good to look at the base pay. Mr. Christie replied that the Commission will look at the data and become familiarized with it before drawing any conclusions.

Mr. Cox gave an opinion on the deadline of the recommendations of the Commission. Mr. Cox stated the context of this deadline should be taken into consideration because all elected officers' terms begin on January 1 so salaries for those officials have to be set effective prior to the end of the year prior to the term starting, meaning the Council may not need the report as early as April. Mr. Cox added that the report is for the benefit of Council, and the Charter outlines in Section 15-4 that it is Council's decision and may enforce this Section by compelling a meeting of the Commission for the report.

Mr. Murdock made a motion, seconded by Ms. Easterday, to give staff instruction with using the CPI-U, Midwest, Size Class A, All Items for their presentation.

- Yeas – 5
- Nays – 0
- Motion carried

The Commission confirmed the public hearing for Wednesday, May 6th at 10:00 a.m. and tentatively scheduled the next public hearing and working meeting for Tuesday, May 19th at 5:00 p.m.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
May 6, 2015 at 10:00 a.m.
Columbus City Hall, Council Chambers

Attendance:

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner (absent)
- Andrea Blevins, Columbus City Clerk
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Nichole Brandon, Director, Columbus Department of Human Resources
- Amy DeLong, Director, Civil Service Commission

Mr. Christie welcomed everyone to the first public hearing for the Citizens' Compensation Commission on Elected Officials Compensation and called the meeting to order. Commission members and staff introduced themselves.

Mr. Christie summarized Section 15.3 of the Columbus City Charter, which authorizes the Commission to conduct a review of salaries for like positions in the public sector and that the recommendations shall be appropriate to the duties for each elected officer of the City of Columbus. Mr. Christie read from Section 15.4 that "the commission shall submit to the city clerk a report of recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years."

Mr. Christie gave a summary of the work of the commission thus far, including work from the last meeting. Mr. Christie stated that all of the meetings have been recorded, televised, and available online. Mr. Christie stated that there is a dedicated web page for the Commission that contains meeting materials including salary data.

Mr. Christie outlined the purpose of this meeting was for public input and testimony. Mr. Christie announced the next working meeting is scheduled for Tuesday, May 19th. Mr. Christie added that the public is also able to add input via the web through an online comment form, email, or by phone.

Mr. Christie stated that the public may offer testimony consistent with the rules of Columbus City Council, which require that a speaker slip be filled out by the individual wishing to speak and stated that slips are available in the hallway directly adjacent to Columbus City Council Chambers. Mr. Christie reiterated that speaker slips will be accepted until approximately 10:30 a.m.

Mr. Christie asked if there had been any speakers slips, Mr. Paul responded that no speaker slips had been received yet.

Mr. Christie recessed the meeting and stated that the commission members will remain until 10:30 a.m. at which time they will reconvene and hear any comments from the public if speaker slips are received.

Mr. Christie reconvened the meeting and asked if any speaker slips had been submitted. Mr. Paul responded that no speaker slips had been submitted.

Mr. Christie again announced the next Commission meeting and public hearing will be Tuesday, May, 19th at 5:30 p.m. and that speaker slips will be accepted. Mr. Christie thanked staff and said he looked forward to a detailed and productive next meeting.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
May 19, 2015 at 5:30 p.m.
Columbus City Hall, Council Chambers

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Josh Cox, Chief Counsel, Columbus City Attorney Richard C. Pfeiffer, Jr.
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Nichole Brandon, Director, Columbus Department of Human Resources

Mr. Christie called the sixth meeting of the Citizens' Commission of Elected Official Compensation to order. Commission members and staff introduced themselves.

Mr. Christie gave an overview of the charge and the work of the Commission so far.

Mr. Christie stated that the public may offer testimony consistent with the rules of Columbus City Council, which require that a speaker slip be filled out by the individual wishing to speak and stated that slips are available in the hallway directly adjacent to Columbus City Council Chambers. Mr. Christie stated the Commission would take speaker slips immediately following the business portion of the meeting.

Approval of the minutes for May 6th public hearing: Ms. Moore requested to add Nicole Brandon to the attendance and on the first page, second to last paragraph, and add "a.m." after the time.

Ms. Moore made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the May 6th Meeting as amended.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Murdock made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the April 30th Meeting.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Christie referenced Charter Section 15-4, which outlines that the commission shall submit to the city clerk a report of recommendations for the salary of each elected officer of the city. Mr. Christie stated the Commission was responsible for deciding which specific years the recommendations will be made for.

Mr. McGuinness gave an overview of the Elected Official Compensation Schedule document. Mr. McGuinness recommended keeping the salaries in place for all positions set by ordinance 2665-2013. He also recommended the Commission set a salary figure for the Mayor for 2020 and a cost of living increase for 2021. Mr. McGuinness stated that if that is implemented, the 2018 Commission could then make

recommendations on all the elected positions on a standard, four year cycle. Mr. McGuiness stated staff recommends setting a salary for the Council President and Council Members for 2018 and CPI through 2021. Mr. McGuiness stated staff recommends setting a salary for the City Attorney and City Auditor for 2018 and CPI through 2021.

Mr. Murdock made a motion, seconded by Ms. Easterday, to approve the recommended salary schedule outlined in the Elected Official Compensation Schedule.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Christie referenced Section 15-4, which outlines that the Commission must an annual cost of living adjustment which shall not exceed the average increase in the consumer price index, or successor thereto, during the preceding four years.

Mr. Paul summarized the Cost of Living Increase document, which included the Consumer Price Index definition and overview of Dr. LaFayette's previous presentation and recommendation. Mr. Paul stated staff recommends the annual cost of living increase for all elected officers of the city shall be equal to but not exceed the geometric average increase of the CPI-U, Midwest, Size Class A, All Items.

Mr. Murdock made a motion, seconded by Ms. Moore, to approve the annual cost of living increase provided to all elected officers of the city shall be equal to but not exceed the geometric average increase of the CPI-U, Midwest, Size Class A, All Items, four years preceding the year of which the cost of living increase will be realized.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Christie referenced the city benchmark handout from the last meeting. Mr. McGuiness gave an update on the benchmarking report and presented the analyzed data.

Mr. Christie asked what information should be given attention and how the Commission should come up with recommendations for presentation to Council. Mr. McGuiness replied that the Commission should analyze the data and ask staff any necessary questions.

Ms. Easterday asked if other ways were considered for breaking down the data and if so, what they were. Mr. Paul responded that staff did not want to show bias in their presentation by solely using the top ten largest cities, so staff used the list approved by the Commission. Ms. Easterday rephrased her question and asked if there was another way beyond per capita either by comparing the budget, the city's average salary, or even geographical data. Mr. McGuiness responded the data could be provided in any way the Commission would like. Ms. Tyler Lee asked if the data could be overlaid to see per capita and the budget. Ms. Easterday added it would also be a way to see trends or discrepancies.

Mr. Christie asked how likely it would be to get additional requested data. Mr. McGuiness stated it should be possible by next week.

Mr. Christie asked if the average percentage increase of city employee compensation for the last five year period or a projected increase for the fiscal year for 2015 could be provided. Mr. Paul responded that information should be readily available. Ms. Easterday asked if data for the average percentage increase of private sector compensation could be provided for the same time period to compare.

Mr. McGuiness clarified whether members would like to see the general budget, capital budget, or combined. Ms. Easterday suggested the combined.

Mr. McGuiness gave an overview of the draft recommendation report outline including the cover page, table of contents, letter from the Commission, executive summary, detailed background, actual recommendations, base salaries of the Mayor, Council President, Council Members, City Attorney, and City Auditor, rationale of recommendations, cost of living adjustment, conclusion, and group of appendices.

Mr. Murdock asked if public comment could be added to the report. Mr. McGuiness responded that it could be placed in the background but could have its own separate section. Mr. Paul responded the Charter Review Commission had them, and it could be added to this report as well.

Mr. Christie asked when the draft of the report would be ready. Mr. McGuiness replied the draft would be prepared by the next meeting.

Mr. Christie confirmed that the next Commission meeting is scheduled for June 2nd at 1:00 p.m. and tentatively set a meeting for June 11th at 4:00 p.m., if needed.

Mr. Christie asked if any speaker slips had been submitted. Mr. Paul responded that no speaker slips had been submitted.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
June 02, 2015 at 1:00 p.m.
Columbus City Hall, Conference Room 225

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Amy DeLong, Director, Civil Service Commission

Mr. Christie called the seventh meeting of the Citizens' Commission of Elected Official Compensation to order. Commission members and staff introduced themselves.

Mr. Christie gave an overview of the charge and the work of the Commission so far.

Approval of the minutes: Ms. Moore requested to correct Ms. Tyler Lee's name on the second page, fifth paragraph, second to last line.

Ms. Moore made a motion, seconded by Ms. Easterday, for adoption of the Minutes for the May 19th Meeting as amended.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Beaverson reviewed the handout on the general fund versus salaries of the 29 peer cities. Ms. Easterday asked whether the Council members and Council President were separated as full or part time and if so, what did the data look like. Mr. Beaverson replied the information could be provided. Ms. Easterday also asked if the data was specific as to which cities had a Mayor with an accompanying City Manager. Mr. Paul explained for the purpose of the discussion, staff combined City Manager and Mayor, if applicable.

Mr. Christie asked what the average increase for city employees was for the last five years, and if there was a projected increase for the next year. Mr. Paul responded that the average raise for all city employees was 2.6 percent and for MCP employees, which includes the group of salaries being decided, over five years was 2.75 percent. Mr. Beaverson added there were no projected percentages yet for 2016. Ms. Easterday asked what the median salary was for the private sector. Mr. Paul replied the 2013 median salary for the Columbus region was \$43,662.00 and for Franklin County was \$43,506.00.

Mr. Christie gave his thoughts on the framework to dissect the data and encouraged Commission members to share thoughts and opinions of how to approach the information. Mr. Paul responded that staff decided to use median per capita pay to try and level out factors by equating salary to population.

Ms. Tyler Lee asked if the Commission would decide a percentage increase recommendation for the salary. Mr. McGuiness clarified the Commission would give an actual number for the base pay.

Ms. Moore asked why the Mayor's salary was flat from the years 2011 to 2015. Mr. Christie responded it was by the decision of the Mayor to forego increases due to the state of the economy. Mr. Paul added that other elected officials also wrote a letter to the City Auditor to decline pay increases, which is not reflected on the ordinances passed by Council.

Mr. Paul presented data on salary per capita and current position within the data to give a framework for the discussion of the Mayor's base salary. Mr. Paul added that the recommendation would only be for one year because the next Commission would meet in 2018, and the CPI had already been voted on by the Commission.

Mr. Christie stated he was concerned with using per capita because bargaining units did not use per capita. Mr. Paul responded this method was intended to be a starting point for conversation by commission members.

The Commission members discussed several formulas to decide the Mayor's base pay salary including multiples of the median salary, percentages of increases over time, per capita, changes to the Mayor's previous salaries, and comparisons to market value and the private sector.

Ms. Moore stated she was not comfortable voting on a salary during this meeting because there was too much data to analyze. Mr. Christie stated there was a good framework for going forward and they could use the same approach for deciding the other elected offices' salaries.

Mr. McGuiness asked what data and information the Commission would like staff to provide for the next meeting. Mr. Murdock asked that staff focus on annual salaries and projected increases along with calculations of 3, 5, and 7 percent raise figures. Mr. Paul stated that in addition to calculations, he was hoping, for consistency, to present per capita numbers for each office to begin the discussion. Mr. Christie added he would also like to have the 3, 5, and 7 percent raises calculated for the next meeting. Mr. Murdock also asked to have per capita calculation to have consistent information for each office.

Mr. Christie stated that the next Commission meeting was scheduled for June 11th at 4:00 p.m. and tentatively set a meeting for June 16th at 3:30p.m., if needed.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
June 11, 2015 at 4:00 p.m.
Columbus City Hall, Conference Room 225

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Amy DeLong, Director, Civil Service Commission
- Nichole Brandon, Director, Columbus Department of Human Resources

Mr. Christie called the eighth meeting of the Citizens' Commission on Elected Official Compensation to order. Commission members and staff introduced themselves.

Mr. Christie gave an overview of the charge and the work of the Commission so far.

Mr. Murdock made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes for the June 2nd Meeting.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Beaverson reviewed the corrected Mayor and City Manager Base Salary slides from the 2015 Research Presentation handout.

Mr. Beaverson presented the data and information in the Research Data Presentation 2nd Follow-Up handout.

Ms. Easterday asked which cities had full-time versus part-time councilmembers, which allowed outside employment, and which council members took advantage of having outside employment. Mr. Paul responded that Lexington, Kentucky was the only city that employed a full-time Mayor and allowed outside employment while all other cities that were part-time or undefined allowed other employment.

Mr. Beaverson presented the Percentage Increase Table Information handout. Mr. Paul presented the data in the Data Analysis: Mayoral Compensation handout.

Ms. Easterday asked the Commission if the City Manager should be included when deciding salary and where the Mayor's salary ranks among other cities. Mr. Paul responded that Figure J in the handout focuses on full-time City Managers or Mayors where outside employment is prohibited.

Mr. Murdock stated the data gave assurance that the 2019 salary for the Mayor was set at a comparable level, within an acceptable range, and the Commission should contemplate a number for the 2020 salary that keeps even with the current 3% average raises. Ms. Easterday agreed with Mr. Murdock.

Mr. Murdock made a motion, seconded by Ms. Tyler Lee to set the 2020 Mayoral base salary as \$197,627.00

- Yeas – 5
- Nays – 0
- Motion carried

Ms. Moore thanked the Department of Human Resources staff for doing a good job keeping pace with appropriate salaries. Mr. Beaverson thanked Ms. Moore on behalf of the current Human Resources Director Brandon and former Director Christie.

Mr. Paul presented the data in the Data Analysis: City Council Compensation handout.

Mr. Christie asked what the median salary for Council members was. Mr. Paul responded the median salary was \$44,587.00. Ms. Easterday asked if this included full and part-time members. Mr. Paul responded it included all thirty cities.

Ms. Tyler Lee offered a 10% increase as a consideration and referenced Figure F in the Data Analysis: City Council Compensation handout to show Columbus was well above the median residents per Councilmember ratio. Ms. Easterday responded she would be more comfortable using Figure D in the Data Analysis: City Council Compensation handout as a comparison against other cities because it was straightforward ranking of those cities where Councilmembers are part-time and allowed outside employment. Ms. Moore agreed with being comfortable using Figure D to help make a decision. Mr. Murdock stated he did not want to go above the historically average increases. Ms. Tyler Lee agreed with Mr. Murdock.

Ms. Moore made a motion, seconded by Ms. Easterday to set the 2018 Councilmember base salary as \$57,738.00.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Paul presented the data in the Data Analysis: Council President Compensation handout.

Mr. Murdock asked if this salary was about 20% over the salary passed in the previous motion (historically, the salary of the Council President in Columbus is 20% higher than that of the other Councilmembers based on the additional duties required). Mr. Paul responded it was.

Ms. Tyler Lee made a motion, seconded by Mr. Murdock to set the 2018 Council President base salary as \$69,458.00.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Paul presented the data in the Data Analysis: City Attorney Compensation handout.

Ms. Moore asked if the City Attorney and City Auditor's salaries were the exact same in other cities. Mr. Paul responded they were not, but the salaries for these two positions have been the same for many years.

Mr. Paul presented the data in the Data Analysis: City Auditor Compensation handout.

Ms. Easterday stated she was comfortable with separating the amounts of salaries for the City Attorney and City Auditor if that is the desire of the Commission. Ms. Moore stated she was comfortable with keeping the salaries the same at this time but wanted to note/advise future Commissions to be watchful because keeping the salaries the same could be potentially detrimental to the City Attorney in the future based upon the salary comparison data presented to this Commission.

Mr. Murdock made a motion, seconded by Ms. Moore to set the 2018 City Attorney base salary as \$184,600.00.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Murdock made a motion, seconded by Ms. Moore to set the 2018 City Auditor base salary as \$184,600.00.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Christie asked when the draft report could be available to the public electronically and asked if a June 30th deadline would be acceptable. Mr. McGuinness agreed to the June 30th deadline.

Mr. Christie thanked the staff for their continued hard work and invaluable data. Mr. McGuinness thanked the Commission for work and time and stated the members set a great precedent for future Commissions.

Mr. Christie adjourned the meeting.

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
June 16, 2015 at 3:30 p.m.
Columbus City Hall, Council Chambers

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner (absent)
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Amy DeLong, Director, Civil Service Commission

Mr. Christie called the ninth meeting of the Citizens' Commission on Elected Official Compensation to order and members and staff introduced themselves.

Mr. Christie gave an overview of the charge and the work of the Commission so far.

Mr. Christie stated that the public may offer testimony consistent with the rules of Columbus City Council, which require that a speaker slip be filled out by the individual wishing to speak and stated that slips are available in the hallway directly adjacent to Columbus City Council Chambers.

Ms. Moore made a motion, seconded by Ms. Tyler Lee, for adoption of the Minutes from the June 11th Meeting.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. McGuinness gave an overview of the draft report of the Commission including the letter from the Commission, executive summary, detailed background, public outreach, salary schedules of each elected office, salary recommendations of each elected office, consumer price indexes and cost of living adjustment, and appendices.

Mr. Murdock commended staff for drafting a comprehensive, but concise and informative document. Ms. Tyler Lee stated the report captured the work of the Commission and commended staff for the tremendous amount of work in addition to regular duties. Ms. Moore echoed other Commission members' sentiments. Mr. Christie also thanked staff for their time, effort and work.

Mr. Christie recommended Commission members submit any comments by June 22nd so that the final report can be completed for review by staff by June 30th. Mr. Christie requested the draft report be available as quickly as possible on the Commission's web page. Mr. Christie requested staff forward any additional public comment submitted to the Commission. Mr. Christie stated the Commission will send the final report to the City Clerk for Council's consideration per Section 15-5 of the Charter.

Mr. Christie inquired and Mr. Paul responded that no speaker slips had been submitted.

Mr. Christie asked if there was a separate section in the report for lessons learned or recommendations for future Commissions. Mr. McGuinness replied that there was currently no specific section but could add

them as a separate conclusion. Mr. Christie stated Commissioners should submit recommendations to staff by the June 22nd deadline.

Mr. Christie thanked fellow Commission members for their work and service to the citizens of Columbus.

Mr. Paul and Mr. McGuinness thanked Commission members for their time and work.

Mr. Beaverson asked for confirmation from the Commission members if results of the salary survey could be sent to cities that provided information for our study. Commission members confirmed the data could be sent along with a letter of thanks from Members of this Commission.

Mr. Christie adjourned the meeting.

Appendix 7 – City Elected Official Compensation History

Annual Base Salaries of Columbus Elected Officials															
2005-2017															
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Mayor	136,894	141,001	145,231	158,302	163,051	167,943	172,981	172,981	172,981	172,981	172,981	177,306	181,738	186,736	191,871
Attorney	126,110	138,000	142,140	146,404	150,796	150,796	153,812	156,888	160,025	164,026	168,126	172,750	177,500	-	-
Auditor	126,110	138,000	142,140	146,404	150,796	150,796	153,812	156,888	160,025	164,026	168,126	172,750	177,500	-	-
Council President	43,610	44,482	45,372	46,733	48,135	51,023	54,084	55,707	57,378	60,246	63,259	64,999	66,786	-	-
Council Member	36,252	36,977	37,717	38,848	40,014	42,414	44,959	46,308	47,697	50,081	52,585	54,031	55,517	-	-
Percentage Increase of Annual Base Salaries of Columbus Elected Officials															
2005-2017															
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Mayor	-	3%	3%	9%	3%	3%	3%	0%	0%	0%	0%	3%	3%	3%	3%
Attorney	-	9%	3%	3%	3%	0%	2%	2%	2%	3%	2%	3%	3%	-	-
Auditor	-	9%	3%	3%	3%	0%	2%	2%	2%	3%	2%	3%	3%	-	-
Council President	-	2%	2%	3%	3%	6%	6%	3%	3%	5%	5%	3%	3%	-	-
Council Member	-	2%	2%	3%	3%	6%	6%	3%	3%	5%	5%	3%	3%	-	-
Annual Base Salaries of Columbus Elected Officials 2006-2015															
Mayor	2.4%	Median Columbus employee pay raise for all employees, 2011-2015:											2.6%		
Attorney	2.9%	Median Columbus MCP employee pay raise, 2011-2015:											2.75%		
Auditor	2.9%	Median MCP Employee Base Salary:											\$59,406		
Council President	3.8%														
Council Member	3.8%														

Appendix 8 – Detailed Salary Survey Response and Research

2015 City of Columbus Elected Officials Salary Survey							
ALL ELECTED OFFICIALS							
Municipality	Under what type of government does your city operate (i.e. Strong Mayor-Council, Weak Mayor-Council, Council-Manager, or Commission)?	What is your city's annual general fund budget?	What is your city's annual capital budget?	How many full-time equivalent staff does your city employ?	Is a current mechanism in place to adjust elected official salaries in accordance with CPI changes or other factors? If yes, please briefly explain or provide a link.	Do your elected officials have term limits? If so, please describe them individually.	Notes
Akron, OH	Strong Mayor-Council	\$153,486,250.00	\$244,143,226	2100	no	no	
Albuquerque, NM	Strong Mayor-Council	505 Million	N/A	6300	no	4 years	
Atlanta, GA							
Austin, TX	Council - City Manager	FY 14-15 \$854.0M	FY 14-15 \$810.8M	12,974	No automatic increase. Increases are granted through resolution and based on market and employee movement	Councilmembers have a two-term limit.	Councilmembers can fulfill their two terms limit and then run for Mayor without a break.
Baltimore/Baltimore Co, MD							
Charlotte/Mecklenburg Co, NC	Council - Manager	\$ 584,131,279.00	\$ 852,900,000.00	7169.25	No	They are elected every two years, but have no term limits	
Cincinnati, OH	Strong Mayor/City Manager/Council	\$ 358,191.00	\$ 850,000.00	4,983			
Cleveland, OH							
Columbus, OH							
Dayton, OH							
Denver/Denver Co, CO	Strong Mayor-Council (11 Councilmembers and 2 At-Large)	2014 Gross Expenditures \$2.2B and General Fund was 477.09M	Capital Project Funds \$241.74M	Total FTEs 13,338	No	4yr terms (Mayor 3 term limit and Council Members have 3 term limits)	
Detroit, MI	Strong Mayor	\$ 2,413,545,466.00	N/A	8667	No	4 year term for Mayor and City Council	
El Paso, TX							
Fort Worth, TX	Council-Manager	\$ 589,750,930.00	\$13,471,745	6407	No		
Indianapolis/Marion Co, IN							
Jacksonville/Duval Co, FL	Strong Mayor-Council	\$ 1,105,918,070.00	\$ 13,678,942.00	7262	Other - Florida Statute	Mayor: 4 years, City Council: 8 years	
Kansas, City, MO	Weak Mayor-Council-Manager			4340		Two consecutive 4-year terms	
Lexington, KY	Strong Mayor-Council	\$ 313,254,230.00	\$ 26,188,100.00	2942	http://www.klc.org/info/detail/11/Cost_of_Living_Adjustments	Mayor is elected for a term of four years and can serve no more than three (3) consecutive full terms as Mayor. Council - http://www.lexingtonky.gov/index.aspx?page=325	

2015 City of Columbus Elected Officials Salary Survey

ALL ELECTED OFFICIALS

Municipality	Under what type of government does your city operate (i.e. Strong Mayor-Council, Weak Mayor-Council, Council-Manager, or Commission)?	What is your city's annual general fund budget?	What is your city's annual capital budget?	How many full-time equivalent staff does your city employ?	Is a current mechanism in place to adjust elected official salaries in accordance with CPI changes or other factors? If yes, please briefly explain or provide a link.	Do your elected officials have term limits? If so, please describe them individually.	Notes
Los Angeles, CA							
Louisville/Jefferson Co, KY	Strong Mayor-Council	Unable to answer	Unable to answer	about 6716	No	Mayor- yes 2 terms, Metro Council- no term limit	
Memphis, TN							
Milwaukee, WI							
Minneapolis, MN							
Nashville/Davidson Co, TN							
New York City, NY							
Oklahoma City, OK	Council-Manager	\$ 415 million	\$663 million	4672	N/A	Overlapping four-year terms	
Philadelphia, PA							
Phoenix, AZ	Council-Manager	\$ 1,145,995,000.00	\$ 574,383,000.00	11873	N/A	Mayor - two four-year terms. Council - three consecutive four-year terms	
Pittsburgh, PA	Strong	\$505,913.84	\$ 50,000,000.00	3,167	No	4 years	
Raleigh, NC	Mayor-Council	\$ 416,612,398.00	\$ 148,800,000.00	3800	No	Yes	
San Antonio, TX							
San Diego, CA	Strong Mayor	\$1.2 billion	\$ 310,000,000.00	10,700	Yes. See repetitive notes tab for each official	The City Auditor serve for a term of 10 years. The Mayor, City Attorney and Council Members can serve two terms for a total of 8 years.	
San Jose, CA							
Seattle, WA	Strong Mayor-Council	\$1.0 Billion	N/A	10771	The source of all elected official salary adjustments varies, but many (e.g., Mayor, City Attorney) are adjusted based on CPI-W for Seattle-Tacoma-Bremerton, WA.	No	
St Louis, MO	Mayor-Board of Aldermen	\$479.3M	\$38.71 M	5434	The salary of an elected official shall not be increased during the term of office. New pay rates are established to become effective beginning with any new term of office.	Terms for all city offices are four years.	
Toledo, OH							
Washington, DC							

2015 City of Columbus Elected Officials Salary Survey

MAYOR

This survey assumes your mayor is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY			FULL-TIME, PART-TIME			BENEFITS			Notes
	Mayor Annual Base Salary	City Manager Annual Base Salary	Anticipated salary increase in the coming fiscal year	Is your mayor full-time or part-time? If PT, how is PT for the mayor defined by your city?	If part-time, is your mayor permitted to hold other full-time employment outside the elected office?	If part-time, is your mayor employed outside the elected office?	Receive Medical Dental Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Akron, OH	\$ 154,668.80	n/a	1%	Full-Time			Yes		City Cell and Car use	
Albuquerque, NM	\$ 103,854.00	N/A	TBD	Full-Time	No	N/A	Yes	Yes	Yes	
Atlanta, GA										
Austin, TX	\$0.00	\$297,189.40	Based on review and market conditions	Mayor is FT - Temp City Manager is FT - Regular			City Mgr - Yes, Mayor - eligible to participate in Med/Dental, No - Pension	City Mgr - Yes, Mayor - No	Yes	Mayor waived his annual pay
Baltimore/Baltimore Co, MD										
Boston, MA	\$ 175,000.00	n/a	n/a	full-time	n/a	n/a	yes	no	car & cell	
Charlotte/Mecklenburg Co, NC	\$ 23,806.56	\$ 245,000.00	0%	Part-time	Yes	Yes	No	No	Yes/Receives Auto Allowance and Expense Allowance	
Cincinnati, OH	\$131,399.112	\$244,999.990	N/A	Full-Time	N/A	N/A	Yes	Yes	N/A	
Cleveland, OH										
Columbus, OH										
Dayton, OH										
Denver/Denver Co, CO	\$155,211	N/A	\$163,204	Full-Time	N/A	N/A	Yes	Yes	Yes	Salary set in ordinance 7/22/14-7/20/15 & 7/20/15-7/18/16
Detroit, MI	\$ 166,487.00	N/A	N/A	Full Time			Yes	Yes	Yes	
El Paso, TX										
Fort Worth, TX	\$ 29,000.00	\$ 314,995.00	n/a	PT/Temporary	Yes	Yes	No	No	Yes	Police escorts
Indianapolis/Marion Co, IN										
Jacksonville/Duval Co, FL	\$ 138,473.52	n/a	unknown	Full Time	n/a	n/a	Yes - exception: Mayor chose not to participate in City Pension	Yes	Yes	The Mayor elected to keep his salary less than the amount authorized due to the economy. Authorized Amt.: \$180,332
Kansas, City, MO	\$ 123,156.00	\$ 209,103.00	0%	full-time			yes	yes	yes	
Lexington, KY	\$ 120,574.22		0%	Full Time			Yes	Yes	Yes	

2015 City of Columbus Elected Officials Salary Survey

MAYOR

This survey assumes your mayor is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY			FULL-TIME, PART-TIME			BENEFITS			Notes
	Mayor Annual Base Salary	City Manager Annual Base Salary	Anticipated salary increase in the coming fiscal year	Is your mayor full-time or part-time? If PT, how is PT for the mayor defined by your city?	If part-time, is your mayor permitted to hold other full-time employment outside the elected office?	If part-time, is your mayor employed outside the elected office?	Receive Medical Disability Pension Other?	Receive Vacation Sick Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Los Angeles, CA										
Louisville/Jefferson Co, KY	\$ 117,328.12	N/A	N/A	Full Time	N/A	N/A	Yes	Yes	Yes	
Memphis, TN										
Milwaukee, WI										
Minneapolis, MN										
Nashville/Davidson Co, TN										
New York City, NY										
Oklahoma City, OK	\$ 24,000.00	\$ 242,187.12	Unknown	Elected- Not considered FT or PT			City Manager only	City Manager Only	Car allowance : \$7000 annually	Mayor -Elected; City Manager - Appointed
Philadelphia, PA										
Phoenix, AZ	\$ 88,000.00	\$ 315,000.00	None	PT - Though not stated in the City Charter, the Law Department interprets elected official positions to be part time.	No	No	Yes	No	Yes	Retirement participation is in the Arizona Elected Officials Retirement Plan. Medical, Dental, and Deferred Compensation is offered through the City.
Pittsburgh, PA	\$107,500		Uncertain	Full-time			Yes	No	Uncertain	
Raleigh, NC	\$8.93/hour	\$ 223,600.00	Unknown	PT	Yes	Yes	Yes	Yes	Yes	
San Antonio, TX										
San Diego, CA	\$ 100,464.00	N/A	No	Full-time	N/A	N/A	Yes	Yes	Yes	Salary Setting Mechanism - Independent Salary Setting Commission which meets on odd number years with a two year recommendation presented to City Council for approval.
San Jose, CA										
Seattle, WA	\$ 183,034.00		Unknown	FT			Yes	Yes	Has Driver, Security.	
St Louis, MO	\$131,820.00			fulltime			Yes	Yes	no cash	
Toledo, OH										
Washington, DC										

2015 City of Columbus Elected Officials Salary Survey

CITY ATTORNEY

This survey assumes your city attorney is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY		FULL-TIME, PART-TIME			BENEFITS			Notes
	City Attorney Annual Base Salary	Anticipated salary increase in the coming fiscal year	Is your city attorney full-time or part-time? If PT, how is PT for the city attorney defined by your city?	If part-time, is your city attorney permitted to hold other full-time employment outside the elected office?	If part-time, is your city attorney employed outside the elected office?	Receive Medical Dental Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Akron, OH	\$ 127,836.80	1%	Full-Time			Yes	Yes	Yes	
Albuquerque, NM	\$ 109,012.00	TBD	Full-Time	N/A	N/A	Yes	Yes	Yes	
Atlanta, GA									
Austin, TX	\$193,918.40	Same as employee population	FT			Yes	Yes	Yes	This is not an appointed position
Baltimore/Baltimore Co, MD									
Boston, MA	\$53,000	n/a	full-time	n/a	n/a	yes	yes	cell phone	
Charlotte/Mecklenburg Co, NC	\$ 216,897.00	0%	FULL-TIME	N/A	N/A	Yes	Yes	Yes/Auto Allowance	Position is not elected
Cincinnati, OH	\$160,000.000	N/A	Full-Time	N/A	N/A	Yes	Yes		
Cleveland, OH									
Columbus, OH									
Dayton, OH									
Denver/Denver Co, CO	\$190,000	3%	Full-Time	N/A	N/A	Yes	Yes	Yes	new to office, city wide avg was 3.0%. Accual not know at this time.
Detroit, MI	\$43.25 - \$70.92 Hourly	n/a	Full Time			Yes	Yes	Yes	City Attorney is Elected
El Paso, TX									
Fort Worth, TX	\$ 243,793	n/a	FT			Y	Y	Y	Appointed; \$3600 car allowance
Indianapolis/Marion Co, IN									
Jacksonville/Duval Co, FL	\$ 175,000.00	unknown	FT	n/a	n/a	yes	yes	n/a	Appointed
Kansas, City, MO	\$ 164,688.00	0%	full-time			yes	yes	yes	appointed
Lexington, KY	\$ 124,847.84	3%	FULL-TIME			Yes	Yes	Cell if needed for business purposes	Appointed

2015 City of Columbus Elected Officials Salary Survey

CITY ATTORNEY

This survey assumes your city attorney is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY		Is your city attorney full-time or part-time? If PT, how is PT for the city attorney defined by your city?	FULL-TIME, PART-TIME		BENEFITS			Notes
	City Attorney Annual Base Salary	Anticipated salary increase in the coming fiscal year		If part-time, is your city attorney permitted to hold other full-time employment outside the elected office?	If part-time, is your city attorney employed outside the elected office?	Receive Medical Dental Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Los Angeles, CA									
Louisville/Jefferson Co, KY	\$ 47,286.20	N/A	Full time	N/A	N/A	Yes	Yes	Yes	this position is paid through another entity as well
Memphis, TN									
Milwaukee, WI									
Minneapolis, MN									
Nashville/Davidson Co, TN									
New York City, NY									
Oklahoma City, OK	\$ 181,676.88	Unknown	Full-Time			Yes	Yes	Car Allowance: \$7000 annually	Appointed
Philadelphia, PA									
Phoenix, AZ	\$ 168,216.00	No	Full Time	N/A	N/A	Yes	Yes	Yes	Not Appointed
Pittsburgh, PA	\$105,000	Uncertain	Full-Time			Yes	Yes	Uncertain	
Raleigh, NC	\$ 232,401.00	Unknown	Full-time	N/A	N/A	Yes	Yes	Yes	
San Antonio, TX									
San Diego, CA	\$ 193,648.00	No	Full-time	N/A	N/A	Yes	Yes	Yes	Salary Setting Mechanism - Independent Salary Setting Commission which meets on odd number years with a two year recommendation presented to City Council for approval.
San Jose, CA									
Seattle, WA	\$ 155,723.00	Unknown	FT			Yes	Yes	No	
St Louis, MO	\$145,262.00		FULL-TIME			yes	yes	no cash;	appointed
Toledo, OH									
Washington, DC									

2015 City of Columbus Elected Officials Salary Survey

CITY AUDITOR or COMPTROLLER

This survey assumes your city auditor is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY		FULL-TIME, PART-TIME			BENEFITS			Notes
	City Auditor Annual Base Salary	Anticipated salary increase in the coming fiscal year	Is your city auditor full-time or part-time? If PT, how is PT for the city auditor defined by your city?	If part-time, is your city auditor permitted to hold other full-time employment outside the elected office?	If part-time, is your city auditor employed outside the elected office?	Receive Medical Dental Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Akron, OH	n/a								
Albuquerque, NM	\$ 97,364.00	N/A	Full -Time	N/A	N/A	Yes	Yes	Yes	
Atlanta, GA									
Austin, TX	Vacant	N/A	FT			Yes	Yes	Yes	Appointed position - currently vacant
Baltimore/Baltimore Co, MD									
Boston, MA	\$ 124,783.00	n/a	full-time	full-time	n/a	yes	yes	no	
Charlotte/Mecklenburg Co, NC	\$ 144,150.00	0%	Full-time	N/A	N/A	Yes	Yes	Yes/Auto Allowance	Position is not elected
Cincinnati, OH	\$73,764.181	N/A	Full-Time	N/A	N/A	Yes	Yes		
Cleveland, OH									
Columbus, OH									
Dayton, OH									
Denver/Denver Co, CO	\$134,235	\$141,148	Full-Time	N/A	N/A	Yes	Yes	Yes	Salary set in ordinance 7/22/14-7/20/15 & 7/20/15-7/18/16
Detroit, MI	\$31.90 - \$70.91 Hourly	n/a	Full Time			Yes	Yes	Yes	City Auditor is Appointed
El Paso, TX									
Fort Worth, TX	\$ 138,320.00	n/a	FT			Y	Y	Y	appointed; \$3600 car allowance
Indianapolis/Marion Co, IN									
Jacksonville/Duval Co, FL	\$ 101,000.04	unknown	FT	n/a	n/a	yes	yes	no	Comptroller appointed by Mayor confirmed by Council
Kansas, City, MO	\$ 114,240.00	0%	full-time			yes	yes	yes	appointed
Lexington, KY	\$ 105,077.20	3%	FULL-TIME			y	y	Cell if needed for business purposes	Civil Service Employee

2015 City of Columbus Elected Officials Salary Survey

CITY AUDITOR or COMPTROLLER

This survey assumes your city auditor is elected. If the office is appointed, please make note of it in the Notes column.

Municipality	SALARY		FULL-TIME, PART-TIME			BENEFITS			Notes
	City Auditor Annual Base Salary	Anticipated salary increase in the coming fiscal year	Is your city auditor full-time or part-time? If PT, how is PT for the city auditor defined by your city?	If part-time, is your city auditor permitted to hold other full-time employment outside the elected office?	If part-time, is your city auditor employed outside the elected office?	Receive Medical Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Los Angeles, CA									
Louisville/Jefferson Co, KY	\$ 95,508.40	N/A	Full time	N/A	N/A	Yes	Yes	Yes	
Memphis, TN									
Milwaukee, WI									
Minneapolis, MN									
Nashville/Davidson Co, TN									
New York City, NY									
Oklahoma City, OK	\$ 148,060.08	Unknown	Full-time			Yes	Yes	Car Allowance: \$ 3000 annually	Appointed
Philadelphia, PA									
Phoenix, AZ	\$ 135,901.00	No	Full time	N/A	N/A	Yes	Yes	Yes	Not Appointed
Pittsburgh, PA	\$70,343	Uncertain	Full-time			Yes	Yes	Uncertain	
Raleigh, NC	\$ 164,624.00	Unknown	FULL-TIME	N/A	N/A	Yes	Yes	Yes	Not Elected; Chief Financial Officer
San Antonio, TX									
San Diego, CA	\$ 168,000.00	No	Full-time	N/A	N/A	Yes	Yes	Yes	Salary Setting Mechanism - Salary range is set by Salary Ordinance which is presented to the full council annually by the Mayor and approved by the Council. Currently the range set by the Salary Ordinance is \$2,275.20 to \$8,619.20 biweekly and the current incumbent salary is \$6,461.52 bi-weekly. The City Auditor is <u>Appointed</u> by the Mayor and confirmed by the Council.
San Jose, CA									
Seattle, WA	\$ 146,174.00	Unknown	FT			Yes	Yes	No	
St Louis, MO	\$112,190.00		full-time			yes	yes	no cash	
Toledo, OH									
Washington, DC									

2015 City of Columbus Elected Officials Salary Survey

CITY COUNCIL

This survey assumes that members of Council are elected. If they are appointed, please make note of it in the Notes column.

Municipality	SALARY			ELECTIONS, MEETINGS, MAKE-UP			FULL-TIME, PART-TIME			BENEFITS			Notes
	Council Member Annual Base Salary	Council President Annual Base Salary	Anticipated salary increase in the coming fiscal year	Are your council members elected by ward/district or at-large?	How frequently does Council meet?	How many members make up your Council?	Are your council members full-time or part-time? If PT, how is PT for council members defined by your city?	If part-time, are council members permitted to hold other full-time employment outside the elected office?	If part-time, how many of your council members are employed outside the elected office?	Receive Medical Dental Disability Pension Other?	Receive Vacation Sick Personal Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Akron, OH	\$ 33,675.20	\$ 43,326.40	1%	both	Monday nights	13		YES		Medical and Dental	NO	all have mobile phones/only president has city car	
Albuquerque, NM	\$ 17,492.00	\$ 19,510.00	TRD	District	BiWeekly	9	Discretionary	Yes		9 Yes	Yes	Cell	
Atlanta, GA													
Austin, TX	\$70,075.20	\$70,275.20	undecided	Mayor is At-Large, Council is by District (10 districts)	Scheduled Council Meeting typically 2x month and work sessions typically 4x monthly	10 Councilmembers, 1 Mayor	FULL-TIME			Yes - They are eligible to participate Med/Dental, No - Pension	No	Yes	
Baltimore/Baltimore Co, MD													
Boston, MA	\$ 87,500.00	\$ 87,500.00	n/a	both	weekly	13	full-time	n/a	n/a	yes	no	no	
Charlotte/Mecklenburg Co, NC	\$ 18,396.00		0%	District and At-Large	2nd, 3rd and 4th Monday of the month	11	Part-time	Yes		11 No	No	Yes/Auto and Expense Allowance	
Cincinnati, OH	\$ 69,699.56	\$ 69,699.56	N/A	Elected	Once a week, plus committee meetings every 2 weeks	9	Full-Time	N/A	N/A	Yes	Yes		
Cleveland, OH													
Columbus, OH													
Dayton, OH													
Denver/Denver Co, CO	\$83,332	\$93,317	Council \$87,623 & C Pres \$98,122	11 District & 2 At-Large	Official Council meeting is every Monday, but they sit of various committees that meet throughout month	13	Full-Time	N/A	N/A	Yes	Yes	Yes	Salary set in ordinance 7/22/14-7/20/15 & 7/20/15-7/18/16
Detroit, MI	\$ 76,900.00	\$ 80,800.00	n/a	Elected by District	Weekly	8	Full Time	N/A		Yes	Yes	Yes	
El Paso, TX													
Fort Worth, TX	\$ 25,000.00	n/a	n/a	District	Bi-weekly	9 including mayor	PT/Temporary	Yes	n/a	N	N	N	
Indianapolis/Marion Co, IN													
Jacksonville/Duval Co, FL	\$ 44,100.00	\$ 58,800.00	unknown	district & at-large	2 x month Committee /2 x mo. full council	19	n/a - for Council members	Yes	Unknown - public records exempt	Yes (Pension option: City Pension, Social Security or State Pension)	No	Travel allowance & cell phone or communications device allowance up to \$100/mo	Salaries are set by State Statute - members have elected not to rec increases due to economy. Authorized amount: member \$46,572, Pres - \$62,096.
Kansas, City, MO	\$ 61,569.00	\$ 61,569.00	0%	both	weekly	12	full-time			yes	yes	yes	
Lexington, KY	\$ 31,183.10	\$ 33,981.22	0%	Both	Work Sessions are every Tuesday; Council Meetings are twice a month. Council Committees as listed here: http://www.lexingtonky.gov/in dex.aspx?page =1556 , meet as listed here: http://www.lexingtonky.gov/in dex.aspx?page =1373	15	FULL-TIME			Y	Y	Maybe cell	In system as full time/40 hours, but most if not all have jobs outside the elected office.

2015 City of Columbus Elected Officials Salary Survey

CITY COUNCIL

This survey assumes that members of Council are elected. If they are appointed, please make note of it in the Notes column.

Municipality	SALARY			ELECTIONS, MEETINGS, MAKE-UP			FULL-TIME, PART-TIME			BENEFITS			Notes
	Council Member Annual Base Salary	Council President Annual Base Salary	Anticipated salary increase in the coming fiscal year	Are your council members elected by ward/district or at-large?	How frequently does Council meet?	How many members make up your Council?	Are your council members full-time or part-time? If PT, how is PT for council members defined by your city?	If part-time, are council members permitted to hold other full-time employment outside the elected office?	If part-time, how many of your council members are employed outside the elected office?	Receive Medical Disability Pension Other?	Receive Vacation Sick Days Holidays Other?	Receive Car Cell Phone Other cash/non-cash benefits?	
Los Angeles, CA													
Louisville/Jefferson Co, KY	\$ 45,074.12	\$ 45,074.12	N/A	District	2x/month	26	Full Time*	N/A	N/A	Yes	Yes	Yes	
Memphis, TN													
Milwaukee, WI													
Minneapolis, MN													
Nashville/Davidson Co, TN													
New York City, NY													
Oklahoma City, OK	\$12,000	N/A	Unknown	Elected by ward	At least twice a month	8	Elected - not considered FT or PT		7	No	No	No	City Council member serves overlapping four-year terms.
Philadelphia, PA													
Phoenix, AZ	\$ 61,600.00	\$ 61,600.00	No	By District	Weekly	8	PT - Though not stated in the City Charter, the Law Department interprets elected official positions to be part time.	Yes	4	Yes	No	Yes	Retirement participation is in the Arizona Elected Officials Retirement Plan. Medical, Dental, and Deferred Compensation is offered through the City.
Pittsburgh, PA	\$63,505	\$63,505	Uncertain	Yes	Weekly	9	Full-time			Yes	Yes	Uncertain	
Raleigh, NC	\$6.45/hour	\$7.44/hour	Unknown	5/3 - Mixture	Bi-weekly	8	PT	Yes		5	Yes	No	
San Antonio, TX													
San Diego, CA	\$ 75,386.00	\$ 75,386.00	No	District	8 meetings each month	9	Full-time	N/A	N/A	Yes	Yes	Yes	Salary Setting Mechanism - Independent Salary Setting Commission which meets on odd number years with a two year recommendation presented to City Council for approval.
San Jose, CA													
Seattle, WA	\$ 119,976.00	\$ 119,976.00	Unknown	At-large currently, combined at-large (2 seats) and district (7 seats) effective November 2015.	Varies	9	FT				Yes	Yes	No
St Louis, MO	37,000	\$90,766.00		by ward	usually weekly	28					yes	yes	Pres. Salary is current from our pay plan; aldermen may be higher, have not been able to get a response from board.
Toledo, OH													
Washington, DC													

Appendix 9 – Consumer Price Index (CPI) Report

The Consumer Price Index

Columbus City Council Compensation Review Commission

Bill LaFayette, Ph.D., owner, Regionomics® LLC

April 30, 2015

The City Charter ties officials' compensation to the Consumer Price Index (CPI). This is a summary of the CPI, what it measures, how it is calculated, and which CPI should be used to benchmark compensation.

Purpose and Calculation of the CPI

The CPI is one of a number of alternative ways to measure inflation, which is a process of continuously rising prices – in other words, continuously declining value of money. In inflation, a dollar doesn't buy as much as it did before. The whole point of cost-of-living pay increases is to give workers the same purchasing power as they had before inflation hit. The CPI is designed to measure inflation and how much the dollar's purchasing power has changed between two specific periods.

The CPI is constructed by measuring the price of a pre-defined basket of goods and services at a particular time and place. It is based on the prices of 211 items in 38 places, meaning that 8,018 prices are collected each month to construct the index. The prices of the items are weighted to approximate the purchasing patterns of a typical household. The U.S. Bureau of Labor Statistics (BLS) surveys consumers' purchases to figure out what the correct weights should be. The result is the Consumer Expenditure Survey, which is useful in its own right.

A price index shows the path of price changes over time. The price level at a specific date (called the base date) is set to a particular value. This is usually 100 and it is 100 in the CPI, but it doesn't have to be. The date chosen as the base date is also arbitrary. The index value in each following month is based on the change in the value of the basket relative to the base month. Say, for example, the price of the basket at the base date is \$1,000. The price index is 100.0 (by definition). If the price of the basket the following month is \$1,002, the index is calculated as the current month's price divided by the base date price times the initial value of the index:

$$1,002 / 1,000 \times 100 = 100.2.$$

One year later, say the price of the basket has increased to \$1,050. The index is

$$1,050 / 1,000 \times 100 = 105.0.$$

In other words, you need \$1,050 to buy the same things that \$1,000 got you the year before.

The inflation rate is easy to calculate from the CPI. Inflation is typically measured from one year to the next or from one month to the next. (Monthly inflation rates are usually converted to annualized rates.) The inflation rate is calculated as the percentage change in the price index between the first and second date. If the index value at the first date is I_1 and the index value at the second date is I_2 , this is:

$$(I_2 - I_1) / I_1 = I_2 / I_1 - 1.$$

In the example above, the change in the price index is $105.0/100.0 - 1 = 5.0$ percent. In other words, the purchasing power of the dollar has fallen by 5 percent. You can leave workers in the same position as they was last year by increasing their wages by 5 percent.

Actual values of the CPI are as follows:

- March 2013: 232.773

- March 2014: 236.293
- March 2015: 236.119

So the inflation rates are as follows:

- March 2013 to March 2014: $236.293 / 232.773 - 1 = 1.5\%$
- March 2014 – March 2015: $236.119 / 236.293 - 1 = -0.07\%$

Average inflation for a year is calculated the same way, using the average CPI for each year rather than that for a particular month.

Types of CPIs

There are 10,614 different CPIs. They fall into several major groups. One dimension is according to the type of consumer. The two primary categories are Consumer Price Indices for All Urban Consumers (CPI-U), which is the most commonly-used category, and Consumer Price Indices for Urban Wage and Clerical Workers (CPI-W). The difference between these two categories is the weighting of the items in the basket. CPI-W is designed to reflect the purchasing pattern of a lower-income household.

A second dimension is according to the breadth of the basket. Some indices are based on all items; others track various subsets of the basket. These include indices tracking specific categories of groups of goods and services (e.g., food, energy, services, and healthcare) and a large number of very specific items. Other categories exclude groups of items. The most common of these is All Items Less Food and Energy. This is called the “core CPI.” Prices of food and energy are especially volatile, so excluding those removes some of the noise and allows policymakers and analysts to see the underlying path of inflation more clearly.

Indices can be measured as their calculated value or on a seasonally-adjusted basis. Seasonal adjustment takes account of price changes that recur regularly at specific times during the year. One example is the usual price increase in gasoline in late spring as refiners switch from winter blend to summer blend. Gasoline price increases at this point mean less than they do at other times during the year. Seasonal adjustment is a statistical technique that removes the impact of a recurring change in prices.

Price indices also vary according to their geographical coverage. The broadest indices are U.S. city average. Other indices refer to broad regions of the country – Northeast, Midwest, South, and West – and to 25 metro areas (not including Columbus). A series of indices also track price changes by the size of the metro area. These are in four size classes. Size Class A is a population of 1.5 million or more; Size Class D is a population of less than 50,000. Regions are intersected with region size (e.g., Midwest Metros, Size Class A).

Finally, there is a series of 28 national-level “chained” CPIs that are designed to address a problem with the traditional CPI, discussed in the next section.

Problems with the CPI

As discussed above, the market basket used to calculate the CPI is based on the purchase patterns of a typical consumer. People in different places, different ages, different household types, and different income levels spend very differently. The CPI for wage-earners and clerical workers takes a stab at addressing this problem, but that is the only reflection of this problem.

One problem arises from changes in quality of the underlying goods. The CPI basket includes a television, but at some point that television changed from black and white to color, and at some point it changed from a one with a picture tube to a high-definition flat screen. The pace of change in technology-dependent goods, such as computers, is even faster. Each change may have resulted in a price increase, but households probably wouldn't see it that way because the new good delivers more satisfaction than the old. People have experimented with ways to address this problem, but these fixes have been difficult to implement, so none has been. This means that you have to be careful when looking at price changes over long periods, even four years. There is no practical way to fix the problem. You just have to be aware of it.

A second problem is that purchasing patterns shift over time. Tastes change, new goods appear, and expenditure shares change. This means that the weights on the prices used to calculate the CPI become less relevant over time. The results of the Consumer Expenditure Survey are used to recalibrate the basket every two years.

Substitutions also happen much more dynamically as the price of goods and services shift relative to one another. If the price of margarine goes up and the price of butter comes down, people switch from margarine to butter. If the price of movies goes up, fewer people go to movies and more people go bowling. The fact that the price of margarine and movies went up influences people's buying patterns, but once the shift has been made, the higher prices of those items become irrelevant. This means that the CPI with a fixed basket overstates the actual financial impact of changing prices on households.

The chained CPI is a response to the second and third of these three problems. The chained CPI is calculated like the traditional CPI except the weights on the goods and services change every month based on the results of the monthly Consumer Expenditure Survey. Because the chained CPI includes the impact of households' attempts to minimize the impact of rising prices, you expect the chained CPI inflation rate to be lower than the traditional CPI inflation rate, and it generally is. The chained inflation rate from March 2013 to March 2014 is 1.4 percent rather than 1.5 percent. The chained rate from March 2014 to March 2015 is a negative 0.4 percent rather than a negative 0.007 percent.

The chained CPI sounds like a solution to these problems. The Simpson-Bowles Commission on Deficit Reduction recommended the use of the chained CPI in setting Social Security benefits – although it was more because the chained CPI's measured inflation rate is lower than because this is a theoretically better measure. There is a potentially serious practical problem with using the chained CPI to set compensation, though. The chained CPI values come out with all the others – about three weeks after the end of the month to which they refer. But because the Consumer Expenditure Survey only comes out with a three-quarter lag, the index values for the past year or so are preliminary and are revised a couple times before they are final. On the other hand, the traditional CPI values are final on their first release – unlike most other BLS stats.

Which CPI Should Be Used to Benchmark Compensation?

As noted earlier, there are a number of different measures of price changes, but the CPI probably is the best for this purpose. The problem arises in benchmarking pay increases to no more than a four-year average of inflation. This is unwise because it makes the pay escalation unresponsive to changes in inflation. It is what economists call "sticky." If inflation increases, the wage adjustments increase much more slowly and the officials wind up losing purchasing power. If inflation declines, the average

overstates current inflation. (However, the fact that four-year inflation is a ceiling means that there is no problem in declining inflation, as will be demonstrated shortly.)

Which of the 10,614 CPI values should be used? It is better to use an all-items index rather than one excluding food and energy (the core CPI). Core inflation is more stable, but in real life officials do have to buy food and energy, so is unfair not to reflect this. The chained CPI is at least theoretically better, but you have to be comfortable with ambiguity. The rate for the past year (one-quarter of your wage adjustment) is likely to change. You have to decide how to handle this. Do you retroactively adjust people's pay for the incorrect initial rate, or do you leave it alone? In any case, using the chained CPI, requires formally setting a date on which the CPI values are retrieved to avoid any conflict later on. This is not an important consideration with the traditional CPI because those values don't change once they are issued. An annual-average inflation rate requires the use of the non-seasonally-adjusted CPI because annual averages are not defined for seasonally-adjusted series. In any case, measuring inflation year-over-year – even at a particular month – should be done with the unadjusted numbers.

As mentioned earlier, there is no CPI for Columbus, but there are for Cincinnati and Cleveland. These should not be used for Columbus, though, because the demographics, economies, and purchasing patterns in Cincinnati and Cleveland are different from those in Columbus. The best CPI is probably the CPI-U, Midwest, Size Class A, All Items. This is not a perfect solution because Columbus is demographically different from many Midwestern cities, but this CPI does incorporate the purchasing behavior of Midwesterners, and it does include Columbus information to a greater extent than the national index.

Using the values of this CPI to obtain the inflation rates for the last four years yields the following:

Year	CPI-U, Midwest Size A	Inflation
2010	208.575	
2011	215.155	3.15%
2012	219.409	1.98%
2013	222.562	1.44%
2014	225.658	1.39%

The four-year average is 1.99 percent, much more than the 2014 average of 1.39 percent. This is no problem in setting compensation because the 1.99 percent is a ceiling and the 1.39 percent increase can be used to adjust pay. However, if the annual inflation rates had been reversed so that 3.15 percent had been the 2014 increase, the pay increase would have been limited to 1.99 percent and officials would lose purchasing power.

Using the national average for large regions nationwide instead of in the Midwest yields the following:

Year	CPI-U, All U.S. Cities, Size A	Inflation
2010	218.056	
2011	224.939	3.16%
2012	229.594	2.07%
2013	232.957	1.46%
2014	236.736	1.62%

The four-year average is a somewhat higher 2.08 percent. Notice the particularly large difference between the 2014 averages.

An important mathematical point is that a geometric average should be used to calculate the four-year average inflation rather than the traditional arithmetic average (i.e., the four inflation rates summed and divided by four). The geometric average is:

$$[(1+0.0315) \times (1+0.0198) \times (1+0.0144) \times (1+0.0139)]^{0.25} - 1.$$

The 0.25 exponent means to take the fourth root of the term in brackets. The difference between the arithmetic and geometric averages is generally not great except when some changes are negative; a one-percent decrease is not the same as a one-percent increase. Negative inflation over a year is rare, but it does happen, as in the March 2014 to March 2015 case. The inflation rate in 2009 was negative as well.

The two following attachments are first, BLS guidance for using the CPI for wage escalation, and second, a step-by-step guide for downloading CPI values from the BLS website.

Source: <http://stats.bls.gov/cpi/cpi1998d.htm>. Retrieved 30 April 2015.

How to Use the Consumer Price Index for Escalation

The Consumer Price Index (CPI) measures the average change in the prices paid for a market basket of goods and services. These items are purchased for consumption by the two groups covered by the index: All Urban Consumers (CPI-U) and Urban Wage Earners and Clerical Workers, (CPI-W).

Escalation agreements often use the CPI—the most widely used measure of price change—to adjust payments for changes in prices. The most frequently used escalation applications are in private sector collective bargaining agreements, rental contracts, insurance policies with automatic inflation protection, and alimony and child support payments.

The following are general guidelines to consider when developing an escalation agreement using the CPI:

Define the base payment. Define clearly the base payment (rent, wage rate, alimony, child support, or other value) that is subject to escalation.

Identify which CPI series will be used. Identify precisely which CPI index series will be used to escalate the base payment. This should include the population coverage (CPI-U or CPI-W), area coverage (U.S. City Average, West Region, Chicago, etc.), series title (all items, rent of primary residence, etc.), and index base period (1982-84=100).

Specify reference period. Specify a reference period from which changes in the CPI will be measured. This is usually a single month (the CPI does not correspond to a specific day or week of the month) or an annual average. There is about a two-week lag from the reference month to the date on which the index is released (that is, the CPI for May is released in mid-June). The CPI's for most metropolitan areas are not published as frequently as are the data for the U.S. City Average and the four regions. Indexes for the U.S. City Average, the four regions, three city-size classes, ten region-by-size classes, and three major metropolitan areas (Chicago, Los Angeles, and New York) are published monthly. Indexes for the remaining 23 published metropolitan areas are available only on a bimonthly or semiannual basis. Contact BLS for information on the frequency of publication for the 26 metropolitan areas.

State frequency of adjustment. Adjustments are usually made at fixed intervals, such as quarterly, semiannually, or, most often, annually

Determine adjustment formula. Determine the formula for the adjustment calculation. Usually the change in payments is directly proportional to the percent change in the CPI index between two specified periods. Consider whether to make an allowance for a “cap” that places an upper limit on the increase in wages, rents, etc., or a “floor” that promises a minimum increase regardless of the percent change (up or down) in the CPI.

Provide for revisions. Provide a built-in method for handling situations that may arise because of major CPI revisions or changes in the CPI index base period. The Bureau always provides timely notification of upcoming revisions or changes in the index base.

The CPI and escalation: Some points to consider

The CPI is calculated for two population groups: All Urban Consumers (CPI-U) and Urban Wage Earners and Clerical Workers (CPI-W). The CPI-U represents about 88 percent of the total U.S. population and is based on the expenditures of all families living in urban areas. The CPI-W is a subset of the CPI-U and is based on the expenditures of families living in urban areas who meet additional requirements related to employment: more than one-half of the family's income is earned from clerical or hourly-wage occupations. The CPI-W represents about 29 percent of the total U.S. population. There can be small differences in movement of the two indexes over short periods of time because differences in the spending habits of the two population groups result in slightly different weighting. The long-term movements in the indexes are similar.

CPI-U and CPI-W indexes are calculated using measurement of price changes of goods and services with the same specifications and from the same retail outlets. The CPI-W is used for escalation primarily in blue-collar cost-of-living adjustments (COLAs). Because the CPI-U population coverage is more comprehensive, it is used in most other escalation agreements.

The 26 metropolitan areas for which BLS publishes separate index series are by-products of the U.S. City Average index. Metropolitan area indexes have a relatively small sample size and, therefore, are subject to substantially larger sampling errors. Metropolitan area and other subcomponents of the national indexes (regions, size-classes) often exhibit greater volatility than the national index. BLS recommends that users adopt the U.S. City Average CPI for use in escalator clauses.

The U.S. City Average CPIs are published on a seasonally adjusted basis as well as on an unadjusted basis. The purpose of seasonal adjustment is to remove the estimated effect of price changes that normally occur at the same time and in about the same magnitude every year (e.g., price movements due to the change in weather patterns, holidays, model change-overs, end-of-season sales, etc.). The primary use of seasonally adjusted data is for current economic analysis. In addition, the factors that are used to seasonally adjust the data are updated annually and seasonally adjusted data are subject to revision for up to 5 years after their original release. For these reasons, the use of seasonally adjusted data in escalation agreements is inappropriate.

Escalation agreements using the CPI usually involve changing the base payment by the percent change in the level of the CPI between the reference period and a subsequent period. This is calculated by first determining the index point change between the two periods and then determining the percent change. The following example illustrates the computation of a percent change:

CPI for current period:	232.945
Less CPI for previous period:	229.815
Equals index point change:	3.130
Divided by previous period CPI:	229.815
Equals:	0.0136
Result multiplied by 100:	0.0136 x 100
Equals percent change:	1.4%

The Bureau of Labor Statistics neither encourages nor discourages the use of price adjustment measures in contractual agreements. Also, while BLS can provide technical and statistical assistance to parties developing escalation agreements, we can neither develop specific wording for contracts nor mediate legal or interpretive disputes which might arise between the parties to the agreement.

For any additional information about the CPI, please call (202) 691-7000, or write to:

Bureau of Labor Statistics Office of Prices and Living Conditions 2 Massachusetts Avenue, NE., Room 3615 Washington, DC 20212-0001

Last Modified Date: September 25, 2013

Retrieving CPI Values from the BLS Website

These instructions will retrieve values for the CPI-U, Midwest Size Class A, All Items. Open the Bureau of Labor Statistics website, www.bls.gov and click "Data Tools" in the black menu bar at the top.

The screenshot shows the Bureau of Labor Statistics website homepage. The header includes the text "UNITED STATES DEPARTMENT OF LABOR" and "BUREAU OF LABOR STATISTICS". Navigation menus include "Home", "Subjects", "Data Tools", "Publications", "Economic Releases", "Students", and "Data". The main content area features a "MONTHLY LABOR REVIEW" section with a date selector for "MAY 06". Below this is a "GEOGRAPHIC INFORMATION" section with a "MIDWEST" banner. The "LATEST NUMBERS" section displays the following data:

Indicator	Value	Change
Consumer Price Index (CPI)	+0.2% in Mar 2015	Up
Unemployment Rate	5.5% in Mar 2015	Down
Payroll Employment	+125,000 in Mar 2015	Up
Average Hourly Earnings	+50.07 in Mar 2015	Up

A page titled "Databases, Tables & Calculators by Subject" comes up. The first entry on this page is "All Urban Consumers (Current Series)". If you have a Java-equipped browser, click the green "One Screen Data Search" button to the right of this entry. Otherwise, click the yellow "Multi-Screen Data Search" button. (You may have to click "run" after clicking "One Screen Data Search.")

The screenshot shows the Bureau of Labor Statistics website. The main heading is "Databases, Tables & Calculators by Subject". Below this, there is a section titled "Inflation & Prices" which contains a table of database options. The table has columns for "Database Name", "Special Notice", "Top Picks", "One Screen", "Multi-Screen", "Tables", and "Text Files".

Database Name	Special Notice	Top Picks	One Screen	Multi-Screen	Tables	Text Files
Prices - Consumer						
All Urban Consumers (Current Series) (Consumer Price Index - CPI)		★	📄	📄	📄	📄
Urban Wage Earners and Clerical Workers (Current Series) (Consumer Price Index - CPI)		★	📄	📄	📄	📄
All Urban Consumers (Chained CPI) (Consumer Price Index - CPI)	🚫	★	📄	📄	📄	📄
Average Price Data (Consumer Price Index - CPI)	🚫	★	📄	📄	📄	📄

In the Java screen, first scroll down the menu titled “Select an Area” until you see “Midwest – Size Class A” (it is under the Midwest heading). Second, click the first “All items” entry under the “Select one or more items” heading. Click “Get data.”

The screenshot shows the Bureau of Labor Statistics website with a dialog box open for selecting data. The dialog box is titled "Consumer Price Index - All Urban Consumers (Current Series)". It has four main sections:

- Select an Area:** A dropdown menu is set to "Midwest - Size Class A".
- Select one or more Items:** A list of items is shown, with "All Items" selected.
- Select Seasonal Adjustment:** The "Not Seasonally Adjusted" option is selected.
- Get Data:** A button labeled "Get Data" is visible.

The background shows the same "Inflation & Prices" database list as in the previous screenshot.

Your data appear in a new tab or window. Ensure that the heading identifies the data as, “Not seasonally adjusted, Midwest - Size Class A, All items.” Note that annual averages are not automatically included; you have to click the “Include annual averages” checkbox at the top of the screen.

The screenshot shows the Bureau of Labor Statistics website interface. The main heading is "Databases, Tables & Calculators by Subject". Below this, there are options to "Change Output Options" with a date range from 2005 to 2015 and checkboxes for "include graphs" and "include annual averages". The data is extracted on May 6, 2015, at 4:08:38 PM. The specific data series is "Consumer Price Index - All Urban Consumers" with Series ID CUUSA2008A0, CUUSA2008A0, Not Seasonally Adjusted, Area: Midwest - Size Class A, Item: All Items, and Base Period: 1982=84=100. A download link is provided for the data in xlsx format. The data table below shows monthly values from 2005 to 2015, with columns for each month and two half-year averages (HALF1 and HALF2).

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	HALF1	HALF2
2005	185.9	187.1	188.3	189.5	189.4	189.8	190.1	191.5	193.8	193.7	192.1	191.6	188.4	192.1
2006	192.7	192.5	193.8	194.5	195.1	195.6	196.3	196.9	195.7	194.1	194.5	194.7	194.0	195.4
2007	195.073	196.507	198.335	199.378	200.818	200.666	200.369	199.823	201.171	200.927	202.012	201.519	198.463	200.970
2008	202.830	203.347	205.141	206.990	208.291	209.813	211.003	210.341	210.283	207.049	202.922	200.465	206.002	207.010
2009	202.001	202.639	203.240	203.463	204.443	206.308	205.656	206.591	206.659	206.625	207.277	206.399	203.682	206.501
2010	207.325	207.323	207.975	208.308	208.489	208.289	208.556	208.912	209.253	209.182	209.344	209.936	207.953	209.197
2011	210.928	211.503	213.449	214.878	216.376	216.290	216.350	216.870	217.360	216.130	216.097	215.633	213.904	216.407
2012	216.883	217.320	219.269	219.519	219.484	219.307	219.229	220.594	221.431	220.767	219.795	219.314	218.630	220.188
2013	219.667	222.055	222.448	222.329	223.539	224.350	223.475	223.694	223.601	222.329	221.968	221.384	222.398	222.727
2014	222.545	223.694	225.869	226.582	226.893	227.965	227.235	226.789	226.850	225.925	224.531	223.021	225.591	225.735
2015	221.935	222.441	223.624											

The footer of the page includes navigation links for TOOLS, CALCULATORS, HELP, INFO, and RESOURCES, along with a Freedom of Information Act link and a timestamp of 4:10 PM on 5/6/2015.

The process for the multi-screen data search is the same process, but you just have to step through multiple screens to get to the data screen above.

Appendix 10 – Salary Data Summary

Columbus "Benchmark" Cities	General Information											
	Population		Budget		Employees (FTEs)	Form of Government	City Manager		Council Structure	Council Size	Meeting Frequency	Term Limits
	City	MSA	General Fund	Capital			Yes/No	Salary				
Akron, OH	198,100	705,686	\$153,486,250	\$244,143,226	2,100	Mayor-Council	No	N/A	Mixed	13	Weekly	No
Albuquerque, NM	556,495	902,797	\$505,000,000	N/A	6,300	Mayor-Council	No	N/A	Ward	9	Bi-weekly	?
Atlanta, GA	447,841	5,522,942			7,000	Mayor-Council	No	N/A	Mixed	15	Bi-weekly	?
Austin, TX	885,400	1,883,051	\$854,000,000	\$810,800,000	12,974	Council-Manager	Yes	\$297,189	Ward	10	Bi-weekly	Yes
Baltimore/Baltimore Co, MD	622,104	2,770,738	\$2,465,570,701	\$898,137,000	14,500	Mayor-Council	No	N/A	Mixed	15	Bi-weekly	No
Charlotte/Mecklenburg Co, NC	792,862	2,335,358	\$584,131,279	\$852,900,000	7,169	Council-Manager	Yes	\$245,000	Mixed	11	3 X Per M	No
Cincinnati, OH	297,517	2,137,406	\$358,191,000	\$850,000	4,983	Mayor-Council	Yes	\$245,000	At-Large	9	Weekly	Yes
Cleveland, OH	390,113	2,064,725			8,000	Mayor-Council	No	N/A	Ward	17		No
Columbus, OH	822,553	1,967,066	\$813,100,000	\$690,600,000	8,000	Mayor-Council	No	N/A	At-Large	7	Weekly	No
Dayton, OH	143,355	802,489	\$154,000,000	\$31,400,000	1870	Council-Manager	Yes	\$159,994	At-Large	5	Weekly	No
Denver/Denver Co, CO	649,495	2,697,476	\$477,090,000	\$241,740,000	13,338	Mayor-Council	No	\$0	Mixed	13	Weekly	Yes
Detroit, MI	688,701	4,294,983	\$2,413,545,466		8,667	Mayor-Council	No	\$0	Mixed	8	Weekly	No
El Paso, TX	674,433	831,036	\$352,900,000		7,000	Council-Manager	Yes	\$239,000	Ward	8	Weekly	Yes
Fort Worth, TX	792,727	6,810,913	\$897,509,930	\$13,471,745	6,407	Council-Manager	Yes	\$315,000	Ward	8	Bi-weekly	
Indianapolis/Marion Co, IN	843,393	1,953,961	\$1,033,476,146		6,800	Mayor-Council	No	\$0	Mixed	29	Monthly	?
Jacksonville/Duval Co, FL	842,583	1,394,624	\$1,105,918,070	\$13,678,942	7,262	Mayor-Council	No	\$0	Mixed	19	Bi-weekly	Yes
Kansas City, MO	467,007	2,054,473	\$1,470,000,000	\$73,958,000	4,340	Council-Manager	Yes	\$209,103	Mixed	12	Weekly	Yes
Lexington, KY	308,428	489,435	\$313,254,230	\$26,188,100	2,942	Mayor-Council	No	\$0	Mixed	15	Bi-weekly	Yes
Louisville/Jefferson Co, KY	609,893	1,262,261	\$532,974,000	\$65,701,300	6,716	Mayor-Council	No	\$0	Districts	26	Bi-weekly	Yes
Memphis, TN	653,450	1,341,746	\$617,837,147	\$418,113,048	7,078	Mayor-Council	No	\$0	Districts	13	Bi-weekly	Yes
Milwaukee, WI	599,164	1,569,659	\$613,601,536	\$129,953,000	7,278	Mayor-Council	No	\$0	Districts	15	Monthly	No
Minneapolis, MN	400,070	3,459,146	\$1,200,000,000	*	3,700	Mayor-Council	No	\$0	Wards	13	Bi-weekly	
Nashville/Davidson Co, TN	634,464	1,757,912	\$931,000,000	\$685,000,000	8,548	Mayor-Council	No	\$0	Mixed	40	Bi-Weekly	
Oklahoma City, OK	610,613	1,319,677	\$415,000,000	\$663,000,000	4,672	Council-Manager	Yes	\$242,187	Ward	8	Bi-weekly	No
Pittsburgh, PA	305,841	2,360,867	\$507,817,535	\$50,000,000	3,167	Mayor-Council	No		Ward	9	Bi-weekly	
Raleigh, NC	431,746	1,214,516	\$416,612,398	\$148,800,000	3,800	Mayor-Council	Yes	\$223,600	Mixed	8	Bi-weekly	Yes
San Antonio, TX	1,409,019	2,277,550	\$1,600,000,000.00	\$570,000,000	11,292	Council-Manager	Yes	\$355,000	Mixed	10	Bi-weekly	Yes
Seattle, WA	652,405	3,610,105	\$1,000,000,000	N/A	10,771	Mayor-Council	No	\$0	Mixed	9	Varies	No
St Louis, MO	318,416	2,801,056	\$479,300,000	\$38,710,000	5,434	Mayor-Council	No	\$0	Ward	28	Weekly	No
Toledo, OH	282,313	608,145	\$244,400,000	\$11,000,000	2,800	Mayor-Council	No	\$0	Mixed	11	Weekly	No

Bold = Responded to Survey
Italics = Information obtained by research

Columbus "Benchmark" Cities	Mayor Specific Information										Notes
	Base Salary	Established COLA?	Scheduled Increase	Full-time/Part-time	Outside Employment Allowed?	Employed?	Leave	Medical	Pension	Non-cash	
Akron, OH	\$154,669	No	1% increase	Full-time						Yes	
Albuquerque, NM	\$103,854	No	Unknown	Full-time	No	No	Yes	Yes	Yes		
Atlanta, GA	\$184,000	No	Unknown	Full-time	No	No	Yes	Yes	Yes		
Austin, TX	\$82,387	Yes		Full-time			No	Yes	No	Yes	a1 & a2
Baltimore/Baltimore Co, MD	\$167,449			Full-time	No	No					
Charlotte/Mecklenburg Co, NC	\$23,807	No	N/A	Part-time	Yes	Yes	No	No		Yes	a23
Cincinnati, OH	\$131,399		Unknown	Full-time	No	No	Yes	Yes	Yes	No	
Cleveland, OH	\$136,758		Unknown	Full-time	No	No	Yes	Yes	Yes		a41
Columbus, OH	\$172,981			Full-time	No	No	Yes	Yes	Yes		
Dayton, OH	\$45,344		Unknown	Part-time	Yes	No	No	Yes	Yes	Yes	
Denver/Denver Co, CO	\$155,211	No	\$163,204	Full-time	No	No	Yes	Yes	Yes		a3
Detroit, MI	\$166,487		Unknown	Full-time	No	No	Yes	Yes	Yes		
El Paso, TX	\$45,000	No	Unknown	Undefined	Yes		No	No	No		a38
Fort Worth, TX	<u>\$29,000</u>	No		Part-time	Yes	Yes	No	No		Yes	
Indianapolis/Marion Co, IN	\$95,000	No	Unknown	Full-time	No	No	Yes	Yes	Yes		
Jacksonville/Duval Co, FL	\$138,474	No	Unknown	Full-time	No	No	Yes	Yes	Yes		a7
Kansas, City, MO	\$123,156		N/A	Full-time	No	No	Yes	Yes	Yes		
Lexington, KY	\$120,574		\$0	Full-time	No	No	Yes	Yes	Yes	Yes	a12
Louisville/Jefferson Co, KY	\$117,328		\$0	Full-time	No	No	Yes	Yes	Yes	Yes	
Memphis, TN	\$170,817	No	No	Full-time	No	No	Yes	Yes	Yes		
Milwaukee, WI	\$147,336	No	Unknown	Full-time	No	No	Yes	Yes	Yes		a35
Minneapolis, MN	\$110,913		Unknown	Full-time	No	No	Yes	Yes	Yes		
Nashville/Davidson Co, TN	\$136,500	No	Unknown	Full-time	No	No	No	Yes	Yes		
Oklahoma City, OK	\$24,000		Unknown	Undefined			No	No	No	Yes	
Pittsburgh, PA	\$107,500		Unknown	Full-time			Yes	Yes			
Raleigh, NC	\$9,079	No	Unknown	Part-time	Yes	Yes	Yes	Yes	Yes		a18 & a25
San Antonio, TX	<u>\$61,725</u>	No	Vote	Undefined	Yes	Yes	No	No	No	Yes	a28 & a34
Seattle, WA	\$183,034		Unknown	Full-time	No	No	Yes	Yes			a21
St Louis, MO	\$131,820			Full-time			Yes	Yes		No	a22
Toledo, OH	\$122,400		No	Full-time	No	No	No	Yes	Yes		

Bold = Responded to Survey

Italics = Information obtained by research

a1 = Current Mayor waived salary.

a2 = Raises backed on review and market conditions.

a3 = Salary set in 7/22/14-7/20/15 & 7/20/15-7/18/16

a7 = The Mayor elected to keep his salary less than the amount authorized due to the economy - **Authorized amount \$180,332**

a12 = http://www.klc.org/info/detail/11/cost_of_living_adjustments

a18 = Mayor makes \$8.93 per hour

a21 - The source of all elected official salary adjustments varies, but many are adjusted based on CPI-W for Seattle-Tacoma-Bremerton, WA

a22 = The salary of an elected official shall not be increased during the term of office. New pay rates are established to become effective beginning with any new term o

a23 = Auto and expense allowance.

a25 = Annual salary based on a 20 hour work week at Mayor rate of \$8.73/hour [(20x8.73)x52]

a28 = Salary listed dependent on May 9, 2015 voter approval of Charter Review Commission recommendation. **RECOMMENDATION PASSED BY VOTERS**

a29 - Car / cell phone allowance

a34 = Current Council salary \$4,040 per year, plus security transportation service

a35 = Cell Phone, Security, Driven by Police Security. Also, by Ordinance, no City employee can earn more than the Mayor.

a38 = Not considered a City employee

a41 = as of November 2013

Columbus "Benchmark" Cities	Councilmember Specific Information												Notes
	President Salary	Member Salary	Established COLA?	Scheduled Increase		Full-time/Part-time	Outside Employment		Benefits				
				President	Member		Allowed?	Employed?	Leave	Medical	Pension	Non-cash	
Akron, OH	\$43,326	\$33,675	No	1% increase	% increase	Part-time	Yes		No	Yes		Yes	
Albuquerque, NM	\$19,510	\$17,492	No	Unknown	Unknown	Part-time	Yes	All	Yes	Yes	Yes	Yes	
Atlanta, GA	\$60,000	\$60,000	Unknown	Unknown	Unknown				Yes	Yes	Yes		
Austin, TX	\$70,275	\$70,075		Unknown	Unknown	Full-time	No	None	No	Yes	No	Yes	a2
Baltimore/Baltimore Co, MD	\$108,173	\$62,918		Unknown	Unknown	Part-time							
Charlotte/Mecklenburg Co, NC	\$18,396	\$18,396	No	N/A	N/A	Part-time	Yes	All	No	No		Yes	a23
Cincinnati, OH	\$69,700	\$69,700		Unknown	Unknown	Full-time	No	None	Yes	Yes			
Cleveland, OH	\$90,133	\$80,133		Unknown	Unknown	Full-time	No	None	No	Yes	Yes		
Columbus, OH	\$63,259	\$52,585				Undefined	Yes	Most	Yes	Yes	Yes	Yes	
Dayton, OH	\$37,315	\$37,315		No	No	Undefined	Yes	Some	No	Yes	Yes	Yes	a29
Denver/Denver Co, CO	\$93,317	\$83,332	Unknown	\$98,122	\$87,623	Full-time	No	None	Yes	Yes	Yes		
Detroit, MI	\$80,800	\$76,900	Unknown			Full-time	No	None	Yes	Yes	Yes		
El Paso, TX	\$29,000	\$29,000	No	Unknown		Undefined	Yes		No	No	No		a38
Fort Worth, TX	N/A	\$25,000				Part-time	Yes		No	No	No		
Indianapolis/Marion Co, IN	\$13,382	\$11,400	Unknown	Unknown	Unknown	Part-time	No	None	Yes	Yes	Yes		
Jacksonville/Duval Co, FL	\$58,800	\$44,100		Unknown	Unknown	Part-time	Yes			Yes	Yes	Yes	a8
Kansas, City, MO	\$61,569	\$61,569		N/A	N/A	Full-time	No	None	Yes	Yes	Yes		
Lexington, KY	\$33,981	\$31,183		\$0	\$0	Full-time	Yes	Most	Yes	Yes	Yes	Yes	a13
Louisville/Jefferson Co, KY	\$45,074	\$45,074		N/A	N/A	Full-time	N/A	N/A	Yes	Yes	Yes	Yes	
Memphis, TN	\$30,970	\$29,070	No	No	No	Full-time	No	None	Yes	Yes	Yes		
Milwaukee, WI	\$82,749	\$73,222	No	Unknown	Unknown	Full-time	No	None	Yes	Yes	Yes		a36
Minneapolis, MN	\$84,421	\$84,421		Unknown	Unknown	Full-time	No	None	Yes	Yes	Yes		
Nashville/Davidson Co, TN	\$17,000	\$15,000	No	Unknown	Unknown	Part-time	Yes			Yes			a24
Oklahoma City, OK	\$12,000	\$12,000		Unknown	Unknown	Undefined	Yes	Most	No	No	No		
Pittsburgh, PA	\$63,505	\$63,505		Unknown	Unknown	Full-time	No	None	Yes	Yes			
Raleigh, NC	\$7,738	\$6,708		Unknown	Unknown	Part-time	Yes	Most	No	Yes			a19, a26 & a27
San Antonio, TX	\$45,722	\$45,722		Vote	Vote	Undefined	Yes	Most	No	No	No	Yes	a28, a29 & a33
Seattle, WA	\$119,976	\$119,976		Unknown	Unknown	Full-time	No	None	Yes	Yes		No	
St Louis, MO	\$90,766	\$37,000								Yes	Yes		
Toledo, OH	\$32,000	\$27,500		No	No	Part-time	Yes	Most	No	Yes	Yes		

Bold = Responded to Survey

Italics = Information obtained by research

a2 = Raises backed on review and market conditions.

a8 = Salaries are set by State Statute - members have elected not to receive increases due to economy.

Authorized amount - member, \$46,572; President, \$62,096. Travel and cell allowance up to \$100 per month

a13 = In system as full time/40 hours, but most if not all have jobs outside the elected office

a19 = Council President makes \$7.44 per hour / Councilmembers make \$6.45 per hour

a23 = Auto and expense allowance.

a24 = Members receive a stipend for expenses

a26 = Annual salary based on a 20 hour work week at Council President rate of \$7.44/hour [(20x7.44)x52]

a27 = Annual salary based on a 20 hour work week at Council member rate of \$6.45/hour [(20x6.45)x52]

a28 = Salary listed dependent on May 9, 2015 voter approval of Charter Review Commission recommendation. **RECOMMENDATION PASSED BY VOTERS**

a29 = Car / cell phone allowance

a33 = Current Council salary \$1,040 per year

a36 = Cell Phone, Parking, Mileage

a38 = Not considered a City employee

Columbus "Benchmark" Cities	City Attorney Specific Information										Notes
	Base Salary	Established COLA?	Scheduled Increase	Full-time/Part-time	Outside Employment Allowed?	Employed?	Leave	Medical	Pension	Non-cash	
Akron, OH	\$127,837	No	1% Increase	Full-time	No	No	Yes	Yes	Yes	Yes	
Albuquerque, NM	\$109,012	No	Unknown	Full-time	No	No	Yes	Yes	Yes		
Atlanta, GA				Full-time	No	No					a9
Austin, TX	\$193,918		Unknown	Full-time	No	No	Yes	Yes	Yes		a2
Baltimore/Baltimore Co, MD	\$238,772		Unknown								
Charlotte/Mecklenburg Co, NC	\$216,897	No	N/A	Full-time	No	No	Yes	Yes	Yes	Yes	a9 & a23
Cincinnati, OH	\$160,000		Unknown	Full-time	No	No	Yes	Yes	Yes		
Cleveland, OH	\$125,914		Unknown	Full-time	No	No	Yes	Yes	Yes		a41
Columbus, OH	\$164,026			Full-time	No	No	Yes	Yes	Yes		
Dayton, OH	\$121,181		No	Full-time	No	No	Yes	Yes	Yes	Yes	a31
Denver/Denver Co, CO	\$190,000		3%	Full-time	No	No	Yes	Yes	Yes		
Detroit, MI			Unknown	Full-time	No	No	Yes	Yes	Yes		
El Paso, TX	\$213,665		Unknown	Full-time	No	No	Yes	Yes	Yes		a9
Fort Worth, TX	\$243,793			Full-time	No	No	Yes	Yes	Yes		a6
Indianapolis/Marion Co, IN		No	Unknown	Full-time	No	No	Yes	Yes	Yes		a9
Jacksonville/Duval Co, FL	\$175,000	No	Unknown	Full-time	No	No	Yes	Yes	Yes		a9
Kansas, City, MO	\$164,688		N/A	Full-time	No	No	Yes	Yes	Yes		a9
Lexington, KY	\$124,848		3 percent	Full-time			Yes	Yes	Yes		a9
Louisville/Jefferson Co, KY	\$47,286		N/A	Full-time	No	No	Yes	Yes	Yes		a15
Memphis, TN	\$139,443	No	No	Full-time	No	No	Yes	Yes	Yes		
Milwaukee, WI	\$147,336	No	Unknown	Full-time	No	No	Yes	Yes	Yes		a36
Minneapolis, MN	\$135,065		Unknown	Full-time	No	No	Yes	Yes	Yes		a9
Nashville/Davidson Co, TN	\$156,848	No	Unknown	Full-time	No	No	Yes	Yes	Yes		a9
Oklahoma City, OK	\$181,677		Unknown	Full-time	No	No	Yes	Yes		Yes	a16
Pittsburgh, PA	\$105,000		Unknown	Full-time	No	No	Yes	Yes			
Raleigh, NC	\$232,401		Unknown	Full-time	No	No	Yes	Yes	Yes		
San Antonio, TX	\$194,071		Unknown	Full-time	No	No	Yes	Yes	Yes	Yes	a9
Seattle, WA	\$155,723		Unknown	Full-time	No	No	Yes	Yes		No	
St Louis, MO	\$145,262			Full-time	No	No	Yes	Yes		No	a9
Toledo, OH	\$68,748		Unknown	Full-time	No	No	Yes	Yes	Yes		a9

Bold = Responded to Survey

Italics = Information obtained by research

a2 = Raises backed on review and market conditions.

a4 = \$43.25-\$70.92 hourly - Elected Position

a6 = Appointed Position - \$3,600 car allowance

a9 = Appointed Position

a15 = this position is paid through another entity as well

a16 = Car allowance \$7,000. Appointed position

a23 = Auto and expense allowance.

a31 = Cell phone allowance

a36 = Cell Phone, Parking, Mileage

a39 = City Attorney hired as regular employee, not appointed

a41 = as of November 2013

Columbus "Benchmark" Cities	Auditor/Comptroller Specific Information										Notes	
	Base Salary	Established COLA?	Scheduled Increase	Full-time/Part-time	Outside Employment Allowed?	Employed?	Leave	Medical	Pension	Non-cash		
Akron, OH	N/A	No										
Albuquerque, NM	\$97,364	No	Unknown	Full-time	No	No	Yes	Yes	Yes			
<i>Atlanta, GA</i>				Full-time	No	No						a11
Austin, TX	Vacant		Unknown	Full-time	No	No	Yes	Yes	Yes			a2
<i>Baltimore/Baltimore Co, MD</i>	\$108,173		Unknown									
Charlotte/Mecklenburg Co, NC	\$144,150	No	N/A	Full-time	No	No	Yes	Yes	Yes	Yes		a11 & a23
Cincinnati, OH	\$73,754		Unknown	Full-time	No	No	Yes	Yes	Yes			
<i>Cleveland, OH</i>	\$64,613			Full-time	No	No	Yes	Yes	Yes			a14
Columbus, OH	\$164,026			Full-time	No	No	Yes	Yes	Yes			
Dayton, OH	N/A	N/A	N/A									a30
Denver/Denver Co, CO	\$134,235	\$141,148		Full-time	No	No	Yes	Yes	Yes			
<i>Detroit, MI</i>												a5
<i>El Paso, TX</i>	\$121,327		N/A	Full-time	No	No	Yes	Yes	Yes			
Fort Worth, TX	\$138,320			Full-time	No	No	Yes	Yes	Yes			a6
<i>Indianapolis/Marion Co, IN</i>	\$76,500	No	Unknown	Full-time	No	No	Yes	Yes	Yes			a11 & a37
Jacksonville/Duval Co, FL	\$101,000	No	Unknown	Full-time	No	No	Yes	Yes	Yes			a10
<i>Kansas, City, MO</i>	\$114,240		N/A	Full-time	Yes	Yes	Yes	Yes	Yes			a11
Lexington, KY	\$105,077		3 percent	Full-time			Yes	Yes	Yes	Yes		a14
Louisville/Jefferson Co, KY	\$95,508		N/A	Full-Time	No	No	Yes	Yes	Yes	Yes		
Memphis, TN	\$100,966	No	No	Full-Time	No	No	Yes	Yes	Yes			
Milwaukee, WI	\$125,607	No	Unknown	Full-time	No	No	Yes	Yes	Yes			a36
<i>Minneapolis, MN</i>	\$118,750		Unknown	Full-time	No	No	Yes	Yes	Yes			a11
Nashville/Davidson Co, TN	\$138,654	No	Unknown	Full-time	No	No	Yes	Yes	Yes			a9
Oklahoma City, OK	\$148,060		Unknown	Full-time	No	No	Yes	Yes		Yes		a17
Pittsburgh, PA	\$70,343		Unknown	Full-time	No	No	Yes	Yes				
Raleigh, NC	\$164,624		Unknown	Full-time	No	No	Yes	Yes				a20
<i>San Antonio, TX</i>	\$156,000		Unknown	Full-time	No	No	Yes	Yes	Yes	Yes		
Seattle, WA	\$146,174		Unknown	Full-time	No	No	Yes	Yes		No		
St Louis, MO	\$112,190			Full-time	No	No	Yes	Yes		No		
<i>Toledo, OH</i>	\$96,874		Unknown	Full-time	No	No	Yes	Yes	Yes			a11

Bold = Responded to Survey

Italics = Information obtained by research

a2 = Raises backed on review and market conditions.

a5 = 31.90-70.91 hourly - Appointed Position

a6 = Appointed Position - \$3,600 car allowance

a10 = Comptroller appointed by Mayor, confirmed by Council

a11 = Appointed Position

a14 = Civil service employee

a17 = Car allowance \$3,000. Appointed position

a20 = Appointed position; Chief Financial Officer

a23 = Auto and expense allowance.

a30 = City does not have auditor / comptroller

a36 = Cell Phone, Parking, Mileage

a37 = Indianapolis City/County Government also has a comptroller that is paid \$95,000

a40 = City also have a comptroller that receives an annual salary of \$125,000



Citizens' Commission on Elected Official Compensation

Commissioner Chester C. Christie, Chairman

Research Data Presentation

May 2015

Commissioner Kristen Easterday
Commissioner Dawn Tyler Lee
Commissioner Marchelle E. Moore, Esq.
Commissioner William Murdock

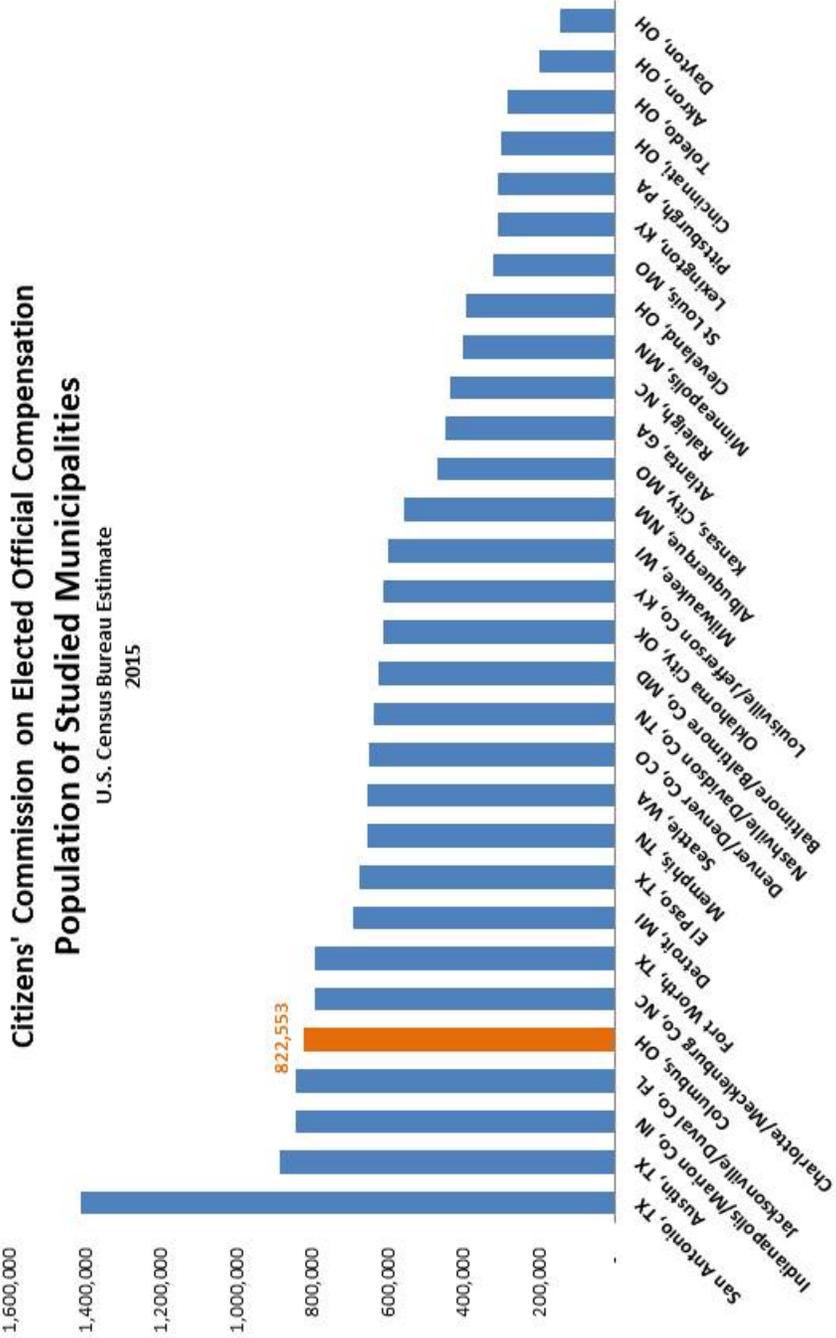


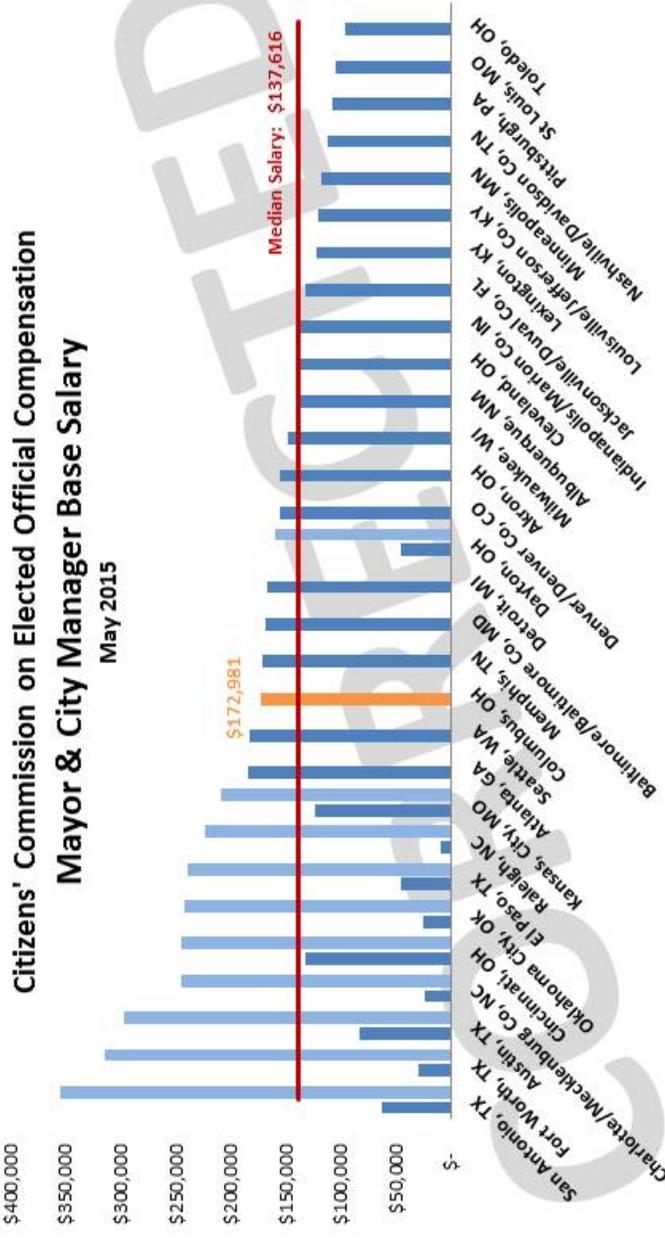
Chart 1 displays the U.S. Census Bureau estimated populations of the 30 U.S. municipalities used in the research.



Data Table: Population

Municipality	Population
San Antonio, TX	1,409,019
Austin, TX	885,400
Indianapolis/Marion Co, IN	843,393
Jacksonville/Duval Co, FL	842,583
Columbus, OH	822,553
Charlotte/Mecklenburg Co, NC	792,862
Fort Worth, TX	792,727
Detroit, MI	688,701
El Paso, TX	674,433
Memphis, TN	653,450
Seattle, WA	652,405
Denver/Denver Co, CO	649,495
Nashville/Davidson Co, TN	634,464
Baltimore/Baltimore Co, MD	622,104
Oklahoma City, OK	610,613
Louisville/Jefferson Co, KY	609,893
Milwaukee, WI	599,164
Albuquerque, NM	556,495
Kansas, City, MO	467,007
Atlanta, GA	447,841
Raleigh, NC	431,746
Minneapolis, MN	400,070
Cleveland, OH	390,113
St Louis, MO	318,416
Lexington, KY	308,428
Pittsburgh, PA	305,841
Cincinnati, OH	297,517
Toledo, OH	282,313
Akron, OH	198,100
Dayton, OH	143,355

Table 1 displays the U.S. Census Bureau estimated populations of the 30 U.S. municipalities used in the research.



This chart has been corrected. See Chart 2 Corrected (slide 5).
Chart 2 displays the base salaries of all chief executives (mayors and city managers).



Citizens' Commission on Elected Official Compensation Mayor & City Manager Base Salary

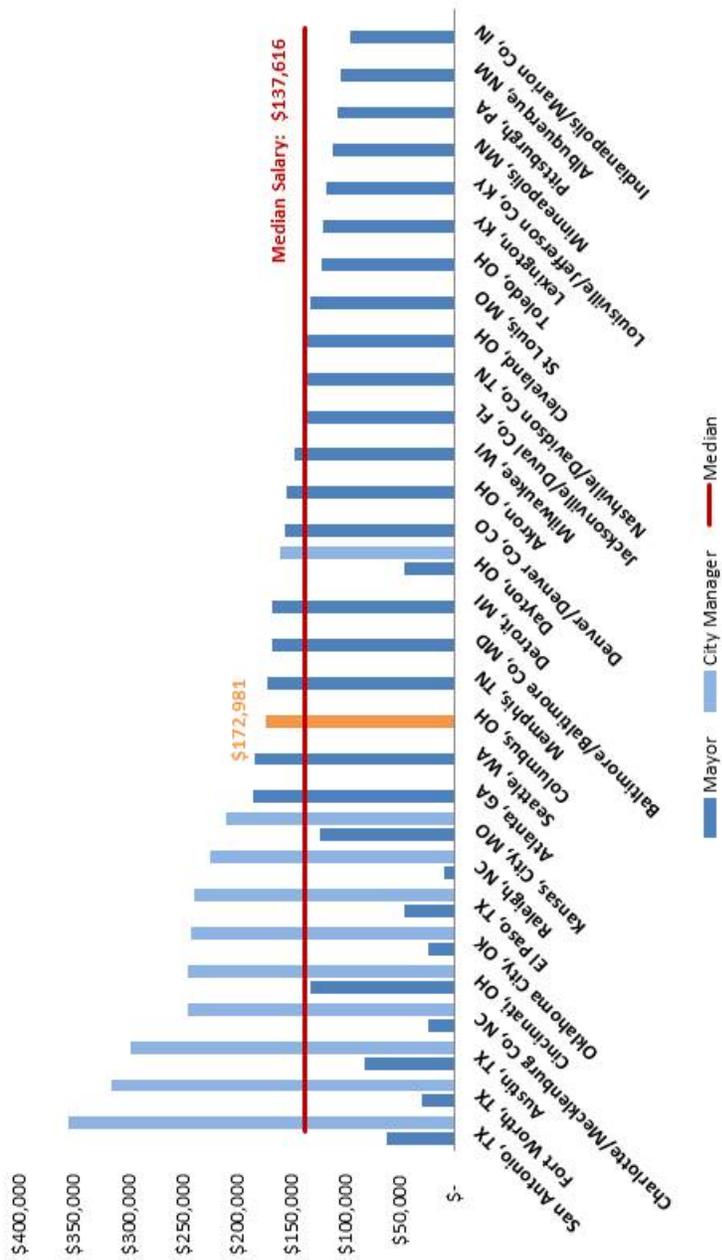


Chart 2 Corrected displays the base salaries of all chief executives (mayors and city managers). Salaries and the order in which they appear were corrected for Albuquerque, Cleveland, Indianapolis, Jacksonville, Lexington, Minneapolis, Nashville, and Toledo.



Data Table: Mayor & City Manager Base Salary

Municipality	Base Salary (Mayor)	Base Salary (City Manager)	Median
San Antonio, TX	\$61,725.00	\$355,000.00	\$137,616
Fort Worth, TX	\$29,000.00	\$315,000.00	\$137,616
Austin, TX	\$82,387.00	\$297,189.40	\$137,616
Charlotte/Mecklenburg Co, NC	\$23,806.56	\$245,000.00	\$137,616
Cincinnati, OH	\$131,399.11	\$244,999.99	\$137,616
Oklahoma City, OK	\$24,000.00	\$242,187.12	\$137,616
El Paso, TX	\$45,000.00	\$239,000.00	\$137,616
Raleigh, NC	\$9,079.20	\$223,600.00	\$137,616
Kansas, City, MO	\$123,156.00	\$209,103.00	\$137,616
Dayton, OH	\$45,344.00	\$159,993.60	\$137,616
Akron, OH	\$154,668.80		\$137,616
Albuquerque, NM	\$103,854.00		\$137,616
Atlanta, GA	\$184,000.00		\$137,616
Baltimore/Baltimore Co, MD	\$167,449.00		\$137,616
Cleveland, OH	\$136,758.46		\$137,616
Columbus, OH	\$172,981.00		\$137,616
Denver/Denver Co, CO	\$155,211.00		\$137,616
Detroit, MI	\$166,487.00		\$137,616
Indianapolis/Marion Co, IN	\$95,000.00		\$137,616
Jacksonville/Duval Co, FL	\$138,473.52		\$137,616
Lexington, KY	\$120,574.22		\$137,616
Louisville/Jefferson Co, KY	\$117,328.12		\$137,616
Memphis, TN	\$170,817.12		\$137,616
Milwaukee, WI	\$147,335.76		\$137,616
Minneapolis, MN	\$110,913.00		\$137,616
Nashville/Davidson Co, TN	\$136,500.00		\$137,616
Pittsburgh, PA	\$107,500.00		\$137,616
Seattle, WA	\$183,034.00		\$137,616
St Louis, MO	\$131,820.00		\$137,616
Toledo, OH	\$122,400.00		\$137,616

Table 2 displays the base salaries of all chief executives (mayors and city managers).

**Citizens' Commission on Elected Official Compensation
Mayor Per Capita Base Salary
May 2015**

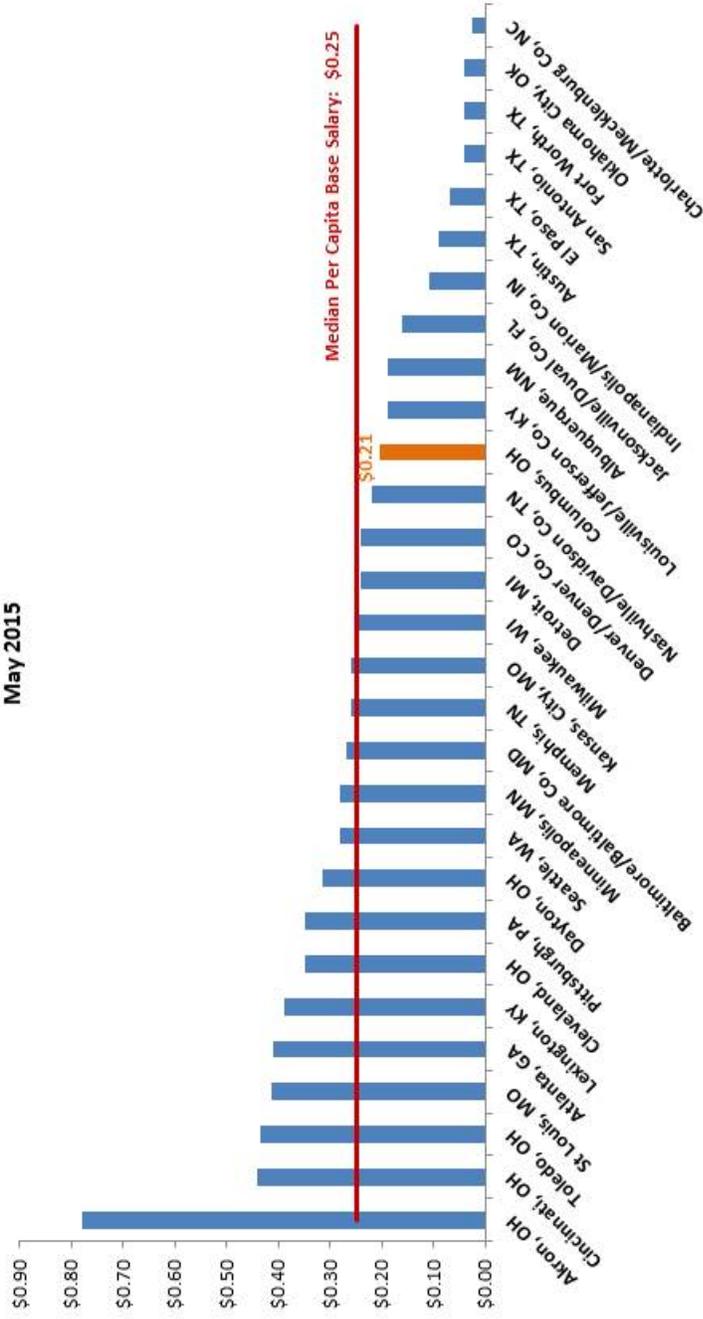


Chart 3 displays the per capita base salaries of all mayors.



Data Table: Mayor Per Capita Base Salary

Municipality	Per Capita Base Salary	Median
Akron, OH	\$0.78	\$0.25
Cincinnati, OH	\$0.44	\$0.25
Toledo, OH	\$0.43	\$0.25
St Louis, MO	\$0.41	\$0.25
Atlanta, GA	\$0.41	\$0.25
Lexington, KY	\$0.39	\$0.25
Cleveland, OH	\$0.35	\$0.25
Pittsburgh, PA	\$0.35	\$0.25
Dayton, OH	\$0.32	\$0.25
Seattle, WA	\$0.28	\$0.25
Minneapolis, MN	\$0.28	\$0.25
Baltimore/Baltimore Co, MD	\$0.27	\$0.25
Memphis, TN	\$0.26	\$0.25
Kansas, City, MO	\$0.26	\$0.25
Milwaukee, WI	\$0.25	\$0.25
Detroit, MI	\$0.24	\$0.25
Denver/Denver Co, CO	\$0.24	\$0.25
Nashville/Davidson Co, TN	\$0.22	\$0.25
Columbus, OH	\$0.21	\$0.25
Louisville/Jefferson Co, KY	\$0.19	\$0.25
Albuquerque, NM	\$0.19	\$0.25
Jacksonville/Duval Co, FL	\$0.16	\$0.25
Indianapolis/Marion Co, IN	\$0.11	\$0.25
Austin, TX	\$0.09	\$0.25
El Paso, TX	\$0.07	\$0.25
San Antonio, TX	\$0.04	\$0.25
Fort Worth, TX	\$0.04	\$0.25
Oklahoma City, OK	\$0.04	\$0.25
Charlotte/Mecklenburg Co, NC	\$0.03	\$0.25
Raleigh, NC	\$0.02	\$0.25

Table 3 displays the per capita base salaries of all mayors.

Citizens' Commission on Elected Official Compensation Mayor & City Manager Per Capita Base Salary

May 2015

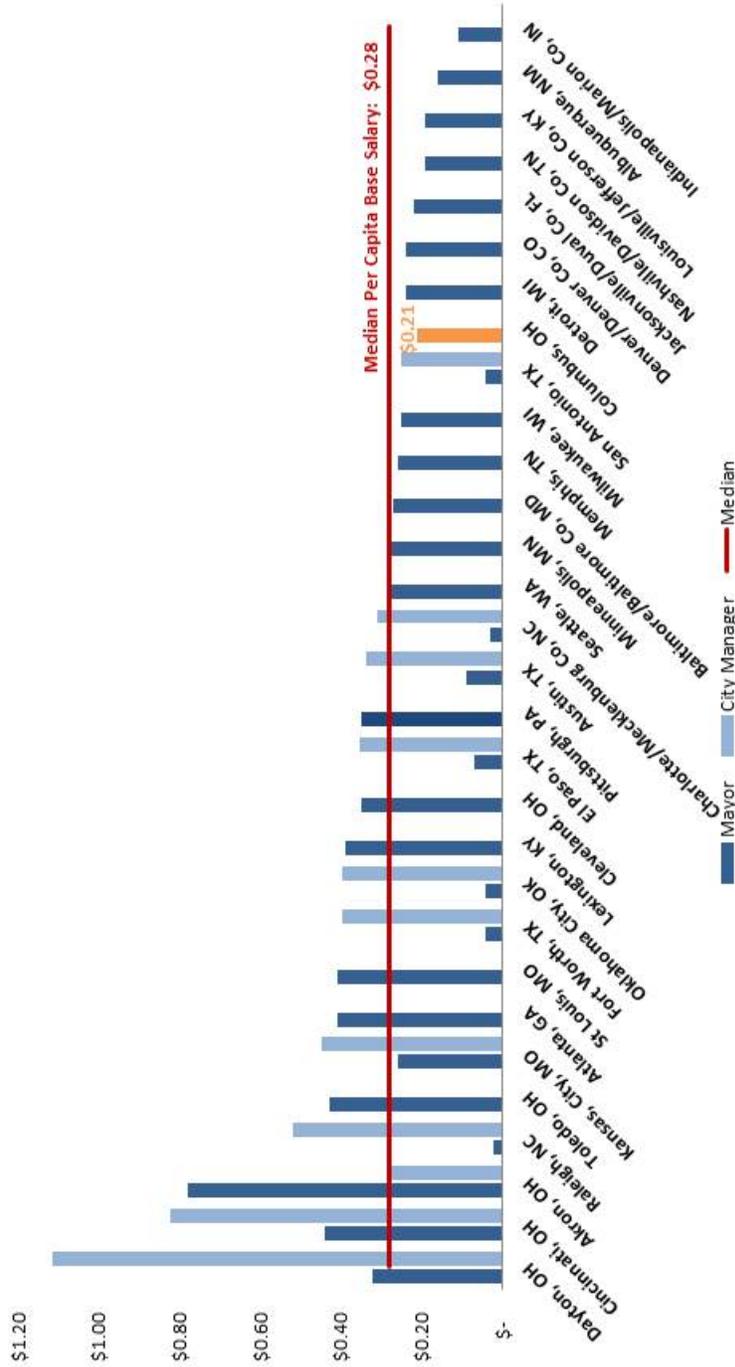


Chart 4 displays the per capita base salaries of all chief executives (mayors and city managers).



Data Table: Mayor & City Manager Per Capita Base Salary

Municipality	Per Capita Base Salary (Mayor)	Per Capita Base Salary (City Manager)	Median
Dayton, OH	\$0.32	\$1.12	0.28
Cincinnati, OH	\$0.44	\$0.82	0.28
Raleigh, NC	\$0.02	\$0.52	0.28
Kansas, City, MO	\$0.26	\$0.45	0.28
Fort Worth, TX	\$0.04	\$0.40	0.28
Oklahoma City, OK	\$0.04	\$0.40	0.28
El Paso, TX	\$0.07	\$0.35	0.28
Austin, TX	\$0.09	\$0.34	0.28
Charlotte/Mecklenburg Co, NC	\$0.03	\$0.31	0.28
Akron, OH	\$0.78	\$0.28	0.28
San Antonio, TX	\$0.04	\$0.25	0.28
Atlanta, GA	\$0.41		0.28
Seattle, WA	\$0.28		0.28
Columbus, OH	\$0.21		0.28
Memphis, TN	\$0.26		0.28
Baltimore/Baltimore Co, MD	\$0.27		0.28
Detroit, MI	\$0.24		0.28
Denver/Denver Co, CO	\$0.24		0.28
Milwaukee, WI	\$0.25		0.28
Jacksonville/Duval Co, FL	\$0.16		0.28
Cleveland, OH	\$0.35		0.28
Nashville/Davidson Co, TN	\$0.22		0.28
St Louis, MO	\$0.41		0.28
Toledo, OH	\$0.43		0.28
Lexington, KY	\$0.39		0.28
Louisville/Jefferson Co, KY	\$0.19		0.28
Minneapolis, MN	\$0.28		0.28
Pittsburgh, PA	\$0.35		0.28
Albuquerque, NM	\$0.19		0.28
Indianapolis/Marion Co, IN	\$0.11		0.28

Table 4 displays the per capita base salaries of all chief executives (mayors and city managers).

Data Table: Councilmember Base Salary

Municipality	Base Salary	Median
Seattle, WA	\$119,976	\$44,587
Minneapolis, MN	\$84,421	\$44,587
Denver/Denver Co., CO	\$83,332	\$44,587
Cleveland, OH	\$80,133	\$44,587
Detroit, MI	\$76,900	\$44,587
Milwaukee, WI	\$73,222	\$44,587
Austin, TX	\$70,075	\$44,587
Cincinnati, OH	\$69,700	\$44,587
Pittsburgh, PA	\$63,505	\$44,587
Baltimore/Baltimore Co, MD	\$62,918	\$44,587
Kansas, City, MO	\$61,569	\$44,587
Atlanta, GA	\$60,000	\$44,587
Columbus, OH	\$52,585	\$44,587
San Antonio, TX	\$45,722	\$44,587
Louisville/Jefferson Co, KY	\$45,074	\$44,587
Jacksonville/Duval Co., FL	\$44,100	\$44,587
Dayton, OH	\$37,315	\$44,587
St Louis, MO	\$37,000	\$44,587
Akron, OH	\$33,675	\$44,587
Lexington, KY	\$31,183	\$44,587
Memphis, TN	\$29,070	\$44,587
El Paso, TX	\$29,000	\$44,587
Toledo, OH	\$27,500	\$44,587
Fort Worth, TX	\$25,000	\$44,587
Charlotte/Mecklenburg Co, NC	\$18,396	\$44,587
Albuquerque, NM	\$17,492	\$44,587
Nashville/Davidson Co, TN	\$15,000	\$44,587
Oklahoma City, OK	\$12,000	\$44,587
Indianapolis/Marion Co, IN	\$11,400	\$44,587
Raleigh, NC	\$6,708	\$44,587

Table 5 displays the base salaries of all councilmembers.

Data Table: Councilmember Per Capita Base Salary

Municipality	Per Capita Base Salary	Median
Dayton, OH	\$0.26	\$0.10
Cincinnati, OH	\$0.23	\$0.10
Minneapolis, MN	\$0.21	\$0.10
Pittsburgh, PA	\$0.21	\$0.10
Cleveland, OH	\$0.21	\$0.10
Seattle, WA	\$0.18	\$0.10
Akron, OH	\$0.17	\$0.10
Atlanta, GA	\$0.13	\$0.10
Kansas, City, MO	\$0.13	\$0.10
Denver/Denver Co., CO	\$0.13	\$0.10
Milwaukee, WI	\$0.12	\$0.10
St Louis, MO	\$0.12	\$0.10
Detroit, MI	\$0.11	\$0.10
Baltimore/Baltimore Co, MD	\$0.10	\$0.10
Lexington, KY	\$0.10	\$0.10
Toledo, OH	\$0.10	\$0.10
Austin, TX	\$0.08	\$0.10
Louisville/Jefferson Co, KY	\$0.07	\$0.10
Columbus, OH	\$0.06	\$0.10
Jacksonville/Duval Co, FL	\$0.05	\$0.10
Memphis, TN	\$0.04	\$0.10
El Paso, TX	\$0.04	\$0.10
San Antonio, TX	\$0.03	\$0.10
Fort Worth, TX	\$0.03	\$0.10
Albuquerque, NM	\$0.03	\$0.10
Nashville/Davidson Co, TN	\$0.02	\$0.10
Charlotte/Mecklenburg Co, NC	\$0.02	\$0.10
Oklahoma City, OK	\$0.02	\$0.10
Raleigh, NC	\$0.02	\$0.10
Indianapolis/Marion Co, IN	\$0.01	\$0.10

Table 6 displays the per capita base salaries of all councilmembers.



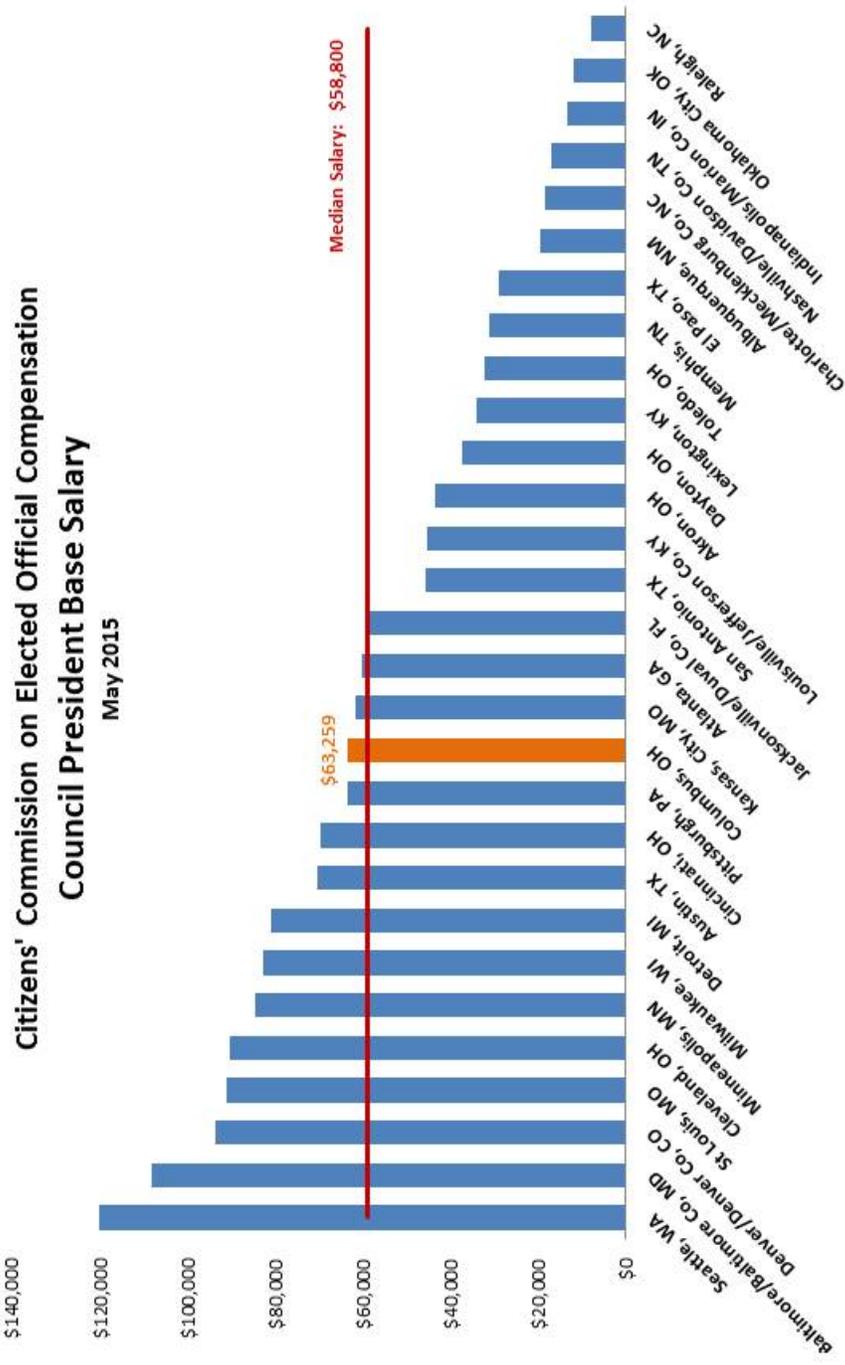


Chart 7 displays the base salaries of all council presidents.



Data Table: Council President Base Salary

Municipality	Base Salary	Median
Seattle, WA	\$119,976	\$58,800
Baltimore/Baltimore Co, MD	\$108,173	\$58,800
Denver/Denver Co, CO	\$93,317	\$58,800
St Louis, MO	\$90,766	\$58,800
Cleveland, OH	\$90,133	\$58,800
Minneapolis, MN	\$84,421	\$58,800
Milwaukee, WI	\$82,749	\$58,800
Detroit, MI	\$80,800	\$58,800
Austin, TX	\$70,275	\$58,800
Cincinnati, OH	\$69,700	\$58,800
Pittsburgh, PA	\$63,505	\$58,800
Columbus, OH	\$63,259	\$58,800
Kansas, City, MO	\$61,569	\$58,800
Atlanta, GA	\$60,000	\$58,800
Jacksonville/Duval Co, FL	\$58,800	\$58,800
San Antonio, TX	\$45,722	\$58,800
Louisville/Jefferson Co, KY	\$45,074	\$58,800
Akron, OH	\$43,326	\$58,800
Dayton, OH	\$37,315	\$58,800
Lexington, KY	\$33,981	\$58,800
Toledo, OH	\$32,000	\$58,800
Memphis, TN	\$30,970	\$58,800
El Paso, TX	\$29,000	\$58,800
Albuquerque, NM	\$19,510	\$58,800
Charlotte/Mecklenburg Co, NC	\$18,396	\$58,800
Nashville/Davidson Co, TN	\$17,000	\$58,800
Indianapolis/Marion Co, IN	\$13,382	\$58,800
Oklahoma City, OK	\$12,000	\$58,800
Raleigh, NC	\$7,738	\$58,800

Table 7 displays the base salaries of all council presidents.

Citizens' Commission on Elected Official Compensation Council President Per Capita Base Salary

May 2015

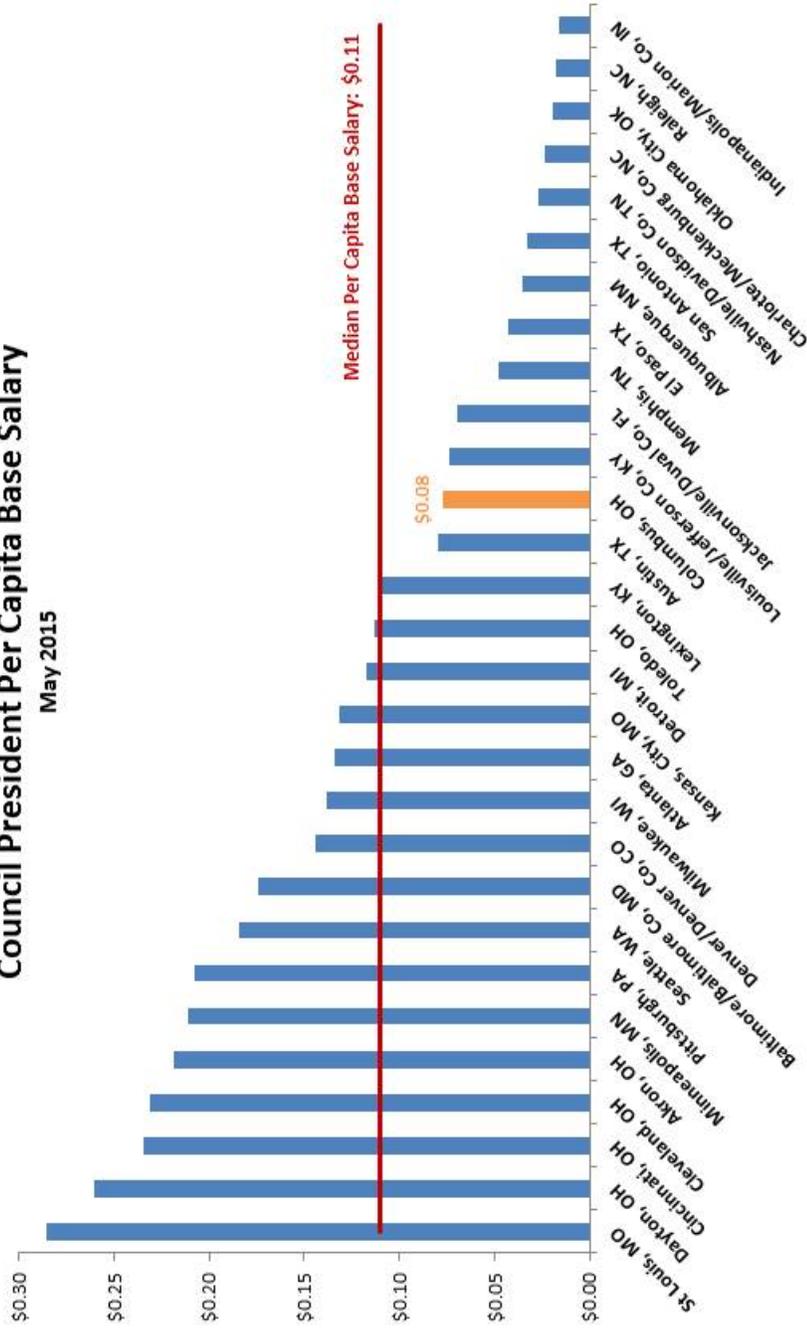


Chart 8 displays the per capita base salaries of all council presidents.



Data Table: Council President Per Capita Base Salary

Municipality	Per Capita Base Salary	Median
St Louis, MO	\$0.29	0.11
Dayton, OH	\$0.26	0.11
Cincinnati, OH	\$0.23	0.11
Cleveland, OH	\$0.23	0.11
Akron, OH	\$0.22	0.11
Minneapolis, MN	\$0.21	0.11
Pittsburgh, PA	\$0.21	0.11
Seattle, WA	\$0.18	0.11
Baltimore/Baltimore Co, MD	\$0.17	0.11
Denver/Denver Co, CO	\$0.14	0.11
Milwaukee, WI	\$0.14	0.11
Atlanta, GA	\$0.13	0.11
Kansas, City, MO	\$0.13	0.11
Detroit, MI	\$0.12	0.11
Toledo, OH	\$0.11	0.11
Lexington, KY	\$0.11	0.11
Austin, TX	\$0.08	0.11
Columbus, OH	\$0.08	0.11
Louisville/Jefferson Co, KY	\$0.07	0.11
Jacksonville/Duval Co, FL	\$0.07	0.11
Memphis, TN	\$0.05	0.11
El Paso, TX	\$0.04	0.11
Albuquerque, NM	\$0.04	0.11
San Antonio, TX	\$0.03	0.11
Nashville/Davidson Co, TN	\$0.03	0.11
Charlotte/Mecklenburg Co, NC	\$0.02	0.11
Oklahoma City, OK	\$0.02	0.11
Raleigh, NC	\$0.02	0.11
Indianapolis/Marion Co, IN	\$0.02	0.11

Table 8 displays the per capita base salaries of all council presidents.



Citizens' Commission on Elected Official Compensation Number of Councilmembers per Municipality

May 2015

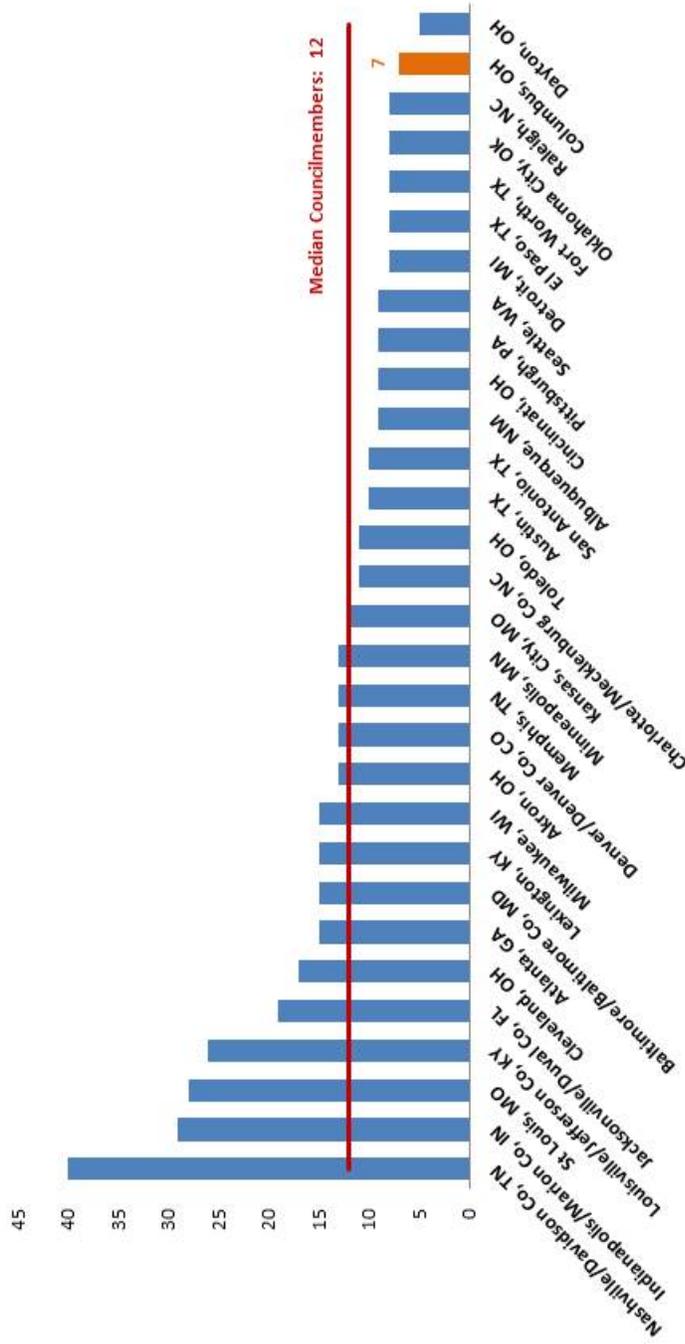


Chart 9 displays the number of councilmembers per municipality.



Data Table: Councilmembers per Municipality

Municipality	Councilmembers per Municipality	Median
St Louis, MO	40	12
Akron, OH	29	12
Nashville/Davidson Co, TN	28	12
Lexington, KY	26	12
Cleveland, OH	19	12
Louisville/Jefferson Co, KY	17	12
Toledo, OH	15	12
Dayton, OH	15	12
Indianapolis/Marion Co, IN	15	12
Atlanta, GA	15	12
Minneapolis, MN	13	12
Cincinnati, OH	13	12
Pittsburgh, PA	13	12
Kansas, City, MO	13	12
Milwaukee, WI	12	12
Baltimore/Baltimore Co, MD	11	12
Jacksonville/Duval Co, FL	11	12
Denver/Denver Co, CO	10	12
Memphis, TN	10	12
Raleigh, NC	9	12
Albuquerque, NM	9	12
Charlotte/Mecklenburg Co, NC	9	12
Seattle, WA	9	12
Oklahoma City, OK	8	12
El Paso, TX	8	12
Detroit, MI	8	12
Austin, TX	8	12
Fort Worth, TX	8	12
Columbus, OH	7	12
San Antonio, TX	5	12

Table 9 displays the number of councilmembers per municipality.

**Citizens' Commission on Elected Official Compensation
Number of Residents per Councilmember**
May 2015

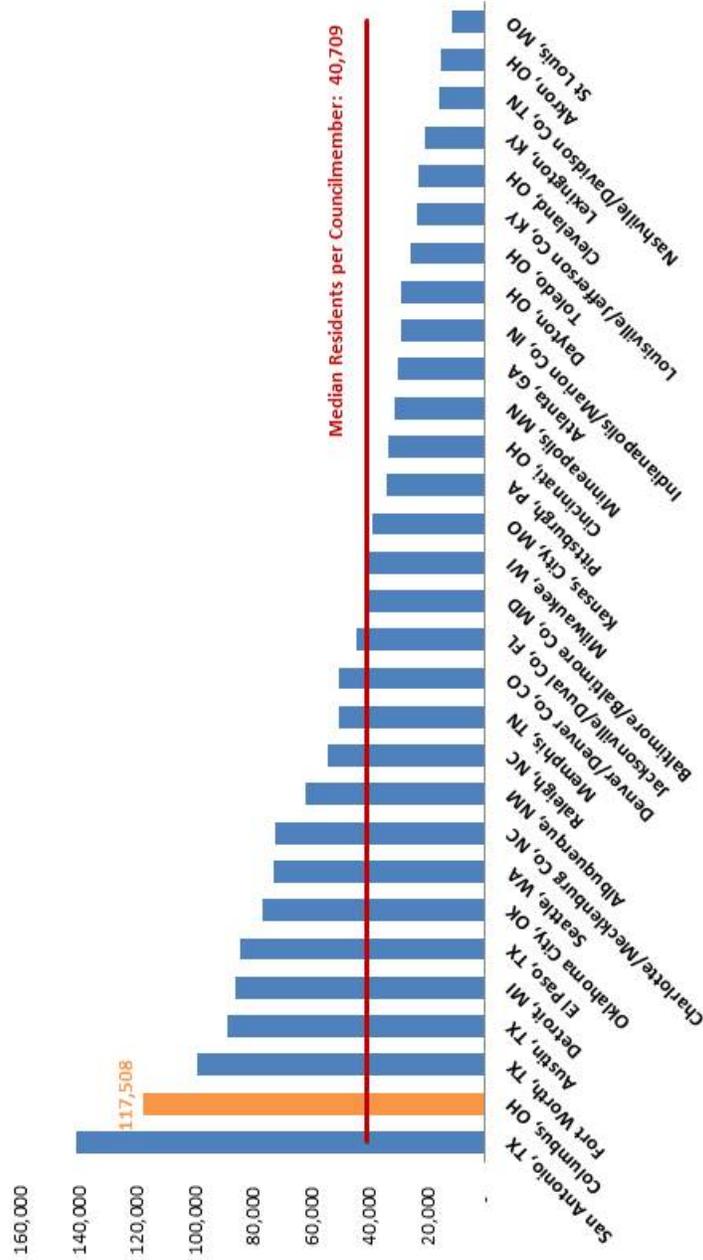


Chart 10 displays the number of residents per councilmember.



Data Table: Residents per Councilmember

Municipality	Residents per Councilmember	Median
San Antonio, TX	140,902	40,709
Columbus, OH	117,508	40,709
Fort Worth, TX	99,091	40,709
Austin, TX	88,540	40,709
Detroit, MI	86,088	40,709
El Paso, TX	84,304	40,709
Oklahoma City, OK	76,327	40,709
Seattle, WA	72,489	40,709
Charlotte/Mecklenburg Co, NC	72,078	40,709
Albuquerque, NM	61,833	40,709
Raleigh, NC	53,968	40,709
Memphis, TN	50,265	40,709
Denver/Denver Co, CO	49,961	40,709
Jacksonville/Duval Co, FL	44,346	40,709
Baltimore/Baltimore Co, MD	41,474	40,709
Milwaukee, WI	39,944	40,709
Kansas, City, MO	38,917	40,709
Pittsburgh, PA	33,382	40,709
Cincinnati, OH	33,057	40,709
Minneapolis, MN	30,775	40,709
Atlanta, GA	29,856	40,709
Indianapolis/Marion Co, IN	29,083	40,709
Dayton, OH	28,671	40,709
Toledo, OH	25,665	40,709
Louisville/Jefferson Co, KY	23,457	40,709
Cleveland, OH	22,948	40,709
Lexington, KY	20,562	40,709
Nashville/Davidson Co, TN	15,862	40,709
Akron, OH	15,238	40,709
St Louis, MO	11,372	40,709

Table 10 displays the number of residents per councilmember.



**Citizens' Commission on Elected Official Compensation
City Attorney Base Salary**

May 2015

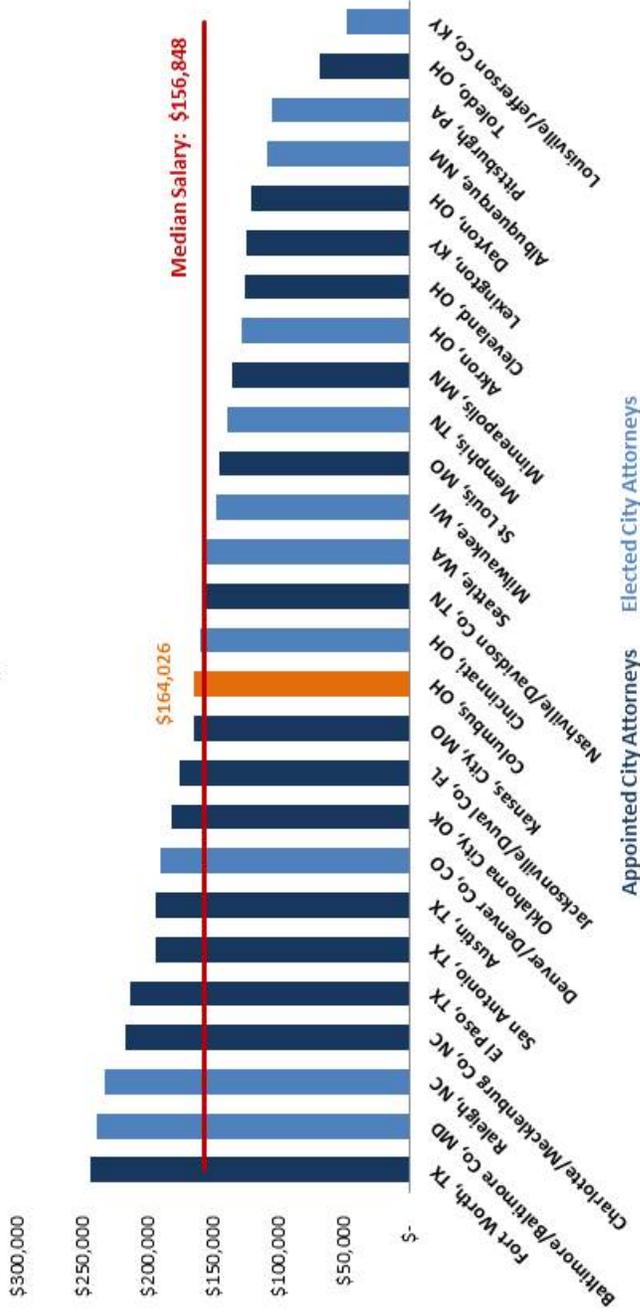


Chart 11 displays the base salaries of all city attorneys (appointed and elected).



Data Table: City Attorney Base Salary

Municipality	Base Salary	Median
Fort Worth, TX	\$243,793	\$156,848
Baltimore/Baltimore Co, MD	\$238,772	\$156,848
Raleigh, NC	\$232,401	\$156,848
Charlotte/Mecklenburg Co, NC	\$216,897	\$156,848
El Paso, TX	\$213,665	\$156,848
San Antonio, TX	\$194,071	\$156,848
Austin, TX	\$193,918	\$156,848
Denver/Denver Co, CO	\$190,000	\$156,848
Oklahoma City, OK	\$181,677	\$156,848
Jacksonville/Duval Co, FL	\$175,000	\$156,848
Kansas, City, MO	\$164,688	\$156,848
Columbus, OH	\$164,026	\$156,848
Cincinnati, OH	\$160,000	\$156,848
Nashville/Davidson Co, TN	\$156,848	\$156,848
Seattle, WA	\$155,723	\$156,848
Milwaukee, WI	\$147,336	\$156,848
St Louis, MO	\$145,262	\$156,848
Memphis, TN	\$139,443	\$156,848
Minneapolis, MN	\$135,065	\$156,848
Akron, OH	\$127,837	\$156,848
Cleveland, OH	\$125,914	\$156,848
Lexington, KY	\$124,848	\$156,848
Dayton, OH	\$121,181	\$156,848
Albuquerque, NM	\$109,012	\$156,848
Pittsburgh, PA	\$105,000	\$156,848
Toledo, OH	\$68,748	\$156,848
Louisville/Jefferson Co, KY	\$47,286	\$156,848

Table 11 displays the base salaries of all city attorneys (appointed and elected).

**Citizens' Commission on Elected Official Compensation
City Attorney Per Capita Base Salary
May 2015**

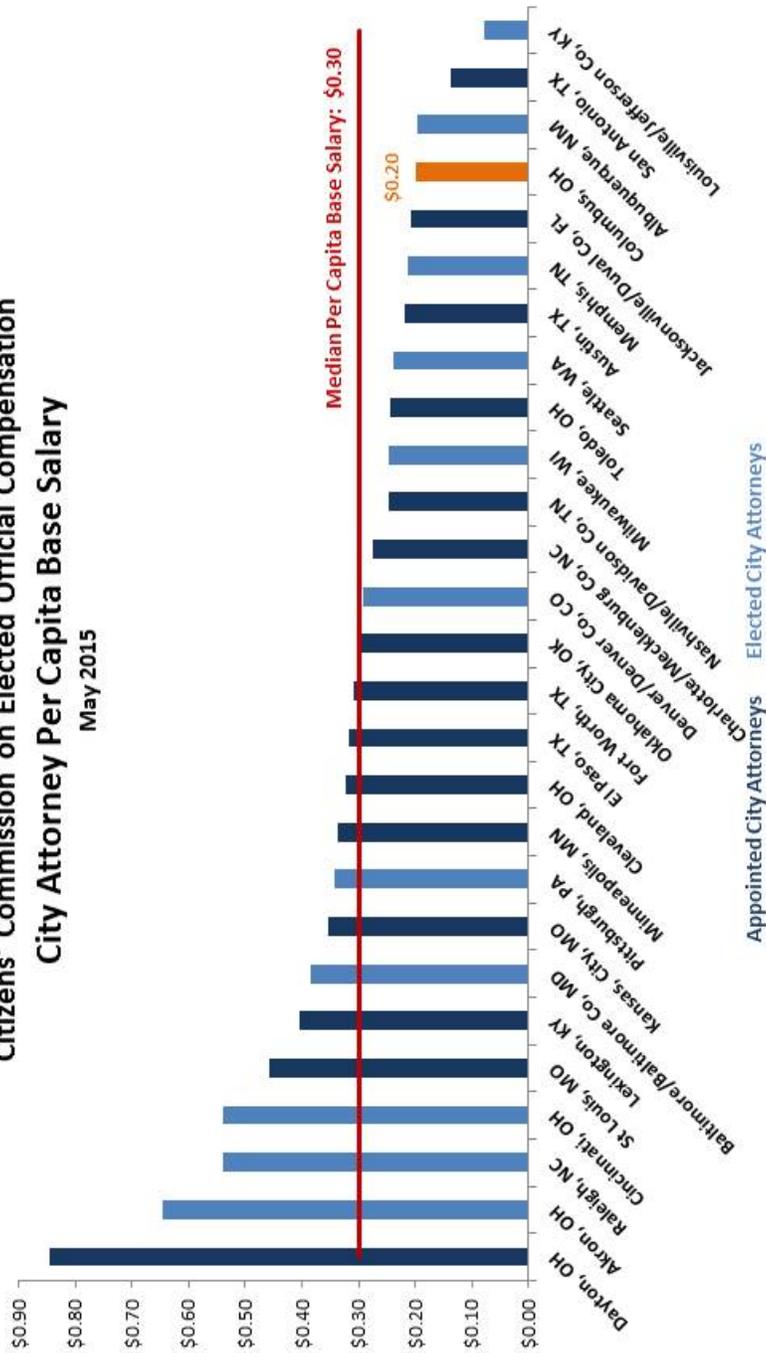


Chart 12 displays the per capita base salaries of all city attorneys (appointed and elected).



Data Table: City Attorney Per Capita Base Salary

Municipality	Per Capita Base Salary	Median
Dayton, OH	\$0.85	\$0.30
Akron, OH	\$0.65	\$0.30
Raleigh, NC	\$0.54	\$0.30
Cincinnati, OH	\$0.54	\$0.30
St Louis, MO	\$0.46	\$0.30
Lexington, KY	\$0.40	\$0.30
Baltimore/Baltimore Co, MD	\$0.38	\$0.30
Kansas, City, MO	\$0.35	\$0.30
Pittsburgh, PA	\$0.34	\$0.30
Minneapolis, MN	\$0.34	\$0.30
Cleveland, OH	\$0.32	\$0.30
El Paso, TX	\$0.32	\$0.30
Fort Worth, TX	\$0.31	\$0.30
Oklahoma City, OK	\$0.30	\$0.30
Denver/Denver Co, CO	\$0.29	\$0.30
Charlotte/Mecklenburg Co, NC	\$0.27	\$0.30
Nashville/Davidson Co, TN	\$0.25	\$0.30
Milwaukee, WI	\$0.25	\$0.30
Toledo, OH	\$0.24	\$0.30
Seattle, WA	\$0.24	\$0.30
Austin, TX	\$0.22	\$0.30
Memphis, TN	\$0.21	\$0.30
Jacksonville/Duval Co, FL	\$0.21	\$0.30
Columbus, OH	\$0.20	\$0.30
Albuquerque, NM	\$0.20	\$0.30
San Antonio, TX	\$0.14	\$0.30
Louisville/Jefferson Co, KY	\$0.08	\$0.30

Table 12 displays the per capita base salaries of all city attorneys appointed and elected).



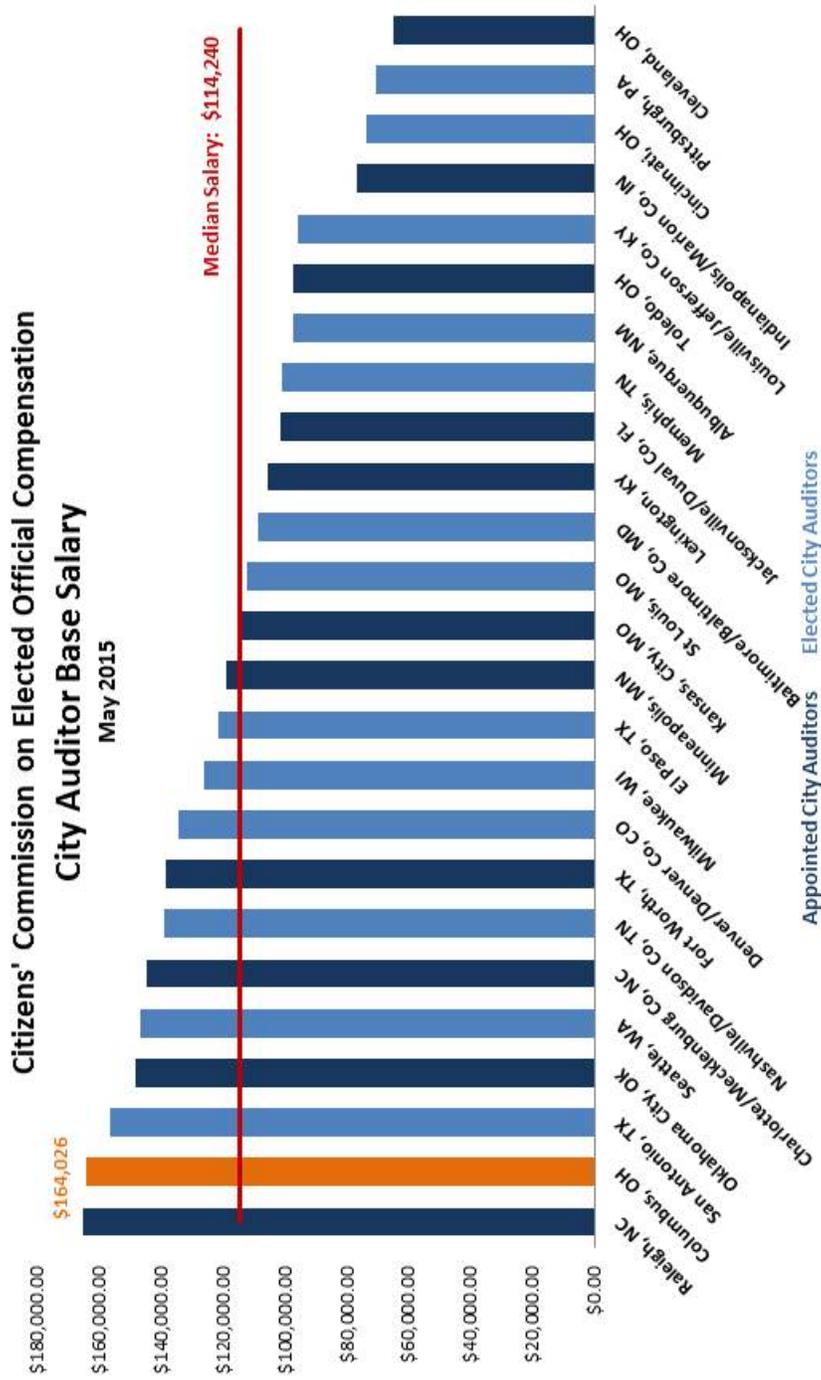


Chart 13 displays the base salaries of all city auditors (appointed and elected).



Data Table: City Auditor Base Salary

Municipality	Base Salary	Median
Raleigh, NC	\$164,624.00	\$114,240.00
Columbus, OH	\$164,026.00	\$114,240.00
San Antonio, TX	\$156,000.00	\$114,240.00
Oklahoma City, OK	\$148,060.00	\$114,240.00
Seattle, WA	\$146,174.00	\$114,240.00
Charlotte/Mecklenburg Co, NC	\$144,150.00	\$114,240.00
Nashville/Davidson Co, TN	\$138,654.00	\$114,240.00
Fort Worth, TX	\$138,320.00	\$114,240.00
Denver/Denver Co, CO	\$134,235.00	\$114,240.00
Milwaukee, WI	\$125,607.00	\$114,240.00
El Paso, TX	\$121,327.00	\$114,240.00
Minneapolis, MN	\$118,750.00	\$114,240.00
Kansas, City, MO	\$114,240.00	\$114,240.00
St Louis, MO	\$112,190.00	\$114,240.00
Baltimore/Baltimore Co, MD	\$108,173.00	\$114,240.00
Lexington, KY	\$105,077.00	\$114,240.00
Jacksonville/Duval Co, FL	\$101,000.00	\$114,240.00
Memphis, TN	\$100,966.00	\$114,240.00
Albuquerque, NM	\$97,364.00	\$114,240.00
Toledo, OH	\$96,874.00	\$114,240.00
Louisville/Jefferson Co, KY	\$95,508.00	\$114,240.00
Indianapolis/Marion Co, IN	\$76,500.00	\$114,240.00
Cincinnati, OH	\$73,754.00	\$114,240.00
Pittsburgh, PA	\$70,343.00	\$114,240.00
Cleveland, OH	\$64,613.00	\$114,240.00

Table 13 displays the base salaries of all city auditors (appointed and elected).



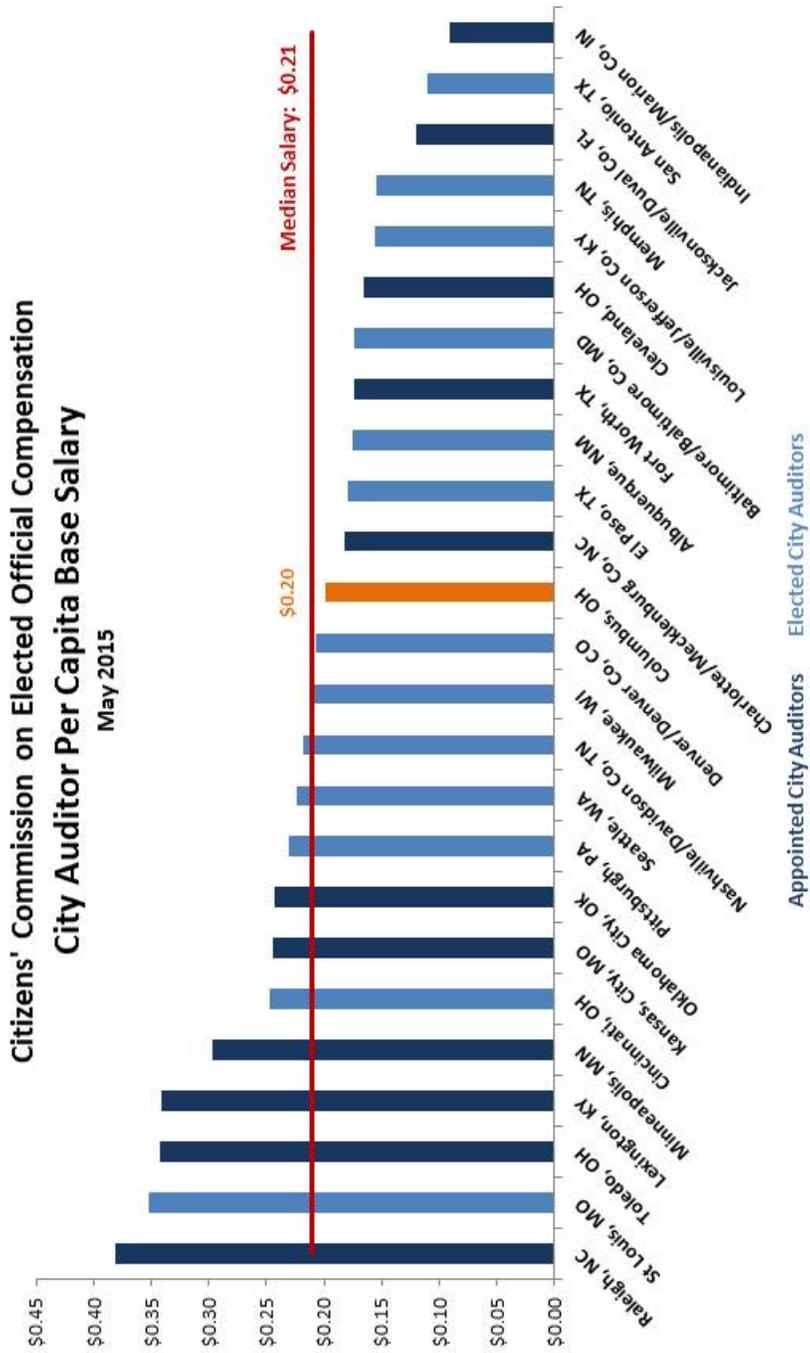


Chart 14 displays the per capita base salaries of all city auditors (appointed and elected).



Data Table: City Auditor Per Capita Base Salary

Municipality	Per Capita Base Salary	Median
Raleigh, NC	\$0.38	\$0.21
St Louis, MO	\$0.35	\$0.21
Toledo, OH	\$0.34	\$0.21
Lexington, KY	\$0.34	\$0.21
Minneapolis, MN	\$0.30	\$0.21
Cincinnati, OH	\$0.25	\$0.21
Kansas City, MO	\$0.24	\$0.21
Oklahoma City, OK	\$0.24	\$0.21
Pittsburgh, PA	\$0.23	\$0.21
Seattle, WA	\$0.22	\$0.21
Nashville/Davidson Co, TN	\$0.22	\$0.21
Milwaukee, WI	\$0.21	\$0.21
Denver/Denver Co, CO	\$0.21	\$0.21
Columbus, OH	\$0.20	\$0.21
Charlotte/Mecklenburg Co, NC	\$0.18	\$0.21
El Paso, TX	\$0.18	\$0.21
Albuquerque, NM	\$0.17	\$0.21
Fort Worth, TX	\$0.17	\$0.21
Baltimore/Baltimore Co, MD	\$0.17	\$0.21
Cleveland, OH	\$0.17	\$0.21
Louisville/Jefferson Co, KY	\$0.16	\$0.21
Memphis, TN	\$0.15	\$0.21
Jacksonville/Duval Co, FL	\$0.12	\$0.21
San Antonio, TX	\$0.11	\$0.21
Indianapolis/Marion Co, IN	\$0.09	\$0.21

Table 14 displays the per capita base salaries of all city auditors (appointed and elected).





Citizens' Commission on Elected Official Compensation

Commissioner Chester C. Christie, Chairman

Research Data Presentation 2nd Follow-Up

June 2015

Commissioner Kristen Easterday
Commissioner Dawn Tyler Lee
Commissioner Marchelle E. Moore, Esq.
Commissioner William Murdock

FY2015 Budgets Sorted by General Fund			
Rank	Municipality	General Fund	Capital Fund
1	Baltimore/Baltimore Co, MD	\$2,465,570,701	\$898,137,000
2	Detroit, MI	\$2,413,545,466	Unavailable
3	San Antonio, TX	\$1,600,000,000	\$570,000,000
4	Kansas, City, MO	\$1,470,000,000	\$73,958,000
5	Minneapolis, MN	\$1,200,000,000	Unavailable
6	Jacksonville/Duval Co, FL	\$1,105,918,070	\$13,678,942
7	Indianapolis/Marion Co, IN	\$1,033,476,146	Unavailable
8	Seattle, WA	\$1,000,000,000	N/A
9	Nashville/Davidson Co, TN	\$931,000,000	\$685,000,000
10	Austin, TX	\$854,000,000	\$810,800,000
11	Columbus, OH	\$813,100,000	\$690,600,000
12	Memphis, TN	\$617,837,147	\$418,113,048
13	Milwaukee, WI	\$613,601,536	\$129,953,000
14	Fort Worth, TX	\$589,750,930	\$13,471,745
15	Charlotte/Mecklenburg Co, NC	\$584,131,279	\$852,900,000
16	Louisville/Jefferson Co, KY	\$532,974,000	\$65,701,300
17	Pittsburgh, PA	\$507,817,535	\$50,000,000
18	Albuquerque, NM	\$505,000,000	N/A
19	St Louis, MO	\$479,300,000	\$38,710,000
20	Denver/Denver Co, CO	\$477,090,000	\$241,740,000
21	Raleigh, NC	\$416,612,398	\$148,800,000
22	Oklahoma City, OK	\$415,000,000	\$663,000,000
23	Cincinnati, OH	\$358,191,000	\$850,000
24	El Paso, TX	\$352,900,000	Unavailable
25	Lexington, KY	\$313,254,230	\$26,188,100
26	Toledo, OH	\$244,400,000	\$11,000,000
27	Dayton, OH	\$154,000,000	\$31,400,000
28	Akron, OH	\$153,486,250	\$244,143,226

Table 1 displays the fiscal year 2015 general and capital fund budgets, sorted by general fund, for 28 of the 30 municipalities used in the research. Atlanta and Cleveland data was unavailable.

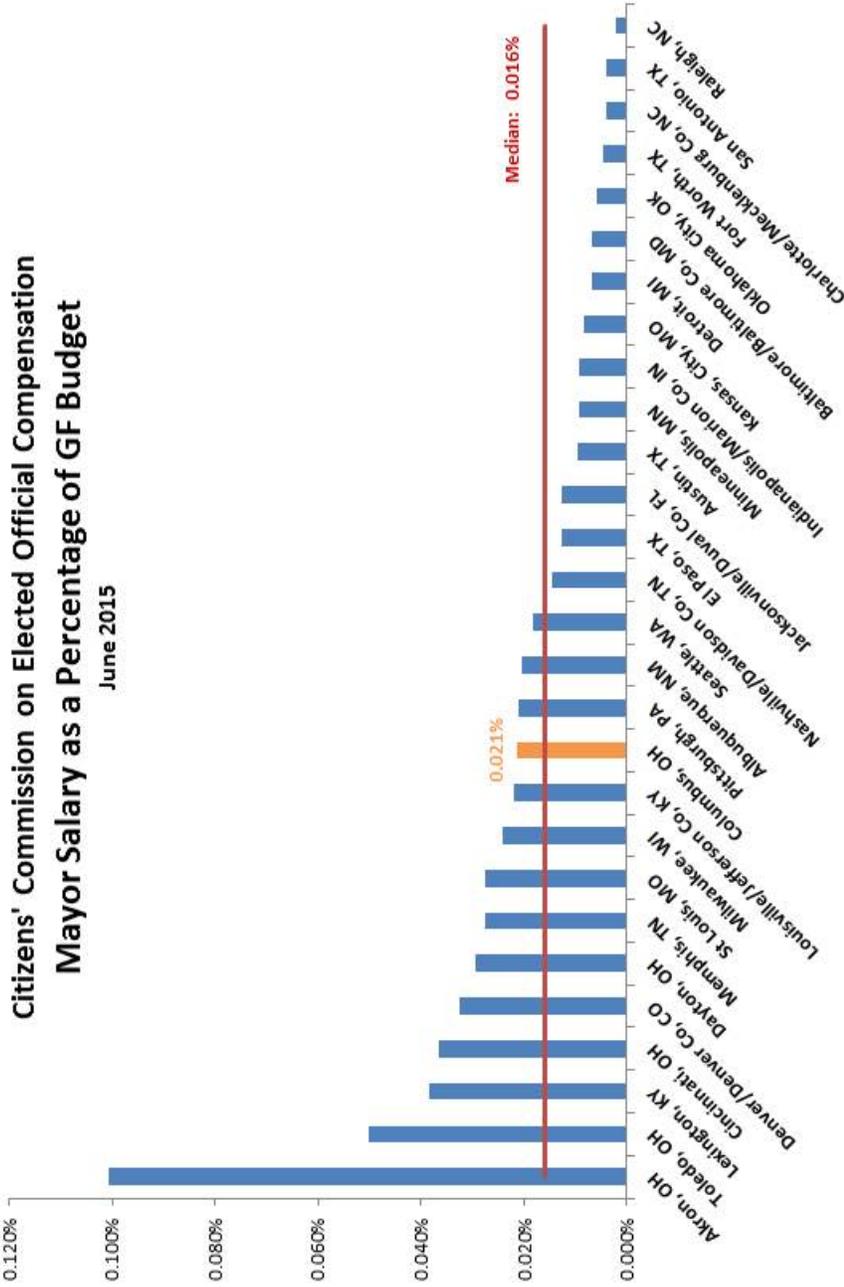


Chart 1 displays the mayor's salary as a percentage of the FY2015 general fund budget of the respective municipality.



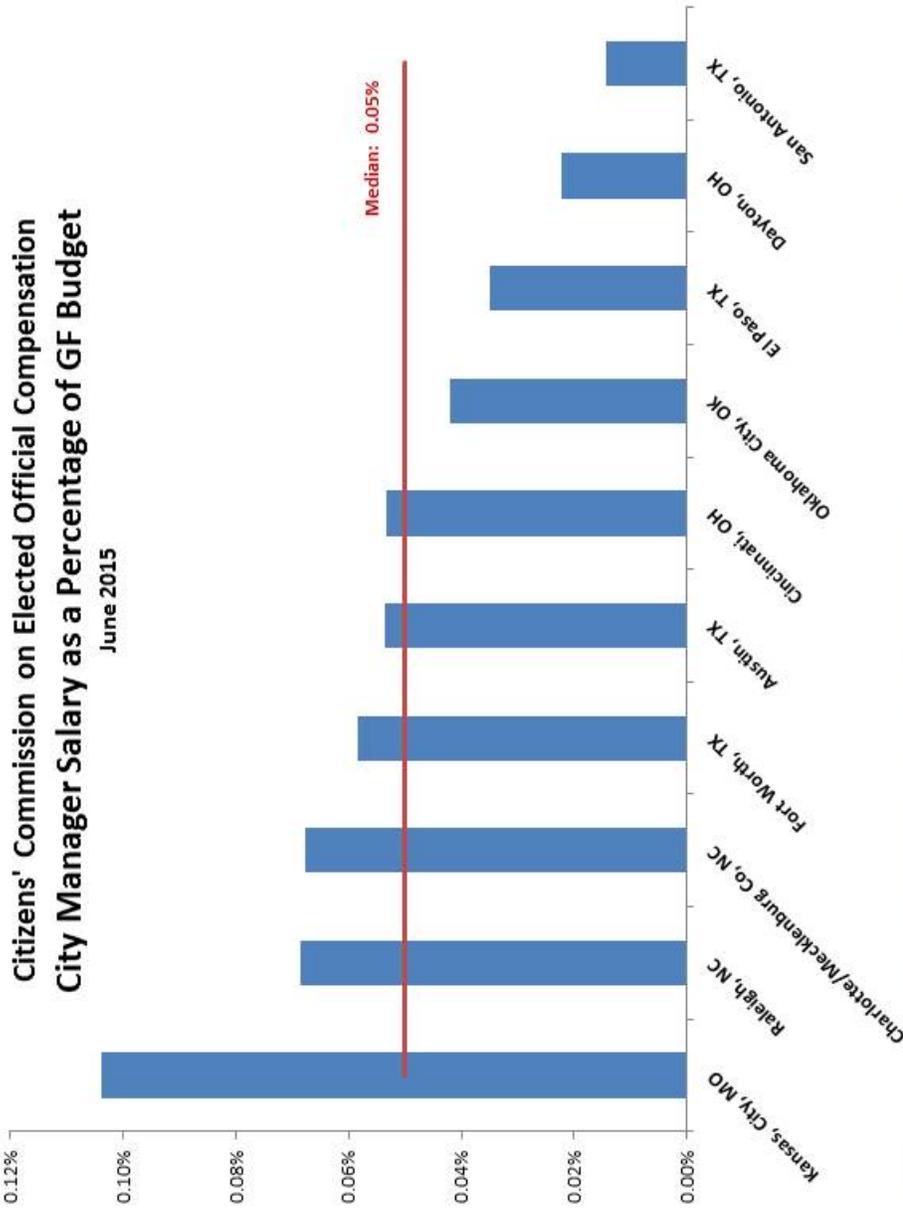


Chart 2 displays the city manager's salary as a percentage of the FY2015 general fund budget of the respective municipality.



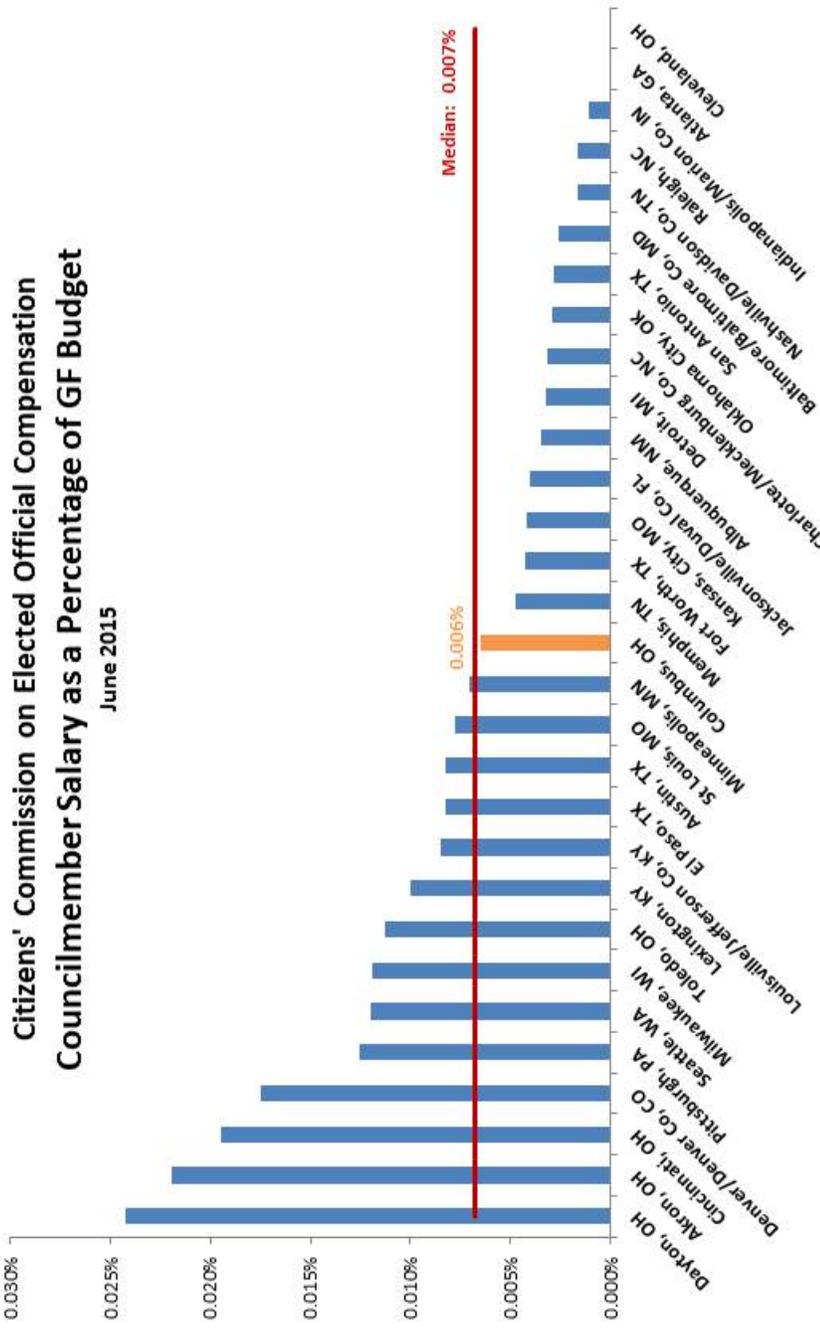


Chart 3 displays a councilmember’s salary as a percentage of the FY2015 general fund budget of the respective municipality.



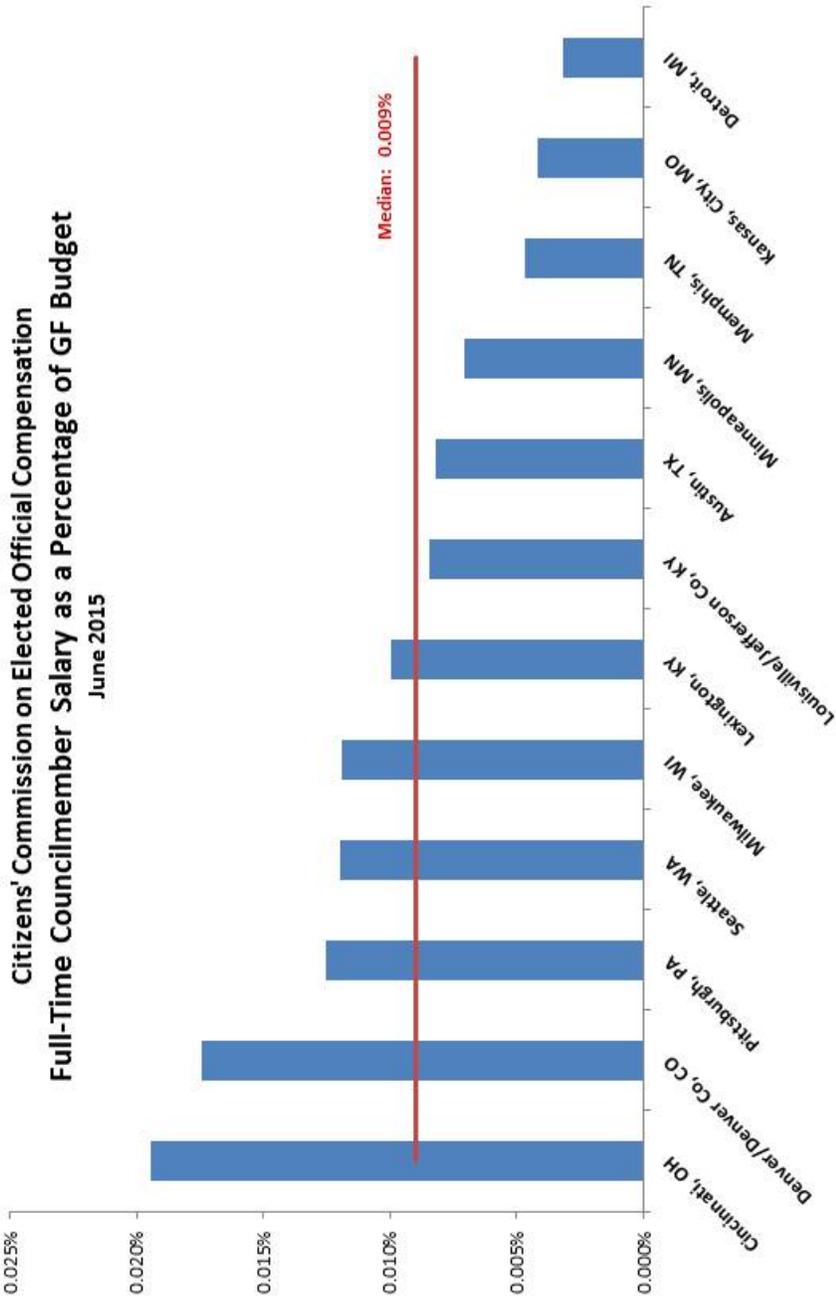


Chart 4 displays a **Full-Time** councilmember's salary as a percentage of the FY2015 general fund budget of the respective municipality.



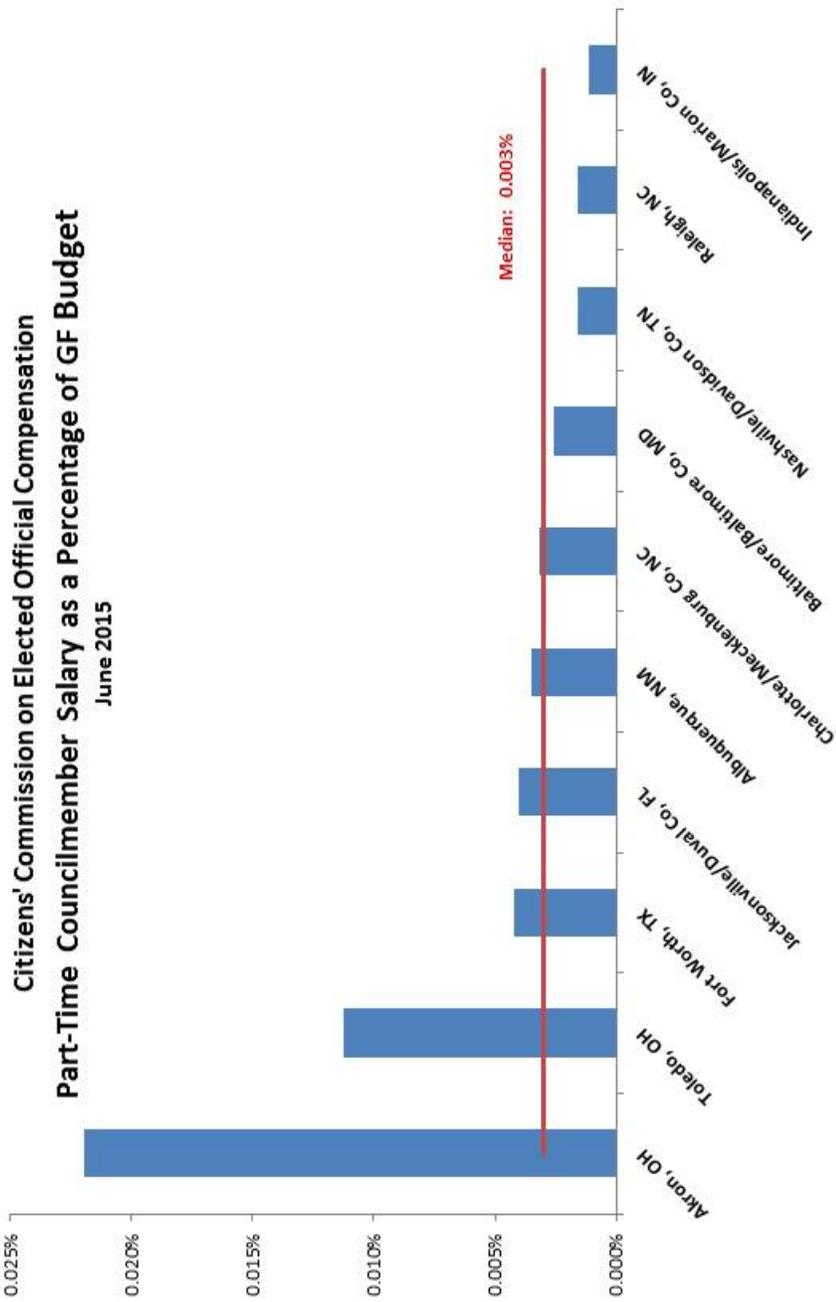


Chart 5 displays a **Part-Time** councilmember's salary as a percentage of the FY2015 general fund budget of the respective municipality.



**Citizens' Commission on Elected Official Compensation
Undefined Councilmember Salary as a Percentage of GF Budget**
June 2015

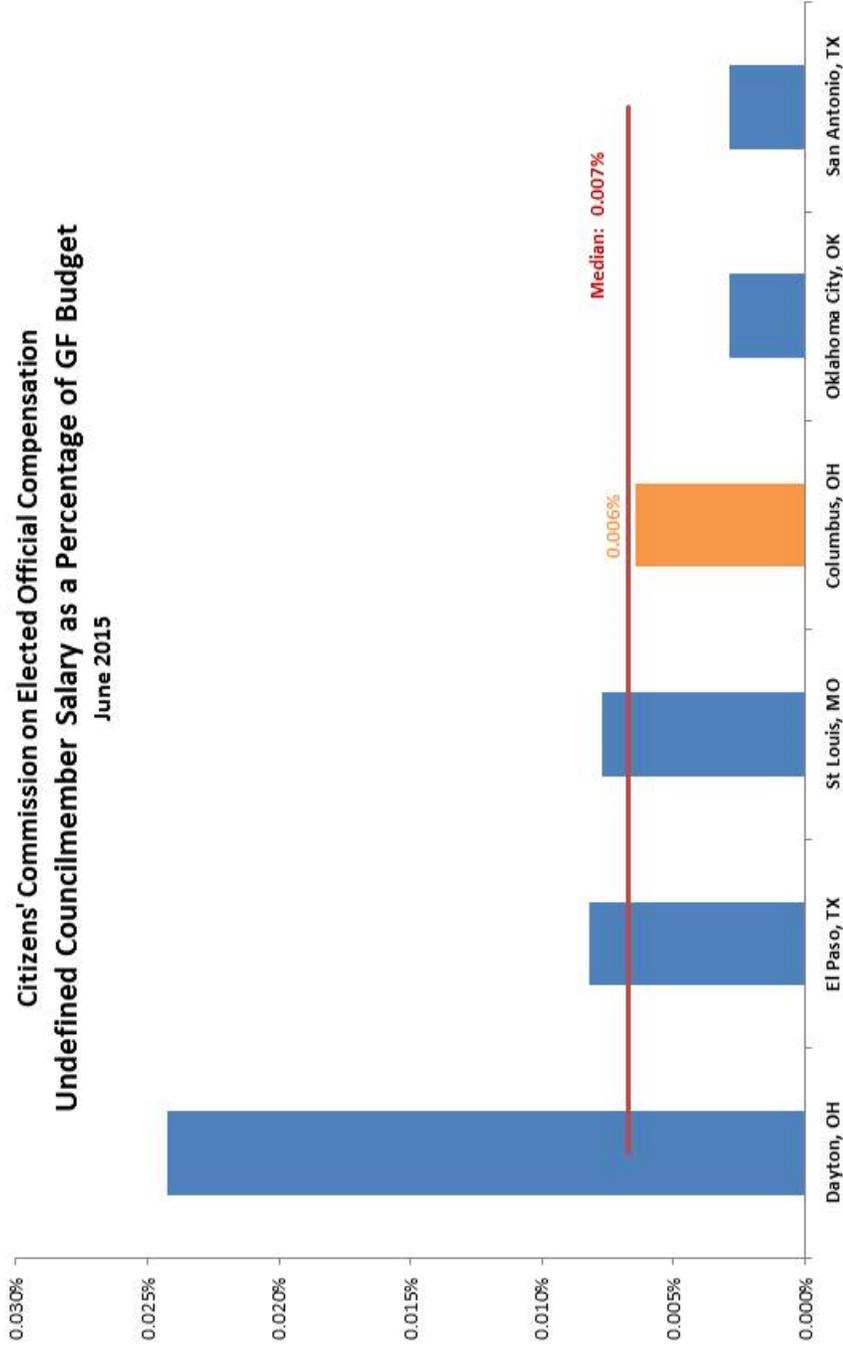


Chart 6 displays an **Undefined** councilmember's salary as a percentage of the FY2015 general fund budget of the respective municipality.



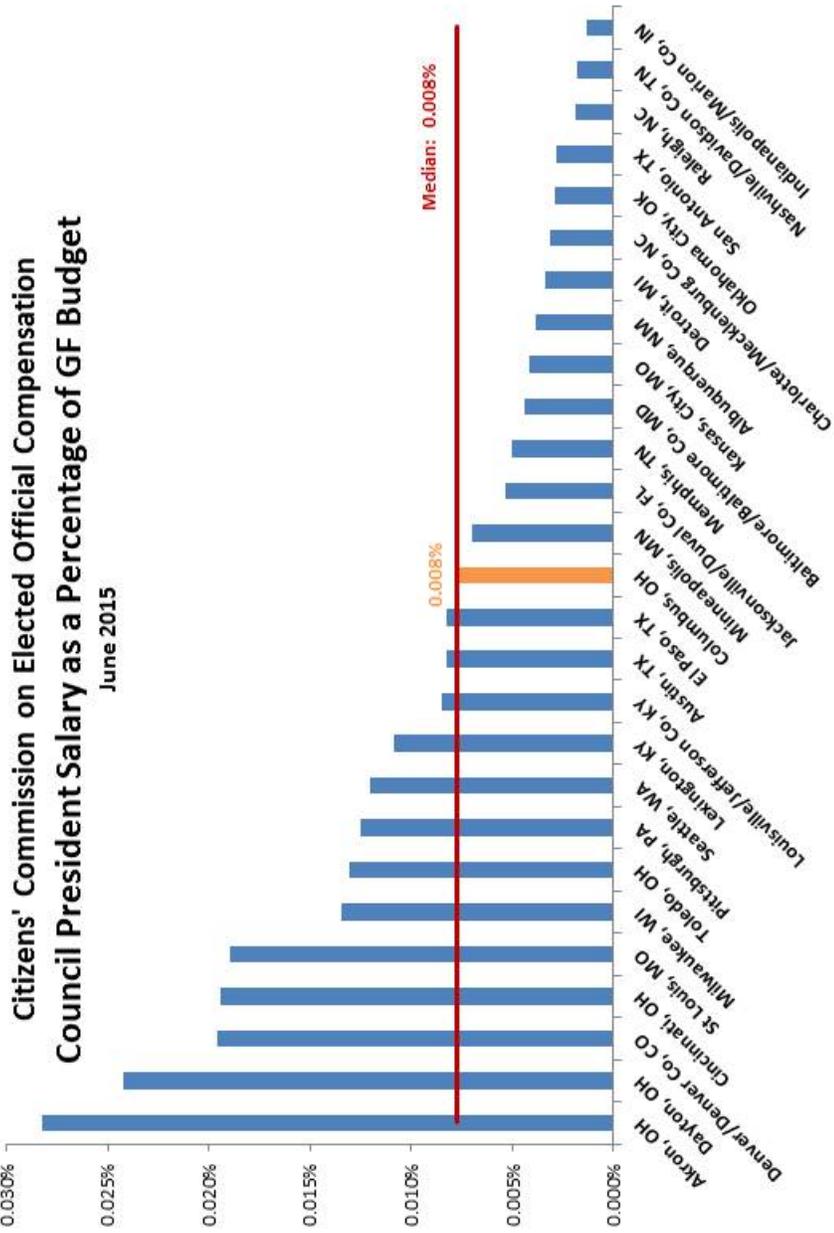


Chart 7 displays the council president's salary as a percentage of the FY2015 general fund budget of the respective municipality.



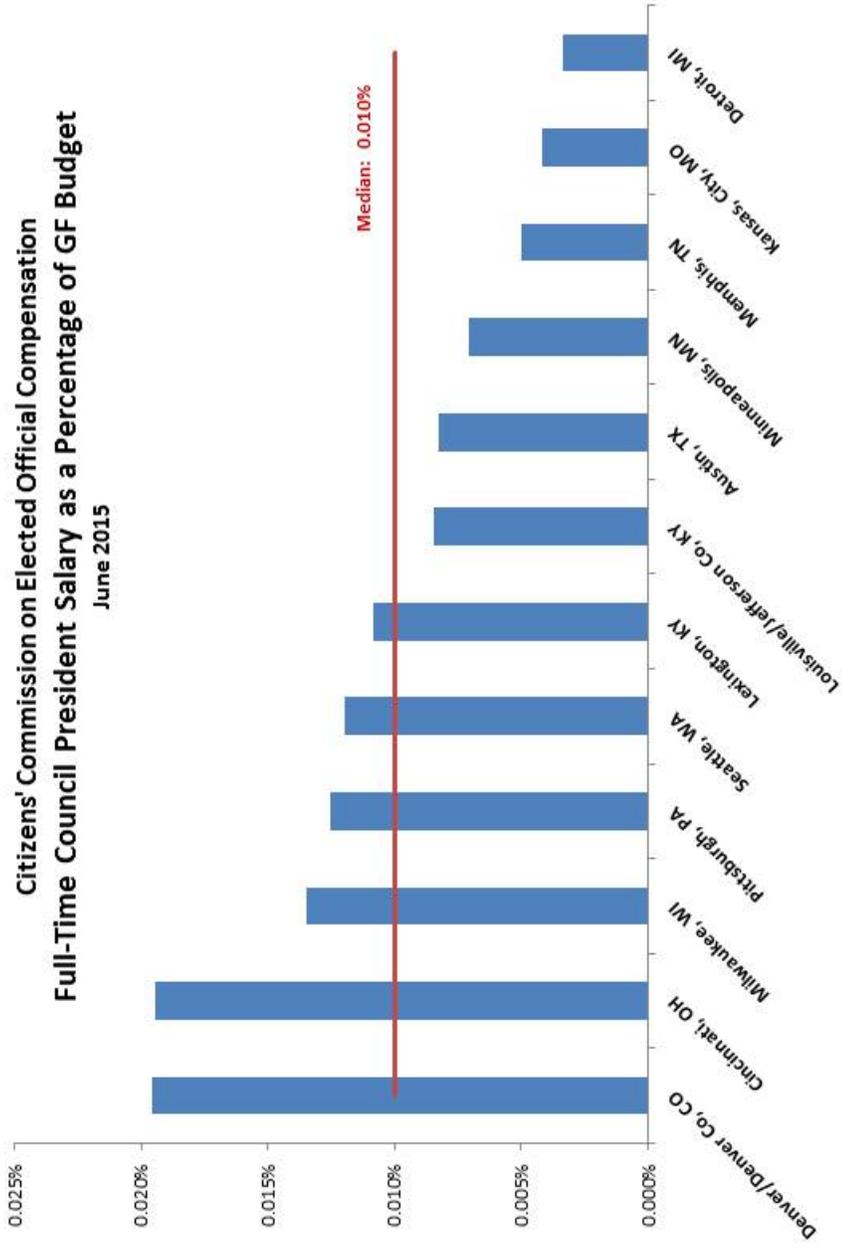


Chart 8 displays the **Full-Time** council president's salary as a percentage of the FY2015 general fund budget of the respective municipality.



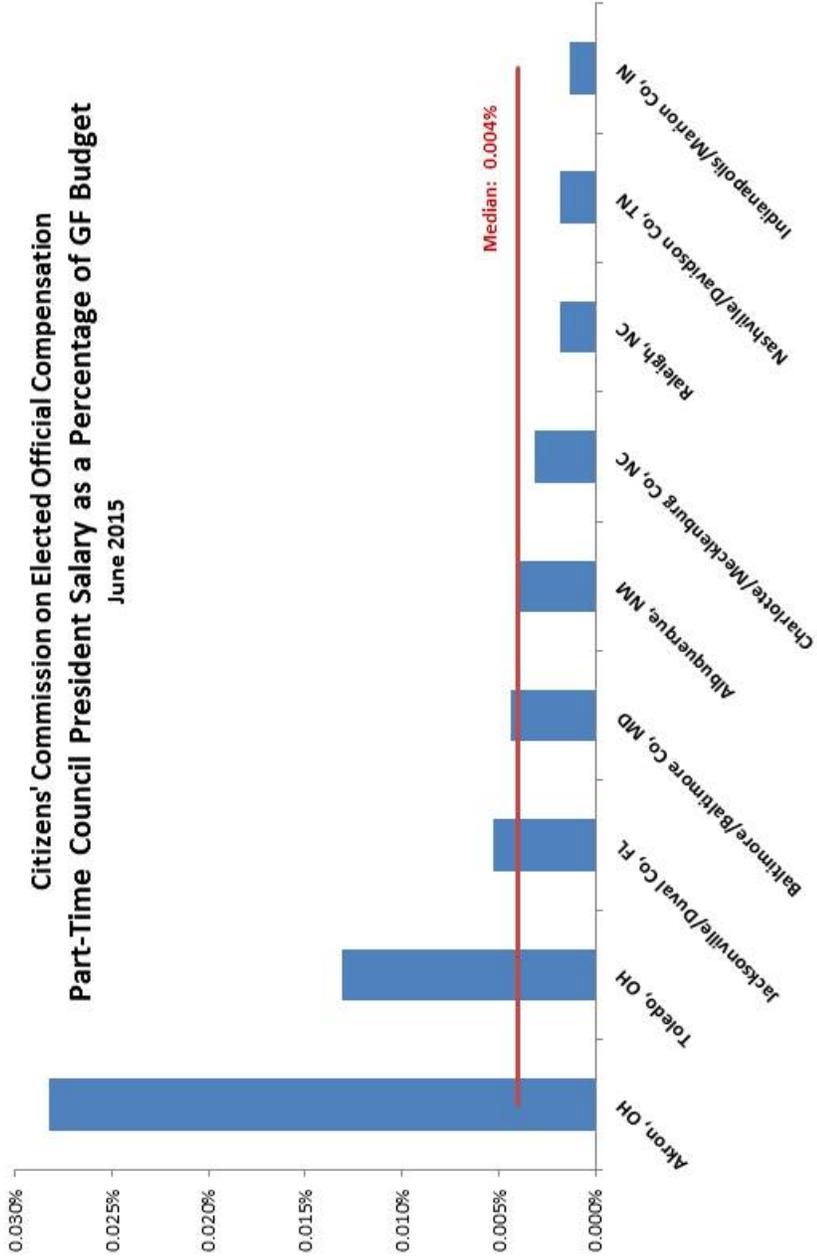


Chart 9 displays the **Part-Time** council president's salary as a percentage of the FY2015 general fund budget of the respective municipality.



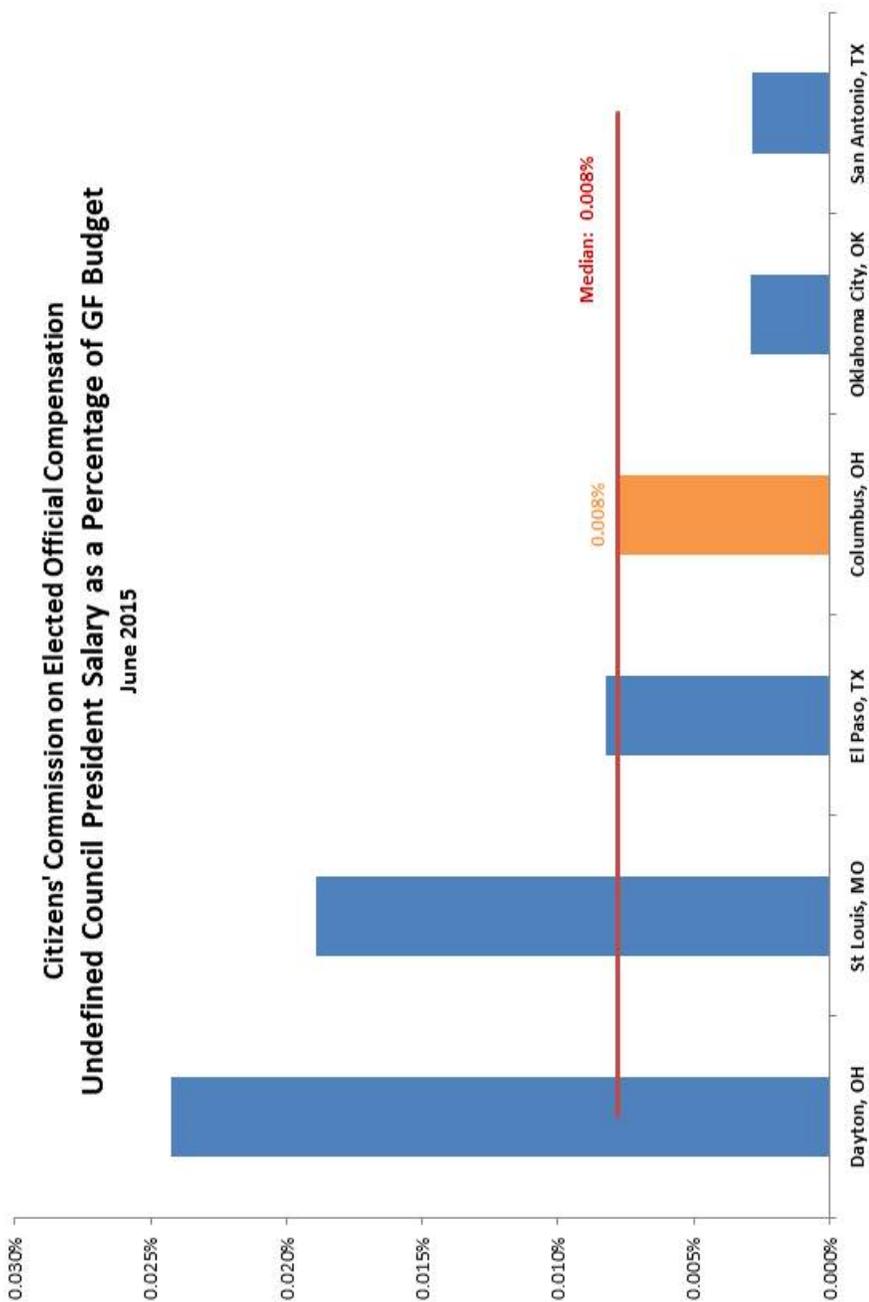


Chart 10 displays the **Undefined** council president's salary as a percentage of the FY2015 general fund budget of the respective municipality.



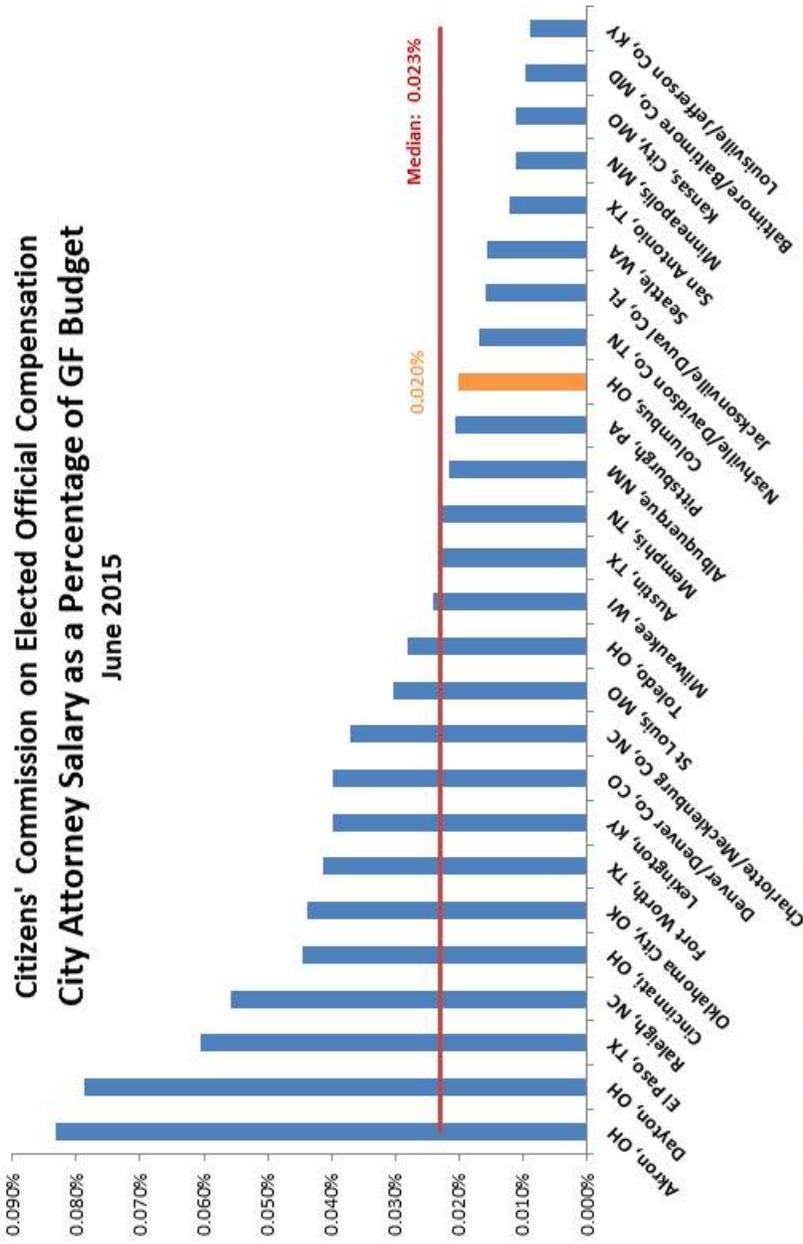


Chart 11 displays the city attorney's salary as a percentage of the FY2015 general fund budget of the respective municipality.



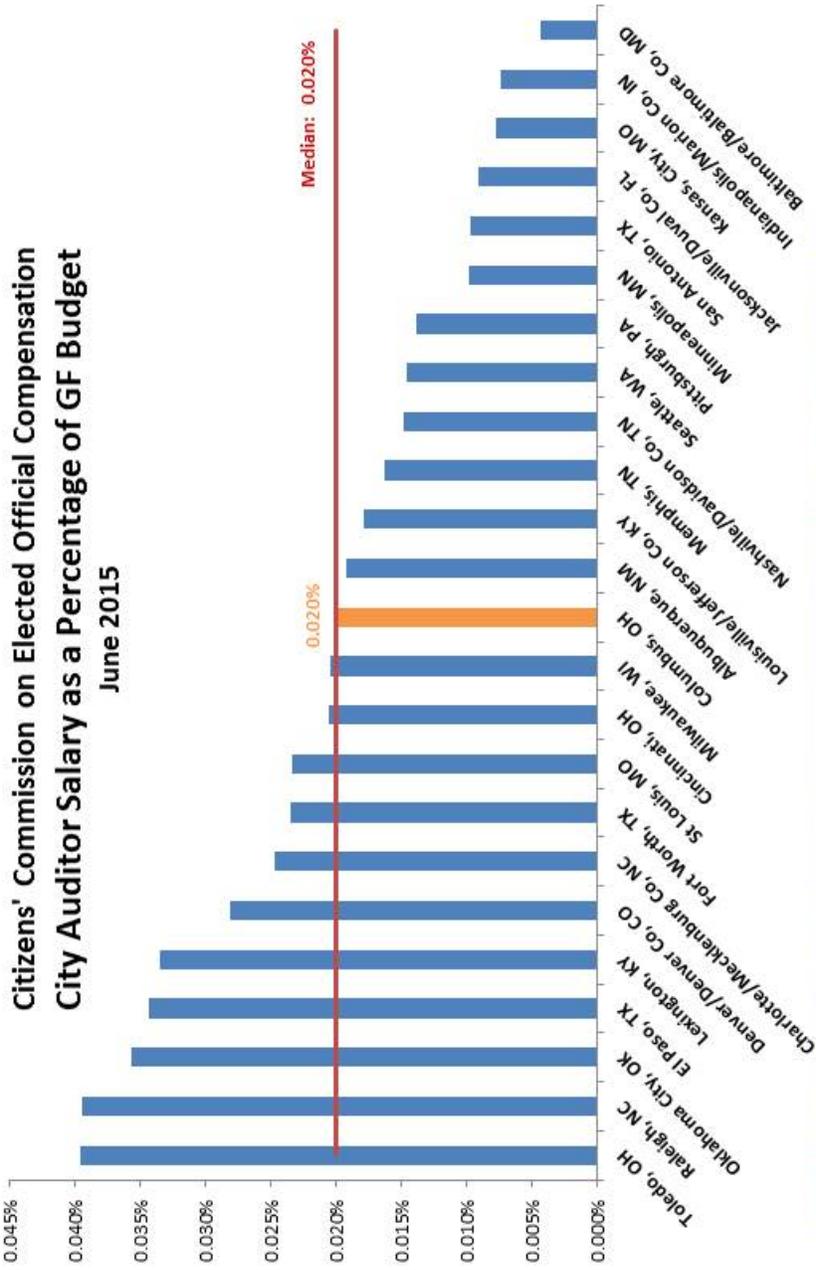


Chart 12 displays the city auditor's salary as a percentage of the FY2015 general fund budget of the respective municipality.



CITIZENS' COMMISSION
on Elected Official
Compensation

Dear Survey Participant:

In 2014, the Columbus City Charter was amended to create a Citizens' Commission on Elected Official Compensation. The creation of the commission produced an additional layer of citizen engagement and accountability to the process of setting future pay rates for elected officials in Columbus.

A few months ago, your municipality graciously provided the commission with salary and benefits data. The commission realizes how truly valuable your time is and wanted to express our appreciation for your participation.

Please accept the attached copy of the results from the survey with our compliments. We are grateful for your contribution to this important element of government openness and transparency.

If you have any questions, please contact Greg Beaverson, City of Columbus Compensation Manager, at 614-645-6994, gjbeaverson@columbus.gov. And thanks again for your assistance!

Sincerely,

A handwritten signature in black ink that reads "Chester C. Christie". The signature is written in a cursive, flowing style.

Chester C. Christie
Chairman, 2015 Citizens' Commission on Elected Official Compensation

Appendix 12 – Salary Schedule

Elected Official Compensation Schedule

Office	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
Mayor	\$172,981.00	\$177,306.00	\$181,738.00	\$186,736.00	\$191,871.00	TBD	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI
City Council President*	\$63,259.00	\$64,999.00	\$66,786.00	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI
City Councilmember**	\$52,585.00	\$54,031.00	\$55,517.00	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI
City Councilmember***	\$52,585.00	\$54,031.00	\$55,517.00	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI
City Attorney	\$168,126.00	\$172,750.00	\$177,500.00	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI
City Auditor	\$168,126.00	\$172,750.00	\$177,500.00	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI	TBD	COLA/CPI	COLA/CPI	COLA/CPI

*Council President term commencing 1/06/2016

**Councilmember term commencing 1/06/2016

***Councilmember term commencing 01/01/2018

Salary figures represented above reflect current salaries previously set via Council ordinance (2665-2013)

Section 15-4 of the Columbus City Charter states that the Citizens' Commission on Elected Official Compensation shall make recommendations for the salary of each elective officer of the city, including an annual cost of living adjustment (COLA) which shall not exceed the average increase in the consumer price index (CPI), or successor thereto, during the preceding four years.

Denotes four-year term of respective offices, staggered, with the first term commencing 1/06/2016 and the second 1/01/2018.

Section 15 of the Columbus City Charter prohibits any increase or decrease in salary for an elected official during the term for which they were elected.

The Citizens' Commission on Elected Official Compensation may, but is not required, to make salary recommendations for years identified herein.

The 2015 Citizens' Commission on Elected Official Compensation shall, at a minimum, make salary recommendations for the years identified herein.

The 2018 Citizens' Commission on Elected Official Compensation must, at a minimum, make salary recommendations for the years identified herein.

The 2022 Citizens' Commission on Elected Official Compensation must, at a minimum, make salary recommendations for the years identified herein.

Appendix 13 – Public Comments

COMMENT/QUESTION _____

Data from form "Contact the Commission" was received on 3/30/2015 12:35:31 PM.

Compensation Commission contact form

Field	Value
Name	Scott Taylor
Email address	[REDACTED] redacted
Message	Is the Commission going to hold public meeting when the actual public can attend? As someone who works 8-5, I cannot attend meeting that start at 4pm. It seems these meeting are purposely set for times that the average citizen cannot attend.

Email "Citizens Commission on Elected Official Compensation Comment" originally sent to commission@columbus.gov from [REDACTED] redacted on 3/30/2015 12:35:31 PM. The following were also sent a copy: [REDACTED] redacted redacted.

RESPONSE _____

From: Commission
To: [REDACTED] redacted
Subject: RE: Citizens Commission on Elected Official Compensation Comment
Date: Tuesday, March 31, 2015 5:57:55 PM

Dear Mr. Taylor,

Thank you very much for contacting us, and on behalf of the Citizens' Commission on Elected Official Compensation, thank you for your interest in this important matter.

The working meetings of the Commission, to this point, have been scheduled to accommodate the competing demands and schedules of the commissioners who agreed to serve on this unpaid commission, and have not been scheduled to any way diminish public input. Transparency and public engagement are critically important to the commissioners and to the process.

It is our expectation that as the Commissions' work progresses, there will be the opportunity for the public to engage the commission, provide testimony and personal insight at a public meeting which will be scheduled at a time that allows for those who work a traditional work day to attend in person.

In the meantime, the Commission has pressed City staff to make available online the video of each meeting, and the meetings have been broadcast and rebroadcast on CTV 3, Columbus' government television channel. In addition, input can be received by the Commission via the web form you utilized and also via email.

Finally, while the Commission intends to hold a meeting(s) outside of traditional work hours, and there are various means to interact with the commission, the recommendations that the Commission will ultimately produce will require an ordinance, a public vote of Council and a public process for consideration separate from the Commission's meetings.

The Commission is a product of changes to the Columbus City Charter which establishes a process for increased engagement and additional review and accountability in the process of setting pay for elected officials in Columbus. That change was overwhelming supported by voters, and by City Council who put the Charter amendments on the ballot last November.

Our goal is to make the process as open and transparent as practical and to ensure a process that garners public confidence.

Please feel free to share with us your thoughts and ideas with regard to the work of the Commission, and we will make certain to contact you in advance of any meeting held for the purposes of receiving public comment.

Thank you again for your message.



COMMENT/QUESTION _____

Data from form "Contact the Commission" was received on 4/7/2015 8:17:17 PM.

Compensation Commission contact form

Field	Value
Name	Mrs. Pauline Edwards
Email address	██████████ redacted

Field	Value
Message	I can appreciate the appointment of five persons on the commission, However, why not a lay person to represent the communiites in Columbus?

Email "Citizens Commission on Elected Official Compensation Comment" originally sent to commission@columbus.gov from [redacted] redacted on 4/7/2015 8:17:17 PM. The following were also sent a copy: [redacted] redacted.

RESPONSE _____

From: Commission
To: [redacted] redacted
Subject: RE: Citizens Commission on Elected Official Compensation Comment
Date: Thursday, April 09, 2015 5:42:39 PM

Dear Mrs. Edwards,

Thank you very much for taking the time to contact the Citizens' Commission on Elected Official Compensation. Your message has been shared with the Commissioners.

The makeup and process for selecting the members of the Citizens' Commission on Elected Official Compensation was outlined in an amendment to the Columbus City Charter approved by voters last November. The number of Commissioners was capped at five. As such, Council worked closely with the Mayor's administration to identify commissioners who would not only represent the residents of Columbus with distinction, but who would bring to bear expertise relevant to the task at hand and who would reflect the diversity of our community and the many constituencies elected officials serve.

The Commissioners are all resident taxpayers of the City of Columbus, with a breadth of experience in employment law, human resources and municipal governance. They also represent the public, private and not-for-profit sectors, younger residents as well as retirees. And, while not immediately obvious from their professional titles, one member is also a small business owner and another is the president of a very active civic association. Having a member of the Commission who is an active advocate for their neighbors, to your point, was important to both Council and the Mayor.

Whenever a commission such as this one is established, and the number of members appointed are few, it is difficult to include all points of view and constituencies while also assuring that members have the skill sets and expertise necessary to make good decisions on behalf of their fellow taxpayers. We did our very best to appoint commissioners who wear multiple hats in an effort to be as representative as possible of the varied constituencies to which all elected officials are accountable, most importantly the taxpayers who pay their salaries.

Mrs. Edwards, thank you again for contacting the Commission. The time and effort to make contact is sincerely appreciated.



COMMENT/QUESTION _____

Data from form "Contact the Commission" was received on 4/21/2015 3:15:36 PM.

Compensation Commission contact form

Field	Value
Name	Scott Taylor
Email address	[REDACTED] redacted
Message	It would be nice if the commission scheduled a meeting at a time where those of us who have full time jobs would be able to attend. Or is this the intent, to schedule it so those who actually work cannot attend? Not many of us can attend 4 pm meetings if we have to work until 5 every day.

Email "Citizens Commission on Elected Official Compensation Comment" originally sent to commission@columbus.gov from [REDACTED] redacted on 4/21/2015 3:15:36 PM. The following were also sent a copy: [REDACTED] redacted.

RESPONSE _____

From: Commission
To: [REDACTED] redacted
Subject: RE: Citizens Commission on Elected Official Compensation Comment
Date: Thursday, April 23, 2015 10:34:23 AM

Thank you very much for contacting the Citizens' Commission on Elected Official Compensation. I believe you have posed this same question previously, but if you did not receive the prior response, I will share it with you now.

The working meetings of the Commission, to this point, have been scheduled to accommodate the competing demands and schedules of the commissioners who agreed to serve on this unpaid

commission, and have not been scheduled to any way diminish public input. Transparency and public engagement are critically important to the commissioners and to the process.

It is our expectation that as the Commission's work progresses, there will be the opportunity for the public to engage the commission, provide testimony and personal insight at a public meeting which will be scheduled at a time that allows for those who work a traditional work day to attend in-person.

In the meantime, the Commission has pressed City staff to make available online the video of each meeting, and the meetings have been broadcast and rebroadcast on CTV 3, Columbus' government television channel. In addition, input can be received by the Commission via the web form you utilized and also via email.

Finally, while the Commission intends to hold a meeting(s) outside of traditional work hours, and there are various means to interact with the commission, the recommendations that the Commission will ultimately produce will require an ordinance, a public vote of Council and a public process for consideration separate from the Commission's meetings.

The Commission is a product of changes to the Columbus City Charter which establishes a process for increased engagement and additional review and accountability in the process of setting pay for elected officials in Columbus. That change was overwhelming supported by voters, and by City Council who put the Charter amendments on the ballot last November.

Our goal is to make the process as open and transparent as practical and to ensure a process that garners public confidence.

Please feel free to share with us your thoughts and ideas with regard to the work of the Commission, and we will make certain to contact you in advance of any meeting held for the purposes of receiving public comment.

Thank you again for your message.



Appendix 14 – Mayor Salary Data Analysis



CITIZENS' COMMISSION on Elected Official Compensation

DATA ANALYSIS: Mayoral Compensation

Background

Sec. 15-1 of the Columbus City Charter states, “The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation. Further, Sec. 15-3 states, “The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.” In accordance with these provisions, the following analysis of mayoral compensation is offered for consideration.

Analysis

In contemplating an appropriate base salary for mayor of the City of Columbus, the Commission considered data garnered through a study of 29 peer cities. Columbus is the fifth most populous city studied (Figure A.) while the base salary for the office of mayor ranked 3rd out of 30 (Figure B.).

Figure A.

Columbus Peer Cities	Population City	Base Salary
San Antonio, TX	1,409,019	\$61,725
Austin, TX	885,400	\$82,387
Indianapolis/Marion Co, IN	843,393	\$95,000
Jacksonville/Duval Co, FL	842,583	\$138,474
Columbus, OH	822,553	\$172,981
Charlotte/Mecklenburg Co, NC	792,862	\$23,807
Fort Worth, TX	792,727	\$29,000
Detroit, MI	688,701	\$166,487
El Paso, TX	674,433	\$45,000
Memphis, TN	653,450	\$170,817
Seattle, WA	652,405	\$183,034
Denver/Denver Co, CO	649,495	\$155,211
Nashville/Davidson Co, TN	634,464	\$136,500
Baltimore/Baltimore Co, MD	622,104	\$167,449
Oklahoma City, OK	610,613	\$24,000
Louisville/Jefferson Co, KY	609,893	\$117,328
Milwaukee, WI	599,164	\$147,336
Albuquerque, NM	556,495	\$103,854
Kansas, City, MO	467,007	\$123,156
Atlanta, GA	447,841	\$184,000
Raleigh, NC	431,746	\$9,079
Minneapolis, MN	400,070	\$110,913
Cleveland, OH	390,113	\$136,758
St Louis, MO	318,416	\$131,820
Lexington, KY	308,428	\$120,574
Pittsburgh, PA	305,841	\$107,500
Cincinnati, OH	297,517	\$131,399
Toledo, OH	282,313	\$122,400
Akron, OH	198,100	\$154,669
Dayton, OH	143,355	\$45,344

City ranking by population

Figure B.

Columbus Peer Cities	Population City	Base Salary
Atlanta, GA	447,841	\$184,000
Seattle, WA	652,405	\$183,034
Columbus, OH	822,553	\$172,981
Memphis, TN	653,450	\$170,817
Baltimore/Baltimore Co, MD	622,104	\$167,449
Detroit, MI	688,701	\$166,487
Denver/Denver Co, CO	649,495	\$155,211
Akron, OH	198,100	\$154,669
Milwaukee, WI	599,164	\$147,336
Jacksonville/Duval Co, FL	842,583	\$138,474
Cleveland, OH	390,113	\$136,758
Nashville/Davidson Co, TN	634,464	\$136,500
St Louis, MO	318,416	\$131,820
Cincinnati, OH	297,517	\$131,399
Kansas, City, MO	467,007	\$123,156
Toledo, OH	282,313	\$122,400
Lexington, KY	308,428	\$120,574
Louisville/Jefferson Co, KY	609,893	\$117,328
Minneapolis, MN	400,070	\$110,913
Pittsburgh, PA	305,841	\$107,500
Albuquerque, NM	556,495	\$103,854
Indianapolis/Marion Co, IN	843,393	\$95,000
Austin, TX	885,400	\$82,387
San Antonio, TX	1,409,019	\$61,725
Dayton, OH	143,355	\$45,344
El Paso, TX	674,433	\$45,000
Fort Worth, TX	792,727	\$29,000
Oklahoma City, OK	610,613	\$24,000
Charlotte/Mecklenburg Co, NC	792,862	\$23,807
Raleigh, NC	431,746	\$9,079

City ranking by base salary

The average salary for mayor in all 30 cities studied is \$113,267, and the median salary is \$122,400. At \$172,981, the mayor in Columbus earns more than the average and median salary for all 30 cities.

When considering only full-time mayors where outside employment is prohibited (Figure C.), the average salary is \$137,393 and the median is 136,500. Columbus still ranks third.

Figure C.

Columbus Peer Cities	Form of Government	City Manager		Base Salary	Full-time/ Part-time
		Yes/No	Salary		
Atlanta, GA	Mayor-Council	No	N/A	\$184,000	Full-time
Seattle, WA	Mayor-Council	No	N/A	\$183,034	Full-time
Columbus, OH	Mayor-Council	No	N/A	\$172,981	Full-time
Memphis, TN	Mayor-Council	No	N/A	\$170,817	Full-time
Baltimore/Baltimore Co, MD	Mayor-Council	No	N/A	\$167,449	Full-time
Detroit, MI	Mayor-Council	No	N/A	\$166,487	Full-time
Denver/Denver Co, CO	Mayor-Council	No	N/A	\$155,211	Full-time
Akron, OH	Mayor-Council	No	N/A	\$154,669	Full-time
Milwaukee, WI	Mayor-Council	No	N/A	\$147,336	Full-time
Jacksonville/Duval Co, FL	Mayor-Council	No	N/A	\$138,474	Full-time
Cleveland, OH	Mayor-Council	No	N/A	\$136,758	Full-time
Nashville/Davidson Co, TN	Mayor-Council	No	N/A	\$136,500	Full-time
St Louis, MO	Mayor-Council	No	N/A	\$131,820	Full-time
Cincinnati, OH	Mayor-Council	Yes	\$245,000	\$131,399	Full-time
Kansas, City, MO	Council-Manager	Yes	\$209,103	\$123,156	Full-time
Toledo, OH	Mayor-Council	No	N/A	\$122,400	Full-time
Lexington, KY	Mayor-Council	No	N/A	\$120,574	Full-time
Louisville/Jefferson Co, KY	Mayor-Council	No	N/A	\$117,328	Full-time
Minneapolis, MN	Mayor-Council	No	N/A	\$110,913	Full-time
Pittsburgh, PA	Mayor-Council	No	N/A	\$107,500	Full-time
Albuquerque, NM	Mayor-Council	No	N/A	\$103,854	Full-time
Indianapolis/Marion Co, IN	Mayor-Council	No	N/A	\$95,000	Full-time
Austin, TX	Council-Manager	Yes	\$297,189	\$82,387	Full-time

City ranking by base salary, full-time mayors where outside employment is prohibited

Among the cities with full-time mayors and outside employment is prohibited, three also employ professional city managers. For the purposes of salary comparison, the Commission may choose to combine salaries of the mayor and city manager. This would acknowledge the substantial executive authority afforded to the mayor in Columbus which, at least in part, is assumed by a city manager in cities where both positions exist. And, in those communities, taxpayers incur the cost of both salaries. When ranking these cities, and combining the salaries for city manager and mayor, Columbus ranks 6th among the 23 cities (Figure D.).

Figure D.

Columbus Peer Cities	Form of Government	City Manager		Base	Combined	Full-time/ Part-time
		Yes/No	Salary	Salary	Salary	
Austin, TX	Council-Manager	Yes	\$297,189	\$82,387	\$379,576	Full-time
Cincinnati, OH	Mayor-Council	Yes	\$245,000	\$131,399	\$376,399	Full-time
Kansas, City, MO	Council-Manager	Yes	\$209,103	\$123,156	\$332,259	Full-time
Atlanta, GA	Mayor-Council	No	N/A	\$184,000	\$184,000	Full-time
Seattle, WA	Mayor-Council	No	N/A	\$183,034	\$183,034	Full-time
Columbus, OH	Mayor-Council	No	N/A	\$172,981	\$172,981	Full-time
Memphis, TN	Mayor-Council	No	N/A	\$170,817	\$170,817	Full-time
Baltimore/Baltimore Co, MD	Mayor-Council	No	N/A	\$167,449	\$167,449	Full-time
Detroit, MI	Mayor-Council	No	N/A	\$166,487	\$166,487	Full-time
Denver/Denver Co, CO	Mayor-Council	No	N/A	\$155,211	\$155,211	Full-time
Akron, OH	Mayor-Council	No	N/A	\$154,669	\$154,669	Full-time
Milwaukee, WI	Mayor-Council	No	N/A	\$147,336	\$147,336	Full-time
Jacksonville/Duval Co, FL	Mayor-Council	No	N/A	\$138,474	\$138,474	Full-time
Cleveland, OH	Mayor-Council	No	N/A	\$136,758	\$136,758	Full-time
Nashville/Davidson Co, TN	Mayor-Council	No	N/A	\$136,500	\$136,500	Full-time
St Louis, MO	Mayor-Council	No	N/A	\$131,820	\$131,820	Full-time
Toledo, OH	Mayor-Council	No	N/A	\$122,400	\$122,400	Full-time
Lexington, KY	Mayor-Council	No	N/A	\$120,574	\$120,574	Full-time
Louisville/Jefferson Co, KY	Mayor-Council	No	N/A	\$117,328	\$117,328	Full-time
Minneapolis, MN	Mayor-Council	No	N/A	\$110,913	\$110,913	Full-time
Pittsburgh, PA	Mayor-Council	No	N/A	\$107,500	\$107,500	Full-time
Albuquerque, NM	Mayor-Council	No	N/A	\$103,854	\$103,854	Full-time
Indianapolis/Marion Co, IN	Mayor-Council	No	N/A	\$95,000	\$95,000	Full-time

City ranking by combined salary, full-time mayors where outside employment is prohibited

When considering these same 23 cities (Figure D.) with full-time mayors and where outside employment is prohibited, and the salaries of the mayor and city manager (when applicable) are combined, the median salary is \$147,336 and the average salary is \$170,058 compared to \$172,981 in Columbus.

This subset of 23 cities excludes seven cities which also employ city managers, but where the position of mayor is considered a part-time position, and/or outside employment is NOT prohibited. Among these seven cities, at least four mayors are otherwise employed. The office of mayor is a full-time position in Columbus and outside employment is prohibited.

If the salaries of both mayor and city manager are combined for all 30 peer cities regardless of whether the mayor is full-time or part time or whether outside employment is allowed, Columbus drops further in the rankings to 13th out of 30. And, using these same parameters the median combined salary is \$166,968 and average combined salary is \$197,635 compared to \$172,981 in Columbus (Figure E.).

Figure E.

Columbus Peer Cities	Form of Government	City Manager		Base	Combined	Full-time/
		Yes/No	Salary	Salary	Salary	Part-time
San Antonio, TX	Council-Manager	Yes	\$355,000	\$61,725	\$416,725	Undefined
Austin, TX	Council-Manager	Yes	\$297,189	\$82,387	\$379,576	Full-time
Cincinnati, OH	Mayor-Council	Yes	\$245,000	\$131,399	\$376,399	Full-time
Fort Worth, TX	Council-Manager	Yes	\$315,000	\$29,000	\$344,000	Part-time
Kansas, City, MO	Council-Manager	Yes	\$209,103	\$123,156	\$332,259	Full-time
El Paso, TX	Council-Manager	Yes	\$239,000	\$45,000	\$284,000	Undefined
Charlotte/Mecklenburg Co, NC	Council-Manager	Yes	\$245,000	\$23,807	\$268,807	Part-time
Oklahoma City, OK	Council-Manager	Yes	\$242,187	\$24,000	\$266,187	Undefined
Raleigh, NC	Mayor-Council	Yes	\$223,600	\$9,079	\$232,679	Part-time
Dayton, OH	Council-Manager	Yes	\$159,994	\$45,344	\$205,338	Part-time
Atlanta, GA	Mayor-Council	No	N/A	\$184,000	\$184,000	Full-time
Seattle, WA	Mayor-Council	No	N/A	\$183,034	\$183,034	Full-time
Columbus, OH	Mayor-Council	No	N/A	\$172,981	\$172,981	Full-time
Memphis, TN	Mayor-Council	No	N/A	\$170,817	\$170,817	Full-time
Baltimore/Baltimore Co, MD	Mayor-Council	No	N/A	\$167,449	\$167,449	Full-time
Detroit, MI	Mayor-Council	No	N/A	\$166,487	\$166,487	Full-time
Denver/Denver Co, CO	Mayor-Council	No	N/A	\$155,211	\$155,211	Full-time
Akron, OH	Mayor-Council	No	N/A	\$154,669	\$154,669	Full-time
Milwaukee, WI	Mayor-Council	No	N/A	\$147,336	\$147,336	Full-time
Jacksonville/Duval Co, FL	Mayor-Council	No	N/A	\$138,474	\$138,474	Full-time
Cleveland, OH	Mayor-Council	No	N/A	\$136,758	\$136,758	Full-time
Nashville/Davidson Co, TN	Mayor-Council	No	N/A	\$136,500	\$136,500	Full-time
St Louis, MO	Mayor-Council	No	N/A	\$131,820	\$131,820	Full-time
Toledo, OH	Mayor-Council	No	N/A	\$122,400	\$122,400	Full-time
Lexington, KY	Mayor-Council	No	N/A	\$120,574	\$120,574	Full-time
Louisville/Jefferson Co, KY	Mayor-Council	No	N/A	\$117,328	\$117,328	Full-time
Minneapolis, MN	Mayor-Council	No	N/A	\$110,913	\$110,913	Full-time
Pittsburgh, PA	Mayor-Council	No	N/A	\$107,500	\$107,500	Full-time
Albuquerque, NM	Mayor-Council	No	N/A	\$103,854	\$103,854	Full-time
Indianapolis/Marion Co, IN	Mayor-Council	No	N/A	\$95,000	\$95,000	Full-time

City ranking by combined city manager and mayoral salaries, all peer cities

While a potentially helpful illustration of the total salary obligation for taxpayers, the Commission may determine that combining the salaries of mayors and city managers is an imperfect attempt to align the responsibilities and compensation of executive offices in cities with disparate government structures. City managers and mayors share many similar responsibilities, but they are not exact equals and there are specific employment qualifications that are generally required of city managers that do not necessarily apply to elected mayors. However, it may also be misleading to directly compare the duties and compensation of strong mayors to those mayors who have the benefit of professional city managers to direct city operations. To this point, the Commission may also choose to rank both city managers and mayoral salaries side by side (Figure F.).

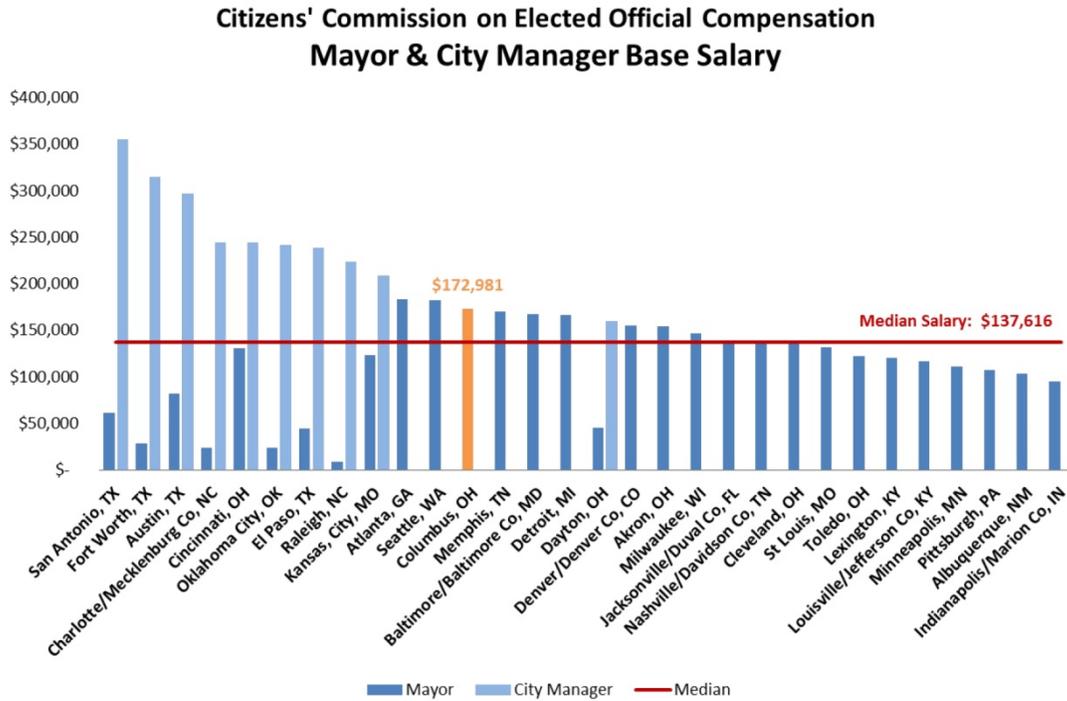
Figure F.

Columbus Peer Cities	Form of Government	Manager	Mayor
		Salary	Salary
San Antonio, TX	Council-Manager	\$355,000	\$61,725
Fort Worth, TX	Council-Manager	\$315,000	\$29,000
Austin, TX	Council-Manager	\$297,189	\$82,387
Cincinnati, OH	Mayor-Council	\$245,000	\$131,399
Charlotte/Mecklenburg Co, NC	Council-Manager	\$245,000	\$23,807
Oklahoma City, OK	Council-Manager	\$242,187	\$24,000
El Paso, TX	Council-Manager	\$239,000	\$45,000
Raleigh, NC	Mayor-Council	\$223,600	\$9,079
Kansas, City, MO	Council-Manager	\$209,103	\$123,156
Atlanta, GA	Mayor-Council	N/A	\$184,000
Seattle, WA	Mayor-Council	N/A	\$183,034
Columbus, OH	Mayor-Council	N/A	\$172,981
Memphis, TN	Mayor-Council	N/A	\$170,817
Baltimore/Baltimore Co, MD	Mayor-Council	N/A	\$167,449
Detroit, MI	Mayor-Council	N/A	\$166,487
Dayton, OH	Council-Manager	\$159,994	\$45,344
Denver/Denver Co, CO	Mayor-Council	N/A	\$155,211
Akron, OH	Mayor-Council	N/A	\$154,669
Milwaukee, WI	Mayor-Council	N/A	\$147,336
Jacksonville/Duval Co, FL	Mayor-Council	N/A	\$138,474
Cleveland, OH	Mayor-Council	N/A	\$136,758
Nashville/Davidson Co, TN	Mayor-Council	N/A	\$136,500
St Louis, MO	Mayor-Council	N/A	\$131,820
Cincinnati, OH	Mayor-Council	N/A	\$131,399
Kansas, City, MO	Council-Manager	N/A	\$123,156
Toledo, OH	Mayor-Council	N/A	\$122,400
Lexington, KY	Mayor-Council	N/A	\$120,574
Louisville/Jefferson Co, KY	Mayor-Council	N/A	\$117,328
Minneapolis, MN	Mayor-Council	N/A	\$110,913
Pittsburgh, PA	Mayor-Council	N/A	\$107,500
Albuquerque, NM	Mayor-Council	N/A	\$103,854
Indianapolis/Marion Co, IN	Mayor-Council	N/A	\$95,000
Austin, TX	Council-Manager	N/A	\$82,387
San Antonio, TX	Council-Manager	N/A	\$61,725
Dayton, OH	Council-Manager	N/A	\$45,344
El Paso, TX	Council-Manager	N/A	\$45,000
Fort Worth, TX	Council-Manager	N/A	\$29,000
Oklahoma City, OK	Council-Manager	N/A	\$24,000
Charlotte/Mecklenburg Co, NC	Council-Manager	N/A	\$23,807
Raleigh, NC	Mayor-Council	N/A	\$9,079

City ranking of city manager and mayoral salaries, side-by-side, all cities

When considering city manager and mayoral salaries side-by-side and ranking each city (Figure F.), the salary for mayor in Columbus ranks 12th among the 40 city managers and mayors. The median salary for all positions is \$137,616 (Figure G.) and the average salary is \$162,599. However, the inclusion of both the higher salaries for city managers and the lower salaries of mayors in cities where both positions exist has the net effect of lowering the median salary amount. At the same time, this scenario does not illustrate the total taxpayer obligation in those cities with both city managers and mayors.

Figure G.



To this last point, the Commission may choose to supplant the salary of the mayor with that of the city manager in cities where both positions exist rather than including both or combining the two salaries. This is a potentially more effective way to compare single chief executives in each city.

Figure H.

Columbus Peer Cities	Form of Government	City Manager		Mayor
		Yes/No	Salary	Salary
San Antonio, TX	Council-Manager	Yes	\$355,000	N/A
Fort Worth, TX	Council-Manager	Yes	\$315,000	N/A
Austin, TX	Council-Manager	Yes	\$297,189	N/A
Charlotte/Mecklenburg Co, NC	Council-Manager	Yes	\$245,000	N/A
Cincinnati, OH	Mayor-Council	Yes	\$245,000	N/A
Oklahoma City, OK	Council-Manager	Yes	\$242,187	N/A
El Paso, TX	Council-Manager	Yes	\$239,000	N/A
Raleigh, NC	Mayor-Council	Yes	\$223,600	N/A
Kansas, City, MO	Council-Manager	Yes	\$209,103	N/A
Atlanta, GA	Mayor-Council	No	N/A	\$184,000
Seattle, WA	Mayor-Council	No	N/A	\$183,034
Columbus, OH	Mayor-Council	No	N/A	\$172,981
Memphis, TN	Mayor-Council	No	N/A	\$170,817
Baltimore/Baltimore Co, MD	Mayor-Council	No	N/A	\$167,449
Detroit, MI	Mayor-Council	No	N/A	\$166,487
Dayton, OH	Council-Manager	Yes	\$159,994	N/A
Denver/Denver Co, CO	Mayor-Council	No	N/A	\$155,211
Akron, OH	Mayor-Council	No	N/A	\$154,669
Milwaukee, WI	Mayor-Council	No	N/A	\$147,336
Jacksonville/Duval Co, FL	Mayor-Council	No	N/A	\$138,474
Cleveland, OH	Mayor-Council	No	N/A	\$136,758
Nashville/Davidson Co, TN	Mayor-Council	No	N/A	\$136,500
St Louis, MO	Mayor-Council	No	N/A	\$131,820
Toledo, OH	Mayor-Council	No	N/A	\$122,400
Lexington, KY	Mayor-Council	No	N/A	\$120,574
Louisville/Jefferson Co, KY	Mayor-Council	No	N/A	\$117,328
Minneapolis, MN	Mayor-Council	No	N/A	\$110,913
Pittsburgh, PA	Mayor-Council	No	N/A	\$107,500
Albuquerque, NM	Mayor-Council	No	N/A	\$103,854
Indianapolis/Marion Co, IN	Mayor-Council	No	N/A	\$95,000

City ranking of city manager OR mayoral salaries, side-by-side, all cities

Under this scenario, Columbus remains 12th among the 30 peer cities (Figure H.) and the median salary is \$166,968. The average salary is \$178,473 compared to \$172,981 in Columbus.

The Commission may also wish to further refine this scenario to focus on cities where the mayor is a full-time position and outside employment is prohibited (Figure I.). Among this subset, Columbus ranks 6th out of 23 cities, the median salary is \$147,336 and the average is \$155,409.

Figure I.

Columbus Peer Cities	Form of Government	Manager	Mayor	Full-time/
		Salary	Salary	Part-time
Austin, TX	Council-Manager	\$297,189	N/A	Full-time
Cincinnati, OH	Mayor-Council	\$245,000	N/A	Full-time
Kansas, City, MO	Council-Manager	\$209,103	N/A	Full-time
Atlanta, GA	Mayor-Council	N/A	\$184,000	Full-time
Seattle, WA	Mayor-Council	N/A	\$183,034	Full-time
Columbus, OH	Mayor-Council	N/A	\$172,981	Full-time
Memphis, TN	Mayor-Council	N/A	\$170,817	Full-time
Baltimore/Baltimore Co, MD	Mayor-Council	N/A	\$167,449	Full-time
Detroit, MI	Mayor-Council	N/A	\$166,487	Full-time
Denver/Denver Co, CO	Mayor-Council	N/A	\$155,211	Full-time
Akron, OH	Mayor-Council	N/A	\$154,669	Full-time
Milwaukee, WI	Mayor-Council	N/A	\$147,336	Full-time
Jacksonville/Duval Co, FL	Mayor-Council	N/A	\$138,474	Full-time
Cleveland, OH	Mayor-Council	N/A	\$136,758	Full-time
Nashville/Davidson Co, TN	Mayor-Council	N/A	\$136,500	Full-time
St Louis, MO	Mayor-Council	N/A	\$131,820	Full-time
Toledo, OH	Mayor-Council	N/A	\$122,400	Full-time
Lexington, KY	Mayor-Council	N/A	\$120,574	Full-time
Louisville/Jefferson Co, KY	Mayor-Council	N/A	\$117,328	Full-time
Minneapolis, MN	Mayor-Council	N/A	\$110,913	Full-time
Pittsburgh, PA	Mayor-Council	N/A	\$107,500	Full-time
Albuquerque, NM	Mayor-Council	N/A	\$103,854	Full-time
Indianapolis/Marion Co, IN	Mayor-Council	N/A	\$95,000	Full-time

City ranking of city manager OR mayoral salaries, full-time mayors where outside employment is prohibited

In addition to the form of government, the presence of a city manager, whether the position is full-time and whether outside employment is prohibited, the Commission may also consider the size of the city, its population and the relative scope of responsibility to determine commensurate compensation.

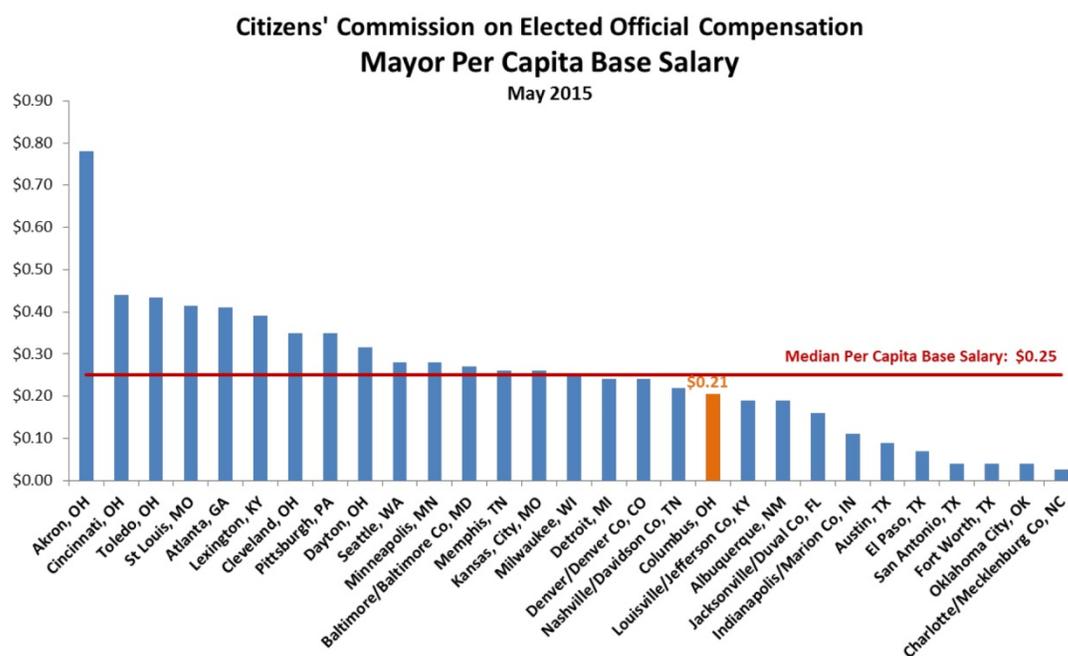
While the responsibilities of the office of mayor are not directly proportional to the size of the city, it is true that the size of the city and the relative demand for services, the number of employees and associated fiduciary responsibility has a bearing on mayoral duties and expectations, and arguably compensation. To negate the impact of significant differences in population in determining the median salary for mayor among the 30 peer cities, the Commission may consider mayoral compensation per capita. That is, the amount of the mayor's salary that can be attributed to each resident.

Setting aside the role of the city manager and the extent to which city manager compensation should be considered when setting mayoral salaries, and only focusing on base salary for all mayors among the 30 peer cities compared to the population for each city, the median per capita base salary is \$0.25.

The per capita base salary for mayor in Columbus is \$.21, below the median for all 30 cities studied (Figure J). Columbus ranks 19th out of 30 cities and below all Ohio cities studied.

$$\text{Columbus Mayor Per Capita Salary: Salary (\$172,981) } \div \text{ Population (822,553) } = \text{\$0.21}$$

Figure J.



While not a recommendation, if the Commission were to take the median per capita salary for mayor (\$.25) and use 2010 census data to calculate the base salary for mayor in Columbus, the result would be a salary of \$205,638. This would make the Columbus mayor the most highly compensated mayor among the peer set, and the 10th highest paid executive official when including city managers.

$$\text{Median mayor per capita salary (\$0.25) } \times \text{ Population (822,553) } = \text{\$205,638}$$

While using per capita base salary to calculate the salary for mayor may be a logical approach, it is imperfect in that it does not take into account other variables discussed heretofore, or other practical implications. Among them, the above calculation represents what the mayor's current (2015) salary would be based on median per capita pay, which if increased by the already legislated 3 percent increase over the next four years would grow to \$231,447 in 2019. This is compared to the already established salary of \$191,871 – a difference of nearly \$40,000. Such an increase would be untenable, and it is highly unlikely that the city council or the mayor would follow a recommendation of this nature, warranted or not. However, the exercise does highlight, that as compared to other cities studied and the populations served, the mayor of Columbus is paid less than the median. Further, if the pre-established 2019 mayoral base salary of \$191,871 is the starting point for discussion of 2020 base pay, \$231,447 may be the upper limit of the range the Commission may consider.

The question remains, within this range, what is the appropriate base pay that also takes into account other factors and considerations. For instance, the recent history of salary increases for Columbus mayor has implications in setting future pay. While in 2008 the mayor of Columbus received a significant salary increase, followed by 3 years of modest increases in pay, the mayor has not received a salary increase in any of the last 4 years. During this same time period, all other municipal elected official in Columbus received, at a minimum, a 2 percent annual increase. The average annual increase for the city attorney, city auditor, council president and councilmember was 3.2 percent. If the mayor had received a 3 percent increase in each of the last four years, the current base salary for mayor would be \$194,692. Further, if increased by the pre-established 3 percent in each of the next four years, that base salary would grow to \$219,127 in 2019 in contrast to the \$191,871 currently established by ordinance. Continuing with this reasoning, if the Commission recommended an additional 3 percent increase, the new base salary in 2020 would be \$225,699. Any increase in 2021 would be limited to the average increase in the consumer price index over the previous four years, currently 1.99 percent. Following through to a logical conclusion, the 2021 pay rate would be \$230,192 (Figure K.).

Figure K.

Annual Base Salary for Mayor															
Mayor Salary	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Actual	\$145,231	\$158,302	\$163,051	\$167,943	\$172,981	\$172,981	\$172,981	\$172,981	\$172,981	\$177,306	\$181,738	\$186,736	\$191,871	\$197,627	\$201,560
Hypothetical	\$145,231	\$158,302	\$163,051	\$167,943	\$172,981	\$178,170	\$183,516	\$189,021	\$194,692	\$200,532	\$206,548	\$212,745	\$219,127	\$225,701	\$230,192
Percent Increase	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Actual		9.00%	3.00%	3.00%	3.00%	0.00%	0.00%	0.00%	0.00%	3.00%	3.00%	3.00%	3.00%	3.00%	1.99%
Hypothetical		9.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	1.99%

The above table (Figure K.) is only a hypothetical scenario and based on a salary history that cannot be changed; however, it may help the commission further hone in on an appropriate base salary for mayor in 2020. Ultimately, the recommendation must not only be justified in fact, it should be acceptable to the public at-large and informed by the current economic environment and the financial outlook for Columbus taxpayers. Again, in examining the hypothetical scenario above, a salary of \$225,699 in 2020 might be justifiable; however, that represents a nearly 18 percent one-year increase in salary. Even when considering that the next subsequent increase would be limited to inflation, the average increase over the two years for which the Commission must establish the salary for mayor would be nearly 10 percent each year. This, contrasted with slower wage growth locally, would be difficult to reconcile. For example, the median Columbus MCP employee pay raise over the past 5 years was 2.75 percent. Further, the largest single-year increase in the mayor’s salary in the last decade was 9 percent. The highest four-year percent change was 19 percent (2007-2011), or 4.7 percent annually.

The Commission should be reminded of Sec. 15-5 related to Council action to establish salaries. Council will need to pass an ordinance to accept the recommendations of the Commission or any portion thereof, or reject the same. If Council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event, may council adopt an ordinance establishing salaries that exceed the Commission’s recommendations. It should also be noted that due to circumstances beyond the Commission’s control, the salary for mayor must be set nearly five years in advance and without the benefit knowing the extent of salary adjustments in peer cities. Any recommendation must take into account the mayors future salary in the context of increases in mayoral salary among the established peer set over the same period of time. Understanding all of aforementioned, the Commission should carefully deliberate to arrive at a consensus recommendation.

Appendix 15 – City Elected Official Projected Salary Table

MAYOR PROJECTED SALARY TABLE				
2019	2020	2021	2-Year	Average
Base	Projected	1.99%*	Percentage	Annual
191,871	Increase	COLA	Change	Increase
0%	191,871	195,689	1.99%	1%
1%	193,790	197,646	3%	2%
2%	195,709	199,603	4%	2%
3%	197,627	201,560	5%	3%
4%	199,546	203,517	6%	3%
5%	201,465	205,474	7%	4%
6%	203,383	207,431	8%	4%
7%	205,302	209,388	9%	5%
8%	207,221	211,345	10%	5%
9%	209,140	213,301	11%	6%
10%	211,058	215,258	12%	6%
11%	212,977	217,215	13%	7%
12%	214,896	219,172	14%	7%
13%	216,814	221,129	15%	8%
14%	218,733	223,086	16%	8%
15%	220,652	225,043	17%	9%
16%	222,571	227,000	18%	9%
17%	224,489	228,957	19%	10%
18%	226,408	230,914	20%	10%
19%	228,327	232,870	21%	11%
20%	230,245	234,827	22%	11%
21%	232,164	236,784	23%	12%
22%	234,083	238,741	24%	12%
23%	236,002	240,698	25%	13%
24%	237,920	242,655	26%	13%
25%	239,839	244,612	27%	14%

COUNCILMEMBER PROJECTED SALARY TABLE

2017 Base 55,517	2018 Projected Increase	2019 1.99%* COLA	2020 1.99%* COLA	2021 1.99%* COLA	4-Year Percentage Change	Average Annual Increase
0%	55,517	56,622	57,749	58,898	6%	2%
1%	56,072	57,188	58,326	59,487	7%	2%
2%	56,627	57,754	58,903	60,076	8%	2%
3%	57,182	58,320	59,481	60,665	9%	2%
4%	57,738	58,887	60,058	61,254	10%	3%
5%	58,293	59,453	60,636	61,843	11%	3%
6%	58,848	60,019	61,213	62,432	12%	3%
7%	59,403	60,585	61,791	63,021	14%	3%
8%	59,958	61,151	62,368	63,610	15%	4%
9%	60,513	61,718	62,946	64,198	16%	4%
10%	61,069	62,284	63,523	64,787	17%	4%
11%	61,624	62,850	64,101	65,376	18%	4%
12%	62,179	63,416	64,678	65,965	19%	5%
13%	62,734	63,983	65,256	66,554	20%	5%
14%	63,289	64,549	65,833	67,143	21%	5%
15%	63,844	65,115	66,411	67,732	22%	6%
16%	64,400	65,681	66,988	68,321	23%	6%
17%	64,955	66,247	67,566	68,910	24%	6%
18%	65,510	66,814	68,143	69,499	25%	6%
19%	66,065	67,380	68,721	70,088	26%	7%
20%	66,620	67,946	69,298	70,677	27%	7%
21%	67,176	68,512	69,876	71,266	28%	7%
22%	67,731	69,079	70,453	71,855	29%	7%
23%	68,286	69,645	71,031	72,444	30%	8%
24%	68,841	70,211	71,608	73,033	32%	8%
25%	69,396	70,777	72,186	73,622	33%	8%

COUNCIL PRESIDENT PROJECTED SALARY TABLE

2017 Base 66,786	2018 Projected Increase	2019 1.99%* COLA	2020 1.99%* COLA	2021 1.99%* COLA	4-Year Percentage Change	Average Annual Increase
0%	66,786	68,115	69,471	70,853	6%	2%
1%	67,454	68,796	70,165	71,562	7%	2%
2%	68,122	69,477	70,860	72,270	8%	2%
3%	68,790	70,159	71,555	72,979	9%	2%
4%	69,458	70,840	72,249	73,687	10%	3%
5%	70,125	71,521	72,944	74,396	11%	3%
6%	70,793	72,202	73,639	75,104	12%	3%
7%	71,461	72,883	74,334	75,813	14%	3%
8%	72,129	73,564	75,028	76,521	15%	4%
9%	72,797	74,245	75,723	77,230	16%	4%
10%	73,465	74,927	76,418	77,938	17%	4%
11%	74,133	75,608	77,112	78,647	18%	4%
12%	74,800	76,289	77,807	79,355	19%	5%
13%	75,468	76,970	78,502	80,064	20%	5%
14%	76,136	77,651	79,197	80,773	21%	5%
15%	76,804	78,332	79,891	81,481	22%	6%
16%	77,472	79,014	80,586	82,190	23%	6%
17%	78,140	79,695	81,281	82,898	24%	6%
18%	78,808	80,376	81,975	83,607	25%	6%
19%	79,475	81,057	82,670	84,315	26%	7%
20%	80,143	81,738	83,365	85,024	27%	7%
21%	80,811	82,419	84,059	85,732	28%	7%
22%	81,479	83,100	84,754	86,441	29%	7%
23%	82,147	83,782	85,449	87,149	30%	8%
24%	82,815	84,463	86,144	87,858	32%	8%
25%	83,483	85,144	86,838	88,566	33%	8%

CITY ATTORNEY & CITY AUDITOR PROJECTED SALARY TABLE

2017 Base 177,500	2018 Projected Increase	2019 1.99%* COLA	2020 1.99%* COLA	2021 1.99%* COLA	4-Year Percentage Change	Average Annual Increase
0%	177,500	181,033	184,635	188,309	6%	2%
1%	179,275	182,843	186,482	190,192	7%	2%
2%	181,050	184,653	188,328	192,076	8%	2%
3%	182,825	186,464	190,174	193,959	9%	2%
4%	184,600	188,274	192,021	195,842	10%	3%
5%	186,375	190,084	193,867	197,725	11%	3%
6%	188,150	191,895	195,713	199,608	12%	3%
7%	189,925	193,705	197,560	201,491	14%	3%
8%	191,700	195,515	199,406	203,374	15%	4%
9%	193,475	197,326	201,252	205,257	16%	4%
10%	195,250	199,136	203,099	207,140	17%	4%
11%	197,025	200,946	204,945	209,023	18%	4%
12%	198,800	202,757	206,791	210,907	19%	5%
13%	200,575	204,567	208,638	212,790	20%	5%
14%	202,350	206,377	210,484	214,673	21%	5%
15%	204,125	208,188	212,330	216,556	22%	6%
16%	205,900	209,998	214,177	218,439	23%	6%
17%	207,675	211,808	216,023	220,322	24%	6%
18%	209,450	213,618	217,869	222,205	25%	6%
19%	211,225	215,429	219,716	224,088	26%	7%
20%	213,000	217,239	221,562	225,971	27%	7%
21%	214,775	219,049	223,409	227,854	28%	7%
22%	216,550	220,860	225,255	229,737	29%	7%
23%	218,325	222,670	227,101	231,621	30%	8%
24%	220,100	224,480	228,948	233,504	32%	8%
25%	221,875	226,291	230,794	235,387	33%	8%

Appendix 16 – City Councilmember Salary Data Analysis



CITIZENS' COMMISSION on Elected Official Compensation

Data Analysis: City Council Compensation

Background

Sec. 15-1 of the Columbus City Charter states, “The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation. Further, Sec. 15-3 states, “The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.” In accordance with these provisions, the following analysis of city council compensation is offered for consideration.

Analysis

In contemplating an appropriate base salary for member of Columbus City Council, the Commission considered data gathered through a study of 29 peer cities. Columbus was the fifth most populous city studied (Figure A) while salaries for members of council ranked 13th out of 30 (Figure B).

Figure A

Cities Ranked by Population	Population	President Salary	Member Salary
1 San Antonio, TX	1,409,019	\$45,722	\$45,722
2 Austin, TX	885,400	\$70,275	\$70,075
3 Indianapolis/Marion Co, IN	843,393	\$13,382	\$11,400
4 Jacksonville/Duval Co, FL	842,583	\$58,800	\$44,100
5 Columbus, OH	822,553	\$63,259	\$52,585
6 Charlotte/Mecklenburg Co, NC	792,862	\$18,396	\$18,396
7 Fort Worth, TX	792,727	N/A	\$25,000
8 Detroit, MI	688,701	\$80,800	\$76,900
9 El Paso, TX	674,433	\$29,000	\$29,000
10 Memphis, TN	653,450	\$30,970	\$29,070
11 Seattle, WA	652,405	\$119,976	\$119,976
12 Denver/Denver Co, CO	649,495	\$93,317	\$83,332
13 Nashville/Davidson Co, TN	634,464	\$17,000	\$15,000
14 Baltimore/Baltimore Co, MD	622,104	\$108,173	\$62,918
15 Oklahoma City, OK	610,613	\$12,000	\$12,000
16 Louisville/Jefferson Co, KY	609,893	\$45,074	\$45,074
17 Milwaukee, WI	599,164	\$82,749	\$73,222
18 Albuquerque, NM	556,495	\$19,510	\$17,492
19 Kansas, City, MO	467,007	\$61,569	\$61,569
20 Atlanta, GA	447,841	\$60,000	\$60,000
21 Raleigh, NC	431,746	\$7,738	\$6,708
22 Minneapolis, MN	400,070	\$84,421	\$84,421
23 Cleveland, OH	390,113	\$90,133	\$80,133
24 St Louis, MO	318,416	\$90,766	\$37,000
25 Lexington, KY	308,428	\$33,981	\$31,183
26 Pittsburgh, PA	305,841	\$63,505	\$63,505
27 Cincinnati, OH	297,517	\$69,700	\$69,700
28 Toledo, OH	282,313	\$32,000	\$27,500
29 Akron, OH	198,100	\$43,326	\$33,675
30 Dayton, OH	143,355	\$37,315	\$37,315

City ranking by population

Figure B

Cities Ranked by Councilmember salary	Population	President Salary	Member Salary
1 Seattle, WA	652,405	\$119,976	\$119,976
2 Minneapolis, MN	400,070	\$84,421	\$84,421
3 Denver/Denver Co, CO	649,495	\$93,317	\$83,332
4 Cleveland, OH	390,113	\$90,133	\$80,133
5 Detroit, MI	688,701	\$80,800	\$76,900
6 Milwaukee, WI	599,164	\$82,749	\$73,222
7 Austin, TX	885,400	\$70,275	\$70,075
8 Cincinnati, OH	297,517	\$69,700	\$69,700
9 Pittsburgh, PA	305,841	\$63,505	\$63,505
10 Baltimore/Baltimore Co, MD	622,104	\$108,173	\$62,918
11 Kansas, City, MO	467,007	\$61,569	\$61,569
12 Atlanta, GA	447,841	\$60,000	\$60,000
13 Columbus, OH	822,553	\$63,259	\$52,585
14 San Antonio, TX	1,409,019	\$45,722	\$45,722
15 Louisville/Jefferson Co, KY	609,893	\$45,074	\$45,074
16 Jacksonville/Duval Co, FL	842,583	\$58,800	\$44,100
17 Dayton, OH	143,355	\$37,315	\$37,315
18 St Louis, MO	318,416	\$90,766	\$37,000
19 Akron, OH	198,100	\$43,326	\$33,675
20 Lexington, KY	308,428	\$33,981	\$31,183
21 Memphis, TN	653,450	\$30,970	\$29,070
22 El Paso, TX	674,433	\$29,000	\$29,000
23 Toledo, OH	282,313	\$32,000	\$27,500
24 Fort Worth, TX	792,727	N/A	\$25,000
25 Charlotte/Mecklenburg Co, NC	792,862	\$18,396	\$18,396
26 Albuquerque, NM	556,495	\$19,510	\$17,492
27 Nashville/Davidson Co, TN	634,464	\$17,000	\$15,000
28 Oklahoma City, OK	610,613	\$12,000	\$12,000
29 Indianapolis/Marion Co, IN	843,393	\$13,382	\$11,400
30 Raleigh, NC	431,746	\$7,738	\$6,708

City ranking by base salary

The average councilmember salary for all 30 cities studied is \$47,466, and the median salary is \$44,587. At \$52,585, Columbus city councilmembers earn more than the average and median salary.

As was the case when analyzing mayoral compensation, it should be noted that councilmembers in some cities are defined as full-time employees while other cities consider the office part-time. In other cities, including Columbus, the position is neither defined as full-time or part-time.

Columbus City Councilmembers are paid biweekly at an hourly rate equal to the annual base salary divided by 2080 hours (40 hours/week) for 80 hours each pay period just as other full-time employees. Councilmembers also receive full-time health insurance and pension benefits. However, unlike other cities surveyed, the position is not defined as full-time in the Columbus City Charter. And, unlike the mayor, Columbus City Councilmembers are not prohibited from taking outside employment. Some Columbus City Councilmembers are employed outside of Council and others are not, and while most Columbus Councilmembers will spend well over 20 hours a week on city business, a 40 hour week is not required. All of these factors make comparing Columbus councilmember salaries to full- or part-time councilmember salaries in other cities more challenging.

Columbus ranks 11th out of 14 cities (Figure C.) where councilmembers are full-time employees and outside employment is prohibited. Among this subset, the current median councilmember salary is \$69,987 and the average salary is \$67,196 compared to \$52,585 in Columbus.

Figure C.

Columbus Peer Cities		President Salary	Member Salary	Full-time/Part-time
1	Seattle, WA	\$119,976	\$119,976	Full-time
2	Minneapolis, MN	\$84,421	\$84,421	Full-time
3	Denver/Denver Co, CO	\$93,317	\$83,332	Full-time
4	Cleveland, OH	\$90,133	\$80,133	Full-time
5	Detroit, MI	\$80,800	\$76,900	Full-time
6	Milwaukee, WI	\$82,749	\$73,222	Full-time
7	Austin, TX	\$70,275	\$70,075	Full-time
8	Cincinnati, OH	\$69,700	\$69,700	Full-time
9	Pittsburgh, PA	\$63,505	\$63,505	Full-time
10	Kansas, City, MO	\$61,569	\$61,569	Full-time
11	Columbus, OH	\$63,259	\$52,585	Undefined
12	Louisville/Jefferson Co, KY	\$45,074	\$45,074	Full-time
13	Lexington, KY	\$33,981	\$31,183	Full-time
14	Memphis, TN	\$30,970	\$29,070	Full-time

Councilmember base pay, full-time councilmembers

Among cities where councilmembers are considered part-time employees, or as is the case in Columbus, the position is not defined as part-time or full-time, Columbus ranks 3rd out of 17 cities (Figure D.). Within this subset, the current median salary is \$29,000 and the average salary is \$31,518.32.

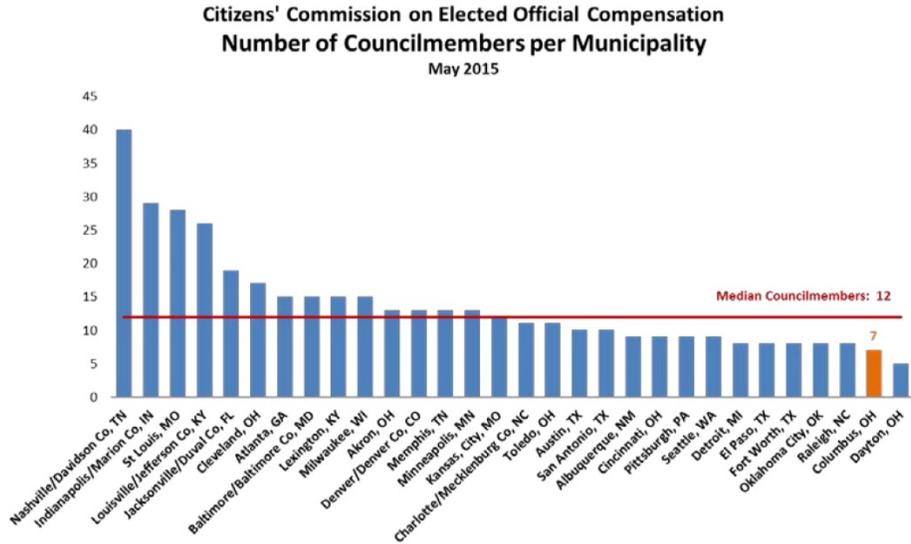
Figure D.

Columbus Peer Cities		President Salary	Member Salary	Full-time/ Part-time
1	Baltimore/Baltimore Co, MD	\$108,173	\$62,918	Part-time
2	Atlanta, GA	\$60,000	\$60,000	Undefined
3	Columbus, OH	\$63,259	\$52,585	Undefined
4	San Antonio, TX	\$45,722	\$45,722	Undefined
5	Jacksonville/Duval Co, FL	\$58,800	\$44,100	Part-time
6	Dayton, OH	\$37,315	\$37,315	Undefined
7	St Louis, MO	\$90,766	\$37,000	Undefined
8	Akron, OH	\$43,326	\$33,675	Part-time
9	El Paso, TX	\$29,000	\$29,000	Undefined
10	Toledo, OH	\$32,000	\$27,500	Part-time
11	Fort Worth, TX	N/A	\$25,000	Part-time
12	Charlotte/Mecklenburg Co, NC	\$18,396	\$18,396	Part-time
13	Albuquerque, NM	\$19,510	\$17,492	Part-time
14	Nashville/Davidson Co, TN	\$17,000	\$15,000	Part-time
15	Oklahoma City, OK	\$12,000	\$12,000	Undefined
16	Indianapolis/Marion Co, IN	\$13,382	\$11,400	Part-time
17	Raleigh, NC	\$7,738	\$6,708	Part-time

Councilmember base pay, part-time or undefined councilmembers

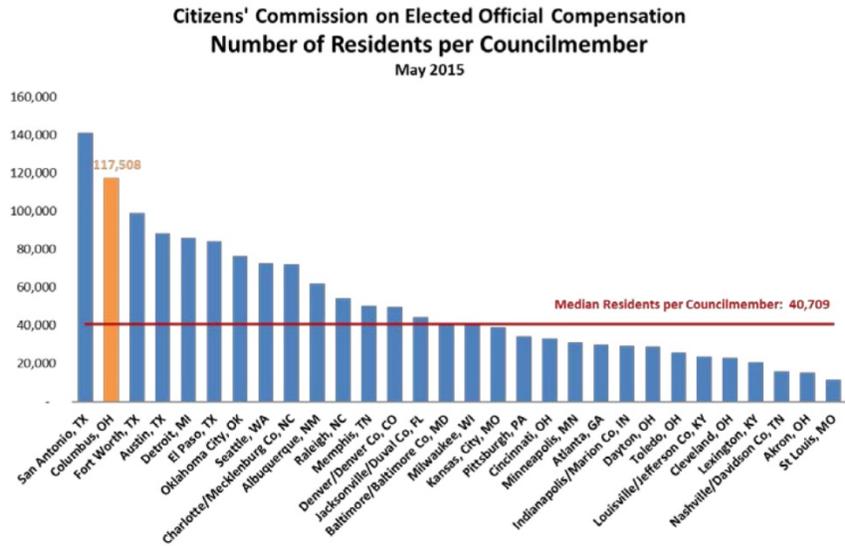
In addition to full- or part-time status, and whether outside employment is prohibited, it is important to note the size and structure of each council in relation to the population served. When considering the number of councilmembers serving in each city, Columbus has the second fewest councilmembers, and is well below the median of 12 councilmembers per city studied (Figure E).

Figure E.



Of the 30 cities studied, Columbus councilmembers represent the second highest number of residents per member, 117,508, which is well above the median of 40,709 residents per member. (Figure F).

Figure F.



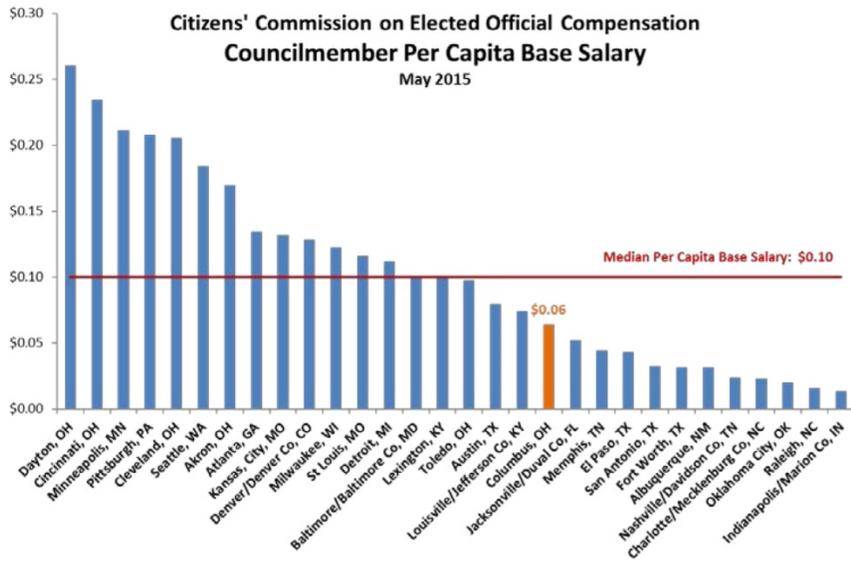
Additionally, in all but one of the other cities studied, the city councils include wards or districts. This means that as a mathematical function Columbus has the second-highest ratio of residents to members, but as a practical matter, Columbus councilmembers represent more than 117,508 residents as they are elected at-large and serve the entire city. This is true of at-large councilmembers in other cities, but in cases where councilmembers are elected to wards, they are elected by only the residents living in their respective districts. Columbus councilmembers are each elected by and represent all 822,553 residents.

In addition to considering the number of councilmembers and the number of residents served by each member, the Commission may also consider the size of the city, its population and the relative scope of responsibility to determine commensurate compensation. While the responsibilities of a member of Council are not directly proportional to the size of the city, it is true that the size of the city and the relative demand for services, the number of employees and associated fiduciary responsibility has a bearing on council duties and expectations, and arguably compensation. When comparing population and salary, Columbus city councilmembers earn below the median per capita base salary.

The per capita base salary for a councilmember in Columbus is \$.06, below the median for all 30 cities studied (Figure G.). Columbus ranks 19th out of 30 cities and below all Ohio cities studied.

Councilmember Per Capita Salary: Salary (\$52,585) ÷ Population (822,553) = \$.06

Figure G.



While not a recommendation, if the Commission were to take the median per capita salary for a councilmember among the 30 cities studied (\$.10), and use 2010 census data to calculate the base salary for a Columbus councilmember, the result would be a salary of \$82,255. This would rank Columbus fifth in councilmember pay among cities studied, and would align with Columbus' position as the fifth most populous city studied.

Median councilmember per capita salary (\$.10) × Population (822,553) = \$82,255

While using per capita base salary to calculate the salary for councilmember may be a logical approach, it is imperfect in that it does not take into account other variables discussed heretofore, or other practical implications. However, the exercise does highlight, that as compared to other cities studied and the populations served, Columbus City Councilmembers are paid less than the median.

Further, if the pre-established 2017 councilmember base salary of \$55,517 is the starting point for discussion of 2018 base pay, \$82,255 may be the upper limit of the range the Commission may consider.

When weighting various factors, including the size of Columbus City Council relative to population, the “at-large” council structure, and the ambiguous status as neither a full- or part-time council, determining an appropriate base salary is still somewhat subjective. As such, the Commission may wish to focus on desired outcomes and then work to arrive at a specific compensation amount.

In recognition of the fact that Columbus is the fifth most populous city studied and represents the second most residents per capita, but ranks 13th in councilmember pay, the Commission may recommend a base salary that would begin to close that gap. However, understanding a recommendation that would align councilmember pay with Columbus’ population is impractical; the Commission may focus on the salaries in cities ranked immediately ahead of Columbus. In particular, Atlanta and Baltimore are served by councilmembers who are not full-time; the councils have more members than in Columbus; and, members represent fewer residents per capita via a mixed district, at-large structure, yet earn more than in Columbus.

The Commission may also consider that the base salary for councilmember is being set for the year 2018, and in the meantime, any increase realized by councilmembers in other cities could further increase the gap in councilmember pay. For example, if Atlanta city councilmembers realize a 3 percent salary increase in each of the next three years, in 2018 they will receive \$65,563 annually. Similarly, in Baltimore, a conservative annual cost of living increase equal to what the Commission has determined to be the average increase in the consumer price index over the last four years (1.99%), would net Baltimore councilmembers \$66,749 in 2018. This gap could also expand due to the fact that the 2018 Columbus base salary will increase only by the amount of inflation in the subsequent 3 years.

The salary history for elected officials in Columbus, including councilmembers, over the last 10 years may also aid deliberation. The largest single-year increase in salary for an elected official in Columbus in the last decade was 9 percent, in three separate instances (2006, 2008). The highest four-year percent change was 19 percent (2007-2011). However, this should be balanced with the fact that the median annual pay increase for Columbus MCP employees was 2.75 percent over the past 5 years. While salary increases for elected officials have generally been in-line with those received by city employees through the collective bargaining process, the salary history does highlight years in which larger increase were made, either in a single year or over time, to align salaries with what was perceived to be the market rate. The Commission’s recommendation may be impacted by whether the data supports any such adjustment in 2018, and if so, to what extent.

As was the case when considering mayoral compensation, the Commission should be reminded of Sec. 15-5 related to Council action to establish salaries. Council will need to pass an ordinance to accept the recommendations of the Commission or any portion thereof, or reject the same. If Council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event, may council adopt an ordinance establishing salaries that exceed the Commission’s recommendations. Understanding all of aforementioned, the Commission should carefully deliberate to arrive at a consensus recommendation.

Appendix 17- City Council President Salary Data Analysis



CITIZENS' COMMISSION
on Elected Official
Compensation

DATA ANALYSIS: Council President Compensation

Analysis

Have completed a detailed analysis of the salaries of councilmembers from 29 peer cities, the Commission may consider an appropriate base salary for city council president building upon many of the same findings.

Columbus, as previously stated, is the fifth most populous city studied while the salary for council president council ranked 12th among the peer set (Figure A.).

Figure A.

Columbus Peer Cities		President Salary	Member Salary	Full-time/Part-time
1	Seattle, WA	\$119,976	\$119,976	Full-time
2	Baltimore/Baltimore Co, MD	\$108,173	\$62,918	Part-time
3	Denver/Denver Co, CO	\$93,317	\$83,332	Full-time
4	St Louis, MO	\$90,766	\$37,000	Undefined
5	Cleveland, OH	\$90,133	\$80,133	Full-time
6	Minneapolis, MN	\$84,421	\$84,421	Full-time
7	Milwaukee, WI	\$82,749	\$73,222	Full-time
8	Detroit, MI	\$80,800	\$76,900	Full-time
9	Austin, TX	\$70,275	\$70,075	Full-time
10	Cincinnati, OH	\$69,700	\$69,700	Full-time
11	Pittsburgh, PA	\$63,505	\$63,505	Full-time
12	Columbus, OH	\$63,259	\$52,585	Undefined
13	Kansas, City, MO	\$61,569	\$61,569	Full-time
14	Atlanta, GA	\$60,000	\$60,000	Undefined
15	Jacksonville/Duval Co, FL	\$58,800	\$44,100	Part-time
16	San Antonio, TX	\$45,722	\$45,722	Undefined
17	Louisville/Jefferson Co, KY	\$45,074	\$45,074	Full-time
18	Akron, OH	\$43,326	\$33,675	Part-time
19	Dayton, OH	\$37,315	\$37,315	Undefined
20	Lexington, KY	\$33,981	\$31,183	Full-time
21	Toledo, OH	\$32,000	\$27,500	Part-time
22	Memphis, TN	\$30,970	\$29,070	Full-time
23	El Paso, TX	\$29,000	\$29,000	Undefined
24	Albuquerque, NM	\$19,510	\$17,492	Part-time
25	Charlotte/Mecklenburg Co, NC	\$18,396	\$18,396	Part-time
26	Nashville/Davidson Co, TN	\$17,000	\$15,000	Part-time
27	Indianapolis/Marion Co, IN	\$13,382	\$11,400	Part-time
28	Oklahoma City, OK	\$12,000	\$12,000	Undefined
29	Raleigh, NC	\$7,738	\$6,708	Part-time
30	Fort Worth, TX	N/A	\$25,000	Part-time

City ranking of Council President salaries

The average council president salary for all 30 cities studied is \$54,581, and the median salary is \$58,800. At \$63,259, Columbus city councilmembers earn more than the average and median salary.

The salary for council president in Columbus ranks 10th out of 14 cities where councilmembers are full-time employees (Figure B.). The median salary among this subset is \$69,988 and the average is \$70,695 compared to \$63,259 in Columbus.

Figure B.

Columbus Peer Cities		President Salary	Member Salary	Full-time/Part-time
1	Seattle, WA	\$119,976	\$119,976	Full-time
2	Denver/Denver Co, CO	\$93,317	\$83,332	Full-time
3	Cleveland, OH	\$90,133	\$80,133	Full-time
4	Minneapolis, MN	\$84,421	\$84,421	Full-time
5	Milwaukee, WI	\$82,749	\$73,222	Full-time
6	Detroit, MI	\$80,800	\$76,900	Full-time
7	Austin, TX	\$70,275	\$70,075	Full-time
8	Cincinnati, OH	\$69,700	\$69,700	Full-time
9	Pittsburgh, PA	\$63,505	\$63,505	Full-time
10	Columbus, OH	\$63,259	\$52,585	Undefined
11	Kansas, City, MO	\$61,569	\$61,569	Full-time
12	Louisville/Jefferson Co, KY	\$45,074	\$45,074	Full-time
13	Lexington, KY	\$33,981	\$31,183	Full-time
14	Memphis, TN	\$30,970	\$29,070	Full-time

Council president base pay, full-time councilmembers

Among cities where councilmembers are considered part-time employees, or as is the case in Columbus, the position is not defined as part-time or full-time, Columbus ranks 4th out of 17 cities (Figure C.). Within this subset, the current median salary is \$37,315 and the average salary is \$41,024.

Figure C.

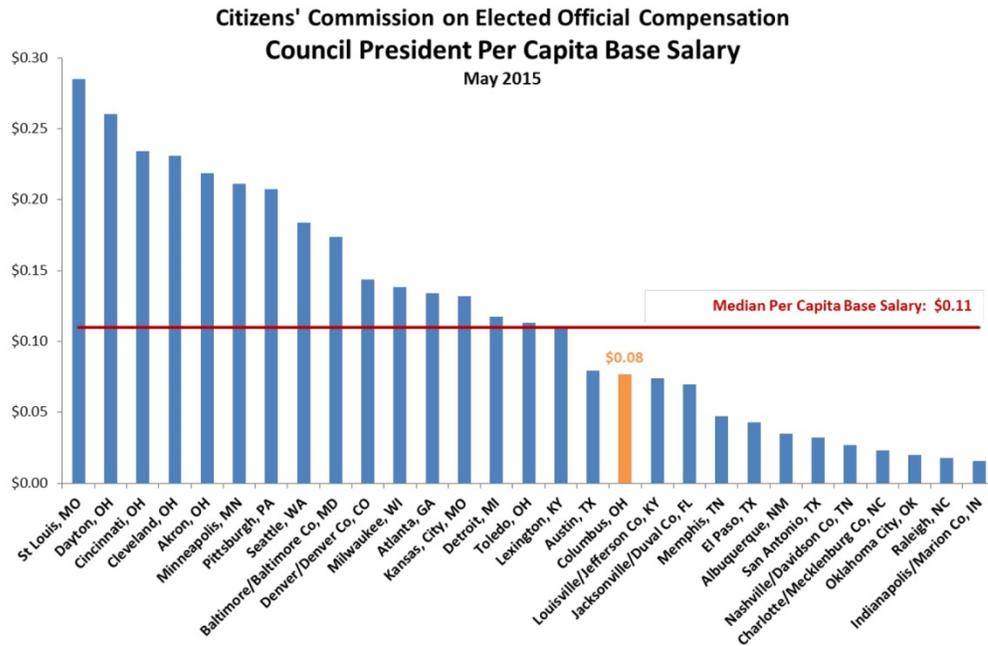
Columbus Peer Cities		President Salary	Member Salary	Full-time/Part-time
1	Baltimore/Baltimore Co, MD	\$108,173	\$62,918	Part-time
2	Atlanta, GA	\$60,000	\$60,000	Undefined
3	St Louis, MO	\$90,766	\$37,000	Undefined
4	Columbus, OH	\$63,259	\$52,585	Undefined
5	Jacksonville/Duval Co, FL	\$58,800	\$44,100	Part-time
6	San Antonio, TX	\$45,722	\$45,722	Undefined
7	Akron, OH	\$43,326	\$33,675	Part-time
8	Dayton, OH	\$37,315	\$37,315	Undefined
9	Toledo, OH	\$32,000	\$27,500	Part-time
10	El Paso, TX	\$29,000	\$29,000	Undefined
11	Albuquerque, NM	\$19,510	\$17,492	Part-time
12	Charlotte/Mecklenburg Co, NC	\$18,396	\$18,396	Part-time
13	Nashville/Davidson Co, TN	\$17,000	\$15,000	Part-time
14	Indianapolis/Marion Co, IN	\$13,382	\$11,400	Part-time
15	Oklahoma City, OK	\$12,000	\$12,000	Undefined
16	Raleigh, NC	\$7,738	\$6,708	Part-time
17	Fort Worth, TX	N/A	\$25,000	Part-time

Council president base pay, part-time or undefined

The data with regard to number of councilmembers, and councilmembers per resident is identical to and does not change when considering the salary for council president. Of the 30 cities studied, Columbus councilmembers represent the second highest number of residents per member, 117,508, which is well above the median of 40,709 residents per member. And, as stated previously, because Columbus Councilmembers are elected at-large, that number increase to 822,553 residents.

On a per capita basis, the council president’s salary in Columbus tracks the salary for councilmembers, and is below the median per capita salary for council president among all 30 cities at \$.08 (Figure D.).

Figure D.



While not a recommendation, if the Commission were to take the median per capita salary for council president among the 30 cities studied (\$.11), and use 2010 census data to calculate the base salary for a council president in Columbus, the result would be a salary of \$90,480. This would rank Columbus fifth in council president pay, and would align with Columbus’ position as the fifth most populous city.

Median council president per capita salary (\$.11) × Population (822,553) = \$90,480

Just as was the case when considering councilmember pay, while using per capita base salary to calculate the salary for councilmember may be a logical approach, it is imperfect in that it does not take into account a other practical implications. However, the exercise does highlight, that as compared to other cities studied, the Columbus council president is paid less than the per capita median.

As demonstrated to this point, the salary of council president in Columbus follows the same trends as Columbus councilmember salaries, and the same variables that impact the comparison and analysis of councilmember pay, including the organizational structure of Columbus City Council, the full- or part-time status of councilmembers and the size, population and scope of responsibility also provide context for consideration of council president pay.

In addition to considering the variables discussed when contemplating councilmember compensation, the Commission may look at one underlying difference, which is the authority afforded the council president and how each council compensates for any additional responsibilities associated with the position. When examining the data, just over half of the city councils studied compensate the council president at a rate higher than councilmembers. And, in those instances where the council president is compensated at a higher rate, it appears the salary is determined based off of a percent increase, or add-on, to the base salary for councilmember in recognition of additional assigned duties. This is the case in Columbus, and historically the council president has been compensated at a higher rate of pay.

When reviewing the salary history for elected officials in Columbus, over the last decade, the Columbus Council President has been compensated at rate approximately 20 percent higher than a member of council. And, when looking to the pre-established salary for council president in 2017, that percentage remains the same. The Commission may be advised to first determine the rate of pay for a member of council, and then determine whether to maintain the additional compensation currently afforded the council president. And, if so, the Commission might then determine the appropriate amount, whether that is a percentage increase, or a fixed dollar amount.

Finally, while redundant, the Commission should be reminded of Sec. 15-5 related to Council action to establish salaries. Council will need to pass an ordinance to accept the recommendations of the Commission or any portion thereof, or reject the same. If Council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event, may council adopt an ordinance establishing salaries that exceed the Commission's recommendations. Understanding all of aforementioned, the Commission should carefully deliberate to arrive at a consensus recommendation.

Appendix 18 – City Attorney Salary Data Analysis



CITIZENS' COMMISSION on Elected Official Compensation

DATA ANALYSIS: City Attorney Compensation

Background

Sec. 15-1 of the Columbus City Charter states, “The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation. Further, Sec. 15-3 states, “The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.” In accordance with these provisions, the following analysis of city attorney compensation is offered for consideration.

Analysis

In contemplating an appropriate base salary for the Columbus City Attorney, the Commission considered data garnered through a study of 27 peer cities. Columbus is the 4th most populous city studied (Figure A.) while the base salary for city attorney ranked 12th out of the 27 cities that responded (Figure B.).

Figure A.

Columbus Peer Cities	Population	Base Salary
San Antonio, TX	1,409,019	\$194,071
Austin, TX	885,400	\$193,918
Jacksonville/Duval Co, FL	842,583	\$175,000
Columbus, OH	822,553	\$164,026
Charlotte/Mecklenburg Co, NC	792,862	\$216,897
Fort Worth, TX	792,727	\$243,793
El Paso, TX	674,433	\$213,665
Memphis, TN	653,450	\$139,443
Seattle, WA	652,405	\$155,723
Denver/Denver Co, CO	649,495	\$190,000
Nashville/Davidson Co, TN	634,464	\$156,848
Baltimore/Baltimore Co, MD	622,104	\$238,772
Oklahoma City, OK	610,613	\$181,677
Louisville/Jefferson Co, KY	609,893	\$47,286
Milwaukee, WI	599,164	\$147,336
Albuquerque, NM	556,495	\$109,012
Kansas, City, MO	467,007	\$164,688
Raleigh, NC	431,746	\$232,401
Minneapolis, MN	400,070	\$135,065
Cleveland, OH	390,113	\$125,914
St Louis, MO	318,416	\$145,262
Lexington, KY	308,428	\$124,848
Pittsburgh, PA	305,841	\$105,000
Cincinnati, OH	297,517	\$160,000
Toledo, OH	282,313	\$68,748
Akron, OH	198,100	\$127,837
Dayton, OH	143,355	\$121,181

City ranking by population

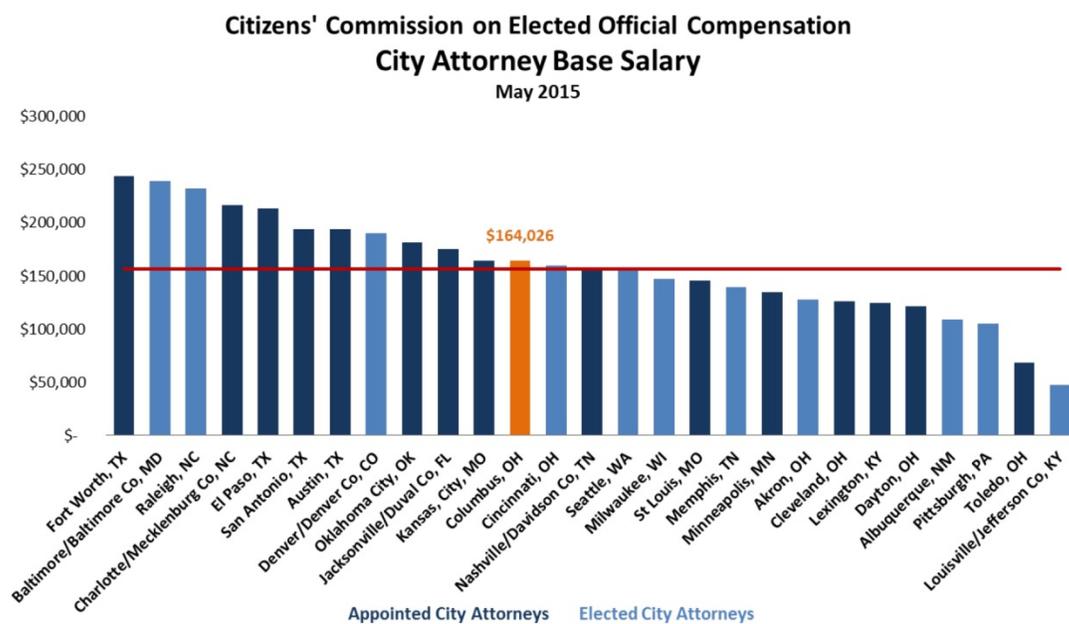
Figure B.

Columbus Peer Cities	Population	Base Salary
Fort Worth, TX	792,727	\$243,793
Baltimore/Baltimore Co, MD	622,104	\$238,772
Raleigh, NC	431,746	\$232,401
Charlotte/Mecklenburg Co, NC	792,862	\$216,897
El Paso, TX	674,433	\$213,665
San Antonio, TX	1,409,019	\$194,071
Austin, TX	885,400	\$193,918
Denver/Denver Co, CO	649,495	\$190,000
Oklahoma City, OK	610,613	\$181,677
Jacksonville/Duval Co, FL	842,583	\$175,000
Kansas, City, MO	467,007	\$164,688
Columbus, OH	822,553	\$164,026
Cincinnati, OH	297,517	\$160,000
Nashville/Davidson Co, TN	634,464	\$156,848
Seattle, WA	652,405	\$155,723
Milwaukee, WI	599,164	\$147,336
St Louis, MO	318,416	\$145,262
Memphis, TN	653,450	\$139,443
Minneapolis, MN	400,070	\$135,065
Akron, OH	198,100	\$127,837
Cleveland, OH	390,113	\$125,914
Lexington, KY	308,428	\$124,848
Dayton, OH	143,355	\$121,181
Albuquerque, NM	556,495	\$109,012
Pittsburgh, PA	305,841	\$105,000
Toledo, OH	282,313	\$68,748
Louisville/Jefferson Co, KY	609,893	\$47,286

City ranking by base salary

The average salary for city attorney for these same 27 cities is \$156,848, and the median salary is \$158,460. At \$164,026, the Columbus City attorney earns slightly more than the average and median salary for all 27 cities (Figure C.).

Figure C.



Unlike the offices of mayor and councilmember, there is no question as to whether the city attorney in each of the cities studied is a full-time employee. All 27 respondents confirmed the position is full-time. However, it is important to note that the position is not an elected office in all cities as it is in Columbus.

Of the 27 cities studied, 15 appoint the city attorney and 12 elect the city attorney. Among the cities that elect their city attorney, the salary for the Columbus City Attorney ranks 5th (Figure D.).

Figure D.

Columbus Peer Cities	Population	Base Salary
Baltimore/Baltimore Co, MD	622,104	\$238,772
Raleigh, NC	431,746	\$232,401
Denver/Denver Co, CO	649,495	\$190,000
Columbus, OH	822,553	\$164,026
Cincinnati, OH	297,517	\$160,000
Seattle, WA	652,405	\$155,723
Milwaukee, WI	599,164	\$147,336
Memphis, TN	653,450	\$139,443
Akron, OH	198,100	\$127,837
Albuquerque, NM	556,495	\$109,012
Pittsburgh, PA	305,841	\$105,000
Louisville/Jefferson Co, KY	609,893	\$47,286

City ranking for base salary, elected

Among this subset, the average elected city attorney salary is \$151,403 and the median is \$151,530 compared to \$164,026 in Columbus.

Compared to cities that appoint their city attorneys, Columbus ranks 9th out of 16 cities (Figure E.).

Figure E.

Columbus Peer Cities	Population	Base Salary
Fort Worth, TX	792,727	\$243,793
Charlotte/Mecklenburg Co, NC	792,862	\$216,897
El Paso, TX	674,433	\$213,665
San Antonio, TX	1,409,019	\$194,071
Austin, TX	885,400	\$193,918
Oklahoma City, OK	610,613	\$181,677
Jacksonville/Duval Co, FL	842,583	\$175,000
Kansas, City, MO	467,007	\$164,688
Columbus, OH	822,553	\$164,026
Nashville/Davidson Co, TN	634,464	\$156,848
St Louis, MO	318,416	\$145,262
Minneapolis, MN	400,070	\$135,065
Cleveland, OH	390,113	\$125,914
Lexington, KY	308,428	\$124,848
Dayton, OH	143,355	\$121,181
Toledo, OH	282,313	\$68,748

City ranking for base salary, appointed

Among this subset, including Columbus, the average city attorney salary is \$164,100 and the median is \$164,357 compared to \$164,026 in Columbus.

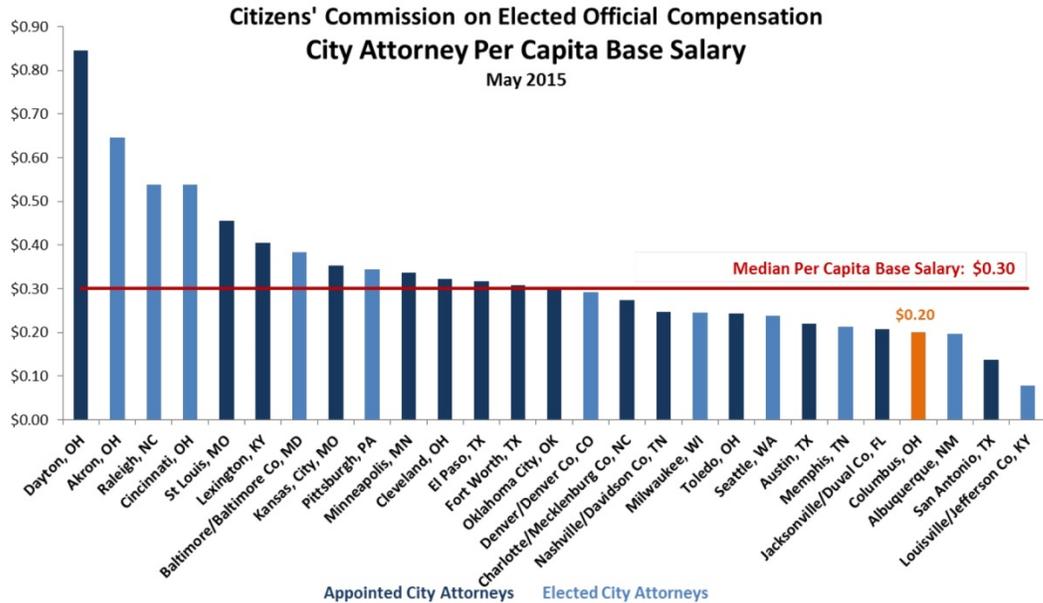
Of the cities studied, more than half appointed their city attorneys, and city attorneys who were appointed earned more than elected city attorneys on average. The Columbus City attorney’s salary is in-line with the average and median salary for city attorneys who are appointed and within 10 percent of the average and median for elected city attorneys.

It should also be noted that there is great disparity among the 27 cities when considering the highest and lowest city attorney salaries. There exists a nearly \$200,000 gap between the highest and lowest paid city attorney, and the top 5 highest paid city attorneys all earn more than \$200,000. However, only \$40,000 separates the 6th highest paid city attorney from the 15th. Columbus falls within this peer set.

While the responsibilities of the office of the city attorney are not directly proportional to the size of the city, it is true that the size of the city, caseload and responsibilities are impacted by population. To negate the impact of significant differences in population in determining the median salary for city attorney, the Commission may again consider calculating compensation per capita. That is, the amount of the city attorney’s salary that can be attributed to each resident.

The per capita base salary for city attorney in Columbus is \$.20, well below the median of \$.30 for all 27 cities studied (Figure K.). Columbus ranks 19th out of 30 cities and below all Ohio cities studied.

Figure F.



While not a recommendation, if the Commission were to take the median per capita salary for city attorney (\$.30) and use 2010 census data to calculate the base salary for the Columbus City Attorney, the result would be a salary of \$246,766. This would make the Columbus City Attorney the highest paid among all 27 cities studied, elected or appointed.

$$\text{Median City Attorney per capita salary } (\$.30) \times \text{Population } (822,553) = \$246,766$$

While using per capita base salary to calculate the salary for city attorney may be a logical approach, it is imperfect in that it does not take into account other variables discussed heretofore, or other practical implications. However, the exercise does highlight, that as compared to other cities studied and the populations served, the Columbus City Attorney is paid less than the median.

Additionally, if the pre-established 2017 city attorney base salary of \$177,500 is the starting point for discussion of 2018 base pay, \$246,766 may be the upper limit of the range the Commission may consider. However, given the wide ranges in salary, the Commission may choose to focus on a salary recommendation that will maintain the Columbus City Attorney’s position within the competitive set.

Further, it is also important to note that all data notwithstanding, the City Attorney has historically earned less than the mayor, and at least in recent years, any increase in salary accepted by the City Attorney has resulted in pay equal to that of the Columbus City Auditor.

Finally, the Commission is again reminded of Sec. 15-5 related to Council action to establish salaries. Council will need to pass an ordinance to accept the recommendations of the Commission or any portion thereof, or reject the same. If Council rejects the recommendations, the salaries then in effect shall remain unchanged. In no event, may council adopt an ordinance establishing salaries that exceed the Commission's recommendations. Understanding all of aforementioned, the Commission should carefully deliberate to arrive at a consensus recommendation.

Appendix 19 – City Auditor Salary Data Analysis



CITIZENS' COMMISSION on Elected Official Compensation

DATA ANALYSIS: City Auditor Compensation

Background

Sec. 15-1 of the Columbus City Charter states, “The salary of all elective officers provided for in this charter shall be established by ordinance upon recommendation from a citizens' commission on elected official compensation. Further, Sec. 15-3 states, “The commission shall conduct a review of salaries for like positions in the public sector. The review shall be made for the purpose of recommending salaries appropriate to the duties and responsibilities of each elective officer of the city.” In accordance with these provisions, the following analysis of city auditor compensation is offered for consideration.

Analysis

In contemplating an appropriate base salary for the Columbus City Auditor, the Commission considered data garnered through a study of 25 peer cities. Columbus is the 4th most populous city studied (Figure A.) while the base salary for city auditor ranked 2nd out of the 25 cities that responded (Figure B.).

Figure A.

Columbus Peer Cities	Population	Salary
San Antonio, TX	1,409,019	\$156,000
Indianapolis/Marion Co, IN	843,393	\$76,500
Jacksonville/Duval Co, FL	842,583	\$101,000
Columbus, OH	822,553	\$164,026
Charlotte/Mecklenburg Co, NC	792,862	\$144,150
Fort Worth, TX	792,727	\$138,320
El Paso, TX	674,433	\$121,327
Memphis, TN	653,450	\$100,966
Seattle, WA	652,405	\$146,174
Denver/Denver Co, CO	649,495	\$134,235
Nashville/Davidson Co, TN	634,464	\$138,654
Baltimore/Baltimore Co, MD	622,104	\$108,173
Oklahoma City, OK	610,613	\$148,060
Louisville/Jefferson Co, KY	609,893	\$95,508
Milwaukee, WI	599,164	\$125,607
Albuquerque, NM	556,495	\$97,364
Kansas, City, MO	467,007	\$114,240
Raleigh, NC	431,746	\$164,624
Minneapolis, MN	400,070	\$118,750
Cleveland, OH	390,113	\$64,613
St Louis, MO	318,416	\$112,190
Lexington, KY	308,428	\$105,077
Pittsburgh, PA	305,841	\$70,343
Cincinnati, OH	297,517	\$73,754
Toledo, OH	282,313	\$96,874

City ranking by population

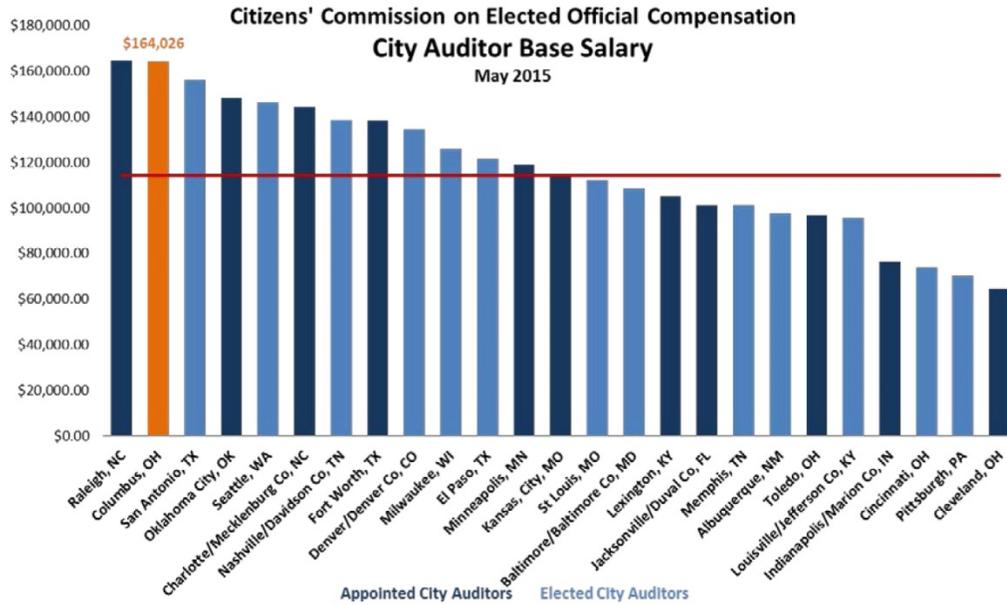
Figure B.

Columbus Peer Cities	Population	Salary
Raleigh, NC	431,746	\$164,624
Columbus, OH	822,553	\$164,026
San Antonio, TX	1,409,019	\$156,000
Oklahoma City, OK	610,613	\$148,060
Seattle, WA	652,405	\$146,174
Charlotte/Mecklenburg Co, NC	792,862	\$144,150
Nashville/Davidson Co, TN	634,464	\$138,654
Fort Worth, TX	792,727	\$138,320
Denver/Denver Co, CO	649,495	\$134,235
Milwaukee, WI	599,164	\$125,607
El Paso, TX	674,433	\$121,327
Minneapolis, MN	400,070	\$118,750
Kansas, City, MO	467,007	\$114,240
St Louis, MO	318,416	\$112,190
Baltimore/Baltimore Co, MD	622,104	\$108,173
Lexington, KY	308,428	\$105,077
Jacksonville/Duval Co, FL	842,583	\$101,000
Memphis, TN	653,450	\$100,966
Albuquerque, NM	556,495	\$97,364
Toledo, OH	282,313	\$96,874
Louisville/Jefferson Co, KY	609,893	\$95,508
Indianapolis/Marion Co, IN	843,393	\$76,500
Cincinnati, OH	297,517	\$73,754
Pittsburgh, PA	305,841	\$70,343
Cleveland, OH	390,113	\$64,613

City ranking by base salary

The average salary for these 25 cities is \$116,661 and the median salary is \$114,240. At \$164,026, the Columbus City Auditor earns more than the average and median salary for the 25 cities (Figure C.).

Figure C.



Unlike the offices of mayor and councilmember, there is no question as to whether the city auditor in each of the cities studied is a full-time employee. All 25 respondents confirmed the position is full-time. However, it is important to note that the position is not an elected office in all cities as it is in Columbus.

Of the 25 cities studied, 11 appoint and 14 elect the city auditor. Among the cities that elect their city auditor, the salary for the Columbus City Auditor is the highest (Figure D.).

Figure D.

Columbus Peer Cities	Population	Salary
Columbus, OH	822,553	\$164,026
San Antonio, TX	1,409,019	\$156,000
Seattle, WA	652,405	\$146,174
Nashville/Davidson Co, TN	634,464	\$138,654
Denver/Denver Co, CO	649,495	\$134,235
Milwaukee, WI	599,164	\$125,607
El Paso, TX	674,433	\$121,327
St Louis, MO	318,416	\$112,190
Baltimore/Baltimore Co, MD	622,104	\$108,173
Memphis, TN	653,450	\$100,966
Albuquerque, NM	556,495	\$97,364
Louisville/Jefferson Co, KY	609,893	\$95,508
Cincinnati, OH	297,517	\$73,754
Pittsburgh, PA	305,841	\$70,343

City ranking for base salary, elected

Among this subset, the average elected city auditor salary is \$117,452 and the median is \$116,759 compared to \$164,026 in Columbus.

Compared to cities that appoint their city auditors, Columbus ranks 2nd out of the 12 cities (Figure E.).

Figure E.

Columbus Peer Cities	Population	Salary
Raleigh, NC	431,746	\$164,624
Columbus, OH	822,553	\$164,026
Oklahoma City, OK	610,613	\$148,060
Charlotte/Mecklenburg Co, NC	792,862	\$144,150
Fort Worth, TX	792,727	\$138,320
Minneapolis, MN	400,070	\$118,750
Kansas, City, MO	467,007	\$114,240
Lexington, KY	308,428	\$105,077
Jacksonville/Duval Co, FL	842,583	\$101,000
Toledo, OH	282,313	\$96,874
Indianapolis/Marion Co, IN	843,393	\$76,500
Cleveland, OH	390,113	\$64,613

City ranking for base salary, appointed

Among this subset, including Columbus, the average city auditor salary is \$119,686 and the median is \$116,495 compared to \$164,026 in Columbus.

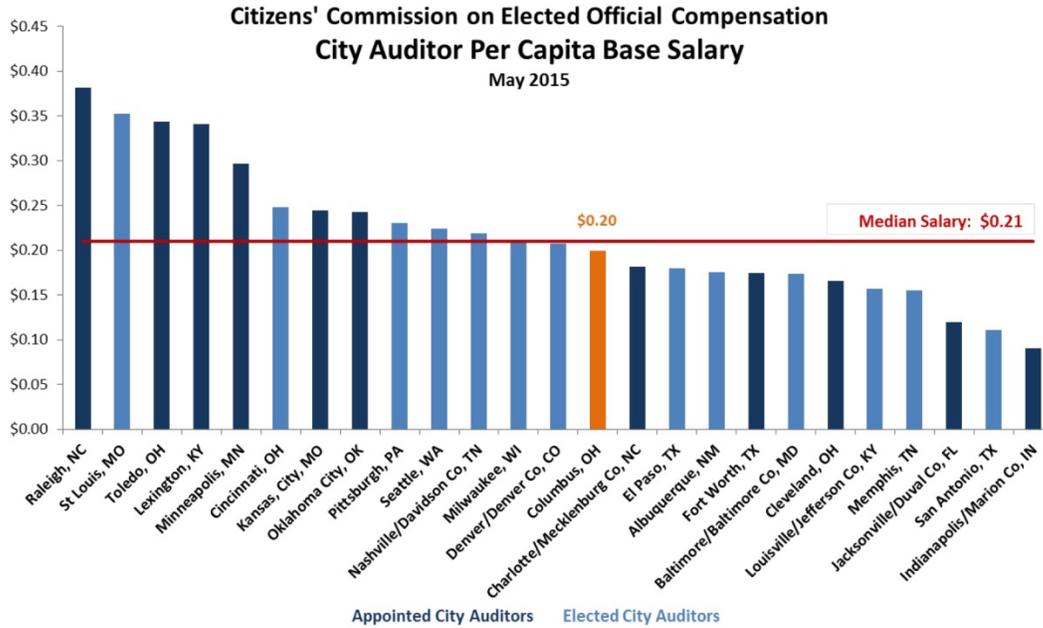
Of the cities studied, more than half elect their city auditor, and city auditors who were appointed earned slightly more than elected city auditors on average.

It should also be noted that while there is a fair amount of disparity among the 25 cities when considering the highest and lowest city auditor salaries, only \$40,000 separates the top ten cities. There is a \$100,000 gap between the highest and lowest paid city auditor, which is half the disparity which exists when considering the highest and lowest paid city attorneys.

While the responsibilities of the office of the city auditor are not directly proportional to the size of the city, it is true that the size of the city and the relative fiduciary responsibilities are impacted by population. To negate the impact of significant differences in population in determining the median salary for city auditor, the Commission may again consider calculating compensation per capita. That is, the amount of the city auditor’s salary that can be attributed to each resident.

The per capita base salary for city auditor in Columbus is \$.20, just below the median of \$.21 for all 25 cities studied (Figure F.). Columbus ranks 14th out of 25 cities studied.

Figure F.



While not a recommendation, if the Commission were to take the median per capita salary for city auditor (\$.21) and use 2010 census data to calculate the base salary for the Columbus City Auditor, the result would be a salary of \$172,736. This would make the Columbus City Auditor the highest paid among all 25 cities studied, elected or appointed.

$$\text{Median City Auditor per capita salary } (\$.21) \times \text{Population } (822,553) = \$172,736$$