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# Action on Ordinance No. 919 – Salary Commission

February 22, 2021

Don Moritz, Human Resources Director



# Background

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- At the 2020 Strategic Planning Workshop, Council discussed the potential for creating a Salary Commission and asked staff to prepare additional information and proposed Ordinance.
- Proposed Salary Commission Ordinance was discussed at the January 25<sup>th</sup> City Council meeting.
- Tonight, Council is scheduled to act on Ordinance No. 919, which would amend the Municipal Code and authorize the creation of a Salary Commission.
- If adopted, the initial Salary Commission would be convened in 2022.



# Proposed Amendment to Ordinance No. 919

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- At the request of Councilmembers, alternative Ordinance language is presented for Council's consideration. The proposed amendments to the Ordinance would:
  - Articulate a compensation philosophy that reflects a reasonable and fair remuneration for Councilmember's time, effort and expenses.
  - Instruct the Salary Commission to consider comparative market data, duties performed, and responsibilities of Councilmembers when analyzing and determining Councilmember compensation.
  - Establish a compensation plan for elected officials that promotes equity, diversity, and encourages citizen participation in the governing process.



# Recommendation

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Staff recommends that Council adopt Ordinance No. 919 as amended and set forth in Attachment B.

