

FISCAL IMPACT NOTE

Legislation No: R-3-17

First Reader Date: 1-9-17

Note Date: 1-18-17

Legislation Title: Council Compensation Commission Recommendations

Description: For the purpose of providing for consideration of the Recommendations of the Council Compensation Commission; and for scheduling the required Public Hearing on the Recommendations of the Council Compensation Commission.

Analysis of Fiscal Impact: This legislation provides recommendations on compensation for the positions of Mayor, Alderman/Alderswoman and City Manager. Based on the analysis below, this recommendation would result in a negative fiscal impact of \$28,589.80.

The Commission recommended no change in the Mayor's compensation.

The Commission recommended a salary increase from \$13,500 to \$15,000 for Council members; no change to the \$1,500 allotment for training, education, and miscellaneous expenses, but recommended restricting the allotment to be specified exclusively for education and training.

The Commission recommended that the City Manager salary range be set between \$140,000 and \$180,000, rather than the current salary range of \$120,000 and \$180,000.

See the chart below for a comparison of current costs and recommended changes assuming the City Manager salary is at the bottom of the pay plan.

	Mayor	Council Members	City Manager	
<u>Current</u>				
Salary	98,000.00	108,000.00	130,000.00	
Retirement Contribution (10.94%)	10,721.20	11,815.20	14,222.00	
FICA and Medicare	7,312.00	8,262.00	9,945.00	
Vehicle Benefit			6,000.00	
	116,033.20	128,077.20	160,167.00	
Expense Allotment		12,000.00		
Severance (3 months salary)			32,500.00	
	116,033.20	140,077.20	192,667.00	
<u>Recommended at Maximum</u>				
Salary	98,000.00	120,000.00	140,000.00	
Retirement Contribution (10.94%)	10,721.20	13,128.00	15,316.00	
FICA and Medicare	7,312.00	9,180.00	10,710.00	
Vehicle Benefit			6,000.00	
	116,033.20	142,308.00	172,026.00	
Expense Allotment		12,000.00		
Severance (3 months salary)			35,000.00	
	116,033.20	154,308.00	207,026.00	
Difference	0.00	14,230.80	14,359.00	28,589.80