



TO: Mayor Shaun Sipma
Members of the City Council

FROM: Kelly Hendershot, City Attorney

DATE: December 2, 2019

SUBJECT: COMPENSATION OF CITY ALDERMEN AND MAYOR

I. RECOMMENDED ACTION

It is recommended the City Council place and pass an ordinance on first reading to repeal and reenact Chapter 2-20 Compensation of Aldermen, and Chapter 2-118 Mayor Compensation.

II. DEPARTMENT CONTACT PERSONS

Kelly Hendershot 857-4175

III. DESCRIPTION

A. Background

Compensation for Aldermen and the Mayor is included in the City of Minot Code of Ordinances. Any revisions made to the compensation must be reflected in the City ordinance. The 2020 budget includes a modification in the compensation for Aldermen to increase from five hundred ninety-five dollars (\$595.00) per month to one thousand one hundred ninety dollars (\$1,190.00) per month. In addition, the compensation for the Mayor was increased from seven hundred fifty dollars (\$750.00) per month to one thousand five hundred dollars (\$1,500.00) per month.

IV. IMPACT:

A. Strategic Impact:

A salary survey was conducted to evaluate the current compensation for City Aldermen and the Mayor as compared to similar municipalities. Staff used the same methodology that is used for all other City positions. The variance between the City of Minot Council members compared to other organizations was greater than 50% so it seemed logical to consider modifying. With the reduction in the size of Council, the individual members have also taken on more duties.

B. Service/Delivery Impact:

The City of Minot hopes to keep pace with other cities and remain competitive. The increase in compensation will not make the position profitable but could act as an incentive to future candidates to run for office.

C. Fiscal Impact:

The approved 2020 budget includes the increased compensation under the Mayor and City Council budget.

V. ALTERNATIVES

The Council could choose not to pass the ordinance and compensation would remain at their current rates.

The Council could choose different salary amounts but would need to amend the 2020 budget.

VI. TIME CONSTRAINTS

The 2020 budget has been approved and in order for the pay increase to take effect in January, there need to be two readings of the attached ordinance. The first reading will take place at the December 2, 2019 meeting and the second reading will follow at the December 16, 2019 meeting.

VII. LIST OF ATTACHMENTS

- A. Proposed Ordinance