

Proposed Charter and Ordinance Changes – Full Time Councilmembers effective January 1, 2029 or upon amendment of Laws of Minnesota, 1973, Chapter 691, Section 4, Subdivision 1, related to adjusting councilmember compensation within their current term.

Section 1. Charter Language

~~Sec. 2.01.1. — Councilmembers.~~

~~The office of city councilmember shall be a part-time elective position effective the first business day of January 1994.~~

Effective Date. Pursuant to Minn. Stat. § 410.12, subd. 7, this Ordinance shall take effect and be in force ninety (90) days following its passage, approval, and publication.

Section 2. Administrative Code.

Sec. 32.01. Salaries fixed; study required prior to new term.

~~(a) The annual salary of the mayor shall be sixty thousand dollars (\$60,000). The city council may by resolution fix the annual salary of the mayor and each council member of the city. The resolution is governed by the requirements of this section and may not be adopted until:~~

~~(1) consideration and presentation of the study required in paragraph (c) to the city council; and~~

~~(2) such approval of the salary by resolution receives two (2) readings by the council and that such readings be at least one week apart.~~

~~(b) Effective January 1, 1987, and on each January 1 thereafter until, the salary of the mayor shall be increased by the same percentage as the percentage increase approved for the city's supervisory employees organization for the year following that January 1.~~

~~(c) Effective January 1, 2004, and on each January 1 thereafter, or at an earlier date if authorized by state law, the The resolution adopted in paragraph (a) must set the annual salary of each member of the city council shall be equal to fifty (50) seventy (70) percent of the annual salary of the mayor as increased pursuant to part (b) above. The resolution adopted in paragraph (a) may include supplemental compensation for the city council president and city council vice president.~~

~~(c) Prior to the adoption of the resolution required in paragraph (a), the council must conduct a comparative compensation analysis of select jurisdictions with similar governing structures to the city of Saint Paul. The compensation analysis must review~~

the following to provide a recommended annual salary under the framework established in paragraph (b) for the mayor and each council member:

(1) prior years' salary and benefits provided to the mayor and city council members;

(2) the duties, responsibilities, authority, time commitments, and workload associated with each elected office;

(3) relevant economic and cost of living analysis; and

(4) compensation rates in select comparable jurisdictions that operate under a similar government structure as Saint Paul.

(d) The compensation analysis in paragraph (c) must be conducted by an independent third-party consultant with expertise in research in executive compensation, public sector compensation analysis, municipal governance, or related field necessary to conduct a compensation study for elected officials. The written findings of the compensation analysis must include the scope of study, identify and explain the comparable jurisdictions used in the study, and summarize the compensation practices of comparable jurisdictions. The study must be presented to the city council at least three months prior to the adoption of the resolution.

(d) Effective the first business day of January in 1994, the mayor and council shall receive the same fringe benefits, which they are entitled to receive, as those same fringe benefits are received by the non-represented city employees. Fringe benefits granted under this provision shall not include personal leave, vacation, short-term disability, nor termination pay. The amount that the city shall pay for those eligible fringe benefits received by the mayor and council shall be equal to the direct and indirect city contributions for the same fringe benefits received by non-represented city employees.

Effective Date. This ordinance is effective January 1, 2029, or at an earlier date if authorized by state law.

Sec. 32.03. - Other compensation.

All fees, moneys or remuneration of whatever kind accruing to the mayor or ~~councilmen~~ councilmembers in their elected capacity other than the compensation fixed in section 32.01 shall be reported to the city council and paid monthly into the city treasury.