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CITY OF SAINT PAUL CITY COUNCIL

Full-Time Councilmember Presentation

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Agenda

- Why the Change?
 - Top shared priority elevated out of Policy Retreat
 - Expectations of constituents, commitment to the role commensurate
 - Create transparent process for public official compensation and align with similar jurisdictions
- Legal Constraints
 - State law
 - City Charter
 - Administrative Code
- Legislative Pathway
 - Recommended Charter amendment
 - Recommended amendments to Admin Code 32.01
 - Effective date of change
- Alternative Pathway
 - Minnesota Constitution, Article XII relating to special laws
 - Additional inclusion of Charter language to supersede special law on similar subject
- Questions



Why the Change?

- Top priority elevated out of the retreat
- Expectations of constituents, commitment to the role commensurate, incentivize leadership development
 - Part-time councillorship on the Saint Paul City Council became effective January 1, 1994, after a successful ballot vote on November 5, 1991, by way of a Charter Commission recommendation and resolution.
 - Expediency reflected in draft put forward – either way requires Charter change



Why the Change?

City/Ward	Estimated Population
City of Minneapolis	428,579 <small>*based on 2024 Census</small>
Wards (1-13)	Approx. 33,073 per ward <small>*based on 2020 Census</small>
City of Saint Paul	307,465 <small>*based on 2024 Census</small>
Wards (1-7)	Approx. 44,500 per ward <small>*based on 2020 Census</small>



Why the Change?

Position	City of Saint Paul Current Salary	City of Minneapolis Current Salary
City Councilmember (non Council President and Council Vice President position)	\$79,407	\$109,846
Mayor	\$158,814	\$187,000
Council President	\$79,407	--
Council Vice President	\$79,407	--



Why the Change?

- Create a transparent process for setting elected official compensation in the City using an independent third-party to recommend the annual salary of the mayor and councilmembers.
 - Formalizes a practice utilized by the City of Minneapolis to use a comparative compensation analysis prior to setting the compensation rate for the subsequent term of Mayor/CMs.
 - Used by Minneapolis after each of the last three municipal elections
 - “Staff (through the Clerk’s office’) developed the process of engaging an outside consultant to conduct the comparative analysis of select jurisdictions to set a baseline for what might be considered a reasonable compensation level.”



Legal Constraints

- Laws of Minnesota
- 1973, Chapter 691, Section 4, Subdivision 1

CHAPTER 691—S.F.No.452

[Not Coded]

An act relating to the city of St. Paul; providing for the division of the city into districts for election of the city council; providing for an alley system of electing the city council; changing the election day for election of city officers and changing the term of office of the mayor and councilmen; providing a method for fixing compensation of elected officials; repealing Laws 1971, Chapter 473.

Notwithstanding any provision of law or the St. Paul city charter to the contrary, the city of St. Paul shall have the power, from and after the effective date of this section, to fix in term and refix from time to time the compensation of all duly elected officers under its charter. Such compensation shall be fixed by ordinance passed upon in the manner provided for by the charter of the city of St. Paul, provided that no ordinance increasing compensation of elected officials may be passed during the last three months of any term of office. **Except for the initial fixing of compensation authorized herein, no subsequent fixing of compensation shall be prescribed to take effect during the term of office for which the elected officials shall have been elected.**



Legal Constraints

- City Charter – Section 2.01.1 – Councilmembers

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

- Administrative Code – Section 32.01 – Salaries – Elected Officials

Sec. 32.01. - Salaries fixed.



- (a) The annual salary of the mayor shall be sixty thousand dollars (\$60,000).
- (b) Effective January 1, 1987, and on each January 1 thereafter, 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, the annual salary of each member of the city council shall be equal to fifty (50) percent of the annual salary of the mayor as increased pursuant to part (b) above.
- (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.



Legislative Pathway

Charter Change

- Repeals Section 2.01.1.
- Upon recommendation by Charter Commission, Council may enact ordinance to amend the charter under the requirements of Minn. Stat. 410.12, subd. 7. Requires unanimous approval by Mayor and Council. Effective 90 days after passage and publication, unless a petition requesting a referendum is filed with the city clerk within 60 days after passage and publication.



Legislative Pathway

Administrative Code changes suggested by CPO:

- Strikes the initial setting of the mayor's salary and percentage increase tied to the city's supervisory employees organization.
- Requires adoption of the salary by resolution with a required public hearing.
- Increases the percentage difference between Mayor and Councilmember salary from 50 percent to 70 percent
- Authorizes Council to include supplemental pay for Council President and Council Vice President
- Before annual fixing of salary, Council must conduct and receive a comparative compensation analysis that measures elected official compensation across comparable jurisdictions.



Legislative Pathway

Position	Proposed Supplemental Pay for Saint Paul Council Leadership (CP & CVP)	Proposed Salary for Saint Paul Councilmembers (70%, pre-study)
City Councilmember (non Council President and Council Vice President position)	--	\$111,846
Mayor	--	
Council President	\$5000/annually	\$116,170
Council Vice President	\$2500/annually	\$113,170

Note:
Only for the purposes of discussion, amounts reflect current year effective date (FY26)



Legislative Pathway

Effective date of change to Sec. 32.01: January 1, 2029, or at an earlier date if authorized by state law.

Would require repeal of Laws 1973, Chapter 691, Section 4, Subdivision 1 by state legislature and signature by the Governor.



Alternative Pathway

Minnesota Constitution, Article XII, Section 2

"Every law which upon its effective date applies to a single local government unit or to a group of such units in a single county or a number of contiguous counties is a special law and shall name the unit or, in the latter case, the counties to which it applies. The legislature may enact special laws relating to local government units, but a special law, unless otherwise provided by general law, shall become effective only after its approval by the affected unit expressed through the voters or the governing body and by such majority as the legislature may direct. **Any special law may be modified or superseded by a later home rule charter or amendment applicable to the same local government unit, but this does not prevent the adoption of subsequent laws on the same subject.** The legislature may repeal any existing special or local law, but shall not amend, extend or modify any of the same except as provided in this section."

**Note: Not a legal opinion but based on review of case law and reading of the relevant provision.*



Alternative Pathway

Proposed Charter inclusion:

“Pursuant to the authority in the Minnesota Constitution, Article XII, Section 2, the city council may, by ordinance, fix the salary and compensation of the mayor and the members of the city on an annual basis during the term of office for which the elected officials have been elected. This section hereby supersedes any provisions in Minnesota Laws 1973, Chapter 691, Section 4, subdivision 1 to the contrary.”

- Same prescribed pathway applies for this inclusion as the repeal of 2.01.1.
- Rest of the administrative code provisions would follow the same mechanics as above (annual salary, required study of comparable jurisdictions, etc)
- Effective date would be the first January 1 after the Charter change is effective.



Questions?