



2026 Elected Official Compensation

Budget Committee: December 8, 2025

Guidehouse

Compensation Analysis Overview

19/22
cities responded

86%
response rate

Select Peer Jurisdictions

- 1) Executive Mayor who is chief executive officer
- 2) Full-Time Council with similar duties and structure
- 3) Similar GDP, growing population, and/or Greater MSP Partnership Peer City

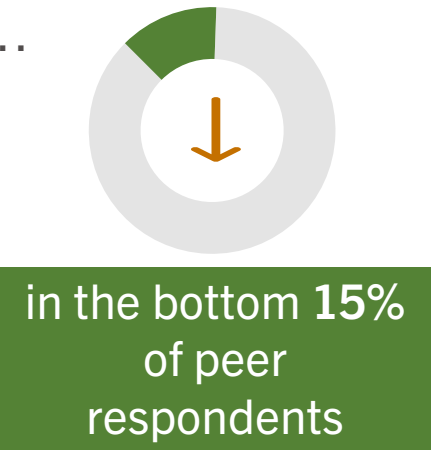


Mayoral Salary Statistics

With a salary of \$140,814, the Minneapolis Mayor falls below the average salary of responding cities. With no raise in 2026, the Minneapolis Mayor will be over \$65,000 shy of the average salary for responding peer cities.

Questionnaire Statistics ¹	Adjusted to Minneapolis Cost of Labor
Minneapolis Salary	\$140,814
Minimum Salary	\$136,942
Maximum Salary	\$320,831
Average Salary	\$197,565
Median Salary	\$193,743

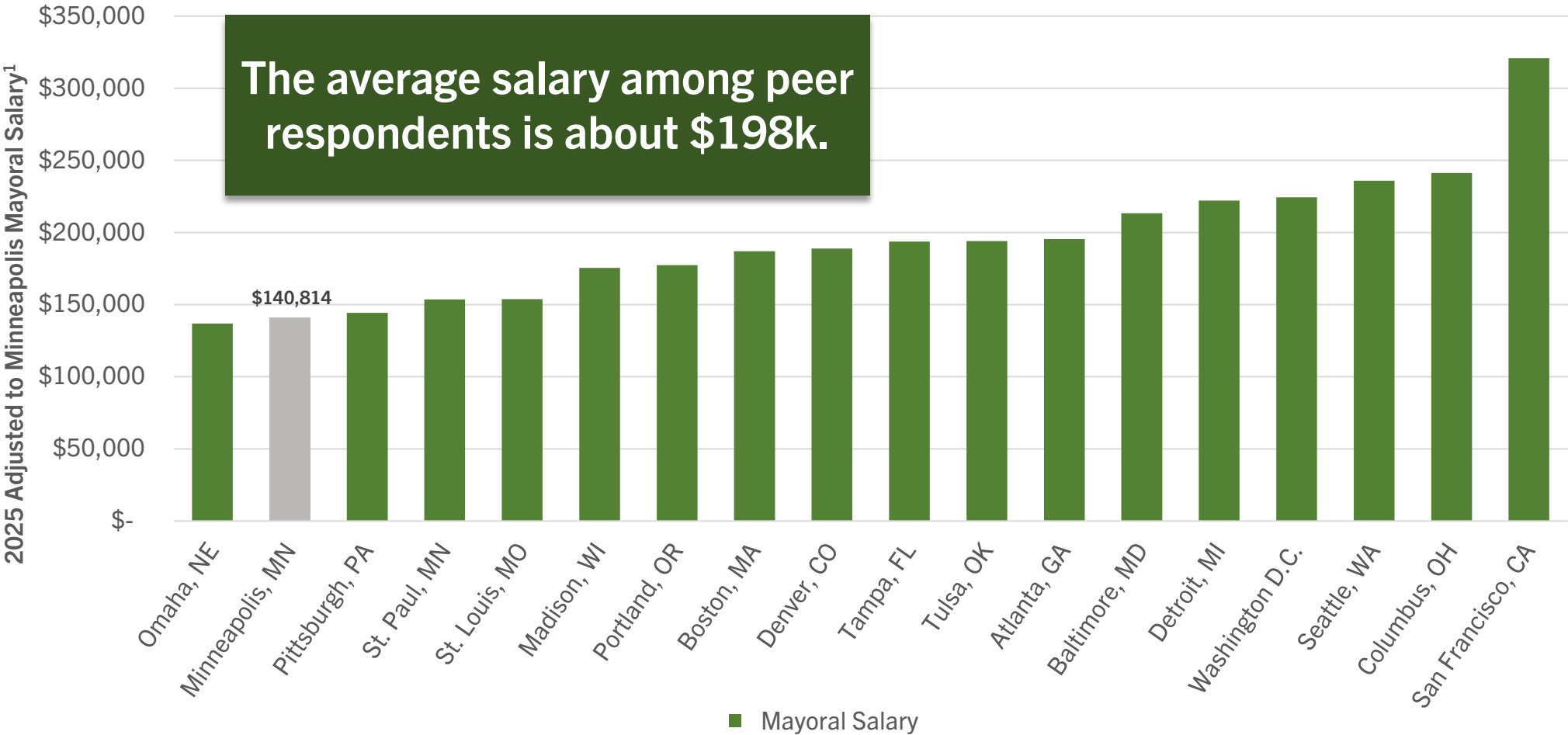
Minneapolis' Mayoral salary is...



- **16 cities knew when the next raise** for the Mayor's salary would occur (4 in 2025, 9 in 2026, and 3 in 2027 or beyond)
- 10 cities indicated the next Mayoral salary raise has already been defined; most (6/10) **raises are between 2-3%**
- The largest (%) raises are **Atlanta (~16%)** and **Boston (~20%)**

Mayoral Salary Adjusted to Cost of Labor

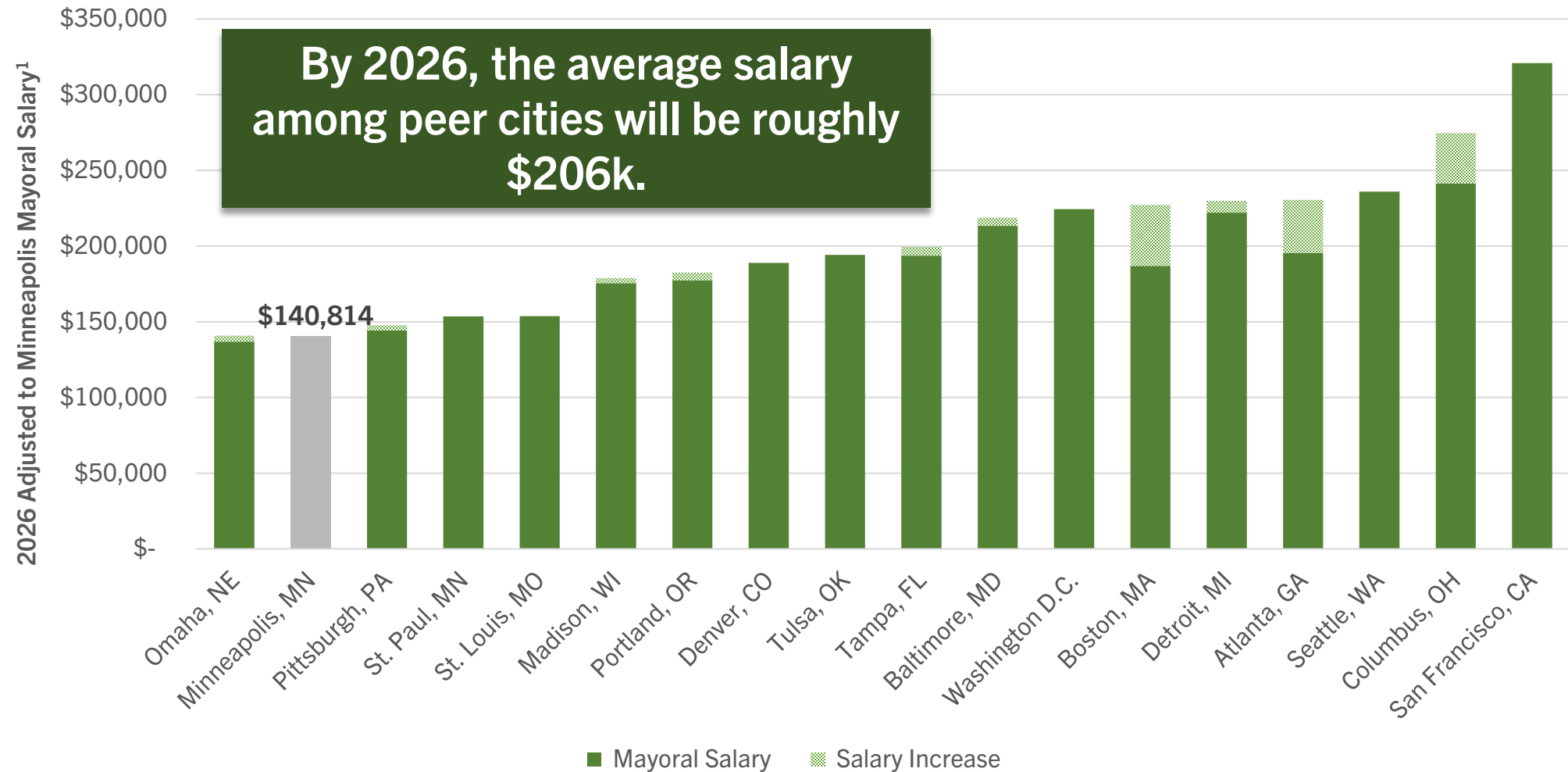
Minneapolis' Mayoral Salary is the second lowest salary among responding Strong-Mayor peer cities.



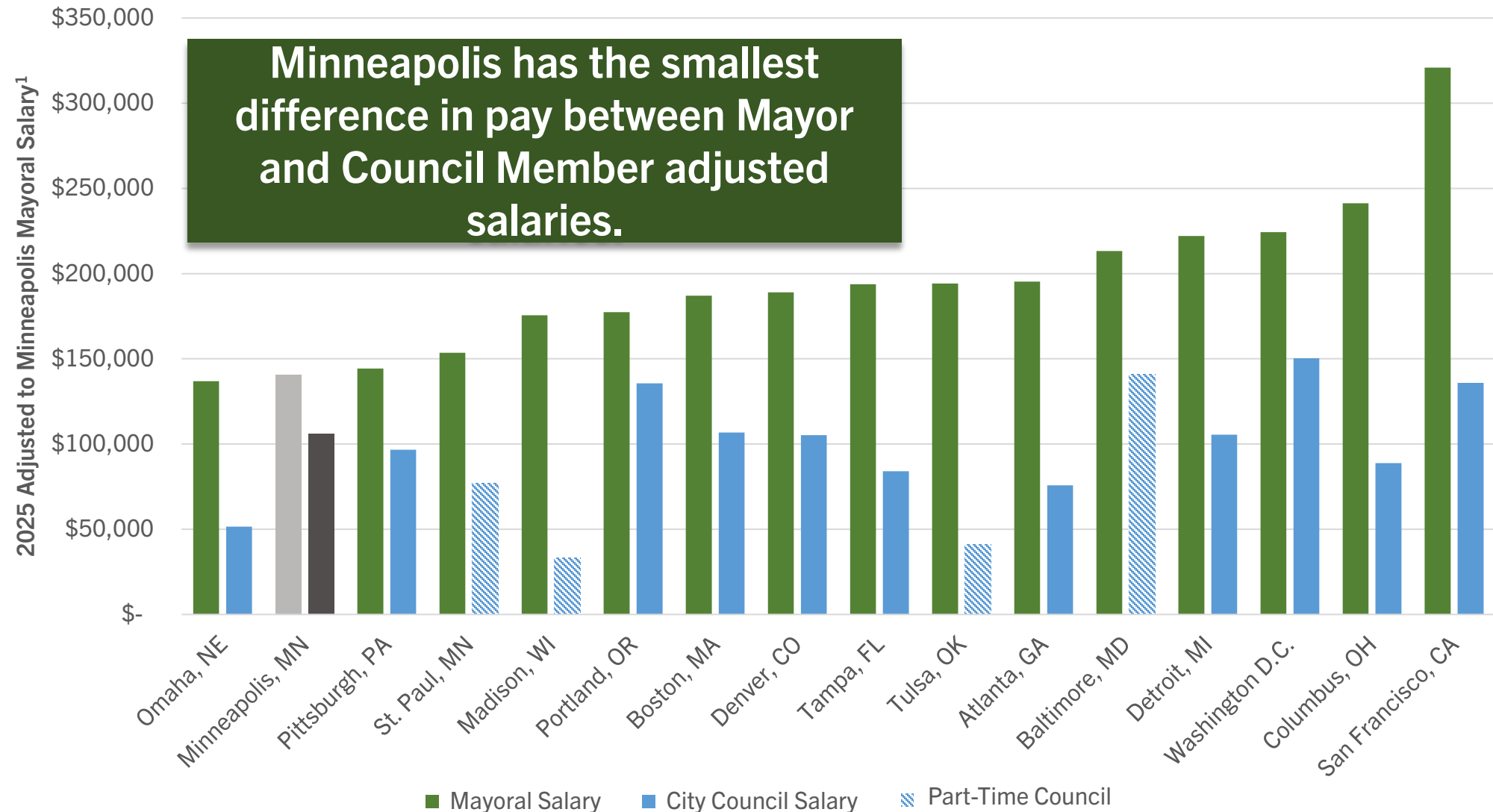
¹Adjusted raw 2025 salaries to their Minneapolis cost of labor equivalent using the Economic Research Institute's Geographic Assessor (<https://www.eri.com/geographicassessor>).

Mayoral Salary with Raise Adjusted to Cost of Labor

Various cities noted confirmed raises that will be active by the end of 2026².



Total Governing Body Comparison – Strong Mayor



Council Member Salary Statistics

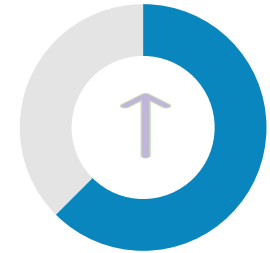
With a salary of \$109,846, the Minneapolis Council Members' have a salary slightly higher than the average salary of responding cities.

Questionnaire Statistics ¹	Adjusted to Minneapolis Cost of Labor
Minneapolis Salary	\$109,846
Minimum Salary	\$51,609
Maximum Salary	\$150,308
Average Salary	\$105,908
Median Salary	\$105,355

Minneapolis' Council Member salaries are...

\$3,938

above the adjusted average



in the top 60% of peer respondents

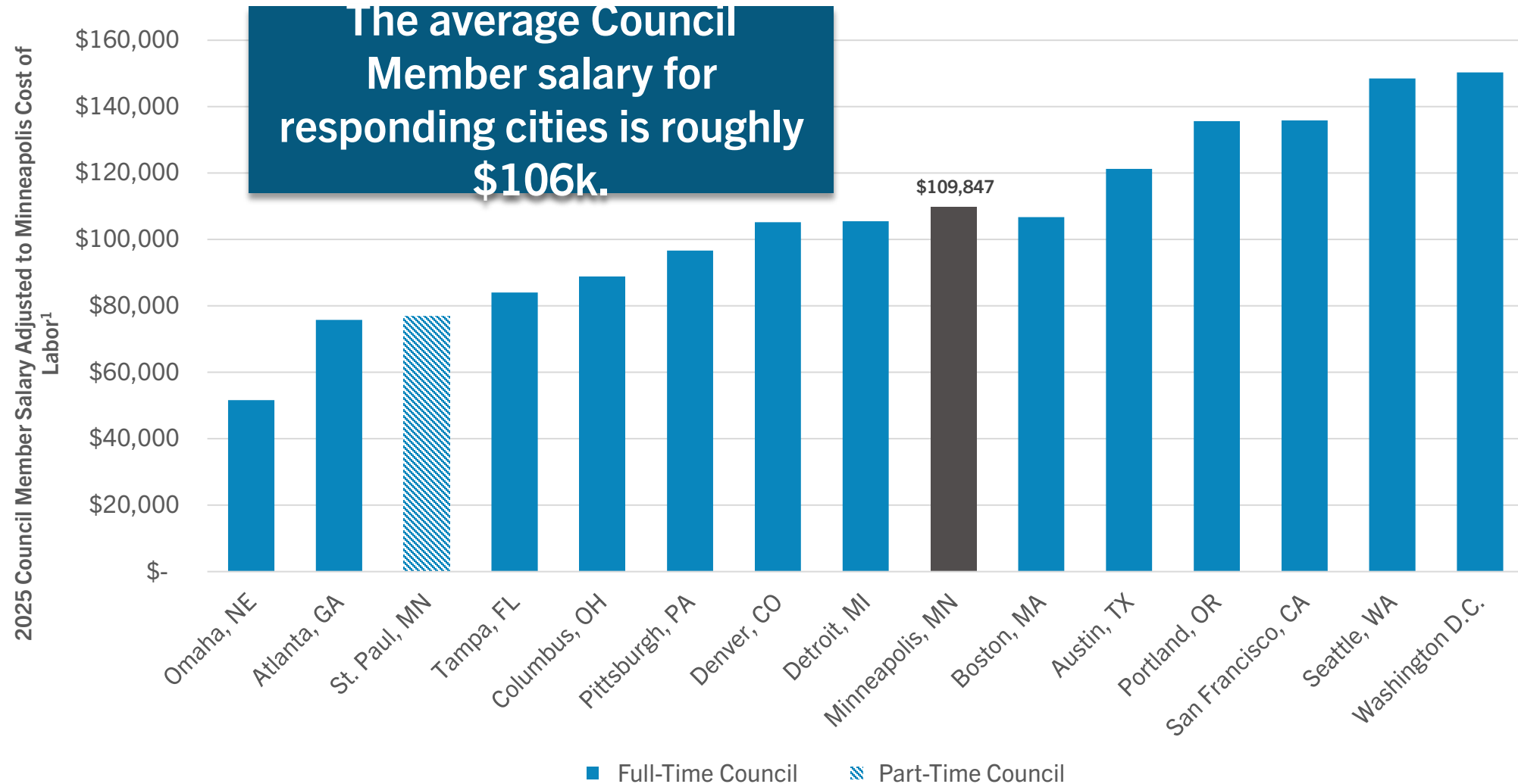
\$112,193

will be the average salary of peer responding cities in 2026

- **11 cities knew when the next raise** for Council Members' salaries would occur (3 in 2025, 7 in 2026, and 1 in 2027)
- 7 cities indicated the next Council Members' salary raise has already been defined; most (5/7) of the **raises are under 5%**
- The largest (%) raises are **Atlanta (~38%)** and **Columbus (~13%)**

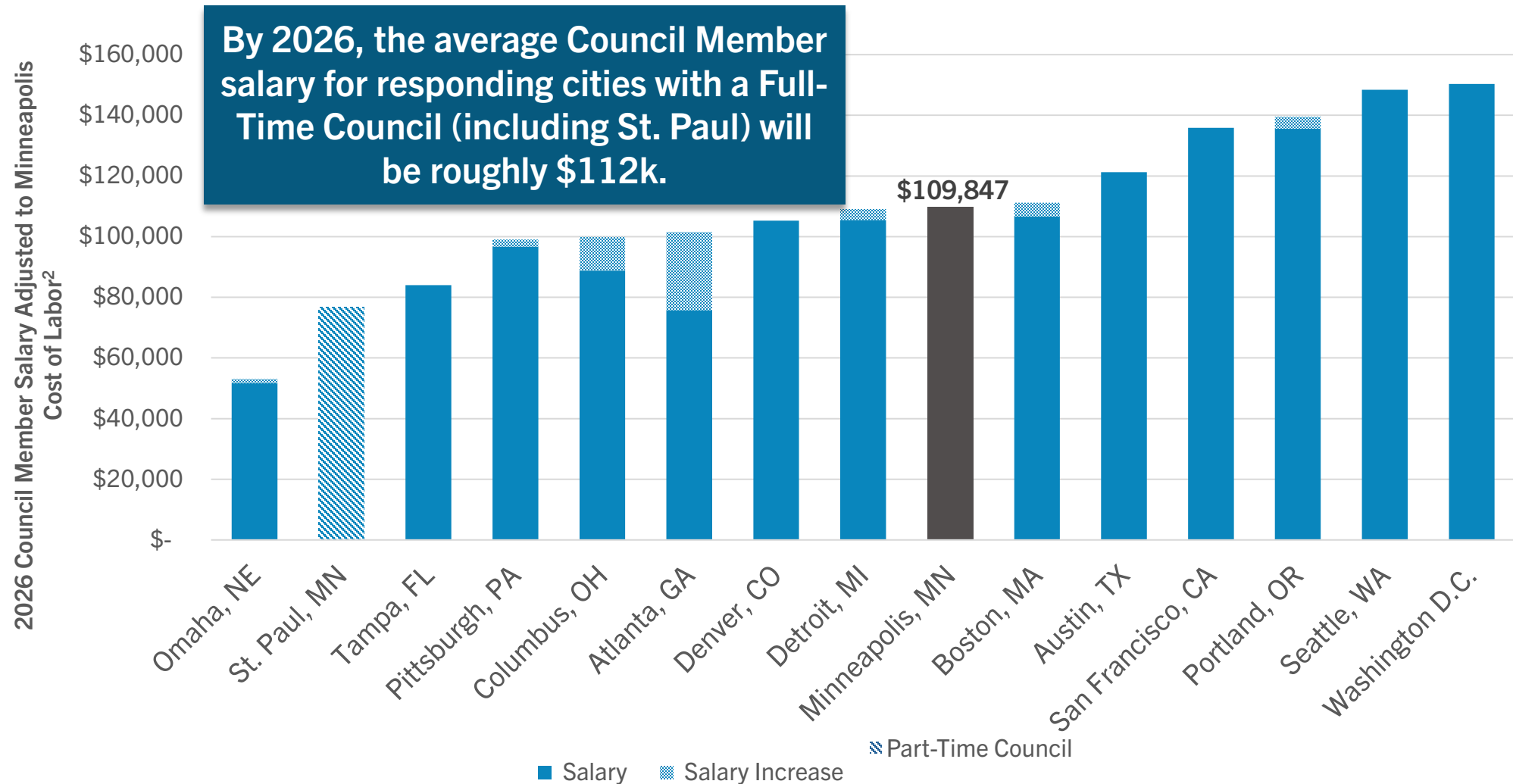
Council Salary Adjusted to Cost of Labor

When comparing against just Full-Time Councils*, Minneapolis' Council Member salary hovers just above 50% of responding cities.



Council Salary Adjusted to Cost of Labor – Raise

Various cities noted confirmed raises that will be active by the end of 2026¹.



¹ Pittsburgh, PA indicated the Mayor's raise will be between 2 - 3 %. As such, 2.5% was used to represent that range.

² Adjusted raw 2026 salaries to their Minneapolis cost of labor equivalent using the Economic Research Institute's Geographic Assessor (<https://www.eri.com/geographicassessor>).

Recommendations

MAYOR

Based on the analysis of comparable jurisdictions, and to keep pace and competitiveness with those peer cities and in recognition of the significant increase in the formal scope of authority and responsibilities under the voter-approved government structure, it is recommended that the salary for the position of Mayor be set at \$187,000 for the next term, beginning January 2026.

CITY COUNCIL MEMBER

Based on the analysis of comparable jurisdictions, and to keep pace and competitiveness with those peer cities, it is recommended that the salary for the position of Council Member remain at the current rate for the first two years of the next term, beginning January 2026, but should be increased by the same COLA percentage for the majority of the City's collective bargaining units beginning in January 2028 and each subsequent year in the term, as calculated by the Human Resources Department.