



Legislation Details (With Text)

File #: 1940-2007 **Version:** 2

Type: Ordinance **Status:** Passed

File created: 11/13/2007 **In control:** Administration Committee

On agenda: 12/10/2007 **Final action:** 12/13/2007

Title: To amend the Management Compensation Plan, Ordinance No. 1150-2007, as amended, by providing increases in salaries to City Council Members and City Council President in 2010 and 2011; and to declare an emergency.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
12/13/2007	2	ACTING CITY CLERK	Attest	
12/12/2007	2	MAYOR	Signed	
12/10/2007	1	Columbus City Council	Amended as submitted to the Clerk	Pass
12/10/2007	2	Columbus City Council	Taken from the Table	Pass
12/10/2007	2	Columbus City Council	Approved as Amended	Pass
12/10/2007	2	COUNCIL PRESIDENT	Signed	
12/3/2007	1	Columbus City Council	Tabled to Certain Date	Pass
11/28/2007	1	Council Drafter	Sent for Approval	
11/28/2007	1	CITY ATTORNEY	Reviewed and Approved	
11/28/2007	1	Council Drafter	Sent to Clerk's Office for Council	
11/27/2007	1	COUNCIL PRESIDENT (approver)	Reviewed and Approved	
11/13/2007	1	Council Drafter	Sent for Approval	

Background: This ordinance amends the Management Compensation Plan (MCP) to set salaries for City Council Members for the years 2010 and 2011. Currently, the MCP has established salaries for these positions only through 2009. It is necessary to review and set future salaries before the beginning of new terms of office in January 2008. Pursuant to City Charter Section 15, salaries for these positions cannot be increased during an elected official's term of office.

In the year 2005, one-time pay adjustments of 9.4% (Ordinance 2068-2005) were made for the City Auditor and City Attorney, effective in 2006. And in 2006 (Ordinance 2265-2006), a one-time pay adjustment of 9% was made for the Mayor, effective in 2008. In all cases, annual increases were of 3% for other years.

In each case, these adjustments were made in part in response to adjustments implemented in non-elected City positions as a result of the Hay Study, an extensive review and analysis of the city's job classifications and responsibilities, including a market survey with comparable municipal and private entities. The Study, periodically updated since, and its implementation altered the traditional comparative pay scales of non-elected positions vis a vis elected officials. **These adjustments** More importantly, the one-time adjustments to salaries for selected elected officials reflected the considerable judgment and oversight responsibilities exercised by those

individuals on behalf of Columbus citizens; the fact that each of those positions serve in an important and critical advisory capacity to cabinet officials; and the fact that as separately elected officials in their own right, these officials are accountable to the citizens.

A 2007 review of salaries for city councils among Columbus and the six cities of closest population reveals that Columbus is more than \$12,000 below the average pay for the position of City Council President and more than \$10,600 below the average for the position of City Council Member. In each case, this represents more than a 21% differential.

An even greater discrepancy exists when comparing Columbus with Cleveland and Cincinnati, the two Ohio cities closest in population, though each with considerably less, in addition to smaller land areas and size of government operations. Moreover, in each case, these cities also have more council members than Columbus, presumably resulting in less responsibility. The salary for Columbus City Council President is more than \$34,000 less than Cleveland, and for members, \$32,000 less. This represents pay differentials of 76% and 85%, respectively. A comparable analysis for Cincinnati produces similar results: the Columbus City Council President makes \$17,100 less, and members \$24,700 less. These represent pay differentials of 27% and 40%, respectively.

~~This ordinance establishes a one-time salary increase of 9% for City Council Members in 2010, followed by a 3% increase in the subsequent year, comparable to what occurred previously for other City elected officials.~~

This ordinance establishes an increase of 6% for city council members in 2010 as well as in 2011 depending upon the availability of funds. This will begin the process of creating parity with regard to the work, the required expectations, and will help to attract and to retain the most qualified future members of City Council.

To amend the Management Compensation Plan, Ordinance No. 1150-2007, as amended, by providing increases in salaries to City Council Members and City Council President in 2010 and 2011; and to declare an emergency.

WHEREAS, the Charter of the City of Columbus dictates that salaries for all elected officials be established prior to the beginning of an official's respective term of office; and

WHEREAS, a 2007 review of salaries for city councils among Columbus and the six cities of closest population reveals that Columbus is more than \$12,000 below the average pay for the position of City Council President and more than \$10,600 below the average for the position of City Council Member. In each case, this represents more than a 21% differential; and

WHEREAS, it is immediately necessary to amend Ordinance No. 1150-2007, as amended, to increase the salaries of City Council Member and City Council President to bring them more in line with existing salaries in comparable cities, thereby preserving the public health, peace, property, safety and welfare; Now, Therefore

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

Section 1. That Sections 5(E)-C215 and 5(E)-C220 of Ordinance No. 1150-2007, as amended, be amended as follows:

Ord. Class

Sec. Code Class Title Grade

5(E)-C215 0400 City Council Member (E) \$37,717/yr.

(Eff. 1/1/08,

\$38,848/yr.;

Eff. 1/1/09,

\$40,014/yr.;

Eff. 1/1/10,

\$43,615/yr.;

Eff. 1/1/11,
\$44,924/yr.)

**Eff. 1/1/10,
\$42,414/yr;
Eff. 1/1/11,
44,959/yr.)**

5(E)-C220 0405 City Council President (E) \$45,372/yr.

(Eff. 1/1/08,
\$46,733/yr.;

Eff. 1/1/09,
\$48,135/yr.;

~~Eff. 1/1/10,
\$52,466/yr.;~~

~~Eff. 1/1/11,
\$54,040/yr.)~~

**Eff. 1/1/10,
\$51,023/yr.;**

**Eff. 1/1/11,
\$54,084/yr.)**

Section 2. That the salaries as amended herein be effective with the beginning of the new term for those elected to the offices of City Council Member (E) and City Council President (E) beginning January 1, 2008.

Section 3. That existing Sections 5(E)-C215 and 5(E)-C220 of Ordinance No. 1150-2007, as amended, are repealed with the effective date of the changes herein.

Section. 4. That for reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in full force from and after approval by the Mayor, or ten days after passage if the Mayor neither approves nor vetoes the same.