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**Agenda  
Charter Review Commission**

**“B” Room  
Municipal Plaza Building  
114 W. Commerce  
January 16, 2015**

**2:00 PM**

A MEETING OF THE CHARTER REVIEW COMMISSION OF THE CITY OF SAN ANTONIO WILL BE HELD ON **FRIDAY, JANUARY 16, 2015, AT 2:00 P.M.** IN THE “B” ROOM, MUNICIPAL PLAZA BUILDING, 114 W. COMMERCE, SAN ANTONIO, TEXAS, 78205 FOR DISCUSSION AND POSSIBLE ACTION ON THE FOLLOWING MATTERS:

1. Discussion on Citizen Input
2. Discussion of Citizen Outreach and Media Communication Strategies
3. Committee Reports
  - a. Council Compensation
  - b. Mayoral Mid-Term and Council Terms
  - c. Obsolete, Outdated and Unwieldy Provisions
4. Discussion on future meetings
5. Adjournment

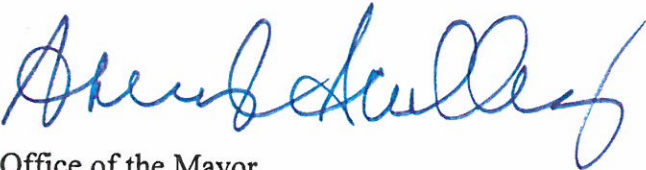
At any time during the Charter Review Commission Meeting, the commission may meet in executive session regarding any of the matters posted above in compliance with the Texas Open Meetings Act.

**DISABILITY ACCESS STATEMENT**

This meeting site is wheelchair accessible. The Accessible Entrance is located at the Municipal Plaza Building / Main Plaza Entrance. Accessible Visitor Parking Spaces are located at City Hall, 100 Military Plaza, north side. Auxiliary Aids and Services, including Deaf interpreters, must be requested forty-eight [48] hours prior to the meeting. For assistance, call (210) 207-7268 or 711 Texas Relay Service for the Deaf.

**CITY OF SAN ANTONIO**  
**OFFICE OF THE CITY MANAGER**  
Interdepartmental Correspondence

**TO:** Mayor Ivy R. Taylor

**FROM:** Sheryl Sculley, City Manager 

**COPY:** Jill De Young, Chief of Staff, Office of the Mayor  
Leilah Powell, Chief of Policy, Office of the Mayor  
Charter Review Commission

**SUBJECT:** Charter Review Commission - Department Input

**DATE:** January 15, 2014

During the Charter Review Commission meeting held on January 9, 2015, Commission members generated several questions and requests for information. Attached you will find responses to the questions for the consideration of the Charter Review Commission.

1. How many people on average apply to run for open council seats? Pre and post 2008 term limit changes.
2. How do cities index City Council Pay? What cities and to what?
3. Provide County Commissioners Pay Chart for comparable cities.
4. Provide salaries for Mayor and City Council for top 25 Cities.

**1. How many people on average apply to run for open council seats? Post and pre term limit change.**

	Post (Three election cycles)	Pre (Six election cycles)
Average Number of Applicants for Open Council Seats	<b>4.6 Candidates</b>	<b>4.9 Candidates</b>

**2. How do cities index City Council Pay? What cities and to what?**

**1. Chicago, Illinois \*(Strong Mayor)\***

- a. Mayor: \$216,210
  - i. Indexed to Consumer Price Index – Urban Wage Earners and Clerical Workers (Chicago All Items) published by the United States Bureau of Labor Statistics
- b. City Council: \$117,333
  - i. Per charter: Beginning on May 21, 2007, this sum shall be adjusted for each calendar year by applying to it the rate of inflation calculated based on the Consumer Price Index – Urban Wage Earners and Clerical Workers (Chicago All Items) published by the United States Bureau of Labor Statistics. The budget director or his designee shall determine such rate by comparing the figure for the most recent July with the figure for the previous July. Any adjustment shall take effect at the beginning of the first pay period for that year.

**2. Austin, Texas (Council-Manager)**

- a. Mayor: \$81,344
- b. City Council: \$69,885
- c. Both salaries are adjusted by 3.5% increase each year to adjust for cost-of-living per a 2006 ordinance.

**3. Jacksonville, Florida \*(Mayor-Council)\***

- a. Mayor:
  - i. \$173,940.96
  - ii. The Mayor shall receive an annual salary equal to the average of the annual salaries to which the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector are entitled under this Chapter (exclusive of special qualification salary or other incentive pay for the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector but inclusive of annual factor adjustments to the salaries of the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax

Collector) plus an additional amount equal to 20 percent of that average.  
The computation of annual salary for the Mayor shall be made as soon as the annual determination of population of local governments is received from the State Department of Community Affairs and shall be effective as of October 1 of the fiscal year for which the computation is being made.

b. City Council

- i. Approximately: \$45,000
- ii. Each member of the Council, other than the Council President, shall receive an annual salary equal to one-half of the salary allowed for a member of the Board of County Commissioners in a county with a population equal to that of Duval County, in accordance with the provisions of F.S. §§ 145.031(1) and 145.19.
- iii. The Council President shall receive a salary equal to the salary allowed for a member of the Council in subsection (a) of this Section plus an additional amount equal to one-third of that salary

**4. San Francisco, California \*(Mayor-Council)\***

a. Mayor:

- i. \$245,749
- ii. Set by the Civil Service Commission every five years. The proposed increase is based on the average pay of other Bay Area elected officials.

b. Board of Supervisors:

- i. \$129,227.04
- ii. Set by the Civil Service Commission every five years. The Commission considers a salary survey of other California city councils and boards of supervisors and the CPI.

**3. Provide County Commissioners Pay Chart for comparable cities.**

<b>City</b>	<b>County Commissioner Salary</b>	<b>County Judge Salary</b>
Fort Worth, TX	\$152,500 and auto allowance of \$15,420	\$162,500 and auto allowance of \$15,420
Austin, TX	\$98,463	\$113,573
San Jose, CA	\$143,993 (county supervisor)	\$419,029 (county executive)
Phoenix, AZ	\$76,600 (supervisor on board of supervisors)	\$224,660 (county manager)
El Paso, TX	\$60,855	\$85,027
Dallas, TX	\$126,801	\$153,852
Tacoma, WA	\$107,602 (called County Council member)	\$179,336
San Antonio, TX	\$107,862 and auto allowance of \$6,000	\$126,219 and auto allowance of \$6,000

**4. Provide salaries for Mayor and City Council for top 25 Cities.**

1. New York, New York

Form of Government: strong mayor-council

Make-up: 51 member Council and one public advocate (51 districts and public advocate elected at-large).

Terms: 4 years (staggered)

- a. Mayor: \$195,000
- b. City Council: \$90,000

Both amounts were set out exactly in the city charter.

2. Los Angeles, California

Form of Government: mayor-council-Commission

Make-up: 15 member Council (15 districts). Council elects one of the members as president and one member as president pro tempore. President pro tempore appoints an Assistant president Pro Tempore.

Terms: 4 years (staggered)

- a. Mayor:
  - i. \$184,153

Per charter: The Mayor shall be paid a salary that is 30% more than that of a Council member.

- b. City Council:
  - i. \$178,789

Per Charter: Members of the City Council shall be paid a salary equal to that prescribed by law for judges of the Municipal Court of the Los Angeles Judicial District or its successor in the event that court is dissolved or reconstituted. (Municipal courts became Superior Courts).

### 3. Chicago, Illinois

Form of Government: strong mayor (chief executive) -council

Make-up: Council consists of 50 alderman and Mayor. (Aldermen elected from 50 district wards. Mayor elected at-large). Council elects president Pro Tempore.

Terms: 4 years (staggered)

- a. Mayor: \$216,210

Indexed to Consumer Price Index – Urban Wage Earners and Clerical Workers (Chicago All Items) published by the United States Bureau of Labor Statistics.

- b. City Council: \$117,333

Per charter: Beginning on May 21, 2007, this sum shall be adjusted for each calendar year by applying to it the rate of inflation calculated based on the Consumer Price Index – Urban Wage Earners and Clerical Workers (Chicago All Items) published by the United States Bureau of Labor Statistics. The budget director or his designee shall determine such rate by comparing the figure for the most recent July with the figure for the previous July. Any adjustment shall take effect at the beginning of the first pay period for that year.

### 4. Houston, Texas

Form of Government: strong mayor-council form

Make-up: 17 member Council including Mayor (11 districts and 6 elected at large, including Mayor).

Terms: 2 years (staggered)

- a. Mayor: \$20,000
- b. City Council: \$3,600

Exact amounts specifically stated in charter.

5. Philadelphia, Pennsylvania

Form of Government: strong mayor-council form

Make-up: 18 member Council including Mayor (10 districts and 8 elected at-large including Mayor). Council elects president and president Pro Tempore.

Terms: 4 years (staggered)

- a. Mayor: \$25,000

Exact amount specifically stated in charter.

- b. City Council: Salaries range from 117,991 to \$148,090 depending on position in city council.

I cannot find online how the city council salary is indexed or if it is indexed to anything else.

6. Phoenix, Arizona

Form of Government: council-manager form

Make-up: 9 member Council including Mayor (8 districts and Mayor elected at-large).

Terms: 4 years (staggered)

- a. Mayor: \$88,000
- b. City Council: \$61,600

Both amounts were set out exactly in the city charter.

7. San Antonio, Texas

Form of Government: council-manager form

Make-up: 11 members including Mayor (10 districts and Mayor elected at-large).

Terms: 2 years

- a. Mayor: \$3000
- b. City Council: \$1040

Both amounts were set out exactly in the city charter.



8. San Diego, California

Form of Government: strong mayor-council form

Make-up: 9 member Council (9 districts)

Terms: 4 years (staggered)

- a. Mayor: \$100,464
- b. City Council: \$75,386

Both amounts set per charter by the city's Salary Setting Commission. This commission recommends an ordinance to change the current pay or make no changes to pay to city council every even year, and city council is free to reject or accept the change via ordinance.

9. Dallas, Texas

Form of Government: Council-Manager

Make-up: 15 member Council including Mayor (14 districts and Mayor elected at-large). Council elects mayor pro tem and deputy mayor pro tem from among its own members.

Terms: two years (staggered)

- a. Mayor: \$80,000
- b. City Council: \$60,000

Exact amounts set by city charter. Compensation changed from \$37,500 for city council and \$60,000 for mayor in Nov. 4, 2014 election.

10. San Jose, California

Form of Government: Council-Manager

Make-up: 11 member Council including Mayor (10 districts and Mayor elected at-large). Council elects Mayor Pro Tempore members.

Terms: 4 years.

- a. Mayor: \$114,000
- b. City Council: \$81,000

Per Charter, the Council Salary Setting Commission recommends to city council whether the salaries for mayor or city council should be changed or not, and city council votes to approve the change or not via an ordinance. The Commission recommends their changes every odd year.



11. Austin, Texas

Form of Government: Council-Manager

Make-up: 11 member Council including Mayor (10 districts and Mayor elected at-large). Council elects a mayor pro tem from among its own members.

Terms: 3 years (staggered)

- a. Mayor: \$81,344
- b. City Council: \$69,885

Both salaries are adjusted by 3.5% increase each year to adjust for cost-of-living per a 2006 ordinance.

12. Indianapolis, Indiana

Form of Government: mayor-council, consolidated city-county

Make-up: 29 member Council (city and county combined council) (25 districts and 4 at-large). Members elect president and Vice-president from among its members.

Terms: 4 years

- a. Mayor: \$95,000
  - i. Mayor also receives a deferred compensation plan of \$7,500

Exact amounts set by charter.

- b. City Council
  - i. \$11,400

Per charter, city council members receive exactly twelve percent of the annual salary of the mayor.

- ii. In addition city council members receive per charter:
  - 1. Each member of the city-county council shall receive, in addition to the annual salary, a per diem allowance of one hundred twelve dollars (\$112.00) for each regular council meeting attended, not to exceed twenty-one (21) in any calendar year, attendance to be determined solely on the basis of the roll call taken at the opening of each regular meeting.
  - 2. Each member of the city-county council, in addition to the annual salary and per diem for council meetings, shall receive a per diem of sixty-two dollars (\$62.00) for attendance at each meeting of a committee of which he is a member, not to exceed forty (40) meetings in any calendar

- year. The council may authorize the per diem fee to be paid to a member representing the council on a specific council assignment.
3. In addition to the annual salary and per diem fees, the officers of the council shall receive the following additional compensation:
    - a. (1) The president shall be paid an additional annual compensation of one thousand nine hundred eighty-two dollars (\$1,982.00);
    - b. (2) The vice president, majority leader and minority leader shall be paid an additional annual compensation of one thousand three hundred twenty dollars (\$1,320.00);
    - c. (3) The chairman of each standing committee for the president of each special service district council shall be paid an additional annual compensation of seven hundred ninety-seven dollars (\$797.00); and
    - d. (4) The chairman of each special committee shall be paid an additional monthly compensation of sixty-six dollars (\$66.00) for each calendar month during which the committee meets.
    - e. No member shall be entitled to but one additional compensation as provided in this section 3. The right to each such additional compensation shall be established by the council rules and resolutions providing for the organization of the council or the establishment of the special committee.

### 13. Jacksonville, Florida

Form of Government: Mayor-Council

Make-up: 19 member Council (14 districts and 5 at-large). Council elects president and Vice-president from among its members.

Terms: 4 years

a. Mayor: \$173,940.96

The Mayor shall receive an annual salary equal to the average of the annual salaries to which the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector are entitled under this Chapter (exclusive of special qualification salary or other incentive pay for the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector but inclusive of annual factor adjustments to the salaries of the Sheriff, Clerk of the Circuit and County Courts, Supervisor of Elections, Property Appraiser and Tax Collector) plus an additional amount equal to 20 percent of that average. The computation of annual salary for the Mayor shall be made as soon as the annual determination of population of local governments is received from the

State Department of Community Affairs and shall be effective as of October 1 of the fiscal year for which the computation is being made.

b. City Council: Approximately: \$45,000

Each member of the Council, other than the Council president, shall receive an annual salary equal to one-half of the salary allowed for a member of the Board of County Commissioners in a county with a population equal to that of Duval County, in accordance with the provisions of F.S. §§ 145.031(1) and 145.19.

The Council president shall receive a salary equal to the salary allowed for a member of the Council in subsection (a) of this Section plus an additional amount equal to one-third of that salary.

14. San Francisco, California

Form of Government: Mayor-Council

Make-up: 11 member Board of Supervisors (11 districts). Board of Supervisors elects its president from among its members.

Terms: 4 years

a. Mayor: \$245,749

Set by the Civil Service Commission every five years. The proposed increase is based on the average pay of other Bay Area elected officials.

b. Board of Supervisors: \$129,227.04

Set by the Civil Service Commission every five years. The Commission considers a salary survey of other California city councils and boards of supervisors and the CPI.

15. Columbus, Ohio

Form of Government: Mayor-Council

Make-up: 6 member Council (elected at-large). Council elects president and president pro tempore from among its members.

Terms: 4 years (staggered)

a. Mayor: \$172,981

b. City Council: \$52,585

i. City Council president: \$63,259

Both salaries set by city ordinance per charter.

16. Charlotte, North Carolina

Form of Government: Council-Manager

Make-up: 12 member Council including Mayor (7 districts and 4 members and Mayor elected at-large). Council elects a Mayor Pro Tem from among its own members.

Terms: 2 years

- a. Mayor:
  - i. \$37,000
  - ii. Car allowance: \$9,792
- b. City Council:
  - i. Salary: \$26,784
  - ii. Car allowance: \$9,792

Amounts set by city council by ordinance per charter.

17. Fort Worth, Texas

Form of Government: Council-Manager

Make-up: 9 member Council including Mayor (8 districts and Mayor elected at-large). Council elects mayor pro tem from among its own members.

Terms: 2 years

- a. Mayor: 29,000
- b. City Council: 25,000

Both amounts were set out exactly in the city charter.

18. Detroit, Michigan

Form of Government: Mayor-Council

Make-up: 9 member Council (elected at-large). Member with the highest number of votes is president of council. Member with second highest number of votes is president pro tempore.

Terms: 4 years

- a. Mayor: \$166,487
- b. City Council: \$76,840
  - i. City Council president: \$80,757

Salaries determined by Elected Officials Compensation Commission, which the city council passes in a city ordinance.

19. El Paso, Texas

Form of Government: Council-Manager

Make-up: 9 member Council including Mayor (8 districts and Mayor elected at-large).

Council elects a mayor pro tempore from among its members.

Terms: 4 year terms (staggered)

- a. Mayor: \$42,000
- b. City Council: \$30,450

Per charter, a base salary was set for District Representatives (Council members) and the Mayor in 2009. On and after September 1, 2010, the base salaries are increased by a percentage equal to the percent increase of the general salary adjustment, if any, given to the classified employees in the general services effective as of the date designated in the budget resolution.

20. Memphis, Tennessee

Form of Government: Mayor-Council

Make-up: 13 member Council (7 districts and 6 elected at-large in multi-member districts, with territorial boundaries determined by dividing the City in half with each multi-member district consisting of three (3) council member numbered positions). Council elects its own chairperson from among its members.

Terms: 4 years

- a. Mayor: 162,925.20
- b. City Council: \$29,070.00

Both salaries set by city ordinances per charter.

21. Seattle

Form of Government: Strong Mayor-Council

Make-up: 9 member Council (7 districts and 2 at-large). Council elects president of Council

Terms: 4 years (staggered)

- a. Mayor: \$169,956 (strong Mayor form of government)
- b. Council: Pay raise approved in 2011 (half Council received raise in 2013 to \$119,976; other half paid \$117,533 until 2015)

Pay for Council/Mayor is not in Charter. Council adopted pay increase formula in 2007 (haven't been able to locate). Raises only available every 4 years.

22. Denver

Form of Government: Strong Mayor-Council

Make-up: 13 member Council (11 districts and 2 at-large). Council elects president from among its members.

Terms: 4 years (staggered)

- a. Mayor: \$155,211 (strong Mayor form of government - not part of Council, acts as chief executive)
- b. Council: \$80,753 (according to City website) - \$83,332 (according to newspaper article); Council president (elected by Council) is paid \$90,248

Pay for Council/Mayor is not in Charter - set by ordinance.

23. Washington, D.C.

Form of Government: Mayor-Council

Make-up: 12 member Council (8 districts and 4 at-large).

Terms: 4 years (staggered)

- a. Mayor Salary: \$190,000
- b. Council Pay: \$125,583

Pay for Council/Mayor is not in Charter.

DC is outlier - powers and responsibilities of City, County and State in some circumstances.

24. Boston

Form of Government: Mayor-Council

Make-up: 13 member Council (9 districts and 4 at-large)

Terms: 2 years for Council members

4 years for Mayor

- a. Mayor Salary: \$175,000
- b. Council Pay: \$87,500

Pay for Council/Mayor is not in Charter. Council sets Mayor's salary - Council members receive half of Mayor's salary.

25. Nashville

Form of Government: City-County government

Make-up: 40 member Council (35 districts and 5 at-large).

Terms: 4 years (staggered)

- a. Mayor Salary: \$25,000 annually (eligible for 10% pension if completes two terms)
- b. Council Pay: \$300/mo. [Vice-Mayor (appointed): \$4,200 annually]

Pay for Council/Mayor is not in Charter - set by Council.