PUBLIC NOTICE OF A MEETING

Mayor’s Compensation Committee

TUESDAY, MAY 3, 2016

10:30 AM

Lorraine H. Morton Civic Center, 2100 Ridge Avenue
Room 2402

AGENDA

I. CALL TO ORDER: Alvin Telser, Chair
II. APPROVAL OF MINUTES OF THE APRIL 19, 2016 MEETING
III. REVIEW OF COMPARATIVE DATA COLLECTED BY STAFF (cont’d)
IV. DISCUSSION OF POTENTIAL SALARY AND BENEFITS RECOMMENDATIONS FOR 2016
V. ADDITIONAL AREAS TO EXPLORE
VI. OTHER
VII. NEXT MEETING
VIII. ADJOURNMENT
DEVELOPMENT OF QUORUM
Chairman Telser called the meeting to order at 10:35 AM. All Committee members were present.

Minutes of the April 5, 2016, meeting were distributed and approved.

Deputy City Manager Storlie distributed memos she had prepared in response to the Committee’s earlier request for data on several topics:

- The annual budget and Full-Time Equivalents (FTEs) for the City Clerk’s office from 2001 through 2015.
- Total health insurance expenditures for the City Clerk and City Council members in 2016. This memo also provided the individual and City contributions, on a monthly basis, for each of the four health plans offered to City employees.
- Three tables showing the total annual cost of a) keeping City Council stipends as they are; b) increasing stipends to $20,000; and, c) increasing stipends to $25,000.

In summary –
- The City Clerk’s Office’s annual budget has averaged about $213,000 over the past 15 years. There has been an upward trend over the past five years. Currently the City Clerk’s Office has two FTEs in addition to the Clerk.
- Of the eleven elected officials, eight avail themselves of one of the City’s health insurance plans. The average City contribution for coverage of each is about $13,000, a total of approximately $125,000 annually.
- The additional cost to the City of increasing aldermanic stipends to the above-mentioned levels would be about $195,000 or $244,000, respectively.

The City Clerk provided to the Committee a detailed list of activities and responsibilities to be carried out by his office.

With all of this information in hand, the Committee’s discussion turned to the whether we should recommend for the aldermen a cost-of-living (COLA) increase for the coming year, as has been the case over much of the recent past, or an increase in their stipends to about $20,000. Committee members offered well-considered arguments for each of these two approaches. An increase much larger than a COLA increase would seem to be out of line with standard practices within the City of Evanston, in municipal governments in general, and in the private and not-for-profit sectors. On the other hand, larger increases would provide two advantages: 1) A large increase would better recognize the substantial contributions of our aldermen in
making Evanston a desirable place to live, thus adding to its economic growth and development; and, 2) A large stipend increase could make serving as alderman seem less of an economic burden to anyone considering running for a seat on the City Council.

A suggestion was made that one possible way to increase City Council member stipends would be to offer the health insurance benefit in the form of a “cafeteria of benefits.” Some employers offer such benefits packages. City staff will look into this approach as a possible means of increasing stipends.

The next meeting of the Committee will be on Tuesday, May 3, 2016, at 10:30 AM. These minutes and the agenda will be posted on the City Website at least 48 hours prior to that meeting.

**ADJOURNMENT**

A motion was made and seconded to adjourn the meeting, which was adjourned at 11:55 AM.

Respectfully Submitted,
Alvin Telser, Chair
Memorandum

To: Members of the Compensation Committee
From: Wolf Peddinghaus, Management Analyst
Subject: City of Evanston City Clerk Tenure
Date: April 28, 2016

Summary:
The current City Clerk for the City of Evanston is the Honorable Rodney Greene.

Clerk Greene first became City Clerk in June of 2008 when he was appointed to the position following the resignation of then City Clerk, Mary Morris.

In April 2009, Clerk Greene was elected City Clerk. He was re-elected in April 2013.
To: Members of the Compensation Committee

From: Erika Storlie, Deputy City Manager/Administrative Services Director
Wolf Peddinghaus, Management Analyst

Subject: Historical Salary Increases of City of Evanston City Council Including Mayor, Alderman and City Clerk

Date: April 22, 2016

Summary:
Below is a chart detailing the City of Evanston City Council Salary increases for the Mayor, Alderman, and Clerk.

<table>
<thead>
<tr>
<th>Year*</th>
<th>Mayor</th>
<th>% Change of Increase</th>
<th>Alderman</th>
<th>% Change of Increase</th>
<th>Clerk</th>
<th>% Change of Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td>$5,400</td>
<td>0%</td>
<td>$2,250</td>
<td>0%</td>
<td>$15,000</td>
<td>0%</td>
</tr>
<tr>
<td>1981</td>
<td>$5,400</td>
<td>0%</td>
<td>$2,250</td>
<td>0%</td>
<td>$18,000</td>
<td>20%</td>
</tr>
<tr>
<td>1983</td>
<td>$5,400</td>
<td>0%</td>
<td>$2,250</td>
<td>0%</td>
<td>$20,000</td>
<td>11%</td>
</tr>
<tr>
<td>1985</td>
<td>$9,000</td>
<td>67%</td>
<td>$3,600</td>
<td>60%</td>
<td>$22,000</td>
<td>10%</td>
</tr>
<tr>
<td>1987</td>
<td>$9,000</td>
<td>0%</td>
<td>$3,600</td>
<td>0%</td>
<td>$22,000</td>
<td>0%</td>
</tr>
<tr>
<td>1989</td>
<td>$10,565</td>
<td>17%</td>
<td>$4,230</td>
<td>18%</td>
<td>$25,830</td>
<td>17%</td>
</tr>
<tr>
<td>1993</td>
<td>$12,000</td>
<td>14%</td>
<td>$6,500</td>
<td>54%</td>
<td>$36,000</td>
<td>39%</td>
</tr>
<tr>
<td>1996</td>
<td>$12,000</td>
<td>0%</td>
<td>$6,500</td>
<td>0%</td>
<td>$36,000</td>
<td>0%</td>
</tr>
<tr>
<td>2001</td>
<td>$17,000</td>
<td>42%</td>
<td>$10,000</td>
<td>54%</td>
<td>$45,000</td>
<td>25%</td>
</tr>
<tr>
<td>2005</td>
<td>$17,000</td>
<td>0%</td>
<td>$10,000</td>
<td>0%</td>
<td>$50,000</td>
<td>11%</td>
</tr>
<tr>
<td>2009</td>
<td>$17,500</td>
<td>3%</td>
<td>$10,500</td>
<td>5%</td>
<td>$50,000</td>
<td>0%</td>
</tr>
<tr>
<td>2010</td>
<td>$18,000</td>
<td>3%</td>
<td>$11,000</td>
<td>5%</td>
<td>$50,000</td>
<td>0%</td>
</tr>
<tr>
<td>2011</td>
<td>$18,500</td>
<td>3%</td>
<td>$11,500</td>
<td>5%</td>
<td>$50,000</td>
<td>0%</td>
</tr>
<tr>
<td>2012</td>
<td>$19,000</td>
<td>3%</td>
<td>$12,000</td>
<td>4%</td>
<td>$50,000</td>
<td>0%</td>
</tr>
<tr>
<td>2013</td>
<td>$19,380</td>
<td>2%</td>
<td>$12,240</td>
<td>2%</td>
<td>$51,000</td>
<td>2%</td>
</tr>
<tr>
<td>2014</td>
<td>$19,768</td>
<td>2%</td>
<td>$12,485</td>
<td>2%</td>
<td>$52,020</td>
<td>2%</td>
</tr>
<tr>
<td>2015</td>
<td>$20,163</td>
<td>2%</td>
<td>$12,735</td>
<td>2%</td>
<td>$53,060</td>
<td>2%</td>
</tr>
<tr>
<td>2016</td>
<td>$20,566</td>
<td>2%</td>
<td>$12,990</td>
<td>2%</td>
<td>$54,120</td>
<td>2%</td>
</tr>
</tbody>
</table>

Legend * City moved to Calendar fiscal Year in 2011
To: Members of the Compensation Committee

From: Erika Storlie, Deputy City Manager/Administrative Services Director
Wolf Peddinghaus, Management Analyst, Administrative Services

Subject: Summary of the Salary of the Mayor of the City of Evanston per the Official City Code.

Date: April 28, 2016

Summary:
Currently, the compensation of the Mayor is $18,993.00 per year. The $18,933.00 annual salary is below what the salary should be per the city code because the Mayor has chosen to forego recent salary increases.

The compensation of the Mayor of the City of Evanston is codified in Title I, Chapter 6 of the city code. Specifically, “Section 1-6-10. - COMPENSATION” states that:

The compensation to be paid to the Mayor elected April 2013 and taking office in May 2013 for his/her services per annum is hereby fixed as follows:

(A) May 1, 2013: Nineteen thousand three hundred eighty dollars ($19,380.00).
May 1, 2014: Nineteen thousand seven hundred sixty eight dollars ($19,768.00).
May 1, 2015: Twenty thousand one hundred sixty three dollars ($20,163.00).
May 1, 2016: Twenty thousand five hundred sixty six dollars ($20,566.00).

The Mayor shall also receive medical benefits.

(Ord. No. 107-0-08; Code 1979; Ord. No. 8-0-12, (47-0-11(exh. A, § 1-6-10)), 1-23-2012; Ord. No. 89-O-12, § 1, 9-24-12)
To: Members of the Compensation Committee  
From: Erika Storlie, Deputy City Manager/Administrative Services Director  
Wolf Peddinghaus, Management Analyst  
Subject: City of Evanston City Council Time Analysis Survey Response Summary  
Date: April 29, 2016  

Summary:  
At the request of the committee, staff prepared a survey asking members of the City Council to estimate the amount of time and percentage of time individually spent on City Council and City of Evanston work every week. There were 7 responses to the survey. The results are as follows:

Question #1: On average, how much of your time per week is spent on City Council duties and activities?

<table>
<thead>
<tr>
<th>Percentage Range</th>
<th># of responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>20% or Less</td>
<td>0</td>
</tr>
<tr>
<td>20%-40%</td>
<td>2</td>
</tr>
<tr>
<td>40%-60%</td>
<td>2</td>
</tr>
<tr>
<td>60%-80%</td>
<td>3</td>
</tr>
<tr>
<td>80%-100%</td>
<td>0</td>
</tr>
</tbody>
</table>

Question #2: On average, how many hours per week do you devote to City of Evanston work?

<table>
<thead>
<tr>
<th>Entry #</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30</td>
</tr>
<tr>
<td>2</td>
<td>10-20</td>
</tr>
<tr>
<td>3</td>
<td>40</td>
</tr>
<tr>
<td>4</td>
<td>30-40</td>
</tr>
<tr>
<td>5</td>
<td>40</td>
</tr>
<tr>
<td>6</td>
<td>Easily 30+</td>
</tr>
<tr>
<td>7</td>
<td>80% of waking hours</td>
</tr>
</tbody>
</table>
Question #3: Do you have any matters of concern or interest that you would like the committee to be aware of?

- I hope that the committee is aware of the different needs of each ward and how that impacts the amount of time spent weekly.
- The misperceptions in the community that Aldermen have offices and staff to help with the work. Also, the misperception that the Mayor or Aldermen originated the idea of a pay increase.
- As a member of council we are expected to attend many community and fundraising events 3 sometimes 4 a week. I know for a fact that I contribute monetary, more than I am paid on a monthly.
- Important to note that as public servants our work week is not Monday - Friday instead it is Monday thru Sunday. I answered the 1st question in this way Monday thru Sunday = 100% 7 days x 24hrs = 168 x.20=33.6 hours
To: Members of the Compensation Committee
From: Erika Storlie, Deputy City Manager/Administrative Services Director
Subject: Alternate Compensation Model
Date: April 28, 2016

Summary:
At the last meeting of the committee a request was made to explore the possibility of creating an alternate pay plan for the city council similar to a “cafeteria plan.”

Staff investigated options for this model of compensation and while it would not be a true “cafeteria plan” it would accomplish a similar effect.

The compensation committee suggested setting the salary of the Alderman at a certain rate and then still offering health insurance as a benefit that would be paid for in full by the alderman at the same rates that are currently charged to the City (full premiums, no discount or percentage paid by the City). This would accomplish the desired effect of the committee which is to equalize the compensation among all aldermen. Currently the total compensation of all aldermen varies from approximately $12,735 to $30,572 depending on if health insurance is elected and at what type/level of coverage.

This model could be administratively implemented from a process standpoint, if it were to be the recommendation of the committee and then approved by the city council.