No Change from Previous Reading

CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

ITEM: Amendment to City Code
Mayor Compensation
Ordinance – Approval of Second Reading

DATE: November 18, 2024

FINANCIAL IMPACT: Additional expense of $1,000 per year, beginning January 1, 2028, with an annual adjustment thereafter based on the Consumer Price Index for the preceding year.

BACKGROUND: Since January 1, 2006, the compensation for the Mayor and all Councilmembers has remained steady at $14,000 per year and $9,000 per year, respectively. Staff believes that the pay for elected officials should always remain competitive because if this is not the case, the city may be creating barriers to attract candidates from certain economic circumstances to these positions. There may be some individuals with a desire to serve but who can't afford to make that sacrifice with a non-competitive rate of pay.

Because of these two factors, staff initiated an informal study of peer cities within Iowa as shown in the attached memo. The results of this study indicated that adjustments should be made to the Mayor's compensation:

(1) Salary adjusted to $15,000 per year.

(2) The salary be adjusted each subsequent January 1 at an amount equal to the percentage increase in the Consumer Price Index (CPI-U, U.S. City Average, all items NSA) from the preceding 12-month period from October 1 to September 30, rounded to the closest $1.00, but in no event shall the increase be less than one percent.

Per Iowa Code Section 372.13(8), any change in the compensation package of a Mayor cannot become effective in the term in which the change is adopted and the Mayor's current term ends December 31, 2025. However, as this proposed item was discussed at the Finance & Administration Subcommittee level on September 8, 2024, it was suggested that compensation changes to ANY elected official should not become effective until EACH of the elected officials has completed their current term, which would delay the effective date of this action until January 1, 2028. The Finance & Administration Subcommittee was split on this issue, with Councilmember Hudson supporting and Councilmember Loots not supporting.

The first reading was approved by a 4-1 vote of Council on November 4, 2024. As has been Council practice, because that vote was not unanimous, there will be no waiver of the third reading.

OUTSTANDING ISSUES: None

STAFF RECOMMENDATION: Approve the second reading of an amendment to the City Code relating to the compensation of the Mayor of West Des Moines.

No Change from Previous Reading

Lead Staff Member: **Tim Stiles, Finance Director**

STAFF REVIEWS

Department Director	
Appropriations/Finance	
Legal	
Agenda Acceptance	

PUBLICATION(S) (if applicable)

Published In	
Dates(s) Published	

SUBCOMMITTEE REVIEW (if applicable)

Committee	Finance & Administration		
Date Reviewed	September 8, 2024		
Recommendation	Yes	No	Split

		Des Moines	Cedar Rapids	Davenport	Sioux City
Population		211,034	136,429	100,486	85,497
Elected Body		6 Councilmembers & Mayor	8 Councilmembers & Mayor	10 Aldermen & Mayor	4 Councilmembers & Mayor
Compensation	Mayor	$70,000 / year	$38,601 / year	$45,000 / year	$17,000 / year
	Council	$35,000 / year	$19,306 / year	$15,000 / year	$15,000 / year
Annual CPI Adjustment?		No	Yes	No	No
Other Notes		Receive benefits as if Full-Time Employee		Receive benefits as if Full-Time Employee	
		Receive $100 per week for expenses			

		Iowa City	Ankeny	West Des Moines	Ames
Population		75,233	72,222	72,205	66,950
Elected Body		7 Councilmembers	5 Councilmembers & Mayor	5 Councilmembers & Mayor	6 Councilmembers & Mayor
Compensation	Mayor	$14,950 / year	$10,000 / year	$14,000 / year	$10,000 / year
	Council	$11,960 / year	$7,000 / year	$9,000 / year	$10,000/ year
Annual CPI Adjustment?		No	No	No	No
Other Notes		Mayor elected by Council			

		Urbandale	Waukee	Clive
Population		46,468	29,167	18,908
Elected Body		5 Councilmembers & Mayor	5 Councilmembers & Mayor	5 Councilmembers & Mayor
Compensation	Mayor	$15,000 / year	$15,456 / year	$10,409 / year
	Council	$8,500 / year	$8,832 / year	$5,498 / year
Annual CPI Adjustment?		No	Yes	Yes
Other Notes				

ORDINANCE NO. _____

AN ORDINANCE AMENDING THE CITY CODE OF THE CITY OF WEST DES MOINES, IOWA, BY AMENDING TITLE 1, CHAPTER 6. ARTICLE A, PERTAINING TO THE MAYOR.

BE IT ENACTED BY THE CITY COUNCIL OF WEST DES MOINES, IOWA:

SECTION 1. Title 1, Chapter 6, Article A is hereby amended by deleting Section 1-6A-1 and inserting in lieu thereof a new Section 1-6A-1, which shall read as follows:

1-6A-1 TERM OF OFFICE; COMPENSATION: The Mayor is elected to a term of four (4) years. The salary of the Mayor shall be fourteen thousand dollars ($14,000.00) annually and effective January 1, 2028, the salary of the Mayor shall be fifteen thousand dollars ($15,000) annually. The salary of the Mayor shall be adjusted in each subsequent year after January 1, 2028, on January 1 at an amount equal to the percentage increase in the Consumer Price Index (CPI-U, U.S. City Average, all items NSA) from the preceding 12-month period from October 1 to September 30, rounded to the closest $1.00, but in no event shall the increase be less than one percent.

SECTION 2. SEVERABILITY CLAUSE. If any section, provision, or part of this ordinance shall be adjudged invalid or unconstitutional such adjudication shall not affect the validity of the ordinance as a whole or any section, provision, or part thereof not adjudged invalid or unconstitutional.

SECTION 3. WHEN EFFECTIVE. This ordinance shall be in full force and effect after its final passage, adoption, and publication as required by law.

PASSED AND APPROVED, this _____day of _____ 2024.

_____
Russ Trimble
Mayor

ATTEST:

_____
Ryan Jacobson, City Clerk

Published in the Des Moines Register on _____