

PERSONNEL COMMITTEE

13-0580R

AS AMENDED

RESOLUTION ESTABLISHING SALARY FOR THE MAYOR PURSUANT TO  
CHAPTER II, SECTION 5 OF THE DULUTH HOME RULE CHARTER  
AND ESTABLISHING SALARY REVIEW COMMITTEE.

BY COUNCILOR GARDNER:

WHEREAS, pursuant to Chapter II, Section 5 of the Duluth Home Rule Charter,  
the city council shall set the salary for the mayor; and

WHEREAS, the mayor's current salary was set on January 3, 2000 by the city  
council pursuant to Resolution No. 99-0570;

WHEREAS, the former city council recommended that changes to the mayor's  
salary be considered by the city council no less than once every four years  
pursuant to Resolution No. 94-0055, approved on January 18, 1994;

WHEREAS, the city council has not considered changes to the mayor's salary  
since January 3, 2000.

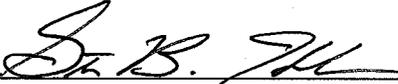
THEREFORE, BE IT RESOLVED, that the proper city officials are hereby  
authorized to compensate, and execute all employment documents necessary to  
compensate, the mayor a base annual salary of \$97,500, effective December  
~~January~~ 1, 2013;

FURTHER RESOLVED, that the city council hereby establishes a mayor salary  
review committee, which shall be a group comprised of the city council personnel  
committee and three community leaders who are selected, appointed, and approved  
by city council resolution;

FURTHER RESOLVED, that going forward, the mayor salary review committee shall meet as necessary to annually review and establish, by majority vote, its recommendations regarding changes to the mayor's salary, and then present those recommendations to the city council during an open city council meeting;

RESOLVED FURTHER, that the provisions of Resolution No. 94-0055 are superceded by this resolution.

Approved as to form:

  
\_\_\_\_\_  
Attorney

CCREQ/ATTY SBH:de 11/19/2013

STATEMENT OF PURPOSE: This resolution increases the mayor's salary from \$78,000 annually to \$97,500. The mayor's benefits remain consistent with those of the city's confidential bargaining unit. Pay for the city of Duluth mayor position has not increased since 2000. During that same time period (2000-2013) city employees have received the following general wage increases:

Average General Wage Increases - City of Duluth Bargaining Units

2000	- 1.5%
2001	- 4%
2002	- 4%
2003	- 0%
2004	- 1.5%
2005	- 4%
2006	- 4%
2007	- 1%
2008	- 3%
2009	- 3%
2010	- 0%
2011	- 0%
2012	- 1%
2013	- 2%
Total	- 29% (33% compounded rate)

If salary for the mayor position had followed the bargaining unit employee general wage increases, 2013 annual salary for the mayor position would be \$103,740. Bargaining unit employees also earn additional step pay increases and longevity pay pursuant to their collective bargaining agreements, that the mayor position did not.