



Citizen Advisory Committee on Governance
Thursday, September 17, 2020
4:00 – 5:30 p.m.

Committee Members: Kristen Conner, Mimi Davis, Christy Long, Amy Peacock (Chair)
Brandon Pierce, Cecy Ramirez, Janice Robinson, Eleanor Shell,
Sam Smith Jr., Peter Smolowitz, and Liz Winer

City Staff: Patrick Baker, City Attorney; Lauren Livingston, Strategy and
Budget; and Lauren Ruvalcaba, Strategy and Budget

Virtual Meeting Agenda

1. Call to Order/ Agenda Overview Committee Chair

2. Review and Discussion of Committee Charges and Central Questions Committee
 - Electronic communication and straw votes
 - Mayor and City Council terms of office including the length of terms, as well as the method of implementation
 - i. Review previous straw votes
 - ii. Update on straw vote on partisan or nonpartisan election method
 - iii. Straw vote on staggered terms
 - Mayor and City Council full or part-time positions and related compensation
 - Update on public input survey

3. Updates and Questions Committee

4. Adjourn
 - Next Meeting October 1, 2020 at 4:00 p.m.



**Citizen Advisory Committee on Governance
Virtual Meeting Agenda
Thursday, September 17, 2020
4:00 – 5:30 p.m.**

**Thursday, September 17, 2020 Agenda Packet
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CACG Discussion and Decision Outline

Discussion & Decision Outline: Citizen’s Advisory Committee on Governance (CACG)

The outline below seeks to summarize CACG’s multiple meetings, discussions, documents & articles reviewed, & a public survey we have/will conduct. The outline will serve as a framework to for debate & discussion for the CACG committee & COC staff. Most importantly, CACG believes this framework could be used by Mayor & Charlotte City Council to discuss, debate, and eventually decide to take any action or not. Each section of the outline concludes by CACG taking both “straw votes” & eventually their own final votes before they make a final recommendation to Mayor/ CLTCC.

Guiding Principles: *Consider what is best desired outcome for the citizens of Charlotte, how to help elected officials be more prepared to serve the citizens, and, how to encourage more voter turnout.*

I. Term of Office; Staggered vs. Non-Staggered; Partisan vs. Non-Partisan, Term Limits, & Methods of Modification

A. Two Year Terms: Non-Staggered (current model)

1. Advantages

- a. More responsive to changes/ needs of citizens. More accountability to voters.*
- b. CLTCC members are treated no differently than members of Congress & North Carolina General Assembly*
- c. Term length/ time commitment is seen as less of impediment for those seeking to run for office.*

2. Disadvantages

- d. Current two-year terms are on an “off year” year cycle occurring on odd years, often resulting in lower voter participation.*
- e. Two-year term lengths are often viewed as reactive & shorter-term in scope.*
- f. Incumbents often express frustration & challenges of running a campaign & serving in the position.*
- g. With the current non-staggered model, a large part, or an entire board, could change in one election cycle, resulting in a lack of continuity or insufficient experience levels to be effective.*

B. Four Year Terms: Staggered vs. Non-Staggered

1. Advantages / Key Facts

- a. Seeks to establish a body with longer term decision making in mind.*
- b. Those in elected office are not “always running”, hence hopefully feeling less inclined to make decisions with reelection always center of mind.*
- c. 73.3% of NC jurisdictions & 80% percent of benchmark cities have four terms.*
- d. 351 NC jurisdictions use staggered terms. 8 of those jurisdictions are in populations over 50,000. Only 42 who have selected non-staggered terms. 3 of those 42 are in cities with more than 50,000.*
- e. Four-year terms could be adjusted to occur with Presidential elections which could result in increased participation in local races.*

2. Disadvantages / Key Facts

- a. Could be less responsive to rapidly changing needs / concerns of citizens.*
- b. Voter disapproval: the past results of voter referendums has shown voters are against the move from 2 year to 4-year terms.*
- c. Time commitment for service, particularly for those working full time, could be an impediment for some seeking to serve in the office.*
- d. Non- staggered, four- year terms, could result in a significant loss of experience & continuity in one election cycle.*
- e. Mayor*

Note: Charlotte Mayor and City Council Election Data 1975-2020:

Mayor: Average # of years served: 4.7

City Council: Average # of years served all councilmembers: 5.7

At large: Average # of years served: 5.65

District: Average # of years served: 5.8

Note: Mecklenburg County:

Mecklenburg County Commission has 2-year terms with staggered elections.

Mecklenburg County School board has 4-year terms with staggered elections

C. Maintaining Partisan Elections

1. Advantages / Key Facts

- a. *Party affiliation remains a driving decision factor in a voter's preference(s) for a candidate.*
- b. *Party affiliation helps less known, non-incumbent, candidates improve chances of winning often.*
- c. *Party affiliation often results in candidates, particularly in the majority party, having to raise less money for their candidacy.*
- d. *Voter participation is traditionally higher, in partisan elections on ballots, versus other non-partisan or other ballot referendum and other voter initiatives.*

2. Disadvantages/ Key Facts

- e. *With over 30% of the Charlotte voters being registered unaffiliated, the process for candidates to run as "unaffiliated" has more hurdles to get on a ballot, and there have been very few unaffiliated candidates for office.*

D. Changing to Non- Partisan Election

1. Advantages/ Key Facts

- a. *93.3% of NC jurisdictions are non-partisan*
- b. *Local issues such a public safety, transit, solid waste, etc. are generally viewed as "non-partisan" by voters.*
- c. *Non-partisan offices could be more appealing for registered unaffiliated citizens who might seek to run for these office(s).*
- d. *Some believe by that elected officials serving in a non-partisan positions will result in less partisan rancor or division within the elected body.*

2. Disadvantages / Key Facts

- e. *The two major parties could be less likely to put full support behind candidates in non-partisan races.*
- f. *Voter participation is often lower in non-partisan races.*
- g. *Without party support, many non-partisan candidates struggle to raise sufficient monies needed to reach voters as effectively as partisan races.*

E. Term Limits

1. Advantages / Key Facts

- a. *Preferred by voters and CACG.*
- b. *20 benchmark cities CAGC reviewed have term limits.*

2. Disadvantages / Key Facts

- a. *No NC jurisdictions have term limits.*
- b. *To impose term limits, NC General Assembly would have to pass special legislation.*
- c. *Seeking special legislation is often a matter of timing & has historically not worked in the favor of Charlotte on many issues. We want good relationships with Raleigh and peer cities.*

F. Methods of Modification

1. *NCGA may amend the Charter by local act*

2. *CLTCC may amend by ordinance; subject to approval by the voters at referendum.*
3. *CLTCC may amend by ordinance without a referendum. However, 5000 signatures on a petition filed within 30 days may force a referendum.*

CAGC Decision(s)

1. *Remain a 2 year, non-staggered, term? Change to staggered 2-year term?*
2. *Amend to become a 4-year term? Staggered? Non- Staggered?*
3. *Remain partisan election?*
4. *Amend to become non-partisan?*
5. *Despite not being allow under NC statutes, would CAGC recommend the CLTCC & their legislative team request that the NCGA pass legislation to impose term limits?*
6. *If changes are recommended by CAGC, what is the method of modification? Request General Assembly amend charter? Voter referendum? CLTCC amend ordinance?*
7. *Are there other CAGC decisions we feel should be expressed that has not been addressed above?*

Mayor & CLTCC Compensation: Full Time vs. Part Time; & Benchmarking

A. Full Time vs. Part Time

1. The NC statutes do not designate a “full time” or “part time” position within local government.
2. All NC jurisdictions over 50,000 have a “part time” Mayor & Council.
3. Because Charlotte and the majority of cities in NC are established as a “Council- Manager” forms of government, board members do not actually run or operate a city / town in NC, they are operated by full time municipal employees who operate the city / town government.
4. The terms full time vs. part time are most often associated with the level of compensation a board member receives for their service and the actual decision-making authority they are granted.
5. There is a hourly /weekly work requirement for board members; therefore “part time” vs. “full time” is subjective depending on each board member’s personal / professional limitations.

B. Compensation Benchmarking

1. We reviewed both national & NC peer city information. The information available is in-depth, detailed, and often times never 100% exactly the same between each city/town.
2. A summary of compensation both locally & nationally is as follows:
 - a. City of Charlotte
 - i. Mayor Total Compensation: \$45,096
 - ii. City Council Total Compensation: \$33,915
 - b. Mecklenburg County
 - i. Board Chair Total Compensation \$56,431
 - j. MCBOCC Total Compensation \$48,563
 - c. NC Cities & Counties
 - i. Average Mayor Compensation \$32,756
 - ii. Average City Council Total Compensation \$25,457
 - d. 20 Benchmark Cities
 - i. Mayor total compensation \$130,879
 - ii. City Council Total Compensation \$59,750
 - e. Council- Manager Cities
 - i. Mayor Total Compensation \$78,717
 - ii. City Council Total Compensation \$48,336
3. One correlated element to how much a board member is paid is the elected body’s supporting staff & administrative structure.

- a. In NC, elected officials are most often supported by the City Clerk's office and the City Manager's office.
- b. Currently, the Mayor, through the manager's office, is supported by (? # of staff, for an avg pay of x?)
- c. Currently, the CLTCC, through the manager's office, is support by 7 dedicated to council;
Average Salary of \$68,624
- d.

CAGC Decisions

1. *Mayor's total compensation: Remain same? Increase to (give range suggestion)?*
2. *CLTCC member's total compensation: Remain same? Increase to (give range suggestion)?*

II. Composition of the Elected Body (Future Discussion)

- A. Current
 1. 7 District (Voted on only in district).
 2. 4 At Large (Voted by all).
- B. Increase Body to Meet Total 2020 Population
 1. All District/Citywide Elected
 2. Add Another Member? Note: Max of 12.

Mayor and Council
Election Stats
1975-2019

Mayor and City Council Election Data 1975-2019

Mayor

Ave. # years served	4.7
% of incumbent W's	86.70%

City Council

Ave. # years served all councilmembers	5.7
Ave. # years served at large	5.68
Ave. # years served district	5.75
% of incumbent W's all councilmembers	90.00%

Mayor	Election Year	Won/Lost	Incumbent?	Consec Terms	
Lyles, Vi	2019	W	I	2	
Lyles, Vi	2017	W			
Roberts, Jennifer	2017	L	I	1	
Roberts, Jennifer	2015	W			
Cannon, Patrick	2013	W		1	Prev. At-Large
Foxx, Anthony	2011	W	I	2	
Foxx, Anthony	2009	W			
McCrorry, Pat	2007	W	I	7	
McCrorry, Pat	2005	W	I		
McCrorry, Pat	2003	W	I		
McCrorry, Pat	2001	W	I		
McCrorry, Pat	1999	W	I		
McCrorry, Pat	1997	W	I		
McCrorry, Pat	1995	W			
Vinroot, Richard	1993	W	I	2	
Vinroot, Richard	1991	W			
Myrick, Sue	1989	W	I	2	
Myrick, Sue	1987	W			
Gantt, Harvey	1987	L	I	2	
Gantt, Harvey	1985	W	I		
Gantt, Harvey	1983	W			
Knox, Eddie	1981	W	I	2	
Knox, Eddie	1979	W			
Harris, Ken	1977	W		1	
Belk, John	1975	W	I	4	
Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Eiselt, Julie	2019	W	I	3	
Winston, Braxton	2019	W	I	2	
Ajmera, Dimple	2019	W	I	2	
Mitchell, James	2019	W	I	3	10 terms total
Egleston, Larken	2019	W	I	2	
Graham, Malcom	2019	W		1	4 terms total
Watlington, Victoria	2019	W		1	
Johnson, Renee	2019	W		1	
Newton, Matt	2019	W	I	2	
Bokhari, Tariq	2019	W	I	2	
Driggs, Ed	2019	W	I	3	
Mayfield, LaWana	2019	L	I	4	rge; prev district rep; lost in primary

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Eiselt, Julie	2017	W	I		
Winston, Braxton	2017	W			
Ajmera, Dimple	2017	W			
Mitchell, James	2017	W	I		
Egleston, Larken	2017	W			
Harlow, Justin	2017	W		1	
Mayfield, LaWanna	2017	W	I		
Phipps, Greg	2017	W	I	3	prev. apptd. In 2003
Newton, Matt	2017	W			
Bokhari, Tariq	2017	W			
Driggs, Ed	2017	W	I		
Fallon, Clire	2017	L	I		
Kinsey, Patsy	2017	L	I		
Eiselt, Julie	2015	W			Prev. dist rep
Lyles, Vi	2015	W	I	2	
Fallon, Claire	2015	W	I	3	
Mitchell, James	2015	W			Prev. dist rep
Kinsey, Patsy	2015	W	I	6	
Austin, Alvin	2015	W	I	2	
Mayfield, LaWanna	2015	W	I		
Phipps, Greg	2015	W	I		
Autry, John	2015	W	I	3	
Smith, Kenny	2015	W	I	2	
Driggs, Ed	2015	W	I		
Barnes, Michael	2013	W	I	5	Prev. dist rep
Lyles, Vi	2013	W			
Howard, David	2013	W	I	3	
Fallon, Claire	2013	W	I	2	
Kinsey, Patsy	2013	W	I		
Austin, Alvin	2013	W			
Mayfield, LaWanna	2013	W	I		
Phipps, Greg	2013	W			
Autry, John	2013	W	I		
Smith, Kenny	2013	W			
Driggs, Ed	2013	W			
Pickering, Beth	2013	L	I		

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Cannon, Patrick	2011	W	I	2	
Howard, David	2011	W	I		
Fallon, Claire	2011	W			
Pickering, Beth	2011	W		1	
Kinsey, Patsy	2011	W	I		
Mitchell, James	2011	W	I	7	
Mayfield, LaWana	2011	W			
Barnes, Michael	2011	W	I	4	
Autry, John	2011	W			
Dulin, Andy	2011	W	I		
Cooksey, Warren	2011	W	I	3	
Peacock, III, Edwin	2011	L	I		non-consecutive
Turner, Warren	2011	L	I		
Burgess, Susan	2009	W	I	5	
Peacock, III, Edwin	2009	W	I	3	
Cannon, Patrick	2009	W			
Howard, David	2009	W			
Kinsey, Patsy	2009	W	I		
Mitchell, James	2009	W	I		
Turner, Warren	2009	W	I	4	
Barnes, Michael	2009	W	I		
Carter, Nancy	2009	W	I	6	
Dulin, Andy	2009	W	I		
Cooksey, Warren	2009	W	I	3	
Burgess, Susan	2007	W	I		
Foxx, Anthony	2007	W	I	2	
Lassiter, John	2007	W	I	3	
Peacock, III, Edwin	2007	W			
Kinsey, Patsy	2007	W	I		
Mitchell, James	2007	W	I		
Turner, Warren	2007	W	I		
Barnes, Michael	2007	W	I		
Carter, Nancy	2007	W	I		
Dulin, Andy	2007	W	I		
Cooksey, Warren	2007	W			
Burgess, Susan	2005	W	I		
Foxx, Anthony	2005	W			
Lassiter, John	2005	W	I		
Mumford, Pat	2005	W	I	3	
Kinsey, Patsy	2005	W	I		
Mitchell, James	2005	W	I		
Turner, Warren	2005	W	I		
Barnes, Michael	2005	W			
Carter, Nancy	2005	W	I		
Dulin, Andy	2005	W			
Lochman, Don	2005	W	I	4	ran At Large
Tabor, John	2005	L	I		
Castano, Mike	2005	L	[CM in 1999]		

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Burgess, Susan	2003	W			
Cannon, Patrick	2003	W	I	6	
Lassiter, John	2003	W			
Mumford, Pat	2003	W	I		
Kinsey, Patsy	2003	W			
Mitchell, James	2003	W	I		
Turner, Warren	2003	W			
Graham, Malcolm	2003	W	I	3	
Carter, Nancy	2003	W	I		
Tabor, John	2003	W	I	2	
Lochman, Don	2003	W	I		filled term 1-05
Phipps, Gregory	2003	apptd.			
Wheeler, Lynn	2003	L	I		was District 3
Cannon, Patrick	2001	W	I		
White, Joe	2001	W	I	2	
Mumford, Pat	2001	W			
Wheeler, Lynn	2001	W	I	7	
Spencer, Sara	2001	W	I	5	
Mitchell, James	2001	W	I		
Cogdell, Jr., Harold	2001	W		1	
Graham, Malcolm	2001	W	I		
Carter, Nancy	2001	W	I		
Tabor, John	2001	W			
Lochman, Don	2001	W	I		
Castano, Mike	2001	L	I		
Greene, Malachi	2001	L	[CM in 1997]		
Majeed, Nasif	2001	L	[CM in 1997]		

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Burgess, Susan	1999	W		1	
White, Joe	1999	W			
Autrey, Rod	1999	W	I	2	
Wheeler, Lynn	1999	W	I		
Spencer, Sara	1999	W	I		
Mitchell, James	1999	W			
Cannon, Patrick	1999	W	I		
Graham, Malcolm	1999	W			
Carter, Nancy	1999	W			
Castano, Mike	1999	W		1	
Lochman, Don	1999	W			ran At Large
Majeed, Nasif	1999	L	I		
Baker, Charles	1999	L	I		
Jackson, Mike	1999	L	I		District 5/ran At large
Sellers, Tim	1999	L	I		
Rousso, Al	1997	W	I	2	
Reid, Don	1997	W	I	4	
Autrey, Rod	1997	W			
Wheeler, Lynn	1997	W	I		
Spencer, Sara	1997	W	I		
Greene, Malachi	1997	W	I	2	
Cannon, Patrick	1997	W	I		
Majeed, Nasif	1997	W	I	4	
Sellers, Tim	1997	W	I	2	
Baker, Charles	1997	W	I	3	
Jackson, Mike	1997	W	I	3	

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Rousso, Al	1995	W			
Reid, Don	1995	W			
Scarborough, Ella	1995	W	I	5	
Wheeler, Lynn	1995	W	I		
Spencer, Sara	1995	W	I		
Greene, Malachi	1995	W			
Cannon, Patrick	1995	W	I		
Majeed, Nasif	1995	W	I		
Sellers, Tim	1995	W			
Baker, Charles	1995	W	I		
Jackson, Mike	1995	W	I		
McCrory, Pat	1993	W	I	3	
Reid, Don	1993	W	I		was District 3
Scarborough, Ella	1993	W	I		was District 6
Wheeler, Lynn	1993	W	I		
Spencer, Sara	1993	W			
Martin, Hoyle	1993	W	I	3	
Cannon, Patrick	1993	W			
Majeed, Nasif	1993	W	I		
Campbell, Stanley	1993	W	I	4	
Baker, Charlie	1993	W			
Jackson, Mike	1993	W			
Mangum, Tom	1993	L	I		
McCrory, Pat	1991	W	I		
Reid, Don	1991	W			
Hammond, Ann	1991	W	I	2	
Patterson, Cyndee	1991	W	I	4	
Clodfelter, Dan	1991	W	I	3	
Martin, Hoyle	1991	W	I		
Scarborough, Ella	1991	W	I		
Majeed, Nasif	1991	W			
Campbell, Stanley	1991	W	I		
Wheeler, Lynn	1991	W	I		
Mangum, Tom	1991	W	I	2	
Matthews, Roy	1991	L	I		

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms
McCrary, Pat	1989	W		
Vinroot, Richard	1989	W	I	4
Hammond, Ann	1989	W		
Patterson, Cyndee	1989	W	I	
Clodfelter, Dan	1989	W	I	
Martin, Hoyle	1989	W		
Scarborough, Ella	1989	W	I	
Matthews, Roy	1989	W	I	3
Campbell, Stanley	1989	W	I	
Wheeler, Lynn	1989	W		
Mangum, Tom	1989	W		
Dannelly, Charlie	1989	L	I	
Rouso, Al	1987	W	I	2
Vinroot, Richard	1987	W	I	
Campbell, John	1987	W		1
Patterson, Cyndee	1987	W	I	
Clodfelter, Dan	1987	W		
Dannelly, Charlie	1987	W	I	6
Scarborough, Ella	1987	W		
Matthews, Roy	1987	W	I	
Campbell, Stanley	1987	W		
Woollen, Velva	1987	W	I	3
Fenning, Gloria	1987	W	I	2
Leeper, Ron	1987	L	I	
Hammond, Ann	1987	L	I	
Rouso, Al	1985	W		
Vinroot, Richard	1985	W	I	
Trosch, Minette	1985	W	I	5
Patterson, Cyndee	1985	W		
Patterson, Pam	1985	W	I	3
Dannelly, Charlie	1985	W	I	
Leeper, Ron	1985	W	I	5
Matthews, Roy	1985	W		
Hammond, Ann	1985	W	I	2
Woollen, Velva	1985	W	I	
Fenning, Gloria	1985	W		

was District 5

Council Member	Election Year	Won/Lost	Incumbent?	Consecutive Terms	
Trosch, Minette	1983	W	I		
Vinroot, Richard	1983	W			
Spaugh, Jr., Herbert	1983	W	I	3	
Myrick, Sue	1983	W		1	
Patterson, Pam	1983	W	I		
Dannelly Charlie	1983	W	I		
Leeper, Ron	1983	W	I		
Frech, Laura	1983	W	I	4	
Hammond, Ann	1983	W			
Woollen, Velva	1983	W			
Juneau, Paul	1983	W		1	
Gantt, Harvey	1981	W		1	
Berryhill, Dave	1981	W	I	2	
Spaugh, Jr., Herbert	1981	W	I		
Peacock, Jr., Edwin	1981	W		1	
Patterson, Pam	1981	W			
Dannelly, Charlie	1981	W	I		
Leeper, Ron	1981	W	I		
Frech, Laura	1981	W	I		
Trosch, Minette	1981	W	I		
Selden, George	1981	W	I	3	
McMillan, Ralph	1981	W		1	
Chafin, Betty	1979	W	I	3	
Berryhill, Dave	1979	W			
Spaugh, Jr., Herbert	1979	W	I		
Locke, Pat	1979	W		3	
Carroll, Don	1979	W	I	2	
Dannelly, Charlie	1979	W	I		
Leeper, Ron	1979	W	I		
Frech, Laura	1979	W	I		
Trosch, Minette	1979	W	I		
Selden, George	1979	W	I		
Cox, Jr., Tom	1979	W	I	2	
Chafin, Betty	1977	W	I		
Gantt, Harvey	1977	W	I	3	
Short, Milton	1977	W		1	
Locke, Pat	1977	W	I		
Carroll, Don	1977	W			
Dannelly, Charlie	1977	W			
Leeper, Ron	1977	W			
Frech, Laura	1977	W			
Trosch, Minette	1977	W			
Selden, George	1977	W			
Cox, Jr., Tom	1977	W			
Gantt, Harvey	1975	W	I	2	and one year
Whittington, James	1975	W	I		
Withrow, Joe	1975	W	I		
Davis, Louis	1975	W			
Locke, Pat	1975	W	I		
Chafin, Betty	1975	W			
Williams, Neil	1975	W	I		

Mayor and City Council Compensation Review

Citizen Advisory Committee on Governance
Mayor, City Council Compensation
September 3, 2020

Background

Current City of Charlotte Mayor and City Council compensation information:

- City of Charlotte

- Mayor

- Part-time

Total Compensation	
Current annual salary	\$27,196
Annual expense allowance	\$10,000
Annual auto allowance	\$4,800
Annual Technology allowance	\$3,100
Total	\$45,096

- Council

- Part-time

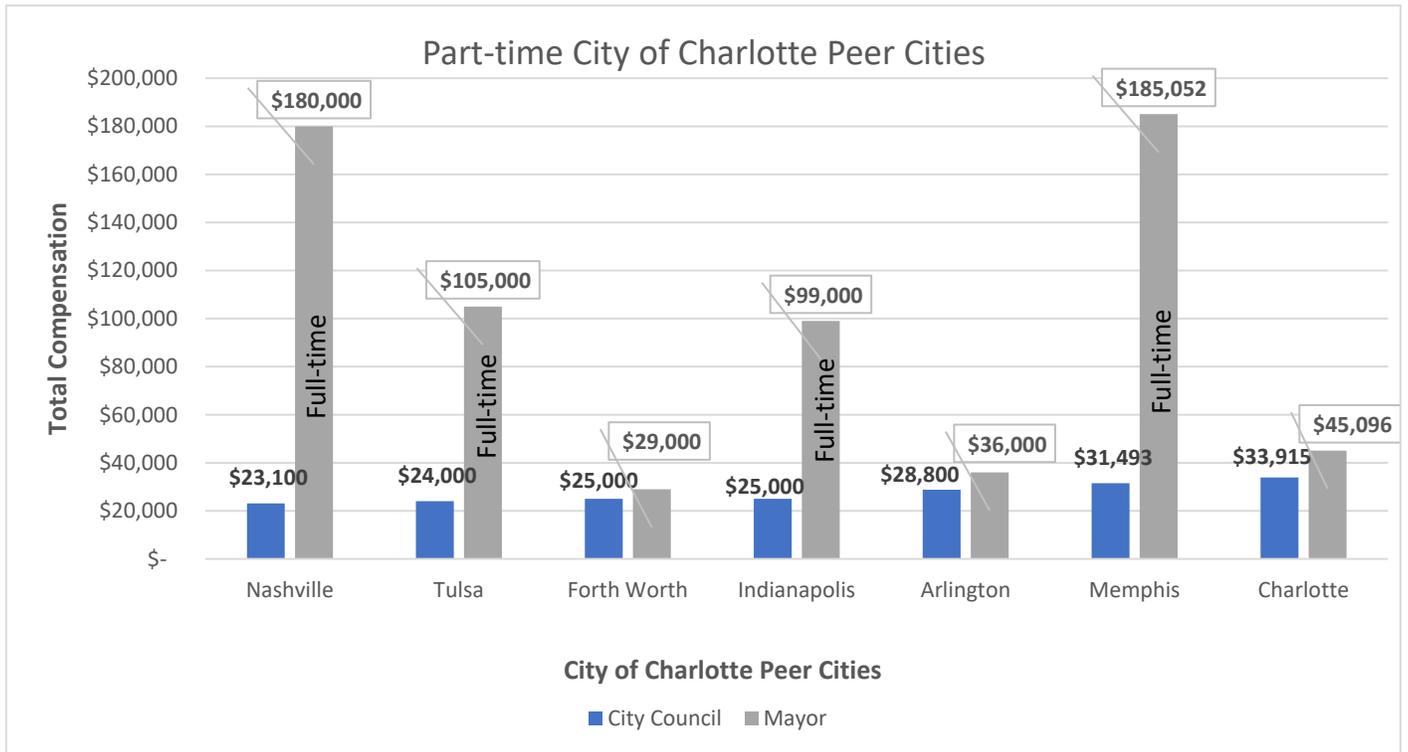
Total Compensation	
Current annual salary	\$21,015
Annual expense allowance	\$5,800
Annual auto allowance	\$4,000
Annual Technology allowance	\$3,100
Total	\$33,915

- Programmed annual three percent salary increase pending budget approval

Citizen Advisory Committee on Governance
 Mayor, City Council Compensation
 September 3, 2020

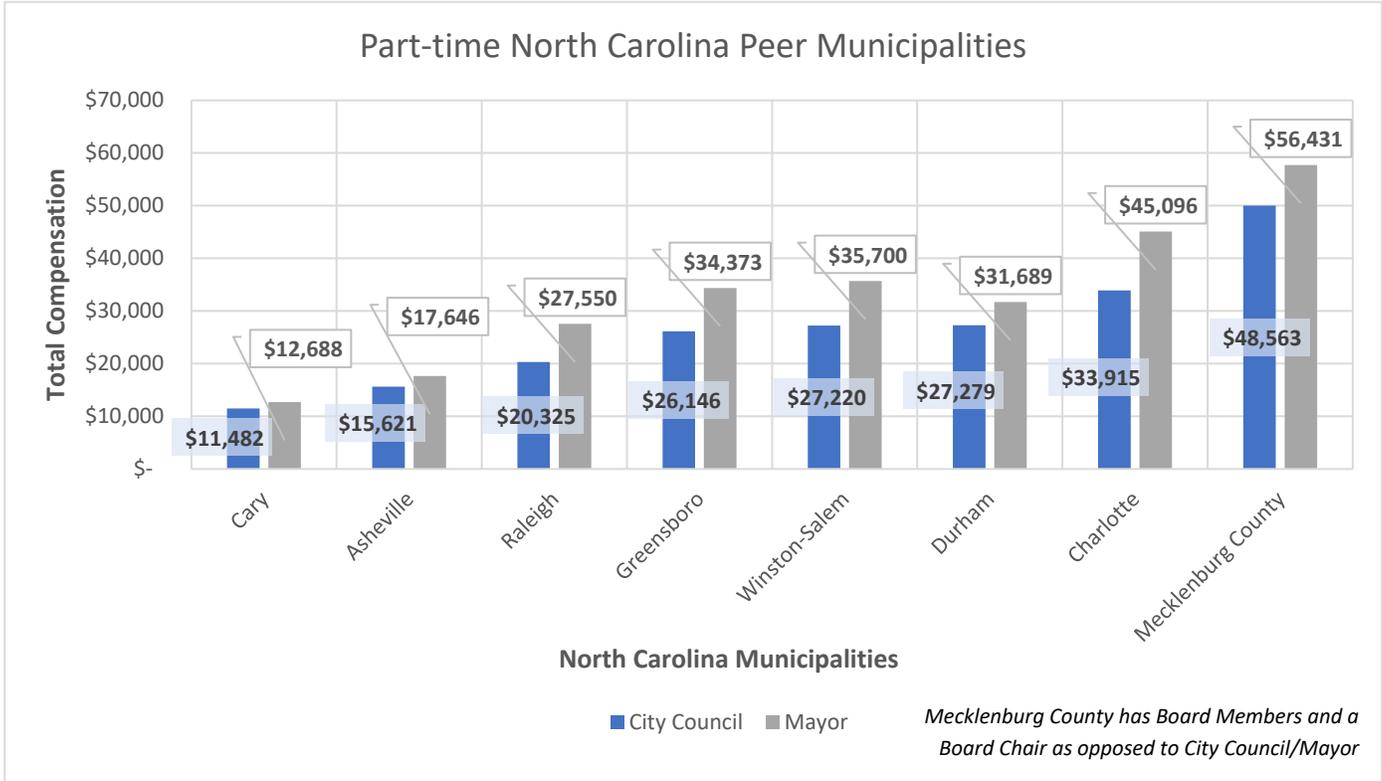
Considerations

- Part-time City of Charlotte Peer Cities
 - Six have part-time governing councils (Nashville, Tulsa, Fort Worth, Indianapolis, Arlington, and Memphis)
 - Of the six Charlotte’s Mayor* and City Council are the highest paid compared to other part-time peer cities
 - *Four part-time governing councils have a full-time Mayor
- Full-time City of Charlotte Peer Cities
 - 11 have full-time governing councils (Dallas, Austin, Denver, Houston, Kansas City, Long Beach, Omaha, Portland, San Diego, Seattle, Minneapolis)
- Unidentified
 - Atlanta, Louisville, Columbus



Citizen Advisory Committee on Governance
 Mayor, City Council Compensation
 September 3, 2020

- North Carolina Benchmark Municipalities
 - Of the seven municipalities that Charlotte benchmarked against in the City of Charlotte’s Human Resources Salary Survey, Mecklenburg County was the only municipality that had a higher paid governing body than Charlotte.
 - Both governing bodies for Charlotte and Mecklenburg County serve at a part-time capacity.



- City of Charlotte, Mecklenburg County Comparison
 - Based on previous Committee discussion on adjusting Charlotte's elected officials' compensation to be consistent with Mecklenburg County's commissioners' compensation.
 - City of Charlotte has a governing body with a Mayor and 11 council members.
 - Mecklenburg County has a nine-member Board of County Commissioners as the governing body of Mecklenburg County that includes one Board Chair.

Total Compensation Comparison			
Governing Body	City of Charlotte	Mecklenburg County	Difference between City of Charlotte and Mecklenburg County
City Council/ Board Member	\$33,915	\$48,563	(\$14,648)
Mayor/ Board Chair	\$45,096	\$56,431	(\$11,335)

- Factors to consider in raising Charlotte’s part-time governing body up to Mecklenburg County’s part-time total compensation rate:

Citizen Advisory Committee on Governance
Mayor, City Council Compensation
September 3, 2020

- To bring each of the 11 Charlotte Council Members equal to Mecklenburg County's Board Members a total annual increase that includes the cost of benefits such as medical, retirement, and leave would be \$161,128
- To bring Charlotte's Mayor equal to Mecklenburg County's Board Chair, a total annual increase that includes the cost of benefits would be \$11,335
- Annual increase in total compensation for City of Charlotte's part-time governing body, \$172,463

Mayor and City
Council Total
Compensation and
Expense Highlights

Mayor and City Council Total Compensation and Expense Highlights

PERSONNEL EXPENSES

Mayor Total Compensation FY 2020	City Council Total Compensation FY 2020
Personal Services	Personal Services
Salary \$ 27,196	Salary \$ 21,015
Expense Allowance \$ 10,000	Expense Allowance \$ 5,800
Technology Allowance \$ 3,100	Technology Allowance \$ 3,100
Car Allowance \$ 4,800	Car Allowance \$ 4,000
FICA \$ 3,450	FICA \$ 2,595
Health Insurance \$ 7,435	Health Insurance \$ 7,435
Total Compensation \$ 55,981	Total Compensation \$ 43,945

OPERATING EXPENSES

Travel Funds programmed for attendance of National League of Cities (NLC) Congressional City Conference, NLC City Summit, Chamber Inter City Visit, US Conference of Mayors Annual Meeting and the NC League of Municipalities CityVision annual conferences
 In addition, a pool of \$50,000 is budgeted for other city Elected Official travel that meets the policy guidelines

Town Halls Office of Constituent Services staff will coordinate, set up, provide logistics. Also included are printed agendas and other documents. Snacks and/or refreshments.
 Limited to four per year per member, unless an election year when Town Halls are suspended July 1-Election Day

**09.17.2020 CACG
Presentation**



Citizen Advisory Committee on Governance

09.17.2020

Agenda

Call to Order/ Agenda Overview

Review and Discussion of Committee Charges and Central Questions

- Electronic communication and straw votes
- Mayor and City Council terms of office including the length of terms, as well as the method of implementation
 - *Review previous straw votes*
 - *Update on straw vote on partisan or nonpartisan election method*
 - *Straw vote on staggered terms*
- Mayor and City Council full or part-part time positions and related compensation
- Update on public input survey

Adjourn: Next Meeting October 1, 2020 at 4:00 p.m.

Discussion on electronic communication and straw votes

Review of Previous Straw Votes

Four-Year Terms

- Yes: Mimi Davis, Christy Long, Cyndee Patterson, Brandon Pierce, Janice Robinson, Eleanor Shell, Sam Smith, Liz Winer
- No: Kristen Conner, Amy Peacock, Peter Smolowitz
- Passes 8-3

Two term limits contingent of four-year terms

- Yes: Kristen Conner, Mimi Davis, Cyndee Patterson, Amy Peacock, Brandon Pierce, Janice Robinson, Eleanor Shell, Sam Smith Peter Smolowitz, Liz Winer
- No: Christy Long
- Passes 10-1

Review of Previous Straw Votes

Referendum on four-year terms:

- Yes: Kristen Conner, Mimi Davis, Amy Peacock, Brandon Pierce, Eleanor Shell, Sam Smith, Peter Smolowitz
- No: Christy Long, Cyndee Patterson, Janice Robinson, Liz Winer
- Passes 7-4

Move to nonpartisan election method:

- Yes: Kristen Conner, Christy Long, Amy Peacock, Brandon Pierce (vote via text), Eleanor Shell (vote via e-mail), Peter Smolowitz
- No: Mimi Davis, Cecy Ramirez (vote via e-mail), Janice Robinson, Sam Smith, Liz Winer
- Passes 6-5

Update: Elected Officials' Average Years Served Since 1975

City Council

- Council Members: 5.7 years
 - *At-Large Representatives: 5.68 years*
 - *District Representatives: 5.75 years*
- 90% of incumbents running for City Council have won re-election

Mayor

- 4.7 years
- 86.7% of incumbents running for Mayor have won re-election.

Review of straw vote on *Moving to a nonpartisan election method*

Staggered Terms Straw Vote

Compensation

Review of Compensation

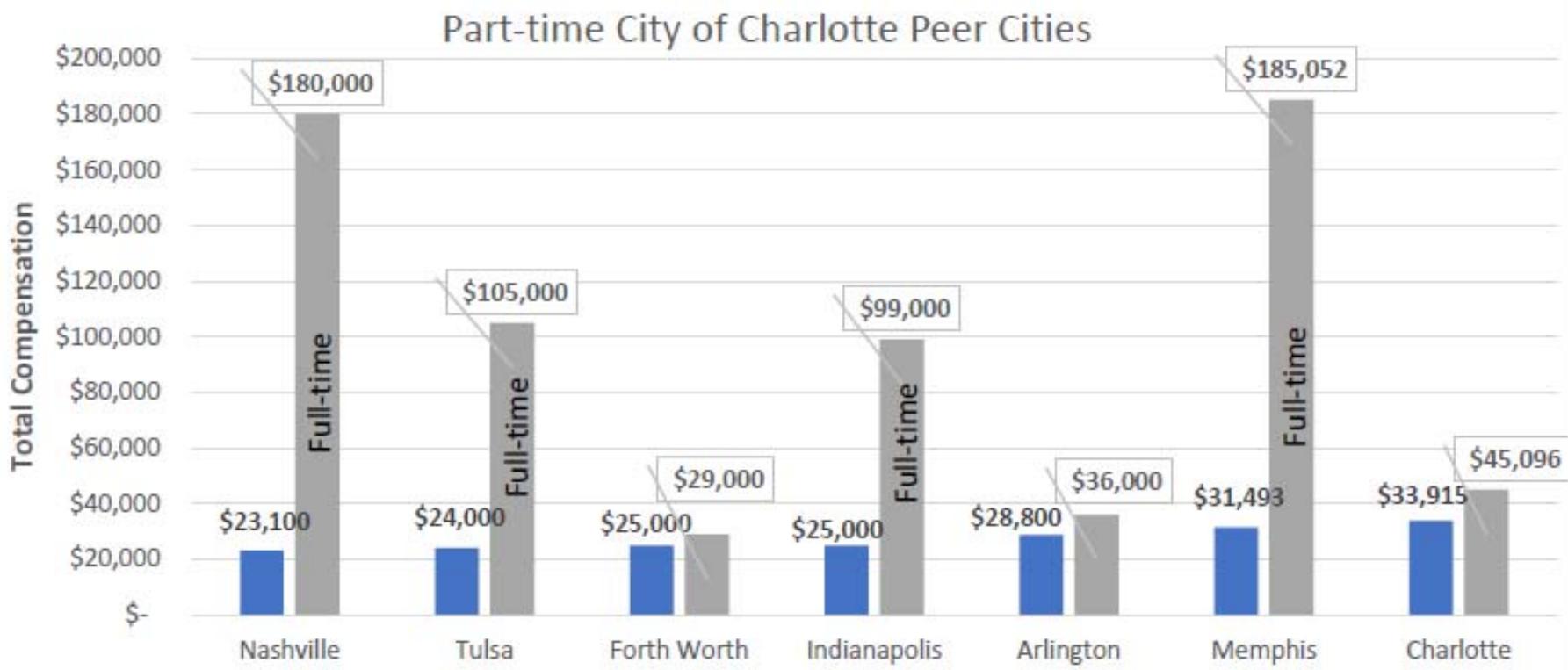
Mayor and City Council Total Compensation and Expense Highlights

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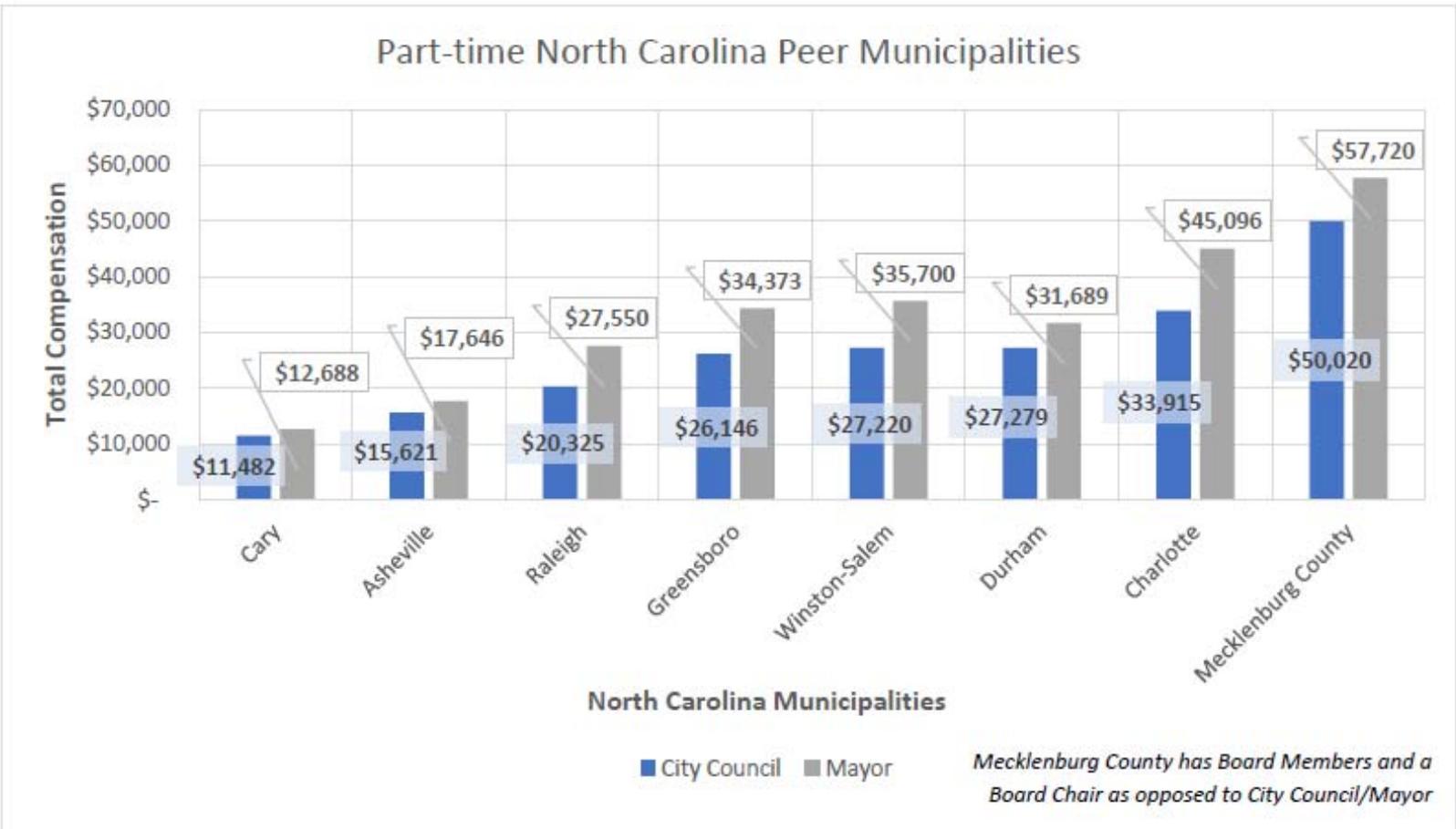
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City of Charlotte Peer Cities

■ City Council ■ Mayor

Nashville, Tulsa, Indianapolis, Memphis all have a strong Mayor



Update on Public Input Survey

Infographics for Survey

 CITY of CHARLOTTE



Council-Manager form of government since 1929

- ✓ Elected every 2 years, in odd-numbered years (2-year terms)
- ✓ Mayor & 4 Council members elected at-large by city-wide vote
- ✓ 7 Council members elected from districts by voters in those districts
- ✓ Concurrent partisan elections



\$45,096

Total Annual Mayor
Compensation



\$33,915

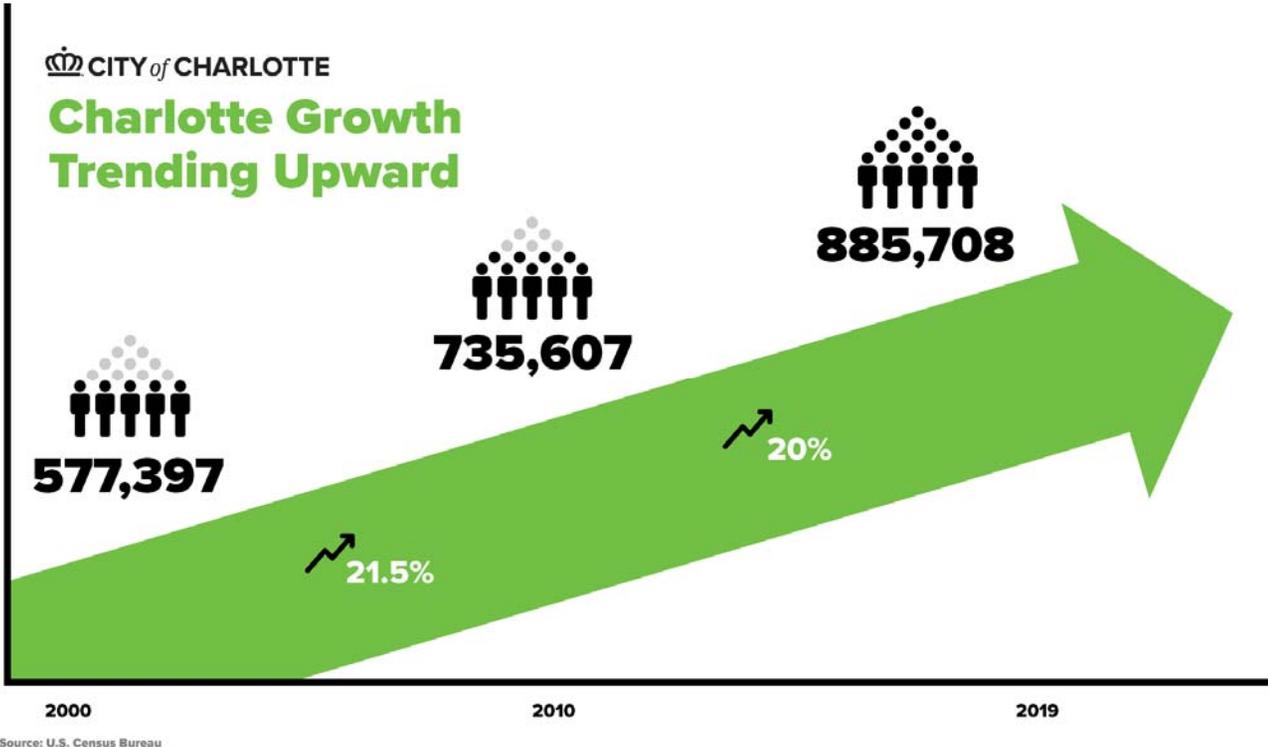
Total Annual Council
Compensation



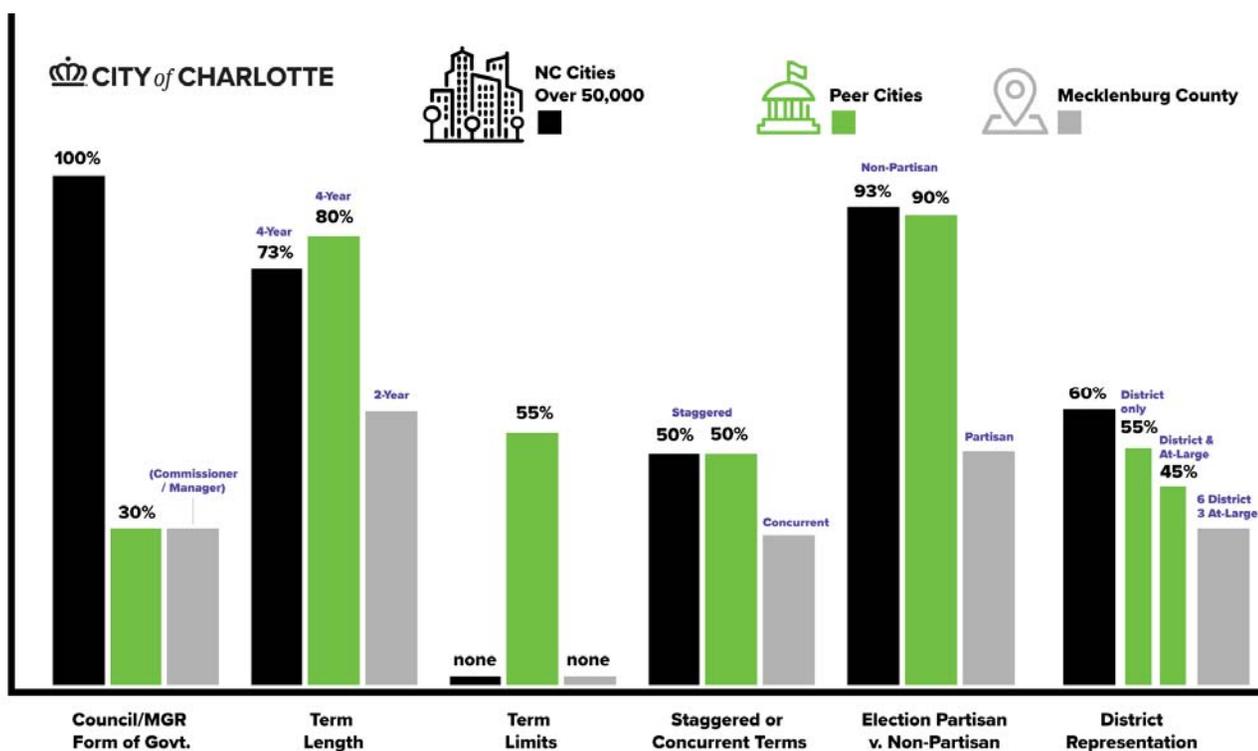
112,546

Average residents
per district

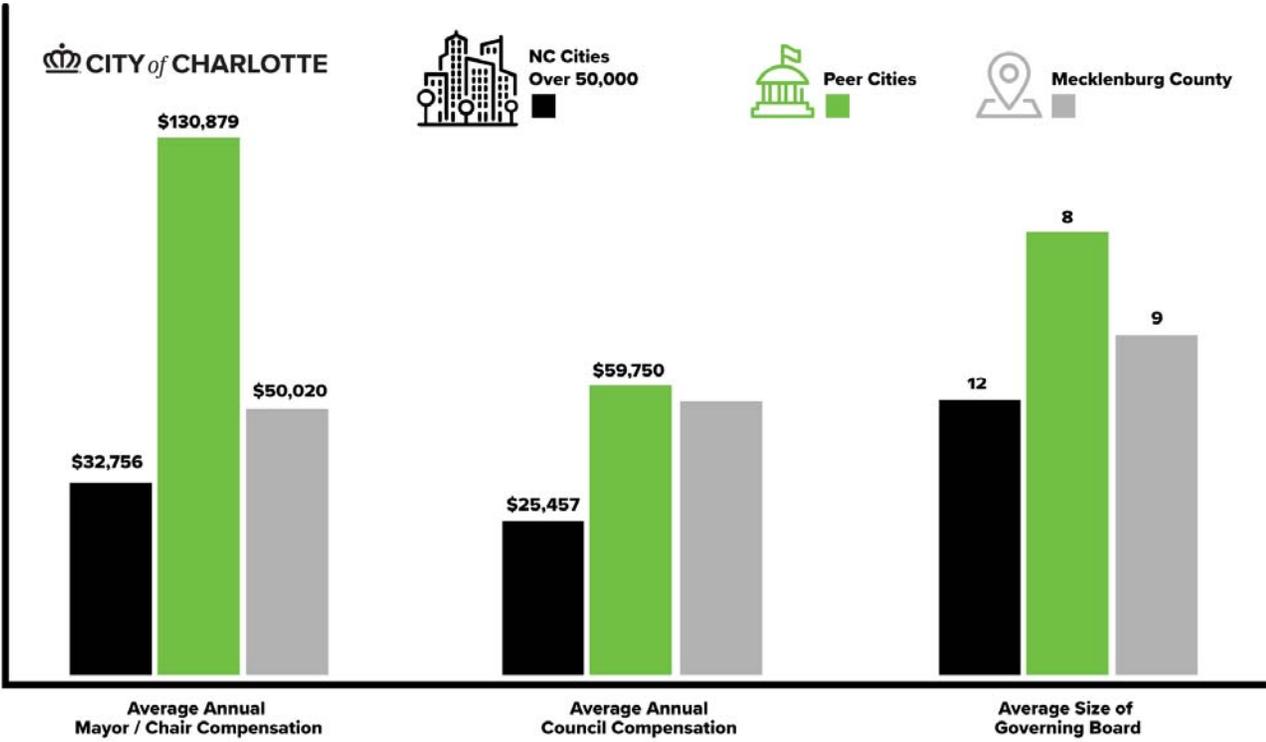
Infographics for Survey



Infographics for Survey



Infographics for Survey (needs updating)



Questions?