



**Citizen Advisory Committee on Governance
Virtual Meeting Agenda
Thursday, June 25, 2020
4:00 – 5:30 p.m.**

1. Introductions
2. Review of three Charges to the Committee
3. Discussion on Committee's Review Process, Timeline, and Solicitation of Public Input
4. Review and Discuss Submitted Materials for Charge 1 and 2
5. Adjourn
 - Next meeting July 9 @ 4:00 p.m.

Mayor and Council Terms of Office Review - Updated 06.26.2020

Summary

Under G.S. 160A-101 City Council is authorized to amend the terms of office within the City Charter (sections 3.01 and 3.61) to reflect two or four year terms. Below is a brief analysis of elected official's terms of office in 20 comparable cities as well as many North Carolina cities.

Cities with Four-Year Terms

Sixteen of the Charlotte "Benchmark" Cities have councils that are elected for four-year terms of office

- Three cities are council-manager form of government, twelve are mayor-council, and one (Portland, OR) is commission form of government.
- Eight cities have councils that have term limits
 - Six cities allow councilmembers to run for two terms
 - Two cities (Denver, CO; Long Beach, CA) allow councilmembers to run for three terms
- Eight cities have staggered elections and eight cities do not

Cities with Two-Year Terms

Four cities have council elected for two-year terms of office

- Three cities are council-manager form of government, with Tulsa, OK being the only mayor-council form of government.
- Dallas, TX and Arlington, TX have two-year terms that have term limits.

North Carolina Cities

In looking at nine North Carolina cities and towns and Mecklenburg County, the following has been found:

- Councils in three cities and Mecklenburg County operate under two-year terms.
 - None of these cities have staggered elections
- Councils in six cities operate under four-year terms.
 - Four of these cities have staggered elections

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Attachment 9 - 06.25.2020 Meeting Updated Presentation

Attachment 1

General Information: Charlotte "Benchmark" Cities ¹														
Charlotte "Benchmark" Cities	Population - City ²	Population - MSA ²	General Fund Budget ⁵	Form of Government	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Form of Election (partisan/nonpartisan)	Most Recent Election Cycle	Support Staff/Compensation ⁴
Arlington, Texas	398,854	7,573,136	\$265,444,666	Council-Manager	8	0	8	2 years	Part-time	3 consecutive terms or no more than 12 combined years for Council and Mayor	Yes	Non-Partisan	5/5/2018 - 11/3/2020 (moved due to COVID)	None; Receive support from City Manager's Office
Charlotte, North Carolina	885,708	2,525,305	\$718,809,225	Council-Manager	11	4	7	2 years	Part-time	No limit	No	Partisan	11/5/2019 - 11/2/2021	7
Fort Worth, Texas	909,585	7,573,136	\$771,937,585	Council-Manager	8	0	8	2 years	Part-time	No limit	No	Non-Partisan	5/4/2019 - 5/4/2021	9 dedicated support staff for Council; 6 Shared with Mayor
Tulsa, Oklahoma	401,190	1,251,172	278,100,000	Mayor-Council	9	0	9	Mayor - 4 years Council - 2 years	Mayor - Full-time Council - Part-time	No limit	No	Non-Partisan	8/28/2018 - 8/25/2020	Public Records Request Sent
Dallas, Texas	1,343,573	7,573,136	1,365,966,274	Council-Manager	14	0	14	Mayor - 4 years Council - 2 years	Full-time	Mayor - 2 terms Council - Up to 8 years	Yes	Non-Partisan	5/4/2019 - 5/1/2021	Public Records Request Sent
Atlanta, Georgia	506,811	5,884,736	677,628,773	Mayor-Council	15	3 (Super Posts)	12	4 years	Undefined in Code	No limit	No	Non-Partisan	11/5/2019 - 11/7/2023	
Austin, Texas	978,908	2,115,827	1,100,000,000	Council-Manager	10	0	10	4 years	Full-time	2	Yes	Non-Partisan	11/3/2020 - 11/5/2024	
Columbus, Ohio ³	898,553	2,078,725	965,000,000	Mayor-Council	*7	*7	*0	4 years	Mayor - Full-time Council - Undefined	No limit	Yes	Non-Partisan	11/5/2019 - 11/7/2023	
Denver City/Co., Colorado	727,211	2,888,227	1,485,509,355	Mayor-Council	13	2	11	4 years	Full-time	3	Yes	Non-Partisan	5/7/2019 - 5/3/2023	Each Councilmember gets \$264,000 to run his or her office
Houston, Texas	2,320,268	6,770,000	2,365,073,294	Mayor-Council	16	5	11	4 years	Full-time	2	No	Non-Partisan	11/5/2019 - 11/7/2023	
Indianapolis, Indiana	876,384	2,028,614	1,033,476,146	Mayor-Council	25	0	25	4 years	Mayor - Full-time Council - Part-time	No limit	No	Partisan	11/5/2019 - 11/7/2023	
Kansas City, Missouri	495,327	2,128,912	606,300,000	Council-Manager	12	6	6	4 years	Full-time	2	No	Non-Partisan	6/18/2019 - 8/1/2023	
Long Beach, California	462,628	13,291,486	554,000,000	Council-Manager	9	0	9	4 years	Full-time	3 ⁶	Yes	Non-Partisan	11/6/2018- 11/1/2022	
Louisville/ Jefferson Co., Kentucky	617.638	1,293,953	610,000,000	Mayor-Council	26	0	26	4 years	Mayor - Full-time Council - Unknown	Mayor - 3 consecutive terms Council - no limit	Yes	Partisan	11/7/2018 - 11/1/2022	
Memphis, Tennessee	651,073	1,348,260	668,680,951	Mayor-Council	13	6 (Super Districts)	7	4 years	Mayor - Full-time Council - Part-time	2	No	Non-Partisan	10/3/2019 - 10/5/2023	
Minneapolis, Minnesota	429,606	3,600,618	481,000,000	Weak Mayor - Council	13	0	13	4 years	Full-time	No limit	No	Non-Partisan	11/7/2017 - 11/2021	
Nashville/Davidson Co., Tennessee	670,820	1,903,045	969,874,000	Mayor-Council	40	5	35	4 years	Mayor - Full-time Council - Part-time	2	No	Non-Partisan	8/1/2019 -8/3/2023	
Omaha, Nebraska	478,192	933,216	386,513,029	Mayor-Council	7	0	7	4 years	Full-time	No limit	No	Non-Partisan	5/7/2017-2021	
Portland, Oregon	654,741	2,478,996	681,600,000	Commission	4	4	0	4 Years	Full-time	No Limit	Yes	Non-Partisan	11/6/2018 - 11/8/2022	8-9 for Commissioners, 18 for the Mayor
San Diego, California	1,423,851	3,338,330	1,540,000,000	Mayor-Council	9	0	9	4 Years	Full-time	2	Yes	Non-Partisan	11/6/2018 - 11/8/2022	
Seattle, Washington	753,675	3,867,046	1,300,000,000	Mayor-Council	9	2	7	4 Years	Full-time	No Limit	Yes	Non-Partisan	11/5/2019 - 11/7/2023	

NOTES:

¹Information gathered from research completed by the Department of Strategy and Budget

²Population information gathered from U.S. Census Bureau 2018 and 2019 Estimates

³Columbus City Council voted to place a charter amendment on the May 8, 2018, ballot that increases the size of the Council to nine; institutes at-large, by place elections and addresses the appointment process; vote passed; Changes will take place in January of 2024. There have also been conversation about limiting terms to 12 consecutive years.

⁴It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across 20 Benchmark Cities and NC Cities.

⁵General Budget information was collected on city and county websites and included for the most recently approved; Some are estimates

⁶In 2018, the City of Long Beach expanded its term limits to three full terms (12 years). Prior to this vote, Long Beach City Council could serve two, four-year terms and be considered as write-in candidates for a third term.

Charlotte Benchmark Cities: District Size														
Research conducted and compiled by City of Charlotte Strategy and Budget Department														
	District 1/A	District 2/B	District 3/C	District 4/D	District 5/E	District 6/F	District 7/G	District 8/H	District 9/I	District 10/J	District 11/K	District 12/L	District 13/M	District 14/N
Arlington, Texas ¹														
Charlotte, North Carolina	107,313	110,170	122,758	116,692	111,354	108,655	110,880							
Fort Worth, Texas ¹														
Tulsa, Oklahoma ¹														
Dallas, Texas	83,587	87,114	89,845	83,962	81,619	84,549	81,841	84,682	86,350	87,504	85,272	88,629	89,192	83,670
Atlanta, Georgia	33,600	36,626	36,617	33,359	33,611	36,203	36,296	36,696	34,369	33,331	36,012	33,283		
Austin, Texas	77,807	80,004	79,573	79,357	81,532	82,381	80,520	77,650	79,299	80,839				
Columbus, Ohio ²														
Denver, Colorado ³														
Houston, Texas	198,481	190,690	198,845	192,932	197,870	181,886	198,015	181,670	180,912	181,415	196,735			
Indianapolis, Indiana ¹														
Kansas City, Missouri ¹														
Long Beach, California	49,117	51,218	52,320	51,456	49,852	49,444	52,013	53,009	53,828					
Louisville, Kentucky ⁶														
Memphis, Tennessee ³														
Minneapolis, Minnesota ⁴														
Nashville, Tennessee ^{1,5}	6,493													
Omaha, Nebraska	64,073	64,567	64,161	64,672	64,000	63,586	64,321							
Portland, Oregon														
San Diego, California	147,375	142,462	147,117	142,727	143,961	140,738	147,362	144,830	145,045					
Seattle, Washington	96,686	92,172	98,501	93,643	101,064	98,012	108,082							

NOTES:

¹Submitted Public Records Request

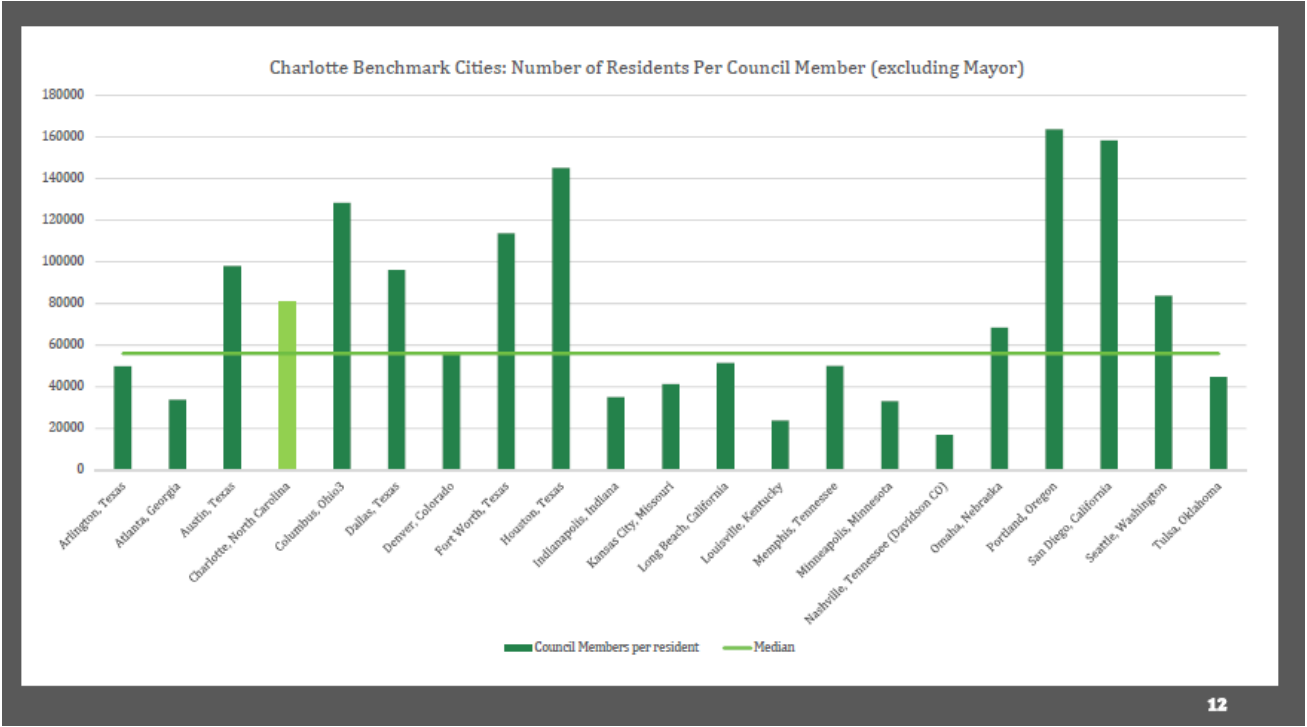
²Not separated into Council Districts

³No option for Public Records Request; E-mailed City department

⁴Minneapolis, Minnesota website is down as of 6/17/2020

⁵Nashville, Tennessee has 35 districts, could only find population information on District 1

⁶Louisville, Kentucky (Jefferson County) has 26 Council Districts with an average of approximately 28,000 people per District



Charlotte Benchmark Cities								
Mayor: Base Pay and Total Compensation								
Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020)								
Additional Information Compiled by City of Charlotte Strategy and Budget Department								
Charlotte Benchmark Cities	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed	Benefits: Leave (L), Medical (M), Pension(P); Non-cash (NC)
Arlington, Texas	\$ 36,000	\$ -	\$ -	\$ -	\$ 36,000	Unknown	Unknown	Unknown
Charlotte, North Carolina	\$ 27,196	\$ 10,000	\$ 4,800	\$ 3,100	\$ 45,096	3%	Yes	M,P,NC
Fort Worth, Texas	\$ 29,000	\$ -	\$ -	\$ -	\$ 29,000	Unknown	Yes	NC
Tulsa, Oklahoma	\$ 105,000	\$ -	\$ -	\$ -	\$ 105,000	Unknown	Unknown	Unknown
Dallas, Texas	\$ 80,000	\$ -	\$ -	\$ -	\$ 80,000	Unknown	Unknown	Unknown
Atlanta, Georgia	\$ 184,300	\$ 65,000	\$ 36,313	\$ -	\$ 285,613	Unknown	No	L, M, P
Austin, Texas ¹	\$ -	\$ -	\$ -	\$ -	\$ -	Unknown	Unknown	M, NC
Columbus, Ohio	\$ 190,299	\$ -	\$ 4,740	\$ -	\$ 195,039	Unknown	No	L, M, P
Denver, Colorado	\$ 175,520	\$ -	\$ -	\$ -	\$ 175,520	Unknown	No	L, M, P
Houston, Texas	\$ 236,188	\$ -	\$ -	\$ -	\$ 236,188	Unknown	Unknown	Unknown
Indianapolis, Indiana	\$ 99,000				\$ 99,000	Unknown	No	L, M, P
Kansas City, Missouri	\$ 123,156				\$ 123,156	0	No	L, M, P
Long Beach, California	\$ 152,689	\$ -	\$ 5,400	\$ 960	\$ 159,049	Unknown	Unknown	Unknown
Louisville, Kentucky	\$ 121,551				\$ 121,551	0	No	L, M, P, NC
Memphis, Tennessee	\$ 185,052	\$ -	\$ -	\$ -	\$ 185,052	Unknown	No	L, M, P, NC
Minneapolis, Minnesota	\$ 126,528				\$ 126,528	0	N/A	L, M, P
Nashville, Tennessee ²	\$ 180,000	\$ -	\$ -	\$ -	\$ 180,000	Unknown	No	L, M, P, NC
Omaha, Nebraska	\$ 106,445	\$ -	\$ -	\$ -	\$ 106,445	Unknown	Unknown	Unknown
Portland, Oregon	\$ 143,666	\$ -	\$ -	\$ -	\$ 143,666	Unknown	Unknown	Unknown
San Diego, California	\$ 100,464	\$ -	\$ -	\$ -	\$ 100,464	Unknown	Unknown	Unknown
Seattle, Washington	\$ 216,087	\$ -	\$ -	\$ -	\$ 216,087	Unknown	No	L, M, P, NC

Total Compensation Median: \$123,156
Total Compensation Average: \$130,879

Notes:

¹Austin Mayor has elected to not receive a salary
²Nashville Mayor receives transportation which comes out of the departmental budget.

Charlotte Benchmark Cities Council: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department								
Charlotte Benchmark Cities	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed	Benefits: Leave (L), Medical (M), Pension(P); Non-cash (NC)
Arlington, Texas	\$ 28,800	\$ -	\$ -	\$ -	\$ 28,800	Unknown	Unknown	Unknown
Charlotte, North Carolina	\$ 21,015	\$ 5,800	\$ 4,000	\$ 3,100	\$ 33,915	3%	Yes	M, P, NC
Fort Worth, Texas	\$ 25,000	\$ -	\$ -	\$ -	\$ 25,000	Unknown	Yes	None
Tulsa, Oklahoma	\$ 24,000	\$ -	\$ -	\$ -	\$ 24,000	Unknown	Unknown	Unknown
Dallas, Texas	\$ 60,000	\$ -	\$ -	\$ -	\$ 60,000	Unknown	Unknown	Unknown
Atlanta, Georgia	\$ 60,300	\$ -	\$ -	\$ -	\$ 60,300	Unknown	Unknown	L, M, P
Austin, Texas	\$ 79,934	\$ -	\$ 5,400	\$ -	\$ 85,334	Unknown	Unknown	M, NC
Columbus, Ohio	\$ 57,138	\$ -	\$ 4,740	\$ -	\$ 61,878	Unknown	No	L, M, P
Denver, Colorado	\$ 105,527	\$ -	\$ -	\$ -	\$ 105,527	Unknown	No	L, M, P, NC
Houston, Texas	\$ 62,972	\$ -	\$ 4,200	\$ -	\$ 67,172	Unknown	Unknown	Unknown
Indianapolis, Indiana	\$ 25,000				\$ 25,000	Unknown	No	L, M, P
Kansas City, Missouri	\$ 61,569				\$ 61,569	0	No	L, M, P, NC
Long Beach, California	\$ 38,177	\$ -	\$ 5,400	\$ 960	\$ 44,537	Unknown	Unknown	Unknown
Louisville, Kentucky	\$ 48,791				\$ 48,791	0	Unknown	L, M, P, NC
Memphis, Tennessee	\$ 31,493	\$ -	\$ -	\$ -	\$ 31,493	Unknown	Unknown	M, P, NC
Minneapolis, Minnesota	\$ 98,685				\$ 98,685	0	Unknown	L, M, P
Nashville, Tennessee ¹	\$ 23,100	\$ -	\$ -	\$ -	\$ 23,100	Unknown	No	M, P
Omaha, Nebraska	\$ 38,888	\$ -	\$ -	\$ -	\$ 38,888	Unknown	Unknown	Unknown
Portland, Oregon	\$ 125,694	\$ -	\$ -	\$ -	\$ 125,694	Unknown	Unknown	Unknown
San Diego, California	\$ 75,386	\$ -	\$ -	\$ -	\$ 75,386	Unknown	Unknown	Unknown
Seattle, Washington	\$ 129,686	\$ -	\$ -	\$ -	\$ 129,686	Unknown	No	L, M, P, NC

Total Compensation Median: \$60,000
Total Compensation Average: \$59,750

NOTES:
¹Nashville positions do not get an allowance. They receive a phone, which comes out of the budget

General Information: North Carolina Cities, Towns, County ¹														
North Carolina	Population - City ²	Population - MSA ²	General Fund Budget	Form of Government	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Form of Election (partisan/nonpartisan)	Most Recent Election Cycle	Dedicated Council Support Staff ⁶
Asheville ³	92,452	449,937	\$ 134,557,345	Council - Manager	6	1	5	4 years	Part-time	No limit	Yes	Non-partisan	11/2020-11/2022	
Cary	168,160	2,079,687	\$ 190,557,193	Council - Manager	6	2	4	4 years	Part-time	No limit	Yes	Non-partisan	11/2019 -11/2021	
Durham ⁵	278,993	2,079,687	\$ 199,137,768	Council - Manager	6	3	3	Mayor - 2 years Council - 4 years	Part-time	No Limit	Yes	Non-partisan	11/2019 -11/2021	
Greensboro ⁵	296,710	1,689,151	\$ 318,254,608	Council - Manager	8	3	5	4 years	Part-time	No Limit	Yes	Non-partisan	11/2019 -11/2021	
Winston-Salem	246.328	1,689,151	\$ 211,891,750	Council - Manager	8	0	8	4 years	Part-time	No Limit	No	Non-partisan	11/2018-11/2022	Council budget of \$513,660 including salaries
Charlotte	885,708	2,636,883	\$ 718,809,225	Council - Manager	11	4	7	2 years	Part-time	No limit	No	Partisan	11/2019 -11/2021	7 - Department of Constituent Services
High Point ⁴	112,791	1,689,151	\$ 110,457,866	Council - Manager	8	2	6	2 years	Part-time	No Limit	No	Non-partisan	11/2019 -11/2021	Administrative Support from Clerk's Office
Raleigh	469,298	2,079,687	\$ 518,990,937	Council - Manager	7	2	5	2 years	Part-time	No Limit	No	Non-partisan	10/2019 - 10/2021	
Fayetteville	209,468	534,904	\$ 173,799,332	Council - Manager	9	0	0	4 years ⁷	Part-time	No Limit	No	Non-partisan	11/2019 -11/2023	
Mecklenburg County	1,110,356	2,636,883	\$ 1,289,512,928	Commission - Manager	9	3	6	2 years	Part-time	No Limit	No	Partisan	11/2019 -11/2021	

Notes:

¹Information gathered from research completed by the Department of Strategy and Budget

²Population information gathered from U.S. Census Bureau 2018 and 2019 Estimates

³In June 2018, the Legislature passed a bill establishing five Asheville City Council election districts, with the mayor and oe council member elected at-large. The bill also moved Council elections from odd to even years and removed primary elections.

⁴City of High Point website was down as of 6/17/2020

⁵Public Records Request Submitted for Council Support Staff

⁶It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across 20 Benchmark Cities and NC Cities. The City Clerk's Office/City Secretary provides support services for the Mayor and County in various cities.

⁷City of Fayetteville voted to transition from 2-year terms to 4-year terms in 2018

North Carolina Cities, Towns, and County Mayor: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department							
North Carolina Cities and Counties	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed
Asheville	\$ 17,646	Unknown	Unknown	Unknown	\$ 17,646	Unknown	Yes
Cary	\$ 12,688	Unknown	Unknown	Unknown	\$ 12,688	Unknown	Yes
Durham	\$ 29,289	\$ -	\$ 2,400	\$ -	\$ 31,689	No	Yes
Greensboro	\$ 30,173	\$ -	\$ 4,200	\$ -	\$ 34,373	Increase in 2016 from \$17,715	Yes
Winston-Salem ¹	\$ 23,400	\$ 8,400	\$ 3,900	\$ -	\$ 35,700	Increase from 14,657 in 2019	Yes
Charlotte	\$ 27,196	\$ 10,000	\$ 4,800	\$ 3,100	\$ 45,096	No	Yes
High Point					\$ -	Unknown	Yes
Raleigh	\$ 24,550	\$ 1,200	\$ 1,800	\$ -	\$ 27,550	Unknown	Yes
Fayetteville	\$ 32,518	\$ -	\$ -	\$ 1,112	\$ 33,630	Unknown	Yes
Mecklenburg County	\$ 37,370	\$ 9,233	\$ 4,893	\$ 4,935	\$ 57,720	Chair to the Board; Increased in 2016	Yes

Notes:

¹Winston Salem Mayor has elected to not take a salary

Total Compensation Median: \$ 33,630
Total Compensation Average: \$ 32,756

North Carolina Cities, Towns, and County Council: Base Pay and Total Compensation Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department							
North Carolina Cities and Counties	Current Annual Salary	Annual Expense Allowance	Annual Auto Allowance	Annual Technology Allowance	Total Annual Compensation	Scheduled Increase	Outside Employment Allowed
Asheville	\$ 15,621	Unknown	Unknown	Unknown	\$ 15,621	Unknown	Yes
Cary	\$ 11,482	Unknown	Unknown	Unknown	\$ 11,482	Unknown	Yes
Durham	\$ 24,879	\$ -	\$ 2,400	\$ -	\$ 27,279	No	Yes
Greensboro	\$ 23,146	\$ -	\$ 3,000	\$ -	\$ 26,146	Increase in 2016	Yes
Winston-Salem	\$ 18,220	\$ 5,100	\$ 3,900	\$ -	\$ 27,220	Increased in 2019 from \$11,465	Yes
Charlotte	\$ 21,015	\$ 5,800	\$ 4,000	\$ 3,100	\$ 33,915		Yes
High Point					\$ -	Unknown	Yes
Raleigh	\$ 18,021	\$ -	\$ 1,800	\$ 504	\$ 20,325	No	Yes
Fayetteville	\$ 17,454	\$ -	\$ -	\$ 1,112	\$ 18,566	No	Yes
Mecklenburg County	\$ 29,894	\$ 9,233	\$ 4,501	\$ 4,935	\$ 48,563	Increase in 2016 from \$30,252	Yes

Total Compensation Median: \$ 26,146

Total Compensation Average: \$ 25,457

Charlotte "Benchmark" Cities and North Carolina Cities Council Comparison: City-Manager Results of Salary Survey Conducted by City of Charlotte Human Resources Department (February 2020) Additional Information Compiled by City of Charlotte Strategy and Budget Department												
Charlotte "Benchmark" Cities	Population - City ¹	Population - MSA ¹	General Fund Budget ²	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Council Total Compensation	Support Staff Notes ⁶
Arlington, Texas	398,854	7,573,136	\$265,444,666	8	3	5	2 years	Part-time	3 consecutive terms or no more than 12 combined years for Council and Mayor	Yes	\$28,000	None; Receive support from City Manager's Office
Charlotte, North Carolina	885,708	2,525,305	\$718,809,225	11	4	7	2 years	Part-time	No limit	No	\$33,915	7 dedicated to Council; Average Salary of \$68,624/staff
Fort Worth, Texas	909,585	7,573,136	\$771,937,585	8	8	0	2 years	Part-time	No limit	No	\$25,000	9 dedicated support staff for Council; 6 Shared with Mayor and Council
Austin, Texas ⁴	978,908	2,115,827	\$1,100,000,000	10	0	10	4 years	Full-time	2	Yes	\$85,334	
Dallas, Texas ⁴	1,343,573	7,573,136	\$1,365,966,274	14	0	14	Mayor - 4 years Council - 2 years	Full-time	Mayor - 2 terms Council - Up to 8 years	Yes	\$60,000	
Kansas City, Missouri ⁴	495,327	2,128,912	\$606,300,000	12	6	6	4 years	Full-time	2	No	\$61,569	
Long Beach, California ⁴	462,628	13,291,486	\$554,000,000	9	0	9	4 years	Full-time	3 ³	Yes	\$44,537	
Median Compensation:											\$44,537	
Average Compensation:											\$48,336	

NC Cities	Population - City ¹	Population - MSA ¹	General Fund Budget ²	Size of Council (excluding mayor)	Number of At-Large Members	Number of District Representatives	Length of Term	Part-Time / Full-Time	Term Limit	Staggered	Council Total Compensation	Support Staff Notes ^{6,7}
Asheville	92,452	449,937	\$134,557,345	6	1	5	4 years	Part-time	No limit	Yes	Vice Mayor: \$17,646 Council: \$15,621	Receives some support from City Manager's Office
Cary	168,160	2,079,687	\$190,557,193	6	2	4	4 years	Part-time	No limit	Yes	Mayor Pro Tem: \$12,688 Council: \$11,482	Three authorized (Town Clerk, Asst. Town Clerk, and Deputy Town Clerk); Only two position are currently filled; \$141,273 for two filled positions
Charlotte	885,708	2,636,883	\$718,809,225	11	4	7	2 years	Part-time	No limit	No	\$33,915	7 dedicated to Council; Average Salary of \$68,624/staff
Durham ⁴	278,993	2,079,687	\$199,137,768	6	3	3	Mayor - 2 years Council - 4 years	Part-time	No Limit	Yes	\$27,279	
Fayetteville ⁴	209,468	534,904	\$173,799,332	9	0	9	4 years ⁵	Part-time	No Limit	No	\$18,566	
Greensboro	296,710	1,689,151	\$318,254,608	8	3	5	4 years	Part-time	No Limit	Yes	\$26,146	Supported by Clerk of the Governing Body and three Community Relations Staff
High Point	112,791	1,689,151	\$110,457,866	8	2	6	2 years	Part-time	No Limit	No	-	
Raleigh ⁴	469,298	2,079,687	\$518,990,937	7	2	5	2 years	Part-time	No Limit	No	\$20,325	
Winston-Salem	246,328	1,689,151	\$211,891,750	8	0	8	4 years	Part-time	No Limit	No	\$27,220	Council budget of \$513,660, including salaries
Mecklenburg County	1,110,356	2,636,883	\$1,289,512,928	9	3	6	2 years	Part-time	No limit	No	\$48,563	

NOTES:

¹Population information gathered from U.S. Census Bureau 2018/2019 Estimates

²General Budget information was collected on city and county websites for most recently adopted/proposed FY 21 or most recently adopted FY 20 budgets; Some are estimates

³In 2018, the City of Long Beach expanded its term limits to three full terms (12 years). Prior to this vote, Long Beach City Council could serve two, four-year terms and be considered as write-in candidates for a third terms.

⁴Public Records Request Submitted for Council Support Staff

⁵City of Fayetteville voted to transition from 2-year terms to 4-year terms in 2018

⁶It's recommended to request the Department of Human Resources conduct a survey on dedicated support staff for City Council and Mayor across Benchmark Cities and NC Cities.

⁷In most North Carolina cities, the Office of the City Clerk provides adminstraive services to City Council

Median Compensation:	\$26,146
Average Compensation:	\$25,457



Citizens' Advisory Committee on Governance

JUNE 25, 2020: PRELIMINARY BENCHMARKING ON COUNCIL AND MAYOR TERMS AND COMPENSATION

Overview

Under G.S. 160A-101 City Council is authorized to amend the terms of office within the City Charter (sections 3.01 and 3.61) to reflect two or four year terms. This presentation provides a brief analysis of elected official's terms of office in 20 comparable cities as well as many North Carolina cities.

This presentation also compares Mayor and City Council compensation among Charlotte's peer cities and large North Carolina cities and Mecklenburg County.

Council Terms

Cities with Four-Year Terms

Three cities are council-manager form of government, 12 are mayor-council, and one (Portland, OR) is commission form of government.

Eight* cities have councils that have term limits

- **Six** cities allow council members to run for two terms
- **Two** cities (Denver, CO; Long Beach, CA) allow council members to run for three terms

Eight cities have staggered elections and eight cities do not.

Cities with Two-Year Terms

Four cities have council elected for two-year terms of office

- Three cities are council-manager form of government, with Tulsa, OK being the only mayor-council form of government
 - *Tulsa, OK Mayor has four-year term; no term limit*
- Dallas, TX and Arlington, TX have two-year terms that have a term limits
 - *Dallas, TX: Council may serve up to eight years (four terms)*
 - *Dallas, TX Mayor has four-year term; Mayor has two-term limit*
 - *Arlington, TX: Council may serve three consecutive terms and no more than 12 combined years*

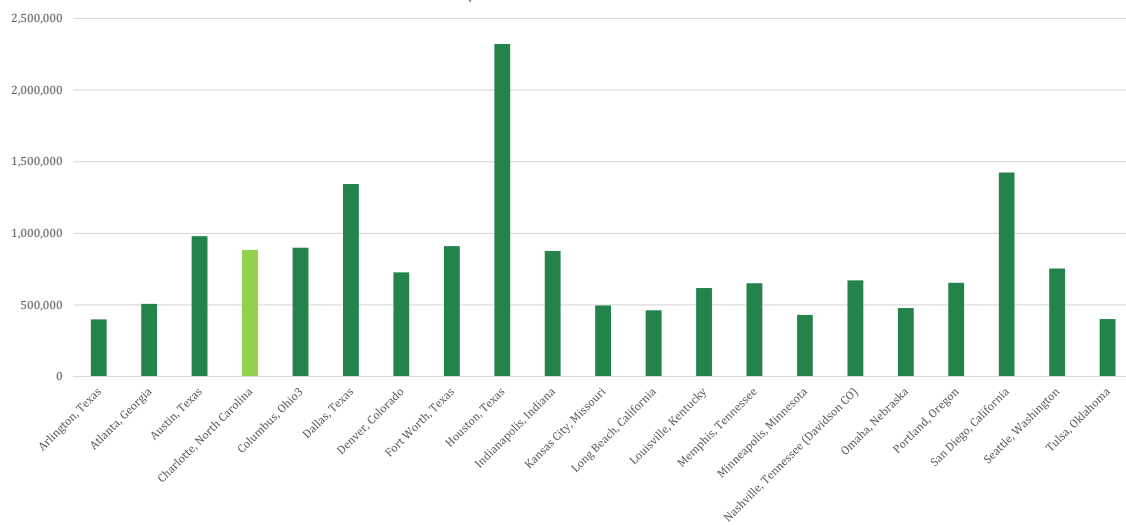
North Carolina Cities, Towns, and Mecklenburg County

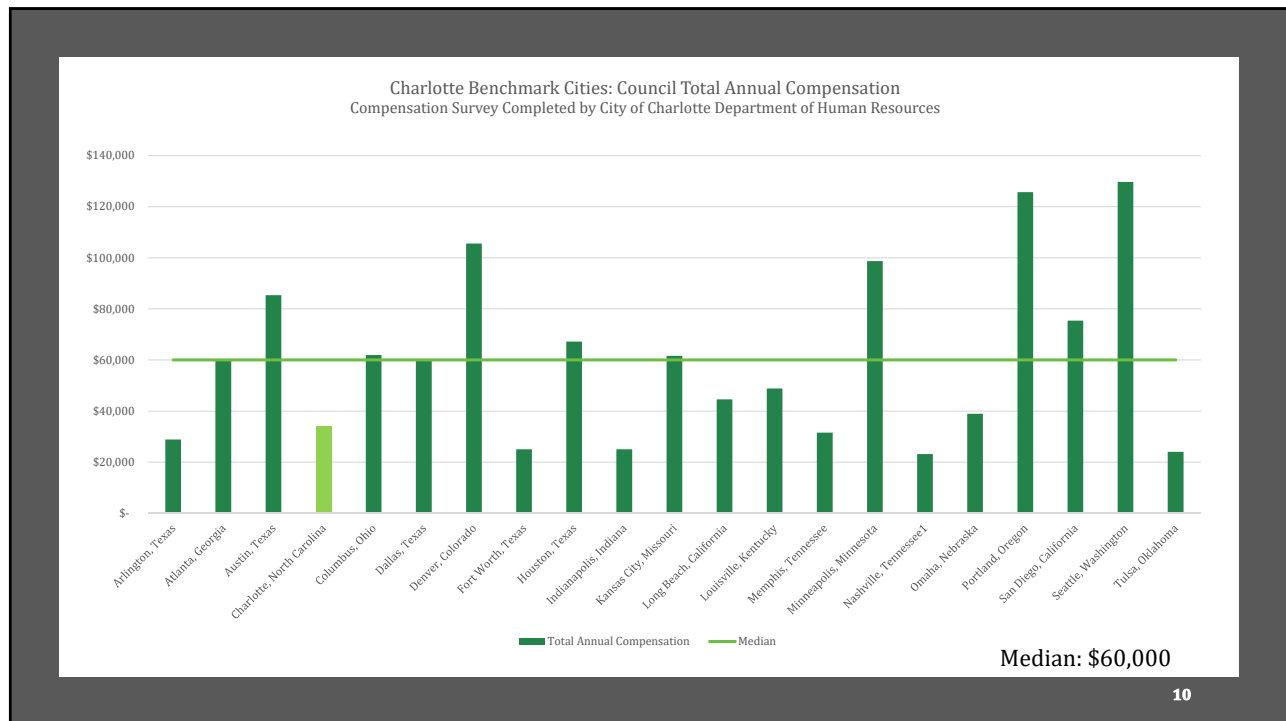
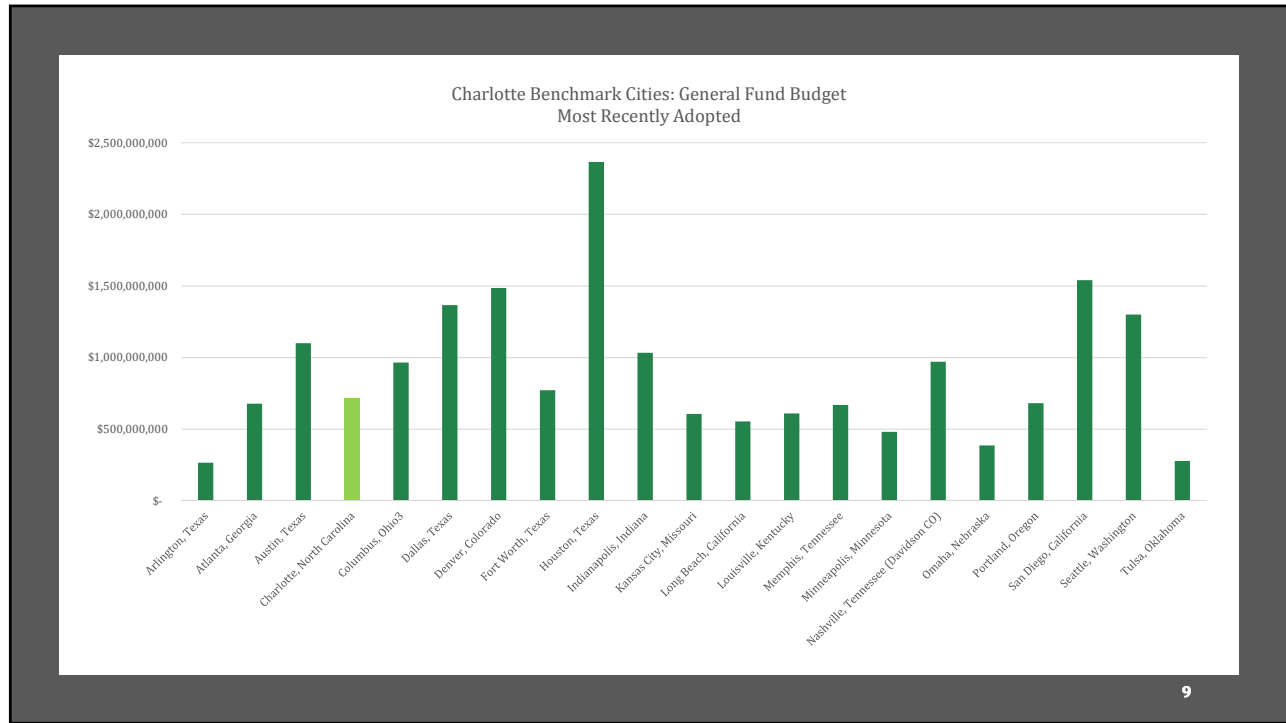
In looking at nine North Carolina Cities, Towns, and Mecklenburg County , the following has been found:

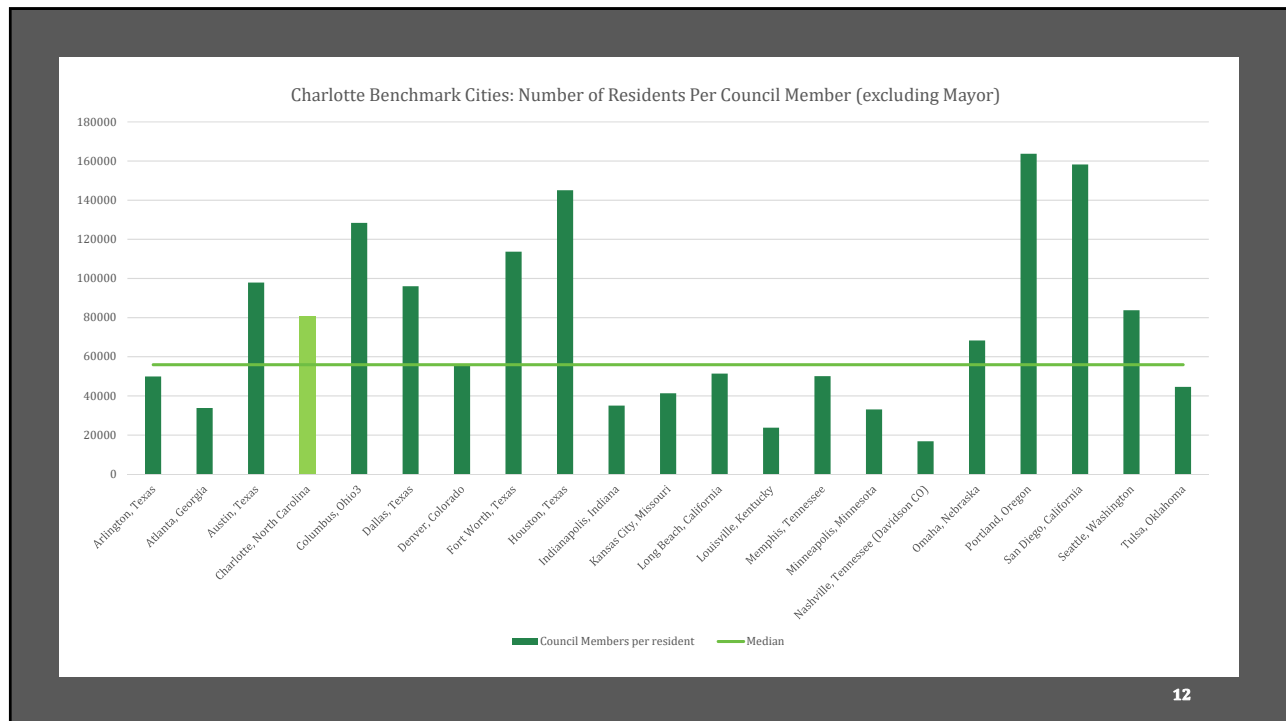
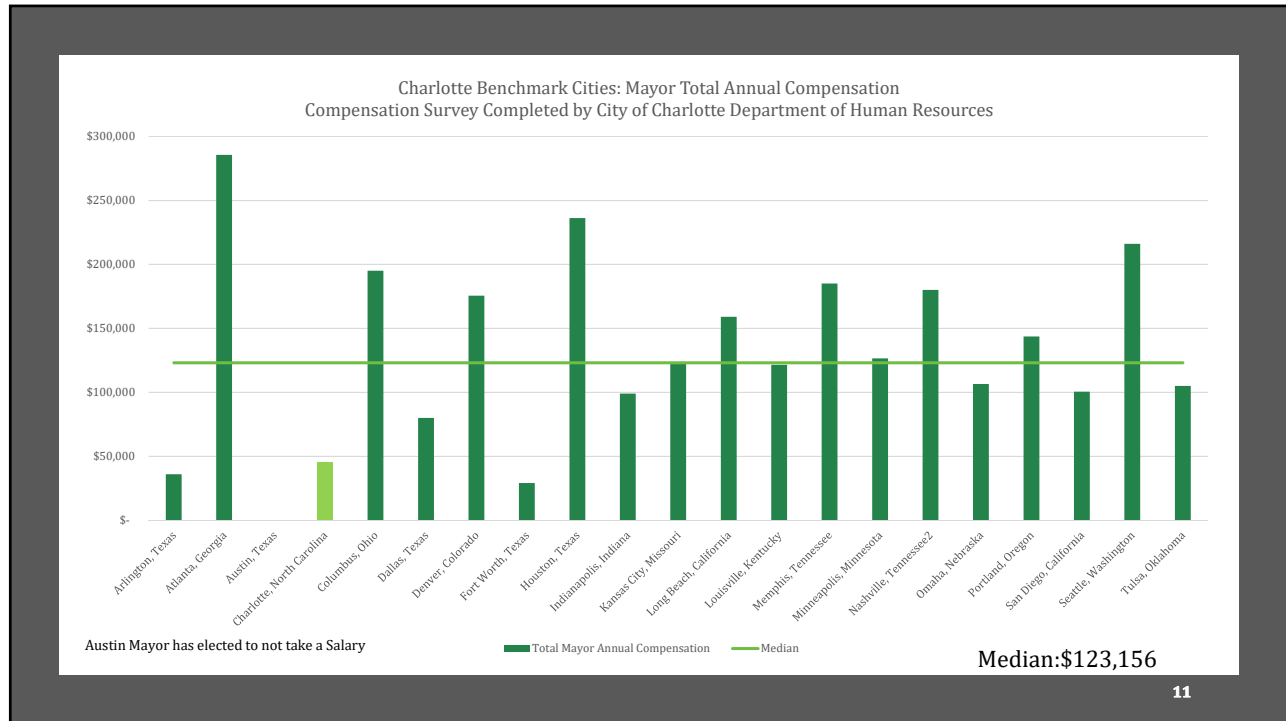
- Councils in three cities and Mecklenburg County operate under two-year terms.
 - *None of these cities have staggered elections*
- Councils in six* cities operate under four-year terms
 - *Four* of these cities have staggered elections*
 - *City of Fayetteville voted to transition from two-year terms to four-year terms in 2018*
 - *City of Durham Mayor has a two-year term and Council members have four-year terms*

Charlotte Benchmark Cities

Charlotte Benchmark Cities: City Population
2018/2019 Census Bureau Estimates

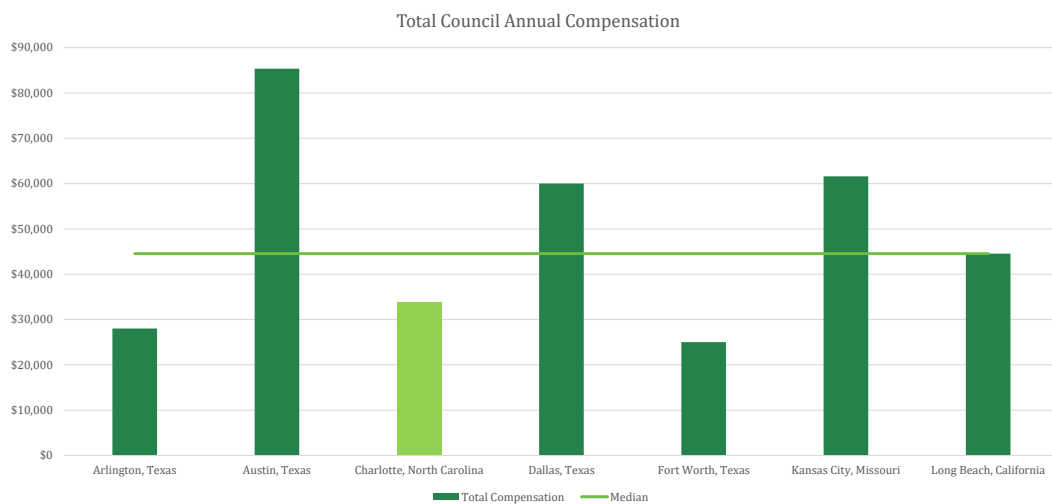






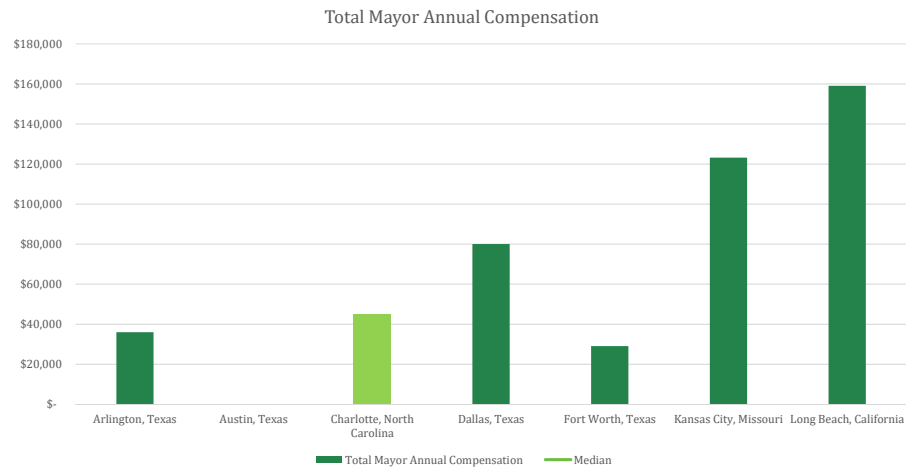
Charlotte Benchmark Cities with Council-Manager form of Government

Peer Cities with Council-Manager Form of Government
Compensation Survey Completed by City of Charlotte Department of Human Resources



Median: \$44,537

Peer Cities with Council-Manager Form of Government
Compensation Survey Completed by City of Charlotte Department of Human Resources



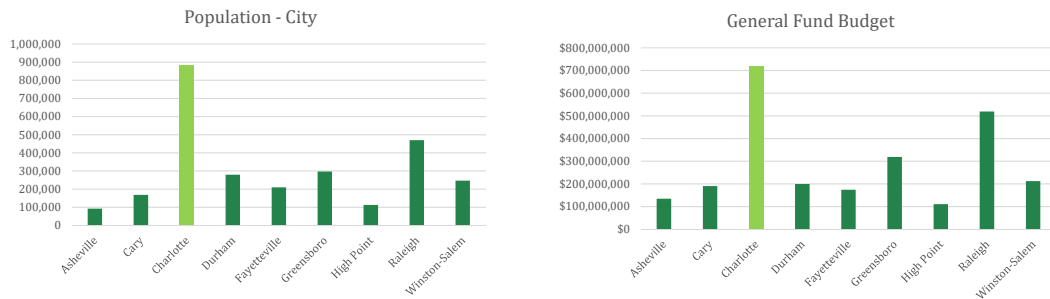
Median: \$62,548

Austin Mayor has elected to not take a Salary

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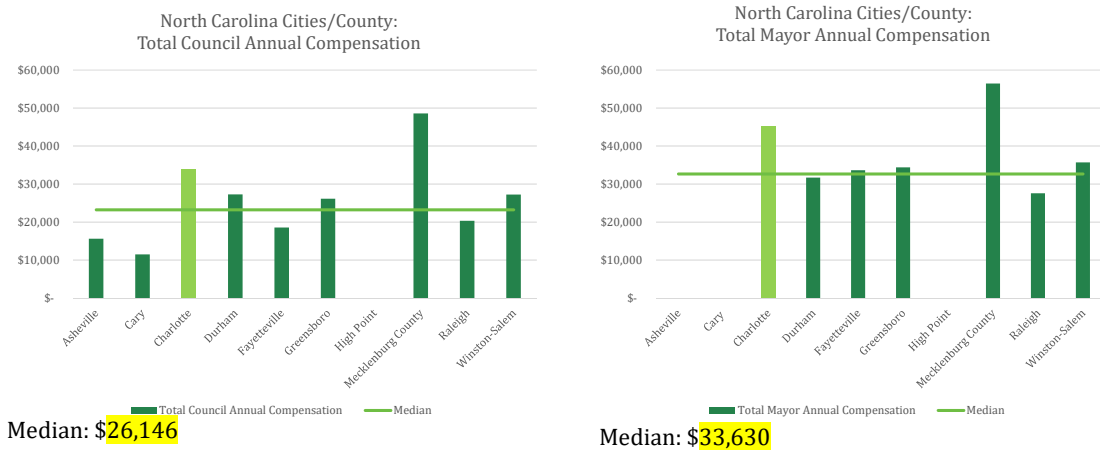
Large North Carolina Cities and Mecklenburg County

Large North Carolina Cities



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Compensation Survey Completed by City of Charlotte Department of Human Resources



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Questions/Next Steps

Interest in a compensation survey across peer cities and large North Carolina cities for support staff compensation?

Any other data collection interests?

City of Charlotte Department of Strategy and Budget will continue to review data, collect information from submitted public records requests, and submit updated information to the Committee.

Thank you!