



Citizen Advisory Committee on Governance
Thursday, October 1, 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
 - Update on public input survey
 - Updated policy guidelines and principles for City Council redistricting from the results of the 2020 Census
3. Adjourn
 - Next Meeting October 15, 2020 at 4:00 p.m.



**Citizen Advisory Committee on Governance
Virtual Meeting Agenda
Thursday, October 1, 2020
4:00 – 5:30 p.m.**

**Thursday, October 1, 2020 Agenda Packet
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Citizen Advisory
Committee on
Governance Charge



Charlotte City Council

Citizen Advisory Committee on Governance

The Citizen Advisory Committee on Governance (CACG) is an ad hoc committee charged with the detailed consideration of, and recommendation for council action on, the following issues:

1. Mayor and City Council terms of office including length of terms, as well as method of implementation.
2. Mayor and City Council full or part-time positions and related compensation.
3. Updated policy guidelines and principles for City Council redistricting resulting from the results of the 2020 census.

Given the anticipated level of public interest in these issues, the CACG should endeavor to complete its review and publicly release its recommendations at an appropriate time to allow ample opportunity for substantial public consideration and discourse for potential voter ballot initiative in 2021

The Citizen Advisory Committee, an eleven-member group, will include representatives from each district (1-7), will include registered voters that are unaffiliated, democratic and republican. The committee shall be also racially and ethnically diverse.

The CACG shall be supported by the City Attorney, a member of the City Budget office and a planning staff member knowledgeable with regard to current district size and demographics along with the history and methods for realignment of, or increase in, City Council districts. Each of these staff members will support the committee and provide information and research related to the areas detailed in the charge above and other research or data requested by the CACG.

Citizen Advisory
Committee on
Governance
Charge:
Redistricting
Considerations

Citizen Advisory Committee on Governance Charge:

"Updated policy guidelines and principles for City Council redistricting resulting from the results of the 2020 census."

Central Questions for Redistricting Guidelines:

- Given Charlotte's increased population since 2010, is the current 11-member council enough to adequately serve our citizens?
- What changes, if any, should be made to the size of the CLTCC knowing we can stay with the same number or add one more representative?
- Increase/decrease the number of CLTCC districts?
- Increase/decrease the number of CLTCC At-Large members?
- For example, should CAGC recommend that CLTCC expand the current board from the 7 district members to 9 district members? Expand 4 At-Large members to 6 At-Large Members?
- What district criteria should be considered? No more than a 10 percent differential in population for districts? Three Republican districts, three Democrat districts, and one toss up?

Other Resources when considering redistricting:

- Charlotte City Council Districts:
https://charlottenc.gov/CityCouncil/Pages/City_Council_Districts.aspx
- Demographic and Mapping Tools: <https://charlottenc.gov/planning/Pages/Council%20Profile.aspx>
- Growth Factors Report and Equity Atlas
<https://charlottenc.gov/charlottefuture/2040Plan/Pages/Documents.aspx>

Procedures for Modification of Form of Government



Procedures for Modification of Form of Government

Under NC G.S. 160A -101, the City Council is authorized to make a number of basic changes to the form of City government without any action or approval of the General Assembly.

1. The City Charter currently provides for two-year terms for the Mayor and City Council
2. State Law (G.S. 160A-101) authorizes the Council to change the length of terms
 - Mayoral term may not be less than two years nor more than four (does not have to be the same as Council)
 - Council terms may be two or four years, and need not be all the same length
 - Four-year Council terms may be concurrent or staggered
3. How to change
 - The General Assembly may amend the Charter by local act
 - The Council may amend by ordinance subject to approval by the voters at a referendum
 - The Council may amend by ordinance without a referendum – however, 5,000 signatures on a petition filed within 30 days forces a referendum
4. Processes for a change by Council
 - The Council adopts a resolution of intent and sets the date for a public hearing
 - The public hearing must be held at least 10 days after published notice and within 45 days of resolution
 - The Council must vote within 60 days of the public hearing but not before the next regular meeting
 - A notice of adoption of the ordinance must be published within 10 days after the adoption of the ordinance
 - If the ordinance is subject to a referendum, the referendum must be held at least 45 days after publication but not more than 90 days after the vote
 - If the ordinance is not subject to a referendum but a valid referendum petition is filed, the referendum must be at least 60 days but not more than 120 days after receipt of the petition
 - A referendum that is not held in conjunction with an otherwise scheduled primary or general election would cost approximately \$500,000.
5. Additional changes that may be made:
 - Number of members of the governing board – The size of Council can be between three and 12 members.
 - Composition of the governing board – Council may be composed according to one of five different ways described in the statute. Those include a Council composed of all members elected at large, all members residing in and elected from single member districts and other variations in district/at-large representation, nomination and/or election.
 - Elections – any of the following election methods can be used:
 - **Partisan** - Elections are partisan. Each political party holds a primary to nominate a candidate for each open position; in the subsequent election the person receiving the highest number of votes is elected.





Procedures for Modification of Form of Government Continued

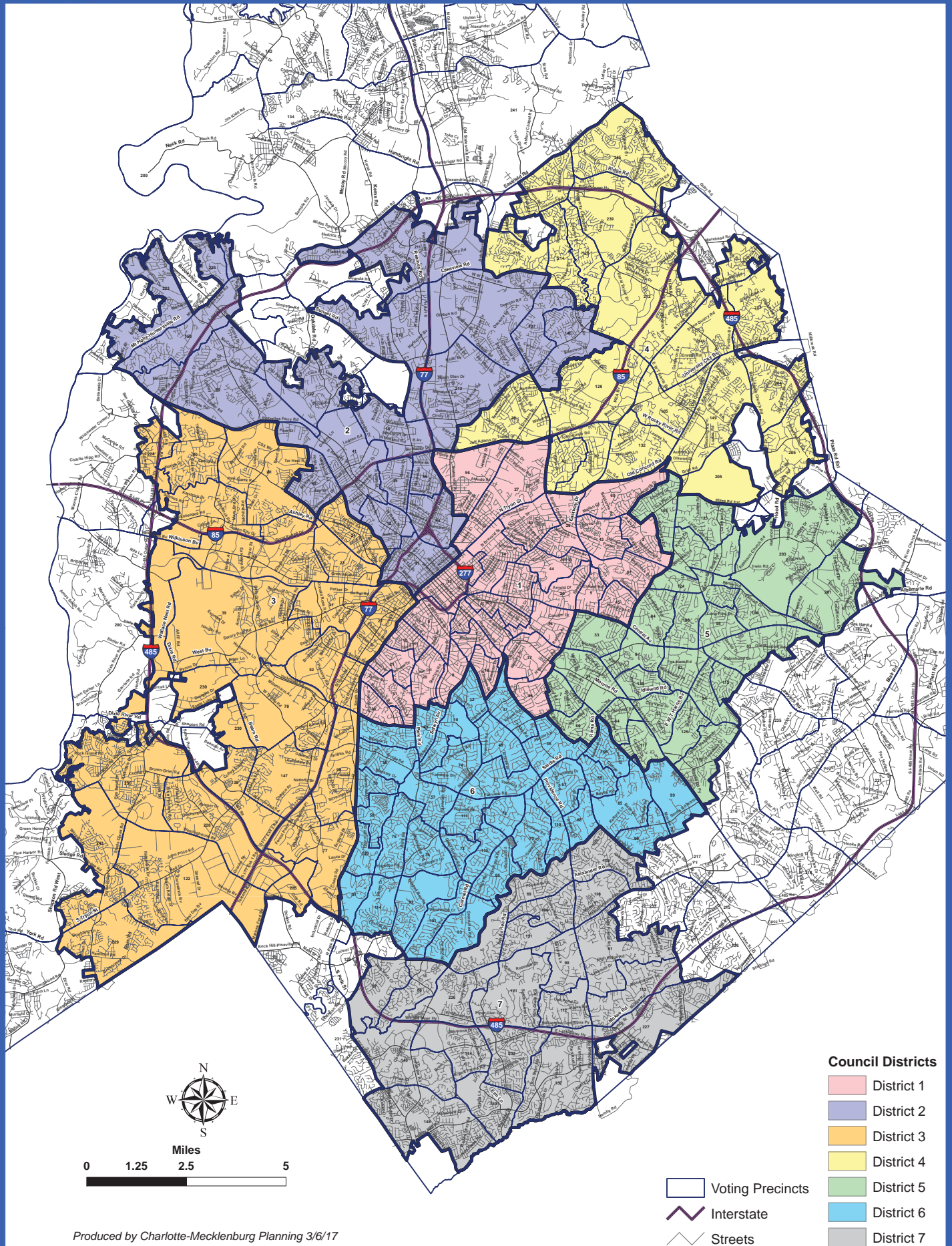
- **Nonpartisan plurality** - Elections are nonpartisan, and the results are determined by plurality, with the person or persons receiving the highest number of votes elected to the open position or positions.
- **Nonpartisan primary and election** - Elections are nonpartisan. A primary is held to narrow the field to two persons for each position open; in the subsequent election the person receiving the highest number of votes is elected.
- **Nonpartisan election and runoff election** - Elections are nonpartisan. If the person receiving the most votes for a particular position does not have a majority of votes cast for that position, a run-off is held between the two top finishers.
- Selection of Mayor- The Mayor may be selected by all qualified voters for a term of two or four years, or the Mayor may be selected by Council from among its membership to serve at its pleasure. In the former method, the Mayor may be given the right to vote on all matters or limited to voting to break a tie; provided in no instance may the Mayor break a tie vote in which the mayor participated.



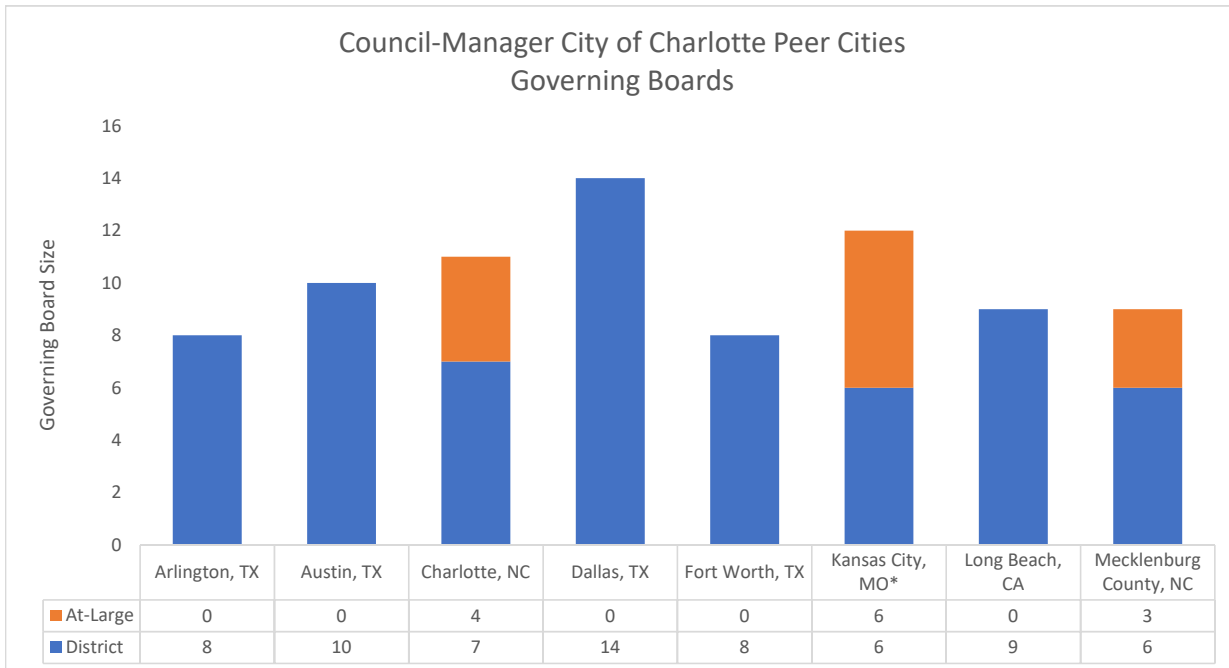
City of
Charlotte
Council
Districts Map



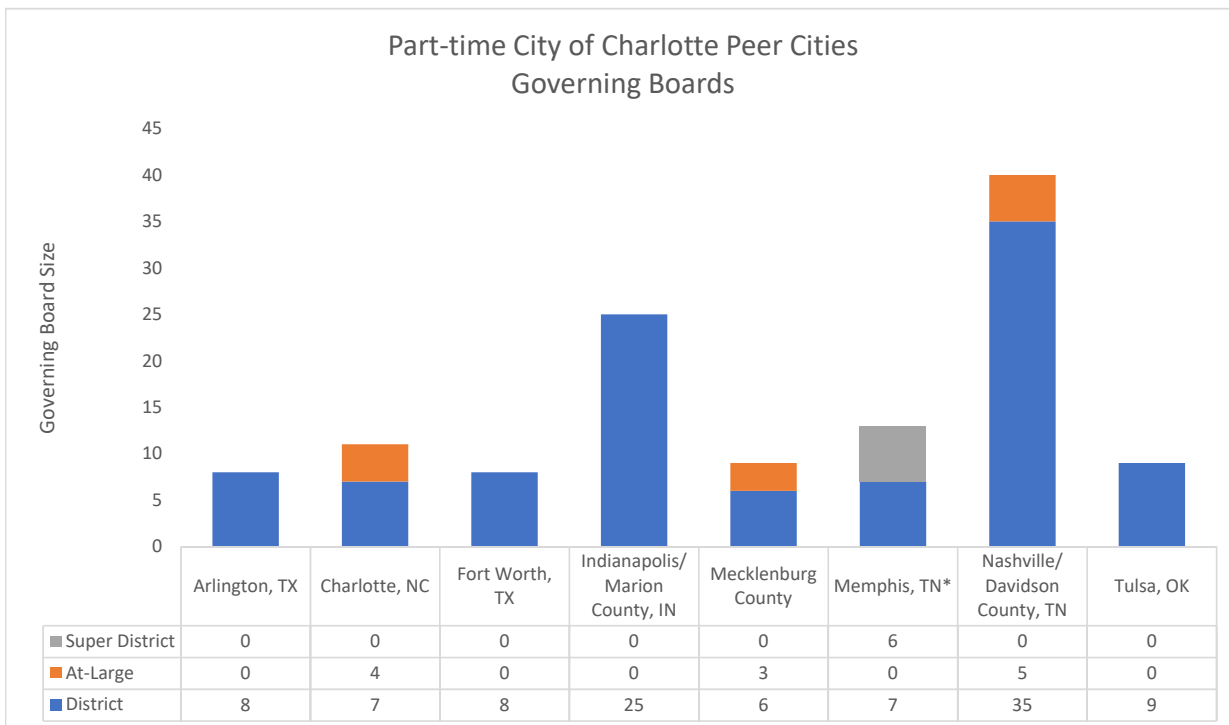
Charlotte City Council Districts



Charlotte Peer
Cities:
Governing
Board Size



*The City of Kansas City has six at-large council members who are elected by a citywide vote to represent each (6) council district.



*The City of Memphis is divided into two super districts with three representatives from each super district.

Charlotte Peer Cities: General Information

General Information: Charlotte "Benchmark" Cities¹

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.

Council-
Manager
Charlotte Peer
Cities and Large
NC Cities:
General
Information

Charlotte "Benchmark" Cities and North Carolina Cities Council Comparison: Council-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

Charlotte Peer Cities: District Size

Charlotte Peer 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

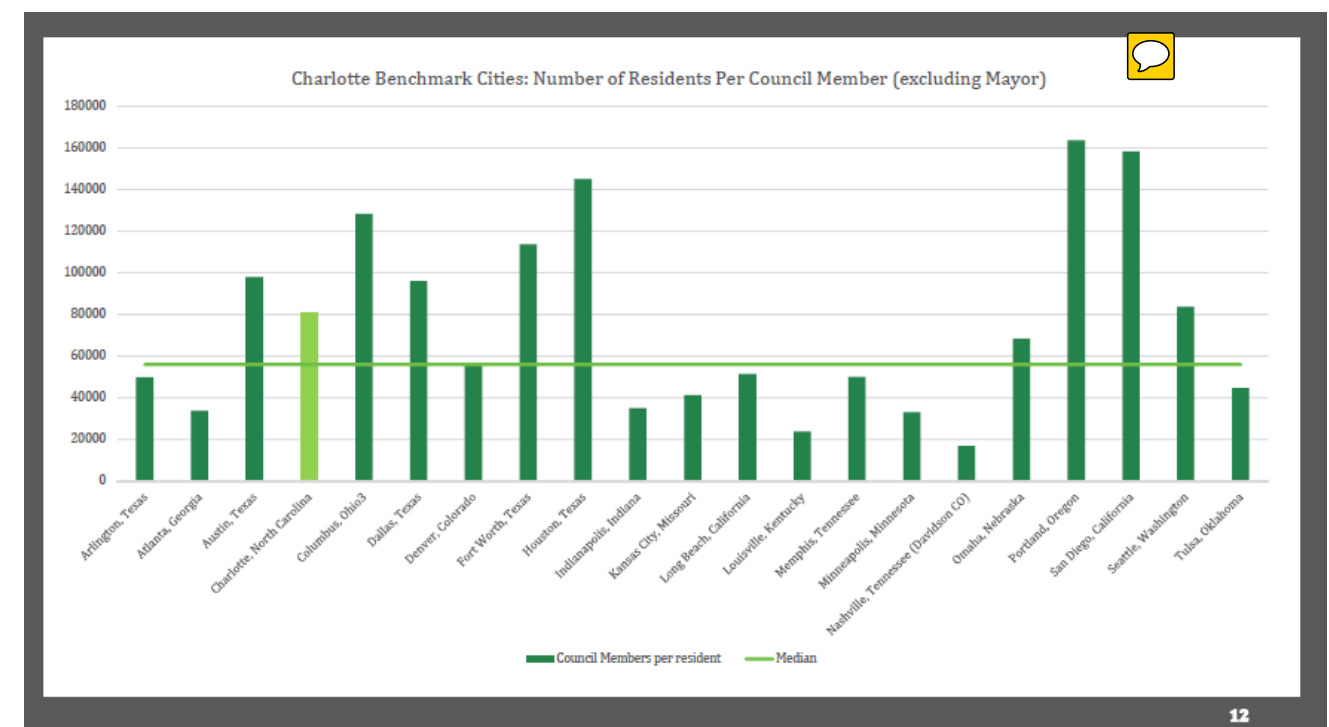
²Not separated into Council Districts

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



City of Charlotte
and
Mecklenburg
County: Ten-Year
Annual Total
Compensation
Comparison

Ten-Year Annual Total Compensation Comparison
City of Charlotte Mayor and City Council
Mecklenburg County Board of County Commissioners

Fiscal Year (FY)	City of Charlotte Annual Total Compensation City Council	Mecklenburg County Annual Total Compensation Commissioners	City of Charlotte Annual Total Compensation Mayor	Mecklenburg County Annual Total Compensation Chair
FY2020	\$ 33,915	\$ 48,563	\$ 45,096	\$ 56,431
FY2019	\$ 33,303	\$ 46,032	\$ 44,304	\$ 53,490
FY2018	\$ 32,709	\$ 44,692	\$ 43,535	\$ 51,941
FY2017²	\$ 32,132	\$ 43,390	\$ 42,789	\$ 50,428
FY2016	\$ 31,572	\$ 36,752	\$ 42,064	\$ 43,596
FY2015	\$ 31,296	\$ 35,997	\$ 41,707	\$ 42,652
FY2014	\$ 30,760	\$ 35,192	\$ 40,791	\$ 41,663
FY2013	\$ 30,410	\$ 34,480	\$ 40,560	\$ 40,773
FY2012	\$ 29,864	\$ 33,789	\$ 39,900	\$ 39,909
FY2011¹	\$ 29,864	\$ 33,118	\$ 39,900	\$ 39,070
FY2010	\$ 29,864	\$ 35,998	\$ 39,500	\$ 42,190

¹In FY 2010, the County had a \$7,200 expense allowance which was decreased to \$4,320 in FY 2011.

²In FY 2017, the County increased the expense allowance to \$8,250.

BOCC Commissioner Cotham chose not to receive a raise in FY 2020.