

City Council Agenda Item Memo

From: Paul Briseno, City Manager

Council Meeting: November 12, 2024

Subject: Resolution 24-096: Mayor / City Council Compensation

Presenter: Paul Briseno, City Manager

Summary and Recommended Action:

Staff recommends approval of the attached resolution to increase the compensation of the Mayor and Council Members, effective May 2025. This recommendation is supported by a detailed analysis of compensation levels across similar first-class cities in South Dakota, revealing the City of Brookings currently offers the lowest compensation. Additionally, the recommendation accounts for the cost of living adjustments many peer communities have integrated.

Item Details:

A comparative analysis reviewed compensation frameworks in cities with similar structures, including the Strong Mayor, City Administrator, and City Manager forms of government, each requiring varying levels of involvement by elected officials. The analysis highlights the need for adjustment based on Brookings' current position relative to peer cities and the length of time since the last salary increase, enacted in 2012. A minimal 2% annual increase since 2012 justifies the proposed adjustments.

The attached resolution, permitted by City Code and City Charter Section 2.04, would increase the Mayor's monthly compensation from \$800 to \$1,000 and Council Members' monthly compensation from \$600 to \$750, effective with the next term commencing May 2025. It also includes a provision for annual adjustments aligned with the pay adjustment rate applied to full-time city employees, ensuring continued alignment with cost-of-living changes.

Adopting this resolution will require approval from at least five council members. Approval of this proposal is recommended as a measure supporting equitable compensation and the demands of the evolving role.

Attached is an analysis which provides further details. Approval of this resolution will advance equitable compensation for the Mayor and City Council in recognition of their commitment and service.

Legal Consideration:

None.

Strategic Plan Consideration:

Fiscal Responsibility – The City of Brookings will responsibly manage resources through transparency, efficiency, equity, and exceptional customer service.

Financial Consideration:

The wage increases will be effective May 2025:

- Office of Mayor: \$1,000 / month
- Office of City Council Member: \$750 / month

Supporting Documentation:

Memo

Resolution

City of Brookings Historical City Council / Mayor Pay

South Dakota Peer City Council / Mayor Pay