

SUBSTITUTE NO. 1 TO ORDINANCE NO. 20-018

AN ORDINANCE ESTABLISHING SALARIES OF CITY COUNCIL MEMBERS FOR THE 108TH COUNCIL SESSION TO BE EFFECTIVE AS OF JANUARY 4, 2022

**Rev. 1
#4795**

Sponsors:

**Council
President
Shabazz**

**Council
Member
Freel**

WHEREAS, City Charter Section 2-100 provides, in relevant part, that the terms of City Council Members shall be for four (4) years commencing on the first Tuesday of the month of January following the year in which they were elected; that each Council Member shall receive a salary at the rate of eight thousand dollars (\$8,000.00) per annum, or such other sum as the Council may from time-to-time ordain; that the annual salary shall not be increased during the current term of Council Members enacting such ordinance; that no change shall be made in the compensation of Council Members during the final six months of the terms of the Council Members; and that the Council President shall receive, in addition to the sum paid the Council Members, the sum of one thousand dollars (\$1,000.00) per annum; and

WHEREAS, pursuant to City Charter Section 2-100, the current salaries of City Council Members were established by Ordinance No. 16-022, which became effective as of the first Tuesday in January 2017; and

WHEREAS, Ordinance No. 87-052 enacted the principal recommendations contained in the May 1987 Report (the "Report") of the Council Compensation Commission (the "Commission"), including the recommendation that Council review its salary structure at least every four (4) years, using the methodology set forth in the Report, to avoid the need for large catch-up increases in salaries of Council Members, and the Council since then has adopted periodic findings of increases in compensation of non-union City employees and applied proportional increases to the compensation of City Council Members, as recommended by the Commission; and

WHEREAS, Council’s most recent findings, done pursuant to Council Rule 26, reflect the cumulative compound increase in pay for non-union City employees and propose proportional, increased salaries for the 108th Council Session Council Members, which would be effective as of January 4, 2022; and

WHEREAS, in January 2022, the Council President and any Council Member may elect in writing to decline the salary increase otherwise authorized by Section 1 of this Ordinance.

NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON HEREBY ORDAINS:

SECTION 1. The salaries of the Council President, the Chair of the Finance Committee, the President Pro Tempore, and the other Council Members for the 108th Council Session shall be as follows:

President of Council	\$36,727.00 per annum
Finance Committee Chair	\$34,151.00 per annum
President Pro Tempore	\$32,997.00 per annum
Council Members	\$29,057.00 per annum

SECTION 2. The City Council Members who will take office on January 5, 2021, and the future Council Members thereafter, shall review the Council’s salary structure every four (4) years, using the methodology set forth in the Report, in order to avoid overly long periods between adjustments or a need for large catch-up increases in salaries. The Council Members shall avoid the use of any formula or other mechanism that would relieve any of them from their responsibility for dealing with the issue of the compensation to be paid Members of City Council.

SECTION 3. The effective date of the salaries of the Council President, the Finance Committee Chair, the President Pro Tempore, and the Council Members set forth in Section 1 of this Ordinance shall be January 4, 2022. Within five (5) business days following

January 4, 2022, the Council President and any Council Member may elect in writing, signed and filed with the City Treasurer, to decline the salary increase authorized by the provisions of Section 1 of this Ordinance, said amount to be pro-rated in each pay period for the term of said President or said Council Member. In the event of a vacancy occurring during the term of the office of the Council President or of any Council Member, the duly appointed successor-President or successor-Member shall receive the full salary authorized for the position, unless within five (5) business days of taking such office, said successor elects in writing to decline the full salary by declining the salary increase in the aforementioned manner. The balance of the provisions of this Substitute Ordinance shall become effective upon its passage by City Council and approval by the Mayor.

First Reading..... April 16, 2020
Second Reading..... April 16, 2020
Third Reading.....

Passed by City Council,

President of City Council

ATTEST: _____
City Clerk

Approved this ____ day of _____, 2020.

Mayor

SYNOPSIS: Pursuant to City Charter Section 2-100 and City Council Rule 26, this Substitute Ordinance establishes increased salaries for Council Members for the 108th Council Session who will take office on January 5, 2021. The increased salaries will be effective as of January 4, 2022.

FISCAL IMPACT STATEMENT: See attached.

Per Council Rule# 26

Ord# 16-022			Scenario#1			
President Salary		\$35,650				
President Pro Tempore		\$32,030				
Finance Committee Chair		\$33,150				
Council Members		\$28,205				
Non Union	COLA	Cum %	Council Member	President	Finance	Pro Tem
FY17	0.00%	0.00%	\$28,205.00	\$35,650.00	\$33,150.00	\$32,030.00
FY18	1.00%	1.00%	\$28,487.05	\$36,006.50	\$33,481.50	\$32,350.30
FY19	0.00%	1.00%	\$28,487.05	\$36,006.50	\$33,481.50	\$32,350.30
FY20	2.00%	3.02%	\$29,056.79	\$36,726.63	\$34,151.13	\$32,997.31
		3.02%	\$29,056.79	\$36,726.63	\$34,151.13	\$32,997.31

**Per Council Rule#26
Proposed Council Salary for 108th Session of City Council**

City Council Fiscal Impact	2% COLA	107th Current Salary	Proposed 108th Session Salary	Difference	Fica	Med Tax	Pension	Total
President Salary		\$35,650	\$36,726.63	\$1,076.63	\$66.75	\$15.61	\$83.44	\$1,242.43
President Pro Tempore		\$32,030	\$32,997.31	\$967.31	\$59.97	\$14.03	\$74.97	\$1,116.27
Finance Committee Chair		\$33,150	\$34,151.13	\$1,001.13	\$62.07	\$14.52	\$77.59	\$1,155.30
Council Members (10)		\$28,205	\$29,056.79	\$851.79	\$52.81	\$12.35	\$66.01	\$9,829.67
Total Annual Additional Cost:								\$13,343.67
Total FY2021 Fiscal Impact effective 1/5/2021:								\$6,671.84

Proposed Recommendation per Council Rule# 26

108th Session Salary	
President Salary	\$36,727
President Pro Tempore	\$32,997
Finance Committee Chair	\$34,151
Council Members	\$29,057