

**DATE:** May 23, 2018

**TO:** Honorable Mayor Jerry Smith  
City Council

**FROM:** Patty Hoppenstedt, Interim City Manager  
Molly Talkington, Finance Director

**SUBJECT:** Establishing Compensation and Benefits for Elected Officials of the City of DeKalb. (First Reading)

## **I. Summary**

Pursuant to Illinois law, if the City Council wishes to adjust pay and compensation schedules for elected officials of the City and to have those take effect for the 2019 municipal election, action must be approved prior to October 6, 2018. This item would allow the Council to make changes to elected official compensation and benefits, if desired.

## **II. Prior Council Action**

On October 24, 2016, City Council increased the City Clerk's salary to \$8,000 per year and left the Mayor and Alderman salaries flat. [\[Ordinance 2016-034\]](#)

## **III. Discussion**

Biannually, City Council is required to review and determine the appropriate level of compensation and benefits for elected officials of the City. This item has been prepared to allow the City Council to take action on adjustments in the compensation of elected officials should it wish to do so. Changes in compensation, if any, would take effect for those persons elected in the 2019 elections. For Council members who have time remaining on their current term of office, changes in compensation would not take effect until the 2021 municipal elections, as compensation cannot change during the term of office.

Currently, the elected officials' salaries are \$22,500 for the Mayor, \$5,400 per Alderman, and \$8,000 for the City Clerk. In 2016, the Mayor and Alderman salaries were not increased. The City Clerk's salary was increased from \$5,000 to \$8,000, a \$3,000 or 60% increase. Staff conducted a survey of 13 comparable communities for Mayor and Alderman salaries. The City Clerk position was not included in the survey since the

employment parameters for this position vary from a full-time non-elected staff person to a full-time elected position. The salaries for the Mayor ranged from no compensation to \$88,572 annually. The salaries for Council ranged from \$2,400 to \$16,423 annually. The large range in pay for the Mayor position reflects variances in the expected annual hours of the position. The table below provides the per community salaries and the average salary for each position excluding the low and high salary for both positions.

#### Elected Official Salary Comparison

<b>Community</b>	<b>Mayor</b>	<b>Alderman</b>
Batavia	\$ 32,198	\$ 4,800
Belvidere	\$ 71,028	\$ 7,103
Carpentersville*	\$ 12,000	\$ 6,000
Crystal Lake*	\$ 4,800	\$ 2,400
Elk Grove Village	\$ 40,000	\$ 6,000
Hanover Park	\$ -	\$ 6,000
Hoffman Estates	\$ 24,999	\$ 5,000
Rolling Meadows	\$ 9,950	\$ 4,000
Romeoville	\$ 88,572	\$ 16,423
St. Charles	\$ 17,500	\$ 5,250
Streamwood*	\$ 8,400	\$ 2,520
Sycamore	\$ 20,000	\$ 5,000
Wheaton*	\$ 5,000	\$ 3,000
<i>Average (less high/low)</i>	\$ 22,352	\$ 4,970
<i>*2016 figures</i>		
<b>DeKalb</b>	<b>\$ 22,500</b>	<b>\$ 5,400</b>
Over(Under) Average	\$ 148	\$ 430

As shown above, the current Mayor and Alderman salaries are in-line with the comparable communities.

#### **IV. Community Groups/Interested Parties Contacted**

Public input is welcome at this meeting. This item has been prepared as an action item to allow the City Council to take action, if desired.

#### **V. Legal Impact**

The Council has the legal authority to change the compensation and benefits for persons elected or appointed to office starting with the 2019 term of office. Changes must be approved prior to October 6, 2018, in order for them to take effect for that term of office.



## **VI. Financial Impact**

As the proposed changes to compensation are as of yet unknown, their financial impact has not been calculated. If the City Council revises their compensation, the Financial Impact will be calculated and included as part of the Ordinance on second reading.

## **VII. Options**

1. In the Ordinance, current compensation levels are provided. The Council is requested to amend the Ordinance consistent with its determination on appropriate compensation levels.
2. If no changes are sought to compensation, then the Council is not required to take any action on the ordinance.

## **VIII. Recommendation**

This is a policy consideration for the City Council. It is recommended that Council evaluate this matter and determine the appropriate course of action to undertake.



**ORDINANCE 2018-**

**ESTABLISHING COMPENSATION AND BENEFITS FOR  
ELECTED OFFICIALS OF THE CITY OF DEKALB,  
ILLINOIS.**

**WHEREAS**, the City of DeKalb is a home rule municipality with the power and authority conferred upon it pursuant to the Illinois Constitution, Illinois Municipal Code and City Code of the City of DeKalb; and

**WHEREAS**, the City Council has the authority to establish benefits and compensation for elected officials of the City of DeKalb, with any changes in compensation to take effect upon the start of new terms of office;

**THEREFORE, BE IT ORDAINED** by the Mayor and City Council of the City of DeKalb, DeKalb County, Illinois, as follows:

**Section 1.** For and during the term of office commencing in May 2021 and for terms commencing thereafter, the elected Mayor of the City of DeKalb, Illinois shall receive compensation in the sum of \$22,500 per annum, payable in equal biweekly installments.

**Section 2.** For the terms of office commencing in May 2019 and for terms commencing thereafter, the Aldermen of the City of DeKalb, Illinois shall receive compensation in the sum of \$5,400 per annum, payable in equal biweekly installments.

**Section 3.** For and during the term of office commencing in May 2021 and for terms commencing thereafter, the City Clerk of the City of DeKalb, Illinois shall receive compensation in the sum of \$8,000 per annum, payable in equal biweekly installments.

**Section 4.** All ordinances or portions thereof in conflict with this ordinance, including the prior versions of the ordinances included above, are hereby repealed.

**Section 5.** Should any provision of this Ordinance be declared invalid by a court of competent jurisdiction, the remaining provisions will remain in full force and affect the same as if the invalid provision had not been a part of this Ordinance.

**Section 6.** This Ordinance shall be in full force and effect after passage and publication pursuant to law. Publication date: \_\_\_\_\_, 2018. Effective date: \_\_\_\_\_, 2018. Compensation changes contemplated herein shall take effect pursuant to law.

**PASSED BY THE CITY COUNCIL** of the City of DeKalb, Illinois at a regular meeting thereof held on the \_\_\_\_\_ day of \_\_\_\_\_, 2018, and approved by me as Mayor on the same day.

**ATTEST:**

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**SUSANNA HERRMANN**, City Clerk

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**JERRY SMITH**, Mayor