

City Council of Bloomington, Indiana Elected Official Compensation Framework

Guiding Principles

Values to guide how the City Council makes decisions regarding elected official compensation.

1	<p>Accessibility of Public Service The level of compensation makes elected office attainable for community members of all socioeconomic statuses.</p>
2	<p>Equitable Pay Elected officials are compensated equitably according to their respective levels of responsibility and relative to other Bloomington elected officials and departmental leadership.</p>
3	<p>Quality Community Service Compensation enables elected officials to meaningfully engage with and serve the Bloomington community.</p>
4	<p>Informed Decisions Council makes informed decisions about elected official compensation in alignment with these Guiding Principles and based on relevant objective data.</p>
5	<p>Transparent and Documented Process A transparent, repeatable process guides compensation decisions for elected officials, and results are clearly communicated.</p>

Annual Process

April	Committee validates/updates this Framework
May-June	Committee gathers and analyzes relevant information
August	Chair drafts elected official salary ordinance
October	Ordinance vote and passage

Mandate

“The city legislative body shall, by ordinance, fix the annual compensation of all elected city officers.” IC 36-4-7-2

Basis of Salary Setting

City Council will use the following approach to determine annual salaries for elected officials.

Elected Official roles are not Civil City positions and are not assigned pay grades. Nonetheless, the ranges established for Civil City leaders are useful points of reference for the following:

- Mayor:** Set salary at a level similar to compensation for Civil City senior leadership positions. The presumptive salary is the midpoint of the salary range for the highest Civil City pay grade.
- City Clerk:** Set salary at a level similar to compensation for Civil City senior leadership positions. The presumptive salary is the midpoint of the salary range for leaders of Civil City departments.
- Council Member:** As a coequal branch of government, yet given the part-time nature of the role, salary to be set at a percentage of the mayor’s salary. Percentage to be determined based on number of hours required to meet expectations.

Relevant Information / Data

Information relevant to enable the City Council to make informed decisions:

- Civil City Pay Ranges
- City Budget Constraints/Capacity
- Consultation with Bloomington Elected Officials
- Input from Councilmembers on hours required to meet expectations

Contextual information for reasonableness check:

- Elected official salaries for Monroe County and other Indiana Second Class Cities
- Bloomington Area Median Income and Cost of Living