



## MEMO FROM COUNCIL OFFICE ON:

### **Resolution 23-16 - Calling for an Increase to the Salary of the City Clerk in the 2024 City Budget**

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#### **Synopsis**

This resolution is sponsored by Councilmember Flaherty. It expresses the Common Council's intent to increase the salary for the City Clerk. In that regard, the resolution requests that the Mayor pursue any necessary and appropriate action to effectuate the increase as part of the 2024 city budget.

#### **Relevant Materials**

- [Resolution 23-16](#)

#### **Summary**

[Resolution 23-16](#) would express the Council's intent to increase the salary for the City Clerk for 2024 and would request that the Mayor and Controller take appropriate action to reflect the increase in their preparations of the 2024 city budget. During the departmental budget hearings on the 2024 city budget, the City Clerk requested that the compensation for the office of City Clerk be increased to a level commensurate with the salaries for city department heads. This resolution would express the Council's intent to increase the salary to \$104,089.

[Indiana Code 36-4-7-2](#) provides that "[t]he city legislative body shall, by ordinance, fix the annual compensation of all elected city officers." It also provides that "[t]he compensation of an elected city officer may not be changed in the year for which it is fixed nor may it be reduced below the amount fixed for the previous year."

[Ordinance 22-27](#), adopted by the Council on October 12, 2022, set the annual salaries for all elected city officials for the year 2023. That ordinance fixed the annual salary of the City Clerk at \$64,733 for 2023.

A similar ordinance setting 2024 salaries for elected officials is scheduled for Council consideration on September 27, 2023 (with a planned first reading and discussion of the ordinance at that meeting) and on October 11, 2023 (with a planned second reading and potential final action at that meeting). Because the 2024 salary ordinance for elected officials will be considered at the same time as the 2024 civil city budget appropriation ordinance, the ability to contemporaneously reflect any changes made to the salary ordinance within the budget appropriation ordinance will be constrained.



According to the Human Resources Department, during a 2016-2017 salary study, consultants compared the Bloomington City Clerk's job duties with those in other Indiana cities to come up with the peer cities listed below. This was because the responsibilities of Clerks vary widely (some with comparable responsibilities to a Mayor or Controller). This study was conducted at a point in time and the usefulness of these comparisons decreases if job responsibilities, complexity, or other aspects of the job (in Bloomington or the other cities) have changed significantly since 2017.

The 2022 salaries for the City Clerk in each city are listed and were obtained from the [Indiana Gateway](#) employee compensation portal. A 10% increase was included to reflect a 5% cost of living increase in 2023 and a projected 5% cost of living increase for 2024.

City	2022	10% Increase
Anderson	\$57,520	\$63,272
Terre Haute	\$57,937	\$63,731
Mishawaka	\$64,164	\$70,580
Noblesville	\$64,336	\$70,770
Fishers	\$67,498	\$74,248
Evansville	\$67,866	\$74,653
Elkhart	\$70,000	\$77,000
Greenwood	\$70,029	\$77,032
Gary	\$74,727	\$82,200
Lawrence	\$78,856	\$86,742
Fort Wayne	\$90,352	\$99,387
<b>AVERAGE</b>		\$76,329
<b>MEDIAN</b>		\$74,653

The sponsor notes that this resolution alone would not have a fiscal impact. However, the resolution calls for increases to a salary that, if carried out, would have a fiscal impact, which should be calculated and provided alongside any future legislation to effectuate that increase.

**Contact**

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