



Commission Meeting May 5, 2023

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Subject: Mayor and Commissioner Salary

**From: Tim Burton, City Manager
Renee McMahon, Human Resources Director**

Action Summary

Present Situation:

The City of Helena Mayor and Commissioners salaries are lagging behind other Montana major cities' wages. On average, major Montana cities with similar governmental structures pay their mayors almost \$17,000/year and commissioners almost \$11,000/yr.

The proposed increased salaries would not become effective until the commencement of terms of commission members elected at the next regular election, January 2024.

Mayor and Commissioner salaries have only increased twice in the past twenty (20) years: 1) effective January 1, 2012 and 2) effective January 1, 2020.

Proposal/Objective:

It is imperative to increase the City of Helena's Mayor and Commissioners' salaries given their scope of civic responsibilities, increased workload, the current economic state, their incurred un-reimbursed personal expenses to carry out their duties, and remunerate them for their time, effort, and expenses. The proposed increases will also serve to encourage future candidates to run for election to City of Helena Commission posts.

Advantage:

Not only for the reasons cited above, ultimately it will be advantageous to increase the salaries for the City of Helena Mayor and Commissioners to attract and retain a quality mayor and commissioners who are dedicated to their civic duties to best serve our Helena community and citizens.

Notable Energy Impact:

N/A

Disadvantage:

N/A

Recommended Motion:

Move to approve the Resolution to increase the City of Helena Mayor salary from \$11,000/year to \$15,000/year and the City of Helena Commissioner salary from \$9,000/year to \$11,000/year effective January 1, 2024.

Respectfully submitted,
Renee McMahon
Human Resources Director