

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	August 5, 2024
Action Required:	Approval of the Ordinance
Presenter:	Juandiego Wade - Mayor
Staff Contacts:	Kyna Thomas, Clerk of Council Robinson Hubbard, Deputy City Attorney
Title:	Ordinance to increase the salaries of City Council Members pursuant to 15.2-1414.6 of the Virginia Code (1 of 2 readings)

Background

During the 2024 Legislative Session, the General Assembly amended Virginia Code § 15.2-1414.6 to allow for an increase to the salaries paid to members of City Council. This salary is largely based on the population of the locality being served. Charlottesville is authorized to increase the Mayor's annual salary from \$20,000 to \$37,000. City Councilor salaries may be increased from the current annual salary of \$18,000 to a maximum of \$34,000. In addition, City Council may, by ordinance, adjust the annual salary in any year or years by an inflation factor not to exceed five percent. This salary increase may not take effect until July 1 after the next regularly scheduled general election of council members.

Discussion

Current salaries for City Council are so low that they create a potential barrier to candidates that may not be able to serve on Council due to financial concerns. The increase to salary may give people with less financial means the ability to serve, which would broaden the pool of potential candidates for office.

Alignment with City Council's Vision and Strategic Plan

This action aligns with the City's goal of Organizational Excellence by potentially allowing for a larger pool of candidates for City Council.

Community Engagement

N/A

Budgetary Impact

If the maximum salary increases were approved, the Mayor's salary would increase by \$17,000 a year, and the other four Councilors' salaries would increase by \$16,000. Council could also approve an annual increase of up to 5% per year to match inflation. The salary increases would total \$81,000

in the first year and potentially could increase annually. This increase cannot go into effect until July 1, 2026.

Recommendation

N/A

Alternatives

The alternative is to not pass the Ordinance to increase City Councilors' salaries.

Attachments

1. ORD city council salary increase draftv2 7.17.2024