
NORTH OGDEN CITY STAFF REPORT

TO: MAYOR AND CITY COUNCIL
FROM: KENT BAILEY, COUNCIL MEMBER
SUBJECT: CHANGING THE MAYOR'S POSITION FROM PART-TIME TO FULL-TIME AND TO ADJUST HIS STIPEND ACCORDINGLY
DATE: 11/14/2014

- North Ogden City's city manager recently resigned. The city has posted the opening and solicited applications for this position.
- At present we are in a unique, temporary position where we have an elected mayor who has the education, training, experience, willingness, and time to assume the administrative responsibilities of North Ogden City full time.
- Mayor Taylor is willing to quit his full-time job to assume the position of full-time mayor.
- The council has expressed interest in and has begun researching the possibility of having the mayor serve in a full-time capacity, eliminating the need for a full-time city manager.
- Jon Call, the city attorney, has suggested that we have 3 alternative ways of facilitating this change:
 - Switch to a Mayor-Council form of government
 - Requires a public vote probably in the November 2016 elections.
 - Means that we would have a full-time mayor forever unless changed by another public vote
 - Increase the Mayoral stipend and eliminate the responsibilities of the City Manager (City Administrator) from all city code.
 - Would need to be done if we do not appoint another employee to serve as the City Administrator.
 - The city council could increase the mayor's annual stipend commensurate with his duties subject to public noticing and hearing requirements.
 - The changes in city statutes would need to be undone if/when we want to return to a part-time mayor and full-time city administrator.
 - Increase the Mayoral stipend and designate another employee to perform the statutory roles of City Administrator.
 - This could be done at any council meeting with the appropriate notice to modify the budget.

- This would specifically not require any amendments to code that I am aware of as all of the administrative power is currently vested in the Mayor anyways with a few exceptions of tasks to be completed by the City Administrator.
 - This would require that a City Administrator be identified for the relatively few tasks that our code requires a City administrator for. (They deal mostly with financial considerations.)
 - This could also include an increase in the stipend for the Mayor's Position and review it as often as the Council would like. (Potentially annually during budget discussions.)
 - This option would allow the Council to hire another City Administrator without making any code changes to give power back to the position.
- Advantages to the city
 - Mayor Taylor:
 - Has a Master of Public Administration degree and formal training in municipal government.
 - Has extensive public sector and private sector management experience.
 - Is committed to North Ogden. He was duly elected by the residents of North Ogden. He lives in North Ogden.
 - Understands the needs of our city.
 - Knows the employees of North Ogden and has a good working relationship with them.
 - Has demonstrated a genuine willingness to work with the city council and to not overstep his statutory responsibilities as mayor.
 - Understands the city council's expectations.
 - We can delay hiring and training a new city manager.
 - We can move forward on current initiatives without losing time training a new city manager.
 - There is a considerable financial savings to the city. Mayor Taylor is willing to work for an additional \$60,000 added to his current \$10,000 stipend. He will not receive any employee benefits such as health insurance and retirement.

When the \$10,000 pay increase is added to the department head who will serve as part-time City Administrator then net expense to the city is about \$80,000. (It will be slightly more because of mandatory FICA taxes on the mayor's stipend and FICA and benefit expenses for the City Administrator.) The city manager's job currently pays between \$87,948 and \$129,284. When benefits are added in the range is \$131,922 and \$193,926. At the low end the city will save \$51,922 per year and at the high end it will save \$113,926 per year.

- This is a temporary arrangement
 - We are currently in a unique situation where the mayor has the expertise to perform the functions of mayor and city administrator.
 - It appears that we can return to the part-time mayor / full-time city manager approach at any time by a simple majority vote of the council.
- Considerations
 - Can we easily return to the current situation with a simple majority vote? State law requires that the mayor's vote be included whenever his powers are changed.

- How do we increase the part-time city administrator's pay without causing a significant increase in required withholding?
- When we decide to change back to a part-time mayor, full-time city administrator what will be the effect on the department head, who has been serving as part-time city administrator, who now loses \$10,000 in pay?