

OPTION 1 Sum certain with CPI

Shall Section 3 of Chapter III of the Fort Worth City Charter be amended to increase the annual compensation of the mayor from \$29,000 to \$60,000 and to increase the annual compensation of all other city council members from \$25,000 to \$45,000 starting October 1, 2022 and to provide that such annual compensation shall thereafter be subject to a yearly adjustment equal to the lesser of (i) the average annual salary increase provided to all non-civil-service City employees or (ii) the year-over-year percentage increase in the local consumer price index?

OPTION 2 Set annually by ordinance (no cap)

Shall Section 3 of Chapter III of the Fort Worth City Charter be amended to allow for the annual compensation of the mayor and city council members to be set annually by ordinance starting October 1, 2022?

OPTION 3 Set annually by ordinance subject to caps tied to employee avg salary for all employees

Shall Section 3 of Chapter III of the Fort Worth City Charter be amended to allow for the annual compensation of the mayor and city council members to be set annually by ordinance starting October 1, 2022, subject to the following limitations: the annual compensation of the mayor shall be greater than 150% of the average of the annual base-rate compensation for all City employees; and the annual compensation of all other city council members shall not be greater than 125% of the average of the annual base-rate compensation for all City employees?

OPTION 4 Tie salaries to employee avg salary for all city employees

Shall Section 3 of Chapter III of the Fort Worth City Charter be amended to provide that the annual compensation of the mayor shall be an amount equal to 150% of the average of the annual base-rate compensation for all City employees and that the annual compensation of all other city council members shall be an amount equal to 125% of the average of the annual base-rate compensation for all City employees starting October 1, 2022?

Based on lawyer math and the all-employee average of \$69,975.00 provided by HR,

150% of the average annual base-rate salary for all employees would be \$104,962.50;
125% of the average for non-civil-service employees would be \$87,468.75