

Benchmark Data  
from  
Other Cities



Charter Review Task Force  
August 19, 2015

| Issue                            | Current Fort Worth Charter Provisions   | Amarillo<br>198,402  |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Two-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent Terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | \$10 per meeting   |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 4 Councilmembers<br><br>All members all elected at large |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | Arlington<br>379,370   |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Two-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$250/month<br>Councilmembers \$200/mth<br>Plus expenses   |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census)<br/>for 2023 election.</b> | Mayor and 9 Councilmembers<br><br>Mayor and 4 Councilmembers elected at large<br>5 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | Austin<br>900,701   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Three-Year Terms  |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered Terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor - \$82,357.80<br>Councilmembers - \$70,074<br>Set by ordinance – not in charter                               |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 10 Councilmembers<br><br>Mayor Elected at Large<br>10 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

| Issue                            | Current Fort Worth Charter Provisions   | Brownsville<br>183,000  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered Terms<br>Elections held every odd year  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | \$10 for each regular and special meeting (for the duration). Cannot be paid for more that 2 regular and 3 special meetings per month |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 6 Commissioners<br><br>Mayor and 2 Commissioners elected at large<br>4 Commissioners elected from single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter  |

| Issue                            | Current Fort Worth Charter Provisions   | Corpus Christi<br>312,195  |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Two-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent Terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$9,000/year<br>Councilmembers \$6,000/year  |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 8 Councilmembers<br><br>Mayor and 3 Councilmembers elected at large<br>5 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | Dallas<br>1,244,270   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Mayor – Four year term<br>Councilmembers - Two-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent Terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor – 60,000/yr (will go up to \$80,000 with the next Mayor)<br>Councilmembers - \$60,000/yr<br>Plus expenses (pay decreased proportionally for absences) |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 14 Councilmembers<br><br>Mayor elected at large<br>14 Councilmembers all elected from single member districts                                     |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

| Issue                            | Current Fort Worth Charter Provisions   | El Paso<br>676,275<br>Currently undergoing a charter review   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered Terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$45,000/yr and District Representatives \$29,000/yr adjusted by the same percentage increase if any given to general employees<br>Proposed - |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 8 District Representatives<br><br>Mayor elected at large<br>8 District Representatives elected from single member districts               |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter  |



| Issue               | Current Fort Worth Charter Provisions              | El Paso<br>676,275<br>Currently undergoing a charter review   |
|---------------------|--|---|
| <b>Compensation</b> | \$29,999 for Mayor<br>\$25,000 for Council members | <p><b>Proposed :</b> On the first day of FY 2017: the annual base salary of the District Representatives shall be \$35,000 and the annual base salary of the Mayor shall be \$50,000.</p> <p>The Council shall have the power to increase these salaries by not more than 5%, but such act must be taken at least three months prior to the next general city election and may not take effect until after the inauguration of the next council.</p> <p>Any proposed salary increase in excess of 5% shall be subject to voter approval, by referendum, conducted at a general City election.</p> |

| Issue                            | Current Fort Worth Charter Provisions   | Houston<br>2,223,310   |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Two-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent Terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$234,031/yr<br>Councilmember \$62,408/yr<br>The maximum salaries of Houston's mayor, city controller and 16 City Council members, are set based on the annual pay of Texas' 456 district judges, who are getting a 12 percent raise in the newly approved state budget. |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 16 Councilmembers<br><br>Mayor and 5 Councilmembers elected at large<br>11 Councilmembers elected from single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | Irving<br>228,610  |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Three-Year Terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered Terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | \$10 per meeting   |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 8 Councilmembers<br><br>Mayor and 2 councilmembers elected at large<br>6 councilmembers elected at large |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | San Antonio<br>1,416,291  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Two-Year Terms  |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent Terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$61,725/year (can change – Mayor’s salary is equal to the SA area median household Income plus 35%<br>Councilmembers \$45,722/year (can change CM salary is equal to the SA area median household Income |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 10 Councilmembers<br><br>Mayor elected at large<br>10 Councilmembers elected from single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

Benchmark Data  
from  
Cities outside Texas



Charter Review Task Force  
August 19, 2015

| Issue                            | Current Fort Worth Charter Provisions   | Phoenix, AZ<br>1,537,058  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$88,000<br>Council \$61,000<br>Plus benefits   |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census)<br/>for 2023 election.</b> | Mayor and 8 Councilmembers<br><br>Mayor elected at large<br>8 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

| Issue                            | Current Fort Worth Charter Provisions   | San Jose<br>1,015,785   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$114,000<br>Proposed 125,000<br>Councilmember \$81,000<br>proposed \$92,000<br>Car allowance \$350/mth<br>proposed \$500/mth<br>Other benefits |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 10 Councilmembers<br><br>Mayor elected at large<br>10 Councilmembers elected from single member districts                                   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

| Issue                            | Current Fort Worth Charter Provisions   | Charlotte, NC<br>829,958  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Three-year terms  |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Set by Council (per charter)<br>Mayor \$54,974<br>Includes \$10,000 expense allowance; \$3,100 tech allowance; and \$4,800 car allowance<br>Council \$ 42,829<br>Includes \$5,800 expense allowance; \$3,100 tech allowance and \$4,000 car allowance |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 11 Councilmembers<br><br>Mayor and 4 Councilmembers elected at large<br>7 Councilmembers elected from single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts                                     | Prohibits any direct or indirect financial interest in City contracts   |



| Issue                            | Current Fort Worth Charter Provisions   | Oklahoma City, OK 620.602   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered terms   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$24,000/yr<br>Councilmembers \$12,000/yr plus expenses   |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 8 Councilmembers<br><br>Mayor elected at large<br>8 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |

| Issue                            | Current Fort Worth Charter Provisions   | Las Vegas, NV<br>613,599  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Set by ordinance (per charter)<br>Mayor \$138,536<br>Councilmembers \$76,964                    |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census)<br/>for 2023 election.</b> | Mayor and 6 Councilmembers<br><br>Mayor elected at large<br>6 Councilmembers elected from wards |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts (no penalty)              |

| Issue                            | Current Fort Worth Charter Provisions   | Tucson, AZ<br>517,972   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$42,000<br>Proposed \$48,360<br>Councilmembers \$ 24,000<br>Proposed \$27,486  |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 6 Councilmembers<br><br>Mayor elected at large<br>6 Councilmembers elected from wards in the primary and elected at large in the general election |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts (misdemeanor)   |

| Issue                            | Current Fort Worth Charter Provisions   | Long Beach, CA<br>473,577  |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year tems   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor (full time) \$137,152/yr<br>Councilmembers (part time)<br>\$25,248/yr  |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census)<br/>for 2023 election.</b> | Mayor and 9 Councilmembers<br><br>Mayor elected at large<br>9 Councilmembers elected from<br>single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter   |

| Issue                            | Current Fort Worth Charter Provisions   | Kansas City, MO<br>470,800  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Concurrent  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Salary set by out going council<br>Reviewed every 4 years<br>Mayor \$123,156<br>Councilmember \$61,569<br>Car Allowance \$4800/yr               |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census)<br/>for 2023 election.</b> | Mayor and 12 Councilmembers<br><br>Mayor and 6 Councilmembers are elected at large<br>6 Councilmembers are elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in Charter  |

| Issue                            | Current Fort Worth Charter Provisions   | Mesa, AZ<br>464,704  |
|----------------------------------|---|--|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms  |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered terms  |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$73,545<br>Vehicle allowance \$550/mth<br>Councilmembers \$36,832<br>Vehicle Allowance \$350/mth<br>Communications Allowance \$80/mth<br>COLA equal to city employees,<br>eligible for executive level benefits<br>(adopted by ordinance after<br>presentation by the Independent<br>Compensation Commission. |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 6 Councilmembers<br><br>Mayor elected at large<br>6 Councilmembers elected from<br>single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts  |

| Issue                            | Current Fort Worth Charter Provisions   | Virginia Beach, VA<br>450,980   |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Four-year terms   |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor \$30,000<br>Councilmembers \$ 28,000  |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><b>Redistrict in 2021 (after 2020 census)</b><br><b>for 2023 election.</b> | Mayor and 10 Councilmembers<br><br>Mayor and 3 Councilmembers elected at large<br>7 Councilmembers elected from single member districts |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Not mentioned in the Charter  |

| Issue                            | Current Fort Worth Charter Provisions   | Raleigh, NC<br>439,896  |
|----------------------------------|---|---|
| <b>Longer terms of office</b>    | Two-year terms  | Two-year terms  |
| <b>Staggered terms</b>           | Concurrent terms  | Staggered   |
| <b>Compensation</b>              | \$29,999 for Mayor<br>\$25,000 for Council members  | Mayor - \$19,000/yr plus \$1200/yr of in-City expenses<br>Mayor Pro-tem - \$16,000/yr<br>Councilmembers - \$14,000/yr<br>Expense reimbursement; \$1,800/yr for auto allowance. Can participate in City insurance and may choose to have a cell phone allowance of \$ 42/mth (Compensation fixed by Council per charter) |
| <b>Number of Council Members</b> | Current: 8+1<br><b>Proposed: 10+1</b><br><br><b>Redistrict in 2021 (after 2020 census) for 2023 election.</b> | Mayor and 7 Councilmembers<br><br>Mayor and 2 Councilmembers elected at large<br>5 Council members elected from single member districts   |
| <b>Conflicts of interest</b>     | Prohibits any direct or indirect financial interest in City contracts   | Prohibits any direct or indirect financial interest in City contracts   |