

	A	B	C	D	E	F	G
1		Population	Number of Councilmembers	Term of Office	Staggered Terms	Council Compensation as described in charter	Actual Salary
2	Phoenix Council manager	1,537,058	Mayor elected at large 8 Councilmembers elected from singlemember districts	Four-year terms	yes	Chapter 12 - Compensation will be set by Citizens Commission on Salaries for Elected Officials. Increases are submitted to voters. Last election 2005	Mayor \$88,000 Councilmembers \$61,000. Is entitled to receive their choice of Benefit packages offered by the City with the exception of Retirement Plan for city employees
3	San Jose Council manager	1,015,785	Mayor elected at large 10 Councilmembers elected from singlemember districts	Four-year terms	yes	Between March 1st and April 30th of every odd-numbered year, the Council Salary Setting Commission shall recommend to the Council the amount of monthly salary which it deems appropriate for the members of the Council, including the Mayor, for the two year period commencing July 1 of that odd-numbered year. The amount recommended for each member of the Council shall be the same, except that the amount recommended for the Mayor may exceed that of the other members of the Council. The monthly salary shall be in an amount which takes into account the full time nature of the office and which is commensurate with salaries then being paid for other public or private positions having similar full time duties, responsibilities and obligations.	Mayor \$114,000 proposed \$125,000 Councilmember \$81,000 proposed \$92,000 car allowance \$350/month proposed \$500/mth health, dental and retirement. Pay \$250 for unexcused absences from Council meetings
4	Charlotte Council manager	829,958	Mayor and 4 Councilmembers elected at large 7 Councilmembers elected from single member districts	Three-year terms	no	The salary of the Mayor and each Council member shall be in such amounts as established by the Council from time to time.	Mayor \$54,936 Councilmembers \$42,829.58 Includes car, expense and technology allowances
5	Oklahoma City Council manager	620,602	Mayor elected at large 8 Councilmembers elected from singlemember districts	Four-year terms	Yes	Commencing on the earliest possible date consistent with Section 10 of Article XXIII of the Oklahoma Constitution, the Mayor shall receive as compensation for his or her services a salary of \$24,000.00 per annum, payable monthly and no more. Commencing on the earliest possible date consistent with Section 10 of Article XXIII of the Oklahoma Constitution, each Councilmember shall receive as compensation for his or her services a salary of \$12,000.00 per annum, payable monthly and no more.	Mayor \$24,000/yr and Councilmembers \$12,000/yr Also receive compensation ofr expenses per the charter.
6	Las Vegas Council manager	613,599	Mayor elected large 6 councilmembers elected from wards	Four-year terms	yes	The Respective salaries of the Mayor and Councilmen must be fixed by ordinance.	Mayor \$138,536 Council members \$76,964 (set by ordinance)
7	Tucson Council manager	527,972	Mayor elected at large. Councilmembers elected from wards in the primary and at large in the general election	Four-year terms	yes	Mayor \$3,500/mth Council members \$2,000/mth The Tucson Charter requires the Citizens' Commission on Public Service and Compensation to meet every two years and make a recommendation whether or not to put a salary increase on the city ballot. The commission declined in 2009, 2011 and 2013 to put the issue on the ballot. Voters turned down increases in the elections of 2001, 2003,2005 and 2007.	Mayor \$42,000 proposed \$48,360 Councilmembers \$24,000 proposed \$27,000

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8	Long Beach Council manager	473,577	Mayor elected at large and 9 Councilmembers elected from singlemember districts	Four-year terms	yes	Mayor \$67,500 adjusted annually to CPI; Councilmember 25% of Mayors salary	Mayor - Full Time \$136,152/yr Councilmembers - part time \$25,248 Both receive COLA adjustments annually
9	Kansas City Council manager	470,800	Mayor elected at large. 6 Councilmembers elected at large (must live in district) 6 Councilmembers elected from singlemember districts (live in and elected from the district)	Four-year terms	no	<i>Establishment of salary.</i> The salary of the Mayor and members of the Council shall be established by the Council, and may not be reduced or increased during any term. The salary for all members of the Council, except the Mayor, whether elected by district or at-large shall be identical. The Council may provide an additional amount to the Mayor pro tem reflecting the additional duties and responsibilities assumed by that member.	Council Member – Annual Salary is \$61,569, reviewed every four years, out-going council sets salaries. Car Allowance of \$4800/yr
10	Mesa Council manager	464,704	Mayor elected at large 6 councilmembers elected from singlemember districts	Four-year terms	yes	The charter provision relatd to compensation notes that in 1986 and 2013 the compensation was changed by ordinance	Mayor \$73,545; Councilmember \$36,832; Vehicle Allowance Mayor \$550/mth Councilmember \$350/mth Communications Allowance \$80/mth Mayor and Councilmembers cost of living adjustment equal to city employees, eligible for executive level benefits. (adopted by ordinance)
11	Virginia Beach Council manager	450,980	Mayor and 3 Councilmembers elected at large 7 councilmembers elected from singlemember districts	Four-year terms	yes	Not to exceed \$10,000/year Mayor and \$8,000 per year Councilmembers (cannot amend their charter so changes are through the State General Assembly)	Mayor \$30,000 Councilmembers \$28,000
12	Raleigh Council manager	439,896	Mayor and 2 councilmembers elected at large 5 coumncilmembers elected from single member districts	Two-year tems	no	The compensation paid to the members of the City Council and the Mayor for their services may be fixed, from time to time, by the Council as provided in G.S. 160A-64.	Mayor - \$19,000 plus \$100/mthfor in city expenses Mayor Pro tem - \$16,000 Cpouncilmembers - \$14,000 Plus \$150/mth car allowance. Can participate in dental, helath and other volutary benefits. Can Choose to have \$42/mth cell phone allowance. All are reimbursed for actual travel expenses.

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1	Conflict of interest in charter
	yes
2	
	yes
3	
	yes
4	
	yes
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	yes
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	yes
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H	
1	Conflict of interest in charter
8	no
9	no
10	yes
11	no
12	yes