

August 4, 2023

Mayor John Hamilton
City of Bloomington
401 N. Morton St.
Bloomington, IN 47404

Dear Mayor Hamilton,

We are writing in regard to the salary for the City Council Attorney/Administrator position, which is a Grade 12 position within City government and reports directly to the City Council. The incumbent's salary is currently set at \$94,089 for 2023, which is significantly lower than all other Grade 12 salaries in the City. Other Grade 12 salaries (excluding "acting" department heads) range from \$108,487 to \$117,554.

The City Council Attorney/Administrator is a crucial position with decision-making agency, supervisory duties, legal responsibilities, and administrative oversight of the City's legislative branch of government. The incumbent advises Council Members and the Council as a body during and between meetings, researches and writes legislation (in collaboration with Council Members), reviews legislation proposed by the mayoral administration, researches constituent issues, drafts and monitors the Council's budget, supervises two staff members and two interns, facilitates the actions of five Council committees, and coordinates and assists the professional activities of nine part-time Council Members. The position requires extensive legal skills and experience (as well as actual licensure), ability to work under intense pressure (timewise as well as during sometimes contentious public meetings), organizational skills (juggling the schedules of the Council and its various committees), and professional interpersonal skills (working with the mayoral administration and nine Council Members). Perhaps the most difficult part of the position is that the incumbent reports to all nine of us and has a different point-person as direct supervisor (the Council President) each year.

While the reporting line of the City Council Attorney/Administrator is unique among Grade 12 employees, in that it reports to the City Council and not to the Mayor, the level of responsibility is commensurate with the department heads who are also Grade 12. We therefore reason that the incumbent's salary should be in the same range as other Grade 12 salaries.

We recognize that this time of year many supervisors are requesting new long-term budget commitments in Category 1. Therefore we are willing to bring the incumbent's salary up to the level of other Grade 12 salaries over a two-year period, with an increase of \$10,000 for 2024, and the remaining increment to match the lowest level of Grade 12 salaries in 2025. We feel strongly that this request is a matter of equity and just compensation for work performed in this position.

Sincerely,



Matt Flaherty, Council Member At-Large



Susan Sandberg, Council Member At-Large



Jim Sims, Council Member At-Large



Kate Rosenbarger, District 1

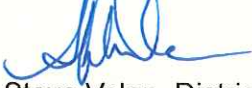
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Sue Sgambelluri, *Council President*, District 2



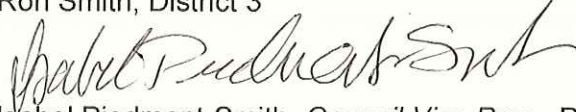
Dave Rollo, *Parliamentarian*, District 4



Steve Volan, District 6



Ron Smith, District 3



Isabel Piedmont-Smith, *Council Vice Pres.*, District 5