

PROPOSED INCREASE TO COUNCIL COMPENSATION

City Council
December 6, 2022

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Background

- Considerable discussion of Council compensation over the past year
- Concerns that current pay does not adequately reflect the extensive work and responsibilities of the Council
- Concerns that current pay does not adequately allow for full diversity on the Council
- Charter amendment recommended, but not pursued at this time

Current Status

- Council members currently receive a salary of \$800 per month, for a total annual salary of \$9,600
- Council members generally work an average of 20 to 30 hours per week
- The Mayor currently receives a salary of \$1200 per month, for a total annual salary of \$14,400
- The Mayor's position typically requires 40+ hours per week

Current Status

- Council members also receive benefits in alignment with other City employees
- Benefits include health, vision, dental, life insurance, long-term disability, retirement and others
- The value of benefits varies and ranges between approximately \$19,400 to \$33,700

Current City Charter Provision

- Proposal to increase Council compensation as currently allowed by the City Charter
- Baseline: Section 4 of the City Charter authorizes the Council to provide compensation to its members in accordance with the provisions of state law
- Baseline: Section 4 also provides that the Mayor shall receive compensation equal to 150% of that paid to Council members

Establishment of Initial Salary

- State law provides a schedule of Council compensation based on city population
- For cities with populations between 150K and 250K, state law provides for an initial Council member salary of \$800 per month
- City Council adopted the \$800 per month salary by ordinance in 2005
- Council salaries have remained unchanged since that time

Allowable Increases

- State law allows Council salaries to be increased up to 5% per year
- The allowable 5% increase is a flat rate, not compounded
 - Santa Rosa: \$40 per month increase is permitted annually
- The annual 5% increase may accumulate if not immediately applied
 - Santa Rosa: Allowable increases have not been taken and thus have accumulated since 2005 (17 years)

Allowable Increases

- Adjustments can be made only when at least one council member begins new term
 - Santa Rosa: Council members begin a new term after presentation of the certified vote on December 13th
- Proposed ordinance:
 - Would make the adjustments allowable under City Charter and state law
 - Salary increase effective December 14th

Proposed Increase

- Calculation – Council members:
 - \$800/month starting point = \$9,600 annual salary
 - Add \$40/month x 17 = \$680/month raise
 - Equals \$1480/month = \$17,760 annually
- Calculation – Mayor:
 - 150% of monthly Council salary = \$2,220
 - 150% of annual Council member salary = \$26,640

Questions and Discussion