



# City of Santa Rosa

## City Charter Review Committee Regular Meeting Minutes - Draft

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Wednesday, April 27, 2022

5:00 PM

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### 1. CALL TO ORDER AND ROLL CALL

Chair Cisco called the meeting to order at 5:01 p.m.

**Present** 15 - Chair Patti Cisco, Committee Member Adriana Arrizon, Committee Member Scott Bartley, Committee Member Christine Byrne, Committee Member Dan Condrón, Committee Member Abigail Cunningham, Committee Member Ana Diaz, Committee Member Danny Martinez, Committee Member Chris Mazzia, Committee Member Evette Minor, Committee Member Ernesto Olivares, Committee Member Logan Pitts, Committee Member Jocelyn Villalobos, Committee Member Mark Walsh, and Committee Member Karen Weeks

**Absent** 6 - Committee Member Annie Barbour, Committee Member Lisa Badenfort, Committee Member Jazmin Gudino, Committee Member Jen Klose, Committee Member Brian Ling, and Committee Member Ron Miller

Committee Member Klose joined the meeting at 5:07 p.m.

Committee Member Miller joined the meeting at 5:29 p.m.

Committee Member Gudino joined the meeting at 5:39 p.m.

Committee Member Barbour joined the meeting at 6:02 p.m.

### 2. PUBLIC COMMENTS ON NON-AGENDA MATTERS

No public comments were made.

### 3. APPROVAL OF MINUTES

3.1 March 16, 2022, Regular Meeting.

**Approved as submitted.**

### 4. SCHEDULED ITEMS

4.1 EQUITY PRINCIPLES

The principles of diversity, equity, inclusion and belonging remain in the forefront of the Charter review process. This standing agenda item provides the Committee with the opportunity, at the outset of each of its

meetings, to refine, reaffirm and recommit to its Statement of Principles. The Statement of Principles regarding diversity, equity, inclusion and belonging provides a procedural and substantive lens through which the Committee undertakes all of its work.

No presentation or discussion was made.

No public comments were made.

**Present**<sup>19</sup> - Chair Patti Cisco, Committee Member Adriana Arrizon, Committee Member Annie Barbour, Committee Member Scott Bartley, Committee Member Christine Byrne, Committee Member Dan Condrón, Committee Member Abigail Cunningham, Committee Member Ana Diaz, Committee Member Jazmin Gudino, Committee Member Jen Klose, Committee Member Danny Martinez, Committee Member Chris Mazzia, Committee Member Ron Miller, Committee Member Evette Minor, Committee Member Ernesto Olivares, Committee Member Logan Pitts, Committee Member Jocelyn Villalobos, Committee Member Mark Walsh, and Committee Member Karen Weeks

**Absent**<sup>2</sup> - Committee Member Lisa Badenfort, and Committee Member Brian Ling

#### 4.2 COUNCIL COMPENSATION

The City Council has recommended that, among other topics, the Committee research and consider preparing a Charter amendment to increase Council member compensation. Currently, the Charter allows for the establishment of Council compensation in accordance with formulas set forth in state law. For a city the size of Santa Rosa, state law allows for Council member salary of up to \$800 per month. State law also allows for an annual increase in that salary of up to 5% (not compounded), which increase may accumulate if not immediately applied. In addition, State law allows the city's voters to approve a higher or alternative salary. The voters of Santa Rosa have approved a higher salary for the Mayor, currently equal to \$1200 per month (150% of Council member salary).

The Committee began its discussion of Council compensation at its December 15, 2021 meeting and expanded its discussion at its

meeting on January 5, 2022. This agenda item will provide the Committee with the opportunity to provide final direction on its recommendation for Council compensation.

City Attorney Sue Gallagher presented information on the current Charter provision for Council compensation in accordance with State law and provided information on the following options for Committee consideration:

Option 1: Let Council vote whether to proceed with state law provision that allows a 5% increase of up to \$40/month per calendar year multiplied by 17 years, when Council last approved their compensation in 2005, with compensation increased from \$9,600 to \$17,760 for Council Members and \$26,640 annually for the Mayor. Health, vision, dental, life insurance, long-term disability, retirement and other benefits are also provided.

Option 2: Tying Council compensation to City staff income. The lowest salary would be equal to \$32,968 annually with the average salary approximately \$95,000.

Option 3: Area Median Income (AMI). In 2021 AMI being \$72,3000 for a one person household, \$84,650 for a two persons household, and \$92,950 for a three person household.

City Attorney Gallagher provided information on the City of Berkeley's Measure JJ which tied compensation to AMI and approved by the voters in 2020.

No public comments were made.

Discussion ensued on the three options presented, a possible monetary penalty for unexcused absences, creating a high level of expectation from the public for Council Members with the increase in compensation, cutting Council's compensation before employee compensation when budget cuts are needed, making the Mayor's compensation the same as the 3rd District Board of Supervisor's compensation, additional benefits Council already

receives, using the average Council compensation of comparable cities to set the compensation for Santa Rosa Council Members, making compensation increases justifiable to the voters, and whether to make compensation increases automatically placed on a ballot as a separate measure.

**A motion was made by Committee Member Klose, seconded by Committee Member Gudino, to set the Mayor's Compensation at 140% of Area Median Income (AMI) for a three person household, and set Council Member's compensation at 100% of AMI for a three-person household.**

**The motion failed by the following vote:**

**Yes:** 8 - Committee Member Arrizon, Committee Member Byrne, Committee Member Gudino, Committee Member Klose, Committee Member Martinez, Committee Member Miller, Committee Member Minor and Committee Member Villalobos

**No:** 11 - Chair Cisco, Committee Member Barbour, Committee Member Bartley, Committee Member Condron, Committee Member Cunningham, Committee Member Diaz, Committee Member Mazzia, Committee Member Olivares, Committee Member Pitts, Committee Member Walsh and Committee Member Weeks

**Absent:** 2 - Committee Member Badenfort and Committee Member Ling

**A motion was made by Committee Member Pitts, seconded by Committee Member Martinez, to set the Mayor's compensation to 3-person Area Median Income (AMI), set Council Member compensation at two-thirds of AMI at three-person household, permanently tying compensation to AMI, and recommend the Council build in a penalty system for non-performance.**

**The motion carried by the following vote:**

**Yes:** 14 - Chair Cisco, Committee Member Barbour, Committee Member Bartley, Committee Member Byrne, Committee Member Condron, Committee Member Cunningham, Committee Member Diaz, Committee Member Martinez, Committee Member Mazzia, Committee Member Miller, Committee Member Minor, Committee Member Pitts, Committee Member Villalobos and Committee Member Walsh

**No:** 5 - Committee Member Arrizon, Committee Member Gudino, Committee Member Klose, Committee Member Olivares and Committee Member Weeks

**Absent:** 2 - Committee Member Badenfort and Committee Member Ling

#### **4.3 INITIAL OUTLINE OF FINAL REPORT**

The City Attorney will present a proposed outline of the Charter Review Committee's Final Report to the City Council. The Report is expected to include (a) a background on the Committee's formation, composition and practices, (b) a detailed description of each of the five items considered by the Committee in depth, together with the Committee's recommendation on each item, if any (the five items include Council compensation, at large Mayor, ranked choice voting, voting rights for noncitizens and Charter update and modernization), and (c) a brief description of additional issues considered by the Committee, but not prioritized, including additional issues identified by the Council in its Resolution No. RES-2021-147

City Attorney Gallagher provided proposed outline of the Committee's Final Report that will go to Council and answered questions from the Committee.

Committee discussion ensued on the content of the report and how Committee members should submit any comments they would like to be included in the report.

No public comments were made.

#### **5. COMMITTEE CHAIR'S/CITY ATTORNEY'S REPORTS**

No reports were provided.

#### **6. SUBCOMMITTEE REPORTS - NONE.**

#### **7. WRITTEN AND/OR ELECTRONIC COMMUNICATIONS - NONE.**

#### **8. FUTURE AGENDA ITEMS**

- Draft of Final Report

#### **9. ADJOURNMENT**

Chair Cisco adjourned the meeting at 6:52 p.m. The next meeting is scheduled for May 11, 2022, at 5:00 p.m.

**Approved on:**

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**Stephanie A. Williams**  
**City Clerk**