

CONTINUED DISCUSSION: COUNCIL COMPENSATION

Charter Review Committee Meeting
January 5, 2022

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Current Council Compensation

- Charter Section 4 provides that Council compensation will be determined in accordance with state law, provided that the Mayor shall receive 150% of Council member salary.
- State law sets forth a schedule of Council compensation based on city population.
- For cities of comparable size – cities with populations between 150K and 250K – state law provides for a Council member salary of \$800 per month.

Current Council Compensation

- State law allows the \$800 per month salary to be increased up to 5% per calendar year.
- The allowable 5% increase is a flat rate, not compounded. The maximum increase is thus \$40 per month.
- The \$40 per month increase may accumulate if not immediately applied. (Increase to be calculated “from the operative date of the last adjustment of the salary.”)
- The increase must be adopted by Council ordinance.

Current Council Compensation

- Santa Rosa Council compensation has not been adjusted for about a decade.
- Under current law, the Council may thus adjust its monthly Council member salary by \$40 for each of the last 10 years
- This would result in a total one-time increase in monthly salary of \$400. With existing salary at \$800 per month, the new monthly Council member salary would be \$1,200.
- This would result in a new annual salary of \$14,400.

Current Council Compensation

- The City Charter provides that the Mayor shall receive 150% of the Council member salary. The Mayor thus currently receives \$1200 per month.
- Under state law, the Council may adjust the Mayor's monthly salary by 5% (equal to \$60) for each of the last 10 years
- This would result in a total one-time increase in monthly salary of \$600. With existing salary at \$1200 per month, the new monthly Mayor salary would be \$1,800.
- This would result in an annual salary of \$21,600.

Current Council Compensation

- Under state law, adjustments can be made to Council compensation only when at least one council member begins a new term.
- Since Council elections occur every other year, an adjustment can be made every other year.
- Adjustments cannot be approved in advance. The Council cannot provide for automatic future increases.

Alternatives Are Available

- The Charter's provision tying the SR City Council's compensation to state law is optional.
- The compensation of Council members is a matter of municipal affairs and fully within the discretion of the City's voters.
- The voters can set whatever Council compensation they deem appropriate.

What Are We Trying to Solve?

- Increase opportunities for greater diversity
- Continued recruitment of strong candidates
- Fairness to Council members

Key Decision Points

- Method of calculation
- Dollar amount
- Process

Method of Calculation

- Flat dollar amount, without provision for increase
 - Cities vary significantly in their flat rate. For example, \$5 per meeting in Petaluma, \$2248 per month in Fremont
- Flat dollar amount, with provision for increase
 - Commonly includes reference to state law's 5% increase, but some tie to CPI or set other cap

Method of Calculation

- Tie to other public official's salary
 - Percentage of Superior Court Judge salary
 - Percentage of Department Head salaries
 - Other City employee salary
- Tie to median income
 - Median income for three person household
 - Percentage of median income

Dollar Amount

- What is the result of the calculation method?
- How does it compare to level allowed by state law?
- How does it compare to salaries in similar cities?
- Does it reasonably reflect Council member work load?
- Is it acceptable to the voters?

Process

- Salary set forth in Charter
- Salary calculation set forth in Charter
- Commission appointed for review and recommendation of salary adjustments
- Other procedure

Comparable Cities

Compensation - Comparable Cities

City	Population	Mayor Annual	Councilmembers Annual	Charter City	Elected Mayor	Calculation
Fremont	230,504	\$47,916	\$26,975	No	Yes	Increases tied to CPI
Hayward	162,954	\$39,960	\$24,975	Yes	Yes	Ordinance
Vallejo	126,090	\$22,800	\$14,700	Yes	Yes	Ordinance
Concord	125,410	\$16,224	\$16,224	No	No	Ordinance
Berkeley	124,321	\$107,300	\$67,599	Yes	Yes	Salaries tied to Median Income
Fairfield	119,881	\$7,200	\$6,000	No	Yes	Increases approved (\$1,300/\$1560)
Richmond	116,448	\$46,500	\$16,830	Yes	Yes	Charter
San Mateo	105,661		\$7,200	Yes	No	Ordinance
Daly City	104,901		\$18,382	No	No	Tied to State Law
Vacaville	102,386		\$9,948	No	Yes	Tied to State Law
Livermore	90,761	\$17,880	\$12,840	No	Yes	Tied to State Law with additional limits on increases
County of Sonoma	488,863		\$160,958			Salaries tied to Judicial salaries
Santa Rosa	178,127	\$14,400	\$9,600			According to State Law

North Bay Cities

Council Compensation -- North Bay

City	Population 2020	Mayor Annual	Councilmembers Annual	Charter	Elected Mayor	Calculation	Notes
Napa	97,246	\$34,440	\$17,220	Yes	Yes	Tied to state law	
San Rafael	61,271		\$13,200	Yes	Yes	Tied to state law	
Petaluma	59,776	\$10/meeting	\$5/meeting	Yes	Yes	Set by Charter	Plus health benefits
Novato	53,225		\$4,800	No	No	Set by Ordinance	Plus health and retirement benefits
Rohnert Park	42,521		\$5,809	No	No	Set by City Code and Resolution	
Windsor	26,344		\$5,316	No	Yes	Set by City Code -- tied to state law	
Healdsburg	11,340		\$1,800	No	No		
Sonoma	10,618		\$3,600	No	No	Tied to state law	In Sept 2021, Council declined to increase salary
Cloverdale	8,280		\$6,660	No	No	Tied to state law	In Aug 2016, Council approved increase from \$3600 to \$6600
Cotati	7,584		\$3,600	No	No	Tied to state law	
Sebastopol	7,521		\$3,600	No	No	Tied to state law	
County of Sonoma	488,863		\$160,958			Tied to judicial salaries	
Santa Rosa	178,127	\$14,400	\$9,600	Yes	No	Tied to state law	

What was proposed previously?

- Measure M was presented to the voters in 2002.
- It would have increased Council salaries to \$1,500 per month, with the Mayor to receive \$2,250 per month.
- It would have provided for an annual increase equal to that given to City executive staff, but not to exceed CPI.
- It failed on a vote of about 60% opposed and 40% in favor.

Compare Recent Berkeley Proposal

- Berkeley Measure JJ was presented to the voters in 2020.
- It proposed to set the Mayor's salary at the median income for a three-person household in Alameda County.
- It proposed to set the Council members' salary at 63% of the Mayor's salary.

Compare Recent Berkeley Proposal

- Resulting in an increase in the Mayor's annual salary from \$61,204 to approximately \$107,300.
- Resulting in an increase in Council member annual salary from \$38,695 to approximately \$67,600.
- These amounts would be subject to annual adjustments based on changes to the area's median income.
- Measure JJ passed with 64.6% in support and 35.4% opposed.

Other California Cities?

Compensation - Select Northern California Cities

City	Population 2022	Mayor Annual	Councilmembers Annual	Charter	Elected Mayor	Calculation	Notes
Fresno	542,107	\$130,000	\$65,000 - \$84,654	Yes	Yes		Plus car allowance and expense allowance
Sacramento	524,943	\$145,440	\$96,257	Yes	Yes	Recommendation from Compensation Commission	
Oakland	440,646	\$212,422	\$85,382	Yes	Yes	Recommendation from Public Ethics Commission	Council salaries tied to CPI; Mayor salary tied to CM compensation in similar cities
Stockton	320,804	\$90,480	\$29,363	Yes	Yes	Recommendation from Council Salary Setting Commission	
Modesto	218,464	\$43,200	\$24,000	Yes	Yes	Recommendation from Citizen's Salary Setting Commission	Mayor salary not more than 50% of Superior Court Judge. Council member salary not more than 50% of area's median family income. Reduction for missed meetings.
Santa Rosa	178,127	\$14,400	\$9,600	Yes	No		
Hayward	162,954	\$39,950	\$24,975	Yes	Yes	Ordinance	Medical, dental, vision, life, and retirement
Vallejo	126,090	\$22,800	\$14,700	Yes	Yes	Ordinance	Health and retirement benefits available thru PERS
Berkeley	124,321	\$107,300	\$67,599	Yes	Yes	Voter approved Measure (2020)	Mayor salary = median income for 3 person household in Alameda County
Livermore	87,995	\$17,880	\$12,840	No	Yes	Tied to state law but with additional limits on increases	No city-paid benefits
Pleasanton	79,871	\$15,621	\$14,421	No	Yes	City code provision (2019)	\$1600/month health package (as of 2013)
Napa	79,246	\$34,440	\$17,220	Yes	Yes	Charter references limits of state law	Health, vehicle allowance, and retirement benefits
San Rafael	61,271	\$8,424	\$5,616	Yes	Yes	Tied to state law	Plus health and retirement benefits
Petaluma	59,776	\$10/meeting	\$5/meeting	Yes	Yes	Set forth in Charter Section 19	Plus health benefits
Novato	53,225		\$4,800	No	No	Ordinance	Plus health and retirement benefits
Rohnert Park	44,390		\$5,809	No	No	City Code / Resolution	
Windsor	26,344		\$5,316	No	Yes	Set forth in City Code -- Tied to state law	
Eureka	26,512	\$7,500	\$6,000	Yes	Yes	Set forth in Charter	
Healdsburg	11,340		\$1,800	No	No		
Sonoma	10,618		\$3,600	No	No	Tied to state law	In Sept. 2021, Sonoma City Council declined to increase Council salary as allowed by state law
Sebastopol	7,521		\$3,600	No	No	Set forth in City Code -- Tied to state law	

Questions?