

# COUNCIL COMPENSATION INCREASES

City Council  
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# Current Council Compensation

- Council Members currently receive a salary of \$1,480 per month (\$17,760 per year), and the Mayor \$2,220 per month (\$26,640 per year). Last increase was in December 2022.
- Council Members are also entitled to health, vision, dental, life insurance, long-term disability, retirement and certain other benefits employees receive. These benefits have a current value of approximately \$19,700 to \$37,700 per year.

# Current Process for Increasing Council Member Salaries

- City Charter currently ties the amount of Council Member compensation to state law but requires that the Mayor receive 1.5 times the salary of Council Members.
- State law permits city councils to increase their salaries by ordinance up to certain amounts based on population, with limited adjustments for inflation.

# Background: Charter Review Committee

In 2022, the Charter Review Committee recommended a ballot measure be submitted to the voters in November 2022 to amend the Charter's Council compensation provisions based on

- Workload
- Difficulties balancing private employment, childcare, family and responsibilities of Council
- Council compensation in other Northern California Cities

# Committee Conclusion

- Charter Review Committee concluded that increased compensation would
  - Enable a greater diversity of Council membership
  - Ensure continued strong commitment and professionalism of Council
  - Reflect fairness and respect for the extensive and important work performed by Council

# Committee Recommended Ballot Measure

- Tie Mayor's salary to County Area Median Income for a three-person household (\$101,500 annually when the Committee recommended; currently \$115,300 annually)
- Set Council Member salary at 2/3 of Mayor's salary (\$67,667 annually when the Committee recommended; currently \$76,867 annually)
- Consider reducing salary for unexcused absences, parallel with a city-wide salary reduction or as otherwise determined by Council



# Council Action Following the Committee's Recommendation

- In August 2022, Council determined it would consider the ballot measure recommended by the Committee for the November 2024 ballot.
- In December 2022, Council instead adopted an ordinance increasing Council salaries to their current levels. (There had been no increase since 2005.)

# Senate Bill 329

- Since 2022, there has been a change in state law. SB 329 increased state law limits on city council member salaries effective January 2024.
- Based on the City's population, SB 329 allows the Council to increase, by ordinance, Council Member salary up to \$2,550 per month (\$30,600 per year), effective when a Council Member begins a new term. Under Charter requirements, the Mayor's compensation would be 1.5 times Council Member salary (up to \$3,825 per month or \$45,900 per year.)



# Senate Bill 329

- The value of other non-salary benefits are not included in Council salary limits under SB 329.
- Future salary increases beyond the limits set by SB 329 may be made up to the greater of (1) a flat 5% per year from date of the last salary adjustment or (2) the increase in inflation since January 2024, capped at 10% per year.

# Option 1: Ballot Measure

- Submit Ballot Measure to Voters to Amend Charter's Council Compensation Provisions
  - Charter Review Committee recommendation
    - Mayor: 100% County AMI for 3-member family (currently approximately \$9,608 per month, \$115,300 per year)
    - Council Members: 2/3 of Mayor's salary (currently approximately \$6,406 per month, \$76,867 per year)

# Option 1: Ballot Measure

- Submit Ballot Measure to Voters to Amend Charter's Council Compensation Provisions
  - Other options Charter Review Committee considered:
    - percentage of County Supervisor salary
    - different percentage of County AMI
    - average or lowest City employee salary
    - average among comparable cities

## Option 2: Ordinance

- Adopt an Ordinance under SB 329 to increase Council compensation:
  - Council Members: Up to \$2,550 per month (\$30,600 per year)
  - Mayor: Up to \$3,825 per month (\$45,900 per year)
  - Timing: Any increase cannot take effect until a Council Member begins a new term.

# Option 3: No Action

- Take no action to increase Council salaries at this time

# Questions?