



City of Santa Rosa

City Charter Review Committee Regular Meeting Minutes - Final

Wednesday, January 5, 2022

5:00 PM

1. CALL TO ORDER AND ROLL CALL

Chair Cisco called the meeting to order at 5:03 p.m.

Present 18 - Chair Patti Cisco, Committee Member Adriana Arrizon, Committee Member Annie Barbour, Committee Member Lisa Badenfort, Committee Member Scott Bartley, Committee Member Christine Byrne, Committee Member Dan Condon, Committee Member Abigail Cunningham, Committee Member Jazmin Gudino, Committee Member Jen Klose, Committee Member Brian Ling, Committee Member Chris Mazzia, Committee Member Ron Miller, Committee Member Evette Minor, Committee Member Ernesto Olivares, Committee Member Logan Pitts, Committee Member Jocelyn Villalobos, and Committee Member Karen Weeks

Absent 3 - Committee Member Ana Diaz, Committee Member Danny Martinez, and Committee Member Mark Walsh

2. PUBLIC COMMENTS ON NON-AGENDA MATTERS

No public comments were made.

3. APPROVAL OF MINUTES - NONE.

4. SCHEDULED ITEMS

4.1 EQUITY PRINCIPLES

Pursuant to direction given by the Committee at its December 15, 2021, meeting, City Staff will provide a revised draft statement of principles regarding diversity, equity, inclusion and belonging, for the Committee's review and consideration. Once approved, the Committee's statement of principles will establish a procedural and substantive lens through which the Committee will undertake its work. The principles of diversity, equity, inclusion and belonging will remain in the forefront throughout the Charter review process.

Attachments: [Attachment 1 - Charter Review Equity Principles DRAFT](#)
[Attachment 1 - UPDATED Equity Principles \(Revised 1-4-2022\)](#)
[Attachment 2 - Equity Priority Areas with Council Districts](#)
[Attachment 3 - Diversity, Equity, Inclusion & Belonging Definitions \(City of Santa Rosa\)](#)

Socorro Shiels, Diversity, Inclusion & Equal Employment Officer, provided an updated Equity Principles document and answered questions from Committee Members.

Committee Member Diaz joined the meeting at 5:12 p.m.

No public comments were made.

4.2 SELECTION OF COMMITTEE VICE CHAIR

Committee, by motion, will select one of its members to serve as Vice Chair.

No public comments were made.

A motion was made by Committee Member Weeks, seconded by Committee Member Condron, to nominate Committee Member Olivares as Vice Chair. Committee Member Olivares accepted the nomination.

A motion was made by Committee Member Byrne, seconded by Committee Member Barbour to nominate Committee Member Gudino as Vice Chair. Committee Member Gudino accepted the nomination.

A motion was made by Committee Member Badenfort to nominate Committee Member Pitts, who declined the nomination.

After a roll call vote, Committee Member Olivares was appointed as Vice Chair by a majority of the Committee with 10 votes, and Committee Member Gudino receiving 9 votes.

4.3 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 allows for an annual increase in salary of up to 5% (not compounded). State law also allows the city's voters to approve a higher 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. This agenda item will allow the Committee to continue that discussion. Staff will present an outline of options for setting Council compensation and will provide information on comparable cities.

Attachments: [Staff Report \(Uploaded 1-4-2022\)](#)
 [Attachment 1 - Comparable Cities \(Uploaded 1-4-2022\)](#)
 [Attachment 2 - North Bay Cities \(Uploaded 1-4-2022\)](#)
 [Attachment 3 - Select Northern California Cities \(Uploaded 1-4-2022\)](#)
 [Attachment 4 - Berkeley Measure JJ \(November 2020\) \(Uploaded 1-4-2022\)](#)
 [Attachment 5 - Measure M \(City of Santa Rosa 2012\)](#)
 [Presentation](#)
 [Presentation \(REVISED 1-4-2022\)](#)

City Attorney Sue Gallagher presented and answered questions from the Committee.

Discussion ensued on being cautious in setting compensation too high and possibly dissuading some sectors of the community, the impact to the City's budget resulting in the lay-off of staff in order to maintain increases in Council compensation, possibly changing compensation increases tied to state law, bundling charter amendment topics on the ballot, and the full cost of benefits for council members.

No public comments were made.

Further discussion ensued on conducting polls, not having an exact number for compensation, the need to tell the story of how much work is involved in serving as a council member, a definite number for compensation not creating a diverse pool of candidates, tying compensation to Area Median Income (AMI); restructuring the compensation message with possible term limits, term limits being a

more comprehensive discussion than compensation, rational being used to increase compensation (increase diversity), compensation being compared to executives, not attaching compensation to judicial system as some cities do, having an elected mayor affecting the decision on how to compensate, the benefit of health care in exchange for less pay, the structure of family making a difference on who can run for Council, having compensation be an average of the income for city employees, the role and expectations of the council changing over the years, the optics of council increasing their own salaries, making the compensation increase effective at the next election cycle after passage, the need for the ballot argument to justify the increase, term limits promoting diversity and movement on the council by not creating career politicians, and the importance of being mindful when using acronyms in documents.

5. COMMITTEE CHAIR'S/CITY ATTORNEY'S REPORTS - NONE.

6. SUBCOMMITTEE REPORTS - NONE.

7. WRITTEN AND/OR ELECTRONIC COMMUNICATIONS - NONE.

8. FUTURE AGENDA ITEMS

1. Directly Elected Mayor
2. Equity Principles as a standing item on the agenda

No public comments were made.

9. ADJOURNMENT

Chair Cisco adjourned the meeting at 7:12 p.m. The next regularly scheduled meeting will be held on Wednesday, January 19, 2022, at 5:00 p.m.

Approved on: January 19, 2022

/s/ Stephanie A. Williams, City Clerk