

# Commission on Council Salaries

November 1, 2022





# Background



- City Code on Council Salaries 1-07-001-0005
- City Council adopted ordinance 2019-39 to reconvene the Citizen's Commission on Council Salaries upon a request from the majority of City Council rather than every four years
- Request from majority of City Council to reconvene the Citizen's Commission on Council Salaries following adoption in February 2020
- Struggled to fill additional community vacancies
  - Two community members at large
  - Two community members who are Human Resource professionals



# Commission on Council Salaries



- Appointed commission vacancies on April 19, 2022
- Five City commissioners selected between June and August 2022
- Citizen's Commissioners met in September and October 2022 to consider Mayor and Council Salaries as specified in City Code 1-07-001-0005



# Information Considered



- Mayor and Council examples of work
- Municipal benchmark data including population, budget and salary
- County benchmark data including population and salary
- Consumer Price Index 8.3%
- Minimum Wage
- Cost of Living
- Living Wage



# Community Outreach



- Commission on Council Salaries page created on City website
- Addition of form to collect community input
- Press release to solicit input and encourage meeting participation



# Salary Recommendations



## Mayor

- Increase salary from \$38,500 to \$54,340 following the 2022 election
- Increase salary from \$54,340 to \$70,180 effective December 1, 2024

## Councilmembers

- Increase salary from \$25,500 to \$44,650 following the 2022 election
- Increase salary from \$44,650 to \$63,800 effective December 1, 2024



# Stipend Recommendations



## Mayor

- Increase routine travel and meals monthly stipend from \$150 to \$200 per month with vehicle
- Increase routine travel and meals monthly stipend from \$250 to \$300 per month without vehicle

## Councilmembers

- Increase routine travel and meals monthly stipend from \$166 to \$200 per month

# Supporting Statements

- Recognizes irregular schedule of Council members and difficulty to fit within a normal work schedule
- Compensates for the time being spent fulfilling duties and meeting community expectations
- Recognizes the role, responsibility, and impact of City Council member decisions
- Provides a sustainable wage
- Ability to attract quality and diverse candidates to fill Council vacancies
- Aligns council salaries closer to County Board of Supervisor and like community salaries
- Continues differential between Councilmembers and Mayor



# Council Questions & Discussion

