



TO: Mayor and Councilmembers

FROM: Carmen Nichols, Deputy City Manager

SUBJECT: Council Compensation

RECOMMENDATION:

Receive a report on City Council Compensation under Government Code §36516, as it applies to the City of Goleta, a General Law city.

BACKGROUND:

The City of Goleta is governed by the state's general law. California Government Code § 36501 describes the City's form of government, authorizing general law cities be governed by a city council of five members, a city clerk, a city treasurer, a police chief, a fire chief, and subordinate officers or employees, as required by law

In April 2017, the City Council requested an analysis of City Council compensation as a potential way of encouraging participation in local governance, specifically as mayor or member of the City Council.

DISCUSSION:

California Government Code § 36516 (Goleta Municipal Code Section 2.01.080) regulates City Council salary and sets a salary ceiling by city population. In cities up to 35,000 in population, the government code allows a salary of "up to and including three hundred (\$300) per month", except where a different rate of compensation is established by the majority voters in an election.

The government code limits salary increases and requires increases to be enacted in the same manner. A salary increase shall not exceed 5 percent for each calendar year from the date of the last salary adjustment in effect when the ordinance or amendment is enacted. Automatic future salary increases are prohibited. A single councilmember's pay may not be adjusted during the term of office; however, the salary of all members may be adjusted when one or more members of the City Council become eligible for a salary increase, at the beginning of a new term of office.

In Goleta the mayor and all councilmembers currently receive the same salary, however, pursuant to California Government Code § 36516.1, an elected mayor may be provided with additional compensation to what is received as a council member. The additional salary must be provided by ordinance adopted by the City Council or by a majority of voters in an election.

The last salary increase received by Goleta City Council was approved in September 2016, (Ordinance No. 16-05 Establishing Compensation for City Councilmembers). This approved a monthly salary increase effective January 1, 2017 from \$532 per month to \$585 per month per Councilmember, or a 10 percent increase which represented a 5 percent increase in 2015 and a 5 percent increase in 2016 following the November 2016 election.

Table 1. City Council Salary History

Ordinance Date	Effective Date	Monthly Salary	Annual Salary
2/1/2002	2/1/2002	\$300	\$3,600
6/7/2004	1/1/2005	\$330	\$3,960
9/18/2006	1/1/2007	\$363	\$4,356
9/16/2008	1/1/2009	\$400	\$4,800
9/21/2010	1/1/2011	\$440	\$5,280
10/16/2012	1/1/2013	\$484	\$5,808
9/2/2014	1/1/2015	\$532	\$6,384
9/20/16	1/1/2017	\$585	\$7,020
<i>Projection (2018), if by Ordinance</i>	<i>1/1/2019</i>	<i>\$644</i>	<i>\$7,728</i>

Benefits such as for retirement, health and welfare, and federal social security benefits; and actual and necessary expense reimbursements, are excluded when determining City Council salary under the Government Code, provided the same benefits are available and paid by the City for its employees (California Government Code § 36516 (d)). A car allowance is not considered as part of salary, but other stipends may be. Caution should be exercised to ensure that future stipends considered salary do not increase salary above the dollar amount provided in the ordinance. Stipends for other commission or board meetings, are also not considered as salary for these purposes.

In addition to salary, City of Goleta Councilmembers are eligible to receive their actual monthly premium amount, not to exceed \$1,265 per month, for the payment of health, dental, and vision insurance premiums through the City's benefit program

Salary Increase by Election

For a general law city, California Government Code allows for a councilmember's or mayor's salary to be set by a majority of voters in an election, if compensation is at a different level than state guidelines. Pursuant to California Government Code § 36516 (b), the questions of whether councilmembers shall receive a salary for services and the amount of that salary may be submitted in a ballot measure and must be approved by the

majority of the electorate. Once established, future increases and decreases must be approved by the majority of the electorate in an election.

Council Compensation-City Survey

Through a listserv request of other League of California Cities member cities, staff requested information about City Council compensation, how it is established, and other factors to consider. Staff also researched additional cities in the tri-county area. The full responses are listed in Attachment 1. Salary information was collected for 71 cities of various populations. Of those, 48 are General Law cities, and 23 Charter cities. (Attachment 2-General Law Cities, Attachment 3- Charter Cities, Attachment 4-Tri County Cities.)

General Law Cities

All 48 general law cities responded that salaries are set by City Council ordinance, in accordance with California Government Code. In some of those cities the mayor received compensation in addition to that of councilmembers. Table 1 identifies the cities in the study with city councilmember and mayor salary above \$1,000 per month.

Table 1. General Law Cities with Monthly Salaries > \$1,000 per month			
City	Population	Salary Councilmember	Salary Mayor
Camarillo	67,363	\$1,425	\$1,425
Davis	68,111	\$1,050	\$1,170
La Mesa	60,000	\$1,000	\$2,000
Oxnard	207,906	\$1,701	\$1,701
Simi Valley	126,327	\$1,202	\$1,202
Thousand Oaks	129,339	\$1,750	\$1,750

Whether or not salary increases were applied at all, or applied regularly varied from City to City. In some cases, increases appear to be given regularly as per the government code of five percent per year. In other cases, such as Santa Paula and Moorpark, the salary has remained the same for many years. When comparing salaries of general law cities to population, the study suggested that population is not a factor in determining salary. For example, the City of Oxnard with a population of 207,906 pays its elected officials \$1,701 per month and the City of Thousand Oaks with a population of 129,339 pays about \$49 more per month.

Charter Cities

The analysis showed that many charter cities also establish councilmember salaries through ordinance or resolution. Whether a city may have originated a base salary through a ballot measure was difficult to identify without clear language in the ordinance. A more recent ballot measure was identified for the City of Santa Barbara. In 2004, with an implementation in 2005, the City of Santa Barbara voters approved Measure A2004, which set SB's councilmember and mayor salary at 80% and 100% of the annual area median income, respectively. According the Article V, Section 502 of the Santa Barbara City Charter, median income refers to the annual area median income for a one-person household within Santa Barbara County as determined and set by the US Department of

Housing and Urban Development, or if not available, by a comparable index published by the State of California. Salaries are adjusted annually by this factor. The City of San Luis Obispo's Council Compensation Committee advisory board reviews and provides recommendations of salaries, benefits and CalPERS matters. Table 2 identifies the charter cities in the study with city councilmember and mayor salary above \$1,000 per month. The study shows that larger population charter cities tend to provide higher salaries to their elected officials.

Table 2. Charter Cities with Monthly Salaries > \$1,000 per month			
City	Population	Salary Councilmember	Salary Mayor
Berkeley	112,000	\$2,919	\$4,625
Fresno	520,000	\$5,417	\$10,833
Loma Linda	23,000	\$1,066	\$1,066
Napa	80,416	\$1,302	\$1,302
San Luis Obispo	48,000	\$1,200	\$1,501
Santa Barbara	91,390	\$3,448	\$4,310
Santa Maria	106,280	\$1,313	\$1,563
Stockton	315,592	\$1,377	\$6,032
Vernon	209	\$2,233	\$2,233

The International City/County City Managers, California League of California Cities, and California Local Government Finance Almanac publish many articles, presentations and surveys related to City Manager and staff compensation, but no studies were found regarding the relationship between compensation and civic engagement participation as an elected official.

If City Council is interested in a ballot measure for establishing a salary, it is recommended that the City Council select a specific salary amount. In determining a salary, the City Council may want to consider establishing benchmarks based on comparable local government agencies, or as already tested by the City of Santa Barbara, as a factor of median income or living wage. If the Council wants to include an annual cost of living increase in the ballot measure, staff recommends that the Council tie such increase to an objective identifiable figure, such as CPI or, in the case of a salary based on a median wage the increase would be subject to future changes with a median income table.

The City Council recently formed the Public Engagement Commission (PEC), which will weigh the same question in determining if compensation is a factor in civic participation as an elected official as part of a community survey. This assumes the community is knowledgeable of the responsibility and required work of the City Council, along with other potential personal impacts. The community survey will be developed and conducted with the assistance of a professional consultant. The PEC and City Council will provide input in its development and distribution. However, the survey responses are not expected to be available in time for preparation of a ballot measure in the upcoming election.

Whether to place a measure on the ballot to increase the Mayor and/or City Councilmembers' salaries is a policy decision for the City Council. The ultimate decision

on whether to approve such a ballot measure rests with the voters of Goleta. A proposed ballot measure must be provided to the County of Santa Barbara Election Office no later than Thursday, July 5, 2018. With this timeline in mind, City staff is required to bring further analysis no later than May 15, 2018 and if time permits, present a draft ballot measure to the City Council at the same time. Final ballot measure language, ordinance, and resolutions would need to be presented to the City Council on June 5, 2018, or June 19, 2018.

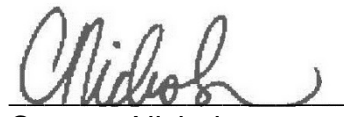
FISCAL IMPACTS

Other than staff time, there is no fiscal impact to report this information. However, should the City Council choose to submit a ballot measure, staff will provide an approximate cost for the measure in the FY 18/19 Budget adjustments. Efforts to obtain this costs estimate from the County Elections Office were unsuccessful as of the publishing of this staff report. Should the ballot measure pass, the General Fund budget would need to be adjusted to reflect the new salaries in the year they become effective.

ALTERNATIVES:

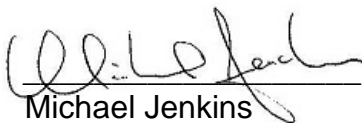
The purpose of this report was to provide information to the City Council regarding compensation. The City Council may direct staff to provide additional information in preparation of a ballot measure within the timeline described. . Alternatively, the City Council may decide to not take further action.

Reviewed By:



Carmen Nichols
Deputy City Manager

Legal Review By:



Michael Jenkins
City Attorney

Approved By:



Michelle Greene
City Manager

ATTACHMENTS:

1. Survey of Other Cities, List Serve Requested by the City of Goleta, 2018
2. Survey of Other Cities, General Law Cities
3. Survey of Other Cities, Charter Cities
4. Survey of Tri-County Cities

ATTACHMENT 1:

Survey of Other Cities, List Serve Requested by the City of Goleta, 2018

Council Compensation - All Cities

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment increase	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Agoura Hills	23,000	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	N/A		Appointed Annually	Stipend	No	At-Large	N/A	Los Angeles
Antioch	114,452	General Law	5	Elected	\$ 949.20	\$ 11,390.40	4 years	\$ 949.20	\$ 11,390.40	4 years	Stipend	No	At-Large	Part-time	Contra Costa
Apple Valley	75,000	General Law	5	Appointed	\$ 811.00	\$ 9,732.00	4 years	\$ 811.00	\$ 9,732.00	4 years	Stipend	No	At-Large	N/A	San Bernadino
Arroyo Grande	18,097	Charter	5		\$ 405.00	\$ 4,860.00	4 years	\$ 405.00	\$ 4,860.00	2 years	Monthly Salary		At-Large		San Luis O
Atascadero	30,000	General Law	5		\$ 600.00	\$ 7,200.00	4 years	\$ 600.00	\$ 7,200.00	2 years			At-Large		San Luis O
Auburn	14,100	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	\$150 twice monthly	No	At-Large	Part-time	Placer
Barstow	23,639	General Law	5	Elected	\$ 504.32	\$ 6,051.84	No term limits	\$ 504.32	\$ 6,051.84	No term limits	Bi Weekly	No	District	Part time	San Bernadino
Belmont	26,000	General Law	5	Appointed	\$ 390.00	\$ 4,680.00	4 years	\$ 390.00	\$ 4,680.00	1 year	Stipend	No	At-Large	N/A (not full time)	San Mateo
Berkeley	112,000	Charter	9	Elected	\$ 2,919.88	\$ 35,038.56	4 years	\$ 4,625.97	\$ 55,511.64	4 years	Monthly/number of meetings in a month	No	Districts; Mayor is at -arge	Part-time	Alameda
Buellton	5,095	General Law			\$ 440.00	\$ 5,280.00		\$ 440.00	\$ 5,280.00						Santa Barbara
Calabasas	24,075	General Law	5	Appointed	\$ 840.00	\$ 10,080.00	4 years	\$ 840.00	\$ 10,080.00	4 years		No	At-Large	Part-time	Los Angeles
Camarillo	67,363	General Law			\$ 1,425.00	\$ 17,100.00		\$ 1,425.00	\$ 17,100.00						Ventura
Capitola	10,180	General Law	5	Appointed by Council annually	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	same		No	At-Large	Part-time	Santa Cruz
Carpinteria	13,684	General Law			\$ 310.00	\$ 3,720.00		\$ 310.00	\$ 3,720.00						Santa Barbara
Chico	91,567	Charter	7	Appointed	\$ 663.00	\$ 7,956.00	4 years	\$ 777.00	\$ 9,324.00	2 years	Lump sum	No	At-Large	Part-time	Butte
Chino Hills	80,000	General Law	5	Appointed	\$ 661.50	\$ 7,938.00	4 years staggered, no term limits	\$ 661.50	\$ 7,938.00	1 year	Lump sum	No, however benefits coincide with Execute benefits	Both – Just went to Districts; 3 districts up in November; 2 at-large until 2020	Part-time hours – Full Time benefits	San Bernadino
Cupertino	60,000	General Law	5	Appointed	\$ 730.24	\$ 8,762.88	Two, Four-year terms	\$ 730.24	\$ 8,762.88	1 year	Monthly Stipend	No – done by ordinance		Part-time	Santa Clara
Danville	42,865	General Law	5	Appointed	\$ 675.00	\$ 8,100.00	4 years	n/a		1 year		No	At-Large	n/a	Contra Costa
Davis	68,111	General Law			\$ 1,050.00	\$ 12,600.00		\$ 1,170.00	\$ 14,040.00						Yolo
Elk Grove	169,743	General Law	5	Elected	\$ 800.00	\$ 9,600.00		\$ 800.00	\$ 9,600.00				At-Large		Sacramento
Fillmore	15,610	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Fresno	520,000	Charter	8	Elected	\$ 5,416.67	\$ 65,000.00	4 years	\$ 10,833.33	\$ 130,000.00	4 years	Lump sum	No	Districts	Full-time	Fresno
Galt	25,000	General Law	5	Appointed by Council	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	26 pay periods	No	At-Large	same as council members	Sacramento
Greenfield	17,500	General Law	5	Elected	\$ 361.00	\$ 4,332.00	4 years	\$ 481.00	\$ 5,772.00	4 years	Biweekly	No	At-Large	Part-time	Monterey
Grover Beach	13,641	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						San Luis O
Guadalupe	7,321	General Law			\$ 150.00	\$ 1,800.00		\$ 150.00	\$ 1,800.00						Santa Barbara
Holtville	6300	General Law	5	Appointed	\$ 350.00	\$ 4,200.00	4 years	\$ 350.00	\$ 4,200.00	1 year	monthly stipend	no	At-large	n/a – not defined	Imperial

Council Compensation - All Cities

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Kingsburg	12,000	Charter	5	Appointed	\$ 250.00	\$ 3,000.00	4 years	\$ 300.00	\$ 3,600.00	2 years	Lump sum	No	<u>Moving to district</u>	Part-time	Fresno
La Mesa	60,000	General Law	5	Elected	\$ 1,000.00	\$ 12,000.00	4 years with a limit of 3 consecutive terms	\$ 2,000.00	\$ 24,000.00	4 years with a limit of 3 con terms	Not Sure (either lump sum or stipend)	No	At-Large	Part-time	San Diego
Lake Forest	82,000	General Law	5	Appointed	\$ 704.00	\$ 8,448.00	4 years	\$ 704.00	\$ 8,448.00	1 year	Stipend	No	District	Part-time	Orange
Lakeport	4772	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Lump sum	No	At-Large	Part-time	Lake
Lemoore	25,000	Charter	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 400.00	\$ 4,800.00	2	Stipend	No	Currently at large – will move to district in November 2018	Part-time	Kings
Loma Linda	23000	Charter	5	Appointed	\$ 1,066.73	\$ 12,800.76	4 years	\$ 1,066.73	\$ 12,800.76	4 years	Lump sum	No	At-Large	Full-time	San Bernadino
Lompoc	43,712	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						Santa Barbara
Los Gatos	31,000	General Law	5	Elected by Council every November	\$ 570.00	\$ 6,840.00	4 years	\$ 570.00	\$ 6,840.00	4 years (not directly elected)	Lump sum	NO	At-Large	Volunteer	Santa Clara
Malibu	13,000	General Law	5	Appointed	\$ 565.68	\$ 6,788.16	four years; two term limit	\$ 565.68	\$ 6,788.16	Same	Stipend	No	At-Large	Part-time	Los Angeles
Manteca	77,000	General Law	5	Elected	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	4 years	Monthly Salary	No	At-Large		San Joaquin
Milpitas	77,000	General Law	5	Elected	\$ 904.37	\$ 10,852.44	4 years	\$ 1,130.74	\$ 13,568.88	2 years	Lump sum	No	At-Large	Part-time	Santa Clara
Monrovia	38,000	General Law	5	Directly Elected	\$ 400.00	\$ 4,800.00	4 years	\$ 400.00	\$ 4,800.00	2 years	Monthly (Stipend)	No	At-Large	Part-time	Los Angeles
Monterey	28,000	Charter	5	Elected	\$ 430.00	\$ 5,160.00	4 years	\$ 676.00	\$ 8,112.00	2 years	Stipend	No	At-Large	Part-time	Monterey
Moorpark	36,481	General Law			\$ 600.00	\$ 7,200.00		\$ 600.00	\$ 7,200.00						Ventura
Morro Bay	11,000	General Law			\$ 500.00	\$ 6,000.00		\$ 700.00	\$ 8,400.00						San Luis O
Napa	80,416	Charter			\$ 1,302.00	\$ 15,624.00		\$ 2,604.00	\$ 31,248.00						Napa
Ojai	7,585	General Law			\$ 475.00	\$ 5,700.00		\$ 475.00	\$ 5,700.00						Ventura
Oxnard	207,906	General Law			\$ 1,701.01	\$ 20,412.08		\$ 1,701.01	\$ 20,412.08						Ventura
Pacific Grove	15,045	Charter	7	Elected	\$ 400.00	\$ 4,800.00	4-8 years	\$ 700.00	\$ 8,400.00	2-8 years	Lump sum	No	At-Large	Part-time	Monterey
Paso Robles	32,000	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						San Luis O
Patterson	21,776	General Law	5	Elected	\$ 300.00	\$ 3,600.00	4 years	\$ 500.00	\$ 6,000.00	2 years	Stipend, taxable, paid through payroll	no	Councilmembers District Elections, Mayor at-large	Part-time	Stanislaus
Pismo Beach	8,000	General Law	5	Elected	\$ 514.80	\$ 6,177.60	4 years	\$ 814.80	\$ 9,777.60	2 years	Monthly	No	At-Large	Part-time	San Luis O
Port Hueneme	22,277	Charter			\$ 751.38	\$ 9,016.56		\$ 751.38	\$ 9,016.56						Ventura
Redding	90,000	General Law	5	Appointed	\$ 600.00	\$ 7,200.00	4 years	\$ 600.00	\$ 7,200.00	1 year	Stipend	No	At-Large	Part time	Shasta
Redlands	70,398	General Law	5	Appointed	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	2 years	Lump sum	No	Starting At-Large this November	Part-time	San Bernadino
San Dimas	33,119	General Law	5	Elected	\$ 620.00	\$ 7,440.00	4 years	\$ 820.00	\$ 9,840.00	2 years	Lump sum	No	At Large	Part-time	Los Angeles
San Luis Obispo	48,000	Charter			\$ 1,200.33	\$ 14,404.00		\$ 1,501.50	\$ 18,018.00						San Luis O

Council Compensation - All Cities

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
San Mateo	104,000	Charter	5	Appointed	\$ 600.00	\$ 7,200.00	4-yr terms, up to three terms	\$ 600.00	\$ 7,200.00	Mayor serves 1 yr. term; position rotates	Stipend	No	At-Large	Part-time	San Mateo
Santa Barbara	91,930	Charter			\$ 3,448.66	\$ 41,383.92		\$ 4,310.84	\$ 51,730.08						Santa Barbara
Santa Maria	106,280	Charter	5	Elected	\$ 1,313.00	\$ 15,756.00	4 years	\$ 1,563.00	\$ 18,756.00	4 years	Stipend	No	District	Part-time	Santa Barbara
Santa Paula	30,335	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Sausalito	7,000	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Lump sum	No	At-Large	Part-time	Marin
Simi Valley	126,327	General Law			\$ 1,202.76	\$ 14,433.12		\$ 1,202.76	\$ 14,433.12						Ventura
Solvang	5,802	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Santa Barbara
Stockton	315,592	Charter	7	Elected	\$ 1,377.42	\$ 16,529.04	4 years	\$ 6,032.00	\$ 72,384.00	4 years	Bi Weekly	No	At-Large for Mayor	Full time Mayor	San Joaquin
Thousand Oaks	129,339	General Law	5	Appointed	\$ 1,750.00	\$ 21,000.00	4 years			1 year	Lump sum	Yes	At-Large	Part-time	Ventura
Torrance	147,000	Charter	7	Elected	\$ 100.00	\$ 1,200.00	4 years	\$ 100.00	\$ 1,200.00	4 years	Biweekly	No	At-Large	Part-time	Los Angeles
Truckee	16,000	Charter	5	Appointed	\$ 645.00	\$ 7,740.00	4 years	\$ 645.00	\$ 7,740.00	1 year	Stipend Biweekly	No	At-Large	Part-time	Nevada
Tulare	62,779	Charter	5	Appointed	\$5 per regular meeting	\$ 135.00	4 years, no limit	N/A	\$ 135.00	Typically, two years.		No	By District	Part-time	Tulare
Ventura	109,592	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Ventura
Vernon	209	Charter	5	Appointed	\$ 2,233.00	\$ 26,796.00	Five year terms, Term Limit: two 4 years (2 terms)	\$ 2,233.00	\$ 26,796.00	Appointed annually	Salary	No	At-Large	Full-time	Los Angeles
Watsonville	53,796	Charter	7	Appointed	\$ 525.00	\$ 6,300.00		\$ 625.00	\$ 7,500.00	4 years	None	No	District	Part-time	Santa Cruz
Westlake Village	8370	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Stipend	No	At-Large	Part-time	Los Angeles
Yountville	2933	General Law	5	Elected	\$ 648.00	\$ 7,776.00	4	\$ 638.00	\$ 7,656.00	4 years	Stipend		At-Large	Part-time	Napa

ATTACHMENT 2:

Survey of Other Cities, General Law Cities

Council Compensation - General Law

Attachment 2

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Agoura Hills	23,000	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	N/A		Appointed Annually	Stipend	No	At-Large	N/A	Los Angeles
Antioch	114,452	General Law	5	Elected	\$ 949.20	\$ 11,390.40	4 years	\$ 949.20	\$ 11,390.40	4 years	Stipend	No	At-Large	Part-time	Contra Costa
Apple Valley	75,000	General Law	5	Appointed	\$ 811.00	\$ 9,732.00	4 years	\$ 811.00	\$ 9,732.00	4 years	Stipend	No	At-Large	N/A	San Bernadino
Atascadero	30,000	General Law	5		\$ 600.00	\$ 7,200.00	4 years	\$ 600.00	\$ 7,200.00	2 years			At-Large		San Luis O
Auburn	14,100	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	\$150 twice monthly	No	At-Large	Part-time	Placer
Barstow	23,639	General Law	5	Elected	\$ 504.32	\$ 6,051.84	No term limits	\$ 504.32	\$ 6,051.84	No term limits	Bi Weekly	No	District	Part-time	San Bernadino
Belmont	26,000	General Law	5	Appointed	\$ 390.00	\$ 4,680.00	4 years	\$ 390.00	\$ 4,680.00	1 year	Stipend	No	At-Large	N/A (not full time)	San Mateo
Buellton	5,095	General Law			\$ 440.00	\$ 5,280.00		\$ 440.00	\$ 5,280.00						Santa Barbara
Calabasas	24,075	General Law	5	Appointed	\$ 840.00	\$ 10,080.00	4 years	\$ 840.00	\$ 10,080.00	4 years		No	At-Large	Part-time	Los Angeles
Camarillo	67,363	General Law			\$ 1,425.00	\$ 17,100.00		\$ 1,425.00	\$ 17,100.00						Ventura
Capitola	10,180	General Law	5	Appointed by Council annually	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	same		No	At-Large	Part-time	Santa Cruz
Carpinteria	13,684	General Law			\$ 310.00	\$ 3,720.00		\$ 310.00	\$ 3,720.00						Santa Barbara
Chino Hills	80,000	General Law	5	Appointed	\$ 661.50	\$ 7,938.00	4 years staggered, no term limits	\$ 661.50	\$ 7,938.00	1 year	Lump sum	No, however benefits coincide with Execute benefits	Both – Just went to Districts; 3 districts up in November; 2 at-large until 2020	Part-time hours – Full Time benefits	San Bernadino
Cupertino	60,000	General Law	5	Appointed	\$ 730.24	\$ 8,762.88	Two, Four-year terms	\$ 730.24	\$ 8,762.88	1 year	Monthly Stipend	No – done by ordinance		Part-time	Santa Clara
Danville	42,865	General Law	5	Appointed	\$ 675.00	\$ 8,100.00	4 years	n/a		1 year		No	At-Large	n/a	Contra Costa
Davis	68,111	General Law			\$ 1,050.00	\$ 12,600.00		\$ 1,170.00	\$ 14,040.00						Yolo
Elk Grove	169,743	General Law	5	Elected	\$ 800.00	\$ 9,600.00		\$ 800.00	\$ 9,600.00				At-Large		Sacramento
Fillmore	15,610	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Galt	25,000	General Law	5	Appointed by Council	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	26 pay periods	No	At-Large	same as council members	Sacramento
Greenfield	17,500	General Law	5	Elected	\$ 361.00	\$ 4,332.00	4 years	\$ 481.00	\$ 5,772.00	4 years	Biweekly	No	At-Large	Part-time	Monterey
Grover Beach	13,641	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						San Luis O
Guadalupe	7,321	General Law			\$ 150.00	\$ 1,800.00		\$ 150.00	\$ 1,800.00						Santa Barbara
Holtville	6300	General Law	5	Appointed	\$ 350.00	\$ 4,200.00	4 years	\$ 350.00	\$ 4,200.00	1 year	monthly stipend	no	At-large	n/a – not defined	Imperial
La Mesa	60,000	General Law	5	Elected	\$ 1,000.00	\$ 12,000.00	4 years with a limit of 3 consecutive terms	\$ 2,000.00	\$ 24,000.00	4 years with a limit of 3 con terms	Not Sure (either lump sum or stipend)	No	At-Large	Part-time	San Diego
Lake Forest	82,000	General Law	5	Appointed	\$ 704.00	\$ 8,448.00	4 years	\$ 704.00	\$ 8,448.00	1 year	Stipend	No	District	Part-time	Orange
Lakeport	4772	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Lump sum	No	At-Large	Part-time	Lake

Council Compensation - General Law

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Lompoc	43,712	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						Santa Barbara
Los Gatos	31,000	General Law	5	Elected by Council every November	\$ 570.00	\$ 6,840.00	4 years	\$ 570.00	\$ 6,840.00	4 years (not directly elected)	Lump sum	NO	At-Large	Volunteer	Santa Clara
Malibu	13,000.00	General Law	5	Appointed	\$ 565.68	\$ 6,788.16	four years; two term limit	\$ 565.68	\$ 6,788.16	Same	Stipend	No	At-Large	Part-time	Los Angeles
Manteca	77,000	General Law	5	Elected	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	4 years	Monthly Salary	No	At-Large		San Joaquin
Milpitas	77,000	General Law	5	Elected	\$ 904.37	\$ 10,852.44	4 years	\$ 1,130.74	\$ 13,568.88	2 years	Lump sum	No	At-Large	Part-time	Santa Clara
Monrovia	38,000	General Law	5	Directly Elected	\$ 400.00	\$ 4,800.00	4 years	\$ 400.00	\$ 4,800.00	2 years	Monthly (Stipend)	No	At-Large	Part-time	Los Angeles
Moorpark	36,481	General Law			\$ 600.00	\$ 7,200.00		\$ 600.00	\$ 7,200.00						Ventura
Morro Bay	11,000	General Law			\$ 500.00	\$ 6,000.00		\$ 700.00	\$ 8,400.00						San Luis O
Ojai	7,585	General Law			\$ 475.00	\$ 5,700.00		\$ 475.00	\$ 5,700.00						Ventura
Oxnard	207,906	General Law			\$ 1,701.01	\$ 20,412.08		\$ 1,701.01	\$ 20,412.08						Ventura
Paso Robles	32,000	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						San Luis O
Patterson	21,776	General Law	5	Elected	\$ 300.00	\$ 3,600.00	4 years	\$ 500.00	\$ 6,000.00	2 years	Stipend, taxable, paid through payroll	no	Councilmembers District Elections, Mayor at Large	Part-time	Stanislaus
Pismo Beach	8,000	General Law	5	Elected	\$ 514.80	\$ 6,177.60	4 years	\$ 814.80	\$ 9,777.60	2 years	Monthly	No	At-Large	Part-time	San Luis O
Redding	90,000	General Law	5	Appointed	\$ 600.00	\$ 7,200.00	4 years	\$ 600.00	\$ 7,200.00	1 year	Stipend	No	At-Large	Part time	Shasta
Redlands	70,398	General Law	5	Appointed	\$ 500.00	\$ 6,000.00	4 years	\$ 500.00	\$ 6,000.00	2 years	Lump sum	No	Starting At-Large this November	Part-time	San Bernadino
San Dimas	33,119	General Law	5	Elected	\$ 620.00	\$ 7,440.00	4 years	\$ 820.00	\$ 9,840.00	2 years	Lump sum	No	At-Large	Part-time	Los Angeles
Santa Paula	30,335	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Sausalito	7,000	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Lump sum	No	At-Large	Part-time	Marin
Simi Valley	126,327	General Law			\$ 1,202.76	\$ 14,433.12		\$ 1,202.76	\$ 14,433.12						Ventura
Thousand Oaks	129,339	General Law	5	Appointed	\$ 1,750.00	\$ 21,000.00	4 years			1 year	Lump sum	Yes	At-Large	Part time	Ventura
Westlake Village	8370	General Law	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 300.00	\$ 3,600.00	1 year	Stipend	No	At-Large	Part-time	Los Angeles
Yountville	2933	General Law	5	Elected	\$ 648.00	\$ 7,776.00	4	\$ 638.00	\$ 7,656.00	4 years	Stipend		At-Large	Part-time	Napa

ATTACHMENT 3:

Survey of Other Cities, Charter Cities

Council Compensation - Charter Cities

Attachment 3

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Arroyo Grande	18,097	Charter	5		\$ 405.00	\$ 4,860.00	4 years	\$ 405.00	\$ 4,860.00	2 years	Monthly Salary		At-Large		San Luis O
Berkeley	112,000	Charter	9	Elected	\$ 2,919.88	\$ 35,038.56	4 years	\$ 4,625.97	\$ 55,511.64	4 years	Monthly/number of meetings in a month	No	Districts; Mayor is at large	Part-time	Alameda
Chico	91,567	Charter	7	Appointed	\$ 663.00	\$ 7,956.00	4 years	\$ 777.00	\$ 9,324.00	2 years	Lump sum	No	At-Large	Part-time	Butte
Fresno	520,000	Charter	8	Elected	\$ 5,416.67	\$ 65,000.00	4 years	\$ 10,833.33	\$ 130,000.00	4 years	Lump sum	No	Districts	Full-time	Fresno
Kingsburg	12,000	Charter	5	Appointed	\$ 250.00	\$ 3,000.00	4 years	\$ 300.00	\$ 3,600.00	2 years	Lump sum	No	Moving to district	Part-time	Fresno
Lemoore	25,000	Charter	5	Appointed	\$ 300.00	\$ 3,600.00	4 years	\$ 400.00	\$ 4,800.00	2	Stipend	No	Currently at large – will move to district in November 2018	Part-time	Kings
Loma Linda	23000	Charter	5	Appointed	\$ 1,066.73	\$ 12,800.76	4 years	\$ 1,066.73	\$ 12,800.76	4 years	Lump sum	No	At-Large	Full-time	San Bernadino
Monterey	28,000	Charter	5	Elected	\$ 430.00	\$ 5,160.00	4 years	\$ 676.00	\$ 8,112.00	2 years	Stipend	No	At-Large	Part-time	Monterey
Napa	80,416	Charter			\$ 1,302.00	\$ 15,624.00		\$ 2,604.00	\$ 31,248.00						Napa
Pacific Grove	15,045	Charter	7	Elected	\$ 400.00	\$ 4,800.00	4-8 years	\$ 700.00	\$ 8,400.00	2-8 years	Lump sum	No	At-Large	Part-time	Monterey
Port Hueneme	22,277	Charter			\$ 751.38	\$ 9,016.56		\$ 751.38	\$ 9,016.56						Ventura
San Luis Obispo	48,000	Charter			\$ 1,200.33	\$ 14,404.00		\$ 1,501.50	\$ 18,018.00						San Luis O
San Mateo	104,000	Charter	5	Appointed	\$ 600.00	\$ 7,200.00	4-yr terms, up to three terms	\$ 600.00	\$ 7,200.00	Mayor serves 1 yr. term; position rotates	Stipend	No	At-Large	Part-time	San Mateo
Santa Barbara	91,930	Charter			\$ 3,448.66	\$ 41,383.92		\$ 4,310.84	\$ 51,730.08						Santa Barbara
Santa Maria	106,280	Charter	5	Elected	\$ 1,313.00	\$ 15,756.00	4 years	\$ 1,563.00	\$ 18,756.00	4 years	Stipend	No	District	Part-time	Santa Barbara
Solvang	5,802	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Santa Barbara
Stockton	315,592	Charter	7	Elected	\$ 1,377.42	\$ 16,529.04	4 years	\$ 6,032.00	\$ 72,384.00	4 years	Bi Weekly	No	At-Large for Mayor	Full-time Mayor	San Joaquin
Torrance	147,000	Charter	7	Elected	\$ 100.00	\$ 1,200.00	4 years	\$ 100.00	\$ 1,200.00	4 years	Biweekly	No	At-Large	Part-time	Los Angeles
Truckee	16,000	Charter	5	Appointed	\$ 645.00	\$ 7,740.00	4 years	\$ 645.00	\$ 7,740.00	1 year	Stipend Biweekly	No	At-Large	Part-time	Nevada
Tulare	62,779	Charter	5	Appointed	\$5 per regular meeting	\$ 135.00	4 years, no limit	N/A	\$ 135.00	Typically, two years.		No	By District	Part-time	Tulare
Ventura	109,592	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Ventura
Vernon	209	Charter	5	Appointed	\$ 2,233.00	\$ 26,796.00	Five year terms, Term Limit: two	\$ 2,233.00	\$ 26,796.00	Appointed annually	Salary	No	At-Large	Full-time	Los Angeles
Watsonville	53,796	Charter	7	Appointed	\$ 525.00	\$ 6,300.00	4 years (2 terms)	\$ 625.00	\$ 7,500.00	4 years	None	No	District	Part-time	Santa Cruz

ATTACHMENT 4:

Survey of Tri-County Cities

Council Compensation - Tri-County Cities

Attachment 4

City	Population	Charter or General Law	Size of Council Including Mayor	Mayor Appointed by the Council or Elected	Monthly Salary Council	Annual Salary Council	Term of Council member	Monthly Salary Mayor	Annual Salary Mayor	Term of Mayor	State if Lump Sum, Stipend, or Hourly	Built in salary adjustment (increase)	District Elections or At Large	Full Time or Part Time: Part time for Council	County
Arroyo Grande	18,097	Charter	5		\$ 405.00	\$ 4,860.00	4 years	\$ 405.00	\$ 4,860.00	2 years	Monthly Salary		At-Large		San Luis O
Atascadero	30,000	General Law	5		\$ 600.00	\$ 7,200.00	4 years	\$ 600.00	\$ 7,200.00	2 years			At-Large		San Luis O
Buellton	5,095	General Law			\$ 440.00	\$ 5,280.00		\$ 440.00	\$ 5,280.00						Santa Barbara
Camarillo	67,363	General Law			\$ 1,425.00	\$ 17,100.00		\$ 1,425.00	\$ 17,100.00						Ventura
Carpinteria	13,684	General Law			\$ 310.00	\$ 3,720.00		\$ 310.00	\$ 3,720.00						Santa Barbara
Fillmore	15,610	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Grover Beach	13,641	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						San Luis O
Guadalupe	7,321	General Law			\$ 150.00	\$ 1,800.00		\$ 150.00	\$ 1,800.00						Santa Barbara
Lompoc	43,712	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						Santa Barbara
Moorpark	36,481	General Law			\$ 600.00	\$ 7,200.00		\$ 600.00	\$ 7,200.00						Ventura
Morro Bay	11,000	General Law			\$ 500.00	\$ 6,000.00		\$ 700.00	\$ 8,400.00						San Luis O
Ojai	7,585	General Law			\$ 475.00	\$ 5,700.00		\$ 475.00	\$ 5,700.00						Ventura
Oxnard	207,906	General Law			\$ 1,701.01	\$ 20,412.08		\$ 1,701.01	\$ 20,412.08						Ventura
Paso Robles	32,000	General Law			\$ 600.00	\$ 7,200.00		\$ 800.00	\$ 9,600.00						San Luis O
Pismo Beach	8,000	General Law	5	Elected	\$ 514.80	\$ 6,177.60	4 years	\$ 814.80	\$ 9,777.60	2 years	Monthly	No	At-Large	Part-time	San Luis O
Port Hueneme	22,277	Charter			\$ 751.38	\$ 9,016.56		\$ 751.38	\$ 9,016.56						Ventura
San Luis Obispo	48,000	Charter			\$ 1,200.33	\$ 14,404.00		\$ 1,501.50	\$ 18,018.00						San Luis O
Santa Barbara	91,930	Charter			\$ 3,448.66	\$ 41,383.92		\$ 4,310.84	\$ 51,730.08						Santa Barbara
Santa Maria	106,280	Charter	5	Elected	\$ 1,313.00	\$ 15,756.00	4 years	\$ 1,563.00	\$ 18,756.00	4 years	Stipend	No	District	Part-time	Santa Barbara
Santa Paula	30,335	General Law			\$ 300.00	\$ 3,600.00		\$ 300.00	\$ 3,600.00						Ventura
Simi Valley	126,327	General Law			\$ 1,202.76	\$ 14,433.12		\$ 1,202.76	\$ 14,433.12						Ventura
Solvang	5,802	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Santa Barbara
Thousand Oaks	129,339	General Law	5	Appointed	\$ 1,750.00	\$ 21,000.00	4 years			1 year	Lump sum	Yes	At-Large	Part-time	Ventura
Ventura	109,592	Charter			\$ 600.00	\$ 7,200.00		\$ 700.00	\$ 8,400.00						Ventura