

City Council Compensation

CITY COUNCIL MEETING

MAY 15, 2018

CARMEN NICHOLS, DEPUTY CITY MANAGER

City Council Compensation

City Council Meeting of April 17, 2018

- City of Goleta – General Law City
 - Salary set by Ca Government Code
 - Increase as governed by Code
- Study included 71 cities, 44 General Law cities
- Comparison of Other General Law Cities
 - 44 cities reported – compensation set by California Govt. Code
 - Population is not a factor in determining salary
- Charter Cities
 - Larger cities had higher compensation
 - May go to the voters for salary decisions
- Examples of Both General Law and Charter Cities with Ballot Measures
 - Paso Robles – 2018 Ballot Measure for an increase of 60%, no increases for 12 years
 - Santa Barbara – 2004 Ballot Measure
- Council Direction – PEC Commission
 - Provided additional information related to Council duties and time commitments

City Council Compensation

Public Engagement Commission – May 2nd

- If the Public Engagement recommended a salary
 1. Recommend a salary. Use the examples provided from April 17th as a basis for a salary discussion. Adjust as needed. Recommendation.
 2. Recommend an inflator.
 3. Determine when the salary should be implemented.

Public Engagement Commission Consideration

Table 1. 10 Most Recent Incorporated Cities – All Remain General Law Cities							
City Incorporation M/Year	Population	GF Budget (millions)	US Census Median Income*	Monthly Salary Council	Monthly Salary Mayor	Avg. Hours Per Week	Committee Assignments/Mtg. per Month
Jurupa Valley 7/11	103,541	\$31.9	\$30,294	\$600	\$600	20	NA/ 2x month
Eastvale 10/10	61,151	\$15.7	\$56,750	\$585	\$585		NA/2x month
Menifee 10/08	88,531	\$31.8	\$42,845	\$650	\$650	20	4-6/ 2x month
Wildomar 7/08	32,176	\$10.6	\$41,191	\$400	\$400		2/ 1x month
Rancho Cordova 7/03	72,326	\$50.8	\$40,469	\$500	\$600		NA/ 2x month
Goleta 2/02	30,850	\$25.7	\$56,179	\$585	\$585	28-40	4-12/ 2x month Afternoon and evening session
Aliso Viejo 7/01	51,524	\$17.6	\$74,158	\$520	\$520		NA/ 2x month
Elk Grove 7/00	169,743	\$67.8	\$50,513	\$800	\$800	15-20	8-11/ 2x month
Rancho Santa Margarita 1/00	47,853	\$19.2	\$60,568	\$463	\$463		/2x month
Laguna Woods 3/99	16,272	\$5.4	\$30,996	\$300	\$300		/1x month

Table 2. Cities with Population of 25k-35k and Santa Barbara

City Full or Contract	Population*	GF Budget in Millions	US Census Median Income	Monthly Salary Council	Monthly Salary Mayor	Weekly Hours (Avg.)	Avg. Committee Assignments/ Meetings Per Month
Atascadero	30,000	\$8.3	\$44,181	\$600	\$750	20-30	4/Twice Monthly
Belmont	26,000	\$11.1	\$57,396	\$390	\$390	20-30	2/Twice Monthly
Goleta	30,850	\$24	\$56,179	\$585	\$585	28-40+	4-12/Twice Monthly, afternoon and evening session
Lemoore	25,000	\$11.3	\$39,345	\$300	\$400	Part-time	4/Twice Monthly
Los Gatos	31,000	\$39.7	\$73,125	\$570	\$570	30-40 Mayor; 20 Council	3-4/Twice Monthly
Monterey	28,000	\$30.6	\$48,135	\$430	\$676	20	6/Twice Monthly
Paso Robles	32,000	\$40.6	\$40,708	\$600	\$800	Mayor 20; Council 25-30	Mayor 10-12; Council 4-5/Twice Monthly
San Dimas	33,119	\$23.1	\$41,067	\$620	\$820	NA	Not Reported/Twice Monthly
Santa Paula	30,335	\$3.2	\$24,991	\$300	\$300	NA	Not Reported/Twice Monthly
Santa Barbara	91,930	\$126	\$48,485	\$3,596	\$4,495	20-40	3-10/Weekly afternoon meetings

**Corrected SB information*

Public Engagement Commission Consideration

Overview of Meeting Frequencies, Committee Assignments, Time Commitments

- City Council Meetings - twice per month
- Most are Evening Only Meetings
- Committee Assignments Range in number and frequency in meetings
- Average hours reported from other cities 20-30 hours per week, ranging from week to week
- Average hours reported for City of Goleta 28-40 hours

Examples of Duties and Responsibilities

- Policy Making
- Preparing and attending meetings (City Council, Committee, outside boards, stakeholders)
- Attending city related functions, workshops, and community events
- Investigating and responding to citizen requests (telephone, email, social media, in person)
- Reviewing literature, correspondence, news, legislation, city reports, budget materials...

Public Engagement Commission Consideration

Table 3. MEDIAN INCOME-Department of Housing and Urban Development 2017- SB
County -\$53,950 – Single Household Income

Median Household	Monthly	Annual
Mayor at 100%	\$4,496	\$53,950
Councilmember at 80%	\$3,597	\$43,160

For consideration of another example, staff provided:

Table 4. MEDIAN INCOME – US Census Bureau Income in the Last Twelve Months – 2016
\$56,179 – Non Family Households

Median Household	Monthly	Annual
Mayor at 100%	\$4,682	\$56,179
Councilmember at 80%	\$3,745	\$44,943

Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates

Public Engagement Commission Recommendation:

1. Councilmembers receive 75% of the single household median income of the 93117 zip code, and that annual adjustments to salary be made to stay aligned with the median income.
2. Mayor receive 90% of the single household median income of the 93117 zip code and the annual adjustments to salary be made to stay aligned with the median income.
3. The salary be implemented following the November 2018 election
4. Take affirmative action immediately, so that residents learn about the possibility of income should the measure pass.
5. The Commission felt very strongly that:

They believe an increase is in order to make it possible for a Councilmember to reside in Goleta, and to focus on the needs of the community and not be worried about income. The salary should reflect the workload of the Council and should be consistent with the cost of living.

Staff Recommendation:

1. Councilmembers - 75% of the single household median income of the City of Goleta as published by the US Census Bureau (equal to \$42,134) and that annual adjustments be made using the Consumer Price Index (CPI) All Urban Consumers for Los Angeles-Long Beach-Anaheim.
2. Mayor - 90% of the single household median income of the City of Goleta as published by the US Census Bureau (equal to \$50,561) and that annual adjustments be made using the Consumer Price Index (CPI) All Urban Consumers for Los Angeles-Long Beach-Anaheim.

Alternately, the City Council as an inflator:

- Annual cap or percentage of CPI cap, or
- Future salary increases can be implemented based on *annual adjustments (up and down) to salary be made to stay aligned with the median income using the US Census Bureau report, or a similar report published by the State of California*, similar to Santa Barbara's measure.

Fiscal Impact:

- The filing fees for a ballot measure in the upcoming November 2018 election will be approximately \$10,200.
- GF Impact FY 18-19 (Assuming recommended increase in January 2019)
 - \$109,550 or \$163,430 when including benefits
- Annualized a GF Impact
 - \$219,000 or \$326,860 when including benefits

Upon direction, City Attorney's office will bring ballot language for final approval on June 5th, followed by the Resolutions calling for the General Municipal Election and Consolidation of a General Municipal Election on June 19th for all ballot measures and general election.