



Council Compensation Committee  
AGENDA

September 4, 2025, 5:30 p.m.

Council Hearing Room, 990 Palm Street, San Luis Obispo

The Council Compensation Committee holds in-person meetings. Zoom participation will not be supported. Attendees of City Council or Advisory Body meetings are eligible to receive one hour of complimentary parking; restrictions apply, visit [Parking for Public Meetings](#) for more details.

**INSTRUCTIONS FOR PUBLIC COMMENT:**

**Public Comment prior to the meeting (must be received 3 hours in advance of the meeting):**

**Mail - Delivered by the U.S. Postal Service.** Address letters to the City Clerk's Office at 990 Palm Street, San Luis Obispo, California, 93401.

**Email - Submit Public Comments via email to [advisorybodies@slocity.org](mailto:advisorybodies@slocity.org).** In the body of your email, please include the date of the meeting and the item number (if applicable). Emails *will not* be read aloud during the meeting.

**Voicemail - Call (805) 781-7164 and leave a voicemail.** Please state and spell your name, the agenda item number you are calling about, and leave your comment. Verbal comments must be limited to 3 minutes. Voicemails *will not* be played during the meeting.

*\*All correspondence will be archived and distributed to members, however, submissions received after the deadline may not be processed until the following day.*

**Public Comment during the meeting:**

**Meetings are held in-person.** To provide public comment during the meeting, you must be present at the meeting location.

**Electronic Visual Aid Presentation.** To conform with the City's Network Access and Use Policy, Chapter 1.3.8 of the [Council Policies & Procedures Manual](#), members of the public who desire to utilize electronic visual aids to supplement their oral presentation must provide display-ready material to the City Clerk by 12:00 p.m. on the day of the meeting. Contact the City Clerk's Office at [cityclerk@slocity.org](mailto:cityclerk@slocity.org) or (805) 781-7114.

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**1. CALL TO ORDER**

Deputy City Manager Greg Hermann will call the Regular Meeting of the Council Compensation Committee to order.

**1.a OATH OF OFFICE**

City Clerk Teresa Purrington will administer the Oath of Office to the Committee.

**2. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA**

At this time, people may address the Committee about items not on the agenda. Persons wishing to speak should come forward and state their name and address. Comments are limited to three minutes per person. Items raised at this time are generally referred to staff and, if action by the Committee is necessary, may be scheduled for a future meeting.

**3. BUSINESS ITEMS**

**3.a ELECTION OF CHAIR AND VICE CHAIR**

2

Recommendation:

Elect a Chair and Vice Chair to serve for the term of the Committee.

**3.b OVERVIEW OF THE BROWN ACT, CITY 101 AND CITY BUDGET**

4

Recommendation:

Receive a presentation on the Brown Act, City 101 and the City's Budget.

**3.c PURVIEW OF THE COMMITTEE AND HISTORY OF COMPENSATION**

14

Recommendation:

Receive a presentation of the purview of the Committee and the history of Council and Advisory Body compensation.

Recommendation:

Review information provided to previous Council Compensation Committees and provide direction on information the Committee requests for review and discussion.

4. **COMMENT AND DISCUSSION**

4.a STAFF UPDATE

Discuss date and time for future meetings.

5. **ADJOURNMENT**

The next Regular Meeting of the Council Compensation Committee meeting will be determined at the meeting.

LISTENING ASSISTIVE DEVICES are available -- see the Clerk

The City of San Luis Obispo wishes to make all of its public meetings accessible to the public. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the City Clerk's Office at (805) 781-7114 at least 48 hours before the meeting, if possible. Telecommunications Device for the Deaf (805) 781-7410.

Agenda related writings or documents provided to the Council Compensation Committee are available for public inspection on the City's website:

<https://www.slocity.org/government/mayor-and-city-council/agendas-and-minutes>.





# **Council Compensation Committee**

## **Agenda Report**

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**For Agenda of:** 9/4/2025  
**Item Number:** 3a  
**Estimated Time:** 10 Minutes

**FROM:** Greg Hermann, Deputy City Manager  
**Prepared By:** Teresa Purrington, City Clerk

**SUBJECT:** ELECTION OF CHAIR AND VICE CHAIR

### **RECOMMENDATION**

Elect a Chair and Vice Chair to serve for the term of the Committee.

### **DISCUSSION**

#### **Election of Officers**

1. The Committee shall select a Chairperson and Vice Chairperson from among its members at its first meeting to serve for the term of the Committee.
2. The Chairperson shall preside at all meetings of the Committee.
3. The Vice-Chairperson shall serve in the absence or incapacity of the Chairperson.

### **Process**

#### **Election of Chair**

1. Deputy City Manager Hermann will open nominations for the position of Chair. Any member may nominate any other member including themselves. A second is not necessary for nominations. Nominations stay open until there are no more.
2. Deputy City Manager Hermann will call for a vote of each nominated member (if more than one nomination, each member only gets one vote) in the same sequence the nominations were received.

Once the new Chair is elected, the new Chair will call for nominations of Vice-Chair following the same procedures outlined above.





# Council Compensation Committee

## Agenda Report

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**For Agenda of:** 9/4/2025  
**Item Number:** 3b  
**Estimated Time:** 15 Minutes

**FROM:** Greg Hermann, Deputy City Manager  
**Prepared By:** Greg Hermann, Deputy City Manager

**SUBJECT:** OVERVIEW OF THE BROWN ACT, CITY 101 AND CITY BUDGET

### RECOMMENDATION

Receive a presentation on the Brown Act, City 101 and the City's Budget.

### DISCUSSION

#### The ABCs of Open Government Laws

*The ABCs of Open Government Laws* (Attachment A) is published by the Institute for Local Government and provides an overview of two key California laws that promote transparency and accountability in local government:

- **The Ralph M. Brown Act**, which governs open meetings of local legislative bodies, requiring that meetings be properly noticed, accessible to the public, and conducted openly, with limited exceptions.
- **The California Public Records Act (CPRA)**, which affirms the public's right to access records and information held by government agencies, subject to certain exemptions.

Staff will review these laws as they apply to the Committee to ensure Committee members understand their legal obligations regarding public access to meetings and records.

#### City 101

Staff will provide a *City 101* presentation which includes an overview of the structure, functions, and operations of cities in California, with a focus on the City of San Luis Obispo. The discussion will include key characteristics of a city, including governance, essential systems, and community identity. In California, there are 483 cities, organized as either General Law cities or Charter cities, and governed through models such as Council-Manager, Mayor-Council, or Town Meeting forms of government.

The presentation will highlight the City's charter, municipal code, and numerous Advisory Bodies that guide policy on various topics including planning, transportation, cultural heritage and financial oversight.

**City Budget**

Staff will provide an overview of the City's budget (Attachment B) including the City's biennial Financial Plan, which includes fiscal policies, departmental budgets, and capital improvement projects.

The City Council adopted a balanced Fiscal Year 2025–26 budget totaling \$217.6 million, which marks the first year of its two-year 2025–27 Financial Plan. Of this, approximately \$117.6 million is allocated to the General Fund.

Despite slowing revenue growth and rising operational costs, the adopted budget closed a funding gap without cutting services for the current year, but a gap remains in future years that will need to be addressed.

**ATTACHMENTS**

A – The ABCs of Open Government Laws

B – Budget in Brief





The Institute is able to make this resource available to local officials and others as a result of much appreciated financial support from:



RICHARDS | WATSON | GERSHON  
ATTORNEYS AT LAW – A PROFESSIONAL CORPORATION

The Institute is grateful for this firm's ongoing commitment to public service ethics and public service ethics education.

All decisions regarding the final content of this pamphlet were the Institute's.

The

# ABC

## of Open Government Laws

The underlying philosophy of the open government laws is that public agency processes should be as transparent as possible. Such transparency is vital in promoting public trust in government.

This concept of governmental transparency is so important to the public that some 83 percent of voters supported adding it to California's constitution by adopting Proposition 59 in 2004.

California's open government laws require public officials to:

A

Conduct meetings of public bodies openly, except for limited circumstances under which the law allows the public's business to be conducted privately in closed sessions.

B

Allow the public to participate in meetings of public bodies through a public comment process.

C

Allow inspection and copying of public records, except when non-disclosure is authorized by law.

This pamphlet summarizes these three requirements in general terms.

Local officials are also encouraged to consult with their agency attorneys for information about how these requirements apply in any given situation or more information about this area of the law.

## A Conducting the Public's Business in Public

### General Rules

- Elected and most appointed local-agency bodies – which include many advisory committees – must conduct their business in open and public meetings.
- A “meeting” is any situation involving a majority of a public body in which agency business is transacted or discussed. In other words, a majority of the body cannot talk privately about a matter of agency business no matter how the communication occurs, whether by telephone or e-mail, or at a local coffee shop.
- The public must be informed of 1) the time and place of and 2) the issues to be addressed at each meeting. In general, public officials may only discuss and act on items included on the posted agenda for a meeting. The agenda must be posted at least 72 hours in advance of a regular meeting and written in a way that informs people of what business will be discussed. Members of the public may request a copy of the agenda packet be mailed to them at the time the agenda is posted or upon distribution to the governing body. Many local agencies also post these materials on their websites. And/or maintain e-mail lists to make agendas available.

### Key Things to Know

- **Advisory Bodies.** Advisory bodies formally created by the governing body are subject to the open meeting laws. In some cases, committees of less than a quorum of the public body are also subject to these laws.
- **Serial Meetings.** Avoid unintentionally creating a “serial” meeting—a series of communications that result in a majority of the body's members discussing, deliberating, or taking action on a matter of agency business.

A

- **Permissible Gatherings.** Not every gathering of members of a public body outside a noticed meeting violates the law. For example, a violation would not occur if a majority of the members attend the same educational conference or attend a meeting not organized by the local agency as long as members do not discuss among themselves agency business except as part of the gathering. Nor is attendance at a social or ceremonial event in itself a violation. The basic rule to keep in mind is a majority of the members cannot gather *and* discuss agency business except at an open and properly noticed meeting.
- **Closed Sessions.** The open meeting laws include provisions for private discussions under very limited circumstances. The reasons for holding the closed session must be noted on the agenda and different disclosure requirements apply to different types of closed sessions.
- **Posting and Following the Agenda.** In general, public officials may only discuss and act on items included on the posted agenda for a meeting. However, they or staff may briefly respond to questions or statements during public comments that are unrelated to the agenda items. Officials can also request staff to look into a matter or place a matter on the agenda for a subsequent meeting. Only under unexpected circumstances can matters that are not on the agenda be discussed or acted upon.

### ► Consequences of Non-Compliance with Open Meeting Requirements

- **Nullification of Decision.** Many decisions that are not made according to the open meeting laws are voidable. After asking the agency to cure the violation, either the district attorney or any interested person may sue to have the action declared invalid.
- **Criminal Sanctions.** Additionally, members of the body who intentionally violate the open meeting laws may be guilty of a misdemeanor. The penalty for a misdemeanor conviction is imprisonment in county jail for up to six months or a fine of up to \$1,000 or both.
- **Other Measures.** Either the district attorney or any interested person may sue to remedy past and prevent future violations of the open meeting laws. Another remedy, under certain circumstances, is for a court to order that all closed sessions be tape-recorded. Regulations of public participation beyond those allowed by applicable statutory and constitutional principals can be a civil rights violation.
- **Attorneys' Fees and Costs.** Attorneys' fees and costs may be awarded to those who successfully challenge open meeting violations.

### ► Example

If two members of a five-member public body consult outside of a public meeting (which is not in and of itself a violation) about a matter of agency business and then one of those individuals consults with a third member on the same issue, a majority of the body has consulted on that issue. Note the communication does not need to be in person and can occur through a third party. For example, sending or forwarding e-mail can be sufficient to create a serial meeting, as can a staff member's polling the body's members in a way that reveals the members' positions to one another.

- **Taping or Recording of Meetings Is Allowed.** Anyone attending a meeting may photograph or record it with an audio or video recorder unless the governing body makes a finding that the noise, illumination, or obstruction of view will disrupt the meeting. Any meeting tape or film made by the local agency becomes a public record that must be made available to the public for at least 30 days.
- **Sign-In Must Be Voluntary.** Members of the public cannot be required to register their name or satisfied any other condition for attendance. If an attendance list is used, it must clearly state that signing the list is voluntary.



## General Rules

- **Democracy in Action.** The public has a right to address the public body at any meeting. A public official's role is to both hear and evaluate these communications.
- **The Public's Right to be Heard.** Generally, every regular meeting agenda must provide an opportunity for the public to address the public body on any item within the body's jurisdiction. If the issue of concern is one pending before the body, the opportunity must be provided before or during the body's consideration of that issue.

### Open-Government-Is-Good-Politics Note

The media are highly vigilant in monitoring compliance with open government requirements—and quick to report on perceived violations.

## Key Things to Know

- **Anonymous Speech Must Be Permitted.** Members of the public cannot be required to give their name or address as a condition of speaking. The clerk or presiding officer may request speakers to complete a speaker card, or identify themselves "for the record," but must respect a speaker's desire for anonymity.
- **Reasonable Time Limits May Be Imposed.** Local agencies may adopt reasonable regulations to ensure everyone has an opportunity to be heard in an orderly manner. For example, some agencies impose a uniform time limit on each person providing public comments on an issue.
- **Dealing with Dissension.** The chair cannot stop speakers from expressing their opinions or their criticism of the body. If an individual or group willfully interrupts a meeting and order cannot be restored, the room may be cleared. Members of the media must be allowed to remain and only matters on the agenda can be discussed.

## General Rules

- Public agencies must generally make their records available for inspection by the public. Disclosure is the rule; withholding is the exception. In addition, there are a number of state laws that require affirmative disclosure of certain kinds of information (for example, by posting the information on the agency's website).

## Key Things to Know

- **Agenda and Meeting Materials.** Copies of the agenda materials and other documents not exempt from disclosure distributed to the body must be available to the public. Any nonexempt materials prepared by the local agency must be available for public inspection at the meeting. Materials prepared and distributed by some other person must be made available after the meeting.
- **Scope of Access.** The public has the right to see nonexempt materials that are created as part of the conduct of the people's business. These materials include any writing that was prepared, owned, used, or retained by a public agency. This can include documents, computer data, e-mails, facsimiles, and photographs.
- **Presumption and Exceptions.** Written materials are presumed to be a public record unless an exception applies. There are a number of exceptions. For example, personnel records are typically exempt from disclosure because their release may violate an employee's privacy rights.

The public's right of access to public records is broadly construed and applies to many documents that public officials might otherwise assume are protected from disclosure.

## Consequences of Violation

Anyone can sue the agency to enforce his or her right to access public records subject to disclosure. If the agency loses or otherwise produces the records as the result of the lawsuit, it must pay costs and attorneys fees.

It is important to note that the requirements discussed in this pamphlet are legal minimums for local government transparency in decision-making. Local agencies can provide for greater transparency.

In thinking about how an agency might provide for greater transparency, questions local agency officials might ponder include the following:

- 1 How can the agency make public information more readily available and easily understandable by the public in order to promote public trust and confidence in the agency and demonstrate the agency's commitment to transparency?
- 2 Are there kinds of information that are already publicly available in some form, but could be made available more conveniently to the public (for example, through voluntarily posting the information on the agency's website or including links on the agency's website to where information is available on other websites)?
- 3 What kinds of information might be of interest to a cross-section of the public relating to the agency's operations and decision-making processes? Are there ways this information can be made available without individual members of the public having to ask for it?

Ongoing consideration of these kinds of questions enables a local agency's officials to engage in collective discussion and decision-making about ways in which their agency can set its sights higher than the minimum requirements of the law.

## ► A Note on Civility in Public Discourse

For communities to be able to work through difficult issues, it's important that people be able to express differing opinions about what best serves the public's interests in a respectful and civil manner.

This includes focusing on the *merits* of one's position. Even if people disagree about what's best for the community in this situation, it doesn't mean that those holding different views are bad people. Treat others with the same respect as one would like to be treated. Questioning others' motives or intelligence, being hostile, engaging in name-calling or making threats undermines one's effectiveness.

No matter how passionate one is about an issue, the goal is to conduct oneself in a way that will add to one's credibility and standing as a thoughtful member of the community.

California's open government laws are complex and extensive. Consult the following resources for more information on these laws.

- Understanding the *Basics of Public Service Ethics: Transparency Laws*, available at [www.ca-ilg.org/transparency](http://www.ca-ilg.org/transparency) (includes discussions of other kinds of disclosure laws, in addition to Open Meeting Law and Public Records Act).
- *Open and Public IV: A User's Guide to the Ralph M. Brown Act, 2d Edition*, 2010. Available on the League of California Cities website at [www.cacities.org](http://www.cacities.org) or by calling 916.658.8200.
- *The People's Business: A Guide to the California Public Records Act*, 2008. Available on the League of California Cities website at [www.cacities.org](http://www.cacities.org) or by calling 916.658.8200.

Local officials should also consult their agency counsel with questions.

The Attorney General also offers guides on these laws; they are available from the Attorney General's website: [http://ag.ca.gov/publications/2003\\_Intro\\_BrownAct.pdf](http://ag.ca.gov/publications/2003_Intro_BrownAct.pdf) (Brown Act Guide) and [http://ag.ca.gov/publications/2003\\_Intro\\_BrownAct.pdf](http://ag.ca.gov/publications/2003_Intro_BrownAct.pdf) (Public Records Act).



The Institute for Local Government promotes good government at the local level with practical, impartial, and easy-to-use resources for California communities.

ILG is the research and education affiliate of the California State Association of Counties and the League of California Cities.

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FISCAL YEAR 2025-26

# BUDGET IN BRIEF

[www.slocity.org/budget](http://www.slocity.org/budget)

## ALL FUNDS COMBINED



The City of San Luis Obispo's adopted \$217.6 million budget for Fiscal Year 2025-26 includes General funds, Capital Projects funds, Special Revenue funds, Debt Service funds, Enterprise funds, and Internal Service funds.



## LOCAL REVENUE MEASURE INVESTMENTS

**\$8.6M** - YOUTH / SENIOR SERVICES & RECREATIONAL FACILITIES

**\$5.5M** - COMMUNITY SAFETY & EMERGENCY PREPAREDNESS

**\$1.6M** - OPEN SPACE / NATURAL AREAS PRESERVATION & MAINTENANCE

**\$934K** - ADDRESS HOMELESSNESS

**\$556K** - CREEK & FLOOD PROTECTION

**\$7.6M** - STREET MAINTENANCE & TRANSPORTATION

**\$4.6M** - PROTECT FINANCIAL STABILITY

**\$1M** - OTHER SERVICES & PROJECTS

**\$666K** - SAFE & CLEAN PUBLIC AREAS

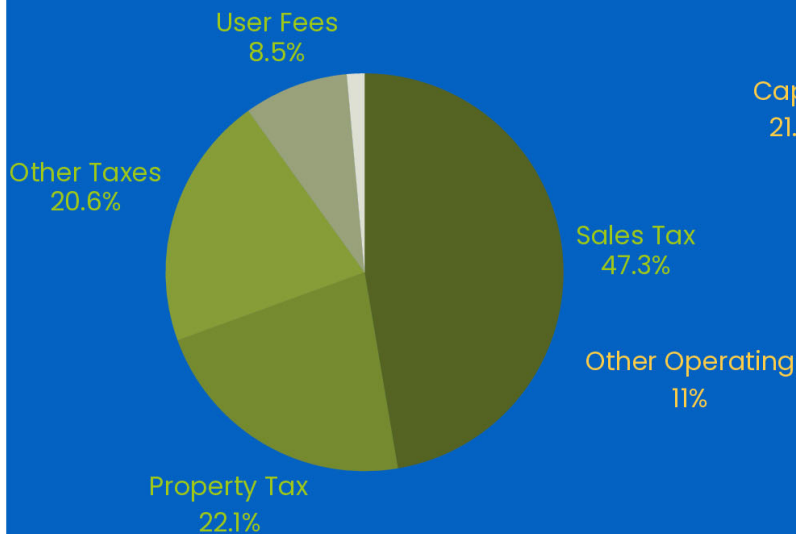
**\$410K** - ECONOMIC DEVELOPMENT & BUSINESS RETENTION

# FY 2025-26 GENERAL FUND BUDGET

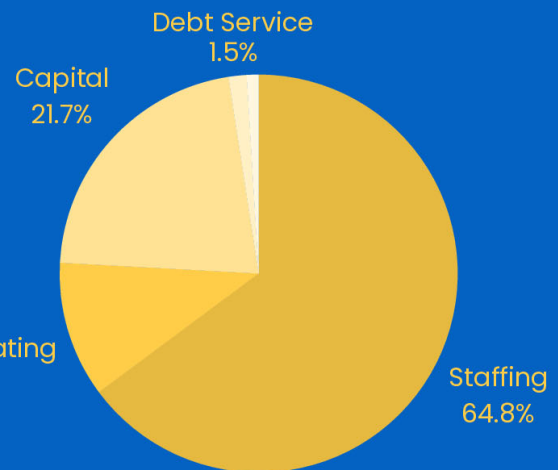


The General Fund is the main operating fund for general government operations and is primarily funded through various tax revenues and user fees that are intended to recover the cost of providing specific services.

## Revenue Sources



## Expenditures



## CAPITAL IMPROVEMENT PROJECTS | \$54M INVESTMENT

Capital Improvement Plan includes several projects that account for a major portion of the City's budget. Capital Projects prioritized for FY 2025-26 include those that meet a significant infrastructure need, provide safety and health benefits, align with the Council's goals, and meet the priorities of the Local Revenue Measure.

Project highlights include:



Yearly Paving Projects



Higuera Complete Streets



Righetti Community Park



EV Charging Infrastructure



Islay Sewer Main



California Water Main



Water Meter Upgrades



Broadband Infrastructure



Emerson Park



Parking Structure Safety Element



Police Station Improvements



California & Taft Roundabout





# FY 2025-26 OTHER FUNDS

## Water Fund | \$40 Million

The City's Water Fund is a business-activity and is funded predominately through its own rates to provide service. The City treats and delivers water to the public from three surface reservoirs as well as recycled water for landscape irrigation. The water service is provided to all property owners in the City including parks and sport fields.

## Sewer Fund | \$29 Million

The City's Sewer Fund is also a business-activity and fund and operates and maintains the City's sanitary sewer system and the Water Resource Recovery Facility. An efficient sanitary sewer system that collects and treats wastewater provides a foundation for public health and community well-being. Rates and charges are the primary source of revenue for this fund.

## Parking Fund | \$11.5 Million

The City's Parking Fund implements the Access and Parking Management Plan and directs the operation and maintenance of the City's parking facilities. These facilities include parking lots in Downtown and Railroad Square, on-street parking, residential parking districts, and three parking structures (with a fourth structure coming online in 2026). The operation is paid for by parking user fees.

## Transit Fund | \$9.6 Million

The City's Transit Fund provides daily fixed-route transit service to the general public within City limits and to Cal Poly University. It also includes the downtown trolley service connecting downtown with the lodging district on upper Monterey Street. The services are paid for by user fares and federal and state funding. Federal funding is subject to single audit requirements.

## All Other Funds | \$9.8 Million

Other funds include the City's Community Facilities Districts, Tourism Business Improvement District, Debt Service Fund, and Insurance Internal Service Fund.

## Stay Involved and Informed



Get more details by visiting [slocity.org/Budget](https://slocity.org/Budget) and sign up to get updates from the City at [slocity.org/Subscribe](https://slocity.org/Subscribe).

Follow us on our social media pages for even more information.



# 2025 - 27 MAJOR CITY GOALS



## CULTURAL VITALITY, ECONOMIC RESILIENCE, & FISCAL SUSTAINABILITY

San Luis Obispo is committed to supporting a vibrant Downtown, a thriving arts and culture scene, and a strong local economy. This goal also ensures long-term financial health by balancing operational spending with strategic infrastructure investment and workforce development.



## DIVERSITY, EQUITY & INCLUSION

The City is working to ensure all community members feel a sense of belonging through equitable policies, inclusive services, and diverse representation. This goal supports a culture of fairness both in community engagement and within the City organization.



## HOMELESSNESS RESPONSE

Reducing homelessness requires a strategic, regional approach grounded in the City's Homelessness Response Plan. The goal supports housing, shelter, and services while addressing public health and safety impacts.



## HOUSING & NEIGHBORHOOD LIVABILITY - HEALTHY, SAFE, AFFORDABLE

This goal focuses on expanding housing options, promoting affordability, and supporting safe, connected neighborhoods. It emphasizes sustainable growth and renter protections to enhance quality of life for all residents.



## INFRASTRUCTURE & SUSTAINABLE TRANSPORTATION

The City is improving roads, transit, bike and pedestrian networks to create a safer, more accessible, and multimodal transportation system. This goal supports long-term infrastructure needs while encouraging sustainable travel and connectivity.



## OPEN SPACE, CLIMATE ACTION & RESILIENCE

This goal prioritizes climate action, disaster preparedness, and the protection of open spaces and natural resources. It supports implementation of the City's environmental plans to ensure a resilient, sustainable future for San Luis Obispo.





# Council Compensation Committee

## Agenda Report

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**For Agenda of:** 9/4/2025  
**Item Number:** 3c  
**Estimated Time:** 45 minutes

**FROM:** Greg Hermann, Deputy City Manager  
**Prepared By:** Teresa Purrington, City Clerk

**SUBJECT:** PURVIEW OF THE COMMITTEE AND HISTORY OF COMPENSATION

### RECOMMENDATION

Receive a presentation of the purview of the Committee and the history of Council and Advisory Body compensation.

### DISCUSSION

#### Purview of the Committee

Charter Section 410 provides that compensation for the Mayor and Council shall be reviewed biennially in even numbered years. Recommended adjustments would then become effective the following January for the next two-year period. The Council Policies and Procedures Section 2.6 specifies that a seven-member citizen committee be appointed by January 31<sup>st</sup> of even numbered years and, further, that committee recommendations be forwarded to the Council no later than May 1<sup>st</sup>.

The Council Policies and Procedures Section 2.6.2 outlines the responsibilities of the Council Compensation Committee, as follows:

The Committee shall review the full Council compensation package including salary, benefits, expense reimbursement, professional development allowances and any other compensation provided to the City Council. Review should include, but shall not be limited to: 1) compensation of Council and Mayors of cities of similar population/budget size; 2) compensation practices of both Charter and General Law cities; 3) Government Code provisions for General Law cities; 4) Council and Mayor responsibilities in San Luis Obispo at the time of the committee's review; and, 5) any structural changes that may have occurred in municipal government either as a result of State legislation or by actions of the local electorate that may have added to or deducted from the duties and responsibilities of the Council Members and/or Mayor.

Resolution No. 9189, adopted June 5, 2001, mandates that compensation for Planning Commission and Architectural Review Commission members be reviewed in conjunction with Council compensation. (Attachment A)

At the May 20, 2025 City Council meeting, Council provided direction to have the Committee review the meeting schedules and time commitment for all of the Advisory

Bodies and make a recommendation if there are other Advisory Bodies who should be receiving a stipend.

### **Brief History of Compensation**

Provided in Attachments B and C is a comprehensive history of the compensation reviews going back to 1994 for City Council and 1990 for the Planning Commission and Architectural Review Commission. The history outlines the years in which increases were adopted and the years they were not.

1994 - Compensation Committee recommended decreases in compensation and professional development and education. Council approved keeping compensation the same and reduced professional development and education.

1996 - Compensation Committee recommended and Council approved compensation to remain the same and professional development and education increased to original amount.

2008 - In June, Council approved a 6% increase and then rescinded this action in September 2008. Planning Commissioners and Architectural Review Commissioners maintained existing stipend.

2010 - 2012 Council approved deferring the Council Compensation process.

2014 - Council approved an increase to Council Member's pay from \$1,000 to \$1,200 and an increase to the Mayor's pay from \$1,200 to \$1,500. Council was provided with an option to "opt out" of medical, dental, and vision coverage so that the individual member will receive the "opt out" amount equal to City Department Heads. Planning Commissioners and Architectural Review Commissioners stipends increased from \$50 to \$60 per meeting. This was the last time that there was any change in the Professional Development and Education section. The change was to combine the out of county and in town country amounts into one pool of money labeled Professional Development.

2016 - Council approved deferring the 2016 Council Compensation process.

2018 – Compensation Committee recommended a 10% increase for Mayor and Council Members. Council approved an increase of 15% (\$1,725) for the Mayor and 2% (\$1,224) for the Council Members and a stipend increase from \$60 to \$70 per meeting, not to exceed \$280 per month, for the Architectural Review Commission and Planning Commission members.

2020 – Compensation Committee recommended and Council approved increasing City Council compensation to \$1,990 monthly and Mayor compensation to \$2,508 monthly. Due to recent process and purview changes to Planning Commission and Architectural Review Commission, the Committee did not recommend any increases to stipends.

2022 – No Council Compensation Committee was formed. Council amended the Council Policies and Procedures to allow for biennial CPI increases in lieu of forming a Council Compensation Committee. The Mayor, Council Members, Planning Commissioners and Architectural Review Commissioners received a 7.5% increase. The Mayor's compensation increased from \$2,508 to \$2,696, Council Members increased from \$1,990 to \$2,139 and Planning Commissioners and Architectural Review Commissioners increased from \$70 per meeting to \$80 per meeting.

2024 – No Council Compensation Committee was formed. Mayor, Council Members, Planning Commissioners and Architectural Review Commissioners received an 8.3% CPI increase per the Council Policies and Procedures. The Mayor's compensation increased from \$2,696 to \$2,923, Council Members increased from \$2,139.00 to \$2,319 and Planning Commissioners and Architectural Review Commissioners increased from \$80 per meeting to \$86 per meeting.

Attachment D provides the current salary and benefits provided to City Council.

## **ATTACHMENTS**

A – Resolution No. 9189 (2001 Series)

B – History of City Council Compensation since 1994

C - History of Planning Commission and Architectural Review Commission Compensation since 1994

D – Current Salary and Benefits Summary for City Council



**RESOLUTION NO. 9189 (2001 Series)**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN LUIS OBISPO  
INCREASING COMPENSATION FOR PLANNING COMMISSION AND  
ARCHITECTURAL REVIEW COMMISSION MEMBERS**

**WHEREAS**, it is the practice of many cities to provide compensation to Planning Commission and Architectural Review Commission members in recognizing their commitment and dedicated service in performing official duties and helping to defray associated costs; and

**WHEREAS**, compensation for Planning Commission and Architectural Review Commission members has not changed since May 1990 (Resolution No. 6805); and

**WHEREAS**, Planning Commission and Architectural Review Commission members regularly meet twice monthly but often meet weekly; and

**WHEREAS**, the Council has determined that an increase in compensation is warranted based on the extensive time commitment required by these Commissioners and the passage of time since their compensation was last adjusted over eleven years ago in May 1990.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City of San Luis Obispo that:

**SECTION 1.** Effective July 1, 2001, compensation for Planning Commission and Architectural Review Commission members is hereby increased from \$25.00 to \$50.00 per meeting, not to exceed \$200.00 monthly.

**SECTION 2.** The Council will review compensation for Planning Commission and Architectural Review Commission members in conjunction with its periodic review of Council compensation as set forth in the *Council Policies and Procedures*.

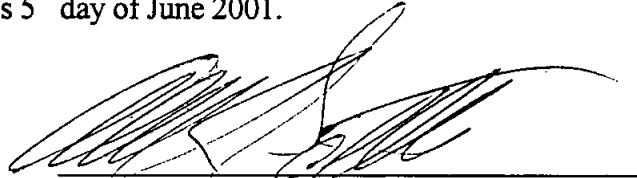
Upon motion of Council Member Schwartz, seconded by Council Member Marx, and on the following roll call vote:

AYES: Council Members Marx, Mulholland, Schwartz, Vice Mayor Ewan  
and Mayor Settle


NOES: None

ABSENT: None

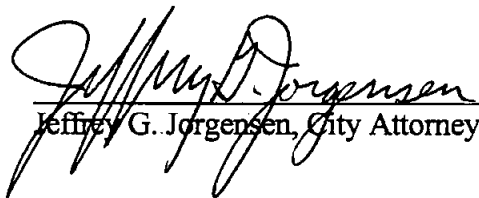
The foregoing resolution was adopted this 5<sup>th</sup> day of June 2001.

  
\_\_\_\_\_  
Mayor Allen Settle

ATTEST:

  
\_\_\_\_\_  
Lee Price, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Jeffrey G. Jorgensen, City Attorney

Year	Mayor	Council		In-County		Out-of-County		Mileage		League of Ca. Cities	New Council Member Start Up	Medical	
1994													
Current	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,200.00	\$ 1,000.00	\$ 400.00	\$ 1,240.00	\$ 1,000.00	\$500 month	
Committee Recommendation	\$ 700.00	\$ 500.00		\$ 1,350.00	\$ 825.00	\$ 1,260.00	\$ 1,050.00	\$ 500.00	\$ 200.00	\$ 750.00	\$ -		
Council Adopted	\$ 1,000.00	\$ 800.00		\$ 1,350.00	\$ 825.00	\$ 1,260.00	\$ 1,050.00	\$ 1,000.00	\$ 800.00	\$ 750.00	\$ 1,000.00	\$500 month	
1996													
Current	\$ 1,000.00	\$ 800.00		\$ 1,350.00	\$ 825.00	\$ 1,260.00	\$ 1,050.00	\$ 1,000.00	\$ 800.00	\$ 750.00	\$ -		
Committee Recommendation	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	added spousal expenses	\$ 1,000.00		4
Council Adopted	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	\$ 750.00	\$ 1,000.00	415 month	
1998													
Current	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	\$750 + spousal expenses	\$ 1,000.00	\$415 month	
Committee Recommendation	\$ 1,200.00	\$ 1,000.00										\$420 month	Added Channel Counties Dinner for Spouse
Council Adopted	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	\$750 + spousal expenses	\$ 1,000.00	\$420 month	Added Channel Counties Dinner for Spouse
2000													
Current	\$ 1,000.00	\$ 800.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	Cost + spousal expenses	\$ 1,000.00	420 month	
Committee Recommendation	\$ 1,100.00	\$ 900.00											
Council Adopted	\$ 1,100.00	\$ 900.00											
2002 - No Committee													
2004													
Current	\$ 1,100.00	\$ 900.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00	\$ 1,200.00	Cost + spousal expenses	\$ 1,000.00	\$ 420.00	
Committee Recommendation	No Changes Recommended											Change to = to Department Head \$600	

Year	Mayor	Council		In-County		Out-of-County		Mileage		League of Ca. Cities	New Council Member Start Up	Medical	
Council Adopted													
2006													
Current	\$ 1,100.00	\$ 900.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$450 a qtr/\$1800 year	\$300 qtr/\$1200 yr	Cost + spousal expenses	\$ 1,000.00	Same as DH	
Committee Recommendation	\$ 1,200.00	\$ 1,000.00											
Council Adopted	\$ 1,200.00	\$ 1,000.00											
2008													
Current	\$ 1,200.00	\$ 1,000.00											
Committee Recommendation	\$ 1,272.00	\$ 1,060.00											
Council Adopted	\$ 1,272.00	\$ 1,060.00											
2010 - No Committee													
2012 - No Committee													
2014													
Current	\$ 1,272.00	\$ 1,060.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$450 a qtr /\$1800 year	\$300 qtr / \$1200 yr	Cost + spousal expenses	\$ 1,000.00	Same as DH	
Committee Recommendation	\$ 1,500.00	\$ 1,200.00										Medical Opt out = to Department Head	
Council Adopted	\$ 1,500.00	\$ 1,200.00										Medical Opt out = to Department Head	
2016 - No Committee													
2018													
Current	\$ 1,500.00	\$ 1,200.00		\$ 1,800.00	\$ 1,200.00	\$ 1,800.00	\$ 1,500.00	\$450 a qtr /\$1800 year	\$300 qtr / \$1200 yr	Cost + spousal expenses	\$ 1,000.00		
Committee Recommendation - 10% increase for Mayor and council	\$ 1,650.00	\$ 1,320.00											



Year	Mayor	Council		In-County		Out-of-County		Mileage		League of Ca. Cities	New Council Member Start Up	Medical	
Council Adopted - 15% increase Mayor, 2% increase Council										Cost for Council Member only			\$50 a month for Internet - \$600
	\$ 1,725.00	\$ 1,224.00		\$ 3,600.00	\$ 2,700.00			\$450 a qtr /\$1800 year	\$300 qtr / \$1200 yr		\$ 1,000.00	Same as DH	
2020													
Current	\$ 1,725.00	\$ 1,224.00											
Committee Recommendation	\$ 2,508.00	\$ 1,990.00											
Council Adopted	\$ 2,508.00	\$ 1,990.00											
2022 - No Committee												Council authorized CPI increase of 7.5%	
Council Adopted	\$ 2,696.00	\$ 2,139.00											
2024 - No Committee												Council authorized CPI increase of 8.3%%	
Council Adopted	\$ 2,923.00	\$ 2,319.00											
2026													

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Country and Out  
Country



<b>1990</b>	<b>Stipend</b>	<b>Not to Exceed</b>
<b>Council Adopted</b>	\$25 per mtg	\$100 per mo.
<b>2001</b>		
<b>Council Adopted</b>	\$50 per mtg	\$200 per mo.
<b>2004</b>		
<b>Committee Recommendation</b>	No change	
<b>2006</b>		
<b>Committee Recommendation</b>	No change	
<b>2008</b>		
<b>Committee Recommendation</b>	No change	
<b>2014</b>		
<b>Committee Recommendation</b>	\$60 per mtg	\$240 per mo
<b>2018</b>		
<b>Committee Recommendation</b>	\$70 per mtg	\$280 per mo
<b>2020</b>		
<b>Committee Recommendation</b>	No change	
<b>2022</b>		
<b>Council Adopted</b>	\$80 per mtg	\$320 per mo.
<b>2024</b>		
<b>Council Adopted</b>	\$86 per mtg	\$347 per mo.



## Elected Officials

Approved by Council 4/2024		
<b>Salary (Monthly)</b>	Mayor: \$2,923 Council: \$2,319 <i>*In lieu of forming a Council Compensation Committee, Council may approve biennial Consumer Price Index (CPI) increases as measured by All Urban Consumers (CPI-U) in the Los Angeles, Long Beach, and Anaheim metropolitan areas, effective the first full pay period in January.</i>	
<b>PERS Retirement (1<sup>st</sup> Tier Employees)</b>	Employees hired prior to 12/06/12 and employees who previously worked for the City of San Luis Obispo as a CalPERS member at this tier. @ 2.7% @55, one-year final compensation	
<b>PERS Retirement (2<sup>nd</sup> Tier Employees)</b>	Employees hired between 12/06/12 and 12/31/12 or an employee who comes from another CalPERS Agency, or an agency with CalPERS and has no break in service longer than 6 months. @ 2% @ 60, three-year final compensation	
<b>PERS Retirement (3<sup>rd</sup> Tier Employees)</b>	Employees hired on or after 01/01/13 referred to as a "New Member." A New Member is an employee who has never worked for a CalPERS Agency (or an agency with reciprocity with CalPERS), or who has worked for a CalPERS Agency but had a break in service longer than 6 months. @ 2% @ 62, three-year final compensation	
<b>PERS Retirement Member Contribution</b>	1 <sup>st</sup> Tier: 8% pre-tax 2 <sup>nd</sup> Tier: 7% pre-tax 3 <sup>rd</sup> Tier: 50% pre-tax (currently 7.5%)	
<b>Retirement (continued)</b>	Level 4 1959 Survivor; military service credit; Pre-Retirement Option 2 Death Benefit; conversion of unused sick leave to service credit	
<b>Cafeteria Plan Monthly Contribution (2025 Rates)</b> <i>Rates</i>	Opt-out: \$200* Emp Only: \$670 Emp +1: \$1,323 Emp +2: \$1,792	*In order to receive the opt-out benefit, the elected official must opt-out of medical, dental, <b>and</b> vision insurances.
<b>Health Insurance</b>	CalPERS Plans	
<b>Dental Insurance</b>	Delta Dental DPO or Delta Care PMI	
<b>Vision Insurance</b>	Eye Med	
<b>Amount Reimbursed for City Business Per Year</b>	For costs incurred in connection with official City business. Said allowance shall be used for in-county expenses and shall include all meals, tickets, periodicals, dues, subscriptions, and similar miscellaneous expenses.	
<b>Mileage Allowance</b>	For official travel within the County of San Luis Obispo, reimbursement shall be made upon submittal of an official mileage expense form	
<b>Other Allowances</b>	\$50/month home internet and data plan (request reimbursement with City Clerk) City cell phone provided	

\*See the [Council Policies and Procedures](#) for more details on Council compensation.





# **Council Compensation Committee**

## **Agenda Report**

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**For Agenda of:** 9/4/2025  
**Item Number:** 3d  
**Estimated Time:** 30 Minutes

**FROM:** Greg Hermann, Deputy City Manager  
**Prepared By:** Teresa Purrington, City Clerk

**SUBJECT:** ACTION PLAN AND TOPICS FOR FUTURE DISCUSSION

### **RECOMMENDATION**

Review information provided to previous Council Compensation Committees and provide direction on information the Committee requests for review and discussion.

### **DISCUSSION**

The following documents have been historically provided to the Council Compensation Committee:

1. Government Code Section 36516 - Government Code regarding Council compensation for General Law cities (provided as attachment in previous report).
2. Summary of Elected Officials Full Compensation - Compensation package currently provided to City Council (provided as attachment in previous report).
3. 2020 Council Compensation Comparison - Comparison of benchmark cities provided to 2020 Council Compensation Committee (Attachment A).
4. Surveys - Surveys sent out in 2020 to Council, Planning Commission and Architectural Review Commission (Attachment B).

After reviewing the documents, the Committee will discuss what additional information they would like staff to research and provide at the next meeting.

### **ATTACHMENTS**

A – 2019 Council Compensation Comparison  
B – Surveys sent to City Council and Planning Commission and Architectural Review Commission





### City Council and Advisory Body Compensation Survey 2019

Comparison City Demographics and Meeting Information											Compensation for Other Commissions or Advisory Bodies		
CITY	GENERAL/ CHARTER LAW CITY	POPULATION (Census 2018 Est)	MEDIAN HOUSEHOLD INCOME (Census 2013-18)	YEAR 2019 MEDIAN HOME SALES PRICE (Zillow)	ANNUAL CITY BUDGET (All City Funds)	UNFUNDED PENSION LIABILITY	MAYOR - ELECTED OR ROTATED	EXPECTED TIMES PER MONTH CITY COUNCIL MEETS	ACTUAL TIMES PER MONTH CITY COUNCIL MEETS	HOURS PER WEEK CITY COUNCIL WORKS	PAY FOR PLANNING COMMISSION	PAY FOR ARCHITECTURAL DESIGN COMMITTEE	PAY FOR OTHER ADVISORY BODIES
Chico	Charter	94,776	\$45,337	\$380,000	\$131,108,549	\$141,035,539	Elected	2	2	8-10	No	No	No
Davis	General	69,289	\$63,071	\$632,800	\$146,662,682	\$135,929,989	Rotated	2	2	Varies (at least 20)	No	No	Historical Resources Management Commission (HRMC) - No Pay
Monterey	Charter	28,289	\$73,942	\$738,800	\$162,215,800	\$159,231,274	Elected	2	3	20	\$25/mtg., \$75/mo. max	\$25/mtg., \$75/mo. max	\$25/mtg., \$75/mo. max
Napa	Charter	79,263	\$75,341	\$698,100	\$251,507,000	\$185,728,266	Elected	2	2	10-15	\$100/meeting	No	Housing Authority Board \$100 per meeting
Paso Robles	General	32,212	\$61,053	\$499,500	\$125,572,305	\$44,313,313	Elected	At least 2	3	20	No	No	No
Santa Barbara	Charter	91,350	\$71,160	\$1,005,600	\$403,333,229	\$355,737,298	Elected	4	3	10-15 outside of Council Meetings	\$50/meeting	\$50 Board meeting \$25 Consent Calendar meeting	Historic Landmarks Commission - \$50/ Comission mtg, \$25/ Consent Calendar mtg. Housing Authority Commission - \$50/mtg. Metropolitan Transit District Board - \$60/mtg not to exceed \$180/month. Mosquito and Vector Mgmt District - \$100/mtg. Single Family Design Board - \$50/Board mtg, \$25/Consent Calendar mtg.
Santa Cruz	Charter	64,725	\$65,421	\$866,300	\$291,800,000	\$177,738,916	Rotated	2	3	Varies	No	No	No
Santa Maria	Charter	107,408	\$55,485	\$411,900	\$180,000,000	\$139,997,018	Elected	2	2	5-10	\$75/meeting, \$450/month maximum	N/A	Parks and Rec Commission \$75/meeting, \$75 per month maximum
Ventura	Charter	111,128	\$72,859	\$561,000	\$301,500,000	\$234,917,694	Rotated	3	4	Varies	No	No	No
AVERAGE	N/A	75,382	\$64,852	\$643,778	\$221,522,174	\$174,958,812	N/A	2	3	20	\$88	\$38	\$58
MEDIAN	N/A	79,263	\$65,421	\$632,800	\$180,000,000	\$159,231,274	N/A	2	3	20	\$88	\$38	\$50
2017 MEDIAN	N/A	80,416	\$62,471	\$650,050	\$185,700,000	140,174,244	N/A	2	3	20	\$88	\$38	\$50
San Luis Obispo	Charter	47,446	\$47,777	\$663,100	\$199,828,000	\$165,502,151	Elected	2	3	20-30hrs	\$70/mtg. \$280/mo. max	\$70/mtg. \$280/mo. max	No

### City Council and Advisory Body Compensation Survey 2019

Mayor and City Council Compensation and Benefits														
CITY	GENERAL/ CHARTER LAW CITY	Type of Government	MAYOR SALARY/ MONTH	MAYOR SALARY/ HOUR	CITY COUNCIL SALARY/ MONTH	CITY COUNCIL SALARY/ HOUR	CAFETERIA CONTRIBUTION/ MONTH	CAFETERIA PLAN OPT OUT	RETIREMENT FORMULA	LIFE INSURANCE	AMOUNT REIMBURSED FOR CITY BUSINESS / YEAR	MILEAGE ALLOWANCE (Current IRS = \$0.535 per mile)	OTHER ALLOWANCES	DATE CITY COUNCIL COMPENSATION UPDATED
Chico	Charter	Council - Mayor - City Manager	\$777	\$19	\$663	\$17	Up to \$1,395	\$0	3% at 60 2% at 62	1x the employee's annual salary up to \$300,000, rounded to the next higher \$1,000	\$2,900 Mayor \$2,500 Council	City Manager Approval	Cell phone \$75 per month	2015
Davis	General	Council - Mayor - City Manager	\$1,366	\$17	\$1,366	\$17	Up to \$1,744.26	If opt out, City will pay \$500 towards a Deferred Comp Plan of choice	2.5% at 55 2% at 62	\$100,000	\$4,000	\$0.535 per mile	Cell phone \$65 per month	2019
Monterey	Charter	Council - Mayor - City Manager	\$676	\$8	\$430	\$5	\$925.00 Employee Only \$1,636.00 2 person \$1,920.00 family	Up to \$650 Cash Out	1st Tier: 2.7% at 55 2nd Tier: 2.0 at 62	\$50,000	Reasonable Expenses	\$0.535 per mile	Reimbursement of business use of personal cell phones	2016
Napa	Charter	Council - Mayor - City Manager	\$2,870	\$48	\$1,435	\$24	\$727.85 Employee Only \$1,439.86 2 person \$1,932.43 Family	\$500 with proof of coverage	1st Tier: 2.7% at 55 PEPRA: 2.0% at 60	\$100,000	\$6,600 Mayor \$5,400 Council	\$475/month	N/A	2018
Paso Robles	General	Council - Mayor - City Manager	\$800	\$10	\$600	\$8	\$1,085	\$300 Cash Out	1st Tier: 2.5% at 55 2nd Tier: 2% at 60 PEPRA: 2% at 62	\$40,000	N/A	\$0.535 per mile	N/A	2019
Santa Barbara	Charter	Council - Mayor - Administrator	\$4,626	\$58	\$3,700	\$46	Up to \$1,731.62	\$362.38	Tier 12.7% at 55 PEPRA 2% at 62	\$50,000	N/A	\$538/month	N/A	2018
Santa Cruz	Charter	Council - Mayor - City Manager	\$3,420	\$43	\$1,710	\$21	\$692 Employee Only \$1,800 Employee & Family	\$200 Cash Out	Tier 1: 2.0% at 55 Tier 2: 2.0% at 60 Tier 3: 2.0% at 62	\$25,000	\$1,300-\$1,500	\$107/month	N/A	2017
Santa Maria	Charter	Council - Mayor - City Manager	\$1,563	\$39	\$1,313	\$33	Medical: \$464 Employee Only \$753 2 person \$928 Family	\$518 Cash Out	Tier 1: 2.7% at 55 Tier 2: 2.0% at 55 PEPRA: 2.0% at 62	\$50,000	\$3,000 Mayor	Mayor \$476 Council \$280	N/A	2017
Ventura	Charter	Council - Mayor - City Manager	\$700	\$12	\$600	\$10	may participate at own expense	\$0	Tier 1: 2.0% at 55 PEPRA: 2.0% at 60	1 x annual salary rounded up to next \$1,000	Reasonable Expenses (incl conference/meetings, lodging, meals, etc)	Mayor \$300 Council \$200	Smart phone, laptop, and printer upon request Internet \$15/day	2017
AVERAGE	N/A	Council - Mayor - City Manager	\$1,866	\$28	\$1,313	\$20	\$1,261 Family	\$404 (if given)	N/A	\$60,800	\$3,250 Mayor \$3,000 Council	\$379 Mayor \$320 Council	Cell Phone	2017
MEDIAN	N/A	Council - Mayor - City Manager	\$1,366	\$19	\$1,313	\$17	\$1,577 Family	\$362 (if given)	1st Tier: 2.7% at 55	\$50,000	\$2,950 Mayor \$2,500 Council	\$476 Mayor \$280 Council	Cell Phone	2017
2017 MEDIAN	N/A	Council - Mayor - City Manager	\$1,170	N/A	\$1,050	N/A	\$1,577 Family	\$362 (if given)	1st Tier: 2.7% at 55	\$50,000	\$2,950 Mayor \$2,500 Council	\$476 Mayor \$280 Council	Cell Phone	2016
San Luis Obispo	Charter	Council - Mayor - City Manager	\$1,724	\$17	\$1,224	\$12	\$570 Employee Only \$1,128 2 person \$1,526 Family	\$200	Tier 1: 2.7% at 55 Tier 2: 2.0% at 60 Tier 3/PEPRA/Council: 2.0% at 62	\$104,000	\$3,200 Mayor \$2,700 Council	Mayor \$150 Council \$100	\$50/month home internet and data plan City cell phone provided	2018

**In an effort to gather relevant information for the City's Council Compensation Committee, former Council Members and Mayor's are being requested to complete this questionnaire by February 4, 2018. Please note the requested information and answers are public record and all responses are voluntary. Below is the current compensation package:**

**Mayoral Salary: \$1,500 mo.      Council Salary: \$1,200 mo.**

**Annual City Business Reimbursement:**

**Mayor: up to \$3,600      Council: up to \$2,700**

**Retirement Formula: 2% at 62**

**Cafeteria Contribution: up to \$1,442   Cafeteria Cash Back: No**

**Life Insurance: \$ 104,000**

**\* 1. What is your Name?**

**\* 2. What term did you serve?**

**\* 3. What office(s) did you hold?**

**4. Roughly how many hours per month, on average, did you spend on Council business attending Council meetings, reading staff reports or background material, performing committee duties including liaison and regional board work?**

**5. Roughly how many hours per month, on average, did you spend on meeting with residents, constituents or organizations?**

**6. Roughly how many hours per month, on average, did to spend representing the City in other ways such as attending special City events? Ex: Ribbon cuttings, parades, tours etc.**

7. Total from question 4, 5 & 6 ( represents your total average of hours spent per month performing the duties as they related to your City Council or Mayoral duties.)

8. Do you have any additional comments that you feel the Council Compensation Committee should consider in response to the questions above?

9. Just prior to joining the Council, were you: (check all that apply)

- ☐ Working full time?
- ☐ Working part time?
- ☐ Retired?
- ☐ Receiving an income equivalent to working at a full-time job from another source?
- ☐ Other:
- ☐ If working full or part time please specify occupation:

10. Based on your experience, do you feel that the current compensation package is appropriate for the time and expertise necessary to serve on the Council?

- ☐ Yes
- ☐ No

11. Is there anything you would change in regards to the current compensation package?

12. Do you have any additional comments that you feel the Council Compensation Committee should consider?

**The Council Compensation Committee appreciates you taking time to complete this survey and for helping to formulate an informed recommendation.**

**In an effort to gather relevant information for the City's Council Compensation Committee, former Planning and Architectural Review Commissioners are being requested to complete this questionnaire by February 4, 2018. Please note the requested information and answers are public record and all responses are voluntary.**

\* 1. What is your Name?

\* 2. What term did you serve?

\* 3. What office(s) did you hold?

4. Roughly how many hours per month, on average, did you spend on commission business, attending commission meetings, reading staff reports or background material?

5. Roughly how many hours per month, on average did you spend representing the City in other ways such as attending special City events? Ex: Meeting with residents, organizations, tours etc.

6. Total from question 4 & 5 (represents your total average of hours spent per month performing the duties as they related to your Commissioner duties.)

7. Do you have any additional comments that you feel the Council Compensation Committee should consider in response to the questions above?

8. Just prior to joining the commission, were you: (check all that apply)

- ☐ Working full time?
- ☐ Working part time?
- ☐ Retired?
- ☐ Receiving an income equivalent to working at a full-time job from another source?
- ☐ Other
- ☐ If working full or part time, please specify occupation:

9. Based on your experience, do you feel that the current compensation of \$60 per meeting with a monthly maximum of \$240 is appropriate for the time and expertise necessary to serve on the Commission? Is there anything you would change?

10. Did the compensation influence your decision to apply for the commission? Would it now?

11. Do you have any additional comments that you feel the Council Compensation Committee should consider?

**The Council Compensation Committee appreciates you taking time to complete this survey and for helping to formulate an informed recommendation.**