



Council Compensation Committee

Agenda Report

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 31st of even numbered years and, further, that committee recommendations be forwarded to the Council no later than May 1st.

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