

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

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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