



Berkeley City Council

CONSENT CALENDAR

November 19, 2013

To: Honorable Mayor and Members of the City Council

From: Councilmembers Jesse Arreguín and Gordon Wozniak

Subject: Salary Study for Mayor and Councilmembers

RECOMMENDATION:

Direct the City Manager to conduct a study regarding the salaries of local elected officials in other jurisdictions (including Charter cities and Bay Area cities) and including information on how much time Council members in other cities on average dedicate to their Council position or are obligated to dedicate, as well as information on how Council members in other cities are paid (whether by hourly rate or a lump sum stipend). The City Manager should report the results of this salary study to the City Council.

BACKGROUND:

Base salaries for the Mayor and members of the City Council are set by the City Charter (Charter Article V, Section 19), and were last adjusted in 1998. The charter provides for annual adjustments by the increase in the cost of living for the San Francisco Bay Area. Despite annual cost of living adjustments, Berkeley's Mayor and Councilmembers make less than elected officials in other Bay Area cities. The current salary for Councilmembers is \$30,524 annually. While Mayor Bates does not draw on his salary, under the Charter the Mayor is entitled to \$1,050 more than the Councilmember salary, in addition to adjustments for inflation.

The last time the City conducted a survey of salaries of local elected officials was in 2004 as part of the Council's discussion regarding the public financing of candidates running for local office. Since that time the cost of living has increased significantly in the San Francisco Bay Area.

The purpose of the study is to do a comparative look at current salaries for elected officials in other jurisdictions including Charter cities in California and Bay Area cities. This study will provide the City Council with an understanding of where Berkeley's Mayor and Councilmember salaries fall within the range of other cities. This analysis can help inform future discussions about any adjustments to Mayor and Council salaries for the purposes of placing a Charter amendment on the Berkeley ballot.

While the Mayor and Council are technically part-time positions and therefore Berkeley's City Council makes a part time salary, the amount work involved essentially

makes it a full-time position. The high level of citizen input and engagement, the complexity of the job including constituent casework, legislative research and writing, preparing for and attending Council meetings, and attending community events, often result in Councilmembers putting in well above 40 hours a week. When the city moved to District Elections in 1986 it increased the workload of Councilmembers, as residents in districts turn to their Councilmembers as ombudsmen, and with requests for information and assistance with the city. Given these many realities its important to consider where the salaries for Berkeley's Mayor and Council fall in line with other cities and whether changes should be considered given the changing nature of the job over the last 25 years.

FINANCIAL IMPLICATIONS:

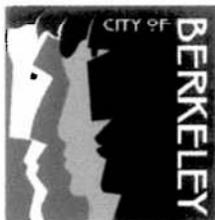
Unknown. Staff time involved in conducting a study and preparing a report with findings for the City Council.

CONTACT PERSONS:

Jesse Arreguín, Councilmember, District 4 981-7140
Gordon Wozniak, Councilmember, District 8 981-7180

Attachments:

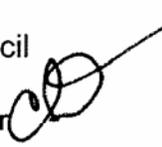
1. December 4, 2012 memo from City Manager regarding 2012 Adjustment of Councilmember salaries
2. Article V, Section 19 of the City Charter
3. April 27, 2004 report from City Manager regarding survey of salaries for Mayor and Members of the Council



Office of the City Manager

Date: December 4, 2012

To: Honorable Mayor and
Members of the City Council

From: Christine Daniel, City Manager 

Subject: Councilmember Salaries – Annual Inflation Adjustment

In accordance with Article V, Section 19 of the City Charter, the Council member salaries are being increased by 3.2% beginning December 1, 2012, to reflect the change in the San Francisco Bay Area Consumer Price Index (CPI) between October 2011 and October 2012. As a result of the automatic increase, each Councilmember's monthly salary is being increased from \$2,539 to \$2,620 (annual increase of \$972).

In the General Election of November 1998, Berkeley voters approved a Charter amendment that provided an increase in the base salary for the Mayor and City Council, as well as providing for subsequent increases based on the annual change in the Bay Area CPI.

The Charter includes a provision whereby individual Council members may choose to forego the increase in salary, opting instead to allocate an equivalent amount to other Council office expenditures, subject to applicable restrictions.

If you decide to decline or to reduce the salary increase, please let me know by December 5, 2012; otherwise, the salary increase will be reflected in the December 14, 2012 paycheck.

If you have any questions, please contact Teresa Berkeley-Simmons (981-7024) or myself.

Attachment

cc: William Rogers, Deputy City Manager
Ann-Marie Hogan, City Auditor
Teresa Berkeley-Simmons, Budget Manager
Mark Numainville, Acting City Clerk

Section 19. Salaries.

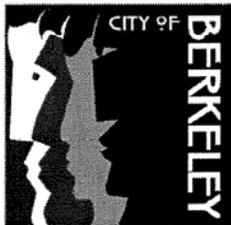
The Councilmembers shall receive remuneration for the performance of their official duties at the rate of up to \$1,800 per month, and the Mayor shall receive up to \$2,850 per month, effective the Council term beginning in December 1998. Such amount shall be adjusted upward by the increase in the cost of living for the San Francisco Bay Area as verified by official United States economic reports. Either the Mayor or any Councilmember may, at his or her sole discretion, reduce the remuneration paid himself or herself. In any such case, the difference between the reduced amount actually paid to such Mayor or Councilmember and the amount of remuneration authorized by this Article shall be appropriated as part of the budget of the Mayor or Councilmember taking the voluntary reduction in remuneration and such differential may be expended for any purpose otherwise authorized for the expenditure of sums so budgeted. If the Mayor or any member of the Council is absent from one or more regular meetings of the Council during any calendar month, unless excused by the Council in order to attend to official business of the City, or unless excused by the Council as a result of illness from attending no more than two regular meetings in any calendar year, he or she shall be paid for each regular meeting attended during such months in an amount equal to the monthly remuneration divided by the number of regular meetings held during such month.

City Charter Article V, Section 19. Salaries.

The Councilmembers shall receive remuneration for the performance of their official duties at the rate of up to \$1,800 per month, and the Mayor shall receive up to \$2,850 per month, effective the Council term beginning in December 1998. Such amount shall be adjusted upward by the increase in the cost of living for the San Francisco Bay Area as verified by official United States economic reports. Either the Mayor or any Councilmember may, at his or her sole discretion, reduce the remuneration paid himself or herself. In any such case, the difference between the reduced amount actually paid to such Mayor or Councilmember and the amount of remuneration authorized by this Article shall be appropriated as part of the budget of the Mayor or Councilmember taking the voluntary reduction in remuneration and such differential may be expended for any purpose otherwise authorized for the expenditure of sums so budgeted. If the Mayor or any member of the Council is absent from one or more regular meetings of the Council during any calendar month, unless excused by the Council in order to attend to official business of the City, or unless excused by the Council as a result of illness from attending no more than two regular meetings in any calendar year, he or she shall be paid for each regular meeting attended during such months in an amount equal to the monthly remuneration divided by the number of regular meetings held during such month.

The Auditor shall receive such salary as may be fixed by the Council, provided, however, that said salary shall not be less than \$3,600.00 per annum.

The School Directors shall receive remuneration for the performance of their official duties at the rate of \$1500 per month, effective the School Board term beginning in December, 2002. Any School Director absent from one or more regular meetings of the Board of Education during any calendar month unless excused by the Board in order to attend to official business of the Board, shall be paid for each regular meeting of the Board attended during such month an amount equal to the monthly remuneration divided by the number of regular meetings held during such month. Any School Director may, at his or her sole discretion, reduce the remuneration paid himself or herself. In any such case, the difference between the reduced amount actually paid to such Director and the amount of remuneration authorized by this Article may be used by such Director for the expenses of conducting official business. The City Council is authorized and directed to increase the remuneration authorized by this chapter for School Directors by the cost of living in the immediate San Francisco Bay Area.



Office of the City Manager

INFORMATION CALENDAR

April 27, 2004

To: Honorable Mayor and
Members of the City Council

From: PK Phil Kamlarz, Acting City Manager

Subject: Survey of Salaries for Mayor and Members of the Council (CF 21-04)

INTRODUCTION

As part of the Council's discussion regarding the public financing of candidates running for local office, the City Council directed staff to return with information as to the salaries of local officials in other jurisdictions. Enclosed is a survey of the salaries of the mayor and members of the city council of several charter cities with similar populations as well as salaries of the board of supervisors of nearby county jurisdictions.

CURRENT SITUATION AND ITS EFFECTS

The base salaries of the Mayor and members of the Berkeley City Council are established by Article V, Section 19 of the Berkeley Charter, and were last adjusted in 1998. The charter provides for annual adjustments by the increase in the cost of living for the San Francisco Bay Area. The salaries are currently set at \$2,113 per month for members of the council and at \$3,346 per month for the office of mayor. Mayor Bates has opted not to receive a salary, but to appropriate his remuneration for authorized office expenditures as allowed by the Charter.

Increasing the salary of the Mayor or members of the City Council beyond the annual adjustment would require an amendment to the charter and approval by a majority of the electorate. Any such amendment could state a specific salary or could give the Council the authority to set salaries by ordinance adopted by the Council.

BACKGROUND

The enclosed chart (Exhibit A) provides general information on salaries paid to the mayor and members of the council in charter cities of comparable size or makeup and also provides information on salaries paid to the board of supervisors in nearby county jurisdictions. The chart also identifies whether or not councilmembers are elected by district or at-large and whether or not the mayor is elected at-large or appointed by members of the council.

In addition to monthly salaries, most cities provide elected officials with additional compensation in the form of a car allowance and a budget or reimbursement for office expenses. With the exception of some of the larger cities, elected officials perform their duties on a part-time basis and receive some minimal level of staff support and office space. Elected officials also receive additional compensation in the form of health, retirement and other employee benefits.

Government Code section 36516 governs the amount of salaries to be paid to the mayor and councilmembers in general law cities. In cities with a population between 75,000 and up to and including 150,000, the council may adopt an ordinance establishing the salary of the members of the council at \$600 per month. Compensation of councilmembers may be increased beyond this amount by amendment to the ordinance in an amount not to exceed 5% for each calendar year from the operative date of the last adjustment. No salary ordinance may be enacted which provides for automatic future increases in salary.

Government Code section 36516 also allows for the voters of a general law city to establish a different rate of compensation, which may only be increased or decreased by a vote of the electorate.

Election Code section 36516.1 provides that a mayor in a general law city may by ordinance adopted by the council or by a vote of the people receive compensation in addition to that which he/she receives as a councilmember.

FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

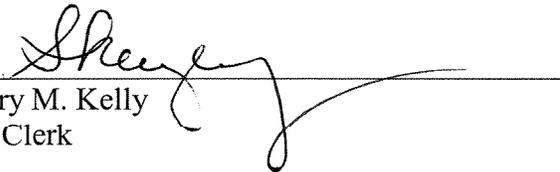
The cost of placing a measure on the November 2, 2004 ballot is estimated at \$5,000 to \$10,000 depending on the length of the measure. The City Clerk Department's budget for FY 2004/FY 2005 provides funding for a November 2, 2004 General Municipal Election and a November 30, 2004 Runoff Election(s).

Council compensation is paid from the General Fund.

CONTACT PERSON

Sherry M. Kelly, City Clerk, 981-6900

Approved:


Sherry M. Kelly
City Clerk

Enclosure – Exhibit A – Salary Survey Chart

Survey of Salaries of Elected Officials Charter Cities

EXHIBIT A

City	Population	Number of Councilmembers (including Mayor)	Monthly Council Salaries	Monthly Mayor Salary
Anaheim	340,000	5	\$1,500	\$1,500**
Bakersfield	266,784	8	\$100*	\$2000**
Berkeley	102,743	9	\$2,113*	\$3,346**
Burbank	104,500	5	\$975	\$975
Downey	110,000	5	\$584*	\$689**
Fresno	448,500	7 + 1	\$3,750*	\$8,258**
Gilroy	44,975	7	\$687	\$1030**
Hayward	144,721	7	\$1,954	\$3126**
Inglewood	112,580	5	\$3937*	\$7875**
Long Beach	500,000	9	\$2,182*	\$8,729**
Los Angeles	6,684,820	16	\$11,986*	\$15,582**
Modesto	203,500	7	\$800	\$800**
Napa	79,000	5	\$1,049	\$2,098**
Oakland	399,477	8 + 1	\$5,000*	\$9,614**
Palm Desert	43,900	5	\$1,093	\$1,093
Palo Alto	60,000	9	\$600	\$850
Pasadena	133,871	8	\$1,131*	\$1,696**
Pomona	149,473	7	\$600*	\$1,200**
Redondo Beach	63,261	6	\$793*	\$793*
Riverside	268,341	8	\$3,128*	\$6,256**
Roseville	95,000	5	\$600	\$650**
Sacramento	400,018	9	\$4,167*	\$7,917**
Salinas	143,000	7	\$600*	\$800**
San Diego	1,275,112	9	\$6,282*	\$8,372**
San Francisco	789,600	11 + 1	\$9,360*	\$14,000**
San Jose	909,100	11	\$7,023*	\$9,832**
San Leandro	79,452	7	\$1,050*	\$3,150**

Survey of Salaries of Elected Officials Charter Cities

City	Population	Number of Councilmembers (including Mayor)	Monthly Council Salaries	Monthly Mayor Salary
San Mateo	92,482	5	\$400	\$400
San Rafael	56,657	5	\$468	\$702**
Santa Clara	105,800	7	\$661	\$1,102**
Santa Cruz	55,000	7	\$1,000	\$2,000
Santa Maria	82,500	5	\$800	\$1,200**
Santa Monica	89,000	7	\$863	\$1,035
Santa Rosa	154,500	7	\$600	\$900
Sunnyvale	132,000	7	\$1,414	\$1,885
Torrance	144,000	7	\$100	\$350**
Vallejo	120,000	7	\$900	\$900**
Whittier	83,680	5	\$0	\$0

County	Population	Number of Supervisors (including President/Chair)	Monthly Supervisor Salaries	Monthly President Salary
Alameda County Supervisors	1,496,218	5	\$9,590*	\$9,590
Contra Costa County Supervisors	930,000	5	\$4994*	\$4,994
Main County Supervisors	247,581	5	\$7,170*	\$7,170

* Council/Supervisors Elected by District

** Mayors/Board Presidents Directly Elected

