INFORMATION CALENDAR
March 11, 2014

To: Honorable Mayor and Members of the City Council

From: Christine Daniel, City Manager

Submitted by: William Rogers, Deputy City Manager

Subject: Survey of Salaries for Mayor and Members of the Council

INTRODUCTION

This report responds to a November 19, 2013, Council referral directing the City Manager to conduct a study regarding the following: salaries of local elected officials in other jurisdictions (including Charter and other Bay Area Cities); the average amount of time council members in those jurisdictions dedicate, or are obligated to dedicate, to their elected positions; and how council members in other cities are paid.

CURRENT SITUATION AND ITS EFFECTS

Staff surveyed 60 jurisdictions and received 43 responses. The attached chart (Attachment 1) provides general information on salaries paid to Mayors and Council members of Charter Cities, Bay Area cities and cities around the state. In addition, staff also reviewed prior Council salary surveys in Berkeley and collected some additional data including population size, whether the city had district or general elections for Council, and whether voters in those jurisdictions directly elected a mayor.

In addition to monthly salaries, many cities, including Berkeley, provide elected officials with other benefits, including health insurance, retirement, car allowances and budgets or reimbursements for expenses. Other than for the largest cities, most jurisdictions do not specify whether the work of elected officials is considered part-time or full-time.

General Law Cities

In Charter Cities, voters set salary terms for elected officials. Within General Law Cities, Government Code 36516 governs the salary amounts for Mayor and Council. For example, in General Law cities with a population of 75,000 to 150,000, the council may adopt an ordinance establishing the salary of the council at $600 per month. Salaries can be increased by up to five percent each calendar year since the last adjustment. No ordinance can be enacted to authorize automatic salary increases in the future. Government Code 36516 also allows voters in a general law city to establish a different rate of compensation, which may only be increased or decreased by a vote of the electorate.

BACKGROUND

Base salaries for the Mayor and members of the Berkeley City Council are established by Article V, Section 19 of the Berkeley Charter. They 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 $2,662 per month for members of the council and $4,217 per month for the office of the Mayor. The last time the City conducted a survey of Mayor and Council salaries was in 2004. The current Mayor has opted to not receive a salary, but to appropriate his remuneration for authorized office expenditures as allowed by the Charter. Two council members also opted not to receive their cost of living increase for last year.

The Berkeley City Charter does not specify whether the Council or the Mayor are obligated to work full-time or part-time. 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.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

POSSIBLE FUTURE ACTION

Future action is subject to the discretion of the Council.

FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

The cost of placing a measure on the ballot varies depending on the total number of measures and whether it is placed on the June or November ballot. The following graphic shows the costs associated with past elections.

	Election				
	Nov. 2006	**Nov. 2008**	**June 2010**	**Nov. 2010**	**Nov. 2012****
Total Cost*	$272,581	$224,576	$191,732	$164,816	$367,884
No. of Measures	6	7	1	3	10
No. of Candidates	23	25	0	31	26

* Excludes Ranked-Choice Voting specific costs (RCV costs are candidate specific only)
**The high number of measures on the 2012 election required an additional ballot card.

CONTACT PERSON

Matthai Chakko, Assistant to the City Manager, 981-7008

Attachments:
1: Council Salary Survey Chart
2: City of Berkeley Charter, Article V, Section 19, Salaries

Attachment 1

Council Salary Survey Chart

City	Population	Charter Or General Law	Size Of Council (Including Mayor)	Monthly Salary: Council	Monthly Salary: Mayor	Lump Sum Stipend Or Hourly	District Elections Or At Large	Direct Election Of Mayor	Full-Time Or Part-Time
Alameda	73,812	charter	5	$100	$300	lump sum	at large	yes	not specified
Antioch	103,833	general law	5	$941	$941	hourly	at large	yes	part-time
Bakersfield	333,719	charter	8	$100	$2,000	lump sum	district	yes	not specified
Belmont	26,491	general law	5	$390	$390	lump sum	at large	no	not specified
Berkeley	112,583	charter	9	$2,622	$4,217	hourly	district	yes	not specified
Burbank	103,340	charter	5	$1,075	$1,075	lump sum	at large	no	not specified
Campbell	40,272	general law	5	$619	$619	lump sum	at large	no	not specified
Concord	122,110	general law	5	$1,300	$1,300	lump sum	at large	no	not specified
Cupertino	58,032	general law	5	$730	$730	lump sum	at large	no	not specified
Daly City	106,000	general law	5	$1,532	$1,532	salary	at large	no	not specified
Davis	65,622	general law	5	$669	$669	lump sum	at large	no	part-time
Dublin	49,890	general law	5	$904	$1,004	lump sum	at large	yes	not specified
El Cerrito	24,048	general law	5	$440	$440	lump sum	at large	no	not specified
Fairfield	106,502	general law	5	$500	$500	lump sum	at large	yes	not specified
Fremont	214,089	general law	5	$1,407	$2,211	lump sum	at large	yes	not specified
Foster City	33,749	general law	5	$496	$496	lump sum	at large	no	not specified
Gilroy	49,391	charter	7	$746	$1,120	lump sum	at large	yes	not specified
Hayward	144,186	charter	7	$2,081	$3,330	hourly	at large	yes	not specified
Livermore	80,698	general law	5	$980	$1,400	lump sum	at large	yes	not specified
Modesto	201,188	charter	7	$2,000	$3,600	(no response)	district	yes	not specified
Napa	78,430	charter	5	$1,240	$2,480	salary	at large	yes	not specified
Oakland	390,719	charter	9	$6,637	$15,283	salary	district	yes	not specified
Palm Desert	48,455	charter	5	$1,913	$1,913	lump sum	at large	no	not specified
Palo Alto	61,200	charter	9	$600	$750	hourly	at large	no	not specified
Pasadena	137,122	charter	8	$1,409	$2,113	lump sum	district	yes	not specified
Pomona	148,058	charter	7	$800	$1,600	lump sum	district	yes	not specified

City	Population	Charter OR General Law	Size of Council (including Mayor)	Monthly salary: Council	Monthly salary: Mayor	Lump Sum Stipend or Hourly	District Elections OR at Large	Direct Election Of Mayor	Full-Time Or Part-Time
Riverside	303,864	charter	8	$3,284	$6,569	lump sum	district	yes	not specified
Roseville	123,514	charter	5	$600	$650	lump sum	at large	yes*	not specified
Sacramento	466,488	charter	9	$5,068	$9,629	hourly	district	yes	full-time mayor; part-time council
Salinas	150,441	charter	7	$600	$800	lump sum	district	yes	not specified
San Diego	2,259,481	charter	10	$3,365	$4,519	lump sum	district	yes	full-time
San Francisco	805,235	charter	12	$9,004	$23,174	flat rate	district	yes	full-time
San Jose	952,562	charter	11	$6,750	$9,500	salary	district	yes	full-time
San Leandro	84,950	charter	7	$1,260	$2,520	lump sum	at large	yes	not specified
San Mateo	97,207	charter	5	$600	$600	hourly	at large	no	not specified
San Rafael	58,047	charter	5	$468	$702	lump sum	at large	yes	not specified
Santa Clara	118,830	charter	7	$812	$1,353	lump sum	at large	yes	not specified
Santa Cruz	59,948	charter	7	$1,551	$3,103	lump sum	at large	no	not specified
Santa Monica	89,736	charter	7	$1,121	$1,345	hourly	at large	no	not specified
Santa Rosa	167,815	charter	7	$800	$1,200	lump sum	at large	no	not specified
Sunnyvale	140,081	charter	7	$2,147	$2,863	hourly	at large	no	not specified
Vallejo	115,940	charter	7	$1,225	$1,225	lump sum	at large	yes	not specified
Whittier	86,093	charter	5	0**	0**	n/a	at large	no	not specified

Attachment 2

City of Berkeley 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.