

March 26, 2018

TO: HONORABLE MAYOR and CITY COUNCIL

FROM: JD BURRISE, Chair
Council Salary Setting Commission

SUBJECT: **RECOMMENDATION OF THE CITY COUNCIL SALARY SETTING COMMISSION TO ADOPT AN ORDINANCE AMENDING TITLE 2, CHAPTER 2.08 OF THE STOCKTON MUNICIPAL CODE TO SET THE SALARIES OF THE STOCKTON CITY COUNCIL TO \$26,694, WITH NO BENEFITS, BEGINNING JANUARY 1, 2019 IN ACCORDANCE WITH ARTICLE IV, SECTION 410 OF THE CITY CHARTER**

RECOMMENDATION:

It is recommended that the City Council approve the recommendations of the City Council Salary Setting Commission (Commission) and adopt an ordinance setting the City Council's annual salary at \$26,694, with no benefits, effective January 1, 2019.

Summary

Between March 1st and April 30th of every even-numbered year, the Commission shall recommend to the Council the amount of monthly salary and the benefits, which it deems appropriate for the members of the Council for the two-year period commencing January 1st of the next year. The amount recommended for each Councilmember shall be the same. This task is governed by City Charter Article IV, section 410. In particular, Section 410 requires the Commission to adopt a biennial recommendation for salary and benefits and to submit the recommendation to the City Council for final action.

The Commission convened its first session on January 11, 2018. At this meeting, the Commissioners requested specific salary and benefit data from Human Resources (HR) staff. HR is the department assigned to support the Salary Setting Commission. In addition, assigned Counsel to the Commission, Daniel Schroeder, and Deputy City Attorney, Marci Arredondo, provide assistance relating to procedural matters and helping the Commission understand their roles and responsibilities.

Following the initial meeting, the Commission met again on January 25, 2018, and then held two subsequent Public Hearings on February 22, 2018 and March 21, 2018. The Commission voted and made their final recommendation to be forwarded to the City Council at the March 21, 2018 Public Hearing.

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Background

City Charter Article IV, Section 410, authorizes the Commission to recommend to the City Council the amount of monthly salary and the level of benefits for each member of the City Council for a two-year period. Section 410 provides that each Councilmember's salary and benefits shall be the same.

The Charter also requires the Commission to take into account the time devoted to the office of Councilmember and the level of salaries and benefits being paid for other public or private positions with similar part-time or full-time duties, responsibilities, and obligations.

Finally, in accordance with Section 410, the Commission's biennial recommendation, along with the reasons for the recommendation, shall be provided to the City Council in writing for consideration. The Council shall either approve this recommendation and adopt, by ordinance, the recommended salary, or a lesser amount, but in no event, may the Council increase the recommended amount.

Present Situation

The Commission first convened this year on January 11, 2018, and then met again on January 25th and held two Public Hearings on February 22nd and March 21st. During these meetings, the Commission requested multiple items of information from HR Staff, including salary and benefits data from cities in California with similar population size, Consumer Price Index data, Council job description information from other similar comparable cities, and job information of Stockton Councilmembers. Commissioners also prepared and provided their own data and information for consideration, and the Commission heard public comments from members of the community who spoke during the meetings.

Given the preceding data and information, this Commission proceeded with its job of deliberating and eventually making its final recommendations of what it deemed to be a fair, equitable, and reasonable compensation and benefits package for Councilmembers. The Commission took into account the time devoted to the office of being a City Councilmember and the level of salaries and benefits being paid for other public positions with similar duties, responsibilities, and obligations.

On March 21, 2018, the Commission felt it had enough information to make a recommendation to the City Council with respect to the salaries and benefits for

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Councilmembers. With a vote of 4-1, the Commission approved the following recommendation:

- The annual salary for Councilmembers will be adjusted from \$16,529.04 to \$26,694,
- The salary increase will become effective January 1, 2019, and
- Councilmembers will continue to receive no benefits.

The attached ordinance reflects the recommendations of the Salary Setting Commission.

Respectfully submitted,



JD BURRISE CHAIR
COUNCIL SALARY SETTING COMMISSION

JB:pl