

COMMITTEE MEETING MINUTES

APPROVED CCCC
SPECIAL MEETING
MINUTES –
JUNE 30, 2025

**CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
JUNE 30, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101**

SPECIAL MEETING

OPENING: Temporary Chair Moreno called the special meeting of the Committee on Councilmembers' Compensation to order at 6:04 p.m.
(Absent: None)

ROLL CALL: Temporary Chair Rita Moreno
Member Ken Chawkins
Member Renee Morgan Hampton
Member Lena Kennedy
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez
Member Elizabeth Wilson

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

**WELCOME, OATH OF OFFICE, SELF-INTRODUCTIONS OF
COMMITTEE MEMBERS AND CITY STAFF**

City Clerk Jomsky administered the oaths of offices to each member of the Committee on City Councilmembers' Compensation.

The Committee Members and City staff provided self introductions, and City Manager Miguel Márquez provided welcoming comments, thanking the Committee for their willingness to serve.

Following discussion, by consensus of the Committee, the information was received and filed.

ELECTION OF CHAIR AND VICE CHAIR

Temporary Chair Moreno introduced the item and requested nominations for the position of Chair of the Committee on City Councilmembers' Compensation.

It was moved by Member Chawkins, seconded by Member Olivas, to nominate and appoint Member Rita Moreno to serve as Chair of the Committee on City Councilmembers' Compensation.

AYES: Members Chawkins, Hampton, Kennedy, Nanney,
Olivas, Rodriguez, Wilson
NOES: None

ABSTAIN: Member Moreno
ABSENT: None

Chair Moreno expressed gratitude and thanked the Committee for electing her to serve as Chair. She opened the floor for nominations for Vice Chair.

Chair Moreno nominated Member Ken Chawkins to serve as Vice Chair.

Member Hampton nominated Member Lena Louise Kennedy to serve as Vice Chair.

MOTION: It was moved by Chair Moreno, seconded by Member Wilson, to approve the nomination of Member Ken Chawkins to serve as Vice Chair.

AYES: Members Chawkins, Nanney, Wilson, Chair Moreno
NOES: Members Hampton, Kennedy, Olivas
ABSTAIN: Member Rodriguez
ABSENT: None
MOTION FAILED

MOTION: It was moved by Member Hampton, seconded by Member Rodriguez, to approve the nomination of Member Lena Louise Kennedy to serve as Vice Chair.

AYES: Members Chawkins, Hampton, Kennedy, Olivas, Rodriguez, Wilson, Chair Moreno
NOES: Member Nanney
ABSTAIN: None
ABSENT: None

BROWN ACT/PUBLIC RECORDS ACT – TRAINING AND REVIEW CONDUCTED BY CITY ATTORNEY’S OFFICE

Assistant City Attorney Cusick presented a PowerPoint Presentation on the item, providing an overview of the role of the Committee, a review of the Brown Act open meeting requirements, a training on the California Public Records Act, and a summary of parliamentary procedures.

By order of the Chair, with consensus of the Committee, the information was received and filed.

REVIEW OF CITY COUNCIL AGENDA REPORT FROM JUNE 16, 2025 MEETING RELATED TO THE CHARGE, SCOPE, AND TIMELINE FOR COMMITTEE’S WORK, INCLUDING SUGGESTED CITY COUNCIL TOPICS TO CONSIDER**

Deputy City Manager Souto provided a PowerPoint Presentation on the item, providing an overview of a list of topics of overall Councilmember compensation for the Committee to review and consider, highlighting the goal of the former Charter Study Task Force in considering changes to the City Council's compensation as a way to broaden the pool of residents able to serve on the City Council.

City Clerk Jomsky noted that the work performed by the Committee would need to be completed and submitted to the City Council by September 29, 2025, in order to meet the deadline of October 1st stated in City Charter Section 405.

By order of the Chair, with consensus of the Committee, the information was received and filed.

PRESENTATION FROM FORMER COUNCILMEMBER JACQUE ROBINSON PROVIDING PERSPECTIVE ON THE OBLIGATIONS AND EXPECTATIONS OF OFFICE IN RELATION TO COUNCILMEMBER COMPENSATION

Jacque Robinson-Baisley, former Pasadena City Councilmember, provided an oral presentation on her past experiences as a City Councilmember, describing the complexities of balancing a full-time day job with elected official duties. She noted the importance of having family care benefits for Councilmembers who have young children and/or aging family members to help support and balance family commitments with elected obligations. She also suggested for the City Clerk incorporate an in-depth presentation on the duties, responsibilities, and expectations of being a City Councilmember as part of the Candidate Nomination orientation. She advocated for the Committee to identify fair and balanced compensation for City Councilmembers that would support an individual's ability to serve and without having to compromise too greatly personal life obligations.

With gratitude expressed to Ms. Robinson-Baisley for taking the time to provide this important information to the Committee, on order of the Chair, with consensus of the Committee, the information was received and filed.

PRESENTATION PROVIDING A HISTORICAL OVERVIEW OF THE COUNCIL COMPENSATION COMMITTEE**

Deputy City Manager Souto presented a PowerPoint presentation on the item, providing information on the last time the Committee on Councilmembers' Compensation considered the issue of Councilmember compensation, highlighted the recommendations made by prior Committees, and providing details on City Council compensation increases that have occurred to date.

Member Chawkins requested information on the role of a part-time versus full-time City Council from a City Manager perspective.

Member Olivas requested information on additional compensation that City Councilmembers may received from serving on external agency boards (i.e., Burbank-Glendale-Pasadena Airport Authority), as well as information support staff (i.e., District Liaisons/Field Representatives) provided to each member of the City Council.

Following brief discussion, by order of the Chair, with consensus of the Committee, the information was received and filed.

PRESENTATION AND REVIEW OF COMMITTEE WORK PLAN**

Deputy City Manager Souto provided an overview of the timeline for the proposed work plan for the Committee over the next three months.

In response to Member Chawkins' inquiry regarding the number of meetings, and if the Committee is unable to make recommendations to the City Council by October 1st, Assistant City Attorney Cusick pointed to the language contained in City Charter Section 405, which states, "If such report is not timely submitted, or is not adopted by a majority of the members of the Committee, the Committee's recommendation shall be deemed to be a recommendation for no change."

Councilmember Rick Cole, speaking as a Pasadena resident, provided comments on the work that elected officials are required to complete and the additional hours they dedicate to public service, and advocated for fair compensation for part-time City Councilmembers who also have personal obligations.

By order of the Chair, with consensus of the Committee, the information was received and filed.

PROPOSAL – SETTING TIME AND MEETING LOCATION FOR REGULAR MEETINGS

City Clerk Jomsky provided an overview of the proposed schedule of meeting dates. He also noted that the virtual participation will be allowed for Committee Members and the general public.

It was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approval the proposed schedule as presented. (Motion unanimously approved) (Absent: None)

Vice Chair Kennedy requested information on the roles and responsibilities of City Councilmembers, financial compensation received by each Councilmember, a list of committees each member

received by each Councilmember, a list of committees each member of the City Council serves on and how much additional compensation they receive, if any, for external boards/agencies they may serve on from the respective board/agency.

Member Wilson requested a record of the Mayor's appearances/events scheduled on his calendar within the past year to gain perspective on the amount of time that was dedicated to public service.

In relation to the boards, commissions, or committees a member of the Council serves on, Member Chawkins requested information on which governing bodies require an elected representative of the City Council to serve.

ADJOURNMENT

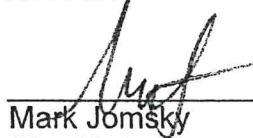
On order of the Chair, the special meeting of the Committee on City Councilmembers' Compensation adjourned at 7:45 p.m.



Rita Moreno, Chair

Committee on City Councilmembers' Compensation

ATTEST:



Mark Jomsky
City Clerk

APPROVED CCCC REGULAR
MEETING MINUTES –
JULY 7, 2025

CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
JULY 7, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

Teleconference Location:
RESIDENCE
2090 CANYON CLOSE ROAD
PASADENA, CA 91107

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:07 p.m. (Absent: Member Rodriguez)

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney (via teleconference)
Member Steve Olivas
Member Vanessa Rodriguez (absent)
Member Elizabeth Wilson
Vice Chair Lena Kennedy
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA No one appeared for public comment.

**APPROVAL OF COMMITTEE MINUTES – JUNE 30, 2025,
SPECIAL MEETING**

MOTION: It was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approve the minutes as submitted.

AYES: Members Chawkins, Hampton, Nanney, Olivas,
Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSTAIN: None
ABSENT: Member Rodriguez

REVIEW AND DISCUSSION ON CITY COUNCIL STIPEND, HEALTH, AND RETIREMENT BENEFITS, AS WELL AS COMPARATIVE DATA FOR COMPENSATION FROM OTHER CITIES**

Deputy City Manager Souto provided a PowerPoint presentation on the item, presenting information on historical annual stipend increases and compensation amounts for City Councilmembers in Pasadena, as well as compensation amounts from comparative cities. Tiffany Jacobs-Quinn, Human Resources Director, introduced Vanna Lesh, Benefits Administrator, who presented information on the various health and welfare benefits received by, and offered to, City Councilmembers.

In response to Chair Moreno's inquiry regarding City Councilmembers' retirement benefits in CalPERS being comparable to those of other agencies, Benefits Administrator Lesh reported that such retirement benefits paid into CalPERS vary between agencies.

Following discussion, on order of the Chair, with consensus of the Committee, the information was received and filed.

REVIEW AND DISCUSSION ON CITY OF PASADENA GOVERNANCE STRUCTURE, OVERVIEW OF ASSIGNED CITY COUNCIL STAFFING SUPPORT, AND RESPONSES TO RELATED COMMITTEE QUESTIONS/REQUESTS FOR INFORMATION FROM JUNE 30, 2025 SPECIAL MEETING**

Deputy City Manager Souto presented a PowerPoint Presentation on the item, providing information on employee staffing available to each Councilmember and staffing in the Mayor and City Council Office, the City's operations under a City Manager-City Council form of government, and highlighted the recommendations from the 1998-1999 Charter Study Task Force, which advocated for the City to maintain the tradition of a "citizen council" made up of volunteers. City Clerk Jomsky presented information on the internal and external legislative body assignments that members of the City Council are required to serve on (i.e., Council Committees, Rose Bowl Operating Company, Airport Authority, San Gabriel Valley Council of Governments, etc.), the frequency of such meetings, and indicated which external legislative body positions provide additional compensation to Councilmembers for attending meetings.

Member Wilson suggested conducting a survey of the current City Council to better understand how much time is spent attending City Council meetings, and the average time spent preparing for these meetings. Member Chawkins expressed support for a survey, and suggested that Councilmembers' responses should be combined in such a way as to ensure anonymity.

In response to Member Olivas' inquiry regarding compensation for District Liaisons, City Clerk Jomsky reported that these positions are classified as exempt Non-Represented Management full-time employees with full benefits. Human Resources Director Jacobs Quinn provided the salary range for District Liaisons.

Following discussion, by order of the Chair, with consensus of the Committee, the information was received and filed.

PROPOSAL – SETTING TIME AND MEETING LOCATION FOR REGULAR MEETINGS

City Clerk Jomsky and Deputy City Manager Souto briefly outlined topics for the upcoming committee meetings.

By order of the Chair, with consensus of the Committee, the schedule was received and filed.

The Committee on City Councilmembers' Compensation engaged in discussion regarding elements of compensation to consider at future meetings and requested information from City staff.

With regard to future meetings, Member Chawkins suggested that it would be helpful for the Committee to hear perspectives from former City Managers on operating a City Council-City Manager form of government, and former City Councilmembers' on the duties and responsibilities associated with their elected positions. He also advocated for the Committee to have a discussion regarding how to achieve the goal for supporting a broader segment of the community to run for local office, accounting for compensation, were it to be increased or expanded.

In response to Member Nanney's inquiry regarding why the matter of compensation is now being reviewed (in light of the existing arrangement for increases based on CPI), City Clerk Jomsky reported that the Committee on City Councilmembers' Compensation had not been convened in 26 years, and the Charter Study Task Force (2024) and the City Council both agreed that the topic of councilmember compensation would be worth reviewing, given the elapsed time. Assistant City Attorney Cusick also pointed to City Charter Section 405, which due to recent Charter changes, includes a new voter-approved requirement that the Committee on City Councilmembers' Compensation be convened not less than once every five years.

Member Kennedy advocated for the Committee to consider the various factors that motivate residents to run for office (i.e. policy change, advocacy, etc.) and to be mindful that perspectives from

former City Councilmembers may not accurately reflect the community's current needs.

Member Wilson noted that other cities of comparable size and populations may not be as dynamic as Pasadena, either in structure (Rose Bowl, Water & Power utility, etc.), or level of engagement by residents, and requested that this factor be benchmarked when comparing Councilmember compensation with other cities.

Member Chawkins noted that Councilmember compensation is not necessarily meant to be a living wage, but rather provided to members of the City Council for voluntarily dedicating their time to public service.

In response to comments made by Committee Members, as well as information presented by former City Councilmember Jacque Robinson at the June 30, 2025 Committee meeting, City Clerk Jomsky reported that he plans to include additional information as part of candidate workshops conducted during the nomination period for City Council elections. He noted that future presentations will highlight duties, responsibilities, time commitments, and other expectations for elected members of the City Council. Member Moreno also emphasized the importance for candidates to understand the roles and purposes of Council Committees, including subject matters for effective discussion and decision making.

Member Hampton advocated for discussing consideration for providing safety elements to City Councilmembers, noting the recent attack on the state lawmakers in Minnesota. City Clerk Jomsky stated that while safety matters may be outside the Committee's scope of discussion, recommendations for safety elements may be included in the final report to the City Council.

Lastly, Member Chawkins advocated for increasing the budget for trainings for City Councilmembers.

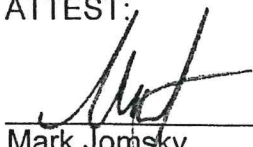
ADJOURNMENT

On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 7:57 p.m.



Rita Moreno, Chair
Committee on City Councilmembers' Compensation

ATTEST:



Mark Jomsky
City Clerk

APPROVED CCCC REGULAR
MEETING MINUTES –
JULY 28, 2025

CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
JULY 28, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:02 p.m.

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez (absent)
Member Elizabeth Wilson
Vice Chair Lena Kennedy
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA Sandy Annala, Pasadena resident, suggested alternative methods for assessing opportunity costs and fair compensation for City Councilmembers.

APPROVAL OF COMMITTEE MINUTES – JULY 7, 2025, REGULAR MEETING

City Clerk Jomsky reported that an amendment has been made to page 3 of the meeting minutes to add the following detail in parenthesis: "In response to Member Nannéy's inquiry regarding why the matter of compensation is now being reviewed (in light of the existing arrangement for increases based on CPI), City Clerk Jomsky reported that ..."

MOTION: It was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approve the minutes, as amended. (Motion unanimously approved) (Absent: Member Rodriguez)

PRESENTATION FROM FORMER CITY MANAGERS CYNTHIA KURTZ AND STEVE MERMELL, PROVIDING A CITY MANAGERS' PERSPECTIVE ON THE OBLIGATIONS AND EXPECTATIONS OF ELECTED OFFICE IN RELATION TO COUNCILMEMBER COMPENSATION

Former Pasadena City Managers Cynthia Kurtz and Steve Mermell spoke on their experiences in working for the City, and the strengths of having a City Council-City Manager form of government, noting the following observations:

- City's current governance structure allows for a balance of professional City management and citizen-based political oversight and policymaking.
- Enables the City Council to focus on long-term planning, leaving day-to-day operations to the City staff.
- Helps to shape the image of the City especially through community input, and through the City Council's unique perspectives.
- Highlights the importance of the District Liaison role, allowing members of the City Council to serve as part-time, citizen representatives.

Discussion briefly ensued regarding health insurance coverage, childcare, and creating a compensation package that adjusts to the specific needs of each elected official.

Sandy Annala, Pasadena resident, provided comments comparing compensation for City Councilmembers to the compensation of City staff who work for the City Council.

Following discussion, by order of the Chair, with consensus of the Committee, the information was received and filed.

PRESENTATION FROM FORMER COUNCILMEMBERS CHRIS HOLDEN, STEVE HADERLEIN, MARGARET MCAUSTIN, AND JACQUE ROBINSON, PROVIDING PERSPECTIVE ON THE OBLIGATIONS AND EXPECTATIONS OF OFFICE IN RELATION TO COUNCILMEMBER COMPENSATION

Former City Councilmembers Steve Haderlein, Chris Holden, and Margaret McAustin (Jacque Robinson was unable to attend) introduced themselves, each sharing their background and experience serving on the City Council, and what motivated them to run for local office, and provided the following information and insights in serving on the City Council:

- Discussed the challenges of work-life-public service balance, noting some of their experiences as working parents on the City Council, emphasizing the need for, and importance of, having a strong support system to help maintain balance.

- Described the expectations and time commitments of being an elected representative.
- Explained the role of Councilmembers when the City undergoes large projects, or experiences citywide issues/emergencies.
- Spoke on the importance of having a benefits package to help offset job-related sacrifices.
- Expressed support for broadening benefits for childcare to family care.
- Emphasized the importance of District Liaisons, who provide immense support to members of the City Council, especially those with full-time positions.
- Highlighted the importance of providing sufficient support and compensation for members of the City Council to manage the demands of the position, and to attract diverse pool of candidates, without compromising/changing the City Council-City Manager form of government.

Discussed briefly ensued regarding how many hours City Councilmembers spend attending meetings, preparing for such meetings, tending to constituents' matters, etc.

Sanda Annala, Pasadena resident, advocated for a working salary for City Councilmembers to attract more candidates to run for office.

Vice Chair Kennedy noted that the amount of time City Councilmembers dedicate to public service may vary depending on which district they serve due to varying needs of each district, inherently making it difficult to determine fair compensation for all Councilmembers.

Following discussion, by order of the Chair, with consensus of the Committee, the information was received and filed.

REGULAR MEETING SCHEDULE – CONFIRMING MODIFIED DATES, TIMES, AND MEETING LOCATIONS FOR REGULAR MEETINGS

City Clerk Jomsky reported on the changes to the upcoming meeting dates, noting that the September 23, 2025 meeting date will be moved to September 24, 2025 and that an additional meeting date for August 23, 2025 has been added prospectively.

Discussion briefly ensued regarding an alternative date for the additional meeting in August.

MOTION:

It was moved by Member Chawkins, seconded by Member Wilson, to change the September 23, 2025 regular meeting date to occur on September 24, 2025 at 6:00 p.m., and to direct staff to identify a second meeting date in August that works well for the Committee. (Motional unanimously approved) (Absent: Member Rodriguez)

REVIEW AND DISCUSSION ON CITY COUNCIL ALLOWANCES AND REIMBURSEMENTS, AND FOLLOW UP INFORMATION IN RESPONSE TO COMMITTEE INQUIRIES RECEIVED ON JULY 7, 2025**

Deputy City Manager Souto provided a PowerPoint presentation, presenting an overview of reimbursement categories that are available to members of the City Council. He provided information on limits to reimbursement allowances, historical overview of expenditures, details on compensation categories provided by other municipal agencies, and a summary of the discussion on compensation by the 2024 Charter Study Task Force. He reported on the survey results from responding members of the City Council providing information on estimated time commitments spent performing City Councilmember duties serving in office. City Clerk Jomsky briefly spoke on the Legislative Policy Committee's consideration of a "cafeteria-style" plan that would allow Councilmembers to receive additional benefits and utilize it in a way that best addresses the needs to support their time in office.

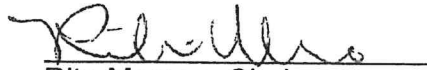
Sandy Annala, Pasadena resident, provided comments on the City Council Survey results and advocated for fair compensation for City Councilmembers.

Following discussion, on order of the Chair, with consensus of the Committee, the information was received and filed, with the Committee to consider the following questions at the August 11, 2025 meeting and begin deliberations on any changes to City Councilmember Compensation:

- Cost Consideration: Does the Committee wish to establish financial parameters around which to make its recommendations?
- Should the monthly stipend for members of the City Council be adjusted? If yes, how much?
- Should the General Expense Reimbursement Allowance be increased? If yes, how much?
- Should any of the other existing allowances be increased? If yes, which ones and by how much?
- Should any new allowances and/or allowance categories be created? If so, which ones, and how much?

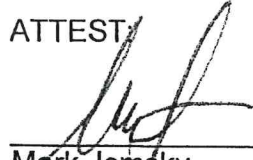
ADJOURNMENT

On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 8:36 p.m.



Rita Moreno, Chair
Committee on City Councilmembers' Compensation

ATTEST:



Mark Jomsky
City Clerk

APPROVED CCCC REGULAR
MEETING MINUTES –
AUGUST 11, 2025

CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
AUGUST 11, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:09 p.m.

APPROVAL OF A REQUEST BY MEMBER KENNEDY TO PARTICIPATE REMOTELY DUE TO EMERGENCY CIRCUMSTANCES

In response to a request submitted by Vice Chair Kennedy to participate remotely in the Committee on City Councilmembers' Compensation meeting due to a family medical emergency pursuant to the Government Code Section 54954.2(b)(4), the Committee took the following action:

It was moved by Member Nanney, seconded by Member Wilson, to approve the request by Vice Chair Kennedy to participate remotely in the meeting due to personal emergency provisions under AB2449, and subject to the requirements of Government Code Section 54954.2(b)(4).

AYES: Members Chawkins, Hampton, Nanney, Rodriguez, Wilson, Chair Moreno
NOES: None
ABSENT: Member Olivas, Vice Chair Kennedy
ABSTAIN: None

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas (absent)
Member Vanessa Rodriguez
Member Elizabeth Wilson
Vice Chair Lena Kennedy (via teleconference)
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA Sandy Annala, Pasadena resident, suggested an alternative method to determine appropriate compensation for City Councilmembers.

APPROVAL OF COMMITTEE MINUTES – JULY 28, 2025, REGULAR MEETING

City Clerk Jomsky reported that a scrivener's error was found and revised on page one of the minutes.

MOTION:

It was moved by Member Chawkins, seconded by Member Wilson, to approve the minutes as submitted.

AYES: Members Chawkins, Hampton, Nanney, Wilson, Vice
Chair Kennedy, Chair Moreno
NOES: None
ABSENT: Member Olivas
ABSTAIN: Member Rodriguez

COMMITTEE DISCUSSION AND DELIBERATION REGARDING CITY COUNCIL COMPENSATION, INCLUDING STIPENDS, BENEFITS, ALLOWANCES, AND REIMBURSEMENTS, ADDRESSING THE FOLLOWING QUESTIONS:

- Does the Committee wish to establish financial parameters around which to make its recommendations?
- Should the monthly stipend for Mayor and Councilmembers be adjusted? If yes, by how much?
- Should the general expense reimbursement allowance be increased or otherwise modified? If yes, by how much?
- Should any of the existing allowances be increased or otherwise modified? If yes, which ones and by how much?
- Should any new allowances or allowance categories be created? If so, which ones, and for what amount?

Deputy City Manager Souto presented a PowerPoint presentation on the item, highlighting the questions to be addressed by the Committee, and considerations for determining any changes to City Council compensation. City Clerk Jomsky provided information regarding the current stipends and allowances provided to the Mayor and City Council, as well as an illustrative model for making changes to compensation based on stipends and allowances that might address compensation increases and also provide flexibility to members serving on the City Council in addressing areas of support.

Discussion ensued regarding the differences between stipends and reimbursements in terms of taxable income, government code guidelines affecting the use of cafeteria plan benefit models, and the implications of providing lump-sum stipends versus categorized stipends.

Member Rodriguez advocated for a separate, dedicated category for childcare/family care. She noted that combining this benefit with other stipend/reimbursements will disadvantage members of the City Council who have childcare or family care needs by not allowing them the full value of this and the other benefit amounts.

Member Chawkins suggested having the City cover personal expenses rather than providing stipends, which in his opinion would encourage a broader base of candidates to seek public office. This included providing City Councilmembers with City-owned vehicles for transportation. Assistant City Attorney Cusick noted that if the City provides a stipend, then the City's liability for auto accidents would be avoided. However, she cautioned that the City would have liability if providing City-owned vehicles to members of the City Council.

It was moved by Member Chawkins, seconded by Member Nanney, to adjust the monthly stipend to incorporate the cost-of-living adjustments that were given up during the recession (2008 to 2011). Member Wilson suggested also adding in the percentage increases that were above the 5% CPI cap, and to increase the CPI cap to 7%.

Chair Moreno noted the absence of Member Olivas, who was unable to participate via teleconference due to a posting issue, who suggested an increase to the overall compensation by \$1000. Member Rodriguez expressed concerns that the proposed amount may be too high given the additional increases to the stipend category for family care/childcare.

City Clerk Jomsky suggested that City staff can analyze the different proposals provided at tonight's meeting by the Committee and present a comprehensive table of the differing proposals, including showing the increases to compensation, as well as the overall costs for the changes. Member Chawkins expressed support for this approach and withdrew his motion.

By consensus of the Committee, staff was asked to return with an outline of specific categories for stipends and/or reimbursements, provide information on support networks and/or services for childcare and family care, information regarding an additional stipend or reimbursement category for home security, information on tax implications of these proposed benefits, description of the receipt submittal process for reimbursements, and pros and cons for compensation in terms of stipends and reimbursements.

Sandy Annala, Pasadena resident, spoke on Council District Liaison salaries and advocated for an increase in City Councilmember compensation beyond CPI increments.

Following discussion, by order of the Chair, with consensus of the Committee, the information was received and filed.

COMMITTEE MEETING SCHEDULE – Remaining Committee Meetings

City Clerk Jomsky noted that a special meeting date for August 21, 2025, has been submitted for the Committee's consideration and approval.

Discussion briefly ensued regarding an alternative date for the additional meeting in August. The City Clerk noted that he will check with Member Olivas and Member Nanney regarding their availability on August 20, 2025, at 6:00 p.m.

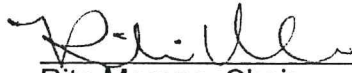
MOTION:

Following discussion, it was moved by Member Chawkins, seconded by Member Hampton, to authorize a special meeting of the Committee in August, with the preferred date being August 20, 2025 at 6:00 p.m., the meeting to take place in the Finance Department's Green Conference Room, Room S347 on the 3rd Floor of City Hall; and with August 21, 2025 at 6:00 p.m., to be considered as a viable backup date should it be determined that conflicts exist for Committee members on August 20th.

AYES: Members Chawkins, Hampton, Nanney, Rodriguez,
Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: Member Olivas
ABSTAIN: None

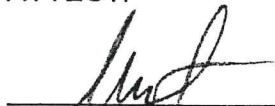
ADJOURNMENT

On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 8:04 p.m.



Rita Moreno, Chair
Committee on City Councilmembers' Compensation

ATTEST:



Mark Jomsky
City Clerk

APPROVED CCCC SPECIAL
MEETING MINUTES –
AUGUST 20, 2025

**CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
AUGUST 20, 2025 – 6:00 P.M.
PASADENA CITY HALL
100 NORTH GARFIELD AVENUE
3RD FLOOR, FINANCE DEPT., CONFERENCE ROOM S347
PASADENA, CA 91101**

SPECIAL MEETING

OPENING: Chair Moreno called the special meeting of the Committee on City Councilmembers' Compensation to order at 6:01 p.m.

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez (absent)
Member Elizabeth Wilson
Vice Chair Lena Kennedy
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

**APPROVAL OF COMMITTEE MINUTES – AUGUST 11, 2025,
REGULAR MEETING**

City Clerk Jomsky reported that a scrivener's error was found on page 3 of the minutes and will be revised to reflect the correct spelling of Member Nanney's name.

MOTION: It was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approve the minutes, as submitted. (Motion unanimously approved) (Absent: Member Rodriguez)

**DISCUSSION AND CONSIDERATION OF COMMITTEE
RECOMMENDATIONS REGARDING CHANGES TO CITY
COUNCIL COMPENSATION**.**

Deputy City Manager Souto presented a PowerPoint presentation with information requested by the Committee at the previous meeting. His presentation provided the following information:

- Proposal to increase the CPI cap on compensation from 5% to 7% requires voter approval due to City Charter language;
- Any recommendation from the Committee, approved by City Council, would reset the base compensation amount, to be thereafter capped at 5% annually;

- Access to City's Flexible Spending Account (FSA) program for childcare and family care is available to City Council;
- Access to the City's Employee Assistance Program, for resources on childcare and family care is also available to City Council;
- City's receipt submission process for reimbursements provides greater flexibility than FSA accounts;
- Reviewed various uses of general expense allowances, as well as possible approaches for stipend increase options; and
- Reviewed information regarding the taxability of the various allowances for different compensation categories.

In response to Member Wilson's inquiry regarding pensionable stipends, Deputy City Manager Souto clarified that the base monthly stipend is pensionable, whereas other categories of stipends are not pensionable. He also provided a brief analysis of stipends and reimbursements, noting that stipends allow for administrative efficiency and flexibility of use by members of the Council, while reimbursements offer greater transparency and accountability for uses of public funds.

Discussion ensued regarding the separation of compensation into defined categories to ensure that benefits provided to the City Council would be utilized for intended purposes. The Committee discussed various ways to define categories to provide the greatest benefit to the City Council, including family care, security, telecommunications, and office equipment, as well as a personal stipend (in addition to the existing general expense allowance for City Councilmembers).

Members Wilson and Chawkins advocated for combining the security, computer, home office, and telecommunications allowances into a single reimbursable allowance to provide enough support to encourage members of the public to serve on the City Council and perform their public duties from home.

MOTION:

Following discussion, it was moved by Member Olivas, seconded by Member Chawkins, to create a City Councilmember compensation framework consisting of three categories: 1) family care allowance, 2) business setup, operations, and security allowance, and 3) personal stipend.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Wilson, Vice Chair Kennedy, Chair Moreno
 NOES: None
 ABSENT: Member Rodriguez
 ABSTAIN: None

The Committee discussed items to be included in the business setup category, including computer systems, printers, and ergonomic office furniture, as well as monthly cellphone, internet, and security.

Member Wilson suggested setting an annual amount of \$15,000 for the business setup, operations, and security category, to be administered as a reimbursable allowance. Vice Chair Kennedy expressed support for the idea, noting that it would allow for flexibility and attract a broader pool of candidates. Member Nanney expressed concerns for the proposed annual amount and recommended that \$15,000 be the total for a 4-year term instead of an annual amount.

MOTION:

Following discussion, it was moved by Member Wilson, seconded by Vice Chair Kennedy, to set the annual amount at \$15,000 for the Business Setup, Operations, and Security allowance, which includes, but is not limited to, computer systems, cellphone and cellphone plan, internet, office amenities, home security or home monitoring system (including hardware costs), with this category being a reimbursable expense category requiring receipts submitted to the City for review and approval.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Wilson,
Vice Chair Kennedy, Chair Moreno

NOES: None

ABSENT: Member Rodriguez

ABSTAIN: None

Regarding the Family Care category, the Committee discussed various services and resources associated with this category. Discussion ensued regarding taxability of Family Care benefits, and the pros and cons of using an IRS Flexible Spending Account (FSA) option and reimbursement process versus City account reimbursable allowance with regard to administration and tax liability.

City Clerk Jomsky clarified that the Pasadena Municipal Code General Reimbursement allowance allows for a City reimbursement model for childcare, and provided additional information regarding the FSA benefit available to regular City employees.

MOTION:

Following discussion, it was moved by Member Chawkins, seconded by Member Wilson, to set the Family Care allowance at \$24,000 annually for each Councilmember and the Mayor, with direction for City staff to report back on the possibility of splitting funds between FSA and reimbursable models, as well as recommended costs.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Wilson,
Vice Chair Kennedy, Chair Moreno

NOES: None

ABSENT: Member Rodriguez

ABSTAIN: None

With regard to the Personal Stipend, discussion ensued regarding the appropriate dollar amount for the stipend. Member Wilson stated her preference for a taxable, flexible stipend that could be utilized like petty cash for City business, separate from the existing General Expense allowance that City Councilmembers currently receive.

Member Olivas suggested increasing the amount of the existing General Expense allowance instead of adding a stipend since both funds would cover similar expenses.

Following discussion, on order of the Chair, by the consensus of the Committee, it was agreed that the personal stipend should be removed from the framework setup as part of the Committee's recommendation.

Deputy City Manager Souto reported that the General Expense allowance is currently set at \$3,600 for City Councilmembers and \$6,000 for the Mayor, and has not been adjusted since 1999. Member Wilson suggested that given the Mayor's workload and role, it might be worthy of considering the Mayor's compensation at twice the amount of Councilmembers.

MOTION:

Following discussion, it was moved by Member Olivas, seconded by Member Wilson, to set the General Expense allowance at \$5,000 for City Councilmembers and \$10,000 for the Mayor.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Wilson,
Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: Member Rodriguez
ABSTAIN: None

The Committee discussed the base monthly stipend amounts, as well as options for increasing these amounts for the Mayor and City Council, reviewing various suggestions made by Committee members and City staff.

Member Chawkins and Member Nanney expressed support for increasing the monthly stipends equivalent to the "full catchup" amount of the annual increases that were foregone during the Great Recession (2008-2012) and the increases not realized due to the CPI limit of 5% (for years that the limit was exceeded by CPI), which would increase the Councilmembers' compensation stipend from \$1,941 per month to \$2,090 per month; and the Mayor's compensation stipend from \$2,911 per month to \$3,135 per month. Members Chawkins and Nanney both also noted that since substantial increases have been agreed upon for other benefit categories, a large increase to the monthly compensation stipend may not be necessary.

Chair Moreno suggested that the compensation should be sufficient to cover the loss of income that a member of the City Council may experience while engaging in public service.

Member Chawkins expressed concerns that the Committee may unintentionally incentivize some to seek the compensation and benefits package instead of committing to run for City Council on the basis of volunteerism and public service. He suggested the compensation stipends be tabled until the Committee's full membership was present.

Discussion ensued regarding finding a balance between fair compensation increases and attracting candidates who will be dedicated to public service.

Member Olivas suggested that the monthly stipend for City Councilmembers be set at \$3,000 per month and for the Mayor at \$6,000 per month. Member Chawkins spoke in opposition, noting such an approach could make positions on the City Council equivalent to a full-time employee instead of a voluntary public servant position, not accounting for the support provided by full-time City staff.

MOTION:

Following discussion, it was moved by Member Olivas, seconded by Member Hampton, to increase the monthly stipends for City Councilmembers to \$3,000 per month and for the Mayor to \$6,000 per month.

AYES: Members Hampton, Olivas, Wilson, Vice Chair Kennedy
NOES: Members Chawkins, Nanney, Chair Moreno
ABSENT: Member Rodriguez
ABSTAIN: None

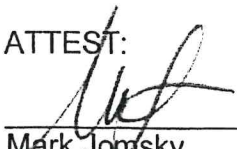
COMMITTEE MEETING SCHEDULE – Remaining Committee Meetings

On the order of the Chair, with consensus from the Committee, the remaining committee meeting schedule was received and filed.

ADJOURNMENT

On order of the Chair, the special meeting of the Committee on City Councilmembers' Compensation adjourned at 9:16 p.m.

ATTEST:



Mark Jonsky
City Clerk



Rita Moreno, Chair
Committee on City Councilmembers' Compensation

**APPROVED CCCC REGULAR
MEETING MINUTES –
SEPTEMBER 2, 2025**

CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
SEPTEMBER 2, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

Teleconference Location:

Residence
803 South Oakland Avenue
Pasadena, CA 91106

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:09 p.m.

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez
Member Elizabeth Wilson (via teleconference)
Vice Chair Lena Kennedy
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA Yadi, Pasadena resident, expressed concerns related to surveillance and privacy, and advocated for the Committee to explore alternatives to home security systems to accommodate safety measures for City Councilmembers.

**APPROVAL OF COMMITTEE MINUTES – AUGUST 20, 2025,
SPECIAL MEETING**

MOTION: It was moved by Member Chawkins, seconded by Member Nanney, to approve the minutes, as submitted.

AYES: Members Chawkins, Hampton, Nanney, Olivas,
Wilson, Vice Chair Kennedy, Chair Moreno

NOES: None

ABSENT: None

ABSTAIN: Member Rodriguez

REVIEW OF CITY COUNCIL COMMENTS FROM AUGUST 25, 2025 - REPORT OUT BY CHAIR AND VICE CHAIR; CONSIDERATION OF COMMITTEE ACTIONS TAKEN ON AUGUST 20, 2025 MEETING AS A RECOMMENDED COMPENSATION PACKAGE TO THE CITY COUNCIL; AND APPROVAL AND DIRECTION TO CITY STAFF ON PREPARATION OF STAFF REPORT AND FINAL RECOMMENDATIONS BY THE COMMITTEE**

Deputy City Manager Souto presented a PowerPoint presentation on Chair Moreno's update to the City Council, including feedback from the City Council, the Committee's motions approved during the special meeting on August 20, 2025, a baseline comparison between the City Council's current compensation and the Committee's recommended compensation, as well as alternative staff recommendations based on the City Council's feedback.

In response to Member Rodriguez's concerns regarding the use of funds on expensive purchases, City Clerk Jomsky stated that eligible purchases would be at the discretion of the Councilmember, but added that all purchases would be subject to public records requests, and that the City Council may implement further limitations, as part of an ordinance, to ensure that funds are spent appropriately.

In response to Member Wilson's inquiry regarding City staff's recommendation of \$7,500 (per the IRS limitation) for the family care category, City Clerk Jomsky reported that the amount is consistent with that provided to full-time City staff as part of a non-taxable flexible spending account (FSA) plan. He added that staff confirmed that family care reimbursement funds can be bifurcated (i.e. both from an FSA plan and from City reimbursement).

In response to Member Rodriguez's inquiry regarding a Councilmember's preexisting FSA (from other employer or spouse) and defining dependents, Deputy City Manager Souto explained that only one FSA is allowed per household. Therefore, if Councilmembers are already enrolled in an FSA through their employer or their spouse, any additional FSA funds provided by the City would be considered taxable income. He noted that eligible dependents are defined by the IRS and limited by the FSA plan administrator, and if the City were to carve out their own definitions, then certain parameters would need to be defined.

Member Chawkins and Vice Chair Kennedy expressed support for the family care allowance to be higher than the IRS limit of \$7,500, given the Committee's previous discussion (see CCCC August 20, 2025 – Special Meeting Minutes). Vice Chair Kennedy emphasized the need for the City Council to see how the Committee deliberated and came to the recommended amounts for the compensation increases.

Chair Moreno reported that the City Council had expressed budgetary concerns with regard to the Committee's proposed compensation increases, citing federal government administration funding cuts for City programs and resources. She advocated for the Committee to find a more balanced amount for the overall compensation increase.

Deputy City Manager Souto continued his presentation on City staff's recommendations for the compensation increases to the General Expense Reimbursable Allowance and the monthly stipends, reflecting the City Council's feedback and the Committee's deliberations. City Clerk Jomsky also noted that the Committee may emphasize that all reasonably necessary technology and office-related expenses for City Council District Liaisons be funded by the City instead of being deducted from Councilmember reimbursable allowances.

Discussion ensued regarding the pros and cons of removing the category framework to allow flexibility of funds based on each Councilmember's individual priorities, the importance of having specific categories in place, and alternate amounts for each compensation category.

Member Wilson advocated for the Committee to reconsider the family care allowance along with the general expense allowance, and also explore a more flexible concept to utilize funds from the general expense allowance to further support family care expenses.

MOTION: Following discussion, it was moved by Member Chawkins, seconded by Member Hampton, to reconsider the action taken by the Committee during the Special Meeting on August 20, 2025, regarding the amount set for the Office Setup, Operations, and Security Reimbursable Allowance. (Motion unanimously approved)
(Absent: None)

MOTION: It was moved by Member Chawkins, seconded by Member Nanney, to set the Office Setup, Operations, and Security Reimbursable Allowance at \$20,000 per term for each Councilmember and the Mayor. (Motion unanimously approved) (Absent: None)

MOTION: It was moved by Member Chawkins, seconded by Chair Moreno, to reconsider the action taken by the Committee during the Special Meeting on August 20, 2025, regarding the amount set for the Family Care Reimbursable Allowance. (Motion unanimously approved)
(Absent: None)

MOTION: It was moved by Member Chawkins, seconded by Member Olivas, to reconsider the action taken by the Committee during the Special Meeting on August 20, 2025, regarding the amount set for the General Expense Reimbursable Allowance. (Motion unanimously approved) (Absent: None)

Member Wilson advocated for expanding the allowable uses for the general expense reimbursable allowance to also include family care expenses to offset the reduction to the family care reimbursable allowance. She also suggested increasing the general expense reimbursable allowance by \$1,000 per month, raising the monthly stipends to \$6,000 for Councilmembers and \$11,000 for the Mayor. Members Chawkins and Olivas expressed support for Member Wilson's suggestion. Member Olivas proposed that the annual family care reimbursable allowance be reduced from \$24,000 to \$18,000.

MOTION: Following discussion, it was moved by Member Olivas, seconded by Vice Chair Kennedy, to reduce the proposed Family Care Reimbursable Allowance from \$24,000 to \$18,000 annually for each Councilmember and the Mayor.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Wilson, Vice Chair Kennedy

NOES: Member Rodriguez and Chair Moreno

ABSENT: None

ABSTAIN: None

Member Wilson advocated for the General Expense Reimbursable Allowance to be increased by \$1,000 and to remove any carveouts for the allowance listed in the Pasadena Municipal Code (PMC).

Member Chawkins stated that increasing the allowance for the General Expense category may not be necessary since the Committee is advocating to remove the carveouts listed in the PMC and noted that the purpose of reconsidering the amounts is to decrease the overall compensation increase that was previously proposed by the Committee.

In response to Member Hampton's inquiry regarding the verbiage in the PMC, City Clerk Jomsky clarified that the PMC currently states "Each member of the City Council shall be eligible for a monthly general expense reimbursement allowance for the general expenses of office, including child care expenses." He reported that following the Committee's recommendation, the PMC would be amended to remove "child care expenses" and read "Each member of the City Council shall be eligible for a monthly general expense reimbursement allowance for the general expenses of office."

MOTION: Following discussion, it was moved by Member Wilson, seconded by Member Olivas, to increase the proposed General Expense Reimbursable Allowance to \$6,000 annually for each City Councilmember and \$11,000 annually for the Mayor, without restricting use of General Expense funds for another category, and removing the words "child care expenses" in the PMC, Section 2.05.220(A)(3) for the City Council, and Section 2.05.220 (A)(4) for the Mayor.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Rodriguez, Wilson, Vice Chair Kennedy

NOES: Chair Moreno

ABSENT: None

ABSTAIN: None

MOTION: It was moved by Member Hampton, seconded by Member Wilson, to reconsider the action taken by the Committee during the Special Meeting on August 20, 2025, regarding the amount set for the annual stipend category. (Motion unanimously approved) (Absent: None)

Member Wilson emphasized that compensation for the Mayor should be greater due to the Mayor's citywide role. She proposed a monthly stipend amount of \$3,000 for City Councilmembers and \$5,000 for the Mayor.

Chair Moreno agreed that the Mayoral role requires increased time commitment to public service and carries more responsibility given that they represent the entire City.

Member Chawkins noted that while the Mayor represents the entire City, their role is more ceremonial citywide, whereas district Councilmembers more frequently respond to constituents on numerous matters affecting the districts. He expressed support for Member Wilson's recommendation for the \$3,000 monthly stipend amount for Councilmembers, and suggested that the amount for the Mayor be set at \$4,500 monthly (time and a half). He also advocated for further discussion on how the Committee reached the proposed amounts.

To address the City's fiscal uncertainties related to cuts in federal funding, Member Wilson suggested deferring the implementation of the proposed stipend increase until after the next election cycle to attract more individuals to run for office.

Vice Chair Kennedy stated that she originally suggested \$3,000 as the monthly stipend for Councilmembers because the amounts previously proposed were not adequate to compensate the time Councilmembers dedicate to public service.

Discussion ensued regarding the annual CPI increase to the monthly stipends and potentially deferring the implementation of the Committee's recommended stipend increases.

Member Chawkins stated that a substantial increase to the stipend may not be necessary. He noted that the Councilmember stipends should be considered as part of an attractive package to help offset costs incurred with serving the public, inclusive of healthcare benefits, family care benefits, home security, retirement, etc.

MOTION:

Following discussion, it was moved by Member Rodriguez, seconded by Member Chawkins, to set the stipend amount at \$3,000 per month for City Councilmembers and \$4,500 per month for the Mayor. (Motion unanimously approved) (Absent: None)

COMMITTEE MEETING SCHEDULE – Remaining Committee Meeting

Vice Chair Kennedy and Member Chawkins emphasized the need for the Committee's final report to capture the Committee's goals, mission statement, and discussions leading up to the final recommendations.

Deputy City Manager Souto reported on the suggested framework for the Committee's final report to the City Council. He provided an overview of the summary of information, the statement of the Committee's values, the Committee's final recommendation, and the fiscal impact to be presented. He also assured the Committee that the report will reflect the Committee's emphasis on having the technology and office expenses for Council District Liaisons funded by the City, rather than through Councilmembers' expense categories.

City Clerk Jomsky reported that the Committee may grant the Chair the authority to sign and finalize the final meeting minutes after each Committee Member has reviewed them. He also suggested that the Committee establish an ad hoc committee to review the Committee's final report before submitting to the City Council.

Member Chawkins expressed reservations that having an ad hoc committee may exclude Committee Members from reviewing the final report for any misinterpretations and providing feedback.

Member Rodriguez noted that the final meeting minutes would provide an opportunity for the Committee Members to review any discrepancies and advocated for an ad hoc committee to review the Committee's final report.

MOTION:

Following discussion, it was moved by Member Rodriguez, seconded by Member Wilson, to establish an ad hoc committee consisting of the Chair, Vice Chair, and an additional Committee Member, to review the final report of the Committee on City Councilmembers' Compensation.

AYES: Members Hampton and Rodriguez

NOES: Members Chawkins, Nanney, Olivas, Wilson, Vice Chair Kennedy, Chair Moreno

ABSENT: None

ABSTAIN: None

MOTION FAILED.

City Clerk Jomsky reported that the Final Report will be submitted to the full Committee at the last Committee meeting that will take place on September 24, 2025 at 6:00 p.m. to allow for review, comments, changes, and final adoption by all members.

ADJOURNMENT

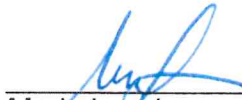
On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 8:58 p.m.



Rita Moreno, Chair

Committee on City Councilmembers' Compensation

ATTEST:



Mark Jomsky
City Clerk

CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
SEPTEMBER 24, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

Teleconference Location:

Private Residence 912
Stagecoach Road
Santa Fe, NM 87501

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:03 p.m.

ROLL CALL: Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez
Member Elizabeth Wilson (joined via teleconference at 6:26 p.m.)
Vice Chair Lena Louis Kennedy
Chair Rita Moreno

Staff: Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA No one appeared for public comment on matters not on the agenda.

**APPROVAL OF COMMITTEE MINUTES – SEPTEMBER 2, 2025,
REGULAR MEETING**

MOTION: Following a brief discussion, it was moved by Vice Chair Kennedy, seconded by Member Hampton, to approve the minutes as submitted. (Motion unanimously approved) (Absent: Member Wilson)

**APPROVAL OF DRAFT FINAL REPORT AND
RECOMMENDATIONS FROM THE COMMITTEE ON CITY
COUNCILMEMBERS' COMPENSATION TO THE CITY COUNCIL
REGARDING INCREASES TO COMPENSATION,
ALLOWANCES, AND BENEFITS FOR THE MAYOR AND CITY
COUNCIL****

Proposed Recommendations of Committee on City Councilmembers' Compensation: It is recommended that the City Council:

(1) Find that the recommended actions are exempt from the California Environmental Quality Act ("CEQA") pursuant to State CEQA Guidelines Section 15061(b)(3), the "Common Sense" exemption that CEQA only applies to projects that may have an effect on the environment;

(2) Pursuant to City Charter Section 405 (COMPENSATION), receive the Final Report and Recommendations of the Committee on City Councilmembers' Compensation, with the City Council to consider the following increases to City Council compensation:

(a) Establish an annual Family Care Reimbursable Allowance in the amount of \$18,000 for each Councilmember and the Mayor;

(b) Establish a per term Office Setup, Operations and Security Reimbursable Allowance in the amount of \$20,000 for each Councilmember and the Mayor;

(c) Increase the annual General Expense Reimbursable Allowance for Councilmembers from \$3,600 to \$6,000, and for the Mayor from \$6,000 to \$11,000, without restricting use for another category; and

(d) Increase the annual stipend for Councilmembers from \$23,292 to \$36,000 and for the Mayor from \$34,932 to \$54,000; and

(3) Direct City staff to prepare an ordinance within 60 days to incorporate adjustments to the compensation paid to members of the City Council by amounts not to exceed the recommendations of the Committee, subject to approval by not less than 2/3 majority vote of the City Council.

Deputy City Manager Souto provided introductory comments on the item, reported on the process of drafting the final report that includes input from Vice Chair Kennedy and Member Olivas, noted that Member Chawkins submitted some requested edits, and stated that the Committee now has an opportunity to make final changes to the draft report prior to submitting to the City Council for the meeting scheduled on Monday, September 29, 2025.

Member Wilson joined the meeting at 6:26 p.m.

Member Chawkins requested a number of edits to the final report, with the following changes receiving consensus from the Committee:

- Change the tense in language, for consistency purposes, throughout the report;
- Page 2, Executive Summary, reposition the Committee's stated principals to appear towards the top, prior to the Committee's recommendations;
- Page 3, fifth line of the third paragraph, add "City Manager" to read "Pasadena's City Manager form of municipal government";
- Page 5, seventh line of the first paragraph, change the word "cover" to "mitigate" to read "compensation should be sufficient to mitigate the loss of income..." and;

- Page 7, line 6 of the second paragraph, amend the sentence to read “....the Committee considered adjustments based on modern technology and current payment options. The objective was to remove barriers for some individuals....”

Member Nanney suggested further edits, with consensus of the Committee, as follows:

- Page 2, first bullet, replace the word “removing” with “reducing” and add “on City Council”, so the bullet reads, “Reducing financial barriers to public service on City Council”;
- Page 2, third bullet, change to read “Maintaining the City’s tradition of volunteer, part-time, citizen-led governance...”;
- Page 7, replace the word “remove” with “reduce” throughout the page; and
- Page 9, fourth row of the Table, remove the forward slash and the word “childcare” and add the word “Annual” to the parentheses, with the table cell to read, “General Expense (Annual Max)”.

Member Olivas referenced the Committee’s discussion regarding private security for City Councilmembers, and expressed concern that personal security not related to home security was not captured in the draft report. He inquired if such security was considered as part of the security allowance or the general expense allowance.

In response to Member Olivas’ inquiry, City Clerk Jomsky noted that in addition to the personal security question, two other matters still require clarification: pro-rating compensation for Councilmembers serving partial terms; and defining coverage for Family Care eligible expenses. City Clerk Jomsky stated that staff will work with the City Council to determine eligible expenses for security and Family Care allowance usages, as well as how to handle partial-term City Council compensation. Deputy City Manager Souto noted that the State of California’s definition of Family Care is noted in the report (bottom of Page 6), which is used for determining benefits for City employees.

With regard to security, various Committee members reiterated the need for the City to proactively take steps to analyze and assess threats that may affect the City Council. Deputy City Manager Souto added that the General Expense Allowance can cover expenses for personal security that may not be anticipated under the home security allowance. City Clerk Jomsky noted that the City Council can also define such uses by ordinance, and reported that a threat assessment has been initiated by staff to analyze, implement, and address necessary safety and security measures and protocols.

MOTION:

Following discussion, it was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approve the Final Report, as amended to incorporate the edits detailed above.

AYES: Members Chawkins, Hampton, Nanney, Olivas,
Rodriguez, Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: None
ABSTAIN: None

**AUTHORIZATION FOR CHAIR MORENO TO EXECUTE THE
FINAL MEETING MINUTES ON BEHALF OF THE COMMITTEE**

MOTION:

Following a brief discussion, it was moved by Member Olivas, seconded by Member Rodriguez, to authorize Chair Moreno to sign the final meeting minutes on behalf of the Committee.

AYES: Members Chawkins, Hampton, Nanney, Olivas,
Rodriguez, Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: None
ABSTAIN: None

ADJOURNMENT

Chair Moreno thanked City staff and Committee Members for their hard work and dedication to serving on the Committee. Various members of the Committee and City staff expressed appreciation for the work of the Committee, the leadership of the Chair and Vice Chair, and the support of City staff.

On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 6:46 p.m.



Rita Moreno, Chair
Committee on City Councilmembers' Compensation

ATTEST:



Mark Jonsky
City Clerk