



Final Report and Recommendations from Committee on City Councilmembers' Compensation Regarding Compensation, Allowances, and Benefits for the Mayor and Members of the City Council

Agenda Item 11

October 27, 2025





Committee on Councilmembers' Compensation

It is recommended by the Committee on City Councilmembers' Compensation that the City Council:

- > Consider implementing the recommended increases to City Council compensation; and
- > Direct the City Attorney to prepare an ordinance within 60 days to incorporate adjustments to the compensation 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.



Committee on Councilmembers' Compensation

Committee's Guiding Principles:

- > Equity - Reducing financial barriers to public service on City Council
- > Safety - Recognizing the need for personal security in a polarized political climate
- > Support for Volunteer Governance - Maintaining the City's tradition of part-time, citizen-led governance while acknowledging the significant time and effort required of Councilmembers



Committee on Councilmembers' Compensation

The Committee presents the following recommendations:

> Stipend Increases:

- Councilmembers: Increase from \$1,941 to \$3,000 per month
 - \$23,290 to \$36,000 annually
- Mayor: Increase from \$2,911 - \$4,500 per month
 - \$34,933 to \$54,000 annually

> New Reimbursable Allowances:

- Family Care Allowance: \$18,000 annually per Councilmember and Mayor to support childcare and dependent care needs
- Office Setup, Operations, and Security Allowance: \$20,000 per term per Councilmember and Mayor to cover home office equipment, telecommunications, and home security systems

> General Expense Reimbursable Allowance:

- Councilmembers: Increase from \$3,600 to \$6,000 annually
- Mayor: Increase from \$6,000 to \$11,000 annually



Committee on Councilmembers' Compensation

Compensation / Allowance	Current		Recommended	
	CM	Mayor	CM	Mayor
Stipend (Monthly)	\$1,941	\$2,911	\$3,000	\$4,500
Health Benefits (Annual Max)	\$27,321	\$27,321	\$27,321	\$27,321
General Expense (Annual Max)	\$3,600	\$6,000	\$6,000	\$11,000
Telecommunications (Annual Max)	\$1,800	\$3,600	n/a	n/a
Cellular (Per Term Max)	\$300	\$300	n/a	n/a
Computer (Per Term Max)	\$5,000	\$5,000	n/a	n/a
Family Care (Annual Max)	n/a	n/a	\$18,000	\$18,000
Office Setup, Operations, and Security (Per Term Max)	n/a	n/a	\$20,000	\$20,000



Committee on Councilmembers' Compensation

- Future Increases
 - > The CPI driven methodology established in the PMC Section 2.05.210 (B) is not proposed to change and will continue to provide annual increases to the Councilmember and Mayoral stipends, up to a maximum of 5%
 - > Future consideration of City Council compensation as a whole will occur at least once every five years pursuant to and in conformance with the City Charter Section 405



Committee on Councilmembers' Compensation

- Technology Resources for City Council District Liaisons
 - > Committee sought to make clear that the Office Setup, Operations, and Security Allowance should not be necessary to support the work of Council District Liaisons
 - > All technology and office-related expenses for City Council District Liaisons should be funded directly by the City in a manner commensurate with what is provided to other City employees and not deducted from Councilmembers' individual allowance



Committee on Councilmembers' Compensation

Fiscal Impact:

- > FY26 Total Estimated Annual Cost: \$314,000
 - Stipend Increases: \$135,000
 - Allowance Increases: \$179,000
- > Actual costs may be lower depending on utilization rates of reimbursable allowances and implementation dates



Committee on Councilmembers' Compensation

Items for Additional Council Consideration:

- > Extending Office Setup, Operations, and Security Allowance to security expenses beyond home security
 - Committee members felt allowance should be implemented in a manner that allows for a broader use of personal security needs
- > Proration of allowances for partial terms
 - Consider pro-rating at 50% for terms of less than 2 years
 - Consider pro-rating upon implementation of Committee's recommendations
- > Definition of family member for purposes of establishing eligibility to receive Family Care Reimbursable Allowance
 - > May apply State or federal definitions of family member, or another definition established by the City Council
- > Timing for the implementation of increases to the stipend or allowances



Committee on Councilmembers' Compensation

Recommended Next Steps:

- A. Approve the Committee's recommendation without changes; or
- B. Modify the Committee's recommendation with compensation changes not to exceed the recommendations of the Committee; and
 - > If either A or B, direct the City Attorney to prepare an ordinance within 60 days to incorporate Council approved adjustments; or
- C. Refer the matter to a Council Committee or ad hoc committee for additional review and consideration; or
- D. Take no further action

**Any changes to compensation must be comprehensive and contained in one ordinance pursuant to Charter Section 405

Questions and Discussion





Committee on Councilmembers' Compensation

Current Council Stipend and Burden Rates

Title	Annual	Medicare	CalPERS (FY26)	WC	TOTAL
		1.45%	35.23%	0.26%	
MAYOR	\$34,933	\$507	\$12,307	\$91	\$47,837
COUNCILMEMBER	\$23,290	\$338	\$0	\$61	\$23,688
COUNCILMEMBER	\$23,290	\$338	\$8,205	\$61	\$31,893
COUNCILMEMBER	\$23,290	\$338	\$8,205	\$61	\$31,893
COUNCILMEMBER	\$23,290	\$338	\$0	\$61	\$23,688
COUNCILMEMBER	\$23,290	\$338	\$8,205	\$61	\$31,893
COUNCILMEMBER	\$23,290	\$338	\$0	\$61	\$23,688
COUNCILMEMBER	\$23,290	\$338	\$8,205	\$61	\$31,893
	\$197,963	\$2,870	\$45,127	\$515	\$246,475



Committee on Councilmembers' Compensation

Recommended Council Stipend and Burden Rates

Title	Annual	Medicare	CalPERS (FY26)	WC	TOTAL
		1.45%	35.23%	0.26%	
MAYOR	\$54,000	\$783	\$19,024	\$140	\$73,948
COUNCILMEMBER	\$36,000	\$522	\$0	\$94	\$36,616
COUNCILMEMBER	\$36,000	\$522	\$12,683	\$94	\$49,298
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COUNCILMEMBER	\$36,000	\$522	\$12,683	\$94	\$49,298
	\$306,000	\$4,437	\$69,755	\$796	\$380,988



Committee on Councilmembers' Compensation

Current and Recommended Allowances

Allowance Category	Current	Recommended
General Expense	\$31,200	\$53,000
Cellular*	\$600	\$0
Telecommunications	\$16,200	\$0
Computer*	\$10,000	\$0
Family Care	\$0	\$144,000
Telecommunications	\$0	\$0
Office Setup, Operations, and Security *	\$0	\$40,000
	\$58,000	\$237,000

*Per term allowances are averaged over four years