



Agenda Report

TO: CITY COUNCIL **DATE:** February 22, 1999
FROM: The Committee on City Councilmember's Compensation
SUBJECT: Committee Recommendations

RECOMMENDATION:

The Committee recommends:

1. Councilmembers shall be paid a stipend of \$1,000 per month. This compensation shall not be dependent upon the number of meetings she or he attends.
2. The Mayor shall be paid a stipend of \$1,500 per month. This compensation shall not be dependent upon the number of meetings she or he attends.
3. Until a committee on Councilmember compensation is impaneled, each stipend shall increase annually on July 1 based upon the increase for the previous twelve months (December 1 through December 1) in the Consumer Price Index for All Urban Consumers for the Los Angeles-Anaheim-Riverside metropolitan area (CPI). The stipend increase may not exceed 5% for any fiscal year. Should the CPI for the twelve month period decrease, the stipend will remain unchanged.
4. Councilmembers and the Mayor shall not receive any other stipend or compensation for any other duties or positions in the city, Community Development Commission or other city-related entity. This restriction will not prohibit Councilmembers or the Mayor from receiving compensation in connection with service with other public agencies.

The Committee also recommends changes as set forth in the section titled Ordinance-Related Recommendations located in the Background of this report. Unless discussed below, it is recommended that all other benefits remain unchanged.

BACKGROUND:

In passing Ballot Measure O at the election held on November 3, 1998, the voters of Pasadena authorized the City Council to appoint by ordinance a Committee on City Councilmembers' Compensation. On December 14, 1998, the City Council enacted Ordinance Number 6773 establishing a Committee on City Councilmembers' Compensation (Committee) to study, take

public input and make recommendations regarding the compensation paid to members of the City Council and the benefits to which the members of the City Council are entitled. The Committee held six meetings over a five week period beginning on January 13, 1999 and one public forum on February 2, 1999. Members of the public were invited to attend the Committee's meetings and public forum through a variety of methods and were provided legal notice of each meeting as well as the public forum. Public comments were taken at the beginning and end of each meeting, and the public forum was dedicated solely to receiving public input.

The Committee's Basic Premise:

The Committee undertook its deliberations reaffirming the following principles: (1) the City operates under a council/manager form of municipal government; and (2) Councilmembers are, and should continue to be part-time citizen volunteers.

Bases for Recommendations:

Since 1968, Councilmembers and the Mayor have been compensated at a rate of \$50 per meeting, and since 1987 have received an additional \$50 per meeting of the Community Development Commission. By ordinance, Councilmembers and the Mayor also have modest expense accounts and receive other benefits comparable to executive management city employees. The Committee compared this compensation package with the compensation received by councilmembers in other California cities of similar size and form of government. The Committee invited and received comments from several past Councilmembers and Mayors regarding the time commitment for both these posts. The Committee also drew upon its own resources of a former Councilmember/Mayor, former field representative, and former members of the Charter Reform Task Force (Task Force). The Committee utilized the Task Force's research and findings to assist in its deliberations.

Public comments received by the Committee at its regular meetings and the public forum overwhelmingly favored a modest increase in Councilmembers' compensation. Many of the public comments focused on the voluntary and part time nature of City Council positions. The public also recognized the complexity and substantial time requirements of this voluntary position. The Committee received many public comments that compensation should be less than that proposed in Ballot Measure P on the November 3, 1998 City election. The Committee also received some public comments that compensation should increase considerably more than recommended in Measure P. Public comments favored a single stipend for both Council and Commission service.

As the public stressed, the Committee recommends that Councilmembers' compensation remain at a level commensurate with the public and Committee's recognition that Councilmembers' service is part time. The Committee further recognizes that volunteer time has a monetary value. However, service as a Councilmember should not be viewed as a job with wages. The Committee recommends the monthly stipend figure based primarily upon two considerations: (1)

compensation should, at a minimum, offset many of the personal and actual costs associated with being a part time, citizen volunteer; and (2) compensation should recognize the tremendous sacrifice required for this volunteer public service. For these reasons, the Committee recommends an increase in Councilmembers' compensation and several ordinance-related changes which bear upon these two considerations. The Committee endeavored to simplify the compensation package where possible.

The Committee recommendation for Councilmember compensation was approved by a unanimous vote.

The Committee agreed that the current Mayor's duties were greater than those of Councilmembers since the Mayor is responsible for representing and serving a district as well as Pasadena at large. Public comments, as well as information from former mayors, confirmed that the City and public frequently call upon the mayor's time. The public and former mayors also commented that the City and public will continue to make tremendous time demands on a city-wide elected mayor, and this demand may very well increase. Former mayors agreed that because the new city-wide elected mayor will not have district responsibilities, there may be some time savings. However, the Mayor will remain the political leader for the City as a whole, will be expected to serve as the legislative advocate at federal, state and regional levels, will serve as the intergovernmental relations liaison for the City and Council, and will represent the City and Council on national and international affairs. The Committee believes that time demands on the new city-wide elected mayor likely will increase, and any decrease in time demands due to the absence of district responsibilities will be offset by the increased demand of accountability to all Pasadena residents.

The Committee recommendation for mayoral compensation was approved by a vote of five (5) ayes, one (1) no, and one (1) abstention.

Ordinance-Related Recommendations:

Although City ordinance-related compensation items, e.g. expenses and benefits, are not included in the Councilmembers' former Charter compensation, the Committee reviewed these items as part of its charge and makes the following recommendations related to substantiated expense reimbursements which are shared by each Councilmember and her/his field representative.

1. The general expense reimbursement should be increased from \$120 monthly to \$300 monthly for Councilmembers and should be set at \$500 monthly for the Mayor. The City and Council should specify that childcare expenses may be reimbursed through this item. The Committee agreed with comments that the current monthly general expense reimbursement simply is not sufficient to cover the many out of pocket expenses related to constituent services. The Committee recommends a greater figure for the Mayor acknowledging the greater demands of the city-wide position.

2. The telecommunication expense should be increased from \$100 monthly to \$150 monthly for Councilmembers and should be set at \$300 monthly for the Mayor. The Committee recommends a larger expense based upon the costs of cellular services as well as other telephone services, including Internet access services. The Committee recommends a greater figure for the Mayor acknowledging the greater demands of the city-wide position.
3. The one-time computer equipment expense should be decreased from \$7,000 to \$5,000. The Committee bases this recommendation upon the general decrease in computer costs and information from staff regarding the costs to purchase this equipment through the City.
4. The remaining benefit and expense provisions applicable to Councilmembers, including the provision for hiring a field representative, should apply to the Mayor on the same basis as Councilmembers.

FISCAL IMPACT:

The above recommendations will have a net increase to the City Council's operating budget by \$60,080 annually. A total of \$16,960 of this increase is attributable to the incremental increase to the mayor position. The increase will be included as part of the fiscal year 2000 operating budget recommendation.

Respectfully submitted,



Kathryn Nack
Chairperson