

City of Brisbane

Agenda Report

To: City Council via City Manager

From: Stuart Schillinger, Administrative Services Director/Deputy City Manager

Subject: Introduction of Ordinance No. 601 which increases the City Council's monthly salary from \$165 to \$400.

Date: October 15, 2015

Purpose:

Ensure City Council Members are adequately compensated for serving their community compared with Council Members from other cities. Ensure there is a large enough pool of qualified candidates who wish to run for City Council.

Recommendation:

Introduce Ordinance No. 601.

Background:

On June 3, 2015 the City Attorney sent a memo to the City Council concerning Council compensation. The memo stated how much the City Council currently gets paid, \$165 a month, plus the rules for adjustment. The Council can adjust its salary by a maximum of 5% for each year since it last raised its salary. State law does not provide for compounding.

The last time the City Council raised its salary was in 1982. Thirty-three years have passed since then so the Council could increase its salary by 165% or \$272.25. This would allow the Council to increase its salary up to \$437.25, exclusive of health care or retirement benefits or reimbursement for actual costs incurred.

This issue was discussed in conjunction with the City's budget and Council directed staff to have a total compensation study completed. Staff brought back the compensation study completed by Hayhurst and Associates on September 17, 2015. The study showed the City Council salary was the lowest of all comparable cities. The median salary is \$499.

Council discussed this item and directed staff to bring back an ordinance which would increase the monthly salary to \$400 which is below the maximum allowed by law and is below the median salary of cities we compare ourselves to. The median salary is \$499.

If the Ordinance is introduced on October 15, 2015, the second reading of the Ordinance would be scheduled for November 5, 2015 and would go into effect on December 5, 2015. The new City Council will be sworn into office on December 8, 2015. At that time if this Ordinance is passed all Council Members will have an increase in their monthly salary to \$400.

Discussion:

The attached ordinance implements City Council direction from the September 17, 2015 meeting.

Fiscal Impact:

The budget was drafted with a salary of \$165 a month. The change to \$400 a month may require a budget adjustment up to \$8,225. The difference per month is \$235; there are 5 Council members who will receive this amount which equals \$1,175 a month difference that will be in place for 7 months this fiscal year, December through June. Until the new Council is seated and all of the benefits are determined for the new City Council staff will not know if additional money will be needed to cover the total compensation of the new City Council. If additional money is needed, staff will show this as part of the mid-year budget update.

Measure of Success

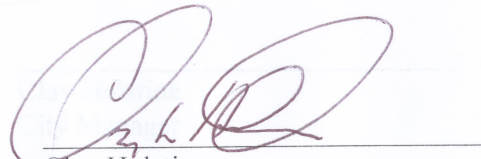
Council Members are compensated appropriately for serving their community.

Attachments:

Ordinance No. 601.



Stuart Schillinger
Administrative Services Director



Clay Holstine
City Manager

ORDINANCE NO. 601

AN ORDINANCE OF THE CITY OF BRISBANE ADDING A NEW CHAPTER 2.02 TO THE BRISBANE MUNICIPAL CODE (CITY COUNCIL), ADDING A NEW SECTION 2.02.010 CONCERNING CITY COUNCIL SALARIES AND REPEALING ORDINANCE NO. 281

WHEREAS, in 1982, the City Council adopted Ordinance No. 281 establishing the monthly salary for each City Council member as \$165; and

WHEREAS, that Ordinance was not and has not been codified into the Brisbane Municipal Code; and

WHEREAS, the monthly salary for each City Council member has not been increased since 1982 notwithstanding that state law permits a City Council to raise its salary by 5% each year; and

WHEREAS, the City Council finds that a modest increase in its monthly salary is in the public's best interest in that such an increase may encourage members of the community to run for City Council; and

WHEREAS, the City Council finds that a modest increase in its monthly salary is warranted due to the numerous hours each City Council spends not only attending City Council and City Council Committee meetings but also preparing for such meetings; and

NOW, THEREFORE, the City Council of the City of Brisbane does ordain as follows:

Section 1. Chapter 2.02 and Section 2.02.010 are hereby added to the Brisbane Municipal Code to read as follows:

“Chapter 2.02 City Council

Section 2.02.010 Salaries

The salary of each City Council member shall be \$400 per month. Such salary shall be exclusive of any amounts payable to each City Council member as reimbursement for actual and necessary expenses incurred by each Council member in the performance of official duties for the City.”

Section 2. Ordinance No. 281 is hereby repealed.

Section 3. This Ordinance shall take effect 30 days after the date of its adoption but shall not be operative until after one or more Council members begin a new term of office.

Terry O'Connell, Mayor

The above and foregoing Ordinance was regularly introduced and after the waiting time required by law, was thereafter passed and adopted at a regular meeting of the City Council of the City of Brisbane held on the 5th day of November, 2015, by the following vote:

AYES:

NOES:

ABSENT:

Sheri Marie Spediacci, City Clerk