



## Report to City Council

**To: Honorable Mayor and Members of the City Council**

**From: Susan M. Domen, MMC, City Clerk**

**Date: March 13, 2018**

**Subject: Compensation for Members of the City Council and Commissioners**

### **Recommendation**

Provide direction to staff regarding changes in compensation and benefits for Members of the City Council and Commissioners.

### **Background**

*Government Code Section 36516 et seq. allows for: a City Council (Council) to enact an Ordinance setting a salary for members, based on population as determined by the last preceding Federal census, a subsequent census or estimate validated by the Department of Finance. The Salary may be increased by an amount equal to 5 percent for each calendar year from the operative date of the last adjustment. No Ordinance shall be enacted or amended to provide automatic future increases in salary; and, any amounts paid by a city for retirement, health and welfare, and federal social security benefits shall not be included for purposes of determining salary under this section, provided that the same benefits are available and paid by the city for its employees*

Council compensation was last amended on January 1, 2007, and per Municipal Code Section 2.08.020 Compensation, it is currently set at \$400.00 per month. This has only been adjusted 4 times since 1966.

### **Discussion**

#### **Compensation:**

At the request of Council Member Manos, staff reviewed the compensation of the Council. The City of Lake Elsinore's latest population numbers validated by the Department of Finance are 62,092 and allow for compensation to be set at \$500 per month. If the Council were to increase the compensation at the 5% per year since 2007, allowable by statute, the adjustment would be \$220 bringing the total stipend to \$620 per month. Any increase to compensation would not occur until after the next election, which is in November of 2018.

Additionally, Council has the option of receiving compensation of up to \$150 per month for any other Boards, Commissions or Authorities that they serve as a whole. Typically, since these meetings don't occur on a regular monthly basis, compensation is set per meeting. Council does not receive any additional compensation for these meetings.

Benefits:

In addition to the \$400 monthly stipend, Council receives the following: City issued iPad, Cell Phone, dinner before meetings (if there is Closed Session), Medical, Dental and Vision insurance, reimbursement for mileage and other expenses, access to City Credit Card, and access to City Fleet vehicles.

Benefits received by other cities include: car allowance, life insurance, PERs contribution, laptops, office space, shared or exclusively assigned staff, Medical, Dental and Vision insurance, credit cards, iPads, retiree medical, phones, other meeting compensation and deferred compensation plans. A survey of compensation and benefits in other cities was conducted and is attached as Exhibit B.

Council has the option of changing any of the benefits that they receive, in addition to compensation.

Commissioners

The Lake Elsinore Municipal Code Section 2.24.070 authorizes the City Council to set compensation for Planning Commissioners by Resolution. The last time the compensation was adjusted was in 2007. Resolution No. 2007-03 increased the compensation to \$100 per meeting with a maximum of 3 meetings per month; and, included the provision of health benefits to the Members.

The Public Safety Advisory Commission does not receive any compensation.

Exhibit

A - Council Compensation Survey Comparison