



AGENDA REPORT

City Attorney
Human Resources

DATE:	January 21, 2025
TO:	Mayor Martinez and Members of the City Council
FROM:	Dave Aleshire, City Attorney Shannon Moore, Chief Assistant City Attorney Nickie Mastay, Deputy City Manager Sharrone Taylor, Human Resources Director
Subject:	Ordinance Amending the Monthly Salary for the Mayor and Introduce an Ordinance Amending the Monthly Salary for City Councilmembers
FINANCIAL IMPACT:	This action has an estimated fiscal impact of \$117,984 to the General Fund based on the terms of the agreement. All costs must be allocated to the City Council's budget.
PREVIOUS COUNCIL ACTION:	2007, 2000, 1915
STATEMENT OF THE ISSUE:	The City Council's approval is required to approve the first reading of Ordinances amending the monthly salary for the Mayor and City Councilmembers.
RECOMMENDED ACTION:	ADOPT an ordinance (second reading) amending the monthly salary for City Council members; and ADOPT an ordinance (second reading) amending the monthly salary for the Mayor – Human Resources Department (Sharrone Taylor 510-620-6803)/City Attorney's Office (Shannon Moore 510-620-6505).

DISCUSSION:

The compensation of the City of Richmond's elected officials is governed by the City Charter. The Mayor's compensation was established in accordance with Section 6 of Article III-A of the City Charter and was increased following the adoption of Ordinance

No. 14-07 and Ordinance No. 32-07 in 2007. The Councilmembers' compensation was established in accordance with Section 4 of Article III of the City Charter and Ordinance 388 and was increased following the adoption of Ordinance No. 13-00 in 2000 and Ordinance No. 14-07 and Ordinance No. 24-07 in 2007.

The City of Richmond's elected officials have not received a cost-of-living compensation increase since 2007. The current monthly salary for the Mayor is \$3,875 and the current monthly salary for Councilmembers is \$1,402.50 (See Attachment 3 - Ordinance No. 24-07 N.S.; Ordinance No. 32-07 N.S.; and Ordinance No. 14-07 N.S.).

Given the substantial increase in the cost of living in the Bay Area since the last salary increase in 2007, and to make the City's elected officials' compensation equitable and commensurate with comparable cities (See Attachment 1 - Bay Area and Contra Costa Cities Compensation Survey), an increase of five percent per year, non-compounding for sixteen (16) years which is the maximum allowed per California Government Code section 36516 [this is an 80% increase (5% * 16yrs = 80%)], as recently amended by Senate Bill No 329. Government Code section 36516 is being used as a guideline for the proposed compensation increase.

The following table shows a comparison between the Mayor's and Councilmembers' current and proposed salaries.

Title	Current	SB329 (5% for 16yrs)
Mayor	\$3,875/month	\$6,975.00/month
City Council Members	\$1,402.50/month	\$2,524.50/month

NEXT STEPS:

Approval of the first reading of each Ordinance to amend the monthly salaries for the Mayor and Council members is proposed.

Pursuant to the City of Richmond Charter Article III-A Section 6, the proposed ordinance to increase the Mayor's monthly salary must be adopted by the affirmative vote of four (4) members of the City Council, not counting the Mayor.

DOCUMENTS ATTACHED:

- Attachment 1 - Bay Area and Contra Costa Cities Compensation Survey
- Attachment 2 – Proposed Ordinance Amending City Council Members' Monthly Salary
- Attachment 3 – Proposed Ordinance Amending Mayor's Monthly Salary
- Attachment 4 - Ordinance No. 24-07 N.S.; Ordinance No. 32-07 N.S.; Ordinance No. 14-07 N.S.
- Attachment 5 – Ordinance No. 13-00
- Attachment 6 – Ordinance No. 388
- Attachment 7 – Senate Bill No. 329