



# AGENDA REPORT

Department: City Attorney's Office  
Prepared by: Barry J. Schultz, City Attorney  
Meeting Date: Tuesday, January 17, 2023  
Approved by: Brad Raulston, City Manager

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**SUBJECT:**

Compensation of Mayor and City Council.

**RECOMMENDATION:**

Discuss and provide direction to staff.

**BOARD/COMMISSION/COMMITTEE PRIOR ACTION:**

Not Applicable.

**EXPLANATION:**

As an election has occurred and resulted in elected officials beginning new terms of office, it is now legally permissible for the Mayor and members of the City Council to approve changes to their own compensation. In accordance with *Government Code section 36516.5* changes to compensation must coincide with elections at which members begin a new term in office. Changes made to compensation outside this window will not be effective until the following term in office (in two years).

The City Council may increase its compensation either by ordinance or at an election. At any municipal election, the amount of the salary can be submitted to the voters (*Government Code section 36516(b)*). Historically, at the City of National City compensation has been set by ordinance enacted by the City Council.

The last salary adjustment for Mayor and City Council occurred on February 21, 2017. The last salary adjustment set the base salary of the City Council at \$1,189.78 per month and the base salary of the Mayor at \$4,532.13 per month.

Compensation increases cannot exceed 5% per calendar year from the date of the last increase in compensation, *Government Code Section 36516(a)(4)*. An elected mayor, pursuant to *Government Code Section 36516.1*, may be provided with additional compensation to that which he/she receives as a councilmember. There are no limitations imposed on the amount of the Mayor's compensation.

In the past City Council has used a variety of methods to set their compensation, including matching elected official compensation increases to the percentage increases provided to Municipal Employee Association (MEA) staff or using regional benchmarking to inform the decision. Attached as Exhibit A is a 2022 survey of Mayor and City Council compensation for San Diego County municipalities.

Based on the 5% per calendar year limit, the City Council can increase compensation up to 30% at this point in time. A 30% increase would increase City Council compensation to \$1,546.71 per month and the Mayor's compensation to \$5,891.77 per month.

Should City Council agree to an increase in compensation, staff will return at the following meeting with a proposed ordinance. Increasing the compensation of City Council and the Mayor will also require a budget appropriation for the remainder of fiscal year 2023.

**FINANCIAL STATEMENT:**

An increase at the maximum 30% allowable by law will add approximately \$36,500 of new expenditures to the General Fund.

**RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:**

Not Applicable

**ENVIRONMENTAL REVIEW:**

This is not a project under CEQA and is therefore not subject to environmental review.CCR15378; PRC 21065.

**PUBLIC NOTIFICATION:**

Agenda Report posted within 72 hours of meeting date and time in accordance with Brown Act.

**ORDINANCE:**

Not Applicable

**EXHIBITS:**

Exhibit A – Survey of San Diego County Elected Official Salaries