



Administrative Report

J.1., File # BF20-1219

Meeting Date: 8/13/2020

To: BUDGET AND FINANCE COMMISSION

From: DIANE STRICKFADEN, DIRECTOR OF HUMAN RESOURCES

TITLE

CONSIDERATION OF SALARY ADJUSTMENTS FOR MAYOR, CITY COUNCIL AND CITY ATTORNEY IN ADVANCE OF MARCH 2021 ELECTION

EXECUTIVE SUMMARY

In 2005, the City Council adopted Resolution CC-0505-56 to establish a process for consideration of future pay and/or benefit adjustments for elected officials. The resolution directs the Budget and Finance Commission to make recommendations to the City Council, in advance of the filing period for a regular election. The 2021 regular municipal election will cover the Mayor and three City Council seats, and the seat for the elected City Attorney. The filing period for this election will begin on November 9, 2020.

The City Council last gave direction regarding elected official salaries when it reviewed the salaries for City Council, City Treasurer and City Clerk in 2018. At that time, the City Council voted to keep all salaries at the same level. For the elected City Attorney, the City Council last gave direction to increase that position's salary in 2016. The City Council increased it by 4.5% in 2017, 2% in 2018, 1.5% in 2019 and 1.5% in 2020 via Ordinance No. O 3163-16.

BACKGROUND

Mayor and City Council

The compensation for the Mayor and City Council is specified in the Municipal Code and established by the City Council via ordinance. The compensation was last reviewed by the City Council in 2010, 2014 and 2018. The pay for Mayor and Council has not increased since 2007. Current compensation for both Mayor and Councilmembers is \$927.31 per month. The Mayor and City Council also receive deferred compensation in the amount of 12% of their salary, and the same fringe benefits as provided to the Management and Confidential employee group.

City Attorney

The compensation and benefits for the City Attorney was last set by the City Council via Ordinance No. O 3163-16, which was adopted in 2016. The ordinance established the City Attorney salary with future adjustments as follows:

Existing Salary Plan Set by Ordinance O 3163-16 on October 11, 2016

Effective Date	Change	Monthly Salary
April 1, 2017	4.5%	\$21,765
April 1, 2018	2%	\$22,201
April 1, 2019	1.5%	\$22,534
April 1, 2020	1.5%	\$22,872

The City Charter requires that any changes to the City Attorney's salary must be approved by City Council at least 30 days prior to the nomination period for a new four-year term. It cannot be increased or decreased from that point forward, until the completion of a subsequent four-year term.

At this time, staff does not recommend making adjustments to the Mayor, City Council or City Attorney salaries, due to the Covid-19 emergency and the City's subsequent structural budget deficit. In addition, the City Attorney position is tied to the Management and Confidential employee group for benefits, and that group has not received any increases since 2017. The sitting City Attorney also does not recommend a change at this time. City Council salaries may be revisited in two more years in accordance with the Redondo Beach Municipal Code. The City Attorney salary may be revisited in four years, prior to the nomination period for the subsequent term.

COORDINATION

The Human Resources Department prepared the staff report in conjunction with the Finance Department.

FISCAL IMPACT

None at this time. Any future compensation adjustments would have to be incorporated into future operating budgets.

ATTACHMENTS

City Council Resolution
Current City Attorney Salary Ordinance
City Council Salary Ordinance