



CITY *of* CALABASAS

Discussion on Proposed and Future City Councilmember Salary Adjustments

City Council Meeting
May 25, 2022

Administration of City Staff Salaries

City staff salary procedures are managed internally by the City

CMC 2.64.070 *Employee compensation plan—Administration and review*, requires that the City Manager **recommend appropriate staff salary ranges at least one per year**

A compensation resolution typically recommending a Cost of Living Adjustment (COLA) is presented to the City Council during the annual budgetary process

Annual COLA

<i>10 Year History { 2012 to 2022 }</i>				<i>CITY of CALABASAS</i>		
CPI ~ U (Los Angeles-Long Beach-Anaheim)				COST OF LIVING ADJUSTMENT		
	Nominal	Annual	Cumulative	Year	Annual	Cumulative
Apr 2012	236.866					
Apr 2013	239.043	0.92 %	0.92 %	2013-14	2.03 %	2.03 %
Apr 2014	242.437	1.42 %	2.35 %	2014-15	5.81 %	7.96 %
Apr 2015	243.569	0.47 %	2.83 %	2015-16	1.35 %	9.42 %
Apr 2016	248.368	1.97 %	4.86 %	2016-17	0.91 %	10.41 %
Apr 2017	254.971	2.66 %	7.64 %	2017-18	1.89 %	12.50 %
Apr 2018	265.095	3.97 %	11.92 %	2018-19	2.79 %	15.64 %
Apr 2019	273.945	3.34 %	15.65 %	2019-20	3.81 %	20.04 %
Apr 2020	275.853	0.70 %	16.46 %	2020-21	0.00 %	20.04 %
Apr 2021	285.808	3.61 %	20.66 %	2021-22	2.00 %	22.44 %
Apr 2022	308.302	7.87 %	30.16 %	2022-23	5.35 %	28.99 %

Administration of Councilmember Salaries

City Council salary administration is governed by the State

California Government Code 36516, not the CMC, dictates the procedures for establishing Councilmember salaries

Section 36516:

- 1) Establishes initial Councilmember salary amounts
- 2) Limits both the amount and frequency of salary adjustments

Establishing Councilmember Salary Amounts

Setting Initial Salary

Section 36516 authorizes initial Councilmember salary amounts depending upon the city's population

- Cities with a population less than 35,000 may provide Councilmembers up to \$300 per month

Adjusting Salary

Section 36516 authorizes increasing Councilmember salaries in an amount not to exceed 5% for each calendar year from the date of the last salary adjustment

- **Example:** If a City Council went four years without a salary adjustment, a 20% salary increase would be permitted (4 years x 5%)

No adjustment may take effect until the beginning of new terms of office

Requested City Council Action

Current Councilmember monthly salary is **\$976**; pursuant to Section 36516, this monthly amount may be **increased up to \$1,171**

Staff Recommendation

That the City Council adopt Ordinance No. 2022-397, increasing Councilmember salaries from **\$976 to \$1,171 per month**, effective January 1, 2023, the start of the month of the new terms for those Councilmembers elected at the 2022 Calabasas General Municipal Election

Requested City Council Action

No City procedures in place that formalizes the periodic review of Calabasas Councilmember salaries

- **Frequency:** Reviews occur in an irregular manner
- **Amount:** Adjustments have been fixed at the maximum allowable amount (5%)

Staff Recommendation

Staff is seeking direction regarding the establishment of procedures regarding future Councilmember salary adjustments