



STAFF REPORT

AGENDA NO: 11d

MEETING DATE: July 1, 2024

To: Honorable Mayor and City Council

Date: July 1, 2024

From: Lisa K. Goldman, City Manager – (650) 558-7243

Subject: Discussion of Potential Increase in City Council Compensation

RECOMMENDATION

Staff recommends that the Council discuss City Council compensation and whether to direct staff to prepare an ordinance increasing Council pay.

BACKGROUND

At the May 20, 2024, Council meeting, Vice Mayor Beach requested that the City Council agendaize a discussion of increasing the Council's compensation, and the Council concurred. The City Council last discussed the issue of Council compensation on October 5, 2015, and tabled the matter at that time. Pursuant to Burlingame Municipal Code section 2.04.030(a), Burlingame Council pay is currently set at \$590 per month, an amount that hasn't changed since 1999. In addition to salaries of \$590 per month, Burlingame City Councilmembers are eligible to receive the benefits listed in the attached document.

DISCUSSION

The method for establishing City Council pay is set forth in California Government Code Section 36516. On June 29, 2023, Governor Newsom signed Senate Bill 329 (SB 329). The bill allows cities a one-time opportunity to "reset" City Council salaries to take into account inflation, the work done by local government officials, and the need to ensure that people are not discouraged from seeking city office due to the low pay and high demands of that office. The salary increase, or "reset," is based on a city's population size.

Under Government Code §36516(a)(2)(A), the City Council may, by ordinance, increase City Councilmember salaries to an amount up to \$950 per month, which is the rate set for cities with populations up to and including 35,000. (The salary for cities with a population between 35,001 and 50,000 is \$1,275 per month.) Pursuant to Government Code §36516.5, salary increases may take effect only when at least one member of the Council commences a new term. Should the City Council determine that it wishes to increase Councilmember pay beyond \$590 per month, then any salary increase would be effective after the November 2024 election.

SB 329 also allows future salary increases for Councilmembers beyond the amount provided in Government Code §36516(a) by an ordinance or by an amendment to an ordinance, as long as

the amount of the increase does not exceed the greater of either of the following: 1. an amount equal to 5% for each calendar year from the operative date of the last adjustment of the salary in effect when the ordinance or amendment is enacted; or 2. an amount equal to inflation since January 1, based upon the California Consumer Price Index (CPI), which shall not exceed 10% for each calendar year.

The following chart shows the cities in San Mateo County and their current or future Council pay.

City	Council Monthly Compensation	Population*	Notes
Atherton	\$ -	6,976	No salary
Belmont	\$950	26,931	Increase from \$390 to \$950 effective after November 2024 election
Brisbane	\$400	4,661	
Burlingame	\$590	30,513	
Colma	\$961	1,410	
Daly City	\$2,390	101,458	\$1,102.92 bi-weekly plus \$170 per meeting for North San Mateo County Sanitation District (\$600/month max)
East Palo Alto	\$600	29,078	
Foster City	\$496	32,581	
Half Moon Bay	\$956	11,238	
Hillsborough	\$ -	11,116	No salary
Menlo Park	\$950	33,140	Increase from \$640 to \$950 effective after 2024 election
Millbrae	\$345	23,093	Considering increase
Pacifica	\$700	37,062	Plus \$148.16 in monthly car allowance.
Portola Valley	\$ -	4,249	No salary
Redwood City	\$750	81,863	
San Bruno	\$486	42,152	
San Carlos	\$950	29,420	Increase from \$560 to \$950 effective after November 2024 election
San Mateo	\$1,200	103,352	Increase from \$600 to \$1,200 effective after November 2024 election
SSF	\$1,400	64,601	Increase from \$1,000 to \$1,400 effective after November 2024 election. Eligible for healthcare coverage, dental, vision and CalPERS, same terms as other employees. \$1000 annual wellness/physical fitness reimbursement.
Woodside	\$ -	5,133	No salary

*Population estimate per Department of Finance as of January 1, 2024

FISCAL IMPACT

There is no fiscal impact associated with this staff report.

Exhibit:

- City Council Compensation/Benefits 2024