



## City Council Agenda Item

**City Council Meeting Date:** October 18, 2022

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Dean Albro, City Manager  
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**SUBJECT:** Consideration of Adjustment to Compensation for Members of the City Council and the Mayor; Introduction of Ordinance No. 1701(22)

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### **Recommendation:**

Staff recommends the City Council review compensation for members of the City Council and the Mayor and:

- 1) If desired, determine the level of compensation to include in the proposed ordinance for the City Council and the Mayor; and
- 2) Introduce for first reading by title, with further reading waived, Ordinance No. 1701(22) (Attachment 1); or
- 3) Provide an alternative direction.

### **Background:**

Lompoc, like other cities, compensates its Mayor and City Council Members for their service to the City. While a few large cities pay their Mayor and City Council Members the equivalent of "full time" wages, Lompoc – like most moderately-sized cities – provides only a nominal level of compensation. Clearly, given the level of time and commitment necessary to fulfill the duties of their positions, the Mayor and the City Council Members are not in it for the money. Nonetheless, it is appropriate from time to time to review compensation levels and determine if compensation levels are fair or if an adjustment is appropriate.

Government Code section 36516(a) establishes a general schedule of permissible salary levels for City Council Members of General Law cities, such as Lompoc. Government Code section 36516(a)(4) allows for increases in Council Member salary provided the increase is adopted by ordinance and the amount of additional compensation does not exceed an amount equal to 5% of the current salary for each calendar year from the date of the last adjustment. Government Code Section 36516.5 states any approved increase

in compensation does not take effect until any Council Member begins a new term. As a result, the compensation for the following two calendar years is reviewed and set prior to the November election in even numbered years.

**Discussion:**

The last adjustment in Lompoc City Council Member and Mayor salaries was enacted by Ordinance No. 1448(99) effective in calendar year 2000 (Attachment 2). At that time, the current salaries of \$600 per month for Council Members and an additional \$200 per month for the Mayor were established, when compensation was increased from \$300 per month to \$600 a month and \$800 a month for Mayor for all members [an amount that had been established in 1985 by Ordinance No. 1238(85)].

Since the compensation for Lompoc City Council Members has not been adjusted since the year 2000, the City Council could approve an increase of \$30 (5% of 600) for each calendar year since 2000. Therefore, compensation could go as high as \$1,290 per month for City Council Members, as listed in the table below. The compensation for Mayor can exceed the City Councilmember compensation. As a possible example, five percent of \$800 is \$40, and a \$40 increase for each calendar year since 2000 equals \$1,720 per month for Mayor as listed below:

Year	City Council	Mayor
2000	\$600	\$800
2001	630	840
2002	660	880
2003	690	920
2004	720	960
2005	750	1,000
2006	780	1,040
2007	810	1,080
2008	840	1,120
2009	870	1,160
2010	900	1,200
2011	930	1,240
2012	960	1,280
2013	990	1,320
2014	1,020	1,360
2015	1,050	1,400
2016	1,080	1,440
2017	1,110	1,480
2018	1,140	1,520
2019	1,170	1,560
2020	1,200	1,600
2021	1,230	1,640
2022	1,260	1,680
2023	\$1,290	\$1,720

A comparison of salary levels for nearby cities is also provided below:

City	Mayor Salary (per month)	Council Salary (per month)	Population
Lompoc	\$800	\$600	44,444
Santa Maria	\$1,563	\$1,313	107,398
San Luis Obispo	\$2,509	\$1,989	47,063
Santa Barbara	\$5,255	\$4,204	88,665

The compensation increase would take effect in January 2023. If there is no interest in increasing Council Member and Mayor compensation, then no action is necessary at this time.

**Fiscal Impact:**

If Council Member and Mayor compensation is increased, funds will be appropriated and included in the Biennial Budget Fiscal Years (FY) 2023-25. There would also be additional appropriations for FY 2022-23, which would come back on a resolution. The annual fiscal impact at the maximum increase shown above would be \$90,050. This would be a net increase after the cost allocation plan of \$30,000 to the General Fund.

**Conclusion:**

The City Council has not received a salary increase since the year 2000. Ordinance No. 1701(22) would increase those salaries at a rate to be determined by the City Council.

Respectfully submitted,

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Dean Albro, City Manager

Attachments: 1) Ordinance No. 1701(22)  
2) Ordinance No. 1448(99)