

## COMPENSATION COMMISSION MINUTES

**COMMITTEE NAME:** COMPENSATION COMMISSION  
**MEETING DATE:** November 17, 2003  
**MEETING TIME:** 7:00 P.M.

Judge Loncke, Commission Vice Chair, called the meeting to order at 7:10 p.m.

### ROLL CALL

Present: Commission Members, Edgar, Loncke (Vice Chair), Yue.  
Absent: Commission Members Ramirez (Chair) and Moose

#### 1.0 CONSENT CALENDAR

None

#### 2.0 STAFF REPORTS

##### 2.1 Recommendation of Commission Subcommittee on Compensation of City Boards and Commission

RECOMMENDATION OF STAFF:	For Commission Consideration and Action
COMMISSION ACTION:	Adopt Recommendation with Amendment
VOTING RECORD:	MOV: Edgar SEC: Yue AYES: Edgar, Loncke, Yue

Staff provided an overview of the process and final recommendations of the subcommittee assigned to determine compensation for city boards and commissions. Commission Member Edgar, speaking on behalf of the subcommittee, further explained the subcommittees efforts in establishing the scope of review and policies in determining compensation levels.

Commissioners Loncke and Yue had questions regarding: determining compensation for new boards and commissions; compensation for subcommittee work; recourse in attendance abuse; and ad hoc committees. Questions and concerns were addressed by staff and Commissioner Edgar. The additional cost for board and commission compensation is estimated at \$25,000 a year.

On the issue of determining the compensation for new boards and commissions; staff recommended that the City Manager be authorized to determine the initial compensation level based on the policies for compensation set by the Commission. The Commission would then confirm that compensation at their next meeting. If necessary, a special meeting of the Compensation Commission would be scheduled.

Commission Member Edgar moved to approve and adopt the recommendation as outlined in Attachment A for compensation to boards and commissions effective January 1, 2004 with the amendment adding the City Manager's authorization in determining initial compensation for new Boards and Commissions.

2.2 Discussion of Commission Activities for 2004

RECOMMENDATION OF STAFF:

Direction to Staff

Staff asked for direction from the Commission regarding meeting in 2004. The charter requires that the Commission meet at least once a year. At the next meeting, the Commission will consider adjusting the Mayor and Councilmember compensation. Commissioner Edgar recommended that the timing of any future adjustment should be effective July 1 to coincide with the City's fiscal year cycle. The other commissioners concurred.

Staff noted that the Commission will need consider what approach to use when considering an adjustment to Mayor and Councilmember compensation. Staff gave the example that compensation could be adjusted comparable adjustments received by the charter officers. Staff reaffirmed that pay increases for Mayor and City Council could not be retroactive.

After further discussion, the Commission members agreed to meet again in the spring to consider Mayor and Councilmember compensation and directed staff to provide information on options for the basis of making adjustments.

3.0 CITIZEN ADDRESSING THE COMPENSATION COMMISSION  
(Items not on the agenda)

None.

**ADJOURNED** – There being no further business to come before the Compensation Commission; the meeting was adjourned at 7:48 p.m.

Respectfully submitted,



Brenda Owens  
Commission Secretary

APPROVED:

Rudolph Loncke, Commission Vice Chair