

## COMPENSATION COMMISSION MINUTES

**COMMITTEE NAME:** COMPENSATION COMMISSION  
**MEETING DATE:** April 22, 2004  
**MEETING TIME:** 7:00 P.M.

Judge Ramirez, Commission Chair, called the meeting to order at 7:00 p.m.

### ROLL CALL

Present: Commission Members, Edgar, Moose, Ramirez, Yue.  
Absent: Commission Member Loncke

### 1.0 CONSENT CALENDAR

1.1 Approve Minutes of Commission Meeting of November 17, 2003

RECOMMENDATION OF STAFF: Approve minutes  
COMMISSION ACTION: Approved  
VOTING RECORD: MOV: Edgar SEC: Yue  
AYES: Ramirez, Edgar, Moose, Yue

Judge Ramirez thanked the subcommittee of Commissioners Edgar and Moose for their work in developing a recommendation on compensation for Boards and Commissions.

### 2.0 STAFF REPORTS

2.1 Annual Meeting of the Compensation Commission for 2004

RECOMMENDATION OF STAFF: Direction to Staff

Staff requested direction from the Commission relating to adjustments to Mayor and City Councilmember compensation for FY2004/05. Terrence Woods, Director of Human Resources, provided information on the salary adjustments for city charter officers, exempt management and represented employees in the current year.

During discussion Commissioners agreed and directed staff on the following:

- The Commission will conduct a yearly review of the Mayor and Councilmember pay for possible adjustment.
- Adjustments should be considered yearly to avoid a large 'catch-up' adjustment every few years.
- Staff will provide information ahead of time to the Commission on salary adjustments provided to city charter officers, exempt management and represented employees.
- Staff will conduct a market survey regularly of comparison cities.

- Benefits for the Mayor and Councilmembers will not be reviewed and will remain aligned with those provided charter officers.
- Reaffirmed that any adjustments to the Mayor and Councilmember compensation would align with the City fiscal year and be effective July 1.

The Commission directed staff to conduct a salary survey of comparison cities, provide that information to the Commission and set another meeting of the Commission toward the end of May.

**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 7:40 p.m.

Respectfully submitted,



Patti Bisharat  
Commission Staff

APPROVED BY THE COMMISSION:

6/9/05  
Date