

Meeting Date: 08/03/2015

Report Type: Discussion

**Compensation
Commission**

915 I Street, 1st Floor

www.CityofSacramento.org

Title: Annual Review and Consideration of Adjustments to the Compensation of the Mayor and City Councilmembers

Location: Citywide

Recommendation: Review and consider passing a Resolution establishing compensation of the Mayor and City Councilmembers for Fiscal Year 2015/16.

Contact: Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk

Presenter: Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk

Attachments:

- 1 **Description/Analysis**
- 2 **Background**
- 3 **Council Member Compensation Survey**
- 4 **Mayor Compensation Survey**
- 5 **Draft Resolution Establishing Compensation for Fiscal Year 2015/16**

Submitted By: Adobe Signature:	Phoebe Schueler
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Approved By: Adobe Signature:	Shirley Concolino <i>Shirley Concolino</i>
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Attachment 01 – Description/Analysis

Issue Statement: Section 29 of the Sacramento City Charter requires the Compensation Commission establish compensation for the Mayor, members of the City Council. Compensation for the Mayor and City Council should be reasonable and consistent with other cities similar in size and structure.

Policy Considerations: This report recommends and has included in the attached resolution for your consideration the following amendments to the Personnel Resolution Attachment:

1. Health and Welfare Contributions
 - a. Employee Only contribution will be \$721 per month effective August 22, 2015.
2. PERS Retirement Plan and Contribution
 - a. Classic miscellaneous employees will pay 1% of the employer contribution to the Public Employees' Retirement System (PERS) and shall receive a 1% salary increase to offset the 1% cost share effective August 22, 2015.
 - b. Non-classic employees already pay 1% of the employer contribution to the Public Employees' Retirement System (PERS) and shall receive 1% salary increase to offset the 1% cost share effective August 22, 2015.

Environmental Considerations: Not applicable

Sustainability: Not applicable

Commission/Committee Action: The Compensation Commission is required to meet at least once annually to establish compensation for the Mayor, members of the City Council.

Rationale for Recommendation: The City Charter requires the Charter meet at least annually to establish compensation for the Mayor.

Financial Considerations: Compensation figures established by the Compensation Commission will be incorporated into the City's Fiscal Year 2015/16 budget.

Local Business Enterprise (LBE): Not applicable.

Attachment 02 – Background

In June 2004, the Commission established a formal process to guide the compensation-setting process noting:

- The Commission will conduct annual review of the Mayor and Council Member pay for possible adjustment.
- Adjustments should be considered annually to avoid a large ‘catch-up’ adjustment every few years.
- Salary adjustments provided to city charter officers, exempt management and represented employees shall be communicated to Commission members.
- Eight cities were selected as “benchmark cities” and reaffirmed by the Compensation Commission in 2012 because of their similar size and governmental structure including:
 - Aurora, Colorado
 - Austin, Texas
 - Cincinnati, Ohio
 - Kansas City, Missouri
 - Long Beach, California
 - Riverside, California
 - San Jose, California
 - Stockton, California
- Benchmark cities’ compensation data shall be provided to the Commission annually.
- Adjustments to the Mayor and Councilmember compensation shall align with the City’s July 1 through June 30 fiscal year.
- Mayor and Council Member benefits were to be aligned with city charter officers.

In 2012, the Compensation Commission requested a comprehensive compensation survey of the benchmark cities including all forms of compensation. The Commission also required the Mayor and Council Members to begin paying the 7% employee share required by the California Public Employee Retirement System.

The City provided the following contractually-obligated base wage increases to the City’s bargaining units in fiscal year 2015/16 as follows:

Employee Unit	FY 2015/16 Base Wage Adjustment
Executive Management (Unrepresented)	2%
Mid-Managers Union (SCXEA)	TBD*
Police Union (SPOA)	3%
Fire Union (Local 522)	4%
Plumbers Union	3%
Building Trades Union	0%
Machinists Union	0%
Engineers Union	TBD*
Painters Union	2%
Local 39	2.5%

*TBD - These contracts have not been approved by the City Council as of this report.

Attachment 3 - Council Member Compensation Survey 2015

Cincinnati, OH	\$60,646.00	\$60,646.00		\$0.00		\$60,646.00	\$0.00
Kansas City, MO	\$61,569.00	\$61,569.00		\$0.00		\$61,569.00	\$0.00
Long Beach, CA	\$33,654.00	\$34,327.00	\$5,400.00	\$0.00		\$39,727.00	\$673.00
Riverside, CA	\$39,408.00	\$41,376.00	\$4,200.00	\$0.00		\$45,576.00	\$1,968.00
San Jose, CA	\$81,000.00	\$81,000.00	\$4,200.00	\$1,000.00		\$86,200.00	\$0.00
Stockton, CA	\$23,927.00	\$16,529.00				\$16,529.00	-\$7,398.00
Sacramento, CA	\$62,032.00		\$4,800.00	\$1,200.00	\$2,500.00	\$8,500.00	-\$62,032.00

Benchmark Cities	Eligible for Retirement Plan?	Receive Medical/Dental Benefits?	Eligible for Long Term Disability Insurance?	Eligible for Basic Life Insurance?	Receive City-Paid 401(a)?	Full-Time or Part-Time?	Eligible for Retiree Medical Contribution?	Compensation Methodology
Aurora, CO	Yes	Yes	Yes	2x Salary	No	Part	No	Charter set base salary of \$40,000 for Mayor and \$8,293 for Council Members in 1996; adjusted annually by CPI or the average increase/decrease given to all city employees, whichever is less.
Austin, TX	No	Yes	Yes	Yes	No	Full	No	Salaries established by Council per ordinance (generally late spring but no set date).
Cincinnati, OH	Yes	Yes	No	1x Salary	No	Part	No	Charter provides that the Mayor shall receive annual salary in an amount equal to twice that of the Council Members; Charter sets annual salary of Council Members at an amount equal to 3/4 of that of County Commissioners.
Kansas City, MO	Yes	Yes	Yes	1x Salary	No	Part	No	Annual pay ordinance approved by Mayor and Council (May 1st).
Long Beach, CA	Yes	Yes	No	\$65,000	No	Part	Same as Mayor	Charter set Mayor's base salary at \$67,500 in 1988; it is adjusted annually on July 1 by CPI. Charter sets Council Member pay at 25% of Mayor's.
Riverside, CA	Yes	Yes	Voluntary	2x Salary	No	Full	No	Charter now requires that Council consider their compensation in January of odd number years for adjustment; no increase above 5%.
San Jose, CA	Yes	Yes	Voluntary	2x Salary	No	Full	No	Salary-setting Commission meets in odd-numbered years and makes recommendation to City Council; Council may adopt a lesser but not greater amount (Eff. June 26, 2011).
Stockton, CA	Option / 457	No	No	No	No	Part	No	Salary-setting Commission meets every other year to make a recommendation to the City Council on salary and fringe benefits.

Sacramento	Yes	Yes, up to \$14,400/year	Yes \$127.68/year	\$100,000 Policy \$144/year	Match up to \$2,432	Part	Varies. \$0 to \$365/month.	Set by Compensation Commission
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Attachment 4 – Mayor Compensation Survey 2015

Mayor	2014	2015	Auto Allowance	Tech Allowance	Expense Allowance	Total	Difference
Aurora, CO	\$56,378.00	\$55,845.00	\$9,126.00		\$4,320.00	\$13,446.00	-\$533.00
Austin, TX	\$78,852.00					\$0.00	-\$78,852.00
Cincinnati, OH	\$121,291.00	\$121,291.00					\$0.00
Kansas City, MO	\$123,156.00	\$123,156.00	\$800.00			\$800.00	\$0.00
Long Beach, CA	\$134,616.00	\$137,208.00	\$5,400.00			\$5,400.00	\$2,592.00
Riverside, CA	\$78,828.00	\$82,764.00	\$6,000.00			\$6,000.00	\$3,936.00
San Jose, CA	\$105,019.00	\$114,000.00	\$4,200.00	\$1,000.00		\$5,200.00	\$8,981.00
Stockton, CA	\$104,790.00	\$72,384.00					-\$32,406.00
Sacramento, CA	\$117,861.00		\$7,200.00	\$2,000.00	\$5,000.00	\$14,200.00	-\$117,861.00

Benchmark Cities	Eligible for Retirement Plan?	Receive Medical/Dental Benefits?	Eligible for Long Term Disability Insurance?	Eligible for Basic Life Insurance?	Receive City-Paid 401(a)?	Full-Time or Part-Time?	Eligible for Retiree Medical Contribution?	Compensation Methodology
Aurora, CO	Yes	Yes	Yes	2x Salary	No	Full	No	Charter set base salary of \$40,000 for Mayor and \$8,293 for Council Members in 1996; adjusted annually by CPI or the average increase/decrease given to all city employees, whichever is less.
Austin, TX	No	Yes	Yes	Yes	No	Full	No	Salaries established by Council per ordinance (generally late spring but no set date). 2015- Mayor elected no salary or auto allowance.
Cincinnati, OH	Yes	Yes	No	1x Salary	No	Full	No	Charter provides that the Mayor shall receive annual salary in an amount equal to twice that of the Council Members; Charter sets annual salary of Council Members at an amount equal to 3/4 of that of County Commissioners.
Kansas City, MO	Yes	Yes	Yes	1x Salary	No	Full	No	Annual pay ordinance approved by Mayor and Council (May 1st).
Long Beach, CA	Yes	Yes	Yes	3x Salary	No	Full	Yes. Amount equal to 50 hours of compensation for each year of elected service under one of two options: a) Convert to a cash equivalent value for continued payment by the City of the health premium, or b) Convert to a cash equivalent value for purchasing additional service credits.	Charter set Mayor's base salary at \$67,500 in 1988; it is adjusted annually on July 1 by CPI. Charter sets Council Member pay at 25% of Mayor's.
Riverside, CA	Yes	Yes	Voluntary	2x Salary	No	Full	No	Charter now requires that Council consider their compensation in January of odd number years for adjustment; no increase above 5%.
San Jose, CA	Yes	Yes	Voluntary	2x Salary	No	Full	No	Salary-setting Commission meets in odd-numbered years and makes recommendation to City Council; Council may adopt a lesser but not greater amount (Eff. June 26, 2011).
Stockton, CA	Optional/457	Yes	No	No	No	Full	No	Salary-setting Commission meets every other year to make a recommendation to the City Council on salary and fringe benefits.
Sacramento	Yes	Yes, up to \$14,400/year	Yes \$244.96/year	\$150,000 Policy \$216/year	Match up to \$4,620	Full	Varies. \$0 to \$365/month.	Set by Compensation Commission

Attachment 05 - Draft Resolution Establishing Compensation for Fiscal Year 2015/16

Resolution NO. 2015-000X

Adopted by the Compensation Commission

August 3, 2015

RESOLUTION OF THE COMPENSATION COMMISSION OF THE CITY OF SACRAMENTO ESTABLISHING THE COMPENSATION OF THE MAYOR AND MEMBERS OF THE CITY COUNCIL AND PUBLIC MEMBERS OF CITY BOARDS AND COMMISSIONS FOR FISCAL YEAR 2015/16

BACKGROUND

- A. Charter Section 29 provides for a Compensation Commission whose function shall be to establish the compensation for the Mayor, members of the City Council and the public members of City Boards and Commissions.
- B. The Compensation Commission shall set compensation for the Mayor and members of the City Council that is reasonable and consistent with other cities similar in size and structure.
- C. Eight cities were selected as “benchmark cities” in 2004 and reaffirmed in 2012 by the Compensation Commission because of their similar size and governmental structure.
- D. The Compensation Commission has reviewed current Mayor and Councilmember compensation data provided by the benchmark cities, employee salary adjustments in the prior fiscal year and current compensation levels of public members of City Boards and Commissions.
- E. The Resolution Covering Mayor and Councilmember Compensation sets forth general administrative provisions, salaries, fringe benefits, and other terms and conditions affecting the Mayor and Councilmembers.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE COMPENSATION COMMISSION RESOLVES AS FOLLOWS:

Section 1. The Resolution Covering Mayor and Councilmember

Compensation, attached to this Resolution as Exhibit A, is adopted effective July 1, 2015, and will supersede all prior Resolutions Covering Mayor and Councilmember Compensation.

Section 2. The Resolution Covering the Compensation of Public Members of City Boards and Commissions, attached to this Resolution as Exhibit B, is adopted effective July 1, 2015, and will supersede all prior Resolutions Covering the Compensation of Public Members of City Boards and Commissions.

Section 3. The City Manager is authorized to make minor changes or adjustments to exhibits in order to correct omissions and errors.

Section 4. Exhibits A through B are part of this resolution.

Table of Contents

Exhibit A: Compensation of Mayor and Councilmembers

Exhibit B: Compensation of City Boards and Commissions

Adopted by the City of Sacramento Compensation Commission on August 3, 2015, by the following vote:

Ayes:

Noes:

Abstain:

Absent:

Attest:



**Resolution Covering Mayor and
Councilmember Compensation**

August 22, 2015

ARTICLE 1 – GENERAL PROVISIONS

1.1. APPLICABILITY

- a. The terms of this Resolution shall apply to the Mayor and Councilmembers. For purposes of this Resolution, the Mayor and Councilmembers may be collectively referred to as “members,” except as otherwise specified.
- b. The term “compensation” as used in this Resolution shall refer to and include all forms of compensation including, but not limited to, salaries, retirement benefits, City provided health and welfare insurance, and fringe benefits.

ARTICLE 2 – MAYOR AND COUNCILMEMBER SALARIES AND ALLOWANCES

2.1 SALARIES

- a. The annual salary of the Mayor shall be \$117,861.
- b. The annual salary of Council Members shall be \$62,032.

2.2 ALLOWANCES

- a. The City will pay to the Mayor and Councilmembers the following for which no vouchers need be furnished:

(1)	<u>Mayor</u>	
	Transportation	\$7,200 annually
	Expense	\$5,000 annually
	Technology	\$2,000 annually
(2)	<u>Councilmembers</u>	
	Transportation	\$4,800 annually
	Expense	\$2,500 annually
	Technology	\$1,200 annually

- b. The Mayor and Councilmembers shall receive City-provided parking.

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE

3.1 HEALTH AND WELFARE CONTRIBUTION (CITY DOLLARS)

- a. The City shall administer a Cafeteria Plan benefits program for members consistent with the Internal Revenue Code Section 125.

- b. Members may enroll in the City- sponsored Account Based Health Plan, but shall not receive the one-time City contribution of \$2,000 being offered to City employees.
- c. ~~Effective January 1, 2015, the City contribution for a member enrolled in a City-sponsored health plan for member only shall be fixed at an amount equal to one hundred percent (100%) of the lowest cost City non-ABHP health plan plus the lowest cost dental plan available in the plan year 2015.~~ \$721 per month.
- d. The City contribution for a member enrolled in a City-sponsored health plan for employee plus one (1) dependent shall be \$883 per month.
- e. The City contribution for a member enrolled in a City-sponsored health plan for employee plus two (2) or more dependents shall be \$1,243 per month.
- f. In addition to the City contribution received above, the members shall receive three percent (3%) of base salary to apply to optional benefits offered by the City, including dental and vision plans.

3.2 COVERED DEPENDENTS

- a. Funds used to pay the health insurance premium cost for the domestic partner and/or the domestic partner's dependent children shall be in accordance with Federal and State tax laws.
- b. A member who has a domestic partner, and has a notarized City provided "Declaration & Understanding of Partnership Status" form, may cover the domestic partner under the member's City-sponsored health plan. The member will pay for the premium cost for the domestic partner coverage after tax.
- c. A member who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner's children, under the member's City-sponsored health plan. The City shall contribute \$883 for a member enrolled with one (1) dependent; and \$1,243 for a member enrolled with two (2) or more dependents.
- d. The definition of dependent child for purposes of health insurance shall be as determined under the Patient Protection and Affordable Care Act. The definition of dependent child for purposes of dental and vision insurance shall be outlined in certificates of coverage and related insurance contracts. As of the date of this Resolution, that definition includes an adult child up to age 26, grandchild living in the member grandparent's home, disabled children, step-children, adopted

children, wards and foster children provided they qualify as the subscriber's or subscriber's lawful spouse's dependent under IRS rules and regulations.

3.3 CASH-BACK LIMITS

- a. The cash-back of City dollars from the IRS Section 125 Plan of \$200 per month shall be eliminated for members who waive enrollment in City-sponsored group health plans effective January 1, 2015.

3.4 LIFE INSURANCE

- a. City-paid basic life insurance shall be:

<u>Group</u>	
Mayor	\$150,000
Council Members	\$100,000

- b. Insurance Over \$50,000
Members may purchase, at their expense, supplemental life insurance in the amount of up to three (3) times annual salary subject to limitations specified by the insurance carrier.

3.5 LONG TERM DISABILITY

Members shall receive City-paid long-term disability insurance.

3.6 FLEXIBLE SPENDING ACCOUNTS

The City offers a Flexible Spending Account (FSA) program to members as permitted by Internal Revenue Service Regulations.

3.7 DEFERRED COMPENSATION PLAN

Members may participate in the City's Deferred Compensation 457 Plan to the extent allowed by law and the 457 plan document.

3.8 SECTION 401(A) MONEY PURCHASE PLAN

- a. The City's established IRS Section 401(a) Plan is available as follows:
 - (1) For members the City will contribute four percent (4%) of salary and the member shall contribute five percent (5%) of salary.

- (2) The 401(a) Plan shall conform to all IRS requirements. Vesting of City funds occurs with enrollment consistent with IRS and 401(a) provider rules and regulations.

ARTICLE 4 – RETIREMENT

4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible member retirees or eligible survivor dependents shall receive City retiree insurance contributions for health, dental, and vision insurance benefits from the City as follows:

- a. The maximum City contribution towards the purchase of health insurance for retirees is \$300 per month for the retiree or \$365 for a retiree with dependent(s).
- b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992
 - (1) Members retiring with thirty (30) or more years of service shall be eligible for up to the City's maximum retiree health insurance contribution identified in subsection (a) above on the date of retirement without regard to age.
 - (2) Members retiring with a minimum of twenty (20) full years of service but less than thirty (30) full years of service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (3) Members retiring with a minimum of fifteen (15) full years of service but less than twenty (20) full years of service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (4) Members retiring with a minimum of ten (10) full years of service but less than fifteen(15) full years of service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.
 - (6) There shall be no eligibility for the City's retiree insurance contribution if the member elects to take a deferred retirement.

c. Retiree Insurance Contribution for Persons in Deferred Retirement Status as of January 1, 1991

1) Members who elected a deferred retirement prior to January 1, 1991, who retired on or after July 1, 1992, and before June 28, 2013, shall be eligible for the City's retiree insurance contribution as follows:

- i. A retiree with at least ten (10) full years of City service, and who is at least 50 years of age, shall be eligible for up to fifty percent (50%) of the City's maximum retiree insurance contribution as identified in subsection (a) above.
- ii. A retiree with twenty (20) full years or more of City service, and who is at least fifty (50) years of age, shall be eligible for up to one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection (a) above.

d. Members who elected a deferred retirement prior to January 1, 1991, and did not retire on or before June 28, 2013, shall not be eligible for the City's retiree insurance contribution.

e. Pre-Medicare Eligible Retirees

Retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored health plan or purchase an individual plan. A retiree who elects to purchase a health plan not sponsored by the City shall be eligible to reenroll in a City-sponsored health plan within two (2) years waiving City coverage.

f. Medicare Eligible Retirees

Upon achieving eligibility for Medicare benefits, retirees and their dependent(s) shall not be allowed to participate in any City-sponsored health plan.

g. Retiree Insurance Contribution Exclusion

Retirees who participate in another group health plan as an elected official, employee or dependent spouse shall not be eligible for the City contribution outlined above.

h. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors benefits will be entitled for up to one hundred percent (100%) of the City's - applicable maximum retiree insurance contribution regardless of years of service.

i. Survivor Dependents Benefits

Survivor dependents of eligible members or retirees shall be entitled to

the same benefit amount as the member was eligible for at the time of death.

- j. Limitation Clause
No member or retiree shall have any rights provided by this Section 3.1 after June 26, 2015.
- k. Elimination of Retirees or Survivor Dependents Benefits
No member that takes office on or after July 20, 2012, shall be eligible for any benefits provided by this Section 4.1.

4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

- a. Member Contribution to PERS Retirement Plan – Classic Members
Members shall pay the eight percent (8%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall from the date of the amendment pay the seven percent (7%) member contribution and one percentage point (1%) of the employer contribution through PERS cost-share. to the PERS retirement plan. Classic members in miscellaneous classifications shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.
- b. Member Contribution to PERS Retirement Plan – New Members
Members that take office after December 31, 2012, shall be members in the PERS on terms consistent with Public Employees' Pension Reform Act (PEPRA). New members shall qualify for the 2% at 62 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

Article 5 – MISCELLANEOUS

5.1 PAYROLL ERRORS

- a. In the event an error has been made, including but not limited to the payment of a member's salary, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the member.

- b. In the event a member received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the member;
 - (2) A repayment schedule through payroll deduction; and/or
 - (3) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the member does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the member in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

5.2 RETIREE COURT APPEARANCE FEES

A retired member who is subpoenaed to appear in court on behalf of the City in his or her capacity as a former member shall receive a court appearance fee if the member reports at the time specified for his or her particular testimony regardless of whether the member is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars (\$125) for a full day or seventy-five dollars (\$75) for a half day, which is defined as four hours or less. Nothing herein shall serve to establish an employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

5.3 EXTENT AND TERM OF COMPENSATION

The salary and fringe benefits provided here shall be the full extent of member compensation and shall remain in effect unless modified or repealed by resolution of the Compensation Commission. Notwithstanding these limits on member compensation this Resolution does not prohibit the members from participating, at their own expense, in all other City sponsored health and fringe benefit plans that are offered to City employees.

5.4 CONFLICT

All prior resolutions concerning member compensation which are in conflict with this Resolution are hereby repealed. In the event this Resolution conflicts with any City of Sacramento policy, procedure, ordinance or resolution this Resolution controls.

Exhibit B Compensation of City Boards and Commissions

COMPENSATION OF CITY BOARDS AND COMMISSIONS

Boards / Commissions	Meeting Frequency	Members	Current Cost (Individual)	Members Cost Per Meeting		Members Annual Cost	
				Current Meeting Total	FY2015/16	Current (Annual) Total	FY2015/16
Administration, Investment & Fiscal Management Board	Monthly	5	\$50	\$ 250		\$ 3,000	
Animal Care Services Citizens Advisory Committee	Monthly	7	\$50	\$ 350		\$ 4,200	
Ann Land/Bertha Henschel Memorial Fund Commission	Quarterly	9	\$50	\$ 450		\$ 1,800	
Board of Plumbing Examiners	Quarterly	5	\$50	\$ 250		\$ 1,000	
Community Racial Profiling Commission	Quarterly	15	\$50	\$ 3,000		\$ 12,000	
Compensation Commission	Yearly	5	None	-		-	
Construction Code Board of Appeals	Yearly	5	\$50	\$ 250		\$ 250	
Civil Service Board	Monthly	5	\$50	\$ 250		\$ 3,000	
Ethel Macleod Hart Advisory Committee	Quarterly	7	None	-		-	
Housing Code Advisory and Appeals Board	Monthly	5	\$50	\$ 250		\$ 3,000	
Measure U Citizens Oversight Committee	Yearly	5	None	-		-	
Parks and Recreation Commission	Monthly	11	\$50	\$ 550		\$ 6,600	
Planning and Design Commission	2 x Month	13	\$100	\$ 2,600		\$ 31,200	
Preservation Commission	Monthly	7	\$50	\$ 350		\$ 4,200	
Retirement Hearing Commission	Yearly	5	\$50	\$ 250		\$ 250	
Sacramento Disabilities Advisory Commission	2 x Month	9	\$50	\$ 900		\$ 10,800	
Sacramento Heritage, Inc. Board Of Director	Monthly	9	None	-		-	
Sacramento Relocation Appeals Board	As Needed	5	Expenses	NA		NA	
Sacramento Youth Commission	Monthly	22	\$50	\$ 1,100		\$ 13,200	
Utilities Rate Advisory Commission	2x Month	7	\$50	\$ 700		\$ 8,400	