

City Council
Mayor John W. Minto
Vice Mayor Rob McNelis
Councilmember Ronn Hall
Councilmember Laura Koval
Councilmember Dustin Trotter

City Manager | Marlene D. Best
City Attorney | Shawn D. Hagerty
City Clerk | James Jeffries

CITY OF SANTEE

SALARY SETTING ADVISORY COMMITTEE

Agenda

• Committee •

Karen Bisignano | Keshav Damoor | Lili Patch
Warren Savage | Justin Schlaefli | John Smith | Dean Velasco

MEETING INFORMATION

Council Chambers | Building 2
10601 Magnolia Ave • Santee, CA 92071
Wednesday, April 2, 2025
3:30 p.m.

TO WATCH LIVE:

AT&T U-verse channel 99 (SD Market) | Cox channel 117 (SD County)
www.cityofsanteeca.gov

IN-PERSON ATTENDANCE:

Members of the public who wish to view the meeting live may watch the live taping in the Council Chamber on the meeting date and time listed above.

LIVE PUBLIC COMMENT:

Members of the public who wish to comment on matters on the Agenda or during Non-Agenda Public Comment may appear in person and submit a speaker slip before the item is called. Your name will be called when it is time to speak.

PLEASE NOTE: Public Comment will be limited to 3 minutes. The timer will start when the participant begins speaking.

MEETING AGENDA

1. Call to Order/Roll Call
2. [Approval of the April 4, 2023, Meeting Minutes](#)
3. [Overview and Committee Bylaws](#)
4. [Election of Committee Chair and Vice Chair](#)
5. [Mayor and Council Member Salary / Benefit Review, Discussion, and Recommendation](#)
6. Non-Agenda Public Comment
7. Other Communication from Committee Members and Staff
8. Adjournment

State of California }
County of San Diego } ss.
City of Santee }

AFFIDAVIT OF POSTING AGENDA

I, James Jeffries, City Clerk of the City of Santee, hereby declare, under penalty of perjury, that a copy of this Agenda was posted in accordance with the Brown Act and Santee Resolution 61-2003 on March 28, 2025, at 5:00 p.m.



Signature

03/28/2025
Date



The City of Santee complies with the Americans with Disabilities Act. Upon request, this agenda will be made available in appropriate formats to persons with disabilities, as required by Section 12132 of the American with Disabilities Act of 1990 (42 USC § 12132). Any person with a disability who requires a modification or accommodation in order to participate in a meeting should contact the City Clerk at (619) 258-4100, ext. 114 at least 48 hours before the meeting, if possible.



CITY OF SANTEE
Salary Setting Advisory Committee
Agenda Statement

MEETING DATE April 2, 2025

AGENDA ITEM NO. 2

ITEM TITLE APPROVAL OF THE APRIL 4, 2023, MEETING MINUTES

BACKGROUND

Submitted for your consideration and approval are the Minutes of the above meeting.

FINANCIAL STATEMENT

None.

RECOMMENDATION

Approve Minutes as presented.

ATTACHMENTS

April 4, 2023, Meeting Minutes



DRAFT

City of Santee
Salary Setting Advisory Committee
City Council Chambers – Building 2
10601 Magnolia Avenue, Santee, CA 92071
April 4, 2023

Meeting Minutes

The Salary Setting Advisory Committee meeting was called to order at 4:01 p.m.

1. Roll Call

Present: Chair Dean Velasco, Vice Chair Justin Schlaefli, Committee Members Keshaw Damoor, Lili Patch, and John Smith – 5.

Absent: Committee Members Karen Bisignano and Warren Savage – 2.

Staff Present: James Jeffries, Assistant City Clerk.

2. Approval of the April 13, 2021, Meeting Minutes

Action: Vice Chair Schlaefli moved approval of the April 13, 2021, meeting minutes.

Committee Member Patch seconded the motion, which carried by the following roll call vote: Chair Velasco: Aye; Vice Chair Schlaefli: Aye; and Committee Members Damoor: Aye; Patch: Aye; and Smith: Aye. Ayes: 5. Noes: 0. Absent: 2.

3. Overview / Committee Bylaws

James Jeffries, Assistant City Clerk, provided an overview of the Committee and went through the Committee Bylaws.

4. Selection of Committee Chair and Vice Chair

Action: Committee Member Smith moved to nominate himself as Vice Chair.

Chair Velasco seconded the motion, which carried by the following roll call vote: Chair Velasco: Aye; Vice Chair Schlaefli: Aye; and Committee Members Damoor: Aye; Patch: Aye; and Smith: Aye. Ayes: 5. Noes: 0. Absent: 2.

Action: Committee Member Schlaefli moved nominate himself as Chair.

Chair Velasco seconded the motion, which carried by the following roll call vote: Chair Velasco: Aye; Vice Chair Smith: Aye; and Committee Members Damoor: Aye; Patch: Aye; and Schlaefli: Aye. Ayes: 5. Noes: 0. Absent: 2.

5. Communication from the Public

None.

6. Mayor and Councilmember Salary / Benefit Review and Discussion

The Committee reviewed and discussed the salary and benefits of the Councilmembers compared to other Cities in San Diego County.

Action: Chair Schlaefli moved to increase the auto allowance for Mayor to \$550.00 per month and Council to \$450.00 per month.

Committee Member Velasco seconded the motion, which carried by the following roll call vote: Chair Schlaefli: Aye; Vice Chair Smith: Aye; and Committee Members Damoor: No; Patch: Aye; and Velasco: Aye. Ayes: 4. Noes: 1. Absent: 2.

Failed Action: Committee Member Damoor moved to increase the technology allowance to \$100.00 per month.

Chair Schlaefli seconded the motion, which failed by the following roll call vote: Chair Schlaefli: Aye; Vice Chair Smith: No; and Committee Members Damoor: Aye; Patch: No; and Velasco: No. Ayes: 2. Noes: 3. Absent: 2.

Action: Committee Member Damoor moved to not increase technology allowance.

Chair Schlaefli seconded the motion, which carried by the following roll call vote: Chair Schlaefli: Aye; Vice Chair Smith: Aye; and Committee Members Damoor: Aye; Patch: Aye; and Velasco: Aye. Ayes: 5. Noes: 0. Absent: 2.

Failed Action: Committee Member Damoor moved to increase Mayor and Council salary by 1.5% in Fiscal Year 2023/24 and 1.5% in Fiscal Year 2024/25.

Committee Member Patch seconded the motion, which failed by the following roll call vote: Chair Schlaefli: No; Vice Chair Smith: No; and Committee Members Damoor: Aye; Patch: No; and Velasco: No. Ayes: 1. Noes: 4. Absent: 2.

Action: Chair Schlaefli moved to increase Mayor and Council salary by 5% in Fiscal Year 2023/24 and 2% in Fiscal Year 2024/25.

Committee Member Velasco seconded the motion, which carried by the following roll call vote: Chair Schlaefli: Aye; Vice Chair Smith: Aye; and Committee Members Damoor: No; Patch: Aye; and Velasco: Aye. Ayes: 4. Noes: 1. Absent: 2.

7. Other Communication from Committee Members and Staff

James Jeffries, Assistant City Clerk, announced the recommendations from the Committee would be brought forward to the Council at an upcoming meeting.

8. Adjournment

There being no further business, the meeting was adjourned at 5:22 p.m.

Date Approved:

James Jeffries, Assistant City Clerk

DRAFT



CITY OF SANTEE
Salary Setting Advisory Committee
Agenda Statement

MEETING DATE April 2, 2025

AGENDA ITEM NO. 3

ITEM TITLE OVERVIEW AND COMMITTEE BYLAWS

BACKGROUND

Submitted for your review is an overview of the Committee's purpose, City Charter, Government Code Section 36516 and the Committee Bylaws.

FINANCIAL STATEMENT

None.

RECOMMENDATION

Staff has no recommendation on this item, the documents provided are to refresh the Committee's understanding of role of the Committee and to give added background related to the California Government Code.

ATTACHMENTS

Committee Overview
Charter of the City of Santee
Government Code Section 36516
Committee Bylaws

City of Santee Salary Setting Advisory Committee Overview

- The Santee City Charter was approved by voters in November 2008, at which time the Salary Setting Advisory Committee was officially established.
- The Purpose/Responsibility of the committee is advisory in nature:
 - To make recommendations regarding the appropriate level of salary and benefits for the Mayor and the City Council.
- By law, there are two processes the City can take to set Mayor and Council salaries:
 1. Salary Setting Advisory Committee (City Charter, §400)
 - a. The Committee must first make a recommendation before the Council can act to adjust the salaries in a manner not expressly authorized by state law.
 - b. Council does not have to approve the Committee's recommendation; Council can set salaries different from the recommendation but only after receiving the recommendation.
 - c. Salary increases can take effect immediately or be set for a specific date in the future. For example, increases could take effect July 1st to coincide with the City's fiscal year.
 2. State Law (Government Code section 36516) – Update effective January 1, 2024
 - a. Does not require a recommendation from the Committee.
 - b. *Allows for regular salary adjustments, not to exceed 5% for each calendar year from the date of the last adjustment (but cannot be compounded). OR an amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.*
 - c. Cannot provide automatic future increases, must adopt a new ordinance.
 - d. A change in compensation does not apply to a council member during the council member's term of office.
- The Committee is free to consider the following factors and/or other relevant factors when making its recommendation:
 1. Follow Government Code section 36516.
 2. Conduct a salary survey and consider the salaries paid to similarly situated individuals in the area, the duties and burdens placed on the officials.
 3. Other relevant factors

Charter of the City of Santee

PREAMBLE

We, the people of the City of Santee, intend to preserve in our community the fundamental principles of local self-governance inherent in the doctrine of home-rule. We firmly believe that local government best represents the needs of our community, and that an independent local government will best serve and promote the health, safety and welfare of the citizens of Santee. Therefore, we wish to exercise the express right granted by the Constitution of the State of California and ordain and establish this Charter for the City of Santee.

ARTICLE I MUNICIPAL AFFAIRS

Section 100. Powers of the City

The City shall have full power and authority to adopt, make, exercise and enforce all legislation, laws and regulations with respect to municipal affairs, subject only to the limitations and restrictions as may be provided in this Charter, in the Constitution of the State of California and in the laws of the United States.

Section 101. Municipal Affairs

Each of the matters set forth in this Charter are declared to be municipal affairs, consistent with the laws of the State of California. The implementation of each matter uniquely benefits the citizens of the City of Santee and addresses peculiarly local concerns within the City of Santee. The municipal affairs set forth in this Charter are not intended to be an exclusive list of municipal affairs over which the City Council may govern, and the City Council may, by ordinance or resolution, regulate other municipal affairs as it may from time to time deem necessary.

Section 102. Incorporation and Succession

The City shall continue to be a municipal corporation known as the City of Santee. The boundaries of the City of Santee shall continue as now established, until changed in the manner authorized by law. The City shall remain vested with and shall continue to own, have, possess, control and enjoy all property rights and rights of action of every nature and description owned, had, possessed, controlled or enjoyed by it at the time this Charter is legally established. The City shall be subject to all debts, obligations and liabilities of the City of Santee existing at the time this Charter is legally established. All lawful ordinances, resolutions, rules and regulations, or portions thereof, existing at the time this Charter is legally established and not in conflict with or inconsistent with this Charter shall continue in full force and effect until they have been repealed, amended, changed or superseded by proper lawful action.

**ARTICLE II
FORM OF GOVERNMENT**

Section 200. Form of Government

The form of municipal government established by this Charter shall be known as the "Council-Manager" form of government. The City Council shall establish the policy of the City and the City Manager shall carry out that policy.

**ARTICLE III
FISCAL MATTERS**

Section 300. No Public Financing of Election Campaigns

The City shall not provide for the financing, with public funds, of any election campaigns for any elected offices within the City.

Section 301. No Gifts of Public Funds.

The City shall not make a gift of public funds in a manner inconsistent with the provisions of the Constitution of the State of California and the laws of the State of California as applicable to general law cities in the State of California.

Section 302. Prevailing Wages.

The City shall require the payment of prevailing wages on City public works projects in the same manner as is required of general law cities in the State of California; provided, however, that the City Council may, by a resolution or ordinance adopted by a four-fifths (4/5) vote of the City Council, increase or decrease the minimum thresholds which trigger the requirement to pay prevailing wages for individual projects, categories of projects or all City public works projects.

**ARTICLE IV
COMMITTEES**

Section 400. Salary Setting Advisory Committee

The City Council shall, from time to time, establish a Salary Setting Advisory Committee to make recommendations regarding the appropriate level of salary and benefits for the Mayor and the City Council. The City Council may establish the appropriate composition, membership and procedures for the Salary Setting Advisory Committee. The City Council shall not adjust the salary and benefits of the Mayor or the City Council in a manner not otherwise expressly authorized by the laws of the State of California applicable to general law cities unless and until it establishes the Salary Setting Advisory Committee and receives a recommendation from the Committee.

**ARTICLE V
REVENUE RETENTION**

Section 500. Reductions Prohibited

Revenues owing to, raised by and collected by the City shall not be subject to subtraction, retention, attachment, withdrawal or any other form of involuntary reduction by any other level of government. Such revenues shall be subject to appropriation solely by the City Council.

Section 501. Mandates Limited

No person, whether elected or appointed, acting on behalf of the City, shall be required to implement or give effect to any function which is mandated by any other level of government, unless and until funds sufficient for the performance of such function are provided by such other level of government.

**ARTICLE VI
GENERAL LAWS**

Section 600. General Law Powers

In addition to the powers and authority granted by the terms of this Charter and the Constitution of the State of California, the City shall have the power and authority to adopt, make, exercise and enforce all legislation, laws and regulations and to take all actions and to exercise any and all rights, powers and privileges established, granted or prescribed by any law of the State of California or by any other lawful authority. In the event of any conflict between the provisions of this Charter and the provisions of the general laws of the State of California, the provisions of this Charter shall control.

**ARTICLE VII
INTERPRETATION**

Section 700. Construction and Interpretation

The language contained in this Charter is intended to be permissive rather than exclusive or limiting and shall be liberally and broadly construed in favor of the exercise by the City of its power to govern with respect to any matter which is a municipal affair.

Section 701. Severability

If any provision of this Charter should be held by a court of competent jurisdiction to be invalid, void or otherwise unenforceable, the remaining provisions shall continue in full force and effect to the fullest extent permitted by law.

**ARTICLE VIII
AMENDMENT**

Section 800. Amendment, Revision or Repeal

This Charter, or any of its provisions, may be amended by a majority vote of the electors voting on the question. Amendment, revision or repeal of this Charter, or any of its provisions, may be proposed by initiative or by the City Council.

Government Code Section 36516

(Guide to salaries and benefits for Mayor and Council for General Law Cities)

36516.

- (a) (1) A city council may enact an ordinance providing that each member of the city council shall receive a salary based on the population of the city as set forth in paragraph (2).
- (2) The salaries approved by ordinance under paragraph (1) shall be as follows:
- (A) In cities up to and including 35,000 in population, up to and including nine hundred fifty dollars (\$950) per month.
 - (B) In cities over 35,000 up to and including 50,000 in population, up to and including one thousand two hundred seventy-five dollars (\$1,275) per month.
 - (C) In cities over 50,000 up to and including 75,000 in population, up to and including one thousand six hundred dollars (\$1,600) per month.
 - (D) In cities over 75,000 up to and including 150,000 in population, up to and including one thousand nine hundred dollars (\$1,900) per month.
 - (E) In cities over 150,000 up to and including 250,000 in population, up to and including two thousand five hundred fifty dollars (\$2,550) per month.
 - (F) In cities over 250,000 population, up to and including three thousand two hundred dollars (\$3,200) per month. (A) In cities up to and including 35,000 in population, up to and including three hundred dollars (\$300) per month.
- (3) For the purposes of this subdivision, the population of a city shall be determined by the last preceding federal census, or a subsequent census, or estimate validated by the Department of Finance.
- (4) The salary of council members may be increased beyond the amount provided in this subdivision by an ordinance or by an amendment to an ordinance, but the amount of the increase shall not exceed the greater of either of the following:
- (A) An amount equal to 5 percent for each calendar year from the operative date of the last adjustment of the salary in effect when the ordinance or amendment is enacted.
 - (B) An amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.
- (5) No ordinance shall be enacted or amended to provide automatic future increases in salary.

- (b) Notwithstanding subdivision (a), at any municipal election, the question of whether city council members shall receive a salary for services, and the amount of that salary, may be submitted to the electors. If a majority of the electors voting at the election favor it, all of the council members shall receive the salary specified in the election call. The salary of council members may be increased beyond the amount provided in this section or decreased below the amount in the same manner.
- (c) Unless specifically authorized by another statute, a city council may not enact an ordinance providing for compensation to city council members in excess of that authorized by the procedures described in subdivisions (a) and (b). For the purposes of this section, compensation includes payment for service by a city council member on a commission, committee, board, authority, or similar body on which the city council member serves. If the other statute that authorizes the compensation does not specify the amount of compensation, the maximum amount shall be one hundred fifty dollars (\$150) per month for each commission, committee, board, authority, or similar body.
- (d) Any amounts paid by a city for retirement, health and welfare, and federal social security benefits shall not be included for purposes of determining salary under this section, provided that the same benefits are available and paid by the city for its employees.
- (e) Any amounts paid by a city to reimburse a council member for actual and necessary expenses pursuant to Section 36514.5 shall not be included for purposes of determining salary pursuant to this section.
- (f) A city council member may waive any or all of the compensation permitted by this section.
- (g) (1) For the purposes of this section, a city council shall consider the adoption of an ordinance to increase compensation in open session during at least two regular meetings of the city council.
 - (2) At the first meeting, the city council shall present the proposed ordinance, which shall include findings demonstrating the need for the increased compensation. The ordinance shall not be adopted at the first meeting.
 - (3) At least seven days after the first meeting, the city council shall hold a second meeting to consider whether to adopt the ordinance.

36516.1. A mayor elected pursuant to Sections 34900 to 34904, inclusive, may be provided with compensation in addition to that which he or she receives as a council member. That additional compensation may be provided by an ordinance adopted by the city council or by a majority vote of the electors voting on the proposition at a municipal election.

36516.5. A change in compensation does not apply to a councilman during his term of office; however, the prohibition herein expressed shall not prevent the adjustment of the compensation of all members of a council serving staggered terms whenever one or more members of such council becomes eligible for a salary increase by virtue of his beginning a new term of office.

Salary Setting Advisory Committee

BYLAWS

ARTICLE I: PURPOSE

The purpose of the Salary Setting Advisory Committee is to make recommendations to the Santee City Council regarding the appropriate level of salary and benefits for the Mayor and Council Members.

ARTICLE II: MEMBERSHIP

Section 1. Committee Membership

The Salary Setting Advisory Committee will be comprised of seven (7) members.

Section 2. Appointment of Members

Members will be appointed by the City Council. Members must be residents of the City of Santee. No voting member may be an employee or an elected official of the City of Santee.

Section 3. Officers

A Chair and Vice-Chair will be elected by the Committee from among its members to serve a two-year term. The Chair, or Vice Chair in his/her absence, will present the Committee's recommendations to the City Council at a regularly scheduled public Council Meeting.

ARTICLE III: MEETINGS

Section 1. Time and Place

The Committee will meet every two years in the odd numbered years, unless otherwise directed by City Council. The Committee will meet and conclude its recommendation no later than the month of May in preparation of a recommendation to the City Council in June, in conjunction with the City's regularly scheduled budget preparation process for the upcoming fiscal year. Meetings will be held at City Hall.

Section 2. Legal Requirements

Meetings of the Committee are subject to the public meeting rules of the California Government Code, including the Brown Act. Reports and written materials of the Committee are subject to the California Public Records Act.

Section 3. Quorum

A quorum will consist of a majority of the members of the Committee. No business shall be transacted unless a quorum is present.

Section 4. Voting

Each Committee member, including the Chair and Vice-Chair, will have one (1) vote. In case of a tie vote, the motion fails.



CITY OF SANTEE
Salary Setting Advisory Committee
Agenda Statement

MEETING DATE April 2, 2025

AGENDA ITEM NO. 4

ITEM TITLE ELECTION OF COMMITTEE CHAIR AND VICE CHAIR

BACKGROUND

Pursuant to Article II: Membership, Section 3. Officers, of the Committee Bylaws, the Committee Chair and Vice Chair serve a two-year term. The Committee last met and elected a Chair and Vice Chair at the April 4, 2023, meeting, therefore it is time for the Committee to elect a Chair and Vice Chair for the next two-year cycle.

FINANCIAL STATEMENT

None.

RECOMMENDATION

Conduct the Election of Chair and Vice Chair pursuant to Committee Bylaws

ATTACHMENTS

None.





CITY OF SANTEE
Salary Setting Advisory Committee
Agenda Statement

MEETING DATE April 2, 2025

AGENDA ITEM NO. 5

ITEM TITLE **MAYOR AND COUNCIL MEMBER SALARY / BENEFIT REVIEW, DISCUSSION, AND RECOMMENDATION**

BACKGROUND

Pursuant to the City's Charter, the Committee should review the appropriate level of salary and benefits for the Mayor and the City Council.

FINANCIAL STATEMENT

None.

RECOMMENDATION

Review the appropriate level of salary and benefits for the Mayor and City Council and provide a recommendation to the City Council.

ATTACHMENTS

Mayor and Council Benefits
Mayor Salary History
City Council Salary History
Comparison Data to Other Cities
Salary Increase Example

MAYOR & COUNCIL BENEFITS

CalPERS Retirement	Requires 5 years of service to be fully vested
Medical & Dental Insurance (CIGNA)	Available for individual, spouse and/or children
Vision Insurance (EyeMed)	Available for individual, spouse and/or children (optional at own cost)
Employee Assistance Program (EAP)	Available to individual, and members of household
Flexible Spending Plan (FSA 125)	Medical/Health and Dependent Care programs available
457 Deferred Compensation Plan	Optional
Voluntary Term Life Insurance	Optional at own cost
Accident Insurance	Optional at own cost
Cancer Insurance	Optional at own cost
Critical Illness Insurance	Optional at own cost
Short Term Disability Insurance	Optional at own cost
Retiree Health	Eligible to continue at current rate until age 65 at own cost
Medicare	Benefits begin at age 65
Auto Allowance	\$550 per month for Mayor \$450 per month for Council Member
Meeting Stipends	No stipend for Council Meetings Stipends for some Committees
Sick Leave	<u>Not</u> Eligible
Vacation	<u>Not</u> Eligible
Compensatory Time	<u>Not</u> Eligible
Administrative Leave	<u>Not</u> Eligible

MAYOR SALARY HISTORY

Effective Date	City Council Monthly Salary	Mayor Monthly Stipend	Mayor Monthly Salary	Comments
1-Dec-1988	575.00	300.00	\$ 875.00	
1-Dec-1990	632.50	500.00	\$ 1,132.50	
3-Dec-2002	1,094.41	750.00	\$ 1,844.41	
1-Jan-2005	1,203.84	825.00	\$ 2,028.84	5% increase for 2003 & 2004
1-Jan-2007	1,324.22	907.50	\$ 2,231.72	5% increase for 2005 & 2006
1-Jan-2009	1,456.64	998.25	\$ 2,454.89	5% increase for 2007 & 2008
1-Jul-2013	1,529.47	1,048.16	\$ 2,577.63	5% increase over 2012
1-Jul-2014	1,605.94	1,100.57	\$ 2,706.51	5% increase over 2013
1-Jan-2017			\$ 2,841.84	5% increase and \$50 increase in auto allowance
22-Aug-2019			\$ 2,912.89	2.5% increase
24-Jun-2021			\$ 2,956.58	1.5% increase, \$100 increase in auto allowance and \$10 increase in tech allowance
7-Jul-2022			\$ 3,000.93	1.5% increase - Same as staff
31-Aug-2023			\$ 3,120.97	4% increase - same as staff \$100 increase in auto allowance
4-Jul-2024			\$ 3,245.81	4% increase - same as staff

CITY COUNCIL SALARY HISTORY

Effective Date	City Council Monthly Salary	Comments
1-Dec-1980	\$ 200.00	Govt. Code 36516 (population up to 50,000)
7-Nov-1984	\$ 250.00	Govt. Code 36516 (population > 50,000)
25-Aug-1985	\$ 500.00	Govt. Code 36516 (amended by AB 387)
1-Nov-1988	\$ 575.00	Represented annual 5% increase for 1986, 1987, 1988
1-Nov-1990	\$ 632.50	Represented annual 5% increase for 1989, 1990
1-Jan-1997	\$ 822.25	Represented annual 5% increase for 1991- 1996
1-Jan-1999	\$ 904.48	Represented annual 5% increase for 1997, 1998
1-Jan-2001	\$ 994.92	Represented annual 5% increase for 1999, 2000
3-Dec-2002	\$ 1,094.41	Represented annual 5% increase for 2001, 2002
1-Jan-2005	\$ 1,203.84	Represented annual 5% increase for 2003, 2004
1-Jan-2007	\$ 1,324.22	Represented annual 5% increase for 2005, 2006
1-Jan-2009	\$ 1,456.64	Represented annual 5% increase for 2007, 2008
1-Jul-2013	\$ 1,529.47	Annual 5% increase in 2013
1-Jul-2014	\$ 1,605.94	Annual 5% increase in 2014
1-Jan-2017	\$ 1,686.24	5% increase and \$50 increase in auto allowance
22-Aug-2019	\$ 1,728.40	2.5% increase
24-Jun-2021	\$ 1,754.33	1.5% increase - same as staff \$50 increase in auto allowance and \$40 increase in tech allowance
7-Jul-2022	\$ 1,780.64	1.5% increase - same as staff
31-Aug-2023	\$ 1,851.87	4% increase - same as staff \$50 increase in auto allowance
4-Jul-2024	\$ 1,925.94	4% increase - same as staff

**Comparison of Other Cities in San Diego County
Population**

	CITY	Population
1.	Oceanside	170,020
2.	Escondido	148,122
3.	Carlsbad	113,495
4.	El Cajon	102,991
5.	Vista	98,344
6.	San Marcos	94,188
7.	Encinitas	60,841
8.	La Mesa	60,537
9.	Santee	59,478
10.	National City	55,236
11.	Poway	48,051
12.	Lemon Grove	27,569
13.	Imperial Beach	25,458
14.	Coronado	18,437
15.	Solana Beach	12,962
16.	Del Mar	3,867
17.	San Diego	1,388,320
18.	Chula Vista	274,333

San Diego and Chula Vista have full-time Mayor & City Council

**Comparison of Other Cities in San Diego County
Monthly Salaries**

as of March 2025

Sorted by Mayor

CITY	Mayor Salary	Council Salary	Population	Change since last meeting
1. Escondido	\$6,280 ⁽¹⁾	\$2,245	148,122	6.53%
2. National City	\$5,733 ⁽¹⁾	\$1,701	55,236	10.02%
3. La Mesa	\$3,800	\$1,900	60,537	90%
4. El Cajon	\$3,380	\$2,336	102,991	6.73%
5. Vista	\$3,317	\$3,196	98,344	8.15%
6. Santee	\$3,246	\$1,926	59,478	8.16%
7. Poway	\$2,538	\$1,813	48,051	32.05%
8. Carlsbad	\$2,455	\$2,355	113,495	7.04%
9. Oceanside	\$2,108	\$1,933	170,020	No change
10. Encinitas	\$1,820	\$1,720	60,841	No change
11. Imperial Beach	\$1,750	\$950	25,458	21.44%
12. Lemon Grove	\$1,405	\$803	27,569	No change
13. Solana Beach	\$1,152	\$1,032	12,675	20%
14. Coronado	\$1,187	\$1,187	18,437	29.87%
15. San Marcos	\$978	\$978	94,188	No change
16. Del Mar	\$950	\$950	3,867	216.67%
San Diego	\$20,394	\$15,295	1,388,320	8.73%
Chula Vista	\$13,416	\$5,367	274,333	6.26%

⁽¹⁾ Escondido and National City have a full time Mayor
San Diego and Chula Vista have full-time Mayor & City Council

**Comparison of Other Cities in San Diego County
Monthly Salaries**

as of March 2025

Sorted by Council

CITY	Mayor Salary	Council Salary	Population	Change since last meeting
1. Vista	3,317	3,196	98,344	8.16%
2. Carlsbad	2,455	2,355	113,495	7.68%
3. El Cajon	3,380	2,336	102,991	6.47%
4. Escondido	6,280 ⁽¹⁾	2,245	148,122	7.52%
5. Oceanside	2,108	1,933	170,020	No change
6. Santee	3,246	1,926	59,478	8.14%
7. La Mesa	3,800	1,900	60,537	90%
8. Poway	2,538	1,813	48,051	32.05%
9. Encinitas	1,820	1,720	60,841	No change
10. National City	5,733 ⁽¹⁾	1,701	55,236	9.95%
11. Coronado	1,187	1,187	18,437	29.87%
12. Solana Beach	1,152	1,032	12,675	20%
13. San Marcos	978	978	94,188	No change
14. Imperial Beach	1,750	950	25,458	48.21%
15. Del Mar	950	950	3,867	216.67%
16. Lemon Grove	1,405	803	27,569	No change
San Diego	20,394	15,295	1,388,320	35.91%
Chula Vista	13,416	5,367	274,333	6.47%

⁽¹⁾ Escondido and National City have a full time Mayor
San Diego and Chula Vista have full-time Mayor & City Council

**Comparison of Other Cities in San Diego County
Auto Allowance
as of Mach 2025**

CITY	Mayor Auto Allowance	Council Auto Allowance	Change since last meeting
1. National City	750 ⁽¹⁾	none	No change
2. Escondido	750 ⁽¹⁾	750	No change
3. El Cajon	550	450	No change
4. Santee	550	450	\$100 for Mayor \$50 for Council
5. Poway	500	360	\$80 for Mayor \$60 for Council
6. Carlsbad	450	350	No change
7. Oceanside	400	350	No change
8. La Mesa	400	350	No change
9. Encinitas	350	350	No change
10. Solana Beach	350	350	No change
11. San Marcos	300	300	No change
12. Imperial Beach	300	300	\$150 Increase
13. Coronado	225	150	No change
14. Lemon Grove	175	175	No change
15. Vista	None	None	No change
16. Del Mar	None	None	No change
San Diego	None	None	No change
Chula Vista	1,000	550	No change

⁽¹⁾ Full-time Mayor

San Diego and Chula Vista have full-time Mayor & City Council

**Comparison of Other Cities in San Diego County
Tech Allowance
as of March 2023**

CITY	Council Tech Allowance	Mayor Tech Allowance	Changes and other notes
1. Vista	\$90/mo	\$90/mo	None
1. Santee	\$90/mo	\$90/mo	Laptop provided if needed
3. Poway	\$90/mo	\$60/mo	\$40 Mayor Increase \$10 Council Increase
4. Escondido	None	None ⁽¹⁾	City cell phone and laptop provided
5. Carlsbad	None	None	Provided iPad
6. National City	None	None ⁽¹⁾	Laptop Provided
7. El Cajon	None	None	None
8. Oceanside	None	None	None
9. La Mesa	None	None	None
10. Encinitas	None	None	City cell phone and laptop provided
11. Solana Beach	None	None	None
12. San Marcos	None	None	City cell phone and laptop provided
13. Coronado	None	None	None
14. Lemon Grove	None	None	None
15. Del Mar	None	None	None
16. Imperial Beach	None	None	Laptop Provided
San Diego	unknown	unknown	unknown
Chula Vista	\$60/mo	\$60/mo	Provided iPad

⁽¹⁾ Cellphone issued to Mayor and City Council

City of Santee General Employee Salary Increases

Effective Date	City Employees Salary Increases	Comments
July 1, 2012	0.00%	No Increase
July 1, 2013	2.00%	
July 1, 2014	2.00%	
July 1, 2015	2.50%	
July 1, 2016	2.50%	
June 29, 2017	3.50%	
June 28, 2018	2.80%	Additional 1% for paying increase in CalPERS Costs
June 27, 2019	2.50%	
June 25, 2020	2.50%	
June 24, 2021	1.50%	Additional 1% stipend
July 7, 2022	3.50%	Additional 2% stipend
July 6, 2023	4.00%	
July 4, 2024	4.00%	

Salary Increase Example Based on Last Council Increase

	City Council Monthly Salary	Mayor Monthly Salary	Comments
Example	1,925.94	3,245.81	Current Salary
	77.04	129.83	4% for FY 2025-26
	80.12	135.03	4% for FY 2026-27
	<hr/> 2,083.10	<hr/> 3,510.67	

**Comparison of Other Cities in San Diego County
Mayor and Council Monthly Salaries**

EXAMPLE: 4% Increase for each next two Fiscal Years

Sorted by Mayor

CITY	Mayor Salary	Council Salary
1. Escondido	\$6,280 ⁽¹⁾	\$2,245
2. National City	\$5,733 ⁽¹⁾	\$1,701
3. La Mesa	\$3,800	\$1,900
4. Santee	\$3,511	\$2,083
5. El Cajon	\$3,380	\$2,336
6. Vista	\$3,317	\$3,196
7. Poway	\$2,538	\$1,813
8. Carlsbad	\$2,455	\$2,355
9. Oceanside	\$2,108	\$1,933
10. Encinitas	\$1,820	\$1,720
11. Imperial Beach	\$1,750	\$950
12. Lemon Grove	\$1,405	\$803
13. Solana Beach	\$1,152	\$1,032
14. Coronado	\$1,187	\$1,187
15. San Marcos	\$978	\$978
16. Del Mar	\$950	\$950

⁽¹⁾ National City has full time Mayor

**Comparison of Other Cities in San Diego County
Mayor and Council Monthly Salaries**

EXAMPLE: 4% Increase for each next two Fiscal Years

Sorted by Council

	CITY	Mayor Salary	Council Salary
1.	Vista	\$3,317	\$3,196
2.	Carlsbad	\$2,455	\$2,355
3.	El Cajon	\$3,380	\$2,336
4.	Escondido	\$6,280	\$2,245
5.	Santee	\$3,511	\$2,083
6.	Oceanside	\$2,108	\$1,933
7.	La Mesa	\$3,800	\$1,900
8.	Poway	\$2,538	\$1,813
9.	Encinitas	\$1,820	\$1,720
10.	National City	\$5,733	\$1,701
11.	Coronado	\$1,187	\$1,187
12.	Solana Beach	\$1,152	\$1,032
13.	San Marcos	\$978	\$978
14.	Imperial Beach	\$1,750	\$950
15.	Del Mar	\$950	\$950
16.	Lemon Grove	\$1,405	\$803

City	Mayor Salary	Council Salary	Mayor Auto	Council Auto	Tech/Cell	Other Salary	Health Benefits	Other Benefits	Population	City General Fund	BCC
Carlsbad	\$2,455/mo	\$2,355/mo	\$450/mo	\$350/mo	Provided iPad	\$75/meeting for Community Development Commission (Max \$150/month) \$100/meeting For Water Board (Max \$300/month)	Yes; shared cost	CalPERs, Life ins.	113,495	\$238,468,445	14 total; Arts Commission, CDBG Commission, Growth Management Citizens Committee, Historic Presevation, Housing Commission, Parks & Recreation, Planning Commission, Senior Commission, etc.
Chula Vista	\$13,416/mo	\$5,367/mo	\$1,000/mo	\$550/mo	\$60/mo plus iPad for Council Meetings	\$50/day (max 4 times per month) for Housing Authority Meeting Allowance	Yes, Annual allotment towards benefits (\$1,779.67/mo)	CalPERs, Life ins.	274,333	\$274,100,000	18 total; Board of Appeals and Advisors, Board of Ethics, Health Wellness and Aging Commission, Mobilehome Rent Review Commission, Traffic Safety Commission, Veterans Advisory Commission, etc.
Coronado	\$1,187/mo	\$1,187/mo	\$225/mo	\$150/mo			Yes; Cafeteria plan	Life ins.	18,437	\$74,423,849	14 total; Civil Service Commission, Design Review Commission, Historic Resource Commission, Naval Complexes Coordinating Group, Street Tree Committee, etc.
Del Mar	\$950/mo	\$950/mo					Yes; Cafeteria Plan	Life ins.	3,867	\$20,645,640	9 total; Arts Advisory Committee, Finance Committee, Parks & Recreation Committee, Traffic & Parking Advisory Committee Lagoon Committee, etc.
El Cajon	\$3,380/mo	\$2,336/mo	\$550/mo	\$450/mo			Yes; Cafeteria plan	CalPERs, Life ins.	102,991	\$98,056,666	6 total; Gillespie Field Development Council, Mission Trails Regional Citizens' Advisory Committee, Personnel Commission, Veterans Coalition, etc.
Encinitas	\$1,820/mo	\$1,720/mo	\$350/mo	\$350/mo	City cell phone and laptop provided	\$100 per Water District. Mtg. \$50 per Housing Authority Mtg.	Yes; Cafeteria plan	CalPERs, Life ins.	60,841	\$107,515,649	11 total; Encinitas Ranch Golf Authority, Enironmental Commission, Senior Citizen Commission, Urban Forest Advisory Committee, Youth Commission, etc.
Escondido	\$6,280/mo	\$2,245/mo	\$750/mo	\$750/mo	City cell phone and laptop provided		Yes; Cafeteria plan	CalPERS, Life ins.	148,122	\$132,924,390	6 total; Building Advisory & Appeals Board, Historic Perservation Commission, Library Board of Trustees, Transportation & Community Safety Commission, etc.
Imperial Beach	\$1,750/mo	\$950/mo	\$300/mo	\$300/mo	Laptop provided		Yes; Cafeteria plan	CalPERs, Life ins.	25,458	\$29,454,500	4 total; Design Review Board, Tidelands Advisory Committee, Parks & Recreation Committee, Veterans & Military Affairs Committee.
La Mesa	\$3,800/mo	\$1,900/mo	\$400/mo	\$350/mo			Yes; Cafeteria plan	Life ins.	60,537	\$69,860,923	12 total; Community Parking Commission, Community Police Oversight Board, Environmental Sustainability Commission, Personnel Appeals Board, etc.
Lemon Grove	\$1,405/mo	\$803/mo	\$175/mo	\$175/mo			Yes	CalPERs, Life ins.	27,569	\$20,111,908	2 total; Planning Commission and Community Advisory Commission.
National City*	\$5,733/mo	\$1,701/mo	\$750/mo		City laptop, PC or tablet provided		Yes; Cafeteria plan	CalPERs, Life ins.	55,236	\$69,929,269	10 total; Community & Police Relations Commission, Board of Library Trustees, Port Commission, Public Art Committee, Traffic Safetly Committee, etc.

City	Mayor Salary	Council Salary	Mayor Auto	Council Auto	Tech/Cell	Other Salary	Health Benefits	Other Benefits	Population	City General Fund	BCC
Oceanside	\$2,108/mo	\$1,933/mo	\$400/mo	\$350/mo		\$350/mo Community Development Council \$50/per Harbor Port Meeting (\$200 max)	Yes	CalPERS, Life ins.	170,020	\$216,280,000	21 total; Citizen Investment Oversight Committee, Economic Development Commission, Housing Commission, Library Board of Trustees, Planning Commission, etc.
Poway	\$2,538/mo	\$1,813/mo	\$500/mo	\$360/mo	\$90/mo Mayor; \$60/mo Council		Yes	CalPERS	48,051	\$63,419,061	3 total; Budget Review Committee, Parks & Recreation Advisory Committee, and Traffic Safety Committee.
San Diego	\$20,394/mo	\$15,295/mo					Yes		1,388,320	\$2,160,943,165	41 total; Airports Advisory Committee, Citizens Equal Opportunity Commission, Historical Resources Board, Sustainable Energy Advisory Board, etc.
San Marcos	\$978/mo	\$978/mo	\$300/mo	\$300/mo	City cell phone and laptop provided	\$50 per CDBG funds related meeting	Yes, and flex spending account	CalPERS	94,188	\$93,425,351	10 total; Climate Action Plan Working Group, Community Foundation, San Marcos Creek Specific Plan Oversight Committee, Budget Review, etc.
Santee	\$3,245.81/mo	\$1,925.94/mo	\$550/mo	\$450/mo	\$90/mo		Yes	CalPERS	59,478	\$62,465,550	4 total; Community Oriented Policing Committee, Salary Setting Advisory Committee, Santee Manufactured Home Fair Practices Commission, and Santee Park & Rec Committee.
Solana Beach	\$1,152/mo	\$1,032/mo	\$350/mo	\$350/mo		\$160 per SEJPA monthly meetings, \$50 per NCDJPA meetings	Yes; Cafeteria Plan	CalPERS	12,675	\$27,756,332	7 total; Public Arts Advisory Commission, Budget and Finance Commission, Business Liaison Committee, School Relations Council Standing Committee, etc.
Vista	\$3,317/mo	\$3,196/mo			\$90/mo		Yes		98,344	\$116,529,239	13 total; Community Development Block Grant Citizens Advisory Committee, Mobile Home Park Review Board, Public Arts Commission, Senior Citizens Affairs Commission, etc.

*Full Time Mayor