CITY OF PASADENA
COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION
SEPTEMBER 24, 2025 – 6:00 P.M.
CITY HALL, COUNCIL CHAMBER, ROOM S249
100 NORTH GARFIELD AVENUE, PASADENA, CA 91101

REGULAR MEETING

Teleconference Location:
Private Residence 912
Stagecoach Road
Santa Fe, NM 87501

OPENING: Chair Moreno called the regular meeting of the Committee on City Councilmembers' Compensation to order at 6:03 p.m.

ROLL CALL:
Member Ken Chawkins
Member Renee Morgan Hampton
Member Donald Nanney
Member Steve Olivas
Member Vanessa Rodriguez
Member Elizabeth Wilson (joined via teleconference at 6:26 p.m.)
Vice Chair Lena Louis Kennedy
Chair Rita Moreno

Staff:
Alex Souto, Deputy City Manager
Mark Jomsky, City Clerk
Amanda Cusick, Assistant City Attorney

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA: No one appeared for public comment on matters not on the agenda.

APPROVAL OF COMMITTEE MINUTES – SEPTEMBER 2, 2025, REGULAR MEETING

MOTION: Following a brief discussion, it was moved by Vice Chair Kennedy, seconded by Member Hampton, to approve the minutes as submitted. (Motion unanimously approved) (Absent: Member Wilson)

APPROVAL OF DRAFT FINAL REPORT AND RECOMMENDATIONS FROM THE COMMITTEE ON CITY COUNCILMEMBERS' COMPENSATION TO THE CITY COUNCIL REGARDING INCREASES TO COMPENSATION, ALLOWANCES, AND BENEFITS FOR THE MAYOR AND CITY COUNCIL**

Proposed Recommendations of Committee on City Councilmembers' Compensation: It is recommended that the City Council:

(1) Find that the recommended actions are exempt from the California Environmental Quality Act ("CEQA") pursuant to State CEQA Guidelines Section 15061(b)(3), the “Common Sense” exemption that CEQA only applies to projects that may have an effect on the environment;
(2) Pursuant to City Charter Section 405 (COMPENSATION), receive the Final Report and Recommendations of the Committee on City Councilmembers’ Compensation, with the City Council to consider the following increases to City Council compensation:

(a) Establish an annual Family Care Reimbursable Allowance in the amount of $18,000 for each Councilmember and the Mayor;

(b) Establish a per term Office Setup, Operations and Security Reimbursable Allowance in the amount of $20,000 for each Councilmember and the Mayor;

(c) Increase the annual General Expense Reimbursable Allowance for Councilmembers from $3,600 to $6,000, and for the Mayor from $6,000 to $11,000, without restricting use for another category; and

(d) Increase the annual stipend for Councilmembers from $23,292 to $36,000 and for the Mayor from $34,932 to $54,000; and

(3) Direct City staff to prepare an ordinance within 60 days to incorporate adjustments to the compensation paid to members of the City Council by amounts not to exceed the recommendations of the Committee, subject to approval by not less than 2/3 majority vote of the City Council.

Deputy City Manager Souto provided introductory comments on the item, reported on the process of drafting the final report that includes input from Vice Chair Kennedy and Member Olivas, noted that Member Chawkins submitted some requested edits, and stated that the Committee now has an opportunity to make final changes to the draft report prior to submitting to the City Council for the meeting scheduled on Monday, September 29, 2025.

Member Wilson joined the meeting at 6:26 p.m.

Member Chawkins requested a number of edits to the final report, with the following changes receiving consensus from the Committee:

- Change the tense in language, for consistency purposes, throughout the report;
- Page 2, Executive Summary, reposition the Committee’s stated principals to appear towards the top, prior to the Committee’s recommendations;
- Page 3, fifth line of the third paragraph, add “City Manager” to read “Pasadena’s City Manager form of municipal government”;
- Page 5, seventh line of the first paragraph, change the word “cover” to “mitigate” to read “compensation should be sufficient to mitigate the loss of income…” and;

- Page 7, line 6 of the second paragraph, amend the sentence to read "….the Committee considered adjustments based on modern technology and current payment options. The objective was to remove barriers for some individuals…."

Member Nanney suggested further edits, with consensus of the Committee, as follows:

- Page 2, first bullet, replace the word "removing" with "reducing" and add "on City Council", so the bullet reads, "Reducing financial barriers to public service on City Council";
- Page 2, third bullet, change to read "Maintaining the City's tradition of volunteer, part-time, citizen-led governance…";
- Page 7, replace the word "remove" with "reduce" throughout the page; and
- Page 9, fourth row of the Table, remove the forward slash and the word "childcare" and add the word "Annual" to the parentheses, with the table cell to read, "General Expense (Annual Max)".

Member Olivas referenced the Committee's discussion regarding private security for City Councilmembers, and expressed concern that personal security not related to home security was not captured in the draft report. He inquired if such security was considered as part of the security allowance or the general expense allowance.

In response to Member Olivas' inquiry, City Clerk Jomsky noted that in addition to the personal security question, two other matters still require clarification: pro-rating compensation for Councilmembers serving partial terms; and defining coverage for Family Care eligible expenses. City Clerk Jomsky stated that staff will work with the City Council to determine eligible expenses for security and Family Care allowance usages, as well as how to handle partial-term City Council compensation. Deputy City Manager Souto noted that the State of California's definition of Family Care is noted in the report (bottom of Page 6), which is used for determining benefits for City employees.

With regard to security, various Committee members reiterated the need for the City to proactively take steps to analyze and assess threats that may affect the City Council. Deputy City Manager Souto added that the General Expense Allowance can cover expenses for personal security that may not be anticipated under the home security allowance. City Clerk Jomsky noted that the City Council can also define such uses by ordinance, and reported that a threat assessment has been initiated by staff to analyze, implement, and address necessary safety and security measures and protocols.

MOTION: Following discussion, it was moved by Member Chawkins, seconded by Vice Chair Kennedy, to approve the Final Report, as amended to incorporate the edits detailed above.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Rodriguez, Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: None
ABSTAIN: None

AUTHORIZATION FOR CHAIR MORENO TO EXECUTE THE FINAL MEETING MINUTES ON BEHALF OF THE COMMITTEE

MOTION: Following a brief discussion, it was moved by Member Olivas, seconded by Member Rodriguez, to authorize Chair Moreno to sign the final meeting minutes on behalf of the Committee.

AYES: Members Chawkins, Hampton, Nanney, Olivas, Rodriguez, Wilson, Vice Chair Kennedy, Chair Moreno
NOES: None
ABSENT: None
ABSTAIN: None

ADJOURNMENT

Chair Moreno thanked City staff and Committee Members for their hard work and dedication to serving on the Committee. Various members of the Committee and City staff expressed appreciation for the work of the Committee, the leadership of the Chair and Vice Chair, and the support of City staff.

On order of the Chair, the regular meeting of the Committee on City Councilmembers' Compensation adjourned at 6:46 p.m.

Rita Moreno
Rita Moreno, Chair
Committee on City Councilmembers' Compensation

ATTEST:

_____
Mark Jomsky
City Clerk