

City of Sacramento
Compensation Commission Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-00066

3/25/2026

Approval of Compensation Commission Meeting Minutes

File ID: 2026-00066

Location: Citywide

Recommendation: Pass a **Motion** approving the Compensation Commission Regular Meeting Minutes of May 12, 2025.

Contact: Jacob Bredbeg, Administrative Analyst, (916) 808-6846, jbredberg@cityofsacramento.org; Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org; Office of the City Clerk

Presenter: None

Attachments:

1-Description/Analysis

2-May 12, 2025, Compensation Commission Regular Meeting DRAFT Minutes

Description/Analysis

Issue Detail: It is best practice for the legislative body to approve the minutes for each meeting.

Policy Considerations: Per the City Charter, the City Council shall require the City Clerk to keep a permanent record of its proceedings showing all action considered and taken, motions and records, the text of ordinances and resolutions introduced or adopted and all amendments thereto proposed or adopted, and the vote of each council member regarding any matter before the Council or any committee thereof.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: After each board, commission, or committee meeting, the City Clerk composes the DRAFT Minutes for noting the action taken by the legislative body. The DRAFT Minutes are presented to the board, commission, or committee for its approval as a permanent record of the meetings actions.

Financial Considerations: None.

Local Business Enterprise (LBE): Not applicable.

COMPENSATION COMMISSION

Arthur Scotland, Chair

Steven Cohn

David Kawada

Elisabeth Pray

Theresa Riviera

COMMISSION STAFF

Gustavo Martinez, Chief Assistant City Attorney

Wendy Klock, Chief Assistant City Clerk



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DRAFT Minutes

Compensation Commission

City Hall Complex

915 I Street

Sacramento, CA 95814

*Published by the Office of the City Clerk
(916) 808-7200*

Monday, May 12, 2025

10:00 AM

NOTICE TO THE PUBLIC

Where to Find the Agenda and Staff Reports: The agenda provides a general description and staff recommendation; however, legislative bodies may take action other than what is recommended. Full staff reports are available at <https://meetings.cityofsacramento.org>.

Watch the Legislative Body Meeting Online: Live video streams and archives of past meetings are available at <https://meetings.cityofsacramento.org>.

Submit Written Comments Online: Written comments received are distributed to members, filed in the record, and will not be read aloud. Members of the public are encouraged to submit public comments electronically via eComment through the City's Upcoming Meetings website at <https://meetings.cityofsacramento.org>.

Public Comment Speaker Time Limits: In the interest of facilitating the legislative body's conduct of the business of the City, members of the public (speakers) who wish to address the legislative body during the meeting will have two minutes per speaker for Consent Calendar Items, Public Hearing Items, Discussion Calendar Items, and Matters not on the Agenda for a maximum total of eight minutes per speaker per meeting. Each speaker shall limit his/her remarks to the specified time allotment.

Notice to Lobbyists: When addressing the legislative body, you must identify yourself as a lobbyist and announce the client/business/organization you are representing.

Assistance: In compliance with the Americans with Disabilities Act, if you need special assistance, a disability-related modification or accommodation, agenda materials in an alternative format, or auxiliary aids to participate in this meeting, please contact the Office of the City Clerk at 916-808-7200 or clerk@cityofsacramento.org as soon as possible. Providing at least 72 hours' notice will help ensure that reasonable arrangements can be made.

**City of Sacramento
Compensation Commission**

City Hall Complex, 915 I Street, Sacramento, CA 95814

**Regular Meeting DRAFT Minutes
Monday, May 12, 2025
10:00 AM**

Open Session

Regular meeting called to order by Chair Scotland at 10:02 a.m. on Monday, May 12, 2025, at the Sacramento City Hall Chamber.

Commissioners Present: Steven Cohn, David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Land Acknowledgement – Led by Chair Scotland.

Pledge of Allegiance – Led by Chair Scotland.

Welcome New Commissioners - Steven Cohn and Theresa Riviera

Consent Calendar

All items listed under the Consent Calendar are considered and acted upon by one Motion. Anyone may request an item be removed for separate consideration.

Action: Moved/Seconded: Commissioner Kawada / Commissioner Pray.

Yes: Commissioners David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Abstain: Commissioner Steven Cohn.

A motion **passed** to adopt the Consent Calendar in one motion except as indicated at each item.

1. Approval of Compensation Commission Meeting Minutes

File ID: 2025-00259

Location: Citywide

Action: Passed a **Motion** approving the Compensation Commission Regular Meeting Minutes of March 27, 2024, and Special Meeting Minutes of June 5, 2024, as discussed.

Contact: Jacob Bredberg, Administrative Analyst, (916) 808-6846, jbredberg@cityofsacramento.org; Saphire Xiong, Deputy City Clerk, (916) 808-7098, sxiong@cityofscaramento.org; Office of the City Clerk

Discussion Calendar

2. Annual Review of Compensation for the Mayor and Councilmembers and Members of Public Boards and Commissions

File ID: 2025-00776

Location: Citywide

Action: Moved/Seconded: Commissioner Kawada / Commissioner Riviera.

Yes: Commissioners Steven Cohn, David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Passed a **Motion** to increase the Mayor's salary to \$184,464 annually and increase the Councilmembers' salary to \$111,324 annually effective June 14, 2025.

Action: Moved/Seconded: Commissioner Kawada / Chair Scotland.

Yes: Commissioners Steven Cohn, David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Adopted a **Resolution** as discussed establishing compensation and benefits of the Mayor and City Councilmembers

Action: Moved/Seconded: Commissioner Pray / Commissioner Kawada.

Yes: Commissioners Steven Cohn, David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Adopted a **Resolution** establishing compensation for members of public boards and commissions.

Contact: Ebony Heaven, Human Resources Manager, (916) 808-7984, ehaven@cityofsacramento.org, Human Resources Department

3. Selection of Vice Chair for Calendar Year 2025

File ID: 2025-00760

Location: Citywide

Action: Moved/Seconded: Commissioner Pray / Commissioner Cohn

Yes: Commissioners Steven Cohn, David Kawada, Elisabeth Pray, Theresa Riviera, and Chair Arthur Scotland.

Passed a **Motion** selecting Commissioner David Kawada as Vice Chair for calendar year 2025.

Contact: Mindy Cuppy, City Clerk, (916) 808-5442, mcuppy@cityofsacramento.org, Office of the City Clerk

Commissioner Comments – Ideas and Questions

Commissioners provided comments.

Public Comments-Matters Not on the Agenda

Members of the public provided public comments.

Adjourned – 11:55 a.m.