

# Minutes

## Compensation Commission

City Hall Complex

915 I Street

Sacramento, CA 95814

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

### 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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**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>.

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**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](mailto: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 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](mailto:jbredberg@cityofsacramento.org); Saphire Xiong, Deputy City Clerk, (916) 808-7098, [sxiong@cityofscaramento.org](mailto: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, eheaven@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.

This is to certify that the foregoing is a true and correct copy of the minutes of May 12, 2025, as approved by the Compensation Commission.

Jacob Bredberg  
Jacob Bredberg (Mar 25, 2026 15:38:56 PDT)

03/25/2026

Jacob Bredberg, Administrative Analyst