



# FF

## City of Santa Ana, Proposed Amendment to Section 402 of the Santa Ana City Charter

Shall the Charter of the City of Santa Ana be amended to index Council compensation at a salary of thirty three (33%) percent of that of an Orange County Superior Court Judge?

### What your vote means

YES	NO
A "YES" vote on the Measure is a vote in favor of the Charter amendment described above.	A "NO" vote on the Measure is a vote against the Charter amendment described above.

### For and against

FOR	AGAINST
Thai Viet Phan Santa Ana Mayor Pro Tem, City of Santa Ana  Phil Bacerra Santa Ana City Councilmember, City of Santa Ana	Dale Helvig Retired  Thomas Anthony Gordon  Selica M. Diaz  Maria Acevedo Compensation Manager  Israel Perez



# Ballot Measures-FF

Full Text of Measure FF  
City of Santa Ana

**Sec. 402. - Compensation of members.**

Each member of the City Council and the Mayor shall receive as a monthly salary, the equivalent of thirty three percent (33%) of the monthly salary of a Judge of the Orange County Superior Court of the State of California for their services. ~~the maximum amount allowed by the population formula set forth in California Government Code Section 36516 as of November 8, 2016. No increase in the monthly salary shall occur without first being approved by the voters pursuant to a Charter amendment.~~ Further, each member of the City Council and Mayor shall receive reimbursement for required travel and other expenses while on official business of the City as authorized and approved by Resolution of the City Council. In accordance with Section 36516 any amounts paid by City for retirement, health and welfare 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 executive employees. Any amounts paid by the City to reimburse for actual and necessary expenses pursuant to a Council Resolution shall not be included for purposes of determining salary. Any member of the Council may waive any or all of the compensation permitted by this section.

Absence of the Mayor or a member of the City Council from all regular and special meetings of the City Council during any calendar month shall render them ineligible to receive the monthly salary for such a calendar month, unless such absence was approved by the City Council as expressed in its official minutes etc.

**Impartial Analysis  
City of Santa Ana  
Measure FF**

On June 18, 2024, Measure FF was placed on the ballot by the Santa Ana City Council. The Measure proposes to amend section 402 of the Santa Ana City Charter to index council compensation at a salary of thirty-three (33%) of that of an Orange County Superior Court Judge.

Currently, the salary (not including benefits) of the City Councilmembers and the Mayor is \$12,000 per year (\$1000 per month). The Charter allows for a maximum salary based upon a population formula set forth in California Government Code Section 36516 which is three thousand two hundred dollars (\$3,200) per month or an annual salary of \$38,400, in cities over 250,000 population, such as the City of Santa Ana. The proposed amendment would increase the salary of Councilmembers and the Mayor from \$12,000 a year (\$1000 per month) to \$78,698.07 a year (\$6558.17 per month) based upon indexing the salary to thirty-three percent (33%) of that of an Orange County Superior Court Judge. If the proposed amendment is approved, the salary would automatically increase when an Orange County Superior Court Judge's salary is increased.

Measure FF requires simple majority approval of Santa Ana voters to pass. If Measure FF does not pass, the Charter provision impacted by Measure FF will remain unchanged.

A "YES" vote on the Measure is a vote in favor of the Charter amendment described above.

A "NO" vote on the Measure is a vote against the Charter amendment described above.

Santa Ana City Attorney



# Ballot Measures-FF

## Argument in Favor of Measure FF

In the November 2024 election, Santa Ana voters will decide whether to limit the salary of the Mayor and City Councilmembers according to a formula that is based on one-third of a local Superior Court Judge's salary.

We encourage you to Vote YES on this measure.

By adopting this formula-restriction, you the voters can make the decision to provide an update to outdated charter provisions and rest assured that any changes to the salary formula cannot be approved without a future vote of you, the voters.

Council responsibilities have expanded significantly over the years. Serving as a Councilmember requires many hours working for the benefit of the residents of our City. Under the current charter, the Mayor and Councilmembers receive a monthly salary of \$1,000, which is 250% LESS than minimum wage.

A Yes Vote will update outdated charter provisions and will cap Mayor and Councilmember compensation to a formula-restricted limit.

s/ Thai Viet Phan

Santa Ana Mayor Pro Tem, City of Santa Ana

s/ Phil Bacerra

Santa Ana City Councilmember, City of Santa Ana

## Rebuttal to Argument in Favor of Measure FF

On behalf of the G7 Santa Ana Neighborhood Leader Alliance, representing over 70% in opposition, I urge you to reject the proposed amendment indexing City Council compensation to 33% of an Orange County Superior Court Judge's salary.

### **Disproportionate Increase:**

Indexing council salaries to \$74,275 annually is a drastic increase from the current \$12,000, far exceeding salaries in comparable cities like Anaheim, where council members earn about \$18,000 annually.

### **Budgetary Constraints:**

Santa Ana faces significant fiscal challenges. Increasing council salaries diverts essential funds from public safety & needed infrastructure. Financial resources should prioritize resident needs, not inflated council salaries.

### **Lack of Public Trust:**

Raising salaries amid economic uncertainty erodes public trust. According to the Public Policy Institute of California, residents value government efficiency over increased spending. Council compensation should reflect the economic realities faced by constituents, aligning with peer cities like Fullerton and Garden Grove.

### **No Justification:**

This proposal lacks performance metrics to justify increased compensation. Additionally, current council members receive compensation from board appointments and benefits, including a \$500 monthly car allowance. Increasing salaries without accountability is unwarranted.

### **Fiscal Responsibility:**

The City Council can currently increase pay to over \$36,000 per year. Passing this amendment allows automatic raises, further disconnecting council compensation from performance & fiscal realities.

In conclusion, while competitive compensation is important, this proposal is misaligned with our city's fiscal responsibilities. Santa Ana voters should reject this amendment, urging officials to explore equitable compensation solutions focused on community needs.

Sincerely,

s/ Mark Spratt

Ward 3 - Constituent



# Ballot Measures-FF

## Argument Against Measure FF

## Rebuttal to Argument Against Measure FF

When was the last time you received a raise of over 600% raise in your salary?

Santa Ana City Council is a part time political job, with benefits which include a \$500 monthly car allowance.

City Council Members are asking you to raise their salary from \$12,000 to over \$78,000 per year. In 2021 the total salary for the entire council was \$84,000. In 2022 \$420,00 was added for staff support. If approved, the annual total compensation for the entire Council's salary, plus staff support, will be over \$1,000,000. Asking for this raise while preaching fiscal responsibility for everyone else is unacceptable. City Council Members also get paid from numerous boards which they appoint themselves to:

- Orange County Fire Authority
- Orange County Sanitation District
- Orange County Transportation Authority
- Orange County Vector Control District
- Orange County Water District
- Transportation Corridor Agency
- Southern California Association of Governments

It is unfortunate that the City Council's Members choose to put their own best interests before those of the Santa Ana residents they took an oath to serve, when our city has:

- Crumbling streets and sidewalks
- Too few parks
- Projected serious budget shortfall's

Join us in voting NO on Measure FF

s/ Dale Helvig  
Retired

s/ Thomas Anthony Gordon

s/ Selica M. Diaz

s/ Maria Acevedo  
Compensation Manager

s/ Israel Perez

Currently, the Mayor and City Councilmembers receive a salary that is one-fifth of minimum wage.

Measure FF will correct outdated charter provisions by instituting a formula that cannot be changed without a future vote of you, the voters.

City Councilmembers each serve on one regional board to represent our city on very important issues like water, sanitation, transportation, and emergency and support services and receive an average stipend of \$150 per month. Some regional boards provide no stipend at all.

Indexing the salary of the Mayor and City Councilmembers with a standard formula approved by you, the voters, is fiscally responsible.

Vote YES on Measure FF.

s/ Thai Viet Phan  
Santa Ana Mayor Pro Tem, City of Santa Ana

s/ Phil Bacerra  
Santa Ana City Councilmember, City of Santa Ana