

# Item 3.3

## Financial Need-Based Stipends for Boards and Commissions

November 8, 2022

Rosalynn Hughey, Deputy City Manager

# Background

**April 11, 2022:** City Council Special Meeting General Charter Review Commission Recommendations

- **Recommendation.** To provide a stipend to all members of boards and commissions
- **Result.** Create a Manager's Budget Addendum on costs and staff impacts

**May 25, 2022:** Manager's Budget Addendum #20

- **Analysis.** To consider the cost and staffing impacts of implementing recommendation

**June 14, 2022:** City Council Approval of Fiscal Year 2022-2023 Operating Budget

- **Result.** Manager's Budget Addendum #20 was **not** included in the Fiscal Year 2022-2023 Operating Budget approved by City Council (Budget adopted on June 21, 2022)

**August 30, 2022:** City Council Discussion on Stipends – San José for All

- **Result.** Administration committed to return to City Council with analysis and recommendation by which stipends could be provided to all boards and commissions to reduce barriers

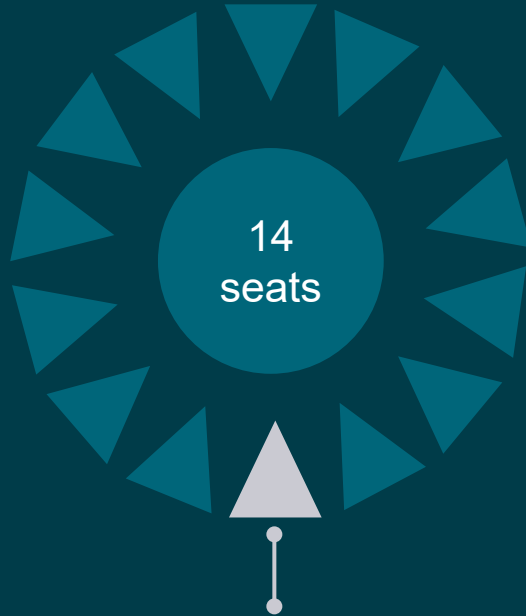
# Goal: Remove Barriers for Residents to Serve

- Equity-centered: power and justice
- Diversity: multiplicity of identities
- Inclusion: engaging traditionally excluded identities
- Desired outcome: More perspectives in shaping the City's policies, programs, and budgets



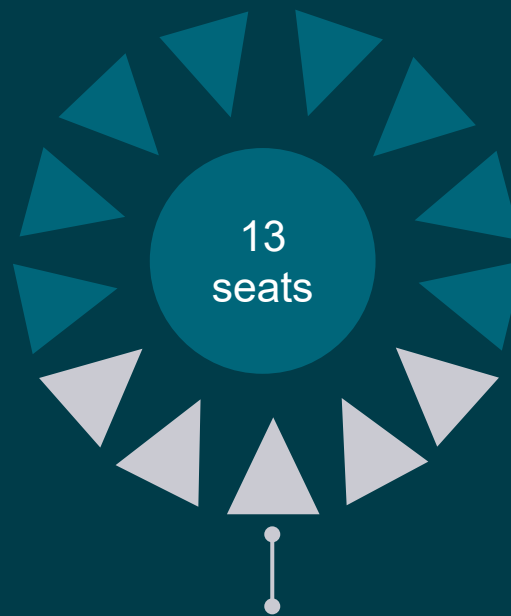
# Existing Models

## Housing and Community Development Commission



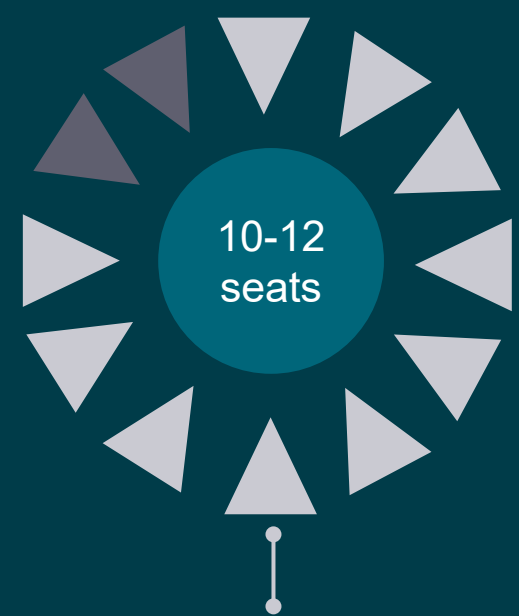
**One seat** for person with lived experience with homelessness  
**+ \$200 stipend monthly**, dependent on meeting attendance

## Community Stabilization + Opportunity Pathways Fund Commission



**Five seats** for persons with lived experience in program areas  
**+ \$200 stipend monthly**, dependent on meeting attendance

## San José for All (formerly Equity Roundtable)



**Ten to twelve seat Advisory Body**  
**+ \$100 stipend every two months**, regardless of meeting attendance

# Recommendation

**Provide Financial Need-Based Stipends of \$200 per month to each member of a board or commission established under Chapter 2.08 of the Municipal Code or the City Charter:**

- Who is **not** currently receiving a stipend
- If they have attended a monthly meeting
- Members to receive stipend if monthly meeting is canceled
- Who is a member of a low-income household
  - Low-income household defined for Santa Clara County
    - Up to **\$92,250** for one-person household
    - Up to **\$105,400** for two-person household
    - Up to **\$118,600** for three-person household
    - Up to **\$131,740** for four-person household

# Recommendation and Next Steps

- ❑ Direct the City Clerk's Office to develop financial need-based stipend application form; post information on Boards and Commissions website
- ❑ Direct the City Manager's Office to work with departments who staff boards and commissions, ensuring that stipend budgeting and administration are coordinated

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