

#1

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 28, 2024 8:19:38 PM  
**Last Modified:** Wednesday, February 28, 2024 8:25:59 PM  
**Time Spent:** 00:06:20

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**Q1**

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

70 hrs a week, every week.

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**Q2**

Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions.

yes,

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**Q3**

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

Leaders who have built wealth may think twice before taking a pay cut to work as a councilmember.

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**Q4**

Respondent skipped this question

To what extent did salary affect your decision to run for Mayor/Council?

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**Q5**

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Yes

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**Q6**

Do you think the current compensation package is fair given the responsibilities of the position?

No

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**Q7**

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

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**#2**

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 28, 2024 9:08:26 PM  
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**Q1**

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

50+ hrs/week, 50 weeks/year

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**Q2**

Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions.

Yes, County Board of Supervisors

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**Q3**

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

The compensation is a barrier for people at all economic backgrounds to run for Council. Cost of living is too high for this to be enough as a single income. It can be a payout for some, discouraging them to run. Or for people who don't have extra savings, it isn't enough to make the commitment.

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**Q4**

To what extent did salary affect your decision to run for Mayor/Council?

I delayed by at least 4 years my decision to run because of the salary. And when I did run, the salary almost kept me from doing so.

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## Salary Setting Survey

### Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

I'm fortunate to have a 2 income household and enough years of savings so I don't need to, but I'm lucky.

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### Q6

Do you think the current compensation package is fair given the responsibilities of the position?

No. Representing 100,000 constituents and supervising a staff of 6 people is a major responsibility and deserves higher compensation.

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### Q7

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

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## #3

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 29, 2024 1:41:34 AM  
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### Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

60

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### Q2

Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions.

Yes to the County Supervisors

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### Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

Discourage

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**Q4**

To what extent did salary affect your decision to run for Mayor/Council?

Not at all.

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**Q5**

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Absolutely

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**Q6**

Do you think the current compensation package is fair given the responsibilities of the position?

No

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**Q7**

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

Analyze increasing car allowance too

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**#4**

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, March 07, 2024 12:12:01 PM  
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**Q1**

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

-70

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**Q2**

**Respondent skipped this question**

Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions.

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## Salary Setting Survey

**Q3**

Respondent skipped this question

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

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**Q4**

Respondent skipped this question

To what extent did salary affect your decision to run for Mayor/Council?

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**Q5**

Respondent skipped this question

Do you feel you need other sources of income beyond the Council/Mayor Salary?

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**Q6**

Respondent skipped this question

Do you think the current compensation package is fair given the responsibilities of the position?

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**Q7**

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

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## #5

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
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**Q1**

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

50-60 hours/ week, I take off the month of July at the break at Christmas.

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## Salary Setting Survey

### Q2

Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions.

Given the restrictions on our budget, I would say no. But our work is the same as the Santa Clara County Supervisors.

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### Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

This is a high cost area. So it may discourage qualified candidates from running.

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### Q4

To what extent did salary affect your decision to run for Mayor/Council?

Salary had no affect on my decision to run.

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### Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

I do not.

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### Q6

Do you think the current compensation package is fair given the responsibilities of the position?

Not necessarily.

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### Q7

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

This is not the time to consider an increase in the salary of the Council or Mayor. Budget is tight. We should set an example by having our salaries remain as they are.

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