



CITY OF SAN JOSE, CALIFORNIA

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SALARY SETTING COMMISSION

April 22, 2015

Honorable Mayor and City Council
City of San José
200 East Santa Clara Street
San Jose, CA 95113-1905

**Re: Recommended Mayor and Council Salaries, Compensation and Benefits for
FY 2015–2016 and FY 2016-2017**

RECOMMENDATION

- A. The Salary Setting Commission (“Commission”) recommends adoption of an ordinance by the San Jose City Council authorizing the salaries and benefits of the Mayor and City Council for the next two Fiscal Years, the period July 1, 2015 through June 30, 2017, as follows:
1. For the Mayor, increase the authorized salary as recommended by the Commission for FY 2015-16 and FY 2016-17 from the previously recommended \$119,700 annually to \$125,000 annually.
 2. For each Councilmember, increase the authorized salary as recommended by the Commission for FY 2015-16 and FY 2016-17 from the previously recommended \$85,050 annually to \$92,000 annually.
 3. Retain the levels of health, dental, life insurance and other benefits through FY 2016 - 2017 in accordance with the benefits provided to management employees in Unit 99 and salary continuation insurance benefits.
 4. Retain the current retirement benefits offered under the CalPERS Tier 2 Plan and the PTC 457 Defined Contribution Plan.
 5. Increase the vehicle allowance from \$350 to \$500 per month for the Mayor and each member of the City Council.
 6. Continue to require Councilmembers to pay \$250 for each unexcused absence at scheduled Council meetings, pursuant to City Charter Section 407.
- B. The Commission recommends increasing the stipend for non-City employee members of the retirement boards from \$150 to \$225 per board meeting.

EXECUTIVE SUMMARY

The City Charter directs the Salary Setting Commission to review biennially the salaries, compensation, and benefits for the Mayor and City Council. The Charter requires the Commission to take into account the full time nature of the office and to set a compensation level, which is comparable to other public or private positions with similar full time duties, responsibilities, and obligations. In performing our duties, the Commission has reviewed compensation levels for other elected officials in California while taking into consideration the current economic conditions and the status of public and private compensation in our labor market. In fulfilling our Charter responsibilities, we are mindful of the City's ongoing fiscal challenges, while also being aware of the financial conditions of the City.

Taking all of these factors into consideration, the Commission recommends increasing the salary proposed by the Commission in 2013 for the Mayor by 4.4% and the City Council by 8.17% for Fiscal Years 2015-16 and 2016-17.

The Commission notes that it recommended pay reduction for the Mayor and City Council in 2011 to amounts below their 2005 compensation. Subsequently, in 2013, the Commission recommended a pay increase; however, the Mayor and City Council voted to maintain the 2011 level of compensation.

Recent changes approved by voters to the City Charter direct the Salary Setting Commission to review biennially and set the stipend paid to non-employee Retirement Board members.

The Commission recommends a 50% increase in the stipend for non-City employee members of both retirement boards for Fiscal Years 2015-16 and 2016-17.

BACKGROUND

Section 407 of the San José City Charter requires that the Salary Setting Commission, which is appointed by the Civil Service Commission, review and recommend appropriate compensation levels for the Mayor and City Council on a biennial basis. The proposed salaries are expected to "take into account the full time nature of the office" and be "commensurate with salaries then being paid for other public or private positions having similar full time duties, responsibilities and obligations." Per the City Charter, the City Council may adopt the recommended salaries or lesser amounts.

In November 2014, voters in the City of San Jose passed Measure G, amending the powers and duties of the Salary Setting Commission to include biennially making recommendations regarding the monthly stipend for a non-City employee member of the retirement board or boards which administer the retirement plan or plans.

Recent Actions regarding Mayor and Council Compensation:

On June 4, 2013, the City Council adopted Ordinance No. 29252 that set the Mayor's compensation for FY 2013-14 and FY 2014-2015 at \$114,000 annually and \$81,000 for each member of the City Council.

Actions regarding Retirement Board stipends:

On March 18, 2003, the City Council adopted Ordinance No. 26845 setting the stipend for non-City employee members of the retirement boards. Since that date, the stipend for non-City employee members has not changed.

Outreach:

Public Meetings: Since January 21, 2015, the Commission has met in public, on at least a bimonthly basis, to discuss issues central to setting a fair and appropriate compensation for the City Council. The Commission reviewed the Council salary history and pertinent documents, interviewed Councilmembers, and evaluated other relevant data.

Public Hearings: The Commission conducted three duly noticed public hearings, one on March 18th and two on March 21st, to obtain public input in accordance with the City Charter. There was no public testimony at the hearings.

Council Input: Vice Mayor Herrera, Councilmember Nguyen, and Councilmember Matthews testified before the Commission. Councilmembers commented on the extensive commitment by San Jose's Mayor and Council attending many evening and weekend meetings and events in fulfilling their job duties, often working more than a full-time work week, and paying out of pocket for some expenses.

These Councilmembers stated that candidates are aware of the compensation paid to the City's elected leaders. Current Councilmembers also commented that the reduced salaries have had an impact on their personal financial situations.

Public Survey: The Commission distributed an informal public survey via the City's web site to gather public input on the level of compensation for the Mayor and City Council. The Commission considered the public survey results in making its recommendation and expresses its appreciation to those who took the time to voice their opinion and to the various media outlets for publicizing the survey. The survey results are included in Attachment A.

Survey of Comparable Jurisdictions: The Commission, through the Office of the City Clerk, conducted a survey of the largest California cities (those with a population of 100,000+) and the largest California counties. A summary of the survey results from responding jurisdictions is included in Attachment B.

Retirement Board Outreach: The Commission invited the Director of Retirement Services and the Chairs of both Retirement Boards to provide input regarding the stipend paid to non-City employee members of both retirement boards.

ANALYSIS

A. Goals of Salary Setting

The Commission strongly believes that the compensation for the Mayor and Councilmembers should be fair and adequate with respect to the scope and complexity of their responsibilities. Equally important, the Council's salary should be appropriately competitive by the local living standards so that qualified citizens are not unduly deterred from running for office because of authorized compensation. It should also take into consideration the salaries of elected officials in other jurisdictions with comparable workloads, responsibilities, and obligations. Overall, compensation is one of several significant factors in encouraging qualified candidates for the Mayor and Council positions.

B. Review of Current Mayor and Council Salaries

In reviewing compensation for the City's elected leaders, the Commission recognizes that the City of San Jose is the third largest City in California and the tenth largest city in the United States. The eleven members of the City Council have the responsibility for overseeing an operating and capital budget in FY 2014 – 2015 of approximately \$3 billion. Based on estimates by the Census in 2013, the population of San Jose is approximately 998,537. Each Councilmember represents approximately 98,000 constituents, which is comparable to the population of a medium-size city in California, and the Mayor represents nearly one million residents. The Commission believes that the salary and benefits should be adequate and fair for current members of the City Council given overall economic conditions, but also such that the City will reasonably attempt to continue to attract qualified persons to represent its citizens.

The Commission believes that the scope of responsibility of the San Jose Mayor and Councilmembers has grown over the years. In fact, it is extremely difficult to compare the duties of elected officials between jurisdictions. The services provided, size, and scope of the organization, responsibilities, and community expectations vary greatly. The Commission suggests that factors such as the following should be considered in establishing the salaries of San Jose's Mayor and Council:

- San Jose is the 10th largest City in the nation and the third most populous city in California
- The jobs of San Jose's Mayor and City Councilmembers are full-time positions. It is difficult to make a direct comparison between the duties and responsibilities of San Jose's Mayor and Council with the roles and obligations of other elected officials among California's largest cities and counties, some of whom are part-time. Each community is unique with elected officials performing distinct tasks within differing governmental structures amidst varying expectations.
- The frequency of the City Council meetings, Council committees, and assignments to represent the City on various county, regional, and state boards adds a level of complexity to the duties of San Jose's leaders.
- The size of the City's operating and capital budgets equal or exceed many California counties and place San Jose in the top tier of California cities.

- San Jose’s geographic area, population, diversity, economy, budget, and number of employees in its work force is more comparable generally to those of California County Boards of Supervisors, rather than other California cities.

C. Basis for increased salaries for the Mayor and Council

The City Charter requires the Commission to recommend salaries, and permits the Commission to recommend benefits, which are appropriate given the level of authority and accountability held by the Mayor and Council. The Commission acknowledges that the City continues to deal with budget issues in the midst of economic challenges, however, in light of the workload, challenges, complexities, and time commitment, the Commission has concluded that an increase in the Mayor and Council salaries is appropriate at this time. The Commission recommends a salary increase of 4.4% for the Mayor and 8.17% for the City Council.

D. Mayor and Council Vehicle Allowance

As a part of its overall compensation, the Mayor and City Council currently receive a \$350 monthly automobile allowance (\$4,200 annually). It is apparent that Councilmembers use their personal vehicles while working. The Mayor and Councilmembers attend meetings of a variety of county, regional, and state bodies as assigned representatives of the City, as well as attend various civic functions throughout the community. The Commission finds that it is appropriate to recommend an increase of the Council’s automobile allowance to \$500 per month due to increases in recent years in the cost of vehicle maintenance and operation.

E. Health and Welfare Benefits

The Mayor and Councilmembers are eligible for all health and welfare benefits equivalent to the City’s management employees in Unit 99. This system seems fair and easy to administer. The City does not need to maintain a separate health and welfare benefits system or structure for the Mayor and Council, and the Mayor and Council are equally affected by any benefits changes. The Commission recommends that this approach remain intact.

F. Basis for increased stipend for the Retirement Board

The City Charter requires the Commission to recommend a stipend, which is appropriate for non-City employee members of both Retirement Boards. The stipend increase is recommended to acknowledge that the stipend has stayed the same since first being set in 2003 and the time commitment required of Board Members in meeting preparation and attendance.

G. Suggestions

The Salary Setting Commission hereby suggests that the Mayor and City Council consider an amendment to the City Charter to allow the recommendations of the Salary Setting Commission be adopted as written rather than vote to accept or decline, and purely advisory. The basis for this recommendation is that the salary of the Mayor and City Council should be such that an elected official can live in San Jose and have a comfortable living wage, and to entice talented, qualified persons to run for office.

Alternatively, it is recommended that the Mayor and City Council consider an annual/bi-annual raise based on COLA, or the raises assigned to managers of the City who are at a level of sufficient comparison to a City management level, or a county or state official.

We do realize that this will be up for a vote of the citizens as an amendment to the City Charter, but believe the change will remove the perception held by the elected officials that accepting a living wage will be seen as politically incorrect.

COORDINATION

The Commission thanks Vice Mayor Herrera, Councilmember Nguyen, and Councilmember Matthews; Director of Retirement Services Roberto Pena; the Chairs of both Retirement Boards, Matt Loesch and Andrew Lanza; and community participants for their valuable participation in the Commission process. The Commission further expresses its appreciation to City staff at City Hall who hosted the Commission while conducting our public hearings. Finally, the Commission would like to thank the staffs of the Offices of the City Clerk and City Attorney: Toni J. Taber, City Clerk; Suzanne Hutchins, Senior Deputy City Attorney; and Deputy City Clerks Suzanne Guzzetta and Anh Tran for their support and assistance to the Commission fulfilling its role and meeting our charge.

CONCLUSION

San Jose is fortunate to have had effective leadership by many men and women who have been elected and served with integrity and distinction. The Commission recommends a salary increase of 4.4% for the Mayor and 8.17% salary increase for the Council because it is important that San Jose's elected leaders continue to focus on the people's business while receiving an appropriate level of compensation and benefits within the City's resources.

The Commission strongly recommends that City Council accept the salary and benefits as stated in this report. In recent years, the City Council declined to take all or part of the increases recommended. The Commission evaluates the gap that has resulted between recommended and actual salaries as working against the goal of the Commission to maintain salary and benefits that are not only appropriate for the duties performed, but also a suitable living wage during the period served. The Commission feels it is very important to continue to attract diverse candidates to service regardless of their financial position prior to seeking to serve the City, and to provide an adequate living wage for this region while they are serving.

San Jose is also fortunate to have the dedicated volunteer services of the private citizens who serve on the retirement boards. The Commission recommends a stipend increase for non-City employee members of the retirement board of 50% to acknowledge that the stipend has stayed at the same level since 2003 and recognize the time and effort of Retirement Board members.

On April 10, 2013, by a vote of
report.

(5-0), the Commission approved submission of this

George Thibeault, Chairperson

Eileen Consiglio, Vice-Chair

Diane Owen, Commissioner

David Burckhard, Commissioner

Karen Parsons, Commissioner

Attachments –

Attachment A – Community Survey Result Summary

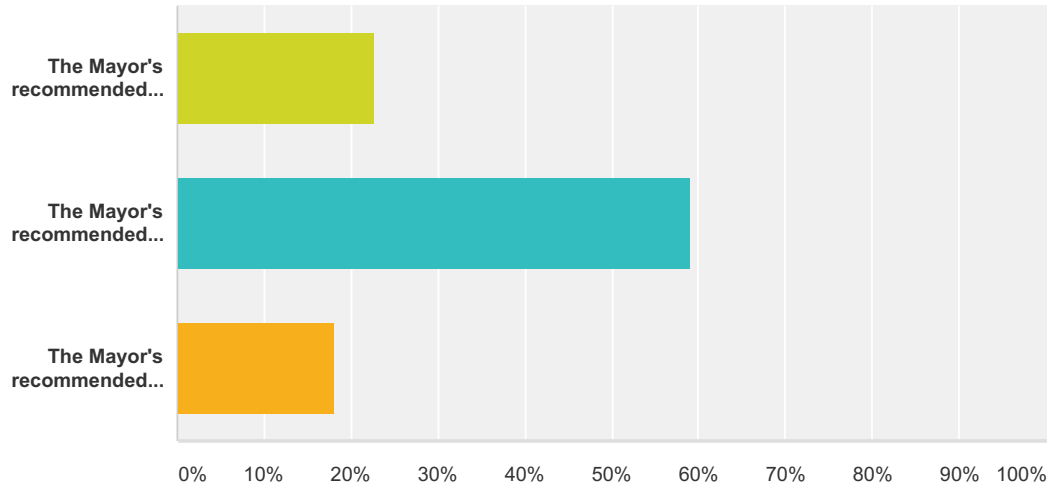
Attachment B – Comparable Jurisdiction Survey Results

Attachment C – History of Salary Setting Recommendation vs. Council Action

Attachment A:
Community Survey Result Summary

Q1 In 2013, the Salary Setting Commission recommended raising the Mayor's salary to \$119,700 per year (Note: the Mayor and City Council approved no change to the salary and it is currently \$114,000 per year). What is your opinion about this level of compensation?

Answered: 22 Skipped: 1



Answer Choices	Responses
The Mayor's recommended salary is fair given his responsibilities	22.73% 5
The Mayor's recommended salary is too high	59.09% 13
The Mayor's recommended salary is too low	18.18% 4
Total Respondents: 22	

Comments

Current salary also too high.
3/19/2015 9:44 PM

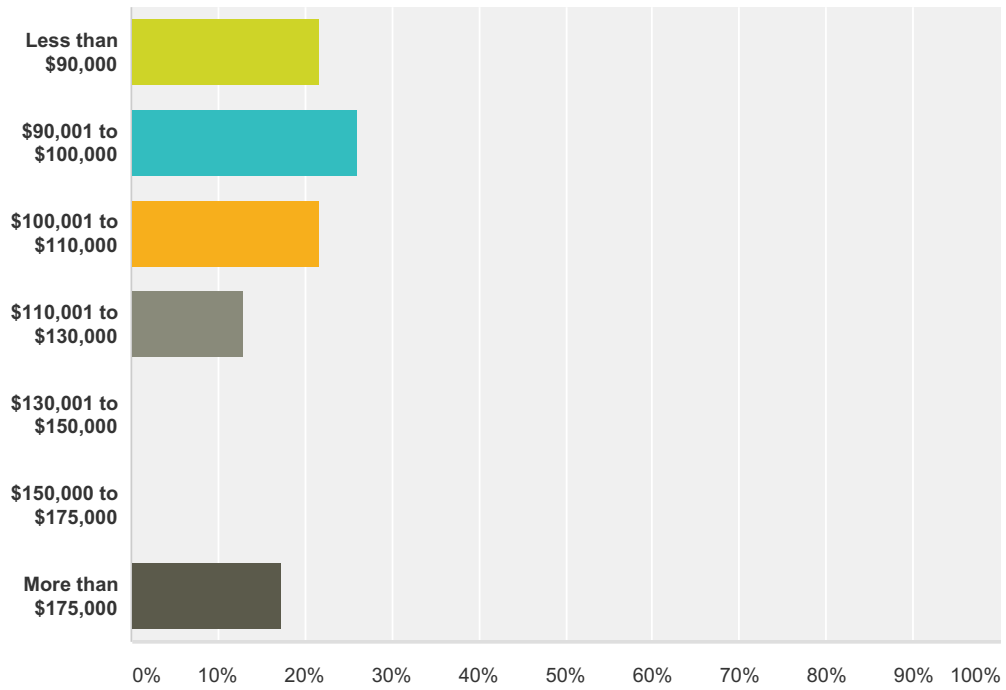
This is Silicon Valley--one of the most expensive places to live in the U.S. Why should the city's top official make less than most starting salaries for a high-tech programmer?
3/12/2015 12:44 PM

Mayor and Council salaries should not be raised until they can turn around the public safety employee drain and the staff brain drain that has been going on for the last few years.
3/6/2015 11:00 AM

\$100k a year seems fair.
3/6/2015 10:24 AM

Q2 If it was up to me, the Mayor would be paid an annual salary of:

Answered: 23 Skipped: 0



Answer Choices	Responses	Count
Less than \$90,000	21.74%	5
\$90,001 to \$100,000	26.09%	6
\$100,001 to \$110,000	21.74%	5
\$110,001 to \$130,000	13.04%	3
\$130,001 to \$150,000	0.00%	0
\$150,000 to \$175,000	0.00%	0
More than \$175,000	17.39%	4
Total Respondents: 23		

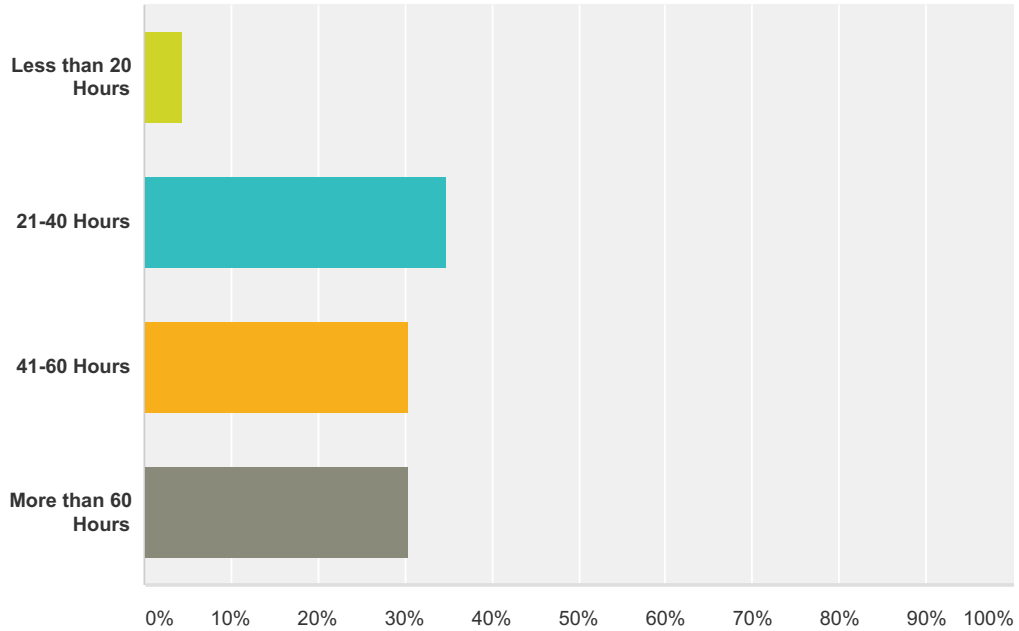
Comments

This seems fair given the cost-of-living in San Jose and Silicon Valley.
3/12/2015 12:44 PM

Although this should be dependent on the city's fiscal status.
3/6/2015 12:22 PM

Q3 What is your perspective as to the number of hours per week the Mayor works?

Answered: 23 Skipped: 0



Answer Choices	Responses
Less than 20 Hours	4.35% 1
21-40 Hours	34.78% 8
41-60 Hours	30.43% 7
More than 60 Hours	30.43% 7
Total	23

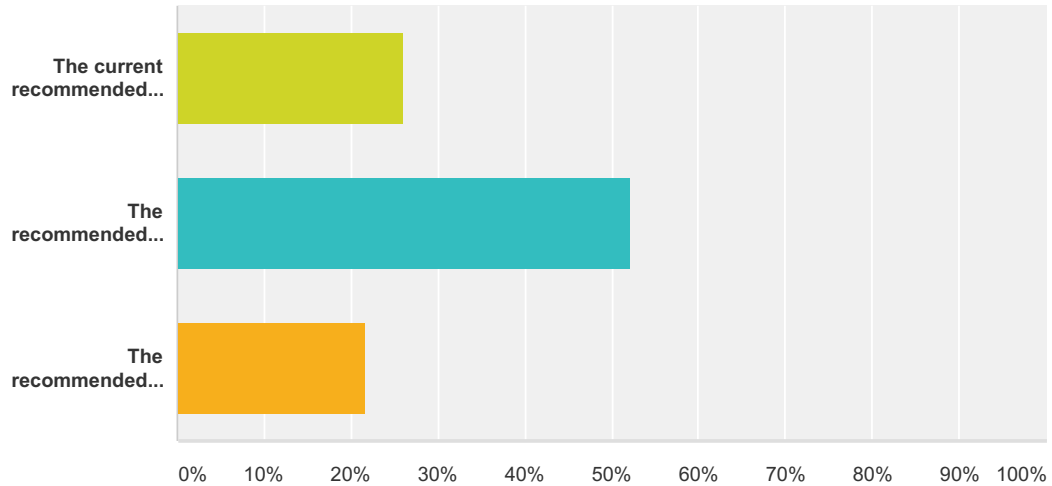
Comments

Question is the over 40 volunteer or mandatory?

3/6/2015 12:22 PM

Q4 In 2013, the Salary Setting Commission recommended raising San Jose City Councilmember's salary to \$85,050 per year (Note: the Mayor and City Council approved no change to the salary and it is currently \$81,000 per year). What is your opinion of this level of compensation?

Answered: 23 Skipped: 0



Answer Choices	Responses
The current recommended salary is reasonable given the level of the Council's responsibilities	26.09% 6
The recommended salary is too high	52.17% 12
The recommended salary is too low	21.74% 5
Total Respondents: 23	

Comments

Current salary also too high.
3/19/2015 9:46 PM

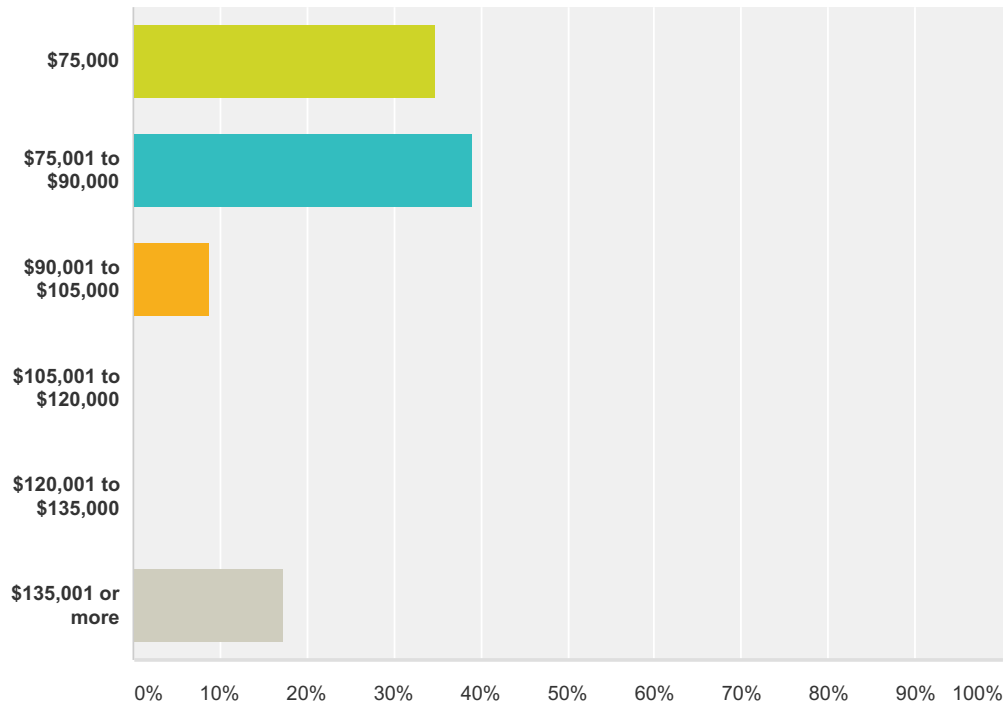
Again this is too low, since their job is full-time.
3/12/2015 12:44 PM

There are elected short term and they get other perks such as free underground parking, gas stipend, council spending fund
3/11/2015 10:56 PM

Mayor and Council salaries should not be raised until they can turn around the public safety employee drain and the staff brain drain that has been going on for the last few years.

Q5 If I were in charge, Councilmembers would be paid an annual salary of:

Answered: 23 Skipped: 0

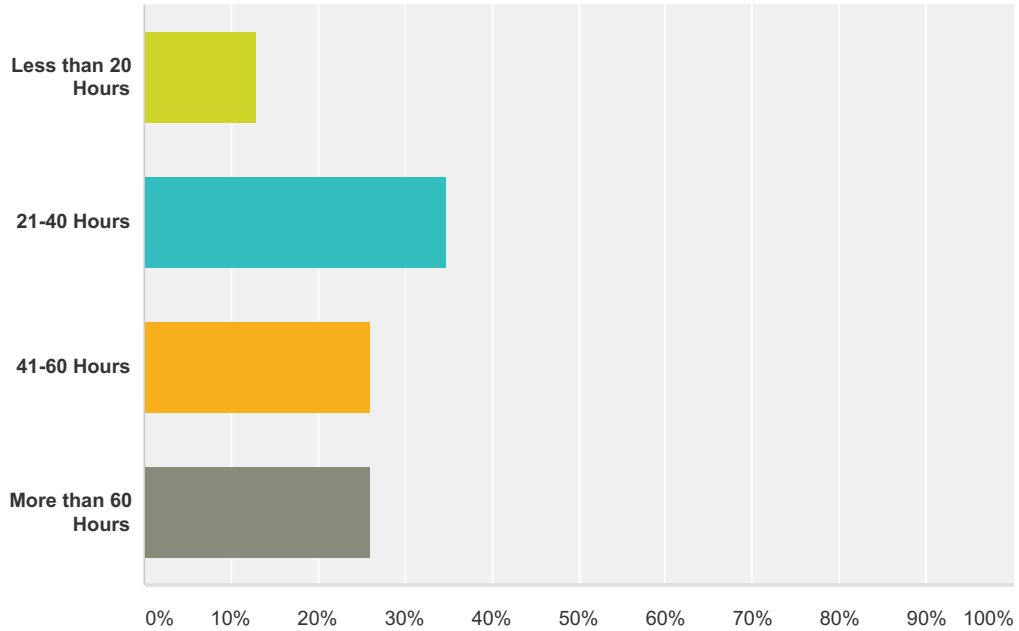


Answer Choices	Responses	Count
\$75,000	34.78%	8
\$75,001 to \$90,000	39.13%	9
\$90,001 to \$105,000	8.70%	2
\$105,001 to \$120,000	0.00%	0
\$120,001 to \$135,000	0.00%	0
\$135,001 or more	17.39%	4
Total Respondents: 23		

Comments
Or less.
3/6/2015 11:00 AM

Q6 What is your perspective as to the number of hours per week your Councilmember works?

Answered: 23 Skipped: 0



Answer Choices	Responses
Less than 20 Hours	13.04% 3
21-40 Hours	34.78% 8
41-60 Hours	26.09% 6
More than 60 Hours	26.09% 6
Total	23

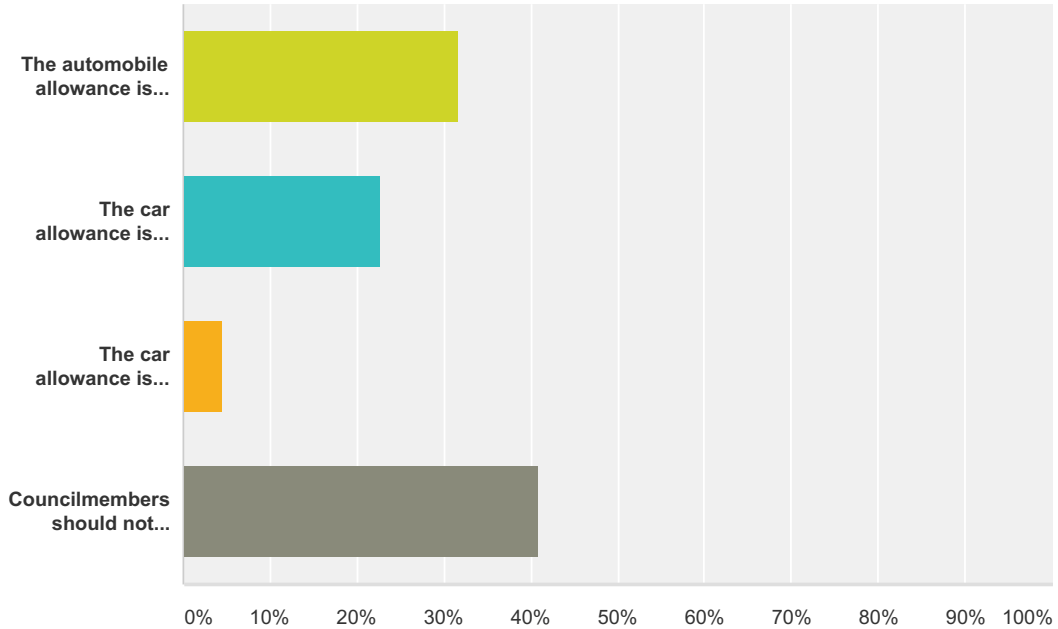
Comments

Each council member decides how active they want to be in their district.

3/11/2015 10:56 PM

Q7 The Mayor and Councilmembers are authorized to receive an automobile allowance of \$350 per month. What is your opinion of the automobile allowance?

Answered: 22 Skipped: 1



Answer Choices	Responses
The automobile allowance is reasonable given the Council's responsibilities and the amount of driving to perform their job	31.82% 7
The car allowance is too high	22.73% 5
The car allowance is too low	4.55% 1
Councilmembers should not receive an allowance, they should be reimbursed for actual City-related automobile expenses	40.91% 9
Total Respondents: 22	

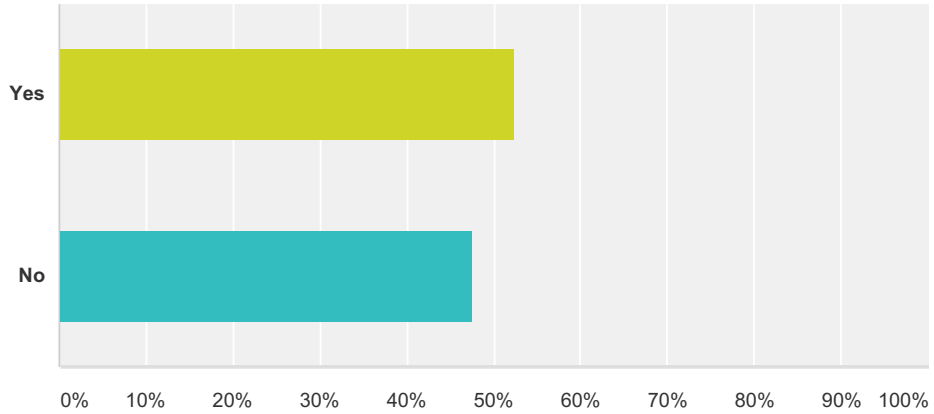
Comments

No car allowance should be given. They should get the same as other city employees, just a mileage reimbursement.
3/11/2015 10:57 PM

Transparency and honesty should be automatic.
3/6/2015 11:07 AM

Q8 Should the Mayor and Councilmembers receive the same or equivalent retirement benefits as regular management employees (Unit 99)?

Answered: 21 Skipped: 2



Answer Choices	Responses	
Yes	52.38%	11
No	47.62%	10
Total		21

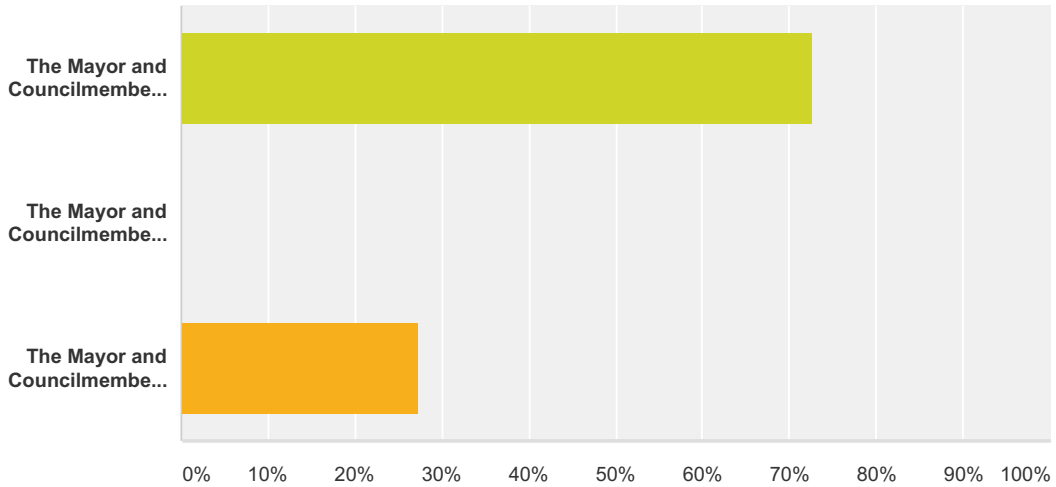
Comments

I don't know what the unit 99 benefits are but see my comment below
3/22/2015 3:27 PM

Politicians should not be rewarded for popularity, i.e. their ability to win a seat in office. There should be no retirement benefits other than Social Security, or at maximum, the minimum benefits available to any City employee, e.g. tier 2.
3/6/2015 11:07 AM

Q9 Should the Mayor and Councilmembers receive other benefits (life insurance, health, dental, etc.) equivalent to other City employees with the same cost sharing of premium costs as other employees?

Answered: 22 Skipped: 1



Answer Choices	Responses
The Mayor and Councilmembers should continue to receive benefits equivalent to City employees with similar contributions	72.73% 16
The Mayor and Councilmembers should receive benefits which are separate from City employees	0.00% 0
The Mayor and Councilmembers should not receive City-provided benefits	27.27% 6
Total Respondents: 22	

Comments

contributions, benefits, years needed to vest etc. should be equal to the city employees with the strictest requirements and lowest compensations. Example police and fire need 10 years to be vested and they contribute about 20 percent to retirement.

3/22/2015 3:27 PM

If they work 30 years, they should get benefits.

3/19/2015 9:49 PM

They should be provided the benefits while in office only. Not post leaving office.

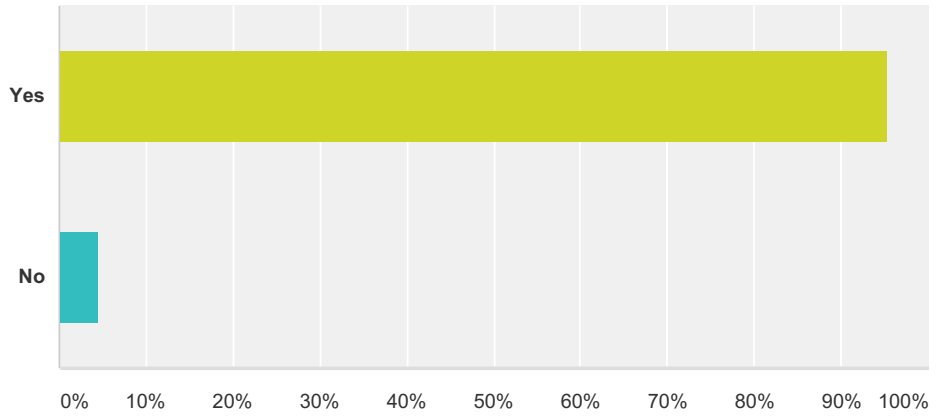
3/19/2015 9:25 PM

The benefits should be effective as of the start of their most recent term in office, as they are in effect, new employees each time the voters elect them to begin a new term.

3/6/2015 11:07 AM

Q10 Are you a resident of San Jose?

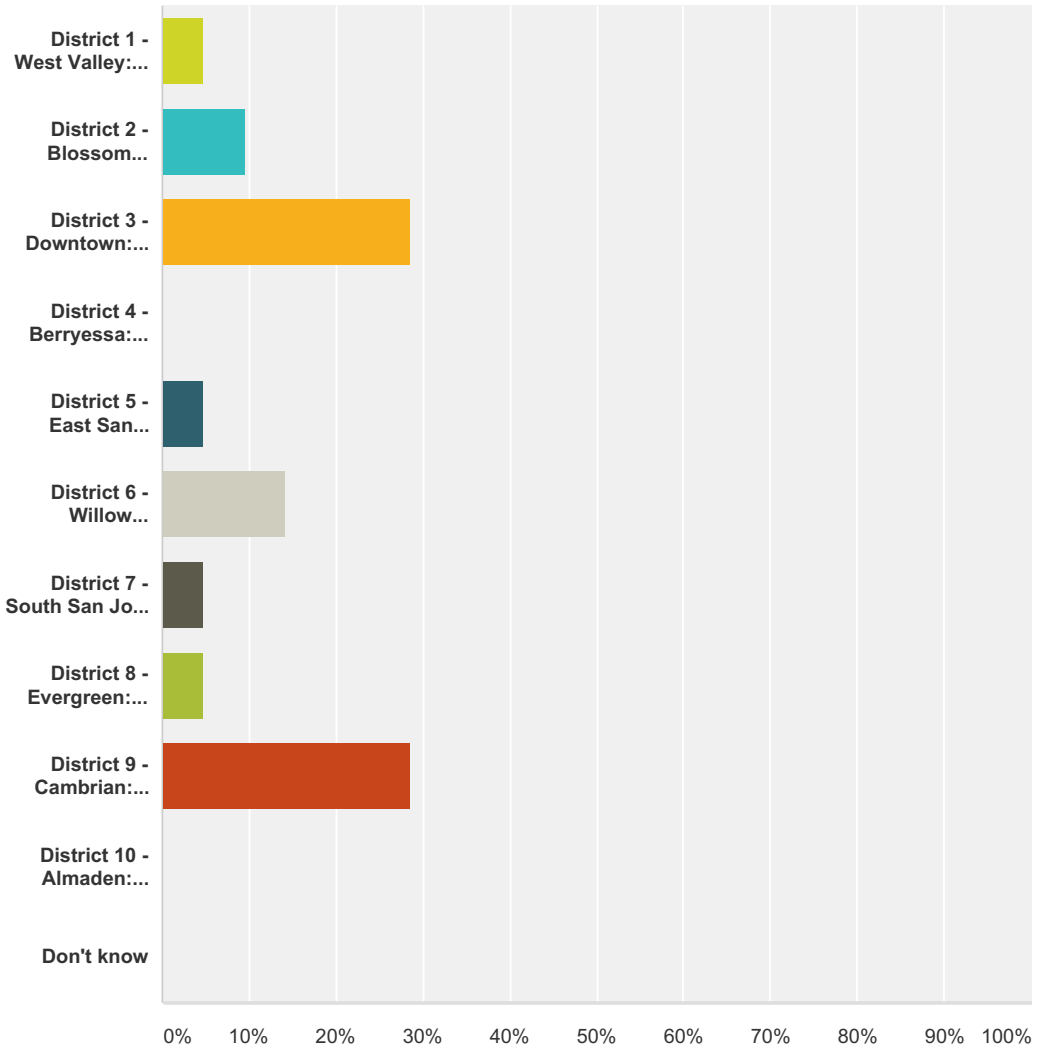
Answered: 22 Skipped: 1



Answer Choices	Responses	
Yes	95.45%	21
No	4.55%	1
Total Respondents: 22		

Q11 What Council District do you live in?

Answered: 21 Skipped: 2



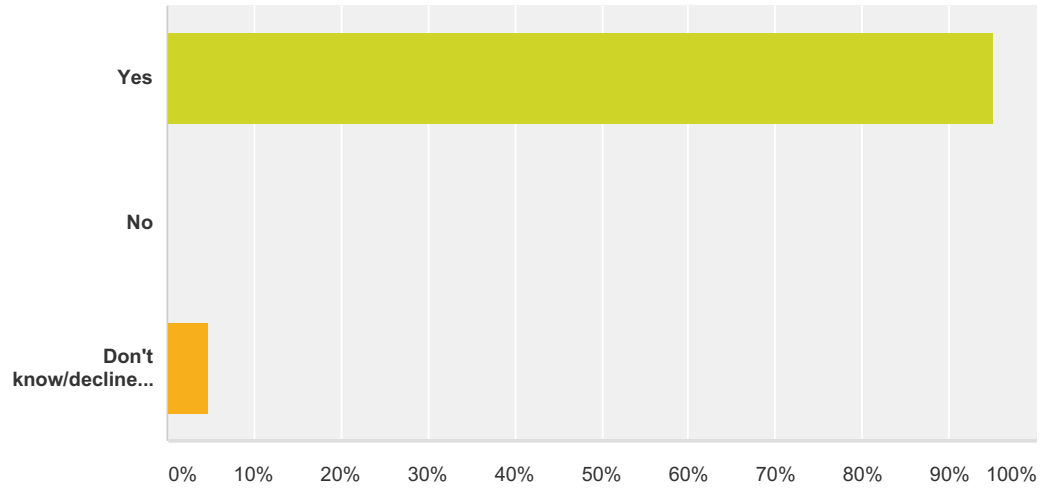
Answer Choices	Responses
District 1 - West Valley: Councilmember Chappie Jones	4.76% 1
District 2 - Blossom Valley/Santa Teresa: Councilmember Ash Kalra	9.52% 2
District 3 - Downtown: Councilmember Raul Peralez	28.57% 6
District 4 - Berryessa: Interim Councilmember Margie Matthews	0.00% 0
District 5 - East San Jose/Alum Rock: Councilmember Magdalena Carrasco	4.76% 1
District 6 - Willow Glen/Rosegarden: Councilmember Pierluigi Oliverio	14.29% 3
District 7 - South San Jose: Councilmember Tam Nguyen	4.76% 1
District 8 - Evergreen: Councilmember Rose Herrera	4.76% 1
District 9 - Cambrian: Councilmember Donald Rocha	28.57% 6

Salary Setting Commission Public Survey 2015

District 10 - Almaden: Councilmember Johnny Khamis	0.00%	0
Don't know	0.00%	0
Total Respondents: 21		

Q12 Are you a registered voter in San Jose?

Answered: 21 Skipped: 2



Answer Choices	Responses	
Yes	95.24%	20
No	0.00%	0
Don't know/decline to state	4.76%	1
Total Respondents: 21		

Q13 Thank you for your participation in the survey. For more information, please contact the Office of the City Clerk at cityclerk@sanjoseca.gov or visit our website for more information at: <http://www.sanjoseca.gov/>

Answered: 4 Skipped: 19

Answer Choices	Responses
Name:	100.00% 4
Company:	0.00% 0
Address:	0.00% 0
Address 2:	0.00% 0
City/Town:	0.00% 0
State:	0.00% 0
ZIP:	0.00% 0
Country:	0.00% 0
Email Address:	100.00% 4
Phone Number:	0.00% 0

**Attachment B:
Comparable Jurisdiction Survey Results**



COMPARABLE JURISDICTION SURVEY 2015

SAN JOSÉ SALARY SETTING COMMISSION

CITY COMPARISON

CITIES WITH OPERATING BUDGETS BETWEEN \$3 AND \$4.99 BILLION

- City of San Jose
- City of Long Beach
- City of Seattle, WA

CITY OF SAN JOSE, CA – CHARTER CITY

- Population: 998,537 (2013)
- 2014-15 Operating Budget: \$3 billion
- Number of Employees: 5,759
- CPI (December 2014): 252.273
- Full Time Mayor Elected at-large and Ten Full Time District Representative Councilmembers
- Weekly Council Meetings
- Mayor Compensation: \$114,000/year
- Council Compensation: \$81,000/year
- CalPERS defined benefit or PTC 457 defined contribution plans
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance
- Vehicle Allowance of \$350
- City provided cell phone or cell phone allowance

CITY OF LONG BEACH, CA – CHARTER CITY

- Population: 469,428 (2013)
- 2014-15 Operating Budget: \$3 billion, including \$688.4 million for the Capital Improvement Plan
- Number of Employees: over 4,730 employees
- CPI (December 2014): 240.475
- Full Time Mayor Elected at-large and Nine Full Time District Representative Councilmembers
- Weekly Council Meetings
- Mayor Compensation: \$136,664/year
- Council Compensation: \$34,166/year
- CalPERS defined benefit plan
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance
- City Owned Vehicle or Vehicle Allowance of \$301 - \$450/month
- City provided cell phone or cell phone allowance

CITY OF SEATTLE, WA – CHARTER CITY

- Population: 652,405 (2013)
- 2014 Operating Budget: \$4.4 billion
- Number of Employees: over 10,000 employees
- CPI (December 2014): 245.050
- Full Time Mayor Elected at-large and Nine Full Time at-large Councilmembers **
- Weekly Council Meetings

*** Currently, City Councilmembers are elected at large; however, in November 2015, seven Councilmembers will be elected by District and two will be elected at-large*

- Mayor Compensation: \$183,034/year
- Council Compensation: \$119,976/year
- City managed defined benefit plan
- Medical, Dental, Vision, Life and Supplemental Life insurance, Accidental Death or Dismemberment, Disability Insurance, Medical Reimbursement Acct, Dependent Care Plan
- Mayor provided City Owned Vehicle
- City provided cell phone
- Reimbursements: Mileage, Expense, Education, Membership

SIDE BY SIDE COMPARISON

	San Jose	Long Beach	Seattle, WA
City Type	Charter City	Charter City	Charter City
Population (in 2013)	998,537	469,428	652,405
Operating Budget	\$3 billion	\$3 billion	\$4.4 billion
Number of Employees	5,759	over 4,730	over 10,000
CPI	252.273	240.475	245.05
Mayor	Full Time, Elected at-large	Full Time, Elected at-large	Full Time, Elected at-large
Council	Ten Full Time District Representative Councilmembers	Nine Full Time District Representative Councilmembers	Nine Full Time at-large Councilmembers **
Council Meetings	Weekly	Weekly	Weekly
Mayor Compensation	\$114,000	\$136,664	\$183,034
Council Compensation	\$81,000	\$34,166	\$119,976
Retirement	CalPERS defined benefit or PTC 457 defined contribution plans	CalPERS defined benefit	City managed defined benefit plan
Benefits	Medical, Dental, Vision, Life Insurance, Supplemental Life Insurance	Medical, Dental, Life Insurance, Supplemental Life	Medical, Dental, Vision, Life & Supplemental Life insurance, Accidental Death or Dismemberment, Disability Insurance, Medical Reimbursement Acct, Dependent Care Plan
Vehicle or Allowance	Vehicle Allowance of \$350	City Owned Vehicle or Vehicle Allowance of \$301-450/month	Mayor provided City Owned Vehicle, Councilmembers - Mileage Reimbursement
Cell Phone	City provided cell phone or cell phone allowance	City provided cell phone or cell phone allowance	City provided cell phone

CITIES WITH OPERATING BUDGETS BETWEEN \$499 AND \$999 MILLION

- City of Santa Clara
- City of Berkeley
- City of Fresno

CITY OF SANTA CLARA, CA – CHARTER CITY

- Population: 120,245 (2013)
- 2014-15 Operating Budget: \$660.5 million
- Number of Employees: 1,026.5 FTEs
- CPI (December 2014): 252.273
- Part Time Mayor and Councilmembers elected at-large
- Council Meetings twice a month
- Mayor Stipend: \$1,387.99/month
- Council Stipend: \$832.78/month
- CalPERS defined benefit plan
- No benefits
- No city provided vehicle
- Mileage, meal, and travel reimbursements
- City provided cell phone

CITY OF BERKELEY, CA – CHARTER CITY

- Population: 116,768 (2013)
- FY 2015 Operating Budget: \$375.7 million
- Number of Employees: 1,451.6 FTEs
- CPI (December 2014): 252.273
- Part Time Mayor elected at-large and Eight Councilmembers elected by District
- Council Meetings twice a month
- Mayor Stipend: \$4,022/month
- Council Stipend: \$2,622/month
- CalPERS defined benefit plan
- Medical, Dental, Life Insurance, Deferred Compensation, Transit Pass, Medicare, YMCA discounted membership
- No city provided vehicle
- Mileage and membership reimbursement
- City provided cell phone

CITY OF FRESNO, CA – CHARTER CITY

- Population: 509,924 (2013)
- FY 2015 Operating Budget: \$995.7 million
- Number of Employees: 3,262.15 FTEs
- CPI (December 2014): 239.095
- Full Time Mayor elected at-large and Seven Full Time Councilmembers elected by District
- Council Meetings twice a month
- Mayor Salary: \$130,000/year
- Council Salary: \$65,000/year
- CalPERS defined benefit plan
- Medical, Dental, Vision, Life and Supplemental Life Insurance
- Monthly Vehicle Allowance of \$300 or less a month
- Cell Phone expense reimbursement and expense reimbursement

SIDE BY SIDE COMPARISON OF ALL CITIES

	San Jose	Long Beach	Seattle	Santa Clara	Berkeley	Fresno
City Type	Charter	Charter	Charter	Charter	Charter	Charter
CPI	252.273	240.475	245.05	252.273	252.273	239.095
Population (2013)	998,537	469,428	652,405	120,245	116,768	509,924
Operating Budget	\$3 billion	\$3 billion	\$4.4 billion	\$660.5 million	\$375.7 million	\$995.7 million
# of Employees	5,759	over 4,730	over 10,000	1,026.5 FTEs	1,451.6 FTEs	3,262.15 FTEs
Mayor (FT/PT)	FT	FT	FT	PT	PT	FT
Council (FT/PT)	FT	FT	FT	PT	PT	FT
Council (Elected)	District	District	At-Large **	At-Large	District	District
# of Councilmembers	10	9	Nine	6	8	7
Council Meetings	Weekly	Weekly	Weekly	Bi-monthly	Bi-monthly	Bi-monthly
Mayor Compensation	\$114,000/yr	\$136,664/yr	\$183,034/yr	\$1,3873.99/mo	\$4,022/mo	\$130,000/yr
Council Compensation	\$81,000/yr	\$34,166/yr	\$119,976/yr	\$832.78/mo	\$2,622/mo	\$65,000/yr

RESPONSIVE CALIFORNIA COUNTIES

- **Contra Costa County** *(Budget of \$1-2.999 Billion)*
- **County of Santa Clara** *(Budget of \$3-4.999 Billion)*
- **County of Sacramento** *(Budget of \$3-4.999 Billion)*
- **County of Orange** *(Budget of \$5 Billion or More)*

CONTRA COSTA COUNTY, CA – BUDGET OF \$1 – 2.999 BILLION

- Population: 1.094 million (2013)
- 2014-15 Operating Budget: \$2.7 billion
- Number of Employees: 8,843
- CPI (December 2014): 252.273
- Five Full-Time Governing Board Members Elected by District; Chair selected by the Board annually
- Weekly Board Meetings
- Board Member Compensation: \$97,483/year
- Board of Supervisors will receive a salary adjustment equivalent to a 7% increase effective June 1, 2015
- Deferred Compensation Plan, County defined benefit plan
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance, Medical Reimbursement, Dependent Care Plan, Long Term Disability
- Vehicle Allowance of \$600/mo
- Computer Purchase, Mileage, Expense, Education, Membership Reimbursements
- County Provided Cell Phone

COUNTY OF SANTA CLARA, CA – BUDGET OF \$3 – 4.999 BILLION

- Population: 1.862 million (2013)
- 2014-15 Operating Budget: \$4.591 billion
- Number of Employees: 8,982.4 FTEs
- CPI (December 2014): 252.273
- Five Full-Time Governing Board Members Elected by District; Chair selected by the Board annually and rotated among Board Members
- Bimonthly Board Meetings
- Board Member Compensation: \$147,687/year
- Board Member Salary set at 80% of Superior Court Judge in California
- CalPERS defined benefit or PTC 457 defined contribution plans, but do not cost share in employee PERS contribution; Deferred Compensation catch-up
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance, Accidental Death or Dismemberment, Medical Reimbursement, Dependent Care Plan
- Pool Vehicle or Vehicle Allowance of \$301-450/mo
- Mileage, Expense Reimbursement

COUNTY OF SACRAMENTO, CA – BUDGET OF \$3 – 4.999 BILLION

- Population: 1.462 million (2013)
- 2014-15 Operating Budget: \$3.722 billion
- Number of Employees: 10,634 FTEs
- CPI (December 2014): 252.273
- Five Full-Time Governing Board Members Elected by District; Chair rotated among Board Members
- Bimonthly Board Meetings
- Board Member Compensation: \$101,536/year; Chair received extra \$1,920
- County 1973 Act Plan – Sacramento County Employees' Retirement System
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance, Accidental Death or Dismemberment, Medical Reimbursement, Dependent Care Plan, Cancer or Other Specialized Insurance
- Vehicle Allowance of \$451-600/mo

COUNTY OF ORANGE, CA – BUDGET OF \$5 BILLION OR MORE

- Population: 3.114 million (2013)
- 2014-15 Operating Budget: \$5.4 billion
- Number of Employees: 18,053 FTEs
- CPI (December 2014): 240.475
- Five Full-Time Governing Board Members Elected by District; Chair rotated among Board Members
- Weekly Board Meetings
- Board Member Compensation: \$143,030/year
- Board Member Salary set based on Superior Court Judge in California
- Elected officials may choose from the County's retirement system (1937 Act) or receive no pension
- Medical, Dental, Vision, Life insurance, Supplemental Life Insurance, Accidental Death or Dismemberment, Medical Reimbursement, Dependent Care Plan
- \$4,500 annual bonus (for elected and executives)
- Vehicle or Vehicle Allowance of \$601-900/mo
- City Provided Cell Phone
- Mileage, Expense Reimbursement

Attachment C



HISTORY OF SALARY SETTING COMMISSION RECOMMENDATIONS vs COUNCIL ACTIONS

Salary Setting Commission Recommended Amount

Council Adopted Amount

Fiscal Year	MAYOR	COUNCIL	MAYOR	COUNCIL
95/96	\$82,500	\$54,400	\$82,500	\$54,400
96/97	\$85,000	\$56,000	\$85,000	\$56,000
97/98	\$87,550	\$58,240	\$87,550	\$58,240
98/99	\$90,180	\$60,570	\$90,180	\$60,570
99/00	\$92,500	\$62,500	\$92,500	\$62,500
00/01	\$95,000	\$65,000	\$95,000	\$65,000
01/02	\$100,000	\$70,000	\$100,000	\$70,000
02/03	\$105,000	\$75,000	\$105,000	\$75,000
03/04	\$111,300	\$79,500	\$111,300*	\$79,500*
04/05	\$117,978	\$84,270	\$117,978*	\$84,270*
05/06	\$117,600	\$84,000	\$105,000	\$75,000
06/07	\$122,304	\$87,360	\$105,000	\$75,000
07/08	\$115,000	\$82,500	\$115,000	\$82,500
08/09	\$127,000	\$90,000	\$127,000	\$90,000
09/10	\$127,900	90,000	\$127,000	\$90,000
10/11	\$127,000	90,000	\$127,000	\$90,000
11/12	\$114,000	\$81,000	\$114,000	\$81,000
12/13	\$114,000	\$81,000	\$114,000	\$81,000
13/14	\$119,700	\$85,050	\$114,000	\$81,000

Between March 1st and April 30th of every odd-numbered year, the Council Salary Setting Commission shall recommend to the Council the amount of monthly salary which it deems appropriate for the members of the Council, including the Mayor, for the two year period commencing July 1 of that odd-numbered year. The amount recommended for each member of the Council shall be the same, except that the amount recommended for the Mayor may exceed that of the other members of the Council. The monthly salary shall be in an amount which takes into account the full time nature of the office and which is commensurate with salaries then being paid for other public or private positions having similar full time duties, responsibilities and obligations.

The Council shall, by ordinance, which shall be subject to the referendum provisions of this Charter, adopt the salaries as recommended by the Commission, or in some lesser amount, but in no event may it increase the amount.

No more than one salary setting ordinance shall be adopted on the basis of any biennial recommendation, provided that the Council may, at any time, by ordinance, reduce the salaries of the members of the Council, including the Mayor. In any salary setting ordinance adopted hereunder, the

salaries for each member of the Council shall be the same, except that the salary of the Mayor may exceed that of the other members of the Council. Salaries established by ordinance adopted pursuant to the provisions of this Section shall remain in effect until amended by a subsequent ordinance adopted pursuant to the provisions of this Section.