

George Thibeault, Chair
Eileen Consiglio, Vice Chair
David Burckhard
Diane Owen
Karen Parsons

COMMISSION STAFF:
Suzanne Hutchins, Deputy City Attorney
Toni J. Taber, City Clerk
Suzanne Guzzetta, Deputy City Clerk
Anh Tran, Deputy City Clerk

MEETING MINUTES
April 15, 2015

CALL TO ORDER

Chair George Thibeault convened the Salary Setting Commission at 6:34 p.m. in Room W-242 of City Hall, 200 E. Santa Clara Street, CA 95113.

ROLL CALL

PRESENT: Chair George Thibeault, Vice Chair Eileen Consiglio, and Commission Members David Burckhard, Diane Owen (6:47 p.m.), and Karen Parsons.

ABSENT: None.

STAFF: Senior Deputy City Attorney Suzanne Hutchins, Deputy City Clerk Suzanne Guzzetta, and Deputy City Clerk Anh Tran.

ORDERS OF THE DAY

The Commission made no changes to the order of the agenda.

PUBLIC COMMENT

There was no public testimony on the floor.

CONSENT CALENDAR

- A. Approval of Minutes
1. March 21, 2015 – 10:00 a.m.
 2. March 21, 2015 – 1:00 p.m.
 3. March 25, 2015
 4. April 1, 2015
 5. April 8, 2015

Upon review, the commission made minor changes to the minutes.

Action: Upon motion by Commission Member Burckhard, seconded by Vice Chair Consiglio and carried unanimously, the Commission approved the Consent Calendar with Commissioner Parsons abstaining from Items 1, 2, and 3 due to absence from those meetings. (3-0-1-1. Absent: Owen. Abstain: Parsons.)

OLD BUSINESS

A. Discussion and Adoption of Commission Workplan and Schedule

No action taken.

B. Discussion of Draft Report

Senior Deputy City Attorney Suzanne Hutchins provided background on Mayor and Council retirement benefits.

Commissioner Owen entered at 6:47 p.m.

Deputy City Clerk Suzanne Guzzetta provided an updated draft report incorporating changes made by the Commission on April 8, 2015. Commission discussion ensued and the following changes were made to the Draft Report:

RECOMMENDATION

- Item A.4 revised to read, "Retain the current retirement benefits offered under the CalPERS Tier 2 Plan and the PTC 457 Defined Contribution Plan."

ANALYSIS

- Added Section 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.

CONCLUSION

- Added in between paragraphs one and two:

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.

NEW BUSINESS

A. Discussion and Direction to Staff for Other Information or Data Required

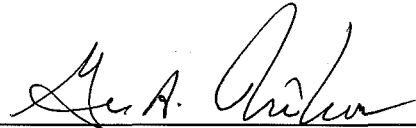
No action taken.

MEETING SCHEDULE AND AGENDA ITEMS

The next special meeting is Wednesday, April 22, 2015 at 6:30 p.m. in City Hall, Wing Room 242.

ADJOURNMENT

Upon motion by Vice Chair Consiglio, seconded by Commission Member Owen and carried unanimously, the meet was adjourned at approximately 7:21 p.m.



GEORGE THIBEAULT, CHAIR

ATTEST:
SALARY SETTING COMMISSION SECRETARY



SUZANNE GUZZETTA, DEPUTY CITY CLERK