

#### What we know

1. Salary history
2. San Jose city process
3. Scope of council and mayor duties and responsibilities

#### What we've learned

1. Council Salary history, behavior and testimony demonstrates their disdain for approving their salaries
2. Council members work full-time and more
3. Council members fund some of their own expenses
4. Some council members find it difficult to find and pay for housing
5. Citizens generally don't understand how council salaries are determined
6. Council members find it difficult to explain the salary setting process to the public.
7. The public has little to no interest in understanding the Commission's role even during and after the council votes on salary recommendations

#### What we've researched

1. Public comments made to Commission surveys.
2. Salaries of leaders of same-size cities throughout the country and throughout California
3. Salaries of County leaders who manage similar budget
4. Salaries of San Jose city workers

#### What we think is important

1. Council members and mayor should be paid a fair and equitable salary
2. Council members need to, themselves, understand the role of the Salary Setting Commission, what we've done, our rationale, and why our salary recommendation has merit.
3. The Commission must provide a compelling message to the Council that convinces them it's a good idea to approve our recommendation and provide a way to explain why our recommendation is good for the city.
4. Our recommendation answers: What is best for San Jose's citizens?

#### What we recommend

1. Increase the council salary
2. Index the council's salary to a county judge similarly but not necessarily equal to what county supervisors earn.

# Re: Request for Interview - Salary Setting Commission

Peralez, Raul

Thu 3/30/2017 8:09 PM

Inbox

To: City Clerk <[city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov)>;

1. How many hours a week do you spend on your position as Mayor/Councilmember? - On average about 60-65 hours.
2. Should Mayor/Council pay be comparable to any other specific local or county elected positions? If so, specify those positions. - I do not know enough about what other Councilmembers earn.
3. Is the compensation package adequate to attract qualified candidates to run for Mayor/Council? - No, I do not believe so. For the cost of living in San Jose, the salary offered is not enough to attract a wide enough variety of candidates. This is why we often see candidates in San Jose who have are financially well off or have alternative private businesses that earned them supplemental income.
4. To what extent did salary affect your decision to run for Mayor/Council? - I took a 30% pay cut and that was a major factor prior to my decision to run. I am not independently wealthy and I devote a full time effort and rely solely on this income to survive. It was a tough decision and even after changing my spending habits I endured thousands of dollars of credit debt in my first year.
5. What are your thoughts on the current salary and benefits package? - I believe the salary package and benefits are not sufficient to attract a diverse pool of candidates.
6. Do you pay significant out of pocket expenses in the performance of your duties? Please describe. If so, what is the approximate amount? - No
7. Do you have any additional comments related to this topic? - No, thank you for your efforts.

Raul Peralez  
Councilmember, District 3  
City of San José

On Mar 30, 2017, at 4:57 PM, City Clerk <[city.clerk@sanjoseca.gov](mailto:city.clerk@sanjoseca.gov)> wrote:

Good Afternoon!

# RE: Request for Interview - Salary Setting Commission

Jimenez, Sergio

Tue 4/4/2017 7:10 PM

To: City Clerk <city.clerk@sanjoseca.gov>;

Cc: Hernandez, Kimberly <Kimberly.Hernandez@sanjoseca.gov>;

## **How many hours a week do you spend on your position as Mayor/Councilmember?**

I currently spend approximately 60 hours a week on duties related to my role. It's important to note that our positions are round the clock so an accurate number is challenging to come up with.

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

I think the current pay is a good floor. The only other elected positions that seems to mirror what we do and the time we spend is that of our County Supervisors.

## **Is the compensation package adequate to attract qualified candidates to run for Mayor/Council?**

I think the compensation package is adequate in that it sets a decent floor in terms of pay. However, it's important to note that some folks may be turned off from running because the pay is too low given area incomes.

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

The salary did play a role in my decision to run for council. Coming from the public sector and my wife working in the non-profit sector, it was critical that our salary not drop below a particular threshold if we were going to continue to meet our financial obligations and care for our children. Thankfully, although the salary was lower than what I made prior, it was high enough that it allowed for some adjustments in our finances. Keeping the salary package where it is will provide some comfort in folks who are not independently wealthy.

## **What are your thoughts on the current salary and benefits package?**

My thoughts on the current salary and benefits package is that it's a good floor with regard to salary. If the salary was any lower, it would be challenging making ends meet. Myself and other folks who strive to be of service to the public don't do it for the money but considering that we live in one of the most expensive areas in the world, it's critical that we earn enough.

## **Do you pay significant out of pocket expenses in the performance of your duties? Please describe. If so, what is the approximate amount?**

There are no significant out of pocket expenses in the performance of my duties.

## **Do you have any additional comments related to this topic?**

None

# Request for Interview - Salary Setting Commission

Urban, Brianne

Wed 4/5/2017 10:41 AM

Inbox

To:City Clerk <city.clerk@sanjoseca.gov>;

Good morning,

Thank you for taking the time to conduct this survey. On behalf of Councilmember Donald Rocha, the answers to the survey questions are provided below. The response below is in blue. Please let me know if you have any further questions and I would be happy to answer them for you.

1. How many hours a week do you spend on your position as Mayor/Councilmember?  
As Councilmember I spend 45-50 hours a week on my position.
2. Should Mayor/Council pay be comparable to any other specific local or county elected positions? Is so, specify those positions.  
Yes, a Councilmember's pay should be 66% of a County Supervisor's Salary.
3. Is the compensation package adequate to attract qualified candidates to run for Mayor/Council?  
The compensation package is sufficient enough to attract candidates to run for Mayor/Council.
4. To what extent did salary affect your decision to run for Mayor/Council?  
The extent to which salary affected my decision was based on the ability to support my family and myself.
5. What are your thoughts on the current salary and benefits package?  
The thoughts on my current salary are sufficient. No more, no less.
6. Do you pay significant out of pocket expenses in the performance of your duties? Please describe. If so, what is the approximate amount?  
I do pay for things such as food and travel out of pocket. This amount varies from month to month dependent upon what work I am currently involved in entails and where the work is being done.
6. Do you have any additional comments related to this topic?  
I do not have any further comments related to this topic.

Brianne Urban.Policy Aide

Office of Councilmember Donald Rocha

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