

Charter Language from Comparable Jurisdictions regarding Mayor and Council Compensation

San Francisco (FY 2017-2018)

Supervisors Pay: \$121, 606

Mayor Pay: \$326, 527

Source: Human Resources Compensation Manual

Charter Language (Section 2.100): The office of Board of Supervisors member is a full time position. The Civil Service Commission shall set the Supervisors' salary once every five years. Before the Commission determines the Supervisors' salary, it shall conduct and consider a salary survey of other full time California City Councils and County Boards of Supervisors and it may consider the Consumer Price Index (CPI).

The Civil Service Commission shall timely transmit its determination of the Supervisors' salary to the Controller, so that funds can be set aside for that purpose. The Controller shall include the Civil Service Commission's determination in appropriate budget documents to insure implementation. This determination may not be changed except by the Civil Service Commission.

The Civil Service Commission shall establish dates for an appropriate five-year cycle for making the determinations required by this Section, in order to efficiently coordinate with City budget processes and related procedures. In order to institute this five-year cycle the initial determination may be for less than a five-year period, as determined by the Civil Service Commission.

If the City and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Civil Service Commission shall review and amend the Supervisors' salary as necessary to achieve comparable cost savings in the affected fiscal year or years.

The provisions of this Section shall apply, notwithstanding any other provision of this Charter.

San Diego (FY 2017-2018)

Council Pay: \$75, 386

Mayor Pay: \$100, 464

Source: Resolution 310337

Charter Language (Section 12.1): On or before February 15 of every even year, the Salary Setting Commission shall

recommend to the Council the enactment of an ordinance establishing the salary of members of the Council for the period commencing July 1 of that even year and ending

two years thereafter. The Council may adopt the salaries by ordinance as recommended

by the Commission, or in some lesser amount, but in no event may it increase the amount. The ordinance shall be subject to the referendum provisions of this Charter and upon the filing of a sufficient petition, the ordinance shall not become effective and shall be repealed by the Council or shall forthwith be submitted to a vote of the people at the next general statewide election.

Oakland (2016)

Council Pay: \$85, 382.92

Mayor Pay: \$202,999.92

Source: Council pay from Public Ethics Commission Site; Mayor Pay from Pay Plan

Charter Language (Section 202.C) FOR COUNCIL PAY: Beginning with Fiscal Year 2003-2004, the Public Ethics Commission shall annually adjust the salary for the office of Councilmember by the increase in the consumer price index over the preceding year. The Commission may adjust salaries beyond the increase in the consumer price index up to a total of five percent. Any portion of an increase in compensation for the office of Councilmember that would result in an overall increase for that year in excess of five percent must be approved by the voters.

Charter Language (Article III. Section 300) FOR MAYOR PAY: **The Mayor.** The Mayor shall be nominated and elected from the City at large and shall receive an annual salary payable in equal monthly installments, and without any additional compensation or fees provided for in Section 202 of this Charter. The salary shall be set by the Council, which shall be not less than 70% nor more than 90% of the average salaries of City Managers'/Chief Executive Officers of California cities within the three immediate higher and the three immediate lower cities in population to Oakland, The Mayor's salary shall be reviewed by the City Council in odd-numbered years and may be adjusted by the Council as provided for herein.

Los Angeles (2016)

Council Pay: \$189,464

Mayor Pay: \$246,303

Source: LA Controller Site

Charter Language (Section 218): (a) **Compensation.** The Mayor, City Attorney, Controller and members of the Council shall receive compensation for their services only as provided in this section and shall not receive any other compensation for those services.

(1) Salaries. Members of the City Council shall be paid a salary equal to that prescribed by law for judges of the Municipal Court of the Los Angeles Judicial District or its successor in the event that court is dissolved or reconstituted.

The Controller shall be paid a salary that is 10% more than that of a Council member. The City Attorney shall be paid a salary that is 20% more than that of a Council member. The Mayor shall be paid a salary that is 30% more than that of a Council member.

The Controller shall be responsible for ascertaining the salary of Municipal Court judges and for setting and adjusting the salaries of elected officers in accordance with this section. Salaries shall be paid in bi-weekly increments unless the Council, by ordinance, prescribes otherwise

Sacramento (2017)

Council Pay: \$63, 272

Mayor Pay: \$127, 732.80

Source: Sacramento Salary Schedule

Charter Language (Article III. Section 29):

FOR COUNCIL: There shall be established a compensation commission whose function shall be to establish the compensation for the mayor, members of the city council, and public members of city boards and commissions. The commission shall be comprised of five members selected pursuant to Section 230 of Article XV of this Charter for staggered four-year terms. The chair of the commission shall be a retired judicial officer and all members shall be residents of the City of Sacramento. The commission shall meet at least once a year and shall serve without compensation. The city shall fund the expenses of the commission. Within one hundred eighty (180) days of passage of this measure, the commission shall set the compensation for the mayor and members of the city council. Compensation shall be reasonable and consistent with other cities similar in size and structure.

For Mayor: The mayor shall serve full-time and shall receive compensation as established by the compensation commission pursuant to Section 29 of Article III of this Charter. The mayor shall devote his or her full time and attention to the duties of the office

Fremont (2017-PT)

Council Pay: \$25,426.68

Mayor Pay: \$45,174.24

Source: Fremont Salary Schedule

Charter Language (Municode 2.05.060):

- (a) Each member of the council other than the mayor shall receive a salary of \$2,118.89 per month.
- (b) The mayor shall receive a salary of \$3,764.52 per month.
- (c) Compensation increases shall be reviewed during each budget cycle and increases shall be considered commensurate with the Consumer Price Index – All Urban Consumers, San Francisco-Oakland-San Jose in an amount not to exceed four percent. Any increase to the councilmembers' salaries shall become effective only upon commencement of a new council term of office following adoption of an ordinance authorizing the increase. Any increase to the mayor's additional compensation (the amount that exceeds the councilmembers' salary amount) shall become effective as set forth in the ordinance adopting the increase

Sunnyvale (2017-PT)

Council Pay: \$28, 692.60

Mayor Pay: \$38,173.02

Source: Salary Schedule

Charter Language (Article VI. Section 603): In addition to reimbursement for necessary traveling and other expenses actually incurred when on official duty in or out of the City on order of the City Council, commencing January 1, 2012, each member of the City Council shall receive as salary \$2,088.64 per month, and the Mayor shall receive as salary \$2,784.86 per month.

In order to provide a cost of living adjustment, commencing on January 1, 2013, and annually on January 1 thereafter, the compensation of the Council and Mayor shall increase by a percentage equal to the percentage increase in the preceding October's 12-month rolling average of the Consumer Price Index-Urban(CPI-U), or successor index, for San Francisco-Oakland-San Jose, as determined by the United States Department of Labor, Bureau of Consumers. In no event shall the CPI-U compensation adjustment exceed 5% per year, or result in a compensation decrease. The CPI-U base index year shall be calendar year 2012.

If a member of the City Council does not attend all meetings of the City Council called on order of the City Council and held during the month, his/her salary for such month shall be reduced by the sum equivalent to twenty percent of the month's salary for each meeting not attended unless he/she is absent on official duty with the consent of or on order of the City Council or is granted an excused absence by the City Council, or unless he/she is on personal leave. A member of the City Council shall be permitted four personal leave days per calendar year. (Amended effective May 20, 1957, January 23, 1967, December 31, 1975, December 21, 1976, March 15, 1985, January 17, 1992 and February 15, 2012: previously Section 702)

Santa Clara (July 1, 2017- PT)

Council Pay: \$24,000

Mayor pay: \$30,000

Source: Charter Language

Charter Language (Santa Clara Charter Article VII. Section 702): Commencing on July 1, 2017, each member of the City Council, other than the Mayor, shall receive as compensation the sum of two thousand dollars (\$2,000) per month. The Mayor shall receive as compensation the sum of two thousand five hundred dollars (\$2,500) per month.

Commencing on July 1, 2019, and every two years on July 1 thereafter, the compensation of the City Council and Mayor shall be set by a Salary Setting Commission consisting of five members to be appointed by the Civil Service Commission from the qualified electors of the City for a term of four years. The first members shall be appointed for a term commencing January 1, 2019. Initially, the Commissioners shall be appointed in a manner so that two are appointed for two-year terms and three are appointed for four-year terms. On or before March 15 of every odd year, the Salary Setting Commission shall establish the salary of the Mayor and members of the City Council for the period commencing July 1 of that odd year and

ending two years thereafter. Salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure.

If a member of the City Council, including the Mayor, does not attend all meetings of the City Council or study sessions called on order of the City Council and held during the month, the compensation to him/her for such month shall be reduced by the sum of twenty-five dollars (\$25.00) for each meeting or study session not attended unless he/she is absent with the consent of or on order of the City Council.

Absence from five consecutive regular meetings, unless excused by resolution of the City Council, shall operate to vacate the seat of any member of the City Council so absent. (As amended by electors at election held November 5, 1968, approved by Joint Resolution of the Legislature filed with the Secretary of State January 15, 1969; Amended by electors at an election held March 7, 2000, Charter Chapter 11 of the State Statutes of 2000; Amended by electors at an election held November 8, 2016, Charter Chapter 17 of the State Statutes of 2017)

Fresno (2016)

Council pay: \$65,000

Mayor pay: \$130,000

Charter Language (Article III. Section 308):

- a) The Council shall establish by ordinance the compensation of the elective officers of the City.

- b) Once the compensation of elective officers is fixed pursuant to subsection (a) of this section, the compensation of an elective officer shall not thereafter be increased or diminished during that elective officer's term of office

San Jose city government

Council puts off giving themselves raises

Officials explore other salary-setting methods that don't require vote

By Ramona Giwargis

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SAN JOSE — Mayor Sam Liccardo and the City Council postponed giving themselves hefty raises Tuesday and instead voted to explore changing the city policy so they don't have to vote on their own salaries anymore. "This issue, every time it comes up, puts the council in an awkward position," said Vice Mayor Magdalena Carrasco who made the motion to defer the raises until after the city adopts a budget in June and to explore alternative ways to set council salaries. The council approved the motion unanimously.

Since 1995, the city's appointed Salary Setting Commission has reviewed the mayor and council salaries and benefits every other year and made recommendations for the council to approve.

This year, the commission had recommended a 9.6 percent raise for the mayor's annual pay from \$125,000 to \$137,000, and a 10.8 percent hike for council members from \$92,000 to \$102,000 a year. The mayor and council members also get a \$500 vehicle allowance every month.

Members of that commission are appointed by the civil service commission — whose members are chosen by the City Council. That invites public scrutiny and the appearance of self-dealing, Liccardo, Carrasco and three other council members said in a memo.

"The current charter language places the council in an untenable conflict of interest," Liccardo wrote in the memo signed by Vice Mayor Magdalena Carrasco and council members Chappie Jones, Raul Peralez and Sylvia Arenas. "Our residents reasonably do not want to read that their council just voted themselves a pay increase, yet service on the City Council must not require either independent wealth or severe financial sacrifice."

But while many of the city's elected leaders feel higher salaries are appropriate for their job, they don't want to deal with the awkwardness of voting on their

own salaries.

Liccardo and his cosigners recommended the salary-setting commission come up with new ideas. Some possibilities: Santa Clara County and Los Angeles tie their board and council salaries to those of Superior Court judges. Elected officials in Oakland, San Francisco and Seattle get raises based on inflation.

Making such changes requires voter approval to change the city charter, as well as the expense of a city ballot measure. The proposed change would have to go before San Jose voters next year.

Putting a measure on the ballot in June would cost \$434,000, City Clerk Toni Taber said Tuesday. If approved, the raises would've gone into effect for the next two fiscal years, starting in July.

Councilman Johnny Khamis on Tuesday suggested a 6 percent raise over two years to align with city employees' pay hikes. But the commission supported its higher recommendation by saying San Jose is the nation's 10th largest city and council members here work fulltime hours each week.

The commission also interviewed Jones and Councilman Donald Rocha about whether they believe they get paid enough. Rocha said yes, while Jones — who worked at Apple before he ran for elected office — said no.

“There are highly qualified people who should be serving on the City Council who choose not to because they cannot afford living in an expensive area like Silicon Valley on a City Council salary,” Jones responded. “It is the same for many other positions in the city. If we want to get talented people, we need to pay them more.”

But the mayor and council don't always agree with the commission's recommendations for a raise. They voted against giving themselves a boost in 2013-14 and 2014-15. *Contact Ramona Giwargis at [408-920-5705](tel:408-920-5705).*



Liccardo

