



## City of San José Salary Setting Commission

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 February 4, 2015

#### CALL TO ORDER

Chair George Thibeault convened the Salary Setting Commission at 6:33 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, Commission Members David Burckhard, Karen Parsons, and Diane Owen (6:47 p.m.).

ABSENT: All present.

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

#### ORDERS OF THE DAY

Action: Upon motion by Vice Chair Consiglio, seconded by Commissioner Parsons and carried unanimously, the Commission approved the adoption of the February 4, 2015 agenda. (4-0.)

#### PUBLIC COMMENT

There was no public testimony on the floor.

#### CONSENT CALENDAR

- A. Approval of Minutes
  - 1. January 21, 2015

Action: Deferred to February 18, 2015.

#### INFORMATION ONLY

- A. Update of Interview Questions with Current and Former Councilmembers and Candidates
- B. Employee Pay Raises and Management Policy

Documents Filed: 1) Council Salary Setting Commission Interview Questions; 2) Information Memorandum from City Clerk Toni J. Taber, dated February 4, 2015, entitled, "Employee Pay Raises and Management Policy."

## **OLD BUSINESS**

### **A. Comparable Jurisdiction Survey**

Document Filed: Information Memorandum from City Clerk Toni J. Taber, dated February 4, 2015, entitled, "Comparable Jurisdiction Survey."

Staff provided an overview of comparable jurisdictions.

Action: Upon motion by Commissioner Parsons, seconded by Vice Chair Consiglio and carried unanimously, the Commission approved the addition of Austin, TX, Philadelphia, PA, and Seattle, WA to the Comparable Jurisdiction Survey. (4-0.)

### **B. Discuss and Adopt Commission Budget Request**

Document Filed: Memorandum from City Clerk Toni J. Taber to the Salary Setting Commission, dated February 4, 2015, entitled, "Salary Setting Commission Budget."

Staff provided an overview of the Draft workplan. Commission discussion ensued.

Action: Upon motion by Commissioner Burckhard, seconded by Vice Chair Consiglio and carried unanimously, the Commission approved the Commission Budget Request. (4-0.)

### **C. Discuss and Adopt Commission Workplan and Schedule**

Document Filed: Salary Setting Commission Workplan – 2015.

Staff provided an overview of the workplan.

Action: Upon motion by Commissioner Parsons, seconded by Vice Chair Consiglio and carried unanimously, the Commission approved the workplan with direction to have time certain of 6:30 p.m. for the Retirement Board Presentation on February 18, 2015. (5-0.)

## **NEW BUSINESS**

### **A. Discussion of agenda and format of Community Forum/Public Hearing meetings**

The Commission requested the following for the Community Forum/Public Hearing meetings:

- Free form style after Commission's decision
- Speaker time limit guidelines: 5 minutes with 5 people or less and 3 minutes with 6 people or more with Commission's discretion to adapt to the number of audience members
- Location to be in South San Jose on a Saturday and at City Hall on a weeknight. If needed, third location will be in North/East San Jose location on a Saturday.

### **B. Discussion of Community Survey questions**

Document Filed: Salary Setting Commission Draft 2015 Public Survey.

Staff provided an overview of the Community Survey questions. Following discussion, the Commission deferred approval of the survey until and directed staff to make the following updates:

**B. Discussion of Community Survey questions (Cont'd.)**

- Page 1: Mayor's questions
  - o Question #1: Revise question and responses to say "recommended salary" in place of "authorized salary."
  - o Question #2: Delete response, "\$114,000 (no change)," and add response, "More than \$175,000."
  
- Page 2: Councilmember's questions
  - o Question #1: Revise question and responses to say "recommended salary" in place of "authorized salary."
  - o Question #2: Delete response, "\$81,000. (no change)," and add response, "less than \$75,000."

**MEETING SCHEDULE AND AGENDA ITEMS**

The next regular meeting is Wednesday, February 18, 2015 at 6:30 p.m. in City Hall, Wing Room 242.

**ADJOURNMENT**

Upon motion by Vice Chair Cosiglio, seconded by Commissioner Parsons and carried unanimously, the meeting was adjourned at approximately 7:39 p.m.



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GEORGE THIBEAULT, CHAIR

ATTEST:  
SALARY SETTING COMMISSION SECRETARY



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ANH TRAN, DEPUTY CITY CLERK