



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 January 21, 2015

SWEARING IN OF REAPPOINTED & NEWLY APPOINTED SALARY SETTING COMMISSIONERS

Deputy City Clerk Suzanne Guzzetta administered oaths of office to reappointed Commissioner Diane Owen and newly appointed Commissioner Karen Parsons.

ROLL CALL

PRESENT: Chair George Thibeault, Vice Chair Eileen Consiglio, Commission Members David Burckhard, Diane Owen, and Karen Parsons.

ABSENT: All present.

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

CALL TO ORDER

Chair George Thibeault convened the Salary Setting Commission at 6:37 p.m. in Room W-242 of City Hall, 200 E. Santa Clara Street, CA 95113.

ORDERS OF THE DAY

Action: Upon motion by Commissioner Consiglio, seconded by Commissioner Burckhard and carried unanimously, the Commission approved the adoption of the January 21, 2015 agenda. (5-0.)

PUBLIC COMMENT

There was no public testimony on the floor.

CONSENT CALENDAR

A. Approval of Minutes – None.

ELECTION OF CHAIR AND VICE CHAIR

Action: Upon motion by Commissioner Consiglio, seconded by Commissioner Parsons and carried unanimously, the Commission appointed George Thibeault as Chair. (5-0.)

Action: Upon motion by Commissioner Parsons, seconded by Commissioner Owen and carried unanimously, the Commission appointed Eileen Consiglio as Vice Chair. (5-0.)

INFORMATION ONLY

- A. History of Salary Setting Commission Recommendations vs. Council Action
- B. History of Mayor and Council Salaries
- C. Memorandum from City Attorney Richard Doyle regarding the Brown Act – Serial Meetings
- D. Rules of Order
- E. 2005 – 2013 Council Salary Setting Commission Recommendations
- F. 2013 Elected Officials Compensation Survey
- G. Government Code Section 36516 – General Law Salary

Commissioner Consiglio submitted two news articles from local newspapers related to local elected officials compensation.

Documents Filed: A) History of Salary Setting Commission Recommendations vs. Council Action; B) History of Mayor and Council Salaries; C) Memorandum from City Attorney Richard Doyle regarding Brown Act – Serial Meetings; D) Resolution of the City Council Salary Setting Commission Adopting and Establishing Rules for the Conduct of its Meetings Proceedings and Business, and repealing the Previous Resolution; E) City Council Salary Setting Commission Recommendations for 2005, 2007, 2009, 2011, and 2013; F) Presentation on Salary Setting Commission Fiscal Years 2013/14, 2014/15 Survey; G) California Government Code Section 36516; H) San Jose Mercury News Article, dated October 4, 2014, San Carlos, “Council says no to pay raise, yes to full medical benefits”; I) San Jose Mercury News Article, dated November 11, 2014, Mountain View, “Measure to raise council’s pay.”

OLD BUSINESS

There was no old business.

NEW BUSINESS

A. Discussion of Expanded Commission Duties

Document Filed: Letter from City Clerk Toni J. Taber to Registrar of Voters, dated August 7, 2014, transmitting the full text of Measure G, Retirement Board Governance

Senior Deputy City Attorney Suzanne Hutchins briefed the Commission on the expanded duties as provided by Measure G.

B. Discuss and Adopt Commission Workplan and Schedule

Document Filed: Draft Salary Setting Commission Workplan – 2015.

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

Action: Upon motion by Commissioner Owen, seconded by Commissioner Consiglio and carried unanimously, the Commission approved the workplan with direction to add Discussion with Retirement Board Representatives to the February 18, 2015 meeting. (5-0.)

C. Discuss and Adopt Commission Budget Request

Action: Deferred to February 4, 2015

D. Discussion Regarding Salary Setting Philosophy and Procedure

The Commission discussed salary setting philosophy and procedure.

E. Comparable Jurisdiction Survey

1. Discussion and Selection of Comparable Jurisdictions
2. Discussion of Survey or Interview Content for Comparable Jurisdictions

Documents Filed: 1) Memorandum from City Clerk Toni J. Taber to the Council Salary Setting Commission, dated January 14, 2015, entitled, "Comparable Jurisdiction Compensation Survey List of Cities and Counties"; 2) Draft Elected Officials Compensation Survey 2015

Staff offered comments on previous surveys including the selection of comparable jurisdictions and interview content.

Action: Upon motion by Commissioner Owen, seconded by Commissioner Consiglio and carried unanimously, the Commission deferred Item E(1) to February 4, 2015 to bring back the memorandum updated to include three comparable cities not on the west coast, and approved the survey with direction to add the question: "Is the body of your local government a Mayor-Council (Strong Mayor), Mayor-Council (Weak Mayor) or a Council-Manager?" (5-0.)

F. Review of Interview Questions with Current & Former Councilmembers and Candidates

Document Filed: Council Salary Setting Commission Interview Questions 2013

The Commission reviewed interview questions to be provided to current and former councilmembers and candidates.

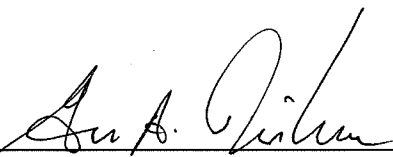
Action: Upon motion by Commissioner Burckhard, seconded by Commissioner Parsons and carried unanimously, the Commission approved the interview questions revisions question five to read, "What are your thoughts on the current salary and benefits package?" and deleting question six. (5-0.)

MEETING SCHEDULE AND AGENDA ITEMS

The next regular meeting is Wednesday, February 4, 2015 at 6:30 p.m. in City Hall, Wing Room 242.

ADJOURNMENT

Upon motion by Commissioner Consiglio, seconded by Comissions Parsons and carried unanimously, the meeting was adjourned at approximately 7:45 p.m.



GEORGE THIBEAULT, CHAIR

ATTEST:
SALARY SETTING COMMISSION SECRETARY



SUZANNE GUZZETTA, DEPUTY CITY CLERK