

**MEETING MINUTES**

March 2, 2017

**I. Call to Order & Orders of the Day**

**Roll Call**

**PRESENT:** Chair David Burckhard, Vice Chair Douglas Ludlow, Commission Members Eileen Consiglio and George Thibeault.

**ABSENT:** Commission Member Diane Owen (excused).

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

**Call to Order**

Chair Burckhard convened the Salary Setting Commission at 6:00 p.m. in Room T-1352 of City Hall, 200 E. Santa Clara Street, CA 95113.

**Orders of the Day**

Upon a motion by Vice Chair Ludlow, seconded by Commission Member Consiglio, and carried unanimously, the Orders of the Day were approved, and Item VIII.A. was heard first. (3-0-2. Absent: Owen, Thibeault.)

**VII. New Business**

**A. Retirement Board Presentation.**

Documents Filed: City of San Jose's Official Website, entitled "Federated City Employees Retirement System"; City of San Jose's Official Website, entitled "Federated City Employees Retirement System Member Qualifications"; City of San Jose's Official Website, entitled "Police & Fire Department Retirement Plan"; City of San Jose's Official Website, entitled "Police & Fire Department Retirement Plan Member Qualifications"; Board of Administration Meeting Packet for Federated City Employee' Retirement System and Federated City Employees' Health Care Trust dated January 19, 2017; Board of Administration Meeting Packet for Police & Fire Department Retirement Plan and Health Care Trust dated February 2, 2017.

Chief Executive Officer Roberto Peña provided a verbal report regarding the Federated Employee Retirement Board and Police and Fire Retirement Board Plan. Commission discussion ensued.

Commission Member George Thibeault arrived at 6:10 p.m.

### **Orders of the Day**

Upon a motion by Vice Chair Ludlow, seconded by Commission Member Consiglio, and carried unanimously, the Orders of the Day were approved, and Item VIII.B. was heard second. (4-0-1. Absent: Owens.)

### **VII. New Business**

- B. Discussion of Retirement Stipend Setting Philosophy.

Commission discussion ensued.

### **II. Public Record**

There was no public record on file.

### **III. Public Comment**

There was no public testimony on the floor.

### **IV. Consent Calendar**

- A. Approval of Minutes.

Documents Filed: Draft Meeting Minutes from Salary Setting Commission on February 16, 2017.

Action: Upon a motion by Commission Member Thibeault, seconded by Vice Chair Ludlow, and carried unanimously, the minutes was approved. (4-0-1. Absent: Owen.)

- B. Approval of Workplan.

Documents Filed: 2017 Workplan for Salary Setting Commission.

Action: Upon a motion by Commission Member Thibeault, seconded by Commission Member Consiglio, and carried unanimously, the workplan was approved. (4-0-1. Absent: Owen.)

- C. Approval of Community Meeting Agenda

Deferred action to end of meeting.

- D. Approval of Interview Questions for Current and Former Councilmembers and Candidates.

Documents Filed: Interview Questions for Current and Former Councilmembers and Candidates.

Action: Upon a motion by Commission Member Thibeault, seconded by Commission Member Consiglio, and carried unanimously, the interview questions were approved. (4-0-1. Absent: Owen.)

**V. Reports and Information Only**

- A. Discussion of Background Information.
  - 1. History of Mayor and City Council Votes
  - 2. City of San Jose Pay Plan for Department Directors and City Appointees
- B. Discussion of Information Gathered from Comparable Jurisdictions.
  - 1. County of Santa Clara Board of Supervisor
    - a) Charter of the County of Santa Clara
    - b) Pay Plan for Superior Judge and Supervisors
- C. Discussion of Input from Current and Former Councilmembers and Candidates.

Documents Filed: City of San Jose History of Mayor and Council Votes for Salary Setting Commission Recommendations 2005-2015; City of San Jose Pay Plan dated February 14, 2017; Charter of the County of Santa Clara State of California, Revised September 16, 2016; and PeopleSoft Basic Salary Plan Alpha Job Title, Page 286, Dated February 17, 2017.

Deputy City Clerk Elaine Trinh provided additional comments and updates to the Commission. Commission discussion ensued.

**VI. Old Business**

- A. Discussion of Compensation Philosophy.

Documents Filed: City of San Jose Pay Plan dated February 14, 2017 provided by Chair David Burckhard.

Commission discussion ensued. Commission directed staff to send out public survey.

**VIII. New Business**

- C. Interviews with Current or Former Mayor and Councilmembers.

There were no interviews.

**VI. Consent Calendar**

- C. Approval of Community Meeting Agenda.

Documents filed: Community Meeting Agenda for Salary Setting Commission on March 16, 2017.

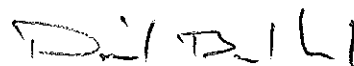
Action: Upon a motion by Commission Member Thibeault, seconded by Commission Member Ludlow, and carried unanimously, the Community Meeting Agenda was approved with item VI.B moved to Old Business, item VI.C and VI.D moved to New Business, and the addition of Benefits for Mayor and Council under Reports and Information Only. (4-0-1. Absent: Owen.)

**VIII. Meeting Schedule and Agenda Items**

The next regular meeting is Thursday, March 16, 2017 at 6:00 p.m., Tower – 1352.

**IX. Adjournment**

Upon motion by Vice Chair Ludlow, seconded by Commission Member Thibeault and carried unanimously, the meeting was adjourned at 7:43 p.m.



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DAVID BURCKHARD, CHAIR

ATTEST:  
SALARY SETTING COMMISSION SECRETARY



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ELAINE TRINH, DEPUTY CITY CLERK