

#1

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

70 hrs a week, every week.

Q2

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

yes,

Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

Leaders who have built wealth may think twice before taking a pay cut to work as a councilmember.

Q4

Respondent skipped this question

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

Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Yes

Q6

Do you think the current compensation package is fair given the responsibilities of the position?

No

Q7

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

#2

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

50+ hrs/week, 50 weeks/year

Q2

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

Yes, County Board of Supervisors

Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

The compensation is a barrier for people at all economic backgrounds to run for Council. Cost of living is too high for this to be enough as a single income. It can be a paycut for some, discouraging them to run. Or for people who don't have extra savings, it isn't enough to make the commitment.

Q4

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

I delayed by at least 4 years my decision to run because of the salary. And when I did run, the salary almost kept me from doing so.

Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

I'm fortunate to have a 2 income household and enough years of savings so I don't need to, but I'm lucky.

Q6

Do you think the current compensation package is fair given the responsibilities of the position?

No. Representing 100,000 constituents and supervising a staff of 6 people is a major responsibility and deserves higher compensation.

Q7

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

#3

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

60

Q2

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

Yes to the County Supervisors

Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

Discourage

Q4

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

Not at all.

Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Absolutely

Q6

Do you think the current compensation package is fair given the responsibilities of the position?

No

Q7

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

Analyze increasing car allowance too

#4

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

~70

Q2

Respondent skipped this question

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

Q3

Respondent skipped this question

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

Q4

Respondent skipped this question

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

Q5

Respondent skipped this question

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Q6

Respondent skipped this question

Do you think the current compensation package is fair given the responsibilities of the position?

Q7

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

#5

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

50-60 hours/ week, I take off the month of July at the break at Christmas.

Q2

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

Given the restrictions on our budget, I would say no. But our work is the same as the Santa Clara County Supervisors.

Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

This is a high cost area. So it may discourage qualified candidates from runnin.

Q4

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

Salary had no affect on my decision to run.

Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

I do not.

Q6

Do you think the current compensation package is fair given the responsibilities of the position?

Not necessarily.

Q7

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?

This is not the time to consider an increase in the salary of the Council or Mayor. Budget is tight. We should set an example by having our salaries remain as they are.

#6

COMPLETE

Collector: Web Link 1 (Web Link)
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Q1

How many hours a week and weeks per year do you spend on your position as Mayor/ Councilmember?

Over 80 hours per week, every week of the year with the exception of two weeks in July and about one week in December.

Q2

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

I would look at salaries for comparable, full-time roles in other cities and then adjust for cost of living. You might also consider salaries for Executive Directors at large nonprofit organization and other comparable roles outside government.

Q3

How does the compensation package encourage or discourage qualified candidates from all economic backgrounds to run for Mayor/Council.

The lower the compensation, the fewer people will even consider running for office. Compensation is one of the first gating features. For example, we have a hard time attracting experienced candidates for City Council, especially those with any private sector experience, because our Council pay is significantly lower than many even low to medium skill-level private sector jobs.

Q4

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

Salary was an important factor, but I ultimately decided to make the sacrifice to serve in this capacity at a significant reduction in income.

Q5

Do you feel you need other sources of income beyond the Council/Mayor Salary?

Yes, my spouse works full-time and we are still on a fairly tight budget given housing costs.

Q6

Do you think the current compensation package is fair given the responsibilities of the position?

I think we should increase both the pay and the expectations for the role and the performance of the City.

Q7

Respondent skipped this question

Is there anything else you think the salary setting commission should know about the compensation that we haven't asked about?
