

# Memorandum

**TO:** CITY COUNCIL

**FROM:** Mayor Sam Liccardo  
Vice Mayor Carrasco  
Councilmember Jones  
Councilmember Peralez  
Councilmember Arenas

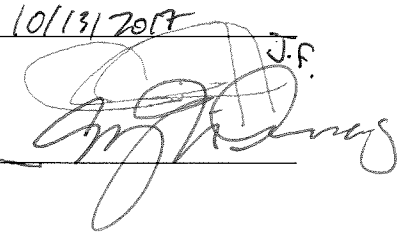
**SUBJECT: COUNCIL SALARY SETTING  
RECOMMENDATIONS**

**DATE:** October 13, 2017

Approved

 L.W.

Date

10/13/2017  
 J.F.

## RECOMMENDATION

1. Direct the City Attorney to draft a City Charter amendment as outlined in Alternative #2 in the City's Clerks Supplemental Memorandum, thereafter stripping the City Council of authority over its own salary.
2. Return to Council by the end of 2017 with draft ballot language for Council consideration and placement on the November 6, 2018 ballot.
3. To conserve City General Fund dollars expenditures on the ballot measure: (a) print the fewest number of pages—for example, allowing the “argument against”, but not rebuttal—to reduce costs, and (b) solicit from City Manager and other City Appointees any other “clean-up” or “clarification” items requiring Charter amendment that could lawfully and properly accompany this ballot proposal in November 2018.

## BACKGROUND

We thank the Salary Setting Commission (Commission) for their additional work on this subject. While the Commission's recommendation is thoughtful, we do not believe it meets the Council intention of “stripping the City Council of any decision-making authority over its own salary setting, or over any persons responsible for setting Council salaries.” Council still holds appointment authority over the Civil Service Commission, who ultimately appoints the Salary Setting Commission. To completely remove the City Council from this decision, we recommend a different approach.

HONORABLE MAYOR AND CITY COUNCIL

October 17, 2017

Subject: Council Salary Setting

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Cities such as Oakland, San Francisco, Seattle, and Sunnyvale tie salaries to automatic adjustments in the Consumer Price Index (CPI). As outlined in the City Clerk's Supplemental Memorandum, Alternative #2 completely removes the City Council from this decision and ties salaries to Consumer Price Index for San Francisco-Oakland-San Jose, and caps the increase at no more than 5% annually.

A handwritten signature in dark ink, appearing to be a stylized name, possibly "S. J. ...".

RECEIVED  
San Jose City Clerk  
2017 OCT 13 PM 4: 14

The signers of this memorandum have not had, and will not have, any private conversation with any other member of the City Council, or that member's staff, concerning any action discussed in the memorandum, and that each signer's staff