



Memorandum

TO: SALARY SETTING COMMISSION

FROM: Toni J. Taber, CMC
City Clerk

**SUBJECT: PUBLIC HEARING FOR
COUNCIL SALARIES**

DATE: March 25, 2019

RECOMMENDATION

- a) Conduct a Public Hearing pursuant to the City Charter Article IV, Section 407 (b) regarding the base salaries for Mayor and Councilmembers.
- b) Set Base Salary for the Council and Mayor of the City of San José for July 1, 2019-June 30, 2023.

BACKGROUND

On August 10, 2018, the Council of the City of San José adopted Resolution No. 78740 to submit to the electors of the City of San José at a special municipal election consolidated with the next general election held on November 6, 2018 to consider a ballot measure proposal amending the City Charter section 407 of Article IV and section 1001.1 of Article X relating to Mayor and Councilmember Salaries. This amendment was approved by voters on November 6, 2018 and was filed with the Secretary of State on January 30, 2019.

The Charter amendment stated that the Salary Setting commission shall meet every five years to set a base salary for members of the Council including the Mayor. The base salary shall take into account the full time nature of the office and which is commensurate with salaries then being paid for other public or private positions having similar full time duties, responsibilities and obligations. Failure of the Commission to make a determination of salary amounts in any year within the time prescribed shall be deemed to mean that no change to the base salary be made. The Commission shall submit to the City Manager no later than May 1 the determination of the Mayor and Council base salaries. Those base salaries shall be adjusted annually in order to provide a cost of living adjustment by a percentage equal to the percentage increase of the preceding calendar year's annual average of the Consumer Price Index-Urban or successor index, for San Francisco-Oakland-Hayward, as determined by the United States Department of Labor, Bureau of Labor Statistics, but in no event shall the CPI-U Salary increase exceed 5% per year. The Council of the City of San José retains the right to reduce their salaries by ordinance. Additionally, the Salary setting Commission shall set the sum to be deducted from the salary of each member for each regular meeting of the Council other than regular adjourned meetings, which he or she fails to attend, provided, however, that such deduction shall not be made for his or her failure to attend any meeting during which he or she is away on authorized City business, or from which he or she is absent because of his or her own illness or the illness or death of a

HONORABLE MAYOR AND CITY COUNCIL

March 25, 2019

Subject: Public Hearing on Council Salaries

Page 2 of 2

close family member. No deduction shall be made from the Salary of the Mayor because of his or her failure to attend any Council meeting.

The attachments and memoranda included at the meetings at which this item was discussed are included in this agenda packet. This includes information on Mayor/Council compensation in comparable jurisdictions.

A handwritten signature in purple ink, appearing to read "Toni J. Taber", with a long horizontal flourish extending to the right.

Toni J. Taber, CMC
City Clerk

For questions please contact Toni Taber, City Clerk, at (408) 535-1260.