RULES COMMITTEE AGENDA: 5/15/2019
ITEM: G.2
FILE NO: ROGC 19-124

CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY

Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: Toni J. Taber, CMC
City Clerk

SUBJECT: **SEE BELOW**

DATE: May 15, 2019

SUBJECT: Mayor Salary Setting Update. (Mayor)

RECOMMENDATION:
Reject the Salary Setting Commission's decision to award a salary increase for the Mayor; instead, reduce that increase to an annual rate that does not exceed the 3 percent increase approved for most City employees, for the duration of my term.
[Continued from 5/1/19 - Item G.2 (ROGC 19-109)]

RULES AGENDA: 5/1/2019
ITEM: G.2

CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY

Memorandum

TO: CITY COUNCIL

FROM: Mayor Sam Liccardo

SUBJECT: SEE BELOW

DATE: April 30, 2019

Approved

Date 4/30/2019

SUBJECT: MAYOR SALARY SETTING—REPLACEMENT MEMO

RECOMMENDATION

1. Reject the Salary Setting Commission's decision to award a salary increase for the Mayor; instead, reduce that increase to an annual rate that does not exceed the 3 percent increase approved for most City employees, for the duration of my term.
2. Refer to the Budget process a recommendation to re-allocate the saved expenditures, split evenly between the San José College Promise and San José Works programs, each year for the duration of my term.

DISCUSSION

When voters last year authorized the Salary Setting Commission to decide the salaries of sitting Councilmembers and the Mayor, I doubt that any of our residents had in mind the magnitude of the increase proposed by the Commission—a $58,000 increase for the Mayor. Our City employees don't earn salary increases of that nature, and we have ominous signs of budgetary challenges ahead. I recommend a reduction of the increase to something more modest. The CPI-U in December of 2018 reflected a 4.5 percent increase over the prior 12 months, and my salary increase should not exceed that rate. I recommend a rate of 3 percent, which reflects the minimum raises that most of our employees received last year and this year.

I believe we would better spend the roughly $50,000 to provide additional annual funding for San José College Promise and San José Works for the duration of my term.

In partnership with San José Evergreen Community College District and West Valley College, San José College Promise provides underserved San José high school students with college readiness services, access to up to two years of free community college, along with the academic and social supports to successfully complete a two-year degree, a career technical certificate, or transfer to a four-year university.

The San José Works youth employment initiative has brought together community based organizations, businesses, non-profits, and City Departments to provide summer job opportunities to more than 3,000 youth, many of whom live in gang-impacted neighborhoods.