

**MINUTES OF THE  
SALARY SETTING COMMISSION**

**SAN JOSE, CALIFORNIA**

**WEDNESDAY, MARCH 13, 2024**

The Salary Setting Commission meeting was held in City Hall, 14<sup>th</sup> Floor, Conference Room T-1446. The meeting was called to order at 6:00 p.m.

**PRESENT:** Chair Doug Ludlow; Vice Chair Matthew Bright; and Commissioner Wendell Wenjen.

**ABSENT:** Commissioner David Burckhard.

**VACANCY:** One.

**STAFF:** Senior Deputy City Attorney, Suzanne Hutchins; City Clerk, Toni Taber; Assistant City Clerk, Joy Rodriguez; Deputy City Clerk, Daniel Aguilar.

**PUBLIC HEARING:** No members of the public provided comment.

**CONSENT CALENDAR:**

Motion: Upon motion by Commissioner Wenjen, seconded by Vice Chair Bright, and carried unanimously, the Consent Calendar was approved. (3-0-1; Absent: Burckhard)

**OLD BUSINESS:**

The Commissioners reviewed Salary Setting Research documents, including the five survey responses received from Council.

The Commissioners observed that the responses from Council which highlighted that they are all working “full time plus” type of hours with no compensation for overtime. The commission referenced the Santa Clara Board of Supervisors salaries as a benchmark and also considered other public sector jobs for comparison. It was noted that the survey responses demonstrated a small sample size with a high variance; comparing salaries from other cities is not a perfect proxy.

## **NEW BUSINESS:**

Commissioner Ludlow personally noted the median household income data for San José for further reference. This amount he provided was \$136,000.

The Commissioners agreed upon the priority of setting a salary that would attract and encourage any and all members of San José.

Commissioner Ludlow proposed to set Councilmembers salaries at 75% of the Mayor's salary.

Motion: Commissioner Bright moved to recommend setting the Mayor's base salary at \$224,000 and City Council at \$168,000. The penalty for unexcused absences at Council meetings was recommended to increase by 25%, to update the current penalty of \$250 to now \$300. This motion was seconded by Commissioner Wenjen and carried unanimously. (3-0-1; Absent: Burckhard)

San José City Clerk Toni Taber noted that she will generate the appropriate letter to present these Salary Setting configurations.

Commissioner Ludlow mentioned that for the record, there were no members of the public present at this public hearing meeting.

## **OPEN FORUM**

None provided.

## **MEETING SCHEDULE AND AGENDA ITEMS**

- April 17, 2024 at 6:00 p.m. (public hearings)

## **ADJOURNMENT**

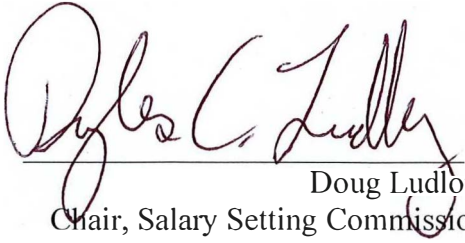
Motion: Upon motion by Commissioner Ludlow, seconded by Commissioner Bright, and carried unanimously, the meeting was called to be adjourned. (3-0-1; Absent: Burckhard)

Commissioner Ludlow adjourned the Salary Setting Commission meeting of the City of San José at 7:08 p.m.

Approved on: 4/17/24

Attest:

Salary Setting Commission  
City Clerk, Toni Taber, CMC, Secretary



Doug Ludlow  
Chair, Salary Setting Commission

*Daniel Aguilar*

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Daniel Aguilar  
Deputy City Clerk, City of San José