

RESOLUTION NO. 19-1

**A RESOLUTION OF THE SALARY SETTING COMMISSION OF
THE CITY OF SANTA CLARA, CALIFORNIA, SETTING THE
SALARIES OF THE POSITIONS OF MAYOR AND COUNCIL
MEMBER FOR THE PERIOD JULY 1, 2019, TO JULY 1, 2021,
PURSUANT TO CITY CHARTER SECTION 702**

BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

WHEREAS, in accordance with City Charter Section 702, a Salary Setting Commission consisting of five qualified electors of the City was appointed by the Civil Service Commission in November 2018, to commence performance of its duties in January 2019;

WHEREAS, pursuant to the City Charter, the Salary Setting Commission is charged with establishing the salary of the Mayor and members of the City Council for the period commencing on July 1, 2019, and ending two years thereafter;

WHEREAS, the Salary Setting Commission met on six occasions from January 8, 2019, through March 14, 2019, inclusive, and discussed the setting of Mayor and Council salary levels at each of these meetings;

WHEREAS, the Salary Setting Commission was presented with, and took into consideration, various data points including, but not limited to, the history of salary increases for the Mayor and Council positions, comparator agency salary levels, and City budget projections; and

WHEREAS, the final decision of the Salary Setting Commission as to the Mayor and Council Member salaries, as set forth in this Resolution, is based upon the following:

1. In the 2000 special election, the voters passed Measure J amending Charter Section 702 to set the salary of the Council Members at \$600 per month and salary of the Mayor at \$1000 per month, and allowed for an automatic annual salary increase in the amount of the local Consumer Price Index.
2. By the time of the 2016 general election, as a result of the automatic CPI increases, the salary of the Council Members was \$855.27 per month and the salary of the Mayor was \$1,425.47 per month.

3. In the 2016 general election, the voters passed Measure O, which again amended Charter Section 702 to set the salary of the Council Members at \$2,000 per month and salary of the Mayor at \$2,500 per month. These salary increases more than doubled the Council Members' salaries and increased the Mayor's salary by approximately 75%.
4. The nature and scope of the positions of Mayor and Council Member – in terms of the number of meetings attended, time commitment involved, types of issues considered, etc. – does not appear to have substantially changed since the time of the 2016 election.
5. The Mayor and Council Members are not "regular" employees of the City, subject to internal performance review. Rather, the Mayor and Council Members are elected by the voters of the City of Santa Clara; it is, therefore, solely within the purview of the voters to determine the quality of performance by the current office holders. Accordingly, the role of the Salary Setting Commission is to set the salary for the positions of Mayor and Council Members, irrespective of the identities of the current office holders.
6. The positions of Mayor and Council Member are service-oriented, executive-level, positions paid on a monthly salary basis, rather than an hourly basis. In addition, there are no formal requirements for number of hours worked in City service per week, and the office holders may hold separate full time employment in addition to service in their elected position. Therefore, the Consumer Price Index is not wholly applicable to the determination of appropriate salary level for these positions.
7. The current salary levels for Mayor (\$2,500 per month) and Council Member (\$2,000) are not inconsistent with the current salary levels for these positions in the comparator agencies reviewed by the Salary Setting Commission.
8. The Salary Setting Commission reviewed and considered the short- and long-term budget projections provided by staff; the Commission strives to arrive at a prudent and fiscally responsible decision.

**NOW THEREFORE, BE IT FURTHER RESOLVED BY THE SALARY SETTING COMMISSION
OF THE CITY OF SANTA CLARA AS FOLLOWS:**

1. That the salary of the position of Mayor shall remain at its current level (\$2,500 per month) for the period July 1, 2019, to July 1, 2021.
2. That the salary of the position of Council Member shall remain at its current level (\$2,000 per month) for the period July 1, 2019, to July 1, 2021.
3. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED
AND ADOPTED BY THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA,
CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 14TH DAY OF MARCH,
2019, BY THE FOLLOWING VOTE:

AYES: COMMISSIONERS: Arquero, Banko, Kumar, Stealey and
Chair Sontag

NOES: COMMISSIONERS: None

ABSENT: COMMISSIONERS: None

ABSTAINED: COMMISSIONERS: None

ATTEST: 
JOHN SONTAG, CHAIR
SALARY SETTING COMMISSION

Attachments incorporated by reference: None