



Agenda Report

19-323

Agenda Date: 3/14/2019

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action on Resolution Setting the Salaries of Mayor and Council Members as unchanged for the Period July 1, 2019, to July 1, 2021, Pursuant to City Charter Section 702

BACKGROUND

City Charter Section 702 requires that the newly-constituted Salary Setting Commission establish the salaries for the positions of Mayor and Council Member for the period July 1, 2019, and ending two years thereafter. The Salary Setting Commission has met on six occasions over the period January through March 2019, and the members of the Commission have thoroughly reviewed and discussed the various data points pertaining to, and aspects of, the issue of salary setting for these elected officials. The Charter requires that the Commission make their compensation decision by March 15th. At their February 28th meeting, the Commission voted unanimously to leave the current salary levels of Mayor and Council Member unchanged for the subject period, and directed staff to return at the next meeting with a resolution setting forth the Commission's decision.

DISCUSSION

In arriving at its decision to maintain current salary levels for Mayor and Council, the Commission took into consideration the following:

- At the time of the 2016 general election, the salary of the Council Members was \$855.27 per month and the salary of the Mayor was \$1,425.47 per month. In the 2016 general election, the voters passed Measure O, which increased the salary of the Council Members to \$2,000 per month and salary of the Mayor to \$2,500 per month. These salary increases more than doubled the Council Members' salaries and increased the Mayor's salary by approximately 75%.
- 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.
- 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.
- 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.

- 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.
- 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.

At the Commission's request, staff has incorporated the factors above into a Resolution, included herewith for the Commission's consideration.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(4) in that it is a fiscal activity that does not involve any commitment to any specific project which may result in a potential significant impact on the environment.

FISCAL IMPACT

As there is no change to the Mayor and Council salary levels, there will be no change to the expected budget.

COORDINATION

This report has been coordinated with the Human Resources Department, City Attorney's Office and Finance Department.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Adopt the Resolution Setting the Salaries of Mayor and Council Members as unchanged for the Period July 1, 2019, to July 1, 2021, Pursuant to City Charter Section 702

Reviewed by: Teresia Zadroga-Haase, Director, Human Resources

Approved by: Nadine Nader, Assistant City Manager

ATTACHMENTS

1. Resolution Setting the Salaries of Mayor and Council Members for the Period July 1, 2019, to July 1, 2021, Pursuant to City Charter Section 702