CITY OF SAN JOSE, CALIFORNIA

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CITY COUNCIL SALARY
SETTING COMMISSION

April 10, 2013

Honorable Mayor and City Council
City of San José
200 East Santa Clara Street
San Jose, CA 95113-1905

Re: Recommended Mayor and Council Salaries, Compensation and Benefits for FY 2013–2014 and FY 2014-2015

RECOMMENDATION

The Council Salary Setting Commission ("Commission") recommends adoption of an ordinance by the San Jose City Council authorizing the salaries and benefits of the Mayor and City Council for the next two Fiscal Years, the period July 1, 2013 through June 30, 2015, as follows:

1. For the Mayor, increase the authorized salary as recommended by the Commission for FY 2013-14 and FY 2014-15 from $114,000 annually to $119,700 annually.
2. For each Councilmember, increase the authorized salary as recommended by the Commission for FY 2013-14 and FY 2014-15 from $81,000 annually to $85,050 annually.
3. Retain the levels of health, dental, life insurance and other benefits through FY 2014-2015 in accordance with the benefits provided to management employees in Unit 99 and salary continuation insurance benefits.
4. For the current Mayor and Councilmembers who were in office prior to July 1, 2011, maintain the City's participation and contributions to CalPERS defined benefit or PTC 457 defined contribution plans through their terms of office. For Councilmembers who assume office on or after July 1, 2011, maintain the City's participation and contribution in the CalPERS defined benefit plan applicable to participants based upon date of assumption of office, or the PTC 457 defined contribution plan, or any retirement plan equivalent to that established by the City for its non-sworn employees including management employees in Unit 99 management employees that may also be made available to the Councilmembers.
5. Maintain the vehicle allowance of $350 per month for the Mayor and each member of the City Council.
6. Continue to require Councilmembers to pay $250 for each unexcused absence at scheduled Council meetings, pursuant to City Charter Section 407.

EXECUTIVE SUMMARY

The City Charter directs the Council Salary Setting Commission to review biennially the salaries, compensation, and benefits for the Mayor and City Council. The Charter requires the Commission to take into account the full time nature of the office and to set a compensation level, which is comparable to other public or private positions with similar full time duties, responsibilities, and obligations. In performing our duties, the Commission has reviewed compensation levels for other elected officials in California while taking into consideration the current economic conditions and the status of public and private compensation in our labor market. In fulfilling our Charter responsibilities, we are mindful of the City's ongoing fiscal challenges, while also being aware of the slow financial recovery the City is experiencing.

Taking all of these factors into consideration, the Commission recommends increasing the current authorized salary by 5% from the level recommended by the Commission in 2011 for Fiscal Years 2013-14 and 2014-15. The Commission notes that the Mayor and Council received a pay reduction in 2011 to amounts below their 2005 compensation. The suggested rate of pay for 2013-2015 is still below the 2007 compensation for Mayor and Council.

BACKGROUND

Section 407 of the San José City Charter requires that the Council Salary Setting Commission, which is appointed by the Civil Service Commission, review and recommend appropriate compensation levels for the Mayor and City Council on a biennial basis. The proposed salaries are expected to "take into account the full time nature of the office" and be "commensurate with salaries then being paid for other public or private positions having similar full time duties, responsibilities and obligations." Per the City Charter, the City Council may adopt the recommended salaries or lesser amounts.

Recent Actions regarding Mayor and Council Compensation:
On June 7, 2011, the City Council adopted Ordinance 28924 that set the Mayor's compensation for the 2011-2013 at $114,000 annually and $81,000 for each member of the City Council. It should be noted that the Mayor voluntarily took a reduction beyond the accepted $114,000 and currently receives $105,000.

Outreach:

Public Meetings: Since February 6, 2013, the Commission has met eight times in public, on at least a biweekly basis, to discuss issues central to setting a fair and appropriate compensation for the City Council. The Commission reviewed the Council salary history and pertinent documents, interviewed Councilmembers and evaluated other relevant data.

Public Hearings: The Commission conducted three duly noticed public hearings on March 13, 20, and 23, 2013 to obtain public input in accordance with the City Charter. There was no public testimony at the hearings.

Council Input: Councilmembers Oliverio and Herrera testified before the Commission, and Mayor Reed, Vice Mayor Nguyen, and Councilmember Liccardo submitted written responses to interview questions posed by the Commission. Councilmembers commented on the extensive commitment by San Jose's Mayor and Council attending many evening and weekend meetings and events in fulfilling their job duties, often working 60 hours or more per week.

These Councilmembers stated that candidates are aware of the compensation paid to the City's elected leaders and that it is a consideration prior to seeking office. Current Councilmembers also commented that the reduced salaries have had an impact on their personal financial situations.

Public Survey: The Commission distributed an informal public survey via the City's web site to gather public input on the level of compensation for the Mayor and City Council. There were 392 respondents to the survey. The Commission considered the public survey results in making its recommendation and expresses its appreciation to those who took the time to voice their opinion and to the various media outlets for publicizing the survey. Survey results are included in Attachment A.

Survey of Comparable Jurisdictions: The Commission, through the Office of the City Clerk, conducted a survey of the largest California cities (those with a population of 100,000+) and the largest California counties. A summary of the survey results from responding jurisdictions are included in Attachment B.

ANALYSIS

A. Goals of Salary Setting

The Commission strongly believes that the compensation for the Mayor and Councilmembers should be fair and adequate with respect to the scope and complexity of their responsibilities. Equally important, the Council's salary should be appropriately competitive by the local living standards so that qualified citizens are not unduly deterred from running for office because of authorized compensation. It should also take into consideration the salaries of elected officials in other jurisdictions with comparable workloads, responsibilities, and obligations. Overall, compensation is one of several significant factors in encouraging qualified candidates for the Mayor and Council positions.

B. Review of Current Mayor and Council Salaries

In reviewing compensation for the City's elected leaders, the Commission recognizes that the City of San Jose is the third largest City in California and the tenth largest city in the United States. The eleven members of the City Council have the responsibility for overseeing an operating and capital budget in FY 2012–2013 of approximately $2.8 billion. Based on the 2010 Census, each Councilmember represents approximately 95,000 constituents, which is comparable to the population of a medium-size city in California, and the Mayor represents nearly one million residents. The Commission believes that the salary and benefits should be adequate and fair for current members of the City Council given overall economic conditions, but also such that the City will reasonably attempt to continue to attract qualified persons to represent its citizens.

The Commission believes that the scope of responsibility of the San Jose Mayor and Councilmembers has grown over the years. In fact, it is extremely difficult to compare the duties of elected officials between jurisdictions. The services provided, size, and scope of the organization, responsibilities, and community expectations vary greatly. The Commission suggests that factors such as the following should be considered in establishing the salaries of San Jose's Mayor and Council:

- San Jose is the 10th largest City in the nation and the third most populous city in California
- The jobs of San Jose's Mayor and City Councilmembers are full-time positions. It is difficult to make a direct comparison between the duties and responsibilities of San Jose's Mayor and Council with the roles and obligations of other elected officials among California's largest cities and counties, some of whom are part-time. Each community is unique with elected officials performing distinct tasks within differing governmental structures amidst varying expectations.
- The frequency of the City Council meetings, Council committees, and assignments to represent the City on various county, regional, and state boards adds a level of complexity to the duties of San Jose's leaders.
- The size of the City's operating and capital budgets equal or exceed many California counties and place San Jose in the top tier of California cities.
- San Jose's geographic area, population, diversity, economy, budget, and number of employees in its work force is more comparable generally to those of California County Boards of Supervisors, rather than other California cities.

C. Basis for increased salaries for the Mayor and Council

The City Charter requires the Commission to recommend salaries, and permits the Commission to recommend benefits, which are appropriate given the level of authority and accountability held by the Mayor and Council. The Commission acknowledges that the City continues to deal with budget issues in the midst of economic challenges. However, there has been slow economic recovery and in light of the workload, complexities, challenges and time commitment, the Commission has concluded that an increase in the Mayor and Council salaries is appropriate at this time. The 5% salary increase is recommended because it reflects a balance between restoration of the previous reduction in salary, while acknowledging a slow economic recovery.

D. Mayor and Council Vehicle Allowance

As a part of its overall compensation, the Mayor and City Council currently receive a $350 monthly automobile allowance ($4,200 annually). It is apparent that Councilmembers use their personal vehicles while working and the vehicle allowance is well justified. The Mayor and Councilmembers attend meetings of a variety of county, regional, and state bodies as assigned representatives of the City, as well as attend various civic functions throughout the community. In the current economic conditions of reduced resources, the Commission finds that it is appropriate to maintain the Council's automobile allowance at $350 per month.

E. Health and Welfare Benefits

The Mayor and Councilmembers are eligible for all health and welfare benefits equivalent to the City's management employees in Unit 99. This system seems fair and easy to administer. The City does not need to maintain a separate health and welfare benefits system or structure for the Mayor and Council, and the Mayor and Council are equally affected by any benefits changes. The Commission recommends that this approach remain intact.

COORDINATION

The Commission thanks Mayor Reed, Vice Mayor Nguyen, and Councilmembers Liccardo, Herrera and Oliverio, and community participants for their valuable participation in the Commission process. The Commission further expresses its appreciation to City staff at City Hall who have hosted the Commission while conducting our public hearings. Finally, the Commission would like to thank the staffs of the Offices of the City Clerk and City Attorney: Toni J. Taber, Acting City Clerk; Vera Todorov, Sr. Deputy City Attorney; and Deputy City Clerks Rebecca Hall and Suzanne Guzzetta and City Clerk Intern Siddiq Islam for their support and assistance to the Commission in fulfilling its role and meeting our charge.

CONCLUSION

San Jose is fortunate to have had effective leadership by many men and women who have been elected and served with integrity and distinction. The Commission recommends a 5% salary increase for the Mayor and Council because it is important that San Jose's elected leaders continue to focus on the people's business while receiving an appropriate level of compensation and benefits within the City's limited resources.

On April 10, 2013, by a vote of 4-0-1 (Owen absent), the Commission approved submission of this report.

GEORGE THIBEAULT
Chairperson

EILEEN CONSIGLIO
Vice-Chair

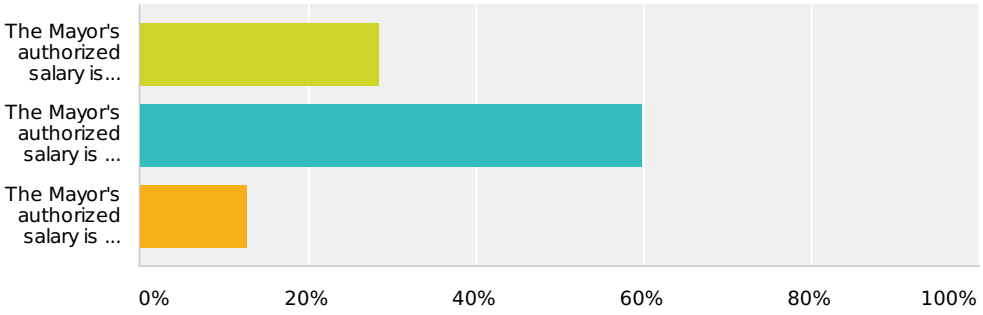
DAVID BURCKHARD
Commissioner

YOGAMBRA SINGH BAJWA
Commissioner

Attachment A
Community Survey

Q1 The Mayor's authorized salary is $114,000 per year. What is your opinion about this level of compensation?

Answered: 394 Skipped: 11



Answer Choices	Responses	
The Mayor's authorized salary is fair given his responsibilities	**28.43%**	112
The Mayor's authorized salary is too high	**59.90%**	236
The Mayor's authorized salary is too low	**12.69%**	50
Total Respondents: 394		
Other/Comment (97)		

#	Other/Comment	Date
1	The Mayor's base salary should be around $114,000 with a large bonus depending on achieving city goals determined by a special committee of community leaders.	4/9/2013 2:02 PM
2	The $114K per year seems low for his responsibilities, but I don't know what his other benefits include. Based on how generous his other benefits are, the $114K might be too high.	4/4/2013 8:40 AM
3	BUT he should not be employed elsewhere	4/2/2013 9:30 PM
4	Chuck Reed is the best mayor san jose has had in as long as ive been involved!!!	4/1/2013 8:41 PM
5	The Mayor and Council members deserve reasonable salaries, based on the real cost of living in San Jose. Failing to set realistic salary levels deters well qualified candidates from seeking office. City management salaries, however, are too high, and do not reflect the pressures being applied to other City workers.	4/1/2013 12:15 PM
6	Other City employees were force to cut 10 plus percent.. Council needs to cut also, if not more since they are part time.	3/31/2013 6:47 PM
7	San Jose is a Mayor/Manager form of government. The city manager shares responsibilities with the mayor. Many cities which are being used to compare to San Jose for mayor salaries are mayor-only government, which would be more responsibility than mayor-manager form of government. In fact, I feel the city manager has a lot more responsibility than the mayor, in the case of San Jose.	3/31/2013 6:45 PM
8	Mayor Reed works hard and deserves every penny. He delivers for we taxpayers, although we cannot afford an increase.	3/31/2013 8:53 AM
9	Salaries of public officials should be sufficient to ensure that people are not self-disqualified for running because of financial hardship. Mayor is a high-level position, and housing in particular is expensive. We should be paying public officials enough to attract the best and brightest and to ward off the potential for corruption.	3/30/2013 11:00 PM
10	A mayor of a city as major as San Jose with all the constituents he has to hear from must be paid more.	3/30/2013 9:39 PM
11	he has taken no raises as other have ...	3/30/2013 10:07 AM

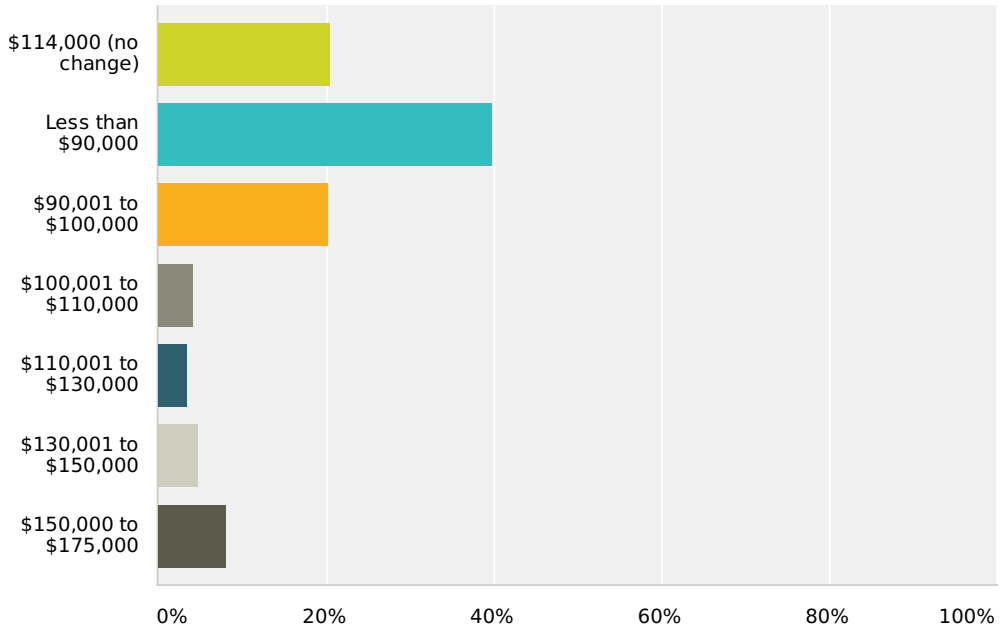
#	Other/Comment	Date
12	The mayor can not do his job, he was elected to solve problems not create them. Example public safety mess!	3/30/2013 9:49 AM
13	You cannot compare san jose to new york, or los angeles. With Reeds additional income he is probably the highest paid government employee in California.	3/29/2013 5:26 PM
14	San Jose has the Council Manager form of government so it is unfair to compare his salary to San Francisco or New York	3/29/2013 5:01 PM
15	cannot compare san jose to SAN FRANCISCO NEW YORK LOS ANGELES we r a small bedroom community his perks automobile allowance free parking and many more all add up. his retirement for 8 years will be better. he is well compensated for ther mistaskes hre makes	3/29/2013 11:08 AM
16	I strongly believe that the Mayor and the other elected officials should be volunteer leaders for the districts they represent. As such, they should not be compensated but rather provided a modest stipend equivalent the minimum wage paid in San Jose.	3/27/2013 7:21 PM
17	to much salary. should only go up when taxpayers vote on his salary increase by voters. Since he is considered a public servant I be.l believe measure B applies to him and City counsel members as well. Other public servants have not take a wage increase in San Jose City....so why should he be any different?	3/25/2013 2:09 PM
18	The salary is much too high.	3/25/2013 1:11 PM
19	Mayor is leader and if he has asked others to take less then he should set the example.	3/24/2013 6:59 PM
20	Mayor is usually a stepping stone to higher office (unless someone messes up like Ron Gonzales), so I think we can still attract high quality candidates with a slightly lower salary.	3/22/2013 1:04 PM
21	I may misjudge, not fully understanding a City Mgr. type of government.	3/22/2013 7:32 AM
22	too low	3/21/2013 7:47 PM
23	The Mayor has run the city in the ground and is going to cost the City 10's of Millions of dollars in unnecessary litigation. They should pay the employees and citizens for damages.	3/21/2013 6:15 PM
24	There should be no pay	3/21/2013 2:41 PM
25	No raise until all city employees get their pay reductions back.	3/20/2013 10:31 PM
26	The Mayor should voluteer his pay like Arnold Schwarzenneger did.	3/20/2013 5:12 PM
27	The Mayor's salary should not be too much higher than Council Member salary.	3/20/2013 4:32 PM
28	as long as this relects a 10-12% pay cut just as he imposed on other unions..	3/20/2013 10:11 AM
29	If everyone else is the City needs to take a cut so does the man who claims he is trying to fix the budget. He also gets stipends...those should be lowered as well. His retirement benefits should be adjusted as well...lead by example Mayor Reed!	3/20/2013 9:23 AM
30	should be at least 12% less, only fair to equal what he took from the employees	3/20/2013 7:14 AM
31	City Manager should be cut 25% or so to feel the same impact the blue collar workers in her city have felt time and time again for the last 5-6 years.	3/20/2013 6:46 AM
32	He needs to take a pay cut just like he has been giving to all other city employees. He should not be excluded because of his title. 15 percent cut is reasonable, since that is the effect he is giving to others.	3/19/2013 9:57 PM
33	Most Bay Area mayors get reimbursed for their expenses, but they don't get a salary. Why does this mayor get a salary??	3/19/2013 9:44 PM
34	That's a lot more than police officers and firemen, which seems backwards. Public safety first.	3/19/2013 9:02 PM
35	That does not include a take home vehicle and a P card for other expenses. Way to high!!	3/19/2013 5:45 PM
36	Lower the Mayors salary another 12.7%.	3/19/2013 5:44 PM
37	He does not derserv this salary. He has wrecked havoc on our city. The managers get raises, while the police and fire get docked.	3/19/2013 5:14 PM
38	The Mayor should take the same cuts that employees have already taken and are going to take in the future. The Mayor needs to step up and set an example.	3/19/2013 5:12 PM

#	Other/Comment	Date
39	The Mayor is lucky to be earning a salary. He ought to have been indicted and convicted for misuse of campaign funds.	3/19/2013 4:50 PM
40	He has no business being the mayor for the city of San Jose.Should be making minimum wage.	3/19/2013 3:59 PM
41	The Mayor makes many business dealings in which they will be well compensated after their elected term. Nearly all viable candidates are wealthy prior to campaigning- there should be minimal pay and benefits for their voluntary election to public office.	3/19/2013 3:15 PM
42	he has ruined this city, he should be paying to keep his job	3/19/2013 1:37 PM
43	We are the tenth largest city in the USA, and for a city our size we need to pay more if we are to improve the quality of our mayors.	3/19/2013 10:55 AM
44	The Mayor and City Council should not be given a raise until 2007 level of services are returned.	3/19/2013 10:54 AM
45	With the mayor advocating for lower employee pay; medical benefits, retirement and increased contributions, co-pays and the like; he should take lower pay and not accept the city's differed compensation contribution	3/19/2013 10:47 AM
46	The Mayor should not be given any further salary compensation unitl the City's budget is in the black.	3/19/2013 10:28 AM
47	too many city employees are paid too much unfortunately it isn't the mayor	3/19/2013 10:25 AM
48	Should be performance based like he expects the other employed to be.	3/19/2013 10:24 AM
49	Mayor should take the same pay cuts and city workers.	3/19/2013 10:17 AM
50	It's well below that of other major cities in the United States.	3/19/2013 9:36 AM
51	The mayor is wasting millions with his pension reform, should have let the employees switch to CalPers c	3/19/2013 8:47 AM
52	This misses all the other perks he is given - including his car.	3/19/2013 7:51 AM
53	Everytime the employees have to take a cut in their salary, the Mayor needs to take a cut.	3/19/2013 7:43 AM
54	I think for this valley that salary is way too low!!!	3/19/2013 7:12 AM
55	He has done nothing to fix the fiscal problems of the City of San Jose. What he has done is make it much worse. If he really cared about the City he would work for much less, or for free.	3/19/2013 5:14 AM
56	His salary should be based on performance only. The city employees should come first. When he's laying off employees and cutting benefits, he clearly isn't doing his job balancing the budget while opening libraries.	3/18/2013 11:46 PM
57	Reed neds to go	3/18/2013 10:17 PM
58	I think the mayor is getting kickbacks from his buddies that are developers.	3/18/2013 10:10 PM
59	With all employees taking pay cuts the mayor should too	3/18/2013 8:43 PM
60	He sees fit to lower City Employee salaries significantly while offering nothing in the way of sacrifice from himself. He sees fit to lay all the City's problems on City Employees and not look at the constant/long-term mismanagement of City funds. His Measure B is a joke, yet he continues to tout "the will of the voters" when only a small percentage of voters voted in that election.	3/18/2013 8:17 PM
61	Despite all he has said about city employees and their salary/and comp packages. His/their salaries should adjust way down to be fair. Walk the walk if you are talking the talk.	3/18/2013 7:46 PM
62	The mayor is an overpaid.	3/18/2013 7:24 PM
63	For the amount of services we get as citizens, his salary is too high.	3/18/2013 7:16 PM
64	Far too high. He has done nothing but destroy this city.	3/18/2013 7:08 PM
65	When the mayor is making more than police officers & firefighters, there is a problem .	3/18/2013 6:53 PM
66	When the mayor is making more than police officers & firefighters, there is a problem .	3/18/2013 6:53 PM
67	The Mayor should resign before he is prosecuted	3/18/2013 6:31 PM
68	This Mayor does not deserve the salary, retirement or any other benefits. He has not been doing his job.	3/18/2013 5:31 PM
69	U should become a elected a	3/18/2013 5:08 PM

#	Other/Comment	Date
70	The mayors salary is low, but inlight of the current finances, it should remain.	3/18/2013 5:05 PM
71	what has been done to control costs? Why haven't he and the city council taken a pay cut before attacking pensions?	3/18/2013 4:59 PM
72	The Mayor's pay should be the equivalent to the average City of San Jose employee's salary. If the Mayor or anyother council member is holding this position for the money, they went into for the wrong reason.	3/18/2013 4:45 PM
73	It seems low given his responsibilities but what other compensation does the mayor receive from the city? Also, is it expected that the mayor would have income from other sources?	3/18/2013 2:17 PM
74	70,000 per year	3/18/2013 1:34 PM
75	I don't believe that he should get a raise when other City workers are receiving less compensation & benefits!	3/18/2013 1:31 PM
76	He's cutting too many of our other services due to budget problems, plus has many other perks that are not listed.	3/18/2013 1:29 PM
77	The mayor or council's salary should NOT be increased until ALL of the rank and file employees have had their salaries restored.	3/18/2013 11:04 AM
78	Chuck should NOT get any more $$$. Mayor and Council salaries should NOT get any salary increases while city services are being cut. We have NOT turned a corner with the Police Dept.	3/18/2013 10:26 AM
79	The mayor should receive a 10% cut in pay just like all the other city employees.	3/18/2013 10:18 AM
80	Too high for this mayor. The cost to the city in dollars will be millions, which will be nothing compared to the lives lost, rampant crime, shame and humiliation to the residents due to his selfish, ego driven crusade to mislead them into voting for an illegal measure that will bring San Jose to its knees.	3/17/2013 9:36 PM
81	There should be a fine for the damage this Mayor has caused the City of San Jose. An all out attack on City employees is shameful.	3/16/2013 3:51 PM
82	The Mayor's salary is actually less than a Division Manager's salary of one City Department. I think his salary is quite fair. The Division Manager's salary is too high.	3/16/2013 1:35 PM
83	At this time city employees are taking large pay cuts - the mayor should share this burden also.	3/16/2013 12:03 PM
84	He should continue to not take a salary.	3/16/2013 8:53 AM
85	if you cut employees salary you should lead by example and cut mayors salary by 10%	3/16/2013 8:12 AM
86	HE HAS PLACED THE CITIZENS OF SAN JOSE IN DANGER BY ALLOWING OVER 400 POLICE OFFICERS TO LEAVE. HE HAS MADE NO EFFORT TO FIX THE PROBLEM.	3/15/2013 8:05 PM
87	I don't feel the Mayor has made decisions fit for our city, our tax dollars are not being spent appropriately would like to see improvements to our public safety system	3/15/2013 7:15 PM
88	Assuming s(he) does the job properly.	3/15/2013 6:52 PM
89	The mayor should take into account the number of Police officers and Dispatchers that have taken pay cut after pay cut and increased benefit premiums before even thinking about raising his own pay In my opinion they should all take pay CUTS!!!!!	3/15/2013 6:32 PM
90	I think he is making too much.	3/15/2013 5:27 PM
91	However I feel the mayor needs to pay the same for benefits and cut out the vehicle allowance. And not allowed to double dip. Answering for the position. Reed deserves $0.00!	3/15/2013 5:21 PM
92	Virtually all other employees have taken a cut in pay; the Mayor and Council should abide by the same cost-cutting measures they impose on City staff.	3/15/2013 3:47 PM
93	The salary really isn't too high, but I think he should take a 10% pay cut like the rest of the city employees.	3/15/2013 3:33 PM
94	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:54 PM
95	Mayor of a big city is important and you need to be able to attract top notch private sector professionals	3/15/2013 2:48 PM
96	It is high compared to Mayor's of other local agencies	3/15/2013 2:48 PM
97	This is a pathetic amount for the CEO of America's 10th largest city.	3/15/2013 11:54 AM

Q2 If it was up to me, the Mayor would be paid an annual salary of:

Answered: 385 Skipped: 20



Answer Choices	Responses	
$114,000 (no change)	**20.52%**	79
Less than $90,000	**39.74%**	153
$90,001 to $100,000	**20.26%**	78
$100,001 to $110,000	**4.16%**	16
$110,001 to $130,000	**3.38%**	13
$130,001 to $150,000	**4.68%**	18
$150,000 to $175,000	**8.05%**	31
Total Respondents: 385		

Other/Comment (64)

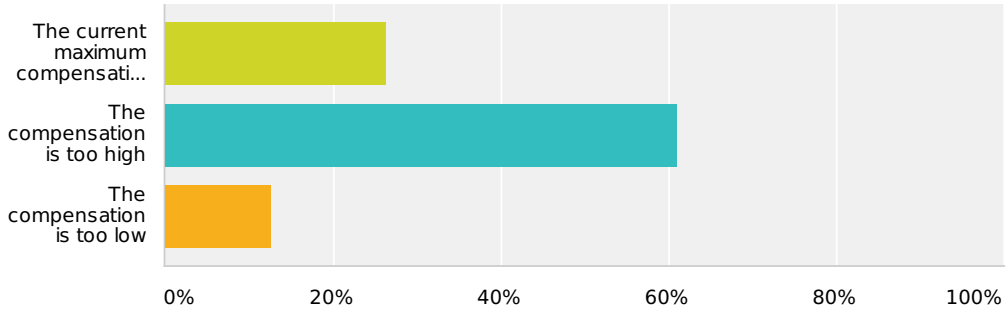
#	Other/Comment	Date
1	$114,000 with large bonus depending on achieving city-wide goals defined by a special committee of community leaders.	4/9/2013 2:02 PM
2	The way he's dealt with everything, he should have to pay BACK his past salary.	4/4/2013 1:12 PM
3	Questions 1 and 2 might be somewhat misleading since this survey is not telling us what his other benefits included.	4/4/2013 8:40 AM
4	Increases in a time when everyone else is suffering is unconscionable and a betrayal of public trust. Public officials are not CEO's of profit-making organizations and should not be compensated as such.	4/3/2013 11:08 AM
5	The cost of living in San Jose is very high. In order to attract qualified candidates for public office, salaries must be set at realistic levels. I do not approve of Mayor Reed's performance, however his salary is reasonable.	4/1/2013 12:15 PM
6	Comparing to other jurisdictions is not relevant. We are in monetary crisis; we must not spend more.	3/31/2013 8:53 AM
7	No one in business would pay a CEO of a major company with a $1B budget a paltry $114K in salary. The Mayor's salary should be significantly higher.	3/30/2013 11:00 PM

#	Other/Comment	Date
8	That's even high. Lets make it performance based.	3/29/2013 5:26 PM
9	See above	3/29/2013 5:01 PM
10	who else gets paid health insurance for life and a good rertirement after 8 years NO ONE IN THIS VALLEY EXCEPT CITY COUNTY STATE AND FEDERAL EMPLOYEES	3/29/2013 11:08 AM
11	The Mayor and Council should not be paid more than $10 an hour. The "Strong Mayor" form of government in San Jose should be eliminated.	3/27/2013 7:21 PM
12	And that's being generous.	3/25/2013 1:11 PM
13	This refers to the horrible job this Mayor has done and the damages he has caused.	3/21/2013 6:15 PM
14	is there a category for less than zero	3/21/2013 2:41 PM
15	The Mayor should voluteer his pay like Arnold Schwarzenneger did.	3/20/2013 5:12 PM
16	The Mayor needs to lead by example and be happy with a pay cut to help the overall City budget.	3/20/2013 4:32 PM
17	same as comment 1	3/20/2013 10:11 AM
18	how much has he taken, and then re-paid without charges	3/20/2013 7:14 AM
19	Once other City workers make a salary commensurate with what workers in other municipalities make in like positions, I would think it fair for the mayor's to rise similarly.	3/19/2013 9:02 PM
20	No raise until every city employee gets back their pay cuts	3/19/2013 7:53 PM
21	10% More than top step police officer.	3/19/2013 7:19 PM
22	102,600 (10% less) of 114,000 plus whatever deduction percentage the mayor plans to take out on his city employees for everything (measure B/medical/etc.) and future plans.	3/19/2013 6:37 PM
23	Look at the average of all the city employees. What does that come to?	3/19/2013 5:45 PM
24	The Mayor shouldn't make anymore than me.	3/19/2013 5:44 PM
25	He doesn't work that hard to get a huge salary.And he has not done anything to help our city.	3/19/2013 5:14 PM
26	The Mayor should take at least a 10% total comp reduction (equal to 13%) just like all employees.	3/19/2013 5:12 PM
27	Should be making minimum wage .	3/19/2013 3:59 PM
28	The Mayor makes many business dealings in which they will be well compensated after their elected term. Nearly all viable candidates are wealthy prior to campaigning- there should be minimal pay and benefits for their voluntary election to public office.	3/19/2013 3:15 PM
29	$0 like he deserves for his terrible job	3/19/2013 1:37 PM
30	125k	3/19/2013 1:32 PM
31	It is hard for me to say, as I don't know the details of the mayor's day to day activities.	3/19/2013 1:27 PM
32	Work only part time like in other big cities...	3/19/2013 11:49 AM
33	With over ten years of budget shortfalls. It's obvious that the problem is with the city management. The mayor should not receive any additional compensation until services are established and employees receive their full salary restoration.	3/19/2013 11:17 AM
34	no salary increase should be allowed so I chose this one	3/19/2013 10:25 AM
35	I believe he works full time and deserves a decent salary for doing so.	3/19/2013 9:36 AM
36	15.00 an hour / 150 a day max	3/19/2013 9:05 AM
37	Should take a 10% cut like all other city employees. Absolutely no raises until all city employees get their 10% restored plus cost of living.	3/19/2013 8:21 AM
38	As above he should work for free, or much less and take less which is what he did to me, a retiree, did it to the remaining city employees and really stuck it to the SJPD which has caused a huge surge in crime.	3/19/2013 5:14 AM
39	Again, he lives in a mansion on the hill	3/18/2013 10:10 PM

#	Other/Comment	Date
40	The Mayor should earn a stipend, not a 6 figure salary NOR a pension! For example: a stipend of $100-200 per month and an auto allowance of $100 per month.	3/18/2013 8:23 PM
41	In this day and age, considering his attitude toward his own City Employees, he deserves no more. If San Jose was not a major City, I would say he deserves significantly less.	3/18/2013 8:17 PM
42	Should be volunteered.	3/18/2013 8:08 PM
43	He has another job which he works. Why should we taxpayers pay him so much. He has done nothing for this city. He is a figure head only.	3/18/2013 7:08 PM
44	San Jose is run by a city manager. The mayor is but a figurehead.	3/18/2013 7:03 PM
45	Way less. He has other sources of income	3/18/2013 5:31 PM
46	Under ideal financial situations.	3/18/2013 5:05 PM
47	I believe the average City of San Jose employee makes less than $90,000 and so should the Mayor.	3/18/2013 4:45 PM
48	70,000 per year max	3/18/2013 1:34 PM
49	Unlike him, I see the value in his job & the responsibilities of running a city of a million plus.	3/18/2013 1:31 PM
50	Without any perks maybe a bit more.	3/18/2013 1:29 PM
51	He should get the same 20% pay cut the other city employees.	3/18/2013 12:21 PM
52	$114,000 - 11,400 = $102,600	3/18/2013 10:18 AM
53	He is truly indebted to the city for what he has done to bring so much pain, hate and scandal to the employees who did nothing to deserve what he delivered by riding the misguided but popular right-winged agenda out of convenience to make a name for himself. Nixon will look good in comparison in a few years.	3/17/2013 9:36 PM
54	50,000.00	3/17/2013 10:15 AM
55	1,000,000	3/16/2013 9:32 PM
56	The Mayor needs to feel the same pain he has inflicted on all City employees.	3/16/2013 3:51 PM
57	The salary should reflect the compensation and cuts other city departments/employees have faced since the mayor is a public employee also. The salary should reflect the financial status of the city - mayor said it was a financial emergency so why has he not been transparent and taken cuts like the rest of the city and city services.	3/16/2013 12:03 PM
58	because he doesnt know how to work with the unions to come to a compromise	3/16/2013 8:12 AM
59	IF A POLICE OFFICERS PUTS HIS LIFE ON THE LINE EVERYDAY AND HE ONLY WANTS TO PAY US $55,000 A YEAR HOW CAN HE MAKE MORE THEN US.	3/15/2013 8:05 PM
60	The mayor needs to remember he is there to serve the people who elected him not to see how much money he gets paid.	3/15/2013 6:32 PM
61	With compensation reduction for city employees and not negotiated increases this is not the time to increase the mayor's salary.	3/15/2013 4:19 PM
62	Since I am recommending that Council salaries be cut by 13% (matching some employee cuts) to $70,470, I would recommend that the Mayor's salary be set at no more than 20% higher than Council Members'. Therefore, the Mayor's salary should be capped at $84,564.	3/15/2013 3:47 PM
63	Should be competitive	3/15/2013 3:27 PM
64	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:54 PM

Q3 San Jose City Councilmembers are currently authorized to receive a maximum annual salary of $81,000 per year, what is your opinion of this level of compensation?

Answered: 388 Skipped: 17



Answer Choices	Responses	
The current maximum compensation is reasonable given the level of the Council's responsibilities	**26.29%**	102
The compensation is too high	**61.08%**	237
The compensation is too low	**12.63%**	49
Total Respondents: 388		

Other/Comment (90)

#	Other/Comment	Date
1	I didn't know councilmembers only make $81,000 a year! Shocking in terms of tech salaries.	4/9/2013 2:05 PM
2	I might think otherwise if our economic climate was better and if they didn't see fit to hack at everyone else's salaries.	4/4/2013 1:13 PM
3	What benefits are included? Without knowing this, it is not fair to judge the salary.	4/4/2013 8:41 AM
4	This is a part time job and the compensation is more than adequate for that. Many people hold down a job and also volunteer as many hours as the councilpersons put in. If council members choose to rely on this as their only source of income, that is their choice.	4/3/2013 11:12 AM
5	I'd venture to say they are also employed elsewhere. If the y are employed elsewhere lower amount would be fine	4/2/2013 9:32 PM
6	this is a part time obligation. an additional auto allowance is NOT ACCEPTABLE!	4/1/2013 8:47 PM
7	This is a PART-TIME position AND they receive full benefits! Many of them also have other jobs or run their own businesses. When they have served on the council for 8 years (I believe), they will receive a pension as well. This is TOO much for someone that works part-time!!	4/1/2013 3:14 PM
8	Salaries for public officials must be realistic and in line with the cost of living in their jurisdiction. Setting the salaries too low restricts the candidate pool to those who do not need a salary, and is a barrier for otherwise well qualified candidates.	4/1/2013 12:15 PM
9	I agree with comments made on the San Jose Insider site: We should get back to the days when serving on the council was not only an honor, but an elected volunteer. I remember when Councilmen were paid $200 a year and it was more of a elected volunteer job to be on the council. They all had jobs and made great decisions based on their experience in the community	4/1/2013 12:04 PM
10	If a council member is truly working diligently to solve our fiscal problems and to reduce City spending on non-essential activities, the compensation is fair.	3/31/2013 8:59 AM

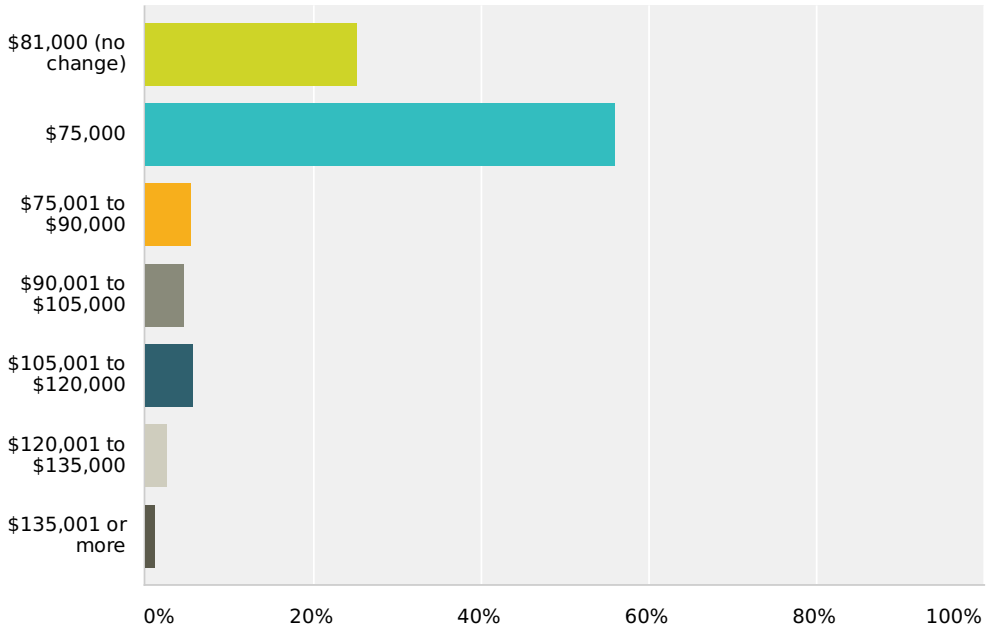
#	Other/Comment	Date
11	This is far too low a salary to ensure that we can attract a good crop of candidates, especially given the high cost of housing. In addition, the current salary increases the dependence of public officials on outside support.	3/30/2013 11:03 PM
12	For the amount of time outside of regular business hours that a councilmember has to spend attending local events, this salary should be higher.	3/30/2013 9:40 PM
13	since most have outside jobs of some type and city workers took pay cuts workers pay should be returned first.	3/30/2013 9:10 PM
14	get a job!	3/30/2013 10:08 AM
15	This should be more like a volunteer/part time job, not replace a person's full time job.	3/30/2013 10:03 AM
16	Most, if not all council members have another income. 90K for a part time job is a very high income considering the city starts its police officers out at much less than that and they are full time and risking there lives.	3/29/2013 5:31 PM
17	same as for mayor auto allowance good retirement paid health gfor life now i know why they spend so much to be elected city county state and federal are well compensated for all their stupid decisions	3/29/2013 11:12 AM
18	If this is a full time job, then it's too low. If most council members have other work, and this is not full time council work, then it's reasonable.	3/28/2013 10:11 PM
19	see previous comments	3/27/2013 7:22 PM
20	Does this limit take into account the councilmembers' expense accounts and charge cards?	3/27/2013 2:04 PM
21	the position should be volanteer	3/26/2013 1:12 PM
22	Some of them clearly don't deserve that amount...	3/25/2013 4:39 PM
23	measure B leave applies to certain public servants and not others??? Why??	3/25/2013 2:11 PM
24	These should be volunteer positions with paid expenses.	3/25/2013 1:13 PM
25	It's basically a part-time job (several council members have other jobs or run businesses), so it should have a part-time compensation. Likewise, benefits should be part-time, and no retirement pension or medical coverage.	3/22/2013 1:34 PM
26	The Councilmember's have assisted the Mayor in running the city in the ground and is going to cost the City 10's of Millions of dollars in unnecessary litigation. They should pay the employees and citizens for damages.	3/21/2013 6:18 PM
27	should be volunteer positions	3/21/2013 2:42 PM
28	No pay raise until city employees get their pay reductions back.	3/20/2013 10:32 PM
29	My understanding is that councilmembers have outside employment should significantly reduce their SJ salary	3/20/2013 9:40 PM
30	I do not believe that a Councilmember position is a full-time position. The majority of their job has absolutely nothing to do with assisting the City of San Jose and Council District residents.	3/20/2013 4:36 PM
31	as long as this salary reflects the same 10-12 % paycut they imposed on other city employees	3/20/2013 10:13 AM
32	When the City publishes employee salaries they also publish al the benefits an employee receives. As a result this figure is misleading to how much "salary" the mayor and councilmembers receive.	3/20/2013 9:41 AM
33	I havent seen any improvements since this council has been elected	3/20/2013 7:17 AM
34	They are the ones helping to cut costs, so they should take a cut in pay too.	3/19/2013 9:58 PM
35	The councilmembers in the peninsula city where I live don't get any salary, just reimbursement for expenses. I see no reason for a councilmember to be paid a salary.	3/19/2013 9:45 PM
36	Council positions should be a volanteer position.	3/19/2013 9:35 PM
37	Way to high given that they overwhelmingly have other, sometimes full-time jobs!	3/19/2013 9:05 PM
38	Well qualified candidates will not be able to support their famlies on this salary thus only wealthy or retired or people with other forms of income will run. 8	3/19/2013 6:00 PM
39	Lower the City Councilmembers salary another 12.7%.	3/19/2013 5:46 PM

#	Other/Comment	Date
40	They do not work full time. This salary is way to high.	3/19/2013 5:16 PM
41	City Councilmembers also need to set an example and take a cut like employees.	3/19/2013 5:13 PM
42	If salary raised it should be the councilmember's only job.	3/19/2013 4:52 PM
43	City council member use to be a voluntary job so much lower than what they are currently making.	3/19/2013 4:00 PM
44	The Council members make many business dealings in which they will be well compensated after their elected term. Nearly all viable candidates are wealthy prior to campaigning- there should be minimal pay and benefits for their voluntary election to public office.	3/19/2013 3:16 PM
45	What have they really done for this city?	3/19/2013 1:38 PM
46	I would limit the amount of reimbursement Councilmembers receive such as car, gas, events attendance. These reimbursement should be included with the $81,000 and not an addition.	3/19/2013 1:13 PM
47	The Mayor and City Council should not be given a raise until 2007 level of services are returned.	3/19/2013 10:54 AM
48	No differed comp contributions made by the City	3/19/2013 10:47 AM
49	No other compensation since the budget is not in the black.	3/19/2013 10:29 AM
50	Most have other gigs and "moon light" projects. They get more than enough as a council person	3/19/2013 10:26 AM
51	should be paid on progress, they are not effective at the moment	3/19/2013 10:26 AM
52	Same pay cuts and City workers should be an automatic muni code.	3/19/2013 10:19 AM
53	Several of them hold full time jobs in addition to serving on the council, so it's clear it's not that heavy a responsibility.	3/19/2013 9:38 AM
54	Isn't it true that under measure B firefighter/cop salary is about 40k a year? Why should a council member make more?	3/19/2013 7:47 AM
55	They have not done any better than the Mayor. The City is in crisis financially so why do we need so many council members. Why do they serve a short time and get life long benefits and retirement. The crime rate is fantastically high, other city services were cut to the bone the council and mayor duplicate the City Manager so why pay for 2 sets of staff? Cuts to department heads, some who were totally incompetent were not cut and we have 'crony capitalism' just like Washingtong DC.	3/19/2013 5:19 AM
56	It's a part time job for most of them. If they cannot make a council meeting, they shouldn't get paid salary.	3/18/2013 11:48 PM
57	Given all the in kind services they receive!	3/18/2013 9:17 PM
58	They should all be volunteers like in other cities. That way they are doing it for the right reasons	3/18/2013 8:44 PM
59	They certainly don't deserve any more, particularly considering the majority's attitude toward City Employees, who do significantly more of the work for the City than the Council actually does. Yet, they have a much higher salary than the majority of the City Employees.	3/18/2013 8:20 PM
60	They have sent this city into a horrible situation and they should not be compensated. If they were in private practice and had this level of incompetence they would be fired.	3/18/2013 7:18 PM
61	They ran for the council to represent the citizens and have NOT done that at all. They have their own agenda and that is to add MONEY to their bank accounts. For the most part they are all criminals out for themselves only.	3/18/2013 7:12 PM
62	The council should want to serve. Make their pay a token not an income. Make them part time the will do less damage.	3/18/2013 7:05 PM
63	I think the council would be less biased and swayed by special interest groups if they were part time, or even a volunteer position .	3/18/2013 6:55 PM
64	They all need to cut the pay they receive. No charge cards or benefits or retirement. They do not need it this is all of their 2nd jobs.	3/18/2013 5:33 PM
65	The City Councilmembers should make about 10% less the Mayor. The figures I used to estimate the Mayors salary at $90,000 or less should make the City Councilmembers pay about right.	3/18/2013 5:01 PM
66	I Think we have too many COUNCILMEMBERS.... as you have asked other dept. to double up on depart it should be the same for councilmembers.	3/18/2013 2:30 PM

#	Other/Comment	Date
67	They are not on the job all the time to be paid full time wages. I know one of them is working full-time as a consultant for another company (Pierluigi Oliverio) and getting full-time wages for a job he is not at. Staff in the Council Office even state he and his staff are not in the District 6 Office much. No one monitors what they are doing...	3/18/2013 1:56 PM
68	60,000 per year max	3/18/2013 1:35 PM
69	Think that there should be a limit on lifetime benefits, unless they pay as much as proposed for our police/firefighters and only for the length of the their term . . . i.e.; work 4 years and are eligible for 4 years of pension	3/18/2013 1:31 PM
70	all employees had to take cuts. So should the council	3/18/2013 12:40 PM
71	Do NOT restore or increase any council member's salary until ALL of the rank and file employees have had their salary restored to previous levels...10-12 percent.	3/18/2013 11:05 AM
72	The counil should receive a 10% cut in pay just like all the other city employees.	3/18/2013 10:18 AM
73	Their salary may be 81k but they use benefits of the city like hiring advisers to help with their own political gain for hare paid well over 100K ex: Ash Kalra does not need pay his Chief of the Staff almost double what he was paying his former Chief nor does he need an attorney to run a council office.	3/18/2013 10:14 AM
74	For the six who followed the mayor to bring San Jose to the gates of hell--no amount of reimbursement would be enough to repay her for the wrong done.	3/17/2013 9:41 PM
75	They are part time council persons. They should be paid part time salary for part time work. The City of Santa Clara pays its council persons about $7,000.00, per year, or some where about that.	3/16/2013 1:38 PM
76	Again should salary should reflect the financial status of the city. According to the city council we are in a fiscal emergency where vital services are being cut for citizens.	3/16/2013 12:06 PM
77	Why does the council need a raise?	3/16/2013 8:54 AM
78	When I had to take a 12% pay cut and only made $67,000 last year their pay is to high	3/16/2013 8:51 AM
79	they delegate all the work to staff and are really only part time workers	3/16/2013 8:15 AM
80	Most council members have other jobs or other pensions.	3/15/2013 9:32 PM
81	I CANT BELIEVE THEY ARE GETTING PAID AT ALL. THEY CANNOT FIGURE OUT HOW TO GET US OUT OF THE RED AND CONTINUE TO MAKE STUPID DECISIONS REGARDING THE TAX PAYERS MONEY.	3/15/2013 8:07 PM
82	With all of the cuts they have taken to police Fire and others I think it is HIGH time they took one TOO!	3/15/2013 6:35 PM
83	It reasonable with all their 'perks'. Pay as we all do for pension/benefits/loans etc.... No car allowence then I'd say pay more.	3/15/2013 5:24 PM
84	not including the perks!!	3/15/2013 5:11 PM
85	Cut their benefits, too.	3/15/2013 4:43 PM
86	Virtually all non-sworn employees have taken a cut in pay; the Mayor and Council should abide by the same cost-cutting measures imposed on their staff.	3/15/2013 3:50 PM
87	It really isn't too high, but it light of the budget conditions, they all should take the same salary cut as the employees.	3/15/2013 3:34 PM
88	I am surprised it is that low, due to the amount of work a city councilmember does and it constantly working for their community. .	3/15/2013 3:30 PM
89	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:55 PM
90	At least $100k in order to be competitive.	3/15/2013 11:55 AM

Q4 If I were in charge, Councilmembers would be paid an annual salary of:

Answered: 352 Skipped: 53



Answer Choices	Responses	
$81,000 (no change)	**25.28%**	89
$75,000	**55.97%**	197
$75,001 to $90,000	**5.40%**	19
$90,001 to $105,000	**4.55%**	16
$105,001 to $120,000	**5.68%**	20
$120,001 to $135,000	**2.56%**	9
$135,001 or more	**1.14%**	4
Total Respondents: 352		
Other/Comment (94)		

#	Other/Comment	Date
1	less than the mayor	4/14/2013 9:17 AM
2	I'd raise it to $110,000 with large bonus depending on achieving specific goals as outlined by a special committee of community leaders.	4/9/2013 2:05 PM
3	See comments for Questions 1, 2 and 3.	4/4/2013 8:41 AM
4	Or even less. The salaries should be decreased, not increased. Increases in a time when everyone else is suffering is unconscionable and a betrayal of public trust. Public officials are not CEO's of profit-making organizations and should not be compensated as such.	4/3/2013 11:12 AM
5	If the y are employed elsewhere lower amount would be fine	4/2/2013 9:32 PM
6	unless council members can prove they spent a lot in overtime issues! they are being paid too much!	4/1/2013 8:47 PM
7	None of the above since you don't have a less than $75,000. AGAIN, this is a part-time position with full benefits. They do not deserve this much compensation!	4/1/2013 3:14 PM

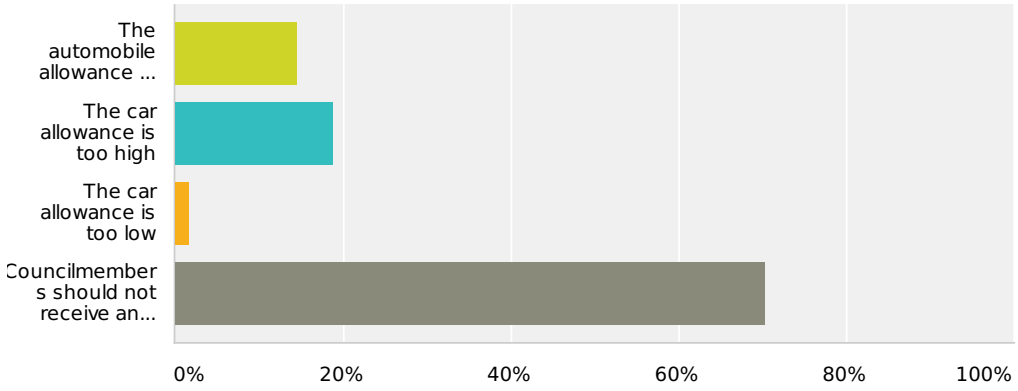
#	Other/Comment	Date
8	In order to attract well qualified candidates for the position, salaries must be set realistically. San Jose is an expensive area, and council salaries should reflect this fact. Serving the people of their districts should not be a financial sacrifice for the council.	4/1/2013 12:15 PM
9	Actually, it would be no more than 50,000 for a part time position.	4/1/2013 12:04 PM
10	This is not a full time position.	3/31/2013 6:48 PM
11	how about $0 per year. That way they wouldn't be incentivized to continue to do stupid stuff that only benefits special interest groups at the expense of everyone else.	3/31/2013 3:03 PM
12	Or less. Citizens should not be getting 'rich' off the backs of the taxpayers.	3/31/2013 8:59 AM
13	In business, positions of this level of responsibility would be paid much more. Councilmembers should receive salaries proportionate to their duties. Look at the Singapore model.	3/30/2013 11:03 PM
14	Should be paid less than $75,000. There position is not a career; it's there choice for being elected.	3/30/2013 9:44 AM
15	no a uto allowance no perks live like the rest of my constituants live in the real world and not spend my peoples money	3/29/2013 11:12 AM
16	I think this is a service job vs a high salary position. I think the 75K is on the generous side.	3/28/2013 11:48 PM
17	the council is part time as such $50,000 is adequate.	3/28/2013 8:37 PM
18	Many council people have their own businesses and do not work full time, even if they are suppose to...I think there should be a time clock and paid by the hour...this would lower payment by 50%, I am sure.	3/28/2013 11:00 AM
19	no more than $10/ hour	3/27/2013 7:22 PM
20	I still think $75,000 would be too much. A lot of City's don't pay their councilmembers a salary at all. It should be a volunteer position with paid expenses.	3/25/2013 1:13 PM
21	The council has been asking and saying the city is broke. What example are they setting by raising their salary then.	3/24/2013 7:00 PM
22	They should get raises when they learn what it means to work to resolve issues through partnerships, not litigation.	3/21/2013 6:18 PM
23	the options given are all too high	3/21/2013 2:42 PM
24	A PART-TIME HOURLY RATE	3/20/2013 11:33 PM
25	More if councilmembers are banned from outside employment	3/20/2013 9:40 PM
26	The members should volunteer their time like a lot of other cities do.	3/20/2013 5:13 PM
27	This is really a part-time job.	3/20/2013 4:36 PM
28	same as last question	3/20/2013 10:13 AM
29	Many places councilmembers are voluntary positions - no pay. They are there to help improve the community, not make money.	3/20/2013 7:30 AM
30	lower	3/20/2013 7:17 AM
31	Less even. I would make each councilperson's salary whatever it took to match a program manager's salary when added to their outside employment.	3/19/2013 9:05 PM
32	No raise until every city employee gets back their pay cuts cuts	3/19/2013 7:53 PM
33	$50,000. This seems like a fair salary given the other benefits and the part-time nature of their work.	3/19/2013 7:47 PM
34	72900 (10% deduction) of 81,000 and reduce pay or raises on future plans they want to implement.	3/19/2013 6:40 PM
35	Why should council members receive raises in a time of a "fiscal emergency?"	3/19/2013 5:46 PM
36	Maybe $50,000. Certainly NOT what they make now.	3/19/2013 5:16 PM
37	I suggest a 10% total compensation reduction, which would be less than $75,000.	3/19/2013 5:13 PM
38	10,000 a year.	3/19/2013 4:00 PM

#	Other/Comment	Date
39	The Council members make many business dealings in which they will be well compensated after their elected term. Nearly all viable candidates are wealthy prior to campaigning- there should be minimal pay and benefits for their voluntary election to public office.	3/19/2013 3:16 PM
40	Less if there was an option, they should volunteer	3/19/2013 1:38 PM
41	I would limit the amount of reimbursement Councilmembers receive such as car, gas, events attendance. These reimbursement should be included with the $81,000 and not an addition.	3/19/2013 1:13 PM
42	lower and make it part time job	3/19/2013 12:16 PM
43	Part time is all we need...	3/19/2013 11:50 AM
44	The council and mayor are the reasons the City has over 10 years of budget problems. They should not receive any increases until employee salaries are restored.	3/19/2013 11:18 AM
45	Performance based, can be raised or lowered- no more than $5,000 either way	3/19/2013 10:26 AM
46	lowest one available	3/19/2013 10:26 AM
47	a lot less...	3/19/2013 10:19 AM
48	Again, some of them hold outside, full time jobs. Also they don't do much with the time they are on city business, always caving into staff and special interest, with little interest in citizens.	3/19/2013 9:38 AM
49	15.00 an hour / 150 a day max	3/19/2013 9:05 AM
50	They should take a 10% cut like all other city employees and not get that back until all city employees get their 10% back plus cost of living increase.	3/19/2013 8:22 AM
51	NONE of the above. $40K tops. They are the most over paid bunch of incompetent council members in the last forty plus years. They are all lap dogs to Chuck Reed. The minute they get elected they want to be mayor or on the board of supervisors. It is all about them, not the citizens of San Jose. RECALL them ALL.	3/19/2013 5:19 AM
52	Less than what is in the survey. They do very little for what they earn.	3/18/2013 10:30 PM
53	50,000	3/18/2013 9:30 PM
54	$50,000.00	3/18/2013 9:21 PM
55	They should all be volunteers like in other cities. That way they are doing it for the right reasons	3/18/2013 8:44 PM
56	The city council members should earn a stipend of a couple hundred dollars per month.	3/18/2013 8:25 PM
57	Councilmembers should not make more than a middle range City Employee based on the amount of work they do. They are elected figure-heads, nothing more.Their staff does significantly more work than they do, yet they take all the credit. They feel free to bash City Employees and their compensation yet haven't the slightest idea what many City Employees even do in their jobs.	3/18/2013 8:20 PM
58	should be volunteer only.	3/18/2013 8:09 PM
59	Actually lower than $75k	3/18/2013 7:47 PM
60	No change. 81K is a good amount for councilmembers	3/18/2013 7:24 PM
61	FAR less, HALF what they receive now. All have other jobs. I for one am tired of paying these people $81k for what little they do. There are too many of them anyway. They do not deserve any retirement other than what they contribute or should contribute to social security.....They don't work 25 or 30 years like many employees in the past have in order to get a retirement.	3/18/2013 7:12 PM
62	Far far less	3/18/2013 7:05 PM
63	35k, as they can still work their regular jobs. If it were a full time, no extra jobs, then 75k would be good.	3/18/2013 7:03 PM
64	At most	3/18/2013 6:55 PM
65	60k per year	3/18/2013 5:44 PM
66	Under ideal situations!	3/18/2013 5:06 PM
67	$75,000 or less Based on the time actually on the job. They are not on the job all the time.	3/18/2013 1:56 PM
68	60,000	3/18/2013 1:35 PM

#	Other/Comment	Date
69	Why is ther not a choice of less thant $75k?	3/18/2013 12:45 PM
70	Need to know what the TOTAL compensation pkg. is.	3/18/2013 12:32 PM
71	They should receive the same 20% pay cut the other city employees received.	3/18/2013 12:23 PM
72	both mayor and council get nice benefits/retirement and other bonuses that should be taken into account.	3/18/2013 10:38 AM
73	-What the lowest wage pay is for any other part time worker without benefits.	3/17/2013 9:41 PM
74	I don't see an option for a lower amount!?? I would not pay them more than 50K a year to deter getting Politically motivated career candidates! Let's give the council back to the common citizen!!!	3/17/2013 4:36 PM
75	30.000.00	3/17/2013 10:16 AM
76	$666,000	3/16/2013 9:33 PM
77	Pension and allowances should be calculated in the compensation details	3/16/2013 4:44 PM
78	Too many of our council members are already drawing pensions. Double-dipping should be outlawed. Their salary should be prorated as those are who draw Social Security.	3/16/2013 3:56 PM
79	They do very poor work and make very poor decisions. The highest salary I would give them would be top step of 50k, being that they work only part of the time.	3/16/2013 1:38 PM
80	If the rest of the city has to tighten their belts and cut services to citizens and salary the council and mayor should be leading by example.	3/16/2013 12:06 PM
81	Only pay for the actual days they are working.	3/16/2013 8:54 AM
82	Less that what we are making	3/16/2013 8:51 AM
83	with no change to the councilmembers pension they only deserve 10 hour	3/16/2013 8:15 AM
84	They should be part-time employees like other cities.	3/15/2013 9:32 PM
85	50,000 would be better	3/15/2013 9:28 PM
86	THEY SHOULD GET PAID ON HOW MUCH MONEY THEY SAVE THE TAX PAYERS AT THE END OF THE YEAR NOT ON SALARY.	3/15/2013 8:07 PM
87	I don't think that any counsel member should be making any more than say a fire Captain or Police Captain. If that is lower than 75k per year then they should give those people raises and take a pay cut to pay for it!	3/15/2013 6:35 PM
88	But only if all perks are dropped.	3/15/2013 5:24 PM
89	With compensation reduction for city employees and not negotiated increases this is not the time to increase the council's salary.	3/15/2013 4:19 PM
90	Actually, all of these amounts are too high. Some employees' pay was cut by as much as 13%. I would apply that cut to the current $81,000, so their salaries should be set at no more than $70,470	3/15/2013 3:50 PM
91	50-60k max	3/15/2013 3:45 PM
92	Based	3/15/2013 3:28 PM
93	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:55 PM
94	they should make at least as much as a top step police officer or police sergeant.	3/15/2013 2:49 PM

Q5 The Mayor and Councilmembers are authorized to receive an automobile allowance of $350 per month. What is your opinion of the automobile allowance?

Answered: 378 Skipped: 27



Answer Choices	Responses	
The automobile allowance is reasonable given the Council's responsibilities and the amount of driving to perform their job	**14.55%**	55
The car allowance is too high	**18.78%**	71
The car allowance is too low	**1.59%**	6
Councilmembers should not receive an allowance, they should be reimbursed for actual City-related automobile expenses	**70.37%**	266
Total Respondents: 378		

Other/Comment (81)

#	Other/Comment	Date
1	They should only receive a car allowance if regular employees receive a car allowance.	4/12/2013 4:27 PM
2	Councilmembers should not receive an allowance.	4/9/2013 2:06 PM
3	They are City employees just like the rest of us. I don't know of anyone else that receives that sort of compensation. We have a fleet of vehicles for them to choose from, after all!	4/4/2013 1:13 PM
4	We all use our cars, at our own expense, to travel to and from work. If councilmembers travel away from city hall to conduct business, they should have to document that and submit for reimbursement as others do. Councilmembers (and other public officials) should not be treated as an elite class.	4/3/2013 11:17 AM
5	I drive all day long! Why should they get 350 a month if they cant prove more?	4/1/2013 8:57 PM
6	They should use city vehicles for city business. Mileage to an from work is NOT reimbursable.	3/31/2013 6:52 PM
7	Car allowances are far more efficient than wasting time to claim mileage. And, given current costs, the allowance is far too low.	3/30/2013 11:04 PM
8	they should use a city issued car white in color	3/30/2013 9:17 PM
9	and document it	3/30/2013 10:09 AM
10	Pay them per mile like the rest of the employees of san jose when they have to dive there care for business.	3/29/2013 5:31 PM
11	why a car allowance no tech business gives auto expense or car live in the real world	3/29/2013 11:18 AM

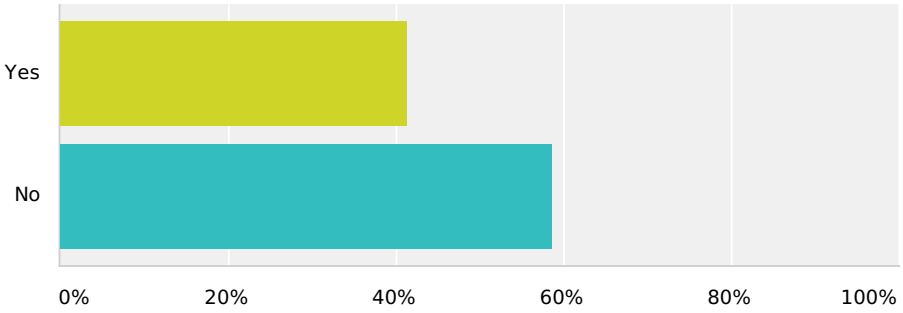
#	Other/Comment	Date
12	A monthly reimbursement should be requested by the Mayor and Councilmember. This request should include documentation of the miles traveled and the City-related business performed. The reimbursement should come from each of the Mayor and Councilmembers office budgets respectively. Monthly mileage reimbursement shall be capped at 500 miles. All reimbursements requests and disbursements shall be managed by the City Clerk and subject to public review.	3/27/2013 7:35 PM
13	but with a specified monthly maximum limit (not to exceed...)	3/27/2013 2:05 PM
14	If they represent san jose and live in san jose why should they get an allowance. other employees who work for san jose receiveds nothing.	3/26/2013 1:49 PM
15	They should receive the .52 cents per mile which all other City employees receive who use personal vehicles for City work.	3/24/2013 10:52 AM
16	The mayor and councilmembers should receive the same cars as the rest of city employees,	3/22/2013 2:43 PM
17	The answer requires a study of the need, use and costs vs. a car pool situation.	3/22/2013 7:45 AM
18	no allowance allowed	3/21/2013 2:44 PM
19	Or a City car for City business.	3/20/2013 9:43 PM
20	This allowance is a car payment! You'd have to drive over 600 miles a month for special events to get this reimbursement based on the rate per mile. I highly doubt they drive that much and should be subject to the same rules as other City employees.	3/20/2013 9:23 PM
21	It is rediculours that they get a car allowance.	3/20/2013 5:13 PM
22	The majority of a Councilmembers travel is personal and not related to directly working for the City of San Jose.	3/20/2013 4:39 PM
23	If we are in hard times, a car allowance is a perk. Perks should be eliminated first.	3/20/2013 4:31 PM
24	An audit of the Mayor and Councilmembers' City-related mileage should be performed. I find it hard to believe that they would receive $350 a month if they had to use the current federal mileage reimbursment formula.	3/20/2013 9:40 AM
25	No one should be given a monthly stipend for the job they chose to do. They should turn in their reciepts and get reimbursed for only that. No more than that.	3/20/2013 8:13 AM
26	shouldnt get a cent	3/20/2013 7:17 AM
27	Where do council members drive that equals $350 per month?	3/19/2013 10:10 PM
28	They should be compensated for their gas, not their car.	3/19/2013 10:01 PM
29	Just like everyone else. This allowance is a perk, and in light of current austerity levels, it's insulting to other City employees.	3/19/2013 9:08 PM
30	As a cost cutting measure, it should be eliminated.	3/19/2013 6:13 PM
31	I am a city employee and do not get an automobile expense. Why should they??? They should not be reimbursed as I am not for on the job requirements. It is simply a tax write off.	3/19/2013 5:48 PM
32	Why should the Mayor get a car allowance? Do all other city employees, who have to travel get an allowance?	3/19/2013 5:20 PM
33	They need to have the same policy for city-related automobile expenses just like employees. They should only receive mileage reimbursement.	3/19/2013 5:15 PM
34	They should not be compensated at all for their automobiles.Most other city workers or workers in general are not compensated for there automobiles so why should the Mayor or the city council be any different.	3/19/2013 4:01 PM
35	Prior to campaigning, candidates are well aware of the pro's and con's of Office.	3/19/2013 3:21 PM
36	No auto allowance... I pay for my car to drive to work... And my work involves meeting all over town.	3/19/2013 3:12 PM
37	What are they CEO's at a Fortune 500 company? No, they are public servants.	3/19/2013 1:40 PM
38	The reimbursement should be included with the $81,000 and not an addition.	3/19/2013 1:21 PM
39	Those who live in distant districts should receive 50% more, ie Districts 10, 8, 1 and 4.	3/19/2013 12:57 PM
40	T	3/19/2013 10:33 AM

#	Other/Comment	Date
41	Council members should be required to us the public transportation system, that way it might work better	3/19/2013 10:28 AM
42	Give them minimum mileage, which is what everyone else has to deal with, IF they get that.	3/19/2013 9:40 AM
43	There's plenty of city vehicles in the cities car pools. Council members can check one out to use when on city business only. There's no need to be driving their own vehicles. What happen if they get in a accident? Does the tax payers have to foot the bill for repairs?	3/19/2013 7:48 AM
44	They can drive their own cars or ride Light Rail, Cal Train or the bus.	3/19/2013 5:21 AM
45	Every other city vehicle allowance was cut...why not theirs?	3/18/2013 11:53 PM
46	Not on my dime. I don't get an allowance.	3/18/2013 10:12 PM
47	They should be given a City car.	3/18/2013 9:01 PM
48	They should not be reimbursed. It is their responsibility as if they were driving to their place of employment except serving on the city council should be a service to the community. The employer does not and should not have to pay for someone to drive to/from work!	3/18/2013 8:29 PM
49	Submit receipts and be reimbursed only for verifiable City-related auto expenses. Commute expenses back and forth to City Hall should not be included. In fact, why have an auto compensation at all? I am not compensated for driving back and forth to work. Even the City program to encourage employees to use public transportation has been taken away from them, so why should the Council get anything? If they want to cut costs, they need to "lead from the top" and slash their perks and compensation dramatically to show they really want to take part in the sacrifice of City Employees.	3/18/2013 8:25 PM
50	The city should not provide an automobile allowance AT ALL. They should use a city vehicle for city business that should be kept at city hall.	3/18/2013 7:25 PM
51	Exactly.	3/18/2013 7:16 PM
52	We have public transportation. Use it	3/18/2013 7:06 PM
53	They need to publish reimbursements before they receive them with a 60 day waiting period	3/18/2013 5:35 PM
54	If it good enough for employee it's good enough for them.	3/18/2013 5:12 PM
55	They should not receive any allowance. What ever they occur on their own vehicle can be written off on their taxes, just like everyone else.	3/18/2013 5:03 PM
56	save money, discontinue this	3/18/2013 5:01 PM
57	As like any other department!!	3/18/2013 2:33 PM
58	Isn't all this about belt tightening???	3/18/2013 1:38 PM
59	Deduct it from their taxes like the rest of us do.	3/18/2013 1:33 PM
60	City employees are reimbursed for mileage only. It should be the same for council and the mayor.	3/18/2013 12:29 PM
61	They should track their actual City-related business mileage like all employees with government are required to track and submit their approved mileage for reimbursement. Many government employees are required to use their personal vehicles as part of their job. They shouldn't be different and should be accountable to the public for their expenses.	3/18/2013 11:23 AM
62	doesn't the mayor have a vehicle that is either owned by the city or someone else that he uses in place of his own to go to events?	3/18/2013 10:40 AM
63	Mayor = $114,000.00 Council members = $81,000.00 You serve the public, pay like everyone else.	3/18/2013 10:30 AM
64	Supposedly the city doesn't have any money for over generous compensation like that. They should park in the employee garage too. See how they like getting their cars broken into and dented daily by unhappy workers and public barhoppers.	3/17/2013 9:48 PM
65	recieve nothing	3/17/2013 10:17 AM
66	Coucilmembers should use the same City fleet cars the employees use. The cars are available and in generally good condition.	3/16/2013 4:02 PM
67	Why do they get a car allowance????????? There should be no car allowance. They should use their own vehicles like everybody else. Oliverio gets a car allowance and then drives an old car. What does he do with the allowance?	3/16/2013 1:41 PM

#	Other/Comment	Date
68	I don't see any need for any car allowance or reimbursement for car expenses for city council and mayor. I don't think any car allowance or reimbursement is necessary like any employee they have a vehicle and they maintain that vehicle out of their salary. This is an unnecessary waste of tax payer money.	3/16/2013 12:33 PM
69	Paid an allowance? Well, why do the need one? What if they are ill and dont even use the car for an extended period of time? Does the allowance go in their pocket?	3/16/2013 8:57 AM
70	this is another way for elected officials to abuse the car allowance, take it away permanently	3/16/2013 8:19 AM
71	THE AVERAGE PERSON DRIVES THEIR CAR TO AND FROM WORK SO SHOULD THEY. IF IT IS A TRIP THAT HAS TO DO WITH WORK THEN THEY CAN BE REIMBURSED.	3/15/2013 8:12 PM
72	Just like any other city employee they should have to use their own car and receive mileage reimbursement. NO Allowance!!!	3/15/2013 6:39 PM
73	Should use the City of San Jose vehicles	3/15/2013 5:41 PM
74	Private industry workers and other city employees aren't paid to drive to work - elected officials shouldn't be either.	3/15/2013 4:45 PM
75	@ .55 per mile this is over 600 miles per month - this seems inordinately high.	3/15/2013 4:22 PM
76	636 miles a month @ 0.55/mile? I don't think so	3/15/2013 4:21 PM
77	Why is this even something offered to them. If they work for the people shouldn't they be out in their community of their own accord. Why would they need a monetary incentive to participate in community activities, events, and commitments. they should want to be part of their community. How else will they be able to represent us, if they do not even know who we are. This benefit is just RIDICULOUS!	3/15/2013 3:51 PM
78	City cars are available for city business.	3/15/2013 3:36 PM
79	However, I do believe they should be compensated by mileage in which they drive per month and it can not exceed $350.	3/15/2013 3:33 PM
80	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:55 PM
81	why does the mayor need a car allowance, especially since he has a city car and driver that takes him to all of his meetings?	3/15/2013 2:54 PM

Q6 Should the Mayor and Councilmembers receive the same or equivalent retirement benefits as regular management employees (Unit 99)?

Answered: 368 Skipped: 37



Answer Choices	Responses	
Yes	**41.30%**	152
No	**58.70%**	216
Total		368

Other (please specify) (134)

#	Other (please specify)	Date
1	Unless they meet the mininum number of years as other city employees they should not receive any retirement.	4/14/2013 9:18 AM
2	This is not a career position. They should not receive any retirement benefits.	4/12/2013 4:27 PM
3	ABSOLUTELY! I had no idea it was otherwise!	4/4/2013 1:13 PM
4	I don't know what the regular management employees get.	4/4/2013 8:45 AM
5	This is a part time job.	4/3/2013 11:17 AM
6	They should not receive anything. They years of service is less than 4 -8 years..much less of a time commitment than a city employee	4/3/2013 8:32 AM
7	unless you tell us how much "regular management employees unit99" earn how are we supposed to answer that question. For the mayor YES for the counsil members I doubt it!	4/1/2013 8:57 PM
8	Absolutely not!	4/1/2013 3:16 PM
9	They should lead the way on pension reform and act appropriately.	4/1/2013 12:06 PM
10	Other part time city employees do not get retirement or medical, why are they special?	3/31/2013 6:52 PM
11	They shouldnt receive benefits for serving. They're paid enough. When is enough, enough?	3/31/2013 6:02 PM
12	They should receive NO retirement benefits. None!	3/31/2013 3:04 PM
13	At their present salaries they need to save in their IRAs for their 'old age', so as not to further burden the taxpayers. We cannot afford it; people are hurting.	3/31/2013 9:07 AM
14	This makes the most sense from an efficiency and fairness perspective.	3/30/2013 11:04 PM
15	city staff puts in many years to get benefits	3/30/2013 9:17 PM
16	everyone should be on Social Security like the real folks ...	3/30/2013 10:09 AM
17	Unclear what unit 99 is. What if they serve only 4 years...do they get full retirement...not fair.	3/30/2013 10:07 AM

#	Other (please specify)	Date
18	There position is not a career....no benefits should be given..	3/30/2013 9:45 AM
19	their retirement for 8 years of work is stupid live in the real world high tech has no retirement today just 401 K YOU SAVE YOUR OWN MONEY	3/29/2013 11:18 AM
20	I think they should have the same as other city employees, they are no better than librarians, janitors, park rangers or mechanics	3/28/2013 11:50 PM
21	No benefit	3/28/2013 10:57 PM
22	Do not know what Unit 99 is	3/28/2013 9:23 PM
23	they are termed politicians, they should not be given a retirement other than what they can save on their own.	3/28/2013 8:38 PM
24	The Mayor and Councilmembers are term limited and are generally not "long-term" employees of the City. As such, they should not be provided retirement benefits equivalent to the Unit 99 employees. Rather, given the short nature of their employment (when compared to the average Unit 99 employee), they should be provided the opportunity to participate in a 401k plan only with no matching funds from the City.	3/27/2013 7:35 PM
25	again, "not to exceed"	3/27/2013 2:05 PM
26	They should get the same. Then they might actually understand the level of benefits and cease their relentless attack on the employees	3/25/2013 4:40 PM
27	As long as they meet the same requirements - vested after 5 years no less.	3/25/2013 1:16 PM
28	less. They work for less time. How can they recieve benefits similar to employees who work 30 years.	3/24/2013 7:02 PM
29	Since they have term limits their benefits should be consistent with term of employment.	3/24/2013 10:52 AM
30	There should be a contribution to a 401-K type of plan, but a retirement should be earned over 20 or 30 years.	3/22/2013 7:45 AM
31	How can I answer that when I dont know what Unit 99 benefits are.	3/21/2013 7:55 PM
32	What are Unit 99 benefits so we can comment ?	3/21/2013 7:49 PM
33	They don't think employees deserve fair retirement benefits...they shouldn't get any.	3/21/2013 6:20 PM
34	most council members are not working long enough to qualify for any retirement	3/21/2013 2:44 PM
35	No retirement benefits unless they work until they are 67 years like other city employees and they shouldn't be covered uner CAL PERS either. Make them "at will"	3/20/2013 10:33 PM
36	Don't know about this to have an opinion.	3/20/2013 9:43 PM
37	They should be treated as employees.	3/20/2013 9:23 PM
38	No!	3/20/2013 5:13 PM
39	They work fewer years. Less benefits would be appropriate.	3/20/2013 4:31 PM
40	iF THEY ONLY PUT IN FOUR OR LESS YEARS THEY SHOULD NOT RECIEVE A RETIREMENT.	3/20/2013 2:16 PM
41	but only for years of service	3/20/2013 9:29 AM
42	No, they should receive pensions for a 4 or 8 year service. Other management receive pensions for career service. Stop the double-dipping!	3/20/2013 8:58 AM
43	As this is a 'part time' position, they should only receive part time benefits as all other part time CSJ employees. They're no different or better.	3/20/2013 8:13 AM
44	They are short term positions. They should only receive equivelent retirement benefits if they work 40 hrs/week or more AND put in the same number of years of work. This is what is required by standard employees to receive retirement.	3/20/2013 7:33 AM
45	no benefits for elected officials	3/20/2013 7:17 AM
46	The mayor and councilmembers are not employees and they should not receive benefits. The are part-time temps.	3/19/2013 9:46 PM
47	There should be no retirement unless they serve the same as regular city employees	3/19/2013 7:56 PM

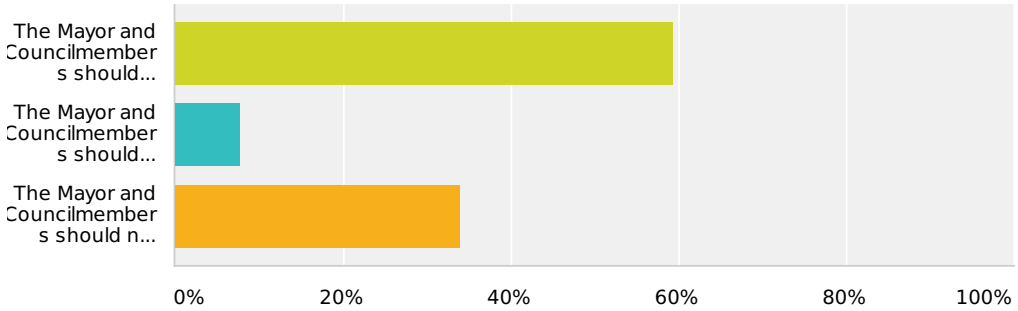
#	Other (please specify)	Date
48	The mayor and council are part time employees with limited tenure and should receive a defined contribution retirement plan only.	3/19/2013 7:49 PM
49	No, because they only work for a limited term. Who in the City works a 1 or 2 term and receives benefits for a lifetime? While other employees get reduced benefits because of budge cuts! Is that really FAIR???	3/19/2013 7:41 PM
50	Because they are elected, not hired	3/19/2013 7:06 PM
51	Serving as the Mayor and/or Councilmember, it is a previledge. It should not be rewarded. Most or all have other jobs or own a private business.	3/19/2013 6:13 PM
52	They may only put in 4-8 years, why should they receive the same benefits that I get as an employee who contributes to my healthcare/pension for 27+ years. If they do 4 years then that is all they should receive.	3/19/2013 5:48 PM
53	If the Myor worked for thirty years in the city, then he or she should get the same benefits.Otherwise, they should get the same as any other city employee who worked the same amount of time with the city.	3/19/2013 5:20 PM
54	The Mayor and Councilmembers should be offered a fund matching 401k with equivalent contributions as other employee groups, but NOT unit 99 employees.	3/19/2013 4:52 PM
55	No , because there term is not very long.	3/19/2013 4:01 PM
56	The elected should be subject to the same hardships as their City employees; City retirement system and high percentage of contribution.	3/19/2013 3:21 PM
57	Elected officials should not receive retirement benefits.	3/19/2013 3:12 PM
58	They are not career employees and should not receive retirement benefits	3/19/2013 3:12 PM
59	They shouldn't receive anything retirement or benefit related. They are allowed to work other jobs at the same time, let those other jobs pay the bill not taxpayers.	3/19/2013 1:40 PM
60	They are "short-term" employees. They should be encouraged to fund their own, possibly with some city matching. This question is bad--you should list what Unit 99 gets.	3/19/2013 12:57 PM
61	They should not receive any City retirement since they serve (most anyway) less than 8 years	3/19/2013 10:49 AM
62	What the heck is Unit 99 ?????	3/19/2013 10:38 AM
63	Only get benefits for the time they served, not lifetime.	3/19/2013 10:29 AM
64	no retirement benefits for a short term job	3/19/2013 10:28 AM
65	Never!	3/19/2013 10:20 AM
66	They are career politicians looking to build up multiple pensions while doing very little to earn even their salaries.	3/19/2013 9:40 AM
67	Same as reg employees	3/19/2013 9:06 AM
68	They term out after 8 years. Most employees have to vest after 10 years.	3/19/2013 8:23 AM
69	They should pay the same % into retirement as other employees	3/19/2013 7:48 AM
70	They should receive what the lowest represented employee receives.	3/19/2013 7:22 AM
71	They did not work the years of service as the rest of the city employees. They do NOT risk their lives as the SJPD and SJFD.	3/19/2013 5:21 AM
72	Full retirement for 8 , years of work?? Really?? They should only be allowed to put money into a 401k, or have a 30 percent retirement under the cities plan, not CALPERS. Them measure B would apply to them also. Fair is fair.	3/18/2013 11:53 PM
73	If they want a retirement package, have a 401K -- since they are "short timers" they should not have the same kind of retirement benefits as permanent employees.	3/18/2013 11:48 PM
74	Unless they can prove that they can perform their job at an acceptable standard they don't deserve a retirement.	3/18/2013 10:32 PM
75	They are in PERS but won't let anyone else switch. Why?	3/18/2013 10:12 PM
76	Why should they get a retirement for only working 4-8 years with the city	3/18/2013 9:33 PM

#	Other (please specify)	Date
77	Why should I work 30 years to get my benefits when all they need is four to eight years!!!	3/18/2013 9:20 PM
78	They should all be volunteers like in other cities. That way they are doing it for the right reasons	3/18/2013 8:45 PM
79	Exact same benefits. They deserve no more since City Employees do more of the work than they do. Their compensation should be directly linked to City Employees when it comes to cuts and raises. If they want to slash Employee benefits, they will suffer the same fate. They deserve no more.	3/18/2013 8:25 PM
80	why should anyone get a pension for 4 to 8 years service?	3/18/2013 8:12 PM
81	Eliminate Unit 99	3/18/2013 7:48 PM
82	They serve for less than 10 years. No vesting, no real buy-in to earn a pension. 20+ years and maybe you deserve something. Our military doesn't get any retirement until 20 years. Neither do police or fire service. What makes them so special?	3/18/2013 7:33 PM
83	I don't know what those benefits	3/18/2013 7:25 PM
84	They only work for a few years and should recieve no retirement benefits. They should participate in a 401 K like the rest of the world.	3/18/2013 7:19 PM
85	NO City Benefits. They should be contributing to Social Securtiy only. They don't work 25 or 30 yrs for the city and do not deserve a city or pers retirement. This whole retirment thing is a joke.	3/18/2013 7:16 PM
86	No retirement for them ever	3/18/2013 7:06 PM
87	Same as other city departments.	3/18/2013 7:04 PM
88	Retirement either 401K with no matching funds, or what entry level employee is offered, not management package.	3/18/2013 6:36 PM
89	Service years times regular employee percentage of final salary.	3/18/2013 6:29 PM
90	Possibly the mayor, but councilmembers have other sources of income/jobs	3/18/2013 5:38 PM
91	They already have retirement benefits from other jobs. No!	3/18/2013 5:35 PM
92	There not in the union	3/18/2013 5:12 PM
93	The mayor should receive better benefits.	3/18/2013 5:07 PM
94	Most definately. The Mayor and Councilmembers are employees just like the management employees or other City employees.	3/18/2013 5:03 PM
95	they should not get more	3/18/2013 5:01 PM
96	Age should be 65 and service tenure should be at least 10-years for elected officials.	3/18/2013 3:07 PM
97	They are not full-time and their terms are only 4 or 8 yrs not on-going as regular employees	3/18/2013 1:57 PM
98	I think that they should pay the same as other city employees pay...ie, police & firemen!!	3/18/2013 1:38 PM
99	no benefits for being a politician.	3/18/2013 1:37 PM
100	Don't know what they get now. But what ever it is it's probable to HIGH	3/18/2013 12:48 PM
101	For maximum of 8 years work! They should receive NO retirement benefits!	3/18/2013 12:45 PM
102	Retirement benefits should reflect ONLY the years of service, not forever. And, there should not be never-ending health benefits. Also, if someone retires, and starts to take benefits, they should not be able to get benefits AND salary from another government job if they choose to work after retirement (This goes for any government worker.)	3/18/2013 12:45 PM
103	They are not employees	3/18/2013 12:41 PM
104	They should be on the retirement system. Actually, the new reformed retirement system.	3/18/2013 12:29 PM
105	They could receive a comparable 401K or 457K type plan but not sick leave payout, retiree medical or other Unit 99 benefits.	3/18/2013 11:23 AM
106	management and mayor/council should receive benefits the same as front line personnel.	3/18/2013 10:40 AM
107	What are the differences?	3/18/2013 10:30 AM
108	The would also have to pay for their benefits like other city employees.	3/18/2013 10:20 AM

#	Other (please specify)	Date
109	Being a city council person should not be considered a "career" in which one accumulates retirement benefits. It is a decision they made to serve their community in a temporary capacity until they return to their respective careers.	3/18/2013 9:41 AM
110	Of course they'd need to work the same amount to be vested.	3/17/2013 10:23 PM
111	Nothing -- it's a part time job used to launch their careers. No benefit should be paid unless they work till 65 like they voted for their new employees.	3/17/2013 9:48 PM
112	They should only get what the rest of the rank and file gets! Nothing more! Let's get rid of the Elitist mentality!!!	3/17/2013 4:37 PM
113	no retirement at all	3/17/2013 10:17 AM
114	They should receive no retirement benefits.	3/16/2013 9:34 PM
115	The Mayor and Councilmembers should have the same benefits and vesting requirements has the average City employee. Same rules for all. A second term would be required to be vested.	3/16/2013 4:02 PM
116	They don't serve the number of years as a regular employee would serve 25+.	3/16/2013 2:24 PM
117	They are in office only for 8 years. Their benefits should NOT be the same or equivalent to full time/long term staff.	3/16/2013 1:41 PM
118	The mayor and council are city management plain and simple; even if they are the top level, they are still management.	3/16/2013 12:33 PM
119	No-They only serve a small time and why should they get lifetime benefits?	3/16/2013 8:57 AM
120	elected officials should not recieve a pension based on 4 to 8 years of being an elected politician	3/16/2013 8:19 AM
121	No, retirement benefits should be offered.	3/15/2013 9:34 PM
122	same as rank and file	3/15/2013 9:29 PM
123	I DONT SEE HOW A MAYOR WHO DOES NOT CARE ABOUT THE PUBLIC SAFETY, WHO BREAKS THE LAW BY PUTTING MEASURE B ON THE BALLOT WHEN HE KNOWS IT IS ILLEGAL,HAS BEEN CAUGHT GIVING MONEY TO ROSE HERRERA ILLEGALLY DESERVES ANYTHING FROM THE TAX PAYERS.	3/15/2013 8:12 PM
124	They should be subject to the same benefit package as all other city employee's in their pay grade. NO special plans!!!!	3/15/2013 6:39 PM
125	People have to work so many years to earn their retirement. The councilmembers are short term. We don't give short term employees retirement.	3/15/2013 5:29 PM
126	And it should based on their length of employment (i.e., a maximum of 8 years service as a councilmember).	3/15/2013 4:45 PM
127	What is that retirement benefit?	3/15/2013 4:33 PM
128	yes, and only while in office	3/15/2013 4:22 PM
129	But they should not get the full medical afforded to 15 year veterans who retire from City.	3/15/2013 4:21 PM
130	They should be required to provide the same minimum years of service, on Council or on staff, in order to receive equivalent retirement benefits.	3/15/2013 3:52 PM
131	they should not receive any. they do not hold a position for more that 8 years. What they should get is a 401 k with a 1% cap on matching contributions. They are not career San Jose Politicians. When they finish their elected terms, they can move into the private sector or should be responsible for their own future. Doesn't seem like we, the taxpayers should be footing the bill for someone who does serves no more than 8 years as an elected official. If they choose to run for higher office (mayor), they already know what the cost are.	3/15/2013 3:51 PM
132	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:55 PM
133	of course!	3/15/2013 2:54 PM
134	401K	3/15/2013 2:49 PM

Q7 Should the Mayor and Councilmembers receive other benefits (life insurance, health, dental, etc.) equivalent to other City employees with the same cost sharing of premium costs as other employees?

Answered: 374 Skipped: 31



Answer Choices	Responses	
The Mayor and Councilmembers should continue to receive benefits equivalent to City employees with similar contributions	**59.36%**	222
The Mayor and Councilmembers should receive benefits which are separate from City employees	**7.75%**	29
The Mayor and Councilmembers should not receive City-provided benefits	**33.96%**	127
Total Respondents: 374		

Other/Comment (84)

#	Other/Comment	Date
1	Fair is fair.	4/4/2013 1:13 PM
2	They should be able to buy in at the group rate if they so desire. Those with other jobs can receive their benefits from their employers.	4/3/2013 11:17 AM
3	They should receive nothing. They do not put in 30 years	4/3/2013 8:32 AM
4	If they are also employees outside of of the office.	4/2/2013 9:33 PM
5	For the mayor this is a full time job! yes he should get the benefits. As for the council members< there are plenty of other people who would do there job for NO benefits so I feel they should be happy to get elected and pay for their benefits themselves!	4/1/2013 8:57 PM
6	Part-time position should NOT receive City-provided benefits, including pensions!	4/1/2013 3:16 PM
7	Although there is a potential conflict of interest in council members having authority to vote on benefits they will also receive, failing to provide benefits might prevent well-qualified candidates from seeking office.	4/1/2013 12:15 PM
8	These positions of leadership do not qualify the individual for better treatment than other City employees, particularly if the position is a part time position.	4/1/2013 12:06 PM
9	Other part time city employees do not get retirement or medical, why are they special?	3/31/2013 6:52 PM
10	No cause there paid enough to pay for there own benefits	3/31/2013 6:02 PM
11	The Mayor and Councilmembers are presumably in their jobs to Serve the people of San Jose and then move on - not to enrich themselves.	3/31/2013 9:07 AM

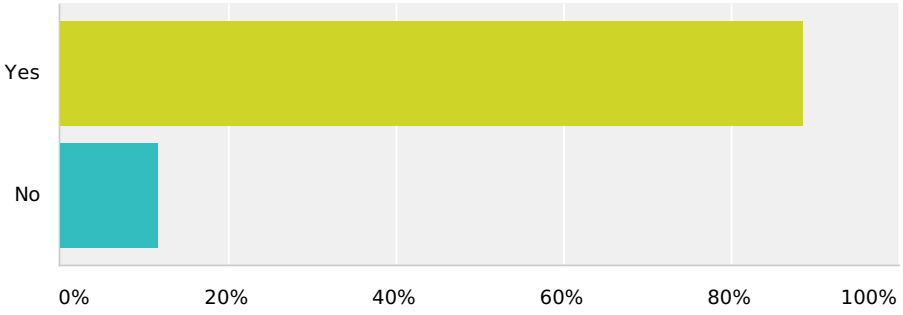
#	Other/Comment	Date
12	This makes the most sense from an efficiency and fairness perspective.	3/30/2013 11:04 PM
13	they should recieve benefits if they want to pay the premium to the city	3/30/2013 9:17 PM
14	That means that the city looks at these jobs as full-time.	3/30/2013 10:07 AM
15	They serve a maximum of 8 years whereas city employees must work longer to be vested in this benefits	3/29/2013 5:03 PM
16	NO they can buy their own like we do WHY ARE THEY THE CHOSEN ONES LIVE IN THE REAL WORLD AND STOP DEPENDING ON THE PEOPLE TO SUPPORT THEM FOR 8 YEARS OF MISMANAGEMENT	3/29/2013 11:18 AM
17	see previous answer...	3/25/2013 4:40 PM
18	Since they have limited service full benefits is not necessary.	3/24/2013 10:52 AM
19	But only while they are employed. Their benefits in retirement should be their own responsibility. Lifetime benefits do not come with 4 year jobs, whether elected or hired employee.	3/22/2013 7:45 AM
20	They are elected officials...not employees.	3/21/2013 6:20 PM
21	Of course. Fair is Fair.	3/20/2013 9:23 PM
22	No!	3/20/2013 5:13 PM
23	After retirement. During active serving, yes they should receive benefits.	3/20/2013 4:31 PM
24	Not equivalent but the exact same benefits, co pays and costs	3/20/2013 9:56 AM
25	Yes, level the field.	3/20/2013 8:58 AM
26	If they are paid by CSJ, which they are, they should receive exactly the same benefits as all employees. They're no different than a Office Specialist or a Construction Inspector, etc.	3/20/2013 8:13 AM
27	They should only receive similar benefits if they work same hours and same requirements and are required to log work hours like other employees.	3/20/2013 7:33 AM
28	none.	3/20/2013 7:17 AM
29	Only if this is the councilmembers only means of having medical insurance. No double dipping should be allowed.	3/19/2013 10:10 PM
30	They serve a term and should have benefits during that time, but after they should seek their own benefits since they are no longer employees of the city.	3/19/2013 10:01 PM
31	They are not full time employees or they are hired for a term limit. No need to have tax payers pay for their continued benefits for life!	3/19/2013 7:41 PM
32	Same reason as above	3/19/2013 7:06 PM
33	Again, the Mayor and city council member should get the same benefits that other city employees get with the amount of time they work. If they work part time, then they get the same as other city employees.	3/19/2013 5:20 PM
34	They should also not be able to take advantage of these medical plans as part of a retirement package.	3/19/2013 4:52 PM
35	They should not receive benefits like regular employee's because there term is much shorter than most employee's at the city of San Jose.There benefits should be at a lower percentage.	3/19/2013 4:01 PM
36	They are not city employees, so no benefits.	3/19/2013 1:40 PM
37	Do not allow them to vote themselves better.	3/19/2013 12:57 PM
38	they only there for two terms at max.. that is wasteful	3/19/2013 11:50 AM
39	Their benefits should end when they leave the city. They are not employed long enough to meet vesting requirements.	3/19/2013 11:20 AM
40	Benefits should be subject to cobra laws when they leave office ie they can pay for extended medical and should contribute to their own Ira account. The City should not pay extended benefits or retirement benefits.	3/19/2013 11:08 AM
41	If they have other jobs that provide insurance, they should have to use those and not the insurance paid for by the City.	3/19/2013 10:50 AM

#	Other/Comment	Date
42	If the other city employees need to contribute more to their retirement and medical, the Mayor and City Cousel should too. Need to keep it fair to all city employees.	3/19/2013 10:33 AM
43	Only covered for time served, again not lifetime. They should have to pay deductibles and such too	3/19/2013 10:29 AM
44	Benefits should be applicable ONLY to when in office, and not part of any pension package. This is the real world and it would be nice if they realized how it is for others.	3/19/2013 9:40 AM
45	If you are not going to provide benefits, they should add that to the salary so they can buy their own	3/19/2013 9:30 AM
46	Well they are in CalPers so they set themselves apart.	3/19/2013 8:48 AM
47	They should be equivalent to city employees. At 15 yrs they get medical and have to work either to they are 55 or have 30 years. They should only get credit for time served. They should pay in medical and dental like any other city employee that has earned it.	3/19/2013 8:44 AM
48	They do not serve the time that city employees do, they should not be able to serve more than 2 terms. They have CUT the benefits promised to current retirees and make us pay more. We worked 25 to 30 or more years, they did not.	3/19/2013 5:21 AM
49	Separate benefits, but only equivalent to the amount if hours they actually work.	3/18/2013 11:53 PM
50	They should all be volunteers like in other cities. That way they are doing it for the right reasons	3/18/2013 8:45 PM
51	They see fit to adjust City Employee benefits virtually at will, so they should be subject to the same restrictions and reductions as they impose on others.Their compensation should be directly linked to City Employees when it comes to cuts and raises. If they want to slash Employee benefits, they will suffer the same fate. They deserve no more.	3/18/2013 8:25 PM
52	Benefits while working are acceptable	3/18/2013 7:33 PM
53	They are not City Employees, they are elected and should not receive ANY city benefits.	3/18/2013 7:16 PM
54	They should have to out in 25 Years like every other city employee	3/18/2013 6:56 PM
55	While employed as a Mayor/Councilmember, they should receive equivalent health insurance benefits as other City employees, but no additional benefits and no benefits after leaving their position as a Councilmember.	3/18/2013 5:47 PM
56	The mayor possibly, but not council members. They have other sources of income and do not demonsgtrate the level of committment that the mayor does.	3/18/2013 5:38 PM
57	Nothing the city can no longer pay for them!	3/18/2013 5:35 PM
58	they should not get more	3/18/2013 5:01 PM
59	They are city employees as any other.....	3/18/2013 2:33 PM
60	no benefits for politicians	3/18/2013 1:37 PM
61	As insurance costs escalate, we are paying too much for those that give a few years. I would love to work for 4, 6 or 8 years and have lifetime benefits	3/18/2013 1:33 PM
62	Again, don't know what the get now	3/18/2013 12:48 PM
63	Only for the time they are in service!	3/18/2013 12:45 PM
64	BUT, ONLY for the years they are serving. Why be able to serve 4 years, and then be entitled to a lifetime of benefits?? That's not right!!	3/18/2013 12:45 PM
65	they are not employees	3/18/2013 12:41 PM
66	Council's benefits should NOT be greater than the rank and file employees with the City. They need to better understand what their lowest paid employees are offered to help them make better long-term decisions. They are not an elite class.	3/18/2013 11:23 AM
67	management and mayor/council should receive benefits the same as front line personnel.	3/18/2013 10:40 AM
68	The would also have to pay for their benefits like other city employees.	3/18/2013 10:20 AM
69	They are there for 8 years max. Not 30 years like the people that do the work.	3/18/2013 9:20 AM
70	And if they work less than 19 hours a week, they get nothing.	3/17/2013 10:23 PM
71	Benefits should only be given if elected to a second term.	3/16/2013 4:02 PM

#	Other/Comment	Date
72	No they should not. They are part time, short term employees and you have given them the world.	3/16/2013 1:41 PM
73	For a short time in their earning years, why should they receive lifetime benfits?	3/16/2013 8:57 AM
74	pete constant says he is not a city employee but elected official thats how he can collect his disability retirement and be a city councilman this eppitomizes the double standards (double dip)	3/16/2013 8:19 AM
75	IF THEY PAY OVER 40% INTO IT LIKE THEY WANT THE POLICE OFFICERS AND FIRE FIGHTERS DO THEN YES.	3/15/2013 8:12 PM
76	As I said before they should be subject to the same benefits as all other city employee's in their pay grade. NO Special plans!!!!!	3/15/2013 6:39 PM
77	If Mayor and Councilmembers receive same retirement benefits as City employees, then yes to insurance and at the same level of cost-sharing as current City employees.	3/15/2013 4:33 PM
78	only when office	3/15/2013 4:22 PM
79	The should receive the benefits while in office only	3/15/2013 4:21 PM
80	They can pay 50 % of cost for City employee benefit, Since make the decisions about negotiation parameters, cost factor should be more real to them. they can opt out, for not monetary or other incentive.	3/15/2013 3:51 PM
81	All City employees are representing and doing the work of the City along with our council and mayor and should contribute to that, the same as if it was a business or corporation.	3/15/2013 3:33 PM
82	If the Police, Fire and other City Employees have taken pay cuts, So should the Mayor and City Council.	3/15/2013 2:55 PM
83	of course! they serve the city as the rest of the city employees do, they don't deserve special treatment	3/15/2013 2:54 PM
84	Different so there are no conflict of interest.	3/15/2013 1:34 PM

Q8 Are you a resident of San Jose?

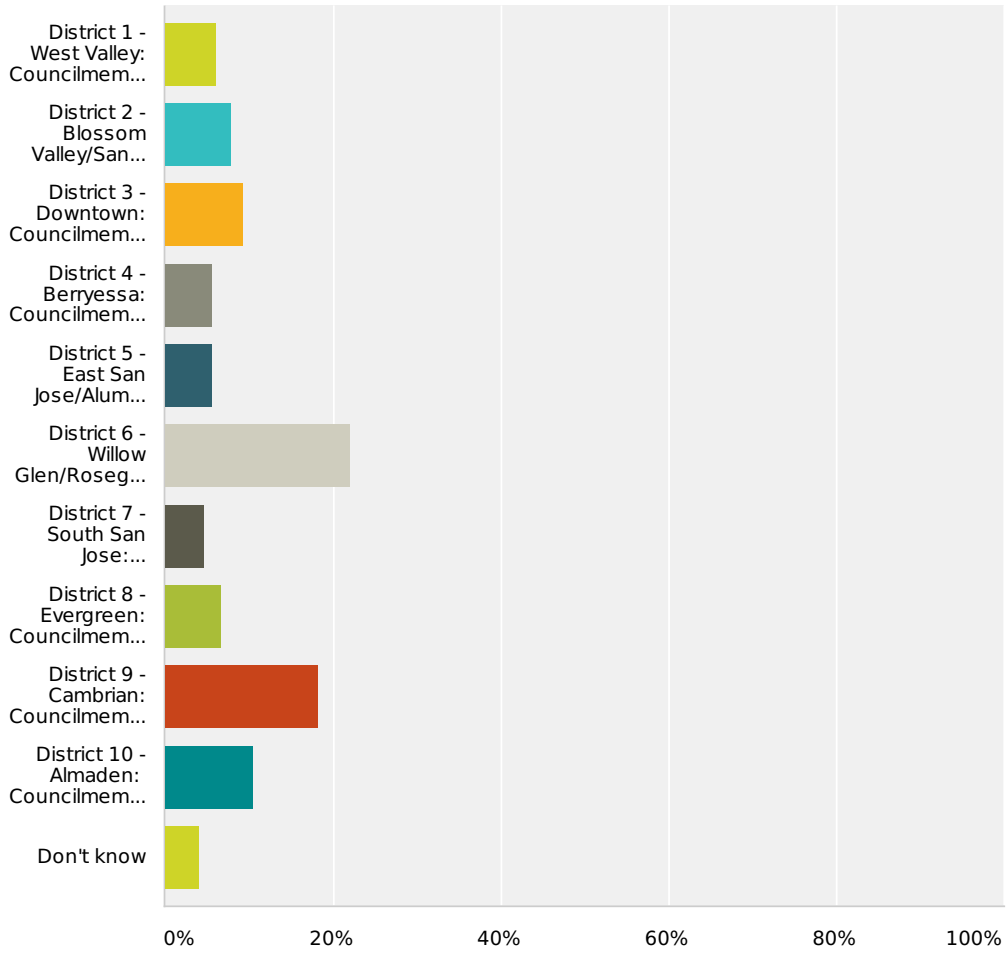
Answered: 394 Skipped: 11



Answer Choices	Responses	
Yes	**88.58%**	349
No	**11.68%**	46
Total Respondents: 394		

Q9 What Council District do you live in?

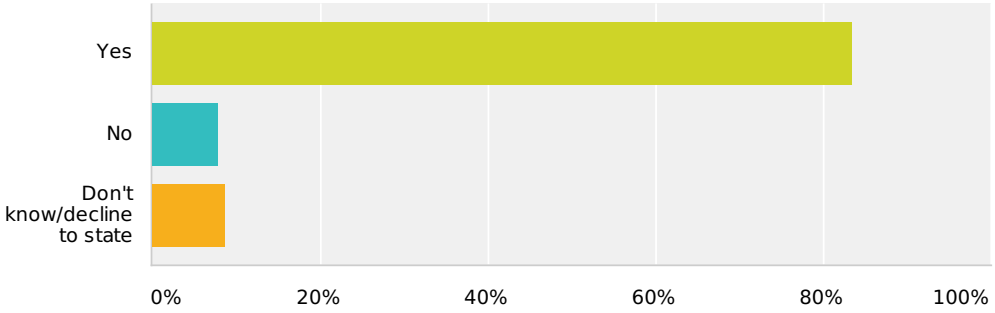
Answered: 346 Skipped: 59



Answer Choices	Responses	
District 1 - West Valley: Councilmember Pete Constant	**6.07%**	21
District 2 - Blossom Valley/Santa Teresa: Councilmember Ash Kalra	**7.80%**	27
District 3 - Downtown: Councilmember Sam Liccardo	**9.25%**	32
District 4 - Berryessa: Councilmember Kansen Chu	**5.49%**	19
District 5 - East San Jose/Alum Rock: Councilmember Xavier Campos	**5.49%**	19
District 6 - Willow Glen/Rosegarden: Councilmember Pierliugi Oliverio	**21.97%**	76
District 7 - South San Jose: Vice-Mayor Madison Nguyen	**4.62%**	16
District 8 - Evergreen: Councilmember Rose Herrera	**6.65%**	23
District 9 - Cambrian: Councilmember Donald Rocha	**18.21%**	63
District 10 - Almaden: Councilmember Johnny Khamis	**10.40%**	36
Don't know	**4.05%**	14
Total Respondents: 346		

Q10 Are you a registered voter in San Jose?

Answered: 381 Skipped: 24



Answer Choices	Responses	
Yes	**83.46%**	318
No	**7.87%**	30
Don't know/decline to state	**8.66%**	33
Total Respondents: 381		

Q11 Thank you for your participation in the survey. For more information, please contact the Office of the City Clerk at cityclerk@sanjoseca.gov or visit our website for more information at: http://www.sanjoseca.gov/

Answered: 122 Skipped: 283

Answer Choices	Responses	
Name:	**100%**	122
Company:	**0%**	0
Address:	**0%**	0
Address 2:	**0%**	0
City/Town:	**0%**	0
State:	**0%**	0
ZIP:	**0%**	0
Country:	**0%**	0
Email Address:	**95.08%**	116
Phone Number:	**0%**	0
Total Respondents: 122		

Attachment B
Survey of Comparable Jurisdictions

Salary Setting Commission
Fiscal Years 2013/14, 2014/15

Group 1: 10 Largest CA Cities

Los Angeles
San Diego
San Jose
San Francisco
Fresno
Sacramento
Long Beach
Oakland
Bakersfield
Anaheim

Group 2: 7 Neighboring Cities

Fremont
Hayward
Sunnyvale
Concord
Daly City
Berkeley
Santa Clara

Group 3: 10 CA Counties

Alameda County
Contra Costa County
San Mateo County
Santa Clara County
Sacramento County
Los Angeles County
Orange County
Riverside County
San Bernadino County
San Diego County

10 Largest CA Cities

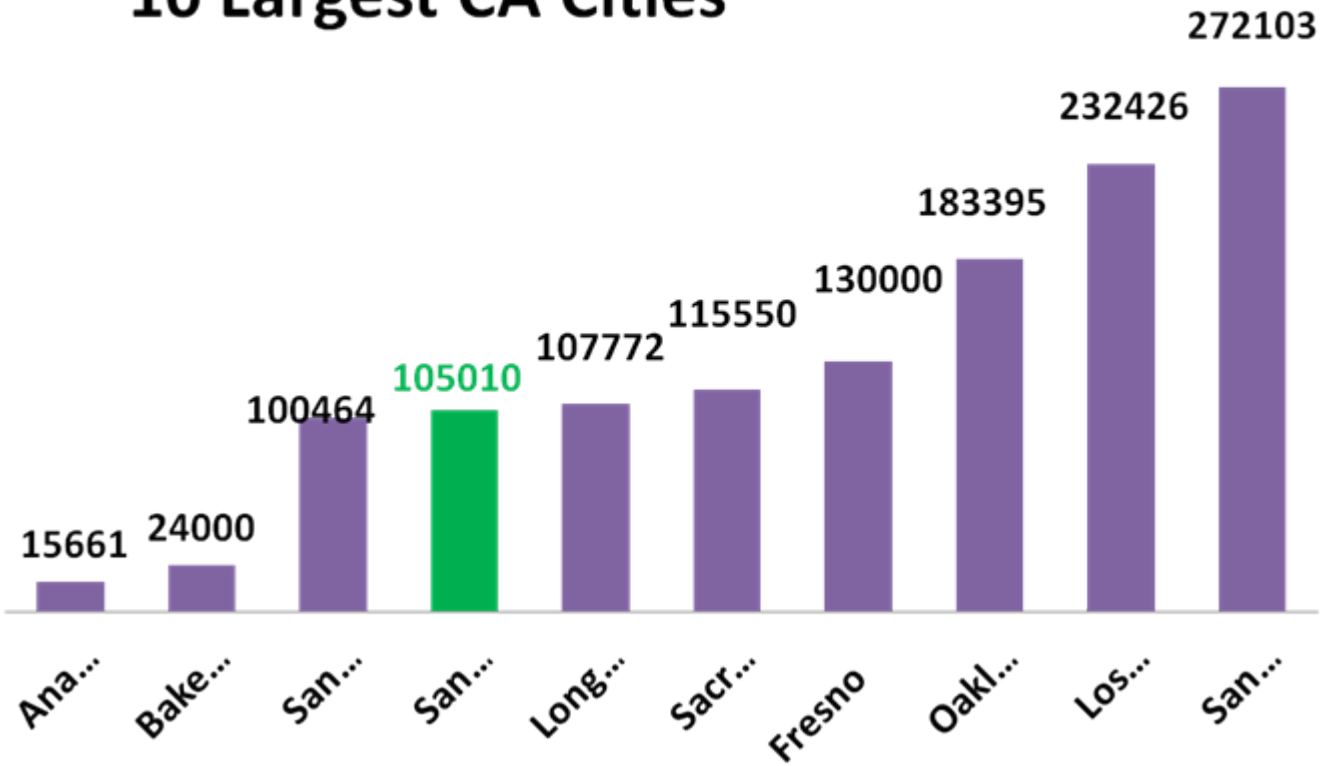
Mayor Salaries

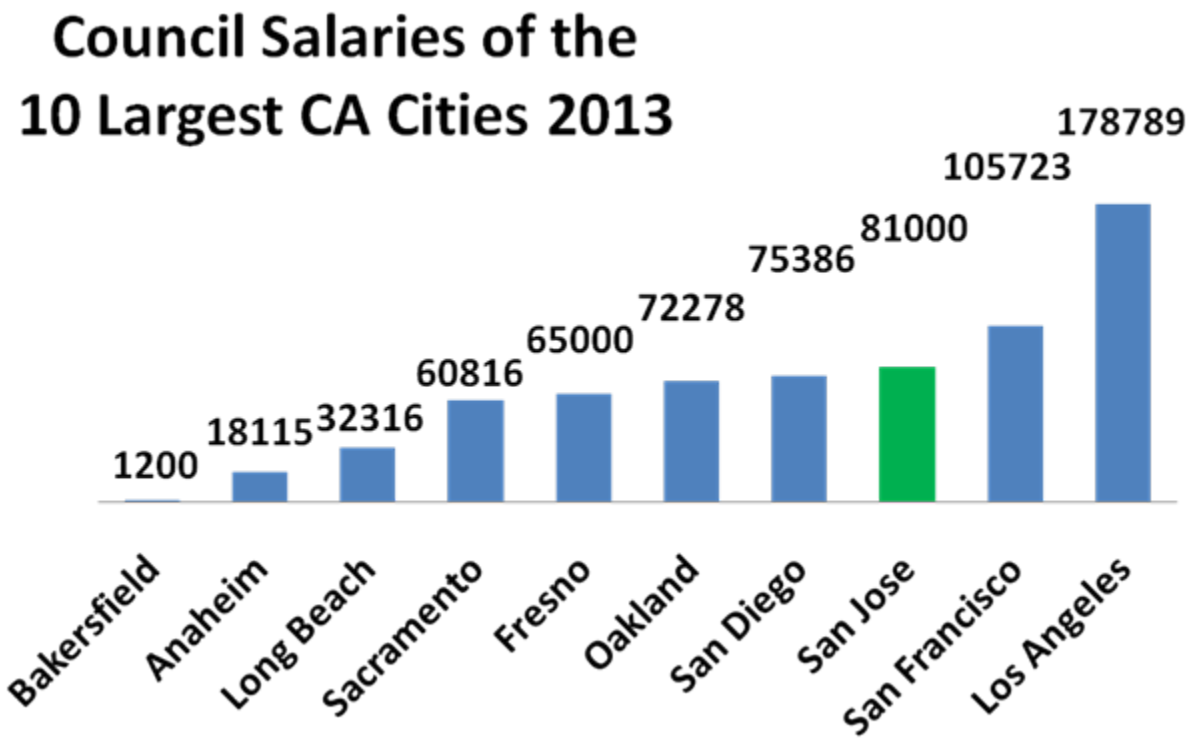
Anaheim	15661
Bakersfield	24000
San Diego	100464
San Jose	**105010**
Long Beach	107772
Sacramento	115550
Fresno	130000
Oakland	183395
Los Angeles	232425.7
San Francisco	272103

Council Member Salaries

Anaheim	18115
Bakersfield	1200
San Diego	75386
San Jose	**81000**
Long Beach	32316
Sacramento	60816
Fresno	65000
Oakland	72277.68
Los Angeles	178789.2
San Francisco	105723

2013 Mayor Salaries in the 10 Largest CA Cities

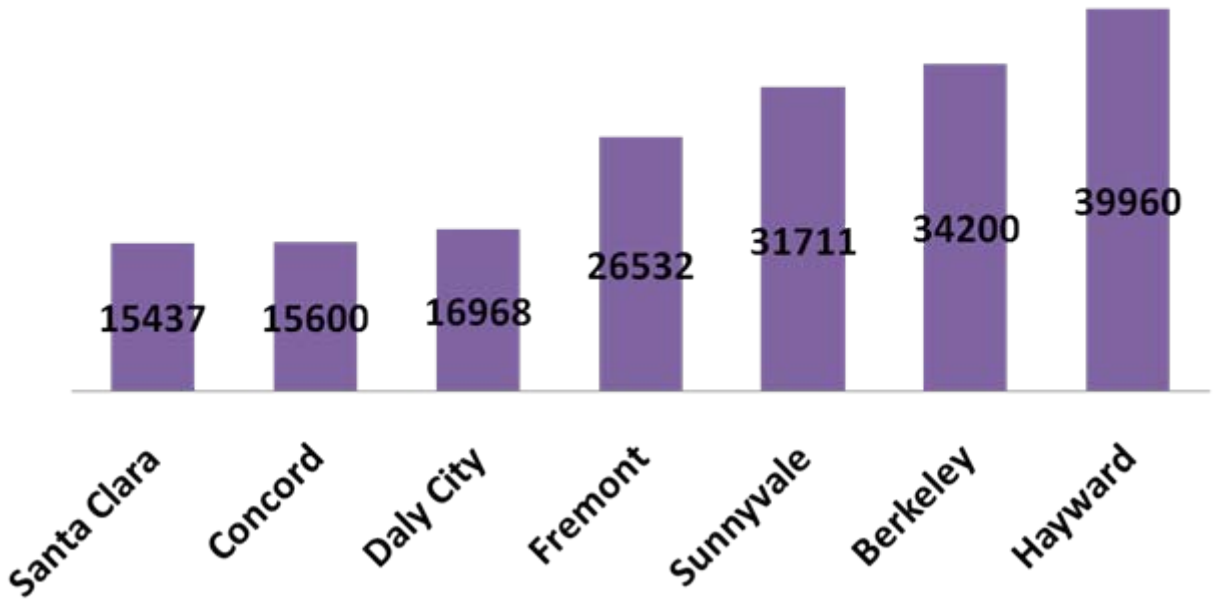


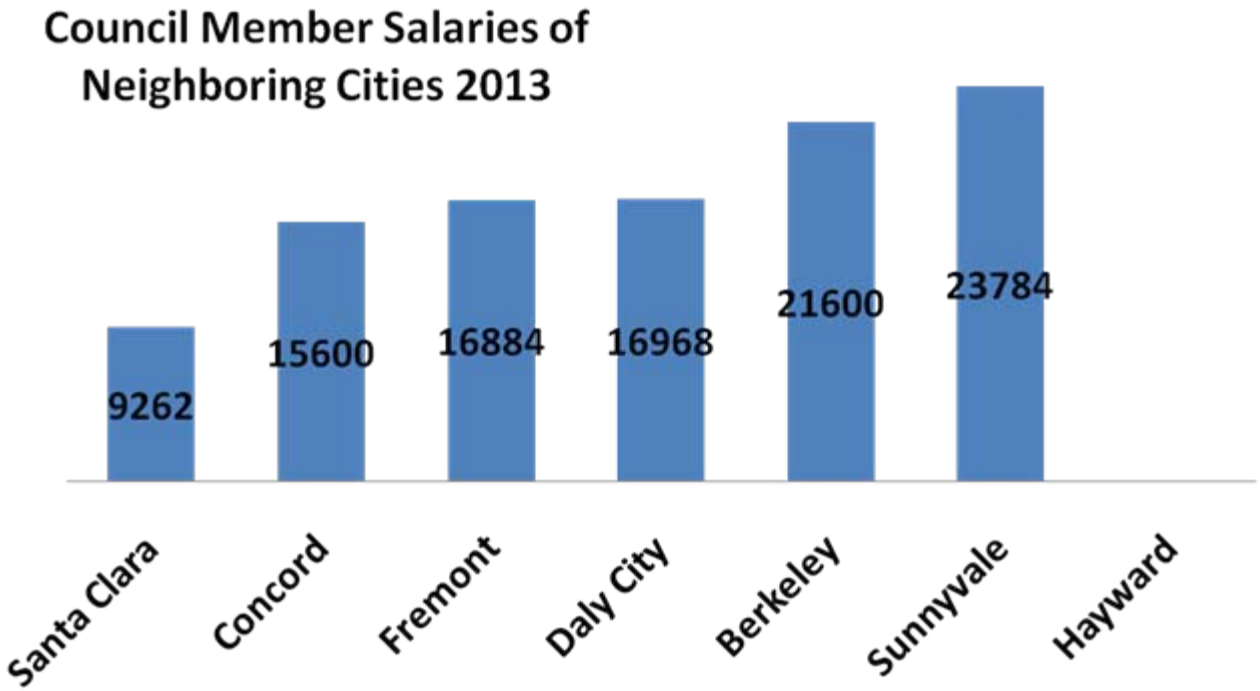

Council Salaries of the
10 Largest CA Cities 2013
1200
18115
32316
60816
65000
72278
75386
81000
105723
178789
Bakersfield
Anaheim
Long Beach
Sacramento
Fresno
Oakland
San Diego
San Jose
San Francisco
Los Angeles

7 Neighboring Cities

	2013 Mayor Salaries	2013 Council Salaries
Santa Clara	15437	9262
Concord	15600	15600
Daly City	16968	16968
Fremont	26532	16884
Sunnyvale	31711	23784
Berkeley	34200	21600
Hayward	39960	24975

Mayor Salaries in 7 Neighboring Jurisdictions 2013



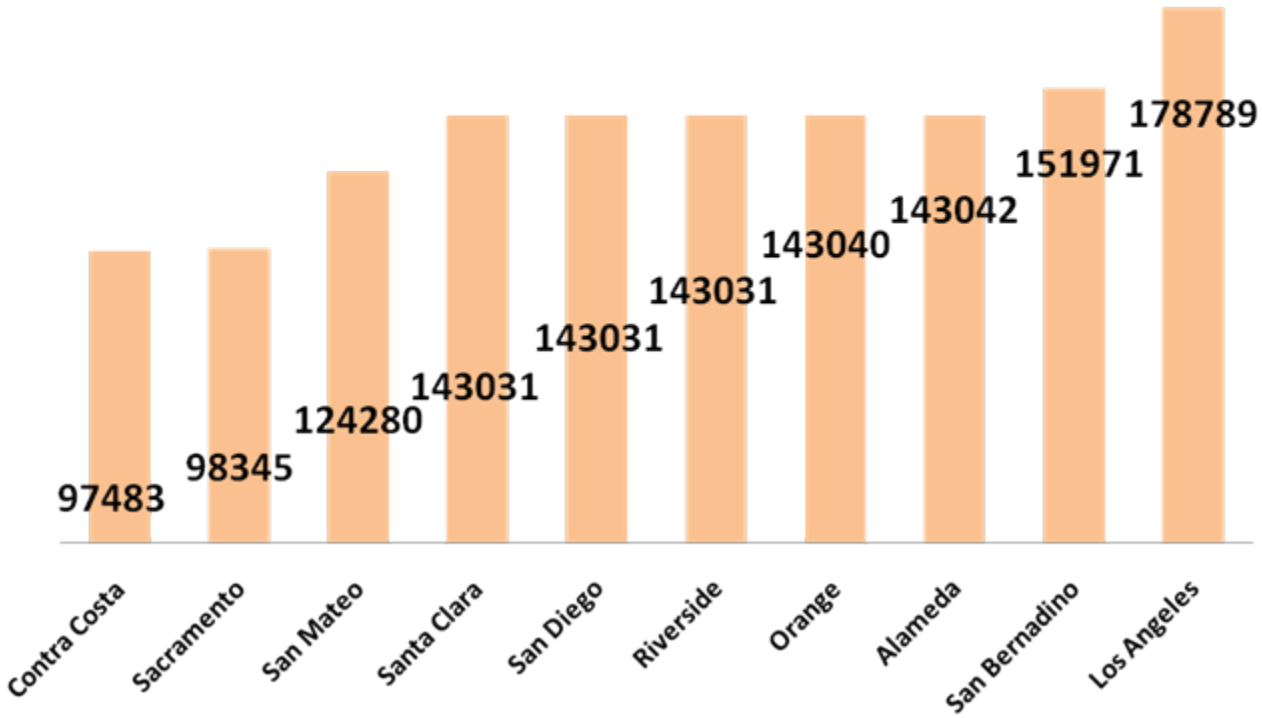

Council Member Salaries of Neighboring Cities 2013
9262
15600
16884
16968
21600
23784
Santa Clara
Concord
Fremont
Daly City
Berkeley
Sunnyvale
Hayward

10 CA Counties

Board of Supervisor Salaries

Contra Costa County	97483.44
Sacramento County	98345.04
San Mateo County	124280
Santa Clara County	143031
San Diego County	143031
Riverside County	143031
Orange County	143040
Alameda County	143042
San Bernadino County	151971
Los Angeles County	178789

Board of Supervisor Salaries in 10 CA Counties 2013



Survey Response on the Economy

- In light of the economy, 54% of the respondents say their organization in not considering changes in compensation.
- 31% said other
- 8% said possibly
- 8% were unsure

Survey Response on Retirement Plan Options

Type of Plan	Respondents
Calpers	30%
City Managed	40%
Other	40%
457/401K	50%

Survey Response on Medical Plans

Medical Plan	Respondents
Medical	75%
Dental	75%
Vision	75%
Life Insurance	67%
Supplemental Life Insurance	50%
Accidental Death	50%
Disablility Insurance	50%
Medical Reimbursement	58%
Dependent Care	50%
"Cafeteria Plan"	25%
Other	25%
none	8%

Survey Response on Work Hours

- 69% of the Mayors in responding jurisdictions work full-time jobs.
- 61% of the Council or Board members work full-time jobs.

Survey Response on Other Benefits

- Vehicle Allowance, pp. 22-26
- Miscellaneous Compensation, pp.27-30

Other Possible Considerations for Your Analysis

- Additional categories
- Salary Formulas
- Cost of living
- Median home prices

Jurisdictions With Similar Operating Budgets

	Operating Budget	Mayor Salaries	Council Salaries	Board Salaries
San Mateo County	1886737968			124280
Alameda County	2620000000			143042
San Diego	2752141860	100464	75386	
San Jose	**2776921846**	105010	**80999.88**	
Contra Costa County	2840548115			97483
Long Beach	2988189218	107772	32316	

Jurisdictions With the Closest Populations

	Population
San Mateo	754285
San Francisco	845559
San Jose	**971372**
Contra Costa County	1079597
San Diego	1301617

Salary Formulas

Jurisdiction	Salary Formula
Los Angeles County	equal to Superior Court Judges
San Diego County	80% of Superior Court Judges
Santa Clara County	80% of Superior Court Judges
Alameda County	80% of Superior Court Judges
Sonoma County	69% of Superior Court Judges
Contra Costa County	Set by Resolution
San Mateo County	Set by Resolution
San Francisco City & County	Set every 5 yrs. By Civil Service Commission
Marin County	automatically adjusted according to the CPI
Solano County	Set by Resolution
Napa County	47.09% of Superior Court Judges
Oakland City	Set by Council

The Cost of Living and the CPI-U Index

2005 Index = 201.2
2013 Index = 242.677

21% increase in price levels
between 2005 and 2006

Previous Mayor and Council Salaries

Mayor Salaries	**Council Salaries**
FY 05/06 - 105000	**FY 05/06 - 75000**
FY 06/07 - 105000	FY 06/07 - 75000
FY 07/08 - 115000	FY 07/08 - 82500
FY 08/09 - 127000	FY 08/09 - 90000
FY 09/10 - 127000	FY 09/10 - 90000
FY 10/11 - 127000	FY 10/11 - 90000
FY 11/12 - 105000	FY 11/12 - 81000
FY 12/13 - 105000	**FY 12/13 - 81000**

Mayoral Wage Adjustments Based on the CPI-U

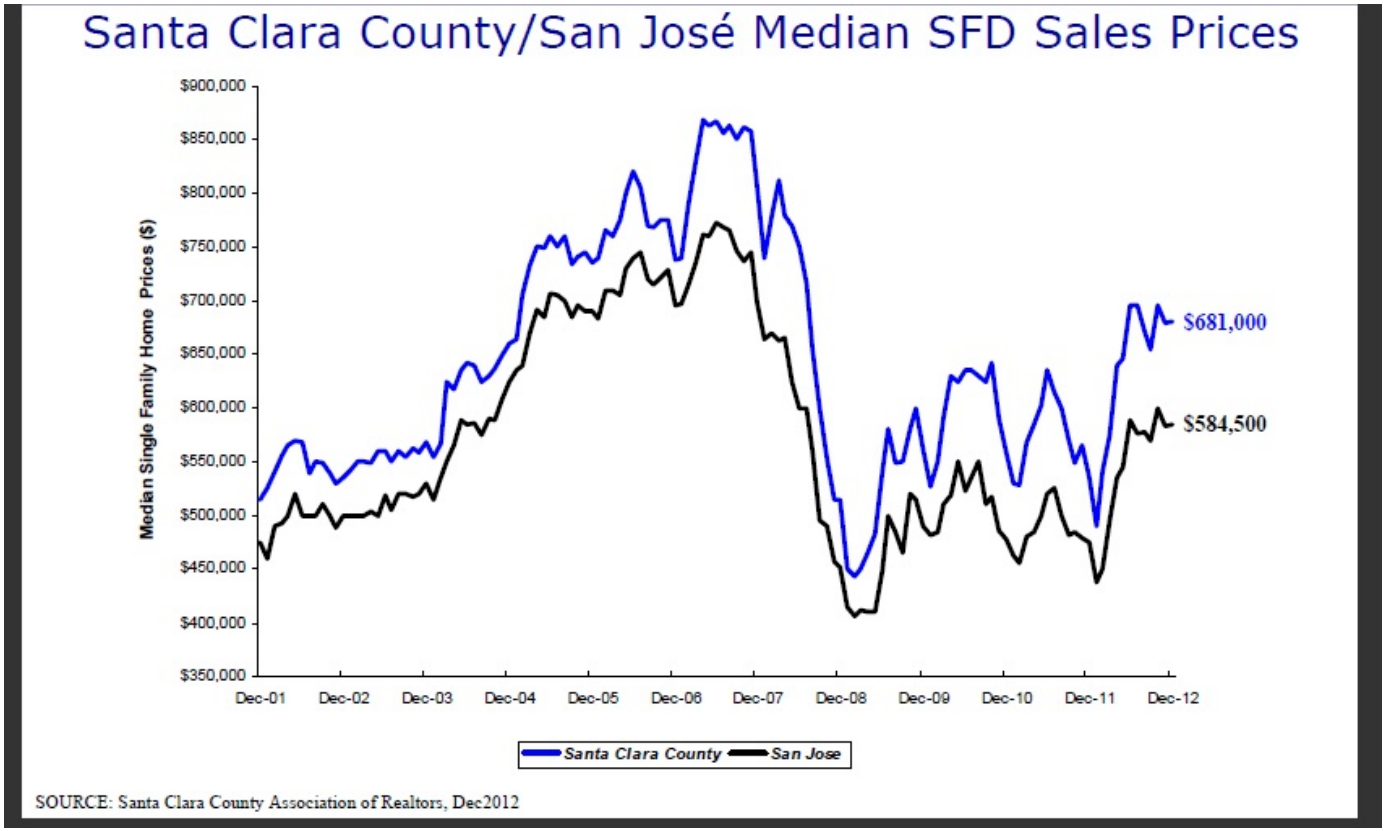
Year	CPI-U Index	Wage Adustments
2005	**1.6**	**105000**
2006	**2.9**	108139.5
2007	**3.2**	111599.964
2008	**2.8**	**114724.763**
2009	**1.2**	116101.4601
2010	**1.8**	118191.2864
2011	**1.7**	120200.5383
2012	**3**	123806.5544
2013	**2.4**	**$126777.91**

http://www.bls.gov/ro9/cpisanf.htm

Council Member Wage Adjustments based on the CPI-U

Year	CPI-U Index	Wage Adustments
2005	**1.6**	**75000**
2006	2.9	77175
2007	3.2	79645
2008	2.8	81875
2009	1.2	82857
2010	1.8	84348
2011	1.7	85782
2012	3	88355
2013	**2.4**	**$90476**

Median Home Prices for San Jose = $584,500



http://www.sanjoseca.gov/?nid=1283