

## MEASURE O

### CITY ATTORNEY'S IMPARTIAL ANALYSIS OF MEASURE O

This ballot measure would amend Santa Clara City Charter Section 702 to adjust the monthly salaries currently paid to Santa Clara City Council Members and the Mayor from the present levels of \$882.64 and \$1471.09, respectively (as adjusted for inflation), to \$2000 and \$2500 per month, respectively. This adjustment would commence on July 1, 2017, and be in effect for at least two years. Beginning on July 1, 2019, and every two years thereafter, the compensation of the City Council shall be set by a newly formed Salary Setting Commission, whose members would be appointed by the Santa Clara Civil Service Commission for four year terms. The Salary Setting Commission would be free to utilize any data and information that it deemed appropriate in setting Council and Mayoral compensation but in no event would any raises in salary granted by the Commission exceed ten percent (10%) of the previous figure.

A "Yes" vote would serve to raise City Council and Mayoral monthly salaries for at least two years, and create a new commission to adjust those salaries every two years. A "No" vote would serve to leave City Council and Mayoral salaries as is.

This measure was placed on the ballot by action of the Santa Clara City Council on July 19, 2016.

Richard E. Nosky, Jr.  
City Attorney

## COMPLETE TEXT OF MEASURE O

### Sec. 702 Compensation and Salary Setting Commission.

Commencing on July 1, 2000, each member of the City Council, other than the Mayor, shall receive as compensation the sum of six hundred dollars (\$600) per month. The Mayor shall receive as compensation the sum of one thousand dollars (\$1,000) per month.

Commencing on July 1, 2001, and annually on July 1 thereafter, the compensation of the Council and Mayor shall increase by a percentage equal to the percentage increase in the preceding calendar year's annual average of the Consumer Price Index as determined by the United States Department of Labor, Bureau of Consumers (CPI-U), San Francisco, Oakland, San Jose subgroup-all items, or successor index. However, the compensation increase shall in no event exceed five percent (5%) per year. The CPI base index year for the adjustment shall be calendar year 1999. Commencing on July 1, 2017, each member of the City Council, other than the Mayor, shall receive as compensation the sum of two thousand dollars (\$2000) per month. The Mayor shall receive as compensation the sum of two thousand five hundred dollars (\$2500) per month.

Commencing on July 1, 2019, and every two years on July 1 thereafter, the compensation of the City Council and Mayor shall be set by a Salary Setting Commission consisting of five members to be appointed by the Civil Service Commission from the qualified electors of the City for a term of four years. The first members shall be appointed for a term commencing January 1, 2019. Initially, the Commissioners shall be appointed in a manner so that two are appointed for two-year terms and three are appointed for four-year terms. On or before March 15 of every odd year, the Salary Setting Commission shall establish the salary of the Mayor and members of the City Council for the period commencing July 1 of that odd year and ending two years thereafter. Salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure.

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## ARGUMENT IN FAVOR OF MEASURE O

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The City of Santa Clara is the third largest city in the County with an annual budget of close to \$750 million dollars, yet its Council Members and Mayor are some of the lowest paid.

Our Council spends easily 30 hours a week doing their job, which involves more than preparing for and attending Council meetings. Between the City and local agencies there are over 25 committees or liaison positions. Our Council is also expected to represent our City at many civic functions throughout the County, State and Nation. They also make themselves available to all residents and many hold open office hours and coffee chats. These important commitments require hours of their time. **Simply stated, time spent as a Council Member and Mayor does not begin and end with Tuesday evening meetings.**

The Charter Review Committee spent many hours reviewing the role of the Council, what they do for our City and our residents, and most importantly what we, the residents of Santa Clara, expect of them. Committee members overwhelmingly agreed to recommend that voters approve an increase to Council Members' and the Mayor's monthly salaries.

This measure also forms a new Salary Setting Commission with the task of reviewing Council salary every 2 years. This new Commission is appointed by the Civil Service Commission, NOT the Council, and has the authority to increase OR decrease the Council's salary without their interference. Any increase in salary is capped, and there is no limit to any decrease.

**The changes in this measure ensure that our council is fairly compensated for their countless hours of service, and ensures that future adjustments are done without Council interference.**

We urge you to support this measure. Please vote "YES" on Measure O.

/s/ Beverly Silva  
Charter Review Committee Chairperson

/s/ Jodi Muirhead  
Charter Review Committee Member

/s/ Hosam Haggag  
Charter Review Committee Member

/s/ Howard A. Myers  
Charter Review Committee Member

/s/ Brian P. Lowery  
Charter Review Committee Member

**NO ARGUMENT AGAINST MEASURE O WAS SUBMITTED**