

COUNCIL SALARIES

INCREASE TO SALARIES IN ACCORDANCE WITH CITY CHARTER

**CITY COUNCIL
SEPTEMBER 5, 2023**

BACKGROUND

- Timeline
 - 2018: Mayor appoints subcommittee to review Charter
 - 2019: Subcommittee makes recommendations including revisions to Mayor and Council compensation
 - 2020: Council approves placing an amendment on the November 2022 Ballot
 - 2022: Council approves language to place on the November 2022 Ballot for voter approval citing goal of encouraging greater/more diverse pool of candidates
 - 2022: Voters approve council compensation measure with 53.97% of voters approving amendment
- Current Language
 - Mayor and Councilmembers' salary shall be set by resolution at an amount not-to-exceed 30% of the salary for "All Occupations, United States Bureau of Labor Statistics, Occupational Employment and Wage Statistics, San Francisco-Oakland-Hayward"
- Current Salary Limit: \$28,311
 - 2022 Occupational Employment and Wage Statistics published in April 2023
 - 2022 Annual Mean Wage for "All Occupations" in the San Francisco-Oakland-Hayward region: \$94,370

BACKGROUND

- Staff selected five Alameda County Cities to survey base salary and total compensation.

City	Population	Annual Base Salary		Council Salary % of Mayor's	Annual Total Compensation	
		Mayor	Councilmember		Mayor	Councilmember
Dublin	72,000	\$25,503	\$17,002	67%	\$52,158	\$43,657
Livermore	86,000	\$17,880	\$12,840	72%	\$17,840	\$12,840
Pleasanton	78,000	\$17,063	\$15,863	93%	\$43,569	\$42,369
San Leandro	89,000	\$31,752	\$15,876	50%	\$65,570	\$49,694
Union City	69,000	\$29,244	\$19,500	67%	\$29,244	\$19,500
Median		\$25,503	\$15,876	67%	\$43,569	\$42,369
Alameda		\$3,600	\$1,200	33%	\$40,022	\$37,622

- Base Salary vs. Total Compensation
 - Councilmembers have historically not utilized City benefits
 - No member of the Council in recent years has received the maximum total compensation above (\$37,622 – \$40,022)
 - Encourage a greater and more diverse group of people to run for office

RECOMMENDATION

- Set the Mayor's salary to the maximum allowed by the Charter, \$28,311 annually; and set the Councilmembers' salary at 67% of the Mayor's, \$18, 896 annually.
- Basis for Recommendation:
 - Provides a meaningful increase to base salary to encourage a greater and more diverse pool of candidates to run for all Offices
 - Setting the Mayor's salary slightly over the median at the maximum now accounts for expected changes to the median prior to the next election
 - No further action required of Council prior to the next election to remain within median of survey cities
 - Ratio of Mayoral to Councilmember salary based on median ratio of surveyed cities
 - Consistent methodology for job classes within the City
- Cost
 - Total Annual Cost: \$105,700
 - Increase to FY 24 Budget: \$97,200

ALTERNATIVE

- Set the Mayor's annual salary at the median of survey cities, \$25,503 annually; and set the Councilmembers' annual salary at the median of survey cities, \$15,876 annually.
- PROS:
 - Lower annual cost than recommendation
 - Provides an increase to base salary to encourage a greater and more diverse pool of candidates to run for all Offices
- CONS
 - Provides less than Alameda minimum wage to Councilmembers (based on 20 hours per week)
 - Median likely to increase in the next two years
- Cost
 - Total Annual Cost: \$90,300
 - Increase to FY 24 Budget: \$81,800

ALTERNATIVE

- Set both the Mayor and Councilmember salaries to the maximum allowed by the Charter, \$28,311 annually.
- PROS:
 - Provides the greatest benefit to encourage a greater and more diverse pool of candidates to run for all Offices
 - Setting the salary over the median now accounts for expected changes to the median prior to the next election
- CONS:
 - Most expensive option
- Cost
 - Total Annual Cost: \$143,600
 - Increase to FY 24 Budget: \$133,100

NEXT STEPS & RECOMMENDATION

- Adopt by resolution the staff recommendation, an alternative, or another salary decided by Council.
- Staff recommendation to increase the Mayor's salary to the maximum allowed by the City Charter, \$28,311 annually; and to increase the Councilmembers' salary to 67% of the Mayor's salary, \$18,968 annually beginning at the start of this fiscal year 2023-2024, July 1, 2023.