



City of San Leandro Mayor and Councilmembers Compensation

OCTOBER 17, 2022

PRESENTED BY JANELLE CAMERON, ASSISTANT CITY MANAGER

City Council Compensation Comparisons

CITY COMPARATORS FOR ALL CLASSIFICATIONS

City	*Population	Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$15,120	\$27,661		\$42,781
Alameda	78,280	\$1,200	\$31,261	\$4,200	\$36,661
Hayward	162,954	\$24,975	\$26,637		\$51,612
Livermore	87,955	\$12,840			\$12,840
Milpitas	80,273	\$10,852			
Pleasanton	80,421	\$12,540	\$50,293		\$62,833
Redwood City	84,292	\$9,000	\$23,821		\$32,821
San Mateo	105,661	\$7,200	\$28,691		\$35,891
San Ramon	84,605	\$11,820	\$29,068	\$500	\$41,388
South San Francisco	66,105	\$12,000			
Union City	68,589	\$19,510	\$24,000	\$1,200	\$44,710
Summary Results					
	Average Base	\$12,194		Average Total Comp	\$39,845
	% SL Above/Below	19%		% SL Above/Below	7%
	Median Base	\$11,910		Median Total Comp	\$39,024
	% SL Above/Below	21%		% SL Above/Below	9%

ALAMEDA COUNTY COMPARATORS

City	*Population	Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$15,120	\$27,661		\$42,781
Alameda	78,280	\$1,200	\$31,261	\$4,200	\$36,661
Albany	20,271	\$3,600	\$27,502		\$31,102
Berkeley	124,321	\$71,221	\$31,193	\$2,747	\$105,161
Dublin	72,589	\$17,002	\$25,728		\$42,730
Emeryville	12,905	\$13,889	\$25,811	\$7,404	\$47,104
Fremont	230,504	\$26,975	\$7,432		\$34,407
Hayward	162,954	\$24,975	\$26,637		\$51,612
Livermore	87,955	\$12,840	\$0		\$12,840
Newark	47,529	\$14,964	\$27,816		\$42,780
Oakland	440,646	\$103,622	\$28,215	\$6,600	\$138,437
Piedmont	11,270	\$0	\$0		\$0
Pleasanton	80,421	\$12,540	\$50,293		\$62,833
Union City	68,589	\$19,510	\$24,000	\$1,200	\$44,710
Summary Results					
	Average Base	\$24,795		Average Total Comp	\$50,029
	% SL Above/Below	-64%		% SL Above/Below	-17%
	Median Base	\$14,964		Median Total Comp	\$42,780
	% SL Above/Below	1%		% SL Above/Below	0%

Mayor Compensation

Council	Mayor Min	Mayor Max
\$ 1,260	\$ 2,520	\$ 3,780

- The base salary for the Mayor shall be two (2) times the amount paid to City Council.
- A full-time Mayor may receive a salary of up to three (3) times the amount paid to City Council.
 - The Mayor shall submit in writing a personally composed statement requesting such increase and justifying the request.

Mayor Compensation Comparisons

CITY COMPARATORS FOR ALL CLASSIFICATIONS

City	*Population	Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro (Base)	91,008	\$30,240	\$27,661	\$4,500	\$62,401
Alameda	78,280	\$3,600	\$31,261	\$4,800	\$39,661
Hayward	162,954	\$39,960	\$26,637		\$66,597
Livermore	87,955	\$17,880			\$17,880
Milpitas	80,273	\$13,569			
Pleasanton	80,421	\$13,740	\$50,293		\$64,033
Redwood City	84,292	\$9,000	\$23,821		\$32,821
San Mateo	105,661	\$7,200	\$28,691		\$35,891
San Ramon	84,605	\$13,020	\$29,068	\$500	\$42,588
South San Francisco	66,105	\$12,000			
Union City	68,589	\$29,245	\$24,000	\$4,920	\$58,165

Summary Results					
	Average Base	\$15,921		Average Total Comp	\$44,704
	% SL Above/Below	47%		% SL Above/Below	28%
	Median Base	\$13,294		Median Total Comp	\$41,124
	% SL Above/Below	56%		% SL Above/Below	34%

ALAMEDA COUNTY COMPARATORS

City	*Population	Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro (Base)	91,008	\$30,240	\$27,661	\$4,500	\$62,401
Alameda	78,280	\$3,600	\$31,261	\$4,800	\$39,661
Albany	20,271	\$3,600	\$27,502		\$31,102
Berkeley	124,321	\$113,050	\$31,193	\$2,747	\$146,989
Dublin	72,589	\$25,503	\$25,728		\$51,231
Emeryville	12,905	\$13,889	\$25,811	\$7,404	\$47,104
Fremont	230,504	\$47,925	\$7,432		\$55,357
Hayward	162,954	\$39,960	\$26,637		\$66,597
Livermore	87,955	\$17,880			\$17,880
Newark	47,529	\$32,724	\$27,816		\$60,540
Oakland	440,646	\$203,000	\$28,215	\$9,000	\$240,215
Piedmont	11,270				\$0
Pleasanton	80,421	\$13,740	\$50,293		\$64,033
Union City	68,589	\$29,245	\$24,000	\$4,920	\$58,165

Summary Results					
	Average Base	\$45,343		Average Total Comp	\$67,606
	% SL Above/Below	-50%		% SL Above/Below	-8%
	Median Base	\$27,374		Median Total Comp	\$55,357
	% SL Above/Below	9%		% SL Above/Below	11%

Statute

San Leandro City Charter Section 255 provides for the compensation of City Council members: “All provisions of the [Government Code](#) of the State of California relating to compensation, benefits and reimbursement for expenses applicable to members of a City Council of a general law city shall be applicable to Council Members.”

Subsection (a)(4) of Cal. Govt. Code section 36516 thus applies to how salaries are set for San Leandro City Councilmembers, “In cities over 75,000 up to and including 150,000 in population, up to and including six hundred dollars (\$600) per month ... For the purposes of this section the population shall be determined by the last preceding federal census, or a subsequent census, or estimate validated by the Department of Finance.”

Government Code Section 36516(a)(4) allows for up to 5% for each calendar year: “[t]he salary of council members may be increased beyond the amount provided in this subdivision by an ordinance or by an amendment to an ordinance, but the amount of the increase shall not exceed an amount equal to 5 percent for each calendar year from the operative date of the last adjustment of the salary in effect when the ordinance or amendment is enacted.”

Monthly Salary Increase Options

- 16 years since last increase in 2006
- 5% - 80% increase eligibility

% Increase	Council	Mayor Min	Mayor Max
Current	\$ 1,260	\$ 2,520	\$ 3,780
5%	\$ 1,323	\$ 2,646	\$ 3,969
10%	\$ 1,386	\$ 2,772	\$ 4,158
15%	\$ 1,449	\$ 2,898	\$ 4,347
20%	\$ 1,512	\$ 3,024	\$ 4,536
25%	\$ 1,575	\$ 3,150	\$ 4,725
30%	\$ 1,638	\$ 3,276	\$ 4,914
35%	\$ 1,701	\$ 3,402	\$ 5,103
40%	\$ 1,764	\$ 3,528	\$ 5,292
45%	\$ 1,827	\$ 3,654	\$ 5,481
50%	\$ 1,890	\$ 3,780	\$ 5,670
55%	\$ 1,953	\$ 3,906	\$ 5,859
60%	\$ 2,016	\$ 4,032	\$ 6,048
65%	\$ 2,079	\$ 4,158	\$ 6,237
70%	\$ 2,142	\$ 4,284	\$ 6,426
75%	\$ 2,205	\$ 4,410	\$ 6,615
80%	\$ 2,268	\$ 4,536	\$ 6,804



Direction Needed

➤ No action

or

➤ The parameters of an ordinance for a pay change