



City of San Leandro Mayor and Councilmembers Compensation

NOVEMBER 20, 2023

PRESENTED BY JANELLE CAMERON, ASSISTANT CITY MANAGER

City Council Compensation Comparisons

CITY COMPARATORS FOR ALL CLASSIFICATIONS

ALAMEDA COUNTY COMPARATORS

City	*Population	Annual Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$15,876	\$28,918		\$44,794
Alameda	78,280	\$18,986	\$32,192	\$4,200	\$55,378
Hayward	162,954	\$26,224	\$27,666		\$53,890
Livermore	87,955	\$12,840			
Milpitas	80,273	\$10,852	\$30,981	\$7,740	\$49,573
Pleasanton	79,871	\$15,863	\$28,434		\$44,297
Redwood City	84,292	\$9,000	\$24,196		\$33,196
San Mateo	105,661	\$7,200	\$30,289		\$37,489
San Ramon	84,605	\$12,411	\$31,009	\$500	\$43,920
South San Francisco	66,105	\$12,000	\$48,056	\$1,000	\$61,056
Union City	70,143	\$19,510	\$24,000	\$1,200	\$44,710

City	*Population	Annual Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$15,876	\$28,918		\$44,794
Alameda	78,280	\$18,986	\$32,192	\$4,200	\$55,378
Albany	20,271	\$3,600	\$28,509		\$32,109
Berkeley	124,321	\$71,221	\$31,157	\$2,747	\$105,125
Dublin	72,589	\$17,002	\$26,656		\$43,658
Emeryville	12,905	\$17,361	\$27,226	\$7,404	\$51,991
Fremont	230,504	\$29,133	\$7,482		\$36,615
Hayward	162,954	\$26,224	\$27,666		\$53,890
Livermore	87,955	\$12,840			
Newark	47,529	\$16,500	\$28,368		\$44,868
Oakland	440,646	\$103,622	\$30,145	\$6,600	\$140,367
Piedmont	11,270	\$0	\$0		
Pleasanton	79,871	\$15,863	\$28,434		\$44,297
Union City	70,143	\$19,510	\$24,000	\$1,200	\$44,710

Summary Results				
	Average Base	\$14,489	Average Total Comp	\$47,057
	% SL Above/Below	9%	% SL Above/Below	-5%
	Median Base	\$12,625	Median Total Comp	\$44,710
	% SL Above/Below	20%	% SL Above/Below	0%

Summary Results				
	Average Base	\$27,066	Average Total Comp	\$59,364
	% SL Above/Below	-70%	% SL Above/Below	-33%
	Median Base	\$17,361	Median Total Comp	\$44,868
	% SL Above/Below	-9%	% SL Above/Below	0%

Mayor Compensation Comparisons

CITY COMPARATORS FOR ALL CLASSIFICATIONS

City	*Population	Annual Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$31,752	\$28,918	\$4,500	\$65,170
Alameda	78,280	\$28,311	\$32,192	\$4,800	\$65,303
Hayward	162,954	\$41,958	\$27,666		\$69,624
Livermore	87,955	\$17,880	\$0		
Milpitas	80,273	\$13,569	\$30,981	\$7,740	\$52,290
Pleasanton	80,421	\$17,063	\$28,434		\$45,497
Redwood City	84,292	\$9,000	\$24,196		\$33,196
San Mateo	105,661	\$7,200	\$30,289		\$35,891
San Ramon	84,605	\$13,611	\$31,009	\$500	\$45,120
South San Francisco	66,105	\$12,000	\$48,056	\$1,000	\$61,056
Union City	70,143	\$29,245	\$24,000	\$4,920	\$58,165

Summary Results					
	Average Base	\$18,984		Average Total Comp	\$51,793
	% SL Above/Below	40%		% SL Above/Below	21%
	Median Base	\$15,337		Median Total Comp	\$52,290
	% SL Above/Below	52%		% SL Above/Below	20%

ALAMEDA COUNTY COMPARATORS

City	*Population	Annual Base Salary	Health Benefits	Other Comp (e.g. Auto, Tech)	Annual Total Comp
San Leandro	91,008	\$31,752	\$28,918	\$4,500	\$65,170
Alameda	78,280	\$28,311	\$32,192	\$4,800	\$65,303
Albany	20,271	\$3,600	\$28,509		\$32,109
Berkeley	124,321	\$113,050	\$31,157	\$2,747	\$146,954
Dublin	72,589	\$25,503	\$26,656		\$52,158
Emeryville	12,905	\$17,361	\$27,226	\$7,404	\$51,991
Fremont	230,504	\$51,759	\$7,482		\$59,241
Hayward	162,954	\$41,958	\$27,666		\$69,624
Livermore	87,955	\$17,880			\$17,880
Newark	47,529	\$35,988	\$28,368		\$64,356
Oakland	440,646	\$203,000	\$30,145	\$9,000	\$242,145
Piedmont	11,270	\$0	\$0		
Pleasanton	80,421	\$17,063	\$28,434		\$45,497
Union City	70,143	\$29,245	\$24,000	\$4,920	\$58,165

Summary Results					
	Average Base	\$44,978		Average Total Comp	\$75,452
	% SL Above/Below	-42%		% SL Above/Below	-16%
	Median Base	\$28,311		Median Total Comp	\$58,703
	% SL Above/Below	11%		% SL Above/Below	10%

Mayor's Compensation

- Pursuant to the City Council Handbook -- Appendix A, "Guidelines Regarding the Setting of the Mayor's Salary"
 - 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.

Council	Mayor Min	Mayor Max
\$1,323	\$2,646	\$3,969

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)(2) of Cal. Govt. Code section 36516 thus applies to how salaries are set for San Leandro City Councilmembers. For cities with a population of between 75,000 - 150,000, this subsection authorizes compensation of up to \$1900 per month.

- The amount of compensation is authorized by SB 239, which was enacted earlier this year.
 - Salary increases may not take effect until after at least one member of the council commences a new term (i.e. January 2025).
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Government Code Section 36516(a)(4) allows compensation to be increased above \$1900 per month in the future, but the amount of the increase shall not exceed the greater of either of the following: 1) 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, or 2) an amount equal to inflation since January 1, 2024, based upon the California Consumer Price Index, which shall not exceed 10 percent for each calendar year.

Monthly Salary Options

- Increase for Council effective January 1, 2025
- Eligibility for a maximum monthly compensation of \$1,900 per month

% Increase	Council	Mayor Min	Mayor Max
Current	\$1,323	\$2,646	\$3,969
5%	\$1,389	\$2,778	\$4,167
10%	\$1,459	\$2,917	\$4,376
Allowable Max	\$1,900	\$3,800	\$5,700

Timing of Compensation Increase

City Council:

- Council salary increases may not take effect until after at least one member of the council commences a new term in January 2025.

Mayor:

- The Mayor may submit a request to the Rules Committee and the Rules Committee may consider a request by the Mayor after the first year of the Mayor's term in office.

Council Handbook Language:

- Councilmember compensation is subject to an annual review and re-evaluation.



Direction Needed

1. Revise Council Handbook to align with post election cycle review.
- or
2. Bring an ordinance in December 2023 to increase compensation by a specified amount for implementation in January 2025.