

CHARTER AMENDMENT – ARGUMENT AGAINST

Hello: I am Tony Daysog, Councilmember in Alameda, and I am writing to oppose Measure ___ for the following reasons.

1. Formula leads to excessive year-over-year pay increases: the proposed Council formula results in excessive year-over-year pay increases. For example, when the proposed formula was discussed in May 2020, the formula would have set Council pay at \$21,600 at the time (<https://bit.ly/3za9zmq> or <https://bit.ly/3zxrbdJ>). In early July 2022, the same formula would re-set Council pay to \$25,900 – for a compound annual percentage increase of 9.5% a year (or cumulative increase of 19.9% over two years).
2. It's not clear what is driving the almost-10% year-over-year pay increase resulting from the formula, but the lack of clarity drives home the point on the need for thorough analysis, discussion, and input. In May 2020 (<https://bit.ly/3S2AhGg> or <https://bit.ly/3z6xh39> [see page 12 of 28]) and July of 2020 (<https://bit.ly/3RYnWTC> or <https://bit.ly/3cz2YKN> [see PDF page 26 of 29]), Council reviewed data with respect to asking voters to set pay at a specific, discrete amount based on average of Alameda County cities, including an average that excluded highly-paid Oakland (which would skew the average), resulting in a set pay of \$18,785; and in those 2020 meetings, Council also reviewed the pay-setting formula now before the voters. Council again discussed the matter in July 2022 (<https://bit.ly/3b38vZR> or <https://bit.ly/3cF8jAu>) -- but each time Council had not thoroughly analyzed the “pros and cons” of either approach (“set, discrete amount” versus “annually-changing formula-driven amount”), and other alternatives.

I urge residents to vote no on Measure ___ to require City Council to produce and discuss a more-thorough analysis of City Council pay; then, let Council bring the matter back for voter approval in 2024.

Thank you for your consideration.

s/ TONY DAYSOG
Alameda City Councilmember