

The current salary for Alameda City Councilmembers was set in the 1970s. City Councilmember salaries were set at \$50 per meeting, up to two meetings a month, and the Mayor's salary was set at \$150 per meeting.

City Councilmembers spend 15-20 hours a week in meetings, engaging with constituents, and preparing for meetings. Well below minimum wage, the current salary limits access to city leadership for many future candidates, favoring the wealthy, those who are retired, and people who are willing to sacrifice family time or employment to hold a job which is essentially unpaid.

Based on information from Transparent California (including all pay received), Alameda's City Council is the second-lowest-paid council out of 21 Bay Area cities with populations between 50,000-100,000 residents. Our Mayor is the third lowest.

Paying Councilmembers more was a key recommendation of a community committee that included over 55 Alamedans. Their recommendation followed a similar one made by a City Council subcommittee who worked in conjunction with good government groups to identify potential amendments to the charter to provide improved operations and civic engagement.

If voters pass Measure , voters will provide guidance to future councils on how to set salaries for the council. The proposed amendment respects that the office of City Council and Mayor is a part-time position and sets a limit of 30% of the median Bay Area salary as a cap. In voting yes, voters will also give flexibility to future councils to determine what the appropriate salary is within this cap, a process that will be conducted publicly and with public input.

In order to ensure that Alameda continues to be represented by a City Council that includes a broad, competent group of members, we ask you to join us in voting YES on .

s/ JOHN KNOX WHITE  
City Councilmember, City of Alameda

s/ TRISH HERRERA SPENCER  
City Councilmember, City of Alameda