



**INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS
AGENDA**

**Lower Level Council Chambers – 57 East First Street
Tuesday, October 9, 2012
5:30 P.M.**

Compensation Commission:

Kate Ali'varius
Stacy Holmstedt
Gary Levine

Tom Rhodes
Dan Wollam

Citizen Participation

All citizens are permitted and encouraged to speak on agenda items. If you wish to speak to the Board on any item on the agenda, please fill out a "Notice" slip with your name and the Item Number about which you wish to speak. Hand this to a staff person or take it to the front table. The Chairperson will call upon you in turn.

1. Introductions.
2. Purpose of the Commission, by Staff liaison, Linda White.
3. Election of the Commission Chairperson.
4. Hear a presentation regarding the Arizona Open Meeting Law and Parliamentary Procedure, by City Attorney, Debbie Spinner.
5. Hear a presentation and discuss the Duties of the Commission and the Timeline for Presenting Recommendations to the City Council, by Debbie Spinner.
6. Hear a presentation and discuss the Compensation Data Collected for Elected Officials of Similarly Situated Municipalities, by Linda White.
7. Discuss and set dates for upcoming meetings.
8. Items from citizens present.

The City of Mesa is committed to making its public meetings accessible to persons with disabilities. For special accommodations, please contact the City Manager's Office at (480) 644-3333 or (480) 644-2778 (TDD) at least 48 hours in advance of the meeting.

Agenda Item 2

ORDINANCE NO. 5109

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MESA, MARICOPA COUNTY, ARIZONA, CREATING A NEW TITLE 2, CHAPTER 25 OF THE MESA CITY CODE, ESTABLISHING AN INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS AND DESCRIBING ITS MEMBERS AND ITS DUTIES.

WHEREAS, the Mesa Chamber of Commerce has researched how other Valley cities establish compensation for elected officials,

WHEREAS, they have determined that many large cities have established an independent commission to recommend fair and reasonable compensation for elected officials,

WHEREAS, the Mesa City Charter currently allows the City Council to set its own compensation,

WHEREAS, the Chamber of Commerce recommends that the City Council establish an Independent Commission on Compensation for Elected Officials to ensure that Mesa's elected officials will be compensated at a level that (1) is reasonable, (2) is likely to attract competent and effective people to serve in public office, (3) makes public service possible for every eligible citizen, not just those whose financial status enables them to serve, and (4) takes into account the financial circumstances of the City.

NOW THEREFORE, BE IT ORDAINED by the City Council of the City of Mesa, Arizona, as follows:

Section 1: That pursuant to Section 501 of the Mesa City Charter, a new Title 2, Chapter 25 of the Mesa City Code is hereby created as follows:

CHAPTER 25

INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS.

SECTION

2-25-1 POLICY ON ELECTED OFFICIALS' COMPENSATION

**2-25-2 ESTABLISHMENT OF AN INDEPENDENT COMMISSION ON
COMPENSATION FOR ELECTED OFFICIALS; MEMBERSHIP; AND
MEETINGS**

2-25-3 DUTIES

2-25-1 POLICY ON ELECTED OFFICIALS' COMPENSATION

IT SHALL BE THE POLICY OF THE CITY OF MESA THAT THE MAYOR AND CITY COUNCIL SHALL BE COMPENSATED FOR THEIR TIME AND EFFORT ON BEHALF OF THE CITY AT A LEVEL THAT (1) IS REASONABLE IN LIGHT OF THE COMPENSATION PAID TO ELECTED OFFICIALS IN OTHER MUNICIPALITIES IN THE UNITED STATES OF SIMILAR SIZE, (2) WILL INCLUDE THE COSTS AND EXPENSES NECESSARY TO PERFORM THEIR DUTIES, (3) IS LIKELY TO ATTRACT COMPETENT AND EFFECTIVE PEOPLE TO SERVE IN PUBLIC OFFICE, (4) MAKES PUBLIC SERVICE POSSIBLE FOR EVERY ELIGIBLE CITIZEN, NOT JUST THOSE WHOSE FINANCIAL STATUS ENABLES THEM TO SERVE, (5) TAKES INTO ACCOUNT THE FINANCIAL CIRCUMSTANCES OF THE CITY, AND (6) IS DETERMINED BY AN INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS.

**2-25-2 ESTABLISHMENT OF AN INDEPENDENT COMMISSION ON
COMPENSATION FOR ELECTED OFFICIALS; MEMBERSHIP; AND
MEETINGS.**

(A) THE INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS (THE "COMMISSION") SHALL BE APPOINTED BY THE CITY COUNCIL. THE COMMISSION SHALL CONSIST OF FIVE (5) MEMBERS AND SHALL INCLUDE (1) A REPRESENTATIVE OF MESA'S BUSINESS COMMUNITY, (2) A REPRESENTATIVE FROM MESA'S EDUCATIONAL COMMUNITY, (3) A REPRESENTATIVE FROM MESA'S NON-PROFIT BUSINESS COMMUNITY, AND (4) TWO (2) MEMBERS AT LARGE. THE CHAIRPERSON SHALL BE ELECTED BY THE MEMBERS OF THE COMMISSION. MEMBERS OF THE COMMISSION SHALL SERVE STAGGERED THREE (3) YEAR TERMS. AT THE TIME OF THE ORIGINAL APPOINTMENT, THE MAYOR SHALL DESIGNATE THE LENGTH OF THE TERM OF ALL MEMBERS TO PROVIDE FOR STAGGERED TERMS, WHICH IN NO EVENT SHALL BE MORE THAN THREE (3) YEARS.

(B) ELIGIBILITY OF COMMISSION MEMBERS: COMMISSION MEMBERS SHALL BE RESIDENTS OF THE CITY OF MESA AND

SHALL BE EIGHTEEN (18) YEARS OLD OR OLDER. NO MEMBER OF THE COMMISSION SHALL BE, OR WITHIN TWO (2) YEARS PRIOR TO SERVICE ON THE COMMISSION HAVE BEEN AN EMPLOYEE OF THE CITY OF MESA. NO MEMBER OF THE COMMISSION SHALL BE SERVING OR, WITHIN TWO (2) YEARS PRIOR TO SERVICE ON THE COMMISSION, HAVE SERVED, AS AN ELECTED OFFICIAL FOR THE CITY OF MESA.

- (C) TIMING OF MEETINGS. THE COMMISSION SHALL HOLD ITS INITIAL MEETING NO LATER THAN SIXTY (60) DAYS AFTER THE EFFECTIVE DATE OF THIS PROVISION. THEREAFTER, THE COMMISSION MAY MEET AT THE DISCRETION OF ITS CHAIRMAN OR A MAJORITY OF ITS MEMBERS, BUT SHALL MEET NOT LESS FREQUENTLY THAN EVERY TWO (2) YEARS. ANY RECOMMENDATION TO BE MADE BY THE COMMISSION MUST BE APPROVED BY A MAJORITY OF THE MEMBERS OF THE COMMISSION.

2-25-3 DUTIES

- (A) REPORT AND RECOMMENDATIONS. THE COMMISSION SHALL RENDER A WRITTEN REPORT AND RECOMMENDATIONS WITH RESPECT TO THE COMPENSATION FOR ELECTED OFFICIALS OF THE CITY OF MESA TO THE CITY MANAGER NO LATER THAN NINETY (90) DAYS FOLLOWING ITS INITIAL MEETING IN ANY YEAR. WITHIN THIRTY (30) DAYS OF RECEIVING THE WRITTEN REPORT AND RECOMMENDATIONS OF THE COMMISSION, THE CITY COUNCIL SHALL CONSIDER AND VOTE ON THE COMMISSION'S RECOMMENDATIONS. THE RECOMMENDATIONS OF THE COMMISSION MUST BE APPROVED OR REJECTED AS A WHOLE BY THE CITY COUNCIL.
- (B) COMPARATIVE ANALYSIS BY THE COMMISSION. THE COMMISSION SHALL DETERMINE THE COMPENSATION OF THE COUNCIL AND THE MAYOR BASED ON COMPARATIVE INFORMATION REGARDING THE COMPENSATION OF ELECTED OFFICIALS OF MUNICIPALITIES IN THE UNITED STATES, AS WELL AS ANY SPECIAL CIRCUMSTANCES OR ISSUES THAT THE COMMISSION DEEMS APPROPRIATE; PROVIDED, HOWEVER, THAT SUCH REVIEW SHALL NOT CONSTITUTE PERFORMANCE REVIEW WITH RESPECT TO SUCH ELECTED OFFICIALS, BUT SHALL RELATE SOLELY TO THE COMPENSATION FOR ELECTED OFFICIALS IN THE CITY OF MESA COMPARED TO THAT OF SIMILARLY SITUATED OFFICIALS IN SIMILAR MUNICIPALITIES.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF
MESA, MARICOPA COUNTY, ARIZONA, this 20th day of August, 2012.

Agenda Item 6

MAYOR AND COUNCILMEMBER TOTAL COMPENSATION RANKING (BASED ON ACTUAL SALARY)

(Includes Salary, Vehicle, and Phone/Technology Allowance, if offered)

Tuesday, October 9, 2012

MAYOR

Rank	City	Pop.	Total Compensation
1	Long Beach, CA	461,564	\$ 132,585.71
2	Fresno, CA	500,121	\$ 130,000.00
3	Kansas City, MO	459,787	\$ 123,156.00
4	Sacramento, CA	466,488	\$ 119,046.40
5	San Jose, CA	967,487	\$ 105,350.00
6	Tacoma, WA	204,000	\$ 89,158.00
7	Phoenix, AZ	1,445,632	\$ 88,435.00
8	Aurora, CO	332,354	\$ 60,079.62
9	Tempe, AZ	161,719	\$ 55,496.00
10	Glendale, AZ	226,721	\$ 48,000.00
11	Tucson, AZ	520,116	\$ 42,000.00
12	Mesa, AZ	439,041	\$ 38,231.60
13	Peoria, AZ	158,000	\$ 30,802.80
14	Virginia Beach, VA	437,994	\$ 30,000.00
15	Arlington, TX**	364,000	\$ 3,075.00

Rank	City	Total Compensation Adjusted*
1	Fresno, CA	\$ 128,677.96*
2	Kansas City, MO	\$ 128,426.72*
3	Long Beach, CA	\$ 91,379.38*
4	Phoenix, AZ	\$ 88,435.00
5	Tacoma, WA	\$ 87,498.74*
6	Sacramento, CA	\$ 85,466.92*
7	Tempe, AZ	\$ 55,496.00
8	Aurora, CO	\$ 49,223.35*
9	Glendale, AZ	\$ 48,000.00
10	San Jose, CA	\$ 43,267.89*
11	Tucson, AZ	\$ 42,000.00
12	Mesa, AZ	\$ 38,231.60
13	Virginia Beach, VA	\$ 32,368.05*
14	Peoria, AZ	\$ 30,802.80
15	Arlington, TX**	\$ 2,577.71*

**Arlington, TX - salaries are considerably lower, per Mayor's Office, these positions are more of a volunteer position

*The salaries were adjusted using the cost of living calculator, City Rating.com (<http://www.cityrating.com/costofliving.asp>) which is mainly based on the Consumer Price Index (CPI) (published by the U.S. Bureau of Labor Statistics)

MAYOR AND COUNCILMEMBER TOTAL COMPENSATION RANKING (BASED ON ADJUSTED SALARY)

(Includes Salary, Vehicle, and Phone/Technology Allowance, if offered)

Tuesday, October 9, 2012

COUNCILMEMBERS

Rank	City	Pop.	Total Compensation
1	San Jose, CA	967,487	\$ 81,350.00
2	Fresno, CA	500,121	\$ 65,000.00
3	Sacramento, CA	466,488	\$ 62,415.99
4	Phoenix, AZ	1,445,632	\$ 62,035.00
5	Kansas City, MO	459,787	\$ 61,569.00
6	Tacoma, WA	204,000	\$ 40,165.00
7	Glendale, AZ	226,721	\$ 34,000.00
8	Long Beach, CA	461,564	\$ 33,506.43
9	Virginia Beach, VA	437,994	\$ 28,000.00
10	Tempe, AZ	161,719	\$ 27,747.00
11	Tucson, AZ	520,116	\$ 24,000.00
12	Peoria, AZ	158,000	\$ 20,620.20
13	Mesa, AZ	439,041	\$ 19,262.00
14	Aurora, CO	332,354	\$ 16,212.54
15	Arlington, TX**	364,000	\$ 2,475.00

**Arlington, TX - salaries are considerably lower, per Mayor's Office, these positions are more of a volunteer position

Rank	City	Total Compensation Adjusted*
1	Fresno, CA	\$ 64,338.98*
2	Kansas City, MO	\$ 64,203.98*
3	Phoenix, AZ	\$ 62,035.00
4	Sacramento, CA	\$ 44,908.64*
5	Tacoma, WA	\$ 39,412.88*
6	Glendale, AZ	\$ 34,000.00
7	San Jose, CA	\$ 33,458.09*
8	Virginia Beach, VA	\$ 30,210.18*
9	Tempe, AZ	\$ 27,747.00
10	Tucson, AZ	\$ 24,000.00
11	Long Beach, CA	\$ 23,204.85*
12	Peoria, AZ	\$ 20,620.20
13	Mesa, AZ	\$ 19,262.00
14	Aurora, CO	\$ 13,695.42*
15	Arlington, TX**	\$ 2,077.17*

*The salaries were adjusted using the cost of living calculator, City Rating.com (<http://www.cityrating.com/costofliving.asp>) which is mainly based on the Consumer Price Index (CPI) (published by the U.S. Bureau of Labor Statistics)

MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION

Tuesday, October 09, 2012

Color Key: Arizona cities Out of State

City	Pop.	Annual Mayor Salary	Equival Mesa Salary***	Annual Vice Mayor Salary	Equival Mesa Salary***	Annual Councilmember Salary	Equival Mesa Salary***	Car allow per mos	Phone allow per mos	Exec Physical	Suppl. Life Insurance	If so, list benefits (medical, dental, vision)	Deferred Comp.	Retirement	Sick/Vac/Per s/holidays (list number of days)	Tuition
Mesa, AZ	439,041	\$ 38,001.60	N/A	N/A	N/A	\$ 19,032.00	N/A	\$ 150.00	\$80	Yes-free	Supplemental Life: Yes, for employee, spouse and dependent upon election. Mayor/Council member paid. Life Insurance: City paid Life is in addition to the Supplemental Life for \$50,000	medical, dental, vision (paid by participant)	Yes, as a benefited employee they would be allowed to participate. I don't think they would qualify for the employer match.	PSPRS - elected official	Not eligible. They are paid a flat monthly rate, so no need for leave time.	
Arlington, TX**	364,000	\$ 3,000.00	\$ 2,502.71	N/A	N/A	\$ 2,400.00	\$ 2,002.17	No	\$ 75.00	No	No	Medical, dental and vision paid by participant	No	PST	No	No
Aurora, CO	332,354	\$ 54,999.12	\$ 44,142.85	\$ 14,583.00	\$ 11,704.46	\$ 12,752.04	\$ 10,234.92	\$ 760.50	Yes, tech allow. (\$2700 for Council and \$4,320)	No	Yes	Health, Dental, Life and LTD	Optional	Yes	No	No

Color Key:

Arizona cities

Out of State

City	Pop.	Annual Mayor Salary	Equival Mesa Salary***	Annual Vice Mayor Salary	Equival Mesa Salary***	Annual Councilmember Salary	Equival Mesa Salary***	Car allow per mos	Phone allow per mos	Exec Physical	Suppl. Life Insurance	If so, list benefits (medical, dental, vision)	Deferred Comp.	Retirement	Sick/Vac/Per s/holidays (list number of days)	Tuition
Fresno, CA	500,121	\$ 130,000.00	\$ 128,677.96	\$ 70,169.50	\$ 69,455.91	\$ 65,000.00	\$ 64,338.98	No	No	No	No	Medical, dental and vision only (80% paid by City, 20% paid by participant)	No	No	No	No
Glendale, AZ	226,721	\$ 48,000.00	N/A	N/A	N/A	\$ 34,000.00	N/A	No	No	No	Yes	Medical, Dental, Vision	Yes	EORP	Holidays - 11 1/2	Yes, but program has been suspended not available to any employees
Kansas City, MO	459,787	\$ 123,156.00	\$ 128,426.72	N/A	N/A	\$ 61,569.00	\$ 64,203.98	No	City provides phone (no additional comp)	No	No	medical, dental, vision (paid by participant)	Optional	--	N/A elected	No
Long Beach, CA	461,564	\$ 132,105.71	\$ 90,899.38	N/A	N/A	\$ 33,026.43	\$ 22,724.85	\$ 450.00	\$ 30.00	Yes-free	No	No	No	No	No	Yes, Mayor Perm FT ee; No, Council Temp. PT ee; haven't had the budget to reimburse any employee at this time
Peoria, AZ	158,000	\$ 30,277.80	N/A	N/A	N/A	\$ 20,185.20	N/A	\$ 275.00	\$250 for Mayor & \$160 for Council	No	No	medical, dental, vision coverage at the same cost as employees	Voluntary	PSPRS - elected official	No	No

Color Key:

Arizona cities	Out of State
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City	Pop.	Annual Mayor Salary	Equival Mesa Salary***	Annual Vice Mayor Salary	Equival Mesa Salary***	Annual Councilmember Salary	Equival Mesa Salary***	Car allow per mos	Phone allow per mos	Exec Phycial	Suppl. Life Insurance	If so, list benefits (medical, dental, vision)	Deferred Comp.	Retireme nt	Sick/Vac/Per s/holidays (list number of days)	Tuition
Phoenix, AZ**	1,445,632	\$88,000.00	N/A	N/A	N/A	\$61,600.00	N/A	\$435	No	No	Optional	Medical, Dental	457 & 401(a) optional	AZ Elected Officials	11.5 Holiday	
Sacramento, CA	466,488	\$ 116,646.40	\$ 83,066.92	N/A	N/A	\$ 60,815.99	\$ 43,308.64	\$ 400.00	Tech Allowance : Mayor \$2000 per year; Council \$1200 per year	No	\$100,000 Council; \$150,000 Mayor	Medical, dental, vision	Council Match up to \$2,423; Mayor match up to \$4,620	Yes	No	No
San Jose, CA	967,487	\$ 105,000.00	\$ 42,917.89	N/A	N/A	\$ 81,000.00	\$ 33,108.09	\$ 350.00	No	No	No	medical, dental, vision	optional	choice of PERS or 457 plan	No	No
Tacoma, WA	204,000	\$88,608.00	\$86,948.74	\$ 44,304.00	\$ 43,474.37	\$ 40,165.00	\$ 39,412.88	\$550 per month; mayor only	No	No	No	Medical, Dental, Vision for mayor; council may elect	No	TERS	18 for mayor only	No
Tempe, AZ	161,719	\$ 55,496.00	N/A	N/A	N/A	\$ 27,747.00	N/A	No	Available if they choose	No	\$50,000	medical, dental, vision (pd by participant)	Optional	PSPRS - elected official	No	No

Color Key:

Arizona cities	Out of State
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City	Pop.	Annual Mayor Salary	Equival Mesa Salary***	Annual Vice Mayor Salary	Equival Mesa Salary***	Annual Councilmember Salary	Equival Mesa Salary***	Car allow per mos	Phone allow per mos	Exec Physcial	Suppl. Life Insurance	If so, list benefits (medical, dental, vision)	Deferred Comp.	Retirement	Sick/Vac/Per s/holidays (list number of days)	Tuition
Tucson, AZ	520,116	\$ 42,000.00	N/A	N/A	N/A	\$ 24,000.00	N/A	No	No	No	up to 6 x salary (\$300K max) - optional	medical, dental, vision, life, disability, FSAs, EAP, voluntary insurance. See www.tucsonaz.gov/enroll for full information.	optional	Elected Official Retirement Plan	8	Yes must be employed for at least one yea with City. \$1500 per fiscal year. Must be related to occupationwith in the City. Regionally accredited university with teaching facilities in AZ. Technical colleges only pay for two years.
Virginia Beach, VA	437,994	\$ 30,000.00	\$ 32,368.05	N/A	N/A	\$ 28,000.00	\$ 30,210.18	No	No	No	No	N/A	No	No	0	No not available for any employee

Footnotes:

*Arlington, TX - salaries are considerably lower, per Mayor's Office, these positions are more of a volunteer position
**Phoenix's Mayor and Council salaries are set based on a citizens commission that meets every 4 years for the purpose of recommending salary change language that will go on a ballot for voter approval. The last time they met they recommended no change so no ballot language was drafted. When they do change the salaries, the citizens commission normally looks at what pay increases employees received in the last 4 years; what the CPI has done in the last 4 years; what other mayors/councils in the local area and nationally are getting, etc.
***The cost of living calculator used for this report is City Rating.com (http://www.cityrating.com/costofliving.asp) which is mainly based on the Consumer Price Index (CPI) (published by the U.S. Bureau of Labor Statistics):
Additional cities requested to survey: Colorado Springs, 2012 no longer City Manager/Council form of government; Minneapolis , MN not a City Manager/Council form of government

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