



**INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS  
AGENDA  
Lower Level Council Chambers – 57 East First Street  
Tuesday, November 5, 2013  
4:30 P.M.**

**Compensation Commission:**

Kate Ali'varius (Chair)  
Gary Levine  
Stacy Holmstedt

Tom Rhodes  
Marty Whalen

**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. Introduction of new Commission member, Marty Whalen.
2. Items from citizens present.
3. Approval of the minutes of the Independent Commission on Compensation for Elected Officials meeting held on November 8, 2012.
4. Staff summary of 2012 meetings and report.
5. Hear a presentation from Staff updating the compensation data collected for elected officials of similarly situated municipalities.
6. Take action on the Report and Recommendations to the Mayor and City Council regarding the compensation for Mesa's elected officials.
7. Discuss dates for future meetings.
8. Adjourn.

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## **Agenda Item 3**

## INDEPENDENT COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

November 8, 2012

The Independent Commission on Compensation for Elected Officials met in the lower level meeting room of the Council Chambers, 57 East 1<sup>st</sup> Street, on November 8, 2012 at 5:30 p.m.

### MEMBERS PRESENT

Kate Ali'varius  
Stacy Holmstedt  
Gary Levine  
Tom Rhodes  
Dan Wollam

### MEMBERS ABSENT

None

### STAFF PRESENT

John Pombier  
Debbie Spinner  
Jill Kotsur  
Linda White

1. Approval of the minutes of the Independent Commission on Compensation for Elected Officials meeting held on October 29, 2012.

It was moved by Commission Member Wollam, seconded by Commission Member Levine, that the minutes of the Independent Commission on Compensation for Elected Officials held on October 29, 2012 be approved.

Carried unanimously.

2. Items from citizens present.

Tom Richards, a Mesa resident, addressed the Commission and stated that after listening to the comments of past and present Councilmembers at the Commission's earlier public hearing, it was clear to him that the compensation of Mesa's Mayor and City Council has lagged behind other cities and should be adjusted.

Mr. Richards briefly highlighted a number of considerations that, in his opinion, would be appropriate for the Commission Members to address during the formulation of their compensation recommendations. He cited those items as follows: 1.) Given the significant City budget cutbacks in the last four years, recommending a significant increase in the Elected Officials' salaries could alienate less informed residents, reinforce the general distrust of government and politics and generate voter backlash, which could disrupt the continuity of City leadership; 2.) A large increase in the Mayor's and the City Council's compensation could put the City at a significant disadvantage in wage negotiations with its unions and other City employees; and 3.) The Commission could inadvertently place the Mayor and City Council in a position of not addressing the issue of compensation or, in the alternative, effectively ending

their political service and electability by voting to approve a significant increase in their own compensation package.

Mr. Richards inquired if the City Manager's Office could respond to the following questions: How does the City set employee salaries; How the treatment of the Mayor's and the City Council's salaries would impact its negotiations with unions and other City employees; and Does the City view the Mayor and City Council's positions as full-time.

Mr. Richards noted that it has been 14 years since the Mayor and the City Council received their last compensation adjustment and urged the Commission Members to consider increasing such compensation in amounts that are consistent with historical increases. He pointed out that based on the last increase in 1998, such an amount would be in the range of a 75% increase, but noted that it represents just a 4% annual increase, much of which has been diminished by inflation, which has averaged 2.5% over the same period. Mr. Richards added that at the last Commission meeting, Chairperson Ali'varius spoke of implementing an increase in steps, beginning with a moderate increase now and revisiting the matter in 2013.

Responding to the above-referenced questions posed by Mr. Richards, Deputy City Manager John Pombier clarified that the City's compensation philosophy is that its employees' salaries be at or above the average compensation for similar employee positions in the Valley. He noted that with respect to management dealing with unions and employee groups, it performs similar salary comparisons with other communities. He added that part of the union's responsibility is to demonstrate to management how they fit in that same spectrum.

Mr. Pombier further commented that regarding the issue of whether the Mayor and the City Council are full-time or part-time positions, like the Commission Members, he also has struggled with this matter. He noted that he was not sure a person could be considered part time if he or she worked 60 hours a week or, conversely, an individual could be considered full time if he or she only worked 15 hours per week.

Mr. Pombier, in addition, stated that the City's expectations and priorities for its Mayor is that the person can have other interests/jobs, but when "push comes to shove," the Mayor's priority is the City. He commented that during his ten years with the organization, that has never been the expectation of the City Council. He remarked that of the current City Council, there are four full-time employees, one full-time student and one person who is retired. Mr. Pombier added that when the Mesa Chamber of Commerce set out this process, their goal was that the Mayor's primary responsibility would be the City of Mesa.

3. Discuss and provide direction regarding the Commission's recommendation to the City Council regarding the compensation for Mesa's Elected Officials.

Chairperson Ali'varius stated that last week, the Commission Members pondered the testimony from the public at large, Mayor Smith and former and current Councilmembers. She indicated that in addition, the Commission Members were provided a significant amount of information, research and data to consider before they came to a decision. Chairperson Ali'varius noted that after thoughtful reflection, she would like the Commission Members to reconsider their actions of last week.

It was moved by Chairperson Ali'varius, seconded by Commission Member Levine, that the Commission Members reconsider the compensation and benefits recommendations that were approved at the October 29, 2012 Independent Commission on Compensation for Elected Officials meeting.

Chairperson Ali'varius commented that in her opinion, it would be in the best interest of Mesa's citizenry for the Commission Members to reconsider their actions and offer a proposal more in keeping with the current economic times. She noted that was the basis for her motion.

Commission Member Wollam remarked that this last week has been a very difficult and politicized week. He said that he, like his fellow Commission Members, has heard numerous rumors ranging from the City Council "being thrilled with the proposal" to being "so upset" with the recommendations, that the Commission Members should consider other options.

Commission Member Wollam indicated that it was frustrating for the Commission Members to take the assignment that was given to them, adhere to the guidelines presented to them, invest the time and effort into the process, conduct salary comparisons from various communities and ultimately arrive at a fair decision, and then be asked to reconsider.

Commission Member Wollam, in addition, pointed out that the Ordinance provides for a process whereby if the Commission's recommendation is not acceptable to the City Council, they could send it back to the Commission. He said that it would be very difficult for him to speculate at this point or act on the basis of rumors one way or the other. He acknowledged that perhaps the Commission's recommendation is not the correct rate, but indicated that based on the guidelines the Commission Members were given, he attempted to do the best job he could.

Commission Member Wollam further noted that from the very beginning, he felt rushed in the process. He suggested that if the Commission Members had been given additional time to make a decision, greater consideration could have been given to other factors, which would have avoided the situation that the Commission appears to be confronted with at this time.

Chairperson Ali'varius thanked Commission Member Wollam for his comments.

Chairperson Ali'varius called for the vote.

Upon tabulation of votes, it showed:

AYES – Ali'varius-Levine-Rhodes

NAYS – Holmstedt-Wollam

Chairperson Ali'varius declared the motion carried by majority vote.

Chairperson Ali'varius stated that she would like to propose a motion to approve a new recommendation. She explained that for the past week, she has pondered what the right direction would be for the City, on behalf of Mesa's citizenry, considering the current economic times. She said that she has decided to make a more thoughtful proposal than the one she offered last week, much to her regret.

It was moved by Chairperson Ali'varius, to recommend to the City Council that the compensation for Mesa's Elected Officials be as follows: That the Mayor shall receive compensation in the amount of \$72,204 per year and the Councilmembers shall receive \$35,209 per year; that the annual salaries for the Mayor and Councilmembers shall be adjusted by cost of living adjustments, if any, as provided to City employees; that the Mayor and Councilmembers shall receive \$450 and \$300 respectively per month car allowance and an \$80 per month communication allowance. In addition, the Mayor and Councilmembers shall be provided the same Executive Benefits Package offered to Executive staff including, but not limited to, healthcare, dental, life insurance and tuition reimbursement.

City Attorney Debbie Spinner restated the motion for purposes of clarity.

Chairperson Ali'varius confirmed Ms. Spinner's restatement of the motion.

Commission Member Rhodes seconded the motion.

In response to a question from Commission Member Rhodes, Chairperson Ali'varius clarified that she arrived at the Mayor's proposed annual salary by taking the current average salary of \$38,002 and applying a 90% increase, which would increase the amount to \$72,204. She noted that in addition, she applied a \$450 car allowance, which is consistent with what the City's Legislative liaison receives, and retained the current \$80 communication allowance, resulting in a proposed total annual compensation of \$78,564.

Chairperson Ali'varius further explained that with respect to the City Council's proposed compensation, she increased their current salary of \$19,032 by 85%, which would bring it to \$35,209. She said that she also applied the current \$300 car allowance, which is consistent with the car allowance that the City Department Directors receive, and the current \$80 communication allowance, for a proposed total annual compensation of \$39,769.

Chairperson Ali'varius reiterated that she considered compensation levels that would be appropriate in the current economic times, what has been done in the past, and considered what the Commission may be able to do in the future. She clarified, however, that she did not want to speak to what this Commission will do in the future. Chairperson Ali'varius further commented that in her opinion, it was appropriate to take "a stepped up approach" and not recommend a significant increase in compensation at this time, despite how deserving the Mayor and the City Council may be of such an increase.

Chairperson Ali'varius pointed out that the annual salaries for the Mayor and the City Council have not been adjusted since 1998 and noted that at that time, they received a 75% increase. She also remarked that the City of Mesa has a billion dollar budget and acknowledged that the current Mayor and City Council spend numerous hours per week "on the job." She added that her proposal seemed appropriate and "palatable."

Chairperson Ali'varius, in addition, stated that she did not want to see the work of this Commission dismissed by putting forth a proposal that either could not be accepted by the Mayor and the City Council or rejected by the citizenry at large. She added that in her opinion, her proposal is a compromise.

Responding to a question from Commission Member Wollam, Chairperson Ali'varius clarified that she did not apply the same percentage increase for the City Council as she did for the Mayor for a number of reasons. She explained that after giving it careful thought and consideration, the City requires a Mayor and City Council who are dutiful in carrying out their responsibilities. She noted, however, that in her opinion, it was important for the City to have a Mayor who is "hands on" and will always treat the job as a full-time position. Chairperson Ali'varius acknowledged that although it is not a full-time position, it has all the requirements of a full-time position. She added that she did not feel that the burden was quite as high for the City Council.

Commission Member Wollam remarked that he would feel very uncomfortable saying that the Commission thinks the Mayor deserves a higher percentage than the City Council because the City Council's work is not as important as that of the Mayor. He also said that he was very concerned about the message it would send.

Chairperson Ali'varius responded that she did not disagree with Commission Member Wollam's comments and emphasized that she was not inferring that the City Council's work was less important than that of the Mayor. She noted, however, that she would hope that "when push comes to shove," the Mayor will consider his or her work at the City to be a greater priority than the City Council, given their careers and family responsibilities.

Commission Member Levine commented that after reflecting on this issue for more than a week, the compensation recommendation may, in fact, have been too high. He noted that the goal of the Commission is to forward a recommendation on to the City Council for approval and pointed out that the Commission would have the opportunity to revisit the matter within 12 months or sooner. He expressed support for Chairperson Ali'varius' proposal and added that in his opinion, it was a good compromise.

Commission Member Rhodes remarked that the Commission Members' appointment letters admonished them to not engage in any kind of judgment with respect to the job performance of the current Mayor and City Council. He inquired if not applying the same factors to both sides of the equation does not, perhaps, go against the admonition that the Commission Members were given when they were appointed. He stated that he agreed with Commission Member Wollam that the Commission needs to apply the same factors on both sides of the equation.

Chairperson Ali'varius asked if Commission Member Rhodes would expound on his comments. She explained that her support of a higher percentage increase for the Mayor is purely her opinion that it is necessary for the Mayor to operate in more of a full-time capacity than the City Council. She recalled that at the October 29<sup>th</sup> public hearing, Mayor Smith stated that the proposed salary adjustment was not for him, he did not need it and nor did he want it.

Chairperson Ali'varius reiterated that she would like the City of Mesa to attract citizens to run for the Office of Mayor who will be a full-time Mayor, even though it is a part-time job. She acknowledged that historically, the City Council has served the community in an exemplary manner, but noted that when an emergency arises in the community, citizens look to the Mayor to set aside family or career in order to address the situation in a timely manner. She added that she does not have the same expectations with respect to the City Council. Chairperson Ali'varius clarified that these are her personal views, and noted that although she appreciates the different opinions of her fellow Commission Members, she respectfully disagrees.

Discussion ensued among the Commission Members relative to applying a 90% salary increase for the Mayor and the City Council.

Commission Member Wollam indicated that in reviewing the City's budget, the total impact of the compensation recommendations that the Commission approved last week would equate to four one hundredths of one percent of the budget. He stated that in his opinion, such an amount would not appear to be an excessive allocation in terms of the leadership and governance of the City.

Commission Member Wollam further commented that any kind of suggestion that the City Council has less of a commitment than the Mayor is "absolutely not the case." He stated that he is acquainted with every member of the current City Council and noted that they have a deep sense of commitment to the City. He added that to suggest otherwise makes him feel very uncomfortable.

Commission Member Holmstedt stated that eight years ago, she moved to Mesa from Glendale, and acknowledged that both communities have been impacted by the recent downturn in the economy. She stated that her perception of Mesa in the last eight years is that the City has always struggled with a tight budget and experienced difficulty in allocating resources for certain services requested by citizens in the community. She further commented that Mesa does not have the tax base that other cities count on and said she would hope that in the future, the City can attract leaders who can solve those problems.

Commission Member Holmstedt, in addition, remarked that she objected to the City Council's salary being so low that the City may never get out of these predicaments that keep the City in a permanent state of low expectations. She echoed Commission Member Wollam's comments from an earlier meeting that instead of cutting salaries, it might be beneficial to expect more of our leaders.

Commission Member Levine expressed support for the Mayor and the City Council receiving the same percentage of increase. He noted that some of the Commission Members may be uncomfortable with too high of an increase during these difficult economic times and inquired if a compromise could be reached.

Commission Member Wollam reiterated that he was not going to defend a particular number, including the compensation recommendations approved last week which, in his opinion, were realistic. He commented that he cannot say that some other number would not also fit into that category. He clarified that his comments tonight are not so much based on saying there is no room whatsoever to talk about what that number ought to be, but expressed concern regarding the premise upon which a change from that number is made and how it is made.

Responding to a series of questions from Commission Member Wollam, Mr. Pombier clarified that he would not necessarily say that the Mayor's low salary in the past has been an advantage in dealing with the unions. He stated, however, that what caught his attention after the Commission approved the recommendations to increase the Mayor's salary to \$80,000 and the City Council's to \$60,000 was that such amounts equate to 100% and 350% increases respectively.

Mr. Pombier indicated that a 350% increase would put the City at a significant disadvantage with City employees and employee groups. He stated that in the past four or five years, eligible employees have received a 5% increase and noted that no matter how meritorious, a 350% increase for the City Council "would be the headline." He added that his biggest concern is how the frontline employees would view the increases that are given to Mesa's Elected Officials.

Mr. Pombier further clarified that if he portrayed earlier that there was less of a commitment from the City Council than the Mayor, that was not his belief. He explained that he has dealt with two Mayors and 15 Councilmembers and said that he did not doubt the commitment of anyone who runs for public office.

Commission Member Holmstedt stated that she wanted to bring back Mr. Richards' previous comments that this works out to a 4% increase per year. She acknowledged that a 350% increase at one time is shocking and any citizen would think so, but pointed out that the City Council has not had a raise in 14 years which, in her opinion, is equally shocking. She indicated that she did not believe the public was aware of that fact and added that there was a case to be made for rapidly increasing such compensation to a level that is more in line with the City's future vision.

Chairperson Ali'varius clarified that it was her understanding that Mr. Richards stated that the 4% was based on a 75% increase and noted that the Commission Members were now considering 85% and 90% increases respectively. She acknowledged that it was very difficult to "sell the public at large on a huge increase at one time."

Chairperson Ali'varius, in addition, reiterated Mr. Pombier's comments that this is not about the current City Council, all of whom have done an outstanding job and work just as hard as the Mayor. She pointed out that it was important to set these salaries to attract incoming City Councils and to look forward into the future. She added that the Commission Members have the ability to revisit this issue in 2013.

Commission Member Levine inquired if it was worthwhile for the Commission Members to discuss where they can "meet in the middle" to come up with a range that hopefully will be approved by the City Council, and can then be adjusted in future years.

Chairperson Ali'varius remarked that based on how hard working the current Mayor and City Council are, how passionate they are about the community and how diligently they have worked on behalf of Mesa's citizenry, she strongly suspects that if the Commission gives them a package that is a 350% increase in salary, that hands down they will say no and they will receive no increase in compensation. She noted, however, that they may accept her proposal and acknowledged that even that might be difficult for them to accept. She added that perhaps the City Council would approve the proposal begrudgingly to ensure that future City Councils receive an appropriate wage for their services.

Commission Member Levine commented that he did not believe that the City Council was so concerned about politics, but rather feeling guilty about taking such a significant increase in compensation. He inquired if the Commission Members were willing to put a compromise on the table.

Ms. Spinner clarified that the Commission Members should have received charts in their packets that would assist them in comparing different salary options. **(See Attachments 1 and 2)**

Further discussion ensued among the Commission Members regarding an 85% increase in compensation for the Mayor and the City Council, with the proposed annual salaries being \$70,304 and \$35,209 respectively.

It was moved by Commission Member Levine, seconded by Chairperson Ali'varius, that the original motion be amended to read that the compensation for Mesa's Elected Officials be as follows: That the Mayor shall receive compensation in the amount of \$70,304 per year and the Councilmembers shall receive \$35,209 per year; that the annual salaries for the Mayor and Councilmembers would be eligible for any cost of living adjustments provided to City employees; that the Mayor and Councilmembers shall receive \$450 and \$300 respectively per month car allowance and an \$80 per month communication allowance. In addition, the Mayor and Councilmembers shall be provided the same Executive Benefits Package offered to Executive staff including, but not limited to, healthcare, dental, life insurance and tuition reimbursement.

Commission Member Rhodes commented that he finds a bit of solace in the fact that Mesa's Mayor currently makes \$17,500 less than the Mayor of Tempe, yet he serves more than two and a half times the number of people.

Commission Member Holmstedt stated that she would still like to see an increase in the City Council's salary.

Commission Member Wollam concurred with Commission Member Holmstedt's comment and stated that he feels constrained in not being able to give the City Council a higher percentage increase than is given to the Mayor for the same reason that he did not want to give the Mayor a higher percentage increase than is given to the City Council. He remarked that he views this proposal as a temporary adjustment and said he did not believe the amounts adequately or accurately reflect what would be comparable with other cities the size of Mesa.

Commission Member Wollam further suggested that there ought to be an acknowledgement from the Commission Members that this is merely "a start" in correcting the problem and that the Commission ought to expect that more work be done in order to arrive at appropriate compensation levels for Mesa's Elected Officials.

Commission Member Wollam, in addition, remarked that unlike the majority of his fellow Commission Members, he was not so concerned about increasing the compensation at a higher level now. He also noted that he did not know what the Mayor and the City Council's thoughts were with respect to this issue and added that he did not feel comfortable in speculating one way or another.

Commission Member Wollam restated that he would like to see a statement or acknowledgement that this is not seen as being the full adjustment that is owing to the Mayor and the City Council and that it may not all be available at one time.

Chairperson Ali'varius indicated that since Commission Member Wollam was on the record, he just made that statement.

Commission Member Wollam clarified that he was speaking for himself and not the Commission.

Commission Member Levine concurred with Commission Member Wollam's suggestion and said that the Commission will continue to exist into the future to ensure that the compensation for Mesa's Elected Officials remains at a competitive level.

Chairperson Ali'varius called for the vote.

Upon tabulation of votes, it showed:

AYES – Ali'varius-Levine-Rhodes

NAYS – Holmstedt

ABSTAIN – Wollam

Chairperson Ali'varius declared the motion carried by majority vote.

4. Take action on the Report and Recommendations to the Mayor and City Council regarding the compensation for Mesa's Elected Officials.

Ms. Spinner advised that staff has the ability tonight to make any changes to the "Report and Recommendations to the Mayor and City Council" (**See Attachment 3**) that the Commission Members would like. She stated that since there is a new set of recommendations, staff may ask the Chairperson to take a short recess to make such changes and print the final document to be forwarded on to the full Council for adoption.

(Chairperson Ali'varius excused Mr. Pombier from the remainder of the meeting at 6:28 p.m.)

Commission Member Wollam commented that he read the report prepared by staff that supports the Commission Members' previous recommendations. He suggested that it would be appropriate to include some of tonight's comments, as well as the amended compensation amounts, to more accurately reflect the actions of the Commission Members.

Chairperson Ali'varius asked her fellow Commission Members to briefly review the report to determine whether they would like additional information included in the report.

Commission Member Rhodes concurred with Commission Member Wollam's statement and suggested that Mr. Richards' comments and the process that the Commission Members followed to arrive at their compromise be added to the report.

Ms. Spinner suggested that if the Commission Members would like to take a ten minute recess, she could draft some language for the report and then present it to them for their input.

Commission Member Wollam clarified that the reason for his abstention was concerns with respect to the process and a sense of not having sufficient time in the overall context, especially regarding the issues that were raised this evening. He added that in his opinion, the recommendations have been revised, are moving forward to the Council and the options that the Commission Members spent many hours discussing have now been changed.

Chairperson Ali'varius inquired if Commission Member Wollam could recommend a way in which to address his concerns within the time constraints the Commission has to move this issue on to the City Council for approval so that the compensation recommendations can be implemented in January 2013.

Commission Member Wollam responded that it was a moot issue at this point in time, but said that it might have been helpful for the Commission to conduct additional meetings to hear from other individuals who had a stake in this matter.

Chairperson Ali'varius directed Ms. Spinner to incorporate the language as best as she could and that the Commission would take a ten minute recess.

(Chairperson Ali'varius declared a brief recess at 6:32 p.m. The meeting resumed at 6:49 p.m.)

Ms. Spinner briefly highlighted the revisions that she made to the "Report and Recommendations to the Mayor and City Council." (**See Attachment 4**) She cited additional language under "Summary of Commission Discussions" as follows:

"At the November 8, 2012 meeting, the Commission heard from a resident who supported a compensation adjustment for elected officials, but felt that given the state of the economy, a tiered approach to the adjustments may be better received by Mesa residents and the City employee organizations. The resident asked several questions of the City Manager's Office. The City Manager's Office explained how the City conducts salary surveys and that the goal of the City of Mesa is to be at or above the average compensation for similar employee positions in the Valley. The resident also asked whether the Mayor and Councilmembers are expected to be full-time employees. The City Manager's Office explained that it is left to the discretion of the individual elected official as to the time needed to fulfill his/her responsibilities."

Ms. Spinner further highlighted the changes to the "Recommendations" section of the report, as outlined in the Commission's motion (See Page 4 of Attachment 4) and the inclusion of additional language under the "Conclusion" section as follows:

"The Commission believes these recommendations will help Mesa move toward this goal, but that additional adjustments should be considered in the future to fully satisfy this goal." (Note: The entire "Conclusion" is contained on Pages 4 and 5 of Attachment 4.)

Chairperson Ali'varius and Commission Members Rhodes and Levine stated that they were comfortable with the revisions as outlined by Ms. Spinner.

Ms. Spinner stated that if the Commission was comfortable with the amended language, pending approval of the document, she would finalize the document, print a copy and the Commission Members could sign it tonight.

Commission Member Wollam noted that given the fact he abstained on the previous motion, he was not sure that it would be appropriate for him to vote on this matter.

It was moved by Commission Member Rhodes, seconded by Chairperson Ali'varius, that the "Report and Recommendations to the Mayor and City Council" as amended, be approved.

Upon tabulation of votes, it showed:

AYES – Ali’varius-Levine-Rhodes  
ABSTAIN – Holmstedt-Wollam

Chairperson Ali’varius declared the motion carried by majority vote.

Ms. Spinner stated that since there were two abstentions, she inquired whether the report should include signature lines for all five Commission Members or perhaps just the Chairperson and Vice Chairperson.

Commission Member Rhodes said that given the two abstentions, he would suggest including signature lines for the Chairperson and Vice Chairperson.

Chairperson Ali’varius indicated that it might be appropriate for the two Commission Members who abstained to explain their reasons for doing so.

Commission Member Holmstedt stated that in her opinion, the language contained in the report is “still a little ambiguous.” She commented that although the salary the Commission Members want is “moving in that direction,” she does not agree with where the process has ended.

Commission Member Wollam advised that the concerns that led him to abstain from voting on the amended motion related to compensation for the Elected Officials required him to abstain on the above-listed motion. He reiterated that he has been concerned over the process and the compressed timeframe within which the Commission Members have been required to arrive at their recommendations to forward on to the City Council.

Chairperson Ali’varius commented that she would prefer that the final report include signature lines for herself and the Vice Chairperson.

Chairperson Ali’varius thanked the Commission Members and City staff for their efforts and hard work in this regard.

5. Adjournment.

Without objection, the Independent Commission on Compensation for Elected Officials meeting adjourned at 7:00 p.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Independent Commission on Compensation for Elected Officials meeting held on the 8<sup>th</sup> day of November, 2012. I further certify that the meeting was duly called and held and that a quorum was present.

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DEE ANN MICKELSEN, CITY CLERK

## MAYOR COMPENSATION

CURRENT ANNUAL SALARY	% INCREASE	PROPOSED ANNUAL SALARY	PROPOSED VEHICLE ALLOWANCE PER MONTH	PROPOSED COMMUNICATION ALLOWANCE PER MONTH	CURRENT TOTAL ANNUAL COMPENSATION	PROPOSED TOTAL ANNUAL COMPENSATION
\$38,002	45%	\$55,103	\$450	\$80	\$40,762	\$61,463
\$38,002	50%	\$57,003	\$450	\$80	\$40,762	\$63,363
\$38,002	55%	\$58,903	\$450	\$80	\$40,762	\$65,263
\$38,002	60%	\$60,803	\$450	\$80	\$40,762	\$67,163
\$38,002	65%	\$62,703	\$450	\$80	\$40,762	\$69,063
\$38,002	70%	\$64,603	\$450	\$80	\$40,762	\$70,963
\$38,002	75%	\$66,503	\$450	\$80	\$40,762	\$72,863
\$38,002	80%	\$68,404	\$450	\$80	\$40,762	\$74,764
\$38,002	85%	\$70,304	\$450	\$80	\$40,762	\$76,664
\$38,002	90%	\$72,204	\$450	\$80	\$40,762	\$78,564
\$38,002	95%	\$74,104	\$450	\$80	\$40,762	\$80,464
\$38,002	100%	\$76,004	\$450	\$80	\$40,762	\$82,364
\$38,002	105%	\$77,904	\$450	\$80	\$40,762	\$84,264
\$38,002	110%	\$79,804	\$450	\$80	\$40,762	\$86,164

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## COUNCIL COMPENSATION

CURRENT ANNUAL SALARY	% INCREASE	PROPOSED ANNUAL SALARY	PROPOSED VEHICLE ALLOWANCE PER MONTH	PROPOSED COMMUNICATION ALLOWANCE PER MONTH	CURRENT TOTAL ANNUAL COMPENSATION	PROPOSED TOTAL ANNUAL COMPENSATION
\$19,032	45%	\$27,596	\$300	\$80	\$21,792	\$32,156
\$19,032	50%	\$28,548	\$300	\$80	\$21,792	\$33,108
\$19,032	55%	\$29,500	\$300	\$80	\$21,792	\$34,060
\$19,032	60%	\$30,451	\$300	\$80	\$21,792	\$35,011
\$19,032	65%	\$31,403	\$300	\$80	\$21,792	\$35,963
\$19,032	70%	\$32,354	\$300	\$80	\$21,792	\$36,914
\$19,032	75%	\$33,306	\$300	\$80	\$21,792	\$37,866
\$19,032	80%	\$34,258	\$300	\$80	\$21,792	\$38,818
\$19,032	85%	\$35,209	\$300	\$80	\$21,792	\$39,769
\$19,032	90%	\$36,161	\$300	\$80	\$21,792	\$40,721
\$19,032	95%	\$37,112	\$300	\$80	\$21,792	\$41,672
\$19,032	100%	\$38,064	\$300	\$80	\$21,792	\$42,624
\$19,032	105%	\$39,016	\$300	\$80	\$21,792	\$43,576
\$19,032	110%	\$39,967	\$300	\$80	\$21,792	\$44,527

{00059680.1}

**REPORT AND RECOMMENDATIONS  
TO THE MAYOR AND CITY COUNCIL  
CITY OF MESA, AZ  
Submitted by  
INDEPENDENT COMMISSION ON COMPENSATION  
FOR ELECTED OFFICIALS**

November 8, 2012

**BACKGROUND**

On August 20, 2012, the Mesa City Council created the Independent Commission on Compensation for Elected Officials. The purpose of the Commission is to establish a fair and reasonable compensation for Mesa's elected officials. The Commission is to ensure that the Mayor and City Council are "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." (2-25-1).

The Ordinance states that the Commission shall determine the compensation of the Council and the Mayor by comparing the compensation provided to elected officials in similarly situated cities within the United States. (2-25-3(B))

The Commission is to provide a report and recommendation to the Council within ninety (90) days following its initial meeting. "The recommendations of the Commission must be approved or rejected as a whole by the City Council." (2-25-3(A)).

To accomplish its purpose, the Commission held several public meetings, received and reviewed compensation data from numerous comparable cities across the United States; and held a public hearing to receive input from the public.

**MEMBERS OF THE COMMISSION:** The following Mesa residents were appointed to serve on the Independent Commission: Kate Ali'varius (chairperson), Gary Levine (vice-chairperson), Stacy Holmstedt, Tom Rhodes, and Dan Wollam.

## **INFORMATION PROVIDED AND REVIEWED BY THE COMMISSION:**

At the request of the Commission, staff provided the following information:

- Data from comparable cities across the United States which included: (1) the annual salaries for the elected officials; (2) benefits provided to the elected officials (e.g., vehicle allowance, communication allowance, medical/dental insurance); (3) historical salary adjustments for elected officials in Tucson and Phoenix; and (4) the structure of the Council (e.g., Mayor-Council form of government, district or at-large, number of constituents per district; and the number of Councilmembers).
- History of Mesa's City Council compensation from 1967 through 2012.
- Information from the Peoria's Council Salary Review Commission.
- Spreadsheets of Mayor and Council salaries of similarly situated cities as compared to population, compiled by Commission members Rhodes and Levine.
- Spreadsheets with compensation options for Mesa's elected officials, requested by the Chairperson.
- Chart Titled "City of Mesa Employee, Executive, and Elected Officials Benefits."

## **HISTORY OF MESA'S CITY COUNCIL COMPENSATION**

Since adoption of the Mesa Charter in 1967, the compensation for the Mesa City Council has been adjusted twice. In 1986, the annual salaries were adjusted to \$19,200 for Mayor and \$9,600 for Councilmember. In 1998, the annual salaries were adjusted to \$33,600 for Mayor and \$16,800 for Councilmember. The salaries have not been adjusted since 1998.<sup>1</sup>

A review of the salaries paid to elected officials in comparable cities reveals that the salaries for Mesa's elected officials are significantly below that paid to other similarly situated elected officials. The Commission believes the salaries of Mesa's Mayor and City Council should be commensurate with other comparable cities.

Since 2001, the Mayor and Councilmembers have received a \$150/month vehicle allowance and since 2005, they have received an \$80/month communication allowance. These allowances have not been adjusted since their initial adoption.

## **SUMMARY OF COMMISSION DISCUSSIONS:**

The Commission has met several times to review and discuss the materials provided by City staff. The Commission also held a public hearing on October 29, 2012, where several

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<sup>1</sup> The Mayor and Council have received cost of living adjustments provided to all City employees.

individuals spoke about the demands and time commitment needed to serve as Mayor and Councilmember for the City of Mesa.

The following is a summary of the Commission discussions:

- In 45 years, the salaries for Mesa's elected officials have been adjusted 2 times. These adjustments occurred in 1986 and 1998.
- The annual salaries for Mesa's elected officials have not been adjusted since 1998.
- Mesa's population in 1998 was 382,479. In 2012, Mesa's population is 439,041.
- At the public hearing on October 29, 2012, several residents, including current and former Mayor and Councilmembers spoke regarding the responsibilities of the Mayor and Councilmembers, specifically as to the significant time commitment that is required of elected officials. The Mayor and Councilmembers must be well versed on all areas of City business. Mesa is the 38th largest city in the United States and is a billion dollar organization. The Mayor and Council are the Board of Directors of the organization. They are called upon to make decisions in all areas of its operations, including, but not limited to, the budget, economic development, and the capital improvement program.
- The Mayor and Councilmembers are called to participate on numerous boards and committees, including local, state and national boards. Participation on these boards is critical to the regional leadership role that Mesa holds. The Mayor and Council are expected to attend various meetings including regularly scheduled City Council and Study Sessions; various local, state, and national conferences, and seminars; and attend other city events.
- The Commission discussed the compensation provided to Mesa's elected officials and those of comparable cities. The data shows that Mesa's Mayor and Councilmembers are not adequately compensated, as compared to 15 similarly situated cities around the country. Of the 15 cities reviewed Mesa's salary for Mayor ranked No. 12. For Councilmembers, Mesa's salary ranked No. 14. (A copy of the comparison data is attached to this report.)
- Mesa is the third largest city in the State of Arizona.
- As compared to other Arizona cities, Mesa's salary for Mayor ranked No. 5 out of the six cities surveyed. For Councilmember, Mesa's salary ranked No. 6 out of the six cities.
- The Commission agreed that an adjustment to the salaries for both Mayor and Council should be considered in order to attract competent and effective people to serve in office.

## **RECOMMENDATIONS**

To accomplish the goals set forth in the Ordinance, and to ensure that Mesa can attract competent and effective leaders to serve as Mayor and Council, the Commission recommends

that the Mesa City Council approve the following compensation package for Mesa's elected officials.

Annual Salary:

Mayor: \$80,000 (pending final approval by the Commission)

Councilmembers: \$60,000 (pending final approval by the Commission)

Vehicle Allowance: The elected officials use their private vehicles to travel throughout the county and should be compensated for this expense. The Commission recommends that the Mayor and Councilmembers receive \$300/month as a vehicle allowance. (Pending final approval by the Commission)

Communication Allowance: The elected officials use their private cell phones for City business and should be compensated for this expense. The Commission recommends that the Mayor and Councilmembers continue to receive \$80/month as a communication allowance. (Pending final approval by the Commission)

City Benefits: The Commission recommends that the Mayor and Councilmembers be eligible for City benefits consistent with those provided to executive level City employees, which may, from time-to-time be amended, as employee benefits are amended.

Future Meeting: The Commission recommends that it reconvene within the next 12 months to continue to evaluate the compensation for Mesa's elected officials.

**CONCLUSION**

The members of the Independent Compensation Commission feel strongly that Mesa must continue to attract effective leaders for the positions of Mayor and Councilmember. To do so, the City must reasonably compensate its elected officials to ensure that public service is available to all residents. The compensation for Mesa's elected officials should be commensurate with elected officials in similarly situated cities. These recommendations will accomplish this goal.

The Commission requests that the City Council adopt the recommendations of this Independent Compensation Commission.

...

...

Respectfully submitted this 8<sup>th</sup> day of November, 2012.

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**Kate Aliv'varius**  
Chairperson

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**Gary Levine**  
Vice Chairperson

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**Stacy Holmstedt**

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**Tom Rhodes**

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**Dan Wollam**

**MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION**  
**Ranked by Mayor Total Adjusted Compensation**  
**Thursday, November 8, 2012**

Color Key: Out of State

Rank by Mayor Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
1	Fresno, CA	500,121	\$ 128,677.96	\$ 64,338.98	No	No	\$ 128,677.96	\$ 64,338.98
2	Kansas City, MO	459,787	\$ 128,426.72	\$ 64,203.98	No	City provides phone (no additional comp)	\$ 128,426.72	\$ 64,203.98
3	Long Beach, CA	461,564	\$ 90,899.38	\$ 22,724.85	\$ 450.00	\$ 30.00	\$ 96,659.38	\$ 28,484.85
4	Tacoma, WA	204,000	\$ 86,948.74	\$ 39,412.88	\$550 per month; mayor only	No	\$ 93,548.74	\$ 39,412.88
5	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	No	\$ 93,220.00	\$ 66,820.00
6	Sacramento, CA	466,488	\$ 83,066.92	\$ 43,308.64	\$ 400.00	Tech Allowance: Mayor \$2000 per year; Council \$1200 per year	\$ 88,866.92	\$ 49,308.64
7	Aurora, CO	332,354	\$ 44,142.85	\$ 10,234.92	\$ 760.50	Tech Allowance: Mayor \$4320 per year; Council \$2700 per year	\$ 57,588.85	\$ 22,060.92
8	Tempe, AZ	161,719	\$ 55,496.00	\$ 27,747.00	No	Available if they choose	\$ 55,496.00	\$ 27,747.00
9	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00
10	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09
11	Tucson, AZ	520,116	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00
12	Mesa, AZ	438,841	\$ 38,601.60	\$ 19,032.00	\$ 150.00	\$ 80.00	\$ 41,361.60	\$ 21,792.00
13	Peoria, AZ	158,000	\$ 30,277.80	\$ 20,185.20	\$ 275.00	Mayor \$250 Council \$160	\$ 36,577.80	\$ 25,405.20
14	Virginia Beach, VA	437,994	\$ 32,368.05	\$ 30,210.18	No	No	\$ 32,368.05	\$ 30,210.18
15	Arlington, TX	364,000	\$ 2,502.71	\$ 2,002.17	No	\$ 75.00	\$ 3,402.71	\$ 2,902.17

Footnotes: \*\*\*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);

**MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION**  
**Ranked by Council Total Adjusted Compensation**  
**Thursday, November 8, 2012**

Color Key: Out of State

Rank by Council Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
1	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	No	\$ 93,220.00	\$ 66,820.00
2	Fresno, CA	500,121	\$ 128,677.96	\$ 64,338.98	No	No	\$ 128,677.96	\$ 64,338.98
3	Kansas City, MO	459,787	\$ 128,426.72	\$ 64,203.98	No	City provides phone (no additional comp)	\$ 128,426.72	\$ 64,203.98
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## City of Mesa EMPLOYEE, EXECUTIVE, AND ELECTED OFFICIALS BENEFITS

Employee Benefits	Regular Classified Employee (Non-Sworn)	Executive Employees	Elected Officials
<b>AZ State Retirement System</b>	X	X	PSPRS – Elected Official
<b>Medical/Dental/Prescription/Vision Insurance - Multiple plan options to choose from (City contributes a portion of premium)</b>	X	X	X
<b>Long Term Disability Insurance – through ASRS</b> City and employee pay premiums.	X	X	Through 3rd party provider (CIGNA)
<b>Short Term Disability Insurance - Employees pays premium</b>	X	X	Not available
<b>Deferred Compensation-</b> participating employees who contribute at least \$10 per paycheck to deferred compensation with a contribution from the City equal to .5% (one-half of one percent) of the employee's base pay to their deferred compensation plan.	X Includes employer match	X Includes employer match	X Elected Officials are allowed to participate in the plan. However they do not qualify for the employer match.
<b>Flexible Spending Account Health (\$2500)</b>	X	X	X
<b>Flexible Spending Account Dependent Care (\$5000)</b>	X	X	X
<b>Basic Life, Accidental Death and Dismemberment (AD&amp;D) – City paid full-time employee and elected official coverage for life and AD&amp;D; coverage based on employee base salary.</b>	Full-time employees - 1x	City Manager – 2x Executive - 1.5x	Elected Officials - Life Insurance and AD&D \$50,000 coverage each
<b>Supplemental Life Insurance – Full-time and part-time employee pays premium (incl. dependent coverage options)</b>	X	X	X
<b>Commuter Insurance – City paid full-time employee and elected official coverage (\$200,000).</b>	X	X	X
<b>Tuition Reimbursement (if Department has budgeted money)</b>	X	X	X
<b>Employee Assistance Program</b>	X	X	X
<b>Holidays – 10 days annually</b>	X	X	N/A (not available paid flat monthly rate)
<b>Vacation Leave</b>	96 hours per year for first two (2) years of	96 hours per year for first two (2) years	N/A (not available paid flat monthly

	services, after two (2) years 144 hours per year	of services, after two (2) years 144 hours per year	rate)
<b>Discretionary time</b>	16 hours to be used yearly between 7/1 and 6/30 (does not carry over)	24 hours to be used yearly between 7/1 and 6/30 (does not carry over)	N/A (not available paid flat monthly rate)
<b>Sick Leave</b>	96 hours per year; conversion to vacation after accumulation of 1,040 hours of sick leave.	96 hours per year; conversion to vacation after accumulation of 1,040 hours of sick leave.	N/A (not available paid flat monthly rate)
<b>Executive physical (yearly)</b>	N/A	X	X
<b>Vehicle Allowance (excludes City Manager)</b>		\$300 – \$450/mos	\$150/mos
<b>Cellphone allowance (excludes City Manager)</b>	\$25 - \$40 stipend (discretionary by dept)	\$50-\$80/mos	\$80/mos

**REPORT AND RECOMMENDATIONS  
TO THE MAYOR AND CITY COUNCIL  
CITY OF MESA, AZ  
Submitted by  
INDEPENDENT COMMISSION ON COMPENSATION  
FOR ELECTED OFFICIALS**

November 8, 2012

**BACKGROUND**

On August 20, 2012, the Mesa City Council created the Independent Commission on Compensation for Elected Officials. The purpose of the Commission is to establish a fair and reasonable compensation for Mesa's elected officials. The Commission is to ensure that the Mayor and City Council are "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." (2-25-1).

The Ordinance states that the Commission shall determine the compensation of the Council and the Mayor by comparing the compensation provided to elected officials in similarly situated cities within the United States. (2-25-3(B))

The Commission is to provide a report and recommendation to the Council within ninety (90) days following its initial meeting. "The recommendations of the Commission must be approved or rejected as a whole by the City Council." (2-25-3(A)).

To accomplish its purpose, the Commission held several public meetings, received and reviewed compensation data from numerous comparable cities across the United States; and held a public hearing to receive input from the public.

**MEMBERS OF THE COMMISSION:** The following Mesa residents were appointed to serve on the Independent Commission: Kate Ali'varius (chairperson), Gary Levine (vice-chairperson), Stacy Holmstedt, Tom Rhodes, and Dan Wollam.

## **INFORMATION PROVIDED AND REVIEWED BY THE COMMISSION:**

At the request of the Commission, staff provided the following information:

- Data from comparable cities across the United States which included: (1) the annual salaries for the elected officials; (2) benefits provided to the elected officials (e.g., vehicle allowance, communication allowance, medical/dental insurance); (3) historical salary adjustments for elected officials in Tucson and Phoenix; and (4) the structure of the Council (e.g., Mayor-Council form of government, district or at-large, number of constituents per district; and the number of Councilmembers).
- History of Mesa's City Council compensation from 1967 through 2012.
- Information from the Peoria's Council Salary Review Commission.
- Spreadsheets of Mayor and Council salaries of similarly situated cities as compared to population, compiled by Commission members Rhodes and Levine.
- Spreadsheets with compensation options for Mesa's elected officials, requested by the Chairperson.
- Chart Titled "City of Mesa Employee, Executive, and Elected Officials Benefits."

## **HISTORY OF MESA'S CITY COUNCIL COMPENSATION**

Since adoption of the Mesa Charter in 1967, the compensation for the Mesa City Council has been adjusted twice. In 1986, the annual salaries were adjusted to \$19,200 for Mayor and \$9,600 for Councilmember. In 1998, the annual salaries were adjusted to \$33,600 for Mayor and \$16,800 for Councilmember. The salaries have not been adjusted since 1998.<sup>1</sup>

A review of the salaries paid to elected officials in comparable cities reveals that the salaries for Mesa's elected officials are significantly below that paid to other similarly situated elected officials. The Commission believes the salaries of Mesa's Mayor and City Council should be commensurate with other comparable cities.

Since 2001, the Mayor and Councilmembers have received a \$150/month vehicle allowance and since 2005, they have received an \$80/month communication allowance. These allowances have not been adjusted since their initial adoption.

## **SUMMARY OF COMMISSION DISCUSSIONS:**

The Commission has met several times to review and discuss the materials provided by City staff. The Commission also held a public hearing on October 29, 2012, where several

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<sup>1</sup> The Mayor and Council have received cost of living adjustments provided to all City employees.

individuals spoke about the demands and time commitment needed to serve as Mayor and Councilmember for the City of Mesa.

The following is a summary of the Commission discussions:

- In 45 years, the salaries for Mesa's elected officials have been adjusted 2 times. These adjustments occurred in 1986 and 1998.
- The annual salaries for Mesa's elected officials have not been adjusted since 1998.
- Mesa's population in 1998 was 382,479. In 2012, Mesa's population is 439,041.
- At the public hearing on October 29, 2012, several residents, including current and former Mayor and Councilmembers spoke regarding the responsibilities of the Mayor and Councilmembers, specifically as to the significant time commitment that is required of elected officials. The Mayor and Councilmembers must be well versed on all areas of City business. Mesa is the 38th largest city in the United States and is a billion dollar organization. The Mayor and Council are the Board of Directors of the organization. They are called upon to make decisions in all areas of its operations, including, but not limited to, the budget, economic development, and the capital improvement program.
- The Mayor and Councilmembers are called to participate on numerous boards and committees, including local, state and national boards. Participation on these boards is critical to the regional leadership role that Mesa holds. The Mayor and Council are expected to attend various meetings including regularly scheduled City Council and Study Sessions; various local, state, and national conferences, and seminars; and attend other city events.
- The Commission discussed the compensation provided to Mesa's elected officials and those of comparable cities. The data shows that Mesa's Mayor and Councilmembers are not adequately compensated, as compared to 15 similarly situated cities around the country. Of the 15 cities reviewed Mesa's salary for Mayor ranked No. 12. For Councilmembers, Mesa's salary ranked No. 14. (A copy of the comparison data is attached to this report.)
- Mesa is the third largest city in the State of Arizona.
- As compared to other Arizona cities, Mesa's salary for Mayor ranked No. 5 out of the six cities surveyed. For Councilmember, Mesa's salary ranked No. 6 out of the six cities.
- The Commission agreed that an adjustment to the salaries for both Mayor and Council should be considered in order to attract competent and effective people to serve in office.
- At the November 8, 2012 meeting, the Commission heard from a resident who supported a compensation adjustment for the elected officials, but felt that given the state of the economy, a tiered approach to the adjustments may be better received by the Mesa residents and the City employee organizations. The resident asked several questions of the City Manager's Office. The City Manager's Office explained how the City conducts salary surveys and that the goal of the City of Mesa is to be at or above the average compensation for similar employee positions in the Valley. The resident also asked

whether the Mayor and Councilmembers are expected to be full time employees. The City Manager's Office explained that it is left to the discretion of the individual elected official as to the time needed to fulfill his/her responsibilities.

## RECOMMENDATIONS

To accomplish the goals set forth in the Ordinance, and to ensure that Mesa can attract competent and effective leaders to serve as Mayor and Council, the Commission recommends that the Mesa City Council approve the following compensation package for Mesa's elected officials.

### Annual Salary:

Mayor: \$70,304

Councilmembers: \$35,209

The annual salary will be adjusted by a cost of living adjustment, if any, provided to Mesa City employees.

Vehicle Allowance: The elected officials use their private vehicles to travel throughout the county and should be compensated for this expense. The Commission recommends that the Mayor receive \$450/month and Councilmembers receive \$300/month as a vehicle allowance.

Communication Allowance: The elected officials use their private cell phones for City business and should be compensated for this expense. The Commission recommends that the Mayor and Councilmembers continue to receive \$80/month as a communication allowance.

City Benefits: The Commission recommends that the Mayor and Councilmembers be eligible for City benefits consistent with those provided to executive level City employees, which may, from time-to-time be amended, as employee benefits are amended.

Future Meeting: The Commission recommends that it reconvene within the next 12 months to continue to evaluate the compensation for Mesa's elected officials.

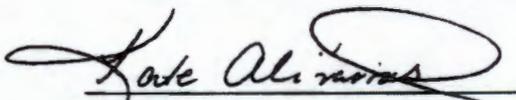
## CONCLUSION

The members of the Independent Compensation Commission feel strongly that Mesa must continue to attract effective leaders for the positions of Mayor and Councilmember. To do so, the City must reasonably compensate its elected officials to ensure that public service is available to all residents. The compensation for Mesa's elected officials should be commensurate with

elected officials in similarly situated cities. The Commission believes that these recommendations will help Mesa move toward this goal, but that additional adjustments should be considered in the future to fully satisfy this goal.

The Commission requests that the City Council adopt the recommendations of this Independent Compensation Commission.

Respectfully submitted this 8<sup>th</sup> day of November, 2012.



Kate Ali'varius  
Chairperson



Gary Levine  
Vice Chairperson

# MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION

Ranked by Mayor Total Adjusted Compensation

Thursday, November 8, 2012

Independent Executive Commission  
November 8, 2012  
Attachment 4  
Page 6 of 7

Color Key: Out of State

Rank by Mayor Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
1	Fresno, CA	500,121	\$ 128,677.96	\$ 64,338.98	No	No	\$ 128,677.96	\$ 64,338.98
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5	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	No	\$ 93,220.00	\$ 66,820.00
6	Sacramento, CA	466,488	\$ 83,066.92	\$ 43,308.64	\$ 400.00	Tech Allowance: Mayor \$2000 per year; Council \$1200 per year	\$ 89,866.92	\$ 49,308.64
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9	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00
10	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09
11	Tucson, AZ	520,116	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00
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Footnotes: \*\*\*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):

**MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION**  
**Ranked by Council Total Adjusted Compensation**  
**Thursday, November 8, 2012**

Independent Executive Commission  
 November 8, 2012  
 Attachment 3  
 Page 7 of 7

Color Key: Out of State

Rank by Council Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
1	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	No	\$ 93,220.00	\$ 66,820.00
2	Fresno, CA	500,121	\$ 128,677.96	\$ 64,338.98	No	No	\$ 128,677.96	\$ 64,338.98
3	Kansas City, MO	459,787	\$ 128,426.72	\$ 64,203.98	No	City provides phone (no additional comp)	\$ 128,426.72	\$ 64,203.98
4	Sacramento, CA	466,488	\$ 83,066.92	\$ 43,308.64	\$ 400.00	Tech Allowance: Mayor \$2000 per year; Council \$1200 per year	\$ 89,866.92	\$ 49,308.64
5	Tacoma, WA	204,000	\$ 86,948.74	\$ 39,412.88	\$550 per month; mayor only	No	\$ 93,548.74	\$ 39,412.88
6	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09
7	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00
8	Virginia Beach, VA	437,994	\$ 32,368.05	\$ 30,210.18	No	No	\$ 32,368.05	\$ 30,210.18
9	Long Beach, CA	461,564	\$ 90,899.38	\$ 22,724.85	\$ 450.00	\$ 30.00	\$ 96,659.38	\$ 28,484.85
10	Tempe, AZ	161,719	\$ 55,496.00	\$ 27,747.00	No	Available if they choose	\$ 55,496.00	\$ 27,747.00
11	Peoria, AZ	158,000	\$ 30,277.80	\$ 20,185.20	\$ 275.00	Mayor \$250 Council \$160	\$ 36,577.80	\$ 25,405.20
12	Tucson, AZ	520,116	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00
13	Aurora, CO	332,354	\$ 44,142.85	\$ 10,234.92	\$ 760.50	Tech Allowance: Mayor \$4320 per year; Council \$2700 per year	\$ 57,588.85	\$ 22,060.92
14	Mesa, AZ	439,041	\$ 38,601.60	\$ 19,032.00	\$ 150.00	\$ 80.00	\$ 41,361.60	\$ 21,792.00
15	Arlington, TX	364,000	\$ 2,502.71	\$ 2,002.17	No	\$ 75.00	\$ 3,402.71	\$ 2,902.17

Footnotes: \*\*\*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):

## **Agenda Item 4**

**REPORT AND RECOMMENDATIONS  
TO THE MAYOR AND CITY COUNCIL  
CITY OF MESA, AZ  
Submitted by  
INDEPENDENT COMMISSION ON COMPENSATION  
FOR ELECTED OFFICIALS**

November 8, 2012

**BACKGROUND**

On August 20, 2012, the Mesa City Council created the Independent Commission on Compensation for Elected Officials. The purpose of the Commission is to establish a fair and reasonable compensation for Mesa's elected officials. The Commission is to ensure that the Mayor and City Council are "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." (2-25-1).

The Ordinance states that the Commission shall determine the compensation of the Council and the Mayor by comparing the compensation provided to elected officials in similarly situated cities within the United States. (2-25-3(B))

The Commission is to provide a report and recommendation to the Council within ninety (90) days following its initial meeting. "The recommendations of the Commission must be approved or rejected as a whole by the City Council." (2-25-3(A)).

To accomplish its purpose, the Commission held several public meetings, received and reviewed compensation data from numerous comparable cities across the United States; and held a public hearing to receive input from the public.

**MEMBERS OF THE COMMISSION:** The following Mesa residents were appointed to serve on the Independent Commission: Kate Ali'varius (chairperson), Gary Levine (vice-chairperson), Stacy Holmstedt, Tom Rhodes, and Dan Wollam.

## **INFORMATION PROVIDED AND REVIEWED BY THE COMMISSION:**

At the request of the Commission, staff provided the following information:

- Data from comparable cities across the United States which included: (1) the annual salaries for the elected officials; (2) benefits provided to the elected officials (e.g., vehicle allowance, communication allowance, medical/dental insurance); (3) historical salary adjustments for elected officials in Tucson and Phoenix; and (4) the structure of the Council (e.g., Mayor-Council form of government, district or at-large, number of constituents per district; and the number of Councilmembers).
- History of Mesa's City Council compensation from 1967 through 2012.
- Information from the Peoria's Council Salary Review Commission.
- Spreadsheets of Mayor and Council salaries of similarly situated cities as compared to population, compiled by Commission members Rhodes and Levine.
- Spreadsheets with compensation options for Mesa's elected officials, requested by the Chairperson.
- Chart Titled "City of Mesa Employee, Executive, and Elected Officials Benefits."

## **HISTORY OF MESA'S CITY COUNCIL COMPENSATION**

Since adoption of the Mesa Charter in 1967, the compensation for the Mesa City Council has been adjusted twice. In 1986, the annual salaries were adjusted to \$19,200 for Mayor and \$9,600 for Councilmember. In 1998, the annual salaries were adjusted to \$33,600 for Mayor and \$16,800 for Councilmember. The salaries have not been adjusted since 1998.<sup>1</sup>

A review of the salaries paid to elected officials in comparable cities reveals that the salaries for Mesa's elected officials are significantly below that paid to other similarly situated elected officials. The Commission believes the salaries of Mesa's Mayor and City Council should be commensurate with other comparable cities.

Since 2001, the Mayor and Councilmembers have received a \$150/month vehicle allowance and since 2005, they have received an \$80/month communication allowance. These allowances have not been adjusted since their initial adoption.

## **SUMMARY OF COMMISSION DISCUSSIONS:**

The Commission has met several times to review and discuss the materials provided by City staff. The Commission also held a public hearing on October 29, 2012, where several

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<sup>1</sup> The Mayor and Council have received cost of living adjustments provided to all City employees.

individuals spoke about the demands and time commitment needed to serve as Mayor and Councilmember for the City of Mesa.

The following is a summary of the Commission discussions:

- In 45 years, the salaries for Mesa's elected officials have been adjusted 2 times. These adjustments occurred in 1986 and 1998.
- The annual salaries for Mesa's elected officials have not been adjusted since 1998.
- Mesa's population in 1998 was 382,479. In 2012, Mesa's population is 439,041.
- At the public hearing on October 29, 2012, several residents, including current and former Mayor and Councilmembers spoke regarding the responsibilities of the Mayor and Councilmembers, specifically as to the significant time commitment that is required of elected officials. The Mayor and Councilmembers must be well versed on all areas of City business. Mesa is the 38th largest city in the United States and is a billion dollar organization. The Mayor and Council are the Board of Directors of the organization. They are called upon to make decisions in all areas of its operations, including, but not limited to, the budget, economic development, and the capital improvement program.
- The Mayor and Councilmembers are called to participate on numerous boards and committees, including local, state and national boards. Participation on these boards is critical to the regional leadership role that Mesa holds. The Mayor and Council are expected to attend various meetings including regularly scheduled City Council and Study Sessions; various local, state, and national conferences, and seminars; and attend other city events.
- The Commission discussed the compensation provided to Mesa's elected officials and those of comparable cities. The data shows that Mesa's Mayor and Councilmembers are not adequately compensated, as compared to 15 similarly situated cities around the country. Of the 15 cities reviewed Mesa's salary for Mayor ranked No. 12. For Councilmembers, Mesa's salary ranked No. 14. (A copy of the comparison data is attached to this report.)
- Mesa is the third largest city in the State of Arizona.
- As compared to other Arizona cities, Mesa's salary for Mayor ranked No. 5 out of the six cities surveyed. For Councilmember, Mesa's salary ranked No. 6 out of the six cities.
- The Commission agreed that an adjustment to the salaries for both Mayor and Council should be considered in order to attract competent and effective people to serve in office.
- At the November 8, 2012 meeting, the Commission heard from a resident who supported a compensation adjustment for the elected officials, but felt that given the state of the economy, a tiered approach to the adjustments may be better received by the Mesa residents and the City employee organizations. The resident asked several questions of the City Manager's Office. The City Manager's Office explained how the City conducts salary surveys and that the goal of the City of Mesa is to be at or above the average compensation for similar employee positions in the Valley. The resident also asked

whether the Mayor and Councilmembers are expected to be full time employees. The City Manager's Office explained that it is left to the discretion of the individual elected official as to the time needed to fulfill his/her responsibilities.

## **RECOMMENDATIONS**

To accomplish the goals set forth in the Ordinance, and to ensure that Mesa can attract competent and effective leaders to serve as Mayor and Council, the Commission recommends that the Mesa City Council approve the following compensation package for Mesa's elected officials.

### Annual Salary:

Mayor: \$70,304

Councilmembers: \$35,209

The annual salary will be adjusted by a cost of living adjustment, if any, provided to Mesa City employees.

Vehicle Allowance: The elected officials use their private vehicles to travel throughout the county and should be compensated for this expense. The Commission recommends that the Mayor receive \$450/month and Councilmembers receive \$300/month as a vehicle allowance.

Communication Allowance: The elected officials use their private cell phones for City business and should be compensated for this expense. The Commission recommends that the Mayor and Councilmembers continue to receive \$80/month as a communication allowance.

City Benefits: The Commission recommends that the Mayor and Councilmembers be eligible for City benefits consistent with those provided to executive level City employees, which may, from time-to-time be amended, as employee benefits are amended.

Future Meeting: The Commission recommends that it reconvene within the next 12 months to continue to evaluate the compensation for Mesa's elected officials.

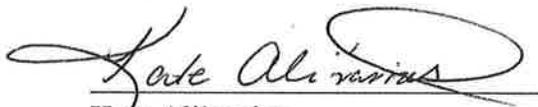
## **CONCLUSION**

The members of the Independent Compensation Commission feel strongly that Mesa must continue to attract effective leaders for the positions of Mayor and Councilmember. To do so, the City must reasonably compensate its elected officials to ensure that public service is available to all residents. The compensation for Mesa's elected officials should be commensurate with

elected officials in similarly situated cities. The Commission believes that these recommendations will help Mesa move toward this goal, but that additional adjustments should be considered in the future to fully satisfy this goal.

The Commission requests that the City Council adopt the recommendations of this Independent Compensation Commission.

Respectfully submitted this 8<sup>th</sup> day of November, 2012.

  
Kate Ali'varius  
Chairperson

  
Gary Levine  
Vice Chairperson

## MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION

Ranked by Mayor Total Adjusted Compensation

Thursday, November 8, 2012

Color Key: Out of State

Rank by Mayor Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
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5	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	No	\$ 93,220.00	\$ 66,820.00
6	Sacramento, CA	466,488	\$ 83,066.92	\$ 43,308.64	\$ 400.00	Tech Allowance: Mayor \$2000 per year; Council \$1200 per year	\$ 89,866.92	\$ 49,308.64
7	Aurora, CO	332,354	\$ 44,142.85	\$ 10,234.92	\$ 760.50	Tech Allowance: Mayor \$4320 per year; Council \$2700 per year	\$ 57,588.85	\$ 22,060.92
8	Tempe, AZ	161,719	\$ 55,496.00	\$ 27,747.00	No	Available if they choose	\$ 55,496.00	\$ 27,747.00
9	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00
10	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09
11	Tucson, AZ	520,116	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00
12	Mesa, AZ	439,041	\$ 38,601.60	\$ 19,032.00	\$ 150.00	\$ 80.00	\$ 41,361.60	\$ 21,792.00
13	Peoria, AZ	158,000	\$ 30,277.80	\$ 20,185.20	\$ 275.00	Mayor \$250 Council \$160	\$ 36,577.80	\$ 25,405.20
14	Virginia Beach, VA	437,994	\$ 32,368.05	\$ 30,210.18	No	No	\$ 32,368.05	\$ 30,210.18
15	Arlington, TX	364,000	\$ 2,502.71	\$ 2,002.17	No	\$ 75.00	\$ 3,402.71	\$ 2,902.17

Footnotes: \*\*\*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):

**MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION**  
**Ranked by Council Total Adjusted Compensation**  
**Thursday, November 8, 2012**

Color Key: Out of State

Rank by Council Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted
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3	Kansas City, MO	459,787	\$ 128,426.72	\$ 64,203.98	No	City provides phone (no additional comp)	\$ 128,426.72	\$ 64,203.98
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5	Tacoma, WA	204,000	\$ 86,948.74	\$ 39,412.88	\$550 per month; mayor only	No	\$ 93,548.74	\$ 39,412.88
6	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09
7	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00
8	Virginia Beach, VA	437,994	\$ 32,368.05	\$ 30,210.18	No	No	\$ 32,368.05	\$ 30,210.18
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12	Tucson, AZ	520,116	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00
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## **Agenda Item 5**

**MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION**  
**Ranked by Council Total Adjusted Compensation**  
**Monday, November 4, 2013 (UPDATED)**

Color Key: Out of State

Rank by Council Total Adjusted Comp	City	Pop.	Mayor Base Salary Adjusted*	Council Base Salary Adjusted*	Vehicle Allowance per mos	Phone allowance per mos	Mayor Total Compensation Adjusted	Councilmember Total Compensation Adjusted	
1	Phoenix, AZ	1,445,632	\$ 88,000.00	\$ 61,600.00	\$ 435.00	\$100	\$ 94,420.00	\$ 68,020.00	Updated
2	Fresno, CA	500,121	\$ 128,677.96	\$ 64,338.98	No	No	\$ 128,677.96	\$ 64,338.98	
3	Kansas City, MO	459,787	\$ 128,426.72	\$ 64,203.98	No	City provides phone (no additional comp)	\$ 128,426.72	\$ 64,203.98	
4	Sacramento, CA	466,488	\$ 83,066.92	\$ 43,308.64	\$ 400.00	Tech Allowance: Mayor \$2000 per year; Council \$1200 per year	\$ 89,866.92	\$ 49,308.64	
5	Tacoma, WA	204,000	\$ 89,337.17	\$ 40,494.24	\$550 per month; mayor only	No	\$ 95,937.17	\$ 40,494.24	Updated
6	San Jose, CA	967,487	\$ 42,917.89	\$ 33,108.09	\$ 350.00	No	\$ 47,117.89	\$ 37,308.09	
7	Glendale, AZ	226,721	\$ 48,000.00	\$ 34,000.00	No	No	\$ 48,000.00	\$ 34,000.00	No Change
8	Virginia Beach, VA	447,021	\$ 32,368.05	\$ 30,210.18	No	No	\$ 32,368.05	\$ 30,210.18	Updated Population Only
9	Long Beach, CA	467,646	\$ 92,627.03	\$ 23,156.76	\$ 450.00	\$ 30.00	\$ 98,387.03	\$ 28,916.76	Updated
10	Tempe, AZ	161,719	\$ 56,064.00	\$ 28,032.00	No	Available if they choose	\$ 56,064.00	\$ 28,032.00	Updated
11	Peoria, AZ	158,000	\$ 30,277.80	\$ 20,185.20	\$ 275.00	Mayor \$250 Council \$160	\$ 36,577.80	\$ 25,405.20	No Change
12	Tucson, AZ	524,295	\$ 42,000.00	\$ 24,000.00	No	No	\$ 42,000.00	\$ 24,000.00	Updated Population Only
13	Aurora, CO	332,354	\$ 44,142.85	\$ 10,234.92	\$ 760.50	Tech Allowance: Mayor \$4320 per year; Council \$2700 per year	\$ 57,588.85	\$ 22,060.92	
14	Mesa, AZ	439,041	\$ 38,001.60	\$ 19,032.00	\$ 150.00	\$ 80.00	\$ 40,761.60	\$ 21,792.00	Revised Mayor's Salary = Typo previously
15	Arlington, TX	365,438	\$ 2,502.71	\$ 2,002.17	No	\$ 78.50	\$ 3,444.71	\$ 2,944.17	Updated

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MAYOR AND COUNCIL SALARY/BENEFITS INFORMATION

Ranked by Mayor Total Adjusted Compensation

Monday, November 4, 2013 (UPDATED)

Color Key: Out of State

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15	Arlington, TX	365,438	\$ 2,502.71	\$ 2,002.17	No	\$ 78.50	\$ 3,444.71	\$ 2,944.17

Updated

Updated

Updated

Updated

No Change

Updated Population Only

Revised Mayor's Salary = Typo previously

No Change

Updated Population Only

Updated

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