



MEMORANDUM

DATE: March 13, 2019

TO: Mayor and Council

FROM: City Clerk

SUBJECT: Citizens' Commission on Public Service and Compensation Recommendation

The Citizens' Commission on Public Service and Compensation (CCPSC) for 2019 was comprised of seven (7) members who were appointed by the City Manager. The CCPSC held seven (7) meetings between January 29, 2019 and March 11, 2019. They discussed their role on the CCPSC, reviewed materials and data and prepared a recommendation regarding proposed salary increases for the Mayor and Council.

Attached is their recommendation which was finalized and signed by all members. As you will see by their recommendation, there will be a ballot measure for the General Election in 2019.

If you have any questions, please feel free to contact me or Suzanne Mesich, Assistant City Clerk.

Sincerely,

Roger W. Randolph
City Clerk

RWR:DR:am

Attachment: CCPSC Final Recommendation

THE CITIZENS' COMMISSION ON PUBLIC SERVICE AND COMPENSATION
FINAL REPORT AND RECOMMENDATION

March 11, 2019

RECOMMENDATION

The Citizens' Commission on Public Service and Compensation recommends that the City of Tucson's Charter be amended by adjusting the present salaries for the Mayor and Council Members as follows:

- Increase the Mayor's salary from \$42,000 per year to \$63,128.
- Increase the Council Members salaries from \$24,000 per year to \$42,081.

CONSIDERATIONS AND RATIONALE

The Citizens' Commission on Public Service and Compensation is recommending these salary increases be approved based on the following premises:

- The Mayor and City Council members have not received a salary increase since 1999. During that 20 years, inflation effectively reduced their income by more than 51 percent.
- The City of Tucson has changed substantially since 1999. Population is up 10 percent and the city budget is up 45 percent to \$1.5 billion, greatly increasing the complexity of the job.
- Increasing the salaries of Mayor and Council to a wage appropriate for an elected official working 45 to 60 hours per week in 2019 Tucson Arizona, would allow Mayor and Council members the flexibility to be more available to the needs of their constituents; to meet the demands of their elected positions and to meet the expectations of voters.
- As part of that increasingly demanding job, Tucson voters in recent years approved \$225 million in bonds for parks, \$100 million in bonds for street repairs and a half-cent sales tax increase for updated police and fire equipment and infrastructure improvements. Mayor and Council are responsible for vigilantly monitoring those expenditures.
- Since 1999, the voters have entrusted the Mayor and Council with overseeing the successful revitalization of commercial and residential developments in downtown Tucson.
- Increasing the salaries would attract a larger pool of candidates by offering a living wage.

Final Report and Recommendation (continued)

- The recommended salary increases would bring the pay for Tucson elected officials in line with those of other cities of similar size, demographics, budgets and government structures.
- The recommended salary increases would mean City Council members would earn the median household income for the City of Tucson, as measured by the U.S. Department of Housing and Urban Development. The higher mayor's salary would continue to reflect the increased demands of that position.
- The proposed raises would cost each Tucson resident approximately 24 cents per year.

BACKGROUND

In the 1993 election, the City of Tucson's Charter was amended to require establishing a seven-member volunteer Citizens' Commission on Public Service and Compensation, which is to meet every two years so that it can ". . .conduct a review of the salaries of elected city officials. Such review shall be made for the purpose of determining and recommending the appropriate salaries. . . ." The Commission members are drawn from the community at large after public advertisements, are appointed by the City Manager, and must be representative of the diversity in Tucson.

This volunteer commission took office on January 29, 2019. The Commission, comprised of eligible citizens from different cultural backgrounds and professional areas, met on a regular basis for several weeks. Members participated by attending the meetings and by researching information requested of and provided by City staff members.

RESOURCES

- A. City of Tucson Mayor and Council History of Propositions related to compensating the Mayor and Council dating back to June 1948.
- B. Legislative changes to Arizona Revised Statutes § 11-419 related to compensating the Pima County Board of Supervisors.
- C. The Charter for the City of Tucson, Arizona, and specifically the chapters relating to the powers of the Mayor and Council and relating to compensating elected city officers and regarding the commission on recommending salaries for elected officers.
- D. Minutes and notes from previous Citizens' Commissions on Public Service and Compensation.
- E. Salary survey information on similarly sized cities in Arizona, and specifically requested information on comparably sized cities in other states.
- F. Tucson community profile and consumer price index information.

Final Report and Recommendation (continued)

- G. U.S. Department of Housing and Urban Development information on median household income.

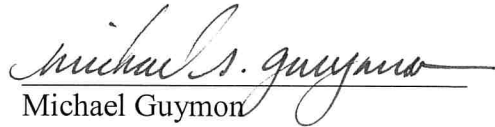
Respectfully Submitted,



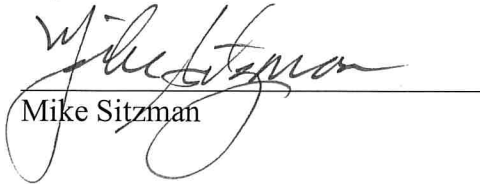
Mark Kimble, Chairperson



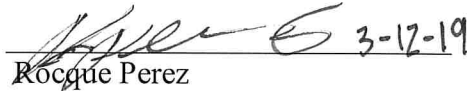
Jerry Anderson



Michael Guymon

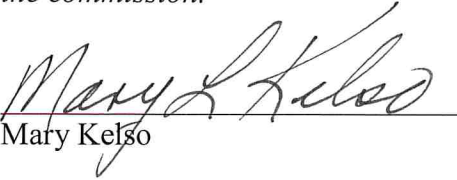


Mike Sitzman



Rocque Perez

I agree with my colleagues that the Mayor and City Council members are deserving of a raise after 20 years without one. However, I feel the raises recommended by my colleagues on the commission are too high. Therefore, I cannot support the proposed raises placed on the ballot by the commission.



Mary Kelso

NOTE: The Citizens' Commission on Public Service and Compensation also acknowledges the service of Rebekah Hoppel Salcedo, who was selected by her colleagues to serve as vice chair of the commission. Sadly, Ms. Salcedo passed away before the commission completed its work. She was the executive director of financial aid and scholarships at the University of Arizona. The commission members express their deepest sympathies to her family, friends and coworkers.