



Citizens' Commission on Public Service and Compensation

Legal Action Report

Tuesday, March 14, 2023, 5:30PM
Mayor and Council Chambers, City Hall, 1st Floor
255 W. Alameda St., Tucson, Arizona

1. Roll Call

The Citizens' Commission on Public Service and Compensation (CCPSC) meeting was called to order at 5:33 p.m. by Chair Alexa Scholl.

Upon roll call, those present and absent were:

Present:

Alexa Scholl, *Chairperson*
Jennifer Garcia
Agustin Urquidi
Thomas Warne
Nicolas Nieri-Long
Laura Dent

Appointor:

City Manager
City Manager
City Manager
City Manager
City Manager
City Manager

Absent:

Greg Facey, *Vicechair*

City Manager

Staff Present:

Yolanda Lozano, Chief Deputy City Clerk
Maria Talamante, Assistant City Clerk
Jesus Acedo, City Records Manager, City Clerk's Office
Andrea Ochoa, Office Supervisor, City Clerk's Office
Rene Figueroa, Administrative Assistant, City Clerk's Office
Dennis McLaughlin, Principal Assistant City Attorney, City Attorney's Office

2. Approval of Legal Action Report from March 9, 2023

It was moved by Commissioner Warne, duly seconded, and passed by a voice vote of 6 to 0 (Vicechair Facey absent/ excused), to approve the Legal Action Report from March 9, 2023.

3. Call to Audience

No one spoke.

6. Continue Reviewing Data and Developing Final Commission Recommendation & Ballot Language

Note: This item was taken out of order to allow for a discussion with the City Attorney's Office regarding Ballot Language and considered once again as agendized.

Introductory comments were provided by Chair Scholl whom presented an alternative recommendation in which the salary of Council Members would commensurate with the salaries of the Pima County Board of Supervisors (\$76,600) and the salary for Mayor 1.5 that amount.

Commissioner Urquidi, although in agreement that the pay would be equitable, expressed his concerns in having the measure approved by voters. Commissioner Garcia further supported this concern.

Commissioner Warne expressed his support stating that if the measure was given the proper guidance and push by a Political Action Committee, the odds of getting the measure passed would be good based on the input he has gathered.

Dennis McLaughlin, Principal Assistant City Attorney, City Attorney's Office, fielded and answered questions relating to the draft ballot language presented to the Commission for consideration. Mr. McLaughlin further explained that if the Commission were to go with the alternative recommendation, they would no longer be formed when the ballot language became available.

Commissioner Dent inquired about and expressed her concerns regarding the complexity of the draft ballot language. Mr. McLaughlin explained that the recommendation attempted to accomplish various concepts hence the ballot language's complex nature. He further welcomed any suggestions for improvement.

Discussion ensued regarding the complexity of the existing recommendation's ballot language and the presumed lack of voter approval of the alternative recommendation.

Chair Scholl inquired as to the hypothetical situation in which the basis for determining the salary increases were no longer available, i.e. a statute change or a change in the source data for the consumer price index.

Mr. McLaughlin explained that the ballot language stated “the most recent” available source to accommodate for said type of situation.

Commissioner Dent inquired as to the timeline for the recommendation and the ministerial act of Mayor and Council placing the measure on the ballot. Chair Scholl reiterated that the final recommendation was due by March 15, 2023. Yolanda Lozano, Chief Deputy City Clerk, explained that the action would go before Mayor and Council likely sometime in July.

4. Consideration and Discussion of Public Input & Survey Results

The Commission reviewed the new responses to the public input survey. Discussion ensued; no formal action was taken.

5. Discussion of Meetings with Mayor & Ward Offices

Chair Scholl recapped on the meeting with Mayor Romero and Council Member SantaCruz from which the alternate recommendation came to be. Discussion ensued; no formal action was taken.

6. Continue Reviewing Data and Developing Final Commission Recommendation & Ballot Language

Note: This item was considered out of order after item 3 and once again as agendized after item 5.

Note: Commissioner Dent departed at 6:49pm and returned at 6:53pm.

Chair Scholl expressed her concern regarding the complexity of the Ballot Language on the first proposal.

Commissioner Warne echoed the same concern stating the language would likely be overly complex for the average voter.

Commissioner Urquidi stated that if the Commission went with the alternate recommendation of linking Mayor and Council Salaries to that of the Pima County Board of Supervisor, they would be the highest paid Mayor and Council in the State of Arizona despite being the 3rd largest City. He further stated, referring to the 2021 recommendation, that an increase in a smaller amount would be more likely to pass.

Commissioner Dent offered a compromise between the original and alternate recommendations in which the salary of both the Mayor and Council would commensurate with that of the Pima County Board of Supervisors as opposed to the Mayor’s salary increasing to 1.5 times this amount.

Discussion ensued as the Commission considered their recommendations.

The Commission also discussed a potential effective date for the salary increases to take place. After some deliberation, the Commission decided to have the salary increases take effect, if applicable, at the start of each fiscal year beginning with July 1, 2024.

To aid in the concern that the proposed salary increases were too high, Chair Scholl proposed to increase the Mayor's salary to commensurate with 1.25 times the salary set for members of the Pima County Board of Supervisors instead of the 1.5 times initially proposed.

Discussion ensued.

It was moved by Commissioner Garcia, duly seconded, and passed by a voice vote of 5 to 1 (Commissioner Urquidi dissenting and Vicechair Facey absent/ excused), to make the following recommendation:

To amend the City of Tucson's Charter by adjusting the present salaries for the Mayor and Council Members as follows:

- Increase Council Members' salaries from the current salary of \$24,000 per year to be commensurate with the salary set for members of the Pima County Board of Supervisors pursuant to A.R.S. §11-419(A).
- Increase the Mayor's salary from the current salary of \$42,000 per year to be commensurate with 1.25 times the salary set for members of the Pima County Board of Supervisors pursuant to A.R.S. §11-419(A).
- Adjust Mayor and Council Member salaries in accordance with the salary adjustments outlined in A.R.S. §11-419(A).
- Implement proposed salary increase on July 1, 2024 (beginning of Fiscal Year 2025).

7. Adjournment

The meeting was adjourned at 7:22p.m.