
Upon roll call, those present and absent were:

Commission Members Present:

Alexa Scholl, Chairperson	City Manager
Greg Facey (<i>virtual attendance</i>)	City Manager
Jennifer Garcia	City Manager
Nicholas Nieri-Lang	City Manager
Laura Dent	City Manager
Augustin Urquidi	City Manager

Commission Members Absent:

Thomas Warne	City Manager
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Staff Members Present:

Suzanne Mesich, City Clerk (*virtual attendance*)
Yolanda Lozano, City Clerk's Office
Michael J. Ortega, City Manager
Dennis McLaughlin, City Attorney's Office
Jesus Acedo, City Records Manager, City Clerk's Office
Rene Figueroa, Administrative Assistant, City Clerk's Office

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1 CHAIRPERSON SCHOLL: - third, 2022 (sic) - 2023. It's 5:31
2 and this is a meeting of the City (inaudible) Citizens' Commission on
3 Public Service and Compensation. Can we go ahead and do roll call,
4 please?

5 MR. FIGUEROA: (Inaudible)

6 MS. DENT: Here.

7 MR. FIGUEROA: Greg Facey?

8 MR. FACEY: Here.

9 MR. FIGUEROA: Jennifer Garcia?

10 MS. GARCIA: Here.

11 MR. FIGUEROA: Nicholas Nieri-Lang?

12 MR. NIERI-LANG: Here.

13 MR. FIGUEROA: Alexa Scholl?

1 CHAIRPERSON SCHOLL: Here.

2 MR. FIGUEROA: Agustin Urquidi?

3 MR. URQUIDI: Here.

4 MR. FIGUEROA: Thomas Warne? Absent. Okay. And for the
5 record, we have some City - we have other City Staff here, and Greg
6 Facey and Suzanne Mesich, the City Clerk, are here virtually. And we
7 have, we also have the City Manager, Michael J. Ortega here, and
8 Yolanda Lozano from the City Clerk's Office, as well as Dennis
9 McLaughlin from the City Attorney's Office.

10 CHAIRPERSON SCHOLL: Excellent. Thank you. Moving on to
11 Item 2. Approval of Minutes from February 2nd, 2023, and Legal Action
12 Report from February 16th, 2023.

13 I believe those were sent to us yesterday or the day
14 before. Are there any changes or edits that you'd like to make to
15 those? Hearing none, I'd accept a motion.

16 MR. FACEY: I move to approve the -

17 MR. URQUIDI: Second.

18 CHAIRPERSON SCHOLL: We have a motion and a second. All in
19 favor say "aye".

20 (Affirmative.)

21 CHAIRPERSON SCHOLL: Any opposed? Motion passes six-zero.
22 We're going to rearrange the agenda just a bit and move Item 6 up so
23 that we can go ahead and have the presentation from the City
24 Attorney's Office. So, I'll turn it over to you.

1 MR. McLAUGHLIN: I'm sorry. I'm not as time pressed as I
2 thought I was, so, I, I want to defer to Mr. Ortega, if that's all
3 right.

4 CHAIRPERSON SCHOLL: Okay. All right. Then we will table
5 Item 6 and come back to that, and move on to Item 4. Introduction and
6 Discussion of the Commission's Work With City Manager, Mike Ortega.
7 Mr. Ortega.

8 MR. ORTEGA: Madam Chair, would you be okay if I sat at the
9 table with you? (Inaudible)

10 CHAIRPERSON SCHOLL: Yes. Please, join us.

11 MR. ORTEGA: - don't have to turn around. This is almost
12 like my normal seat at a Council meeting. So, so, first of all, I
13 wanted to just say "thank you" personally to all of you for
14 participating in this.

15 I, I will suggest to you that it's extremely important, and
16 it's important from a, a lot of levels, and I'll, I'll talk a little
17 bit about that. But I just wanted to make sure you knew how much I
18 appreciate you agreeing to, to participate and, and be part of this.

19 So, I think what, what I'd like to convey is really along
20 with the importance of maybe solicit ideas and thoughts as you went
21 through, and you're making recommendations. And I've seen your work,
22 and I've seen some of the things that you're all thinking, and I think
23 it's fine. I think it's, it's in a good spot.

24 But I also think that we're gonna need help in conveying
25 this to the voter and to the, to the public, because I, I really don't

1 think that the public has an appreciation for what the Mayor and
2 Council does.

3 Now I might say, you know, I'm the City Manager and they
4 hire me and, you know, they're my bosses and so, I need to look out
5 for them. And so, all of that is true. They are my bosses, but at
6 the end of the day, I have a front-row seat for what they do and how
7 they do it on a day-to-day basis.

8 And I think the structure for the way that compensation is
9 addressed and the Charter's archaic. I think that assumes, makes big
10 assumptions about the role that a Council Member and the Mayor play.

11 But to watch them work well in excess of 40 hours a week on
12 a regular basis, on weekends, and nights, some night meetings, and
13 Commission meetings, and all the things that go on with that, I think
14 that, that that's, again, was a different time, you know, when that
15 was originally thought as a part-time effort.

16 So, the, the conversation, I think, of which you, you are
17 currently a part, but as we start to go down the path of what does it
18 look like, or what can it look like for us as a community, there'll be
19 some discussions around good governance.

20 There'll be some, some conversations around what other
21 changes in the Charter we should be talking about and thinking about.
22 Now I don't have all that worked out, and if I did, I'd, I'd tell you.
23 And it's not necessarily for me to convey as much as for me to provide
24 the environment and ultimately the community will be the ones to give
25 (inaudible)

1 I can tell you, and I think you were given a copy of the
2 presentation that Council Member Santa Cruz provided. Did you all get
3 - that's fine.

4 MALE SPEAKER: I have it.

5 MR. ORTEGA: So, what I'll do is after this, I'll have the
6 Staff share with you a presentation on good governance that was
7 provided to the Mayor and Council by Council Member Santa Cruz at the
8 last meeting which was our retreat.

9 And I'll call your attention - there's a, a - one of the
10 slides has 12 concepts of good governance. And they range, and they
11 vary on a variety of different, different areas.

12 The reason that I wanted you to be aware of it is because
13 as we craft, and I'll say "we", craft the messaging around this, it's
14 important that you know there's some other conversations that are
15 ongoing as well.

16 And quite frankly, we need your help in terms of what are
17 the thoughts and ideas that you think could resonate with the voters
18 so that they have an understanding of how the, the configuration of
19 City government is maybe different today than it was when it was first
20 identified in, in the Charter. And how do we structure compensation
21 going forward as a part of that com- -- that, that bigger discussion
22 with the voter? So, I wanted you to be aware of that.

23 Again, I would encourage you and you're deliberating and
24 developing your recommendations to also think about what role, you
25 know you, but "we" as an organization can play in education.

1 You know, we can't be advocating necessarily one way or
2 another for a ballot measure, but we can certainly education, and
3 that's really the focal point here is making sure people have all of
4 the information in front of them to make a decision, whatever that
5 decision ultimately is.

6 So, that's really all I wanted to, to convey to you. And,
7 and again, I thank you for all that you do, and thanks to Staff for
8 being here. I know we have some folks on line as well.

9 I just want to tell you how much I really do appreciate
10 what you all are doing, and it's, it's important work. Madam Chair,
11 I'm happy to answer questions as you see fit or appropriate.

12 CHAIRPERSON SCHOLL: Thank you. And, and we appreciate
13 you taking time to come speak with us. I know that conversation with
14 Mayor and Council happened a week ago, and I, I did watch the retreat,
15 and I think it was a really discussion around the importance of
16 salaries and the potential to attract a more diverse pool of
17 candidates who, who can't make that sacrifice right now in that pay
18 cut for Council. So, any questions from the group for Mr. Ortega?

19 MS. DENT: Yeah. I'm just curious. I mean, it sounds like
20 we're gonna have more conversations around this broader context of the
21 good governance components. And if that's something that's moving
22 now, or that's a long-term conversation, but I think that'd be helpful
23 for us to make sure we're, like working in a complementary fashion.

24 MR. ORTEGA: Madam Chair, Ms. Dent, I think the, the - so,
25 the short answer is nothing formally is working on this other, on this

1 other track yet where - and, and, and this is really the, the reason
2 I'm having the conversation with you is to let you know the context in
3 which you're going to be, you know, the, the way that your work will
4 fit into a large discussion.

5 The Charter outlines your duties pretty explicitly. And I
6 think that the, the second part of the, of the sentence that defines
7 the Commission is really about the role of the, the Mayor and Council,
8 the duties of the Mayor and Council. And I think that piece is the
9 one that you, you can think about.

10 The other track of good governance and, and the rest of it
11 will have a parallel probably - well, more than likely, separate
12 track. But it will be in the context again of, of what you all are
13 talking about.

14 Unfortunately the Charter outlines the timing. And so, the
15 timing's set, so, we don't have a choice. In the perfect world, we
16 would say: Hey, you know, I'll do this as well. And that's just not
17 gonna work based on the way that the Charter is outlined.

18 So, I will just tell you very directly. I don't believe
19 that it would be appropriate, and I'll defer to counsel a little bit
20 on this. But I don't think it would be appropriate for us to do more
21 at this point than what the Charter requires us to do.

22 Now there's a process for establishing public input and,
23 you know, and maybe a different group. It could be you as well, but
24 I, I think that the Charter is pretty explicit there in terms of what
25 the role is for your (inaudible)

1 CHAIRPERSON SCHOLL: Other questions, comments? Okay.

2 Well, thank you for joining us. We appreciate it.

3 MR. ORTEGA: Thanks again, thanks again for all you do.
4 Appreciate it. (Inaudible)

5 CHAIRPERSON SCHOLL: Okay. We will go ahead and jump back
6 down Item 6. Presentation by the City Attorney's Office on Ballot
7 Language and Committee Outreach.

8 MR. McLAUGHLIN: So, Madam Chair and Members of the
9 Committee, I'm Dennis McLaughlin, I'm with the City Attorney's Office.
10 Thank you for having me.

11 I'm delighted I deferred to Mr. Ortega because he gave
12 great context and I do agree with everything he said in terms of what
13 the Charter kind of limits you to as this body. It was my
14 understanding that you had some questions about the limits of what you
15 can do, which I will be glad to try to answer.

16 One thing that I have passed out, I think, and thanks to
17 Yolanda, is a copy for everybody of A.R.S. 9-500.14, which is a
18 statutory limitation on what the City and its bodies which would
19 include you, can do in terms of influencing elections.

20 I also understand you've already gotten the official ballot
21 language from the last four, I think from 15, 17, 19 and 21, regarding
22 compensation of Mayor and Council.

23 So, the key thing, key point I would want to make on
24 9-500.14 is if you look at "A", it talks about we're not able to use
25 our resources, which would include you as a body. And we'll, we'll

1 get into the details of this with questions. But we can't use any
2 resources for, for influencing the outcomes of elections.

3 And basically, if you look at Section H, on the flip side,
4 influencing the outcomes means supporting or opposing a ballot measure
5 question or proposition. So, we can't tell people, "Vote for the,
6 vote for the salary increase, or proposed salary increase."

7 What we can do is give information. And again, this
8 dovetails nicely with what Mr. Ortega said, that you can formulate
9 information that may be useful to the voter in deciding how they're
10 going to vote. And there's no violation there.

11 We can work with you. We - the City Attorney's Office and
12 the Clerk, can work with you on, on that. And so, we achieve a
13 balance and don't have any violations. That's, I think, really in
14 essence all I want to tell you and, and give the rest of my
15 explanation in the context of answering your questions, if that's
16 okay.

17 CHAIRPERSON SCHOLL: Sure. Thank you. Yeah, I think the
18 last meeting, we - there was a question about writing the line of just
19 gathering input, having conversations with people, community leaders,
20 business leaders, religious leaders about their general thoughts about
21 increasing the Mayor and, and Council's salaries versus like what is
22 truly advocacy for what we're, you know, doing and, and encouraging
23 someone to vote for the proposition. So, I'm assuming, just having
24 conversations in our roles as Commissioners gathering input, seeing

1 how people feel about what we're working on is within the bounds of
2 what we're allowed to do.

3 MR. McLAUGHLIN: Yes, I would say the way you describe it,
4 absolutely. It would be useful for you to get input from, from folks
5 in terms of what the issues they see are. What concerns they have.
6 How they think it might be presented.

7 CHAIRPERSON SCHOLL: Okay.

8 MR. McLAUGHLIN: That's all fine.

9 CHAIRPERSON SCHOLL: Okay.

10 MR. McLAUGHLIN: Most of, most of 9-500.14 is about
11 reducing things from the City that look like, you know, I'll just say
12 your flier that says: -

13 CHAIRPERSON SCHOLL: Okay.

14 MR. McLAUGHLIN: - Oh, yeah. You, you want to vote for
15 this. That's, that's a "no-no".

16 CHAIRPERSON SCHOLL: Okay.

17 MR. McLAUGHLIN: But, but information also, you know, if
18 you had a flier that was things to consider when you're, when you're
19 voting, -

20 CHAIRPERSON SCHOLL: Uh-huh.

21 MR. McLAUGHLIN: - I think that, that's something that
22 could be formulated that would be perfectly lawful within the statute.

23 CHAIRPERSON SCHOLL: So, then, once this Commission ends,
24 'cause it's only a two-month appointment, -

25 MR. McLAUGHLIN: Sure.

1 CHAIRPERSON SCHOLL: - and, you know, the recommendation is
2 gonna be placed on the, the November ballot, what are we then allowed
3 to do? Are we no longer Commissioners? Are we within the bounds of
4 being a citizen, can advocate for this?

5 MR. McLAUGHLIN: Right. I think, I think at that point,
6 you're just - just, you know what I mean.

7 CHAIRPERSON SCHOLL: Yes.

8 MR. McLAUGHLIN: Normal citizens. So, you, you're no
9 longer - the, the concern of this statute is about actions by the
10 City or a body.

11 CHAIRPERSON SCHOLL: Uh-huh.

12 MR. McLAUGHLIN: And you would be, I think, perfectly
13 within your rights, First Amendment rights, and other rights, to be
14 advocating to, for instance, if the Clerk had, I don't know if this is
15 how it will work out, but if the choice is yours had arguments for and
16 against, you could put in an argument for.

17 You could use your own, your own name, obviously. You
18 could say, "I was a member of the Commission." So, 'cause now you're
19 speaking as an individual.

20 CHAIRPERSON SCHOLL: Okay.

21 MR. McLAUGHLIN: And you could have whatever you wanted to
22 argue in there. What we want to avoid is, is the body, you know,
23 sending out some sort of "rah-rah", one way or the other. And,
24 obviously, if you recommended, it would be that you were posing to
25 support it.

1 CHAIRPERSON SCHOLL: Uh-huh.

2 MR. McLAUGHLIN: But individually, I think you've got a lot
3 of leeway.

4 CHAIRPERSON SCHOLL: Okay. And then, once we are done with
5 this Commission, we are able to say, "I was a Commissioner, and I
6 support this."?

7 MR. McLAUGHLIN: Yes.

8 CHAIRPERSON SCHOLL: Okay.

9 MR. McLAUGHLIN: I think that's perfectly fine. Yes.

10 CHAIRPERSON SCHOLL: That's - my question's based on the,
11 the piece about our roles. Other questions about that topic?

12 MR. McLAUGHLIN: Anybody?

13 CHAIRPERSON SCHOLL: Okay. Then I think we had some
14 questions about the ballot language and how we kind of word that.
15 It seems like that right now the direction this group is moving is
16 wanting to do more of a formulaic recommendation as opposed to a hard
17 salary number.

18 MR. McLAUGHLIN: Yes.

19 CHAIRPERSON SCHOLL: And right now, we're looking at the
20 average wage for the Tucson MSA. So, is that something that we are
21 able to do, I guess?

22 MR. McLAUGHLIN: If - I hope I'm answering your question
23 'cause I am trying to. I think we, the Clerk and the City Attorney,
24 will absolutely work with you to try to formulate your question as in
25 the form you want it.

1 CHAIRPERSON SCHOLL: Okay.

2 MR. McLAUGHLIN: The, the tricky part of the ballot
3 language, first of all, the statutes only give us in the descriptive
4 title, about 50 words. It says you can't have more than 50 words,
5 descriptive.

6 Now the official - I don't think there's really any limit.
7 And there is a traditional with, that we try to formulate "yes",
8 "no's" kind of along the lines of 9-500.14 where we're just trying to
9 sort of even-handedly describe what -

10 CHAIRPERSON SCHOLL: Uh-huh.

11 MR. McLAUGHLIN: - will happen. But if your question is,
12 can you formulate things in, in, you know, and, and have us draft this
13 language to describe how you formulated it, we absolutely, I think,
14 can do that -

15 CHAIRPERSON SCHOLL: Okay.

16 MR. McLAUGHLIN: - with, you know, to, to try to - to try
17 to get it as accurately described for the voters as, as we can.

18 CHAIRPERSON SCHOLL: Okay.

19 MR. McLAUGHLIN: Am I answering your question?

20 CHAIRPERSON SCHOLL: Yeah. Yeah. For me. I just wanted
21 to make sure - I mean, that really seems the direction we're going,
22 and I wanted to make sure we're able to do that before we get too much
23 further into this, 'cause that really seems like we're wanting to tie
24 it to an outside - to a number provided by like the Bureau of Economic
25 Analysis, and -

1 MR. McLAUGHLIN: Sure.

2 CHAIRPERSON SCHOLL: - we'd - and it sounds like we're able
3 to do that. And, and other questions from the group? Oh, go ahead.

4 MR. McLAUGHLIN: Just say one thing. If you look at the
5 ballot language from 2021, which will be the, the front of, of, of
6 the first thing you have, they were - they - that Commission was
7 interested in having things indexed to the Consumer Price Index.

8 CHAIRPERSON SCHOLL: Okay.

9 MR. McLAUGHLIN: And I mention it only in that, you know,
10 there are ways to describe this that I think might be similar to what
11 you're talking about.

12 CHAIRPERSON SCHOLL: Uh-huh.

13 MR. McLAUGHLIN: That this is not unusual, you know, to
14 have, have on the ballot. So, we can work with you on that.

15 CHAIRPERSON SCHOLL: Okay. Excellent. Laura.

16 MS. DENT: Yeah. Thank you so much for that. I think, for
17 me, the kind of clarifying question, and I - it sounds like we have to
18 have more conversations. I want to like due diligence around
19 (inaudible) retreat contexts and all of that.

20 But based on the conversations we were having last week, I
21 was just curious about whether we could link the salaries of Mayor and
22 Council to this like average figure, and not necessarily lean on the
23 number itself.

24 Obviously, that number is gonna change because it's linked
25 to the average salary of the region. And I think the hard part right

1 now is that - I mean, honestly, Council Members make so little. And
2 so, folks would see an increase and say, "Wow. That's something that
3 I would never have necessarily." But it would put these Council
4 Members on par with the average wage of the region.

5 So, I worry a little bit about people (inaudible) like
6 pulling back from taking an action of that nature if they see the
7 dollar amount versus whether they appreciate this is the average of
8 our region, and that's what you or I, statistically speaking, are
9 probably making as workers in this community.

10 So, I think that was the question mark for me is, you know,
11 are we able to do and establish that link and that correlation without
12 necessarily digging into like the figure itself. And it, it sounds
13 like maybe, maybe not.

14 I think we probably want to have conversations around what
15 makes the most sense. But I think we were just trying to understand
16 whether it was possible to frame it that way so that the voters could,
17 could see it in that context.

18 MR. McLAUGHLIN: Sure. I think the short answer is "yes".
19 I, I, I'm not trying to do yours as a black-and-white, but I'm just
20 trying to get for clarity for you guys. I don't think you have to
21 have a flat number. You can have a flat number, but it's whatever, I
22 think you can describe this in whatever way you want, -

23 MS. DENT: Okay.

24 MR. McLAUGHLIN: - because the Cha- -- we're, we're gonna
25 be amending the Charter language, and it's gonna be a matter of having

1 language that's clear and, and can be used to clearly establish a
2 number, -

3 MS. DENT: Uh-huh. Uh-huh.

4 MR. McLAUGHLIN: - so that we know. If that makes sense.

5 CHAIRPERSON SCHOLL: So, the, the goal, if we don't want to
6 do a hard number, is just to be as precise and clear in the language
7 that we develop that.

8 MR. McLAUGHLIN: Right. And, and to avoid vagueness, have
9 a formula that's going to give a number -

10 CHAIRPERSON SCHOLL: Okay.

11 MR. McLAUGHLIN: - that's, that everybody can agree on.

12 CHAIRPERSON SCHOLL: Okay.

13 MR. McLAUGHLIN: And, and if you do that, you can write it
14 - we can help you write it however you want to.

15 CHAIRPERSON SCHOLL: Okay. Okay.

16 MR. McLAUGHLIN: Sure.

17 CHAIRPERSON SCHOLL: Any other questions? Greg, I want to
18 check in with you. You have anything?

19 MR. FACEY: No. Not, not at this point.

20 CHAIRPERSON SCHOLL: Okay.

21 MR. McLAUGHLIN: And I will emphasize I believe your point
22 of contact will be the Clerk's Office, but as you have specific
23 questions or if you want input from our office, we'll be glad to -
24 this not the last conversation we have to have, -

25 CHAIRPERSON SCHOLL: Excellent.

1 MR. McLAUGHLIN: - or want to have.

2 CHAIRPERSON SCHOLL: Great.

3 MR. McLAUGHLIN: So, just keep us looped in.

4 CHAIRPERSON SCHOLL: Okay. Well, thank you. I think that
5 was very helpful and cleared some things up for us.

6 MR. McLAUGHLIN: Great.

7 CHAIRPERSON SCHOLL: I appreciate it.

8 MR. McLAUGHLIN: And we'll be glad to help you any, any way
9 we can.

10 CHAIRPERSON SCHOLL: Okay. Thank you.

11 MR. McLAUGHLIN: Thank you. Oh. And thank you for taking
12 me out of order.

13 CHAIRPERSON SCHOLL: No problem.

14 MR. McLAUGHLIN: And I'm delighted I let Mr. Ortega go out
15 of order ahead of me. Thanks. Good night.

16 CHAIRPERSON SCHOLL: Thank you. Okay. We'll go to Item 3
17 which is Call to the Audience. At this time, citizens may address the
18 Commission with their concerns. The Commission may not address the
19 specific concern at this meeting.

20 However, the Commission may, at its discretion, make a
21 future agenda item at which time there can be a discussion. Citizens
22 are asked to address the Commission, not a specific member. Each
23 person is limited to three minutes.

24 I don't see anyone with us this evening. So, we'll go
25 ahead and move on to Item 5 which is Consideration and Discussion of

1 Public Input. So, I think the Clerk's Office provided you with -
2 well, first, they did, and I don't know if you saw the announcement,
3 and so, we did receive a couple e-mails which were forwarded to us.

4 And then I also thought it would be probably helpful to put
5 together a survey. That way people who aren't, as we talked about
6 last meeting, (inaudible) super familiar with this topic; don't feel
7 like they can comment because they don't have anything just to like to
8 enter into a, a, a comment form.

9 So, I think the Clerk's Office forwarded you some questions
10 that I had just kind of come up with as a starting point. I'm not
11 married to any these. I thought, like No. 10 of it with the way I was
12 like envisioning this happening is that like Question No. 1 would pop
13 up on the screen.

14 And then once you answer, you see Question 2 and 3. And
15 then once you answer, you see Question 4, since Question 4 basically
16 gives the answer to 2 and 3, but I just thought like the first three
17 questions are kind of good for our information.

18 What are peo- -- what's the perception out there? What do
19 people think that the Council is making? 'Cause it's, you know, my
20 gut wants to say that people may think that they're making like a
21 bunch of money. And so, I think that just might be helpful for us to
22 kind of like with the context from the Council just kind of add to
23 that.

24 And then, just based on kind of where it seems like we're
25 going with our recommendation, No. 5 and 6 kind of ask what they think

1 about that. I didn't put in, like the example of like how much that
2 would be at this moment in time. I wasn't sure - well, like you were
3 saying like, do we want to put that number out there? Is that gonna
4 like really freak people out or, so anyway, definitely should discuss
5 that. And then, just seven, No. 7 was -

6 MR. URQUIDI: I'm, I'm not understanding what you mean.
7 Put out what number?

8 CHAIRPERSON SCHOLL: Well, the way it's phrased, it just
9 says "average salary" without saying what the average salary is right
10 now.

11 MR. URQUIDI: Oh. Okay.

12 CHAIRPERSON SCHOLL: Yeah.

13 MR. URQUIDI: I, I, I did see that and -

14 CHAIRPERSON SCHOLL: Yeah.

15 MR. URQUIDI: - yeah, I was gonna just put it as an open
16 question. Do you think it's - it would be something that should be -
17 so, so, meaning that the - that they're not - it doesn't specify what
18 the average salary is, right?

19 CHAIRPERSON SCHOLL: Right.

20 MR. URQUIDI: Yeah.

21 CHAIRPERSON SCHOLL: Yeah.

22 MR. URQUIDI: Yeah. So, I personally think that we should
23 give them that figure.

24 CHAIRPERSON SCHOLL: Okay.

1 MR. URQUIDI: But, you know, whatever every- -- anybody
2 else thinks because maybe the average voter doesn't - is not familiar
3 with the average salary. They would want to know it.

4 CHAIRPERSON SCHOLL: Okay.

5 MR. URQUIDI: So, but -

6 CHAIRPERSON SCHOLL: And then No. 7 was just kind of a -
7 what we've talked about. And, and something that was, was brought up
8 in the retreat, and if you have time, I encourage you to watch it.
9 It was probably about the last like 45 minutes to half hour was the
10 discussion about good governance, and they did explicitly talk about
11 our Commission.

12 And one of the things that was brought up is that, you
13 know, the current wages are not living wages, and that providing
14 living wages would provide the opportunity for a different pool of
15 candidates to run. And so, I just thought maybe that might be a good
16 question to ask to get a feel for like if that's something that people
17 agree with or not.

18 And then, the last one would just be like an open-answer
19 question. If they have any other thoughts, they can enter their
20 comments. So, this was just a starting point, like let's change
21 whatever you think. I just thought it'd be good to get something down
22 that we can discuss.

23 I, I, I'd like to get this out like early next week since
24 we're kind of on the short timeline. I know you guys just saw this

1 this afternoon, but I don't know if you have like any initial
2 thoughts.

3 MS. DENT: Well, thank you for doing this. We appreciate
4 it. I like the idea of getting a sense of where voters are at. I
5 think that's really helpful.

6 I'd like to frame the fact that Council Members are working
7 full-time. I mean, the understanding is that like based on
8 (inaudible) comments (inaudible) from offices like this is a full-time
9 job.

10 CHAIRPERSON SCHOLL: Uh-huh.

11 MS. DENT: I think that when we kind of continue like
12 talking about like assuming this or that, I, I just want to try and
13 frame this for voters because I think this is really pervasive myth
14 that is gonna continue to undercut the work of this Commission. But I
15 agree with that.

16 And I just wanted to add on the last piece, I think the
17 diversity of candidates is important. But I also think this is like
18 an everyday Tucsonan could run (inaudible) because I think, I mean,
19 you know, we see it in the like public input like people are -

20 I think it's not just about diverse candidates, although
21 that's really important. It's just about anyone that doesn't have
22 like independent sources of revenue.

23 CHAIRPERSON SCHOLL: Yeah. Yeah. No. I agree and
24 actually I almost thought about asking a question, something along the

1 lines of like if Mayor and Council were paid more, would you, your
2 family members, or friends consider running for public office?

3 MS. DENT: Uh-huh. Yeah.

4 CHAIRPERSON SCHOLL: Just to get a feel like if that's
5 something that they would potentially consider. So, yeah, I mean I'm
6 definitely open to, you know, rephrasing that question which I think
7 we had, in some of our comments that we had added over the (inaudible)
8 but the, the edits that we made, we might be able to pull from there.

9 MS. DENT: Yeah.

10 CHAIRPERSON SCHOLL: Yeah.

11 MS. DENT: Yeah. I feel like just, just if it - if paying
12 Mayor and Council a higher salary would allow everyday Tucsonans to
13 run for office. Be like, we all feel like everyday working people.

14 CHAIRPERSON SCHOLL: Uh-huh.

15 MS. DENT: Like very few of us I think could do this. My
16 credit to the Council that is able to find ways to make it happen.
17 So, those, those are my only reflection. I think this is -

18 CHAIRPERSON SCHOLL: Okay. Well, wanted to keep it short
19 and sweet so that people don't lose interest (inaudible) survey
20 fatigue is a real thing. Any other thoughts? Definitely want to make
21 sure we discuss whether or not we, on Question 6, we want to include
22 the like, for example, if that were in place today, it would be these
23 numbers.

24 MR. URQUIDI: I, I'm just (inaudible)

1 CHAIRPERSON SCHOLL: Yeah. And I think when I was coming
2 up with these, I wanted to be careful about asking leading questions.
3 I, you know, I didn't - I wanted people to answer honestly, like give
4 them some context of what we do. In fact, I almost added it in this
5 top section at the last.

6 But I, I really just wanted it to be as neutral and
7 unbiased as possible so that people aren't persuaded throughout taking
8 the survey to answer a certain way. But I think that's something we
9 put in our rationale.

10 MR. URQUIDI: And that, that, that is what we should be
11 doing and that is correct (inaudible)

12 CHAIRPERSON SCHOLL: Yeah.

13 MR. NIERI-LANG: I, I do think for No. 6, if we're going
14 back to that, I think the number should be included 'cause I think if
15 I looked at that question and the number wasn't there, I wouldn't be
16 fully sure how to answer it.

17 CHAIRPERSON SCHOLL: Okay. That's good information to
18 have.

 MS. GARCIA: Should we - oh, I'm so sorry.

19 MR. NIERI-LANG: No, go ahead.

20 MS. GARCIA: Just on that No. 6, it seems like we might
21 want to identify that the 1.25 is for the Mayor.

22 CHAIRPERSON SCHOLL: Right.

23 MS. GARCIA: Or it just kind of feels a little confusing
24 like, do you think this is fair? Do you think 1.25, this is fair?
25 It might be like different answers.

1 (Multiple speakers.)

2 CHAIRPERSON SCHOLL: Okay. I think I left it out. Now
3 that I read it, I think I left it out. So, but the other question is,
4 do we want to split them into two questions? Like is it, is it too
5 much for one that we should like - yeah, like the first question is
6 about the Council, and then the second's like - the next question
7 would be about the Mayor's salary.

8 MR. URQUIDI: I, I think it could be split, -

9 CHAIRPERSON SCHOLL: Okay.

10 MR. URQUIDI: - so that they can see the distinction
11 between the two very readily.

12 MS. DENT: I would recommend that it be split because it
13 would definitely differentiate what -

14 CHAIRPERSON SCHOLL: Yeah.

15 MS. DENT: - the two different salaries (inaudible)

16 CHAIRPERSON SCHOLL: It could feel like I'm leaning "yes"
17 on one and I'm leaning "no" on the other. So, that, you know, someone
18 may not feel the same about each one. So, -

19 MS. DENT: Right.

20 CHAIRPERSON SCHOLL: - I think - and then, Jesus, I had a
21 question for you when I was looking through the, the sheet that we got
22 that had all the data on Tab E. I could not find the Bureau of
23 Economic Analysis table that that number came from.

24 Are you able to reach out to, to Valerie that put this page
25 together from the University and see if she can send us that?

1 MR. ACEDO: Yes. Definitely.

2 CHAIRPERSON SCHOLL: Okay. I just - I think it might be
3 nice to link that at that bottom where it had that asterisk, so that
4 if people wanted to kind of see where we're getting that number from,
5 they can click and it goes to that link.

6 And then we also could put like on the comments, on the
7 edits I submitted, I put the example if this recommendation were in
8 place today, the salary for Council Members would be blank.

9 We could put that also in this question if we wanted, which
10 I'm hearing from a couple of you. Sounds like we should add what
11 those numbers are. Just, I mean in full transparency, we probably
12 should add them.

13 MR. FACEY: This is -

14 CHAIRPERSON SCHOLL: Oh.

15 MR. FACEY: I'm sorry.

16 CHAIRPERSON SCHOLL: Go ahead, Greg.

17 MR. FACEY: Yeah, this is Greg Facey. I would have to
18 agree with, with (inaudible) 6. The, the main concern for me is that
19 the language is as, as simplistic as we can, and differentiate it as
20 we can, especially if we're gonna moving into multiple languages.

21 So, potentially have the information in because of the
22 population of individuals that, that our community is built upon might
23 not have the same academic levels as -

24 CHAIRPERSON SCHOLL: Uh-huh.

1 MR. FACEY: - maybe other, other same size communities
2 across the nation with not the same kind of groups of individuals.
3 And because of that, I want to make that the language, especially in
4 Question 6, is broken into pieces, 'cause when that's translated into,
5 say, into - in Spanish, it may not necessary resonate well with
6 individuals that would be seeing it.

7 So, like, for instance, the majority of the individuals
8 like let's says for instance that are part of Tucson Unified School
9 District, and those parents and families might not be aware of all the
10 tier-two academic words that are within those questions that you have
11 on that page.

12 So, again, just making sure that it's as simplistic as
13 possible as far as language goes, which I think it, it, for the most
14 part, it is. I just want to make sure we preface that part right
15 there as well, if that makes sense.

16 CHAIRPERSON SCHOLL: Yeah. That's a really good point.
17 And I think that just is another reason to split that question into
18 two, and to provide the example of what that would be if it were in
19 place today. Are we all feeling comfortable with that? Okay. Did
20 you have something?

21 MR. URQUIDI: This might very nitpicky, but you know, I, I
22 did ask the question (inaudible) average salary. I'm assuming
23 (inaudible) with the household, 56,000 for a household of (inaudible)
24 I'm kind of bothered that there's (inaudible) the average salary is

1 56,000 (inaudible) assuming that it - well, is it a household of five,
2 or one, you know? (Inaudible)

3 CHAIRPERSON SCHOLL: On that Tab E page, again, the next
4 one down does show the median income for a household family in per
5 capita.

6 MR. NIERI-LANG: That's gonna be my question. Are we
7 referencing just is it individual salary, the fifty-six? And then
8 average household would be about fifty-nine? So, is the -

9 CHAIRPERSON SCHOLL: We're talking about the average wage
10 and salary number two, which I think will be helpful if we can get
11 that table so we can -

12 MR. ACEDO: Yes. So, when we reach out to Valerie for the
13 ta- -- to Valerie for the table, we could go ahead and ask for the
14 household as well.

15 CHAIRPERSON SCHOLL: Yeah. Why don't we do that just to
16 get some clarification? So, we'll address that next week.

17 MS. GARCIA: I do have - I just wanted to like prepare this
18 group, like the answer to Question 7 is going to be "no". It's just
19 very difficult for, for everyday voters to say like that an elected
20 official should make more. I mean like - so, I think there's like
21 that question of good governance, -

22 CHAIRPERSON SCHOLL: Uh-huh.

23 MS. DENT: - versus like majority rule that we have to
24 think about.

25 CHAIRPERSON SCHOLL: Uh-huh.

1 MS. GARCIA: And I just wanted to like prepare this group
2 because I think it's very, very likely that people are gonna say,
3 "Okay. Well, I'll, I'll be okay with the average wage, but I don't
4 think anyone should be making more than that," when in reality
5 (inaudible) very clear that the Mayor does a lot more work than the
6 rest of the Council, and holds more responsibility, and as such, it
7 feels fair for that person to make more -

8 CHAIRPERSON SCHOLL: Uh-huh.

9 MS. GARCIA: - but I don't know that, you know, everyday
10 folks are gonna necessarily feel that way because there's some idea
11 about like politicians that - a lot of reasons. So, I just wanted to
12 prepare us for that.

13 I know we're gonna make decisions informed by this, but not
14 necessarily driven. So, I just wanted to name it because I can see
15 that that response being negative and I just think we have to be
16 mindful of like, "What do other communities do," like, -

17 CHAIRPERSON SCHOLL: Uh-huh.

18 MS. GARCIA: - "What makes sense, -"

19 CHAIRPERSON SCHOLL: Uh-huh.

20 MS. GARCIA: "- given the responsibilities, -"

21 CHAIRPERSON SCHOLL: Uh-huh.

22 MS. GARCIA: "- of these roles," (inaudible)

23 CHAIRPERSON SCHOLL: Yeah. That's a good point. And then,
24 Jesus, just logistically, for whatever survey program you guys use,
25 are we able to like we don't want all of the questions on the screen

1 at the same time. Like we want No. 1 to pop up, and then once you
2 answer No. 1, it goes to like the next question. So, you're answering
3 them individually. Is that, is that doable?

4 MR. ACEDO: I'd have to check on that.

5 CHAIRPERSON SCHOLL: Okay.

6 MR. ACEDO: I know we can definitely do a form, so, the way
7 it's laid out I know we can definitely do.

8 CHAIRPERSON SCHOLL: Okay.

9 MR. ACEDO: But I can check on it and get back to you.

10 CHAIRPERSON SCHOLL: Yeah. I think for the first three
11 questions, it's, it's most critical. Like we need No. 1 to pop up and
12 then No. 2 and 3 can be together.

13 And the rest of them, I guess, after, after Question 3,
14 there's no reason they need to be separated. But if we can't do that
15 function, I think that will change how we want to write the questions.
16 Okay.

17 MR. ACEDO: I'll find out.

18 CHAIRPERSON SCHOLL: Excellent. Thank you. Any other
19 thoughts on this? So, we'll split Question 6. We'll add how much
20 that would be at this moment in time if this recommendation were in
21 place. We'll get that link and we'll check on the households
22 question. Okay.

23 And then, the other thing that I want to talk about in
24 terms of gathering public input, is I did reach out to the Mayor and
25 the Ward Offices this week. And I enacted with three of them. I

1 talked to Ward 2, I talked to his Chief of Staff yesterday in person
2 and sent them an e-mail so I just waiting on hearing back from the
3 other ones, and will reach out again early next week if I don't hear
4 back. But these are the ones that I have scheduled.

5 I know we run into the Subcommittee issue if it's more than
6 just two of us together. If there's three of us, it's not a quorum,
7 but it's a subcommittee which would need to be noticed. So, Jesus, do
8 we run into issues if it's like for the first meeting, it's, it's me
9 and Jennifer, and then the second meeting, it's me and Laura. Like -

10 MR. ACEDO: No. That, that'd be (inaudible)

11 CHAIRPERSON SCHOLL: Okay. But we can't do more - it
12 couldn't be me and then Nico 'cause then at that point, it's four of
13 us that have communicated like - you know what I'm saying?

14 MS. MESICH: It's - there's separate meetings?

15 CHAIRPERSON SCHOLL: They're separate.

16 MS. MESICH: And as long as it's just two of you at a
17 time, -

18 CHAIRPERSON SCHOLL: Okay.

19 MS. MESICH: - and it could be any two of you.

20 CHAIRPERSON SCHOLL: It would be considered pooling, like,
21 like the I've been pooling with them (inaudible)

22 MS. MESICH: No, because you - by having two different
23 people every time, it's gonna let them have a per- -- get a better -

24 CHAIRPERSON SCHOLL: Okay.

1 MS. MESICH: - perspective of what each of the different
2 Council Members want.

3 CHAIRPERSON SCHOLL: Okay. I just want to make sure
4 before -

5 MS. MESICH: Yeah. It's not just the same two always
6 coming back and reporting what their thoughts are.

7 CHAIRPERSON SCHOLL: Okay.

8 MS. MESICH: You'll get it from individual Commissioners.

9 CHAIRPERSON SCHOLL: Okay. So, I don't know if you guys
10 want to pull out your calendars and see if you're available for any of
11 these, but these are what we have on the books at this moment. And
12 the only in-person one is the Council Member Dahl at the Ward 3
13 Office.

14 MS. GARCIA: And I can come with you on that March 1st at
15 Ward 3.

16 CHAIRPERSON SCHOLL: Okay.

17 (Inaudible)

18 CHAIRPERSON SCHOLL: Okay. Yeah. I'm hoping to get with
19 the, the four other offices, so, hopefully, we can -

20 MR. FACEY: Where is the calendar? (Inaudible)

21 CHAIRPERSON SCHOLL: Oh. Can - how do we show this to
22 Greg? Okay. Stand by, Greg, we're gonna scan, scan the document real
23 quick and send it to you or put it up on the screen or something. So,
24 give us just a few moments.

25 MR. FACEY: All right.

1 CHAIRPERSON SCHOLL: So, anyway, so, I'm looking forward to
2 that. I think it'll be a good opportunity to chat with them and
3 especially after watching that retreat last week. There's definitely,
4 you know, an interest in, in meeting with us and talking about kind of
5 what, what we've done.

6 There was definitely, as Jesus mentioned last week, an
7 interest in public input. So, I think it'll be important that we talk
8 about our plans for reaching out to the public. And hopefully, we'll
9 either have the survey up by then, or we can definitely tell them that
10 it's, it's in the works.

11 So, I think those will be good meetings, and I'm looking
12 forward to chatting with them. Okay. Any other thoughts about public
13 input?

14 MS. GARCIA: Just a question. How long are we leaving this
15 survey open for?

16 CHAIRPERSON SCHOLL: So, I think last week it was discussed
17 until March 12, which our recommendation is due on the 15th, which I
18 think is a Wednesday. So, we wouldn't have - we may need to do like a
19 meeting like -

20 MS. GARCIA: (Inaudible) have the survey due before like
21 that last?

22 CHAIRPERSON SCHOLL: The Wednesday before?

23 MS. GARCIA: Yeah. I definitely don't want public input to
24 be sent after our recommendation is final.

1 CHAIRPERSON SCHOLL: No. For sure. Yeah. That's a good
2 question. So, our last meeting will be - see, if we, if we have it
3 closed before our last meeting that we have planned right now, it'll
4 only be open for like a week and a half.

5 I'm wondering if maybe we - the like week of March 15th, we
6 need to have a meeting on like that Monday or Tuesday to like finalize
7 everything and go through the public input.

8 MS. GARCIA: I personally feel comfortable with the window
9 (inaudible)

10 CHAIRPERSON SCHOLL: Okay.

11 MS. GARCIA: But I mean I think we'll have to like be
12 proactive in getting this out there. But obviously, like folks are
13 sending in feedback.

14 CHAIRPERSON SCHOLL: Yeah.

15 MS. GARCIA: Our meeting with Council Members. So, maybe
16 we just work intentionally to like get it out there.

17 CHAIRPERSON SCHOLL: Okay.

18 MS. GARCIA: That's just my thought. I feel comfortable
19 but I'm also open to reconvening.

20 CHAIRPERSON SCHOLL: 'Cause if we get it up and going like
21 on Monday or Tuesday, that would leave - if it's on Tuesday, that
22 would leave a week, essentially.

23 MS. GARCIA: By the 28th?

24 CHAIRPERSON SCHOLL: Yeah.

25 MS. DENT: That would help.

1 CHAIRPERSON SCHOLL: Like if it closes like Tuesday night
2 on the 7th, so they have time to get it to - I'm just worried about the
3 pretty tight turnaround. I've been wondering if we can leave it open
4 until March, like 12th at midnight? And then, the Clerk's Office has
5 Monday to, you know, gather everything, and then we meet one final
6 time on Tuesday, the 14th.

7 MS. GARCIA: So, is, is there (inaudible)

8 CHAIRPERSON SCHOLL: Uh-huh. Yeah. That's per the
9 Charter. We have to have it -

10 MS. GARCIA: Yeah.

11 CHAIRPERSON SCHOLL: - done. And it did seem like there
12 was a, a - during the retreat, there was a request from one of the
13 Council Members to leave the public comment thing open until March
14 12th.

15 MS. GARCIA: Well, that (inaudible)

16 CHAIRPERSON SCHOLL: Yeah.

17 MS. GARCIA: Yeah. So, then we'll plan (inaudible)

18 CHAIRPERSON SCHOLL: Yeah. And is that a Council night
19 meeting?

20 MR. ACEDO: No.

21 CHAIRPERSON SCHOLL: No? Okay. So, we can meet in here?

22 MR. ACEDO: Yes.

23 CHAIRPERSON SCHOLL: Okay. Excellent. Okay. Yes. So,
24 Greg, did you catch all that? We're gonna need to meet on the 14th for
25 our last meeting.

1 MR. FACEY: Yeah. I got it.

2 CHAIRPERSON SCHOLL: Okay. And then, are you seeing the,
3 the meeting times with the Mayor and Council Members?

4 MR. FACEY: Yes, I, I have seen - I do see them.

5 CHAIRPERSON SCHOLL: Okay. Okay. So, Jennifer's able to
6 do Ward 3 with me on March 4th, or March 1st. Are you available on the
7 28th or the 2nd?

8 MR. FACEY: I can, I can pencil in for the 28th.

9 CHAIRPERSON SCHOLL: You can do the 28th?

10 MR. FACEY: Yes.

11 CHAIRPERSON SCHOLL: Okay.

12 MR. URQUIDI: I would be willing to do the 2nd.

13 CHAIRPERSON SCHOLL: Okay. Excellent. So, I will go ahead
14 and let those offices know and I'll send them your e-mail addresses,
15 so you'll probably get a calendar invite from them with (inaudible)
16 Greg and me go with the virtual meeting links, and then Jennifer will
17 meet in person at the Ward 3.

18 And then, as I get more things scheduled next week, I will
19 send those to Jesus and we can - hopefully, we can get everyone else
20 to join at one of those.

21 Okay. So, then, thinking about the public comment when the
22 - once we get the survey line, do we want to close the other public
23 comment form, or leave them both open?

24 MR. ACEDO: That's up to you guys really. We can do
25 either/or.

1 MR. URQUIDI: I have a question. Might have forgot, but
2 how's this, this survey being sent out? Like what are the avenues
3 it's being sent out, and then are there constraints on us sharing it,
4 or how does that work?

5 CHAIRPERSON SCHOLL: So, my assumption is what they did
6 with the announcement yesterday is they'll be, like it'll go out
7 through the City's e-mail data base. And then the Council Members
8 might share it. I saw it on the Mayor's Facebook page. It'll be on
9 the Clerk's website.

10 I don't think there's any constraints with us sharing it,
11 saying that we're on this Commission, we're gathering public input.
12 Fill out the survey, we'd appreciate it. Yeah, I think that's what'll
13 happen.

14 MS. DENT: I like the idea of us transitioning to this
15 survey.

16 CHAIRPERSON SCHOLL: Uh-huh.

17 MS. DENT: I think, I think there's a lot of like usual
18 suspects that know how to like engage and navigate this - the
19 processes around like the existing portal.

20 CHAIRPERSON SCHOLL: Uh-huh.

21 MS. DENT: So, maybe this will be an opportunity for us to
22 like get uniform feedback -

23 CHAIRPERSON SCHOLL: Okay.

24 MS. DENT: - through different channels.

1 CHAIRPERSON SCHOLL: Yeah. It might be a little bit more,
2 the data might be a little more useful in terms of like sorting
3 through it and getting the main points.

4 And then there also is that last question, there is an
5 open-ended question for people to add comments if they have anything
6 to add that wasn't addressed. Okay. So, it sounds like a good plan.
7 Any other comments on the public input part of this process?

8 MR. FACEY: (Inaudible)

9 MS. DENT: Are we gonna discuss the retreat a little more
10 or -

11 CHAIRPERSON SCHOLL: Oh. Greg, go ahead.

12 MR. FACEY: I was just saying that I think it's a great
13 opportunity, again, to reach out to other diverse voices within the
14 community that typically are aware of being able to navigate the
15 systems. And that aspect, specifically, I've been alluding to it a
16 little bit, specifically individuals within certain demographics for
17 the Tucson Unified School District primarily.

18 So, that's something I do want to ask as well. Since we're
19 able to share that information, I'd love to make sure that we can get
20 it into the hands of the superintendent so that they can share it out
21 to the proper channels within the homes across Tucson metropolitan
22 area as well.

23 CHAIRPERSON SCHOLL: Okay. So, if I'm hearing you
24 correctly, once the survey's formulated, you'd like it to be shared
25 with the TUSD superintendent so he can share it with his network?

1 MR. FACEY: Correct.

2 CHAIRPERSON SCHOLL: Okay. Excellent. The retreat.

3 MS. DENT: Yeah. I just want to make sure I have full
4 contact. I mean, I'm, I'm hearing there was dialogue around salary,
5 but I also, I want to make sure that like if there's conversations
6 around - when I think about the good governance, I often think about
7 the Charter.

8 CHAIRPERSON SCHOLL: Uh-huh.

9 MS. DENT: And if there's conversations around changes to
10 that. So, I just - if there's more context maybe we should be aware
11 of. And if not, I can go watch the retreat. But I just want to make
12 sure we're getting what we need, you know, to be aware of in this
13 (inaudible)

14 CHAIRPERSON SCHOLL: Sure. So, so, like I said, it was
15 (inaudible) like 45 - 30 to 45 minutes. Council Member Santa Cruz
16 gave a presentation talking about good governance and as Mr. Ortega
17 mentioned, there was a slide with like the 12 tenets of good
18 governance, and there was a link to that. So, you can go and like
19 visit which website it came from.

20 And then there was just some general discussion about some
21 Charter changes. They were asking some questions about how to go
22 through that process to, I think the Council was looking into like
23 maybe modernizing it a little bit.

24 I'm not sure - it was very like high-level like, and it
25 sounds like they're potentially thinking about putting together a

1 Charter Change Commission which is pretty typical, and they've done in
2 the past to kind of put - like to put together a number of Charter
3 changes that would then be run to the voters at a single time.

4 And part of that was just, you know, allowing the
5 opportunity for anyone who's interested, and the voters being
6 qualified to run for Council, the opportunity to do so by potentially
7 increasing their wages.

8 There was, you know, just a discussion around, "It's not a
9 living wage. They're working a lot of hours." So, yeah. I mean, it
10 was, it was impor- -- oh. Mr. Facey's pulled it up for us right
11 there.

12 MS. DENT: Okay. That's helpful. Thank you. I guess I
13 just want to make sure that we are aware, because obviously, like the
14 City ballots come every two years at the same time.

15 CHAIRPERSON SCHOLL: Uh-huh.

16 MS. DENT: And so, I just want to make sure if there's
17 recommendations brewing that will appear adjacent to our
18 recommendation this year that we're very aware of that, and making
19 sure that the work is complementary. If it's not happening this year,
20 I think it's less of an issue.

21 CHAIRPERSON SCHOLL: Yes. I didn't get the sense that it's
22 gonna be happening this election cycle 'cause it would, I think it
23 would require a Commission to be put together, extensive meetings of
24 views, public input. So, yeah, I did not get the sense at all that

1 that was like something that's happening right now. So, yeah. But it
2 was -

3 MS. DENT: (Inaudible)

4 CHAIRPERSON SCHOLL: No, no, no. And it - but it was a
5 good discussion, you know, and I think it would be, if you had the
6 time, worthwhile. And you can find it on the City's YouTube page and
7 - oh, Suzanne has her hand up.

8 MS. MESICH: Thank you, Madam Chair. I want to echo what
9 you were just saying. The retreat was the first introduction that
10 Mayor and Council had to the idea of the 12 tenets of good governance.

11 So, it was really - and it's too bad it happened at the end
12 of the retreat because it is an excellent document. So, I do
13 encourage you to read the whole thing.

14 Nothing has been done yet as far as forming a Good
15 Governance or Charter Review Subcommittee. So, any issues that were
16 placed on, or propositions to be placed on the 2023 ballot would have
17 to be fully vetted by Mayor and Council, and approved at the very,
18 very latest, the 1st of August.

19 So, I'm not sure we have enough time to create the
20 Committee and get any of the work done that they'd want to do, and in,
21 in time for the 2023 ballot. So, thank you, Madam Chair.

22 CHAIRPERSON SCHOLL: Thank you. Yeah. It sounds like this
23 is one conversation of many to come (inaudible) Just a general
24 discussion of the governance and what that looks like in relation to
25 the Charter. So, I think for our purposes, our work, I think we're on

1 the right track. I think we're engaging with the Council and Ward
2 Offices like we should be, and we're reaching out to the public for
3 input like I've - based I heard, I don't think we're doing anything
4 off-base, from what they're expecting of us, and also in line with
5 what the Charter asks of us and requires of us.

6 MS. DENT: Yeah. That, that's so helpful. Thank you. I
7 think, if - I would just like to request like in the dialogue with
8 Council, that we reference like - that we know these conversations are
9 happening, and just make sure that we have like sensitivity and
10 awareness to what they would find helpful, -

11 CHAIRPERSON SCHOLL: Uh-huh.

12 MS. DENT: - should recommendations and changes come again
13 in the future, 'cause I, I know that, you know, they live and operate
14 in a political environment and have to be aware of, you know, are we
15 asking voters for one thing and then coming back and asking them for
16 something very similar, or perhaps totally different two years later.

17 CHAIRPERSON SCHOLL: Uh-huh.

18 MS. DENT: But I just, I feel like getting their sense of,
19 you know, in terms of you figure good governance changes that they may
20 want to see happen.

21 How they see this fitting into that I think would be really
22 helpful for me as a Commissioner to make sure that I'm doing my due
23 diligence in that we're putting something forward that everyone's
24 gonna feel really good about in 2023, and that, you know, we can be
25 comfortable bringing it to the voters.

1 CHAIRPERSON SCHOLL: Yeah. That's a good point. And just
2 for, for your information, when I reached out to the Ward Offices via
3 e-mail, I did mention that I watched the retreat and, you know, was
4 very interested in their conversations.

5 So, yeah, I definitely want to acknowledge that they had
6 this conversation and how, how our work is fitting into all of that,
7 so, excellent. Okay. Any other thoughts on public input? Okay.
8 Think we've made excellent progress. I'm feeling really good about
9 where we are on the survey.

10 Okay. We'll move on to Item 7, then. Continue Reviewing
11 Data and Developing Commission Recommendation. So, it looks like we
12 were provided with a copy we all - yeah. The comments that we sent in
13 were compiled.

14 I don't know if you had the opportunity the last couple of
15 days to review what some of us had added. Oh. I think it's 'cause I
16 printed it. Can we put up this stuff (inaudible) Excellent. Okay.

17 MS. GARCIA: February 16th is the date (inaudible)

18 CHAIRPERSON SCHOLL: Mine is the, is the e-mail from
19 Agustin and then it was (inaudible)

20 MR. URQUIDI: That's where we all put in our -

21 CHAIRPERSON SCHOLL: Yeah.

22 MR. URQUIDI: (Inaudible) I don't think -

23 CHAIRPERSON SCHOLL: Is that it (inaudible) No. It says
24 at the top "external" and then has Agustin's name and it's
25 highlighted. (Inaudible)

1 MR. URQUIDI: It just says like input from each one of us.

2 MS. DENT: I saw the e-mail, but -

3 CHAIRPERSON SCHOLL: Yeah. So, here it is up here. So, I
4 know we had talked last week about really working on our rationale,
5 and we wanted to have kind of the first, we'd have our recommendation
6 and then our really like top five rationale. And then the next
7 session (sic) - or section would be the, like our other supplemental
8 considerations that we have come up with.

9 I also spent quite a bit of time on the recommendation
10 language, so, I'm just trying to be, you know, as the City Attorney's
11 Office said, like as clear and concise as possible to help guide them
12 in, in making sure that's what we're wanting is conveyed in the ballot
13 language.

14 It seems like most of us were pretty on-par with our, like,
15 top five, it seems like, you know, definitely noting that they haven't
16 had a raise since 1999. I kind of combined my first point by saying,
17 like, and then since 1999, the budget has increase 180% because I also
18 realized I did my math wrong last week when I said 156%, I was looking
19 at the wrong number.

20 I think definitely we want to hammer home the point about
21 diverse candidates, everyday people being able to run. That was
22 something that was brought up during the Council's retreat discussion.
23 So, I think that will be important to them, and it's even before that
24 conversation, it was something that was important to this Commission.
25 Let's see. Oh. They make less than minimum wage.

1 I did - let's see. Oh. They lag behind other, you know,
2 cities. So, I think we --

3 MS. DENT: (Inaudible)

4 CHAIRPERSON SCHOLL: Yeah. Are we able to print copies of
5 that right now?

6 MR. ACEDO: Yes. Rene is printing them now I suspect.

7 CHAIRPERSON SCHOLL: I think that will be helpful. And did
8 we ever hear back - I know we had just heard back from one or two
9 Council Members on how many hours per week they're working.

10 MR. ACEDO: Yeah. We, we heard back from three Council
11 Members. So, Council Member Dahl said he works on an average of 40 to
12 50 hours per week. Councilwoman Lee, 40-plus hours a week. And
13 Council Member Kozachik said he's in the office seven days per week,
14 like the average is north of 65 hours a week.

15 CHAIRPERSON SCHOLL: Okay. Okay. So, then once we - and
16 maybe in our conversations, if we haven't heard from them on that, we
17 can ask that, that question. So, then, once we get all of that, we
18 can average that out.

19 And then what about the cost per citizen per year? Did we
20 ever - I don't even know how we would do that.

21 MS. DENT: I don't even like that language, -

22 CHAIRPERSON SCHOLL: Okay.

23 MS. DENT: - honestly.

24 CHAIRPERSON SCHOLL: Okay.

1 MR. URQUIDI: I agree. I think in, in your one that - I
2 think it's really good language about that comes as a zero cost to
3 Tucson citizens (inaudible) Yes. I think that's a better way to word
4 it than the (inaudible) the cost is 18 cents per year per citizen.
5 (Inaudible) to include that at all.

6 CHAIRPERSON SCHOLL: Uh-huh. Right. And I really like,
7 Jennifer, your, your - did you write this?

8 MS. GARCIA: Yes.

9 CHAIRPERSON SCHOLL: I really like - I thought it was
10 excellent. I really like that. Did you watch like -

11 MS. GARCIA: I did not.

12 CHAIRPERSON SCHOLL: That was so funny.

13 MS. GARCIA: I find very interesting that they would
14 discuss (inaudible)

15 CHAIRPERSON SCHOLL: Yeah.

16 MS. GARCIA: So, I was like "oh".

17 CHAIRPERSON SCHOLL: And she wrote like a -

18 MS. GARCIA: (Inaudible)

19 CHAIRPERSON SCHOLL: - paragraph about good governance and
20 the importance of it. So, I think, yeah, I think that's some really
21 good, you know, context to add there at the end. I thought that was
22 excellent. And I know Tom sent some ques- -- some comments, so, make
23 sure I get his.

24 Okay. Yeah, his - I mean, we're all pretty much like have
25 the same like, like the top three or four points. So, I think we're

1 pretty close on that. Once we get paper copies - how do we want to do
2 this? What do you guys think the best way is to like go through all
3 this and try like smoosh (sic) it into one?

4 MS. GARCIA: Well, I only gave my top three.

5 CHAIRPERSON SCHOLL: Yeah.

6 MS. GARCIA: Just thinking, you know, just giving weight to
7 what I thought was most supportive.

8 CHAIRPERSON SCHOLL: Uh-huh. Augustin, do you have any,
9 like, context or comments you want to add around your top, top five?

10 MR. URQUIDI: You know, not really. I just thought those
11 were the - I thought it was important to let them know that, you know,
12 they, they hadn't had a raise for a while.

13 CHAIRPERSON SCHOLL: Uh-huh.

14 MR. URQUIDI: That, some of that rationale. And then also
15 just that last point as, as to, to tell them, you know, how much it
16 would cost to them.

17 CHAIRPERSON SCHOLL: Uh-huh.

18 MR. URQUIDI: What would be the cost to them. I don't know
19 if those figures are correct. Like you said, the - yeah. And like
20 you said, I did combine some of the - that were separate points and I
21 combined -

22 CHAIRPERSON SCHOLL: Uh-huh.

23 MR. URQUIDI: - some of those into one.

24 CHAIRPERSON SCHOLL: Yeah.

1 MR. URQUIDI: But like you said there's - we're pretty - we
2 agree on, you know, some of the - most of the points. There's some,
3 you know, separation, but we mostly agree.

4 CHAIRPERSON SCHOLL: Yeah. I think at this point, we're
5 kind of just wordsmithing how we want this to, you know, be written in
6 a way that's conveying, you know, what we're trying to - why we're -
7 why we've decided on this rationale, or on this recommendation. Greg,
8 any thoughts, or anything you want to add?

9 MR. FACEY: No, not specifically. The language is very,
10 very concise to what, what we talked about in most part. I was only
11 able to review a little bit of it, but from what I could gather where
12 I did see definite alignment with the structure how it's set now.
13 This is basically, where do we go from here?

14 CHAIRPERSON SCHOLL: Okay.

15 MS. GARCIA: I would feel comfortable with efforts by
16 yourself to kind of bring these together -

17 CHAIRPERSON SCHOLL: Okay.

18 MS. GARCIA: - and just - it's a lot to like -

19 CHAIRPERSON SCHOLL: I know. I know, I know, I know.

20 MS. GARCIA: (Inaudible) and for me, I feel most invested
21 in what the voters see on the ballot and, and the conversations we
22 have with the public. So, I would feel comfortable with the kind of
23 melding of these ideas.

24 CHAIRPERSON SCHOLL: Okay. Yeah, I'm, I'm happy to take a
25 crack at that and I'll try to work on that over week and send it back

1 to the Clerk's Office. That way we can get it out to you all.
2 Anything that you're feeling like you're not initially seeing in the
3 major considerations or rationale that you feel, you feel really
4 strong they need to be there?

5 Think, like for me, just reflecting on kind of the
6 conversations we've had and this whole kind of nebulous cloud of good
7 governance above us that's forming. I really would like to see our
8 first rationale be that they're not living wages, and that's not
9 conducive to an environment where anyone who feels like they want to
10 run can run for Council.

11 MS. DENT: Yes.

12 CHAIRPERSON SCHOLL: So, I think I would like to see that
13 as like number one (inaudible) And then number two, I think
14 (inaudible) add context that it's not a living wage should be the
15 1999, no raise since 1999. I think that'll give some good context,
16 and the last on minimum wages (inaudible)

17 I do, I know we had talked about kind of - that there was
18 this \$150 million surplus and that's, you know, a reason that this is
19 like the City can afford this. I do have, like reflecting on that a
20 little more, I do feel a little bit uncomfortable with that, just
21 based on some of the discussion in the retreat, like there was a big
22 portion of that was about budget and Mr. Ortega was talking about like
23 that's essentially kind of one-time funds and that's not gonna be
24 there forever.

1 And so, I don't think we should justifying that based on,
2 you know, justifying a recommendation based on that. So, I would, I
3 think it's okay to maybe put in some language, and maybe we can have
4 the City Manager's Office back-check check, that this'll be easily
5 absorbed by the budget. But I don't think we should, I think that we
6 should just maybe avoid that. Was kind of just reflecting on the
7 discussion, I think that would be prudent.

8 Okay. So, I will work on bringing this all together. Any
9 other data or information you feel like we need? You want to put in
10 here? I, I did add on our - there's a, a reference or source
11 resources. I just, at that last one, I did add a couple of - 'cause
12 the, the U.S. Bureau of Economic Analysis was not on there. And
13 that's the source we're using for our average salary number. And then
14 I also added the U.S. Bureau of Labor Statistics 'cause think we got
15 some numbers from them as well. Yeah.

16 So, yeah, that's for the inflation number. So, anyway,
17 just out of those. So, if there's any other like resources that you
18 think, like if someone is really like diving deep into our
19 recommendation, are there like other resources that aren't on here
20 that we think we want to make sure we have them there? Ooh. Maybe
21 our survey results.

22 MS. DENT: Oh, that would -

23 CHAIRPERSON SCHOLL: Yeah. Our public input.

24 MR. URQUIDI: Yeah.

1 CHAIRPERSON SCHOLL: If you think of anything over the
2 weekend, shoot it to the Clerk's Office and we can make sure we get it
3 in there. Any other thoughts or questions or comments? Anything you
4 guys need from us?

5 MR. ACEDO: No. (Inaudible) clear. Thank you.

6 CHAIRPERSON SCHOLL: Okay. Excellent. Greg, I just want
7 to check in with you one more time. Anything else that you want to
8 mention?

9 MR. FACEY: No, not at this time.

10 CHAIRPERSON SCHOLL: Okay. All right. So, with that, I
11 think we are good to adjourn at 6:43. And we will see same time, same
12 place next week.

13 (Meeting was adjourned.)

I hereby certify that, to the best of my ability the foregoing is a true and accurate transcription of the original tape-recorded conversation in the case reference on page 1 above.

Transcription Completed: 03/25/2023

/s/ Kathleen R. Krassow
KATHLEEN R. KRASSOW - Owner
M&M Typing Service