
Upon roll call, those present and absent were:

Commission Members Present:

Alexa Scholl, Chairperson	City Manager
Greg Facey	City Manager
Jennifer Garcia	City Manager
Nicholas Nieri-Lang	City Manager
Agustin Urquidi	City Manager
Thomas Warne	City Manager

Commission Members Absent:

Laura Dent (Arrived Late)	City Manager
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Staff Members Present:

Jesus Acedo, City Records Manager, City Clerk's Office
Rene Figueroa, Administrative Assistant, City Clerk's Office

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(TRANSCRIBER'S NOTE: THROUGHOUT THE TRANSCRIPT, MR. URQUIDI FORGETS TO PUSH THE MICROPHONE BUTTON TO SPEAK. THEREFORE, HIS COMMENTS HAVE NOT BEEN RECORDED IN A TIMELY FASHION AND MOST ARE INAUDIBLE.)

1 CHAIRPERSON SCHOLL: - call this meeting to order. Today
2 is Thursday, February 16th, 2023. And this is the meeting of the
3 Citizens' Commission on Public Service & Compensation. Can I, can we
4 get roll call, please?

5 MR. FIGUEROA: Laura Dent? Absent. Greg Facey?

6 MR. FACEY: Present.

7 MR. FIGUEROA: Jennifer Garcia?

8 MS. GARCIA: Present.

9 MR. FIGUEROA: Nicholas Nieri-Lang?

10 MR. NIERI-LANG: Present.

11 MR. FIGUEROA: Alexa Scholl?

12 CHAIRPERSON SCHOLL: Here.

13 MR. FIGUEROA: Agustin Urquidi?

14 MR. URQUIDI: Here.

1 MR. FIGUEROA: And Thomas Warne.

2 MR. WARNE: Here.

3 MR. FIGUEROA: And with that roll call, we have quorum.

4 CHAIRPERSON SCHOLL: Excellent. Moving on to Item 2.

5 Approval of Legal Action Report from February 9th, 2023. I believe we
6 all got this in an e-mail yesterday and have a copy in front of us.

7 Do I have a motion to approve the Legal Action Report?

8 (Inaudible response.)

9 CHAIRPERSON SCHOLL: Do I hear a second?

10 MS. GARCIA: I second.

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

13 (Affirmative.)

14 CHAIRPERSON SCHOLL: Any opposed? Passes six-zero. Okay.

15 Moving on to Item 3. We'll continue Reviewing Data and Developing our
16 Commission Recommendation. We received some more information from the
17 Clerk's Office to help us.

18 And then we also have a draft recommendation in front of us
19 to look at. And I believe - are you able to type as we - excellent.
20 Okay. So, we have it up on the screen and we can make some changes in
21 Real Time.

22 I just first wanted to note that the current recommendation
23 as written has those hard, hard numbers, although we had kind of
24 discussed tying it to the average income. Are we still able to do
25 that, do a formula?

1 MR. ACEDO: Yes, you are.

2 CHAIRPERSON SCHOLL: Okay. So, we'll probably - yeah, the
3 average wage for, for Tucson. And then we had also discussed the
4 Mayor being 1.25 times the average wage. And I think those fifty-six
5 and seven, the numbers came from - that would be where those numbers
6 would be at today. So, for the sake of explaining to the public,
7 thoughts.

8 MR. FACEY: So, it's to my understanding that it's to move
9 forward the formula, correct?

10 CHAIRPERSON SCHOLL: That was the discussion last week and
11 kind of the direction that the group seemed to want to go in. Yeah.
12 It was, was, it's for the Council, it would be average wage and then
13 for the Mayor it would be 1.25 times the average wage. And for this
14 year, it would be those, it'd be 56,000 and 70,000 would be the two
15 numbers, if that were to -

16 FEMALE SPEAKER: I didn't get that. Could you -

17 CHAIRPERSON SCHOLL: Sorry. That would be if this were in
18 place today, that would be the salaries of the Mayor and Council. Are
19 we still feeling comfortable with that? Okay.

20 MR. URQUIDI: I think (inaudible)

21 CHAIRPERSON SCHOLL: Uh-huh.

22 MR. URQUIDI: (Inaudible)

23 MR. FIGUEROA: Sorry to interrupt, Mr. Urquidi. Could you
24 bring the microphone a little closer to you? The audio is not picking
25 (inaudible)

1 CHAIRPERSON SCHOLL: (Inaudible) is on. You just have to
2 click it?

3 MR. FIGUEROA: Yes. Is the green light on?

4 MR. URQUIDI: Oh, okay. I always forget that.

5 MR. FIGUEROA: There.

6 MR. URQUIDI: So, but I, you know, I think the consensus is
7 to move forward and I think it's important. The rationale is real
8 important.

9 CHAIRPERSON SCHOLL: Uh-huh. Uh-huh.

10 MR. URQUIDI: The bullet points and so forth. So, you
11 know, I, I, I think that was a consensus, like you said, to move
12 forward.

13 CHAIRPERSON SCHOLL: Great. Nico, any questions, since you
14 weren't able to join us last week?

15 MR. NIERI-LANG: Yeah. My main question was gonna be the
16 rationale behind the two numbers, but you explained that (inaudible)

17 CHAIRPERSON SCHOLL: Okay. Great. So, if we could somehow
18 reword that to be the average wage, and the source for that would be
19 the U.S. Bureau of Economic Analysis for Tucson. And then, if I
20 remember correctly, the wages cannot exceed the wages of the Board of
21 Supervisors?

22 MR. ACEDO: That is correct.

23 CHAIRPERSON SCHOLL: Okay. So, then, it probably would be
24 good to put some sort of caveat in there not to exceed the wage of the
25 Board of Supervisors.

1 MR. Yeah. And the wage I think it's right now a hundred
2 - a hundred and fifteen thousand?

3 CHAIRPERSON SCHOLL: I think it's 76. I was looking.
4 Seven- -- yeah. It's 76.

5 MR. NIERI-LANG: Excuse me. Is that current? The 76 is
6 current now?

7 CHAIRPERSON SCHOLL: Yeah. Yeah. So, it's - I, I was
8 looking at it today. It's a state statute. So, right now, it's
9 through December 31st, 2024. It's \$76,600. And then beginning January
10 1st, 2025, it'll increase to 96,600. So, -

11 MR. NIERI-LANG: Thank you.

12 CHAIRPERSON SCHOLL: - we'll just have to put something in
13 there like not to ex- -- not to exceed supervisors' salary as
14 explained in A.R.S. Chapter 11, Section 419.

15 MR. ACEDO: I'm sorry. I got the 115 from - it's one and
16 half the, the Board of Supervisors' salary.

17 CHAIRPERSON SCHOLL: So, it can't exceed one and a half.

18 MR. One and one half, correct. Yes.

19 CHAIRPERSON SCHOLL: Oh.

20 MR. ACEDO: So, you do have some (inaudible) still.

21 CHAIRPERSON SCHOLL: Okay. Interesting.

22 MR. WARNE: Yeah.

23 CHAIRPERSON SCHOLL: Okay. Well, we're not even close to
24 that, but we'll need, there'll probably have to be some language about
25 that for legal purposes. But -

1 MR. WARNE: And when we say Board of Supervisors, we have
2 to add Pima County, right?

3 CHAIRPERSON SCHOLL: Yes. Well, yes.

4 MR. WARNE: Yeah. (Inaudible)

5 CHAIRPERSON SCHOLL: It's, it's, it's basically broken into
6 two sections, counties with 500,000 people or more, and then counties
7 with less than 500,000 people.

8 MS. GARCIA: Okay.

9 CHAIRPERSON SCHOLL: Other thoughts about the
10 recommendation piece? I know we kind of want to work on the
11 rationale, the thoughts about the actual recommendation itself. Are
12 you -

13 MR. ACEDO: I'm gonna try - I do have a quick announcement
14 if I may?

15 CHAIRPERSON SCHOLL: Yeah.

16 MR. ACEDO: So, as you guys might be aware, we were talking
17 about it earlier. The Mayor and Council did have their retreat today,
18 and one of their topics that came up was actually the salary
19 commission.

20 CHAIRPERSON SCHOLL: Oh. Interesting.

21 MR. ACEDO: And the facts (inaudible) that you guys all
22 recognized as well that despite our recommendation for a salary
23 increase, the proposition has ultimately failed for the past 20-plus
24 years.

1 So, one (inaudible) they had of the Commission is for you
2 guys to consider and seek public input. So, that being said, they've
3 asked if we can just, you know, do some media releases, some public
4 notices, provide avenues for public input as to whether Mayor and
5 Council should receive an increase. What type of increase? Just all
6 type of public input -

7 CHAIRPERSON SCHOLL: Uh-huh.

8 MR. ACEDO: - relating to this topic. So, we're gonna be
9 doing that and my thought, if you guys are okay with it, was to put an
10 item on the coming agendas, and just to consider the public input and
11 just work it into the recommendation if you so wish.

12 CHAIRPERSON SCHOLL: So, like a Call to the Audience, or
13 Call to the Public?

14 MR. ACEDO: Yeah. So, that can be added to the agenda as
15 well. But aside from that, we're gonna provide like on-line forms so
16 they can submit input on there and we can provide it to you guys at
17 that point.

18 CHAIRPERSON SCHOLL: Okay.

19 MR. ACEDO: Or you guys have like any other suggestions as
20 well, welcome to it.

21 MR. WARNE: Jesus, when, when would this occur, public
22 input?

23 MR. ACEDO: So, we're gonna meet about it tomorrow, and
24 discuss the best way to (inaudible) doing this. But they would like
25 for it to go through March 12th.

1 MR. WARNE: Okay. So, it's (inaudible)

2 MR. ACEDO: So, it would be continuous.

3 MR. WARNE: And it would occur quickly.

4 MR. ACEDO: Yes.

5 MR. WARNE: And promptly.

6 MR. ACEDO: Yes.

7 MR. WARNE: Okay. Thank you.

8 MR. URQUIDI: You know, with the public input, is there -
9 are there (inaudible)

10 MR. ACEDO: So, that would ultimately be up to you guys,
11 uh-huh. So, the public input is simply for your consideration. We
12 can continue to work on the recommendation if you guys like the
13 numbers we have right now when we're gonna continue this way. It's
14 just another source of, of public input for you guys.

15 MR. URQUIDI: Got it.

16 CHAIRPERSON SCHOLL: Okay. That's gonna be a tight turn-
17 around. Okay.

18 MR. NIERI-LANG: I was gonna say, I think depending on like
19 how the turn-around is, like timeline-wise, it does kind of sound
20 difficult, but I think it is - I mean it could be useful in the sense
21 that if we do want this to pass, I think it, it could be really useful
22 to have the public input just to know. I think even a slight salary
23 increase could be even better than -

24 CHAIRPERSON SCHOLL: Yeah.

1 MR. NIERI-LANG: - a salary increase (inaudible) putting
2 that on the ballot and having that fail if our role really is to
3 increase the salaries.

4 MR. URQUIDI: That's the point I was trying to make also on
5 the - in the last meeting. But, you know, I think the public input
6 (inaudible)

7 MS. DENT: Hi.

8 CHAIRPERSON SCHOLL: That's (inaudible) Glad you're able
9 to join us.

10 Okay. So, increase the Mayor's salary 1.25 times the
11 average wage for Tucson. And then Council Member is just - so, swap
12 those two. And then instead of State wage, it's average wage for
13 Tucson.

14 And then we'll probably want to include a source for where
15 that number is generated from which I think we should just use what
16 was included in the packet. (Inaudible) zero of something or other.

17 MR. WARNE: May I ask a question, -

18 CHAIRPERSON SCHOLL: Yes.

19 MR. WARNE: - Jesus? In the retreat for the Mayor and
20 Council, with certain discussion about various types of avenues that
21 would request public input, -

22 MR. ACEDO: (Inaudible)

23 MR. WARNE: - that it wasn't determined.

24 MR. ACEDO: I'm not too certain. I wasn't present at that,
25 I was just informed by Staff there that that was one of their asks.

1 MR. WARNE: Okay.

2 MR. ACEDO: So, I can get more information to this and, -

3 MR. WARNE: Yeah.

4 MR. ACEDO: - and (inaudible) all the e-mail as to what
5 exactly transpired.

6 MR. WARNE: (Inaudible) I'm not worried. I know they'll -
7 if they're thinking that way, they'll be smart because there's,
8 obviously, you know, when you digress the demographic, some people
9 that always know and there's some people always (inaudible) in the
10 middle.

11 And you know, probably - my own - that's just my - yeah.
12 I think a lot of people, but those are people I've spoken to. So, it
13 just depends on what - how it's done so we get a good representation.
14 I'm sure they will.

15 MR. FACEY: Quick question. Would we be able to bring some
16 kind of insight as far as the language, as far as the questions asked
17 for this consensus?

18 MR. ACEDO: For the ballot language?

19 MR. FACEY: For the -

20 MR. ACEDO: Oh. For the public input?

21 MR. FACEY: Yes.

22 MR. ACEDO: Yeah. Absolutely. Absolutely, because to have
23 certain questions that you would like asked on a, like a survey or
24 something like that. Bring them forward and we'd be happy to include
25 those.

1 CHAIRPERSON SCHOLL: Okay. Are we comfortable with the
2 recommendation? Do we want to move on to the rationale?

3 MS. GARCIA: Yeah. Could we link the - instead of like
4 increasing the salary, could we just say like, "Link the Mayor's
5 salary to the average wage for -, " or just, I don't know. Yeah, I
6 guess it's, it's the same. But instead of like based on the average
7 wage, just like it is the average wage. I do feel like it's a
8 performance like metric essentially.

9 CHAIRPERSON SCHOLL: Uh-huh.

10 MS. GARCIA: So, instead of like the Mayor's salary based
11 on the average wage like just make the salary, Mayor's salary the
12 average wage.

13 CHAIRPERSON SCHOLL: And the same with the Council Members;
14 I'm not sure.

15 MS. GARCIA: I, I, I like that. I think if we could not
16 say "increase".

17 CHAIRPERSON SCHOLL: Right.

18 MS GARCIA: There's also a perception thing, like the
19 Mayor, you know, -

20 CHAIRPERSON SCHOLL: Right.

21 MS. GARCIA: - Mayor for the City of Tucson will make that
22 1.25 times the average wage for, for Tucson.

23 CHAIRPERSON SCHOLL: Yeah.

24 MS. GARCIA: Or something like that.

25 MR. WARNE: Will make the average?

1 CHAIRPERSON SCHOLL: Yup. Right.

2 MR. WARNE: (Inaudible) Yeah. That's good.

3 CHAIRPERSON SCHOLL: Yeah. So, we can wordsmith this and
4 get it figured out.

5 FEMALE SPEAKER: (Inaudible)

6 CHAIRPERSON SCHOLL: Yeah. That's good. Like that. Okay.
7 Let's move on to the Considerations and Rationale. I think last time
8 we spent a good amount of time talking about the importance of, of the
9 bullet points and essentially kind of laying out our argument for why
10 we think that the voters should support the recommendation.

11 So, a couple of things that I thought would be just maybe
12 good things to add are - which we talked about last time, was that the
13 County Supervisors make more than the Mayor and Council despite the
14 City having a larger budget.

15 And, you know, 'cause the Supervisors, their salary is tied
16 to State statute, and so, in 2025, they'll be getting a 26% raise,
17 statutorily, and, and they're making more now than Mayor and Council
18 despite the fact that they're gonna get a raise soon. So, I think
19 that's just good to kind of set the table for people.

20 And then, also, we (inaudible) the budget information for
21 1999. I did the math on that and since then, compared to this year's
22 budget that was adopted, it's 156% increase, and a zero percent
23 increase in the Mayor and Council's salary.

1 MR. NIERI-LANG: Having the, that first - the item on, on
2 the rationale, I think is really important. That's the biggest thing
3 to me is no raise since 1999.

4 CHAIRPERSON SCHOLL: Uh-huh.

5 MR. NIERI-LANG: And I think having that paired with the,
6 the increase in the City budget would be probably (inaudible)

7 CHAIRPERSON SCHOLL: Yeah.

8 MR. FACEY: If I could, if I could add - maybe tying the
9 fact that last year, even though it failed, it was a close race, it
10 was a close race between 46 and 47%, showing that overall, the
11 majority of, of Tucsonans would agree, or a fair amount, then would
12 agree to increase the salary of the Mayor.

13 CHAIRPERSON SCHOLL: Uh-huh.

14 MR. URQUIDI: Yeah. (Inaudible)

15 CHAIRPERSON SCHOLL: I think on the last bullet point, the
16 Commission believes that a living wage will attract qualified
17 applicants. That one, I'd like to just fill that out a little bit
18 more and maybe call out some potential demographics that, that this
19 change would allow like beyond just working class, but some, I don't
20 know.

21 I think that's a huge selling point like - so, I was
22 thinking today. Some people may be inclined to say "no" because they
23 don't, you know, they don't like the Council now or something like
24 that. And they're like, "Why should I give them a raise?"

1 But to be more forward-looking that this could, you know,
2 provide an opportunity for other candidates to run for - you know,
3 candidates to not have to work another job in order to, you know, run
4 and be elected.

5 MR. URQUIDI: I'm, I'm sorry. Go ahead.

6 MR. WARNE: No, go ahead.

7 MR. URQUIDI: (Inaudible)

8 CHAIRPERSON SCHOLL: Uh-huh.

9 MR. URQUIDI: (Inaudible)

10 CHAIRPERSON SCHOLL: Yeah. I just thought it - there's
11 some people who probably have never even considered it because it's
12 just not a realistic option for them. But to offer a living wage,
13 someone could, you know, do that and not have to be retired or
14 independently wealthy, or you know, also work and try to do the
15 Council at the same time.

16 MS. DENT: Well, if we're discussing language, I would
17 recommend saying, changing it to say, "Current salary structures
18 de-incentifies (sic) qualified Tucsonans from seeking these
19 professions."

20 CHAIRPERSON SCHOLL: Uh-huh.

21 MR. FACEY: Qualified Tucsonans.

22 MR. URQUIDI: (Inaudible)

23 MS. DENT: As it currently is, yes, it's not -

24 MR. URQUIDI: (Inaudible)

25 MS. DENT: Right.

1 MR. URQUIDI: (Inaudible)

2 MR. FACEY: And then, obviously based on what the consensus
3 is that goes out to the community, adding another bullet point that
4 states based off of data that we've received from the population -

5 CHAIRPERSON SCHOLL: Uh-huh.

6 MR. FACEY: - of Tucson, they would be in agreement to X, Y
7 and Z. Well, -

8 MR. URQUIDI: (Inaudible)

9 CHAIRPERSON SCHOLL: Uh-huh. So, the first one I had is
10 that County Supervisors make more than the Mayor and Council despite
11 City having a slightly larger budget. The County is at 1.9 billion,
12 and the City is at 2.1 billion.

13 Supervisors will get a raise at the beginning of 2025,
14 based on State statute. And even though they are slated to get a
15 raise, they are making more now than Mayor and Council, you know.

16 So, I think that's interesting. They're gonna, they're
17 gonna get a raise no matter what in 2025, a pretty significant one -
18 \$20,000.

19 And then looking at the fiscal year budget from '98-'99
20 compared to 2022-'23, the budget has increase 156% since then. So,
21 it was just, it was \$750 million in '99, and it's - was 1.9 billion.

22 MR. WARNE: Those two points, if we want to compare that to
23 the Supervisors. I'm wondering if we can make it, you know, just like
24 one sentence, you know, and just say, you know, the budget's - the
25 Supervisors, you know, make, you know, more than the, as you said, and

1 will make more than proposed, and their, and their salary will
2 increase, too.

3 CHAIRPERSON SCHOLL: Uh-huh.

4 MR. WARNE: And we actually put the number in, -

5 CHAIRPERSON SCHOLL: Yeah.

6 MR. WARNE: - not percentage. Nobody needs to think, you
7 know, this is it, and this is where it's headed, and leave it, and
8 just leave it at that, -

9 CHAIRPERSON SCHOLL: Yeah.

10 MR. WARNE: - you know? And the City having a larger
11 budget.

12 CHAIRPERSON SCHOLL: And then, for Mesa, which is the next
13 biggest city, so, it's Phoenix then Tucson then Mesa are the third
14 largest of the Mayor makes 73,545, and Council makes 40,582. So, I
15 would say what we're talking about is pretty in line with where we are
16 compared to -

17 MR. WARNE: Yeah.

18 CHAIRPERSON SCHOLL: - other cities of our size. 'Cause
19 the next biggest one is Chandler, which is quite a bit smaller -
20 275,000 people. So, -

21 MR. WARNE: Yeah. I was thinking just we could wordsmith
22 it, and just relate it only to - 'cause I like the five, you know,
23 that five largest cities in Arizona and so on, but maybe we'll, just
24 comparing to the Supervisors 'cause that's local people say, "Oh,
25 really," you know?

1 CHAIRPERSON SCHOLL: Uh-huh.

2 MR. WARNE: And they have a smaller budget and, and their
3 salary will be, in 2025, will be X. That's a, you know, make a
4 significant difference from what we're proposing.

5 CHAIRPERSON SCHOLL: Other things that you'd like to see -
6 I think this is a good start. They're just kind of putting some
7 bullets and we can, over the next week - maybe I can work with you
8 guys and we can wordsmith this a little bit.

9 MR. ACEDO: Yeah. Absolutely. And also what's been done
10 in the past, each Commissioner has submitted kind of their
11 considerations and rationale and then we just all combine it.

12 CHAIRPERSON SCHOLL: Oh. (Inaudible)

13 MR. ACEDO: We just want to e-mail some of your, -

14 CHAIRPERSON SCHOLL: Okay.

15 MR. ACEDO: - you know, your points and everything, by all
16 means, and we'll include it.

17 CHAIRPERSON SCHOLL: Okay. Great. When do you - like for,
18 for next week's meeting, when would you need us to give you - like
19 Tuesday?

20 MR. ACEDO: Whenever, really. So, we can (inaudible) the
21 last minute and just bring it in and provide it to you guys. So,
22 yeah, whenever.

23 CHAIRPERSON SCHOLL: Okay. Yeah. So, maybe you, you know,
24 over the weekend and early next week, if you want to put some thoughts

1 together on how to wordsmith this and send it to Jesus and Rene, and
2 then we can combine and, and take a look next week.

3 But let's - are there any other like major points that we
4 want to make sure that we address?

5 MR. WARNE: Just a thought. But it's to my understanding
6 that from last year's budget that it was a surplus. Is that, is that
7 to my understanding that we were in revenue surplus for the, for the
8 City of Tucson?

9 MR. ACEDO: I'd have to double-check on that.

10 MR. NIERI-LANG: Okay. That might be add a language that
11 we could add to this as well to show that the current leadership has
12 been able to - is above instead of in a deficit.

13 MR. ACEDO: Sure. We'll check on that.

14 MR. WARNE: Last fiscal year, correct me if I'm wrong, or
15 Jesus, that they, the last fiscal year, there was \$150 million left as
16 a residual from the budget with everything that the Mayor and Council
17 and the City Manager instituted.

18 MR. ACEDO: Yeah. That number sounds about right.

19 MR. WARNE: Yeah. And that, that, that ended June 30th,
20 2022.

21 CHAIRPERSON SCHOLL: Other - a couple thoughts. One, we
22 could talk about how, while these increases seem significant compared
23 to what they're currently making in the grand scheme of a City budget
24 that's the size of the city of Tucson, that's really not that much.

1 It's really not gonna, it's not gonna be like they're have to pull
2 from another program or another department to fund this.

3 And then the other piece is, you know, each of the Ward
4 Offices and the Mayor's Office has their own staff, and the staff make
5 double what some of the Council Members are making. And it can -
6 seems kind of odd that we're compensating their aides, but not, you
7 know, they don't - they're probably putting in just as much or more
8 work, and they're making a lot less.

9 So, that could be a piece, too, is, is, you know, the staff
10 and the support folks that help these Council Members, you know, are
11 paid a living wage and the Council (inaudible)

12 MR. NIERI-LANG: Those are good suggestions. We, we could
13 incorporate it on some of the other bullet points, but I agree with
14 Thomas. What he's saying is that we should make it real simple.

15 Just confine it to just a few bullet points because
16 sometimes, you know, the more significant bullet points and the less,
17 I think, and if they're significant, and if they're to the point, I
18 think it's better.

19 CHAIRPERSON SCHOLL: Another thought is we don't have to
20 stick with this exact template, right? Like could we kind of adjust
21 it?

22 MR. ACEDO: Yeah. Absolutely.

23 CHAIRPERSON SCHOLL: Okay.

1 MR. ACEDO: Doesn't mean just, that we just kind of went
2 off of what was used in the past as a starting point. But, yeah,
3 absolutely. It's brief.

4 CHAIRPERSON SCHOLL: Okay. 'Cause one thought I have is we
5 could put like we could have a couple sections. We could have like
6 major considerations which are just like our four top, like these are
7 the really, really important thing. And then some other, you know,
8 supporting facts and evidence, or something. We could break it up a
9 little bit so that, you know, our major thing that we want to make
10 sure people know are, are in their own section. And then if people
11 are curious, they can go and read more.

12 MR. WARNE: Yeah. 'Cause the chances are at least that
13 I've been educated about, you know, chairing a couple of campaigns is
14 people don't read more than five.

15 MR. FACEY: So, (inaudible)

16 CHAIRPERSON SCHOLL: Uh-huh.

17 MR. FACEY: Some people will, that they really get into it
18 and they really want to be an activist one way or other. But as far
19 as, you know, 80, 90% of the people will read five and they'll
20 probably remember two to three.

21 CHAIRPERSON SCHOLL: Yeah. Nico, did you have thoughts?

22 MR. NIERI-LANG: I was, I was gonna agree. I like the idea
23 of sort of changing the structure of this. There was one ra- -- there
24 was one rationale from the 2019 recommendation that mentioned sort of
25 working hours and sort of, it states Council Members, the flexibility

1 to be more available to needs of their constituents. And I was just
2 wondering if that like would sort of add to the complexity or if that
3 would be sort of redundant in a sense, or you think that's something
4 we could add, because I kind of liked that from the 2019 one.

5 CHAIRPERSON SCHOLL: Uh-huh. Have we gotten any responses?
6 Didn't we ask the Council how, how long, how many hours? Have you
7 heard anything back for the moment?

8 MR. ACEDO: Yeah. We did and two of them have responded.
9 So, Council Member Kozachik indicated he worked upward of 65 hours per
10 week. And we got a response from Council Member Dahl indicating
11 something similar. It was 40 to 50 hours per week. And the rest
12 haven't responded (inaudible) Yeah.

13 CHAIRPERSON SCHOLL: Okay.

14 MR. WARNE: I'm familiar because of my interaction. I, I
15 can support definitely Councilman Kozachik's number, and I notice you
16 said the Mayor did not respond?

17 MR. ACEDO: Not as of yet, but that poll did just go out
18 this morning, and they were on the retreat. So, that's a very good
19 reason why.

20 MR. WARNE: Yes. She's at 70 or 80 (inaudible)

21 CHAIRPERSON SCHOLL: They didn't answer because they were
22 working.

23 MR. WARNE: Yeah. Right. Council Kozachik I know is
24 definitely - that might even low for him, and I'm sure the Mayor and
25 some others are higher.

1 MR. URQUIDI: (Inaudible)

2 CHAIRPERSON SCHOLL: Uh-huh.

3 MR. ACEDO: That, that's just a thought.

4 CHAIRPERSON SCHOLL: I think we might want to be careful
5 about how we're wording that 'cause I don't know if that, based on
6 what was (inaudible)

7 MR. WARNE: Right.

8 CHAIRPERSON SCHOLL: - In the Excel spreadsheet from the
9 (inaudible) cities and towns document. I wouldn't say that's entirely
10 true 'cause like Gilbert's the fifth largest, and essentially they're
11 making - the Mayor makes 43 and the Council makes 21, which is
12 essentially what happens here. So, we might just want to check that.

13 MR. WARNE: Or Mesa, where they're, they're making - and
14 they're pretty large, but they're making - a Council person would make
15 less. The Mayor wouldn't -

16 CHAIRPERSON SCHOLL: Uh-huh.

17 MR. WARNE: - around par or less, but, but Mesa's paying 40
18 and we're recommending 57. So, that (inaudible) people might look,
19 look into it and say, "Hey, you guys you're -, " -

20 CHAIRPERSON SCHOLL: Uh-huh.

21 MR. WARNE: "- you know, you're not being straight, you
22 know."

23 CHAIRPERSON SCHOLL: So, we might just want to - yeah. Or
24 we could, we could reframe it, 'cause we got information about, you
25 know, Albuquerque and El Paso. So, we could - if we wanted to have

1 some sort of statistic like that, we could maybe not be so specific to
2 Arizona, but other cities, you know, other peer cities, we could say
3 something like that.

4 Or we could, you know, I don't know. Just, I think we just
5 need to be careful how specific we are on that one 'cause it doesn't
6 appear that that statement is entirely true, so, -

7 So, what are maybe the like, are the four that are on the
8 draft that we got today, are those four major points, and everything
9 else is kind of other consideration?

10 MS. DENT: I do like the metric and I don't know if it's on
11 the 2019 (inaudible) double-check, where it's - yeah, like the
12 proposed rates would cost each resident like -

13 CHAIRPERSON SCHOLL: Uh-huh.

14 MS. DENT: - 18 cents, or 20 cents.

15 CHAIRPERSON SCHOLL: Uh-huh.

16 MS. DENT: I don't know if it needs to necessarily be in
17 the front, but I, I feel like it's important to highlight it just so
18 there's a real understanding of what this means -

19 CHAIRPERSON SCHOLL: Uh-huh.

20 MS. DENT: - for voters.

21 MR. WARNE: I think that's a really good point, Laura. And
22 that, that's like whatever the number is; 18 cents per year. Per
23 year.

24 MS. DENT: Yeah.

1 MR. WARNE: Right, you know? One, or 1.5 cents percent
2 (sic), 1.5 cents per month. I think, I think those kinds of things
3 are, you know, so basic and good -

4 CHAIRPERSON SCHOLL: Uh-huh.

5 MR. WARNE: - like 411, your neighborhood streets will be
6 redone, period. And (inaudible) you know, no one, no one that has a
7 home or is voting is gonna, I don't think complain about 1.5 cents per
8 month. I think that, that could be one of the five points, Alexa, and
9 (inaudible) that's how everyone else feels, but that, like a bold, it
10 could be a bold statement.

11 MS. DENT: And maybe just, I'm not like (inaudible) to
12 this, so, if this is - but just in terms of like here instead of
13 referencing the wage of Council Members, there's a reference some
14 minimum wage was just like two dollars more than what they make.

15 So, I think we could illustrate what they actually do make,
16 which is like \$11 and something. But, honestly, I feel like this
17 really encompasses the primary rationale.

18 MR. WARNE: Oh. Just - yeah, just say minimum wage is
19 this.

20 CHAIRPERSON SCHOLL: Uh-huh.

21 MR. WARNE: Council Members make this, which is \$11,
22 period. Not put the annual numbers, not anything, just boom, boom.
23 Make - so, everybody's two dollars basically less than a minimum wage.
24 Or, say, they make two dollars an hour less than a minimum wage, and
25 then put 13.85 versus \$11 in parentheses.

1 MR. NIERI-LANG? I like that phrasing, I think that's good.

2 CHAIRPERSON SCHOLL: Is that what minimum wage is, because
3 it just went up recently.

4 MR. WARNE: Rene, (inaudible)

5 MR. FIGUEROA: (Inaudible) the order that they - I like the
6 order of significance of the bullet points. I think the, the major
7 thing to me is that there's no raise since 1999, and that the Tucson
8 City Council Members make less than minimum wage.

9 CHAIRPERSON SCHOLL: Uh-huh.

10 MR. FIGUEROA: You know, all of those things - that looks
11 like it's a good order. The only (inaudible) somebody has a desire to
12 serve and they don't care about the salary.

13 CHAIRPERSON SCHOLL: Yeah. We'd also said, Jennifer had
14 said "de-incentivizes".

15 MS. GARCIA: Uh-huh.

16 MR. FIGUEROA: Yeah.

17 MR. WARNE: Same will - same will attract more, right?

18 We're not saying that obviously somebody that's, you know, retired and
19 has full retirement, or whatever, you know, and they can do it. We're
20 just saying will attract more qualified Tucsonians -

21 CHAIRPERSON SCHOLL: Yeah. That's fine.

22 MR. WARNE: - you know, instead of positively.

23 MR. FIGUEROA: Yeah.

24 MR. WARNE: Personally, I think the percent, that should be
25 maybe the last one and (inaudible) me speaking personally. You all

1 might totally disagree in that the third point should be 18 cents per
2 year, or 1.5, whatever it is, 1.5 cents per month be the third one.

3 MS. DENT: I'm having a little bit of reservation, though,
4 on that particular statement, only because I feel that may be
5 perceived that this might be an increase, like a tax to (inaudible)
6 citizens. 'Cause just thinking sometimes when people see an increase
7 per individual per Tucsonan, -

8 CHAIRPERSON SCHOLL: Uh-huh.

9 MS. DENT: - that they may -

10 CHAIRPERSON SCHOLL: That's a, that's a good point.

11 MR. WARNE: That's a good point. We - could we do it and
12 say it'll, it'll cost the City of Tucson budget 1.5 cents per month
13 per person? But it's not a tax.

14 CHAIRPERSON SCHOLL: But it -

15 MR. WARNE: It's gonna come out of - it's not gonna -
16 that's a good point. It's not gonna come out of the budget, not like
17 when we, you know, five years ago, increased the sales tax a half a
18 percent. That's a more, that's a more difficult sale, you know, yeah.
19 It's coming out of the budget. So, it's not costing me in a sense, -

20 MS. DENT: Right.

21 MR. WARNE: - right, directly. That's a good point. Yeah,
22 it's not a tax.

23 CHAIRPERSON SCHOLL: You could almost frame it as like the,
24 the increase can - will be absorbed by the current budget and is not

1 an increase on, you know, it's not an increase to taxpayers, or
2 something like that.

3 MR. WARNE: Yeah.

4 MS. DENT: Yeah. I think we're, we're discussing where we
5 have a surplus in the budget.

6 CHAIRPERSON SCHOLL: Uh-huh.

7 MS. DENT: That that is justifiable for -

8 MR. WARNE: Yeah.

9 CHAIRPERSON SCHOLL: Uh-huh.

10 MS. DENT: - the increase in pay. And, and then tie it
11 into maybe it was the sustainability, or the actions of our current
12 Mayor and Council that brought us to that surplus, -

13 MR. WARNE: Yes.

14 MS. DENT: - in turn. I don't know. Kind of make it sound
15 like we're giving them a raise and not just increase their wage.

16 CHAIRPERSON SCHOLL: Right.

17 MR. WARNE: Right. Right.

18 MS. DENT: I don't want it to sound like we're giving
19 somebody a raise.

20 MS. WARNE: No.

21 CHAIRPERSON SCHOLL: Didn't the Council just recently do a
22 pretty significant salary - like citywide salary addressment (sic)?
23 And it cost like a couple million dollars?

1 MR. FIGUEROA: Yeah. There was a whole decompression and
2 everything that was tied to that. I could provide some specifics set
3 for the next meeting if you guys are interested.

4 CHAIRPERSON SCHOLL: Yeah. I was just thinking that one
5 thing we could say is the Council has taken steps to adjust City Staff
6 emp- -- City Staff salaries to more accurately reflect cost of living
7 increases and, you know, blah, blah, blah, blah, blah. And so, this
8 is kind of in line with what they have done for City Staff.

9 MR. WARNE: Or, or they get equal to other cities,
10 particularly police.

11 CHAIRPERSON SCHOLL: Yeah.

12 MR. WARNE: And that's, that's a hot issue with everyone,
13 and you know, and I think Mayor and Council's have no increased the
14 police since June three times, just to be equal. Just to be -

15 CHAIRPERSON SCHOLL: Yeah.

16 MR. WARNE: - so we don't train police officers and then
17 they leave immediately.

18 MR. URQUIDI: (Inaudible)

19 CHAIRPERSON SCHOLL: Yeah.

20 MR. ACEDO: I'd even add to that (inaudible) stating to
21 improve quality of life for the City of Tucson or in their wage
22 increases.

23 CHAIRPERSON SCHOLL: Do you think that we should maybe have
24 a statement about why we think tying it to the average wage is the
25 best route?

1 I have a couple of thoughts thinking along the lines of
2 like just logistics, having to go back to a Commission and then back
3 to voters every time it increases like warranted, can be challenging,
4 so adjusting as like the economy adjusts like, it like makes a lot of
5 sense.

6 But then, also, I think there's an argument to be made that
7 if, you know, hopefully, the Council is making decisions that is
8 improving the economic vitality and outlook for our community and
9 attracting more high-wage jobs. And as that is happening, that will
10 increase the average wage, therefore, helping to like boost their own
11 salaries.

12 I mean, I don't know if that sounds (inaudible) like
13 there's - it should - there's should be a motivating factor to this
14 also, like, I don't know how to frame that in a way that doesn't sound
15 like they're just out to get more money, but -

16 MR. WARNE: About - yeah. I, I was gonna say, gonna sound
17 awful cynical dealing with neighborhood (inaudible) and, and most the
18 neighbors I deal with have a very high record of voting.

19 MS. DENT: Uh-huh.

20 MR. WARNE: Not sure some of the constituents within those
21 neighborhoods, you know, will, will accept that in the rationale, you
22 know?

23 MS. DENT: Yeah.

24 MR. WARNE: You know, my feeling. (Inaudible) they want to
25 be fair, but think the more that we add onto that, (inaudible) some of

1 them will say, "Wait a minute. What's that about," you know? That
2 type of thing.

3 MS. GARCIA: I feel like the argument around logistics is
4 like not compelling to everyday folks.

5 CHAIRPERSON SCHOLL: I like the idea of suggesting that
6 like, like salary, like salaries are linked to the prosperity of the
7 region.

8 MS. GARCIA: Uh-huh.

9 CHAIRPERSON SCHOLL: Just kind of like, so, it goes up or
10 it goes down, depending on how things go. I, I do feel like that's
11 almost like an incentive pay structure.

12 MS. GARCIA: Uh-huh.

13 CHAIRPERSON SCHOLL: And referencing something around that
14 seems to make sense for voters. I think it's the region really,
15 right? The Tucson MSA is more than just a city.

16 MS. GARCIA: Uh-huh.

17 CHAIRPERSON SCHOLL: I'm guessing based on that salary
18 figure.

19 MR. WARNE: Yeah. That's a good point, Alexa. We ought to
20 check that out. You mean the, the average salary, you're saying,
21 Laura? Is that - I understood it was the city in my book I left here
22 Friday, or last Thursday in my office, so, my book is at home. So,
23 embarrassed.

24 I thought, I thought it was just the city. It's, it's a
25 good point. (Inaudible) could be an error. It's just average, not

1 mean. It's not the mean salary. Rene or Jesus, do you remember that,
2 where that's at on the - in our book?

3 MR. ACEDO: I believe you're referring to Tab E?

4 MALE SPEAKER: Yeah.

5 MR. ACEDO: Yeah.

6 MALE SPEAKER: Tab E.

7 MR. WARNE: Thanks. Salary. It just says average salary
8 for a household of what?

9 MR. ACEDO: I'll have to look into that. I'm not too sure.

10 MR. URQUIDI: (Inaudible)

11 MR. ACEDO So, I'll get that information for you.

12 MR. NIERI-LANG: And this is a dumb question, but what is
13 the difference between the median and the average?

14 MS. DENT: That's when you have all of your pay on a scale.
15 It's the one right (inaudible)

16 MR. NIERI-LANG: Right in the middle. Okay.

17 MS. DENT: Average is where you take all of them, you
18 (inaudible)

19 MR. NIERI-LANG: Okay. I (inaudible)

20 CHAIRPERSON SCHOLL: Yeah. I don't, I don't know if
21 there's gonna be a lot of data available for just the City of Tucson,
22 'cause it's typically measured by the Metropolitan Statistical Area.

23 MR. WARNE: Yeah.

24 MS. DENT: I think that, that sounds good. I'm just
25 assuming that the Metropolitan Statistical Area is more than just the

1 city. So, in the language, just referencing the success of the
2 region, which seems (inaudible) for all the discussions that we have
3 around (inaudible)

4 CHAIRPERSON SCHOLL: Well, -

5 MS. DENT: Just for personal reference, I had pulled up the
6 GS schedule for Tucson just to see what all the different GS grades
7 are with their steps as far as pay. And it does seem to align with
8 our current - well, close to the 2021 average wage seems to be -

9 MR. WARNE: But I think Laura's good a really good point.
10 I just looked it up. MSA, definition of MSA, Metropolitan
11 Statistical Area of metropolitan areas of about a million fifty
12 people. And the city's, you know, under, just under 500,000. So, you
13 know, we're talking about Oro Valley, the Foothills, Sahuarita,
14 Marana, you know, we're talking about all of that.

15 So, it's really a good point, so, we're not - we watch how
16 we do that so no one - someone that's against it to come and shoot a
17 hole in our, our message.

18 CHAIRPERSON SCHOLL: I think a counter-argument might,
19 though, could be - is that the, the specific data for the City of
20 Tucson only, isn't something that's measured. It's measured in a
21 metropolitan. So, that's, that's - there's no way to, unless we're
22 gonna go out and collect data, to know just for the City of Tucson
23 what that information is, yeah. Promote regionalism.

24 MR. WARNE: That would keep us out of trouble, right, guys?
25 Legally? Good point.

1 CHAIRPERSON SCHOLL: Are you both clear on, like do you
2 want us to clarify anything?

3 MR. ACEDO: I think the best route would be what you
4 suggested earlier if everyone would just e-mail your -

5 CHAIRPERSON SCHOLL: Okay.

6 MR. ACEDO: - suggestions and the wording you'd like to see
7 on it, and then we can just put it all on the document and -

8 CHAIRPERSON SCHOLL: Okay.

9 MR. ACEDO: - distribute it. I don't know if you want to
10 just set a deadline so we can get it to you as soon as possible, or if
11 just you want to -

12 CHAIRPERSON SCHOLL: Yeah.

13 MR. ACEDO: - view it at the meeting. Whatever works best.

14 CHAIRPERSON SCHOLL: Can you send this version out with all
15 your notes, 'cause I don't if all of us have been keeping track of
16 what we've been adding. And it's okay that that's not like perfect.

17 MR. ACEDO: Yeah. We'll clean it a bit. We'll listen to
18 the audio and just clean it up and we'll send you the version that
19 we're at right now, and then -

20 CHAIRPERSON SCHOLL: Yeah.

21 MR. ACEDO: - you guys can give your input.

22 CHAIRPERSON SCHOLL: Yeah. I think that's better. Then we
23 can kind of fill those out a little bit more and decide which are
24 gonna be our ones that we want. Like I think it would be good to have

1 something like, that you could hand to someone that's just this front
2 page, and they'd get a good feel for what we're, we're recommending.

3 And then if they're curious, they could read more on, you
4 know, the background of this group, our other considerations, and then
5 I like this resources thing that we point to some of the documents
6 that we've been using, you know, looking up the compensation for the
7 Board of Supervisors. You know, I think there's some other things
8 we've been looking up that we might want to add to this list as well.

9 MR. URQUIDI: I think that is important because we don't
10 want to have people think that we just come up with stuff out of the
11 blue, you know, -

12 CHAIRPERSON SCHOLL: Yeah.

13 MR. URQUIDI: - where, you know, that we have - that we're
14 - we're coming up with the information based on research. So, I think
15 that's a good point.

16 CHAIRPERSON SCHOLL: Uh-huh.

17 MR. URQUIDI: People want to see the bullet points, the
18 ones that just don't want to go any further.

19 CHAIRPERSON SCHOLL: Uh-huh.

20 MR. URQUIDI: (Inaudible) very effective, you know, simple
21 like Thomas said, very minimal but effective bullet points. And then
22 there's, there's people that want to look into it further, and want to
23 see how (inaudible) what resources were used. So, I think that's my
24 opinion. It's - that's, that's a good idea.

1 CHAIRPERSON SCHOLL: So, it sounds like - are you guys able
2 to get this, like ready to send to us tomorrow do you think?

3 MR. ACEDO: Yeah. We can make that happen.

4 CHAIRPERSON SCHOLL: And then we can take the weekend and,
5 and maybe Monday and end of day Tuesday get it back to them? And then
6 also, if you have - I think - so, it just, in my experience in terms
7 of like seeking public comment, I'm not generally a fan of just like
8 put your name and fill out a form. Like just put your comments. I
9 think it's nice to have some prompting questions to get more
10 meaningful feedback.

11 Otherwise, if someone isn't super familiar with this, they
12 may look at this and not know what to say. But if we ask them
13 questions about it, I think we'll get some better feedback. So, if
14 you have things that you think would be good to add or ask, maybe
15 include that by the end of the day on Tuesday to Jesus and Rene, and
16 we can work on them, 'cause we need to get that survey kind of turned
17 around and out as soon as possible, 'cause we're on a tight time line.

18 MR. WARNE: Are we having input in the survey?

19 MR. ACEDO: We can. That's one of the ways we can reach
20 the public.

21 MR. WARNE: Okay.

22 MR. ACEDO: But I mean right now what we're planning on
23 doing is just doing it like a news net and just indicating that the
24 Commission is seeking public input and leaving it at that.

1 So, whatever comments are made, they'll be submitted
2 typically through e-mail and we'll get those comments and disseminate
3 those to you. But as far as making a survey, we can hold off on that
4 until we get more input from you.

5 CHAIRPERSON SCHOLL: Yeah.

6 MR. WARNE: Jesus, my question is - I didn't word it right.
7 Does the Commission have input into the questions on the survey?

8 MR. ACEDO: Yes. Absolutely.

9 MR. WARNE: It does. Okay. Thank you.

10 MR. GARCIA: (Inaudible)

11 MR. ACEDO: We have a wider one that whoever subscribes to
12 the newsletter. So, we have - yeah.

13 CHAIRPERSON SCHOLL: Is that the daily thing that goes out?

14 MR. ACEDO: Uh-huh.

15 CHAIRPERSON SCHOLL: Okay.

16 MR. ACEDO: Yeah. That's part of it and we, we can talk
17 about doing newspaper ads, stuff like that as well.

18 CHAIRPERSON SCHOLL: Yeah.

19 MS. DENT: Yeah. I'm wondering if we - like as a more
20 thoughtful - maybe this is like a separate agenda item, like community
21 input generally. I feel like it would be wonderful for us to - I
22 remember in 2021, Greg and myself, we did visits with the Council
23 Offices just to educate them on what was going on.

24 And I do feel it's important for there to be like a
25 complete embrace of this within community and, I think, among decision

1 makers. So, maybe there can be dialogue with electeds, but also with
2 community leaders.

3 And I don't know if there's space for that in a future
4 agenda item of like what organizations might we want to go visit to
5 collect and solicit community input, -

6 CHAIRPERSON SCHOLL: Uh-huh.

7 MS. DENT: - 'cause we're doing education, but we're also
8 hearing from people like, "Hey, we don't like that, or we like that."
9 Sometimes, I, I agree the surveys can just be a little like, "Who is
10 this," and you know, it's, it's hard to attach a different weight,
11 whereas, if you're working with like faith groups or HR leaders. You
12 have a real different understanding of their -

13 CHAIRPERSON SCHOLL: Uh-huh.

14 MS. DENT: - contact and how they come to the issue.

15 CHAIRPERSON SCHOLL: Yeah.

16 MS. DENT: So, maybe that's a different item for another
17 day, but I, I think, I think they're - we could do a little more
18 community engagement as well.

19 CHAIRPERSON SCHOLL: Yeah. Yeah.

20 MR. WARNE: I think that's important. And also, didn't we
21 discuss - and I kind of got - glad you brought up an agenda item. You
22 weren't at that meeting. I was, I was, I guess being illegal.

23 But I think we discussed like maybe after the Commission,
24 you know, after we're done - we're, we're expired, right? We're,
25 we're done. We're terminated. How's that?

1 But then there's like a whole organization hopefully
2 that'll be for outreach and campaign and all of that, which is -
3 right. Yeah. But we could - and I think is - but asking for - I'm
4 looking at Rene and Jesus. Asking for input now from certain
5 community leaders, is, is that legitimate? Can you check that out and
6 e-mail us?

7 MR. ACEDO: Yeah. That, that would be allowable. So,
8 you're seeking input to come to your decision. You just wouldn't be
9 allowed to advocate for your decision for it to pass.

10 MR. WARNE: You could ask what your feelings are?

11 MR. ACEDO: Absolutely.

12 MR. WARNE: I could ask Mr. Jones, you know, "What are,
13 what are your feelings about the Mayor and Council salaries?"

14 MR. ACEDO: Correct.

15 MR. WARNE: Okay. And I've done some of that. So, I'm
16 glad I was legal. Okay. There's certain people that I want to reach
17 out to that could be very instrumental in, in helping to, you know,
18 make this work maybe.

19 MS. GARCIA: Yeah. I hear you, Tom, and I, I was initially
20 thinking, of course, like let's make the recommendation and then get
21 out there and have this dialogue. But now I'm hearing Council
22 feedback, so, like just trying to navigate. Are they interested in
23 hearing that before we finalize our recommendation? Hard to know. It
24 sounds like it just happened today, so, -

1 CHAIRPERSON SCHOLL: Yeah. And thinking about kind of the
2 time line we're on, 'cause we're already a month from having to
3 finalize our recommendation, what we could potentially do is put this
4 survey together, send it via the avenues that we normally would.

5 But then, also, maybe through our own networks, we could
6 send it to different organizations and say, "Hey, we'd love for you to
7 take a look at this. Complete this survey," and then just think - I
8 don't know how much time we're gonna have to really be like meeting
9 with a bunch of different organizations.

10 I'm sure we can have some, some of those meetings and
11 conversations and - but if we can't, if we don't have time, we also
12 could just hopefully get them to fill out the survey, which would be
13 also helpful. And, yeah, I think having some good questions will make
14 it easier to sort through the data also instead of just, "Put your
15 comments in this box." Yeah.

16 MR. WARNE: Okay. I'm gonna reach out to certain people, -

17 CHAIRPERSON SCHOLL: Oh, yeah.

18 MR. WARNE: - if that's okay. Okay.

19 CHAIRPERSON SCHOLL: I, I think that's -

20 MR. WARNE: If you're all in favor of it? Okay.

21 MR. URQUIDI: (Inaudible) what the boundaries are, you
22 know? And we, we, like you said, you can't - we can't advocate for a
23 position that we're trying to advocate. We're campaigning for a
24 certain one way or the other.

1 So, I don't know if there's - why we're doing all this is
2 if we have to keep certain boundaries in mind, in mind. I don't know
3 if the City Attorney, wasn't (sic) supposed to talk to us or
4 something?

5 MR. ACEDO: So, we can definitely get a statement from the
6 City Attorney and we can share that with you as soon as we do. So,
7 essentially, what boundaries exist with regards to you guys reaching
8 out for just suggestions and, and opinions for your decision.

9 MS. DENT: Yeah. I mean I think as a Commissioner of this
10 Commission, you're, you're allowed to have conversations with people
11 about their thoughts on what they think and -

12 MR. URQUIDI: Oh, yeah. (Inaudible)

13 MR. WARNE: Laura, just for clarification. That - was
14 that, that your intent in what you said just to reach out to get
15 people's thoughts about certain groups and leaders, community leaders?

16 MS. DENT: Yeah. Yeah. I mean I guess I just was hearing
17 the idea today around like more input. So, yeah. That, that - I
18 think this is a good compromise of like getting the survey out there,
19 closing this conversation (inaudible) And then whoever's interested
20 doing additional education efforts. That feels right.

21 MR. WARNE: You think that's okay?

22 MS. DENT: Yeah. It's great.

23 MR. WARNE: Good.

24 CHAIRPERSON SCHOLL: And we've invited Council (inaudible)
25 to these meetings, but maybe myself and one or two of the rest of you

1 should have - try to reach out and schedule some time to meet with
2 their offices.

3 I know it's probably hard for them to get down here this
4 week, but, Jesus, how should we go about that if we want to try to see
5 if they're interested in meeting?

6 MR. ACEDO: So you're talking about you, as Commissioner
7 going to their officers? So, as long as there's not a quorum
8 established, so as long as there's less than three or four of you -

9 CHAIRPERSON SCHOLL: Okay.

10 MR. ACEDO: - to do that. Otherwise, we'd have to do a
11 quorum notice and all of that. But you're welcome to do it.

12 CHAIRPERSON SCHOLL: Okay.

13 MR. ACEDO: Yeah. As an individual.

14 CHAIRPERSON SCHOLL: And we can just - I could just reach
15 out on my own?

16 MR. ACEDO: Yeah. Yeah. You'd be doing your research as
17 an individual to bring forward more information to the Commission,
18 yeah.

19 CHAIRPERSON SCHOLL: Are there one of two - one or two of
20 you that have availability to meet with Council Members in the next
21 couple weeks (inaudible) some stuff? Okay. Okay. I will work on
22 that the next week and then try to schedule some and we can maybe tag
23 team if you went. Okay. I will work on that. Okay. Anything else
24 for the good of the order?

1 MS. DENT: I think just quickly winding down. I know -
2 will it be the next meeting that the attorney joins us around the
3 language? I'm just - I was just thinking a little bit. I've been
4 reflecting since our last conversation around like, are we putting a
5 dollar figure out there? Are we just referencing the average salary
6 of the region?

7 And the more I think about it, the more I like the idea of
8 like establishing the connection. But I recognize there might be some
9 (inaudible) around that. So, I was curious if we were expecting the
10 attorney to come to the next meeting or should I just prepare a
11 question and send it to you, Alexa?

12 CHAIRPERSON SCHOLL: Uh-huh.

13 MS. DENT: And then maybe that can be relayed to the
14 attorney in advance so that we can -

15 CHAIRPERSON SCHOLL: Yeah. No, I think that's definitely
16 something that we want to make sure we address now before we get too
17 far into this -

18 MR. WARNE: Right.

19 CHAIRPERSON SCHOLL: - and figure out like maybe this isn't
20 the direction that we can go. So, why don't you, if you have a
21 question send it to Jesus and Rene.

22 MS. DENT: Okay.

23 CHAIRPERSON SCHOLL: And either maybe you can reach out to
24 the attorney's office and have them either address it via e-mail or
25 statement, or if someone is able (inaudible) answer some of our

1 questions about what, what the ballot language would look like for
2 this.

3 MR. ACEDO: Absolutely. Is there a preference? They are
4 on standby since the Commission started.

5 MR. WARNE: Great.

6 MR. ACEDO: They are aware that they would likely be called
7 to attend one of them, or a couple of the meetings.

8 CHAIRPERSON SCHOLL: Yeah. I mean if they're able to
9 attend next week.

10 MR. WARNE: That's a great (inaudible)

11 MR. ACEDO: Yeah. We'll, we'll reach out and - yeah.

12 CHAIRPERSON SCHOLL: And then I think it would make sense
13 to maybe add an agenda item specific to collecting, interviewing
14 public input that's separate from the recommendation.

15 And then also, I think just so that people know that
16 there's a Call to the Audience, so, if someone wants to attend, we
17 would be happy to hear from them.

18 MR. ACEDO: Yeah. We can add that as well.

19 CHAIRPERSON SCHOLL: Yeah. So, I think those two items.
20 And then if someone from the attorney's office is able to attend, I
21 think it makes sense to have maybe an item specific to ballot
22 language.

23 MR. ACEDO: It would.

24 CHAIRPERSON SCHOLL: Okay.

25 MR. ACEDO: Uh-huh.

1 MR. WARNE: (Inaudible) glad the Mayor and Council decided
2 to do some sort of reach-out because, you know, the worst thing that
3 can happen is, "You guys did this in a vacuum and I didn't know
4 anything about it." "Wait a minute. I sent 300 neighborhood letters
5 out. I can document that."

6 CHAIRPERSON SCHOLL: (Inaudible) all the agendas.

7 MR. WARNE: That's all you need, right?

8 CHAIRPERSON SCHOLL: So, anything else? All right. Same
9 time, same place next week. We are adjourned.

10 MS. DENT: Thank you.

11 (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: 02/23/2023

/s/ Kathleen R. Krassow
KATHLEEN R. KRASSOW - Owner
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