THE CITIZENS' COMMISSION ON PUBLIC SERVICE AND COMPENSATION

FINAL REPORT AND RECOMMENDATION

MARCH 5, 2015

2015 MAR 11 PM 4:42
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RECOMMENDATION

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

- Increase the Mayor's salary from the current $3,500 per month to $4,030 per month.
- Increase the Council Member's salary from the current $2,000 per month to $2,288 per month.

CONSIDERATIONS AND RATIONALE

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

- The Mayor and Council members have not received a salary increase since year 1999.
- Since 1999, the City of Tucson has increased the budget by 44.15%. Consequently, there has been greater fiduciary responsibility on the part of the Mayor and the Council members who, as a result, work in excess of 40 hours per week.
- The City of Tucson population has increased by close to 7% since 1999.
- The recommended salary increases would partially compensate for the 37.5% inflationary increase since the last salary increase in year 1999.
- The Commission holds that the recommended salaries for the Mayor and Council members will increase the diversity of qualified Tucson voters who are motivated to seek these positions. Further, the Commission reasons that the current salaries paid to the Mayor and Council members may prevent eligible citizens of modest financial means from seeking these positions.
- The cost to Tucson citizens would be approximately $0.05 per citizen annually.

In summary, since 1999, the City of Tucson has increased its budget by 44.15% and its population by 6.87%. During the same period, the cumulative inflation rate has increased by 37.5% but there has been no increase in either the Mayor's or the Council members' salaries. Hence, for the reasons cited, the commission holds firmly that the recommended salary increases are justified.

BACKGROUND

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

This volunteer commission took office on January 15, 2015. The Commission, comprised of eligible citizens from different cultural backgrounds and professional areas, met on a regular basis for several weeks. Members participated by attending the meetings and by researching information requested of and provided by City staff members.

INFORMATION REVIEWED

A. City of Tucson Mayor and Council History of Propositions related to compensating the Mayor and Council dating back to June 1948.

B. Legislative changes to Arizona Revised Statutes § 11-419 related to compensating the Pima County Board of Supervisors.

C. The Charter for the City of Tucson, Arizona, and specifically the chapters relating to the powers of the Mayor and Council and relating to compensating elected city officers and regarding the commission on recommending salaries for elected officers.

D. Minutes and notes from previous Citizens' Commission on Public Service and Compensation.

E. Total compensation information on the Mayor and Council, including the value of benefits package and vehicle allowance.

F. Salary survey information on similarly sized cities in Arizona, and specifically requested information on comparably sized cities with similar types of government within the Western United States.

G. Budget information from various municipalities.

H. Tucson community profile and consumer price index information.

Respectfully Submitted,

Wendell L. Nelson, Chairperson

Susan Hyatt-Dumon, Vice Chairperson

Richard M. Gastellum

Laura Malone

Leonard (Lenny) Porges

Thad L. Regulinski