

# THE CITIZENS' COMMISSION ON PUBLIC SERVICE AND COMPENSATION

## FINAL REPORT AND RECOMMENDATION

MARCH 2, 2011

### RECOMMENDATION

The Citizens' Commission on Public Service and Compensation does not recommend a salary increase for the Mayor or Council Members be placed on the November 2011 ballot. The reasons for the Commission's recommendation are set forth below.

### CONSIDERATIONS AND RATIONALE

The Citizens' Commission on Public Service and Compensation bases its recommendation on the current nationwide financial crisis and, in particular, the projected deficits for the City of Tucson in fiscal years 2011 and 2012. Because the City may have to lay off City personnel in the face of the deficits anticipated for both fiscal years, the Commission believes that it would be unsuitable to propose a salary increase for the Mayor and Council Members in light of City staff being assessed unpaid furlough days.

But for the financial crisis, however, the Commission would have recommended an increase in the Mayor and Council Members' salaries. The rationale considered for the increase included:

- In the opinion of the Commission, the positions of Mayor and Council Member are full-time positions and should be compensated accordingly.
- In the past 12 years, the cumulative economic inflation rate has been 28.8%. Since 1999, the Mayor and Council Members have received no increase in compensation.
- Even though the Commission is not recommending an increase in salary, it is the Commission's concern that the gap between the current salary and a reasonable salary is increasing annually and needs to be addressed.
- In the opinion of the Commission, higher compensation would likely attract a more diverse and representative pool of candidates to seek these elected offices.
- An increase would have more closely aligned the compensation of councilmembers with the average median earnings of full-time employees in Tucson.

According to the University of Arizona, Eller College of Management, the average salary of a Tucsonan working full-time has increased to nearly \$41,000. In addition, since 1999 the City of Tucson has increased 11% in population and 17.3% in land area (population and land area data provided by City of Tucson, Department of Housing and Community Development). However, as noted above, regardless of the merits and justification for an increase, the Commission did not believe it was advisable to place it on the November ballot this year.

## **BACKGROUND**

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

This volunteer commission took office on January 15, 2011. 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.

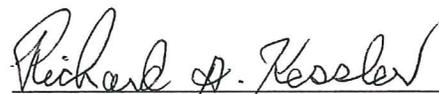
## **INFORMATION REVIEWED**

- 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.

Final Report and Recommendation (continued)

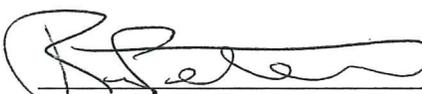
Respectfully Submitted,

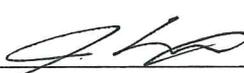
  
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Roy A. Garcia, Sr., Chair

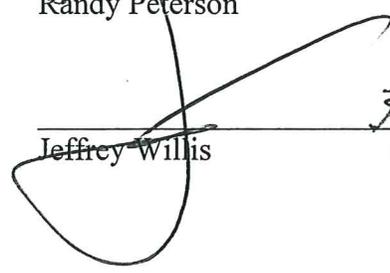
  
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Richard Kessler, Vice Chair

  
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Jeffrey Willis

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