



CITIZENS' COMMISSION ON PUBLIC SERVICE AND COMPENSATION

The Citizens' Commission on Public Service and Compensation held a meeting on Monday, February 5, 2007, at 5:46 p.m., in the Mayor and Council Conference Room, City Hall, 255 West Alameda, Tucson, Arizona. The meeting was called to order by Chair Stokes. Those present and absent were:

1. ROLL CALL

Committee Members Present:

Roy A. Garcia Sr.
Richard Jagodowski
Nancy Reid
Jose Ramirez
Edwin Skidmore
George Stokes

Committee Members Absent:

Maria Luisa Magana

Staff Members Present:

Tameron Collins, Human Resources
Justin Johnson, Human Resources
Geoff Gonzales, City Clerk's Office
Linda Haptonstal, City Clerk's Office, Recording Secretary

2. APPROVAL OF JANUARY 29, 2007 MINUTES

MOTION by Mr. Garcia, duly seconded, and carried by a voice vote to approve the minutes.

3. REVIEW DATA AND DEVELOP COMMISSION RECOMMENDATION

Mr. Collins, Human Resources, reported to the Commission that he did not have new information for the Commission this week. Chair Stokes asked a question regarding the requirement that the Commission present their report and recommendation as a monthly figure instead of yearly figure. Mr. Collins stated he had not found any information regarding this issue.

Mr. Gonzales advised the Commission that the Mayor's power as Chairman of the agenda committee allows him to decide whether or not to place items on the agenda, but a majority vote of the agenda committee could override his decision.

Mr. Gonzales reminded the Commission to send all materials to be shared with other Commission members through the City Clerk's Office to review for compliance with Open Meeting Laws. The City Clerk's Office can distribute the material to members.

Mr. Gonzales advised the Commission that the City Charter states the recommendation this Commission puts forth has to be put on the election ballot unaltered in any way by the Mayor and Council.

Mr. Gonzales reviewed for the Commission the procedures regarding abstaining or not voting at the meeting.

Mr. Gonzales reported to the Commission on the request for staff to contact the Mayor and Council Offices to obtain statistics on the number of constituent contacts and the type of requests. Mr. Gonzales advised that most offices do not retain those types of statistics, but did provide a spreadsheet of information from the City's NOVA System.

The Commission discussed the possibility of recommending a "phase-in" salary plan. Mr. Gonzales was asked to contact the City Attorney's Office regarding this issue.

The Commission discussed its authority to designate the positions of Mayor and Council as being full time in their recommendation. Mr. Ramirez reported that past Commissions have asked the same question and were advised that the issue is beyond the realm of the Commission's duties.

Chair Stokes advised the Commission of his recommendation for salary increases for Mayor and Council and asked each member for their salary recommendations. Members of the Commission presented their salary figures and the Commission discussed the rationale for increases.

Several Commission members desired more discussion on the logic and rationale involved in setting the salary before deciding upon a firm figure for increases.

Chair Stokes advised that he and several members of the Commission had based their salary increases on evaluation of information from the five target cities in the Phoenix metropolitan area, along with comparison to the average salary of a City of Tucson employee, past inflation rates, increases in population, increases in geographic area, growth in the city budget and the percentage of salary increases received by the Board of Supervisors over the past several years.

Chair Stokes gave a summary of the salary increase recommendations from each member. The Commission asked staff to advise the commission if two separate proposals could be put on the ballot.

The Commission discussed the philosophy of presenting a salary increase that the voters will pass versus a fair and equitable salary for the positions of Mayor and Council. The Commission discussed possible reasons why the last recommendations did not pass with the voters and determined there is no way to predict the outcome of the vote.

The Commission observed that the low level of salary paid to Council Members might exclude the average person from becoming a candidate. The Commission felt that as a democracy we are supposed to be a cross section of the population. There should be equal opportunity for anybody to run for an elected office, and not just those who are affluent, retired or have the other incomes sources.

The Commission discussed ways in which to favorably spell out their rationale in the recommendation and the importance of including appropriate background and educational information.

Mr. Gonzales advised the Commission members that the City Charter states the City Clerk shall post the Commissions' report in a prominent position at the office of the City Clerk for a period of thirty (30) days subsequent to the filing of the report.

Chair Stokes asked staff to find out when the Mayor and Council officially act on the Commissions' recommendation and place it on the election ballot.

The Commission asked staff for direction as to what type of role they can play regarding advocating the Commissions' recommendation after the Commission is terminated. Mr. Gonzales advised that once the Commission is abolished, each commissioner has the right as a private citizen to place a comment in the publicity pamphlet or advocate in other ways, but cannot do so as a representative of the commission.

The Commission asked for an electronic version of the 2005 Citizens' Commission on Public Service and Compensation recommendation to be distributed by email to the members.

Motion by Mr. Skidmore, duly seconded, to increase the salary of the Council Members to \$36,000 per year passed by a roll call vote of 6 to 0 (Ms. Magana absent/excused).

The Commission discussed the additional duties of the Mayor and the correlation in salary. Mr. Ramirez requested staff to provide the Commission with more information and a summary regarding the difference in the job duties between the Mayor and a Council Member.

Motion by Mr. Skidmore, duly seconded, to increase the salary of the Mayor to \$48,000 per year passed by a roll call vote of 5 to 1 (Mr. Ramirez dissenting, Ms. Magana absent/excused).

Chair Stokes requested staff to include on the next agenda reconsideration of the two motions to increase the salary of the Mayor and Council since not all members of the Commission were present for the vote.

Chair Stokes handed out his recommendation to the Commission and suggested each member begin to prepare their own recommendation for discussion at the next meeting.

Mr. Gonzales reminded the Commission not to hold any discussion about the recommendations they are preparing until the next meeting or to go through the City Clerks Office to distribute the information.

4. FUTURE MEETINGS

The next meeting will be held on Monday, February 12, 2007, at 5:45 p.m., in the Mayor and Council Conference Room.

5. ADJOURNMENT: 7:00 p.m.

MOTION to adjourn by Mr. Jagodowski, duly seconded, and passed by a voice vote of 6 to 0.

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