

**CITY OF PEORIA, ARIZONA  
COUNCIL COMMUNICATIONS**

**CC:** \_\_\_\_\_  
**Amend No.** \_\_\_\_\_

**Date prepared:** March 16, 2010

**Council Meeting Date:** April 20, 2010

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**TO:** Carl Swenson, City Manager  
**THROUGH:** Susan K. Thorpe, Deputy City Manager  
**FROM:** Mary Jo Waddell, MMC, City Clerk  
**SUBJECT:** Citizens Commission on Salaries for Elected City Officials Report and Recommendation

**RECOMMENDATION:** Discussion and possible action to accept the recommendations of the Citizens Commission on Salaries for Elected City Officials and approve no increase to salaries for Mayor and Council for 2010 through 2012, and in the event there are salary reductions for City employees that the same percentage reduction be applied to Mayor and Council salaries.

**SUMMARY:** The Citizens Commission on Salaries for Elected City Officials was established by a City Charter change approved by the voters at the Primary Election held in March 1997. The Commission's responsibilities are to meet, review data, and then make recommendations to the City Council of any possible changes to the voter-approved salary for the Mayor and City Council. The Commission is required to make their recommendations every two years. The City Council, by City Charter, must either accept or reject the Commission's recommendations.

The Commission may make recommendations to City Council as follows:

1. To recommend increasing or decreasing the existing salary of the Mayor and each City Councilmember by 5.1 percent or less, which City Council, by majority vote, may accept or reject.
2. To recommend exceeding a 5.1 percent increase or decrease in the existing salary for the Mayor and each Councilmember, which if accepted by Council, would require a resolution to be prepared referring the matter to the voters.

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**CITY CLERK USE ONLY:**

- Consent Agenda
- Carry Over to Date: \_\_\_\_\_
- Approved
- Unfinished Business (Date heard previous: \_\_\_\_\_)
- New Business
- Public Hearing: No Action Taken

**ORD. #** \_\_\_\_\_ **RES. #** \_\_\_\_\_  
**LCON#** \_\_\_\_\_ **LIC. #** \_\_\_\_\_  
**Action Date:** \_\_\_\_\_

Recommendation as to Salary:

It is the Commission's recommendation that there be no increase to salaries for Mayor and Council for 2010 through 2012, and in the event there are salary reductions for City employees that the same percentage reduction be applied to Mayor and Council salaries.

**FISCAL NOTE:** No fiscal impact unless employees receive salary reductions in which case the Mayor and City Council's salaries would also be reduced by the same percentage as the employee reductions.

**ATTACHMENT:** Report and Recommendation Submitted by the Citizens Commission on Salaries for Elected City Officials.

**CONTACT:** Natalie Gilstrap, 623-773-7340

**REPORT AND RECOMMENDATIONS  
TO THE MAYOR AND CITY COUNCIL  
CITY OF PEORIA, AZ**

**Submitted by  
CITIZENS COMMISSION ON SALARIES  
FOR ELECTED CITY OFFICIALS**

**March 3, 2010**

**SUMMARY OF COMMISSION DISCUSSION AND REPORT:**

The Citizens Commission on Salaries for Elected City Officials met on March 3, 2010. The Commission reviewed documents that had been prepared by City Staff including but not limited to Salary Survey Benchmark Comparisons for Valley Cities/Town and a recap of the 2008 Commission Report and Recommendations. The Peoria City Charter prescribes that salary recommendations be presented to the City Council every two years.

The Citizens Commission on Salaries for Elected City Officials, therefore, as required by the Charter of the City of Peoria, Arizona, hereby submit this Report and Recommendation for the salaries for Mayor and City Council of the City of Peoria, Arizona to the Office of the City Clerk.

The Citizens Commission on Salaries for Elected City Officials further requests that the City Clerk herewith comply with the requirements of said Charter, and submit the Report and Recommendations to the City Council for discussion and possible action.

**RECOMMENDATION:**

The Citizens Commission on Salaries for Elected City Officials reports to the City Council a recommendation of no increase to salaries for Mayor and Council for 2010 through 2012, and in the event there are salary reductions for City employees that the same percentage reduction be applied to Mayor and Council salaries.

**BACKGROUND:**

In 1997, the Electors of the City of Peoria approved an amendment to the Charter of the City of Peoria that mandated the establishment of a five-member Citizens Commission on Salaries for Elected City Officials.

The current commission members are:

Phil Hanson, Chairman  
David Eberhart, Mark Hughes, Joyce Mozzicato and Craig Wismer

**BACKGROUND: (continued)**

By Charter, the Commission is required to provide recommendations to the City Council every two years for any possible changes to the salary of the Mayor and City Council.

The Charter sets forth very specific requirements that the Commission must follow regarding their responsibilities and recommendations. One of the requirements is that the Commission's recommendations for any salary adjustment must be filed with the City Clerk a minimum of 150 days prior to the Primary Election.

The City Clerk is then required to place the Commission's recommendations on a City Council agenda, and the City Council is required by the Charter to either accept or reject the Commission's recommendations.

The Commission makes recommendations in regards to salaries for the Mayor and City Council:

1. To increase or decrease the existing salary of the Mayor and City Council by an amount less than 5.1 percent.

\* The Council, by majority vote, may accept or reject the Commission's recommendations of an amount less than 5.1 percent without having the salary adjustment recommendation placed on the City's August 24, 2010 Primary Election Ballot.

2. To increase or decrease the existing salary for the Mayor and City Council by an amount of 5.1 percent or greater.

\* The Council, by majority vote, may accept or reject the Commission's recommendation to exceed 5.1 percent by the approval or denial and by resolution directing that the City Clerk place the issue on the August 24, 2010 Primary Election Ballot.

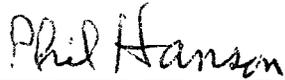
If the City Council, by majority vote, rejects the recommendations of the Commission, the salary of the Mayor and City Council remains the same, and the Commission's recommendation process does not occur again for two years.

The City Charter limits the recommendations that the Commission may make to adjust the Mayor and City Council's salary, and if the salary adjustment goes forward to the voters the ballot recommendations must read as follows:

**BACKGROUND: (continued)**

Shall the recommendations of the Citizens Commission on Salaries for Elected City Officials of \$\_\_\_\_\_ per month for Mayor; and \$\_\_\_\_\_ per month for each Council member be accepted?  
Yes \_\_\_\_\_, No \_\_\_\_\_

Respectfully submitted this 15<sup>th</sup> day of March, 2010.



\_\_\_\_\_  
Phil Hanson, Chairman  
Citizens Commission on Salaries for Elected City Officials

Attachment: Elected Official Salary Survey Benchmark Comparisons FY2010

**Elected Officials  
Salary Survey  
Benchmark Comparisons (similar population)  
February 2010**

<b>City</b>	<b>Population</b>	<b>Mayor Actual</b>	<b>Vice Mayor Actual</b>	<b>Council Actual</b>
City of Chandler	253,352	\$36,000	\$20,000	\$20,000
Town of Gilbert	214,820	\$37,822	\$21,012	\$21,012
City of Glendale	250,113	\$48,000	\$34,000	\$34,000
City of Scottsdale	234,752	\$36,000	\$18,000	\$18,000
City of Surprise	118,000	\$34,030	\$20,242	\$20,242
City of Tempe	165,000	\$54,408	\$27,747	\$27,747
<b>City of Peoria</b>	<b>158,000</b>	<b>\$30,278</b>	<b>\$20,185</b>	<b>\$20,185</b>
	<b>Average</b>	\$41,043	\$23,500	\$23,500
	<b>City of Peoria</b>	\$30,278	\$20,185	\$20,185
	<b>Average Difference</b>	(\$10,765)	(\$3,315)	(\$3,315)
	<b>Average % Diff +/-</b>	-26.2%	-14.1%	-14.1%

**Elected Officials  
Salary Survey  
Benchmark Comparisons  
February 2010**

<b>City</b>	<b>Population</b>	<b>Mayor Actual</b>	<b>Vice Mayor Actual</b>	<b>Council Actual</b>
City of Avondale	75,256	\$16,325	\$12,235	\$8,162
City of Chandler	253,352	\$36,000	\$20,000	\$20,000
City of Glendale	250,113	\$48,000	\$34,000	\$34,000
Town of Gilbert	214,820	\$37,822	\$21,012	\$21,012
City of Goodyear	62,554	\$23,000	\$12,500	\$9,200
City of Mesa	463,162	\$38,002	\$19,032	\$19,032
City of Phoenix	1,567,453	\$88,000	\$61,600	\$61,600
City of Scottsdale	234,752	\$36,000	\$18,000	\$18,000
City of Surprise	118,000	\$34,030	\$20,242	\$20,242
City of Tempe	165,000	\$54,408	\$27,747	\$27,747
<b>City of Peoria</b>	<b>158,000</b>	<b>\$30,278</b>	<b>\$20,185</b>	<b>\$20,185</b>
	<b>Average</b>	\$41,159	\$24,637	\$23,900
	<b>City of Peoria</b>	\$30,278	\$20,185	\$20,185
	<b>Average Difference</b>	(\$10,881)	(\$4,452)	(\$3,715)
	<b>Average % Diff +/-</b>	-26.4%	-18.1%	-15.5%