



## Commission on Council Salaries

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**City Hall, Council Conference Room, 211 W Aspen Avenue  
September 28, 2022 – 8:00 a.m.**

### DRAFT MINUTES

- I. Call to Order 8:14 am
- II. Roll Call

Alex Martinez	X Jim Wine
X Allison Eckert	X Kyle Nitschke
Ben Ruddell	X McKenzie Jones, Vice Chair
X Brandon Cruickshank	X Ryan Martin, Chair
Ellen Jimenez	
- III. Recommended Protocol for Members and Other Participants in the Virtual Meeting

All individuals who are attending virtually should have their microphones on mute to keep the background noise out of the meeting room. If you would like to speak, please indicate this by raising your hand or making a comment in the chat.
- IV. Public Participation

The Commission cannot act upon items presented during the Public Participation portion of the agenda. Individual Commission members may ask questions of the public but are prohibited by the Open Meeting Law from discussion or considering the item among themselves until the item is officially placed on the agenda. Each public comment or presentation will be limited to five (5) minutes.
- V. Discussion Items
  - A. Review updated Municipal and County benchmark data (handouts)
    1. Reviewed the additional columns of population and annual budget to the municipal benchmark data
    2. Reviewed the County benchmark data including population and salary in accordance with Arizona Revised Statute 11-419
  - B. Share information from Council budget
    1. City provided cellphone (\$7,200)
    2. Council Annual meeting with Tribal Nations, Consulate, community partners and legislators (\$1,000)
    3. Travel to annual League Conference, Washington DC legislative trip and other miscellaneous meeting (\$27,525)
    4. Clarified this budget is separate from the dollar amounts included for routine expenses in City Code
  - C. Discussion on full-time status summary comments
    1. Irregular work that does not fit into a normal work schedule
    2. Limit candidate pool because would need niche job or be retired to serve
    3. Pay disparity between City Council and County Board of Supervisors is quite large
    4. Communicating expectation would make it clear about level of work and the number of hours to fulfill Council's responsibility
    5. Currently Council would have to have another job to have a sustainable wage
    6. Compensation for time spent fulfilling duties
  - D. Discuss Mayor and Council salaries and benefits
    1. Summary of comments
      - a. Lacking number of quality candidates to fill Council vacancies
      - b. The first time where there are multiple write in candidates
      - c. Escalator to tie to CPI unless there are no staff increases in a fiscal year
      - d. More regular review of salaries

- e. Two-year term is worth a bit more in salary than four-year term
- f. Mayor salary should be higher because they have more meeting and events, so more time is committed
- g. Some salary suggestions made during this discussion were
  - i. Council \$35,000 to align with minimum wage
  - ii. Council \$63,800 to align with ARS 11-419
  - iii. Mayor \$76,600 to align with ARS 11-419
- h. Hesitation expressed to do one change from \$25,500 to \$63,800 for Councilmembers because of disparity between current members and newly appointed members, so suggested a phase in approach
  - i. FUSD and CCC board members are not paid positions
  - j. Incremental increases to get to board of supervisor rates of pay
  - k. Board of Supervisor salaries recognize the work required because all counties with a population less than 500,000 receive the same rate of pay
  - l. Commissioner Jones will set up a Menti or similar survey tool to get commission members input on council salaries
- 2. Tie to local minimum wage
  - a. \$16.80 will be minimum wage effective January 2023 for 40 hours per week salary is \$34,944 per year
  - b. May be beneficial to tie to CPI like minimum wage
  - c. Tying council salaries to minimum wage future proofs the work of the commission
- 3. Cost of living or Living Wage for Flagstaff
  - a. Payscale reports cost of living in Flagstaff is 14% higher than the national average, housing is 26% higher, utilities, 6% lower, groceries 13% higher, transportation 7% higher, here is a link to the calculator <https://www.payscale.com/cost-of-living-calculator/Arizona-Flagstaff>
  - b. Best Places is used by Economic Vitality Division and reports Flagstaff is 18.7% higher than the national average, health is 14.6% higher, housing is 71.2% higher, link to cost of living [https://www.bestplaces.net/cost\\_of\\_living/city/arizona/flagstaff](https://www.bestplaces.net/cost_of_living/city/arizona/flagstaff)
  - c. HUD reports flagstaff cost of living is 13.1% higher than the national average and housing is 20% higher
  - d. Living Wage calculator used by Economic Vitality is <https://livingwage.mit.edu/counties/04005>
- E. Discuss draft press release to invite public to attend upcoming meeting (handout)
  - 1. Provide the exact date of meeting
  - 2. Create a written form for community to provide feedback
  - 3. Add a link to the written form into the press release
  - 4. Add current mayor and council salaries to the press release
- F. Discuss meeting schedule
  - 1. Requested a meeting the following Wednesday, October 5<sup>th</sup> at 8:00 am

VI. Agenda Items for Future Meeting(s)

- A. Discussion on Council Salaries
- B. Discussion on Routine Expenses
- C. Action Item: Recommendation for council salaries and routine expenses

VII. Adjournment 9:28 am



For Special Accommodations, please notify Stacy Fobar in the City Clerk's Office at (928) 213-2077 or (928) 774-5281 (TDD) at least three business days prior to the scheduled meeting time.

***CERTIFICATION OF POSTING OF NOTICE***

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Flagstaff City Hall on September 22, 2022, at 5:00 pm in accordance with the statement filed by the Commission on Council Salaries with the City Clerk.

Dated this 22<sup>nd</sup> day of September. *J. Anderson*