



## Commission on Council Salaries

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City Hall, Council Conference Room, 211 W Aspen Avenue

October 5, 2022 – 8:00 a.m.

### DRAFT MINUTES

- I. Call to Order 8:03 am
- II. Roll Call

Alex Martinez	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. Approval of Minutes for September 14, 2022
  - A. Motion to approve minutes by Kyle Nitschke
  - B. Second by Ryan Martin
  - C. All in favor, motion passes
- VI. Discussion Items
  - A. Discussion on Mayor and Council Salaries summary comments
    1. Council members elected in November 2022 will be sworn in on December 20<sup>th</sup>. An ordinance requires a first read, second read and 30-days prior to effective date. Working backwards the Commission could share recommendation on October 18<sup>th</sup> Council meeting or October 25<sup>th</sup> Work Session and then first read of ordinance on November 1<sup>st</sup> and second read on November 15<sup>th</sup>. Commission suggested a first and second read with a presentation accompanying the draft ordinance.
    2. There were five responses in survey link Mayor salary range was \$55,000 to \$76,600 with an average of \$65,000 and Council salary range was \$35,000 to \$63,800 with an average of \$55,000.
    3. Commissioners were supportive of phasing in the salary if the salary was a higher number.
    4. Value in having a reason for the recommendation and asserting a number attached to another set of numbers.
    5. Use the County Board of Supervisors as a model and the state justified all counties should make the same when under 500,000 regardless of population.
    6. If minimum wage is good enough for others, then it should be good enough for Council.
    7. Weigh salary based on responsibility and decision making with the role.
    8. Incentivize community members to serve by creating financial stability.
    9. Suggestions for Mayor and Council salaries
      - a. Council salary of \$63,800 staged in over 2 years with beginning salary at \$44,650, which is halfway between current Council salary at \$25,500 and the \$63,800

- b. Discussion about whether the Mayoral salary should be the same as Council or a higher amount. The Mayor is the face of the City and has more responsibility than Council members, so there should be some differential. The current differential is \$13,000.
  - c. Suggestion of a 10% differential between the Council and Mayor salaries.
  - d. Mayor salary of \$70,180 staged in over 2 years with beginning salary at \$54,340, which is halfway between current Mayor salary at \$38,500 and \$70,180
  - e. December 1, 2024 will be the effective date to phase in the final salary, which is prior to the Council members elected in 2024 being sworn in
  - f. This information will be placed into a presentation and draft ordinance fore review at the October 12, 2022 meeting
- B. Discussion on routine expenses summary comments
- 1. Allow City Council members to attend meetings in person
  - 2. Suggestion to keep vehicle option for Mayor
    - a. Increase from \$150 to \$200 per month stipend for routine expenses, if Mayor chooses vehicle
    - b. Increase from \$250 to \$300 per month stipend for routine expenses, if Mayor does not choose vehicle
  - 3. Suggest Council monthly stipend increase from \$166 per month to \$200 per month
  - 4. Alternate suggestion for Council to receive \$300 per month instead of \$200 per month for routine expenses and retain previous suggestion for Mayor routine expenses

VII. Action Items

- A. Recommendation of Council salaries and routine expenses – table to the next meeting and requested the City send a social media reminder to invite community members to provide comment

VIII. Adjournment 9:06 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 October 3, 2022 at 6:00 pm in accordance with the statement filed by the Commission on Council Salaries with the City Clerk.

Dated this 3rd day of October. *J. Anderson*