



## **CITIZENS' INDEPENDENT SALARY COMMISSION (CISC)**

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**MINUTES – December 9, 2010 – 8:00 a.m.**  
**Office of Internal Audit & Investigations, 5<sup>th</sup> Floor, Suite 5025**  
**Albuquerque-Bernalillo County Government Center**  
**400 Marquette NW, Albuquerque, NM 87102**

### **CISC MEMBERS PRESENT:**

John Carey  
Ellen Driber-Hassall  
Joseph Conte  
Richard Heath  
Rodney L. Williamson

### **STAFF PRESENT:**

Carmen L. Kavelman, Director, OIAI  
Vicky M. DeHerrera, OIAI Assistant  
Elaine Romero, Policy Analyst  
Sara Lister, Senior Advisor to Mayor Berry

### **CITY COUNCILORS PRESENT:**

Ken Sanchez, District 1

### **MAYOR/CAO DEPARTMENT:**

Mayor Richard J. Berry  
Chief Administrative Officer David S. Campbell

### **CALL TO ORDER:**

The meeting was called to order at 8:25 a.m. on Thursday, December 9, 2010.

Chairperson John Carey requested an introduction of all present.

Chairperson John Carey gave a brief background of the CISC Commission to Councilor Ken Sanchez:

- CISC had several meetings in the last two months
- CISC Committee Members are trying to learn as much as they can about the job duties and the amount of time it takes our Mayor and Councilors to perform their jobs
- In January 2011, a report will be issued from the CISC and making recommendations on salaries for both the Mayor and Councilors

Chairperson John Carey asked Councilor Ken Sanchez, District 1, to give an overview of his background.

Chairperson Carey stated that the CISC has met with four councilors. All councilors have received a written questionnaire and all were invited to meet with the CISC, we might not be able to get to all nine, but certainly, we made every effort to reach out. If there are other councilors that want to meet with us please contact Carmen, we can arrange a meeting, even if it is short notice.

Councilor Ken Sanchez received from Carmen a list of the councilors that have not met with the CISC.

- Brad Winter – District 4
- Dan Lewis, - District 5
- Michael D. Cook, District 7
- Don Harris, District 9

John Carey stated that the CISC has learned a great deal in meeting with the councilors from each cross section of the City – downtown, north valley and northeast heights.

Councilor Ken Sanchez and Elaine Romero left the meeting at this time.

Joe Conte suggested it would be great if we could meet with one more councilor.

Carmen sent another invitation to Councilors Winter, Lewis, Cook and Harris.

Vicky telephoned the Council Services Department to check if the above councilors were available to meet with the CISC. The four councilors were not available to meet.

Chairperson John Carey asked Carmen how many questionnaires were received from the City Councilors. Carmen received four -- Benton, O'Malley, Jones and Garduno.

Mayor Richard Berry and Sara Lister, Senior Advisor to the Mayor joined the meeting at this time.

Chairperson John Carey gave a background of the CISC Commission to Mayor Berry.

Chairperson Carey stated, we have been looking at data in other cities comparable in population, number of employees, and size of budget. We want to get an idea of the range of salaries of mayors and city councilors in other cities particularly in western and mid western cities relatively close to us.

Chairperson John Carey asked Mayor Richard Berry to give an overview of his background.

The Chief Administrative Officer (CAO) David S. Campbell joined the meeting at this time.

The Chairperson John Carey requested an introduction of all present.

The CAO stated that he worked on the Charter Task Force that came up with questions that resulted in developing this commission.

The CAO stated that we have always seen the City Council as part-time councilors. Their job is policy work and not Administration. Each City Councilor has their own policy analyst and that is very similar to what the county commissioners have, is a staff person to do their work. In considering the salary, you need to consider the wisdom of having a part-time council, because we do not need 10 administrators in the system. The County Government is different in that respect, the County Commission is both the executive branch and the legislative branch.

Mayor Berry and Sara Lister left the meeting at this time.

Chairperson Carey asked the CAO if he had any advice for the commission. The CAO stated, it seems you have the comparable information of what other communities do. We want to see ourselves at a similar level to other cities that we respect.

The CAO David S. Campbell left the meeting at this time.

**ACTION ITEMS:**

Discuss the Public and Media Open Meeting Forum

Chairperson John Carey to draft a column for the Albuquerque Journal and will mention all the CISC members names

Ellen Driber-Hassall will not be able to attend the Forum

City staff to attend the Public and Open Meeting Forum and take minutes

**OTHER BUSINESS:**

Carmen included the following information in the packets for the Commission:

- Council Overview & Salaries and Council Staffing
- Mayor Overview & Salaries
- Mayor's Questionnaire was completed
- City Councilor's Questionnaires were completed for the following:
  - Councilor O'Malley
  - Councilor Benton
  - Councilor Jones
  - Councilor Garduno

Next Scheduled CISC Meetings:

- Thursday - January 13, 2011 – 8:00 a.m. to 11:00 a.m.
- Thursday - January 27, 2011 – 8:00 .a.m. to 11:00 a.m.

**ADJOURNMENT**

Chairperson Carey adjourned the meeting at 10:42 a.m.

**READ AND APPROVED:**

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**John Carey, Chairperson  
Citizens' Independent Salary Commission**