

CITIZENS' INDEPENDENT SALARY COMMISSION (CISC) PUBLIC AND MEDIA OPEN MEETING FORUM TO DISCUSS SALARIES FOR THE ALBUQUERQUE MAYOR AND CITY COUNCILORS

MINUTES

Thursday – March 3, 2011 – 5:00 p.m. to 7:00 p.m. Loma Linda Community Center 1700 Yale Blvd. S.E. Albuquerque, New Mexico 87106

CICS MEMBERS PRESENT:

John Carey, Chairperson Joseph Conte Ellen Driber-Hassall Kenneth R. Petrulis

CITY OF ALBUQUERQUE PRESENT:

Carmen L. Kavelman, Director, OIAI Vicky M. DeHerrera, OIAI Assistant

AGO COMMITTEE PRESENT:

Harry L. Tipton, Chairperson

CICS MEMBER ABSENT:

Richard Heath

CALL TO ORDER:

The public and media open meeting forum was called to order at 5:06 p.m. on Thursday, March 3, 2011 with three Commission Members present. Joe Conte sat in for John Carey who is the Chair of the Independent Salary Commission, he had to attend a funeral and he will be arriving late.

Joe Conte gave an introduction of the CISC Commission Members.

Joe Conte stated that in 2009 the Albuquerque voters approved an amendment to the City Charter Article XVIII, which establishes a Citizens' Independent Salary Commission. The Commission was created with the authority to set the salaries of the Mayor and Councilors. The Commission has the authority to evaluate the annual salaries and determine whether they should be increased or decreased. The Commission has authority to consider all factors relevant to the salaries.

We sent out questionnaires to the Mayor and City Councilors specifically asking them about the scope of their jobs and duties.

We have personally met with four City Councilors and a couple of the council staff, Mayor Berry and the Chief Administrative Officer David S. Campbell.

Joe Conte stated that currently the Mayor's salary is \$103,854 and that includes a 5% decrease effective July 1, 2010.

Since 1974, the City Councilor members are paid 10% of what the Mayor makes, so their current salary is about \$10,940 and the Council President earns \$21,881. Note: these amounts are based on a 5% decrease effective July 1, 2010.

The Commission Members have learned from the councilors that they are spending about 30 to 35 hours a week on the job. The biggest concern that we have discussed is does the salary limit the types of people who can actually serve as city councilors.

Joe Conte stated, in addition to interviewing the Council Members, the Mayor and staff 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 cities relatively close to us. The cities are as follows:

- El Paso
- Denver
- Las Vegas, Nevada
- Oklahoma City
- Tucson, Arizona
- Kansas City
- Mesa, Arizona
- Austin, Texas
- Tulsa, Oklahoma
- Salt Lake City, Utah
- Las Cruces, New Mexico

Joe Conte stated that the CISC Commission had the first open meeting forum on Thursday, December 9, 2010, and we had two folks attend. We planned this one with about one month notice in hopes of bringing out more folks. He thanked everyone present for attending the forum.

We intend to issue a report this month. The recommendations will not be effective until the next seating of the Council. It is as follows:

The four councilor's seats that are up for election this year are:

- District 2 Debbie O'Malley
- District 4 Brad Winter
- District 6 Rey Garduno
- District 8 Trudy Jones

The five councilor's seats that are up for election in 2013 are:

- District 1 Ken Sanchez
- District 3 Isaac Benton
- District 5 Dan Lewis
- District 7 Michael D. Cook
- District 9 Don Harris

If any adjustments are made for the Mayor's compensation that would not take effect until the next Mayoral election.

The Chairperson opened for questions from the news media or citizens at this time:

A citizen requested a copy of the Comparison of Regional Cities spreadsheet.

The Bernalillo County Commissioners make about \$29,000.

Joe Conte and Carmen Kavelman stated that CISC has a website and an email. In following this evening's event, we are inviting all the members of the public to give us comments on our email, which is CISC@cabq.gov. Carmen stated that the Comparison of Regional Cities excel spreadsheet will be on the CISC website on Friday, March 4.

Joe wanted to stress that this is an independent commission and we are not in any way sanctioned by the Mayor or the Council. No one has asked us for a raise.

The citizens presented the following questions:

- Why not include Santa Fe & Rio Rancho in the spreadsheet?
 - -Santa Fe was included, but it was too different to have any level of similarities for comparison purposes. We did not look into Rio Rancho. We did include Las Cruces because it has the second largest population in the state.
- Did your analysis include the number of council staff here in Albuquerque?
 - -Policy Analysts in the City make somewhere around \$40,000. Each Councilor does have a full-time employee to assist them.
 - -The survey that the CISC Commission prepared and the interviews that we did with the Council members really did vary. Some council members spend more than full-time doing their jobs and some council members probably do half time or less. An average we determined about 30 hours a week.
- Does the Council approve the salary for the Mayor? Did you track how the Mayor's salary went from \$34,000 to \$103,000?
 - -No, we have not tracked that.
 - -The Mayor and Council get the percentage increase that the City employees get.

At this time, the CISC Commission Member Joe Conte gave a brief introduction of their background.

Joe Conte, Executive Director of the State Bar

Kenneth Petrulis, CPA, small business consulting

Ellen Driber-Hassall, Executive, Webster University

John Carey, Executive Director of the State Society of CPAs

Dick Heath, Retired Head of Sandia Prep School

We are independent with no ties to the City of Albuquerque, Council and/or the Mayor.

Each candidate had to submit a resume to the Accountability in Government Oversight Committee.

The Chairperson of the Accountability in Government Oversight Committee Harry L. Tipton gave a brief background of the responsibility of Accountability in Government Oversight (AGO) Committee in selecting the Members of the Citizens' Independent Salary Commission (CISC). All members in the AGO and the CISC are volunteers.

Joe Conte stated that the CISC Commission invited the City Attorney to attend our last meeting to give us a legal opinion on how to set the salaries and compensation. The directive we got from the city attorney the CISC Commission is only responsible to set salaries.

Carmen Kavelman advised the media and the public that copies of the charter amendments are available.

Joe Conte stated that the CISC Commission Members terms are as follows:

	TERM
John Carey – Chairperson	2014
Joseph Conte	2014
Richard Heath	2014
Ellen Driber-Hassall	2012
Kenneth J. Petrulis	2012
	Joseph Conte Richard Heath Ellen Driber-Hassall

A citizen stated that when she served on a board she received per diem of \$95 a meeting. This per diem is determined by the state legislature. She is supports an increase for the councilors. The New Mexico Legislature sets the County Commissioners salary.

The City's budget is about a half of a billion dollars and the Mayor's salary at \$103,800 and the Councilors each making 10 percent of that except the President of the Council making \$21,000 is a combined .0456% of the overall City's budget, less than half of one percent goes towards to the Mayor and the Council.

Joe Conte stated this is the first Citizens' Independent Salary Commission.

Chairperson John Carey joined the meeting at this time.

Chairperson John Carey gave a brief background of the Mayor and City Councilors surveys.

The Director of the Office of Internal Audit Carmen Kavelman will load up the spreadsheet on the CISC website CISC@cabq.gov on Friday, March 4, 2011, and the next CISC meeting is scheduled for March 14, 2011.

ADJOURNMENT

Chairperson Carey adjourned the meeting at 6:45 p.m.

READ AND APPROVED:

John Carey, Chairperson

Citizens' Independent Salary Commission