



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

---

**April 1, 2021 – 4:30 A.M. (Virtual Meeting Via Zoom)**  
**Office of Internal Audit, 5<sup>th</sup> Floor, Suite 5025**  
**Albuquerque-Bernalillo County Government Center**  
**400 Marquette NW, Albuquerque, NM 87102**

### **CISC MEMBERS PRESENT:**

Jose Antonio Ponce  
Andrew J. Higgins, Ph.D.  
Fred D. Pugh  
Duane Trythall  
Kent A. Hickman, Ph.D.

### **STAFF PRESENT:**

Nicole Kelley, Interim City Auditor, OIA\*  
Leslie Rendon, Administrative Coordinator, OIA  
Sarah Faford-Johnson, Contract Auditor\*

\*Present Via Zoom

### **1. CALL TO ORDER:**

Chairman Fred Pugh called the CISC meeting to order at 4:30 P.M. on April 1, 2021.

### **2. ROLL CALL BY CHAIRPERSON**

### **3. ACTION ITEMS**

- a. **The CISC Members unanimously approved the Meeting Minutes – from February 11, 2021**
- b. **The Office of Internal Audit presented its research and analysis of Mayor and Councilor Salaries**
- c. **The CISC Members reviewed and discussion of Citizens' Independent Salary Commission Draft Report and related presentation**
  - i. **The Commission requested the following:**
    1. **Benchmarking analysis**
    2. **Requested to review questionnaires completed by City Council**
    3. **Requested previous Mayoral and City Council candidate information**
    4. **Review Council Staff information**
- d. **No Public Comment requests received**

**4. OTHER BUSINESS:**

1. Next Scheduled CISC Meeting: April 15, 2021 at 4:30 P.M.

**ADJOURNMENT**

Meeting adjourned at 5:36 P.M.

**READ AND APPROVED:**

DocuSigned by:  
  
4C218ABA38A8482...  
**Fred D. Pugh, Chairperson**  
**Citizens' Independent Salary Commission**