



City of Albuquerque

Citizens' Independent Salary Commission
P.O. BOX 1293, ALBUQUERQUE, NM 87103

Interoffice Memorandum

April 30, 2021

TO: Ethan D. Watson, City Clerk

FROM: Fred Pugh, Chairman, Citizens' Independent Salary Commission



SUBJECT: Salaries for the Mayor and Councilors

City of Albuquerque voters approved the Citizens Independent Salary Commission (Commission) as an amendment to the City Charter (Article XVIII) in the election of October 6, 2009. The Commission is authorized to establish the salary structures of the Mayor and City Councilors. The Commission evaluates the annual salaries in accordance with salary and benefit data and determines if an increase or decrease to salaries is warranted.

Current and prior Commission review processes include, studying the roles and responsibilities of the Mayor and City Councilors, collecting and analyzing salary and benefit data of like-sized municipalities, collecting input on an interactive website and survey, and consideration of past salary increases. Information from all the processes above contributed to the Commission's decision.

The decision of the Commission is the benefits of the Mayor and City Councilors will remain the same. The salary of the Mayor and City Councilors will both receive an increase.

Mayor salary – from \$125,000.00 to \$132,500.00
City Councilors salary - from \$30,600.00 to \$33,660.00
Council President salary – from \$32,600.00 to \$35,860.00

The Commission thanks the Mayor and City Councilors for their dedicated service to the City of Albuquerque and its citizens.

The complete report is available at www.cabq.gov/audit/citizens-independent-salary-commission. If you have additional questions contact: Fred Pugh, Chairman, (505) 768-3154 or FredPughCISC@Gmail.com.



City of Albuquerque

P.O. BOX 1293 ALBUQUERQUE, NEW MEXICO

Interoffice Memorandum

April 29, 2021

TO: Crystal L. Ortega, Clerk of the Council and Legal Officer
FROM: Fred D. Pugh, Chairperson, Citizens' Independent Salary Commission
SUBJECT: Evaluations of the Salaries for the Mayor and City Councilors

Executive Summary

City of Albuquerque voters approved the Citizens' Independent Salary Commission (Commission) as an amendment to the City Charter (Article XVIII) in the election of October 6, 2009. At least one year prior to each regular municipal election, the Commission is tasked with studying, evaluating, and if warranted, recommending specific changes to the compensation levels of the Mayor and City Councilors. Should the Commission determine that the salary should be increased or decreased, the Commission shall file a written salary schedule with the City Clerk indicating the proposed salary. However, changes to salaries shall not be effective for the incumbent Mayor or Councilors, but shall be effective at the beginning of the next term.

The Commission considered a variety of data, including historical compensation received by the Mayor and City Councilors, comparative pay and forms of government among similar cities, the managerial complexity of elected officials, as well as changes in cost of living and median household income. Information from these analyses contributed to the Commission's decision. This is the sixth review conducted by the Commission since its inception.¹

The decision of the Commission is the salary of the Mayor and City Councilors will be increased to the following:

Mayor salary – from \$125,000.00 to \$132,500.00
City Councilors salary – from \$30,600.00 to \$33,660.00
City Council President salary – from \$32,600.00 to \$35,860.00

¹ The Commission's first evaluation of salaries report was issued on February 26, 2013.

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The Commission thanks the Mayor and City Councilors for their dedicated service to the City of Albuquerque and its citizens. We appreciate that the Commission's independence was respected by neither seeking to influence nor directing our deliberations in any way. The complete report is available at <https://www.cabq.gov/audit/citizens-independent-salary-commission>. If you have additional questions contact Fred D. Pugh, Chairman at (505) 768-3154.

Commission Charter Amendment

Through the charter amendment, the Commission was given the authority to evaluate the annual salaries of the Mayor and Councilors and determine whether they should be increased or decreased. The Commission has authority to consider all factors relevant to the salaries. Parameters given to the Commission are as follows:

- (a) The Commission shall consist of five members selected by the Accountability in Government Oversight Committee (AGO). All members shall be residents of the City of Albuquerque and shall not be an officer, official or employee of the city or an immediate family member of the same. The term of each member shall be for four years, unless a member is selected to fill a vacancy, and no member shall be appointed to more than two terms. The initial terms of members of the newly established Commission shall be staggered; the initial term for two members shall be two years and the initial term of three members shall be four years.
- (b) At least one year prior to each regular municipal election, the Commission shall review the salaries paid by the city to the Mayor and Councilors. If after such review the Commission determines that the salary should be increased or decreased, the Commission shall file a written salary schedule with the City Clerk indicating the proposed salary.
- (c) Changes to the salaries shall not be effective for the incumbent Mayor and Councilors, but shall be effective at the beginning of the next term.
- (d) Any change to salaries recommended by the Commission shall be subject to the referendum procedures as provided for in Article III, Section 2 of the Charter.
- (e) All meetings of the Commission shall be open to the public and subject to the Open Meetings Act, Sections 10-15-1 et seq. NMSA 1978.

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Commission Members

As specified in City Charter, the Commission was selected through a process administered by AGO. Commissioners have no ties or conflicts with the City of Albuquerque, the Mayor or City Council. AGO appointed the following individuals to serve on the Commission:

<u>Name</u>	<u>Term End Date</u>
Fred D. Pugh, Chairperson	2022
Dr. Kent A. Hickman	2024
Dr. Andrews J. Higgins	2024
Jose Antonio Ponce	2022
Duane Trythall	2022

Methodology

The Commission carefully approached its work with thoughtful consideration to research and the utmost transparency. It is important to note the Commission remained steadfast in its mission to look at the positions and not the individuals who currently hold them.

The members of the Commission produced this report and recommendations with the assistance of the exceptional staff within the City's Office of Internal Audit. Methodologies used to conduct this analysis included, but are not limited to the following:

- Studied the roles and responsibilities of the City's Mayor and City Councilors.
- Sought input from City Councilors on the estimated hours committed to their duties.
- Analyzed historical salaries for the City's Mayor and City Councilors since 2013.
- Assessed changes in cost of living and affordability based on the Consumer Price Index (CPI) and the median household income.
- Researched comparable cities based on factors such as city budget and population size, geographic location, and cost of living, to identify and compare the level of responsibility for elected officials versus their salaries.
- Analyzed hours worked, salaries, and total compensation packages, where feasible, earned by each elected official, as well as their respective roles and responsibilities.
- Assessed the feasibility of changes to salaries based on the City of Albuquerque's current and forecasted budgets.
- Discussed the results of information received, as a group, on a frequent basis.
- Considered the facts presented in prior Commission reports and the recommendations included in them.

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- Held meetings in compliance with Open Meetings Act which were open to public comment.

Duties of the Mayor and City Council

According to the City's Charter, the Mayor shall be the Chief Executive Officer with all executive and administrative powers of the City and shall devote full time and attention to the performance of the duties of the office and shall hold no other paid public or private employment. The Mayor also represents the City on state, national, and international levels. The duties of the Mayor include, among other things, organizing the executive branch of the City, exercising administrative control, supervising over and appointing directors of city departments, administering and protecting the merit system, formulating city budgets, and with the advice and consent of City Council, appointing the Chief Administrative Officer, any deputy administrative officers, the Chief of Police, the Fire Chief, and members of city committees, commissions and board. The Mayor is also head of the Mayor's Office, which supports the elected chief executive and ceremonial head of the City pursuant to the City Charter. The office is comprised of six support staff and constituent services. The Mayor is paid a salary and is eligible for employee benefits including health, dental, vision, and life insurance.

The Chief Administrative Office Department supports the Mayor, as well as general city functions. The Chief Administrative Officer (CAO) is appointed by the Mayor with the consent of the City Council to provide day-to-day management of the City. Together, the Mayor and CAO provide the leadership and direction to execute policies legislated by the City Council. The department oversees the provision of municipal goods, services, facilities, and infrastructure required of a modern city.

According to the Charter's Historical Postscripts, as a result of a special election held on February 26, 1974, the five-member City Commission which had governed the city since 1917, was to be replaced with a full-time Mayor as the City's chief executive and a nine-member, part-time districted City Council as the legislative arm of city government. As codified by City Charter, the terms of the office of a Councilor, unless sooner recalled or removed, begins on January 1 following the candidate's election and is four years or until a successor is duly elected and qualified. Councilors may succeed themselves in office and the terms of office of Councilors shall be staggered with four or five districted Councilors elected every two years. Members are paid a salary and eligible for employee benefits including health, dental, vision, and life insurance.

According to Charter, City Council has the power to adopt all ordinances, resolutions or other legislation conducive to the welfare of the people to the City. The duties of City

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Council include, among other things, establishing and adopting five-year goals and one-year objectives for the City (these goals and objectives are to be reviewed and revised annually by City Council), reviewing, approving or amending all city budgets and adopting policies, plans, programs and legislation consistent with the goals and objectives established by City Council, and hiring personnel necessary to enable City Council to adequately perform its duties.

Council Services provides support services to the Albuquerque City Council and is comprised of 31 full-time budgeted positions. Further, each Councilor is allotted one full-time staff (a Policy Analyst Term position), to assist them in carrying out their duties.

Furthermore, the City Council President is elected in a vote of all City Council members and has numerous unique responsibilities. The City Council President is responsible for preserving order, decorum and directing City Council meetings, assigning bills, preparing and disseminating meeting agendas with the public notice for the meeting, appointing all Committees whether standing, joint, or special, subject to the approval of the City Council except where otherwise indicated, and designating the Chairperson of each Committee subject to the approval of the City Council with the exception of Chair of the Committee-of-the-Whole.

In addition to the duties outlined by the Charter, City Council members also participate in a variety of committees. The table below details the various committees and the number of City Council members appointed to each committee for 2021.

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City Council Committees - 2021²

Committee Branch	Name of Committee	Number of Appointed Council Members
Standing Committees	Committee-of-the Whole Budget	9
	Finance and Government Operations	5
	Land Use, Planning & Zoning Committee	5
	Public Safety Committee	5
Governing Bodies with Council Participation	Albuquerque/Bernalillo County Government Commission (ABCGC)	4
	Albuquerque-Bernalillo Water Utility Authority	3
	Mid-Region Council of Governments	6
	Regional Transit District	5
Committees on which Councilors and the Administration Serve to Govern the City	Accountability in Government Oversight Committee (AGO)	1
	Alvarado Transportation Center Project Task Force	1
	Committee on Guidelines for Negotiations	3
	Intergovernmental Legislative Relations	3
	Economic Development Action Account	2
Committees for Internal Council Matters	Internal Operations Committee	9
Non-City Committees that Include Council Participation	Albuquerque Convention & Visitors Bureau	3
	Community Schools	2
	Explora	2
	Hispano Chamber of Commerce	2
	New Mexico Municipal League Representative	1

Councilor Survey Results

A 20-question survey was administered electronically to all City Councilors. The questions primarily surrounded whether their responsibilities have changed, how many hours are needed to fulfill their duties, and how the pay of Councilor affects those that would like to run for office.

Based on the results received from eight (89 percent) of the nine Councilors, nearly 90 percent of respondents believe their responsibilities have increased and that their work week exceeds 30 hours a week. Reasons reported for the increased hours worked were

² Source: City of Albuquerque-City Council Home-Committees, obtained from <https://www.cabq.gov/council/committees> on April 4, 2021.

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primarily due to the growth of the City and thereby the growth within their districts, which has caused districts to require a higher need of oversight and governance.

The majority of the Councilors that responded also believe that the salary of a City Councilor is not a living wage and that supplemental income from either retirement, other employment, or a spouse is needed in order to run for office.

City Councilors also reported that on average, approximately 37 hours of their work week is put towards a combination of attending City Council and City Committee meetings, and non-city sponsored events. Below is a summarized exhibit of the Councilor's responses.

City Councilor Survey Responses 2021

Question	Number of Responses Received	Generalized Responses	
Question #1: Please explain what motivated you to run for City Councilor.	8	To share knowledge and expertise with Council; to strengthen the representation of the community; to effect change in the community.	
Question #2: In your opinion, how does the pay of a Councilor affect those who would like to run for office?	8	Current salary makes it difficult for others to serve; current salary is decent; salaries should be a living wage that way anyone, especially those that do not have other means, can run for office.	
Question: #3: Please list the primary duties of a City Councilor.	8	Address district and citywide issues e.g., create legislation while upholding U.S. Constitution, New Mexico Constitution and City Charter; ensure the budget is managed properly and that city government is accountable. Respond to constituent concerns and serve as a liaison between individuals and city departments.	
Question	Number of Responses Received	Range	Average
Question #4: How many hours each work week do you spend attending City Council and City Committee meetings?	8	6 – 50 hours	22.75 hours

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<p>Question #5: How many hours each work week do you spend attending related meetings and functions that are not official City sponsored activities?</p>	<p>8</p>	<p>4 – 40 hours</p>	<p>13.88 hours</p>	
<p>Question</p>	<p>Number of Responses Received</p>	<p>Generalized Responses</p>		
<p>Question #6: Please list all meetings outside of official Council meetings that you attend as a Councilor.</p>	<p>8</p>	<p>To list a few: Albuquerque Bernalillo County Water Authority, Bernalillo County Criminal Justice Community Policing Council, Council of Government/Transit District/Metro Transportation, Individual Meetings with department managers, Meetings with City Council staff; Meetings with the Administration, Meetings with Other Agencies (Federal, State, County), Neighborhood Association Meetings; Visit ABQ Executive Board, Annual and Press Conferences, etc.</p> <p>Additionally, Councilors need a significant amount of time to read the applicable meeting material in order to make confident and educated decisions that are in the community's best interest.</p>		
<p>Question</p>	<p>Number of Responses Received</p>	<p>Yes</p>	<p>Remain Unchanged</p>	<p>No</p>
<p>Question #7: Do you feel that the responsibilities of a City Councilor have changed over the years? (i.e. increased, decreased, or remain unchanged?).</p>	<p>8</p>	<p>7</p>	<p>1</p>	<p>0</p>
<p>Question</p>	<p>Number of Responses Received</p>	<p>Range</p>		<p>Average</p>

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Question #8: In your opinion, what is the minimum number of hours a week a City Councilor should give to adequately cover the requirements of the position?	8	20 – 50 hours	35.13 hours
Question	Number of Responses Received	Yes	No
Question #9: Do you see the job of City Councilor as a part-time position?	8	1	7
Question #10: Do you receive compensation for full-time employment elsewhere?	8	0	8
Question #11: Do you receive compensation for part-time employment elsewhere?	8	2	6
Question #12: Do you receive any other compensation for employment elsewhere?	8	2	6
Question #13: Do you receive any other compensation from elsewhere (non-employment)?	8	4	4
Question #14: Are there issues you want to pursue as a Councilor, but cannot due to time constraints?	7	6	1
Question	Number of Responses Received	Generalized Responses	
Question #15: Please list any constraints you face doing your Councilor job.	7	Not enough time; the growth of the city has made responsibilities more demanding; bureaucratic hurdles and inefficiency.	

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Question	Number of Responses Received	Yes	No
Question #16: Do you feel that you have adequate administrative support to do your job?	7	5	2
Question	Number of Responses Received	Generalized Responses	
Question #17: Please list any additional tools/or aids that would help you more fully do your job as a Councilor.	5	Adding more council districts and staff should be put into serious consideration.	
Question	Number of Responses Received	Yes	No
Question #18: In your opinion, does being a Councilor involve too much time for someone who has other full-time commitments (family or job) outside of being a Councilor?	7	6	1
Question	Number of Responses Received	Generalized Responses	
Question #19: Is there some major component of the Councilor job that was not covered in this survey?	5	No	
Question #20: Please list any additional comments you may have.	4	Current demands make it difficult for Councilors to manage supplemental work (i.e. a part-time and/or full-time occupation). While it may be possible for some Councilors, it seems those that are able to dedicate more time to the position would possibly be more effective than those balancing two occupations simultaneously.	

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		<p>Being a Councilor is a great means to give back to the community.</p> <p>Hopefully more working families and the younger population can serve as a Councilor without having to rely on multiple occupations to afford shelter and food.</p>
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Changes within the City of Albuquerque

Assessing the managerial complexities of the Mayor and City Councilors is difficult, as many factors suggesting increased complexity is intrinsically linked with factors such as the city budget and the number of people the City employs, as well as population size. To this point, since 2015³ the City's budget increased from \$893.1 million to \$1.1 billion (or 24 percent), the number of full-time employees increased from 5,742 to 6,366 (or 11 percent), and the overall population of Albuquerque increased from 557,900 to 562,300⁴ (or 1 percent). The below graphs⁵ detail this information⁶.

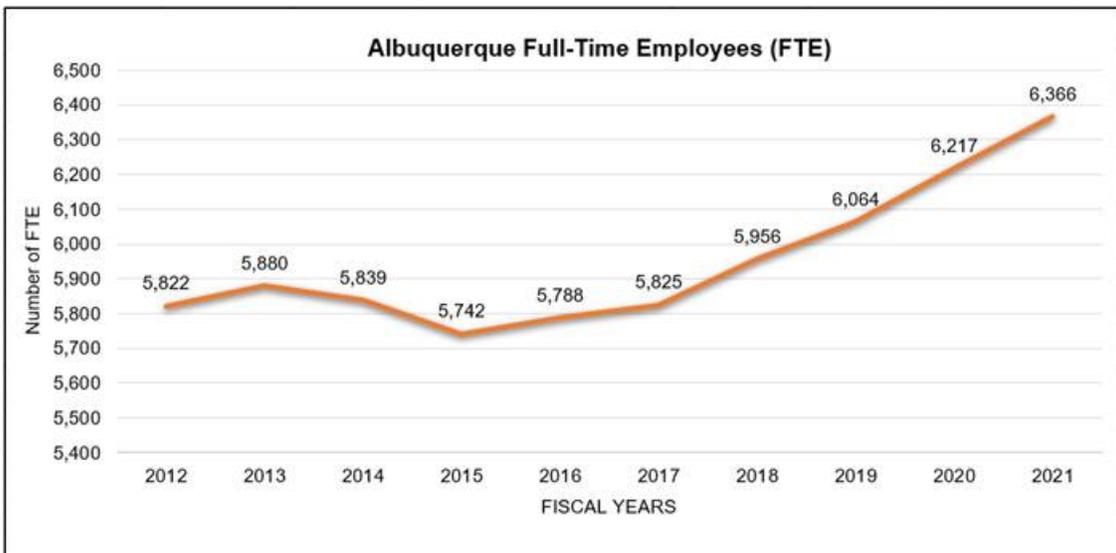
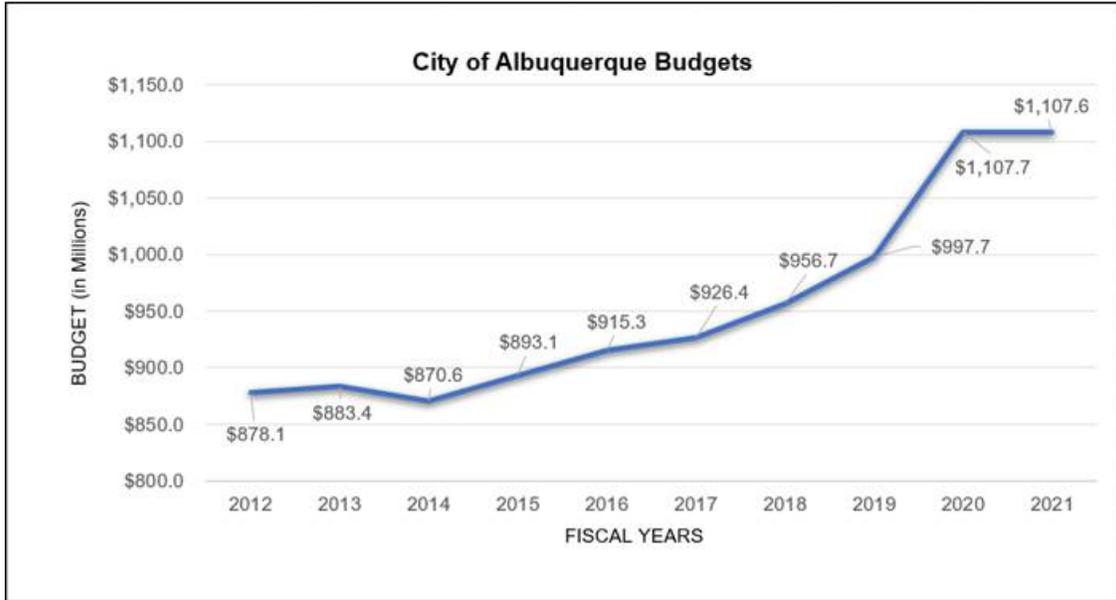
³ The Commission referenced 2015 since that was the last merit increase for both the Mayor and Councilors.

⁴ The majority of the increase in full-time employee positions was within the Albuquerque Police and Fire Departments, the Arts and Culture Department, the Solid Waste Department, the Parks and Recreation Department, the Department of Municipal Development, and the creation of the Albuquerque Community Safety Department, Civilian Police Oversight Agency, and the Department of Technology and Innovation.

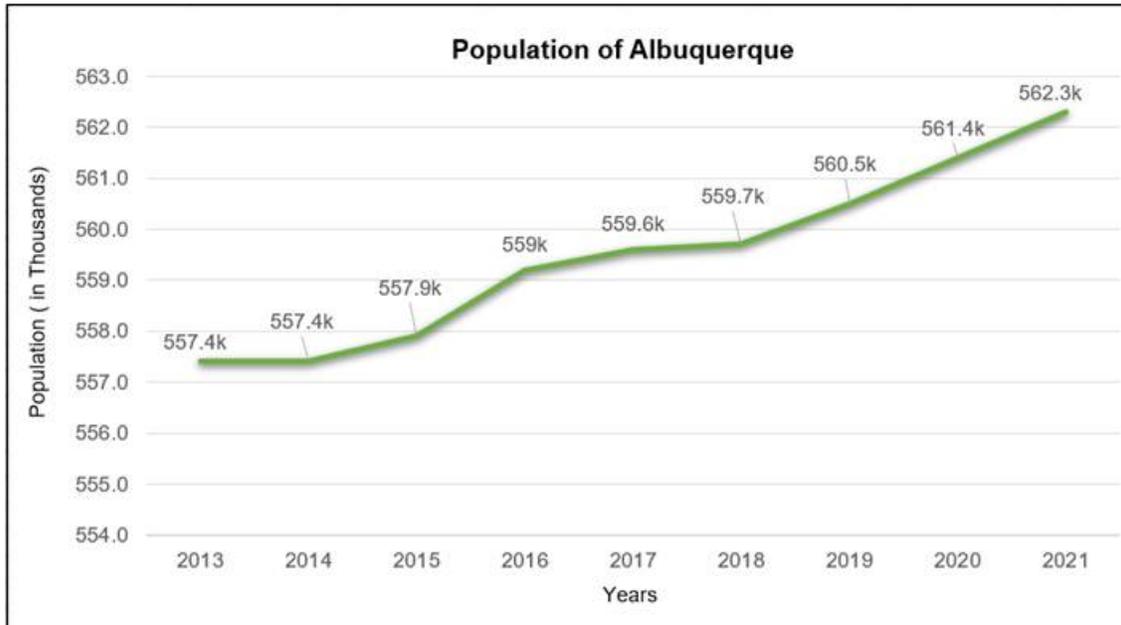
⁵ These graphs were created based on the U.S Census Bureau and the City of Albuquerque's approved budgets for fiscal years 2012 through 2021.

⁶ While the City's budget reflects the population, complexity and scope of services provided by the City, there are some other factors that account for the size of the budget. Specifically, the budget was strategically balanced to account for any economic uncertainty and to protect against predicted drops in revenue primarily due to the COVID-19 pandemic.

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Mayor and Councilors Salary Information

City Council members are considered part-time City employees and while their salaries, first set in 1974 reflect that, many of them reported working more than 30 hours a week. Currently, Councilors are paid \$30,600, the Council President is paid \$32,600, and the Mayor is paid \$125,000 a year. According to the Commission's previous reports, the Mayor has received one salary increase and City Councilors have received two salary increases in 2015 and 2019, the second based on a cost of living adjustment (COLA)⁷.

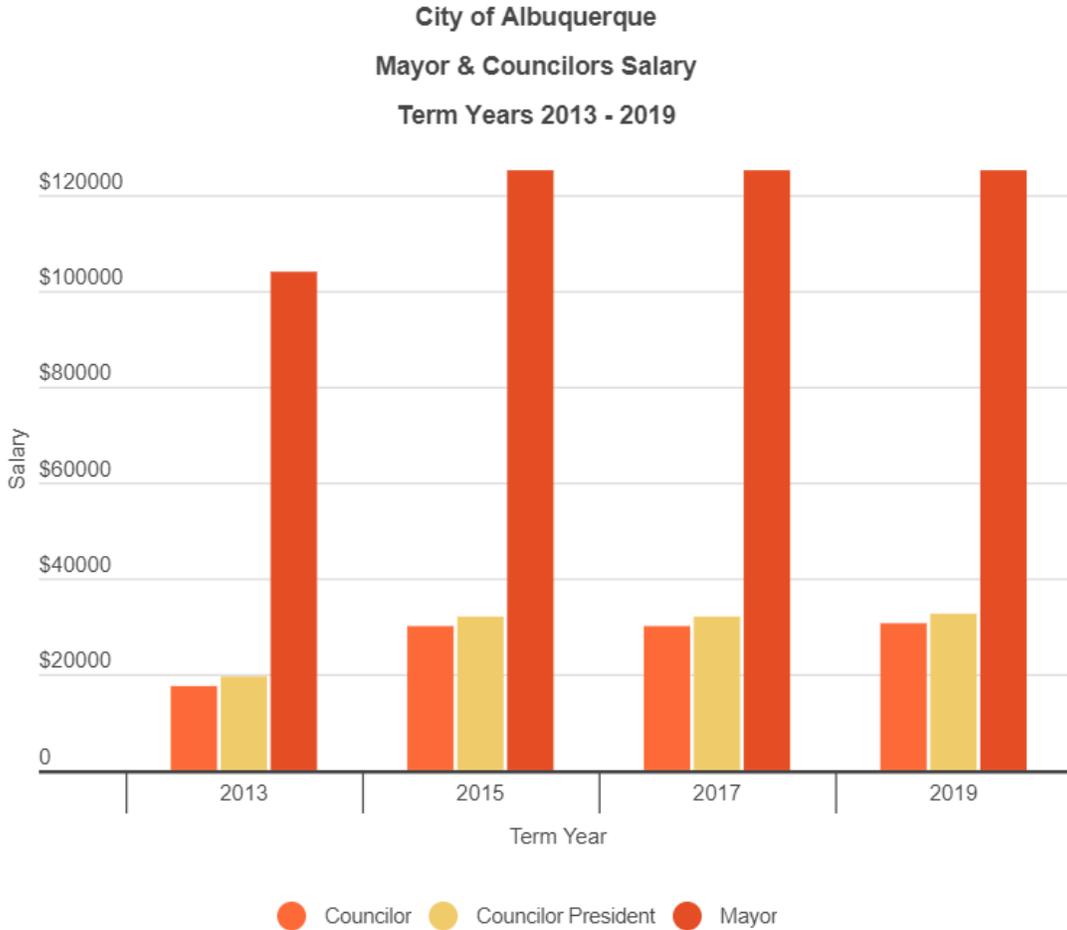
- In 2015, the following salary increases were given:
 - Mayor's salary increased 14 percent from \$109,325 to \$125,000
 - Council President's salary increased 64 percent from \$19,500 to \$32,000
 - Councilors' salaries increased 71 percent from \$17,500 to \$30,000
- In 2019, the following COLA increases were given:
 - Council President's salary increased 1 percent from \$32,000 to 32,600
 - Councilors' salaries increased 2 percent from \$30,000 to \$30,600

The graph below details the Mayor and City Councilor's salaries since the inception of the Commission⁸.

⁷ Since the salary increase in 2015, the Mayor has not subsequently received a cost of living adjustment.

⁸ These graphs were created based on the Commission's issued reports from 2013 to 2015.

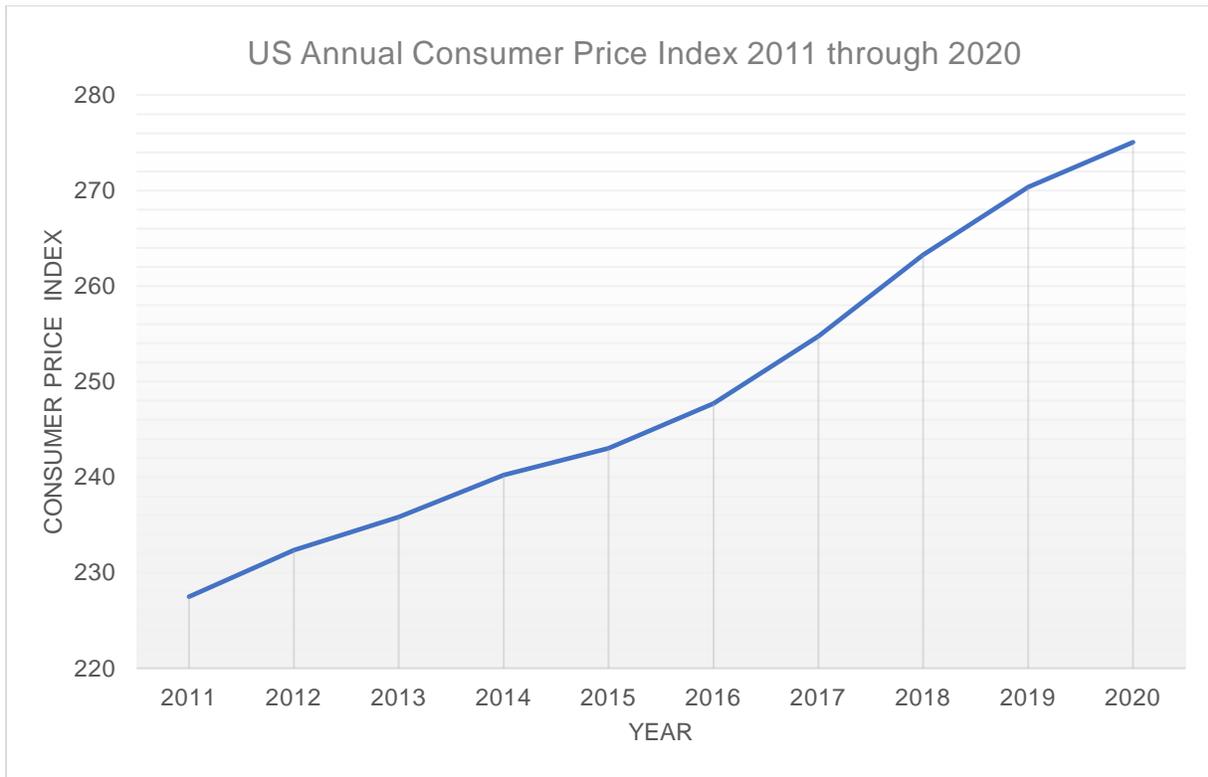
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Changes in Cost of Living

The Commission analyzed the changes in the cost of living index for the City of Albuquerque, as defined by the U.S. Bureau of Labor Statistics (BLS) and the U.S Census Bureau. The Commission utilized the BLS Consumer Price Index (CPI), which measures of the average change overtime in the prices paid by urban consumers for a market basket of consumer goods and services. Per examination of the cost analysis index, the cost of living in the Western Region has increased by 47.572 basis points (20.9 percent) over the course of the ten year period including 2011 through 2020. Additionally, the cost of living in the Western Region has increased by 32.042 basis points (13.2 percent) since the last significant Mayoral and Council salary increase in 2015. The table below details this information.

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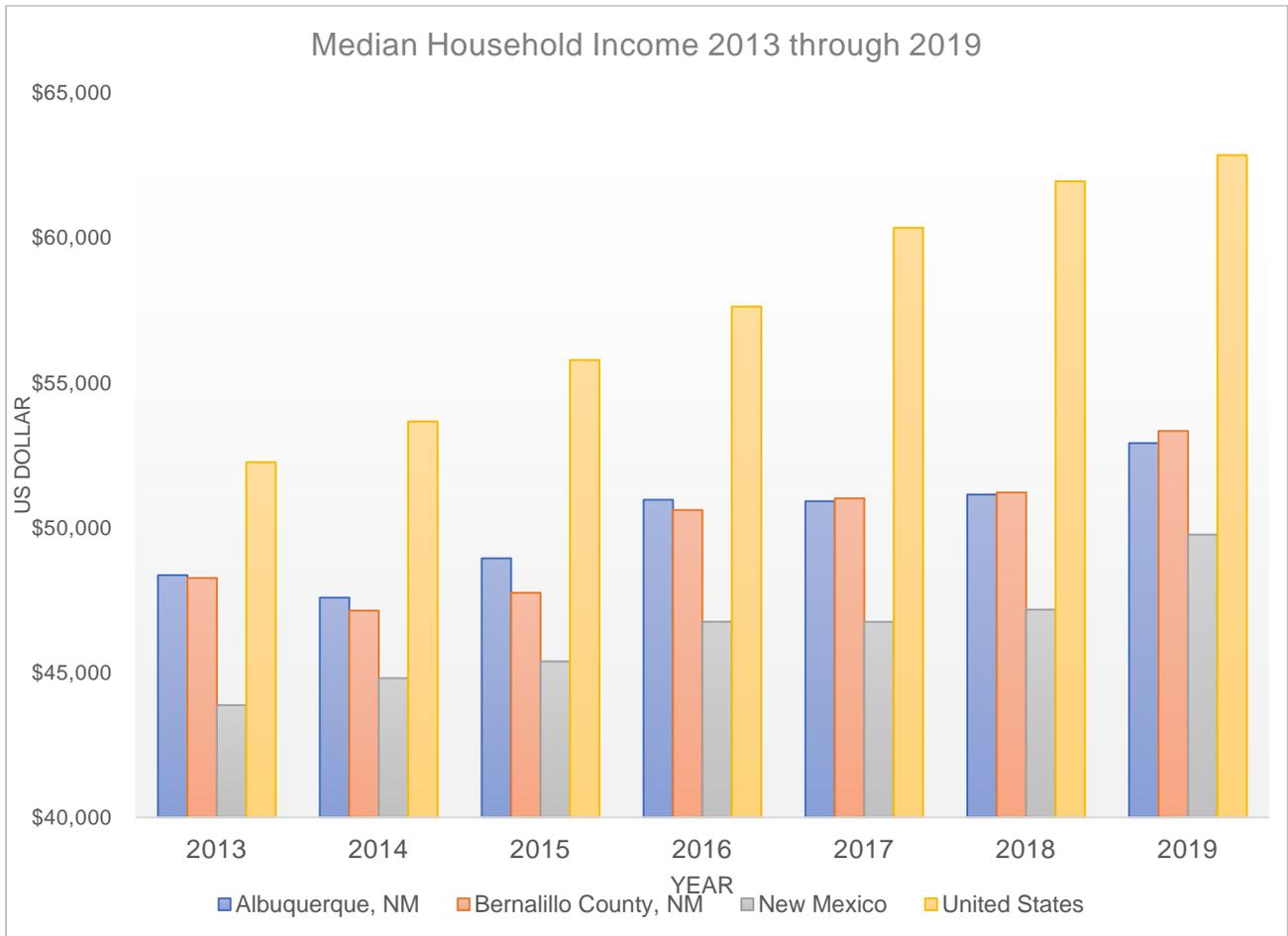


Albuquerque Median Income

The Commission also analyzed changes in the median household income for Albuquerque, as defined by the U.S. Bureau of Labor Statistics (BLS) and the U.S. Census Bureau. The median household income is a measurement of the income level earned by a given household where half of the homes in the area earn more and half earn less. The CPI for Albuquerque includes all of New Mexico and the rest of the Western Region states including Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, and Wyoming. Median household income, on the other hand, is based on the U.S. Census Bureau's Annual Community Survey and provides a basis for measuring changes in the median Albuquerque's regularly received income and includes all regularly received income. Taken together, the cost of living index and median household income allowed the Commission to better evaluate the salaries of the Mayor and Councilors against these factors. Specifically, the median income for Albuquerque has increased by \$3,974, or 8.1 percent since the last Mayoral and Council significant

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salary increase in 2015⁹. In 2019 the median household income in Albuquerque was \$52,911. The table below details this information. Further, while the current Mayor's salary of \$125,000 is 236.2 percent of the median household income in Albuquerque, the current Councilors and Council President's salaries of \$30,600 and \$32,600, respectfully, are only 57.8 and 61.6 percent of the median household income of Albuquerque.



Benchmarking

The Commission looked beyond the City of Albuquerque to understand how other comparable cities compensate their elected officials and examined not only salaries in those cities but also structural differences that may affect municipal officials' compensation levels. Although no single benchmark for comparison was determinative,

⁹ Information is not available beyond 2019 to allow for calculations to the median income changes since the last City Council raise in 2019.

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benchmarking proved a useful tool for analyzing the appropriate range within which to recommend Albuquerque's Mayor and City Councilors should be compensated.

In addition to our broad consideration of factors including affordability, economic well-being, and managerial complexity, the Commission looked at ten¹⁰ other comparable cities' mayoral and legislative salaries, budgets, number of full-time city employees and average number of people represented. See Appendix A for further details.

The analysis found that the Mayor of Albuquerque's salary of \$125,000 is in range of the comparable cities, nine with full-time mayoral positions. The mayoral salaries benchmarked ranged from \$24,000 to \$184,165, with the mean being approximately \$116,567 and the median being \$135,728. However, the Mayor of Oklahoma City, which is paid \$24,000, is the only mayoral position that is part-time. The analysis found that the salary for Albuquerque City Councilors of \$30,600, is below many of the comparable cities, with all but six cities having full-time councilor positions and that six of the ten cities set councilor salaries roughly at or above their city or county median income. The councilor salaries benchmarked ranged from \$6,250 to \$98,878, with the mean being approximately \$49,227 and the median being \$45,650. Tucson, Arizona Councilors are part-time and earn \$24,000, which is the third lowest within the range. However, this may change in November when Proposition 409 is voted on and if passed, would increase salaries for the Mayor and City Councilors to \$63,000¹¹ and \$42,000, respectively. This would mean that Councilors would earn the median household income in Tucson.

The analysis found that the roles and responsibilities required of the other city councilors, many of which are full-time positions, are very similar to those of Albuquerque City Councilors. For instance, establishing and adopting goals and objectives by ordinance; reviewing, approving, and amending city budgets; adopting policies, plans, and legislation; hiring council staff; and faithfully executing and complying with all laws, ordinances, regulations, and resolutions of the city and state.

Only six of the cities benchmarked had a council president salary¹². Currently, Albuquerque's Council President earns \$32,600 (\$2,000 more than Councilors). The range of pay for Council Presidents benchmarked is \$6,250 to \$110,725, with the mean being approximately \$61,182 and the median being \$65,359. These cities pay the Council

¹⁰ The Commission benchmarked the following ten cities: Salt Lake City, UT; Spokane, WA; Colorado Springs, CO; Kansas City, MO; Fresno, CA; Tucson, AZ; Milwaukee, WI; Oklahoma City, OK; El Paso, TX; and Denver, CO.

¹¹ Tucson, AZ has a Council – City Manager form of government.

¹² Of the six cities with a council president, three on average pay their president 11 percent to 29 percent more than regular councilors.

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President roughly 11 to 29 percent more than councilors. While Albuquerque pays the Councilor President 6.5 percent more than Councilors.

Summary of Results

The salaries of the Mayor and City Councilors have not significantly changed since 2015, when they were increased by the Committee. However, in the six years since the most recent salary adjustment, many things have changed in Albuquerque. City population, budget and the number of full-time employees has increased, the cost of living has increased, and median household income has also increased. The Commission studied the requirements of both the Mayor and City Councilors' positions during its initial deliberations dating back to 2013. That work included surveys from the City Councilors to seek information regarding typical daily and weekly functions, the amount of time devoted, and motivation for seeking office. The amount of time devoted varies among City Councilors; however, on average Councilors reported working more than 30 hours per week and the majority reported working more than part-time in their positions. The Mayor's position is more than a regular 40-hour week. Since the original charter of 1974, the Commission is convinced that the duties of these offices have evolved and significantly increased over time.

The major factors contributing to this recommendation are as follows:

- The Commission recognizes that the Mayor's current salary of \$125,000 has not been meaningfully increased since 2015, while the cost of living in the Western Region, which includes New Mexico, has increased 13.2 percent since 2015. The Mayor is the Chief Executive Officer of a governmental body that serves a population of 560,500 with a budget of \$1.1 billion dollars and over 6,200 city employees. These things considered, a decision was made to increase the Mayoral salary by 6 percent, which would more closely align the Albuquerque Mayoral salary with the median salary of its counterparts.
- The Commission recognizes that most other city employees have received annual wage increases of at least 2 percent from fiscal years 2015 through 2020. However, Councilors and the Council President have not received such wage adjustments commensurate with other city employees and have respectively only received a 1 and 2 percent one-time wage increase since 2015, while the cost of living during this time increased 13.2 percent. These things considered, a decision was made to increase both the Councilors and the Council President salaries by 10 percent, as this would make both salaries more aligned with the median salary of their counterparts. Additionally, on average Councilors reported working approximately 34 hours a week, which is 85 percent of a typically 40-hour full-time work week. The increases would put both the Councilors and the

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Council President salaries at roughly 64 and 68 percent of the median household income in Albuquerque.

The Commission carefully reviews the salaries of the Mayor and Council every two years, so it has the ability to react to changing economic conditions and realities, and elects:

- Commission agrees to increase Mayor's salary by \$7,500, or 6 percent.
- Commission agrees to increase Council salaries by \$3,060, or 10 percent.
- Commission agrees to increase Council President salary by \$3,260, or 10 percent.

Salary Information

Mayor salary – \$132,500.00

City Councilors salary – \$33,660.00

Council President salary – \$35,860.00

Conclusion

The citizens of Albuquerque elected to establish the Citizens' Independent Salary Commission. In compliance with meeting the objectives of the Commission, the decision-making process included the research, analysis, discussion, and application of a wide range of facts concerning the salary structure of the Mayor and City Councilors of Albuquerque. This is an exhaustive process in which rigorous standards and documentation are maintained. Review of data and documents can be obtained by contacting Chairperson Fred D. Pugh, care of the Office of Internal Audit (505) 768-3154. In conclusion, the Commission thanks the Mayor and the City Council for their dedicated service to the City of Albuquerque and its residents.

APPENDIX A Mayor and Councilor Compensation Benchmarking Analysis 2021

City:	Albuquerque, NM	Salt Lake City, UT	Spokane, WA	Colorado Springs, CO	Kansas City, MO	Fresno, CA	Tucson, AZ	Milwaukee, WI	Oklahoma City, OK	El Paso, TX	Denver, CO
Population											
Population estimates as of 2019, (U.S. Census Bureau)	560,513	200,567	222,081	478,221	495,327	531,576	548,073	590,157	655,057	681,728	727,211
Median household Income											
2019 Median household income	\$52,911	\$60,676	\$50,306	\$64,712	\$54,194	\$50,432	\$43,425	\$41,838	\$55,557	\$47,568	\$68,592
City Operating Budget											
2020 Approved budget	\$ 1,107,403,000	\$ 1,945,955,383	\$ 1,113,729,539	\$ 682,073,090	\$ 1,730,252,151	\$ 1,581,086,400	\$ 1,613,039,850	\$ 1,610,000,000	\$ 1,554,632,069	\$ 1,046,842,912	\$ 2,400,000,000
Full Time Employees											
Persons employed by the City in 2020	6,217	3,228	2,625	2,627	7,095	3,693	4,588	7,183	4,869	6,663	12,324
Form of Government											
Mayor-Council	X	X	X	X	X	X	X	X	X	X	X
Mayor Salary											
Mayor Salary	\$ 125,000	\$ 146,600	\$ 168,000	\$ 114,159	\$ 141,455	\$ 130,000	\$ 42,000	\$ 147,336	\$ 24,000	\$ 67,950	\$ 184,165
Full Time/Part Time	Full Time	Full Time	Full Time	Full Time	Full Time	Full Time	Full Time	Full Time	Part Time	Full Time	Full Time
City Manager Salary											
City Manager Salary					\$ 265,000		\$ 235,000		\$ 257,911	\$ 379,000	
Full Time/Part Time					Full Time		Full Time		Full Time	Full Time	
Council Salary											
Council President Salary	\$ 32,600	\$ 36,650	\$ 62,000	\$ 6,250	\$ 68,718	\$ 79,250	\$ 24,000	\$ 82,750	\$ 73,223	\$ 45,300	\$ 110,725
Council Salary	\$ 30,600	\$ 36,650	\$ 46,709	\$ 6,250	\$ 70,718	\$ 79,250	\$ 24,000	\$ 73,223	\$ 12,000	\$ 45,300	\$ 98,878
Full Time/Part Time	Undefined	Part Time	Part Time	Part Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Full Time
Other Benefits											
Mayor	City pays full health insurance premium for the Mayor. Total amount includes salary and benefits: \$172,110	Medical PPO 20% after deductible, Flex Spending accounts, Retirement, EAP, 2 Dental plans, Vision, disability, life insurance, tuition reimbursement	FICA - \$10,876 Retirement - \$0 Industrial Insurance - \$117 Medical - \$14,688 Life Insurance - \$468 Dental - \$1,548 Long Term Disability - \$0 Auto Allowance \$0 Cell Phone - \$755 Total: \$196,452 (Salary & Benefits)	Medical (2 Plans), Delta Dental Plans (either \$1,500 /\$2,000), Employee Medical Clinic, VSP Vision Plan, EAP, Flexing spending accounts, Life Insurance up to the lesser of 10 times salary or \$500K, Disability, Retirement, Parking	Medical (8 Plans, Dental, Vision, Life Insurance up to \$200K, Flex Spending, Pension, Long-Term Care, Deferred Compensation	Medical, Dental - \$2K, Vision, EAP, Long-Term Disability, Retirement, COBRA, Flex Spending, Deferred Compensation	Medical (2 Plans), Dental (2 Plans), Life Insurance up to \$300K, Long-Term Disability, Flex Spending, EAP, Pension, Tuition Reimbursement up to \$5,250/yr.	Medical (\$1k - \$4k between Individual/Family), Dental (\$1,200), Vision (\$8 - \$22/bi-weekly), Life Insurance, Long-Term Disability, Commuter Value Pass, Flexible Spending Accounts, Deferred Compensation, and Pension.	Medical (2 Plans), Vision, Dental - \$1,500, Flex Spending, Life Insurance up to \$500K, Long-Term Disability, Fitness Center, Employee Medical Center, Deferred Compensation, 401k Money Purchase (6% match or Pension Plan (50% of salary after 25 years of service), EAP, Medical Insurance.	Expense Account \$277 bi-weekly Health, Dental, Vision Insurance Flexible Spending Accounts Paid Holidays - 10 days annually Well Program - Up to \$150 monthly & Paid Day Off Fitness Program - Up to \$240 annually Cell Phone provided	Medical, (HDHP/HMO Plans), Dental EPO and PPO plans, Vision (VSP), Life Insurance (2 times an employee's annual salary to a maximum of \$100K, Paid Leave, Parking, Retirement Plans, Short/Long Term Disability
City Manager					Same as Mayor, plus company vehicle		Same as Mayor		Same as Mayor. Additionally, City Manager receives a company vehicle with a \$7,000 Allowance.	Annual Car Allowance - \$6,000 Annual Merit Increases - 5% if exceeds standards Annual Accrual sick leave balance - 120 hours Annual Vacation Leave balance - 160 hours Paid Holidays - 11 days annually Wellness Program - Up to \$150 monthly & Paid Day Off Fitness Program - Up to \$240 annually Entitled to an Annual Executive Exam. Expense of travel and accommodations to annual exam and follow up travel cost - Not to Exceed \$2,500 Pension: Employee - 8.95%, Employer - 14.05% Lump Sum to 40(a) Deferred Compensation Plan not to exceed annual maximum amount of contribution for calendar year: CY2021 - \$58,000 Cell Phone Provided	
Council	City pays full health insurance premium for Council Members. For each amount is there salary and benefits. District 7 (President): Gibson - \$43,290 District 1: Lan - \$36,491 District 2: Benton - \$51,051 District 3: Pena - \$56,516 District 4: Brook - \$50,622 District 5: Borrego - \$31,991 District 6: Davis - \$ 51,053 District 8: Jones - \$51,053 District 9: Harris - \$56,516	Same as Mayor	Council President FICA - \$4,746 Retirement \$6,045 Industrial Insurance \$117 Medical \$13,026 Life Insurance - \$297 Dental - \$1,548 Long Term Disability - \$0 Auto Allowance - \$1,285 Cell Phone - \$755 Total: \$89,989 (Salary & Benefits) Councilors Benefits FICA - \$3,575 Retirement - \$4,554 Industrial Insurance - \$117 Medical - \$13,026 Life Insurance - \$231 Dental - \$1,548 Long Term Disability - \$0 Auto Allowance - \$1,285 Cell Phone \$925 Total: \$71,970 (Salary & Benefits)	(Councilors are not eligible for any benefits).	Same as Mayor	Same as Mayor; however, for Council President and Councilors, Vehicle Allowances are \$2,860 \$3,120 respectively	Same as Mayor	Same as Mayor	Same as Mayor	Expense Account - \$161.54 bi-weekly Health, Dental, Vision Insurance Flexible Spending Accounts Paid Holidays - 10 days annually Wellness Program - Up to \$150 monthly & Paid Day Off Fitness Program - Up to \$240 annually Cell phone	Same as Mayor
Definitions & Highlights											
Types of Government Structures:	(A) Mayor - Council is a system of local government that has an executive mayor who is elected by the voters and a separately elected legislative city council.										
(A) Mayor - City Council											
(B) Council - City Manager	(B) Council - Manager is a system of local government that has an elected city council, that serves as the city's legislative body, and appoints a chief executive officer known as a city manager to oversee the day-to-day municipal operations.										
City Manager	City managers are appointed officials that direct the administration of a city. Their responsibilities include, but are not limited to: advising the Mayor and City Council, appointing department directors, preparing proposed annual budgets, and enforcing municipal laws and ordinances/coordinating City operations and programs.										
El Paso, Texas	According to the El Paso, Texas Charter, Councilors' salaries are revised annually and set accordingly to the prior fiscal year median income for El Paso County.										