



**Citizens' Independent Salary Commission**  
Office of Internal Audit  
5th Floor, Suite 5025  
Albuquerque-Bernalillo County Government Center  
One Civic Plaza  
Albuquerque, New Mexico

**Commission Members:**

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

**Agenda**

**Thursday, April 15, 2021 4:30 P.M. – 6:00 P.M.**

**Teleconference Via Zoom**

**Special Procedures for Thursday, April 15, 2021 Citizens' Independent Commission Meeting**

**Attendance:** In response to the Governor's declaration of a Public Health Emergency and ban on large public gatherings, the Citizens' Independent Commission Meeting on Thursday, April 15 at 4:30 pm will be held via Zoom video conference.

**Viewing:** Members of the public will have the ability to view the meeting through GOVTV on Comcast Channel 16, or to stream live on the GOVTV website at <https://www.cabq.gov/culturalservices/govtv>, or on YouTube at <https://youtu.be/4iVZP-MbzEc>. The live streams can be accessed at these addresses from most smartphones, tablets or computers.

The video recording of this and all past meetings of the Citizens' Independent Salary Commission will also remain available for viewing at any time on the City's website. Administrative Coordinator is available to help members of the public access pre-recorded Commission meetings on-line at any time during normal business hours. Please call 505-768-3154 for assistance.

- **Written Comments:** The Commission will continue to take general public comment and comment on the meeting's specific agenda items in written form via email through 1:00 pm on Thursday, April 15. Submission for written public comment is to be sent via email to [lcrendon@cabq.gov](mailto:lcrendon@cabq.gov). These comments will be distributed to all Commission members for review in advance of the meeting

- **Virtual, Live Comments:** The Commission will take general public comment on any topic, including agenda items, from up to a maximum of 20 people, on a first-come first-serve basis. To provide real time verbal public comment over Zoom, participants must sign up for public comment by 1:00 pm on Thursday, April 15. Submission for Virtual, Live Comment is to be sent via email to [lcrendon@cabq.gov](mailto:lcrendon@cabq.gov).
  - **Note:** Participants must sign up for public comment with the Zoom username or phone number that you will use to enter the Zoom meeting so that you can be identified when accessing the meeting. Persons who do not provide this information will not be allowed into the meeting, but may still view the meeting via the YouTube live link or through GOVTV.
  
- **Participants will be an Attendee in the Zoom Webinar until the public comment period begins. The Zoom moderator will move you into the meeting room as Panelist when it's your turn to provide public comments.**
  - **Access the Zoom waiting room by following this link, entering the room information manually, or by calling in via telephone:**
    - <https://cabq.zoom.us/j/97852604104>
    - Meeting ID: 978 5260 4104
    - 12532158782//97852604104#
  
  - **Participants will be able to view the meeting via Zoom while waiting for public comments, but participants can also watch on YouTube live or GOVTV.**
  
- **Once called upon for public comment, the participants will be able to unmute themselves and turn on their camera**
  
- **If you are also watching on YouTube or GOVTV, please note that the online stream lags approximately 10 seconds behind the Zoom meeting. Please mute or pause the online stream once you are in the Zoom meeting room to avoid feedback between the Zoom meeting room and the online broadcast.**
  
- **Public comment will be limited to 1 ½ minutes, which starts when you begin speaking. You will be informed when your time has concluded, at which point your microphone will be muted and your camera will be turned off.**
  
- **Participants will be moved back to Attendee of Webinar once your comment period has ended.**

- **Public Comment ground rules:**
  - **Each participant has 1 ½ minutes to present.**
  - **Comments are to be addressed to the Commissioners only, through the Commission Chairperson**
  - **Any disruptive conduct will result in removal from the Zoom meeting room.**

**1. CALL TO ORDER**

**2. ROLL CALL BY CHAIRPERSON**

**3. APPROVAL OF MINUTES FROM April 1, 2021 CISC MEETING**

**4. ACTION ITEMS**

**a. Office of Internal Audit presentation**

- i. [Response to CISC Questions from April 1, 2021 Meeting](#)
- ii. [CISC Draft Report and Recommendations](#)

**b. The Commission will:**

- Review revised benchmarking analysis.
- Review questionnaires completed by City Council.
- Review previous Mayoral and City Council candidate information.
- Review Council staff information.
- Discuss potential changes to salaries.
- The Commission may vote and approve the final report, which includes the salary determinations for the Mayor and City Councilors

**5. GENERAL PUBLIC COMMENTS**

- **Please refer to the statement “Special Procedures for April 15, 2021 Citizens’ Independent Salary Commission Meeting” at the beginning of the CISC Agenda**

**6. OTHER BUSINESS**

**7. ADJOURNMENT**

Additional Information: *General inquires regarding this agenda may be directed to Leslie Rendon (505) 768-3154 ([lcrendon@cabq.gov](mailto:lcrendon@cabq.gov)) TTY #: 1-800-659-8331*

**NOTICE TO PERSONS WITH DISABILITIES:** If you have a disability and require special assistance to participate in this meeting, please contact the CISC Office as soon as possible before the meeting date at 505-768-3154. Those in need of hearing assistance may call 711.