



**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:**

Dr. Kent A. Hickman, Chairperson  
Kari Sutton, Vice-Chairperson  
Molly Rogers, Commissioner  
Michael Garlid, Commissioner

## **Agenda**

**Thursday, March 8, 2023 4:30 PM**

**Teleconference Via Zoom**

**Special Procedures for Wednesday, March 8, 2023 Citizens' Independent Commission Meeting.**

**Attendance:** The Citizens' Independent Commission Meeting on Wednesday, March 8, 2023, 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>. The live stream can be accessed at this address 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. The 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 505-379-8746 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 Tuesday, March 7, 2023 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 Tuesday, March 7, 2023. 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 will be used to enter the Zoom meeting so that each participant 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 Attendees 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/84924674360>
    - **Meeting ID: 849 2467 4360**
    - **+1 669 900 6833 US (San Jose)**
  - **Participants will be able to view the meeting via Zoom while waiting for public comments, but participants can also watch 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 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.**

**1. CALL TO ORDER BY DR. KENT HICKMAN, CHAIR**

**2. ROLL CALL BY LESLIE RENDON, STAFF AUDITOR**

**3. GENERAL PUBLIC COMMENTS**

- Please refer to the statement “Special Procedures for March 8, 2023 Citizens’ Independent Salary Commission Meeting” at the beginning of the agenda

**4. ACTION ITEMS**

- Approval of January 19, 2023 minutes
- Discussion on Salary Analysis
- Discussion of the Mayor, Councilors, CAO/Council Services Director, and the Public surveys
- Approval of Draft Analysis of Evaluations of the Salaries for the Mayor and City Councilors
- Approval of Mayor Salary
- Approval of City Councilors Salary
- Approval of Council President Salary
- Approval of Date for Next CISC Meeting

**5. OTHER BUSINESS**

**6. ADJOURNMENT**

Additional Information: *General inquiries regarding this agenda may be directed to Leslie Rendon (505) 379-8746 ([lrendon@cabq.gov](mailto:lrendon@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) 379-8746 Those in need of hearing assistance may call 711.



## CITIZENS' INDEPENDENT SALARY COMMISSION (CISC)

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January 19, 2023 – 2:00 P.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:**

Dr. Kent A Hickman, Chairperson  
Kari Sutton, Vice-Chairperson  
Molly Rogers, Commissioner  
Michael Garlid, Commissioner

### **STAFF PRESENT:**

Nicole Kelley, City Auditor, OIA  
Leslie Rendon, Staff Auditor, OIA  
Kevin Morrow, Deputy City Attorney

## **MINUTES**

### **CALL TO ORDER:**

Chair Hickman called the meeting to order at 2:03 P.M. on Thursday, January 19, 2023.

### **ACTION ITEMS:**

Commissioner Garlid moved to approve the Meeting Minutes from December 15, 2022. Vice-Chairperson Sutton seconded. The motion carried by the following vote:

**For:** 4 – Hickman, Sutton, Rogers and Garlid

Vice-Chair Sutton moved to approve the survey as per the discussion in the outline that Mrs. Kelley made. Commissioner Rogers seconded. The motion carried by the following vote:

**For:** 4 – Hickman, Sutton, Rogers and Garlid

Commissioner Sutton moved to approve the release of the surveys as amended, to the Mayor, City Council, the Chief Administrative Officer, the Council Services Director, and the general public. Commissioner Garlid seconded. The motion carried by the following vote:

**For:** 4 – Hickman, Sutton, Rogers and Garlid

### **DISCUSSION ON THE ANALYSES TO BE CONDUCTED**

The Commission discussed the survey questions for the Mayor, City Councilors, Chief Administrative Officer, Council Services Director, and Citizens. The Office of Internal Audit (OIA) will draft a press release and release the surveys prior to the next Commission meeting. OIA will also inform the local media outlets regarding the public survey and request that the survey is posted to the City's social media platforms.

Mrs. Kelly presented the analyses of potential cities for benchmarking. 20 cities were compared to Albuquerque based on the following factors: 2020 U.S. Census city population, 2017-2021 U.S. Census average median household income, 2023 city operating budgets, and 2023 city budgeted full-time employees. The government structure and compensation for the Mayor and Councilors would be analyzed for the ten cities identified as most comparable to Albuquerque based on these four factors. Additionally, the Commission requested that the cities of Santa Fe and Las Cruces be included in the analysis.

**GENERAL PUBLIC COMMENTS**

None

**OTHER BUSINESS:**

As specified in the approved Resolution, the next CISC meeting is scheduled for 4:30 PM on February 2, 2023.

**ADJOURNMENT**

Meeting adjourned at 3:35 P.M.

**READ AND APPROVED:**

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**Dr. Kent A. Hickman, Chairperson  
Citizens' Independent Salary Commission**



# Citizens' Independent Salary Commission

*City of Albuquerque*

P.O. BOX 1293 ALBUQUERQUE, NEW MEXICO

# DRAFT

Final Memorandum

March 2, 2023

**TO:** Ethan Watson, City Clerk  
**FROM:** Kent Hickman, Chairman, 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. Any 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' labor, 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 seventh review conducted by the Commission since its inception.<sup>1</sup>

The decision of the Commission is that the salary of the Mayor and City Councilors will be:

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<sup>1</sup> The Commission's first evaluation of salaries report was issued on February 26, 2013. Source: Citizens' Independent Salary Commission, "Citizens' Independent Salary Commission Report and Recommendations," <[https://www.cabq.gov/audit/documents/2013\\_02\\_26\\_10\\_34\\_36.pdf](https://www.cabq.gov/audit/documents/2013_02_26_10_34_36.pdf)>, accessed February 22, 2023.

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 their 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 Dr. Kent Hickman, 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 the authority to consider all factors relevant to the salaries. Parameters given to the Commission are as follows in Article XVIII of the Charter:

- (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.

## Commission Members

As specified in City Charter (see excerpt above), 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:

<b>Name</b>	<b>Term End Date</b>
Dr. Kent Hickman, Chairman	2025
Kari Sutton, Vice-Chair	2026
Molly Rogers	2026
Michael Garlid	2026
Vacant	

## Methodology

The Commission approached its work with consideration to research with the utmost transparency and 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 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 the Mayor and City Councilors on the estimated hours committed to their duties.
- Sought input from the public, Mayor, City Councilors, Chief Administrative Officer, and Council Services Director regarding the salaries established for elected officials.
- Analyzed historical salaries for the City's Mayor and City Councilors since 2013.
- Assessed changes in the cost of living and affordability based on the Consumer Price Index (CPI) and the median household income.
- Researched and analyzed comparable cities based on factors such as city budget, full-time employees, population size, government structure, and median income, to identify and compare the level of responsibility for elected officials versus their salaries and overall compensation.
- Analyzed the hours reported as worked, salaries, and total compensation packages (where feasible) earned by Albuquerque elected officials, 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, in compliance with Open Meetings Act which were open to public comment.
- Considered the facts presented in prior Commission reports and the recommendations included in them.

## **Albuquerque Government Structure**

The City of Albuquerque utilizes a mayor-council system. In this form of municipal government, the city council serves as the city's primary legislative body while the mayor serves as the city's chief executive. Mayor-council governments generally feature an elected executive officer called a mayor and an elected legislative body that is most often known as the city council.

The mayor-council government is one of the five major types of municipal government utilized throughout the United States. The other four are council-manager, commission, open town meetings, and representative town meetings.

In a council-manager government, an elected city council serves as the city's primary legislative body and appoints a chief executive officer called a city manager to oversee day-to-day municipal operations, draft a budget, and implement and enforce the council's policy and legislation initiatives. In most council-manager systems, an elected mayor serves on the city council as a regular voting member with little or no legal privileges that may distinguish the position from the other members of council.

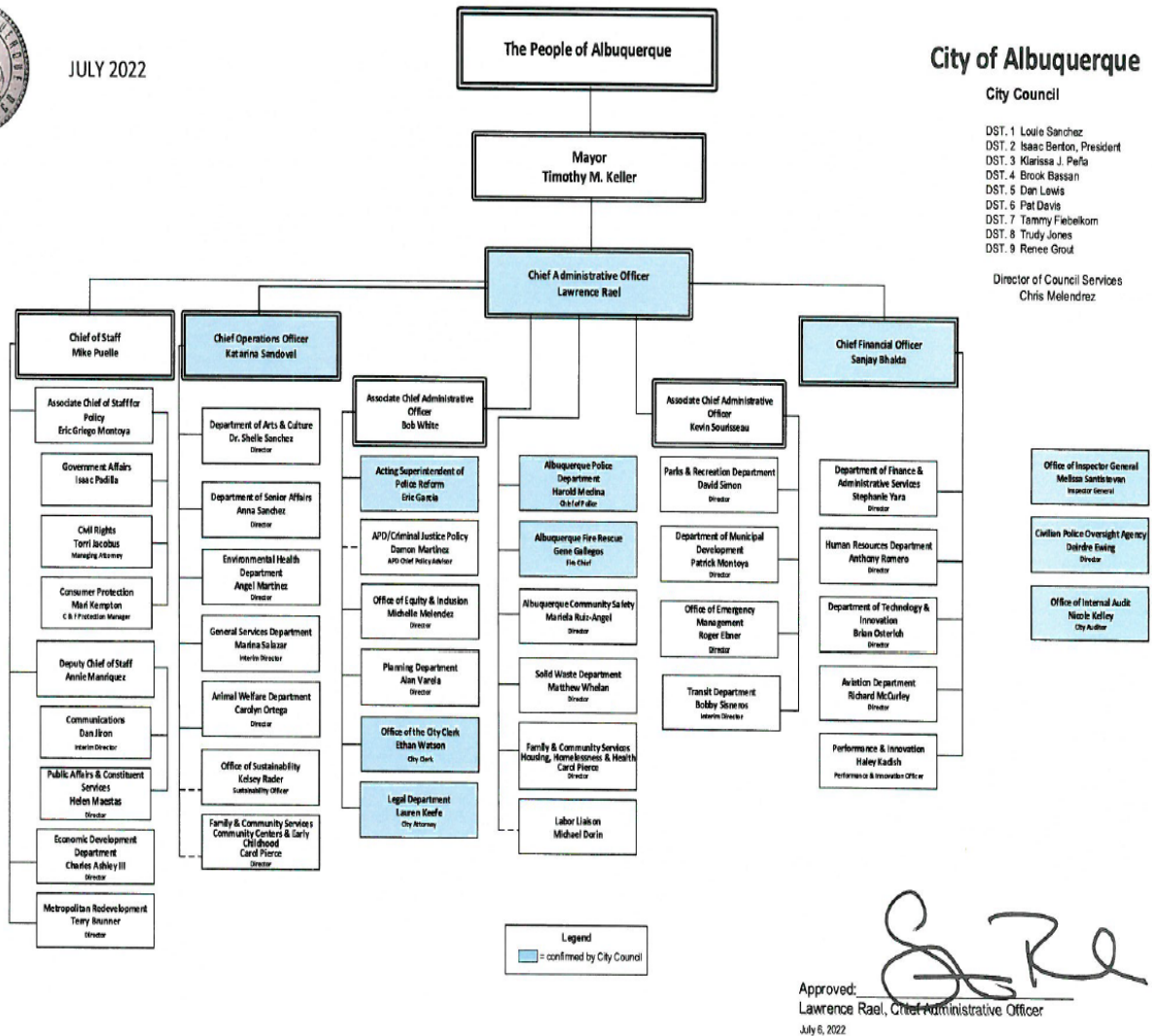
A city commission is a form of municipal government in which individually elected officials serve on a small governing board called a commission. The commission exercises both legislative and executive powers to govern the municipality. Usually, commission members are elected on an at-large basis, rather than from wards or districts.

An open town meeting government is a form of municipal government in which all qualified voters of the municipality have an opportunity to assemble on a given day to debate and vote on policy decisions. A representative town meeting government is a form of municipal government that is similar to the open town meeting structure because legislative policies for the town are debated and set at an assembly of residents. However, in this form the residents of the town elect a large number of citizens, called town meeting members, to represent them at the town meeting.

Below is the City of Albuquerque's organizational chart as detailed on page 6 of the City's 2023 approved budget.<sup>2</sup>



JULY 2022



**City of Albuquerque**

**City Council**

- DST. 1 Louie Sanchez
- DST. 2 Isaac Berlon, President
- DST. 3 Klarissa J. Peña
- DST. 4 Brook Bassan
- DST. 5 Dan Lewis
- DST. 6 Pat Davis
- DST. 7 Tammy Fiebelkom
- DST. 8 Trudy Jones
- DST. 9 Renee Grout

Director of Council Services  
Chris Melendrez

**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" (Article V, section 3). The Mayor is also the official head of the city for all ceremonial purposes, representing the City on state, national, and international levels. The duties of the Mayor (Article V, section 4) include, among other things, organizing the

<sup>2</sup> City of Albuquerque, "Approved Budget Fiscal Year 2023," <<https://www.cabq.gov/dfa/documents/fy23-approved-budget-final-sept-13.pdf>>, accessed February 22, 2023.

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. Furthermore, with the advice and consent of City Council, the Mayor is responsible for appointing the Chief Administrative Officer; any deputy administrative officers; the Chief of Police; the Fire Chief; and members of city committees, commissions, and boards. 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 eight support staff and constituent services. The Mayor is paid a salary of \$132,500 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 CAO is currently paid a salary of \$220,522 and is eligible for employee benefits.

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 of Albuquerque since 1917) was 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 (Article IV, section 4), "The terms of the office of a Councilor, unless sooner recalled or removed, shall begin on January 1 following the candidate's election and be four years or until a successor is duly elected and qualified. The councilors may succeed themselves in office. The terms of office of Councilors shall be staggered with four or five districted Councilors elected every two years." Members are paid a salary of \$32,500 and are eligible for employee benefits including health, dental, vision, and life insurance.

According to the Charter (Article IV, section 8), the City Council has "the power to adopt all ordinances, resolutions or other legislation conducive to the welfare of the people of the City." The duties of the City Council (Article IV, section 10) 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; 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 City Council. The Council Services Director is responsible for oversight of the office and advising City Councilors on City

affairs. In fiscal year 2023, the approved budget for Council Services was \$6.3 million and comprised of 35 full-time budgeted positions, including one full-time staff member (a Council Policy Analyst position) that provides professional staff assistance to an assigned City Councilor. The Council Services Director is currently paid a salary of \$170,165 and is eligible for employee benefits.

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 and decorum; directing City Council meetings; assigning bills; preparing and disseminating meeting agendas with 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. The City Council President is currently paid a salary of \$35,860 and like all City Councilors, is eligible for employee benefits.

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 2023.<sup>3</sup>

### City Council Committees - 2023

Committee Branch	Committee Name	Number of Appointed Council Members
Standing Committee	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	4
	Albuquerque-Bernalillo Water Utility Authority	3
	Mid-Region Council of Governments	6
	Regional Transit District	5

<sup>3</sup> City of Albuquerque, "City Council Home-Committees," <<https://www.cabq.gov/council/committees>>, accessed February 8, 2023.

Committee Branch	Committee Name	Number of Appointed Council Members
Committees on which Councilors and the Administration Serve to Govern the City	Accountability in Government Oversight Committee	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	Visit Albuquerque	3
	Community Schools	2
	Explora	2
	Hispano Chamber of Commerce	2
	New Mexico Municipal League Representative	2

### Mayor Survey Results

A 15-question survey was administered electronically to the Mayor. The questions primarily centered around whether the position's responsibilities have changed, how many hours are needed to fulfill the position's duties, and whether the established salaries for elected officials affect those that would like to run for office. The table below details the Mayor's unedited responses.

#### Mayor Survey Responses

Question	Generalized Response
Question #1: In your opinion, what are the essential duties of the Mayor-elect?	The Mayor is the 'CEO' of City government, responsible for all executive functions of the City from personnel, to expenditure of funds, to strategy and goal setting. The Mayor also has very real 'public leadership' expectations, which range from representing the City in state, federal and sometimes international venues; with community groups, neighborhoods and residents of

	Albuquerque; and in times of public crises, like the pandemic.
<p>Question #2:        In your opinion, what is the minimum number of hours a week the position of Mayor-elect should be able to dedicate to adequately fulfill the responsibilities of the position?</p>	<p>The minimum hours necessary is correlated to both the official duties, public expectations, and personal leadership disposition of a Mayor. In our city, the Mayor has always been held to a very high standard and has been essentially accountable for everything, regardless if it's a City issue or an issue that can be changed. Residents and media alike demand the Mayor have answers. The last five Mayors, who I know personally, worked a minimum of 55 hours. For these reasons, I think the minimum is 55 hours a week, although most Mayors work 70+ hours a week.</p>
<p>Question: #3:        Approximately how many hours each work week do you spend attending and preparing for meetings and functions that are official City-sponsored activities?</p>	<p>On average, this accounts for almost half of the Mayor's time. For me, given an average of 70 hours per week, this would be about 35 hours a week.</p>
<p>Question #4:        Approximately how many hours each work week do you spend attending and preparing for meetings and functions that are <u>not</u> official City-sponsored activities? Please provide some examples of these types of meetings and functions.</p>	<p>On average, this accounts for almost half of the Mayor's time. For me, given an average of 70 hours per week, this would be about 35 hours a week.</p>
<p>Question #5:        In your opinion, have the responsibilities required of the Mayor-elect position expanded, contracted, or remained unchanged over the years, and if so, in what ways?</p>	<p>The role and responsibilities continue to expand. One reason is that the size and scope of city government continues to increase. Three new departments have been added in the last five years, including a third emergency response department, Albuquerque Community Safety (ACS). This inevitably increases the demands on</p>

	<p>the Mayor's 'CEO' portion of the job. While not new, the public expectations continue to be high. Mayor has always been held to a very high standard, essentially accountable for most issues, regardless if it's a local problem or not.</p>
<p>Question #6:        Are there issues you want to pursue as Mayor-elect, but cannot due to time and/or resource constraints? If so, please explain.</p>	<p>Ability to take on projects is really a function of budget and the ability to recruit, retain and fund strong department directors and Mayor's office executives. If I had funding and candidates for two more deputy CAOs, we could pursue additional projects. In terms of public safety, every single police officer, firefighter and community safety responder we can recruit or retain enables our City to 'do more'.</p>
<p>Question #7:        In your opinion, how does the salary established for the position of Mayor-elect impact an individual's decision to run for office? If so, in what ways?</p>	<p>The salary plays a role, but it is only a contributing factor. Albuquerque is fortunate to have had a full-time, appropriately compensated Mayor for decades, so in general pay is not a problem. However, as 'CEO' of the City, the Mayor makes much less than dozens of others at the City. This creates distortion both in wages and recruitment. For example, why would someone be Mayor if they could be CAO, which pays almost double? Just something to consider.</p>
<p>Question #8:        In your opinion, does the salary established for the Mayor present any economic barriers to potential candidates considering running for office? If so, in what way?</p>	<p>Not in reality, but perhaps in perception when the position is compared to a department director or city manager.</p>

<p>Question #9:          In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income?</p>	<p>Yes</p>
<p>Question #10:          As Mayor-elect, do you receive any other forms of compensation, such as investment, retirement, or outside employment?</p>	<p>No, but we do have a dual-income household, as my wife works full-time.</p>
<p>Question #11:          In your opinion, are the salaries established for the position of elected City Councilors reflective of their responsibilities and the time necessary to perform them?</p>	<p>Yes</p>
<p>Question #12:          In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles?</p>	<p><i>Declined to respond.</i></p>
<p>Question #13:          In your opinion, do the salaries established for the positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways?</p>	<p><i>Declined to respond.</i></p>
<p>Question #14:          In your opinion, do the salaries established for positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way?</p>	<p><i>Declined to respond.</i></p>
<p>Question #15:          Please list any additional comments you may have.</p>	<p>In general, the City has been trying to adjust all wages to keep up with inflation, especially in the last few years. This should be considered by the panel.</p>



### City Council Survey Results

A 15-question survey was administered electronically to the City Councilors. The questions primarily centered around whether the positions' responsibilities have changed, how many hours are needed to fulfill their duties, and whether the established salaries for elected officials affect those that would like to run for office. The table below details the City Councilors' generalized responses.

#### City Council Survey Results

Question	Number of Responses Received	Generalized Responses								
Question #1: In your opinion, what are the essential duties of an elected City Councilor?	5	Represent the constituents and respond to their concerns; strengthen the representation of the community; collaborate with Councilors; effect change in the community by addressing both district and citywide issues; hold the Administration accountable; budget oversight; study public policy and city issues								
Question #2: In your opinion, what is the minimum number of hours a week an elected City Councilor should be able to dedicate to adequately fulfill the responsibilities of the position?	6	<table border="0"> <tr> <td><b>Range</b></td> <td><b>Average</b></td> </tr> <tr> <td>10-40+ Hours</td> <td>28 Hours</td> </tr> <tr> <td colspan="2"><b>Median</b></td> </tr> <tr> <td colspan="2">28</td> </tr> </table>	<b>Range</b>	<b>Average</b>	10-40+ Hours	28 Hours	<b>Median</b>		28	
<b>Range</b>	<b>Average</b>									
10-40+ Hours	28 Hours									
<b>Median</b>										
28										
Question: #3: Approximately how many hours each work week do you spend attending and preparing for meetings and functions that are official City-sponsored activities?	6	<table border="0"> <tr> <td><b>Range</b></td> <td><b>Average</b></td> </tr> <tr> <td>8-40 Hours</td> <td>29 Hours</td> </tr> <tr> <td colspan="2"><b>Median</b></td> </tr> <tr> <td colspan="2">28</td> </tr> </table>	<b>Range</b>	<b>Average</b>	8-40 Hours	29 Hours	<b>Median</b>		28	
<b>Range</b>	<b>Average</b>									
8-40 Hours	29 Hours									
<b>Median</b>										
28										
Question #4: Approximately how many hours each work week do you spend	6	<table border="0"> <tr> <td><b>Range</b></td> </tr> <tr> <td>0 – 20 hours</td> </tr> </table>	<b>Range</b>	0 – 20 hours						
<b>Range</b>										
0 – 20 hours										

<p>attending and preparing for meetings and functions that are not official City-sponsored activities? Please provide some examples of these types of meetings and functions.</p>		<p style="text-align: center;"><b>Median</b> 20</p> <p>Meetings with local business owners, citizens, and community-based organizations; neighborhood associations, community meetings and events.</p>
<p><b>Question #5:</b> In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years?</p>	6	<p>All six responses agree that the responsibilities have expanded and that the position required full-time attention. Some cited more legislation is passed annually; the budget is more expansive; more collaborative projects; size of districts and constituents have increased.</p>
<p><b>Question #6:</b> Are there issues you want to pursue as an elected City Councilor, but cannot due to time and/or resource constraints? If so, please explain.</p>	4	<p>Yes, constituent services, legislation development; additional time dedicated to research and analysis of issues; difficult to gain long-term traction on complex issues without being able to dedicate full-time attention; no, time is not the constraint.</p>
<p><b>Question #7:</b> In your opinion, how does the salary established for the position of elected City Councilors impact an individual's decision to run for office?</p>	6	<p>Very difficult for a person with at full-time job to hold the position; the decision to run should not depend on salary; only those with flexible day jobs can afford to run for this office; higher pay would make it easier for Councilors to prioritize their role above outside employment; the salary is critical for working families; paying a living wage would make it easier for working age councilors to prioritize city responsibilities; the salary does not impact the decision; pay should be higher so that anyone can afford to run for office; deters qualified candidates.</p>

<p>Question #8:          In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way?</p>	<p>6</p>	<p>The salary and benefits could influence potential candidates; being a Councilor is a full-time job that only pays 1/3 salary; for working families, it is challenging to find a flexible job that accommodates the demands of a Councilor; not to their knowledge; it does not present any economic barriers; pay should be higher so that anyone can afford to run for office; prevents many from running as it interferes with other employment.</p>
<p>Question #9:          In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles?</p>	<p>5</p>	<p>The citizens would absolutely benefit; currently, the duties do not warrant full-time hours, but this may change in near future; if full-time attention is needed to address critical issues, Councilors should be provided the means to fulfill that; no, councilors should have regular employment while serving.</p>
<p>Question #10:          In your opinion, do you feel that the established salaries for City Councilors are sufficient to not require additional sources of income?</p>	<p>5</p>	<p>The current compensation is adequate; absolutely not, the salary is below minimum wage and should be on par with comparable cities; the amount of time committed to the position is not compensated equivalently; impossible to live solely on a councilor salary.</p>
<p>Question #11:          As an elected City Councilor, do you receive any other forms of compensation, such as investment, retirement, or outside employment?</p>	<p>6</p>	<p>Retirement income; personal investments; serves on other paid boards; holds another full-time job; no other forms of compensation are received; self-employed; spouse works.</p>
<p>Question #12:          In your opinion, is the salary established for the position of</p>	<p>5</p>	<p>Yes, should be paid similar to comparable cities; others did not</p>

Mayor-elect reflective of the position's responsibilities and the time necessary to perform them?		have a strong opinion on this; unsure, but likely.
Question #13: In your opinion, how does the salary established for the position of Mayor-elect impact an individual's decision to run for office? If so, in what ways?	5	Salary could impact the decision to run for some; the salary seems in line with the workload and is sufficient to support a family; salary is important but should not be the reason people run for office; unsure; would request a pay cut if elected Mayor.
Question #14: In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way?	5	No, a majority feel the salary is sufficient for the workload, however, the pay should be comparable to like cities. Others did not have a strong opinion on the matter.
Question #15: Please list any additional comments you may have.	1	City Councilor Salaries should be in the range of \$90,000 to \$100,000 if the job is expected to be their only source of income.

### Chief Administrative Officer and Council Services Director Survey Results

A 19-question survey was administered electronically to the Chief Administrative Officer and Director of Council Services. The questions primarily centered around whether the responsibilities of elected positions have changed and whether the established salaries for elected officials affect those that would like to run for office.

Question	Responses <sup>4</sup>
Question #1: In your opinion, what are the essential duties of the Mayor-elect?	To manage and select employees and manage the day to day operations of the City.  <i>(only one respondent provided a response)</i>

<sup>4</sup> Multiple responses received to the same questions are not reflected in a particular or consistent order.

<p>Question #2:          In your opinion, what is the minimum number of hours a week the position of Mayor-elect should be able to dedicate to adequately fulfill the responsibilities of the position?</p>	<p>50 – 55 hours per week, includes after hours and weekend events in the community.   <i>(only one respondent provided a response)</i></p>
<p>Question #3:          In your opinion, have the responsibilities required of the Mayor-elect position expanded, contracted, or remained unchanged over the years, and if so, in what ways?</p>	<p>Expanded over the years. With the influence of social media and the post-pandemic changes to our society, this has increased the expectations of city elected officials significantly.   <i>(only one respondent provided a response)</i></p>
<p>Question #4:          In your opinion, how does the salary established for the position of Mayor-elect impact an individual's decision to run for office? If so, in what ways?</p>	<p>The personal demands of the individual and their families and the compensation are primary considerations for anyone seeking political elected office. The compensation of the Mayor is inadequate for the level of responsibilities and the expectations of the community.</p>
	<p>Personal economic factors, by necessity, are a limiting factor for working people seeking to serve their community. The position of Mayor is very high functioning, and individuals with the capacity to pursue and succeed in this type of role often have skills that are of a higher economic value than the Office can currently pay.</p>
<p>Question #5:          In your opinion, does the salary established for the Mayor present any economic barriers to potential candidates considering running for office? If so, in what way?</p>	<p>Yes. The compensation needs to reflect the duties that are required of the position.</p>
	<p>Yes. Many highly qualified candidates would be better served economically to seek employment rather than this elected office.</p>
<p>Question #6:          In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income?</p>	<p>No</p>
	<p>No</p>

<p>Question #7:          The position of Mayor of Albuquerque is a full-time position and the position's established annual salary is currently \$132,500. In your opinion, should the salary for the position of the next Mayor-elect be increased, decreased, or unchanged? (Select one option)</p>	<p>Increased</p>
	<p>Increased</p>
<p>Question #8:          In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect?</p>	<p>Charter limitation on outside employment which effectively limits the Mayor's earning potential to the Mayor's City salary; the 24/7 nature of the job which requires personal investment beyond that associated with most general employment options; given the all-consuming nature of the job that requires daily investment and high-level decision making, Mayors should not also carry the personal burden and distraction of challenged personal finances.</p>
	<p>The Mayor's position as the head of a billion dollar organization, in the private sector the compensation would be significantly higher. At a minimum, the Mayor's salary should be commiserate to the salary of a University President or of a CEO of a major company within the city such as PNM, Presbyterian etc.</p>
<p>Question #9:          In your opinion, what are the essential duties of an elected City Councilor?</p>	<p>Lead and advance city-wide policy development and progress; consider, and as appropriate, establish laws that promote the health, safety, and welfare of the City; advocate, lead and advance the civic interests of their individual districts; serve as a community representative and liaison for their respective districts; establish the budget; monitor the City's approach and performance to its essential function and advance policy improvements for the same.</p>

	To represent the needs of their constituents in their respective districts. They also have a responsibility to represent the city as a whole and balance that with the needs of their district.
Question #10: In your opinion, what is the minimum number of hours a week an elected City Councilor should be able to dedicate to adequately fulfill the responsibilities of the position?	10 -15
	25
Question #11: In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways?	They have expanded due to the growing challenges in the City, and as a consequence of time under the same form of government - the role of Councilor has been developing for over 50 years.
	To some extent yes they have expanded, however, City Councilors now have a larger staff to support their work which makes their positions more manageable.
Question #12: In your opinion, do the salaries established for the positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways?	City Councilors' pay is too low for the amount of time and the expectations of the position.
	Personal economic factors, by necessity, are a limiting factor for working people seeking to serve their community. The position of Councilor is very high functioning and demanding, making it very difficult to maintain full-time outside employment while also maintaining family/personal obligations. This appears to limit the pool of people who can run for Councilor to those who are self-employed or retired.
Question #13: In your opinion, do the salaries established for positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way?	Yes, compensation for the work required is an important consideration for anyone seeking to run for office.
	Yes

<p>Question #14:          In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles?</p>	<p>The staff of the City Council really helps perform the work needed</p>
	<p>Not necessarily.</p>
<p>Question #15:          In your opinion, do you feel that the established salaries for City Councilors are sufficient to not require additional sources of income?</p>	<p>No</p>
	<p>Yes</p>
<p>Question 16: The positions of elected City Councilors of Albuquerque are considered part-time positions and the established annual salary for Councilors is \$33,660. Do you believe the salaries for the positions of the next elected City Councilors should be increased, decreased, or unchanged? (Select one option)</p>	<p>Increased</p>
	<p>Increased</p>
<p>Question 17:          The position of City Council President is considered a part-time position and the established annual salary for the position of Council President is \$35,860. Do you believe the salary for the position of the next elected Council President should be increased, decreased, or unchanged? (Select one option)</p>	<p>Increased</p>
	<p>Increased</p>
<p>Question 18:          In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President?</p>	<p>In addition to the factors of time and responsibility. Councilor salaries should bear some relationship to the Mayor's. If the Mayor's job is full-time "plus," and the Councilors jobs are essentially part-time "plus," then the Councilor salaries should be 50% of the Mayor's. This seems fair since, although Councilors are not prohibited from outside employment, their service on Council likely diminishes their capacity for it by at least 50%.</p>



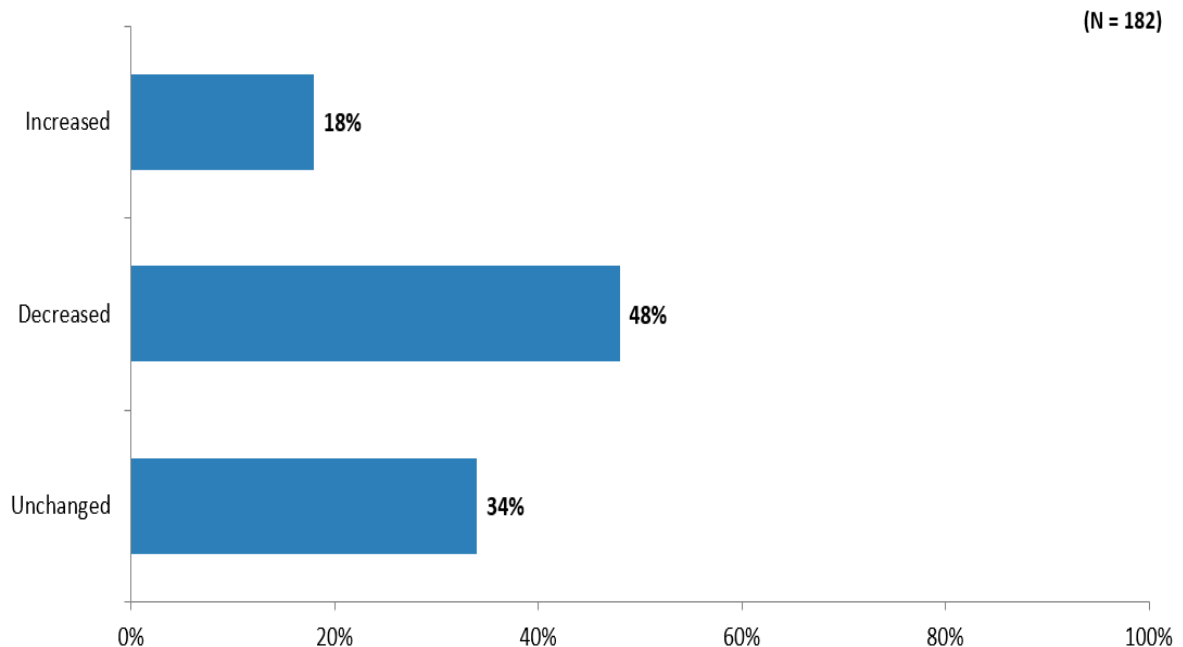
	Time to do the job correctly and level of commitment to working on community issues.
Question #19: Please list any additional comments you may have.	<i>(No responses received)</i>

### Public Survey Results

A 15-question survey was made available to the public. The survey questions primarily surrounded whether the responsibilities of elected positions have changed, whether the established salaries for elected officials affect those that would like to run for office, what factors should be considered in evaluating the salaries of elected officials, and whether the salaries should be adjusted.

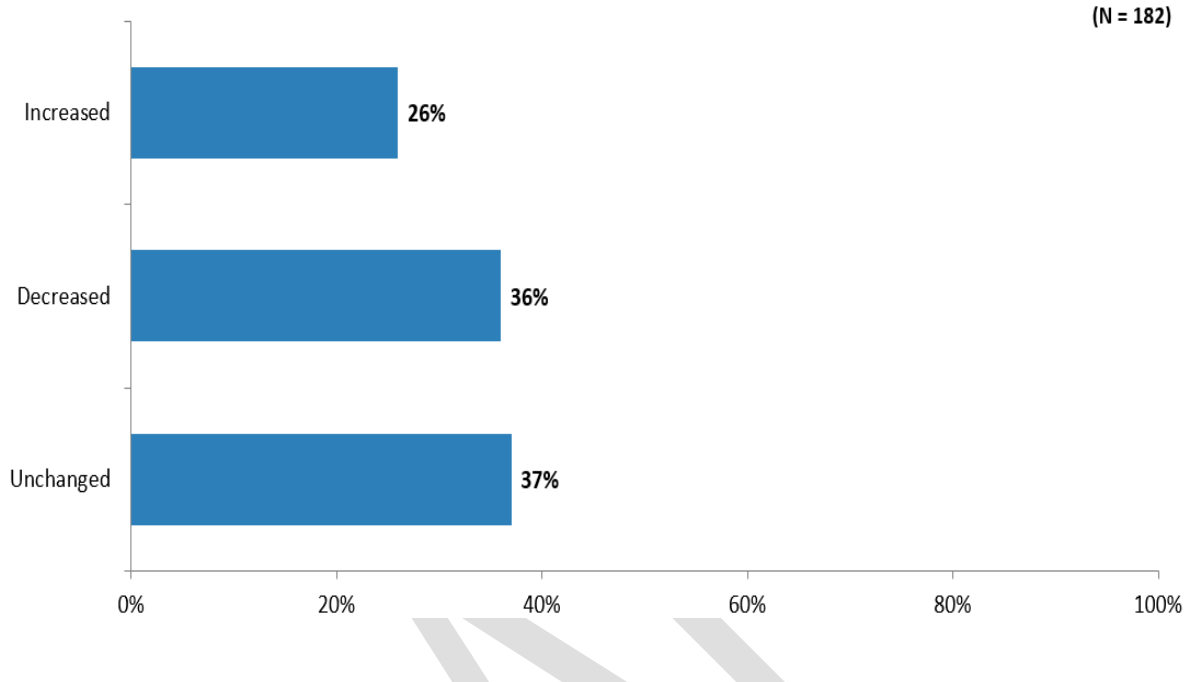
As of noon on February 24, 2023, 182 responses to the survey were received. While the graphs below reflect respondents' views on adjusting the salaries of Albuquerque elected officials, the entirety of the responses can be found on the Commission's website located at <https://www.cabq.gov/audit/citizens-independent-salary-commission>.

The position of Mayor of Albuquerque is a full-time position and the position's established annual salary is currently \$132,500. In your opinion, should the salary for the position of the next Mayor-elect be increased, decreased, or unchanged? (Select one option)

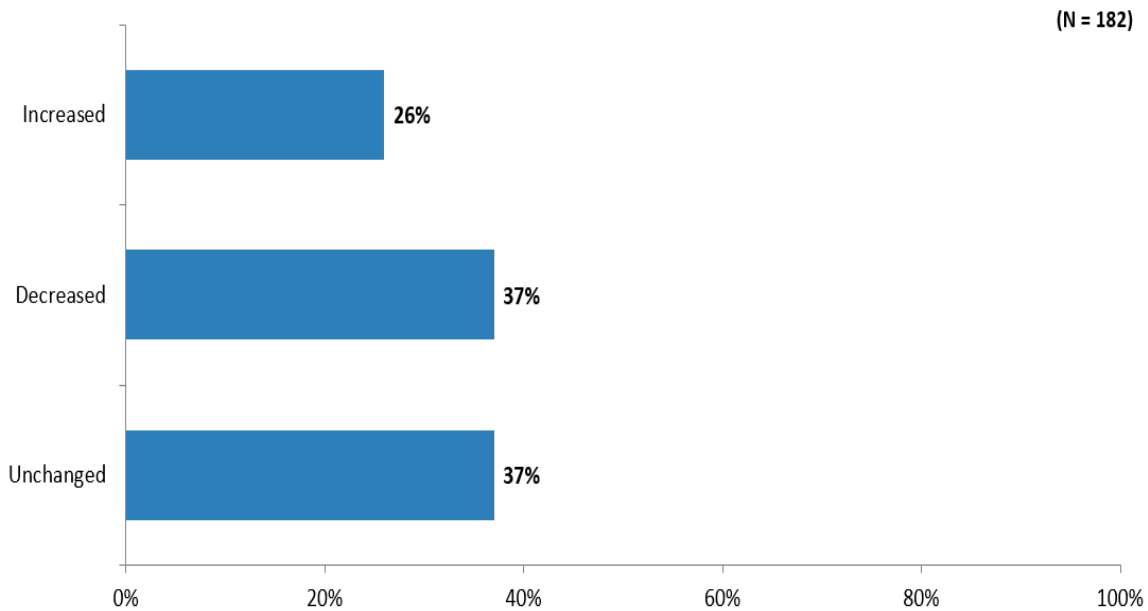


Citizens' Independent Salary Commission  
Report and Recommendations  
March 2, 2023

The positions of elected City Councilors of Albuquerque are considered part-time positions and the established annual salary for Councilors is \$33,660. Do you believe the salaries for the positions of the next elected City Councilors should be increased, decreased, or unchanged? (Select one option)

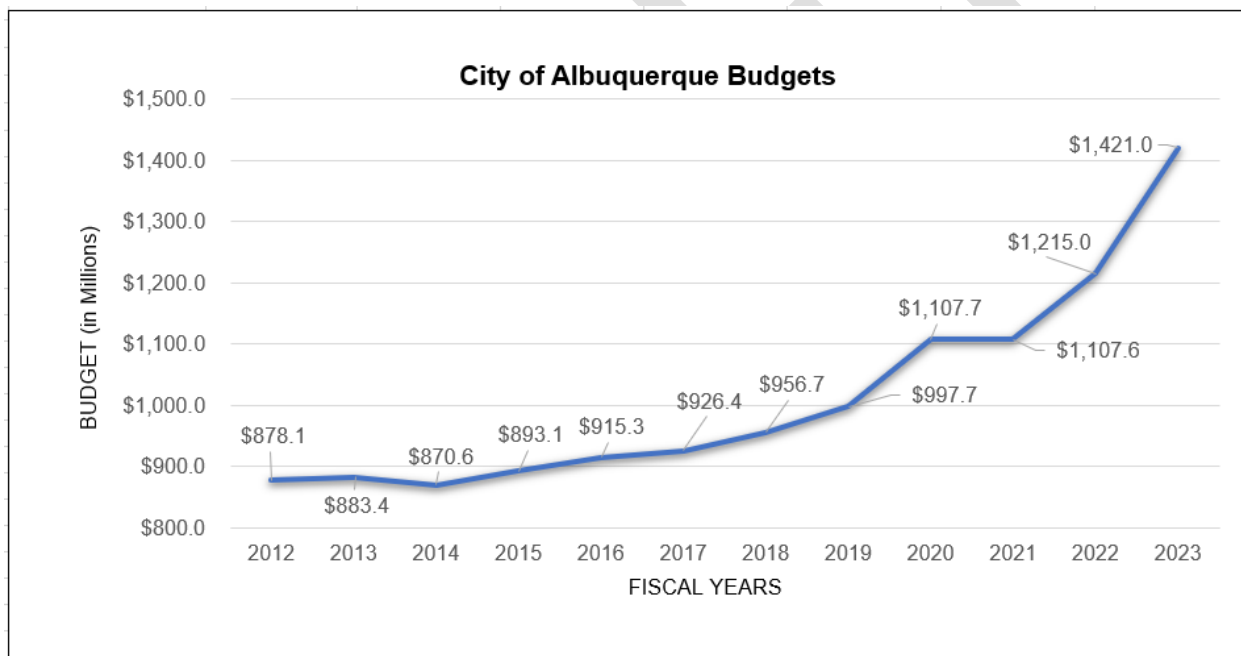


The position of City Council President is considered a part-time position and the established annual salary for the position of Council President is \$35,860. Do you believe the salary for the position of the next elected Council President should be increased, decreased, or unchanged? (Select one option)



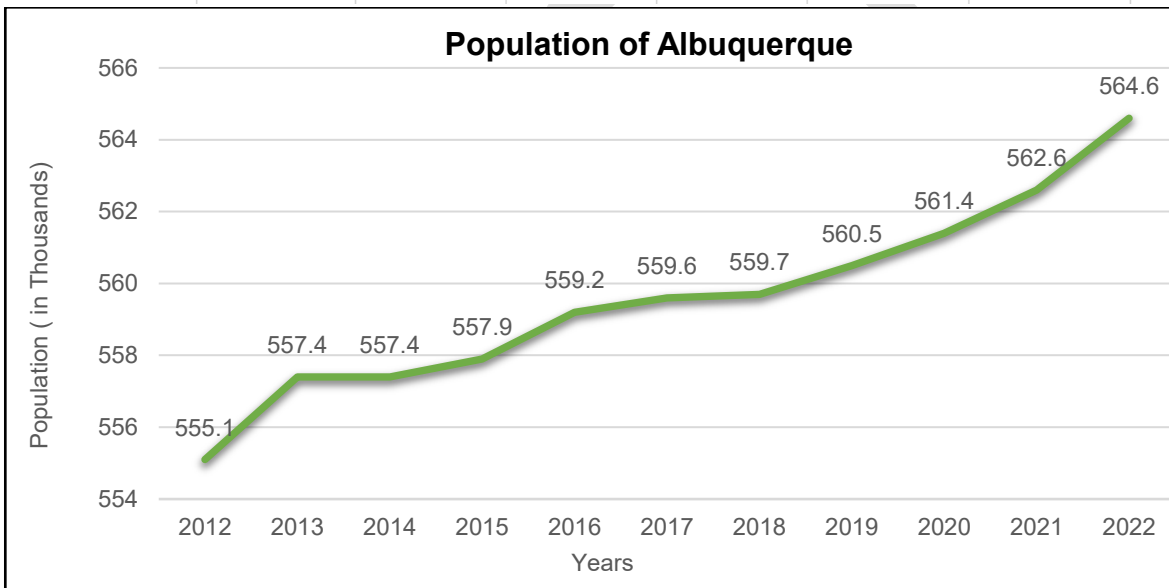
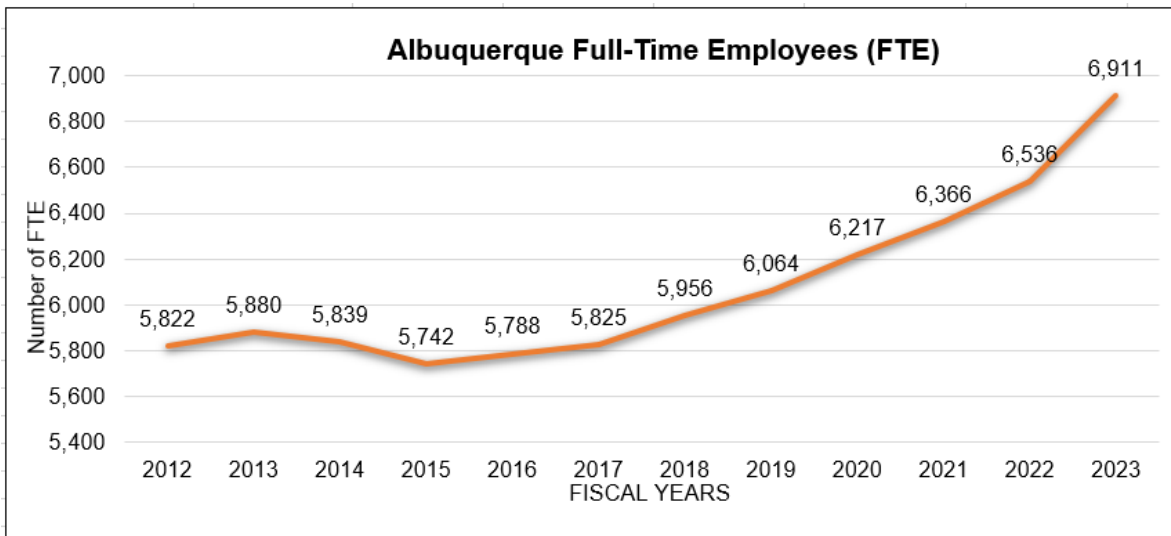
## Changes within the City of Albuquerque

Assessing the managerial complexities of the Mayor and City Councilors is difficult, as many factors suggesting increased complexity may be 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 fiscal year 2012 the City's budget has increased 62 percent from \$878 million to \$1.4 billion, the number of budgeted full-time employees has increased 19 percent from 5,822 to 6,911,<sup>6</sup> and the overall city population of Albuquerque has increased 2 percent from 555,100 to 564,600. The below graphs detail this information.<sup>5</sup> In comparison, since fiscal year 2012 the salary established for the Mayor has increased 21 percent from \$109,325 to \$132,500, the salary of the City Council President has increased 84 percent from \$19,500 to \$35,860, and the salaries of City Councilors have increased 92 percent from \$17,500 to \$33,660.



<sup>6</sup> The majority of the increase in full-time employee positions was within the Albuquerque Police and Fire Departments, the Department of Technology and Innovation, and the newly created Albuquerque Community Safety Department. See City of Albuquerque, "Approved Budget Fiscal Year 2023," pp. 40-41, <<https://www.cabq.gov/dfa/documents/fy23-approved-budget-final-sept-13.pdf>>, accessed February 22, 2023.

<sup>5</sup> These graphs were created by auditors based on the U.S Census Bureau and the City of Albuquerque's approved budgets for fiscal years 2012 through 2023.



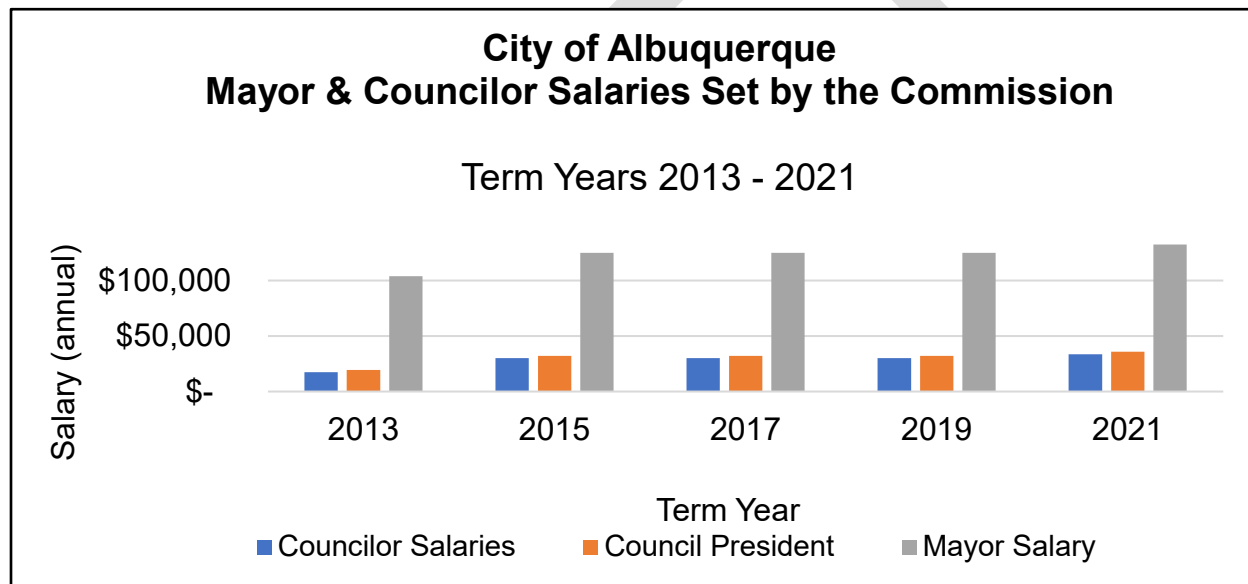
### Mayor and Councilors Salary Information

While most city employees received annual cost of living salary increases of at least 2 percent from fiscal years 2015 through 2022, elected officials have not. In fiscal year 2023, the equivalent of a 5 percent cost of living adjustment was appropriated for employees. Since the Commission’s inception, the Mayor has received two salary increases and City Councilors have received three salary increases. These salary increases are detailed below.

- 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 salary 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
- In 2021, the following salary increases were given:
  - Mayor's salary increased 6 percent from \$125,000 to \$132,500
  - Council President's salary increased 10 percent from \$32,600 to \$35,860
  - Councilors' salaries increased 10 percent from \$30,600 to \$33,660

The graph below details the Mayor and City Councilor's salaries since the inception of the Commission.<sup>6</sup>



While the City Charter is silent on the matter, City Council members are considered part-time City employees. Although their salaries, first set in 1974, are reflective of service in a part-time capacity, many of them reported working more than 40 hours a week. In contrast, City Charter explicitly states that the Mayor is required to devote full-time attention to the performance of the duties of the office and not hold other paid employment. To this point, the Mayor reported working approximately 70 hours a week.

<sup>6</sup> These graphs were created by auditors based on the Commission's issued reports from 2013 to 2015.

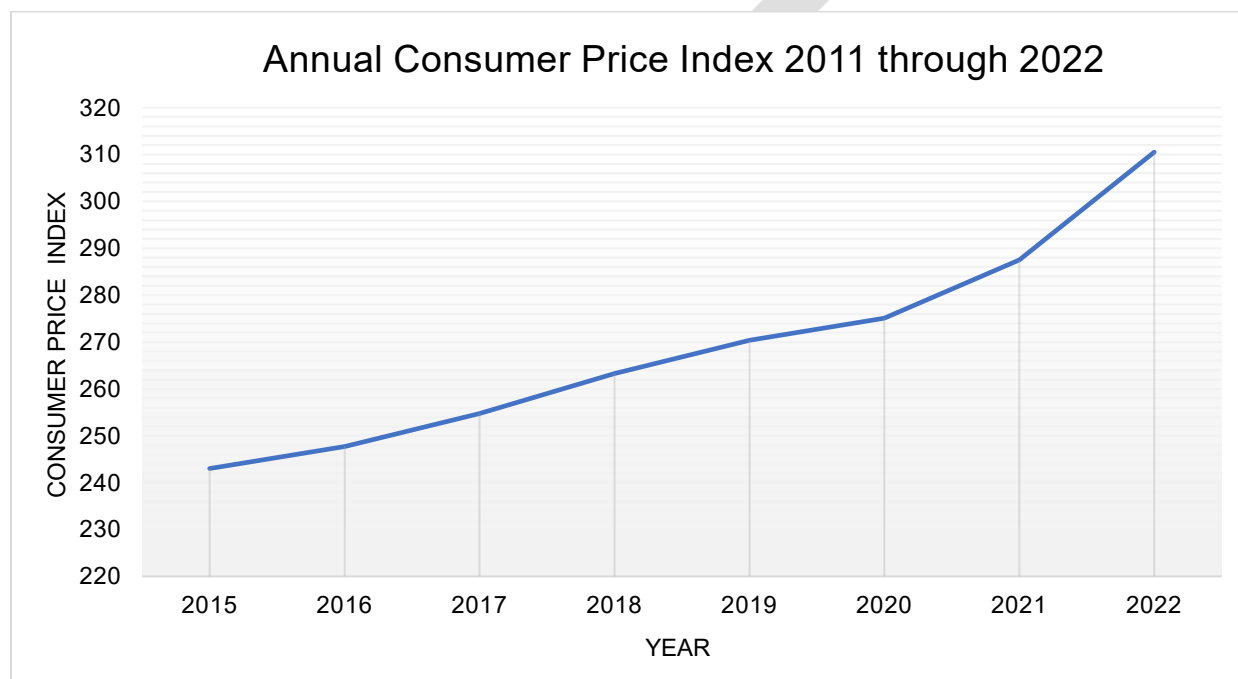
## EXECUTIVE LEADERSHIP AND DEPARTMENT DIRECTOR SALARIES

According to the City's 2023 approved budget, there are 26 departments. The table below includes the salaries established for each department director, as well as for the Mayor and his executive leadership, as of January 2023.

<b>Title</b>	<b>Annual Salary</b>
Chief Administrative Officer	\$ 220,522
Chief of Police	\$ 209,810
Chief Financial Officer	\$ 180,627
Chief of Staff	\$ 179,566
Chief Operations Officer	\$ 175,011
Fire Chief	\$ 173,264
Council Services Director	\$ 170,165
Associate Chief Administrative Officer	\$ 170,102
City Attorney	\$ 168,022
Department of Technology and Innovation Director	\$ 168,022
Planning Department Director	\$ 162,760
Albuquerque Community Safety Department Director	\$ 157,518
Animal Welfare Services Director	\$ 157,518
Aviation Director	\$ 157,518
City Clerk	\$ 157,518
Arts and Culture Director	\$ 157,518
Department of Economic Development Director	\$ 157,518
Department of Finance and Administrative Services Director	\$ 157,518
Department of Municipal Development Director	\$ 157,518
Environmental Health Department Director	\$ 157,518
Family Community Services Director	\$ 157,518
General Services Department Director	\$ 157,518
Human Resources Department Director	\$ 157,518
Parks and Recreation Director	\$ 157,518
Senior Affairs Director	\$ 157,518
Solid Waste Director	\$ 157,518
Transit Director	\$ 157,518
<b>Mayor</b>	<b>\$ 132,500</b>
Civilian Police Oversight Agency Executive Director	\$ 127,046
City Auditor	\$ 113,422
Inspector General	\$ 110,240

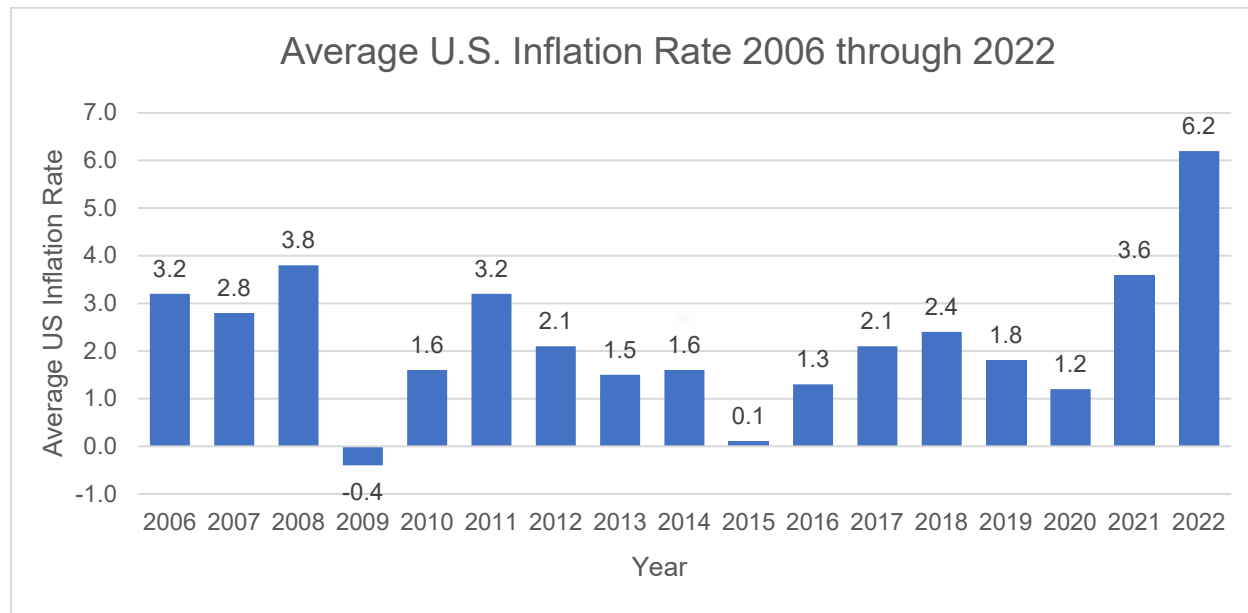
## Changes in Cost of Living and Inflation

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<sup>7</sup> has increased by 74.69 basis points (20.3 percent) from 2013 to 2022. The table below details this information.



The Commission analyzed the changes in the average U.S. inflation rate based on the monthly inflation rate reported by BLS. BLS defines inflation as the overall upward price movement of goods and services in an economy. This is often referred to as the change in the buying power of the dollar. The inflation rate is a measurement of inflation, the rate of increase of a price index. Per examination of the U.S. monthly inflation rates, inflation increased 6.2 percent in 2022. The table below details the U.S. average annual inflation rate from 2006 through 2022.

<sup>7</sup> The western region includes Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.



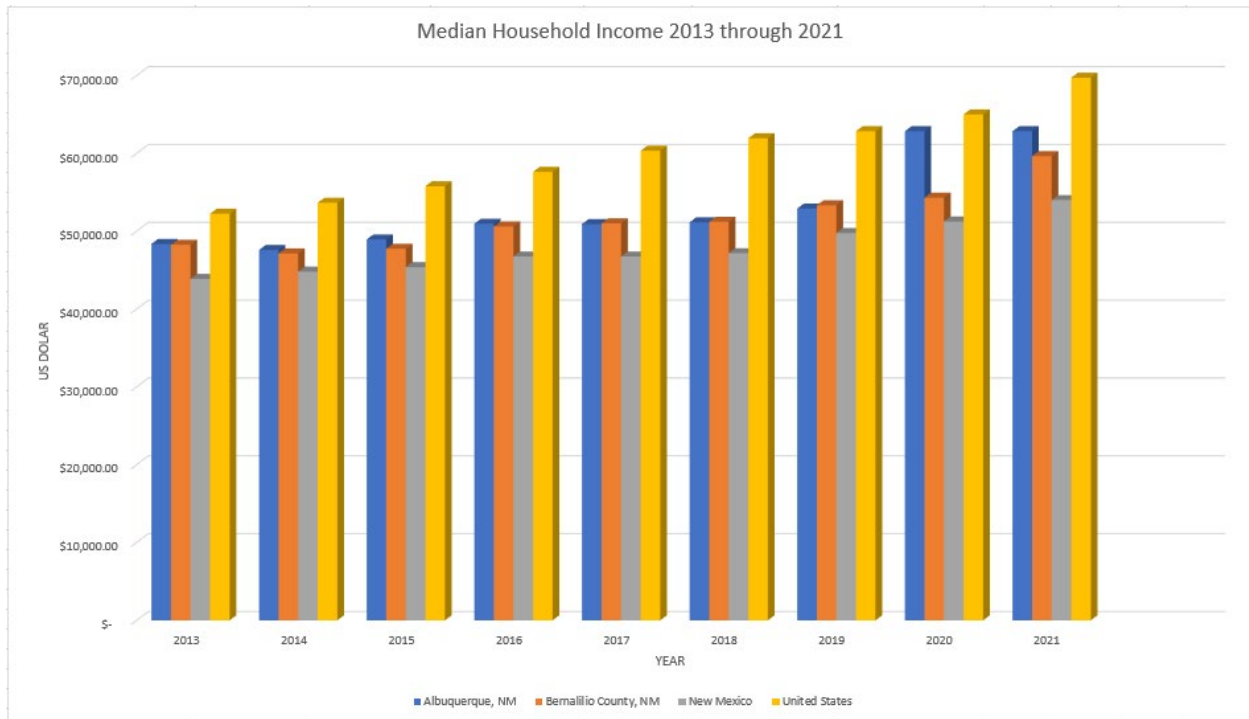
### Albuquerque Median Income

The Commission also analyzed changes in the median household income for Albuquerque, as defined by 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 household’s regularly received income and includes all regularly received income. The table below details the change in the Albuquerque median income from 2013 through 2021.

Taken together, the cost of living index, inflation, 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 \$14,488, or 30 percent from \$48,355 in 2013 to \$62,843 in 2021.<sup>8</sup> Further, while the current salary established for the Mayor \$132,500 is 211 percent of the median household income in Albuquerque for 2021, the current Councilors’ and Council President’s salaries of \$33,660 and \$35,860, respectively, are only 54 and 57 percent of the median household income of Albuquerque for the same period.

<sup>8</sup> Complete information for all four factors was not available for 2022.





## 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, 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 identified ten<sup>9</sup> comparable cities and Las Cruces, NM, and Santa Fe, NM, and for all 12 cities analyzed their mayoral and legislative compensation and employment status. For purposes of the analysis, full-time and part-time employment status were defined as follows:

Full-Time Employment Status	Part-Time Employment Status
The charter or code explicitly defines the position as full-time.	The charter or code explicitly defines the position as part-time.

<sup>9</sup> The Commission benchmarked the following ten cities: El Paso, TX; Fresno, CA; Kansas City, MO; Little Rock, AR; Louisville, KY; Mesa, AZ; Milwaukee, WI; Oklahoma City, OK; Portland, OR; and Tucson, AZ. The Commission also included Las Cruces, NM; and Santa Fe, NM for regional comparison.

The charter or code has a clause that the role ought to be the primary responsibility.	The charter or code is silent on the matter.
A prohibition against outside employment exists.	Pay is on a per-meeting basis.

When the city charter or code is silent on the matter, factors such as the number of weekly hours required of sessions, constituent services, and committee work, whether sessions are held year-round, the size of the support staff provided to the elected official, whether the established salary was equivalent to the cities' living wage, should be considered when evaluating whether a position's employment status is full-time or part-time. However, information on these factors was not readily available for all the cities identified.

The analysis found that six cities operate or will soon operate<sup>10</sup> under the same Mayor-Council government structure utilized by Albuquerque and the other six utilize a Council-Manager structure. While the Mayors of eight of the 12 cities serve in full-time capacities, only the City of Santa Fe's Charter explicitly stipulates that the Mayor shall be a full-time position. While the city charter or code does not prohibit the Mayors of these 11 cities from having outside employment, the Mayoral salaries averaged \$139,292 and ranged from \$85,013 to \$180,895. Further, the Mayors in these cities are entitled to the same employee benefits entitled to all city employees.

Regarding Councilors, the analysis found that all cities do not prohibit councilors from holding outside-city employment. Councilors received salaries ranging from \$12,000 and \$125,694, averaging \$54,817. However, three cities reported that their councilors serve in a full-time capacity and Councilors in these cities received salaries averaging \$103,412 and ranging from \$73,222 to \$125,694, with council presidents earning between \$82,749 and \$125,694 and on average \$111,226. Four cities did not provide employee benefits to councilors or the council president.

Only two of the cities benchmarked provided for additional compensation for the council president. 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 President roughly 11 to 29 percent more than councilors. While Albuquerque pays the Councilor President 6.5 percent more than Councilors. See Appendix A for further details regarding the complete analysis.

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<sup>10</sup> Portland, OR currently utilizes a Commission structure. However, in November 2022, Portland voters passed Measure 26-228 changing the structure to a Mayor-Council structure expanding the city council to 12 members, with a City Administrator to manage daily operations.

## Summary of Results

The Commission approached its evaluation with the purpose of establishing a fair and reasonable compensation for the elected officials of Albuquerque, while also considering the current financial circumstances of the City. The Commission's intent was to ensure that Mayor and City Councilors are compensated for their time and effort expended on behalf of the citizens of Albuquerque and at a level that is reasonable when compared to the compensation paid to elected officials of comparable cities; a level that is likely to attract competent and effective candidates to serve in public office and that enhances the opportunity for every eligible citizen to serve, regardless of their financial circumstance.

The major factors contributing to the Commission's determination are as follows:

- XXXXXXXX

## Salary Information

Mayor salary – \$

City Councilors salary – \$

Council President salary – \$

## 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 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**

**COMPARABLE CITIES BENCHMARKING ANALYSIS**

City	City Population (2020 Census Data)	Median Household Income (Census Bureau 2017-2021 in 2021 dollars)	City Operating Budget FY23	City FTEs FY23	Government Structure	Annual 2023 Minimum Wage	Mayor FT or PT According to Charter	Legislative Body FT or PT According to Charter	Mayor 2022 Salary	Mayor Benefits	Council 2022 Salary	Council Benefits	Council President 2022 Salary	Council President Benefits	Salaries Set By
Albuquerque, NM	564,559	\$58,512	\$1,421,304,000	6,911	Mayor-Council	\$24,960	Required to devote FT attention to the performance of the duties of the office and not hold other paid employment	Charter is silent; serves in a PT capacity	\$132,500	Entitled to all City benefits	\$33,660	Entitled to all City benefits	\$35,860	Entitled to all City benefits	Citizens' Independent Salary Commission
El Paso, TX	865,657	\$51,044	\$1,171,086,079	7,263	Council-Manager	\$15,080	No Council member may hold any other compensated public office or public employment	No Council member may hold any other compensated public office or public employment	\$77,400	Entitled to all City benefits	\$51,600	Entitled to all City benefits	\$51,600	Entitled to all City benefits	Salaries are tied to El Paso County area median household income per HUD
Kansas City, MO	508,090	\$60,042	\$1,931,406,916	5,571	Council-Manager	\$24,960	Prohibited from holding any City employment or elected public officer	Prohibited from holding any City employment or elected public officer	\$141,455	Entitled to all City benefits	\$70,718	Entitled to all City benefits	\$70,718	Entitled to all City benefits	Salaries are established by Council
Oklahoma City, OK	681,054	\$59,214	\$1,836,069,415	4,989	Council-Manager	\$15,080	Charter is silent; serves in in a PT capacity	Charter is silent; serves in in a PT capacity	\$24,000	Not eligible to receive benefits	\$12,000	Not eligible to receive benefits	\$12,000	Not eligible to receive benefits	Established in Charter
Fresno, CA	542,107	\$61,250	\$1,907,231,100	5,662	Mayor-Council	\$32,240	Charter is silent; serves in a FT capacity	Charter is silent; serves in a FT capacity	\$180,895	Entitled to all City benefits; \$10,200 in expenses; \$12,245 City contribution to Deferred Comp	\$111,320	Entitled to all City benefits; \$9,000 in expenses	\$125,235	Entitled to all City benefits; \$10,125 in expenses	The Independent Compensation Commission makes recommendations to Council. Salaries are established by Council

Citizens' Independent Salary Commission  
 Report and Recommendations  
 March 2, 2023

City	City Population (2020 Census Data)	Median Household Income (Census Bureau 2017-2021 in 2021 dollars)	City Operating Budget FY23	City FTEs FY23	Government Structure	Annual 2023 Minimum Wage	Mayor FT or PT According to Charter	Legislative Body FT or PT According to Charter	Mayor 2022 Salary	Mayor Benefits	Council 2022 Salary	Council Benefits	Council President 2022 Salary	Council President Benefits	Salaries Set By
Mesa, AZ	504,258	\$69,266	\$2,300,000,000	4,399	Council-Manager	\$28,808	Prohibited from holding any City employment or elected public officer	Prohibited from holding any City employment or elected public officer	\$74,745	Entitled to all City benefits; \$1,200 in expenses; Not eligible for Deferred Comp	\$41,782	Entitled to all City benefits; \$1,200 in expenses; Not eligible for Deferred Comp	\$41,782	Entitled to all City benefits; \$1,200 in expenses; Not eligible for Deferred Comp	Independent Commission on Compensation for Elected Officials
Milwaukee, WI	577,222	\$46,637	\$1,715,815,193	7,817	Mayor-Council	\$15,080	Charter is silent; serves in a FT capacity	Charter is silent; serves in a FT capacity	\$147,336	Entitled to all City benefits	\$73,222	Entitled to all City benefits	\$82,749	Entitled to all City benefits	Common Council
Louisville, KY	386,884	\$58,357	\$1,273,851,785	5,008	Mayor-Council	\$15,080	Charter is silent; serves in a FT capacity	Charter is silent; serves in a FT capacity	\$140,366	Entitled to all City benefits	\$51,258	Not eligible to receive benefits	\$51,258	Not eligible to receive benefits	Council
Little Rock, AR	202,591	\$53,565	\$315,406,222	1,766	Council-Manager	\$22,568	Charter is silent; serves in a FT capacity	Charter is silent; serves in in a PT capacity	\$176,500	Compensated with a salary and benefit package comparable to the highest-ranking municipal official	\$18,000	\$3,000 annual office allowance	\$18,000	\$3,000 annual office allowance	Established in Charter
Portland, OR	652,503	\$79,057	\$5,446,508,280	7,201	Commission	\$28,080	Charter is silent; serves in a FT capacity	Charter is silent; serves in a FT capacity	\$149,261	Entitled to all benefits offered by the City	\$125,694	Entitled to all benefits offered by the City	\$125,694	Entitled to all benefits offered by the City	Salaries currently set by Council but will be set by the Independent Salary Commission

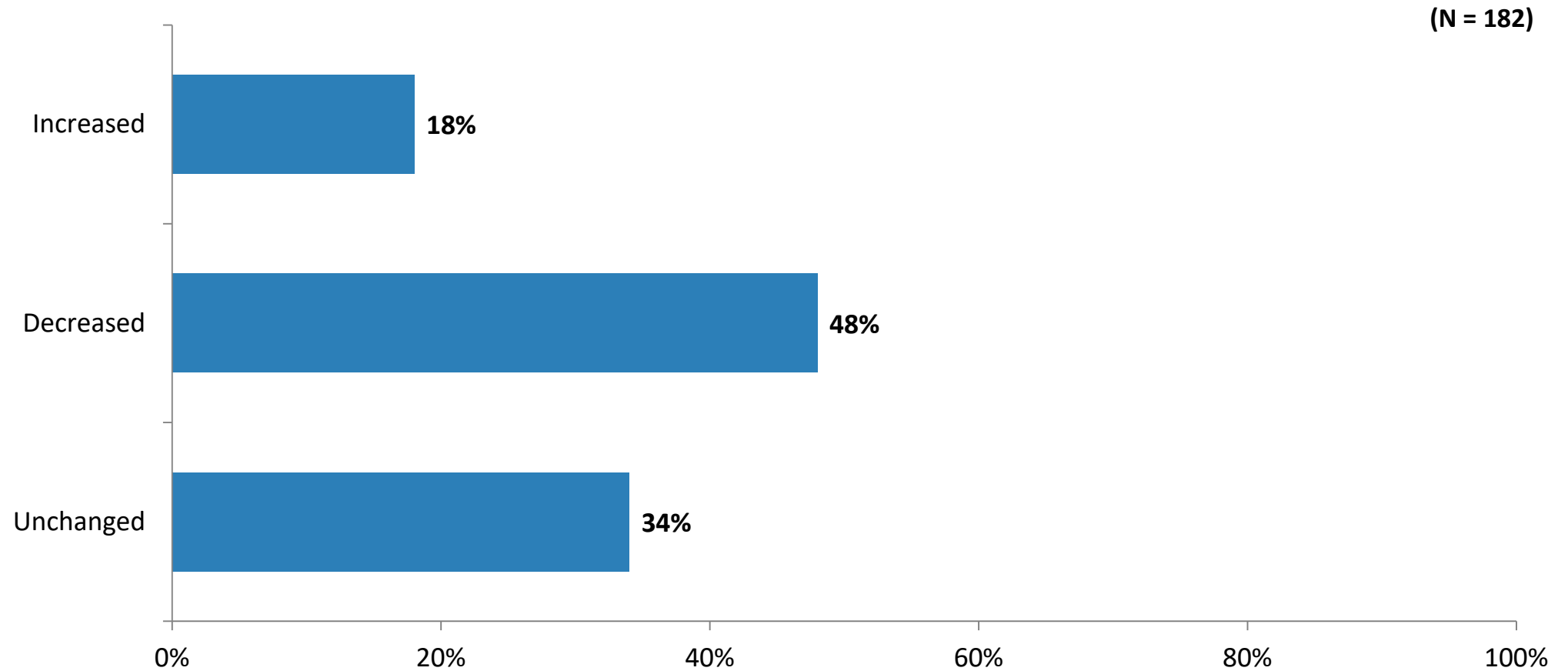
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Tucson, AZ	542,629	\$50,306	\$1,919,982,740	4,735	Council-Manager	\$28,808	Charter is silent; serves in in a PT capacity	Charter is silent; serves in in a PT capacity	\$42,000	Not eligible to receive benefits	\$24,000	Not eligible to receive benefits	\$24,000	Not eligible to receive benefits	Citizens' Commission on Public Service and Compensation make recommendations. Changes approved only by ballot measure
Las Cruces, NM	111,385	\$42,058	\$499,632,525	1,863	Council-Manager	\$24,960	The Mayor shall not hold any other elected public office or city employment during the term for which the individual was elected	No councilor shall hold any other elected public office or city employment during the term for which the individual was elected	\$85,013	Entitled to all City benefits	\$39,106	Entitled to all City benefits	\$39,106	Entitled to all City benefits	Council
Santa Fe, NM	154,823	\$67,341	\$382,838,184	1,400	Mayor-Council	\$24,960	The Mayor is the CEO of the city whose position shall be full-time	Charter is silent; serves in in a PT capacity	\$110,011	Entitled to all City benefits	\$39,106	Entitled to all City benefits	\$39,106	Entitled to all City benefits	Independent Salary Commission sets Mayor's salary. Council sets their own salaries

# 2023 Citizens' Independent Salary Commission (CISC) Questionnaire - Citizens

Results and Analysis

The position of Mayor of Albuquerque is a full-time position and the position's established annual salary is currently \$132,500. In your opinion, should the salary for the position of the next Mayor-elect be increased, decreased, or unchanged? (Select one option)





**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways?**

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Response No.	Answer text
4	Same
7	About the same
9	More accountability from City Council
11	Just "kiss the baby" seems to be the mayor's main function.
12	Expanded.
13	Contracted. It should be performance based
14	Expanded. The mayor is a public figure and often blamed for ills of the city beyond the exclusive control of the mayor.
15	Largely remained the same though Mayor Keller clearly puts emphasis on being in front of cameras.
16	They have expanded because of increase in crime and an increase in population.

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
17	Contracted does not take responsibility for crime and consequences of crime
18	They seem contracted. He pushes off agenda items to City of Albuquerque tax-payers and asks for help under the umbrella of ONEALBUQUERQUE., instead of using his appointed City of Albuquerque employees to help come up with ways to solve concerns and issues
19	Unsure
20	Contracted
21	Ways
22	Unchanged.
23	expanded. There are ever-increasing challenges brought about by climate change, homelessness, immigration, cyber-security, and others that need to be addressed

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
24	Unchanged - the economy was shut down during covid so he didn't have as many appearances or things to address other than to go to Santa Fe and do what the Governor wanted him to do.
25	No responsibility that I can see. Also didn't he embezzle money?
26	Expanded due to the pandemic and other socio-economic factors
27	More public events.
28	Unchanged
29	Crime has gotten really bad and Harold Medina is a Chief Wiggum looking mother fucker, so I'm not really sure.
30	contracted
31	Same issues, no solutions

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
32	This remains an issue of lack of transparency with what is minimally required.
33	Unchanged
34	Slightly expanded due to the Covid pandemic
35	Hasn't met campaign promises- crime and homelessness is up no serious outcomes achieved.
36	remained unchanged
38	Contracted
39	Remained the same
40	unchanged
42	Unchanged
43	They've expanded. Feed our children and help community flourish instead of current "interests".
44	They should remain unchanged.
46	Unchanged. This mayor has allowed crime to increase to epidemic levels.

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
47	One of the highest murder rates in the country
48	Contacted considering the mayor no longer handles the homeless and drug crisis.
49	Unchanged
50	Responsibility has increased but response is a JOKE
51	Unchanged
52	Expanded. Albuquerque has so many more problems now than in the past. Crime is out of control, homeless is out of control, police is not present, etc.
53	Unchanged
54	Unchanged
55	Contracted, we do not have the population to demand this kind of pay

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
56	remained unchanged I believe this mayor has done a very poor job with the safety of the city crime has tripled since he has become mayor it is not safe any where in the city . I believe it is because he made the city a sanctuary for illegal people and wanted criminals
58	Expanded
59	Challenges with economics, public health, crime and education have added increased work for all of our elected officials. They should be paid in response.
60	contracted -more responsibilities delegated

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
61	The responsibilities of the Mayor of Albuquerque seems to have increased due to the pandemic and the increase in violence and other social issues in our city.
62	remained unchanged...still the same
63	Unchanged. mayor has added many levels of unclassified staff so no change is necessary.
64	All they do is make changes. Let the system work where it is working. fix what is broken.
65	Would depend on the political ambition of the individual.
66	Unchanged
67	Changed. They must do whats best for the city not themselves.
68	Unchanged

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
69	They've expanded, but only because there's so much left untouched by them.
70	Unchanged as it's ever evolving to respond to ongoing events and situations
71	Unchanged. There have not been any new requirements for the Mayor's position.
72	The mayor's responsibilities have never been clearly documented and published for easy citizen access. Your question is impossible to answer.
74	Responsibilities have remained the same. Keller has neglected them all.
75	Expanded due to Covid and crime.
76	unchanged
77	expanded way too much.



**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
78	Unchanged. The responsibilities required if the position have remained the same however, the current mayor may have taken on new responsibilities voluntarily beyond what is required..
79	Contracted. The mayor's office no longer needs critical thinking, they simply do what their political party tells them
80	Expanded has too much power
81	The same issues are persisting in out city.
85	Responsibilities have remained the same.
87	Remained the same
88	Expanded

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
91	Expanded. Much more challenging times dealing with post covid environment, including difficulty to recruit good city employees, the issue of homelessness, and crime in our city.
93	Expanded. Grown to incorporate more emergency relief in the COVID world, and that understanding of what a civic leader has such changed.
94	Unknown
95	They increased during COVID, then decreased for a time, and have somewhat increased to address rising levels of crime and homelessness
96	Expanded
97	Unchanged
98	Expanded - new technology

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
99	Increased because there are more people and more problems
100	Unchanged. Different problems
101	expanded
102	Because of covid there are more voluntary homeless and businesses who need specific types of help.
103	Contracted. The Mayor's Office has been reduced to a pure communications operation.
104	I think if this survey included a job description, I could better offer my opinion.
106	Based on Keller, the mayor apparently expected to do anything but take photos of himself.
107	they dont seem to do much at all

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
108	Unchanged! We are headed for rude awakening! Crime, Homelessness, streets, total infrastructure failure!
110	Unchanged
111	The mayor doesnt do shit but photo ops
128	Hopefully unchanged, More government is not as good thing. However it seems our current Mayor would like to see his role increase so he can be recognized so he can further his carrier as something more when his term is over. Heaven help us..
129	Responsibilities increased due to the growth Albuquerque experienced and the added challenges
130	Maybe expanded

**In your opinion, have the responsibilities required of the position of Mayor-elect expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

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Response No.	Answer text
131	Responsibilities increased, accountability decreased and CABQ gets worse every year.
133	no noticable changes
134	expanded with the requirement of having to redistribute services to assist in the crime and mental health, homeless issues
135	remained unchanged
137	expanded by implementing new departments and projects
140	Remained unchanged. Although, there are more departments, there have been top level positions to tend to them.
141	I think they have expanded and our homeless situation needs serious attention.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect?

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Response No.	Answer text
3	Ability to keep crime below national averages
4	Performance. Is quality of life getting better or worse? Crime and homelessness issues better or worse?

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
6	The current economic, cultural and social successes of the city as whole should be evaluated for the pay of mayor. Perhaps a sliding scale should be considered. If the city grows and thrives the mayor gets more money, if not, less. The city isn't succeeding or growing. Crime and homelessness have exploded under Keller. He's done little to address it and his solutions aren't grounded in the current conditions.
7	Inflation & population
9	Transparency by said Mayor
11	Performance

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
12	This position is a public servant. It should not pay so much; it should be taken on by someone who really wants to help; not use it for publicity.
13	Performance. If you don't reduce crime, homelessness, trash, illegals you fail
14	Job responsibilities and amount of hours worked in a term
15	Breadth of responsibility, quality of performance standards and achievement thereof, salaries of similarly situated mayors, and the city's economic situation.
16	Inflation and mayoral salaries of comparably sized cities (land size and population size)



## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
17	Economy, lowering of crime and education
18	Time in office, job performance and how many of their campaign promises are accomplished
19	Median and mean salaries of citizens
20	Job Function
21	How much
22	It should match the median income for an Albuquerque resident. According to the US Census Bureau, that salary was \$30,284.00 in the year 2020.
23	We want it to be a salary that will make it so that not only rich people want it. The current salary is a very livable one here in NM without being excessive.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
24	The average salary of the citizens of the city he's Mayor in.
25	Minimum wage in Albuquerque should be the salary. They want more everybody gets more.
26	Experience, character
27	Pressure of the position and inflation.large
28	Responsibilities as a function of population size
29	Whether or not our education system is ranked higher than last, our homeless population being out of control and homicide becoming an everyday occurrence.
30	quality of life in Albuquerque
31	Experience, proposals for improving our city

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
32	lowering of crime rate, protecting property owners who pay taxes
33	Cost of living, comparable salaries of mayors of similar sized cities in others states. Job duties
34	Hours worked per week, number of subordinates, overall difficulty of meeting required tasks.
35	Campaign promises that included a 1200 officer force.
39	How they have preformed their duties.
40	public service to the city - volunteer
42	True leader, selfless, giver, true city change and results
43	Budget long term. Comparable cities payroll.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
44	As a senior struggling to make ends meet the mayor is making enough money.
46	Bring down crime and clean up the mess instead of pandering to the governor
47	One of the highest murder rates in the country
48	No politician in any office should make more than the average pay of his/ her district or legal boundry served. 132,500 is far higher than the avarage pay for abq citizens.
49	Crime rates, the amount of homeless living on our streets!
50	Response to crime, homelessness problem, drug problem
51	Crime stats, homelessness, taxes

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
52	Results have the mayors policies. So far, results are terrible.
53	Performance Based
54	More involvement of the work he is doing off camera to warrant whether a raise has been earned, public only sees what is on tv
55	Population, CRIME, homelessness solution, really cares for the residents
56	the mayor should be responsible for the safety of the citizens of the city
58	Social responsibility, charity work, ability and knowledge of cutting edge tech and how to attract business

**In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect?  
(Continued)**

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<b>Response No.</b>	<b>Answer text</b>
59	Cost of living, relevant experience, demands of the job, comparison to similar roles in similar states.
60	main factor challenges facing the city government

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
61	The time the Mayor spends outside of typical working hours doing Mayor duties, ie.: Holiday attendance, new building/projects, press conferences due to city emergencies, etc. I believe our current Mayor, Mr. Mayor Keller, shows a lot of enthusiasm and energy in supporting all cultures and communities when there is a tragedy, a holiday, a crisis, an community celebration,and so on.
62	performance results

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
63	\$15-\$40M for the rail trail is ridiculous is a joke and should automatically reduce the salary. Just like ART should have reduced Berry's salary.. Appears a politician's value is based upon the quantity and speed in which they can obtain and spend taxpayer money.. One factor is the effectiveness of each dollar expended for services; in my 25 years as a City employee, it was pathetic..
64	Average income for citizens compared to the officials salary. How many people under them are managers.



## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
65	Should be more or less equal to salaries of others in the position.
66	Cost of living
67	Results for all Citizens, Putting Americans first. Not pushing their political agenda
68	Should be an altruistic position, where someone is a volunteer and wants to do it to help, not for the money.
69	The average salary of the city.
70	Results obtained or advanced in correlation to prior objectives and as supported by data.
71	Cost of living is low in Albuquerque compared to other cities of it's size. The current amount is sufficient to survive in Albuquerque.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
72	No evaluation necessary, MINIMUM WAGE is the only acceptable payment. How else will politicians have empathy for the people they govern?
74	Crime rate, immigration rate, sanctuary city status
75	None. City officials should not be paid a salary and should have their own business or personal wealth so they can focus on the issues facing New Mexico in a timely fashion. Once the person has completed what they saught out to accomplish, they should allow new politicians to enter the role.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
76	Salary that would provide a comfortable living but not be excessive for an affordable city.
77	What the can do better for the citizens of Albuquerque.
79	How bad things are in the city
80	Experience in service
81	I understand it is a stressful, and multifaceted job. However, it is clear the salary is already sufficient. I do not think it needs an increase at all, that salary is already over 100,000 dollars. I cannot believe this is even being considered to be increased when that money could be used in other areas.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
85	One factor should look at ABQ GDP (2021 is ~\$49.5B, along with income per capita.
87	Election promises
88	Comparable cities
90	Effectiveness in applying existing laws. Efficiency in budget utilization( less nice to haves,more must haves)
91	Comparing salaries to Mayors of other similarly sized cities, and also taking into account the cost of living within those cities.
93	COLA, inflation, roles and responsibilities, city revenue, city budget, average resident income
94	Duties and responsibilities, time commitment, stress factors.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
95	First and foremost is measurable improvement of crime. This takes time, so it is not easy to measure in the short term, but I don't see new programs to steer young people into training, careers, civic engagement to decrease incentives to commit crimes.
98	Cost of living & responsibilities
99	City issues, time to resolve them,
100	Crime, homelessness, police violence, public safety, transportation
101	Policing, Budget, Homeless services, Ambassador for tourism
102	He is a employee like everyone else, how have his policies helped the AVERAGE person.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
103	Whether or not the Mayor-elect can demonstrate leadership in the form of taking a stance on issues and moving forward concrete policies and regulations to address those issues. Not making decisions strictly on how it makes the Mayor-elect look politically. Leave the politics at the door, get the work done.
104	Their effectiveness in working on getting their agenda accomplished, which requires working well and effectively with the city council.
106	Competence, which Keller has shown none. Doing the job, which Keller has not.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
107	our crime rates
108	Running for Mayor is a choice, And in doing so he and only he made that choice. It's not about the money its about progress! The future of Albuquerque and the-generations 100yr's from now, ( the basics water, food,shelter)
109	Compared to similar size cities with similar mayoral responsibilities.
110	Comparable cities
111	The fact the mayor has not only failed in every capacity, but ignores the citizens and tries to censor them.

## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
128	Giving more money is not always a good thing. I think accountability, transparency, the quality of how you do your job in accordance with the constitution of our state should be guidelines to follow and if you can do that you may be considered. Wouldn't it be nice to see a Mayor that put the people first over themselves? I think that's something that's been missing for a long time. Honesty, integrity, accountability and supporting our police department should be priority!!!
129	How they met their objectives and plan



## In your opinion, what factors should be considered in evaluating the salary for the position of Mayor-elect? (Continued)

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Response No.	Answer text
130	If he does a good job for the people!
131	The majority of actual employees that are living check to check
133	all employee salaries should be evaluated too
134	approval rating
135	Time actually working
136	no
137	employee morale, public facility/street improvements, public safety
140	a comparative analysis against other similar size cities
141	Resolve our homeless issue or come up with a plan to make it better for them.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office?

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Response No.	Answer text
3	It doesn't
4	It doesn't. The salary is a small part.
7	Motivation, pays well, good benefits
9	None
11	Will have no impact.
12	It shouldn't. Running for office should be a result of the desire to do good, not because of a salary.
13	Illegals ain't cheap and politicians are expensive
14	The salary should reflect the gravity of the position the mayor holds. I do not think salary is the deciding factor for a person who is determining whether to run for the position or not.
15	Not too much since it's likely one step on a political ladder being climbed.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
16	It makes it more feasible for qualified individuals to consider running. One major problem with our state legislature is that the positions are unpaid so only indepentaly wealthy people can run and serve for 2-3 months in the middle of the year. This creates unfair representation at the state level. Paying the mayor fairly helps avoid this at the municipal level.
17	Absolutely
18	No
19	The high salary encourages greedy and power-hungry people to run.
20	It probably doesn't
21	Bueno

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
22	If the salary is high most people will want it, especially people who shouldn't have it
23	I think it's attractive enough
24	Most run for popularity - the salary is just bonus. It can be reduced and redirected to better things than the Mayor's wallet
25	Probably the current mayor should not be encouraged to run again
26	It has to be enough to take on the point position of dealing with serious issues.
27	Large impact
28	Very little
29	It is irrelevant because only a wealthy person would be elected, due to a corrupt political system.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
30	very little--too many other perks
31	Definitely a factor
32	Let a newly elected mayor demonstrate competency to improve conditions in ABQ, exp crime rates
33	If the salary is Tokyo low well qualified candidates will choose not to run. If it's too high people that should not be in the position would run for the lucrative pay. be
34	Not at all
35	Frankly no. Position should be based on performance based criteria and not on political programs.
36	very little
38	Not at all
39	The more money offered will help bring more qualified citizens to run for the office

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
40	it should not be a factor
42	Is the mayor willing to put others first before himself
43	It shouldn't.
44	The salary has no bearing on anyone deciding to run for mayor.
46	The salary should reflect results. This mayor has failed
47	One of the highest murder rates in the country
48	There should be no financial incentive to be mayor. Income is the main reason the wrong people run for office.
49	Very much so... Money talks.
50	It should not.
51	Should be based on performance
52	It affects us highly. But the mayor should actually work to earn an increase.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
53	Hopefully will encourage people to run
54	No change of the city for the positive should stop any change in salary
55	Easy money, power, can steal from the citizens
56	the salary should be decided by the job that they have done do a bad job and your salary should be decreased
58	It has to be worth the amount of life changing sacrifices this job requires
59	Everyone needs to support their family
60	not very much--
61	I don't believe the salary should effect a citizen's decision to run for office.
62	no

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
63	There are plenty of aspiring politicians who need a start or a landing spot after they are term limited so the salary is not a factor.
64	Money and power are the driving forces. Very few work for the good of the population.
65	If it's about the money we need different candidates.
66	Keeps pool of candidates from a stable middle class interested.
67	They shouldn't be running for the money but to serve.
68	Who cares? They shouldn't be looking at money but instead be motivated how they will give back and help the community.



## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
69	It shouldn't at all. It's a public service position not a CEO position
70	It should be second nature to the candidate's desire to see improvement in the welfare of the citizenry of the city and state as a whole.
71	The salary is published so any candidate is aware of that should they decide to run for Mayor.
72	I don't think it impacts the decision at all. Most people do it for the power and résumé building.
74	Shouldn't encourage anyone

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
75	Some may see the mayor position as just another career within the city, but this is not the case. Therefore the position should be unpaid. Per diem for travel expenses and/or food/etc should be paid only.
76	It is already high enough that it would have no impact if raised. the last election had a lot of candidates so the salary seems more than adequate.
77	who would want a six figure salary to look pretty.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
78	Too high may encourage greed and result in candidates running who are mainly interested in the compensation and benefits for themselves. Too low could discourage other interested candidates to forgo the position for financial reasons.
79	No because they are rewarded once their term is over as long as they did what they were told by their party leadership
80	A person should run for office to help others not to get as big salary
81	I think the salary is plenty sufficient to motivate anyone interested in taking up the post.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
85	If salary is tied to incentives that are aligned with the growth and prosperity of the city and residents, salary should not be a factor.
87	Need competitive wage
88	Meet or exceed current salary
89	I think someone who wants to run for mayor has more motivation for the position than just salary. It may impact someone's decision to run to an extent but I think the current salary is sufficient.
90	It doesnt. Power hungry people will always run for a position of power.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
91	Very important. Much like other large-sized cities, ours has MANY needs and issues. It's a BIG task for one person to take on and the salary should be commensurate with what's expected to accomplish the many needs of our City.
93	I think it is a very nice pay for the job. I think it attracts people that expect to make that much. It is probably not the first think someone thinks about.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
94	May encourage or discourage. Someone with not much experience and history of making over \$100k, this may be a worthy salary. For someone with more experience and history making over \$100k, it may not seem enough. Considering all the asks of a mayor, especially for a city in distress like Albuquerque, a lot of layers must be considered. The salary should reflect the type of mayor we would like to elect.
95	not me
97	Compensation research of similar sized orgs as the mayor leads.

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
98	It does if you want to attract professional & corporate leader
99	Absolutely
100	Salary does not encourage qualified people to does the salary for the position of mayor. Do you think it for presents any economic barriers to people running for office like maybe I should rephrase that tonight but it was like Curtis a single parent afford to do it on a salary that's correct that's what I was trying to get up at that lake run for office
101	probably not at all

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
102	No impact. You should run for office to help solve the problems of Albuquerque not get a cool check.
103	Based on the current average salary for median salary for a worker in the Albuquerque area is \$38,130 (Dept of Workforce Solutions) the only people that would scoff at the current Mayoral salary of \$132,500 are political elites who don't need it. The current salary is no a deterrent to a decision to run for office.



## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
104	I would imagine it has a big effect, as everyone still has to make a living, yet I don't want a much higher salary thinking someone only runs for the higher pay.
106	Based on the current mayor, the position is so overpaid it's sought after by people looking to use it to make personal business deals
107	not at all
108	It should be none at all.
111	lbviously it's too high since it is attracting corruption like Tim Keller
128	Not at all. This is a position that one should consider to better this city first and foremost!
129	It should not impact it

## In your opinion, how does the salary established for the position of Mayor-elect impact a citizen's decision to run for office? (Continued)

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Response No.	Answer text
130	It shouldn't - if they are doing it to help the people
131	Higher the pay, the more the priority is only about reelection.
133	it should not be the deciding factor
134	no impact
135	Should be a wage similar to other management positions
136	greatly - if salary isn't comparable to other cities then why do it.
137	its a an important job that should be made equitably. More people might run if they know its compensated fairly.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way?**

---

Response No.	Answer text
3	No
4	No, if it's too big of a pay cut you already have a good job
6	No. The current amount is high already if you look at how much money people make in NM.
7	No, none at all
9	No
11	No
12	No
13	Yes. More money means the less they will do
14	No
15	Probably not since the salary is substantially above the average salary let alone average household income.
16	No. Unless they are extremely wealthy businesspersons like Richard Berry. And in that case they will try and use the office to increase wealth for them and their associates. Berry did that with ART.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
17	No if you want it go after it
18	No
19	Possibly, the salary might feel out of reach for an average citizen and along with the power it comes with, creates a large incentive for greedy, power-hungry people to outpay ads compared to the average citizen.
20	No
22	I don't know
23	I don't think so
24	Yes - canidades acustom to that level of money has more resources to tap into than someone whom makes \$30K, \$40K, \$50K, \$60K
25	No
26	No
27	No
28	No
29	No, there are many other systems and checks keeping the poor from office.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
30	No
31	No
32	NM already pays less for most professional positions in this state compared to other states. That is why medical field has such a drain. We train them in NM, but salaries to keep them here. Why should mayor's office be any different, demonstrate competency and effectiveness, the increase salary is warranted
33	I do not know enough to answer well
34	None that I can think of.
35	Don't think so
36	no
38	No
39	No the salary is sufficient
40	no
42	Leadership and being selflessness should be above salary

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
43	No. The mayor should want to help his city regardless of reasonable pay. It's a job not entitlement!
44	Absolutely none. Candidates raise money to run. Very little, if any is out of pocket.It
46	No. The current six figure salary is sufficient.
47	One of the highest murder rates in the country
48	No, public service should be Service... if canidates want to run for the right reason pay will not matter.
49	Maybe

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
50	Constituents are not getting raises at the same rates as our politicians. Running for office may be an incentive, since it's so easy to give raises for lackluster performance to politicians
51	No, it's a lot more money than most people live on in this city.
52	No. Current pay is fair.
53	No
55	Yes, the image is that you must be smart and successful to run. Totally untrue
56	no
58	No
59	If a candidate cannot support their family they might not run.
60	no

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
61	Albuquerque is a large city and requires a lot of work in order to be involved in all areas appropriately. I believe the Mayor should be paid more than the current established salary for many reasons. One of the reasons could be the cost of running a re-election campaign.
62	no
63	No
64	Not hardly. Top executives make much more but they have to produce results, which elected officials do not.
65	Yes. Can't compete in media centric environment.
66	No since there are campaign spend limits , which I think should be less
67	no
68	No



**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
69	Yes. It leaves them unable to understand the average struggles the rest of the citizens feel on a daily basis.
70	See prior answer.
71	No. The salary is already known & candidates raise money in order to run a campaign. Typically candidates do not contribute money out of pocket when running for office.
72	Not a barrier, it's almost 4 times the per capita income for Albuquerque NM.
74	It should. By paying too much it makes the position only for the upper crust.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
75	Yes. Mayor will choose to keep running for re-election because the salary is enticing. We need new people running city government.
76	No, it is already higher than the governor's salary (\$110,000) and higher than all but the most lucrative professions in the state.
77	no
79	No, it's far too high as it is.
81	No absolutely not. That is a very high annual salary, I cannot see how that would create barriers for candidates to run.
85	unknown / no opinion
87	Yes, it's a huge responsibility and should get equal compensation
88	No one wants a pay cut

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
89	Not necessarily. People who make more than that probably don't need a higher salary or are economically comfortable enough to take a pay cut. For others, it would be an acceptable raise.
90	Only people who have a lot of money and are power hungry run for office anymore.
91	No economic barrier in my opinion. It's a reasonable salary, and while it should be increased to keep up with a changing economy, someone wanting to truly serve our City should not expect to become wealthy while serving as Mayor.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
93	Nah that's so much money. I can't imagine many people would be taking a pay cut to work as mayor.
94	No. The current salary of the mayor is above a livable wage.
95	not that I am aware of...this is a position for a public servant whose objective should not be a high salary....certainly it should be a living wage.
97	Any competent person capable of leading an organization the size of Albuquerque would have to take a significant pay cut to take the job
98	Yes. You want to attract high caliber candidates
99	No
100	A single parent could not run
101	no

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
102	Yes if the person running is about money and power.
103	The only people that would scoff at the current Mayoral salary of \$132,500 are political elites who don't need it. The current salary is no a deterrent to a decision to run for office.
104	Yes, I suppose the salary could impact their decision...it has be a salary that makes all of the work required as mayor worth it, but at the same time someone who is willing and able to take on the job at the current salary may something positive about their character.

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
106	It's an overpaid position bloated with false power.
107	nope
108	Money should not be the standard here but Sad but True! Yes it does absolutely.
109	No
128	No, when they spend millions on their campaigns to get the job there must be a reason they really want it. Humm, I wonder what that could be?
129	It should not represent a barrier
130	No
131	Six figure salary is not a problem
133	if making 132,500 why would it present any economic barriers
134	no, most political positions are paid little and most do it for self gratification or political affiliation gains
135	No
137	no

**In your opinion, does the salary established for the position of Mayor-elect present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

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Response No.	Answer text
140	Those wanting to be of real service to their community will not see it as a barrier.
141	No.
142	no
143	No

## In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income?

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Response No.	Answer text
3	Yes
4	Yes! It's over 130k!
6	Yes
7	Yes
9	Yes
11	Yes
12	Yes
13	Keller is slime
14	Yes
15	Yes.
16	Yes. We are the second poorest state in the country. \$130,000 puts the mayor in the top 3% of households on that income alone.
17	At his current pay yes he should not require additional income



**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

Response No.	Answer text
18	No
19	Yes, my family makes half of that and are perfectly able to thrive in the poverty-stricken state of NM.
20	Yes
22	Lol are you kidding? That's a high salary. They have more than enough.
23	Yes
24	The position is overpaid!
25	Yes, but he still embezzled. Also, shouldn't that be the goal for every job in the city? So we should raise minimum wage not mayor wage.
26	yes
27	No
28	Yes
29	Yes, but the mayor definitely gets pay offs under the table that he doesn't have to claim, so I'm sure he's doing alright.
30	affirmative

## In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)

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Response No.	Answer text
31	Yes, you expect your constituents to live on a ridiculously low salary
32	There has to be care that other sources of income don't sway decisions made while in office. Ethics committee needs to be monitoring this aspect throughout the administration
33	I believe it's sufficient
34	Yes
35	At present - yes
36	no
38	Yes
39	Yes it is sufficient
40	yes
42	Yes
43	Yes, it's more than adequate.
44	It's more than sufficient considering the perks a mayor gets.

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

---

Response No.	Answer text
46	No. This is significantly higher than most people make in this state.
47	One of the highest murder rates in the country
48	The pay is higher than the mayor citizens average pay. It is to high and no politician should be able to make other sources of income other than passive investments created prior to office.
49	Yes
50	It is more than sufficient for what has NOT been accomplished
51	Way more than enough. Median income in Albuquerque is approximately 1/3 of that amount.
52	Yes
53	Yes

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
54	It is sufficient because of other amenities given to compensate for pay
55	more than sufficient, the average median salary is only 64K
56	yes
58	No not if they have to support a family the spouse would likely not be able to work
59	Yes
60	this is a maybe. depends where the mayor-elect comes from

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

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Response No.	Answer text
61	The cost of living has gone up in the last 1-2 years in the US, especially housing. I believe the salary depends on the amount of members of the family (kids, college-bound students, caring for elderly parents). All of the aforementioned need to be kept in mind when establishing the salary for the Mayor. It is a huge challenge to be the Mayor of a city this size and with our socioeconomic issues. The Mayor should be paid appropriately.
62	yes

## In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)

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Response No.	Answer text
63	What? Like letting the mayor have a 2nd job? Deliver pizza in his City vehicle? Salary is sufficient.
64	YES
65	Seems like an ethics question.
66	Yes
67	The salary is to high. They are there to serve not get rich. They should have a job or business that provides for them financially.
68	It should be lowered to \$1 so current salary is more than sufficient, actually it's far too excessive
69	The current salary is entirely to high.
70	Yes

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
71	It's sufficient & additional sources of income should not be required. Any additional sources of income should not conflict with the position. For example, the mayor should not receive income from writing a book about him or herself while in office.
72	NO. It's 3 times what I need to live on and I'm a college educated professional.
74	It's 4 times the average income for the area. It's 3 times too much.

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

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Response No.	Answer text
75	The mayor salary should be \$0 so the mayor can focus on accomplishing their set of goals and then leaving office as opposed to running for reelection year after year because the position is paid.
76	It i more than sufficient so that no other income sources would be needed.
77	yes



## In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)

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Response No.	Answer text
78	I believe that it is, currently. The current salary is well above average in the state. I believe that it should continue to be sufficient to not require additional sources of income to avoid possible conflicts of interest, bias, corruption. The person in position should remain independent and solely committed to the city of Albuquerque and it's citizens.
79	Yes, it's well over triple the average income of residents
80	Yes they are being paid plenty

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
81	Yes. I cannot stress this enough. We should not be increasing this salary. It is more than adequate as is.
85	Yes
87	It's more than most Abq citizens make but carries a lot of responsibility
88	Yes
89	Yes.
90	They dont need additional income. Hell 50K a year gives a family a decent life in thistown

## In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)

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Response No.	Answer text
91	Yes it does feel sufficient to not require a Mayor to have to seek additional outside income. But this is all relative to how someone has become accustomed to living. Some may feel differently if they are used to living a lavish lifestyle. It is a livable wage but still could use an increase to compensate for the other changes in our economy (ie. grocery price increases).
93	For most families yes. Mayor is making 6 figures.
94	Yes. The current salary of the mayor is above a livable wage.
95	yes
97	No
98	Yes
99	No
100	No
101	no

**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

Response No.	Answer text
102	No. Everything changes like all people a cost of living rase should not be a issue.
103	Absolutely. When compared to what the majority of Albuquerque workers earn (including the majority of city workers) it is more than sufficient. In fact, it should be reduced.
104	I don't know..it likely varies for everyone, as we all have different needs, debts etc.
105	Yes
106	Absolutely. If anything it's an overpaid position.
107	absolutely!
108	In many way's but he has life after the mayor!
109	Yes \$132k is about right.
128	Yes
129	It should be sufficient
130	Yes

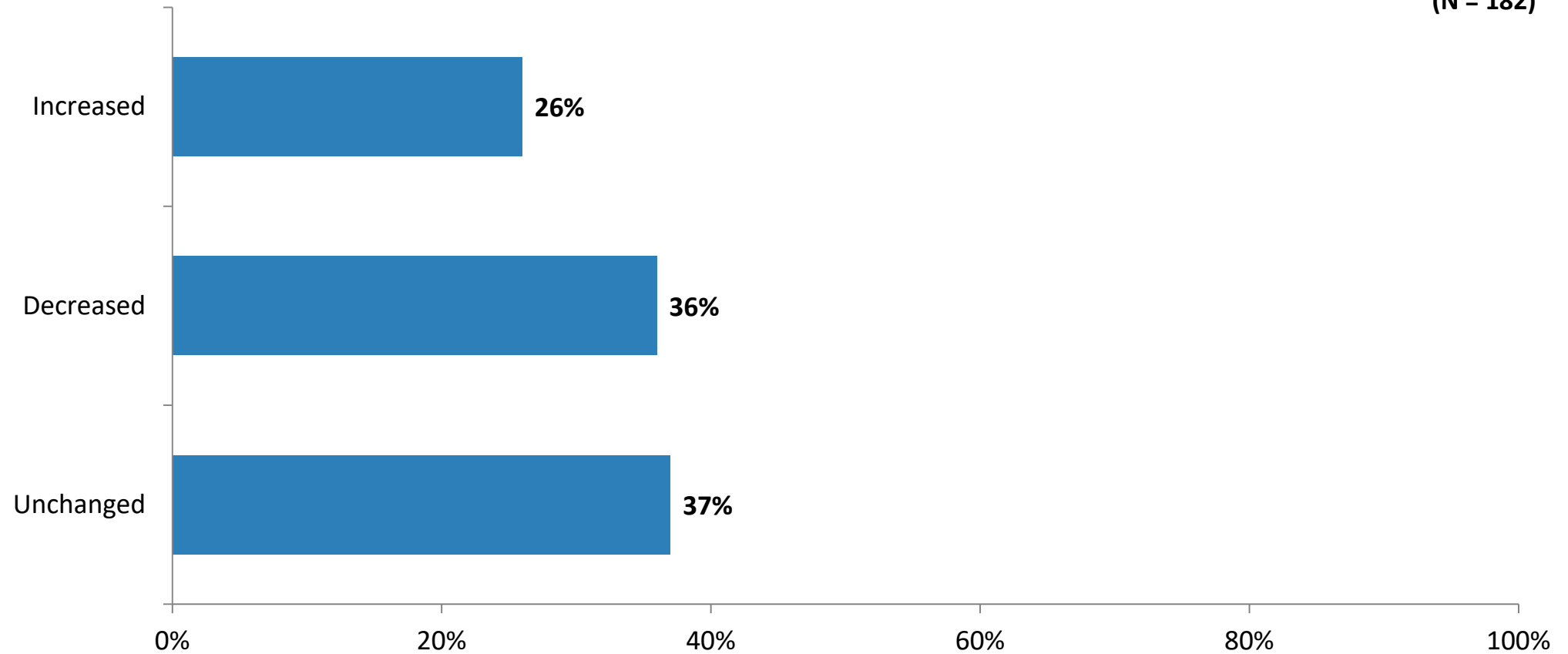
**In your opinion, do you feel that the established salary for the position of Mayor-elect is sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
131	More than enough and more than the 2% that he recommended for caba
133	of course
134	yes, if the vast majority of city employees can survive on a \$60K salary then the Mayor elect should do ok making double that
135	Yes
136	yes

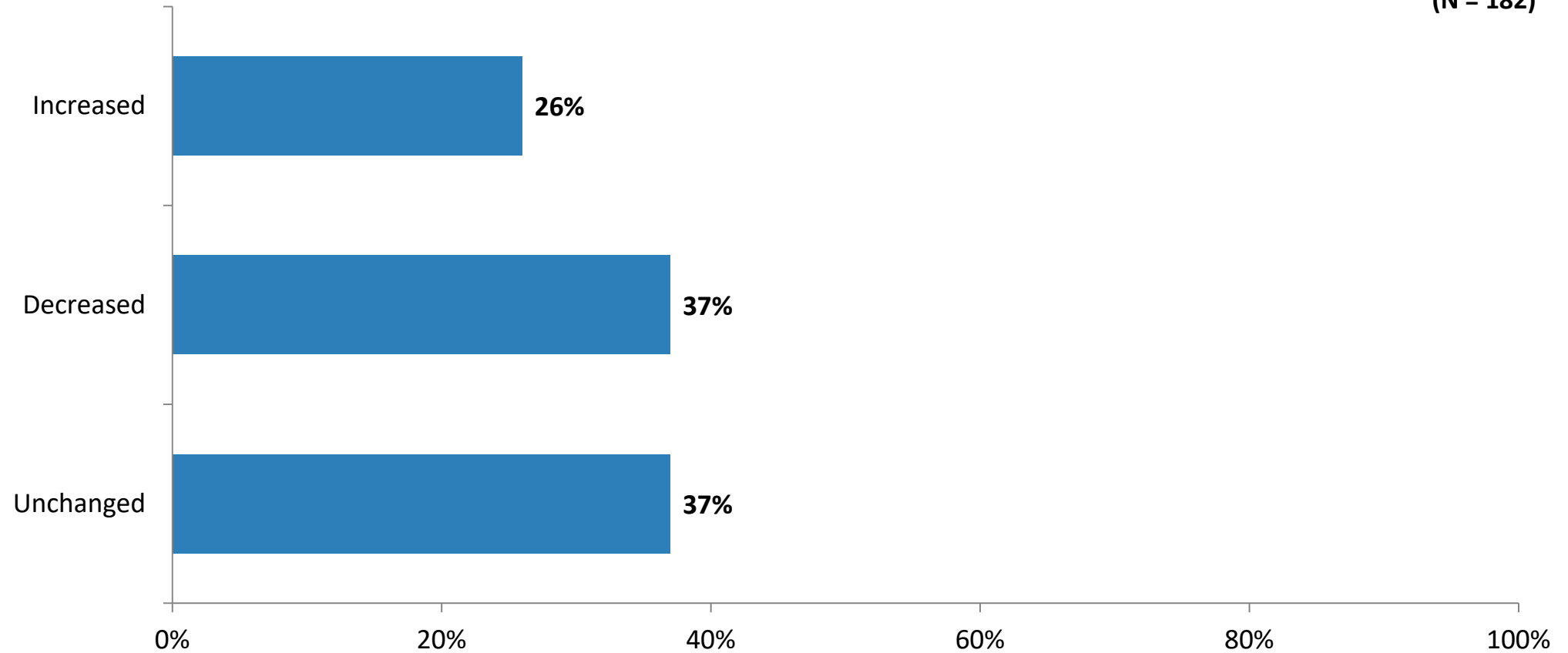
The positions of elected City Councilors of Albuquerque are considered part-time positions and the established annual salary for Councilors is \$33,660. Do you believe the salaries for the positions of the next elected City Councilors should be increased, decreased, or unchanged? (Select one option)

(N = 182)



The position of City Council President is considered a part-time position and the established annual salary for the position of Council President is \$35,860. Do you believe the salary for the position of the next elected Council President should be increased, decreased, or unchanged? (Select one option)

(N = 182)



**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways?**

Response No.	Answer text
3	Remains the same
4	Unchanged
6	Unchanged
7	Unchanged
9	More duties
11	unchanged
12	Remained the same.
13	Don't know don't care. But city looks like 3rd world ghetto shit hole.
14	Expanded. City counselors play an important role in helping to address the many concerns of residen
15	Unchanged.
16	Yes because we have many areas of blight and crime that need to be improved.
17	remain the same and it seems like they use their positions for their benefits



**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

Response No.	Answer text
18	Tough question. They seem to vote on many items, however, the differences are many between the coun
19	I'm unsure.
20	unchanged
23	Yes. See my comments about the mayor's office
24	Decreased with the economic limitations from covid pandemic
25	Our city councilor is awful and doesn't deserve her salary.
26	yes - due to the pandemic
27	Expanded
28	Unchanged
29	They have changed because they should try giving a shit.
30	contracted--bureau chiefs and staff do most of the work
31	Unchanged

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

Response No.	Answer text
32	They are usually more responsive to their citizens than Mayor's office. Therefore would reward this.
33	Unchanged, just more contentious
34	Expanded two to the covid pandemic, the impact of inflation, and the homelessness crisis.
35	When the city councilors whine that they shouldn't be required to attend council meetings in person
36	remain unchanged
38	Decreased
39	No their responsibility have not increased
40	unchanged
42	Expanded
43	Answered earlier.
44	They have remained the same.
46	Unchanged.

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

Response No.	Answer text
47	One of the highest murder rates in the country
48	I've never heard of them until now. Let that sink in to their function to the public.
49	Unchanged
50	Responsibility has increased but response is a JOKE
51	Remained unchanged, they aren't doing their jobs. Crime, murder, homelessness are rampant.
52	Same as mayor. They are not dealing with issues affecting Albuquerque.
53	Unchanged
54	Unchanged
55	contracted, population, demographics, all talk no solutions
56	unchanged they do not listen to the needs of the citizens we want more safety
58	Expanded

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

---

Response No.	Answer text
59	Challenges with economics, public health, crime and education have added increased work for all of o
60	contracted they do not seem to get things done
61	The responsibilities have remained the same. There are varying degrees of issues to be resolved.
62	no...ineffective
63	Unchanged.
64	What do they do that is for the good of the community? Traffic circles, New office buildings?
65	Seems they follow the script established by the C of C and NIOP.
66	Yes they have a high ratio of constituents per person and lots of public opinion to digest

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

---

Response No.	Answer text
67	They have gotten less. They think they are important and forget they are servants of the people
68	Unchanged
69	Expanded, but that's due to them attempting to expand the power and authority they have.
70	Stayed the same.
71	The responsibilities have remain unchanged. There isn't any additional work required.
72	The responsibilities of the City Councilors has never been documented and made easily available.
74	Expanded and it's a travesty
75	SAME. The position is the same as it has always been.
76	Remained the same.

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

---

Response No.	Answer text
77	They have remained unchanged. They get paid way too much to do little work.
78	Expanded. I believe certainly since the pandemic the city council has become more involved..
79	Contracted, they do nothing
81	It is the same issues for the most part with certain parts increasing in need of attention.
85	unchanged
87	No, more socioeconomic problems exist and are out of control
88	Unchanged
91	Expanded. The issues within our City have increased thereby increasing the amount of work.

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

Response No.	Answer text
93	Expanded. More civilian interest in local affairs --&gt; more time investment to deliver expectations
94	Unknown.
95	they should be increasing to engage the citizens in forming positive measures and programs
97	No
98	More complex issues
99	Increased
100	Different problems for different times
101	same
102	They have increased I should hear from them constantly outside a election year.
103	Expanded. City Councilors deal with more constituent engagement that the Mayor.
104	I need to see a job description of city councilors, in order to really answer this question.

**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

Response No.	Answer text
105	They have expanded. While ABQ's population has increase the number of councilors has remained the f
106	Contracted
107	same
108	Worse as we continue to elect citizen zero. See for yourself
109	Increased. We have so many crises in our community now.
128	No. Their responsibilities should stay the same.
129	Increased including having to deal with an eve increasingly hostile public
130	Expanded
131	Mini mayors. Unchanged
133	unchanges
134	unchanged
135	Yes, they are in direct contact with the citizens and spend many hours attending to city business



**In your opinion, have the responsibilities required of the position of elected City Councilors expanded, contracted, or remained unchanged over the years, and if so, in what ways? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
137	expanded due to extra federal funding received and projects that need to be approved
140	Remained unchanged.
141	expanded
142	expanded because of public/media influences
143	My city council does nothing for my area, so I have no idea

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President?

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Response No.	Answer text
3	Ability to keep crime below national averages
4	It is a part time position. It should not pay like a full time job
6	The same factors stated for the mayor. If the city grows financially, keeps its citizens safe, and maintains/grows infrastructure then a raise would be in order. If the reverse happens then a decrease
7	Inflation and population
9	Time on job and being able to track their work
11	Results, results, results. Pay for performance.
12	Same factors as for mayor (see above).
13	Crime, trash, illegals,

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
14	Whether the salary level allows the city councilors to dedicate enough time to the position without having to seek outside employment. Even though it's a part time position, many work full time jobs and treat the councilor role as a less important side job.
15	Breadth of responsibility, amount of time generally required for duties, and salaries for similarly situated council members in similar cities.
16	Inflation
17	How good of a job they are doing, are they listening to their constituents

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
18	Amount of items passed that benefit the majority of the City of Albuquerque residents. Making sure they attend all meetings
19	Median and mean salaries of the average citizen
20	Job Function and experience in those areas
23	See my comments about the mayor's office
24	Stop trying to increase their money and re-route it to the police.
25	Minimum wage. But they don't work. So no salary.
26	experience and character
27	Inflation and amount of time it takes.
28	Number of hours spent in executing their responsibilities, median salary for city employees

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
29	Whether or not people are willing to do their jobs for dick pay. I was making more working in a La Quinta.
30	Quality of life in the city
31	Experience and ideas for improvement for their constituents
32	compare to states of comparable population, however, NM ranks high in poverty. this has to be taken in mind.
33	Same as listed for mayor

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
34	Incentivizing the best and brightest in our community to participate in local legislation, the impact that local legislation has on the community, and the time and difficulty associated with being a council member.
35	How does one place objectivity to a subjective political decision making process?
39	Their education and experience in social, economic areas
40	public service - volunteer
42	True leadership
43	This is a bogus way to ask the same question twice.
44	Their income, if any from other sources, including spouses.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
46	Salary should be results oriented.
47	One of the highest murder rates in the country
48	Your definition of part time and the total actual work time.
49	Do they actually listen to their constituents?
50	Response to crime, homelessness problem, drug problem
51	See above
53	A review of what tasks are on paper compared to what is Actually done
54	Community involvement, more information of things being done while "working"
55	No pay, this is public service get someone who really wants solutions

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
56	job performance if they do not listen to the citizens there salary should be cut
59	Cost of living, relevant experience, demands of the job, comparison to similar roles in similar states.
60	willingness to move the city forward
61	This is a part time position, do they spend time outside of work/meetings working on council projects. Can the councilors document this time somehow? What exactly are they working on regarding their area of the city? How is it helping the city as a whole? How is this work helping their residents?



## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
62	performance and results
63	The frequency in which they vote No and the less they spend is a good thing.
64	How many people do the work for them.
65	Standard HR. Education Experience etc.
66	Hours fielding constituents inbound thoughts, plus hours in meets, by \$20 an hour
67	They should be there to serve not get compensated.
68	Should be an altruistic position, where someone is a volunteer and wants to do it to help, not for the money.
69	The poorest part of the cities average income.
70	Expertise, Leadership, and proven record for past and present results

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
71	Cost of living which is relatively low in Albuquerque
72	No evaluation. MINIMUM WAGE is the only appropriate compensation.
74	None should make over the average for the region
75	None. The councilors should be paid \$0 salary. The councilors should be paid per diem for travel nothing more.
76	If it is enough to compensate for part time work in the Albuquerque area.
77	Their experience to help better the city.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
78	Amount of time they are actually in session and to an extent the amount of time that needs to be dedicated to research and information gathering in preparation of sessions.
80	Willing ness to stand up for those who elected the
81	Job challenges and stressors. However, like the mayors it is sufficient pay.
85	market rate for any part time paid position of board member for non profit organization in private sector
87	Important decisions that affect citizens
88	Value

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
90	Efficient use of budget, fewer nice to have projects, more must haves. Effective application of existing laws.
91	Comparing to Councilors/Commissioners of similarly sized cities around the country. Also asking yourselves if someone can truly live off of a Councilors' salary if they do not have other employment. If our City Councilors didn't have to work another job perhaps their time and efforts could be better put to use helping the Mayor solve the issues in our City.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
93	COLA, living wage, average resident income, hours worked, output of council, city revenue, candidate input
94	It needs to be considered that city council members may be “part time” employees but when they go to the grocery store, movies, or any public space they do not stop being council members. Constant public facing should be considered and real hours contributed should also be considered.
95	examination of the amount of time required to complete the work
98	Cost of living & responsibilities

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
99	City problems and time it takes to resolve them
100	Are they working full time probate time and pay accordingly
101	hours worked
102	Footwork, how much they have reach out via town councils and visiting community help facilities.
103	The ratio of legislation proposed to adopted/enacted. There must also be a cause and effect between the amount of direct constituent engagement and legislative efforts. Councilors should go to where people are and not wait for the public to come to them.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
104	Effectiveness in passing measures with the mayor that are for the betterment of Albuquerque (which might be subjective, based on opinions). I'm sick of the fighting between elected officials, so getting things done is important..especially in Albuquerque as it relates to crime and homelessness.
106	Actual job performance and whether the people like them in the position. Crime statistics.
107	crime rate- they make WAY more than a lot of us already while they are only working PART TIME! They make plenty!
108	Progress. Real change not gaslighting.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
109	The amount of time required to do the job properly, and the barrier that such a low salary prevents a lot of people from being able to serve.
128	Job performance in accordance with Good and Honest business practice. Good luck finding someone like that!
129	Their participation and contributions
130	If they do a good job for the people
131	The majority of actual employees that are living check to check
133	how much time is involved
134	district approval ratings
135	time spent and a fair hourly rate



## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
137	amount of meetings being held, progress being made towards projects approved
140	a comparative analysis against other similar size cities.
141	Scope of job performance, responsibilities, and accountability
142	Number of hours worked, complexity of duties, education level, and additional perks
143	Actual change in area, visibility
144	Measure what each elected official has accomplished. Is there district better off then when they first took office. Develop a grading system.

## In your opinion, what factors should be considered in evaluating the salaries for the positions of elected City Councilors and Council President? (Continued)

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Response No.	Answer text
145	The amount of time spent doing work for the City and the number of meetings they actually attend.
146	approval rating in areas they serve
147	half of the median household income
148	ensure the best for the city and that employees for the city have a raise before elected officials

## In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways?

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Response No.	Answer text
3	No
4	No, part time job.
6	No
7	Motivation for a good pay, part time
9	No
11	None at all. It should not be about money.
12	Same answer as #4 above.
13	Don't care
14	Yes. Because the person considering running for office knows they must still be employed full time elsewhere unless they are retired or independently wealthy.
15	Probably not since it is a supplement for part-time work.
16	Yes. It's \$32,000 for an extremely part time job. Who would be incentivised for that?
17	Yes money and they all have other sources of income

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

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Response No.	Answer text
18	No
19	Yes. I'm unsure how often they work, but for part time work making more than I did feeding our city's children seems like a sweet gig.
20	Possibly. The salary is not enough to live on
23	I'm sure many people would not take on this work because of the low pay. Despite being considered part-time, are they supposed to work at Target part-time as well? I'd rather they have money and thus time to do research, talk with people, etc
24	Yes - you can't pay me to do that.
25	No
26	no
27	No
28	No
29	Yes, you spend more on your campaign that you get paid in a year.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual’s decision to run for office? If so, in what ways? (Continued)**

Response No.	Answer text
30	No
31	Not really, it’s pretty minimal
32	probably, considering the extreme polarity in the nation, the position may want to have 24 hr. security rather than a raise.....
33	It may. Some say that the amount paid is not enough for “what we put up with”. But I disagree
34	Yes, it's an important and demanding job (and somewhat dangerous), so people who take on these positions should be appropriately compensated for their time.
35	No
36	no
38	No
39	No its a parttime position.
40	no
42	No

## In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)

---

Response No.	Answer text
43	Again, same question. Fire the idiot that wrote this mess up. THIS is exactly the kind of bs we want our elected officials to keep out of government.
44	Salary has no bearing. Individuals know the salary when they run for office.
46	It's a part time job that pays more than the average salary for most New Mexicans
47	One of the highest murder rates in the country
48	Same response as above
49	Possibly
50	They should not since they should still be maintaining a full time job
51	People should run to help the community, not to make a living

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

Response No.	Answer text
52	Yes. They only want money.
53	Maybe, but I would hope that those running for office are more focused on change and how to improve our City and not much the salary
54	Yes, amount of work shown
55	yes, image of intelligence, the average salary is only 64K
56	no
59	If a candidate cannot support their family they might not run.
60	no
61	This could affect an individual's decision to run for office of City Councilor. If they're already employed, taking on another part time position could seem overwhelming for not a lot of pay.
62	no
63	No

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

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Response No.	Answer text
64	Money, Prestige, and power. Look at how many of the mayors run for higher public office.
65	Not really. They have agendas beyond the office.
66	Yes I think we don't have very many great councilors
67	Yes. They see it as a way to make money. They should be there to serve.
68	Who cares? They shouldn't be looking at money but instead be motivated how they will give back and help the community.
69	Yea. It's part time work and they make more than most new Mexicans.



**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
70	It depends upon the individual. It depends upon the individual's sense of civility and morality
71	Any candidates are aware of the salary when running for the council. If a candidate feels the salary isn't enough, then they shouldn't run for office.
72	No. New Mexico is a poor state and \$33,660 is exorbitant pay for a part-time job.
74	Yes. Greedy bastards run for city council

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
75	Yes. The only reason councilors hold the position year after year for example Issac Benton or Pat Davis is because of the salary. We need new councilors in office instead of the same old people every damn year. It's ridiculous.
76	Not really, because they have another job to consider.
77	The position should not be about a salary. Your work ethic should dictate your salary.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
78	Again too high may encourage disingenuous candidates but too low for the amount of duties required could discourage good candidates who are interested in being thorough and committed to making best choices based off of complete information.
80	No
81	No, I think the pay is enough to not discourage people from joining to the office.
85	no
87	Yes, should be comparative
88	No. Most run to promote themselves

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
89	Yes. While it is 'part-time,' it seems to take up well over 20 hours a week, with some meetings running hours late. I think if that workload is adequately compensated, an individual may be more inclined to run for office.
90	Power hungry will always fill these jobs.
91	Yes. It is not enough to sustain oneself and a family. And it's not appealing to all to have to work a full time job, then be expected to serve so many hours as Councilor to be paid so little.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
93	Yes. That is such a low salary. I get that its a part time gig and therefore probably pays decently per hour. But I am not sure there are many jobs that can accomodate the lifestlye of a city councilor while the person continues with their other part time job. If that is the case, the city is only allowing certain people to realistically run for city council or asking councilors to overstretch themselves. I want a full time council of people giving their all to our city and residents.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
94	Yes. As a young professional, I am disincentivized from running for office due to the stress factors of having to have two full time jobs.
95	yes, the current amount is not really enough to live on so they have to have another job which detracts from their ability to function optimally
98	Yes. You want to attract high caliber candidates
99	Absolutely
100	Yes
101	no
102	No. They should want to help their fix the problems in their district.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
103	Definitely. A council seat has more of an impact than the position of Mayor because council has the final say on the budget. The current council salary level makes it so that only those with existing financial wealth (in addition to income) can afford to become a City Councilor in Albuquerque.
104	I'm sure it does impact someone's decision to run...it's a tough call. You want it to be enough to entice good people, but not too much that they only are doing it for the income.

**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

Response No.	Answer text
105	Yes. The current duties require a full time position, anyone who runs for office and must also hold a full time job would not be able to run.
107	nope
108	No
109	Yes. The salary is too low. A regular person cannot live on it. So too often councilors are retired, or rich, or self-employed. Being a councilor is a full time job and needs a full time salary.
128	No, they know what it is going into their decision
129	They did not
130	No- it shouldn't - they are elected to serve
131	More money, less solutions
133	it shouldn't
134	no



**In your opinion, do the salaries established for positions of elected City Councilors impact an individual's decision to run for office? If so, in what ways? (Continued)**

---

Response No.	Answer text
135	Yes, the wage is not high enough based upon the amount of time spent working
137	yes bc if the jobs dont pay enough, then that will limit people from applying
140	Those wanting to be of real service to their community will not see it as a barrier.
141	It could if the money does not match the work to be put in
142	no
143	No
144	It shouldn't because you decide to apply for these positions to help not to earn. The salary to me is a bonus for a job well done.

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way?**

---

Response No.	Answer text
3	No
4	No
6	No
7	No
9	No
11	None at all. It should not be about money.
12	No
13	Don't care do t care don't care
14	Yes for same answer above.
15	No since it is an additional salary for part-time work.
16	No. It's a part-time job that pays more than a lot of people in this city make in a full time role.
17	No I am not sure how it would impact someone running for office especially if they have another source of income

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
18	No
19	See above
20	Yes. The salary is not enough to live on and finding a part time job to supplement is not simple, most companies want full time workers
23	see previous answer
24	The current salary flattens the ability to get more resources over other candidates
25	No
26	yes - not everyone has the bandwidth to work a job and also a part time job and family duties - it should a full time position and pay
27	No
28	No
29	How are you expected to live in Four Hills if you're making less than someone who works at Smith's? It's a real issue.
30	No

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
31	Need an additional income
32	already addressed issue of NM ranks one of highest levels of poverty in US. Salaries are lower here in general compared to other states that generate more revenues. 50% on public programs
33	It may.
34	Lagging wages and inflation may discouraged otherwise qualified individuals from becoming council members.
35	No
36	no
38	No
39	No
40	no
44	Absolutely not. They raise money for their campaign, with little or no money out of pocket.
46	No. The "part time" salary of 33,660 is sufficient.
47	One of the highest murder rates in the country

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
48	Same response as above
49	No, it's a part time position....
50	They should not since they should still be maintaining a full time job
51	No, it's a lot of money for a part time job
52	No. City councilors ate only it it for extra cash. They don't care about our city.
53	Maybe, but I would hope people running are doing it to implament change not just the salary
55	yes, image of someone successful
56	no
59	All must be able to support their families
60	yes -these are part time positions -so outside sources of income are a consideration

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
61	The pay is rather low for someone not working another full time job.
62	no
63	No
64	NO
65	Depending on who is backing them.
66	Yes I think it would impact the average employed person a chance of running
68	No
71	Same answer as question 11.
72	No.
74	Yes. The lower barrier is ignored
75	Yes. Councilors will choose to keep running for re-election because the salary is enticing. We need new people running city government.
76	No, it is a good salary for a part time job and is better than many full time jobs in Albuquerque.

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
77	No
78	I think yes, of course. It may be difficult to find complementary employment to help supplement their income. This is a part time position and should be compensated accordingly however if they cannot find additional/secondary employment to supplement they may not be able to fully commit.
80	No
81	I will say it again, the pay is adequate.
85	no
87	Yes, should be comparative
88	No
89	Maybe. Again, I feel people who are financially abundant are not concerned with salary, others may see the salary as a pay raise.

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
90	Councilors need enough funding to keep them in their homes, but not so much that it is desirable to homesteading the job.
91	Yes, it is not enough therefore some may be deterred from running for office.
93	I do not have a job that would allow me to split my time 50/50. I am essentially diving into an economic unknown if I run and win election as I would have to negotiate a new schedule and pay scheme at my job, or accept lower income. Or I could decide to only give 10% to the position of council member.



**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
94	Yes. As a young professional, I am disincentivized from running for office due to the stress factors of having to have two full time jobs.
95	yes, see answer to question 11
98	Yes
99	Yes
100	Yes
101	no
102	No if they are not into money and power being on city council is not about that.
103	Yes. The current salary does not allow the average Albuquerque resident the luxury of serving on the City Council while being able to remain financially stable.
104	I would imagine it does limit some people's ability or desire to run.

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

Response No.	Answer text
105	Same as above. Having to work to full time jobs is nearly impossible.
107	not at all!
108	Yes
109	Only people who are retired, rich, self-employed, or not working (e.g. has a rich spouse) can be on the council. A regular person making \$50k/yr would never quit that job to instead make \$33k/yr on the council.
128	No, it seems through their positions they always find a way to come out smelling like a rose.
129	They should not
130	No
133	no
134	no
135	Yes, the salary is not high enough
137	no
140	Those wanting to be of real service to their community will not see it as a barrier.

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

Response No.	Answer text
141	No
142	no
143	No, they run because they want to
144	No
145	No
146	they do not
147	no
148	no

**In your opinion, do the salaries established for the positions of elected City Councilors present any economic barriers to potential candidates considering running for office? If so, in what way? (Continued)**

---

<b>Response No.</b>	<b>Answer text</b>
150	no - they should know exactly what they are signing up for including the salary.
152	Yes, these salaries require either a second job that could distract the councilor's attention or for the candidate to be independently wealthy. Independently wealthy candidates usually do not have the best interests of the working class in mind.
153	The salary is a huge economic barrier. Very few people can afford to dedicate the time to being a city councillor and have enough other income to support themselves adequately.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles?

---

Response No.	Answer text
3	No
4	No, they have a staff with a large budget to assist with the work load
6	No. Less government is better
7	No
9	No
11	No
12	Yes, probably.
13	Don't care. Reduce my taxes
14	Yes I strongly support city counselors being able to dedicate their attention to the role full-time.
15	Maybe though council members have many city staff to rely upon for assistance and information. Concerned that full-time positions would inject more politics.
16	No. That would only create government bloat. Our city is not complex enough to warrant full time city councilors.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
17	Are we talking about paying them more money? I don't think it should be a full time position
18	Yes, if so, a higher salary would be warranted
19	No.
20	Yes
23	see my previous answer
24	The councilors might be able to live up to their expected duties at that point.
25	Only at minimum wage
26	yes
27	No
28	No
29	Yes, and also get a decent wage, so they can care and do their jobs for real, instead of just clocking in and trolling Facebook.
30	No

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

Response No.	Answer text
31	No
32	Let them demonstrate competency first.
33	Likely, but I believe this set up prevents issues we see with full time politicians. I would not want to see it become a fully funded position
34	Yes.
35	Seriously? Their performance as part timers is a joke.
36	no
38	No
39	No, it would not make a difference.
40	absolutely not
42	No
44	No
46	No. It's a part time position. Any additional time and money will go to lobbying for re-election and not toward fixing problems.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
47	One of the highest murder rates in the country
48	No, this cannot possible be a full time job. The entire council could be outsourced by an algorithm to calculate pay.
49	Probably, again if they actually are working for constituents, then yes.
50	Unknown
51	They are not doing anything good part time what makes us think they'll do better with more time
52	Possibly. But again they would want more money why for doing nothing all day instead of part time. g
53	Yes
54	No, work load shown is not much to considered full time
55	NO



## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
56	yes for the money that they get paid they should be doing this full time I did not make this much money when i was working full time
58	Yes
59	City Councilors will be able to focus their efforts on their elected job and not have to worry about a second job.
60	yes
61	Yes, I believe the citizens of Albuquerque would benefit from having full time City Councilors. There is much work to be done! :)
62	you must be kidding...we don't need a full time circus
63	An emphatic NO.
64	NO
65	Not really. No more than we do now.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
66	Yea if the role is well defined and and not just a campaigning job
67	No they would just reap more off taxpayers.
68	No
69	No.
71	No particularly. They should be able to accomplish their work as a part-time member of the council.
72	The councilors are already mediocre at their jobs, higher pay won't improve that.
74	No.
75	No, this will do more harm than good, especially if a salary is involved. This is not a career, this is public service and should be treated as such.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
76	No, they would be less connected with the community and many people would not want to leave other employment opportunities, so it would lead to an electorate less reflective of the people who live and work in the city. They do an excellent job now.
77	They should be focusing on their roles no matter their salary.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
78	Yes and no. I think that it necessary and beneficial for the councilors to be well informed about decisions and that definitely requires research and information gathering outside of the actual session but I also believe that too much time could lead to unnecessary involvement in issues that could be handled by the private citizens independent from the city.
80	Possible but if that's the case then a slight salary raise if this is their only job
81	I think there should be some roles that could be full time instead of part time.
85	Yes
87	Yes

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
88	No
89	Yes
90	they need to be working for the public good, not lining their pockets with funds for personal favors and pet projects.
91	Yes! Some already do, except they don't get paid as if they are full-time.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
93	Yes. The job, in my opinion, does not start at 9 am or stop at 5 pm and there is no comp time. This is a role of public service where someone is always "on" and therefore should be considered full time. At any point a resident likely shares their thoughts on city policy with council members so it is unfair to consider it a part-time role.
94	Yes.
95	yes, absolutely, with clear expectations for councilors and some oversight...expectations should include meeting regularly with community groups and round tables with constituents
98	Yes

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
99	Absolutely
100	If paid a full time salary
101	no
102	Definitely. No question!!.
103	100%. This would help even the playing field so to speak for those interested in creating real change and improvements within the City of Albuquerque.
104	I need to see a job description of what would be expected, in order to answer this question.
105	Yes. 1) fully dedicated councilors would provide better service to their constituents. 2) the field of candidates would increase if the position was paid a livable salary.
106	No.
107	nope
108	No
109	YES. 100% absolutely.

## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
128	Absolutely NOT. It would only allow them to further their corrupt ways.
129	Yes they are not sufficient for
130	No
131	Yes
133	perhaps
134	no
135	Yes
137	absolutely, things would get done more efficiently
140	No, currently city top heavy; this would add to that.
141	Absolutely



## In your opinion, would the citizens of Albuquerque benefit from their elected City Councilors being able to dedicate full-time attention to their roles? (Continued)

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Response No.	Answer text
142	yes very much so. Their ability to stay consistant and focus on the city would be greater
143	No, they do much part time anyways
144	I feel that they would benefit to a full-time role as an elected official so that they can have more of an impact on what they are trying to accomplish.

## In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income?

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Response No.	Answer text
3	Yee
4	No, it has always been meant to be a part time job.
6	Yes
7	No, but it's part time
9	No
11	Yes
12	Yes. They are part-time.
13	Reduce my taxes
14	No way
15	Yes.
16	Absolutely not. You will not incentivise qualified people to city council if it's a full time job at \$32,000. That wil make our city worse.
17	Yes I know a lot of folks making it on what they get paid, Also it is only part time so they can hold down another job

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

Response No.	Answer text
18	They need additional sources of income
19	As a part-time job, yes.
20	No
23	No
24	yes - don't pay them anymore.
25	Yes
26	no
27	No
28	No. City councilor positions are not full-time positions, and the councilors are free to pursue additional sources.
29	The established salaries of all New Mexican citizens are insufficient, and inflation is out of control. Our city does nothing but abuse it's people, including even its civil servants apparently.
30	No--It is a part time position!
31	No

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

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Response No.	Answer text
32	No, when can anyone, including Senior citizens live on such a low salary alone
33	No. It would be expected that they work elsewhere
34	Almost, but not quite.
35	Think it's about right for part time.
36	no
38	No
39	If it stays part time, they should be allowed to earn money from other sources.
40	yes
42	Yes
44	They know the salary when they run for office.
46	That's on them. It's a part time job that pays higher than the average New Mexican makes full time.
47	One of the highest murder rates in the country

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

Response No.	Answer text
48	More than enough.
49	They are sufficient.
50	Yes unless it becomes a full time position
51	Yes, more than enough
52	Yes. More than enough.
53	Its PT, depending on each individual situations that would be there choice to either find additional sources of income
54	It is sufficient for a part-time job
55	yes, more than sufficient
56	yes they make too much money now for working part time
58	No
59	No
60	no

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
61	No, I believe that City Councilors would need to have a full time position elsewhere or be collecting a good retirement in order to work in this position. The pay is just too low. The cost of living is much too high to get by on \$33,500/year.
62	no
63	They are part time and have full time city Council staff so being a Councilor is just a side gig anyway. Hard to make \$33K a year delivering pizza.
64	No. They all have other things they do.
65	Are additional sources not built into the position?
66	No

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
67	no. They should not get paid. They should work full time and provide for themselves financially,.
68	It should be lowered to \$0 so current salary is more than sufficient, actually it's far too excessive
69	Its entirely to high for part time work.
71	Councilors know the salary when they run for office. If they don't think it's sufficient, then they shouldn't run. If a councilor is married & their spouse is employed, they should be able to "survive" with the current salary. It is part time after all.

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
72	They're sufficient. No one takes a part-time job expecting it to fully meet their financial needs.
74	They're public SERVANTS and should serve regardless of compensation
75	They should be paid \$0 and get a job like everyone else. Especially Benton.
76	Yes, it is sufficient for Albuquerque, but it is designed that they have at least some other part time work as it is not a 40 hour a week position so it should not pay like one.



## In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)

Response No.	Answer text
78	No. They are definitely being compensated as part time employees and the salary is, although in the higher end for part time, not enough to solely support an individual.
80	Yes
81	Yes, they are sufficient.
85	no
87	No
88	No
89	No. 33k is not enough as the sole source of income. It is less than may fast food restaurants pay.
90	Sufficient, if spouses are also working.
91	No....it is not enough.
93	Sure, an individual could live off that salary, but it would be such an unfortunate life and would not be a smart economic move.

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

Response No.	Answer text
94	No. The current salary is not a livable wage.
95	no, see above
98	No
99	No way
100	Absolutely not
101	no
102	No they are effected by the rising cost of things like us all.
103	No, they are not sufficient. Only wealthy individuals can afford to run and serve as a City Councilor in Albuquerque. This also equates to councilors constantly being out of touch with their constituents.
104	They can't survive only on the part time salary, I would imagine, so I assume most have others jobs to support themselves.
105	No
106	Yes.
107	absolutely! they make more than most of us already

## In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)

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Response No.	Answer text
108	It all depends if it's there only source. But that being said see for yourself.
109	NO. Only people that have other sources of income can serve on the council.
128	They are sufficient.
129	They are definitely not sufficient for a full time job
130	Depends on their family size
131	Its fine
133	possibly. there are people who live off of less
134	yes
135	No
137	no
140	No - not the intent.
141	Not if the salary is increased with responsibilities and inflation

**In your opinion, do you feel that the established salaries for the positions of elected City Councilors are sufficient to not require additional sources of income? (Continued)**

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<b>Response No.</b>	<b>Answer text</b>
142	For part-time duties they are adequate. However, if moved to full-time they need to be compensated higher
143	yes, most of them are doing these positions after retirement
144	Yes for working part-time. No for Full-time.
145	No but they get paid far too much for the amount of hours they provide to the City.

## Please list any additional comments you may have.

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Response No.	Answer text
6	Only in the government are people given raises for failing or doing next to nothing. Would a private employer pay an employee for making said company worse off? Also paying these people more means higher taxes on the citizens. Let's quit enabling failure.
7	Inflation and population should be the main drivers of pay for these positions
9	Mayor is over paid and no accountability
11	Pay for performance.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
12	I think elected officials should not make so much money in their position that it's a reason to remain in office or seek it out to begin with. I think lower salaries detract from those who might not be "right" for the job and will help make sure only those who truly desire to help this city run for office.
13	Reduce my taxes. Roads are shit, schools are shit police response is shit what the hell to I pay for. Oh I know illegals so they can get free shit

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
15	City salaries must be commensurate with the city's economic situation and those of comparable cities.
18	N/A
19	N/A
23	Want to attract good candidates, well-educated, dedicated? Then we must pay them a living wage to do their jobs.
25	Please just set all these salaries to minimum wage.
26	Thank you for your consideration.
27	None
29	This city is a train wreck and I really just hope Russia just takes it out.
31	Anyone who gets into politics should have their mental stability examined
33	It is much appreciated to be able to voice my opinion and thoughts.
34	N/a

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
35	City pays a full time salary for the councilors assistants they should be utilized more efficiently.
36	Give the mayor and the councilors a roughly 10% salary increase. That should be sufficient for now..
40	these are public servants and should not receive a salary
42	They city positions should be people that want to make Albuquerque a safe and awesome place to live.
43	Get an intelligent person to trite this in plain English for ALL to read.



## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
44	All elected officials should not be able to write a book and expect to be paid for that while in office. They should not promote any business that they may own or have an interest in.
45	Keller sucks
46	We all know this is a formality. The city will give itself raises, regardless of how this poll turns out.
47	One of the highest murder rates in the country

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
48	No politician should be compensated either directly or indirect for public service greater than the average pay of the district served. The office should be seen as service and not a care opportunity.
51	Please please address the crime, murder, homelessness and filth in this city. It's becoming embarrassing to live here.
52	Replace them all!!!
53	Need officials to focus on our City not their Salaries.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
54	In order to make more money you have to prove that you've earned it. There's no additional work shown the reward should be given. It's just like any other job, you have to impress the boss to approve it and in politics the public overseas the work that's done only over tv so its hard to see if it's been earned
56	the current mayor should have his salary cut for the job he has done
59	n/a

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
62	The city of Albuquerque has many problems (homeless, crime, transportation etc.) and the politicians have zero credibility when it comes to addressing them. They should be subject to a performance review with a base plus bonus dependent on results. Getting the same pay no matter what is insanity. Yes we can unelect them but the quality of replacements is not any better our politicians
63	No to any increases.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
64	My father served in the NM Senate for many years. They got a very small per diem, and talked to each other to work for the good of the state. Now it is how to get elected to a higher position. They USED to do a very good job of working together now it just to get elected to a higher office. Eg: DA to Attorney General, then to governor and finally US senator.
65	If industrial pollution is not curtailed we're all going to die...
66	We need term limits to 2 cycles or 10 years

## Please list any additional comments you may have. (Continued)

---

Response No.	Answer text
67	They all need to remember they are representatives of the people they are not leaders in any way.
71	Any Albuquerque elected official should not be able to promote themselves by writing a book or advertising a business they may own or have an interest in.
72	Public servants who make desisions over millions of dollars and almost a million lives should be doing it for the greater good, NOT to pad their bank accounts. The citizens need a way to avaluate their performance and adjust compensation accordingly, just like every job.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
74	Everyone in government is overpaid
75	Why do you ask for public opinion if you have no intention of implementing the suggestions?
76	I like the current system of part time councilors and the salary of the mayor makes him one of the highest paid public employees in the state.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
77	I think us taxpayers pay too much for the little work we get from our city government. These officials only cater to what makes them look good even though it does more damage than good. How do you expect this city to be fruitful if the city officials turn a blind eye to urgent matters while focusing on miniscule issues.



## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
78	I think it has to be balanced. They need to be compensated for the work required. They should be able to support themselves mostly from their salary in this position and not have to rely too heavily on a second position for income. It should be enough that this is the primary position and the position of focus. It also, can not be too great to encourage lifetime members. The salary should be adequate to encourage new members fairly regularly to keep the council balanced and unbiased.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
81	Please do not increase these salaries and wages. We need that money being considered to go to other areas much, much more. Both are more money than a majority of the average citizen makes by a significant amount. It is upsetting that this is on the table at all.
85	Thanks for soliciting my feedback.
93	Pay them for full time. We can ask them to budget the city better if it breaks the bank.
95	we need more consistent communication between constituents and councilors and councilors with the Mayor
98	None
99	Good luck

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
100	There's not enough hours in a week to do the job and do their own job
102	They are working a job, depending on how they keep the community informed, get out and make themselves assesiable to the media town halls, a ballot initiative so we can vote on a bonus for them is cool but definitely a cost of living raise is a no brainer.!
103	Term limits for both the Mayor and City Councilors in Albuquerque should be considered. A consecutive three term max should be implemented.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
104	This survey would be more effective if it includes the roles/responsibilities of these elected positions.
106	The mayor should be docked pay for his incompetence, ignoring the people, lying to them, and using the position to make personal business deals.
109	Council salaries should be doubled to \$66k/yr so that ALL citizens have a chance to serve.
111	The mayor is a disgrace

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
121	The mayor and city council have no confidence from the people. They ignore citizens and only act in their personal interests. Benton amd Keller should be ashamed and owe this city a public apology.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
128	Please Please, we live in times that requires Honesty, Integrity, Accountability, Transparency and someone that loves our city and wants to follow the constitution of our state in accordance with the visions of our fore fathers. It's been a really long time since we have had that and I think we need to Demand these things from our Mayors and city councilors and if they cannot perform these tasks then they need to be removed Immediately!
131	Mayor told employees he was in our corner but recommended a whole 2% raise. No support

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
141	None at this time.
142	none
143	This administration has created many top heavy positions, and has not taken care of the actual workers, they want their appointees to have competitive salaries, meanwhile the workers get nothing
146	Klarissa pena is doing a great job in her area and for Albuquerque
150	Cost savings should include cutting the fat off the top level of the executive branch.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
152	Increasing the salaries of city council members and moving their positions to full time should be the priority. Perhaps the mayor's salary could increase to offset inflation, but any modification to their salary should be secondary in priority. Not to mention, it would be much tougher to justify such an increase politically.
153	It is extremely important that the Commission recommend salary increases for the elected officials in order to keep Albuquerque a vibrant and well-run city.



## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
155	Mayor's salars should remain the same as councilors need an increase to a full time salary as each represent districts full time 24/7/365.
159	This city is unsafe, any where you go, in every part of town. The homeless are on every major street, sleeping on sidewalks, setting up cardboard, makeshift tents. In the back of fast food restaurants drive thru, holding signs. Albuquerque is a very sad place these days.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
160	Compared to wages paid to non-elected city employees, the city council positions seem too highly paid for part-time work. The mayor position should be paid more money to be able to dedicate time to the running of the city without having to feel they need to supplement their income with other work, which takes them away from the job they are entrusted to focus their attention on by the community.

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
165	<p>This City needs a total overhaul. This Mayor has created such a top heavy City. There are so many upper positions that he created, but has let the little guy falter. The police need support and he just picked a weak Chief that he could control. Why are there all these commander and Deputy Chief positions , but barely any officers on the street? Why do all the other departments keep creating positions for upper management, yet they have no idea what is really going on in the department. The Mayor has hired so many of his friends who in turn have hired there friends for these positions. There will be people who read all this and dismiss this, but it is so true. I was always proud of Albuquerque until Barry and Keller ruined this place. Now I tell my friends to not come to visit and I want my kids to leave because this place has become Gotham. It is extremely sad.</p>

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
166	Mayor wants a higher salary but many city employees are paid lower wages in their jobs than other states and non-government positions.
170	When we are properly informed, we can trust our local government. "Power to the People" by John Lennon
172	We already pay too much for what these people accomplish

## Please list any additional comments you may have. (Continued)

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Response No.	Answer text
175	N/A
181	I think salaries ought to be tied to performance and performance ought to be understood from the standpoint of the people they represent and their promises during the election.
182	City councilor salaries are way to low compared to other City positions, especially the Mayor.