

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:

Kent A. Hickman, Chair
Molly Rogers
Kari Sutton
Michael Garlid

Agenda

Wednesday, January 19, 2023 2:00 PM

Teleconference Via Zoom

Special Procedures for Wednesday, January 19, 2023 Citizens' Independent Commission Meeting.

Attendance: The Citizens' Independent Commission Meeting on Wednesday, January 19, 2023, 2:00 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 these addresses from most smartphones, tablets or computers.

The video recording of this and all past meetings of the Citizens' Independent Salary Commission will also remain available for viewing at any time on the City's website. Administrative Coordinator is available to help members of the public access pre-recorded Commission meetings on-line at any time during normal business hours. Please call 505-379-8746 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 Wednesday, January 18, 2023. Submission for written public comment is to be sent via email to 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, January 18, 2023. Submission for Virtual, Live Comment

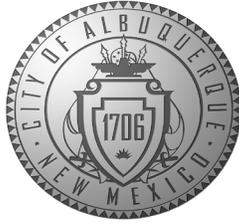
- is to be sent via email to lcrendon@cabq.gov.
 - **Note: Participants must sign up for public comment with the Zoom username or phone number that you will use to enter the Zoom meeting so that you can be identified when accessing the meeting. Persons who do not provide this information will not be allowed into the meeting, but may still view the meeting via the YouTube live link or through GOVTV.**
- **Participants will be an Attendee in the Zoom Webinar until the public comment period begins. The Zoom moderator will move you into the meeting room as Panelist when it's your turn to provide public comments.**
 - **Access the Zoom waiting room by following this link, entering the room information manually, or by calling in via telephone:**
 - <https://cabq.zoom.us/j/88399527827?pwd=cXJ5NjJ5U1pXT1g4dGt2VXpSQXE2Zz09>
 - **Meeting ID: 883 9952 7827**
Passcode: 093368
 - **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 room.

- 1. CALL TO ORDER BY KENT HICKMAN, CHAIR**
- 2. ROLL CALL BY LESLIE RENDON, STAFF AUDITOR**
- 3. APPROVAL OF CISC MINUTES**
 - a. December 15, 2022**
- 4. GENERAL PUBLIC COMMENTS**
 - **Please refer to the statement “Special Procedures for January 19, 2023 Citizens’ Independent Salary Commission Meeting” at the beginning of the agenda**
- 5. DISCUSSION ON THE ANALYSES TO BE CONDUCTED**
 - **Discussion on potential cities for benchmarking:**
 - **El Paso, TX**
 - **Fresno, CA**
 - **Kansas City, MO**
 - **Las Cruces, NM**
 - **Memphis, TN**
 - **Mesa, AZ**
 - **Milwaukee, WI**
 - **Oklahoma, OK**
 - **Salt Lake City, UT**
 - **Santa Fe, NM**
 - **Spokane, WA**
 - **Tucson, AZ**
 - **Discussion on the survey questions to the Mayor, Councilors, and Public**
- 6. VOTE TO APPROVE ANALYSES TO BE CONDUCTED**
- 7. OTHER BUSINESS**
- 8. ADJOURNMENT**

Additional Information: *General inquiries regarding this agenda may be directed to Leslie Rendon (505) 379-8746 (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)

**December 15, 2022 – 9:00 A.M. (Virtual Meeting Via Zoom)
Office of Internal Audit, 5th Floor, Suite 5025
Albuquerque-Bernalillo County Government Center
400 Marquette NW, Albuquerque, NM 87102**

CISC MEMBERS PRESENT:

Kent A Hickman – Chair
Michael Garlid
Molly Rogers
Kari Sutton

STAFF PRESENT:

Nicole Kelley, City Auditor, OIA
Leslie Rendon, Staff Auditor, OIA
Katrina Sigala, Administrative Coordinator, OIA
Nicole Sanchez, Managing Attorney, Legal

MINUTES

CALL TO ORDER:

Ms. Sanchez called the meeting to order at 9:03 A.M. on Thursday, December 15, 2022.

ACTION ITEMS:

Commissioners unanimously voted Kent Hickman as Chairperson of the Citizens' Independent Salary Commission. (4-Yes, 0-No).

Commissioners unanimously voted Kari Sutton as Vice-Chairperson of the Citizens' Independent Salary Commission. (4-Yes, 0-No).

Commissioners unanimously approved the Meeting Minutes from April 29, 2021. (4-Yes, 0-No)

Commissioners unanimously approved the Meeting Minutes from November 18, 2022. (4-Yes, 0-No)

Commissioners unanimously approved the Resolution with the amended dates reflecting 2023 for February and March meetings. (4-Yes, 0-No)

OIA PRESENTATION ON PRIOR ANALYSES CONDUCTED AND COMMISSION DISCUSSION ON CURRENT ANALYSIS TO BE CONDUCTED

Mrs. Kelly gave a presentation on the various analyses conducted at the request of past Commissioners. Commissioners discussed past considerations and requested information to be included in the upcoming analysis. The Commission is planning a Special Meeting potentially for January 19, 2023, to further discuss what analysis should be conducted.

GENERAL PUBLIC COMMENTS

None

OTHER BUSINESS:

None

Next CISC meeting is scheduled for January 19, 2023

ADJOURNMENT

Meeting adjourned at 10:35A.M.

READ AND APPROVED:

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



**Citizens' Independent Salary Commission (CISC) City of
Albuquerque
Questionnaires**

Mayor

1. Briefly explain what motivated you to run for Mayor.
2. Please list the essential duties of the Mayor.
3. In your opinion, what is the minimum number of hours a week the Mayor should dedicate to adequately cover the requirements of the position?
4. Approximately how many hours each work week do you spend attending and preparing for meetings and functions that are official City-sponsored activities?
5. Approximately how many hours each work week do you spend 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.
6. Do you feel that the responsibilities of the Mayor have expanded, contracted, or remained unchanged over the years, and if so, in what ways?
7. Do you feel that you have adequate administrative support to successfully perform your duties?
8. Are there issues you want to pursue as Mayor, but cannot due to time and/or resource constraints? If so, please explain.

9. In your opinion, does the salary established for the Mayor impact an individual's decision to run for office? If so, in what ways?
10. In your opinion, does the salary established for the Mayor present any economic barriers to potential candidates considering running for Mayor? If so, in what way?
11. In your opinion, do you feel that the established salary for the Mayor is sufficient to not require supplemental compensation?
12. While Mayor, do you receive any other forms of compensation, such as investment, retirement, or outside employment?
13. Do you feel that the responsibilities of City Councilors have expanded, contracted, or remained unchanged over the years, and if so, in what ways?
14. In your opinion, what is the minimum number of hours a week a City Councilor should dedicate to adequately cover the requirements of the position?
15. In your opinion, are the salaries established for City Councilors reflective of their responsibilities and the time necessary to perform them?
16. In your opinion, would the citizens of Albuquerque benefit from their Councilors being able to dedicate full-time attention to their roles?
17. Do you feel that City Councilors have adequate administrative support to successfully perform their duties?
18. In your opinion, do the salaries established for City Councilors impact an individual's decision to run for office? If so, in what ways?
19. In your opinion, do the salaries established for City Councilors present any economic barriers to potential candidates considering running for City Council? If so, in what way?

Please list any additional comments you may have.

City Councilors

1. Briefly explain what motivated you to run for City Council.
2. Please list the essential duties of a Councilor.
3. In your opinion, what is the minimum number of hours a week a Councilor should dedicate to adequately cover the requirements of the position?
4. Approximately how many hours each work week do you spend attending and preparing for meetings and functions that are official City-sponsored activities?
5. Approximately how many hours each work week do you spend 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.
6. Do you feel that the responsibilities of City Councilors have expanded, contracted, or remained unchanged over the years, and if so, in what ways?
7. Do you feel that you have adequate administrative support to successfully perform your duties?
8. Are there issues you want to pursue as a Councilor, but cannot due to time and/or resource constraints? If so, please explain.
9. In your opinion, how does the salary established for City Councilors impact an individual's decision to run for office?
10. In your opinion, do the salaries established for City Councilors present any economic barriers to potential candidates considering running for City Council? If so, in what way?
11. In your opinion, would the citizens of Albuquerque benefit from their Councilors being able to dedicate full-time attention to their roles?
12. In your opinion, do you feel that the established salaries for City Councilors are sufficient to not require supplemental compensation?
13. While a Councilor, do you receive any other forms of compensation, such as investment, retirement, or outside employment?
14. Do you feel that the responsibilities of the Mayor have expanded, contracted, or remained unchanged over the years, and if so, in what ways?

15. In your opinion, what is the minimum number of hours a week the Mayor should dedicate to adequately cover the requirements of the position?
16. In your opinion, is the salary established for the Mayor reflective of the position's responsibilities and the time necessary to perform them?
17. Do you feel that the Mayor has adequate administrative support to successfully perform the position's duties?
18. In your opinion, does the salary established for the Mayor impact an individual's decision to run for office? If so, in what ways?
19. In your opinion, does the salary established for the Mayor present any economic barriers to potential candidates considering running for Mayor? If so, in what way?

Please list any additional comments you may have.

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Citizens

1. The Mayor of Albuquerque is a full-time position and the position's established salary is currently \$132,500. Do you believe the Mayor's salary should be increased, decreased, or unchanged? (Select one option)
2. In your opinion, what is an appropriate annual salary for the Mayor and why?
3. Do you feel that the responsibilities of the Mayor have expanded, contracted, or remained unchanged over the years, and if so, in what ways?
4. Do you feel the Mayor has adequate administrative support to successfully perform their duties?
5. In your opinion, how does the salary established for the Mayor impact an individual's decision to run for office?
6. In your opinion, does the salary established for the Mayor present any economic barriers to potential candidates considering running for Mayor? If so, in what way?
7. In your opinion, do you feel that the established salary for the Mayor is sufficient to not require supplemental compensation?
8. City Councilors of Albuquerque are considered part-time positions and the established annual salary for Councilors is \$33,660 and \$35,860 for the Councilor President. Do you believe the Councilors' salaries should be increased, decreased, or unchanged? (Select one option)
9. In your opinion, what is an appropriate annual salary for Councilors and/or the Councilor President and why?
10. Do you feel that the responsibilities of City Councilors have expanded, contracted, or remained unchanged over the years, and if so, in what ways?
11. Do you feel that City Councilors have adequate administrative support to successfully perform their duties?
12. In your opinion, do the salaries established for City Councilors impact an individual's decision to run for office? If so, in what ways?
13. In your opinion, do the salaries established for City Councilors present any economic barriers to potential candidates considering running for City Council? If so, in what way?
14. In your opinion, would the citizens of Albuquerque benefit from City Councilors being able to dedicate full-time attention to their roles?

15. In your opinion, do you feel that the established salaries for City Councilors are sufficient to not require supplemental compensation?

Please list any additional comments you may have.

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