



City of Albuquerque
P.O. BOX 1293, ALBUQUERQUE, NM 87103

Interoffice Memorandum

February 10, 2015

TO: Trina M. Casados, Acting City Clerk

FROM: John Carey, Chairman, Citizens' Independent Salary Commission

SUBJECT: Salaries for the Mayor and Councilors

The Citizens' Independent Salary Commission was approved by City of Albuquerque voters as an amendment to the City Charter (Article XVIII). The Commission was created with the authority to set the salaries of the Mayor and City Councilors. The Commission has the authority to evaluate the annual salaries and determine whether they should be increased or decreased. Neither the Mayor nor Councilors have requested a pay increase.

The Citizens' Independent Salary Commission studied the roles of the Mayor and City Councilors, sought input from the public on an interactive website and a survey that allowed for public comment, and studied like-sized municipalities in determining this outcome.

After careful study and a transparent review process, the Commission believes the salaries of the Mayor and City Councilors shall be increased as follows:

Mayor salary from \$109,325.00 to \$125,000.00
City Councilors salary from \$17,500.00 to \$30,000.00
Council President from \$19,500.00 to \$32,000.00

In conclusion, the Commission thanks the Mayor and the Council for their dedicated service to the City of Albuquerque and its citizens.

The complete report is available at www.cabq.gov/audit/citizens-independent-salary-commission. If you have additional questions contact: John Carey, Chairman, 505 980-0723; john@nmscpa.org

Citizens' Independent Salary Commission

Report and Recommendations

February 10, 2015

Executive Summary

As a result of the Regular Municipal Election on October 6, 2009, the voters of Albuquerque established the Citizens' Independent Salary Commission (Commission). The Commission was created and charged with the task of studying and setting the salaries of the Mayor and City Councilors. One year prior to each regular municipal election, the Commission reviews the salaries paid by the City of Albuquerque to the Mayor and Councilors, and determines if the salaries should be increased, decreased or remain unchanged. This is the third review conducted by the Commission.

Based on the Commission's independent research, review, and fact finding the salaries of the Mayor and City Councilors will increase. The Commission determined that City Councilors will receive an increase in their annual salaries to \$30,000, with an additional \$2,000 for the Council President. The Commission also determined that the Mayor's salary will be increased to \$125,000 annually. These salary increases will not take effect until the Councilors and Mayor are elected or reelected in 2015 and 2017.

Methodology and Recommendations

In its deliberations and research for this report, the Commission conducted interviews with eight of the nine City Councilors, the Mayor, and the Mayor's Chief Administrative Officer. The Commission developed an online citizen survey, and advertised and held a public hearing to seek citizen input. The Commission studied the Mayoral and City Councilor salaries in 12 comparably sized cities in the southwestern United States (See Appendix 1). The 172 responses to the citizen survey were also reviewed. The survey results were mixed and difficult to quantify, but a large number of respondents supported a salary increase for both the Councilors and Mayor. The five members of the Commission deliberated over several months to produce this report and recommendations.

It is important to note that the Commission remained steadfast in its mission to look at the *positions* and not the *individuals* who currently hold them.

The Commission determined that City Councilors will receive an increase in their annual salaries to \$30,000, with an additional \$2,000 for the Council President. The new Council salaries will take effect in 2016 for the Councilors elected or reelected in 2015. Councilors elected in 2013 will not be eligible to receive this salary increase unless they are reelected in 2017. The

Commission determined that the Mayor's salary will be increased to \$125,000 annually. This salary adjustment will take effect in 2018 for the Mayor elected in 2017.

In reaching these conclusions, the Commission considered the following:

- The Mayor's salary, currently \$109,325* has not been meaningfully increased in decades. The Mayor works full time and the hours worked and scope of the job are demanding. The Mayor is the Chief Executive Officer of a governmental body that serves a population of 560,000 with a budget of \$900,000,000 and more than 6,000 employees. The job entails duties occurring all times of the day and evening. The salary increase granted will make the Mayor's salary more competitive with other cities in the southwest.
*The current Mayor opted to take a five percent (5%) salary decrease in 2010; therefore, he is paid \$103,854 annually.
- Albuquerque City Councilors had not received a meaningful salary increase in decades until this Commission raised Councilor salaries to \$17,500 in 2010. Following exhaustive interviews with the Councilors, the Commission learned that their scope of work is very broad; that most work almost full time hours; and the job entails duties occurring all times of the day and evening. In its research of comparably sized cities, the Commission learned that salaries of Albuquerque's Councilors fall at the lower end of the spectrum. In fact, the salary increases granted now bring Albuquerque's Councilors to a level equal to Councilor salaries in the smaller New Mexico cities of Las Cruces and Santa Fe.
- The Commission carefully reviews the salary of the Mayor and Council every two years, so it has the ability to react to changing economic conditions and realities, and elects to do so at this time. No adjustments have been made for Councilors since 2010 and no adjustments have been made to the Mayoral salary since the creation of the Commission.

The Mayor and Councilors have all previously acknowledged knowing the salary for the positions prior to seeking election and chose to do so for many reasons other than the salary. Although some Councilors told Commission members during the interviews they felt a salary increase was reasonable, the Councilors and Mayor did not lobby the Commission for a salary increase. The Commission made its decision solely based on its own independent research and fact finding. As stated earlier, the Commission made its decisions based on the positions and not the current office holders.

The Commission sought public input through an interactive website that allowed for public comment. All Commission meetings were open to the public.

Current Salary Information

Presently, the Mayor of Albuquerque is paid \$103,854 annually. This reflects a voluntary five percent (5%) pay decrease, sought by the current Mayor in 2010, from the approved salary of \$109,325. The Mayor's salary was set by Charter in 1974 at \$33,000 and has evolved to its current level through the same incremental process for increases followed for City employees.

City Councilors are paid a salary of \$17,500 with an additional stipend of \$2,000 for the Council President. This salary was set by the Commission in 2010.

Duties of Office

The Commission studied the requirements of both the Mayor and City Councilors' positions during its initial deliberations dating back to 2010. That work included interviews with the Councilors to seek information regarding typical daily and weekly functions, the amount of time devoted, and motivation for seeking office. The amount of time devoted varies among Council members; however, on average it seems to require 30 or more hours per week. The Mayor's position is more than a regular 40-hour week. Since the original charter of 1974, the Commission is convinced that the duties of office have evolved and significantly increased over time.

Charter Amendment

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

- (a) The Commission shall consist of five members selected by the Accountability in Government Committee. 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

The Accountability in Government Oversight Committee appointed the following people to serve on the Commission:

<u>Name</u>	<u>Term End Date</u>
John A. Carey, Chairperson	2018
Joe Conte	2018
Randolph M. Sanchez	2018
Kenneth Petrusis	2016
Ellen Driber-Hassall	2016

As specified in its charter, the Commission was selected through a process established by the Accountability in Government Oversight Committee. Members have no ties or conflicts with the City of Albuquerque, the Mayor or Council. The Commission carefully approached its work with thoughtful consideration to research and the utmost transparency.

The five members of the Commission produced this report and recommendations with the assistance of exceptional staff support from the City's Office of Internal Audit.

Summary

The citizens of Albuquerque elected to establish the Citizens' Independent Salary Commission. The Commission studied the roles of Councilor and Mayor, sought input from the public and studied like-sized municipalities in determining this outcome. As the Commission continues its work, it will also continue to seek input from interested persons.

In conclusion, the Commission thanks the Mayor and the Council for their dedicated service to the City of Albuquerque and its people.

Appendix 1: Similar Cities

**City of Albuquerque
FY2015 CISC
Salary Setting Methodology**

City	Population [2013 Census Bureau]	Comparative FT Employees	Form of Government (Mayor - Council or Council - Manager)	Comparative Annual Operating Budget	Total Budget and FTE	Mayoral Salaries			Manager Salaries			Council Salaries		
						Methodology	Responsible Party	Frequency	Methodology	Responsible Party	Frequency	Methodology	Responsible Party	Frequency
Albuquerque, NM	556,495	5,742	Mayor - Council	\$ 893,146,000	Total budget is \$893,146,000, total FTE is 5,742	Set by City Ordinance	Citizens Independent Salary Commission	Every two years	Set by Mayor	Mayor	Annually	Set by City Ordinance	Citizens Independent Salary Commission	Every two years
Austin, TX	885,400	10,111	Council - Manager	\$ 2,070,070,000	Total budget is \$3,486,288,000, total FTE is 12,931	Set by City Ordinance	City Manager as part of the budget process	Annual	Set by Ordinance	City Manager as part of the budget process	Annual	Set by City Ordinance	City Manager as part of the budget process	Annual
Denver, CO	649,495	10,980	Mayor - Council	\$ 1,778,193,840	Total budget is \$2,017,675,759, total FTE is 11,681	Set by City Ordinance	City Council	Every 4 years	N/A	N/A	N/A	Set by City Ordinance	City Council	Every 4 years
El Paso, TX	674,433	5,984	Council - Manager	\$ 826,145,407	Total budget is \$826,237,676, total FTE is 5,984	Set by City Charter	City Charter and Voters	Increases given in conjunction with classified employees.	City Council	City Council	Annually with Performance Evaluation	Set by City Charter	City Charter and Voters	Increases given in conjunction with classified employees.
Kansas City, MO	467,007	5,911	Council - Manager	\$ 714,294,363	Total budget is \$1,422,638,749, total FTE is 6,912	Set by City Ordinance	City Council	Every 4 years	Set by City Ordinance	City Council	Every 4 years	Set by City Ordinance	City Council	Every 4 years
Las Cruces, NM	101,324	1,061	Council - Manager	\$ 138,068,395	Total budget is \$272,331,164, total FTE is 1,321	Set by City Ordinance	City Council, salary changes are effective after the expiration of the term of the individuals that make up the council when the increase was approved.	approximately every 5 years	Negotiated contract	City Council	through negotiations	Set by City Ordinance	City Council, salary changes are effective after the expiration of the term of the individuals that make up the council when the increase was approved.	approximately every 5 years
Las Vegas, NV	603,488	3,182	Council - Manager	\$ 743,575,411	Total budget is \$1,186,145,871, total FTE is 3,182	Set by Municipal Code	City Council	Annually	Set by Mayor/Council	City Council and Mayor	Annually	Set by Municipal Code	City Council	Annually
Mesa, AZ	457,587	3,639	Council - Manager	\$ 700,520,090	\$1,340,000,000, total FTE is 3,744	Set by City Ordinance	Independent Commission on Compensation	At least every two years	Set by City Ordinance	City Council	Annually with Performance Evaluation	Set by City Ordinance	Independent Commission on Compensation	At least every two years
Oklahoma City, OK	610,613	3,940	Council - Manager	\$ 549,941,741	Total Budget is \$638,213,719, total FTE is 4,672	City Charter.	City Council	Annually	City Charter.	City Council	Annually	City Charter.	City Council	Annually
Salt Lake City, UT	191,180	2,600	Mayor - Council	\$ 833,476,599	Total budget is \$1,027,164,980, total FTE is 2,600	"Citizens' Compensation Advisory Committee" meets annually to evaluate the total compensation levels of the city's elected officials.	Mayor recommends salary as part of the proposed budget. City Council makes a final determination when authorizing and appropriating funds to the approved budget.	Annual	N/A	N/A	N/A	"Citizens' Compensation Advisory Committee" meets annually to evaluate the total compensation levels of the city's elected officials.	Mayor recommends salary as part of the proposed budget. City Council makes a final determination when authorizing and appropriating funds to the approved budget.	Annual
Santa Fe, NM	69,976	1,220	Council - Manager	\$ 190,357,934	Total budget is \$274,239,307, total FTE is 1,521.	City Charter mandate.	Council/Mayor	At a minimum, every 4 years.	City Charter.	Council/Mayor	Annually	City Charter mandate.	Council/Mayor	At a minimum, every 4 years.
Tucson, AZ	526,116	4,096	Council - Manager	\$ 729,191,130	Total budget is \$1,264,984,430, total FTE is 4,782.	City Code	Salary commission makes recommendation, voters must approve	Every 2 years.	Appointed position, salary is negotiable, per ordinance	Mayor and Council	yearly	City Code	Salary commission makes recommendation, voters must approve	Every 2 years.
Tulsa, OK	398,121	2,974	Mayor - Council	\$ 402,804,000	Total budget is \$597,667,000, total FTE is 3,655.	Set by Ordinance	Vote of council with Mayor approval, or override of Mayoral Veto by Council.	No set schedule, usually every 4 to 5 years.	N/A	N/A	N/A	Set by Charter	By vote of the citizens	No set schedule, usually every 4 to 5 years.

**City of Albuquerque
FY2015 CISC
Mayoral and Manager Information**

City	Population [2013 Census Bureau]	Comparative Full Time Employees	Form of Government (Mayor - Council or Council - Manager)	Comparative Annual Operating Budget FY 15	Mayor Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Mayor	Manager Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Manager
Albuquerque, NM	556,495	5,742	Mayor - Council	\$ 893,146,000	\$ 103,854	Full-Time	70 hours or more	City pays full health insurance premium for the Mayor. Total yearly benefits: \$16,416.40	\$ 185,411	Full-Time	N/A	
Austin, TX	885,400	10,111	Council - Manager	\$ 2,070,070,000	\$ 82,388	Full-Time	40 hours	1) Medical: \$19,072-\$27,175 depending on coverage 2) Dental: \$577 3) Car: \$5,400 4) Cell Phone: \$900	\$ 279,198	Full-Time	40 hours	1) Medical: \$19,072-\$27,175 depending on coverage 2) Dental: \$577 3) Deferred Comp: \$23,000 4) Executive Allowance: \$7,200 5) Cell Phone: \$1,845
Denver, CO	649,495	10,980	Mayor - Council	\$ 1,778,193,840	\$ 155,211	Full-Time	65-70 hours	Total benefits are approximately \$15,000: 1) Pension contribution 2) health 3) dental 4) short/long term disability insurance 5) flex spending 6) deferred comp.	N/A	N/A	N/A	N/A
El Paso, TX	674,433	5,984	Council - Manager	\$ 826,145,407	\$ 45,000	Full-Time	40 hours or more	1) Health plan with medical and pharmacy benefits: \$3,390-\$34,818 depending on plan 2) PPO and DHMO dental plans: \$359-\$2,813 depending on plan 3) Vision plan: \$190-\$495 depending on plan 4) Basic Life and AD&D : \$50,000 coverage at no cost to employee 5) Optional Supplemental Life up to \$200,000 6) Employee Assistance Program (EAP) 7) Deferred Compensation 8) Wellness Centers for those enrolled in health plan 9) Discounted Fitness membership via payroll: \$281 employee cost	\$ 238,959	Full-Time	50 hours or more	1) Health plan with medical and pharmacy benefits: \$3,390-\$34,818 depending on plan 2) PPO and DHMO dental plans: \$359-\$2,813 depending on plan 3) Vision plan: \$190-\$495 depending on plan 4) Basic Life and AD&D : \$50,000 coverage at no cost to employee 5) Optional Supplemental Life up to \$200,000 6) Employee Assistance Program (EAP) 7) Deferred Compensation 8) Wellness Centers for those enrolled in health plan 9) Discounted Fitness membership via payroll: \$281 employee cost 10) Executive Basic Life: additional \$200,000 at no cost but subject to imputed income 11) 401(a) as stated in contract (currently at \$15,000 annually) 12) \$500 monthly car allowance
Kansas City, MO	467,007	5,911	Council - Manager	\$ 714,294,363	\$ 123,156	Full-Time	40 hours	1) 16.5% towards retirement 2) Car: \$4,800 3) Health: Ranges from \$5,904 to \$7,020 depending on coverage 4) Life insurance: Amount was not provided	\$ 209,103	Full-Time	40 hours	1) 16.5% towards retirement 2) Car: \$4,800 3) Health: Ranges from \$5,904 to \$7,020 depending on coverage 4) Life insurance: Amount was not provided 5) Vacation, sick, and holiday leave: Number of days was not provided
Las Cruces, NM	101,324	1,061	Council - Manager	\$ 138,068,395	\$ 73,892	Position is not categorized as part or full time	as many as needed	1) Health insurance annual average: \$1,380 2) Retirement 15.15% of base: \$11,564 Total = \$12,944	\$ 172,910	Full-Time	40+ Hours	1) Health insurance annual average: \$1,380 2) Retirement 15.15% of base: \$27,060 3) Phone- yearly: \$900 4) paid vacation, sick & personal leave Total = \$29,340

**City of Albuquerque
FY2015 CISC
Mayoral and Manager Information**

City	Population [2013 Census Bureau]	Comparative Full Time Employees	Form of Government (Mayor - Council or Council - Manager)	Comparative Annual Operating Budget FY 15	Mayor Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Mayor	Manager Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Manager
Las Vegas, NV	603,488	3,182	Council - Manager	\$ 743,575,411	\$ 138,537	Full-Time	40 hours	1) 25.75% towards retirement 2) 100% of employee health insurance premium and 50% of dependent premium. 3) \$50,000 life insurance 4) \$4,000 match for deferred comp	\$ 221,491	Full-Time	40 hours	1) 25.75% towards retirement 2) 100% of employee health insurance premium and 50% of dependent premium. 3) \$50,000 life insurance 4) \$4,000 match and \$8,750 allowance for deferred comp 5) 104 hours of sick and 200 hours of leave. Can sell back annual leave twice per year.
Mesa, AZ	457,587	3,639	Council - Manager	\$ 700,520,090	\$ 33,600	Position is not categorized as part or full time	As many as needed	1) Life Insurance: \$15 2) Dental: \$1,387 3) Employee Assistance Program: \$18 4) Medical: \$9,078 5) Retirement: \$12,280 6) Long term disability Insurance: \$57 7) Vision: \$72 8) Phone: \$912	\$ 225,000	Full-Time	At least 40 hours a week.	1) Car: \$7,200 2) Leave and holiday pay: \$45,793 3) Deferred comp: \$25,500 4) Life Insurance: \$585 5) Dental: \$1,496 6) Employee Assistance Program: \$18 7) Medical: \$9,790 8) Retirement: \$28,445 9) Long term disability Insurance: \$620 10) Vision: \$78 11) Phone: \$1,320
Oklahoma City, OK	610,613	3,940	Council - Manager	\$ 549,941,741	\$ 24,000	Considered Full-time	40+	No benefits	\$ 234,002	Full-Time	40 hours	1) Health insurance annual average: \$11,666 2) Retirement 8% of base: \$18,720 3) Car: \$7,000 Total = \$37,386
Salt Lake City, UT	191,180	2,600	Mayor - Council	\$ 833,476,599	\$ 133,744	Full-Time	At least 40 hours a week.	1) Health insurance annual average: \$7,558 2) Retirement 18.47% of base: \$24,703 3) 401(k) additional 3%: \$4,012 4) eligible for phone reimbursement Total = \$36,273	\$150,571 Chief of Staff/COO	N/A	N/A	N/A
Santa Fe, NM	69,976	1,220	Council - Manager	\$ 190,357,934	\$ 29,452	Part-time	35 hours +	Benefits calculated at a 43% benefit rate on base salary and includes all benefits provided to regular staff except for paid leave. Total Benefits at 43%: \$12,900	\$ 140,000	Full-Time	65-70	Benefits calculated at a 43% benefit rate on base salary and includes all benefits provided to regular staff and includes phone and/or travel, plus paid leave Total Benefits at 43%: \$60,200
Tucson, AZ	526,116	4,096	Council - Manager	\$ 729,191,130	\$ 42,000	Full-Time	40 Hours	Benefits are included in the salary, per responder no break out, if they make \$10 an hour, that \$10 includes benefits. Executive positions are given the option of a city vehicle or an allowance of \$5,200 a year.	\$ 169,333	Full-Time	40 Hours	Benefits are included in the salary, per responder no break out, if they make \$10 an hour, that \$10 includes benefits. Executive positions are given the option of a city vehicle or an allowance of \$5,200 a year.
Tulsa, OK	398,121	2,974	Mayor - Council	\$ 402,804,000	\$ 106,000	Full-Time	40+	No insurance or retirement. Normal office expenses and a City issued cell phone	N/A	N/A	N/A	N/A

**City of Albuquerque
FY 2015 CISC
Council Information**

City	Population [2013 Census Bureau]	Comparative Full Time Employees	Form of Government (Mayor - Council or Council - Manager)	Comparative Annual Operating Budget FY 15	Council Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Council
Albuquerque, NM	556,495	5,742	Mayor - Council	\$ 893,146,000	Council President: \$19,500 Council Members: \$17,500	Part-Time	15-20 hours	City pays full health insurance premium for council members. For each the amount is their salary and benefits. District 1:(President) Sanchez - \$35,916.66 District 2: Benton - \$28,828.72 District 3: Pena - \$33,916.40 District 4: Winter - \$23,071.28 District 5: Lewis - \$33,916.40 District 6: Garduno - \$17,500.00 District 7: Gibson - \$17,557.20 District 8: Jones - \$28,828.72 District 9: Harris - \$33,916.40
Austin, TX	885,400	10,111	Council - Manager	\$ 2,070,070,000	\$ 70,075	Full-Time	40 hours	1) Medical: \$19,072-\$27,175 depending on coverage 2) Dental: \$577 3) Car: \$5,400 4) Cell Phone: \$900 Total benefits are approximately \$16,500:
Denver, CO	649,495	10,980	Mayor - Council	\$ 1,778,193,840	Council President: \$93,317 Council Members: \$83,332	Full-Time	40 hours or more	1) Pension contribution 2) health 3) dental 4) short/long term disability insurance 5) flex spending 6) parking 7) deferred comp 8) phone
El Paso, TX	674,433	5,984	Council - Manager	\$ 826,145,407	\$ 29,000	Part-Time	Hours are at the discretion of the member. Some work under 40 hours and some over 40 hours.	1) Health plan with medical and pharmacy benefits: \$3,390-\$34,818 depending on plan 2) PPO and DHMO dental plans: \$359-\$2,813 depending on plan 3) Vision plan: \$190-\$495 depending on plan 4) Basic Life and AD&D : \$50,000 coverage at no cost to employee 5) Optional Supplemental Life up to \$200,000 6) Employee Assistance Program (EAP) 7) Deferred Compensation 8) Wellness Centers for those enrolled in health plan 9) Discounted Fitness membership via payroll: \$281 employee cost
Kansas City, MO	467,007	5,911	Council - Manager	\$ 714,294,363	\$ 61,569	Full-Time	40 hours	1) 16.5% towards retirement 2) Car: \$4,800 3) Health: Ranges from \$5,904 to \$7,020 depending on coverage 4) Life insurance: Amount was not provided
Las Cruces, NM	101,324	1,061	Council - Manager	\$ 138,068,395	\$ 29,557	Position is not categorized as part or full time	8-24 hours a week actively engaged. Some may have hours in a given week that exceed this average.	1) Health insurance annual average: \$1,380 2) Retirement 15.15% of base: \$4,626 Total = \$6,006
Las Vegas, NV	603,488	3,182	Council - Manager	\$ 743,575,411	\$ 76,965	Full-Time	40 hours	1) 25.75% towards retirement 2) 100% of employee health insurance premium and 50% of dependent premium. 3) \$50,000 life insurance 4) \$4,000 match for deferred comp

**City of Albuquerque
FY 2015 CISC
Council Information**

City	Population [2013 Census Bureau]	Comparative Full Time Employees	Form of Government (Mayor - Council or Council - Manager)	Comparative Annual Operating Budget FY 15	Council Salary	Employment is Full Time or Part Time	Number of Hours Worked per Week	Additional benefits - Council
Mesa, AZ	457,587	3,639	Council - Manager	\$ 700,520,090	\$ 16,800	Position is not categorized as part or full time	As many as needed	1) Car: \$2,900 2) Life Insurance: \$23 3) Dental: \$1031 4) Employee Assistance Program: \$18 5) Medical: Ranges from \$4,378 to \$9,790 depending on coverage 6) Retirement: \$6,007 7) Long term disability Insurance: \$28 8) Vision: Ranges from \$41 to \$78 depending on coverage 9) Phone: \$960
Oklahoma City, OK	610,613	3,940	Council - Manager	\$ 549,941,741	\$ 12,000	not an employee of the city	20-30 hours	No benefits
Salt Lake City, UT	191,180	2,600	Mayor - Council	\$ 833,476,599	\$ 24,461	Part-Time	More than 30 hours, but less than 40 hours.	1) Health insurance annual average: \$3,779 2) Retirement 6.72% of base: \$1,644 3) 401(k) additional 10%: \$2,446 4) eligible for phone reimbursement Total = \$7,869
Santa Fe, NM	69,976	1,220	Council - Manager	\$ 190,357,934	\$ 29,452	Part-time	20 - 25 hours	Benefits calculated at a 43% benefit rate on base salary and includes all benefits provided to regular staff except for paid leave. Total Benefits at 43%: \$12,900
Tucson, AZ	526,116	4,096	Council - Manager	\$ 729,191,130	\$ 24,000	Full-Time	40 Hours	Benefits are included in the salary, per responder no break out, if they make \$10 an hour, that \$10 includes benefits. Executive positions are given the option of a city vehicle or an allowance of \$5,200 a year.
Tulsa, OK	398,121	2,974	Mayor - Council	\$ 402,804,000	\$ 24,000	Presumed by many to be Part-time	May vary depending on current issues which may or may not involved their district.	Insurance only. The City pays the same insurance portion for all employees: \$3,600 annually for a single plan \$8,400 annually for a family plan