



**CITIZENS' INDEPENDENT SALARY COMMISSION (CISC)**

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**April 15, 2021 – 4:30 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:**

Jose Antonio Ponce\*  
Andrew J. Higgins, Ph.D.  
Fred D. Pugh  
Duane Trythall  
Kent A. Hickman, Ph.D.

**STAFF PRESENT:**

Nicole Kelley, Interim City Auditor, OIA\*  
Leslie Rendon, Administrative Coordinator, OIA  
Vanessa Meza, Principal Auditor\*  
John Dubois, Assistant City Attorney, Legal\*

\*Present Via Zoom

**CALL TO ORDER:**

Chairman Fred Pugh called the CISC meeting to order at 4:43 P.M. on Thursday, April 15, 2021.

**ACTION ITEMS**

The CISC Members unanimously approved the Meeting Minutes – from April 1, 2021. (5- Yes, 0-No)

The CISC Members discussed Internal Audit's responses to CISC questions from the April 1, 2021 meeting and of Citizens' Independent Salary Commission Draft Report and Recommendations.

The CISC Committee discussed City Council staffing and duties.

The CISC Committee discussed prior year raises for City Councilors and cost of living.

The CISC Committee motioned to increase the City Councilors salary by 10%. (4-Yes, 1-No)

The CISC Committee motioned to increase the City Councilor President's salary by 10%. (4-Yes, 1-No)

The CISC Committee motioned to increase the Mayor's salary by 3%. (2-Yes, 3-No)

The CISC Committee motioned to increase the Mayor's salary by 6%. (3-Yes, 2-No)


**OTHER BUSINESS:**

Next Scheduled CISC Meeting: April 29, 2021 at 4:30 P.M.

**ADJOURNMENT**

Meeting adjourned at 6:11 P.M.

**READ AND APPROVED:**

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**Fred D. Pugh, Chairperson**  
**Citizens' Independent Salary Commission**