



**Re: Fw: Give yourself a raise??** 

**Marla Paddock** to: Melanie Sala

Cc: Susan Moore, Nanette Kahl

12/12/2013 12:50 PM

From: Marla Paddock/COC  
To: Melanie Sala/COC@chandleraz.gov  
Cc: Susan Moore/COC@ChandlerAZ.Gov, Nanette Kahl/COC@chandleraz.gov

Yes. It's an Action Item. We can include it.

|              |   |                        |
|--------------|---|------------------------|
| Melanie Sala | Should this be attached to the Council agenda?... | 12/12/2013 11:56:14 AM |
|--------------|---|------------------------|

From: Melanie Sala/COC  
To: Marla Paddock/COC@chandleraz.gov  
Cc: Susan Moore/COC@chandleraz.gov  
Date: 12/12/2013 11:56 AM  
Subject: Fw: Give yourself a raise??  
Sent by: Melanie Sala-Friedrichs

Should this be attached to the Council agenda?

Melanie Sala  
City of Chandler  
Phone: 480-782-2243  
Fax: 480-782-2233  
Email: [Melanie.Sala@chandleraz.gov](mailto:Melanie.Sala@chandleraz.gov)

----- Forwarded by Melanie Sala-Friedrichs/COC on 12/12/2013 11:56 AM -----

From: msmasz@aol.com  
To: mayor.andcouncil@chandleraz.gov  
Cc: Craig.Harris@arizonarepublic.com, Michelle.Mitchell@arizonarepublic.com, opinions@azcentral.com  
Date: 12/11/2013 08:24 AM  
Subject: Give yourself a raise??

You've got to be kidding. give yourself a 37% raise? How much harder will you be working for us? Employees,at best get a 5% merit raise, and of course your hard working retirees have not gotten any increase in over 8 years.

Am I upset about this? You bet your a\*\*. We the Chandler voters should have the right to determine your compensation the same way as we put you in office.

Do the right thing and show us what a "quality candidate" you really are. Put this on the ballot and see what the public thinks.

Barbara Masztakowski  
City of Chandler



#46  
DEC 12 2013

December 3, 2013

**TO:** Mayor Jay Tibshraeny  
Vice Mayor Jack Sellers  
Councilmember Nora Ellen  
Councilmember Kevin Hartke  
Councilmember Rick Heumann  
Councilmember Jeff Weninger

**FROM:** Councilmember Trinity Donovan TMD

**CC:** Rich Dlugas, City Manager

**SUBJECT:** Mayor and Council Salaries

Each year the Chandler Chamber of Commerce develops a policy agenda on local, state and federal issues. These policy positions are adopted by their Board of Directors and incorporated into their *How We Stand* document. Recently, a Chamber representative came before the Council to explain their agenda as it relates to the City and to advocate for their positions.

This year the Chamber included a recommendation related to the remuneration the mayor and council receives for their service. It reads: "Support increasing city elected officials' compensation to reflect the time commitment necessary to address the complexity of the policy issues they are responsible for and to encourage people to serve."

As I prepare to leave the City Council after serving eight years, I want to do all I can to ensure that there will be quality candidates who will choose to run for local elected office. It takes a significant time commitment in order to represent the citizens of Chandler well and it is critical that the members of the council be fairly compensated for their time, efforts and the work they do on behalf of the residents of this community.

The Chandler City Charter clearly states that the Mayor and Council have the responsibility for setting the Council's salaries. Therefore, I am recommending increasing the mayor's compensation to \$49,500 and the councilmembers' compensation to \$29,000. The proposed ordinance necessary to make this change is attached. Even with this increase, the Chandler City Councilmembers will still be in the fourth position in relation to our peer communities.

If approved by a majority of the Council, these changes would become effective when the newly-elected Council takes office in January 2015.

Please let me know if you have any questions regarding this item.

**PROPOSED MOTION:** Move to Introduce and tentatively approve Ordinance No. 4517 amending the code of the City of Chandler, Chapter 2, Section 2-2, relating to the compensation of Mayor, Vice Mayor and Councilmembers.

## PEER CITIES COUNCIL SALARIES

| <b>City/Town</b> | <b>Mayor</b> | <b>Council</b> |
|------------------|--------------|----------------|
| Scottsdale       | \$36,000.00  | \$18,000.00    |
| Mesa             | \$73,545.00* | \$36,832.00*   |
| Gilbert          | \$37,821.60  | \$21,012.00    |
| Tempe            | \$56,064.00  | \$28,032.00    |
| Glendale         | \$48,000.00  | \$34,000.00    |
| Peoria           | \$30,277.80  | \$20,185.20    |
| Surprise         | \$34,765.48  | \$20,687.36    |
| Chandler         | \$38,202.00  | \$21,223.00    |
| Phoenix          | \$88,000.00  | \$61,600.00    |

\*Pending final Council action increase becomes effective January 2015

**ORDINANCE NO. 4517**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CHANDLER, ARIZONA, AMENDING THE CODE OF THE CITY OF CHANDLER, CHAPTER 2, SECTION 2-2, RELATING TO SALARIES OF MAYOR, VICE MAYOR AND COUNCIL MEMBERS.

BE IT ORDAINED by the City Council of the City of Chandler, Arizona, as follows:

SECTION 1: Section 2-2, Chapter 2 of the Code of the City of Chandler is repealed in its entirety and replaced by the following:

**2-2. Salaries of Mayor, Vice-Mayor and Council Members.**

A. There shall be annual salaries, payable in equal monthly installments, paid to the Mayor, the Vice-Mayor, and each member of the City Council, as compensation for the services of said officials during their respective terms of office. The amounts of said salaries may be increased or decreased by appropriate amendments to subsection B of this section; provided, however, that no salary increase or decrease shall take effect in contravention of the provisions of section 2.02 of the Chandler City Charter, nor in contravention of the provisions of the Arizona State Constitution, Article 4, Part 2, Section 17, and nothing herein shall be construed as permitting any Mayor and Council to pass an ordinance or resolution allowing them to receive an immediate increase or decrease in an existing salary or salaries.

B. The annual salaries for the Mayor, Vice-Mayor and Council Members holding office on or after January 8, 2015, shall be as follows:

1. The annual salary of the Mayor shall be forty-nine thousand, five hundred dollars (\$49,500.00) payable in monthly installments at the rate of four thousand, one hundred, twenty-five dollars (\$4,125.00) per month throughout the Mayor's term of office.

2. The annual salary of the Vice-Mayor shall be twenty-nine thousand dollars (\$29,000.00) payable in monthly installments at the rate of two thousand, four hundred, sixteen dollars and sixty-seven cents (\$ 2,416.67) per month throughout the Vice Mayor's term of office.

3. The annual salary of each Council Member shall be twenty-nine thousand dollars (\$29,000.00) payable in monthly installments at the rate of two thousand, four hundred, sixteen dollars and sixty-seven cents (\$2,416.67) per month throughout the Council Member's term of office.

4. Effective July 1, 2009, and each year thereafter, the salary for Mayor, Vice-Mayor and each member of the City Council shall be adjusted, using the total compensation methodology, by the same percentage as provided for non-represented employee groups for that fiscal year.

5. The monthly installments of said annual salaries shall be payable to each official entitled to receive the same on the twentieth day of each month during each calendar year of their respective terms.

6. Such officials may, in their discretion, elect to allow the Management Services Department to withhold such deductions from said salaries as they may wish in addition to any required deductions. Any official desiring additional deductions to be withheld shall so notify the Management Services Department in writing.

7. Should any of the said officials resign, be removed, or otherwise fail to complete his or her term of office, his or her salary for the year in which such event occurs shall be prorated, and in no event shall such official be entitled to more compensation than that which covers the time actually served during that year. The replacement official selected to complete such term of office shall receive no more compensation than that which covers, on a pro-rata basis, the time actually served in that office.

INTRODUCED AND TENTATIVELY APPROVED by the City Council of the City of Chandler, Arizona, this 12th day of December 2013.

ATTEST:

\_\_\_\_\_  
CITY CLERK

\_\_\_\_\_  
MAYOR

PASSED AND ADOPTED by the City Council this \_\_\_ day of \_\_\_\_\_, 2014.

ATTEST:

\_\_\_\_\_  
CITY CLERK

\_\_\_\_\_  
MAYOR

**CERTIFICATION**

I, HEREBY CERTIFY, that the above and foregoing Ordinance No. 4517 was duly passed and adopted by the City Council of the City of Chandler, Arizona, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2014, and that a quorum was present thereat.

\_\_\_\_\_  
CITY CLERK

APPROVED AS TO FORM:

\_\_\_\_\_  
CITY ATTORNEY (kl)

PUBLISHED: