



**MEMORANDUM**

**DATE:** DECEMBER 2, 2015

**TO:** MAYOR JAY TIBSHRAENY  
VICE MAYOR KEVIN HARTKE  
COUNCILMEMBER NORA ELLEN  
COUNCILMEMBER RICK HEUMANN  
COUNCILMEMBER RENÉ LOPEZ  
COUNCILMEMBER TERRY ROE

**CC:** MARSHA REED, ACTING CITY MANAGER

**FROM:** COUNCILMEMBER JACK SELLERS *JS*

**SUBJECT:** MAYOR, VICE MAYOR AND COUNCILMEMBER COMPENSATION

For the last several years, the Chandler Chamber of Commerce has included a recommendation in its policy agenda regarding the compensation provided to the mayor and council. The 2016 update of the *How We Stand* document contains the following recommendation on this issue: *Support regular reviews of city elected officials' compensation to reflect the complexity of their responsibilities and the time commitment necessary.*

After serving on the city council for the last eight years, I understand the time commitment required to serve. With the next city election occurring in 2016, it is important to do everything possible to attract quality candidates to run for these important positions. After reviewing the current salaries and benchmarking them against our peer cities, I am recommending increasing the mayor's compensation to \$55,500 and the councilmembers' compensation to \$32,500.

The proposed ordinance necessary to make this change is attached. If approved by a majority of the Council, these changes would become effective when the newly-elected council takes office in 2017. Please let me know if you have any questions regarding this item.

**Proposed Motion:** Move to introduce and tentatively approve Ordinance No. 4679 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>
Chandler	\$50,242.50	\$29,435.00
Gilbert	\$37,822.00	\$21,012.00
Glendale	\$48,000.00	\$34,000.00
Mesa	\$73,545.00	\$36,832.00
Peoria	\$31,338.00	\$20,892.00
Phoenix	\$88,000.00	\$61,600.00
Scottsdale	\$36,000.00	\$18,000.00
Surprise	\$34,017.00	\$20,242.00
Tempe	\$56,667.00	\$28,334.00

8/2015

**ORDINANCE NO. 4679**

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 COUNCILMEMBERS.

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

Section 2-2, Chapter 2 of the Code of the City of Chandler is repealed in its entirety and replaced by the following amended Section 2-2:

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

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~~Councilmembers holding office on or after January ~~8, 2015~~12, 2017, shall be as follows:

1. The annual salary of the Mayor shall be ~~forty-nine-fifty-five~~ thirty-two thousand, five hundred dollars (\$~~4955,500.00~~) payable in equal 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 and each Councilmember shall be ~~twenty-nine~~ thirty-two thousand, five hundred dollars (\$~~29,000~~32,500.00) payable in equal 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~~Mayor and each Councilmember'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.~~

~~4.3.~~ 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.

54. 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.

~~6-5.~~ Such officials may, in their discretion and upon their written notice to Management Services Department, 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.~~

76. 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 \_\_\_ day of December 2015.

ATTEST:

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

\_\_\_\_\_  
MAYOR

PASSED AND ADOPTED by the City Council this \_\_\_ day of \_\_\_\_\_, 2016.

ATTEST:

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

\_\_\_\_\_  
MAYOR

**CERTIFICATION**

I, HEREBY CERTIFY, that the above and foregoing Ordinance No. \_\_\_\_\_ was duly passed and adopted by the City Council of the City of Chandler, Arizona, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2016, and that a quorum was present thereat.

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

APPROVED AS TO FORM:

\_\_\_\_\_  
CITY ATTORNEY

KB

PUBLISHED: