

**CITY OF GOODYEAR
COUNCIL ACTION REPORT**

**SUBJECT: Recommendations from the
Ad-Hoc City Council Compensation
Committee**

STAFF PRESENTER: Lyman Locket,
Human Resources Director and Darcie
McCracken, City Clerk

CASE NUMBER: None

OTHER PRESENTER: Susan Schmelzer,
Chairman of the Council Compensation
Committee and Carl Hamilton, Vice
Chairman of the Council Compensation
Committee

PROPOSED ACTION:

ADOPT ORDINANCE NO. 2018-1404 ESTABLISHING COMPENSATION FOR THE MAYOR, VICE MAYOR, AND COUNCILMEMBERS OF THE CITY OF GOODYEAR AND PROVIDING FOR A REGULAR REVIEW OF THE COMPENSATION PACKAGE AVAILABLE TO THE MEMBERS OF COUNCIL; PROVIDING FOR REPEAL OF CONFLICTING PROVISIONS; PROVIDING FOR CORRECTIONS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

BACKGROUND AND PREVIOUS ACTIONS:

The compensation for City Council was last updated in 2007. The 2018 Committee met multiple times and compared metrics and ten years of data based on the Consumer Price index, the Inflation Index as listed by the Social Security Administration, compensation provided by benchmark cities, and employee wage increases during this period. In addition, the Committee reviewed the various job functions performed by the Mayor, the Vice Mayor and Councilmembers.

STAFF ANALYSIS:

The Committee has reviewed the metrics and has provided their recommendations as follows:

1. Review City Council Compensation every two years in the off-election year.
2. Amend City Code Article 2-1-5 – Council Compensation effective with those inducted June 2019:
 - a. Mayor - \$30,000
 - b. Vice Mayor - \$16,500
 - c. Councilmember - \$12,000

Staff has also recommended that Section 2-1-5 of the City Code of Goodyear be updated to reflect that reviews will occur every two years and any change in compensation shall be done by ordinance; however, the codebook will no longer contain the compensation amounts. As

changes could occur every two years, this will allow changes without incurring additional codebook codification fees.

FISCAL ANALYSIS:

The recommendations include a \$7,000 increase in the Mayor's annual salary, a \$4,000 increase in the Vice Mayor's annual salary and a \$2,800 increase in the Councilmembers annual salary. There will be one month that the increase will impact the 2019 fiscal year budget, which can be absorbed by the department budget. Any full year budget impacts would be realized in the 2020 fiscal year and can be planned for accordingly in future years.

RECOMMENDATION:

Approve the recommendations from the Ad-Hoc City Council Compensation Committee regarding compensation for the city of Goodyear's Elected Officials by adopting Ordinance No. 2018-1404.

ATTACHMENTS:

Ordinance No. 2018-1404
Elected Official Survey Data – June 2018
Benchmark City Council Salary Chart