

Council Compensation Committee

Goodyear City Hall - La Jolla Vista Conference Room
1900 N. Civic Square
Goodyear, AZ 85395



Wednesday, November 1, 2023

4:00 p.m.

Meeting Minutes

CALL TO ORDER

Committee Chair Susan Schmelzer called the meeting to order at 4:10 pm.

ROLL CALL

Present: Committee Chair Susan Schmelzer; Committee Member Kelly Kessler; Committee Member Paul Gioia; Committee Member Robert Paine

Absent: Committee Member Jarrett Hickman

Staff Present: Human Resources Director Lyman Locket; Total Compensation and HRIS Manager Chi Herrington

PUBLIC COMMENTS

There were no public comments.

BUSINESS

1. Review pertinent City Charter sections and Council Compensation Committee by-laws

Lyman Locket, Human Resources Director reviewed the by-laws and the responsibility of the Council Compensation Committee. As by-laws have not changed since the prior cycle, the responsibility of the Committee remains unchanged as well. The Committee will make recommendations for City Council salary. The Committee will convene every two years: in odd numbered years, the Committee will meet and make recommendations that would take effect in even numbered years. Per Section 11 of the City Charter, recommendation of a salary increase up to 5% can be enacted with Council approval. Recommendations above 5.1%, after receipt of Council approval, must go on the ballot for the next general election for the voters to approve.

2. Council Compensation Survey Data

Mr. Locket reviewed of the survey data from 11 benchmark cities in the Phoenix Metropolitan area compared to Goodyear. The ranking of the Goodyear Council salaries in comparison to salaries at the other 11 cities has not changed since the prior convention of this Committee. In relation to the market averages, the salaries of the Mayor at 61.1%, the Vice Mayor at 55.9%, and the Council members at 41.3% position Goodyear Council salaries below average, per the survey data Mr. Locket provided to the Committee.

3. Discussion of recommendation for Council compensation

Committee Chair Schmelzer commented that in 2019 the Committee made a fair increase, however City Council salaries remained below average in all categories. She added, that although there was significant support in 2021, the Committee kept the increase below 5.1% with the forethought that this cycle an increase above 5.1% would be considered. Committee Member Paine asked if Council members were issued 1099 or W2 forms. In response to Committee Member Paine, Mr. Locket confirmed Council members are issued W2 forms, considered employees of the City and eligible for health benefits; Mr. Locket emphasized that the administration of benefits does fall not within the purview of the committee.

The Committee requested the following detail to the benchmark survey data:

- The approximation of the number of hours worked per week (for Goodyear City Council as well as the other cities) and the frequency of council meetings.
- Verification of the population data.
- Comparison of the square miles.
- The growth in assessed property values (one and two years).
- National and Phoenix Metro inflationary data (averages over two years).
- City Council salary movement from the other cities (two years).
- Job descriptions for Council members and the Vice Mayor.

INFORMATION ITEMS

Comments, Commendations, Report on Current Events and Presentations by Board, Commission or Committee Members, staff or members of the public. The members may not propose, discuss, deliberate or take any legal action on the information presented pursuant to A.R.S. § 38-431.02.

NEXT MEETING

Next meeting is scheduled for Wednesday, November 8, 2023, 4:00 pm at City Hall, Room 235.

ADJOURNMENT

There being no further business to discuss, Committee Chair Schmelzer adjourned the meeting at 4:56 p.m.

Respectfully Submitted by:

Lyman Locket, Human Resources Director

Susan Schmelzer, Committee Chair

Date: _____