

Council Compensation Committee
Goodyear City Hall - Council Chambers
1900 N. Civic Square
Goodyear, AZ 85395



Monday, November 19, 2025

3:30 p.m.

Meeting Minutes

CALL TO ORDER

Lyman Lockett called the meeting to order at 4:05 pm.

ROLL CALL

Present: Chair Susan Schmelzer; Boardmember Paul Gioia; Boardmember Robert Paine;
Boardmember Jesse Aynes

Absent: Boardmember Kelly Kessler

Staff Present: Human Resources Director Lyman Lockett; Total Rewards Manager Chi Herrington;
Compensation Analyst Janett Rios; HR Analyst Anna Rios

PUBLIC COMMENTS

There were no comments from the public.

BUSINESS

1. ADMINISTER OATH OF OFFICE TO COMMITTEE MEMBERS

Committee member's oaths were administered during the October 27, 2025 Goodyear City Council Regular Session. No action was required for this item.

2. APPROVAL OF MINUTES

MOTION BY Chair Susan Schmelzer, **SECONDED BY** Boardmember Paul Gioia

AYE: Chair Susan Schmelzer, Boardmember Paul Gioia, Boardmember Robert Paine,
Boardmember Jesse Aynes

Passed - Unanimously

3. REVIEW OPEN MEETING LAWS AND COMMITTEE BYLAWS

Mr. Lockett led a review of the open meeting requirements and the committee by-laws.

4. ELECTION OF COMMITTEE CHAIR AND VICE-CHAIR

MOTION BY Boardmember Paul Gioia, **SECONDED BY** Boardmember Robert Paine Boardmember Paul Gioia nominated Susan Schmelzer to serve as Committee Chair.

AYE: Boardmember Paul Gioia, Boardmember Robert Paine, Boardmember Jesse Aynes
Passed - Unanimously

5. REVIEW BENCHMARK DATA FOR COUNCIL COMPENSATION

Chairman Schmelzer provided a historical overview of council compensation, including previous committee recommendations, the regulatory framework, and the charter amendment related to the 5% cap that voters rejected. She noted that increases above 5% would likely not be approved by voters. Boardmember Robert Paine clarified that the 5% cap applies over a two-year cycle, with 2/5% being instituted each year. Committee discussion highlighted that denied increases widen the gap between Goodyear and benchmark cities. Mr. Locket presented benchmark data indicating that Goodyear's compensation position has moved downward relative to benchmark cities; several have made recent significant adjustments. The committee discussed the value of reviewing two-year trend data to illustrate limitations and long-term impacts.

Committee members discussed long-term strategies, noting that the prior charter amendment effort was intended as a strategic solution. Future changes will again require voter approval. Additional discussion covered the shifting demographics of Goodyear, including higher household incomes and an increasingly educated resident base. The committee also reviewed council responsibilities, the breadth of council activity, and Goodyear's at-large representation model, with interest expressed in gathering data on household income, job and economic growth, and comparative council workload.

6. FORMULATE RECOMMENDATION FOR COUNCIL COMPENSATION

The committee agreed that the final presentation to Council should comprehensively address charter limitations and the widening gap created by the compensation cap.

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.

FUTURE MEETINGS

The next meeting was scheduled for December 10, 2025, at 4:00 p.m.

ADJOURNMENT

There being no further business to discuss, Committee Chair Schmelzer adjourned the meeting at 5:21 p.m.

Respectfully Submitted by:

Lyman Locket, Human Resources Director

Susan Schmelzer, Committee Chair

Date: _____