



Council Compensation



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Committee Background



Citizen committee established in 2021 as part of City Charter revision



Review compensation of elected officials every 2 years



Compensation last reviewed in 2023 with a recommendation made in 2024 for a 5% increase over the next two years (or 2.5% per year)

Current Considerations



Duties and time expenditure of the Mayor and Councilmembers



Elected officials compensation for benchmark cities: Avondale, Buckeye, Chandler, Gilbert, Glendale, Mesa, Peoria, Phoenix, Scottsdale, Surprise and Tempe



Economic growth of Goodyear



Inflation rate data of U.S. and Arizona

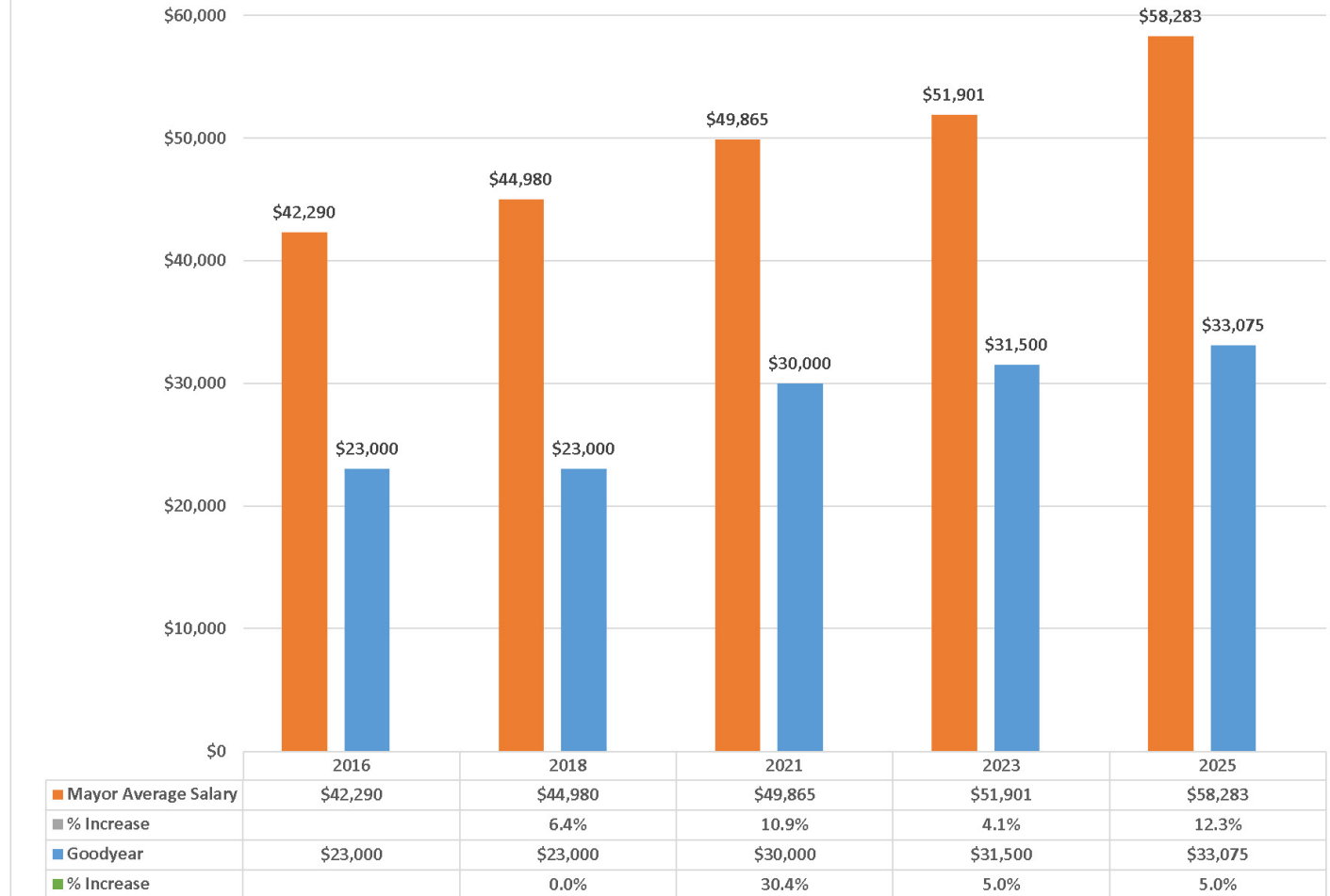


Key Observations

MAYOR COMPENSATION

- Mayor compensation is 56.7% of market average
- Trend analysis indicates a widening gap between Goodyear and benchmark city averages over time.

Mayor Annual Salary
Benchmark City Average -vs- Goodyear



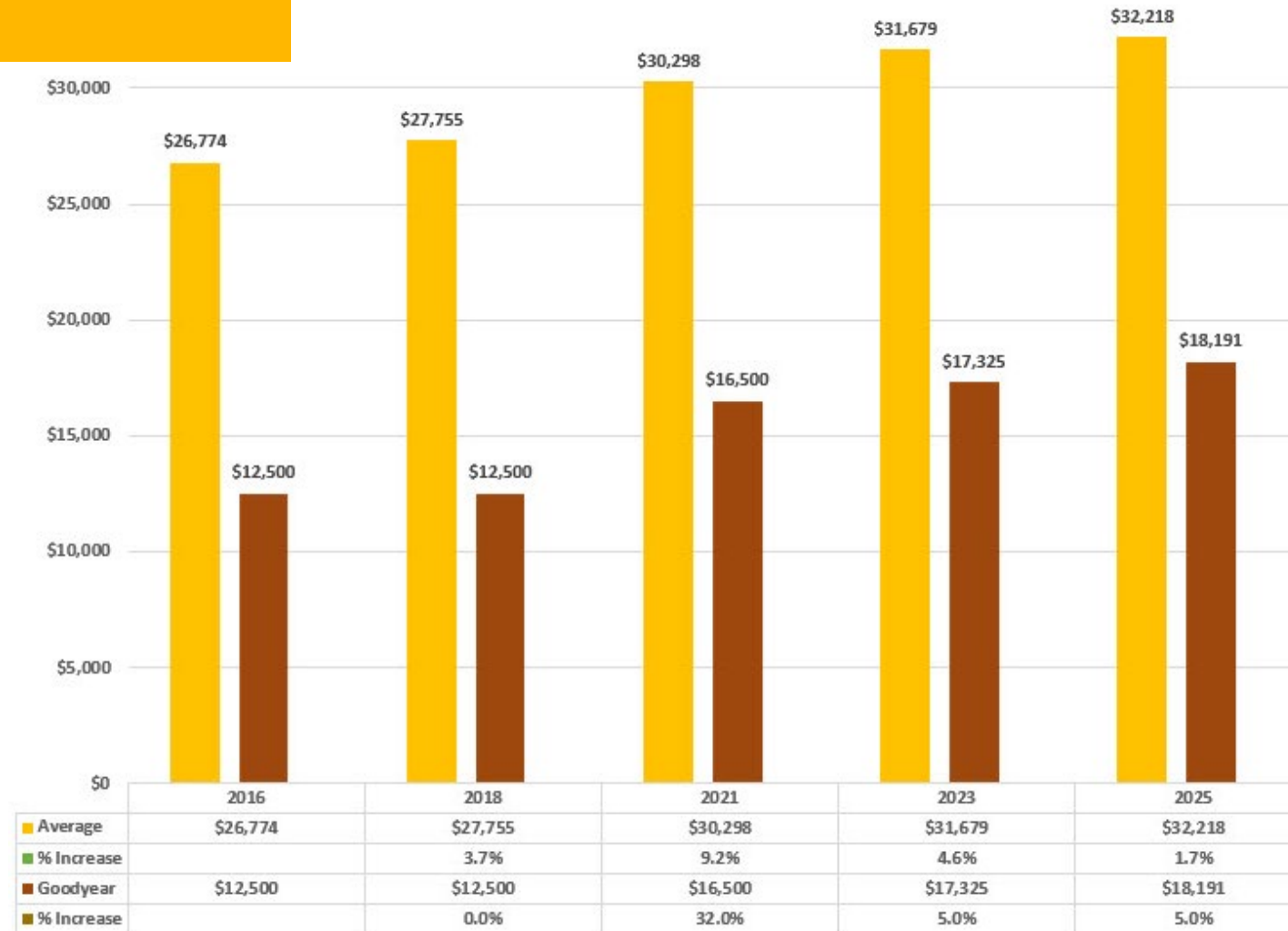


Key Observations

VICE MAYOR COMPENSATION

- Vice Mayor compensation is 56.5% of market average
- Trend analysis indicates a widening gap between Goodyear and benchmark city averages over time.

Vice Mayor Annual Salary
Benchmark City Average -vs- Goodyear



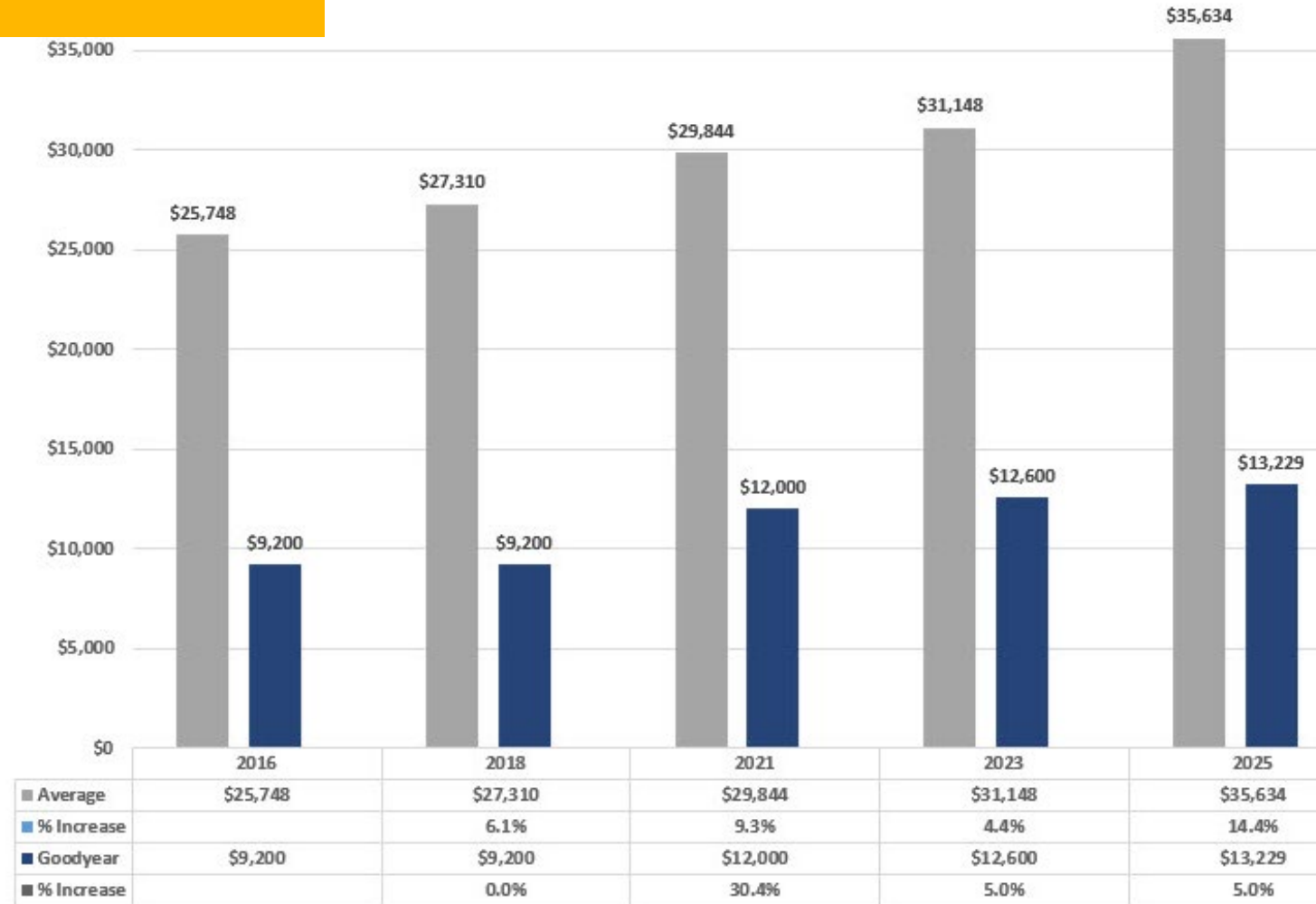


Key Observations

COUNCILMEMBER COMPENSATION

- Councilmember compensation is 37.1% of market average
- Trend analysis indicates a widening gap between Goodyear and benchmark city averages over time.

Council Member Annual Salary
Benchmark City Average -vs- Goodyear



Recommendations



While a salary increase adjustment of greater than 5.0% is justified, the Committee felt the required referendum to do so should not be considered until the next periodic review



Salary increase adjustment of 5.0% to the Mayor, Vice Mayor and Councilmember salaries are now proposed



Effective July 1, 2026



Recommendation

Approve recommendation of the Committee and adopt the Resolution enacting the changes.

Questions?

Council Discussion

