



Agenda DATE 3/27/17 TIME 11:08a

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Independent Salary Commission

Committee Meeting
Tuesday, April 4, 2017
4:30 p.m.

City Council Conference Room
1st floor, City Hall
200 Lincoln Avenue

1. *Call to Order*
2. *Approval of Agenda*
3. *Approval of Minutes: March 6, 2017 initial meeting*
4. *New Business:*
 - a. *Discussion of initial compensation data*
 - b. *Discussion of additional useful data*
 - c. *Discussion of full time mayor vs. city manager-council forms of government*
 - d. *Discussion of reasonable range of full time mayor salary*
5. *Old Business*
6. *Public Comments (limited to 3 minutes per individual or organization)*
7. *Setting of next meeting to be held in City Council Chambers*
8. *Adjournment*

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Call to Order / Roll Call	Roll call constitutes a quorum. Meeting was called to order by the Chair at 4:30 pm in the City Council Conference Room	1
Approval of Agenda	Commissioner Flatt moved to approve the agenda as presented, second by Commissioner Hochberg, motion carried by unanimous voice vote.	1
Introduction of Members	Informational – Round Table Introduction	1
New Business (Discussed as one Topic) Discussion of Initial Compensation Data Discussion of Useful Data Discussion of full-time Mayor vs. City Manager/Council form of government Discussion of reasonable range of full time Mayors Salary	Informational and Direction to Interns	1-4
Old Business	<i>None</i>	4
Setting of Meeting Dates	Intern Timeline: Proposed April 18, 2017 Commission Meeting: April 25, 2017 – 4:30 pm Public Meeting: May 9, 2017 – 6:30 pm Final Meeting proposed for end of May, 2017	5
Public Comments	<i>David from the Audience</i>	5
Adjournment	There being no further business to come before the Independent Salary Commission, Commissioner Hochberg moved to adjourn at 6:00 pm, second by Commissioner Smith, motion carried by unanimous voice vote.	5
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Independent Salary Commission

Monday, April 4, 2017
4:30 p.m. – 6:00 p.m.
City Council Conference Room

1. Call to Order

Independent Salary Commission meeting was called to order at 4:30 pm in the City Council Conference Room, 200 Lincoln Avenue, Santa Fe, New Mexico by the Chair, Paul F. Hultin. Quorum is reflected in roll call.

Roll Call:

Paul F. Hultin, Chairman
Linda Wilder Flatt
Shannon Moore Boniface
Stephen Hochberg
Shannon Lopez
Andy Wallerstein
Bill Smith

Others in Attendance:

Lynette Trujillo, HR Director
Dan Chacon, Santa Fe New Mexican
Interns from UNM: Koen Alberts, Jenna Davis and Casey Mulligan
Fran Lucero, Stenographer

2. Approval of Agenda

Commissioner Flatt moved to approve the agenda as presented, second by Commissioner Hochberg, motion carried by unanimous voice vote.

3. Approval of Minutes: March 6, 2017

Commissioner Flatt asked that the record reflect that the Stenographer did an excellent job of the minutes.

Commissioner Hochberg – his name was misspelled through the minutes.

Commissioner Lopez moved to approve the minutes as amended, second by Commissioner Hochberg, motion carried by unanimous voice vote.

4. New Business:

- a. Discussion of initial compensation data
- b. Discussion of Useful Data
- c. Discussion of full time Mayor vs. City Manager-Council forms of government
- d. Discussion of reasonable range of full-time Mayors Salary

Review of Exhibit: Salary's for Santa Fe County and Santa Fe Public Schools and City of Santa Fe were reviewed. Commissioner Boniface and the three interns provided the compilation of the compensation data.

The Chair opened by explaining that the started with the ordinance that was passed to create the Commission which talked about the Independent Salary Commission looking at compensation data for other public officials within the city and county of Santa Fe. Today before the commission were administrative salaries for the city of Santa Fe, City Manager, City Attorney, Deputy City Manager and the Finance and Budget Director, some population, income per capita and demographic data. Same for Santa Fe County which shows the data for the County Manager, Deputy County Manager, County Attorney and Finance Division Director and information from the Santa Fe Public Schools. Those were the three entities identified in the ordinance creating the Commission.

Comments:

Commissioner Hochberg: Felt that it was a limited sample, draws from the existing jurisdictional charter, very limited data set. He is not quite sure how the SFPS structure would fit in to the City scheme of things and not quite sure that the duties of the Santa Fe County Manager would come close to the duties of a full time Mayor.

The Chair referred back to the description of the resolution as to what the comparisons should be as stated above from the ordinance.

Commissioner Hochberg said, what about the duties of the Mayor, forget about who is performing them, we should know what are the duties of a full time Mayor in Santa Fe under a new regime.

Commissioner Lopez would like to compare salaries of other elected officials, city and county since the Mayor is an elected paid position in Santa Fe.

The Chair clarified that City Councilors and County Commissioners are in a different capacity, they are in a different capacity serving as legislators as opposed to Executives and we are looking at the executive function. On the issue of looking at cities of comparable size, cost of living and diversity within the region, when we look at the Mayor's salaries in other cities we have to look at the structure of city government. Whether it is a strong Mayor where a Mayor has strong executive responsibilities and executive powers or if the Mayor is a strong political head or somewhere in between, what is comparable to Santa Fe, what is the region and what is the job description and job responsibilities of the Mayor.

Commissioner Wallerstein said that the directive of this commission is to set the salary for a full-time position. He also stated that the small data set that has been presented for review at this meeting provides a good starting point. He also stated that the responsibility of this Commission is to set the salary for the full-time Mayor and the hopes is that a strong Mayor will tackle the administrative issues.

Commissioner Wallerstein has lived in Santa Fe for 10 years and his business Avalon Trust has been in Santa Fe for 13 years. He spends a lot of time attracting people to Santa Fe and investing in the best quality of individuals to enhance the city of Santa Fe. The future of our city is very competitive; we need individuals who have great passion and commitment to our city. Commissioner Wallerstein is also the Chair for SITE Santa Fe, a non-profit and he works hard to attract the best.

Commissioner Boniface reiterated that the job description is in the Charter, Commission's role is to establish the salary on the information that they already have, discussing that information and determining what is a fair salary for a strong Mayor. Once that is done, it is up to the Mayor to determine the other roles of administrative and executive staff, the Commission has nothing to do with that.

Commissioner Flatt is in agreement with Commissioner Boniface and said she would like to see salary comparison within the region and a definition of the reason is important. It would be an important step as they could pull in other cities that would be in a similar level of population, income and those items discussed above. When you say region some people may think only New Mexico and she feels it is important to see other cities in other states as well. The variables are there, you may have the population and not the economic factor, it will be difficult but it is important to work with the interns as they gather all of the data to assist the Commission to meet this goal.

Commissioner Wallerstein stated that looking at this limited data, he agrees they should go further out and be careful on the numbers gathered. Even looking at this limited data set is showing that if you would throw out the high number and the low number, and if he charted this it was encouraging to see the clustering. It tells them if these are fair salaries, competitive salaries, salaries needed to attract professionals with skills, and there is a cluster with 10-20%, example: how does the Mayor fall in this set. It is a good start. It would be nice to know what the constellation of duties are coming and unfortunately we won't see them soon enough, we need to work with what is presented in the charter.

Commissioner Lopez said we should keep in mind that the Mayor is an elected official, a public servant, not to say that having a large salary wouldn't attract more people. Her hopes are to attract individuals who have a passion for our city.

The Chair said that data presents a low of \$120,000 to a high of \$180,000 in salary comparison. When referring to a region, what do we want to look at?

Commissioner Hochberg said that taking all comments in to consideration he would subscribe to the view that we should have the complete data set for all cities in the State of NM and this is to include the smaller cities, Southern Colorado, Eastern Arizona has different politics, doesn't believe Texas needs to be included. Commissioner Hochberg said that he could also support the commission's position and stay within the state of New Mexico.

Commissioner Flatt said they should agree on a definition of what a region is and she believes they should reach out further than New Mexico. Colorado and Eastern Arizona would be fine to include for research. The public will ask, "What did you do".

Commissioner Wallerstein said he would agree on Colorado, Eastern Arizona and add Texas. Taking in to consideration that our population is 84,000. There are a lot of cities that have character like Santa Fe. Another metric that should be looked at is the cost of living in other cities.

Commissioner Smith said he was encouraged by Commissioner Wallerstein's comments, he was encouraged to see the clustering and including the County numbers which weren't to far from the city numbers which he thought was good. Commissioner Smith agree with Commission Hochberg's comments from the last meeting and his strong sentiment that we wished we knew more, that we knew what the constellation of duties was going to look like. It is not forthcoming and he feels that after this the Mayor will decide on his/her role, vis-a-vis these two positions and that may change the salary for these two positions downstream after it is figured out who is going to be doing what. We should look at the West and asked that the Interns take it into consideration. Another criterion said that the socio-economic mix of a city is very important. It may be non-instructive but he would like to have that.

Commissioner Hochberg said that it is important to look at the position/individual who would run for Mayor, this is not a City Manager, we wouldn't be attracting that person, we are looking at the dynamic of what do comparable Mayor's get.

Commissioner Lopez made the comment about the salary of potential Mayor's and made reference to the income per capita, \$27,756.00. There was reference made to a salary of \$99,000 as a comparison. She asked that the Commission keep in mind that the Mayor is an elected official and a considered a public servant, not to say that a large salary couldn't attract more people, it isn't just about qualifications it is also about passion.

Definition of Region: All of New Mexico, Colorado, West Texas, Utah, Wyoming Montano, Idaho, Nevada and all of Arizona. (West excluding the coastal states)

- Same form of Government, full time Mayor
- Size of the enterprise in terms of population, city budget and number of employees, cost of living. Salary examples: low side of \$120,000 and high side of \$180,000 is one set of data.
- Socio-economic mix of comparable cities, preferably in the state of New Mexico.
- Population: 85,000 - Santa Fe, NM – talking about the high and low of other cities, do not limit population of 85,000, plus or minus.

The Chair made reference to the Charter and referred to the supervision of city staff.

5. Old Business
None

6. Public Comments

David: City Employee – lived in Santa Fe for 25 years, worked for the state 6 years and the city for 14 years. He has never seen politics like this in his life. The City Different, we got a reward for sense of place, you can't compare it to anywhere else. Comments to take in to consideration that Santa Fe is different.

7. Setting of next meeting to be held in City Council Chambers

Next meeting will be open to the public in May. The Chair would like to publish information on the website to frame the discussion of what is comparable and what is not.

Interns Timeline: Proposed April 18, 2017 as a commitment date.

Commission would like to review before a public meeting would be held. April 25, 2017 – next Commission meeting – 4:30 pm.

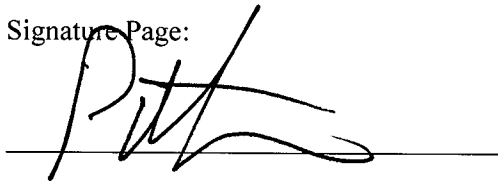
May 9, 2017 – Public Meeting – 6:30 pm (Date will be checked with City Clerk's Office)

Final meeting at the end of the month.

8. Adjournment

There being no further business to come before the Independent Salary Commission, Commissioner Hochberg moved to adjourn at 6:00 pm, second by Commissioner Smith, motion carried by unanimous voice vote.

Signature Page:

A handwritten signature in black ink, appearing to read "P. Hultin", written over a horizontal line.

Paul F. Hultin, Chair

A handwritten signature in black ink, appearing to read "Fran Lucero", written over a horizontal line.

Fran Lucero, Stenographer

City of Santa Fe

City Administration Salaries			
Position	Name	Salary	Benefits / Retirement TBD
City Manager	Snyder, Brian	\$142,812.80	
City Attorney	Kelley, Brennan	\$120,681.60	
Deputy City Manager	Martinez, Jennifer	\$130,000.00	
Finance & Budget Director	Johnson, Adam	\$123,177.60	
2016 Fiscal Budget	\$306,213,395.00		
Number of Employees	1401		

City	Mayor's Salary	Population	Budget	Form of governance	Benefit packages
Santa Fe, NM	TBD	84,099	\$306,213,395.00	Strong Mayor (CEO)	

City	Income per capita	White	Latino/Hispanic	Black	Asian
Santa Fe, NM	\$27,756.00	46.20%	48.70%	1.00%	1.90%

Santa Fe County

Santa Fe County Administrative Officials			
Position	Name	Salary	
County Attorney	Gregory Shaffer	\$126,084.40	
County Manager	Katherine Miller	\$179,707.22	
Deputy County Manager	Tony Flores	\$112,509.07	
Finance Division Director	Don Moya	\$106,999.98	
County Budget	\$297,946,652.00		
Number of Employees	873		

Population of Santa Fe County	(minus SF city limits population)	
64,552*		*estimate from US Census 07/01/2016

Santa Fe Public Schools

Administrative salaries			
Position	Name	Salary	
Superintendent	Dr. Veronica Garcia	\$166,363.00	
Deputy Superintendent of Teaching, Learning, and School Support	Dr. Almi Abeyta	TBD	
Chief Financial and Governmental Relations Officer	Carl Gruenler	TBD	
2016-17 Budget	\$102,000,000*		
Number of Employees	TBD		
*From Santa Fe New Mexican			

Data Sources (preliminary data)

Cities	Source
Santa Fe County	https://www.santafecountynm.gov/sunshine_reports/employees.php?sort=position&page=9
	https://www.santafecountynm.gov/media/files/FY16PUBLICBUDGETDOCUMENTFINAL1-25-2016.pdf
Santa Fe	https://www.santafenm.gov
	http://Salary.com
Santa Fe Public Schools	https://ballotpedia.org/Santa Fe Public Schools, New Mexico#cite note-14