

# Independent Salary Commission Minutes, April 25, 2017 - Draft Until Approved

4/25/2017

City of Santa Fe

Fran Lucero, Stenographer

## Independent Salary Commission

Monday, April 25, 2017  
4:30 p.m. – 6:00 p.m.  
City Council Conference Room

1. Call to Order

Mr. Paul Hultin, Chair for the Independent Salary Commission called the meeting to order at 4:30 pm in the City Council Conference Room, 200 Lincoln Avenue, Santa Fe, New Mexico. 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, Telephonically

**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

*Mr. Hochberg moved to approve the agenda as presented, second by Ms. Wilder-Flatt, motion carried by unanimous voice vote.*

3. Approval of Minutes: April 4, 2017

*Ms. Boniface moved to approve the minutes of April 4, 2017 as presented, second by Mr. Hochberg, motion carried by unanimous voice vote.*

4. New Business:

- a. Discussion of full time mayor compensation data from comparable cities
- b. Discussion of reasonable range of full time mayor salary for public comment at May 9, 2017 meeting.
- c. Discussion of outreach for public comment at May 9 & May 24 meetings
- d. Public Comment (limited to 3 2 minutes per individual or organization)  
(Minutes below reflect discussion of 4 (a-b-c-d).

Ms. Boniface spoke about the limitations on finding cities comparable to Santa Fe in the Region, the interns stayed within the range and these are the comparable cities that they

found. All of New Mexico, Colorado, West Texas, Utah, Wyoming, Montana, Idaho, Nevada and all of Arizona (west excluding the coastal states). The most comparable cities were in Utah, not only based on population but also in our form of government, which was our number one criterion. The data compiled by the interns provided information on income per capita, income per household and number of city employees. Some are higher population than us; we did say we would take up to 200,000 to look at.

### Comments

Ms. Boniface: Ogden, Utah was the closest in population although their budget was lower than ours, almost half in comparison and the number of employees comes in the closest to Santa Fe.

Ms. Shannon Lopez: Thank you to Ms. Boniface and the Interns for the data. She stated that salaries are much higher than she expected but they are comparable.

Ms. Wilder-Flatt: Complimented the work of Ms. Boniface and the Interns. What is interesting, and she is looking at Ogden; our budget is so high compared to those other three that are in Utah. She is trying to figure out where that money goes.

Mr. Wallerstein said we should look at the taxes, amount of city services.

Ms. Trujillo added looking at city services, as in Santa Fe fire and police is included where in some cases it is divided out.

Ms. Wilder-Flatt agreed, good point. She said she would be interested to hear remaining comments from fellow commissioners.

Mr. Hochberg stated that he was surprised that all of the cities fall in the same range when you look at income by household. Our income per capita is high when compared to the Utah cities. The number of employees in the city was an interesting factor and we don't know if the responsibilities in Ogden city government are comparable to our governmental structure. He stated that he does not know how much the state of Utah takes over, how much the counties take over. He does think that the number of employees is comparable in a close manner to Santa Fe. We have the closest population as Ogden, we have more employees but maybe we do more under the city banner and we obviously pay them better because if you divide the numbers of \$180 million by 1200 people or \$300 million by 1400 people, we clearly pay better. We pride ourselves in being a city that pays better than a minimum wage or living wage; we try to give a living wage that is honest. Mr. Hochberg said that he believes Utah, Montana, Wyoming, Idaho are states that are no additional minimum wage over federal guidelines. He said he believes they are all right to work states. In looking at the demographics it shows again our diversity, that is good but it isn't known how it affects salaries. Mr. Hochberg said that he shares Shannon Lopez view that the salaries are higher than he thought in Utah for the Mayor. He would have thought they would have been more in line with what you see in Idaho or Missoula. He believes this information is helpful but none of the statistics dictate to us

that we would be going out of bounce to set our own number. It does give him an idea where his number would be.

The Chair said the he personally looked at the City Charters for these comparable cities to be sure that the position description in the City Charter with the powers and duties were comparable to what we have here in Santa Fe. It is a tight fit with all of these cities where the Mayor is the Chief Executive Officer of the city and has the corresponding duties and powers laid out. This information was included, range of budgets, number of employees or some anomalies there. Provo has almost 1900 city employees for \$112,000. Salary comparisons are lower than Santa Fe.

Mr. Andy Wallerstein: Thank you to all. He stated that he approaches these types of things as part art, part science and this gives them some science and the range gives some boundaries and markers and as a committee they need to finesse it within those markers. He was surprised when looking at the data on number of employees and ruled out Salt Lake City, as it is a big city. In doing this as stated before, he gets rid of the high and the low to find more of the range in the middle. Therefore he tossed out Salt Lake, whether right or wrong, tossed out Pocatello. It could be some other city and you begin to see a range, 400 to 1800 employees. 1400, other than Provo and than Salt Lake had the most employees and our Mayor is running a bigger company/city. Our budget once you get rid of Salt Lake is the biggest budget. Whether it is the number of employees and well paid employees or services, there is more money to manage well. This information gives us a good range and he can see where Santa Fe will fit in.

Mr. Bill Smith: Thank you to Shannon and the researchers for putting this together. Mr. Smith said that he is pretty much where everyone else is and that the Provo and Ogden data are the most compelling for him in terms of shaking out where we might very well end up. Related to Mr. Wallerstein's comment, he is appreciative of the science and we are about to get in to some art form.

The Chair said under the ordinance that created the Commission, there are two basic data sets that they are required to look at, 1) Santa Fe city, county, public schools comparisons of the city manager, county manager and with the public schools the superintendent of schools and also looked at the budgets and number of employees, and 2) the comparable cities in the region that the commission has looked at. Again there is this range and one piece of data that the ordinance asks the commission to consider is the cost of living data. The Chair said he wanted to check with Ms. Lynette Trujillo to see what the city uses but apparently there isn't any. The Chair said he would check with Professor Shirmack at UNM and see what she suggests and also Mr. Hochberg also has metropolitan data from the Bureau of Labor Statistics. Ms. Trujillo stated that the HR Department does not have it; Finance Department may have it. The Chair said that the more data they have is better for this review.

Mr. Hochberg said he felt that they should have the statistics on comparable of cities of what their legal minimum wage is. It shapes what they think of as a wage. We pride ourselves in Santa Fe by having a higher than area regional wage because we want to make a statement as a living wage.

The Chair said he understands that but doesn't know what that has to do with the Mayor's salary and the scope of his job as CEO of a \$300 million dollar.

Mr. Hochberg said, what it has to do is exactly this, when you are making a recommendation and it is mandated, the public is going to wonder how and why we came to our number. Assuming that they get access to the same data we have, which they do, Mr. Hochberg wants them to understand that the commission is making a statement that throughout their system in Santa Fe, they agree to having living wage, a good wage and that we are in that mode so we are not looking to be like a city in a jurisdiction that has a minimum wage and resists unionization and all those other things. Because those cities reflect differently how they choose to pay their teachers, their policemen and everybody else. Mr. Hochberg said he feels it is relevant when they say a number. "What kind of community are we, that's what I think".

Mr. Wallerstein said that it is his guess that in the spread, minimum wage in Utah is less than Santa Fe by the number of employees indicated, we probably agree with that and the salaries are on the high side, higher than they thought. For that argument on Provo or Ogden, the spread between the Mayor's salary and the minimum wage will be much larger than ours, so we will look good. Our minimum wage will be higher and maybe our Mayor's wage will be the same or lower.

Mr. Hochberg: Correct.

Ms. Wilder Flatt said that along with that, if they are talking about services and if the commission feels they need to know what services those other cities have that are included in this, would that be something to consider? Perhaps they don't have as many services as we have in Santa Fe. Ms. Trujillo had made the comment that Santa Fe has more services. Yes or No.

Mr. Hochberg said it is relevant but they could extrapolate from the number of city employees at budgets, you don't get a precise but you get a good reference. Mr. Hochberg said that they know for a fact that if you don't include the school system, school systems are very employee intensive. Hospitals are employee intensive. You would know in part by the number of city employees.

The Chair said in terms of his question to Mr. Hochberg, reiterated that for the benefit of the public, all meetings are open, detailed minutes are available and the media is present to communicate meeting discussions. All information is available on the city website. The Chair and the Commission want to assure that the public feel informed and have an open discussion.

Mr. Hochberg said in addition to Mr. Wallerstein's comment, there is a lot of discussion in the political arena of the growing disparate nature between the chief executive and the administrations, corporations and their employees. It used to be 17, and then 100 and in some corporations it is 1000 times difference. The disparate income distribution is alarmingly skewed now and getting worse; that is the political arena. He stated that if they are addressing the same thing and saying that they are not skewing, the Mayor is

going to be making X-percentage more than the minimum wage, that helps justify that they are not adding to the problem of skewing.

The Chair said he agrees with the notion that what the data is showing is generally a range of \$140,000 - \$170,000 which is a range for a CEO, full time Mayor to start the discussion.

Mr. Wallerstein said he approached it in the similar manner to get to the middle range, throwing out Salt Lake at \$180,000 and throwing out the \$75,000 and having a grouping for a similar size city in the \$130,000 - \$180,000. He then goes to the local and checks the pieces in those numbers and sees our city manager and the employees working for the City of Santa Fe, that is a salary that has been set to attract these people, a slightly different job but a local, professional not too far off number; \$140,000 for a city manager, \$130,000 for the deputy, \$179,00 for the Santa Fe County Manager. The local salaries put the amount in the \$135,000 to \$140,000 range to the County Manager's \$180,000 at a high.

Ms. Shannon Lopez feels that the salary is high, too high. It is an elected position. She feels it is too high. She would like to know if these other cities have City Manager and/or Co-Managers and what are their salaries. That is going to be \$250,000 just for city managers with another \$150,000 on top of that for the Mayor in that range if they went that route. She wonders if these other cities have city managers and co-city managers with that kind of salary as well.

Mr. Hochberg said they are not going to have a city manager if we have a paid Mayor. On the other hand, when the Mayor's salary is set, at least in his mind, he is thinking that there may be a redistribution of job responsibilities hence salary adjustments for whatever titles they decide. You will be going from a part-time Mayor to a full time Mayor, not a ceremonial Mayor. We are talking about a management type Mayor. Mr. Hochberg said he agrees with Ms. Lopez but does not believe they can set the salary of the Mayor based on the idea that these other people are floating around and they are floating around, as we have never had a full time Mayor.

Mr. Lopez said she is just curious to know if they have these positions and if they are paid as high as the city of Santa Fe's are, she would then need to follow or not.

Mr. Wallerstein said if you look at Provo for an example, the Mayors salary is \$155,000, and they have close to 500 more employees than Santa Fe. Mr. Wallerstein asked Ms. Lopez, if she thinks the range is too high, which he accepts, when you look at the City Manager salary of \$142,000, do you think a full time Mayor should make less than your city manager?

Ms. Lopez answered no, and as discussed they cannot go based on what the City Manager's salary is, that could change and you need to take under consideration that they don't know what the Mayor would decide, that might not even be a job. Ms. Lopez stated that she feels the city managers get paid too much.

Mr. Wallerstein said that could be and you wonder if there is a better way to run our city government and hopes that our next Mayor, whatever they are paid will look at this and use our dollars well.

Mr. Hochberg commented that if they were going to roll up their sleeves and come up with a number or narrow ranges, are we going to wait for the public input or are we going to come to the public input session and say that they are already thinking in these terms you can agree with us or dissuade us, this is not written in stone or are we extensively leaving ourselves open to listen to what the public is telling us.

Ms. Wilder-Flatt said her range was within \$130,000 - \$160,000 and in listening to the discussion of the range of \$140,000 - \$170,000, she feels that in changing to a CEO/Full Time Mayor certainly will adjust and if there is a city manager that the salary would be much lower than what it is now, and it is high and they shouldn't need a deputy or assistant. She would agree with the \$140,000 - \$170,000 and said in line with what Mr. Hochberg said, do they present numbers, sometimes if you don't have parameters as you do the presentation it goes all over the board and it would be better to have a range to present and get a feel from the audience, their questions and go from there.

Mr. Smith said that he is within the range of \$140,000 - \$170,000 based on the local data, he would not go lower than that. Mr. Smith feels that they should go in to the public comment session with the knowledge that they are focused on a range, and focused because they have looked as the Charter has instructed them to do. Mr. Smith feels that having the public react to something opposed to coming in with abstract thoughts would be a better use of time and engagement with them.

Mr. Hochberg said he does not want to limit the amount of time that the public can present during the public hearing.

Mr. Wallerstein said that the format of the meeting should provide the comparison, the amount that the Independent Salary Commission has agreed upon as a range and data to support the amount.

The Chair said that if the public is presenting they should have facts and data to present at the meeting.

(5:20 pm – Mr. Smith left the telephonic meeting)

The Chair asked the media representative to include in the article he is going to publish, the date and range that the meeting is suggesting for the Mayor's Salary and that public input is welcomed.

Ms. Wilder-Flatt said that it would also be important to use the media tool, Next Door to get the message out and to provide the meeting specifics, time and place. Mr. Hochberg did not agree with utilizing the Next Door method of providing the information. Ms.

Wilder-Flatt spoke highly of the Next Door way of disseminating information. It was verified that Next Door is not a city owned media tool.

Ms. Trujillo stated that Next Door is not a city owned application; it is a free private social network, for you, neighbors and community.

The Chair said we encourage transparency and public input. The Commissioners have agreed to allow 3 minutes for presentation.

Ms. Trujillo will follow the public notice through the city's formal process and will work with the Public Information Officer to get this information disseminated.

Next meeting: May 9<sup>th</sup> – 6:30 pm, Santa Fe Convention Center, Kearney Room. Final Meeting on May 29<sup>th</sup> to the City Council.

The Chair asked for agreement, minutes would be on the website, we would encourage participation, representative from the Santa Fe New Mexican will report what he has observed. Agreed that the range should not be based on if there will be or not be a City Manager. Based on this data and our deliberations we are looking at the range of \$145,000 - \$175,000. Mr. Hochberg expressed his range \$155,000 - \$180,000 and after discussion he agreed to the \$145,000 - \$175,000 (this is the set salary, does not include benefits. You would need to consider 36% for benefits).

Ms. Lopez said that she is interested in hearing what the public comments are and she feels that the above-mentioned ranges are too high. Ms. Lopez stated that for the purpose of engaging the public she would support the range of \$145,000 - \$175,000.

Ms. Trujillo said that the default number in the budget process is \$77,600 for the Mayors Salary. Election is in March and fiscal year ends June 30<sup>th</sup>, this is the number that will be provided in the formal budget process.


***Mr. Hochberg moved that the majority of the Independent Salary Commission members agreed to a preliminary salary range for public comment at the May 9, 2017 meeting of \$145,000 - \$175,000, second by Ms. Boniface, motion carried by unanimous voice vote.***

#### 5. Adjournment

There being no further business to come before the Independent Salary Commission, the meeting was adjourned at 6:00 pm.

Signature Page:

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Paul F. Hultin, Chair

  
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Fran Lucero, Stenographer