CITY OF GLENDALE

ARTICLE II, Section 8. - Salaries of mayor and council members.

The annual salary of the mayor and council members shall be payable in installments consistent with the city employee payroll system but not to exceed the annual salary as set in the following manner. A salary commission may be appointed by the city council. The commission shall be composed of five members, none of which are city employees or city elected officials. The members of the commission shall serve without compensation. The commission shall conduct a review of the rates of pay for elected city officials. Such review by the commission shall be made for the purpose of determining and providing the pay levels appropriate to the duties and responsibilities of the offices. The commission may hold public hearings to aid it in its work. The commission shall submit to the city council a report of the results of the review conducted by the commission of the offices subject to this section together with its recommendations. The council may accept, reject or modify the recommendations of the commission. Any proposed increase in council salaries must be approved by the voters at the next election. The salaries shall become effective immediately after the voters approve the recommendations. The salaries in effect at the time of this charter amendment remain in effect until amended in the fashion herein prescribed.

[The annual salary of the mayor and council members shall be as follows:]

Mayor $48,000.00
Council member $34,000.00

(3-15-88; Res. No. 3107, § 1, 2-25-97; Res. No. 3948, §§ 1, 2, 4-11-06)

CITY OF PHOENIX

12 Mayor and Council salary and benefits; Citizens’ Commission on Salaries for Elected City Officials.

(a) Notwithstanding any other provisions of this Charter, the salaries for elected City officials shall be set in conformity with this Charter provision.

(b) There is hereby established a Citizens’ Commission on Salaries for Elected City Officials.

(c) The Commission shall be composed of a Chairman plus six (6) members who shall be appointed, from private citizens residing within the City, by the City Council every four years for a term not to exceed three months, to take office no earlier than January 1 of the year when a regular election for Mayor is scheduled.

(1) Any vacancies in the membership shall be filled in the manner in which the original appointment was made for the balance of the term of the vacancy so filled.

(2) The Members of the Commission shall serve without compensation but shall be reimbursed for actual expenses. The City shall provide the Commission with such staff as is necessary to perform its functions and shall provide record-keeping or other facilities as needed.

(d) The Commission shall, during its term, conduct a review of the rates of pay of elected City officials. Such review by the Commission shall be made for the purpose of
determining and recommending pay levels appropriate to the duties and responsibilities of the positions covered by such review. The Commission may hold public hearings to aid in its work.

(e) The Commission shall submit to the City Clerk, no later than April 1st of the year of its term, a report of the results of each review conducted by the Commission together with its recommendations.

(f) The recommendations of the Commission as to salaries shall be certified by it to the City Clerk and the City Council shall submit to the qualified electors at the next regular municipal election the question, "Shall the recommendation of the Citizens’ Commission on Salaries for Elected City Officials of $ ____________ per annum for the Mayor, and $ ____________ per annum for each Councilman be accepted? YES ____________ NO ____________." Such recommendations, if accepted by the electors, shall become effective at the beginning of the next regular Council term.

(g) In the event the Commission recommends no change in salaries for the elected officials, it shall file such recommendation of no change with the City Clerk and no question shall be submitted to the electorate.

(h) In addition to the salary established pursuant to this section, the Mayor and Council shall be entitled to receive their choice of any one of the benefit packages offered by the City. "Benefit package" does not include retirement benefits under Chapter 24 of this Charter.


**Editor's note**—By election dated November 1, 1983, the following was adopted by the electorate:

"Shall the recommendation of the Citizens’ Commission of Salaries for Elected City Officials of $37,500 per annum for the Mayor, and $18,000 per annum for each Councilman be accepted?"

By election dated October 3, 1995, the following was adopted by the electorate:

"Shall the recommendation of the Citizens’ Commission on Salaries for Elected City Officials of $34,000 per annum for each Councilman be accepted?"

By election dated September 7, 1999, the following was adopted by the electorate:

"Shall the recommendation of the Citizens’ Commission of Salaries for Elected City Officials of $56,000 per annum for the Mayor, and $36,000 per annum for each Councilman be accepted?"

By election dated September 9, 2003, the following was adopted by the electorate:

"Shall the recommendation of the Citizens’ Commission of Salaries for Elected City Officials of $62,800 per annum for the Mayor, and $51,500 per annum for each Councilman be accepted?"

By election dated September 13, 2005, the following was adopted by the electorate:

"Shall the recommendation of the Citizens’ Commission of Salaries for Elected City Officials of $88,000 per annum for the Mayor, and $61,600 per annum for each Councilman be accepted?"
Article II, Sec. 9. - Salaries, generally; citizens commission on salaries for elected city officials.

A. Reserved.
B. There is established a Citizens Commission on Salaries for Elected City Officials. The Commission shall be comprised of a Chairman plus four (4) members who shall be appointed from private citizens. The terms shall be staggered in the manner provided by Council. The members of the Commission shall serve without compensation but shall be reimbursed for actual expenses.
C. The Commission shall conduct a review of the compensation provided to elected city officials. Such review shall be made for the purpose of recommending adjustments to pay levels to the duties and responsibilities of the positions.
D. In even number years, the Commission shall submit to the City Clerk, no later than 150 days prior to the date of the primary election a copy of their review and their recommendations. The recommendations of the Commission shall be accepted or rejected by the City Council.
E. In the event that the Commission recommends a change, including a reduction in the salaries for elected officials of an amount less than five and one tenth percent (5.1%) greater than the existing salary for elected officials, it shall file such recommendations with the City Clerk and no question shall be submitted to the qualified electors. Such change shall become effective for the Mayor and all councilmembers upon the taking office of councilmembers following an election after the recommendation.
F. The recommendations of the Commission as to salaries shall be filed by the City Clerk and except as provided in subparagraph E, the Council shall submit to the qualified electors at the next regular election the question: "Shall the recommendations of the Citizens Commission on Salaries for Elected City Officials of $****** per month for the Mayor, and $****** per month for each councilmember be accepted? Yes______, No_______. Such Recommendations if accepted by the qualified electors shall become effective for the Mayor and all councilmembers upon the taking office of councilmembers following an election after approval of the question.

((Amendment Approved by voters on 3-21-89; approved by Governor on 4-19-94); (Amendment Approved by voters on 3-11-97; approved by Governor on 5-28-97); (Amendment Approved by voters on 3-13-01, approved by Governor on 6-14-01); (Amendment Approved by voters on 5-21-05; approved by Governor on 7-05-05); (Amendment Approved by voters on 8-30-16; approved by Governor on 11-21-16) Res. 2016-40B, 4/19/2016, Amended SUPP 2016-03)
Article II, Section 2.02. - Compensation and expenses.

The council may determine the annual compensation of the mayor and councilmen by ordinance. No ordinance increasing such salary shall become effective until after the next election following the creating of the ordinance, provided that such election follows the adoption of such ordinance by at least six (6) months. In addition the mayor and councilmen shall receive their actual and necessary expenses incurred in the performance of their duties of office.