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Date: April 12, 2021

To: Fred Pugh, Chair, Citizens' Salary Independent Commission

From: Nicole Kelley, Acting City Auditor, Office of Internal Audit

Subject: Response to Questions/Comments Regarding Draft Salaries Evaluation Report

Dear Chair Pugh:

The Office of Internal Audit's responses to the Commissions questions/comments concerning the draft Salaries Evaluation Report are presented below.

- 1. Include Salt Lake City, Colorado Springs, Oklahoma City, and Spokane in the benchmarking analysis. Revise the benchmarking table to include benefits received by Mayors, Councilors, and City Managers. Define the difference between a Mayor-Councilor versus other structures.**

Please refer to the revised draft report for updates.

- 2. Identify which ABQ Councilors are up for re-election and when.**

The Mayor and City Councilor elected positions are both four-year terms. Councilors may succeed themselves in office and the terms of office of Councilors shall be staggered with four or five districted Councilors elected every two years.

- Councilors Benton, Borrego, Gibson, Harris, and Pena were most recently elected or re-elected in 2017.
- Councilors Bassan, Davis, and Jones were most recently elected or re-elected in the 2019.
- Councilor Sena was appointed to the City Council in March 2020, which will term out in 2023.
- The Mayor was elected in 2017 and is seeking re-election in 2021.

3. Explain the difference between Common Councilor vs City Councilor for the City of Milwaukee.

Representatives from the City of Milwaukee confirmed that its Common Council operates in a similar manner as other cities' Councils and that Common Council is just their naming convention.

4. Follow-up with the two pending Councilors on the Survey.

OIA received responses from 8 of the 9 Councilors. The report has been updated to reflect the additional response. The remaining Councilor will most likely not respond and will not be seeking re-election.

5. How many staff does each Councilor have, what is the nature of their work, and how much are they paid?

Council Services provides support services to the Albuquerque City Council and is comprised of 31 full-time budgeted positions. Further, each Councilors is allotted one full-time staff (a Policy Analyst Term position), to assist them in carrying out their duties. Tasks are assigned to the Policy Analyst Term based on each Councilors' needs, but vary among administrative and policy related tasks. Each staff makes \$33.15/hr.

6. How many Mayoral and City Councilor candidates ran for election during the last two election cycles. Additionally, what is the listed occupation of all candidates, as well as the current/prior listed occupation of the elected Mayor and Councilors for each of the two election cycles.

The information below was provided by the City Clerk. Not every candidate submits a financial disclosure form and, in some cases, candidates drop out of the race before the form is due. In these instances, the candidate's occupation is marked as unknown.

2017 Councilor Election	
Listed Occupation	Count
Attorney	1
Consultant	2
Government	1
Non-Profit	2
Retail	1
Retired	7
Unknown	8
Total	22

2019 Councilor Election	
Listed Occupation	Count
Attorney	2
Consultant	1
Government	3
Law Clerk	1
Non-Profit	3
Retired	2
Service Industry	1
Stay at Home	1
Unknown	3
Total	17

2019 Mayoral Election	
Listed Occupation	Count
Consultant	1
Government	2
Nonprofit	1
Politician	4
Retired	1
Stay at Home	1
Unknown	9
Grand Total	19

Current Councilors and Mayor Election Information			
Last Name	Political Race	Occupation at Time of First Election	Year First Elected
Bassan	City Council	Stay at Home	Elected in 2019
Benton	City Council	Retired	Elected in 2005
Borrego	City Council	Retired	Elected in 2017
Davis	City Council	Consulting	Elected in 2015
Gibson	City Council	Retired	Elected in 2013
Harris	City Council	Retired	Elected in 2005
Jones	City Council	Retired	Elected in 2007
Keller	Mayor	Government/Politician	Elected in 2017
Pena	City Council	Consulting	Elected in 2013
Sena	City Council	Unknown	Appointed in 2020