



City Council Report

Date: January 12, 2026
To: City Council
From: Teri Overbey Brown, Human Resources Director
Subject: Benchmarking Study for Positions of City Attorney, City Auditor, City Clerk, and City Manager

Purpose

The Human Resources Department is providing the enclosed "Benchmarking Study" regarding the positions of City Attorney, City Auditor, City Clerk, and City Manager for the City Council's consideration in determining amendments to the existing employment agreements with the Mesa City Attorney, City Auditor, City Clerk, and City Manager.

Background and Discussion

In November 2025, the Human Resources Department conducted a comprehensive review of the salary and benefits for the positions of City Attorney, City Auditor, City Clerk, and City Manager in Arizona cities comparable to Mesa (i.e., Chandler, Gilbert, Glendale, Phoenix, Scottsdale, and Tempe) (the "Benchmarking Study"). The results of the Benchmarking Study are enclosed.

The Benchmarking Study included obtaining specific information regarding the salary, deferred compensation, and other benefits such as car and phone allowance provided to the above-named positions in the comparable cities. The information in the Benchmarking Study is being provided to the City Council for its consideration when determining amendments to the existing employment agreements with the Mesa City Attorney, City Auditor, City Clerk, and City Manager. The Benchmarking Study may be relied upon when determining whether the salary and benefits provided to these Mesa employees reflect Mesa's size and operational complexities and remain competitive with the salaries and benefits of their counterparts in similarly situated cities.

Benchmarking Study Conducted by City of Mesa Human Resources Department: City Attorney 2025

Agency	Salary	Deferred Comp	Annual Car Allowance	Annual Phone Allowance	Population (2023)	Number of Employees
Chandler	\$300,851	7%	\$0	City cell phone	280,167	1,742
Gilbert	\$290,718	7.5%	\$0	\$0	275,411	1,877
Glendale	\$298,383	9%	\$5,400	\$1,200	253,855	1,840
Phoenix	\$264,410	9%	\$6,000	\$1,440	1,650,070	13,368
Scottsdale	\$319,010*	100% employee paid	\$0	\$0	244,394	2,719
Tempe	\$264,000**	10%	\$0	\$0	189,834	2,231
Average	\$289,562		\$5,700	\$1,320		
Mesa	\$280,000	\$20,000	\$4,800	\$960	511,468	4,410

*Interim City Attorney

**Director level have the option for \$12,000 yearly as a bonus or deferred compensation contributions. The chart reflects the \$12,000 added to the actual salary.

Benchmarking Study Conducted by City of Mesa Human Resources Department: City Auditor 2025

Agency	Salary	Deferred Comp	Annual Car Allowance	Annual Phone Allowance	Population (2023)	Number of Employees
Phoenix	\$195,957	9%	\$6,000	\$1,440	1,650,070	13,368
Scottsdale	\$185,016*	100% employee paid	\$0	\$0	244,394	2,719
Tempe	\$204,748**	\$0	\$0	\$0	189,834	2,231
Average	\$195,240		\$6,000	\$1,440		
Mesa	\$177,674	\$15,000	\$4,800	\$960	511,468	4,410

*Interim City Auditor

**Director level have the option for \$12,000 yearly as a bonus or deferred compensation contributions. The chart reflects the \$12,000 added to the actual salary.

Benchmarking Study Conducted by City of Mesa Human Resources Department: City Clerk 2025

Agency	Salary	Deferred Comp	Annual Car Allowance	Annual Phone Allowance	Population (2023)	Number of Employees
Chandler	\$199,618	7%	\$0	\$1,200	280,167	1,742
Gilbert	\$182,667	7.5%	\$0	\$600	275,411	1,877
Glendale	\$211,683	9%	\$5,400	\$0	253,855	1,840
Phoenix	\$204,818	9%	\$6,000	\$1,440	1,650,070	13,368
Scottsdale	\$230,006	100% employee paid	\$0	\$0	244,394	2,719
Tempe	\$192,180*	12%	\$0	\$0	189,834	2,231
Average	\$203,405		\$5,700	\$1,080		
Mesa	\$198,141	3%	\$0	\$960	511,468	4,410

*Director level have the option for \$12,000 yearly as a bonus or deferred compensation contributions. The chart reflects the \$12,000 added to the actual salary.

Benchmarking Study Conducted by City of Mesa Human Resources Department: City Manager 2025

Agency	Salary	Deferred Comp	Annual Car Allowance	Annual Phone Allowance	Population (2023)	Number of Employees
Chandler	\$375,000	9%	\$0	City cell phone	280,167	1,742
Gilbert	\$375,291	7.5%	\$0	\$0	275,411	1,877
Glendale	\$400,000*	9%	\$5,400	\$1,200	253,855	1,840
Phoenix	\$415,542	9%	\$6,000	\$1,440	1,650,070	13,368
Scottsdale	\$372,008	100% employee paid	\$0	\$0	244,394	2,719
Tempe	\$382,000**	15%	\$0	\$0	189,834	2,231
Average	\$386,640		\$5,700	\$1,320		
Mesa	\$345,000	9%	\$6,600	\$1,320	511,468	4,410

*New contract effective 1/12/26; \$70,000 moving allowance provided.

**Director level have the option for \$12,000 yearly as a bonus or deferred compensation contributions. The chart reflects the \$12,000 added to the actual salary.