



# City Council Report

**Date:** July 1, 2025  
**To:** City Council  
**From:** Scott Butler, City Manager  
**Subject:** Resolution for City Magistrate and Presiding City Magistrate Pay

## Purpose and Recommendation

City staff is respectfully requesting the Mesa City Council approve a resolution which adjusts the compensation and benefits for the positions of City Magistrate and Presiding City Magistrate to more closely align with comparable local Arizona cities effective July 7, 2025.

## Background and Discussion

A salary review for City Magistrate and Presiding Magistrate was conducted in May 2025. The recommended compensation adjustments are based on information obtained and analyzed by Human Resources from comparable Arizona cities which include Chandler, Glendale, Phoenix, Scottsdale, and Tempe.

The market average of the cities for City Magistrate is \$200,957 annually with Mesa's current salary below the market average at \$191,214 annually. Thus, the recommendation is to increase the salary to \$201,000 annually, which will place it slightly above the market average.

The market average of the cities for Presiding City Magistrate is \$255,854 annually with Mesa's current salary also below the market average at \$220,646 annually. The recommendation is to increase the salary to \$255,000 annually, which will place it slightly below the market average.

The last increase for City Magistrate and Presiding City Magistrate was implemented on July 3, 2023. Prior adjustments were made on January 31, 2022, and September 13, 2021.

## Recommendations

Staff recommends the City Council authorize an increase of the City Magistrates and the Presiding City Magistrate base salary to be consistent with the city's compensation philosophy of at or above market average. This increase will bring the Magistrate's compensation proportionate to the market.

## Fiscal Impact

The recommended salary adjustment will increase the City Magistrates from a current base of \$191,214 to \$201,000 annually and the Presiding City Magistrate salary from the current base of \$220,646 to \$255,000 annually.