



# City Council Report

**Date:** September 13, 2021  
**To:** City Council  
**Through:** Christopher J. Brady, City Manager  
**From:** John Pombier, Deputy 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 September 13, 2021.

## Background and Discussion

A salary review for City Magistrate and Presiding Magistrate was conducted in July 2021. The recommended compensation adjustments are based on information obtained and analyzed by Human Resources from comparable Arizona cities which include Chandler, Gilbert, Glendale, Phoenix, Scottsdale, and Tempe.

The market average of the cities for City Magistrate is \$172,375 annually with Mesa's current salary below the market average at \$157,664 annually. Thus, the recommendation is to increase the salary by 10% to \$173,430 annually which will place it slightly above the market average.

The market average of the cities for Presiding City Magistrate is \$204,877 annually with Mesa's current salary also below the market average at \$181,938 annually. The recommendation is to increase the salary also by 10% to \$200,132 annually. While it is slightly below the market average, it will be consistent with the recommended increase amount for City Magistrate and place Mesa in a more competitive position.

The last increase for City Magistrate and Presiding City Magistrate was implemented on June 24, 2019. Prior adjustments were made on June 25, 2018, and July 1, 2014.

## Recommendations

Staff recommends the City Council authorize an increase of the City Magistrates and the Presiding City Magistrate base salary by 10% which is consistent with the city's compensation philosophy of at or above market average. A 10% increase will bring the Magistrate's compensation proportionate to the market.

**Fiscal Impact**

A 10% salary adjustment will increase the City Magistrates from a current base of \$157,664 to \$173,430 annually and the Presiding City Magistrate salary from the current base of \$181,938 to \$200,132 annually.