



## City of Apache Junction Human Resources Department

DATE: April 7, 2026

TO: Mayor and City Council Members

THROUGH: Bryant Powell, City Manager

FROM: Anna McCray, Human Resources Director

SUBJECT: City Council Compensation Market Review

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As part of the city's comprehensive classification and compensation study, staff conducted a review of compensation across all employee groups. At the request of a councilmember, a market review of city council compensation has also been completed.

City council compensation has not been adjusted since September 21, 2004, with Ordinance No. 1215. The results of the market study, in comparison with peer cities and towns, show current compensation levels are significantly below prevailing market benchmarks.

Apache Junction elected officials' salary:

Position	Annual Salary
Mayor	\$12,000
Vice Mayor	\$10,800
Councilmember	\$9,600

### VERSUS

The market average elected officials' salary:

Position	Annual Salary
Mayor	\$36,367
Vice Mayor	\$23,595
Councilmember	\$20,880

The city council may consider the following options:

- 1) Take No Action: Maintain current compensation levels with no changes.
- 2) Adjust to Market Average: Direct staff to prepare an ordinance aligning city council compensation with the average levels identified in the comparator market analysis.

- 3) Alternative Methodology: Direct staff to prepare an ordinance using a different methodology or compensation structure.
- 4) Defer Consideration: Choose to revisit this topic at a later date.

Any change to city council compensation requires formal action beyond the annual budget process. Council salaries are established in Apache Junction City Code, Volume I, Chapter 2: Mayor, Council and Appointed Boards and Commissions, Section 2-1-5 Compensation, and any adjustment would require adoption of an ordinance at a public hearing amending that section of code. Council may also want to consider a cost-of-living adjustment to be built into the city code, so the elected officials' salaries keep up with market.

In addition, pursuant to state law, any approved change would not take effect immediately. Instead, revised compensation would become effective following the next election and the swearing-in of elected officials in January 2027. This statutory requirement is intended to ensure that elected officials do not directly benefit from compensation decisions made during their current terms per Arizona State Statute.

Based on the current election cycle, four elected officials would begin receiving approved adjustments upon being seated in January 2027, with the remaining three elected officials receiving the adjustment following the subsequent election cycle in 2029.

If council wishes to move forward with a potential adjustment, direction-to-staff the city attorney would be required to initiate preparation of an appropriate ordinance at a later date designated by the council. Staff recommend this item be scheduled as early as the next city council meeting on April 21, 2026, as a change will impact the city budget in Fiscal Year and successive fiscal year budgets.