

**Tucson Charter Change Coalition, (TC<sup>3</sup>)**

4400 East Broadway, Suite 307  
Tucson, Arizona 85711

**Fix City Government**

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**No Cost to Tucson Taxpayers**

**Vote Yes**

**Proposition 401**

**November 2, 2010**

Draft July 23, 2010

## Accountability of City Manager and Department Heads

### **Critical Structural Improvements:**

- Define authority, roles, responsibility and accountability for city government to enable top city officials to more effectively fulfill their roles and meet their responsibilities.
- Invest the Tucson city manager with sufficient authority to build a highly productive and performing management team capable of implementing the vision and goals set by mayor and council.
- **Eliminate civil service protection for department heads and deputies.**  
Department heads and deputies will be directly accountable to the city manager with the autonomy essential for effective city management.
- Give the **city manager the authority to discharge all department heads.**
- **Eliminate council authority to discharge the Police Chief, Fire Chief, Finance Director, Human Resource Director and Parks & Recreation Director**

### **Implementation:**

- Eliminate civil service protection for department heads and their deputies (after 3 years) so that the city manager can more clearly hold them accountable.
- Eliminate the supermajority required to discharge the city manager and replace it with a simple majority vote. Allows the mayor and council to more effectively hold the city manager accountable.

### **Streamline hire and discharge authority:**

<b>Department Head</b>	<b>Who hires the department head</b>	<b>Who discharges the department head</b>
City Attorney	Mayor and Council (M&C)	2-Year Term or Mayor and Council
City Clerk	Mayor and Council	2-Year Term or Mayor and Council
Police Chief	Manager, with consent of M&C	Manager, with consent of M&C
Fire Chief	Manager, with consent of M&C	Manager, with consent of M&C
Finance	Manager, with consent of M&C	Manager
Human Resources	Manager, with consent of M&C	Manager
Superintendent of Water	Manager, with consent of M&C	Manager
City engineer	Manager	Manager
Superintendent of Streets	Manager	Manager
Parks and Recreation	Manager	Manager
All Other Department Heads	Manager	Manager

## Index Tucson Mayor and Council Salaries to the Salaries of the Pima County Board of Supervisors

### **Critical Structural Improvements:**

- Index the salaries of mayor and council to more fully recognize the complexity and responsibilities of the positions which have grown significantly since 1929.
- End the current expensive process of referring mayor and council salary increases to the ballot.
- Pay a livable wage to allow recruitment of the best and brightest Tucson citizens to run for office and lead the city of Tucson in the future.
- These salary increases are not intended for the current mayor and council. **The new salaries are intended to help recruit the next set of leaders for Tucson. Pay raises will not take effect until after the next mayor and council election.**

### **Implementation:**

- Index mayor and council salaries to the salaries of the Pima County Board of supervisors.
- Eliminate the need for the salary commission to meet bi-annually and refer mayor and council salary increases to the ballot.
- The new salaries will be effective following the election of all council members and mayor to be seated in 2013.
- Mayor to receive 100 percent of the supervisors' salary; council members, 80 percent. (In 2013 the mayor will be paid \$76,600 and the council members will be paid \$61,280.)

## Mayoral Parity

### **Critical Structural Improvements:**

- Invest the **mayor with the same voting authority as other council members.**
- Allow the **mayor to be counted in meeting quorum requirements.**

### **Implementation:**

- Mayor will have same voting rights as the council members, be deemed a member of the council, and count in quorum requirements.
- All charter language that requires a 2/3 supermajority to discharge key employees will be changed to a simple majority vote of the mayor and council.

## Modify Election dates for Mayor and Council members

### **Critical Structural Improvement:**

- Mayor and council will continue to hold elections in odd-numbered years.
- Mayor and council members all run at the same time every four years.
- By running as a slate every 4 years the **mayor and council members will have approximately 3 years to govern the City of Tucson without having to operate in campaign mode.**
- Eliminating an election every 4 years ensures that **Prop 401 will save money for Tucson taxpayers**

### **Implementation:**

- Transition to the new election cycle will be accomplished by the mayor and council members from wards 1, 2 and 4 running for two-year terms when their current terms expire in 2011.
- Then the mayor and all six council members will run for four-year terms in 2013 and thereafter.