

Council Direct Report Contract Summary

Summary of proposed contract updates and key compensation terms for Town Council direct reports

Amounts are rounded or approximate where indicated. Final terms are controlled by the approved agreements/amendments.

Position	Relationship / Structure	Current Compensation	FY 2026-27 / Proposed Compensation	Summary of Change	Notes / Fiscal Impact
Town Manager	Full-time Town employee under employment agreement; appointed by and reporting directly to Town Council.	Approx. \$206,268 annual salary; 3.3% CPI-adjusted reference amount is approx. \$213,075	\$238,074 annual salary	Proposed salary is \$238,074, or approx. \$25,000 above the CPI-adjusted reference amount (approx. 11.7% above that reference amount). Future annual adjustment language updated so future adjustments are tied to the Town employee Annual General Adjustment rather than CPI.	Market compensation information reviewed by Council indicated the Town Manager salary was below the Maricopa County municipal manager peer average, including when population was considered.
Town Attorney	Independent contractor through outside law firm; services provided through the LaSota Law Firm with Jen Wright serving as Town Attorney.	\$216,000 annually (\$18,000 per month); 3.3% CPI-adjusted reference amount is approx. \$223,128 annually (\$18,594 per month)	\$240,000 annually (\$20,000 per month)	Proposed amount is \$240,000 annually (\$20,000 per month), or approx. \$16,872 above the CPI-adjusted reference amount (approx. 7.6% above that reference amount). Existing agreement includes annual review language referencing CPI. Contractor structure is not changing.	Town Attorney tracks time associated with Town services.
Town Prosecutor	Independent contractor; not a Town employee.	Approx. \$144,766 annually	Approx. \$150,267 annually	Amended and Restated Agreement continues the existing contractor relationship and incorporates enhanced status reporting, including prior-period and prior-year context, and regular coordination with the Town Attorney.	Compensation increase was already provided for in the existing agreement and is not a newly negotiated term. Compensation methodology is unchanged; reporting structure and independent prosecutorial discretion are preserved.
Presiding Judge / Town Magistrate	Town employee serving under contract; currently part-time. Current agreement effective July 1, 2024 through June 30, 2028.	Approx. \$100,720 annual salary	Approx. \$104,547 annual salary under existing contract formula, unless amended	Existing salary adjustment formula is not changing. Council and the Presiding Judge are discussing possible contract changes related to hours and eligibility for the Town group health insurance plan.	If benefit eligibility is expanded, the parties may include offsetting compensation or benefit-related changes intended to make the amendment cost-neutral or nearly cost-neutral to the Town. If no amendment is finalized, current agreement remains in effect.

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