

As the City of Olympia Salary Commission, we have been tasked with providing recommendations on Olympia councilmember salaries. After careful review of the roles, responsibilities, and time commitment of Olympia councilmembers we have agreed to the following set of recommendations.

The City of Olympia independent staff receive health care benefits through the Association of Washington Cities (AWC). Unless all City Council members agree to receive their healthcare through this arrangement with AWC, no councilmembers can be covered through the City plan. Our attempt to provide healthcare benefits to Councilmembers who work more than half time on behalf of the City is less than ideal. Our preference would be to simply make them all eligible to receive the same health care as City employees (for example state legislators who are also part-time receive state employee healthcare benefits). With this dilemma in mind, we propose:

- 1) An increase in the healthcare stipend for councilmembers reflecting the same increase in city staff health benefit cost paid by the City.
- 2) Adding an additional stipend for vision and increasing the dental benefit.
- 3) In our research we were unable to find any health plans on the market comparable to the Olympia plan. The lowest deductible offered on WAHealthPlanFinder.org is twice that of the City plan and the lowest out-of-pocket expense max is \$2,000 more than what is offered by the City. In consideration of the potential barrier to councilmember membership and in recognition that some councilmembers are not able to secure health insurance from another employer and will bear the out-of-pocket cost, we recommend adding half the cost of the out-of-pocket max difference.

Olympia is a Council-manager form of government and councilmembers work an average of 20-30 hours per week. During our deliberations on council salaries and health benefits we analyzed similar cities' councilmember salaries and benefits. There is wide variation in the salaries provided to councilmembers. Councilmembers in Olympia are considered half-time employees of the City and are compensated between \$21,000 - \$26,000 per year.

The work of our City Council is paramount. In part, they oversee the city budget, hire the city manager, direct policy development, and engage with the community on myriad issues. Diversity among our council is of the utmost importance. Representation on our City Council should reflect the diversity of Olympia's population and lived experiences of our community. Accordingly, it is important to compensate councilmembers on a sustainable and equitable basis. We believe this warrants further consideration but would require more time devoted to public engagement and discussion. For the reasons discussed above, our commission makes the following recommendation to councilmember salaries:

1. An increase in pay commensurate with the same cost of living increase received by staff totaling a 3.09% increase.

Commissioner Jessica Bateman, Chair	 <small>Jessica Bateman (Sep 13, 2021 10:14 PDT)</small>	Sep 13, 2021
Commissioner Tadeu Velloso, Vice-Chair	 <small>Tadeu Velloso (Sep 9, 2021 05:45 PDT)</small>	Sep 9, 2021
Commissioner Lela Cross	 <small>Lela Cross (Sep 10, 2021 02:30 PDT)</small>	Sep 10, 2021
Commissioner Jim Randall	 <small>Jim Randall (Sep 10, 2021 06:49 PDT)</small>	Sep 10, 2021
Commissioner Joyce Turner	 <small>Joyce Turner (Sep 10, 2021 07:17 PDT)</small>	Sep 10, 2021












# 2021 Salary Comm. Letter


Final Audit Report

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