

Salary Commission Rationale History

Year	Salary Increase	Benefit Stipend Increase
2017	Council salaries have not changed since 2008. The Commission is proposing a cost of living increase that would bring Council pay up to the level of increases City employees have received since 2008, totaling 25% .	Includes a stipend of \$275 per month to offset out of pocket expenses for medical and dental benefits. This amount is equivalent to the cash value of benefits for a part time employee at the City of Olympia. Total stipend \$3,300 .
2019	Salary increase in the same amount non-represented employees received as a COLA adjustment in 2018 (3%) and 2019 (2%) totaling 5% .	Increase in the benefit stipend in the same amount of the employer contribution increase in 2018 and 2019 or if the Council meets the eligibility plan requirements of the Association of Washington Cities benefit package, medical insurance will be provided in lieu of the stipend. Total stipend \$3,807.84 .
2021	An increase in pay commensurate with the same cost of living increase received by staff totaling 3.09% increase.	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. Total stipend \$5,546.78.
2022	Commissioners are on our second and final year of our two-year term on the Independent Salary Commission. After last year's careful review of the roles, responsibilities, and time commitment of Olympia councilmembers we have agreed that to continue to compensate councilmembers on a fair and equitable basis, councilmember salaries should increase in pay commensurate with the same cost-of-living adjustment (COLA) received by City staff. As Independent City staff will receive a 4% COLA increase in 2023, we recommend councilmembers also receive a 4% salary increase.	No increase. Total stipend \$5,546.78 .
2023	A 5% increase in pay commensurate with the same cost of living increase received by staff totaling 5% increase.	No increase. Total stipend \$5,546.78 .

Salary Commission Rationale History

Year	Salary Increase	Benefit Stipend Increase
2024	The salary increase includes a 4.14% COLA, commensurate with the COLA non-represented City employees received January 1, 2024.	The stipend increase includes a 9% adjustment for anticipated health insurance premium increases and is based on what would be the City-paid portion of the premiums Councilmembers could purchase on WAhealthplanfinder.org. Stipend increases to \$6,195.71 .