

Other Washington Cities' Salary Commission Experiences

MV Notes up to 5/23/17

MRSC lists 35 cities with ordinances establishing a salary commission.

Kirkland Non-charter Council-Manager

Commission established 2005; no problem appointing 3 members; meetings publicized but little public interest; staffed by HR and Finance Directors, City Attorney, City Clerk takes minutes; meetings typically only @15 minutes, few if any comments; no controversies over commission's decisions.

Considerations: comparable salaries (per AWC survey) in 10 cities in Kirkland vicinity, use same 10 cities each time; spend more time on benefits than salaries.

Decision: Prior to salary commission, Council salaries were lower, now tend to track with staff COLAs.

Mercer Island Non-charter Council-Manager

Website most recent postings 2004

DuPont Council-Manager

Commission meets every 5 years; having trouble filling seats on commission; current salaries in effect through 2016 (previously not increased since 2005).

Considerations: increased responsibility as reflected in increased property values, population, and total budget; change and growth within the city; isolated geography of the city; qualitative and quantitative comparisons of salary schedules for other cities.

Decision: increased salaries Mayor by \$100/month, Council Members by \$75/month.

Bellevue

Commission last met Dec 2016.

Considerations: city population, employees, budget, salaries in comparable cities, any significant changes in councilmembers' roles, time spent in council role, whether job has become more complex in nature.

Options considered: straight comparable to other cities; straight COLA; blend of comparables and COLA.

Decision: COLA

Tacoma

Commission met Sept 2015.

Considerations: salaries in other cities; city's economic and geographic uniqueness; potential that low salary would deter candidates from running for office weighted against component of volunteerism to serve in elected office; amount of time council members devote to council work (90% almost full time); equitable salary based on median household income.

Decision: significant *decreases* in salaries effective Jan 1, 2018: mayor - 25,476; council – 12,749; eliminated annual 2.75% salary increase for all future years.

Bainbridge Island

Per website, commission appears dormant; members' terms expired 2012-13; no details