



## City Council

### Approval of an Ordinance Amending Olympia Municipal Code (OMC) Chapter 2.05 Related to the Independent Salary Commission

**Agenda Date:** 7/9/2024  
**Agenda Item Number:** 4.1  
**File Number:**24-0410

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**Type:** ordinance **Version:** 3 **Status:** 2d Reading-Consent

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#### **Title**

Approval of an Ordinance Amending Olympia Municipal Code (OMC) Chapter 2.05 Related to the Independent Salary Commission

#### **Recommended Action**

##### **Committee Recommendation:**

The Community Livability and Public Safety Committee met on February 28 and directed staff to forward to the City Council updates to OMC Chapter 2.05 to address barriers to participating on the Independent Salary Commission.

##### **City Manager Recommendation:**

Move to approve on second reading, an ordinance amending Olympia Municipal Code (OMC) Chapter 2.05 related to the Independent Salary Commission.

#### **Report**

##### **Issue:**

Whether to approve on second reading, an ordinance amending Olympia Municipal Code (OMC) Chapter 2.05 related to the Independent Salary Commission.

##### **Staff Contact:**

Debbie Sullivan, Assistant City Manager, 360.753.8499

##### **Presenter(s):**

Debbie Sullivan, Assistant City Manager

##### **Background and Analysis:**

Background and analysis have not changed from first to second reading.

This Ordinance was on the May 14, 2024 City Council agenda for consideration, but at the time the City Council postponed action on the item to consider whether or not the Ordinance reflect that an appointed salary commissioner should be a registered voter in Thurston County. The Ordinance has returned for City Council consideration, with the qualifications edited to remove the requirement that an appointee be an "elector of Thurston County.

In July 2017, the City Council passed Ordinance No. 7089, in accordance with RCW 35.21.015, creating an Independent Salary Commission to review and establish the salaries for all seven members of the Olympia City Council. The Independent Salary Commission serves a two year-term and is comprised of five residents appointed by the Mayor and approved by Council.

The City Council asked the Community Livability and Public Safety Committee (Committee) to evaluate the Independent Salary Commission process, specifically to find opportunities to incorporate diversity, equity, and inclusion and to remove barriers for community members to serve on the Commission.

A review of the Independent Salary Commission revealed barriers to participation that should be removed to expand diversity and provide equity and inclusion for all residents of the City.

The ordinance outlines the following updates to OMC Chapter 2.05.

1. Changing the requirement to serve on the Commission from citizen to resident.
2. Removing the qualification that a Commissioner must be a registered Thurston County voter.
3. Offering a per meeting stipend, as provided to other Council-appointed Committees and Commissions, to defray expenses such as transportation, meals, and childcare.
4. Removing the requirement to only being able to meet during the months of June or July.

If approved, the changes will go into effect on July 11, 2024.

**Climate Analysis:**

The project is not expected to have an impact on greenhouse gas emissions.

**Equity Analysis:**

The goal is to find opportunities to incorporate diversity, equity, and inclusion and to reduce barriers for community members to participate on the Commission. These changes expand the number of residents who can participate and helps defray expenses that may prevent people from serving.

**Neighborhood/Community Interests (if known):**

Community interests are addressed in the Equity Analysis.

**Financial Impact:**

The Independent Salary Commission will establish a salary and compensation schedule that will be implemented 30 days upon publication. This expense is included in the general fund operating budget.

**Options:**

1. Approve on second reading, an ordinance of the City of Olympia, Washington, amending Olympia Municipal Code Chapter 2.05 related to the Independent Salary Commission.
2. Amend the recommended changes to the ordinance based on Council feedback and approve the ordinance of the City of Olympia, Washington, amending Olympia Municipal Code Chapter 2.05 related to the Independent Salary Commission.
3. Do not approve an ordinance of the City of Olympia, Washington, amending Olympia

Municipal Code Chapter 2.05 related to the Independent Salary Commission.

**Attachments:**

Ordinance