



Salary Commission

Independent Salary Commission's Proposed Salary and Compensation Schedule

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Title

Independent Salary Commission's Proposed Salary and Compensation Schedule

Report

Issue:

Whether to approve the Salary and Compensation Schedule proposed by the Independent Salary Commission

Staff Contact:

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Background and Analysis:

The Independent Salary Commission was convened July 2017 to review the Olympia City Council salary and compensation package. The Commission held three public meetings to discuss the issues and review data. The Commission met on August 3, August 24, and September 13. The following information was used to inform the Commission's proposal:

- Compensation from 24 cities with a City-Manager form of government
- Workload indicators
- City job classifications including salary
- Historical cost of living adjustments provided to City employees from 2008 through 2017
- Cash value of medical benefits offered to independent City employees, including "opt-out" incentives.
- Cost of comparable medical plans to plans offered to City employees.
- Department of Retirement Services information for Elected officials
- Full Time Equivalent (FTE) calculation for current City Council

The Commission is proposing a salary and compensation adjustment per the attachment.

Options:

1. Approve the Salary and Compensation Schedule proposed by the Independent Salary Commission. The salary and compensation schedule will go into effect 30 days after filing with the City Clerk subject to a referendum petition.
2. Modify or change the proposed Salary and Compensation Schedule.

Attachments:

2017 Salary and Compensation Schedule