



Salary Commission

Review 2017 Salary and Compensation Process and Discuss 2019 Approach

Agenda Date: 6/5/2019
Agenda Item Number: 6.B
File Number: 19-0506

Type: information **Version:** 1 **Status:** Filed

Title

Review 2017 Salary and Compensation Process and Discuss 2019 Approach

Recommended Action

Briefing only. No action requested.

Report

Issue:

Whether to review the 2017 process and discuss the 2019 approach.

Staff Contact:

Debbie Sullivan, Administrative Services Director, 360.753.8499

Presenter(s):

Debbie Sullivan, Administrative Services Director

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
-

Staff will review the methodology, discuss data for the 2019 review, and finalize the schedule to

Type: information **Version:** 1 **Status:** Filed

finalize the 2019 salary and compensation package for the Olympia City Council.

Neighborhood/Community Interests (if known):

N/A

Options:

N/A

Financial Impact:

None.

Attachments:

2017 City Council Salary and Compensation Schedule