

From: [John Norris](#)
To: [Shari Winstead](#)
Cc: [Carolyn Wurdeman](#); [Paula Itaoka](#); [Eric Friedli](#); [Patti Rader](#); [Heidi Costello](#)
Subject: RE: Extra Help Pay item
Date: Wednesday, April 01, 2015 9:10:06 PM

Shari,

Please see Paula's response and table below which provides some information about how our comparable cities are handling this issue. We will put your question and this response in the Green Folder as well so that the Council can also see this response. Please let me know if you have any follow up questions about this issue. Thanks!

-John

Among our existing comparables, we can say that about half adjust their pay schedules by COLA and half do not adjust at all, preferring to simply ensure minimum wage is met at the lower ends. In each half we find a mix of big and small agencies.

PS: I doubt we will hear from King County.

Agency	
Auburn	Same as regular COLA
Kent	Same as regular COLA
Lakewood	Same as regular COLA
Olympia	Same as regular COLA
Seattle	Same as regular COLA
Everett	State minimum wage for steps that fall below, no adjustment to other steps.
Lynnwood	State minimum wage for steps that fall below, no adjustment to other steps.
Federal Way	State minimum wage for steps that fall below, no adjustment to other steps.
Redmond	State minimum wage for steps that fall below, no adjustment to other steps.
Renton	State minimum wage for steps that fall below, no adjustment to other steps.
Bellevue	State minimum wage for steps that fall below, no adjustment to other steps.
King County	
Kirkland	Consideration of COLA but more emphasis on market study, an annual judgment call

[Paula Itaoka](#)
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-----Original Message-----

From: Shari Winstead

Sent: Tuesday, March 31, 2015 5:33 PM

To: John Norris; Paula Itaoka; Eric Friedli

Cc: Carolyn Wurdeman

Subject: Extra Help Pay item

Thanks for the detailed staff report on this item. Staff poses three questions for Council direction, as follows. I'm wondering if we have any other factual information to base these decisions on, e.g., how do other cities handle this? While we can all offer our opinion, and obviously knowing the budget implication would be a factor, but I would also be interested in knowing what best practices there are. Thanks!

1. Should the pay schedule be increased annually based on changes to the cost-of-living-allowance similar to regular employees (90% of the June to June CPI-U for the Puget Sound Region)?
2. Should each pay step be increased at the same level that the minimum wage is increased?
3. If Extra Help pay is increased, should the general fund allocation be increased to compensate for the additional cost, should fees be raised, or should the level of service to the public be decreased?

Shari Winstead

Mayor, City of Shoreline

Sent from my iPad