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Discussion of Ordinance No. 919 – Creating a Salary Commission

January 25, 2021

Don Moritz, Human Resources Director



Background

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- Council salaries were originally set in 1995.
- Since then, adjustments were made to Council salaries in 1997 and 2013.
- At the 2020 Strategic Planning Workshop Council discussed the potential for creating a Salary Commission and asked Staff to prepare additional information on the subject.

State Provisions for Determining Elected Official Salaries

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- RCW 35.21.015 provides two mechanisms for setting or adjusting elected official salaries.
 - By action of City Council through ordinance.
 - By establishment of an independent Salary Commission; authorized to determine elected official salaries.



Comparable Cities with Salary Commissions

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- We use 13 local jurisdictions for market comparisons when conducting salary surveys.
- Of those thirteen, the following nine cities have Salary Commissions:
 - Lynnwood
 - Renton
 - Bellevue
 - Edmonds
 - Bothell
 - Everett
 - Kirkland
 - Kenmore
 - Marysville



Ordinance No. 919

Proposed Salary Commission Highlights

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- The Commission is comprised of three (3) members.
- Members are appointed by the Mayor and approved by Council.
- The Commission is convened every 4 years and would begin its work in 2022.
- Members serve a term of up to one year; the work of Commission would likely take much less than a year.
- The Commission would complete their work by October 1 of the year they convene.



Recommendation

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- No action is required tonight; this is a discussion item only.
- Staff recommends that Council adopt Ordinance No. 919 when it is scheduled to be brought back to Council on February 22, 2021.

