

From: [John Norris](#)
To: [John Norris](#)
Subject: FW: July 26 Salary Commission Meeting - Comparable Jurisdictions Salary Survey
Date: Monday, July 25, 2022 3:16:55 PM

From: John Norris
Sent: Monday, July 25, 2022 3:15 PM
To: John Hoey <john_w_hoey@hotmail.com>; Robin McClelland <robinsink@comcast.net>; Paula Itaoka <paitaoka@gmail.com>
Cc: Melissa Muir <MMuir@shorelinewa.gov>; Heidi Costello <hcostello@shorelinewa.gov>; Doug@ralphandersen.com
Subject: July 26 Salary Commission Meeting - Comparable Jurisdictions Salary Survey

Salary Commission,

Happy Monday everyone! Please find attached the results of the Council base Salary Survey from Doug Johnson. Doug also provided the information below about this data:

1. We are missing data from Marysville, no public document that I've been able to find, and I haven't heard back from them. I'll amend and update the attached if I get this data.
2. For Mayor-Council forms of government, we've treated the Council President or similar pro-tem role as a match to the Shoreline Mayor. The Full Time strong Mayor salary is shown in the footnotes for those cities in that circumstance.
3. It does not appear that all agencies pay a differential for Deputy Mayor – that needs to be confirmed in a couple agencies.
4. Data from Seattle was not used due to their size and the full-time nature of their council.
5. The Councilmember data is your best point of reference or benchmark for this survey. I would use that data to establish the Council Member salary level and then use a differential for the Deputy Mayor and Mayor roles.

What Doug is still following up on is the benefit information/cost provided to the other jurisdictions, and how that relates (or not) to our Council's deferred compensation amount in lieu of benefits. This data will not be available for our meeting tomorrow, but you can start with a review and discussion of this base salary. As a reminder, the Shoreline City Council receives an additional \$1,154 per month in deferred compensation into their Shoreline retirement account.

Please let me know if you have any questions, and I will see you all tomorrow night.

Sincerely,

John Norris

**SHORELINE
LABOR MARKET SALARY SURVEY**

Councilmember

Agency	Title	Form of Govt	Salary	Rank	Footnotes/Comments
Everett	Council Member	Mayor-Council	\$ 2,511	1	
Bellevue	Council Member	Council-Manager	\$ 2,394	2	
Renton	Council Member	Mayor-Council	\$ 1,750	3	
Lynnwood	Council Member	Mayor-Council	\$ 1,650	4	
Redmond	Councilmember	Mayor-Council	\$ 1,554	5	
Edmonds	Council Member	Mayor-Council	\$ 1,417	6	
Kirkland	Councilmember	Council-Manager	\$ 1,352	7	
Sammamish	Councilmember	Council-Manager	\$ 1,320	8	
Bothell	Councilperson	Council-Manager	\$ 1,250	9	
Kenmore	Councilmember	Council-Manager	\$ 1,081	10	
Shoreline	Councilmember	Council-Manager	\$ 1,000	11	
Burien	Council Member	Council-Manager	\$ 600	12	
Marysville	Council Member	Mayor-Council			
Seattle	Position Not Comparable	Mayor-Council			Councilmember \$12,005
Shoreline Rank		11/12			
Coefficient of Variance		36%	Market Value	Percent +/-	
Number of Observations		11			
Labor Market Mean			\$ 1,534	-53.45%	
Labor Market Median			\$ 1,417	-41.67%	
25th Percentile			\$ 1,285	-28.51%	
75th Percentile			\$ 1,700	-70.00%	
Percentile Rank			8		

**SHORELINE
LABOR MARKET SALARY SURVEY**

Deputy Mayor

Agency	Title	Form of Govt	Salary	Rank	Footnotes/Comments
Bellevue	Deputy Mayor	Council-Manager	\$ 2,539	1	
Everett	Council Member	Mayor-Council	\$ 2,511	2	
Renton	Council Vice President	Mayor-Council	\$ 1,750	3	
Lynnwood	Council Vice President	Mayor-Council	\$ 1,650	4	
Redmond	Council Vice President	Mayor-Council	\$ 1,554	5	
Edmonds	Council Member	Mayor-Council	\$ 1,417	6	
Kirkland	Deputy Mayor	Council-Manager	\$ 1,352	7	
Bothell	Deputy Mayor	Council-Manager	\$ 1,350	8	
Sammamish	Deputy Mayor	Council-Manager	\$ 1,320	9	
Shoreline	Deputy Mayor	Council-Manager	\$ 1,100	10	
Kenmore	Deputy Mayor	Council-Manager	\$ 1,081	11	
Burien	Deputy Mayor	Council-Manager	\$ 600	12	
Marysville	Council Member	Mayor-Council			
Seattle	Position Not Comparable	Mayor-Council			Councilmember \$12,005
Shoreline Rank		10/12			
Coefficient of Variance		36%	Market Value	Percent +/-	
Number of Observations		11			
Labor Market Mean			\$ 1,557	-41.52%	
Labor Market Median			\$ 1,417	-28.79%	
25th Percentile			\$ 1,335	-21.38%	
75th Percentile			\$ 1,700	-54.55%	
Percentile Rank			11		

**SHORELINE
LABOR MARKET SALARY SURVEY**

Mayor

Agency	Title	Form of Govt	Salary	Rank	Footnotes/Comments
Everett	Council President	Mayor-Council	\$ 3,264	1	Mayor \$16,246
Bellevue	Mayor	Council-Manager	\$ 2,829	2	
Renton	Council President	Mayor-Council	\$ 2,050	3	Mayor - \$15,963
Kirkland	Mayor	Council-Manager	\$ 1,722	4	
Edmonds	Council President	Mayor-Council	\$ 1,717	5	Mayor - \$11,351
Lynnwood	Council President	Mayor-Council	\$ 1,650	6	Mayor \$10,342
Redmond	Council President	Mayor-Council	\$ 1,554	7	Mayor - \$12,083
Sammamish	Mayor	Council-Manager	\$ 1,476	8	
Bothell	Mayor	Council-Manager	\$ 1,450	9	
Shoreline	Mayor	Council-Manager	\$ 1,250	10	
Kenmore	Mayor	Council-Manager	\$ 1,216	11	
Burien	Mayor	Council-Manager	\$ 750	12	
Marysville	Council President	Mayor-Council			Mayor
Seattle	Position Not Comparable	Mayor-Council			Mayor - \$19,197
Shoreline Rank		10/12			
Coefficient of Variance		40%	Market Value	Percent +/-	
Number of Observations		11			
Labor Market Mean			\$ 1,789	-43.12%	
Labor Market Median			\$ 1,650	-32.00%	
25th Percentile			\$ 1,463	-17.05%	
75th Percentile			\$ 1,886	-50.88%	
Percentile Rank			11		

**City of Shoreline
Mayor-Council Survey**

Survey Agency	Population Served	Distance	ERI COL	ERI Wage	Govt Form	Mayor	Deputy Mayor	Council Member
Shoreline	60,320	0	100.0	100.0	Council-Manager	\$ 1,250	\$ 1,100	\$ 1,000
Edmonds	42,980	5	94.2	99.9	Mayor-Council	\$ 1,717	\$ 1,417	\$ 1,417
Kenmore	24,090	5	94.7	100.1	Council-Manager	\$ 1,216	\$ 1,081	\$ 1,081
Lynnwood	38,740	6	95.8	99.8	Mayor-Council	\$ 1,650	\$ 1,650	\$ 1,650
Seattle	762,500	12	133.6	102.9	Mayor-Council	Positions Not Comparable		
Bothell	48,940	14	102.2	99.9	Council-Manager	\$ 1,450	\$ 1,350	\$ 1,250
Bellevue	153,900	16	118.0	100.3	Council-Manager	\$ 2,829	\$ 2,539	\$ 2,394
Kirkland	93,570	17	109.1	100.0	Council-Manager	\$ 1,722	\$ 1,352	\$ 1,352
Everett	113,300	18	92.6	100.1	Mayor-Council	\$ 3,264	\$ 2,511	\$ 2,511
Redmond	75,270	21	113.8	100.3	Mayor-Council	\$ 1,554	\$ 1,554	\$ 1,554
Renton	107,500	23	95.4	100.1	Mayor-Council	\$ 2,050	\$ 1,750	\$ 1,750
Burien	52,490	23	93.1	100.0	Council-Manager	\$ 750	\$ 600	\$ 600
Marysville	72,380	24	85.3	99.8	Mayor-Council	Data Pending		
Sammamish	68,150	28	102.1	100.0	Council-Manager	\$ 1,476	\$ 1,320	\$ 1,320
Median - All	72,380	17	95.8	100.0		\$ 1,650	\$ 1,417	\$ 1,417
Average - All	127,216	16	102.3	100.2		\$ 1,789	\$ 1,557	\$ 1,534
Median - Council-Mgr	60,320	17	102.1	100.0		\$ 1,463	\$ 1,335	\$ 1,285
Average - Council-Mgr	73,523	17	103.2	100.0		\$ 1,574	\$ 1,374	\$ 1,333

Data Sources:

Population - State of Washington, City and Town Profiles (2022)

Distance - Google Maps

Cost of Living Index - Economic Research Institute Relocation Assessor; April 2022

Wage Index - Economic Research Institute Geographic Assessor; April 2022