



## Memorandum

**DATE:** August 12, 2022

**TO:** Shoreline City Council Salary Commission

**FROM:** John Norris, Assistant City Manager

**CC:** Melissa Muir, Human Resources and Organizational Development  
Director  
Doug Johnson, Ralph Anderson & Associates

**RE:** **City Council Comparable Jurisdiction Total Compensation Survey Results**

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Attached are the City Council total compensation survey results provided by Ralph Anderson & Associates for the Salary Commission's consideration. City Council total compensation includes the base salary amount provided to the Mayor, Deputy Mayor and Councilmembers, plus any benefit allotment or deferred compensation in lieu of benefits for the City's 13 comparable jurisdictions as confirmed by the Commission. The City of Seattle, as discussed by the Commission at your meeting on July 26, are not being included in this analysis as their Council positions are not comparable to Shoreline's.

The results in the attached survey table are provided in descending order from the highest amount of total compensation provided to Councilmembers to the lowest. The median (or middle point) of the total compensation is \$1,915 per month. This is the middle point between the city with the sixth highest total compensation (Kirkland; \$2,079 per month) and the seventh highest compensation (Renton; \$1,750 per month), as there are an even number of cities (12) that are being used in this analysis. Shoreline's total monthly compensation for Councilmembers (\$2,154) is above this median total compensation.

### **Attachments**

Attachment A: Ralph Anderson & Associates Total Compensation Survey – July 2022

**City of Shoreline  
Mayor-Council Survey**

Survey Agency	Population Served	Distance	Govt Form	Mayor	Deputy Mayor	Council Member	Benefits	Council Sal + Ben	
Everett	113,300	18	Mayor-Council	\$ 3,264	\$ 2,511	\$ 2,511	\$ 2,016	\$ 4,527	
Redmond	75,270	21	Mayor-Council	\$ 1,554	\$ 1,554	\$ 1,554	\$ 1,093	\$ 2,647	
Sammamish	68,150	28	Council-Manager	\$ 1,476	\$ 1,320	\$ 1,320	\$ 1,282	\$ 2,602	
Bellevue	153,900	16	Council-Manager	\$ 2,829	\$ 2,539	\$ 2,394	None	\$ 2,394	
Edmonds	42,980	5	Mayor-Council	\$ 1,717	\$ 1,417	\$ 1,417	\$ 811	\$ 2,228	
<b>Shoreline</b>	<b>60,320</b>	<b>0</b>	<b>Council-Manager</b>	<b>\$ 1,250</b>	<b>\$ 1,100</b>	<b>\$ 1,000</b>	<b>\$ 1,154</b>	<b>\$ 2,154</b>	
Kirkland	93,570	17	Council-Manager	\$ 1,722	\$ 1,352	\$ 1,352	\$ 727	\$ 2,079	
Renton	107,500	23	Mayor-Council	\$ 2,050	\$ 1,750	\$ 1,750	None	\$ 1,750	
Lynnwood	38,740	6	Mayor-Council	\$ 1,650	\$ 1,650	\$ 1,650	None	\$ 1,650	
Marysville	72,380	24	Mayor-Council	\$ 1,642	\$ 1,460	\$ 1,460	None	\$ 1,460	
Bothell	48,940	14	Council-Manager	\$ 1,450	\$ 1,350	\$ 1,250	None	\$ 1,250	
Burien	52,490	23	Council-Manager	\$ 750	\$ 600	\$ 600	\$ 600	\$ 1,200	
Kenmore	24,090	5	Council-Manager	\$ 1,216	\$ 1,081	\$ 1,081	None	\$ 1,081	
Seattle	762,500	12	Mayor-Council	Positions Not Comparable					
<b>Median - All</b>	<b>70,265</b>	<b>18</b>		<b>\$ 1,646</b>	<b>\$ 1,438</b>	<b>\$ 1,438</b>		<b>\$ 1,915</b>	
<b>Average - All</b>	<b>74,276</b>	<b>17</b>		<b>\$ 1,777</b>	<b>\$ 1,549</b>	<b>\$ 1,528</b>		<b>\$ 2,072</b>	
<b>Median - Council-Mgr</b>	<b>60,320</b>	<b>17</b>		<b>\$ 1,463</b>	<b>\$ 1,335</b>	<b>\$ 1,285</b>		<b>\$ 1,665</b>	
<b>Average - Council-Mgr</b>	<b>73,523</b>	<b>17</b>		<b>\$ 1,574</b>	<b>\$ 1,374</b>	<b>\$ 1,333</b>		<b>\$ 1,768</b>	