

# Bellevue Salary Commission October 30, 2024

Review of the previous recommendations and present additional data to support the commission's final proposal




# Agenda

Recap Gallagher consultants' recommendation



Present additional information to assist in making a recommendation



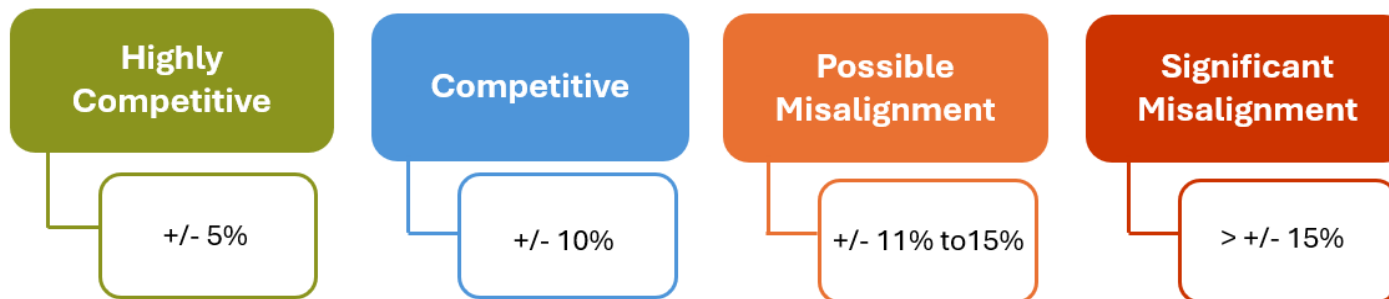
Provide Staff direction on adoption of recommendations or alternative direction

# Recap Gallagher **consultants'** recommendation

# Data Analysis

## Market Comparisons

- From the Custom Survey there were: 14 Matches for Mayor, 5 for Deputy Mayor and 8 for Council Member
- For each benchmark comparison, the percentage difference was calculated:
  - Positive (+) figures indicate pay is above market.
  - Negative (-) figures indicate pay is below market.
- The following guidelines are used when determining competitive nature of current actual compensation:



# Market Data Results

Benchmark Job Comparison with Market Actual Salaries (Base Pay):

City of Bellevue Job Title	City of Bellevue Average Salary	Market Value 25th %ile	Comparison to Market 25th %ile	Market Median Value	Comparison to Market Median (50th %ile)	Market Value 75th %ile	Comparison to Market 75th %ile
Mayor	\$33,948	\$25,381	34%	\$35,409	-4%	\$40,346	-16%
Deputy Mayor	\$30,468	\$13,504	126%	\$17,282	76%	\$19,364	57%
Councilmembers	\$28,728	\$21,694	32%	\$26,217	10%	\$29,734	-3%



# Recommendations

- According to the Benchmark summary, Gallagher determines that the City of Bellevue is positioned competitively in the market. The roles of Mayor and Council member are well defined in other cities, but the position of Deputy Mayor is not always present. Hence, the Mayor's to Deputy Mayor pay ratio should be preserved as it reflects the intrinsic worth within the City of Bellevue.
- Gallagher suggests offering a raise of up to 3.5% in the base salary as soon as possible and then reassessing the Market every 2 to 3 years.

# Additional Considerations

# Data Cuts

Survey cut excluding Mayor-Council forms of government

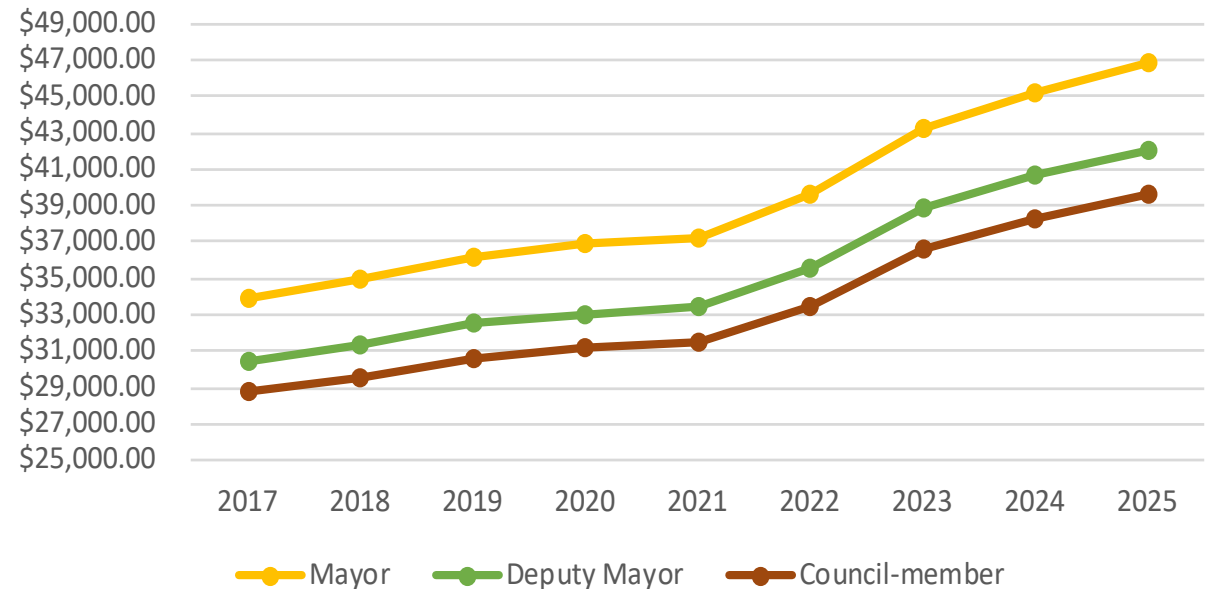
City of Bellevue Job Title	City of Bellevue Current Incumbers	Market Comparison Note	# of Custom Survey Responses	# of Published Survey Data Cuts	City of Bellevue Average Salary	Market Value 25th %ile	Comparison to Market 25th %ile	Market Median Value	Comparison to Market Median (50th %ile)	Market Value 75th %ile	Comparison to Market 75th %ile
Mayor	1	A	6	3	\$33,948	\$24,892	36%	\$29,310	16%	\$33,318	2%
Deputy Mayor	1	A	5	0	\$30,468	\$13,504	126%	\$17,282	76%	\$19,364	57%
Councilmembers	5	A	6	0	\$28,728	\$13,031	120%	\$16,478	74%	\$17,843	61%



# Staff General Wage Increases and COLA

Inflation (100% CPI-W, June)				
Year	Consumer Price Inflation	Mayor	Deputy Mayor	Council-member
2017	2%	\$33,948.00	\$30,468.00	\$28,728.00
2018	3.00%	\$34,966.44	\$31,382.04	\$29,589.84
2019	3.60%	\$36,225.23	\$32,511.79	\$30,655.07
2020	1.70%	\$36,841.06	\$33,064.49	\$31,176.21
2021	1%	\$37,209.47	\$33,395.14	\$31,487.97
2022	6.30%	\$39,553.67	\$35,499.03	\$33,471.71
2023	9.50%	\$43,311.27	\$38,871.44	\$36,651.53
2024	4.50%	\$45,260.27	\$40,620.66	\$38,300.85
2025	3.60%	\$46,889.64	\$42,083.00	\$39,679.68

Council Salaries - Hypothetically Increased with Consumer Price Inflation



# Staff General Wage Increases and COLA *cont.*

Staff Wage Inflation (Largest Employee Group)				
Year	Wage Inflation	Mayor	Deputy Mayor	Council-member
2017	1.80%	\$33,948.00	\$30,468.00	\$28,728.00
2018	2.70%	\$34,864.60	\$31,290.64	\$29,503.66
2019	3.24%	\$35,994.21	\$32,304.45	\$30,459.57
2020	1.53%	\$36,544.92	\$32,798.71	\$30,925.61
2021	0.90%	\$36,873.82	\$33,093.90	\$31,203.94
2022	5.67%	\$38,964.57	\$34,970.32	\$32,973.20
2023	5.50%	\$41,107.62	\$36,893.69	\$34,786.73
2024	4%	\$42,751.93	\$38,369.44	\$36,178.19
2025	3.50%	\$44,248.24	\$39,712.37	\$37,444.43

Council Salaries - Hypothetically Increased with Staff Wage Inflation

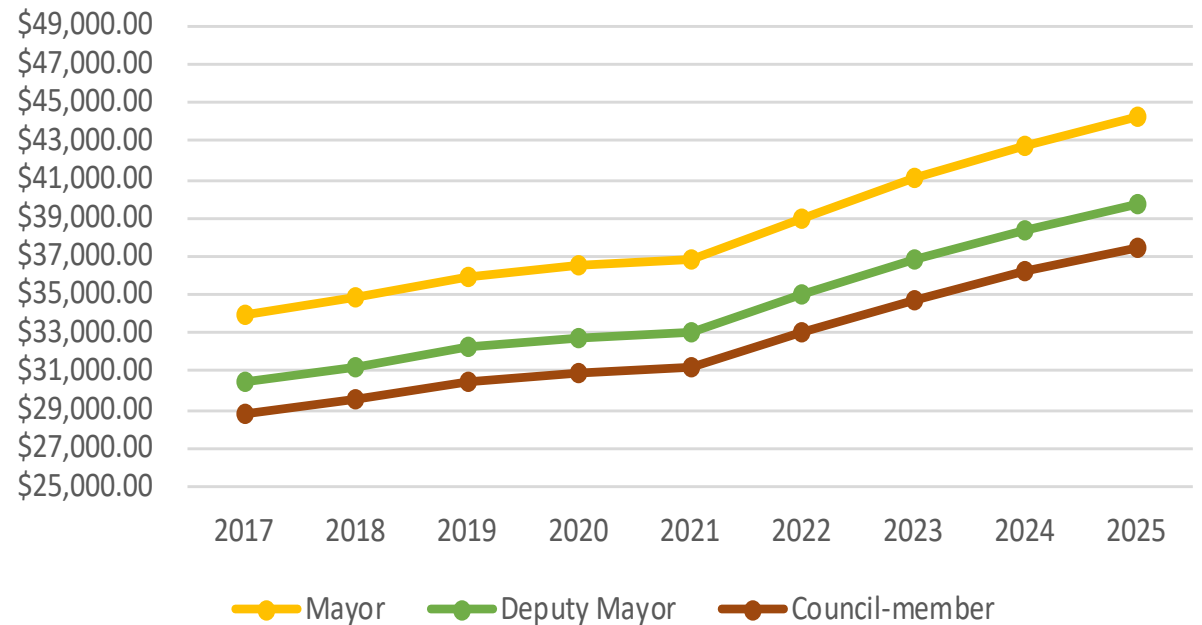


Illustration of hypothetical inflation of council salaries based on different measures of inflation. Example shown includes the City proposed staff increase for 2025, which is pending councils' budget adoption for 2025-26.

# Staff General Wage Increases and COLA *cont.*

Relationship to Council Salaries and COLA or General Wage Increases at Surrounding Communities

City	Form of Government	Population	Council COLA
Bellevue	Council-Manager	151,574	N/a
Bothell	Council-Manager	50,213	N/a
Kirkland	Council-Manager	91,194	No COLA established for future years.
Auburn	Mayor-Council	83,870	N/a
Edmonds	Mayor-Council	42,701	2025 COLA will be equal to the COLA for non-represented employees.
Everett	Mayor-Council	111,180	2025 COLA will be 80% of CPI-U (June-to-June, Seattle Tacoma Bellevue)
Federal Way	Mayor-Council	97,701	N/a
Issaquah	Mayor-Council	38,977	COLA equal to general wage adjustment for non-represented staff.*
Kent	Mayor-Council	133,378	2025 COLA will be 2.5%
Lynnwood	Mayor-Council	43,867	N/a
Redmond	Mayor-Council	80,280	N/a
Renton	Mayor-Council	104,491	N/a
		<b>Average:</b>	<i>Most jurisdictions do not have a COLA established for future years.</i>



# Differentials

- Wage differentials can help maintain “relative value” between jobs
  - Primarily used for career progression among positions/jobs with the same market dynamics
  - Limited utility when comparing jobs not within same profession, requiring the same qualifications, or not part of career progression.
- Consultants recommend maintaining differential between Councilmembers, Deputy Mayor, and Mayor due to inconclusive data for the Deputy Mayor.

# Differentials

Differential between the salaries provided to Council position and the City Manager between 2017 and 2023. Figures show the differential based upon the last City Manager’s salary. The Council is currently in salary negotiations with Diane Carlson to accept appointment to the City Manager role. As such, the current salary of the City Manager has not been set and the differential shown may increase or decrease based on the outcome of those negotiations.

2017			2023		
	Annual Rate	Differential	Annual Rate	Differential	
City Manager	260,077.19		344,965.57		
Mayor	33,948.00	666.10%	33,948.00	916.16%	
Deputy Mayor	30,468.00	753.61%	30,468.00	1032.22%	
Council Member	28,728.00	805.31%	28,728.00	1100.80%	

**Provide direction to staff on  
next steps**

# Appendix

Additional reference.

# Current Schedule of Compensation and Benefits

## Councilmember

### Salary:

- \$28,728.00/year  
\$2,394.00/month  
\$552.46/week

All other compensation is the same.

## Deputy Mayor

### Salary:

- \$30,468.00/year (+\$1,740 or 6.1%)  
\$2,539.00/month  
\$585.92/week

All other compensation is the same.

## Mayor

### Salary:

- \$33,948.00/year (+\$5,220 or +18.17%)  
\$2,829.00/month  
\$652.85/week

All other compensation is the same.

### Health Insurance:

- May choose b/w Bellevue's PPO plan (Premera Choice) or an HMO plan (Kaiser Permanente) for medical.
  - (Those in office prior to 2018, may participate in CORE PPO Plan)
- May choose between Delta Dental (PPO) and Willamette (HMO) for Dental.
- Also have vision option through VSP

### Retirement

- Option to participate in State's Public Employees Retirement Plan (either PERS 2 or PERS 3) via statute.
- Option to participate in City's 401K plan (MEBT) with employer match of up to 6.3%

### Misc.

- Receive car allowance of \$352.12/month (*increases with 100% of CPI-W June each year*)\*
- Eligible to receive \$65.00/month in a phone/data stipend.
- Do not accrue vacation or sick leave, but salary is not charged for absences or breaks.

\*Council generally receives the same benefits as unrepresented staff except for the car allowance, which is not available to staff outside of executive roles.





# Current Schedule of Compensation and Benefits- Proposed 3.5%

## Councilmember

### Salary:

\$29,733.48/year

\$2,477.79/month

\$571.80/week

All other compensation is the same.

## Deputy Mayor

### Salary:

\$31,534.38/year (+6.06%)

\$2,627.87/month

\$606.43/week

All other compensation is the same.

## Mayor

### Salary:

\$35,136.18/year (+18.17%)

\$2,928.02/month

\$675.70/week

All other compensation is the same.

## Responsibilities of Commission (BCC 3.60.060)

- A. To study the relationship of salaries to the duties of mayor, deputy mayor and council members and to study the costs personally incurred by council members in performing such duties;
- B. To study the relationship of Bellevue city council salaries and benefits to those salaries and benefits of council members in surrounding city jurisdictions and other current market conditions;
- C. To establish salary and benefits by either increasing or decreasing the existing salary and benefits of each position by an affirmative vote of not less than three members;
- D. To review and file a salary and compensation schedule with the city clerk no later than December 31, 2016, and if a new independent salary commission is appointed thereafter, by December 1st in any subsequent year. (Ord. 6322 § 2, 2016; Ord. 6306 § 1, 2016.)

# City Comparison

City	Population (2024)	County	Class	Form of Government	% of COB Pop	% of COB Assessed Valuation	% of COB Sales Tax Revenue	% of COB Levy Amount	% of COB Budget	Other?
Spokane	233,000	Spokane	First	Mayor-Council	150%	34%	68%	84%		
Tacoma	225,100	Pierce	First	Council-Manager	145%	44%	68%	83%		
Vancouver	202,600	Clark	First	Council-Manager	131%	35%	64%	85%		
Bellevue	155,000	King	Code	Council-Manager	100%	100%	100%	100%		
Kent	140,400	King	Code	Mayor-Council	91%	32%	37%	39%		
Everett	114,800	Snohomish	First	Mayor-Council	74%	27%	42%	46%		
Renton	108,800	King	Code	Mayor-Council	70%	29%	41%	29%		
Spokane Valley	108,800	Spokane	Code	Council-Manager	70%	16%	35%	16%		
Federal Way	102,500	King	Code	Mayor-Council	66%	17%	22%	14%		
Yakima	99,370	Yakima	First	Council-Manager	64%	10%	25%	24%		
Bellingham	97,270	Whatcom	First	Mayor-Council	63%	20%	38%	31%		
Kirkland	96,710	King	Code	Council-Manager	62%	49%	33%	39%		
Auburn	88,950	King/Pierce	Code	Mayor-Council	57%	2%	25%	28%		
Kennewick	87,120	Benton	Code	Council-Manager	56%	10%	28%	17%		
Pasco	82,220	Franklin	Code	Council-Manager	53%	10%	22%	14%		
Redmond	80,040	King	Code	Mayor-Council	52%	40%	57%	36%		
Seattle	797,700	King	First	Mayor-Council	515%	312%	337%	681%		