

Council Compensation Review

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Overview

- Council compensation levels have not been reviewed since 1999.
- Direction is being sought on conducting a formal review of Council compensation, and;
- Review of possible methods to conduct that review.

Staff is seeking direction from Council on a preferred method, and will return at a future meeting for formal action.

Option 1 – Formation of Salary Commission

- RCW 35.21.015 enacted in 2001 allows for salaries of elected officials of towns and cities to be set by salary commissions.
- Members are appointed by the Mayor with approval of the City Council.
- Duration can be a specific period of time (ex. 6 months) or ongoing, where the Commission would meet at least once per year.
- Changes to salary become effective without further action by the city Council.
 - Increases are effective after 30 days
 - Decreases are effective after election to next term
- Meetings of the Salary Commission fall under the Open Meeting Act, and are conducted with full public participation.

Option 2 – Form Citizen Task Force

- Method last used in 1999 by Bellevue City Council to conduct review of compensation.
- Similar to function of Salary Commission, but appointed Task Force recommendation comes back to Council for adoption.
- Effective date of any increase or decrease is timed to next election for each Council position (2017 or 2019).

Option 3 - Council Review

- As outlined by RCW 35a.13.040, Council may adopt an Ordinance to update salaries / compensation.
- Option last used by Bellevue City Council in 1989.
- Again, increases / decreases become effective after the election for each Council position (2017 or 2019).

Recommendation and Discussion

If Council wishes to conduct a compensation review this year, staff recommends:

- Form a Salary Commission consisting of 5 members to meet for a duration of 6 months;
- Ask Commission to consider future reviews (ex. Cost of living adjustments, Council appointment of ongoing Commission, recommend reforming temporary Commission every 4 – 5 years, etc.)

Upon Council direction, staff will return with draft legislation to form a Salary Commission, or alternatives for consideration.