

## SALARY REVIEW COMMISSION

### 2018 Final Report: Decision Establishing the Salaries of the Mayor, Council President and City Council Members of the City of Spokane

#### Commissioners

The Salary Review Commission (SRC) is comprised of five Spokane citizens who are appointed in staggered terms by the Mayor and City Council: two at-large members and three Council District members. Commission members serve four-year terms with a two-term limit.

Commission	Current Commissioner	Term Start	Term End
District 1	Dycelia Weiss (Filling vacant position)	January 1, 2016	December 31, 2019
District 2	Mark Bryant – Chair	January 1, 2016	December 31, 2019
District 3	Jeff Rugan - Vice-Chair	January 1, 2016	December 31, 2019
At-Large	Linda McDermott	January 1, 2018	December 31, 2021
At-large	Chris Savage	January 1, 2018	December 31, 2021

#### Commission Charge

The Spokane City Council established the Salary Review Commission (SRC) for the purpose of determining the salaries of the Mayor, Council President and Council Members. It is the goal of the Commission to base the salaries of the Mayor, Council President and City Council Members *on realistic standards so that the elected officials may be paid according to the duties of their offices, and so that citizens of the highest quality may be attracted to public service* (SMC 2.05.040).

The SRC is required to meet to review the salaries of the elected City officials during even numbered years, to conduct at least one public hearing regarding the establishment of salaries, and to file its decision regarding an increase or decrease in the salary schedule with the City Clerk by May 31 of that year.

The SRC initiated its biennial review of the elected officials' salaries in April of 2018 and concluded its review in May of 2018. The SRC held three meetings in April and two in May, including a public hearing on May 10<sup>th</sup>.

The SRC reviewed the existing salaries applicable to the City of Spokane elected officials, as well as salaries of other elected officials of municipalities throughout the State of Washington. Primary documentation used was provided in the Washington City and County Employee 2017 Salary and Benefit Survey prepared by the Association of Washington Cities. The SRC also compared the salaries of elected officials in major US cities having a population and form of government similar to Spokane. Additional information such as Per Capital Personal Income, Median Household Income and Cost of Living data was also taken into account.

The SRC considered the current condition of the regional economy, inclusive of Cost of Living Adjustment data. All data documents, and other related Commission documents, are available via an open records request in the City Clerk's Office.

Additionally, the SRC conducted a public hearing on May 10, 2018 to receive public comment on the salary schedule for the Spokane City Council Members.

### **Data Collection Methodology and Analysis**

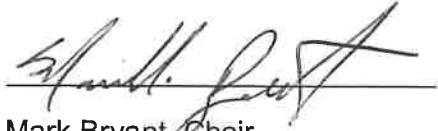
The Salary Review Commission requested, received, and reviewed a large volume of salary data sets associated with the Mayor, Council President and City Council positions in Spokane. As with the City of Spokane labor contracts, "like-cities" were identified in pursuit of a stronger data correlation. Cities selected included those with a Mayor-Council form of government, versus a Council-Manager form of government. City populations were also considered, as was geographic location. Examples of the data reviewed include, but are not limited to, the following:

- Spokane City Elected Official Salaries from 2000 to 2018
- 2010-2016 US Census Data for Cities and Towns – salaries of Mayor and City Council members of eighteen (18) U.S. cities having populations within +/- 20% of Spokane's population (215,973) and form of government (Mayor-Council).
- Washington State City Elected Official Salaries, which included:
  - ✓ Top 10, 20 and 30 cities based on population and salaries
  - ✓ Salaries of mayor-council, council-city manager and combined forms of government.
- Total Compensation Package, including salaries and other City benefits

### **Commission Recommendation**

Based upon the information reviewed and the data analyzed, it is the decision of a majority of the Salary Review Commission that the salaries of the elected positions of Mayor, Council President and Council Members shall be as follows effective January 1, 2019:

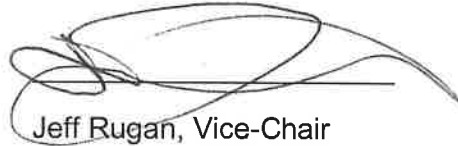
- Mayor: \$168,000
- Council President: \$62,000
- Council Members: \$46,700



Mark Bryant, Chair

5/29/18

Date



Jeff Rujan, Vice-Chair

5/29/18

Date



Linda McDermott, Commissioner

5/29/18

Date



Chris Savage, Commissioner

5/29/18

Date



Dycelia Weiss, Commissioner

5/29/18

Date