

**Council Member:** Kate Burke**Date:** 5/14/20

Spokane Municipal Code tasks the Salary Review Commission with reviewing and establishing the salary of the mayor, council president and council members. Please respond to the below survey questions to assist the Commission in understanding the requirements of your position.

The SRC Ordinance: SMC 2.05.040 A states: *It is the goal of the commission to base salaries of the mayor, council president and 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. The commission shall have the duty to review and establish the salary of the council president and council members. The commission shall study the relationship of salaries to the duties of the mayor, council president and council members.*

- A. In your view, what is the relationship between the Mayor's and the Council Member's DUTIES?

We are both essential to the working of our government, but the Mayor is the executive branch. So the Mayor and the administration puts the laws into place that the City Council works on. I think there needs to be conversation and dialog so that folks are on the same page, but there is a difference in their duties. The Mayor is in charge of City Staff and how where the direction of the city is going.

- B. In your view, what is the relationship between the Mayor's and the Council Member's SALARIES?

I believe they should be similar. We both have different roles, but also play BIG parts in the future of our community members. If the City Council was not there- the Mayor could not do their job and vice versa. We are both essential to the future of Spokane. There should be hours to consider- but in all reality, we just have very different jobs!

### **WORKLOAD & RESPONSIBILITIES:**

- C. Please comment on the scope of the position of Council Member/President. What do you view to be your principle duties or responsibilities?

The duties of a Councilmember are very expansive. We do our job legislating by passing ordinances and resolution, framing policy, approving the \$1 billion annual budget, approve all city contracts, work with our constituents to have their voices heard, advocate for their constituents concerns, attend neighborhood council meetings and other activities in our neighborhood (I have 8 neighborhood councils in my district), attend weekly council meetings, committee meetings and study sessions, meet with staff, administration and department heads regularly, communicate with constituents via email newsletter and phone along with much more.

The Council President performs all of these duties plus more. Council President runs weekly council meetings, chairs weekly study sessions, manages Councilmember interests and goals, and collaborates with the Mayor to ensure a working relationship.

- D. Have you found that having a full time Legislative Aide has impacted the number of hours you work? Please explain.

I believe that having a full time assistant both added and helped my workload in a way. I now am in charge of managing a person and I work hard to "bring" people up and learn as much as they can about the job. Therefore, that aspect- I am spending more time than I would adding to someone else's future. However, not having an assistant would mean that I would have to schedule all my own appointments and that would take away from the time I am able to actually spend with constituents.

- E. What is the estimated number of hours per week that you spend on tasks directly related to your City Council work:

I have also attached a document with my break down of hours. But about 40-80 hours a week. It really just depends on the amount of meetings and events that come up.

- F. How many committees/boards are current assigned as a member to:

City Commissioned: 9      Non-City Commissioned: 4

- G. Do you believe your workload, time commitments, work complexities and/or challenges as a Spokane City Council Member are in alignment with your current annual salary:      Yes:      No: x

Comments:

### **SALARY FACTORS:**

- H. What do you believe should be the primary factors used in considering the Council Member's Salary:

I think our responsibilities are something that should be looked at in considering the salary. I also think the number of meetings that we are expected to attend needs to be considered as well. If you have watched the new Michael Jordan documentary- I feel that Dennis Rodman puts it nicely. He says that he would pay the game for free- that is the easy part. The hard part is off the courts. The media and the drama while not playing is what he feels he gets paid for.

I feel very similar to this. I would write policy ALL day to make our community better. I would speak to students ALL day, everyday and go to meetings to support community members and hear different aspects. But it is also the folks who follow me around that I have to think about pulling restraining orders on and the people who attack me when coming out of council chambers, the people on my FB telling me that I am worthless,

every single day and every single post that I do not like. This should be considered in the review of the salary. I am more than happy to speak more about the harassment side of this at any moment.

- I. Should the goal to attract “citizens of the high quality” in the case of a Council Member have the same meaning as for a non-elected (appointed) administration-hired competitive position such as a Fire Chief, Chief of Police, City Attorney or other professional management position?

I am not sure this is relevant.

- J. Should the fact that appointed officials serve at the pleasure of their appointing official, but an elected official has a different standard of accountability to retain the job, be a factor in deciding salary?

No.

- K. Since you were elected to office, has anything financial or time-wise come up that has been a surprise to you?

I am not really surprised by any of this. I always knew I was going to put 110% into this job (and really any job I have had or will have). I guess I did not expect how much evening meetings I have. That is a true bummer, as I do not get to have many meals with my partner.

- L. How important was the salary to you when you chose to run for City Council? In your opinion, how important is the salary to a future candidate for City Council?

When I decided I wanted to run for office, the salary was \$31,000 and I was thinking about other jobs that I could have to make this work. It was going to be a struggle for me to make it work, but I wanted to serve the people- so I was just going to figure something out. To my advantage, the salary review commission made the salaries \$45,000-, which was an increase in comparison, but meant I was making the same amount of money as I was as an assistant at the State Level. So I knew I could make it work and spend 100% of my time dedicated to the city council duties. This made my panic ease! I was very thankful that changed. I do not think I could do the effective job I have been doing WHILE also having another job on my plate. This is a lot of work.

- M. Do you pay any expenses out of your own pocket in order to perform any official duties?

Often times I pay out of my pocket for meals while I am traveling on official business. Because I want to hear from people of all perspectives, I take it upon myself to do this to make my travel budget stretch as far as possible.

- N. Which cities or organizations would you consider the Council Member’s salary should be compared to?

Our salary should be somewhere between our current pay, and the pay that Councilmembers receive in Seattle. This job has always been more than full time if you get elected officials who want to put in the hours and do the things that I believe are important to being a City Council member to our great City. I may have different priorities than some, but I believe that it is our duty to educate the community on our role, be there for constituents, always say yes to helping people and working to change the system to make a more just community for all. These tasks are not able to happen (especially with all of the boards I sit on) without putting in hours and being present. If we want to get diverse folks to want to run, we need to pay livable wages so it is equitable for all walks of life to be on the City Council.

- O. Please share any additional information, comments, or advice that that you would like the SRC to consider in this salary review:

I am happy to talk to anyone via phone or zoom to go over questions or comments!

***Thank you for your time and attention!***

**DEADLINE: 12 P.M. FRIDAY, MAY 15, 2020**

Please return your completed survey to:  
Meghann Steinolfson, Interim Human Resources Director  
[msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org)

**Council Member:** Karen Stratton**Date:** 5/14/20

Spokane Municipal Code tasks the Salary Review Commission with reviewing and establishing the salary of the mayor, council president and council members. Please respond to the below survey questions to assist the Commission in understanding the requirements of your position.

The SRC Ordinance: SMC 2.05.040 A states: *It is the goal of the commission to base salaries of the mayor, council president and 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. The commission shall have the duty to review and establish the salary of the council president and council members. The commission shall study the relationship of salaries to the duties of the mayor, council president and council members.*

- A. In your view, what is the relationship between the Mayor's and the Council Member's DUTIES?

The Mayor is the chief executive for the City of Spokane. The City Council is the legislative body for the City of Spokane.

The Mayor appoints division/department heads, proposes a city budget, has oversight of the day-to-day operations of the city and implements/enforces laws and ordinances.

The City Council passes the budget and develops the policies/laws that govern the community.

- B. In your view, what is the relationship between the Mayor's and the Council Member's SALARIES?

The Mayor serves the citizens on a full-time basis and is prohibited from having any other paid employment outside city government. City Council members are considered part-time. I know both the Mayor and council members work extremely hard and are dedicated to creating and maintaining a healthy, thriving community.

### **WORKLOAD & RESPONSIBILITIES:**

- C. Please comment on the scope of the position of Council Member/President. What do you view to be your principle duties or responsibilities?

My principle duty as a city council member is to represent the people that elected me. This includes building strong relationships with the nine neighborhood councils in District 3. In addition, council members are required to develop and adopt policies, approve labor contracts, establish budget goals and priorities, adopt the final budget, set utility

rates, adopt Council rules of procedure, participate in Council meetings, adopt and amend zoning codes and regulations, adopt the comprehensive plan, approve contracts on expenditures, maintain consistent and healthy communication with constituents, and stay abreast of issues affecting the district.

D. Have you found that having a full time Legislative Aide has impacted the number of hours you work? Please explain.

I have learned as our community and neighborhoods grow, so does my time commitment as a member of the city council. Having a full-time Legislative Aide in the office to manage phone calls, prepare meeting materials, schedule appointments, meet with constituents etc., allows me more opportunity to participate in more activities outside of City Hall --- neighborhood council meetings, board meetings, community events, individual meetings with constituents and businesses, etc. In short, having a full-time legislative aide enables me to devote my hours to more productive work.

E. What is the estimated number of hours per week that you spend on tasks directly related to your City Council work: 50-65

F. How many committees/boards are current assigned as a member to:  
City Commissioned: 10 Non-City Commissioned: 2

In addition to my service on 12 boards/committees/commissions, I also attend monthly meetings of the neighborhood councils in District 3. Currently, there are nine councils in my district. These meetings are held in the evenings, on a monthly basis. Between CM Mumm and myself, we attend approximately 4-5 of these meetings each, per month.

G. Do you believe your workload, time commitments, work complexities and/or challenges as a Spokane City Council Member are in alignment with your current annual salary: Yes: No: X

Comments: As the City grows so does the complexity of our jobs. However, until these city council positions are considered full-time, there will always be a disconnect between the time commitment and the wages for the position. Council members need to understand that this disconnect may always be a part of the arrangement. My primary frustration with council compensation is the lack of an employer match for our deferred compensation fund.

### **SALARY FACTORS:**

H. What do you believe should be the primary factors used in considering the Council Member's Salary:

Hours worked per week (including evenings and weekends), ability to understand community issues and complex internal practices. The citizens that elect us have very high expectations. They expect us to work hard and to spend tax dollars wisely. This

requires a full time commitment and complete transparency. Attention to detail and understanding the consequences of our actions are paramount.

- I. Should the goal to attract “citizens of the high quality” in the case of a Council Member have the same meaning as for a non-elected (appointed) administration-hired competitive position such as a Fire Chief, Chief of Police, City Attorney or other professional management position?

Yes. I believe more experienced and diverse individuals would seek public office if the salary was higher so they would not have to supplement income. Again, this can be a full time commitment. Trying to work another job, in my opinion, means less service to the community. I also worry that the current time commitment, combined with a comparatively lower salary, discourages applicants with young children from running for council positions. I have witnessed first-hand how difficult it is for parents with young children to manage the position and their financial health while in office. And yet this demographic is extremely important part of our community, and needs council representation.

- J. Should the fact that appointed officials serve at the pleasure of their appointing official, but an elected official has a different standard of accountability to retain the job, be a factor in deciding salary?

Yes. Elected officials are responsible to the people that elect them. The threshold of accountability is both lower and higher in some respects. For example, all work and activities of an elected official are subject to more public scrutiny than someone that has been appointed, and thus they are very accountable in that respect. At the same time, it is much more difficult to remove an elected official mid-term and, in that respect, there is less accountability.

- K. Since you were elected to office, has anything financial or time-wise come up that has been a surprise to you?

I was surprised that the City does not match contributions to our deferred compensation plan for City Council members. As a former City employee, that was one benefit that I enjoyed.

- L. How important was the salary to you when you chose to run for City Council? In your opinion, how important is the salary to a future candidate for City Council?

I was well aware of the income loss I would experience when appointed/elected to this position. However, it has been an adjustment. I have also come to believe to do this job right and fully represent the needs of our citizens, it requires full time attention. I cannot imagine having time for another job to supplement my income.

- M. Do you pay any expenses out of your own pocket in order to perform any official duties?

Yes. I purchase my own tickets to events and pay for all meals, etc. out of pocket.

N. Which cities or organizations would you consider the Council Member's salary should be compared to?

I would look at other cities of comparable size with a similar form of municipal government. I would also look at the Mayor's salary, City Administrator salary and the salary of our County Commissioners to find a middle ground salary for City Council members.

Please share any additional information, comments, or advice that that you would like the SRC to consider in this salary review:

***Thank you for your time and attention!***

**DEADLINE: 12 P.M. FRIDAY, MAY 15, 2020**

**Please return your completed survey to:  
Meghann Steinolfson, Interim Human Resources Director  
[msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org)**



**Council Member:** Candace Mumm**Date:** May 15, 2020

Spokane Municipal Code tasks the Salary Review Commission with reviewing and establishing the salary of the mayor, council president and council members. Please respond to the below survey questions to assist the Commission in understanding the requirements of your position.

The SRC Ordinance: SMC 2.05.040 A states: *It is the goal of the commission to base salaries of the mayor, council president and 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. The commission shall have the duty to review and establish the salary of the council president and council members. The commission shall study the relationship of salaries to the duties of the mayor, council president and council members.*

- A. In your view, what is the relationship between the Mayor's and the Council Member's DUTIES?

The duties are similar in nature, yet have different statutory authority.

Under the Strong Mayor-Strong Council form of government, Council is tasked with oversight of a \$1 Billion capital and operating budget, researching and creating new laws, holding legislative hearings and public meetings, representing the city on state, regional and local Boards and Commissions, approving contracts, ballot measures and navigating a variety of complex legal, governmental, and human resource issues. They devise and implement the legislative agenda for the city at the local, state and Federal level. They also oversee at least one staff member and work with the Council President, Mayor and Department Directors on a variety of projects. They hold executive sessions with the City Attorney and legal staff on pending litigation and labor negotiations. They participate in job descriptions, interviews and hiring of department directors. They are the board for the Spokane Water District, the Transportation Benefit District and hold seats on the Spokane Transit Authority, the Park Board, Library Board, County Health Board and many more. They attend up to nine neighborhood Council evening meetings every month, along with Community Assemblies, Town Halls and more than 40 Monday Night Council meetings which include public forums. They hold meetings with constituents, interest groups, neighboring Mayors and Councils, County Commissioners, State Senators and Representatives, Gubernatorial and Congressional electeds and their liaisons. They conduct interviews and host shows on Cable 5, local news and radio programs and are routinely interviewed by local reporters and are asked to make speeches at public events, sometimes substituting for the Mayor or representing the city. While we are

elected and represent a district (approximately 85,000 people) most of our actions have an impact citywide for all citizens (220,000+)

- B. In your view, what is the relationship between the Mayor's and the Council Member's SALARIES?

Historically, there does not appear to have been a relationship between the Mayor and Council salaries either numerically, commensurate responsibility, or for hours worked. The Mayor has in the past been given between 4-5 times the salary of a Councilperson. The disparity came from the change in the form of government and council's additional duties that did not keep up with the salary adjustments that happened on the Mayor's side. That has lead to this great gap that the Commission has been faced with. A relationship could be created between the Mayor and Council salaries if the Salary Review Commission determined to have the Council and/or Council President's salary reflect a percentage of the Mayor's salary. Some have suggested that the President and the Mayor should be paid the same amount. Others have suggested 75-80% of the Mayor's salary makes more sense. The Council President takes over for the Mayor when the Mayor is unable to serve. In Washington State the Lt. Governor makes about 62% of the Governor's salary.

### **WORKLOAD & RESPONSIBILITIES:**

- C. Please comment on the scope of the position of Council Member/President. What do you view to be your principle duties or responsibilities?

I have served under 7 Mayors and multiple versions of Council either as a Council Member or as a Plan Commissioner for 17 years. Prior to that I reported on the City Council as a TV and radio news reporter. In total, I have observed or been a part of city government for nearly four decades. In the previous 3 decades, Council Members did not seem to put in the same hours as the Mayor or Council President. That is not the case any more this decade under the Strong Mayor-Strong Council form of government, coupled with the duties under the Neighborhood Council and Community Assembly systems. With few exceptions, most put in a full workweek, nights and weekends. Spokane is a full-grown city now, and with 24/7 technology. Those days of a "part-time" council are gone. The public is and does demand a full-time council. I've always thought Council's job, duties and responsibilities are much like our state legislative representatives, however, we work far more hours throughout the year. They will likely be paid close to \$60K next year and get bumped annually. I would suggest whatever amount the commission arrives at, members would consider setting the rate for not as it compares now, in 2020 but as it should be anticipated for the next two upcoming years and adjust accordingly, since, it will be flat with no COLA until the next implementation in 2023. Also, there is the position of Council President Pro-Tem, (elected by the Council to back-up the Council President when not available/vacation, illness, vacancy etc.) who serves without increase in pay or stipend, but does take on

extra duties. It seems that position should be paid a little more than a standard Council Member.

- D. Have you found that having a full time Legislative Aide has impacted the number of hours you work? Please explain.

Not able to compare to the previous system as this Council has always had full-time legislative aides, so I guess the answer would be no impact, since it's always been the same for us. Our legislative aides do a tremendous amount of constituent services work that in the past would have gone to other staff members in City Hall.

- E. What is the estimated number of hours per week that you spend on tasks directly related to your City Council work:

40 – 50 hours a week, nights and weekends.

- F. How many committees/boards are current assigned as a member to:

City Commissioned: 18\*      Non-City Commissioned: 5\*

\*See attachment

- G. Do you believe your workload, time commitments, work complexities and/or challenges as a Spokane City Council Member are in alignment with your current annual salary:      Yes:      No: X

Comments: I make less than my Legislative Aide.

### **SALARY FACTORS:**

- H. What do you believe should be the primary factors used in considering the Council Member's Salary:

Workload, level of responsibility, time commitments, work complexities and/or challenges, also it is very awkward making less than my Legislative Aide, whom I supervise. Our aides do constituent services and so much more. Based the most recent salary review this year by HR for the Mayor's office the Constituent Services Coordinator position was found to be Range 32 step 6, so at least above that should be a starting point.

- I. Should the goal to attract "citizens of the high quality" in the case of a Council Member have the same meaning as for a non-elected (appointed) administration-hired competitive position such as a Fire Chief, Chief of Police, City Attorney or other professional management position?

I do believe an appropriate salary will attract higher quality Council Candidates for the electorate to choose from with more commensurate education and skill sets to offer. Also, if not, this job could only be attractive to those who could afford to run for office,

and deter a more diverse pool who seek public service, but cannot afford to do so (a.k.a. livable family wage)

- J. Should the fact that appointed officials serve at the pleasure of their appointing official, but an elected official has a different standard of accountability to retain the job, be a factor in deciding salary?

In my experience, very few exempt hires seem to lose their jobs or have high turnover, but Council members seem to come and go quite often for a variety of factors, so perhaps the elected job is more volatile. During my term we had one council member quite mid-term because he needed to run his business, and another who chose not to run again, because, based on his comments, he needed more income. I also know of a former council member, who would have been an excellent Council President candidate, who did not run because the salary was not worth it. That is also the case for myself. I chose not to run for Council President last year, in part, because of the salary situation.

- K. Since you were elected to office, has anything financial or time-wise come up that has been a surprise to you?

Since being elected in 2013, I have seen the demands and responsibilities increase due to the evolution of the voter-mandated change in how our Council and Mayor system structured, the demands of the public, and the need for Council Office to pick up the slack on constituent services.

I also thought you might find it interesting, as I did, that our paychecks are less every second year because the system sets the salary as flat for two years and does not have an annual COLA to account for the annual increases in escalating SERS pension and health costs. Next year our SERS employee costs are going up again to a full 10% of salary. Health care costs have also risen, contributing to smaller paychecks every the 2<sup>nd</sup> year.

That Council President Pro-Tem does not carry with it a little higher salary than a regular Council Member. I think that is within your powers to fix.

- L. How important was the salary to you when you chose to run for City Council? In your opinion, how important is the salary to a future candidate for City Council?

The salary is important to future candidates because as they begin to understand this is a full-time plus gig, they have to weigh the impact to stepping away from a profession, hiring extra help for their small business (I did this), or forgoing higher paying opportunities.

- M. Do you pay any expenses out of your own pocket in order to perform any official duties?

Yes, parking, dinners, coffees, lunches with constituents (that is not covered by our budget), and travel costs that per diems don't cover.

- N. Which cities or organizations would you consider the Council Member's salary should be compared to?

State legislature or County Commissioner, seems the closest, I don't know of another City Council in our state that works full-time and has the same duties/workload, except for Seattle City Council.

- O. Please share any additional information, comments, or advice that that you would like the SRC to consider in this salary review:

I appreciate you taking the time to read this survey. It has been an honor and privilege serving Spokane. I think our city is in a better place because of the work the council has done. We are in a sound financial position with ample reserves (despite Covid) and have become one of the most popular places in the nation for people looking to relocate. I hope those quality citizens who have said no to running for Mayor, Council President or Council District Member in the past because of the low salary, will be enticed to run in the future because I believe Spokane deserves the best!

Attachment:

Mumm- 2020 Assigned Boards, Commissions & Committees:

Finance and Administration Council Committee (Chairwoman)

Urban Development and CHHS Council Committee

Public Infrastructure, Environment & Sustainability Committee

Public Safety Committee

Fire Pension Board

City Plan Commission

Spokane County Growth Management Steering Committee- City Rep.

Spokane Transit Authority Board member

STA Planning and Development Committee

City of Spokane Investment Committee

Traffic Calming/Red Light allocation Committee

Legislative Committee-Chair

21<sup>st</sup> Century Work force committee

Docketing steering committee

AWC District 9 City Representative (Spokane Seat)

AWC Large City Committee

Community Assembly

Transportation Benefit District Board

Dept. of Commerce- Community Economic Revitalization Committee

CERB-Policy Committee

Governor's Safe Energy Leadership Alliance

Smart Growth America-Local Leaders Council

National League of Cities

***Thank you for your time and attention!***

**DEADLINE: 12 P.M. FRIDAY, MAY 15, 2020**

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Meghann Steinolfson, Interim Human Resources Director  
[msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org)**

**Council Member:** Lori Kinnear**Date:** 5/13/2020

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- A. In your view, what is the relationship between the Mayor's and the Council Member's DUTIES?

Under Spokane's current mayor-council form of government, the mayor and council each have to be involved in order to get things done for the people of Spokane. For example, the mayor proposes a budget and the council considers, modifies, approves or rejects that budget. The mayor nominates department heads, and the council decides whether to actually appoint them. The council adopts legislation, and the mayor implements that policy. So, the Mayor and the Council are actually two sides of the same coin – making and implementing public policy to make the city run well.

Council Members also engage with community members on a daily basis, interacting personally with their constituents at neighborhood council meetings, community centers, the community assembly, at outside boards and commissions, and at council meetings. Each council member is the point of contact for 8-13 neighborhood councils, and either participates in or chairs several outside boards and commissions as well as the Council's standing committees. To make sound decisions, to inform the public accurately, and to help guide and oversee the administration's actions, each Council Member must be highly knowledgeable on the fine details of all aspects of City business, including its budget, its personnel structure, labor relations, land use and zoning law, planning and the state growth management act, environmental regulations, transportation funding structures and mechanisms, state financing and budget processes and limitations, and state and local legislation, to name just a few. By contrast, the main duty of the mayor is to be the manager of the department heads across the city organization, which is a very different, but no less demanding, job.

- B. In your view, what is the relationship between the Mayor's and the Council Member's SALARIES?

With the exception of the Council President, there is not really a perceptible relationship between the Council Members' salaries and the Mayor's salary. The Council President assumes the duties of the Mayor if the Mayor is no longer able to do so, so some connection between the salaries of the Council President and the Mayor makes sense. Each are also elected city-wide, which is another point of correspondence. But Council Members in general have a job and a role that is not comparable to the Mayor's role, and so there really is no apparent connection or relationship between the salaries of the two positions. I would add that my constituents have increasingly expected more from their Council Members in the four years I have been in office in terms of time commitment and professional expertise. The four to one ratio in salaries for CMs and Mayor isn't based on data. While each job has different requirements, both jobs require the highest level of professionalism, communication skills, policy sophistication and financial expertise.

### **WORKLOAD & RESPONSIBILITIES:**

- C. Please comment on the scope of the position of Council Member/President. What do you view to be your principle duties or responsibilities?

Council Member duties are as follows: frames policy, researches sponsors and passes ordinances and resolutions, oversees and approves the City's \$1billion annual budget, approves contracts, represents the views and issues of constituents in our districts, serves on Boards and Commissions as assigned, advocates for citizen concerns, attends neighborhood council meetings and other neighborhood activities (there are 13 neighborhood councils in my district), attends weekly City Council meetings and study sessions, attends weekly Council committee meetings where agenda items are vetted before being voted on by Council, meets regularly with staff, administration and department heads, communicates regularly by email, newsletter and phone to constituents and completes other duties as assigned.

In addition to the aforementioned duties, Council President runs weekly City Council meetings (including organizing the agenda), chairs weekly Council study sessions, manages diverse Council Member interests and goals in a manner that is equitable and ensures that all voices are heard, and collaborates with the Mayor and her staff to ensure a strong and collaborative working relationship between Council and the administration.

- D. Have you found that having a full time Legislative Aide has impacted the number of hours you work? Please explain.

The current council has always had full time Legislative Aides so it is difficult to compare being without. The primary role of an L.A. is to aid a Council Member in successfully fulfilling their public obligations by providing a variety of support in the areas of research, policy analysis, public relations, office administration and communications. In my experience, my L.A. amplifies the work I do through collaborative partnership. While I don't think having an L.A. impacts the hours I work,



my L.A. does help ensure my projects develop more thoroughly and proceed more smoothly.

- E. What is the estimated number of hours per week that you spend on tasks directly related to your City Council work:

Between 40-50 hours, seven days a week.

- F. How many committees/boards are current assigned as a member to:

I currently sit on eight City-commissioned committees/boards in addition to serving on three sub committees of those boards (one as chair). I also sit on four Council committees which meet once a week and serve as Chair of one of those committees (the Public Safety and Community Health Committee). I do not sit on any non-City-commissioned committees/boards.

- G. Do you believe your workload, time commitments, work complexities and/or challenges as a Spokane City Council Member are in alignment with your current annual salary:    Yes:                      No: X

Comments:

**SALARY FACTORS:**

- H. What do you believe should be the primary factors used in considering the Council Member's Salary:

The principle duties and responsibilities of a Council Member, including the time commitment associated with maintaining the communication necessary to keep connected to the community, as well as the often-demanding nature of being an elected official should be primary factors used in considering Council Members' salaries.

- I. Should the goal to attract "citizens of the high quality" in the case of a Council Member have the same meaning as for a non-elected (appointed) administration-hired competitive position such as a Fire Chief, Chief of Police, City Attorney or other professional management position?

I don't believe this comparison is relevant. Comparing an elected position with an appointed position that may or may not require a college degree, level of experience and expertise can't be quantified. Elected office relies on the public to place a person in their position without necessarily considering all the above.

- J. Should the fact that appointed officials serve at the pleasure of their appointing official, but an elected official has a different standard of accountability to retain the job, be a factor in deciding salary?

No, I do not believe so.

- K. Since you were elected to office, has anything financial or time-wise come up that has been a surprise to you?

Yes, the predicted time commitment is not a true reflection of the expectation of the public and staff when requesting “moments” of time. A small project quickly turns into a large one based on the number of people required to be included in the final decision and outcome.

- L. How important was the salary to you when you chose to run for City Council? In your opinion, how important is the salary to a future candidate for City Council?

Having a salary was important and knowing that the opportunity and mechanism existed for salary increases was a deciding factor for me. The current salary dissuades younger people and those with young children from running for office. Those in their prime earning years are not going to forego a livable wage and future pension package to serve for four to eight years as a Council Member. The current salary is below Spokane’s livable wage for a single person.

- M. Do you pay any expenses out of your own pocket in order to perform any official duties?

Yes, frequently.

- N. Which cities or organizations would you consider the Council Member’s salary should be compared to?

In my opinion, most Council Members, including myself, do not have the appropriate background and expertise necessary to provide an adequately-informed answer to this question. Spokane is the second largest city in Washington and by far the largest city in the region. One should probably look at the cities in the Northwest that have essentially full time council members with a staff of 15 or so and of course adjust for cost of living.

- O. Please share any additional information, comments, or advice that that you would like the SRC to consider in this salary review:

I think it’s worth noting that Council Members represent their districts and each Council Member will often define the issues of concern in their districts differently. This will result in minor variances in the nature of each Council Member’s policy pursuits and citizen engagement techniques. Generally, however, the principle duties and re-occurring responsibilities of a Council Member remain the same.

***Thank you for your time and attention!***

**DEADLINE: 12 P.M. FRIDAY, MAY 15, 2020**

**Please return your completed survey to:**

**Meghann Steinolfson, Interim Human Resources Director**  
[msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org)

**Council Member:** Betsy Wilkerson

**Date:** 5/15/2020

Spokane Municipal Code tasks the Salary Review Commission with reviewing and establishing the salary of the mayor, council president and council members. Please respond to the below survey questions to assist the Commission in understanding the requirements of your position.

The SRC Ordinance: SMC 2.05.040 A states: *It is the goal of the commission to base salaries of the mayor, council president and 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. The commission shall have the duty to review and establish the salary of the council president and council members. The commission shall study the relationship of salaries to the duties of the mayor, council president and council members.*

A. In your view, what is the relationship between the Mayor's and the Council Member's DUTIES?

In my experience, the relationship between the Administration and the Legislative Branch is the way it should be. Independent branches that allow for checks and balances and the collaboration is very much appreciated. In my view I run my office independently and answerable to my constituents and it is up to me to build the relationships with my fellow Council Members, the Council President and the Mayor's Office in order to get work done on my constituents' behalf. Those have been very good thus far thankfully.

B. In your view, what is the relationship between the Mayor's and the Council Member's SALARIES?

For Council it is a part time job with full time responsibilities. Just the way it is and how the people voted. I haven't asked the Mayor about her salary, in my time it hasn't come up and it's none of my business outside of that.

#### **WORKLOAD & RESPONSIBILITIES:**

C. Please comment on the scope of the position of Council Member/President. What do you view to be your principle duties or responsibilities?

As I stated, I view the Legislative Branch of our city as independent offices working together for their constituents. I was put here to represent the views of my District and bring their voices to the table. I am answerable to them and it is the Council President's job to make sure I am on the right track and meshing well with my fellow Council Members. I work with Council Member Kinnear on issues that are different than those in Districts 1 and 3. There are times when interests cross and I work with the other Council Members on common interests and again, the relationships in my view are good.

D. Have you found that having a full time Legislative Aide has impacted the number of hours you work? Please explain.

Yes, Mark has helped me stay on track and he has truly helped lessen my load. It's a full time responsibility to do the constituents' work and it's nice to have a Legislative Assistant to assist me in the various tasks that get the job done. It's not just answering emails and making phone calls. He is an extra set of hands, has reached out to constituents and has represented me on occasion when scheduling conflicts arise. I am happy to have him on board to help me stay in touch with the people of Spokane.

E. What is the estimated number of hours per week that you spend on tasks directly related to your City Council work:

Depends on the week and project

F. How many committees/boards are current assigned as a member to:

City Commissioned: 9      Non-City Commissioned: 5

G. Do you believe your workload, time commitments, work complexities and/or challenges as a Spokane City Council Member are in alignment with your current annual salary:

Yes:                      No: X

Comments:

**SALARY FACTORS:**

H. What do you believe should be the primary factors used in considering the Council Member's Salary:

Workload, number of commissions, outreach and time put in.

I. Should the goal to attract "citizens of the high quality" in the case of a Council Member have the same meaning as for a non-elected (appointed) administration-hired competitive position such as a Fire Chief, Chief of Police, City Attorney or other professional management position?

Yes, speaking as a citizen of Spokane and having grown up here I would like to see all branches of Government held to the same standard. Being elected shouldn't be different to being appointed. Your actions are still answerable to the constituents and it is their lives we should think of as we do our work.

J. Should the fact that appointed officials serve at the pleasure of their appointing official, but an elected official has a different standard of accountability to retain the job, be a factor in deciding salary?

No, it should be an Equity thing. Unless we're talking stipends, salaries should be able to be adjusted whether you are appointed or elected. We want to retain employees to do the best job for the City and not lose them to private sector jobs. Competitive salaries and benefits

should be part of that conversation. We are now living in an economy that requires multiple salaries, in order to attract the best talent, we need to be able to offer them the best.

K. Since you were elected to office, has anything financial or time-wise come up that has been a surprise to you?

Not really surprising, I didn't sign up for the salary. I signed up to do a job.

L. How important was the salary to you when you chose to run for City Council? In your opinion, how important is the salary to a future candidate for City Council?

I own my own business so salary wasn't a factor. Changing the conversation for the good of the City and its residents was. I can see where it would be a struggle for someone who can't make ends meet. Again, it's an Equity thing. In my opinion it would be difficult for a candidate coming from a more difficult socio-economic status, having been there before.

M. Do you pay any expenses out of your own pocket in order to perform any official duties?

So far I haven't had the need to do so.

N. Which cities or organizations would you consider the Council Member's salary should be compared to?

Cities of comparable size and similar growth trajectory. We can't pay a New York City salary for a small town job, but at the same time cost of living is rising so salaries need to be adjusted to that and factors like inflation. I see Spokane being comparable to Austin, Texas in a few years so that would be a good comparison. It should be adjustable, I wouldn't want to see a pay increase if the constituents are struggling in an economic downturn.

O. Please share any additional information, comments, or advice that that you would like the SRC to consider in this salary review:

I didn't apply for City Council for the salary. It honestly wasn't a factor because I have done community work most of my adult life and I came here to make a difference. In a perfect world I see us fairly compensate Government Officials for the work they do whether elected or appointed. Of course there are levels of salary based on positions and seniority and we need to be mindful of the tax payer dollars. As the old saying goes, "we can't steal from Peter to pay Paul." I wish you the best in this review and thank you for your important work.

***Thank you for your time and attention!***

**DEADLINE: 12 P.M. FRIDAY, MAY 15, 2020**

**Please return your completed survey to:**

**Meghann Steinolfson, Interim Human Resources Director**

**[msteinolfson@spokanecity.org](mailto:msteinolfson@spokanecity.org)**