

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

1. What factors should be considered in determining the Mayors salary?

The mayor serves as chief executive officer of the City of Spokane, in a strong mayor form of government established in the City Charter. This position is full-time and the Mayor is barred from holding other outside employment, unlike many other elected officials.

The Mayor oversees approximately 2,000 employees. In that role, the mayor sets the strategy and direction for the organization and oversees a multi-million dollar budget that serves a population of more than 210,000 and a utility that serves approximately 87,000 households in the second largest city in the State of Washington.

Service lines include such unique specialty areas as police, fire, utilities, business and developer services (primarily construction, engineering, permitting, planning, and snow and ice removal), parks and recreation and community and neighborhood services. Additionally, the mayor oversees more traditional business functions, such as finance, human resources, information technology, legal, and communications. There is a large scope and diversity of knowledge needed to effectively manage the City on behalf of the citizens.

- a. Which cities or organizations would you consider the Mayor's salary should be compared to?

Comparisons to similar governmental organizations should include consideration of form of government (Mayor-Council instead of Council-Manager), population, cost of living index, size of organization, general fund budget, total mayor compensation (including vacation and sick leave, deferred compensation match, phone, auto or other stipends and other forms of compensation), among others.

The Association of Washington Cities produces City & County salary surveys that may be useful.

2. Should the goal to attract "citizens of the high quality" in the case of a Mayor 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 high-level management position?

Yes, the citizens of Spokane deserve the highest quality representation possible. A Mayoral election is a highly competitive process that requires unique skill and considerable knowledge of the operation and issues facing the City of Spokane, as would be necessary for specific lines of business within the City structure.

- a. What are the pros and cons to making a direct comparison between these jobs and the Mayor's job in your view?

While the profile of some of positions has some similarities, the comparison is a little challenging because the senior leadership team reports to the mayor. Additionally,

compensation for some of the positions is established by city code and tied to labor contracts.

3. 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?
4. Under the SMC, we are tasked to study “the relationship” of salaries to the duties of mayor, council president and council members. What are your views on that relationship as between the Mayor and other elected City officials?

The Mayor's duties and responsibilities are outlined in the City Charter for our established Mayor-Council form of government and are vastly different from other elected City officials. The Mayor serves as the chief executive officer – responsible for the daily operations of more than a dozen service lines and liable for any action by the City of Spokane and its 2,000 representatives. The Charter should be reviewed closely to determine the relationship and differing roles between the Mayor and other City elected officials.

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

When running for Mayor I anticipated that this position would be 24/7 and it certainly has been. Especially in the face of a worldwide pandemic, which could have never been predicted, responding to an emergency and maintaining the business of the city while responding to community needs is non-stop.

6. Please comment on the SCOPE of the position of Mayor.

Please see response to question 1.

7. What are the major issues facing the Mayor's office within the coming years?

Public safety, housing, homelessness, and economic development will be significant priorities for the city. Each of these is made more challenging by the current COVID-19 pandemic.

8. What factors motivate mayoral candidates? Money? Political influence? Other?

- a. How important is salary to a Mayoral candidate?

It is more about public service and bettering your community over the salary or any status.

9. The SRC Ordinance: SMC 2.05.040 A states:

- a. *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.

- b. As our top administrative official and budget writer for top official non-union salaries, what do you think is a “realistic standard” for a mayoral salary?

Non-union administrative salaries are established by the human resources department based on published salary schedules, which are reviewed against comparable positions in other governmental organizations.

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

Minor expenses/incidentals related to travel, events, etc. that may not be covered by the City.

11. What do you think should be the salary range for the Mayor of Spokane and why?

I trust the judgement of the HR professionals and citizen review commission to make this determination.

12. What other things would you like us to know/consider in this review?

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

Please return your completed survey to:
Meghann Steinolfson, Interim Human Resources Director
msteinolfson@spokanecity.org