

CPR 2007-0040
SALARY REVIEW COMMISSION
(NOTES)
PERM



SPOKANE CITY COUNCIL
808 W. Spokane Falls Blvd.
Spokane, WA 99201-3335
(509) 625-6255

May 29, 2012

Please find attached the final signed report as prepared by the Salary Review Commission. The report is accompanied by the salary data that was provided by the Association of Washington Cities in the form of the "2011 Salary Data-Cities and Towns" as this was used as a reference during the commission meetings.

The Salary Review Commission

SALARY REVIEW COMMISSION

RECEIVED
5-29-2012
CITY CLERK'S OFFICE
SPOKANE, WA

The Spokane City Council established the Salary Review Commission (SRC) for the purpose of determining the salaries of the council president and council members (hereinafter referred to as the "elected officials"). It is the goal of the commission to base salaries of the elected officials on realistic standards that 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 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 31st.

The SRC initiated its biennial review of the elected officials' salary in January of 2012 and met periodically during the subsequent five months. The SRC reviewed the existing salaries applicable to the City of Spokane elected officials as well as salaries of other elected municipal officials throughout the State of Washington through documentation created by the Association of Washington Cities. The SRC interviewed the council members who are new to the City Council since the last salary review. The SRC also considered the current condition of the regional economy and the impact the recent recession.

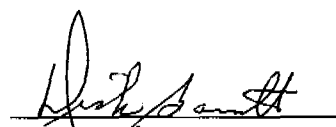
The SRC conducted a public hearing on May 23, 2012 to receive public comment on the salary schedule for the elected officials.

Based upon the information reviewed, it is the decision of the Salary Review Commission that the established salary schedules for the council president and council members not be adjusted.

The decision of the Salary Review Commission shall be filed with the City Clerk's Office by May 31, 2012 and is subject to referendum pursuant to SMC 2.05.060.


Hal Ellis – Chairperson 5/23/12
Date


Erica Loychik 5/23/12
Date


Dick Barrett 5/23/12
Date

2011 Salary Data - Cities and Towns

JOB TITLE: Mayor and Councilmember		JOB CODE: 100 and 110
NOTE: The amount of compensation shown is set by ordinance. Some councilmembers may be given a lesser amount for their current terms of service.		
Jurisdiction	Mayor's Compensation	Councilmembers' Compensation
Cities 50,000 and over		
Auburn (70,705)	\$10,330/month (gifted back 2% to City)	\$975/month
Bellevue (123,400)	\$1950/month	\$1650/month
Bellingham (81,070)	\$10,533/month	\$1732/month
Everett (103,100)	\$12913/month	\$2190/month
Federal Way (89,370)	\$9400/month	\$1150/month
Kennewick (74,665)	\$1191/month	\$992/month
Kent (118,200)	\$8516/month	\$1146/month
Lakewood (58,190)	\$900/month	\$700/month
Marysville (60,660)	\$9270/month	\$750/month
Pasco (61,000)	\$1300/month	\$1000/month
Redmond (55,150)	\$8833/month	\$950/month
Renton (92,590)	\$10927/month	\$950/month
Seattle (612,100)	\$14,249/month	\$9794/month
Shoreline (53,200)	\$875/ month	\$700/month
Spokane (209,100)	\$8334/month	\$2500/month
Spokane Valley (90,110)	\$975/month	\$750/month
Tacoma (198,900)	\$7186/month	\$3257/month
Vancouver (162,300)	\$2220/month	\$1781/month
Yakima (91,630)	\$1375/month	\$1075/month
Cities 30,000 to 49,999		
Bothell (33,720)	\$1100/month	\$900/month
Bremerton (38,790)	\$10,202/month plus a \$300/month car allowance	\$1000/month
Burien (47,660)	\$750/month + \$400/month VEBA	\$600/month + \$400/month VEBA
Edmonds (39,800)	\$9434/month	\$600/month, \$50/meeting, max 8 meetings a month
Issaquah (30,690)	\$8082/month	\$700/month
Kirkland (49,020)	\$1352/month	\$1063/month
Lacey (42,830)	\$1350/month	\$1125/month
Longview (36,730)	\$1500/month	\$750/month
Lynnwood (35,860)	\$7968/month	\$1650/month
Mount Vernon (31,940)	\$7940/month	\$600/month
Puyallup (37,240)	\$1333/month	\$1142/month
Richland (49,090)	\$1288/month	\$1038/month
Sammamish (46,940)	\$950/month	\$850/month
University Place (31,170)	\$1739/month	\$1450/month
Walla Walla (31,670)	\$500/month	\$400/month
Wenatchee (32,090)	\$6273/month	\$665/month
Cities 15,000 to 29,999		
Aberdeen (16,870)	\$944/month	\$361/month
Anacortes (15,860)	\$8248/month	\$1100/month
Arlington (17,930)	\$1500 per mo + \$200/council meeting, up to 2/month + \$50/other mtg up to 20 per month	\$200 per council meeting up to 2 per month, plus \$50 per add'l meeting up to 8 per month
Bainbridge Island (23,030)	\$1250/month	\$1000/month
Battle Ground (17,780)	\$550/month	\$400/month
Bonney Lake (17,500)	\$800/month	\$400/month
Camas (19,620)	\$1300/month	\$500/month
Centralia (16,440)	\$400/month	\$200/month

Covington (17,640)	\$500/month	\$450/month
Des Moines (29,680)	\$350/meeting; maximum 40 meetings/year	\$250/meeting; maximum 40 meetings/year
Ellensburg (18,250)	\$500/month	\$250/month
Kenmore (20,780)	\$750/month	\$650/month
Lake Stevens (28,210)	\$1200/month	\$300/month, \$50/meeting, maximum 4 meetings/month
Maple Valley (22,930)	\$825/month	\$550/month
Mercer Island (22,710)	\$400/month	\$200/month
Mill Creek (18,370)	\$700/month	\$500/month
Monroe (17,330)	\$3000/month	\$100/meeting, maximum \$400/month
Moses Lake (20,640)	\$1000/ month, \$30/meeting	\$500/month,\$30/month
Mountlake Terrace (19,990)	\$1000/month	\$800/month
Mukilteo (20,310)	\$5900/month	\$500/month
Oak Harbor (22,200)	\$4159/month	\$596/month
Port Angeles (19,080)	\$600/month	\$550/month
Pullman (29,820)	\$1417/month	\$300/month
Sea Tac (27,110)	\$1200/month	\$1000/month
Sunnyside (16,010)	\$600/month	\$400/month
Tukwila (19,050)	\$7808/month	\$1050/month
Tumwater (17,570)	\$1530/month	\$660/month

Cities 7,500 to 14,999

Burlington (8,420)	\$2095/month	\$800/month
Cheney (10,790)	\$875/month	\$310/month
College Place (8,780)	\$850/month	\$375/month
DuPont (8,430)	\$1200/month	\$300/month
East Wenatchee (13,220)	\$4280/month	\$550/month
Edgewood (9,405)	\$338/month	\$250/month
Enumclaw (10,920)	\$1000/month	\$325/month
Ephrata (7,690)	\$500/month	\$200/month
Ferndale (11,530)	\$2572/month	\$218/month, also \$53/meeting (max 6 meetings)
Fife (9,220)	\$632/month	\$526/month
Grandview (10,920)	\$540/month	\$300/month
Hoquiam (8,650)	\$815/month	\$250/month
Kelso (11,920)	\$800/month	\$400/month
Lake Forest Park (12,610)	\$2910/month	\$582/month
Liberty Lake (7,705)	\$750/month	\$250/month
Lynden (12,060)	\$1800/month	\$200/meeting
Newcastle (10,410)	\$800/month	\$700/month
Port Orchard (11,440)	\$5179/month	\$386/meeting
Port Townsend (9,180)	\$750/month	\$500/month
Poulsbo (9,245)	\$5505/month	\$500/month
Sedro-Woolley (10,590)	\$2000/month	\$500/month
Shelton (9,855)	\$1300/month, \$70/meeting, maximum \$25,400/year	\$1300/month, \$70/meeting, maximum \$25,400/year
Snohomish (9,200)	\$700/month	\$450/month
Snoqualmie (10,950)	\$2500/month	\$500/month
Sumner (9,450)	\$1800/month	\$750/month
Toppenish (8,950)	\$450/month	\$400/month
Washougal (14,210)	\$2000/month	\$500/month
West Richland (12,200)	\$550/month	\$350/month
Woodinville (10,940)	\$700/month	\$600/month

Cities 2,500 to 7,499

Airway Heights (6,220)	\$2000/month	\$500/month
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Algona (3,055)	\$1300/month	\$250/month
Benton City (3,145)	\$750/month	\$75/meeting
Black Diamond (4,160)	\$1000/month	\$160/month
Blaine (4,705)	\$250/meeting, maximum \$500/month	\$150/meeting, maximum \$300/month
Brier (6,100)	\$1000/month, \$50/meeting up to 7, plus paid medical or equivalent dollar amount	\$200/month, \$25/meeting up to 7
Buckley (4,345)	\$500/month	\$250/month
Cashmere (3,075)	\$400/month	\$100/month
Chehalis (7,310)	\$150/month	\$100/month
Chelan (3,930)	\$1472/month	\$400/month plus \$50/meeting up to 3 meetings/month
Chewelah (2,610)	\$658/month	\$100/month
Clarkston (7,200)	\$500/month	\$150/month
Clyde Hill (2,985)	\$100/month, \$100/meeting	\$50/meeting
Colfax (2,805)	\$600/month	\$75/meeting
Colville (4,690)	\$1000/month	\$50/meeting
Connell (5,150)	\$600/month	\$175/month
Dayton (2,535)	\$1000/month	\$150/month
Deer Park (3,675)	\$1000/month	\$200/month
Duvall (6,715)	\$1500/month	\$500/month
Eatonville (2,775)	\$1417/month	\$50/meeting
Elma (3,115)	\$500/month	\$250/month
Fircrest (6,500)	\$121/month, \$150/regular meeting, \$50/special meeting	\$121/month, \$100/regular meeting, \$50/special meeting
Forks (3,500)	No compensation	No compensation
Gig Harbor (7,200)	\$923/month	\$254/month
Goldendale (3,425)	\$1000/month	\$50/meeting, maximum \$100/month
Granger (3,270)	\$650/month	\$25/meeting, up to six meeting a month
Granite Falls (3,370)	\$1000/month	\$100/month
La Center (2,835)	\$450/month plus \$50/meeting	\$150/month plus \$50/meeting
Mattawa (4,460)	\$500/month	\$62.50/meeting
Medical Lake (4,910)	\$700/month	\$200/month
Medina (2,970)	No compensation	No compensation
Milton (6,975)	\$1500/month	\$400/month
Montesano (4,010)	\$550/month	\$200/month
Moxee (3,415)	\$500/month	\$175/month
Normandy Park (6,345)	No compensation	No compensation
North Bend (5,830)	\$2000/month	\$400/month
Ocean Shores (5,615)	\$8300/month	\$350/month
Okanogan (2,585)	\$750/month	\$100/month
Omak (4,845)	\$1200/month	\$150/meeting
Orting (6,770)	\$1000/month	\$100/month
Othello (7,420)	\$500/month	\$250/month
Pacific (6,605)	\$750/month	\$200/month
Prosser (5,780)	\$500/month	\$40 per meeting; \$20 per committee meeting
Quincy (6,815)	\$1000/month	\$400/month
Raymond (2,870)	\$371/month	\$247/month
Ridgefield (4,975)	\$100/council meeting, \$60/additional meeting, maximum \$6000/year	\$50/meeting, maximum \$3000/year
Selah (7,205)	\$620/month	\$325/month
Sequim (6,625)	\$25/hour	\$20/hour for lead, otherwise \$15/hour
Stanwood (6,220)	\$1100/month	\$300/month
Steilacoom (6,000)	\$750/month	\$300/month
Sultan (4,655)	\$500/month	Max \$150/month
Union Gap (6,055)	\$2000/month	\$600/month
Wapato (5,025)	\$858/month	No compensation
Woodland (5,550)	\$800/month	\$150/month, \$25/meeting, a maximum \$250/month
Yelm (7,005)	\$2500/month	\$600/month
Zillah (3,000)	\$1000/month	\$40 - \$60/meeting

Cities 1,500 to 2,499

Brewster (2,365)	\$752/month	\$43/meeting
Bridgeport (2,405)	\$750/month	\$15/meeting
Carnation (1,780)	\$400/month	\$200/month
Castle Rock (1,995)	\$300/month	\$20/meeting; maximum of 4 meetings/month
Cle Elum (1,875)	\$750/month	\$250/month
Cosmopolis (1,645)	\$500/month	\$150/month
Coupeville (1,855)	\$5313/month	No compensation
Davenport (1,735)	\$625/month	\$40/meeting
Everson (2,495)	\$750/month	\$150/month
Friday Harbor (2,180)	\$148/meeting, maximum of \$592/month	\$85/meeting, maximum of \$340/month
Gold Bar (2,060)	\$300/month	\$100/month
Kalama (2,365)	\$300/month	\$50/meeting, \$100 max
Kettle Falls (1,605)	\$600/month	\$50/meeting plus \$10/council committee meeting
Leavenworth (1,970)	\$1500/month	\$250/month
Mabton (2,290)	\$500/month	\$40/meeting
McCleary (1,655)	\$300/month	\$100/month
Millwood (1,785)	\$600/month	\$40/meeting
Napavine (1,780)	No compensation	No compensation
Newport (2,140)	\$700/month	\$50/meeting, maximum \$200/month
Oroville (1,690)	\$675/month	\$113/meeting, \$225/month maximum
Rainier (1,825)	\$450/month	\$200/month
Ritzville (1,705)	\$400/month	\$65/meeting, maximum of 2 meetings/month
Royal City (2,150)	\$490/month	\$40/meeting
Soap Lake (1,515)	\$600/month	\$70/month
South Bend (1,635)	\$800/month	\$120/month
Stevenson (1,500)	\$300/month	\$100/meeting
Tenino (1,700)	\$600/month	\$25/month plus \$25/meeting max 2 meetings/month
Westport (2,100)	\$450/month	\$250 per month
White Salmon (2,235)	\$300/month	\$75/month
Yacolt (1,585)	\$500/month	\$35/meeting

Cities 500 to 1,499

Albion (555)	\$50/hour	No compensation
Asotin (1,255)	\$175 meeting, max \$350/month	\$113/meeting, max \$225/month
Bingen (720)	\$300/month	\$60/month
Carbonado (610)	\$24/regular meeting, \$10/additional meeting	\$15/regular meeting, \$7.50/additional meeting
Cathlamet (530)	\$250/month	\$50/month
Concrete (710)	\$200/month base, \$100/Council mtg, \$50 each add'l mtg, \$600/month max	\$30/meeting
Coulee City (565)	\$200/month	\$10/meeting, max \$20/month
Coulee Dam (1,095)	\$250/month	\$50/month
Darrington (1,345)	\$400/month	\$35/month
Entiat (1,135)	\$550/month	\$55/meeting, \$110/month
Fairfield (595)	\$63/meeting, maximum \$1500/year	\$50/meeting, maximum \$1200/year
Garfield (600)	\$75/month	\$25/meeting
George (690)	No compensation	No compensation
Grand Coulee (1,020)	\$400/month	\$40/meeting up to \$120/month
Harrah (630)	\$263/month	No compensation
Ilwaco (935)	\$500/month	\$200/month
Kittitas (1,430)	\$500/month	\$25/meeting up to \$50/month
La Conner (885)	No compensation	\$150/per month
Langley (1,045)	\$4461/month	\$50/month
Lind (560)	\$200/month	\$30/per meeting or \$60/month
Mossyrock (760)	\$25/meeting	\$20/meeting
Nooksack (1,350)	\$750/month, \$150/month travel expense	\$150/month
North Bonneville (965)	\$534/month	No compensation
Oakville (685)	\$105/month	\$53/month
Odessa (910)	\$100/month	\$30/month

Palouse (1,005)	\$250/month	\$60/month
Pateros (665)	\$775/month	\$50/month
Pe Ell (635)	\$200/month	\$50/month
Pomeroy (1,415)	\$300/month	\$125/month
Rearidan (575)	No compensation	No compensation
Republic (1,080)	\$150/month	No compensation
Rock Island (790)	\$500/month, \$65/additional meeting	\$50/meeting
Rosalia (555)	\$600/month	\$200/month
Roslyn (895)	\$300/month	\$30/meeting/\$60 month maximum
Roy (795)	\$300/month	\$25/meeting, maximum 2 meetings/month
Ruston (750)	\$500/month	\$30/month
South Cle Elum (535)	\$175/month	\$25/month
St. John (523)	No compensation	No compensation
Sumas (1,355)	\$575/month	\$50/meeting, maximum \$100/month
Tekoa (775)	\$100/month	\$40/month
Tieton (1,195)	\$400/month	\$25/meeting
Toledo (725)	\$50/meeting, maximum \$100/month	\$25/meeting, maximum \$50/month
Tonasket (1,025)	\$450/month	\$50/meeting, maximum \$150/month
Twisp (925)	\$400/month	\$40/month
Vader (625)	No compensation	No compensation
Waitsburg (1,215)	\$100 per month	\$10/meeting, maximum 2 meetings/month
Waterville (1,140)	\$800/month	\$35/meeting
Wilbur (885)	\$150/month	\$20/meeting, maximum \$40/month
Winlock (1,340)	\$1000/month	\$50/meeting
Woodway (1,305)	No compensation	No compensation
Yarrow Point (1,005)	\$2500/month	No compensation
Cities under 500		
Almira (285)	\$100/month	\$25/meeting
Beaux Arts Village (300)	No compensation	No compensation
Colton (425)	\$1800/year	\$600/year
Conconully (220)	\$100/month	No compensation
Creston (235)	No compensation	No compensation
Elmer City (240)	No compensation	No compensation
Endicott (293)	\$50/meeting	\$15/meeting
Hamilton (300)	\$600/month	\$50/meeting per month not to exceed 2 meetings
Harrington (420)	\$200/month	No compensation
Hartline (150)	\$15/meeting	\$15/meeting
Hatton (100)	\$100/month	\$20/meeting
Hunts Point (390)	No compensation	No compensation
Index (180)	No compensation	No compensation
Ione (445)	No compensation	No compensation
Kahlotus (190)	\$150/month	No compensation
LaCrosse (315)	\$100/month	\$20/meeting
Lamont (80)	No compensation	No compensation
Lyman (440)	\$100/meeting	\$25/meeting
Malden (205)	No compensation	No compensation
Marcus (174)	\$100/month	\$0.50/meeting
Mesa (495)	\$150/month	\$10/meeting, maximum \$40/month
Metaline (175)	\$50/month	\$20/month
Metaline Falls (240)	\$75/meeting	\$25/meeting
Nespelem (235)	No compensation	No compensation
Northport (295)	No compensation	No compensation
Oakesdale (425)	\$525/quarter	\$180/quarter
Rockford (470)	\$75/regular meeting \$25/special meeting, max \$150/month	\$ 20/regular meeting, max \$40/month
South Prairie (435)	\$100/month + \$10/additional meeting, \$130/month max	\$50/month + \$10/meeting, \$80/month max
Spangle (280)	\$100/month	\$50/month
Sprague (445)	\$200/month	\$75/month
Springdale (280)	No compensation	No compensation

Waverly (102)	\$780/year	\$450/year
Winthrop (410)	\$700/month	\$65/meeting, \$65/special meeting, maximum \$260/month

Stratton, Karen

From: Stratton, Karen
Sent: Tuesday, May 29, 2012 5:07 PM
To: Piccolo, Mike
Cc: Westfall, Jennifer
Subject: May 2012 Final Report Prepared by the Salary Review Commission
Attachments: CPR 2007-0040 - 05/29/2012 - REPORT - - - SALARY REVIEW COMMISSION MAY 2012
FINAL SIGNED REPORT PREPARED BY THE SALARY REVIEW COMMISSION

I am attaching the final signed report as prepared by the Salary Review Commission.

Please let me know if you need anything else.

Thanks!

Karen Stratton
Clerk III
Office of the City Clerk
808 W. Spokane Falls Blvd.
Spokane, WA 99201-3342
509-625-6377