

SALARY REVIEW COMMISSION

Final Report: Decision Establishing the Salary of the Mayor 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	Dick Barrett, Vice-Chair	January 1, 2012	December 31, 2015
District 2	Mark Bryant (filling vacated seat)	January 1, 2012	December 31, 2015
District 3	Jeff Rugan (filling vacated seat)	January 1, 2012	December 31, 2015
At-large	Alexander Scott	January 1, 2014	December 31, 2017
At-large	Robert Beaumier	January 1, 2014	December 31, 2017

Commission Charge

The Spokane City Council established the Salary Review Commission (SRC) for the purpose of determining the salaries of the Council President and Council Members. The City's Charter and Municipal Code have since been updated with the amended ordinance C-35292, which now also brings the Mayor's salary review under the purview of the SRC.

City of Spokane Charter

Article II. Section 7: Salary

- A. The annual base salary of the mayor shall be established by the City's Salary Review Commission consistent with the rules and procedures set forth in the Spokane Municipal Code and state law.
- B. The salaries of the council president and council members shall be established by ordinance adopted by the city council or pursuant to state law and may be increased or decreased from time to time. Any change in the salary for the office of council president or council member established by ordinance adopted by the city council shall not be applicable to the term then being served by the incumbent. Any change in the salary of the office of council president or council member established pursuant to state law shall become effective pursuant to the applicable state law.
- C. The salaries of the municipal court judges shall be equal to ninety-five percent (95%) of the annual salary set by the Washington Citizens' Commission on Salaries for Elected Officials (WCCSEO) for full-time district court judges.

Effective Date: August 18, 2015
Ordinance C35202 Section 1
Ordinance C35254 Section 3

It is the goal of the Commission to base the salaries of the Mayor 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 leaders 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. Due to the aforementioned 2015 *City Charter* and *Spokane Municipal Code* changes, a 2015 Special Session was conducted to review the Mayor's salary for inclusion in the 2016 budget.

2015 Special Session Scope of Review

The Salary Review Commission initiated its review of the Mayor's salary in August of 2015 and met periodically throughout the next four months, for a total of eight meetings. The Commission reviewed the existing Mayor's salary as applicable to his duties, to the duties and salaries of the City of Spokane Council President and Council Members, as well as to the salaries of other elected Mayors of municipalities throughout the State of Washington and select cities in other states. Additional resources utilized in the decision-making process included the Association of Washington Cities survey data, as well as reports from other select cities' equivalent of a Salary Review Commission.

The SRC interviewed Mayor David Condon with established Commission questions (provided to Mayor Condon prior to the interview for advance written responses), and asked supplemental questions during the interview. The Commission also conducted a question and answer session with the Human Resources Director for the City of Spokane, Heather Lowe, for an increased understanding of the City's employee benefits, as well as how the City determines employee pay scales.

Additionally, the SRC considered the current condition of the regional economy, inclusive of COLA data. The SRC also conducted a public hearing on October 29, 2015, to receive public comment on the salary schedule for the Mayor of Spokane. All data documents, and other related Commission documents, are available via an open records request in the City Clerk's Office.

Data Collection Methodology and Analysis

The Salary Review Commission requested, received, and reviewed a large volume of salary data sets associated with the Mayor's position 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 Strong Mayor (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 Mayor 2015 and 2016 salary
- Spokane City Council 2015 and 2016 salary
- Spokane City Electeds salary history from 2000 forward
- Spokane County Commissioners salary from 2000 forward

- Top Administrator pay for select WA cities and select Spokane non-profits
- City of Spokane labor contract salaries from 2000 forward
- Select cities FTE count and salary increases for 2011 forward
- Top Strong Mayor WA cities with highest Mayor salaries, with per capita rates included
- Salaries of Mayors and Council Members in other select cities within and outside Washington
- Per capita personal income for Spokane County, Washington, and United States from 1970 forward
- Median household income for Spokane County, Washington, and United States from 2005 forward
- COLA for Spokane and other select cities
- Washington cities form of government listing
- Scope of city services in Top Strong Mayor Washington cities

The Salary Review Commission recognized that this 2015 Special Session was unique in that it was the inaugural salary review for the position of Spokane City Mayor, culminating from the August 4 ballots cast by Spokane voters to bring the review under the Commission's purview. The Commission's responsibility to the citizens of Spokane to conduct a thorough, impartial, and professional review was pursued with full commitment on the part of each of the five Commissioners.

Commission Recommendation

Based upon the information reviewed and the data analyzed, and recognizing that the position of Mayor is one of elected public service and, therefore, held to a distinct compensation standard, it is the unanimous decision of the Salary Review Commission to recommend that the established annual salary schedule for the Mayor of the City of Spokane be adjusted as follows, effective January 1, 2016:

- Decrease the salary from the current rate of \$179,484 to the rate of \$168,000 per year; a decrease of \$11,484 or 6.4%.



Dick Barrett Vice-Chair

11-16-15

Date



Mark Bryant, Commissioner

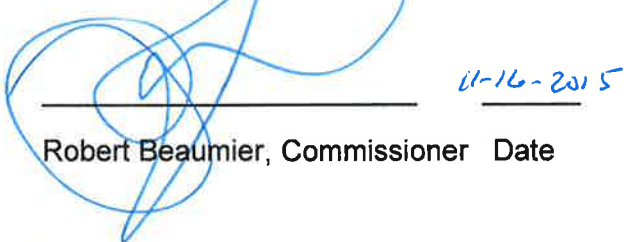
Date



Jeff Rujan, Commissioner

11/16/2015

Date



Robert Beaumier, Commissioner

Date

11-16-2015



Alexander Scott, Commissioner

11/16/2015

Date