

SALARY REVIEW COMMISSION

Decision Establishing the Salaries of City Council President and City Council Members

Commissioners

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

Commission	Current Commissioner	Term Start	Term End
District 1	Christy Jeffers	01/01/2016	12/31/2019
District 2	Mark Bryant, 2016 Vice-Chair	01/01/2016	12/31/2019
District 3	Jeff Rugan	01/01/2016	12/31/2019
At-large	Alexander Scott	01/01/2014	12/31/2017
At-large	Robert Beaumier, 2016 Chair	01/01/2014	12/31/2017

Commission Charge

The Spokane City Council established the 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.

It is the goal of the SRC to base salaries of the elected officials 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 Council Members 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 Council Members' salaries in January of 2016 and met weekly through the subsequent three months. The SRC reviewed the existing salaries applicable to the City of Spokane Council Members, as well as salaries of other elected Council Members of municipalities throughout the State of Washington. Primary documentation used was provided in the Washington City and County Employee 2015 Salary and Benefit Survey prepared by the Association of Washington Cities. Additional information such as Per Capita Personal Income, Median Household Income and Cost of Living data was also taken into account. The SRC interviewed five of the sitting six City of Spokane Council members, including the Council President.

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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 February 25, 2016 to receive public comment on the salary schedule for the Spokane City Council Members.

Data Collection Methodology and Analysis






The SRC requested, received and reviewed a large volume of information associated with the 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 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:

- Mayor-Council Salary (2015)
- Council Comparative Analysis
- Spokane Per Capita Income
- Spokane Index Analysis
- City Council Legislative Aide Salary History
- Equalized Data & Charts
- Total Compensation Package, including salaries and other benefits

Commission Recommendation

Based on the information reviewed and the data analyzed, it is the majority vote decision of the Salary Review Commission that the established annual salary schedules for the Council Members and Council President be adjusted as follows, effective January 1, 2017:

- Council Members' salaries shall be \$45,100.00
- Council President's salary shall be \$58,630.00, or 30% above the Council Members salary

 Robert Beaumier, Chairperson	<u>3/23/2016</u> Date	 Mark Bryant, Vice-Chairperson	<u>3/22/16</u> Date
 Christy Jeffers, Commissioner	<u>3/21/2016</u> Date	 Jeff Rujan, Commissioner	<u>3/22/16</u> Date
 Alexander Scott, Commissioner	<u>3/21/2016</u> Date		