

## SALARY REVIEW COMMISSION

### 2022 Final Report: Decision Establishing the Salaries of the Mayor, Council President and City Council Members of the City of Spokane

#### Commissioners

The Salary Review Commission (SRC) is comprised of five Spokane citizens who are nominated by the Mayor and appointed by the City Council to staggered terms. Commission members serve four-year terms with a two-term limit. Three Commission members shall have experience in the field of personnel management, or a demonstrated knowledge in the administration of compensation and benefits. Two Commission members shall have experience in finance, business management, or other related fields that demonstrate experience beneficial to the review of total compensation and establishment of salary

Commission	Current Commissioner	Term Start	Term End
At-large	Lee Taylor - Chair	March 23, 2022	December 31, 2023
At-large	Linda McDermott – Vice Chair	January 1, 2022	December 31, 2025
At-large	Dycelia Weiss	January 1, 2020	December 31, 2023
At-large	Vacant		
At-large	Vacant		

#### Commission Charge

The Spokane City Council established the Salary Review Commission (SRC) for the purpose of determining the salaries of the Mayor, Council President and Council Members. It is the goal of the Commission to base the salaries of the Mayor, Council President 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 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 31 of that year.

The SRC conducted its biennial review of the elected officials' salaries in May of 2022. The SRC held four meetings in May, including a public hearing on May 18th.

The SRC reviewed the existing salaries applicable to the City of Spokane elected officials, as well as salaries of other elected officials of municipalities statewide and nationally. Data reviewed and discussed included CPI data from the Bureau of Labor & Statistics, population data from the Census of Governments, and salary and compensation data on local, state-wide and nation-wide municipalities with similar forms of government and populations.

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 on the Commission's webpage at <https://my.spokanecity.org/bcc/commissions/salary-review-commission/>.

Additionally, the SRC conducted a public hearing on May 18, 2022 to receive public comment on the salary schedule for the Mayor, the Council President and the Spokane City Council Members. The Commission's meetings and public hearing were conducted consistent with Proclamation 20-28, issued and as amended by Washington State Governor Jay Inslee.

### **Data Collection Methodology and Analysis**

The Salary Review Commission reviewed a large volume of salary data sets associated with the roles of Mayor, Council President and 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 reviewed included those with a 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 City Elected Official Salaries from 2000 to 2022
- 2017 Census population data to compare salaries of US cities with similar population size, government type, and size of organization. Washington State City Elected Official Salaries, which included:
  - ✓ Top cities based on population and salaries
  - ✓ Salaries of mayor-council, council-city manager and combined forms of government.
- Total Compensation Package, including salaries and other City benefits

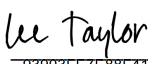
### **Commission Salary Determination**

Based upon the information reviewed and the data analyzed, it is the decision of a majority of the Salary Review Commission that the salaries of the elected positions of Mayor, Council President and Council Members for 2023 reflect a 3% increase and shall be as follows effective January 1, 2023:


- Mayor: \$176,500
- Council President: \$65,137
- Council Members: \$49,063

For 2024, the salaries of the elected positions of Mayor, Council President and Council Members shall reflect a 1.5% increase and be as follows effective January 1, 2024:

- Mayor: \$179,148
- Council President: \$66,114
- Council Members: \$49,799

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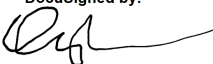
5/26/2022

Lee Taylor, Chair

Date

Linda McDermott, Vice-Chair

Date

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5/27/2022

Dycelia Weiss, Commissioner

Date