



## **SALARY COMMISSION**

### **AGENDA**

**Monday, September 26, 2016 at 4:00 p.m.**

**Camas City Hall, 616 NE 4<sup>th</sup> Avenue**

#### *SPECIAL MEETING*

- I. CALL TO ORDER**
  
- II. ROLL CALL**
  
- III. APPROVAL OF THE MINUTES**
  
- IV. SALARY COMMISSION ANNUAL REVIEW**
  
- V. ADJOURNMENT**



**Salary Commission**  
**MEETING MINUTES**  
**May 31, 2016, 5:00 p.m.**

Present: Erika Cox, Barry Burnham, Matthew McBride and John Nohr

Excused: Matt Ransom

Staff: Pete Capell

1. Chair Cox called the meeting to order at 5:08 p.m.
2. Approval of the Minutes –The previous meeting minutes were approved.
3. The committee reviewed and discussed the Mayor and Council Members salaries. Staff will update Salary Survey information to include: COLA, health care, include Oregon cities and how many have Salary Review Commissions.
4. The next meeting will be late July, 2016.
5. The meeting adjourned at 5:34 p.m.

## 2016 Washington City Salary and Benefit Survey

Source: Association of Washington Cities, MRSC.org, and staff from listed City

### CLARK COUNTY

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes	SAL REV COM	COLA	HEALTH INS
Battle Ground	\$ 550	\$ 400	19,640	Code	Council-Manager	*Working on creating a commission	NO*	NO	NO
Camas	\$ 2,200	\$ 750	21,810	Code	Mayor-Council		YES	NO	NO
La Center	\$ 525	\$ 175	3,140	Code	Mayor-Council	Plus \$60/meeting	YES	NO	NO
Ridgefield	\$ 750	\$ 375	6,870	Code	Council-Manager		YES	NO	NO
Vancouver	\$ 2,300	\$ 1,800	173,500	First	Council-Manager	Sal Rev Com meets every 2 yrs. they can increase, decrease, or allow it to remain the same	YES	NO	YES
Washougal	\$ 2,100	\$ 525	15,560	Code	Mayor-Council	*COLA: Staff CPI as data point *HEALTH INS: Req'd 50% Council participation, never met	YES	*	NO*
Yacolt	\$ 500	\$ 70	1,655	Town	Mayor-Council	* HEALTH INS: Opt deferred comp plan but electeds compensated such a small, don't utilize	NO	NO	NO*

### WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes	SAL REV COM	COLA	HEALTH INS
Aberdeen	\$ 1,091	\$ 394	16,780	First	Mayor-Council	*COLA: Adjusted only upon re-election	NO	YES*	NO
Anacortes	\$ 7,803	\$ 1,200	16,580	Code	Mayor-Council	*COLA: Jan.2016 3% for teamster & non-represented, 2% police & fire *HEALTH INS: Mayor	NO	YES*	*
Arlington *	\$ 1,500	\$ 150	18,360	Code	Mayor-Council	Plus \$50/local mtg \$75/regional mtg. Mayor max. 20/mo., Council max. 8/mo.	YES	NO	NO
Bonney Lake *	\$ 2,100	\$ 850	20,000	Code	Mayor-Council		YES	NO	NO
Bremerton	\$ 8,917	\$ 1,000	40,500	First	Mayor-Council	* HEALTH INS: Mayor only, this year opted out for Medicare	NO	NO	*
Camas *	\$ 2,200	\$ 750	21,810	Code	Mayor-Council		YES	NO	NO
Edmonds	\$ 9,623	\$ 1,000	40,900	Code	Mayor-Council	8 meetings/mo. + \$707.51/mo. cafeteria benefit toward health insurance	NO	NO	YES
Issaquah *	\$ 9,428	\$ 1,250	33,330	Code	Mayor-Council	*COLA: Mayor yes, Council no *HEALTH INS: Mayor is offered (opts out), Council no	YES	*	*
Lake Stevens *	\$ 2,000	\$ 500	30,900	Code	Mayor-Council	Plus \$75/meeting max. 4/mo. *COLA: Typically 2%	YES	YES*	NO
Lynnwood *	\$ 8,576	\$ 1,650	36,590	Code	Mayor-Council	*COLA: Comp. for council reevaluated every 2 yrs, but not always adjusted. Council reviews & adjusts the Mayor's comp. Neither receive COLA's.	No	NO*	YES
Monroe *	\$ 3,600	\$ 800	18,120	Code	Mayor-Council	*COLA: Not for electeds, Commission formed last year & gave an increase	YES	NO*	NO
Mount Vernon	\$ 8,040	\$ 600	33,730	Code	Mayor-Council		NO	NO	NO
Mukilteo	\$ 5,900	\$ 500	21,070	Code	Mayor-Council	*COLA: Variable *HEALTH INS: Mayor same benefit/premium cost-sharing as non-reps	NO	*	MAYOR ONLY*
Oak Harbor *	\$ 5,370	\$ 605	22,410	Code	Mayor-Council		YES	YES	
Pullman *	\$ 1,416	\$ 550	32,650	Code	Mayor-Council	Vote to increase their pay, PT Mayor, Council	NO	NO*	NO
Tukwila *	\$ 8,572	\$ 1,250	19,540	Code	Mayor-Council	*HEALTH INS: Electeds only, 100% of premium (Opt to pay for dependent coverage)	YES	NO	YES*
Wenatchee	\$ 6,737	\$ 665	33,510	Code	Mayor-Council	* HEALTH INS: Mayor only	NO	NO	*

\* Cities with City Administrators

### OREGON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes	SAL REV COM	COLA	HEALTH INS
Happy Valley			17,319	N/A	Council-Mayor				
Lake Oswego	\$ 389	\$ 172	37,610	N/A	Council-Manager		NO	YES	NO
Milwaukie	\$ 300	\$ 250	20,512	N/A	Council-Manager	Stipend	NO	NO	NO
Oregon City	\$ -	\$ -	34,622	N/A	Council-Manager	Mayor & Commission are volunteer positions; reimbursed for travel expenses	NO	NO	NO
Sherwood			18,884	N/A	Council-Manager				