



## INDEPENDENT SALARY COMMISSION MEETING AGENDA

**Thursday, September 12, 2019**  
**4:30 – 5:30 pm**  
**American Lake Conference Room, City Hall**  
**6000 Main Street SW**  
**Lakewood, WA 98499-5027**

### MEMBERS

Not appointed  
Commission Chair

Not appointed  
Commission Vice-Chair

Commissioners:  
Ross Drangsholt  
Dan Durr  
Kris Kauffman  
Randy Lindholm  
Shane Simmons

### STAFF

Mary McDougal,  
Human Resources Director

Tho Kraus,  
Assistant City Manager  
Administrative Services

### Call to Order

### Any Amendments to Agenda

### Public Comment

*Please limit comments to three minutes*

### Commission Business

- Introductions
- Overview of Ordinance by City Attorney
- Orientation by City Attorney
- Election of Chair and Vice-Chair
- Review of Data
- Determine Approach to Setting Salaries & Additional Data Needed

### Set Next Meeting Agenda

### Set Future Meeting Dates

### Adjourn

### Salary Commission - 2019

<u>Name:</u>	<u>Address:</u>	<u>Phone:</u>	<u>Email:</u>
Ross Drangsholt	7130 Interlaaken Drive SW Lakewood, WA 98499	253.226.4505	<a href="mailto:rossid@msn.com">rossid@msn.com</a>
Dan Durr	11940 Nyanza Road SW Lakewood, WA 98499	253.732.1740	<a href="mailto:dan@firstwesternproperties.com">dan@firstwesternproperties.com</a>
Kauffman, Kris	12228 Nyanza Road SW Lakewood, WA 98499	253.581.9752	<a href="mailto:waterrightsinc@msn.com">waterrightsinc@msn.com</a>
Randy Lindholm	7235 Interlaake Drive SW Lakewood, WA 98499	707.972.2252	<a href="mailto:randylindholm1@gmail.com">randylindholm1@gmail.com</a>
Shane Simmons	8816 Lake Steilacoom Pt Rd SW Lakewood, WA 98498	253.797.2473	<a href="mailto:shane@personaltrainingnw.com">shane@personaltrainingnw.com</a>

# Ordinance No. 00605

CITY COUNCIL MEETING MINUTES MARCH 2, 2015

Amended 3/2/2015

## ORDINANCE NO. 605

AN ORDINANCE of the City Council of the City of Lakewood, Washington, creating Chapter 2.11 of the Lakewood Municipal Code relative to Independent Salary Commission.

WHEREAS, the City Council currently sets the salaries of the City Councilmembers and the Mayor; and

WHEREAS, pursuant to RCW 35.21.015, authorizes cities to create independent salary commissions to set elected official salaries; and

WHEREAS, it is appropriate to have separate, independent commission, rather than the City Council itself, establish the salaries of these elected officials;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON DO ORDAIN as follows:

Section 1: Chapter 2.11 of the Lakewood Municipal Code entitled "Independent Salary Commission" is created.

Section 2: Section 2.11.010 of the Lakewood Municipal Code entitled "Membership" is created to read as follows:

1. The independent salary commission shall consist of five voting members appointed by the Mayor and approved by the City Council.
2. The independent salary commission shall serve without compensation.

Section 3: Section 2.11.020 of the Lakewood Municipal Code entitled "Term" is created to read as follows:

1. The term of a salary commission member shall be for one salary review. The term shall commence upon City Council confirmation and shall terminate upon filing of the statement of salaries with the City Clerk.
2. For each salary review, conducted in 2015 and every fourth year subsequent, the Mayor shall appoint and the City Council shall confirm a salary commission.
3. A member of the salary commission shall not be an officer, official or employee of the City or an immediate family member of an officer, official or employee of the City. For purposes of this section, "immediate family member" means parents, spouse, siblings, children or dependent relatives of an officer, official or employee of the City, whether not living in the household of the officer, official or employee.

Section 4: Section 2.11.030 of the Lakewood Municipal Code entitled "Duties" is created to read as follows:

1. The salary commission shall convene and determine the salaries paid to the Mayor and the City Council within 45 days of confirmation by the City Council. The 45-day review and determination time may be extended upon request of the salary commission and approval by the city council.
2. All meetings of the salary commission shall be subject to the Open Meetings Act and shall be open to the public. The meetings shall be held in the same location as City Council regular meetings. The salary commission shall provide an opportunity for citizens of the City to comment on the salaries of the Mayor and City Council prior to taking a final vote on such salaries.
3. After determining the salaries of the Mayor and the City Council, the salary commission shall file a statement of the salaries with the City Clerk. A salary increase shall be effective on the next payday for City employees. A salary decrease shall be effective at the commencement of the next subsequent term of office.

4. Any increase or decrease in salary shall become effective without further action of the City Council, and shall supersede any salary set forth in a City ordinance related to the budget or the salaries of the Mayor and City Councilmembers.

Section 5: Section 2.11.040 of the Lakewood Municipal Code entitled "Support as Appointed by the City Manager" is created to read as follows:

1. The City Manager shall ensure staffing necessary to support the Salary Commission in performing its duties by designation of employees as necessary.

Section 6: Section 2.11.050 of the Lakewood Municipal Code entitled "Vacancies" is created to read as follows:

In the event of a vacancy in the office of salary commissioner, the Mayor shall appoint, subject to approval of the City Council, a person to serve the unexpired portion of the term.

Section 7: Section 2.11.060 of the Lakewood Municipal Code entitled "Removal" is created to read as follows:

The City Council may remove a member of the salary commission from office for cause of incapacity, incompetence, neglect of duty, or malfeasance in office.

Section 8: Severability. If any section, sentence, clause, or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity of any other section, sentence, clause, or phrase of this ordinance.

Section 9: Effective Date. This ordinance shall take place thirty (30) days after its publication or publication of a summary of its intent and contents.

ADOPTED by the City Council this 2nd day of March, 2015.

CITY OF LAKEWOOD

\_\_\_\_\_  
Don Anderson, Mayor

Attest:

\_\_\_\_\_  
Alice M. Bush, MMC, City Clerk

Approved as to Form:

\_\_\_\_\_  
Heidi A. Wachter City Attorney

Mayor, Deputy Mayor, and Councilmember Compensation History

8/28/19

Position	Salary Pre- 2015 Salary Commission	Salary Set by 2015 Salary Commission/Current
<b>Mayor</b>	\$900/month	\$1,400/month
<b>Deputy Mayor</b>	\$800/month	\$1,300/month
<b>Councilmember</b>	\$700/month	\$1,200/month

# 2019 Salary Data - Cities and Towns

## Council/Manager Form of Government

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	Population
<b>Cities 50,000 and over</b>			
Bellevue	\$2,829/month	\$2,394/month	142400
Burien	\$750/month, plus \$600/month VEBA	\$600/month, plus VEBA	51850
Kennewick	\$1,400/month	\$1,200/month	81850
Kirkland	\$1,577/month	\$1,238/month	87240
Lacey	\$1,750/month	\$1,525/month	50170
Lakewood	\$1,400/month	\$1,200/month	59350
Olympia	\$2,086/month	\$1,739/month	52490
Pasco	\$1,450/month	\$1,115/month	73590
Shoreline	\$1,354/month	\$1,083/month	55730
Spokane Valley	\$1,775/month	\$1,415/month	95810
Tacoma	\$8,333/month	\$3,749/month	209100
Vancouver	\$2,488/month	\$1,947/month	183500
Yakima	\$1,375/month	\$1,075/month	94190
<b>Cities 30,000 to 49,999</b>			
Bothell	\$1,450/month	\$1,250/month	45260
Des Moines	1145 \$350/meeting attended; maximum of 40	\$250/meeting; max 40 835.5	31140
Longview	\$1,500/month	\$950/month	37710
Puyallup	\$1,367/month	\$1,170/month	41100
University Place	\$1,688/month	\$1,408/month	32820
Walla Walla	\$500/month	\$400/month	34000
<b>Cities 15,000 to 29,999</b>			
Bainbridge Island	\$1,250/month	\$1,000/month	24320
Battle Ground	\$750/month	\$600/month	20890
Centralia	\$400/month	\$200/month	17060
Covington	Stipend	Stipend	20080
Ellensburg	\$500/month	\$250/month	19660
Kenmore	\$955/month	\$849/month	22920
Maple Valley	\$930/month	\$730/month	25280
Mercer Island	\$400/month	\$200/month	24270
Mill Creek	\$700/month	\$500/month	20470
Mountlake Terrace	\$1,000/month	\$800/month	21560
Port Angeles	\$600/month	\$550/month	19370
Sunnyside	\$600/month	\$400/month	16850
Washougal	\$720/month	\$575/month	16020

Full time Mayor

AFSCME Comparable



## **CITIZENS ADVISORY BOARDS, COMMITTEES, & COMMISSIONS**

### **Community Services Advisory Board**

- Representative: Councilmember Barth
- Meets: Varies
- Time: Varies
- Location: Lakewood City Hall American Lake Conference Room

### **Lakewood Arts Commission**

- Representative: Deputy Mayor Whalen
- Meets: 1<sup>st</sup> Monday of each month
- Time: 5:00 PM
- Location: Lakewood City Hall American Lake Conference Room

### **Lakewood's Promise Advisory Board**

- Representative: Councilmember Moss
- Meets: 1<sup>st</sup> Thursday of each month
- Time: 7:30 AM
- Location: Lakewood City Hall American Lake Conference Room

### **Lodging Tax Advisory Committee**

- Representative: Mayor Anderson
- Meets: Varies
- Time: Varies
- Location: Lakewood City Hall American Lake Conference Room

### **Parks and Recreation Advisory Board**

- Representative: Mayor Anderson
- Meets: 4<sup>th</sup> Tuesday of each month
- Time: 5:30 PM
- Location: Lakewood City Hall American Lake Conference Room

### **Planning Commission**

- Representative: Councilmember Brandstetter
- Meets: 1st and 3rd Wednesday of each month
- Time: 6:30 PM
- Location: Lakewood City Hall Council Chambers

### **Public Safety Advisory Committee**

- Representative: Councilmember Barth
- Meets: 1<sup>st</sup> Wednesday every other month
- Time: 5:15 PM
- Location: Lakewood Police Station Multipurpose Room

### **Youth Council**

- Representative: Councilmember Bocchi
- Meets: 1<sup>st</sup> Monday each month
- Time: 6:00 PM
- Location: Lakewood City Hall American Lake Conference Room



## **REPRESENTATION TO EXTERNAL COMMITTEES AND BOARDS**

### **Greater Tacoma Convention Center Public Facilities Board**

- Representative: Councilmember Brandstetter
- Alternate: Councilmember Bocchi
- Meets: Varies
- Time: Varies
- Location: Greater Tacoma Trade and Convention Center

### **South Sound 911 Policy Board**

- Representative: Councilmember Brandstetter
- Meets: 4<sup>th</sup> Wednesday of each month
- Time: 9:00 AM
- Location: Lakewood City Hall Council Chambers

### **Pierce County Regional Council**

- Representative: Deputy Mayor Whalen and Councilmember Bocchi
- Alternate: Councilmember Simpson
- Meets: 3<sup>rd</sup> Thursday of each month
- Time: 6:00 PM
- Location: Pierce County Annex

### **Pierce Transit Board**

- Representative: Mayor Anderson
- Meets: 2<sup>nd</sup> Monday of each month
- Time: 4:00 PM
- Location: Pierce Transit Training Center

### **Puget Sound Regional Council**

- Representative: Mayor and Councilmembers
- Meets: Varies
- Time: Varies
- Location: Varies

### **South Sound Military and Communities Partnership Elected Official Council**

- Representative: Mayor Anderson
- Meets: Varies
- Time: Varies
- Location: Varies

### **Tacoma Pierce County Economic Development Board**

- Representative: Deputy Mayor Whalen
- Meets: 2<sup>nd</sup> Monday of each month
- Time: 6:00 PM
- Location:





## **OTHER AFFILIATIONS**

### **Clover Park School District Board Meetings**

- Representative: All Councilmembers rotate
- Meets: 2<sup>nd</sup> Monday of each month
- Time: 6:00 PM
- Location: Clover Park School District Student Services Center

### **Lakewood Community Collaboration**

- Representative: All Councilmembers rotate
- Meets: 2<sup>nd</sup> Wednesday of each month
- Time: 9:30 AM
- Location: Lakewood City Hall Council Chambers

### **Lakewood Multicultural Coalition**

- Representative: Councilmember Moss
- Meets: 2<sup>nd</sup> Thursday of each month
- Time: 9:30 AM
- Location: Lakewood City Hall Mount Rainier Conference Room

### **Lakewood Sister Cities Association**

- Representative: Councilmember Brandstetter
- Meets: 2<sup>nd</sup> Wednesday of each month
- Time: 9:30 AM
- Location: Lakewood City Hall American Lake Conference Room

### **Neighborhood Association Meetings**

#### **Lake City Neighborhood Association**

- Representative: All Councilmembers rotate
- Meets: 2<sup>nd</sup> Thursday of each month
- Time: 7:00 PM
- Location: Lake City Fire Station

#### **Tillicum/Woodbrook Neighborhood Association**

- Representative: All Councilmembers rotate
- Meets: 1<sup>st</sup> Thursday of each month
- Time: 6:30 PM
- Location: Tillicum Community Center

#### **North Lakewood Neighborhood Association**

- Representative: All Councilmembers rotate
- Meets: Fourth Tuesday, every other month
- Time: 7:00 PM
- Location: Elks Lodge

AFSCME Comparables

Auburn  
Bothell  
Bremerton  
Burien  
Federal Way  
Issaquah  
Lacey  
Olympia  
Puyallup  
University Place

Lakewood Police Independent Guild Comparables

Auburn  
Bremerton  
Lacey  
Olympia  
Puyallup

Lakewood Police Management Guild

Auburn  
Bremerton  
Lacey  
Olympia  
Puyallup

Teamsters Comparables

Bellingham  
Edmonds  
Lacey  
Longview  
Lynnwood  
Olympia

## City Employee Salary Adjustment History

Employee Group	2016 Adjustment	2017 Adjustment	2018 Adjustment	2019 Adjustment
Non-Represented	3%*	3%*	3%*	2%*
AFSCME	3%	2%	3%	3%
Teamsters Community Service Officers	2%	2%	2%	3%
Lakewood Police Independent Guild	restructured range	2%	3%	3%
Lakewood Police Management Guild	2.5%	2.5%	2.5%	3%

- For non-represented employees, the adjustment is the Salary Range, not to the individual employee pay. Employees progress through the range through merit increases.