



INDEPENDENT SALARY COMMISSION MEETING AGENDA

Tuesday, July 25, 2023
6:00 P.M.
Lakewood City Hall
Council Chambers
6000 Main Street SW
Lakewood, WA 98499

MEMBERS

Not appointed
Commission Chair

Not appointed
Commission Vice-Chair

Commissioners:
Ross Drangsholt
Mark Herr
Shawn Hill
Kris Kauffman
Linda Smith

STAFF

Mary McDougal,
Human Resources Director

Heidi Ann Wachter,
City Attorney

Residents can virtually attend City Council meetings by watching them live on the city's YouTube channel: <https://www.youtube.com/user/cityoflakewoodwa>

Those who do not have access to YouTube can participate via Zoom by either visiting <https://us06web.zoom.us/j/84619029780> or calling by telephone: Dial +1(253) 215-8782 and enter participant ID: 846 1902 9780.

Virtual Comments: If you would like to provide virtual Public Comments during the meeting, you will need to join the Zoom meeting as an attendee by calling by telephone Dial +1(253) 215- 8782 and enter participant ID: 846 1902 9780 or visiting <https://us06web.zoom.us/j/84619029780>.

By Phone: For those participating by calling in by telephone (+1(253) 215- 8782 and enter participant ID: 846 1902 9780), to use the "Raise Hand" feature press *9 on your phone, to be called upon by the Chair during the Public Comments portion of the agenda. Your name or the last three digits of your phone number will be called out when it is your turn to speak. When using your phone to call in you may need to press *6 to unmute yourself. When you are unmuted please provide your name and city of residence. Each speaker will be allowed (3) three minutes to speak.

By ZOOM: For those using the ZOOM link (<https://us06web.zoom.us/j/84619029780>), upon entering the meeting, please enter your name or other chosen identifier. Use the "Raise Hand" feature to be called upon by the Chair during the Public Comments portion of the agenda. When you are unmuted please provide your name and city of residence. Each speaker will be allowed (3) three minutes to speak.

Outside of Public Comments, all attendees on ZOOM will continue to have the ability to virtually raise your hand for the duration of the meeting. You will not be acknowledged and your microphone will remain muted except for when you are called upon.

Call to Order

Any Amendments to Agenda

Commission Business

1. Introductions.
2. Overview of Ordinance No. 605.
– *Heidi Ann Wachter, City Attorney*
3. Open Public Meetings Act (OPMA) and Public Records Act (PRA) Training. – *Heidi Ann Wachter, City Attorney*
4. Election of Chair and Vice-Chair.
5. Review of Data.
6. Determine Approach to Setting Salaries & Additional Data Needed.

Public Comment

Set Next Meeting Agenda and Future Meeting Dates

Adjourn

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 of 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

6/23/23

Position	Salary Pre- 2015 Salary Commission	Salary Set by 2015 Salary Commission	Salary Set by 2019 Salary Commission/Current
Mayor	\$900/month	\$1,400/month	\$1,600/month
Deputy Mayor	\$800/month	\$1,300/month	\$1,500/month
Councilmember	\$700/month	\$1,200/month	\$1,400/month

2022 Association of Washington Cities (AWC) Salary Data

Organization	Mayor Compensation	Councilmember Compensation	Population
Cities 50,000 and over			
City of Seattle	\$19,270/month	\$11,452.68/month-\$12,051.24/month	762,500.00
City of Spokane	\$14,280/month	\$3,969/month	230,900.00
City of Tacoma	\$8,500/month	\$3,749/month	220,800.00
City of Bellevue	\$2,829/month	\$2,394/month	153,900.00
City of Kent	\$13,670/month	\$1,396/month-\$1,472/month	137,900.00
City of Everett	\$16,246/month	\$2,511/month	113,300.00
City of Renton	\$15,963/month	\$1,750/month	107,500.00
City of Spokane Valley	\$1,775/month	\$1,415/month	107,100.00
City of Federal Way	\$13,576/month	\$1,332/month	101,800.00
City of Yakima	\$1,375/month	\$1,075/month	98,200.00
City of Kirkland	\$1,722/month	\$1,351/month	93,570.00
City of Auburn	\$14,353/month	\$1,324/month	88,750.00
City of Kennewick	\$1,500/month	\$1,300/month	85,320.00
City of Pasco	\$1,450/month	\$1,115/month	80,180.00
City of Redmond	\$12,083/month	\$1,554/month	75,270.00
City of Marysville	\$13,691/month	\$1,459/month	72,380.00
City of Sammamish	\$1,432/month	\$1,281/month	68,150.00
City of Lakewood	\$1,600/month	\$1,400/month	63,800.00
City of Richland	\$1,481/month	\$1,231/month	62,220.00
City of Shoreline	\$1,250/month	\$1,000/month	60,320.00
City of Lacey	\$1,900/month	\$1,675/month	58,180.00
City of Olympia	\$2,260/month	\$1,883/month	56,370.00
City of Burien	\$750/month plus \$600/month	\$600/month plus \$600/month VEBA	52,490.00
Cities 30,000 to 49,999			
City of Bothell	\$1,450/month	\$1,250/month	48,940.00
City of Bremerton	\$9,500/month	\$1,298.56/month	45,220.00
City of Puyallup	\$1,408/month	\$1,205/month	43,260.00
City of Issaquah	\$10,307/month	\$1,250/month	40,950.00
City of Lake Stevens	\$9,510/month	\$596.00/month plus \$80/meeting	40,700.00
City of Lynnwood	\$10,341/month	\$450/pay period	38,740.00
City of Longview	\$1,560/month	\$1,010/month	37,780.00
City of Wenatchee	\$9,206/month	\$1,000/month	35,650.00
City of Mount Vernon	\$13,067/month	\$1,200/month	35,500.00
City of University Place	\$1,688/month	\$1,408/month	35,420.00
City of Walla Walla	\$1,500/month	\$1,000/month	34,020.00
City of Des Moines	\$350/meeting	\$250/meeting	33,160.00
City of Pullman	\$1,417/month	550/month	32,790.00
Cities 15,000 to 29,999			
City of Maple Valley	\$930/month	\$730/month	28,920.00
City of Camas	\$2,750/month	\$1,000/month	27,250.00
City of Tumwater	\$1,770/month	\$845/month	26,360.00
City of Moses Lake	\$1,000/month	\$500/month	26,040.00
City of Mercer Island	\$400/month	\$200/month	25,780.00
City of Bainbridge Island	\$4,000/month	\$3,000/month	25,060.00
City of Oak Harbor	\$4,918/month	\$737/month	24,760.00
City of Kenmore	\$1,192/month	\$1,059/month	24,090.00
City of Tukwila	\$10,018/month	\$1,250/month	22,620.00
City of Mountlake Terrace	\$1,144/month	\$936/month	22,070.00
City of Battle Ground	\$1,100/month	\$900/month	21,780.00
City of Mukilteo	\$5,900/month	\$500/mo	21,590.00
City of Covington	\$980/month	\$780/month	21,200.00
City of Ellensburg	\$1,000/month	\$500/month	20,940.00
City of Port Angeles	\$650/month	\$550/month	20,200.00
City of Monroe	\$3,600/month	\$800/month	19,700.00
City of Centralia	\$400/month-\$600/month	\$200/month-\$300/month	18,360.00
City of Anacortes	\$9,652/month	\$1,200/month	17,880.00
City of West Richland	\$6,000/month	\$600/month	17,410.00
City of Washougal	\$765/month	\$587/month	17,390.00
City of Sunnyside	\$600/month	\$400/month	16,500.00
City of Port Orchard	\$9,546/month	\$1,000/month	16,400.00
City of Lynden	\$2,985/month	\$716.43/month	16,150.00
City of Ferndale	\$2,730/month	\$694/month	15,970.00
	AFSCME Comparables		



CITIZENS ADVISORY BOARDS, COMMITTEES, & COMMISSIONS (CABC)

Committee/Board	Council Liaison	Legislation	Meeting Time	Meeting Location
American Lake – Lake Management District No. 1	N/A	Resolution No. 2019-15	As needed	City Hall
Civil Service Commission	N/A	Appointed by the City Manager	1 st Thursday, 9:30 a.m.	City Hall
Community Services Advisory Board	Mike Brandstetter	Ordinance No. 594	3 rd Wednesday, 5:30 p.m.	City Hall
Lakewood Arts Commission	Patti Belle	Ordinance No. 421	1 st Monday, 5:00 p.m.	City Hall
Lakewood’s Promise Advisory Board	Mary Moss	Ordinance No. 619	1 st Thursday, 7:30 a.m.	City Hall
Landmarks Heritage & Advisory Board	Paul Bocchi	Ordinance No. 578	4 th Thursday, 6:00 p.m.	City Hall
Lodging Tax Advisory Committee	Jason Whalen	Ordinance No. 133	As needed	City Hall
Parks & Recreation Advisory Board	Don Anderson	Ordinance No. 240	4 th Tuesday, 5:30 p.m.	City Hall
Planning Commission	Paul Bocchi	Ordinance No. 594	1 st & 3 rd Wednesday, 6:30 p.m.	City Hall
Public Safety Advisory Committee	Trestin Lauricella	Ordinance No. 413	1 st Wednesday, every other month 5:15 p.m.	Police Station
Youth Council	Patti Belle and Trestin Lauricella	Resolution No. 2002-16	1 st & 3 rd Monday, 4:00 p.m.	City Hall

Committee/Board	Council Member
Greater Tacoma Convention Center Public Facilities Board	Citizen appointment Linda Smith, Paul Bocchi (Alternate)
Pierce County Opioid Abatement Council (OAC)	Trestin Lauricella and Mike Brandstetter (Alternate)
Pierce County Regional Council	Jason Whalen, Paul Bocchi and Don Anderson (Alternate)
Pierce Transit Board	Jason Whalen
Puget Sound Regional Council General Assembly	Mayor and City Council
Puget Sound Regional Council Executive Committee	Don Anderson
South Sound Housing Affordability Partners (SSHA ³ P)	Paul Bocchi (Member) and Mike Brandstetter (Alternate)
South Sound Military Community Partnership Elected Officials Council (EOC)	Mayor, Co-Chair and City Council
South Sound 911 Policy Board	Mike Brandstetter
Tacoma Tidelands Subarea Plan Advisory Group	Mike Brandstetter and Tiffany Speir

OTHER AFFILIATED COMMITTEES AND BOARDS

Committee/Board	Council Representative	Meeting Time	Meeting Location
Lakewood Multicultural Coalition	Councilmember Moss and Councilmember Brandstetter	1 st Thursday, 9:00 a.m.	City Hall
Lakewood Sister Cities Association	Councilmember Brandstetter	2 nd Thursday, 6:00 p.m.	Varies

Clover Park School District
[School Board Meetings](#)
6:00 p.m.

Meeting Date:	Councilmember Attending:
January 9, 2023	Bocchi
February 13, 2023	Brandstetter
March 13, 2023	Moss
April 10, 2023	Whalen
May 8, 2023	Lauricella
June 12, 2023	Anderson
July 10, 2023	Belle
August 14, 2023	Bocchi
September 11, 2023	Brandstetter
October 2, 2023	Moss
November 6, 2023	Whalen
December 4, 2023	Lauricella

Lakewood Community Collaboration
9:00 a.m.

Meeting Date:	Councilmember Attending:
January 11, 2023	Anderson
February 8, 2023	Belle
March 8, 2023	Bocchi
April 12, 2023	Brandstetter
May 10, 2023	Moss
June 14, 2023	Whalen
September 13, 2023	Lauricella
October 11, 2023	Anderson
November 8, 2023	Belle
December 13, 2023	Bocchi

Lake City Neighborhood
7:00 p.m.

Meeting Date:	Councilmember Attending:
January 12, 2023	Brandstetter
February 9, 2023	Moss
March 9, 2023	Whalen
April 13, 2023	Brandstetter
May 11, 2023	Anderson
June 8, 2023	Belle
July 13, 2023	Bocchi
August 10, 2023	Brandstetter
September 14, 2023	Moss
October 12, 2023	Whalen
November 9, 2023	Lauricella

North Lakewood Neighborhood

Meeting Date:	Councilmember Attending:
April 19, 2023	Belle
July 12, 2023	Bocchi
October 11, 2023	Brandstetter
January 10, 2024	TBD

Tillicum/Woodbrook Neighborhood

Meeting Date:	Councilmember Attending:
June 13, 2023	Lauricella
July 11, 2023	Moss
August 8, 2023	Whalen
September 12, 2023	Anderson
October 10, 2023	Belle
November 14, 2023	Bocchi
December 12, 2023	Brandstetter

6/23/23

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
Marysville
Olympia
Puyallup

Teamsters Comparables

Bellingham
Edmonds
Lacey
Longview
Lynnwood
Olympia

City Employee Salary Adjustment History

6/23/23

Employee Group	2020 Adjustment	2021 Adjustment	2022 Adjustment	2023 Adjustment
Non-Represented	2%*	2%*	2%*	5%*
AFSCME	2.5%	2.5%	5%	5%
Teamsters Community Service Officers	2.5%	2.5%	3%	3%
Lakewood Police Independent Guild	4%	4%	4%	8%
Lakewood Police Management Guild	3%	3%	3%	11.5%

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