



City of Tacoma  
Citizen Commission on Elected Salaries

City Councilmembers, Chair  
Ronald Malm, Vice Chair  
Robert Anderson  
Dianne Conway  
Karen Robinson  
Richard Wilkinson  
Joseph Zawacki

## Agenda

Tacoma Municipal Building North, 733 Market Street, Conference Room 12  
Tacoma, WA 98402  
August 11, 2015  
6:00 p.m.

1. Call to Order
2. Roll Call
3. Approval of the minutes of the special meeting of August 3, 2015
4. Public Comment
5. Discussion of Mayor and City Council Salaries:
  - a) Additional information provided by City Staff per Commission request
  - b) Salary comparisons
  - c) Announcement of next meeting, former Mayor Bill Baarsma background talk
6. Open slot for action
7. Commission Comments
8. Adjournment



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Ronald Malm, Vice Chair  
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**MINUTES**

**TIME:** Monday, August 3, 2015, 6:00 p.m.

**PLACE:** 733 Market Street, Room 12, Tacoma, WA 98402

**PRESENT:** Mensonides, Malm, Anderson, Conway, Robinson, Wilkinson, Zawacki;  
Guests: Doris Sorum, City Clerk and Jennifer Taylor, Deputy  
City Attorney

**ABSENT (EXCUSED):** None

**Call to Order**

At approximately 6:01 p.m., Doris Sorum, City Clerk, called the meeting to order.

**Roll Call/Introductions of Committee Members**

At approximately 6:01 p.m., Dianne Conway began the introductions. Ms. Conway is an attorney at Gordon Thomas Honeywell; Richard Wilkinson is the Associate Vice Chancellor for Human Resources (HR) and Organizational Development at University Washington Tacoma; Terry Mensonides is a Certified Public Accountant at McGranaham Architects and has a small practice of his own; Ron Malm is a Chemical Dependency Professional at Metropolitan Development Council; Robert Anderson is a Chemical Recovery Boiler Operator at West Rock; Karen Robinson is retired, previously worked at Xerox and the Lottery in Olympia; Joe Zawacki has a small business that he's run for 10 years, "moonlights" for Olympic Hot Tub Company as supervisor of their Commerce Department and serves on the Foss Waterway Development Authority Board and Tacoma Farmer's Market Board. Jennifer Taylor, Deputy City Attorney with the City Attorney's Office, introduced herself, she joined the meeting to cover the Open Public Meetings Act and cover public disclosure rules; and Marisa Tetreault, HR Specialist with the City of Tacoma, Commission Liason.

**Select a Commission Chair and Vice Chair**

At approximately, 6:05 p.m., Ms. Sorum asked for nominations for Chair and Vice Chair of the Commission and explained what the roles of the Chair and Vice Chair are. Terry Mensonides volunteered to be the Chair of the Commission. Seconded by Mr. Wilkinson. Voice vote was taken and carried, determining Terry Mensonides as Chair of the Citizen Commission on Elected Salaires.

At approximately, 6:07 p.m., Ronald Malm was nominated as Vice Chair of the Commission. Seconded by Ms. Conway. Voice vote was taken and carried, determining Ronald Malm as Vice Chair of the Citizen Commission on Elected Salaries.

At this point, Ms. Sorum turned the meeting over to Chair Mensonides.

**Ground Rules and Procedures for Operations**

At approximately 6:08 p.m., Ms. Sorum asked everyone to look at the Ground Rules provided to each Commission member and explained what they were, asked the Commission members to

review the Ground Rules provided and to bring back any thoughts or additions to the next Commission meeting for discussion.

### **Open Public Meetings Act, E-mail Retention and Public Disclosure**

At approximately 6:09 p.m., Ms. Taylor presented on the Open Public Meetings Act, e-mail retention and public disclosure (the Public Records Act) rules.

### **Future Meeting Dates**

At approximately 6:28 p.m., Ms. Sorum introduced the next topic of Future Meeting Dates. The first report is due to the City Council on September 1, 2015. Discussion ensued regarding what type of information the Commission may need to compile their first report.

At approximately 6:32 p.m., Mr. Wilkinson asked what the recommendation being asked for is, if that was described anywhere.

At approximately 6:33 p.m., Chair Mensonides suggested discussing the future meeting dates after a discussion regarding the salary information.

### **Discussion of Mayor and City Council Salaries**

At approximately 6:33 p.m., discussion ensued regarding background information on City Council salaries in comparable cities and other local municipalities. There is a current Ordinance that states the City Council gets a 2.75% annual raise. Discussion ensued regarding a handout with Council and Mayor salaries in other local municipalities.

The Commission asked for staff to look in to several topics to give them more information before making a recommendation. Mr. Wilkinson asked if the US Conference of Mayors or ICMA has any ideas on setting elected official salaries. Discussion ensued. Ms. Conway asked what City of Tacoma employees receive generally for raises and when. Discussion ensued. Mr. Zawacki asked what the elected officials' salaries are compared to the median income for the citizen's of Tacoma. Mr. Wilkinson asked if there is any subset of cities that Tacoma normally compares themselves with.

At approximately 6:47 p.m., Ms. Conway suggested meeting next Monday, August 10, 2015. Discussion ensued. Chair Mensonides said that he could meet Tuesdays through August.

At approximately 6:49 p.m., Chair Mensonides asked if there is a format that the report needs to be in. Discussion ensued.

At approximately 6:50 p.m., Mr. Zawacki suggested meeting at 6:00 p.m. to accommodate any potential public participation.

At approximately 6:51 p.m., Ms. Conway moved to meet at 6:00 p.m. on Tuesdays – August 11, 18 and 25, 2015. Seconded by Mr. Zawacki. Ms. Sorum advised that Tuesdays would be regular meetings and any additional meetings would be special meetings. Discussion ensued. Voice vote was taken and carried. The motion was declared adopted.

At approximately 6:56 p.m., Mr. Zawacki suggested moving the Public Comment to be at the beginning of the meeting (after Roll Call). Discussion ensued. Public Comment time was decided to be three minutes per commentor.

At approximately 7:02 p.m., Mr. Anderson moved to limit meetings to 90 minutes. Seconded by Ms. Robinson. Discussion ensued. Voice vote was taken and carried. The motion was declared adopted.

The Commission asked for a comparison of City/County median income for citizens for comparable cities. Discussion ensued.

The Commission recapped which items they'd like staff to gather further information on for them and discussed the format of what they'd like their final report to the City Council be in.

**Public Comment**

Public comment was heard from Sherry Bockwinkel.

**Commission Comments**

None.

**Adjournment**

There being no further business, the meeting was adjourned at 7:21 p.m.

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Terry Mensonides, Chair

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Marisa Tetreault, HR Specialist, Human Resources

Wage Increase History	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	average increase
<b>CPI-W, June/June Index from previous year</b>	<b>2.30%</b>	<b>4.60%</b>	<b>3.30%</b>	<b>6.20%</b>	<b>-0.70%</b>	<b>-0.10%</b>	<b>3.70%</b>	<b>2.70%</b>	<b>1.20%</b>	<b>2.20%</b>	<b>2.54%</b>
Non Represented	1.00%	1.00%	3.59%	8.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.07%
Local 117 Teamsters - General	2.30%	1.00%	3.72%	10.20%	0.00%	0.00%	0.00%	2.70%	2.70%	3.17%	2.51%
Local 117 Teamsters - PAF	2.30%	4.60%	6.75%	0.00%	0.00%	0.00%	0.00%	2.70%	1%	1.50%	1.89%
Local 117 PTE	2.30%	1.00%	3.72%	2.72%	8.17%	0.00%	0.00%	5.00%	2.00%	NS	2.77%
Local 120 General	1.00%	1.00%	3.75%	2.72%	6.72%	0.00%	0.00%	3.40%	1.20%	1.50%	2.13%
Local 160 General	2.30%	2.00%	0.00%	13.90%	0.00%	0.00%	1.00%	1.50%	2.00%	2.20%	2.49%
Local 160 WWTP Supervisor	2.30%	1.00%	2.50%	13.79%	0.00%	0.00%	0.00%	3.00%	1.25%	2.50%	2.63%
Local 313 Teamsters	2.30%	1.00%	3.72%	2.72%	5.57%	0.00%	0.00%	2.70%	2.00%	2.20%	2.22%
Local 483 IBEW Customer & Field Svc	1.00%	1.00%	3.72%	3.00%	9.49%	0.00%	0.00%	5.86%	2.00%	NS	2.90%
Local 483 IBEW Clerical	1.00%	1.00%	3.72%	3.00%	9.08%	0.00%	0.00%	3.40%	2.00%	2.20%	2.54%
Local 483 IBEW Clicki	2.30%	1.00%	1.00%	3.00%	3.00%	0.00%	0.00%	3.10%	1.20%	2.20%	1.68%
Local 483 IBEW Court Clerks	1.00%	1.00%	3.59%	8.90%	0.00%	0.00%	0.00%	2.00%	1.20%	2.20%	1.99%
Local 483 IBEW Custodians	1.00%	1.00%	1.00%	13.65%	0.00%	0.00%	0.00%	2.00%	2.50%	2.20%	2.34%
Local 483 IBEW Power (April 1 each year)	3.25%	4.00%	3.40%	5.40%	2.50%	2.80%	2.60%	2.20%	2.00%	2.20%	3.04%
Local 483 IBEW Supervisors	1.00%	1.00%	3.72%	3.00%	10.71%	0.00%	0.00%	10.00%	2.00%	2.20%	3.36%
Local 483 IBEW Water	2.00%	0.00%	3.72%	3.00%	9.30%	0.00%	0.00%	6.03%	2.00%	NS	2.89%
Local 483 IBEW Water Pollution	2.30%	1.00%	3.72%	2.72%	4.07%	0.00%	0.00%	7.22%	2.00%	2.20%	2.52%
Local 6	1.50%	4.60%	3.30%	6.20%	0.00%	0.00%	0.00%	7.80%	1.20%	NS	2.73%
PPSMA	2.10%	4.60%	3.30%	6.20%	1.00%	0.00%	0.00%	5.20%	1.20%	NS	2.62%
Local 26	1.00%	4.60%	3.30%	6.20%	1.00%	1.00%	1.60%	5.90%	1.20%	NS	2.87%
Local 31	1.50%	4.10%	3.00%	6.20%	1.00%	0.00%	0.00%	3.30%	3.51%	NS	2.51%
BLET (BLE)	3.00%	4.15%	3.00%	5.58%	3.00%	3.00%	6.60%	2.52%	3.15%	3.00%	3.70%
SMART-1TD (UTU Switch Crews)	1.50%	2.40%	7.05%	3.20%	2.70%	3.12%	6.37%	3.30%	0.50%	3.00%	3.31%
UTU Yardmasters (Y)	3.00%	0.00%	0.00%	7.10%	\$4k Lump	2.50%	2.50%	2.50%	3.00%	2.75%	2.59%
Local 160 Mechanics (BLM)	5.50%	4.15%	3.00%	2.50%	2.50%	2.50%	2.50%	0.91%	0.91%	2.20%	2.67%
Local 160 Track Workers (BLU)	4.80%	4.15%	3.00%	2.50%	2.50%	2.50%	2.50%	0.64%	0.64%	2.20%	2.54%
Local 160 Yardclerks (BLC)	3.00%	0.00%	3.00%	2.50%	2.50%	2.50%	0.37%	0.40%	2.00%	2.20%	1.85%
Local 117 Library (L59)	2.30%	4.60%	3.30%	6.20%	3.00%	0.00%	0.00%	2.70%	1.50%	NS	2.62%
Local 120 Library (L12)	2.00%	4.60%	3.30%	6.20%	3.00%	0.00%	0.00%	2.70%	1.50%	2.00%	2.53%
Library Non-rep	2.30%	1.00%	3.00%	15.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.16%

NS = Not Settled

2012 General Government Non-represented employees took a 4.6% pay reduction, Directors took an additional -5% pay reduction and there were no step increases.

**CBAs where increases were partial year, multiple increases in one year or lump sums increases resulting from a classification and compensation study shown in yellow**

2006	483 Water	Jan 1 = 0%, July 1 = 2%
2006	160 Mech	Jan 1 = 2%, Oct 15 = 3.5%
2006	160 Track	Jan 1 = 2.1%, Nov 1 = 2.7%
2007	160 Gen	Jan 1 = 0%, July 1 = 2%
2008	UTU Switch	Jan 1 = 4.05%, July 1 = 3%
2008	UTU Switch	Jan 1 = 0.72%, July 1 = 2.4%
2012	BLET	1/1/12 = 3.3%, 7/1/12 = 3.3%
2012	UTU Switch	Jan 1 = 3.87%, July 1 = 2.5%
2013	117 PTE	Jan 1=0.3%, July 1=1.1%
2013	117 Library	Jan 1 = 5% flat rate plus \$1800 lump sum
2014	120 Library	Jan 1 = 1.5% plus 0.5% lump sum
2014	117 PAF	Jan 1 = 1.5% plus 0.5% lump sum
2014	117 PAF	1% upon Council ratification
2015	117 PAF	July 1 increases

## 2015 Mayor and Council Salaries

City	Population	Form of Government*	Mayor's Salary	Councilmember's Salary
Bellevue	132,100	Council-Manager	\$23,400	\$19,800
Kennewick	76,410	Council-Manager	\$14,292	\$11,904
Kirkland	81,730	Council-Manager	\$17,136	\$13,464
Lakewood	58,310	Council-Manager	\$10,800	\$8,400
Olympia	48,480	Council-Manager	\$19,968	\$16,632
Puyallup	37,980	Council-Manager	\$16,400	\$14,043
Sammamish	48,060	Council-Manager	\$11,400	\$10,200
Tacoma	200,400	Council-Manager	\$96,117	\$48,069
University Place	31,340	Council-Manager	\$20,256	\$16,896
Vancouver	164,500	Council-Manager	\$27,600	\$21,600
Yakima	92,620	Council-Manager	\$16,500	\$12,900
Auburn	73,235	Mayor-Council	\$136,823	\$14,400
Bellingham	82,310	Mayor-Council	\$135,444	\$24,108
Everett	104,200	Mayor-Council	\$167,028	\$26,964
Federal Way	89,720	Mayor-Council	\$115,620	\$13,800
Kent	120,500	Mayor-Council	\$138,000	\$14,096
Renton	95,540	Mayor-Council	\$141,204	\$11,400
Seattle	626,600	Mayor-Council	\$183,036	\$119,976
Spokane	211,300	Mayor-Council	\$82.65/hr	\$14.94/hr

\*Form of Government information from MRSC

<http://mrsc.org/Home/Research-Tools/Washington-City-and-Town-Profiles.aspx?orderby=citygovtform&dir=down>

<b>City</b>	<b>County</b>	<b>Median County Income (2014 Est.)</b>	
Kennewick	Benton	\$	63,061.57
Vancouver	Clark	\$	57,674.23
Bellevue	King	\$	69,896.67
Kirkland	King	\$	69,896.67
Sammamish	King	\$	69,896.67
Auburn	King	\$	69,896.67
Federal Way	King	\$	69,896.67
Kent	King	\$	69,896.67
Renton	King	\$	69,896.67
Seattle	King	\$	69,896.67
Lakewood	Pierce	\$	57,840.19
Puyallup	Pierce	\$	57,840.19
Tacoma	Pierce	\$	57,840.19
University Place	Pierce	\$	57,840.19
Everett	Snohomish	\$	64,739.87
Spokane	Spokane	\$	49,236.84
Olympia	Thurston	\$	62,855.28
Bellingham	Whatcom	\$	52,460.77
Yakima	Yakima	\$	42,745.32

Source: OFM Median Household Estimates by County: 1989-2013 and Projection for 2014

One caveat, the info is an estimate of 2014 salaries and they are for counties only. The US Census does a city-level estimate but it's from 2010, so I think the best source we have is county-level estimates from Washington State's Office of Financial Management.

City	Population	Form of Government*	Mayor's Salary	Mayors Benefits	Councilmember's Salary	Councilmember's Benefits
Bellevue	132,100	Council-Manager	\$23,400		\$19,800	
Kennewick	76,410	Council-Manager	\$14,292		\$11,904	
Kirkland	81,730	Council-Manager	\$17,136		\$13,464	
Lakewood	58,310	Council-Manager	\$10,800		\$8,400	
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Puyallup	37,980	Council-Manager	\$16,400		\$14,043	
Sammamish	48,060	Council-Manager	\$11,400		\$10,200	
Tacoma	200,400	Council-Manager	\$96,117	\$21,088	\$48,069	\$17,576.00
University Place	31,340	Council-Manager	\$20,256		\$16,896	
Vancouver	164,500	Council-Manager	\$27,600		\$21,600	
Yakima	92,620	Council-Manager	\$16,500		\$12,900	
Auburn	73,235	Mayor-Council	\$136,823		\$14,400	
Bellingham	82,310	Mayor-Council	\$135,444		\$24,108	
Everett	104,200	Mayor-Council	\$167,028		\$26,964	
Federal Way	89,720	Mayor-Council	\$115,620		\$13,800	
Kent	120,500	Mayor-Council	\$138,000		\$14,096	
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TO: Mayor Strickland and the Tacoma City Council  
FROM: Citizen Commission on Elected Salaries  
DATE:  
SUBJ: City of Tacoma Elected Officials Salary Recommendation

**RECOMMENDATION**

The Citizen Commission on Elected Salaries unanimously<sup>1</sup> recommends the following changes in the annual salaries of Tacoma elected officials, effective \_\_\_\_\_

Mayor \$

Councilmember \$

OR

The Citizen Commission on Elected Salaries unanimously<sup>1</sup> recommends no change in the annual salaries of Tacoma elected officials at this time other than that which is already established by law. We will continue to study the reasonableness of elected official compensation during the coming year.

**COSTS**

Total costs for implementing these changes in FY \_\_\_\_\_ are \$ \_\_\_\_\_.

**DISCUSSION**

*(Include rationale for the recommendation here, the data that was reviewed, and any genuine options that were considered, if any, and the reason they were not chosen.)*

Respectfully submitted,


Terry Mensonides, Chair  
Citizen Commission on Elected Salaries

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**DISSENTING OPINION**

*(If the recommendation is not unanimous, the views of those Commissioners with dissenting views would be expressed here.)*

<sup>1</sup>Use "unanimously" only if a quorum present all vote in favor of the recommendation. Otherwise, use the word "respectfully".

To: City Councilmembers  
From: Stephen M. Mazoff, Chair   
Cc: Helen McGovern-Pilant, Vice-Chair  
Connie Coleman-Lacadie, Commission Member  
Fae Crabill, Commission Member  
John Fuller, Commission Member

Date: July 21, 2015

Re: Independent Salary Commission (ISC) Decision

The City Council established by ordinance the Independent Salary Commission (ISC) to provide an independent authority to set compensation for elected officials and separate officials from the commission; benefits are not. The ordinance required the ISC to convene and determine the salaries paid to the Mayor and the City Council within 45 days of confirmation by the City Council (with extension if necessary). The ISC members were confirmed on June 15<sup>th</sup>; thereby establishing July 30<sup>th</sup> as the initial 45 day timeframe.

The ISC held three meetings, all of which were subject to the Open Meetings Act to 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 the salaries. The meetings occurred on June 29<sup>th</sup>, July 1<sup>st</sup>, and July 21<sup>st</sup>. In addition to reviewing the market data and determining comparable cities, the ISC reviewed the City Council budget and expenditures as it relates to travel & training, professional development and payment/reimbursements, how much time is spent on City Councilmember duties, and history of compensation since incorporation. The purpose of this review was not to perform an audit, but to obtain a better understanding of the Councilmember's roles. The ISC approved the salary revisions at the final meeting on July 21<sup>st</sup>.

Overall, the ISC felt an increase is long overdue. The City Council would not have requested an increase; this is a way to show appreciation for what is many times a thankless job; and an increase is well deserved.

After thorough, thoughtful discussions and extensive review, the ISC unanimously approved the following monthly salary:

- Mayor \$1,400 (current \$900)
- Deputy Mayor \$1,300 (current \$800)
- Councilmembers \$1,200 (current \$700)

Per the ordinance, a salary increase shall be effective on the next payday for City employees and shall become effective without further action of the City Council.