



CITY OF EDMONDS SALARY COMMISSION

Commissioner Jay Grant, Chair
Commissioner Ava Dubno, Vice Chair
Commissioner Don Hall
Commissioner Jeff Hodson
Commissioner Carl Zapora

Date: September 11, 2019

To: Mayor Dave Earling
Council President Adrienne Fraley-Monillas
City Council Members

From: Commissioner Jay Grant, Chair

Re: 2019 Commission's Compensation Determination

The Salary Commission performed its duties, as required under ECC 10.80.030, and files this report on the compensation determination of the Office of the Mayor and City Council Members.

We are appreciative and grateful for the assistance given by consultant Marilynne Beard, who in the absence of a human resource director performed an excellent job. Also, we thank Emily Wagener from the Human Resources Department, and other staff within the City who contributed and prepared various requested information.

As our charge requires an outcome that is binding on the City, we not only look to have transparency and public input, but the Commission took into consideration the financial impact any decision would require.

Our Commission worked diligently and harmoniously to reach our conclusions. The Commission took great strides in reviewing a considerable amount of history and comparable information that is relevant to this process. We also wanted to take a step beyond just using comparable data. For this reason, we looked to see if any type of accountability and job responsibilities could be used. We understand ultimately it is the citizens of the City that execute accountability with their vote. However, like any position, we wanted to see if there were other measurements that would be appropriate.

In our survey this year, of which we were pleased with the amount of submissions from the public, the vast majority stated accountability was important. We encourage Council Members to review the information. Also, six Council Members answered the questionnaire, and we appreciated their input. Our challenge in reviewing the Council compensation, we found there is no practical way to approach accountability, nor any job responsibilities documented other than the number of meetings that might be attended. We are unaware of compliance for documentation of actual time spent, except an estimate of hours stated in the budget.

We would like to point out the City of Lynnwood has published statements of its Council responsibilities and job descriptions. We think it would be helpful if Council would consider this same endeavor. We believe it would offer assistance to Council Members, the public and the Salary Commission.



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Page 2

2019 Commission's Compensation Determination

By our actions, we are ensuring that the Mayor and Council are fairly compensated for their duties. We understand the amount of the salaries is not the reason for their service to the community. However, it is important that reasonable compensation is reflected for that service. After considerable research and discussion, it is the conclusion of this Commission that the following compensation be implemented:

- To provide the Mayor's salary for 2020 and 2021 as follows:
 - Effective January 1, 2020, the Mayor's salary shall be increased by four percent (4%) of the current salary to \$130,972;
 - Additionally, effective January 1, 2021 the Mayors' salary shall be increase by four percent (4%) of the 2020 salary to \$136,211; and
 - Also, the Commission determines the benefits package for the position of Mayor shall remain unchanged and shall change in the future only if the benefits package for nonrepresented employees' changes. The benefits package for Mayor currently mirrors the benefits package for non-represented employees.
- To provide the Council President salary as follows:
 - Effective January 1, 2020 the Council President's additional compensation shall be increased by \$100 a month, for a total of \$300 a month which is an additional amount of salary to the Council's base salary.
- To provide Members of the City Council for 2020 and 2021 as follows:
 - Effective January 1, 2020 the Council Members base salary shall be increased by \$1,000 a year over their current salary;
 - Additionally, effective January 1, 2021 the Council Members salary shall be increased by \$1,000 a year; and
 - Also, the Commission determines that the current health benefits package shall remain the same and shall change in the future only if the benefits package offered to non-represented employees changes (either plan, or any contribution rate).

Agreed unanimously; City of Edmonds Salary Commission:

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