

AGENDA
MOUNTLAKE TERRACE SALARY COMMISSION

September 25, 2019
5:00 p.m.

Mountlake Terrace City Hall
6100 219th Street SW, Suite 220

1. CALL TO ORDER
2. Approval of agenda
3. Approval of Minutes of September 11, 2019 Salary Commission Meeting
4. Review of Materials Requested at September 11 meeting
 - a. 2018 Mayor/City Council salary comparisons

City of Mountlake Terrace:

 - b. Mayor/City Council pay history
 - c. Employee benefit costs
 - d. 2019 City Council meeting time lengths
 - e. City and Intergovernmental Boards/Commissions
 - f. Income versus Assessed Valuation
5. New Business
6. ADJOURNMENT

RCW 42.30, the Open Public Meetings Act, requires all meetings of the governing body of a public agency shall be open and public and all persons shall be permitted to attend any meeting of the governing body of a public agency , except as otherwise provided in this chapter.

You may also make a request for records by contacting the Public Records Officer at 425.744.6235 or recordsofficer@ci.mt.wa.us. There is a fee for copying records.

The City of Mountlake Terrace strives to provide access and services to all members of the public. Please notify the City at least one week prior to the event if reasonable accommodations are needed. Large print and audio are available upon request, fees apply.

MOUNTLAKE TERRACE SALARY COMMISSION

September 11, 2019
7:00 p.m.

Mountlake Terrace Council Chambers
6100 – 219th Street SW, Suite 220

COMMISSION MEMBERS PRESENT

Eric Chham
Dustin DeKoekkoek
Victor Eskenazi
Margaret Loiseau

COMMISSION MEMBERS ABSENT

Judi Smith (excused)

Purpose

City Manager Hugill reviewed the ordinance forming the Salary Commission. City Manager Hugill also offered suggestions on how to proceed with the scope of the Commission's work:

- Review the relationship of salaries paid by the city to the duties of the mayor and city council.
- Study the relationship of city councilmembers' salaries and benefits to those salaries and benefits of councilmembers in nearby city jurisdictions as well as those of similar size in the region.
- File a written salary schedule with the city clerk indicating the increase or decrease in salary and the effective date:
 - Automatic implementation; or
 - Committee recommends a schedule of compensation by an affirmative vote of the committee. Such schedule shall become effective only upon adoption by the City Council and in accordance with state law
- Salary increases established by the commission shall be effective as to all members of the city council, regardless of their terms of office.
- Salary decreases established by the commission shall not be effective as to incumbent city council members until the commencement of their next term of office.
- Any adjustment of salary by the commission shall supersede any city ordinance related to the budget or fixing of salaries, but only to the extent there is a conflict.

Protocol

City Manager Hugill provided an overview of the Open Public Meetings Act (OPMA) and reminded the committee that there is to be no discussion of commission issues outside of the set meetings (including via email, text, phone, etc.) Hugill told the commission that if they had questions, requests or other topics of discussion to email the city (Hugill and Leslie Choate) and the city would disperse the information to the Commission.

Hugill informed the committee of the Public Records Act and any communication (text, email, etc.) they have related to the Commission's work may be subject to public disclosure, including on their personal devices (phones, computers, etc.). If the city is included in the communications, the record would be contained and produced by the city (if requested).

Process

Hugill explained to the Commission that if the City Council implements an increase or decrease in their salary it would not become effective until election(s). If the Commission approves an increase, it would be effective when identified by the Commission.

The last increase to the Mountlake Terrace City Council was 2001 raising the mayor salary to \$1,000 per month and the councilmember salary to \$800 per month.

Once the commission has agreed upon a recommendation, there will be a public hearing followed by a resolution implementing the new salary change (if any).

Commission members requested information be provided on the salary of other jurisdictions, as well as residents' income levels and housing costs.

Meeting Schedule

It was agreed that Salary Commission meetings would be the 2nd and 4th Wednesday of each month starting at 5:00 p.m. The next meeting will be Wednesday, September 25, 2019 at 5:00 p.m. at Mountlake Terrace City Council Chambers.

Selection of Officer(s)

Margaret Loiseau was nominated for Chair – motion passed unanimously

Dustin DeKoekkoek was nominated for Vice Chair – motion passed unanimously

Adjournment

The meeting adjourned at 7:50 p.m.

SALARY COMMISSION QUESTIONS/REQUESTS – September 11, 2019

PAY HISTORY

Mayor

- May 1955 - \$7.50 per meeting for regular meetings but no more than \$15.00 for services rendered in any one calendar month (ordinance #23)
- December 1956 - \$15.00 per month (ordinance #83)
- January 1963 - \$40.00 per meeting (ordinance #265)
- November 1967 - \$60.00 per meeting (ordinance #557)
- December 1971 - \$120.00 per month (ordinance #798)
- December 1975 - \$160.00 per month (ordinance #1049)
- January 1978 - \$300.00 per month (ordinance #1180)
- January 1984 - \$450.00 per month (ordinance #1476)
- January 1988 - \$675.00 per month (ordinance #1585)
- November 2001 - \$1,000.00 per month (ordinance #2297)

Councilmember

- May 1955 - \$5.00 per meeting for regular meetings but no more than \$10.00 for services rendered in any one calendar month (ordinance #23)
- December 1956 - \$10.00 per month (ordinance #83)
- January 1962 - \$20.00 per meeting (applicable only to councilmembers elected after January 1, 1962) (ordinance #265)
- December 1971 - \$40.00 per month (ordinance #798)
- December 1975 - \$80.00 per month (ordinance #1049)
- January 1978 - \$200.00 per month (ordinance #1180)
- January 1984 - \$300.00 per month (ordinance #1476)
- January 1988 - \$450.00 per month (ordinance #1585)
- November 2001 - \$800.00 per month (ordinance #2297)

2019 BENEFIT COSTS FOR EMPLOYEES

- Regular (non-commissioned Police) staff:
 - medical premium
 - Regence – employee only \$758.40 per month
 - Kaiser Permanente – employee only \$620.20 per month
 - dental premium
 - Washington Dental Service – employee only \$54.79 per month
 - Willamette Dental – employee only \$60.79 per month
 - vision premium
 - Vision Service Plan (VSP) – employee only \$9.52 per month

2019 CITY COUNCIL MEETINGS

City Council Meetings

- January 2019 x2 – average meeting length 1 ¾ hours
- February 2019 x2 – average meeting length 2 hours
- March 2019 x2 – average meeting length 1 ½ hours (special meeting on March 28, 2019 cancelled for lack of quorum)
- April 2019 x2 – average meeting length 1 hour
- May 2019 x2 – average meeting length 2 ¼ hours
- June 2019 x2 – average meeting length 1 ½ hours
- July 2019 x3 – average meeting length 1 ¾ hours (includes special meeting)
- August 2019 x4 – average meeting length 2 ½ hours (does not include special meeting on August 26, 2019 – Town Center Walking Tour and August 29, 2019 – update on Ballinger Master Plan with Senator Salomon)
- September 2019 x1 – September 3, 2019 at 3 ¼ hours

- 2019 Council meetings January – September 3, 2019 = 20 total meetings; 36.75 total hours (does not include walking tour and Ballinger Master Plan)

City Council Work/Study Session

- January 2019 x3 – average meeting length 2 ¼ hours
- February 2019 x2 – average meeting length 3 hours (includes special work/study session)
- March 2019 x2 – average meeting length 3 hours
- April 2019 x1 – meeting length 1 hour
- May 2019 x3 – average meeting length 1 ½ hours
- June 2019 x1 – meeting length 1 hour (June 27, 2019 meeting cancelled)
- July 2019 x0 – (July 11, 2019 meeting cancelled)
- August 2019 x2 – average meeting length 3 hours (August 29, 2019 meeting cancelled)
- September 2019 x1 – September 12, 2019 at 2 ¼ hours

- 2019 Council Work/Study Session meetings January – September 12, 2019 = 15 total meetings; 33.5 total hours

CITY AND INTERGOVERNMENTAL BOARDS/COMMITTEES

- City Board/Committee
 - Arts Advisory Committee – meets 1x month
 - Rick Ryan
 - Finance Committee – meets as called
 - Laura Sonmore
 - Bryan Wahl
 - Recreation and Parks Committee – meets 1x month
 - Doug McCardle
- Intergovernmental Boards/Committees
 - Community Transit Board of Directors – meets 1x month
 - election in 2020
 - Lake Ballinger/McAleer Creek Watershed Forum – meets quarterly
 - Steve Woodard
 - LEOFF I Disability Board – meets 1x month
 - Doug McCardle
 - Rick Ryan
 - Regional Transit-Oriented Development (RTOD) Advisory Committee (PSRC) – meets quarterly
 - Bryan Wahl
 - SeaShore Transportation Forum – meets 1x month
 - Kyoko Matsumoto Wright
 - Snohomish County Health District, Board of Health – meets 1x month
 - Kyoko Matsumoto Wright
 - Snohomish County Tomorrow Alliance for Housing Affordability (AHA) Board – meets 1x month
 - Laura Sonmore
 - Kyoko Matsumoto Wright (alternate)
 - Snohomish County Tomorrow- meets 1x month
 - Doug McCardle

INCOME VERSUS ASSESSED VALUATION

from United States Census Bureau

- City of Mountlake Terrace
 - 21,420 population – July 1, 2018
 - \$311,300 – median value of owner-occupied housing units, 2013-2017
 - \$69,727 – median household income (2017 dollars), 2013-2017

compares used for union negotiations:

- City of Arlington
 - 19,803 population – July 1, 2018
 - \$268,200 - median value of owner-occupied housing units, 2013-2017
 - \$70,790 – median household income (2017 dollars), 2013-2017
- City of Lake Forest Park
 - 13,569 population – July 1, 2018
 - \$506,600 - median value of owner-occupied housing units, 2013-2017
 - \$101,429 – median household income (2017 dollars), 2013-2017
- City of Lake Stevens
 - 33,378 population – July 1, 2018
 - \$296,200 - median value of owner-occupied housing units, 2013-2017
 - \$82,500 – median household income (2017 dollars), 2013-2017
- City of Mill Creek
 - 20,986 – population July 1, 2019
 - \$445,800 - median value of owner-occupied housing units, 2013-2017
 - \$93,063 – median household income (2017 dollars), 2013-2017
- City of Monroe
 - 19,363 – population July 1, 2019
 - \$283,200 - median value of owner-occupied housing units, 2013-2017
 - \$74,093 – median household income (2017 dollars), 2013-2017
- City of Mukilteo
 - 21,545 – population July 1, 2019
 - \$477,300 - median value of owner-occupied housing units, 2013-2017
 - \$100,650 – median household income (2017 dollars), 2013-2017
- City of Oak Harbor
 - 23,401 – population July 1, 2019
 - \$237,900 - median value of owner-occupied housing units, 2013-2017
 - \$48,857 – median household income (2017 dollars), 2013-2017

neighboring cities:

- City of Edmonds
 - 42,767 population – July 1, 2018
 - \$443,800 - median value of owner-occupied housing units, 2013-2017
 - \$82,697 – median household income (2017 dollars), 2013-2017

- City of Lynnwood
 - 38,511 – population July 1, 2019
 - \$331,300 - median value of owner-occupied housing units, 2013-2017
 - \$58,852 – median household income (2017 dollars), 2013-2017

- City of Shoreline
 - 56,752 – population July 1, 2019
 - \$389,300 - median value of owner-occupied housing units, 2013-2017
 - \$76,271 – median household income (2017 dollars), 2013-2017

**2018 Council Salary Information
Sorted by Council Member Salary**

Jurisdiction	Council Member	Additional Pay for Council President	Additional Pay for Mayor	Additional Pay for Strong Mayor	Population	# of Council Members	# of Citizens Per Council Member	Assessed Valuation	Annual Budget	Expense Reimbursement	Medical/Dental/Vision	Form of Government
Auburn	\$1,285.93	N/A	N/A	\$428.65	80,615	7	11,516	\$9,721,877,000	\$266,871,607	Yes	No	Strong Mayor
Bainbridge	\$1,000.00	N/A	\$250.00	N/A	23,950	7	3,421	\$6,898,602,303	\$28,000,000	Yes	No	Council/Manager
Bellingham	\$2,195.00	N/A	N/A	N/A	86,720	7	12,389	\$9,868,874,883	\$605,495,469	Yes	Yes	Strong Mayor
Bremerton	\$1,023.00	\$153.46	N/A	N/A	40,630	7	5,804	\$3,072,612,490	\$158,548,582	Yes	No	Mayor/Council
Edmonds	\$1,125.00	\$400.00	N/A	\$200.00	41,260	7	5,894	\$9,107,284,679	\$92,496,552	Yes	Yes	Strong Mayor
Lacey	\$1,475.00	N/A	\$250.00	N/A	48,700	7	6,957	\$5,266,599,967	\$130,017,984	No	No	Council/Manager
Lake Forest Park	\$600.00	N/A	N/A	\$2,400.00	12,990	7	1,856	\$2,612,925,677	\$37,060,110	Yes	Mayor only as 50% ee	Strong Mayor
Lakewood	\$1,200.00	N/A	\$200.00	N/A	59,280	7	8,469	\$5,410,414,843	\$90,274,821	Yes	No	Council/Manager
Longview	\$925.00	N/A	\$600.00	N/A	37,510	7	5,359	\$2,702,263,377	\$216,896,190	No	No	Council/Manager
Lynnwood	\$1,650.00	\$200.00	N/A	\$8,177.00	36,950	7	5,279	\$6,272,081,312	\$166,749,824	Yes	No	Strong Mayor
Marysville	\$1,200.00	\$150.00	N/A	\$200.00	64,940	7	9,277	\$6,425,149,097	\$297,877,630	Yes	No	Strong Mayor
Mill Creek	\$500.00	N/A	\$200.00	N/A	19,960	7	2,851	\$3,707,588,112	\$41,294,810	Yes	No	Council/Manager
Monroe	\$800.00	N/A	N/A	\$2,800.00	18,350	7	2,621	\$2,255,923,097	\$67,726,763	Yes	No	Strong Mayor
Mount Vernon	\$1,200.00		N/A	N/A	34,360	7	4,909	\$2,825,137,879	\$59,000,000	No	Yes	Strong Mayor
Mukilteo	\$500.00	\$50.00	N/A	\$5,400.00	21,240	7	3,034	\$4,745,542,557	\$44,632,009	Yes	No	Strong Mayor
Oak Harbor	\$629.00	N/A	N/A	\$4,392.00	22,840	7	3,263	\$1,739,180,817	\$115,679,258	Yes	Yes - can cover dependents at own cost	Strong Mayor
Olympia	\$1,386.00	N/A	\$278.00	N/A	52,160	7	7,451	\$6,690,364,182	\$149,900,000	Yes	No	Council/Manager
Pasco	\$1,115.00	N/A	\$335.00	N/A	71,680	7	10,240	\$4,227,966,628	\$213,712,293	No	No	Council/Manager
Port Angeles	\$550.00	N/A	\$100.00	N/A	19,800	7	2,829	\$1,536,921,111	\$114,900,000	Yes	No	Council/Manager
Port Orchard	\$1,000.00	N/A	N/A	N/A	13,990	7	1,999	\$1,631,598,525	\$75,869,894	Yes	No	Strong Mayor
Poulsbo	\$750.00	N/A	N/A	N/A	10,510	7	1,501	\$1,633,068,314	\$32,971,545	Yes	No	Strong Mayor
Puyallup	\$1,170.25	N/A	\$197.00	N/A	40,500	7	5,786	\$5,666,549,214	\$146,654,718	Yes	Yes	Council/Manager
Richland	\$1,143.00	N/A	N/A	N/A	56,243	7	8,035	\$6,162,723,033	\$285,867,145	Yes	Yes	Council/Manager
Yakima	\$1,075.00	N/A	N/A	N/A	93,900	7	13,414	\$5,957,828,341	\$238,800,000	Yes	No	Council/Manager
Average	\$1,062.38	\$190.69	\$267.78	\$2,999.71	42,045	7	6,006	\$4,839,128,227	\$153,220,717			

Mountlake Terrace	\$800.00	N/A	\$200.00	N/A	21,337	7	3,048	\$2,860,458,321	\$24,093,743	Yes	No	Council/Manager
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Jurisdictions used in Labor Negotiations

- * Shelton gets \$1,300 per month plus \$70 per meeting up to a max annual salary of \$24,500.
- * Auburn receives additional \$50.00 per meeting up to a max of four per month additional \$2,400 per year.
- * Marysville all members will receive a 2.7% increase on January 1, 2019.