



CITIZEN SALARY COMMISSION
August 22, 2023
8:30 AM
Virtual Zoom Meeting

- a. Call to Order**
- b. Roll Call**
- c. Unfinished Business**
 - 1. Minutes - July 25, 2023
 - 2. Mayor and City Councilmembers' 2024 Compensation

d. New Business

e. Adjournment

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Topic: Sedro-Woolley Citizen Salary Commission

Time: August 22, 2023, 8:30AM

Join Zoom Meeting:

<https://us06web.zoom.us/j/88630422282?pwd=ZCsrdm0xb1pRVnFZZUhGcWJvejB1dz09>

Meeting ID: 886 3042 2282

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CITY OF SEDRO-WOOLLEY

Salary Commission Meeting
July 25, 2023, 8:00am

Call to Order

Meeting began at 8:13am due to issue opening Zoom portion of meeting.

Roll Call: Present: Phil Brockman, Fred Osterhout, and Finance Director Kelly Kohnken
Absent: Rebecca Skrinde, Tim Lehr, and Becky Taft

New Business

Mayor and City Councilmembers' 2024 Compensation.

Commission discussed material available in the packet.

Commissioner Brockman noted City of Burlington's Mayor's salary was an outlier, significantly more than the other municipalities. Finance Director Kohnken, noted the City of Burlington's Mayor is part-time and will request information from Burlington on how the amount was determined.

Commissioner Brockman also requested additional information on the City's union contracts. Finance Director Kohnken noted the AFSCME union negotiations are in the preliminary stages for a new contract beginning January 2024. The Police Department's 2023-2024 contract includes a maximum of 5% increase depending on the CPI-U and a one-time inflationary bonus if CPI-U is above 8%. The Fire Department's 2023-2025 contract includes a minimum 2% and a maximum 4% depending on CPI-U.

No action taken.

Adjournment

The meeting adjourned at 8:43am.

ATTEST:

APPROVED:

Kelly Kohnken, Finance Director

Rebecca Skrinde, Chair



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Kelly Kohnken
Finance Director / City Clerk

August 22, 2023

Citizen Salary Commission

Decisions for the Commission:

1. Determine the Mayor's 2024 annual compensation. Two options:
 - a. No revision to May 18, 2022 memo: 90% of CPI-U, minimum 2%, maximum 4%.
Results in \$34,976.45 annual compensation, 4% increase from 2023.
 - b. Revision determined by Committee.
2. Determine the City Councilmember's 2024 annual compensation.

Summary Commission Meetings:

On May 18, 2022, the Citizen Salary Commission approved the following Mayor and City Council compensation:

- Effective January 1, 2023, Mayor annual compensation will be set at \$33,636.00.
- Effective January 1, 2024, the rates of pay set forth for the Mayor shall be increased by ninety percent (90%) of the All Urban Consumer Price Index (CPI-U) for the Seattle Tacoma Bremerton area for that period from June 2022 to June 2023, as specified by the Bureau of Labor Statistics, United States Department of Labor. The increase shall be a minimum of 2% and a maximum of 4%.
- Effective January 1, 2023, City Councilmember annual compensation will be set at \$6,000.00. City Councilmember will also receive an additional \$50.00 for any Special Meetings called of the full Council.

On March 22, 2023, the Citizen Salary Commission approved a \$3,500.00 2023 inflationary bonus for Mayor Julia Johnson.

On March 22, 2023, the Commission approve a motion to schedule the next meeting for July 2023, after the June 2023 CPI-U for Seattle-Tacoma-Bellevue 12-month CPI was released.

The Commission met again on July 25, 2023, only two members were in attendance, resulting in no quorum.

Comparative Data:

The below information was provided by the Finance Director for City of Stanwood and other jurisdictions.

City	Population	Council		Mayor		Benefits
		Monthly	Annual	Monthly	Annual	
Brier	6,590	200	2,400	1,000	12,000	Additional \$50/meeting, and medical for self and spouse
North Bend	7,915	550	6,600	4,000	48,000	Additional \$100/meeting
Duwall	8,320	500	6,000	2,000	24,000	Additional \$100/ day for meetings, seminars or conferences
Stanwood	8,405	535	6,420	2,100	25,200	Medical for self and spouse
Orting	9,055	300	3,600	2,500	30,000	
Burlington	9,702	800	9,600	5,266	63,189	
DuPont	10,180	600	7,200	2,100	25,200	
Snohomish	10,200	513	6,156	2,500	30,000	
Yelm	10,680	800	9,600	2,500	30,000	Medical
Sumner	10,800	1,100	13,200	2,500	30,000	
Sedro-Woolley	12,590	500	6,000	2,803	33,636	Additional \$50 for special meetings
Lake Forest Park	13,620	600	7,200	3,000	36,000	Health and pension benefits equivalent to half time exempt employees
Snoqualmie	14,490	900	10,800	4,583	54,996	Eligible to participate in health insurance plan
Ferndale	15,970	715	8,580	2,716	32,592	
Monroe	19,700	900	10,800	4,000	48,000	
Bonney Lake	22,990	850	10,200	2,100	25,200	
Average	11,950	648	7,772	2,854	34,251	

Mayor’s Pay History:

In addition to the below amounts, the Citizen Salary Commission approved a \$3,500.00 one-time inflationary bonus for Mayor Julia Johnson.

Year	Monthly	Annual	Increase
2018	2,301.30	27,615.60	
2019	2,358.90	28,306.80	2.50%
2020	2,412.90	28,954.80	2.29%
2021	2,460.60	29,527.20	1.98%
2022	2,553.30	30,639.60	3.77%
2023	2,802.60	33,631.20	9.76%

Council’s Pay History:

City councilmembers also receive an additional \$50.00 for any special meetings called of the full council.

Year	Monthly	Annual	Increase
2018	500.00	6,000.00	
2019	500.00	6,000.00	0.00%
2020	500.00	6,000.00	0.00%
2021	500.00	6,000.00	0.00%
2022	500.00	6,000.00	0.00%
2023	500.00	6,000.00	0.00%

CPI-U:

Below is the Seattle-Tacoma-Bellevue 12-month for June of the last five years.

Year	CPI-U
2019	2.30%
2020	0.90%
2021	5.50%
2022	10.10%
2023	4.60%

Additional Information:

At the July 25, 2023 Commission meeting, commission members requested information regarding the city's union agreements. The below was included in the meeting minutes for that meeting.

AFSCME union negotiations are in the preliminary stages for a new contract beginning January 2024. The Police Department's 2023-2024 contract includes a maximum of 5% increase depending on the CPI-U and a one-time inflationary bonus if CPI-U is above 8%. The Fire Department's 2023-2025 contract includes a minimum 2% and a maximum 4% depending on CPI-U.