



City of Arlington Council Agenda Bill

Item:
WS #7
Attachment
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COUNCIL MEETING DATE:	
April 26, 2021	
SUBJECT:	
Citizens' Salary Review Commission Decision	
ATTACHMENTS:	
Citizens' Salary Review Commission 2021 Decision as filed with City Clerk on April 21, 2021 Summary of Citizens' Salary Review Commission 2021 Decision	
DEPARTMENT OF ORIGIN	
Administration/Human Resources; Contact James Trefry, 360-403-3443	
EXPENDITURES REQUESTED:	Additional \$28,456.93 in 2021
BUDGET CATEGORY:	General Fund – Legislative and Executive
BUDGETED AMOUNT:	\$122,847.06 – Legislative salaries \$96,039.04 – Mayor's salary
LEGAL REVIEW:	
DESCRIPTION:	
<p>The City of Arlington's Citizens' Salary Review Commission has completed its work for 2021 and filed its compensation decision with the Arlington City Clerk. The notice specifies changes to the Mayor and Council salaries on July 1, 2021, January 1, 2022, and January 1, 2023, and eliminates per meeting compensation as of July 1, 2021. Recommendations were also made to encourage Council to take action through resolution to offer benefit access at different premium contribution levels for the Mayor and Council positions. Finally, there is also a recommendation for the Council to adopt a uniform method to easily account for work they perform and meetings they attend on behalf of the City on a monthly basis. The Arlington Citizens' Salary Review Commission will meet again in 2023.</p>	
HISTORY:	
<p>The Arlington City Council established the Citizens' Salary Review Commission in January 2015 to set the salaries and per diem reimbursements for the city's elected officials. Since its formation, the Commission has focused its work on basing salaries and per diem reimbursement of elected officials on realistic standards so that elected officials of the city may be paid according to the duties of their offices, and so that citizens of the highest quality may be attracted to public service.</p>	
ALTERNATIVES:	
No alternatives. By code, the decision of the Citizens' Salary Review Commission is final and binding.	
RECOMMENDED MOTION:	
No action of the City Council is required. By code, the decision of the Citizens' Salary Review Commission is final and binding.	



MEMO

From: Citizen Salary Review Commission
To: Wendy Van Der Meersche, City Clerk
Date: April 21, 2021
Re: Mayor and Council Compensation

On April 1, 2021, after hearing from seven of the eight City elected officials, reviewing prior years' actual salary and reimbursement information, comparable jurisdiction data and reviewing known and projected growth and traffic patterns, the Citizen Salary Review Commission approved the following changes to the Mayor and City Council compensation in recognition of the market for such compensation and in recognition of the unique place Arlington holds in the culture, economy and future of Snohomish County and our region.

Effective July 1, 2021:

The current compensation system for the position of Mayor shall change from a per meeting payment to a flat monthly salary of \$7,100.00 per month.

Effective January 1, 2022:

The Mayor's monthly salary shall be increased by 100% of the CPI-U June 2020 to June 2021 Seattle-Bellevue Index.

Effective January 1, 2023:

The Mayor's monthly salary shall be increased by 100% of the CPI-U June 2021 to June 2022 Seattle-Bellevue Index.

Effective July 1, 2021:

The current compensation system for the position of City Council member shall change from a per meeting payment to a flat monthly salary of \$1,840.00 per month.

Effective January 1, 2022:

The City Council member monthly salary shall be increased by 100% of the CPI-U June 2020 to June 2021 Seattle-Bellevue Index.

Effective January 1, 2023:

The City Council member monthly salary shall be increased by 100% of the CPI-U June 2021 to June 2022 Seattle-Bellevue Index.

Along with those changes in Salary as stated above, the Citizen Salary Review Commission also recommends that the City Council adopt a resolution to provide the Mayor with access to the same medical, dental, vision and employee assistance program coverage options as the Non-Represented employee group, with the exception of no access to any Opt-Out Incentive. It is further recommended that the City premium contribution for Employee-only coverage be set at the same level as the Non-Represented employee group, with the Mayor participating in any other benefit tier(s) for dependent coverage at their own out-of-pocket expense less the City's contribution for Employee-only coverage, subject to any specific program requirements of the benefits vendor, if different.

The Citizen Salary Commission also recommends that the City Council adopt a resolution to provide the City Council members with access to the same medical, dental, vision and employee assistance program coverage options as the Non-Represented employee group, with the exception of no access to any Opt-Out Incentive. It is further recommended that the City premium contribution be set at the lowest level required as part of any specific program requirements of the benefits vendor.

It is also recommended that Council adopt a standard regular monthly documentation format for meetings they have attended on City business to be made part of the regular Council Meeting records to document their efforts on behalf of the City in the absence of the prior documentation of specific meeting attendance produced for the purpose of reimbursement.


Heather Logan, Chair, Citizen Salary Commission



Summary of 2021 Citizens' Salary Review Commission Changes

	Current	7/1/2021	1/1/2022	1/1/2023
Mayor salary	\$2,250/month	The current compensation system for the position of Mayor shall change from a per meeting reimbursement to a flat monthly salary of \$7,100.00 per month.	The Mayor's monthly salary shall be increased by 100% of the CPI-U June 2020 to June 2021 Seattle-Bellevue Index.	The Mayor's monthly salary shall be increased by 100% of the CPI-U June 2021 to June 2022 Seattle-Bellevue Index.
Mayor regional meetings	\$125 each	N/A	N/A	N/A
Mayor non-regional meetings	\$100 each	N/A	N/A	N/A
Mayor compensable meetings, maximum	35	N/A	N/A	N/A
Council Arlington meetings and workshops, up to 4 per month	\$206.25	The current compensation system for the position of City Council member shall change from a per meeting reimbursement to a flat monthly salary of \$1,840.00 per month.	The City Council member monthly salary shall be increased by 100% of the CPI-U June 2020 to June 2021 Seattle-Bellevue Index.	The City Council member monthly salary shall be increased by 100% of the CPI-U June 2021 to June 2022 Seattle-Bellevue Index.

Council regional meetings	\$75	N/A	N/A	N/A
Council non-regional meetings	\$50	N/A	N/A	N/A
Council compensable regional and non-regional meetings, maximum	12	N/A	N/A	N/A