

CODE

**CITY OF REDMOND  
ORDINANCE NO. \_\_\_\_\_**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ADOPTING REDMOND MUNICIPAL CODE (RMC) 4.47, REDMOND SALARY COMMISSION, CODIFYING PROVISIONS RELATING TO THE ESTABLISHMENT AND OPERATION OF THE SALARY COMMISSION; ADOPTING RMC 2.38 TO CODIFY THE FREQUENCY OF REVIEW OF THE MAYOR AND COUNCIL SALARIES; AND REPEALING ORDINANCE NOS. 2111, 2157 AND 2262

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WHEREAS, RCW 35.21.015 authorizes cities to establish independent commissions in order to set the salaries of elected city officials, subject to certain terms and conditions; and

WHEREAS, the Redmond City Council created the Salary Commission through the passage of Ordinance No. 2111 on August 7, 2001, for the purpose of setting the salaries of the Mayor and the City Council; and

WHEREAS, Ordinance No. 2111 was amended by Ordinance No. 2157, passed on March 18, 2003, to update the term of appointment, and was further amended by Ordinance No. 2262, passed on July 19, 2005, to remove the mayor's salary from the commission; and

WHEREAS, the Redmond City Council now desires to codify the provisions of Ordinance No. 2111 as amended by Ordinance Nos. 2157 and 2262 relating to the establishment and operation of the

commission in the same manner as provisions relating to other city boards and commissions have been codified; and

WHEREAS, the council desires to codify a set schedule for the review of mayor and council salaries.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1.      Classification.      This ordinance is of a general and permanent nature and shall become a part of the City Code.

Section 2.      Adoption of Chapter.      RMC 4.47, Redmond Salary Commission, is hereby adopted to read as follows:

**Chapter 4.47**  
**Redmond Salary Commission**

**4.47.010 Commission created - Purpose.**

**4.47.020 Membership - Appointment.**

**4.47.030 Term of appointment.**

**4.47.040 Removal.**

**4.47.050 Commission meetings - Rules of procedure.**

**4.47.060 Salary increases and decreases - Effective date.**

**4.47.070 Referendum measures.**

**4.47.080 Effect of commission action on laws and ordinances.**

**4.47.10 Commission created - Purpose.**

**A.    An independent salary commission is hereby created for the purpose of setting the salary of the City Council of the City of Redmond. The official name of the commission shall be the Redmond Salary Commission. The commission shall**

review and establish the salaries of the members of the council and exercise the powers and perform the duties established by RCW 35.21.015, as now existing or hereafter amended.

4.47.20 Membership - Appointment.

A. The Redmond Salary Commission shall be composed of five members appointed by the mayor with confirmation by the council. Redmond Salary Commission members will be deemed to be eligible for appointment through the application process prior to confirmation, and it shall be unnecessary for the candidates to be interviewed by the mayor or council. No member shall be an officer, official, or employee of the City of Redmond or any of their immediate family members. For purposes of this chapter, "immediate family member" means the parents, spouse, siblings, children, or other dependent relatives of the officer, official, or employee, whether or not living in the household of the officer, official, or employee. All members shall be residents of the city.

4.47.030 Term of appointment.

A. The regular term of office for the Redmond Salary Commission shall be from time of appointment and council confirmation until the salary review is complete and the commission files a salary schedule with the City Clerk or

determines no change should be made. At that time the Redmond Salary Commission terms will expire.

B. The commission will not meet again until the City Council confirms a new Salary Commission for purposes of further studying council compensation. A new Salary Commission will be convened every four years per Redmond Municipal Code 2.38.020.

C. No member shall be appointed to more than two terms on the Redmond Salary Commission, whether consecutive or otherwise.

4.47.040 Removal.

A. The mayor may remove a member of the Redmond Salary Commission during the member's term of office only for cause of incapacity, incompetence, neglect of duty, malfeasance in office or for a disqualifying change of residence.

4.47.050 Commission meetings - Rules of procedure.

A. The Redmond Salary Commission shall meet on a regular schedule determined by city staff, with the understanding that attendance at all meetings is essential to finalizing the review and reaching a decision within the established timeline.

B. The Redmond Salary Commission shall review current councilmember salaries in relationship to the duties of the

council, salaries of comparable jurisdictions, current market conditions, and any other factors as determined by the commission.

C. All meetings shall be governed by the provisions of the Open Public Meetings Act and shall be open to the public except as may be otherwise allowed under that Act.

D. Three members of the commission shall constitute a quorum and the votes of three members shall be sufficient for the decision of all matters and the transaction of all business to be decided or transacted by the salary commission.

E. The commission shall adopt rules of procedure to govern its meetings. Such rules shall make provision for the taking of minutes and the keeping of commission records and shall provide for the election of such officers as are deemed necessary by the commission for the conduct of its business.

#### 4.47.060 Salary increases and decreases - Effective date.

A. As provided in state law, the Redmond Salary Commission shall have the authority to establish the salaries of the council. The decision on a salary increase, decrease, or determining there should be no salary change shall be made by the majority vote of the commission.

B. Upon determining to change any salary, the commission shall file a written salary schedule reflecting

the change with the city clerk. The city clerk shall post the salary schedule on the city's website as soon as practicable after receiving the schedule from the salary commission

1. Salary increases established by the commission shall become effective as to the covered positions thirty days after the salary schedule is filed with the city clerk, unless a valid referendum petition is filed as provided in this chapter. Salary increases shall be effective as to the covered positions regardless of their terms of office.

2. Salary decreases established by the commission shall become effective as to incumbent city councilmembers at the commencement of their next subsequent term of office.

C. Approved salary changes for which no referendum petition is filed shall become effective and be incorporated into the city's budget without further action of the city council or the Redmond Salary Commission.

#### 4.47.070 Referendum measures.

A. Salary increases and decreases shall be subject to referendum petition by the people of the City of Redmond in the same manner as provided for city ordinances under Chapter 1.12 of the Redmond Municipal Code, as the same now exists or may be hereafter amended.

B. A referendum petition seeking a vote on a salary increase or decrease must be filed within thirty days after the written salary schedule reflecting the change is filed with the city clerk.

C. In the event of the filing of a valid referendum petition, the salary increase or decrease shall not go into effect until approved by vote of the people.

D. Referendum measures under this chapter shall be submitted to the voters of the city at the next following general or municipal election occurring thirty days or more after the referendum petition is filed and shall be otherwise governed by the provisions of the state constitution or laws generally applicable to referendum measures.

4.47.080 Effect of commission action on laws and ordinances.

A. The action of the Redmond Salary Commission fixing the salary of the council shall supersede any other provision of state law or city ordinance related to the city's budgets or to the fixing of salaries.

Section 3. Adoption of Chapter. RMC 2.38, Mayor and Council Salary Review, is hereby adopted to read as follows:

Chapter 2.38  
Mayor and Council Salary Review

2.38.010 Mayor Salary Review  
2.38.020 Council Salary Review

#### 2.38.010 Mayor Salary Review

A. The salary of the mayor shall be set by the Redmond City Council.

B. The Redmond City Council shall review the mayor's salary and benefit compensation every four years, on the year where the office of mayor will be up for election. The City Council shall reach a decision on any adjustments in the mayor's salary and benefit compensation prior to May 1st of any such year so that such adjustments are known at the time the candidate filing period for the office of mayor is opened.

#### 2.38.020 Council Salary Review

A. The salary of the council shall be set by the Redmond Salary Commission in accordance with RMC 4.47.

B. A new Salary Commission will be convened every four years, on the same schedule as the mayor salary review described in section 2.38.010 of this chapter, to review the council salary and benefit compensation. The Redmond Salary Commission shall reach a decision on any adjustments in the council's salary and benefit compensation prior to May 1st of any such year so that such adjustments are known at the time the candidate filing period is opened.

Section 4. Repeal of Ordinances. Ordinance Nos. 2111, 2157 and 2262 are hereby repealed.



Section 5.      Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 6.      Effective Date. This ordinance shall take effect and be in full force on June 1, 2023, provided five days have passed since the date of publication of a summary in the City's official newspaper or as otherwise provided by law.

ADOPTED by the Redmond City Council this \_\_\_\_\_ day of  
\_\_\_\_\_, 2023.

CITY OF REDMOND

\_\_\_\_\_  
ANGELA BIRNEY, MAYOR

ATTEST:

\_\_\_\_\_  
CHERYL XANTHOS, MMC, CITY CLERK (SEAL)

APPROVED AS TO FORM:

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JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:  
PASSED BY THE CITY COUNCIL:  
SIGNED BY THE MAYOR:  
PUBLISHED:  
ORDINANCE NO.