

# City of Redmond



## Agenda Study Session

Tuesday, April 11, 2023  
7:00 PM

City Hall: 15670 NE 85th St; Remote: Comcast Ch. 21/321, Ziplify Ch. 34,  
Facebook (@CityofRedmond), Redmond.gov/rctvlive, or 510-335-7371

## City Council

*Mayor  
Angela Birney*

*Councilmembers  
Jessica Forsythe, President  
Vanessa Kritzer, Vice President  
Jeralee Anderson  
David Carson  
Steve Fields  
Varisha Khan  
Melissa Stuart*

Redmond City Council Agendas, Meeting Notices, and Minutes are available on the City's Web  
Site: <http://www.redmond.gov/CouncilMeetings>

FOR ASSISTANCE AT COUNCIL MEETINGS FOR THE HEARING OR VISUALLY IMPAIRED:  
Please contact the City Clerk's office at (425) 556-2194 one week in advance of the meeting.

## **AGENDA**

### ROLL CALL

1. Discussion on 2023 Process for Updating Mayor's Salary

*Department: Human Resources, 60 minutes*

*Requested Action: Consent, May 16th*

[Attachment A: Comparable Market Mayor 2023 Update](#)

[Attachment B: Graph Salaries](#)

[Attachment C: Graph Salary and Population](#)

[Attachment D: E Pay Plan](#)

[Attachment E: COLA information](#)

[Attachment F: Redmond Mayor Salary History](#)

[Attachment G: Agenda Memo March 14, 2023](#)

**Legislative History**

3/14/23	Committee of the Whole - Finance, Administration, and Communications	referred to the City Council Study Session
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3/28/23	City Council	referred to the City Council Study Session
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2. Council Talk Time

A. Hopper Review

B. Council Priority Survey Review

C. Open Discussion

*30 minutes*

[Council Hopper Form](#)

### ADJOURNMENT



## Memorandum

**Date:** 4/11/2023  
**Meeting of:** City Council Study Session

**File No.** SS 23-020  
**Type:** Study Session

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Human Resources	Cathryn Laird	425-556-2125
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**DEPARTMENT STAFF:**

Human Resources	Mary Grady/David Puente	Sr HR Analyst
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**TITLE:**

Discussion on 2023 Process for Updating Mayor's Salary

**OVERVIEW STATEMENT:**

Data and information regarding the Mayor's salary will be reviewed at this study session to assist Council in determining whether a change will be made to the Mayor's salary. At a Study Session in November 2018, Council reviewed information and data related to the Mayor's salary and determined that the Mayor's salary should be reviewed at least every four years, at the beginning of the next election cycle. The next review should therefore occur in 2023.

☐ **Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

☐ **Receive Information**      ☒ **Provide Direction**      ☐ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
Council approved Ordinance 2967 on May 7, 2019, setting the salary of the Mayor at \$145,000 annually effective January 1, 2020, and maintaining a monthly car allowance of \$500.
- **Required:**  
Ordinance 2262 in 2005 removed the Mayor's salary from jurisdiction of the Redmond Salary Commission to have Mayor pay set by Council.
- **Council Request:**  
NA
- **Other Key Facts:**  
N/A

**OUTCOMES:**

Data and information will be presented to Council at the Study Session. The Council's review and recommendation for any changes to the Mayor's salary would be implemented January 1, 2024.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
Present data and information at Council Study Session on March 28, 2023
- **Outreach Methods and Results:**  
NA
- **Feedback Summary:**  
NA

**BUDGET IMPACT:**

**Total Cost:**

The cost will be determined by outcome of the Council's review and recommendation.

**Approved in current biennial budget:** ☒ Yes ☐ No ☐ N/A

**Budget Offer Number:**

Offer # 0000023 (Human Resources)

**Budget Priority:**

Strategic and responsive.

**Other budget impacts or additional costs:** ☐ Yes ☐ No ☒ N/A

*If yes, explain:*

N/A

**Funding source(s):**

General Fund

**Budget/Funding Constraints:**

NA

☐ Additional budget details attached

**COUNCIL REVIEW:**

**Previous Contact(s) - NA**

Date	Meeting	Requested Action
3/14/2023	Committee of the Whole - Finance, Administration, and Communications	Provide Direction

3/28/2023	Study Session	Provide Direction
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**Proposed Upcoming Contact(s)**

Date	Meeting	Requested Action
5/16/2023	Business Meeting	Approve

**Time Constraints:**

The review and recommendation for any changes to the Mayor's salary is anticipated to be complete by April 2023.

**ANTICIPATED RESULT IF NOT APPROVED:**

No changes to the Mayor's salary would be implemented.

**ATTACHMENTS:**

- Attachment 1 - Comparable Market Mayor 2023
- Attachment 2 - Graph of Mayors salaries
- Attachment 3 - Graph of Mayors salaries and population
- Attachment 4 - 2023 E Pay Plan (Directors and Deputy Directors)
- Attachment 5 - COLA Information
- Attachment 6 - Redmond Mayor Salary History

## MAYOR SALARIES COMPARABLE CITIES

April-23

Municipality	County	2022 Population (estimated)*	AV for tax due in 2021**	2022 General Fund Budget	Form of Government	City Services	# of FTEs (est)	Notes	Mayor Salary (Annual)	Benefits	Other	How & When does salary increase	Chief Administrative officer or equivalent
Kent	King	137,900	24,309,466,197	111,172,050	Mayor-Council	Police, Court, Golf Course	706	Puget Sound Regional Fire Authority & King County Fire District	\$168,144	Same as other employees	City car; \$2800 management benefits	Salary Commission reviews and determines; the last Salary Commission implemented use of COLA each year (they used 2.5% last time); last increase was 2022, current Salary Commission underway	Yes, Chief Administrative Officer, salary range \$157,212-\$226,236
Everett	Snohomish	113,300	21,040,865,174	186,933,304	Mayor-Council	Fire, Police, Municipal Court, Animal Shelter, Library, Motor Vehicle Dept	1,137		\$194,952	Same as other employees	\$325 car allowance/month	Salary Commission reviews and determines every two years, last met in 2021 & Mayor's salary adjusted 1/1/2021 with no changes since then; considers CPI, employee COLA, etc, but ultimately makes independent decision	Yes - Executive Director, salary range \$172,752-\$194,976
Renton	King	107,500	21,016,997,259	106,310,953	Mayor-Council	Police, Library, Municipal Court, Jail, Airport	529	Rention Regional Fire Authority	\$200,172	Med/dent/vision same as other employees; receives 4% deferred comp premium each paycheck	\$602.16 car allowance/month	Mayor salary updated 1/1/2023, received a 4.5% increase. Not reviewed by Salary Commission, is reviewed similar to NR positions, no set timeline; Mayor receives same wage adjustment as NR positions and typically follows what is negotiated by their AFSCME group.	Yes - Chief Administrative Officer, salary range \$181,320-\$220,812
Federal Way	King	101,800	12,645,326,014	48,687,568	Mayor-Council	Police	315	South King County Fire & Rescue	\$179,568	Same as other employees	No	Reviewed as part of Salary Commission, last Commission in 2022, updated Mayor's salary 1/1/2023; considers CPI, employee COLA, but makes independent decision	Yes, City Administrator, salary range \$179,736-\$227,616
Auburn	King/Pierce	88,750	13,211,734,870	89,084,666	Mayor-Council	Police, Library, Municipal Court, Jail, Museum, Cemetery, Golf Course	436	Valley Regional Fire Authority	\$180,840	Same as other employees	No	Reviewed as part of Salary Commission work; they use 2.5% COLA on 1/1 each year, last increase 1/1/2023; Mayor's increase has generally been more than NR general increase	No

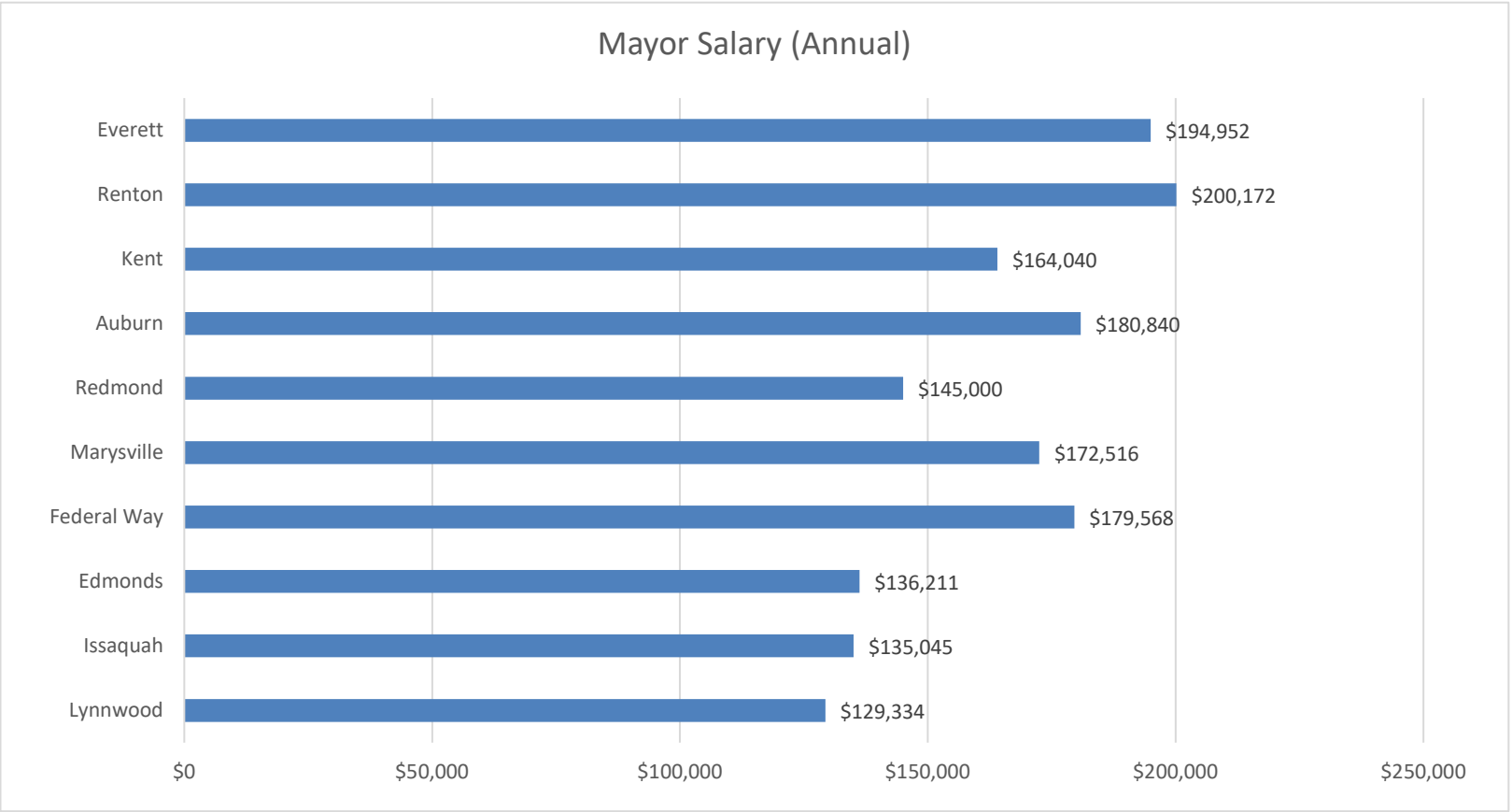
Municipality	County	2022 Population (estimated)*	AV for tax due in 2021**	2022 General Fund Budget	Form of Government	City Services	# of FTEs (est)	Notes	Mayor Salary (Annual)	Benefits	Other	How & When does salary increase	Chief Administrative officer or equivalent
Marysville	Snohomish	72,380	9,729,494,216	51,918,549	Mayor-Council	Police	269	Snohomish Fire Dist	\$172,516	Same as other employees	\$450 car allowance/month	Reviewed by Salary Commission, last Commission in 2022, Mayor's salary increased 1/1/2023	Yes - Chief Administrative Officer, salary range \$197,495-\$252,793
Edmonds	Snohomish	42,980	11,648,792,913	50,492,941	Mayor-Council	Police, Waste Water Treatment Plant, Municipal Court	215	South Snohomish Reg Fire Authority	\$136,211	Same as other employees	No	Reviewed as part of Salary Commission work, last Commission in 2021; most recent Mayor salary increase 1/1/2021 (no increase in 2022 or 2023), Salary Commission will meet again in 2023	No
Lynnwood	Snohomish	38,740	7,953,751,038	60,828,688	Mayor-Council	Police	342	South Snohomish Reg Fire Authority	\$129,334	Same as other employees	No	Reviewed as part of Salary Commission work, last Commission in 2020; applies COLA each year tied to CPI with cap of 2.5%, last increase 1/1/2023	Yes, Assistant City Administrator, salary range \$162,177-\$208,769
Issaquah	King	40,950	12,175,713,363	62,600,159	Mayor-Council	Police, court	237	Eastside Fire & Rescue	\$135,045	Same as other employees	Gets extra comp time (150 hours per year vs 100 for other exempt employees; gets larger match for 401(a) plan; gets extra match for 457 plan.	Reviewed by Salary Commission, last commission was in 2015; Mayor's salary not updated since then; Salary Commission work to occur in 2023	Yes, City Administrator, salary range \$181,035-\$238,230
								AVERAGE	\$166,309				
								MEDIAN	\$172,516				
Redmond	King	75,270	27,088,928,800	111,400,000	Mayor-Council	Police, Fire, Water	624		\$145,000	Same as other employees	\$500 car allowance/month	Reviewed by Council; Mayor's salary last adjusted 1/1/2020	Yes - Chief Operating Officer, salary range \$177,804-\$248,928

\* Population data from Washington Office of Financial Management (2023 estimates not available until June/July)

\*\* AV data from Washington State Department of Revenue, Local Taxing District Levy details, updated 7/2022

**COMPARABLE SALARIES**  
**2023 Mayor Salary**

Municipality	Mayor Salary (Annual)	Mayor Salary (Monthly)
Lynnwood	\$129,334	\$10,778
Issaquah	\$135,045	\$11,254
Edmonds	\$136,211	\$11,351
Federal Way	\$179,568	\$14,964
Marysville	\$172,516	\$14,376
Redmond	\$145,000	\$12,083
Auburn	\$180,840	\$15,070
Kent	\$164,040	\$13,670
Renton	\$200,172	\$16,681
Everett	\$194,952	\$16,246

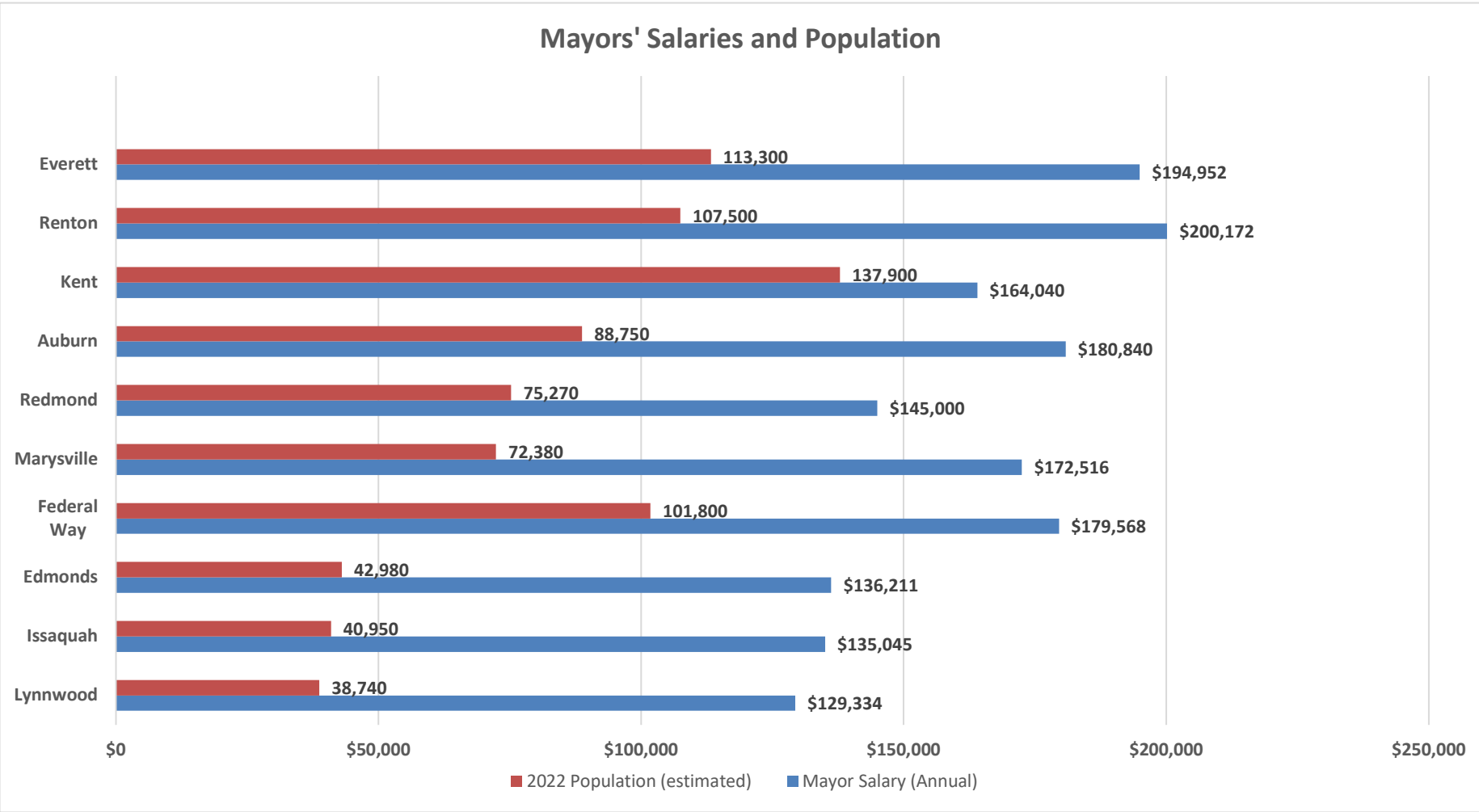






# COMPARABALE CITIES 2023 Mayor Salary and Population Comparison

Municipality	Mayor Salary (Annual)	2022 Population (estimated)	Mayor Salary (Monthly)
Lynnwood	\$129,334	38,740	\$10,778
Issaquah	\$135,045	40,950	\$11,254
Edmonds	\$136,211	42,980	\$11,351
Federal Way	\$179,568	101,800	\$14,964
Marysville	\$172,516	72,380	\$14,376
Redmond	\$145,000	75,270	\$12,083
Auburn	\$180,840	88,750	\$15,070
Kent	\$164,040	137,900	\$13,670
Renton	\$200,172	107,500	\$16,681
Everett	\$194,952	113,300	\$16,246



## 2023 Pay Plan "E" - Executive

Ordinance No. 3101

Effective January 1, 2023

			Monthly			Annual		
Grade	FLSA	Classification	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
EX21			\$14,817	\$17,781	\$20,744	\$177,804	\$213,372	\$248,928
EX21	E	Chief Operating Officer						
EX20			\$13,289	\$15,947	\$18,605	\$159,468	\$191,364	\$223,260
EX20	E	Fire Chief						
EX20	E	Police Chief						
EX20	E	Public Works Director						
EX15			\$12,813	\$15,376	\$17,938	\$153,756	\$184,512	\$215,256
EX15	E	Chief Information Officer						
EX15	E	Finance Director						
EX15	E	Human Resources Director						
EX15	E	Parks Director						
EX15	E	Planning & Community Dev (PCD) Director						
EX10			\$12,043	\$14,151	\$16,259	\$144,516	\$169,812	\$195,108
EX10	E	Deputy Fire Chief						
EX10	E	Deputy Police Chief						
EX10	E	Deputy Public Works Director/City Engineer						
EX10	E	Deputy Tech & Information Services (TIS) Director						
EX05			\$11,523	\$13,540	\$15,556	\$138,276	\$162,480	\$186,672
EX05	E	Deputy Executive Department Director						
EX05	E	Deputy Finance Director						
EX05	E	Deputy Human Resources Director						
EX05	E	Deputy Parks Director						
EX05	E	Deputy Planning & Community Dev (PCD) Director						
EX05	E	Deputy Public Works Director						

## COLA Information

Historical Adjustment for all Groups									
Year	AFSCME	Fire	Fire Support	Non Represented	Police Officers	Police Support	Police Lieutenants	RCHEA	Average including all groups
2016	2.50%	5.00%	2.14%	2.14%	2.50%	2.14%		2.14%	2.65%
2017	1.92%	3.50%	1.92%	1.92%	2.00%	1.92%		2.00%	2.17%
2018	2.50%	3.25%	2.50%	2.50%	2.00%	2.50%		3.00%	2.61%
2019	3.60%	3.00%	3.60%	3.60%	5.19%	3.60%	8.20%	3.60%	4.30%
2020	1.70%	3.00%	2.00%	2.00%	4.00%	2.00%	4.00%	2.00%	2.59%
2021	1.00%	1.50%	2.00%	2.00%	3.00%	2.00%	3.00%	2.00%	2.06%
2022	6.30%	2.50%	6.00%	5.00%	7.00%	4.25%	6.30%	5.00%	5.29%
2023	6.00%	4.00%	7.00%	7.00%	7.00%	5.00%	7.00%	7.00%	6.25%

Mayor's Salary - Actual Adjustments		
Year	Adjustment	Annual Salary
2016	9.6%	\$ 137,000
2017	0.0%	\$ 137,000
2018	0.0%	\$ 137,000
2019	0.0%	\$ 137,000
2020	5.8%	\$ 145,000
2021	0.0%	\$ 145,000
2022	0.0%	\$ 145,000
2023	0.0%	\$ 145,000

Mayor's Salary If Based on Non-Rep Adjustment		
Year	Adjustment	Annual Salary
2016		\$ 137,000
2017	1.92%	\$ 139,630
2018	2.50%	\$ 143,121
2019	3.60%	\$ 148,274
2020	2.00%	\$ 151,239
2021	2.00%	\$ 154,264
2022	5.00%	\$ 161,977
2023	7.00%	\$ 173,315

Mayor's Salary if Based on Average of all Groups		
Year	Adjustment	Annual Salary
2016		\$ 137,000
2017	2.17%	\$ 139,973
2018	2.61%	\$ 143,626
2019	4.30%	\$ 149,802
2020	2.59%	\$ 153,682
2021	2.06%	\$ 156,848
2022	5.29%	\$ 165,145
2023	6.25%	\$ 175,467

CPI-W* Seattle/Tacoma/Bellevue Actuals		
CPI-W	June-June	First Half
2018	3.60%	3.60%
2019	1.70%	2.20%
2020	1.00%	1.90%
2021	6.30%	3.30%
2022	9.50%	8.60%

\*CPI is a measure of the change in prices paid over time for goods and services, as calculated by the US Bureau of Labor Statistics (BLS).

CPI-W is a subset and reflects urban households that derive more than half their income. The City uses CPI-W data for the Seattle/Tacoma/Bellevue geographical area.

### June-June vs First Half

The June-June CPI-W is more volatile than the First Half CPI-W, because it represents a “point to point” measure of inflation (i.e., June of the current year is compared to June of the prior year). The First Half CPI-W is a “period to period” measure of inflation (i.e., the first six months of the current year is compared to the first six months of the prior year). By using six months instead of one month, peaks and valleys which occur in a single month will be “smoothed out.”

## CITY OF REDMOND MAYOR SALARY HISTORY

Year Effective	Position	Salary	Authorized By
2020	Mayor	\$12,083 per month (\$145,000 annually)	Ordinance No. 2967
		\$500 per month car allowance	Ordinance No. 2967
2016	Mayor	\$11,416 per month (\$137,000 annually)	Ordinance No. 2784
		\$500 per month car allowance	Ordinance No. 2784
2012	Mayor	\$10,416 per month (\$125,000 annually)	Ordinance No. 2571
		\$500 per month car allowance	Ordinance No. 2571
2005	Mayor	\$8833.33 per month (\$106,000 annually)	Ordinance No. 2273
		\$500 per month car allowance	Ordinance No. 2273
2004	Mayor	\$7291.66 (\$87,500 annually)	Ordinance No. 2111
2000	Mayor	\$6875 per month (\$82,500 annually)	Salary Commission Ordinance No. 2022
		\$375 per month car allowance	Ordinance No. 2022
1996	Mayor	\$6000 per month (\$72,000 annually)	Ordinance No. 1835
1992	Mayor	\$5208.33 per month (\$62,500 annually)	Ordinance No. 1637
1991	Mayor	\$4849.17 per month (\$58,190 annually)	Ordinance No. 1613
1990	Mayor	\$4583.33 per month (\$55,000 annually)	Ordinance No. 1538
1989	Mayor	\$4377.50 per month (\$52,530 annually)	Ordinance No. 1463
1988	Mayor	\$4250 per month (\$51,000 annually)	Ordinance No. 1401
1987	Mayor	\$3819.42 per month (\$45,835 annually)	Ordinance No. 1352
1975	Mayor	\$1100 per month (\$13,200 annually)	Ordinance No. 678
1974	Mayor	\$900 per month (\$10,800 annually)	Ordinance No. 631
1942	Mayor	\$3 per meeting, not to exceed \$6 per month (\$72 annually)	Ordinance No. 83

Per Ordinance No. 1400, the Mayor was formally given benefits equal to the level of the City's Department Heads, including vacation and sick leave (passed by Council December 8, 1987).

Ordinance No. 2111, effective January 1, 2003: Created Salary Commission to set pay for Council & Mayor. Pay increases effective 30 days after the salary schedule is filed with the City Clerk.

Ordinance No. 2262: Removed Mayor's salary from jurisdiction of the Redmond Salary Commission passed August 7, 2001 to have pay set by Council. (passed July 19, 2005)



## Memorandum

**Date:** 3/14/2023

**Meeting of:** Committee of the Whole - Finance, Administration, and Communications

**File No.** CM 23-118

**Type:** Committee Memo

**TO:** Committee of the Whole - Finance, Administration, and Communications

**FROM:** Mayor Angela Birney

**DEPARTMENT DIRECTOR CONTACT(S):**

Human Resources	Cathryn Laird	425-556-2125
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**DEPARTMENT STAFF:**

Human Resources	Mary Grady	Senior HR Analyst
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**TITLE:**

Discussion on 2023 Process for Updating Mayor's Salary

**OVERVIEW STATEMENT:**

This memo provides information on the upcoming process and timeline for review of the Mayor's salary. At a Study Session in November 2018, Council reviewed information and data related to the Mayor's salary and determined that the Mayor's salary should be reviewed at least every four years, at the beginning of the next election cycle. The next review should therefore occur in 2023.

☐ **Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

☐ **Receive Information**

☒ **Provide Direction**

☐ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
Council approved Ordinance 2967 on May 7, 2019, setting the salary of the Mayor at \$145,000 annually effective January 1, 2020, and maintaining a monthly car allowance of \$500.
- **Required:**
- Ordinance 2262 in 2005 removed the Mayor's salary from jurisdiction of the Redmond Salary Commission to have Mayor pay set by Council.
- **Council Request:**  
NA
- **Other Key Facts:**  
NA

**Date:** 3/14/2023

**Meeting of:** Committee of the Whole - Finance, Administration, and Communications

**File No.** CM 23-118

**Type:** Committee Memo

**OUTCOMES:**

Data and information will be presented to Council at the Study Session on March 28, 2023. The Council's review and recommendation for any changes to the Mayor's salary would be implemented January 1, 2024.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
Present data and information at Council Study Session on March 28, 2023
- **Outreach Methods and Results:**  
NA
- **Feedback Summary:**  
NA

**BUDGET IMPACT:**

**Total Cost:**

The cost will be determined by outcome of the Council's review and recommendation.

**Approved in current biennial budget:** ☒ Yes ☐ No ☐ N/A

**Budget Offer Number:**

Offer # 0000023 (Human Resources)

**Budget Priority:**

Strategic and responsive.

**Other budget impacts or additional costs:** ☐ Yes ☐ No ☒ N/A

**If yes, explain:**

N/A

**Funding source(s):**

General Fund

**Budget/Funding Constraints:**

NA

☐ Additional budget details attached

**COUNCIL REVIEW:**

**Previous Contact(s):** NA

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

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**Date:** 3/14/2023

**Meeting of:** Committee of the Whole - Finance, Administration, and Communications

**File No.** CM 23-118

**Type:** Committee Memo

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**Proposed Upcoming Contact(s)**

<b>Date</b>	<b>Meeting</b>	<b>Requested Action</b>
3/28/2023	Study Session	Receive Information
4/11/2023	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
4/18/2023	Business Meeting	Approve

**Time Constraints:**

The review and recommendation for any changes to the Mayor's salary is anticipated to be complete by May 2023.

**ANTICIPATED RESULT IF NOT APPROVED:**

No changes to the Mayor's salary would be implemented.

**ATTACHMENTS:**

None at this time.





## Memorandum

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**Date:** 4/11/2023

**Meeting of:** City Council Study Session

**File No.** SS 23-022

**Type:** Study Session

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### Council Talk Time

- A. Hopper Review
- B. Council Priority Survey Review
- C. Open Discussion



## Council Policy Proposal

Return this form to Jason Brown at [jcbrown@redmond.gov](mailto:jcbrown@redmond.gov). Council leadership will schedule time for consideration of this item at a future study session. Attached documentation will be provided on the agenda for all councilmembers and the public to review.

Tracking Number Click or tap here to enter text. Date of Request Click or tap to enter a date. Requester Click or tap here to enter text.

### Problem Statement

*A clear concise description of the issue(s) that need(s) to be addressed.*

Click or tap here to enter text.

### Proposal

*What is being proposed to assist in addressing the issue described in the problem statement?*

Click or tap here to enter text.

### Relationship to City Business or Proposed City Business/Services

*Describe how this will enhance what is already offered and/or what it will provide that is not currently available. Why is this the City's issue to address? How will this create a more adaptive and resilient organization?*

Click or tap here to enter text.

### Connection to Strategic Plan and/or Budget Priorities

*Choose all that apply.*

- ☐ Diversity, Equity, and Inclusion
- ☐ Environmental Sustainability
- ☐ Housing Choices
- ☐ Infrastructure
- ☐ Public Safety

- ☐ Healthy and Sustainable
- ☐ Safe and Resilient
- ☐ Vibrant and Connected
- ☐ Strategic and Responsive
- ☐ Capital Investment Program

## Timing

*Is this issue time sensitive, are there other timing factors to consider?*

## Supporting Documentation

*Are there documents that support your request or that should be considered?*

## Councilmember Sponsors (not required)

*Cannot be a quorum unless discussed at an open public meeting*

\_\_\_\_\_  
Sponsoring Councilmember

1. \_\_\_\_\_  
Councilmember

2. \_\_\_\_\_  
Councilmember

## Post Action (to be completed by Council Leadership)

Referral To ☐ Study Session

☐ Committee

☐ Staff Review

☐ Add to Priorities List

☐ No Action