



MEMO TO: Members of the City Council

FROM: Mellody Matthes, Human Resources Director

DATE: November 27, 2018

SUBJECT: Mayor's Salary Review

I. RECOMMENDED ACTION

Option A: Increase the Mayor's salary, effective January 1, 2019

Option B: Provide COLA as per CPI-W (standard with City Practice)

Option C: Combine COLA plus salary increase

II. DEPARTMENT CONTACTS

Mellody Matthes, Human Resources Director; (425) 556-2122

III. DESCRIPTION/BACKGROUND

In March 2015, the Council passed Ordinance No. 2784, setting the Mayor's pay at \$137,000 with an effective date of January 1, 2016, and maintaining a car allowance at \$500 per month. At that time, the Council discussed the need to review the Mayor's salary at least every four years. As almost four years have passed since the last review of the Mayor's salary and there have been changes in the relevant markets, the Council, through its January 27, 2018, retreat, has requested that the Mayor's salary again be reviewed.

Staff conducted a market review of the salaries received by mayors in comparator cities, along with related information as attached. The recommendation for Mayor's 2019 salary is \$142,116 and this is based upon an average of the comparable cities. This is similar to what would happen if a 3.6% COLA was applied to the current salary of \$137,000, which would be \$141,932.

Upon discussion and direction to staff at the study session, an ordinance will be prepared and brought forward at a future meeting for Council action.

IV. PREVIOUS DISCUSSIONS HELD

Council Retreat – January 27, 2018

Finance, Administration, and Communications Committee of the Whole - October 23, 2018

V. IMPACT

A. Service/Delivery:

None

B. Fiscal Note:

The fiscal impact will be based upon the Council's decision. At this time, there are funds to accommodate changes in compensation for the Mayor.

VI. ALTERNATIVES TO STAFF RECOMMENDATION

Members of the Council could choose to wait until January 2020 (a new term of office for the position) to make the salary increase effective.

VII. TIME CONSTRAINTS

Per Council's action.

VIII. LIST OF ATTACHMENTS

Attachment A: 2018 Mayor's Salary Ordinance Draft

Attachment B: 2018 Salary Cover Letter for Council

Exhibit 1: 2018 Mayor's Salary Information Sheet

Exhibit 2: 2018 Mayor's Salary Graph of 2018 Comparables

Exhibit 3: 2018 Mayor's Salary COLA Review

Exhibit 4: 2018 Mayor's Salary Summary of Mayor's Salary Information

Attachment C: 2018 Mayor's Salary Study Session Power Point Presentation

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Mellody Matthes, Director of Human Resources

John Marchione

Approved for Agenda _____

John Marchione, Mayor