



Elected Official Salary Schedule

The West Richland Salary Commission hereby adopts the following salary schedule for elected officials.

The annual salaries paid to the following elected officials shall be those base amounts stated below until the Salary Commission finds upon future review that the salaries should be increased or decreased.

Mayor without City Administrator	\$
Mayor with City Administrator	\$
City Council Member	\$

\_\_\_\_\_ certifies as follows:

That she is the Chairperson of the West Richland Salary Commission. That this salary schedule has been adopted in accordance with provisions of WRMC Chapter 2.18 on the \_\_\_\_\_ day of \_\_\_\_\_, 2016 at West Richland, Washington.

\_\_\_\_\_  
Nancy Aldrich, Chairperson

Attest:

\_\_\_\_\_  
Julie Richardson, City Clerk

Salary Commission Members:

- Nancy Aldrich
- Fred Brink
- David Fetto
- Greg McDowell
- Robert Perkes

2016 AWC City Name Sort by Population	Population	Form of Governance	Employee	Mayor's Compensation Monthly	Council's Compensation Monthly	City Administrator Compensation	Budget Revenue	Budget Expenditure
Tumwater	23,040	M/C	169	1530	660	10,143-12,360		
Oak Harbor	22,410	M/C	128	4206	603	12,106		
Camas	21,810	M/C	179	2200	750	9,992-11,930	\$ 51,500,000.00	\$ 50,600,000.00
Mukilteo	21,070	M/C	111	5900	500	9,555	\$ 26,894,896.00	\$ 28,555,289.00
Bonney Lake	20,000	M/C	130	2100	850	Not settled		
Tukwila	19,540	M/C	324	8445	1250	10,374-13,485	\$ 125,351,436.00	\$ 128,399,799.00
Monroe	18,120	M/C	108	3000	600	8,463-11,553	\$ 44,939,204.00	\$ 49,232,147.00
Aberdeen	16,780	M/C	164	1039	390		\$ 35,447,035.00	\$ 36,809,261.00
Anacortes	16,580	M/C	179	7597	1200			
Washougal	15,560	M/C	72	2000	500	8,453-11,523	\$ 35,915,696.00	\$ 47,828,889.00
West Richland	14,340	M/C	60	550	350	9,000-13,000	\$ 21,492,028.00	\$ 22,286,340.00
Port Orchard	13,810	M/C	73	5343	500		\$ 44,925,761.00	\$ 44,925,761.00
East Wenatchee	13,500	M/C	44	4896	550		\$ 12,509,200.00	\$ 12,995,400.00
Lynden	13,380	M/C	88	1800	200	10,833-11,667		
Snoqualmie	13,110	M/C	103	2500	500	13,605	\$ 42,126,904.00	\$ 38,675,869.00
Lake Forest Park	12,940	M/C	56	3000	600	12,667		
Ferndale	12,920	M/C	65	2619	600	11,773		
Cheney	11,650	M/C	85	1500	450	8,665-10,095	\$ 23,379,600.00	\$ 23,379,600.00
Grandview	11,160	M/C	55	540	300	6,325-9,486		
Enumclaw	11,140	M/C	88	1000	325	7,628-12,132	\$ 10,325,328.00	\$ 8,733,056.00
Newcastle	11,090	M/C	24	800	700	11,167	\$ 14,905,330.00	\$ 15,062,344.00
Sedro-Woolley	11,030	M/C	57	2138	500	9,090	\$ 25,010,089.00	\$ 25,010,089.00
Poulsbo	10,210	M/C	86	5982	500		\$ 25,195,146.00	\$ 25,107,210.00
Edgewood	9,735	M/C	11	1300	500	10,343		
Sumner	9,705	M/C	96	1800	750	9,169-11,458		
Liberty Lake	9,325	M/C	30	1250	400	9,612-10,824		
College Place	9,245	M/C	30	850	375	9,311-10,477		
Burlington	8,675	M/C	92	4326	800	10,352-11,651		
Hoquiam	8,580	M/C	82	840	260	9,049-10,703		
Gig Harbor	8,555	M/C	97	1500	300	10,200-12,750		
Yelm	8,480	M/C	45	2500	600	10,935		
Ephrata	8,020	M/C	49	500	200	8,316		
Othello	7,875	M/C	42	750	300	9,775		
Kennewick	78,290	C/Manager		\$1191/month	\$992/month	10,448-14,628		
Pasco	68,240	C/Manager		\$1300/month	\$1,000/month	15,388		
Richland	53,080	C/Manager		\$1373/month	\$1,123/month	9,882-14,823		

# Monthly Compensation History - West Richland

Year	City Admin	Mayor	Council	Vehicle Allowance
1970-75		\$ 10.00	\$ 5.00	
1976-77		\$ 100.00	\$ 20.00	
1978-79		\$ 250.00	\$ 100.00	
1980-93		\$ 300.00	\$ 150.00	
1997	\$ 6,662.94			
1994-1999		\$ 350.00	\$ 200.00	
2000		\$ 500.00	\$ 300.00	50 Council - 100 Mayor
2003-2005	\$ 7,557.33			
2001-2016		\$ 550.00	\$ 350.00	
2006-2007	\$ 7,501.87			
2007	\$ 7,652.67			
2007	\$ 7,354.53			
2007-2009	\$ 7,858.93			

1993 to 2005: Mayor Jerry Peltier  
Monthly Compensation: 1993 - \$300  
1994-1999 - \$350 (beginning 1-1-99 \$100 vehicle allowance)  
2000-2001 - \$500 + \$100 vehicle allowance  
2002-2005 - \$550 + \$100 vehicle allowance

City Administrator Paul Chasco: Not sure (at least 1996) to March 1997  
Compensation: ?

City Administrator Stan Stave: April 1997 to July 2002  
Compensation: \$6,662.94

City Coordinator Mark Panther : 2003-2005  
Compensation: \$755.73 (10% of \$7,557.33)  
(He got 10% additional pay to perform extra duties)

2006-2009: Mayor Dale Jackson  
Monthly Compensation: \$550 + \$100 vehicle allowance

City Administrator Mark Panther: January 2006 to June 2007  
Compensation: \$7,501.87

Acting City Administrator: Layne Erdman: June 2007 to July 2007  
Compensation: \$7,652.67

Interim City Administrator: Donna Noski: July 2007 to March 2007  
Compensation: \$7,354.53

City Administrator: Dave Weiser: April 2007 – December 2009 (couple of days in January until laid off by Donna)  
Compensation: \$7,858.93

2010-2013 Mayor Donna Noski  
No City Administrator  
Monthly Compensation: \$550 + \$100 vehicle allowance

2014-present Mayor Brent Gerry  
No City Administrator  
Monthly Compensation: \$550 + \$100 vehicle allowance



## Current Roles and Responsibilities of Mayor

Source: Input from Department Directors and Mayor

- Coordinates the development and implementation of short and long term strategic planning including coordination and development of the City's strategic plan.
- Presides over all meetings of the City Council, signs all warrants, contracts, conveyances and coordinates legal counsel and risk management activities of the city.
- Directs, coordinates and presents policy recommendations to the City Council regarding City operations and directs the implementation of policies established by the Council. Serves as primary interface with City Council and staff.
- Directs weekly management meetings and works with department heads to ensure interdepartmental coordination on policies and issues needing resolution and develops action plans related to objectives.
- Human resource management including overseeing the City's labor relations function, collective bargaining activities, contract interpretation and administration activities including the performance review of all staff.
- Coordinates the activities of city departments in terms of budget development and monitoring; presents final budget to the City Council.
- Maintains close contacts with community groups to represent the City of West Richland including working with Blue Ribbon Committees, coordinating and presenting at community meetings and town halls.
- Meets with representatives of agencies and out-side entities to negotiate formal and informal agreements between City, State, and County governments and private interests as issues arise.
- Supervises all purchasing by the various city departments for the purpose of keeping within the biennial budget.
- Provides written or oral information and recommends action to the Mayor or City Council on such measures as deemed necessary or as requested.
- Directs, approves, reviews, and monitors operating procedures and performance standards for City departments.
- Meets with City residents, addressing residents and the development communities concerns and provides plans for citizen awareness of city goals and operations.
- Directs and participates in pre-development and scoping meetings with development interests given the development opportunity found in the undeveloped areas of the city.
- Provides oversight for all city facilities, properties and equipment and appoints members to city boards and commissions.
- Directs and coordinates the city's intergovernmental relations functions with federal, state, county and regional agencies and advocates City position on proposed legislation and program regulations.
- Serves as City's primary spokesperson for media, monthly records KONA message; performs ceremonial duties as head of the city and also provides for emergency management activities.

- Serves as primary city representative on the following boards and committees
  - TRIDEC
  - Ben Franklin Council of Governments
  - Port of Kennewick E/D committee
  - METRO
  - Benton County Emergency Service board
  - Tri-City National Park Board
  - SECOM Board
  - Benton County Law and Justice Board
  - Energy Communities Alliance
  - Hanford Communities
  - Monthly Mayor Meetings
  - Various Chamber of Commerce Meetings
  - CEDS
  - BIPIN
  - Rural County Funds
  - Legislative Task Force Committees
  - Joint City, County and Port Economic Development meetings
  - Council subcommittee meetings as needed



## Sample Size

58 cities with population in AWC groupings just above/below the City of West Richland

## Findings – AWC Compensation Survey 2016 for Mayor

### Mayor's Compensation Range

\$500/mo. Ephrata - \$8845/mo. Tukwila (Both also show in survey they have City Administrator)

### 6 Cities with Mayor-Council form of Governance

DO NOT have City Administrator salary shown

<u>City/Population</u>	<u>Mayor Salary</u>	<u>Employee</u>
Anacortes/16,310	\$7597/mo.	179
Poulsbo/9,950	\$5982/mo.	86
Port Orchard/13,510	\$5343/mo.	73
East Wenatchee/13,390	\$4896/mo.	44
Aberdeen/16,780	\$1039/mo.	179
West Richland/13,960	\$550/mo.	55