



# City of Yelm

## WASHINGTON

EST. 1924

“Pride of the Prairie”

Date: June 4, 2019  
To: Lori Lucas, City Clerk  
From: Salary Commission  
Re: City of Yelm Salary Commission Report

The Salary Commission (‘Commission’) is established by Ordinance #1044 as an independent decision-making body charged with evaluating the full compensation, including salaries and benefits, for City of Yelm elected officials.

### Commission Membership

The Commission is made up of three members appointed by the Mayor, with approval of the Council, for five-year terms. The Salary Commission is composed of the following members:

1. Line Critchfield, Yelm Chamber Executive Director
2. Ken McCulloch, Owner – Ken McCulloch Insurance Agency
3. Tracie Choate – Principal Managing Broker, RE/MAX Northwest (Chair)

Following is the Commission’s report which sets the salaries for City of Yelm elected officials and documents the basis for our decisions.

### 2020 City of Yelm Salary Commission Summary of Decisions

Position	Current Salary	2019/2020 Salary	Benefits
City Council	\$600 Monthly	\$800 Monthly +2.25 COLA in 2020	No Benefits
Mayor	\$30,000 Yearly	\$30,000 Yearly	Benefits: medical, dental and vision for Mayor and their spouse. No benefits for children/dependents.

## Summary

### City Council

Council wage increase from \$600 to \$800 a month, which was calculated to be an \$80/hour wage for the mandatory work of attending council meetings (6 hours/month) and community meetings (4 hours/month), with the understanding and expectation that Council members would prepare for meetings and communicate/respond/engage with constituents in their own personal time as part of their commitment to public service. It was also recommended that elected officials have set office hours to provide dedicated time for connecting with constituents. Wage increase is effective January 1, 2019 and will be paid retroactive.

Council Benefits: no benefits recommended by Commission.

Cost of Living Adjustment will be effective January 1, 2020. City Council members will receive a 2.25% COLA. Beginning in 2020, the Salary Commission will meet to evaluate and establish the annual COLA for City Council members beginning in 2021, consistent with the City biennial budget cycle.

### Mayor

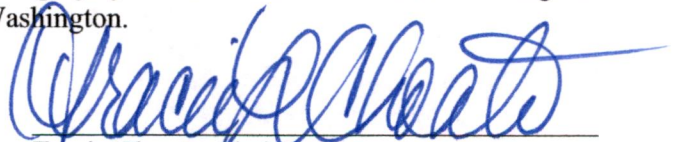
Commission reviewed historical salary increases of the Mayor occurring in 2004 - \$12,240, 2007 - \$15,000 and 2008 - \$30,000. These increases occurred prior to the Commission being established, when the salary of mayors and councilmembers was set by the City Council when they adopted the annual budget for the City. Based on the data from comparable cities, the Commission decided to keep the current Mayor salary at \$30,000 and limit benefits established by the Association of Washington Cities only to medical, dental and vision for only the Mayor and their spouse. No benefits for children/dependents will be paid for by the City.

The Commission did not give the Mayor a COLA at this time. In 2020, the Commission will meet to evaluate an annual COLA for the Mayor position moving forward into the next biennial budget cycle.

Tracie Choate hereby certifies as follows:

That she is the Chairperson of the City of Yelm Salary Commission. That the Salary Commission has set the salary package for the City of Yelm elected officials as outlined in Ordinance No. 1044.

That she has made this certification under penalty of perjury of the laws of the State of Washington this 4<sup>th</sup> day of June, 2019 at Yelm, Washington.



Tracie Choate, Chairperson