

SALARY REVIEW COMMISSION 2018

SUMMARY OF ACTIVITIES

The Salary Review Commission 2018 has met 5 times to date. During these meetings the Commission has; discussed the roll and goals of the Commission; has requested a variety of information from staff; discussed the results of information collected by staff, and the analysis of that information; reviewed activity of the previous Commission; and received testimony from members of the public.

Salaries of the Mayor, Mayor Pro Temporary, and Councilors were compared with 6 other cities in the State of Washington that have similar governmental structure. Comparison made:

- . Direct Comparison by salary amount.
- . Cost per resident.
- . Cost per employee.
- . Cost as a % of budget
- . Combined averages of the above.

In addition, salary change information was gathered for:

- . Vancouver Mayor, Mayor Pro Temporary, Councilor
- . Overall current trend for wage increases for all employees in the U.S
- . Society for Human Resources
- . Economic Research Institute, Irvine CA.
- . City of Vancouver Bargaining units
- . Bloomberg BNA (6-26-2017)
- . Archbright nonprofit wage and benefit survey – 2017

Additional Areas of Consideration

- . Surveys of current Council Members and member survey responses
- . Public testimony of citizens
- . Review of City Charter requirements for duties and responsibilities of Council members
- . Review of previous Committee deliberations
- . Committee discussion
- . Public expectation.

SALARY REVIEW COMMISSION 2018

SUMMARY OF ACTIVITES

Results:

While much data was available to the Committee it should be noted that the 6 cities used for comparison are very much different from each other.

When comparing salary amounts directly the indication is that Vancouver compensates its Councilors above the average. When other factors of cost per resident, cost per employee and cost as a % of budget are made the result indicates that Vancouver Councilors are compensated at a lower level than the average. These comparisons are only indicators and can not be taken individually or as a group to be definitive.

A comparison of percentage increases shows a variety of increases ranging from 1% to 5% from all sources. The Vancouver Council has been consistently at the lower end of the range nationally, and when compared to bargaining units of the City of Vancouver. While Councilors received 4% increases in the last two periods (2017 and 2018) the nine year average is 1.3%

Review of these, and additional considerations, including public testimony, Councilor responses, and Commission discussion, indicates that a modest increase in the range of 2% to 4% would be consistent with the data and comparisons available, and would be appropriate.

Submitted by

Frank L'Amie

March 30, 2018