

Chapter 2.10 COUNCIL SALARY COMMISSION

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2.10.010 Commission created.

There is created a city council salary commission (“commission”), which shall consist of three members who are residents and registered voters of the city, which shall be charged with setting the salaries of the mayor, the mayor pro tem, and members of the city council (hereinafter collectively referred to as the “council”). Each member of the commission shall be appointed by the mayor, with the approval of the council. Prior to consideration for appointment, each candidate shall complete an application form as required by the council, which shall be reviewed by the mayor and council prior to appointment to the commission.

2.10.020 Definitions.

“Salary” or “salaries,” as used in this chapter, means any fixed compensation paid periodically for work or services. This definition expressly excludes the total cost of any medical or other benefits provided to any council member, as well as any expenses paid or reimbursed on behalf of a council member in compliance with the city’s Travel Policy and Procedures, as approved by Resolution No. 2004-43, as amended by Resolution No. 2005-22, or as may subsequently be amended.

2.10.030 Employees – Immediate family members – Not eligible to serve.

Officers, officials, and employees of the city and their immediate family members shall not be eligible to serve on the commission. For the purposes of this section, “immediate family member” shall mean a parent, stepparent, in-law, spouse, sibling, stepsibling, child, stepchild, or dependent relative of the officer, official, or employee, whether or not living in the household of the officer, official, or employee.

2.10.040 Terms – Removal.

(1) Each member of the commission shall serve a four-year term, and no member shall be appointed to more than two terms. The initial commission shall be comprised of two members who shall each serve a four-year term, and one member who will serve a two-year term. At the expiration of such initial terms, their successors shall each serve four-year terms.

(2) Commission members may only be removed during their terms of office for cause of incapacity, ineligibility pursuant to Section 2.05.030, incompetence,

neglect of duty, malfeasance in office, or for a disqualifying change in residence or voter status.

2.10.050 Procedure – Duties.

(1) The commission shall meet no less than once each year during the months of April, May or June; provided, however, that the initial commission shall meet before November 15, 2007. Additional meetings may be scheduled by the chair of the commission or by a majority vote of the commission. At least one of the meetings shall include a public hearing to provide an opportunity for the public, the mayor, mayor pro tem, and/or city council members to address the commission.

(2) All meetings shall be open to the public, and shall be held in the same location as that of regularly scheduled council meetings, unless the public notice for any meeting specifies another location.

(3) The decision to raise or lower salaries shall be by a decision of a majority of the commission, provided such majority must be a number at least as large as the majority of total commission positions.

(4) Prior to a commission vote to raise or lower salaries, citizens of the city shall have an opportunity to comment or submit comments in writing. Citizen comments shall be conducted in a manner consistent with those heard at regularly scheduled meetings of the council.

(5) Prior to a commission vote to raise or lower salaries, the commission may request additional financial information and other relevant data, other than that information provided in subsection (6) of this section, from the city manager, who shall be responsible for providing staff support to the commission personally or upon delegation to an outside agent retained to provide such support.

(6) The city manager shall provide the commission with and the commission shall consider information regarding salaries paid to city council members from comparable cities, which shall be comprised of cities with a council-manager form of government with populations over 15,000 but less than 29,000 and that are located in the State of Washington, and all cities and towns with a council-manager form of government in Yakima County, provided such list may be modified and updated by resolution of the city council on an annual basis to ensure cities qualify as comparable cities through application of the formula set forth in this subsection.

2.10.060 Decision final – Referendum.

(1) A decision by the commission to raise or lower the salary of the council shall be final, shall be filed with the city clerk, and shall be incorporated into the city budget without further action of the council or commission. Any change of salary by the commission shall supersede any ordinance or resolution in effect at the time the salaries are changed but only to the extent of such conflict.

(2) Subject to procedures for referendum described in subsection 4 below, salary increases established by the commission shall immediately be applied to the salaries of all members of the council, regardless of the remaining portion of their term of office.

(3) Subject to procedures for referendum described in subsection 4 below, salary decreases established by the commission shall not be applied to the salaries of incumbent council members until the commencement of their next term of office.

(4) Salary increases and decreases shall be subject to referendum petition by the people of the city in the same manner as a city ordinance upon filing of such petition with the city clerk within thirty days after filing of the salary schedule. In the event of the filing of a valid referendum petition, the salary increase or decrease shall not go into effect until approved by vote of the people. Referendum measures under this section shall be submitted to the voters of the city at the next following general or municipal election occurring thirty days or more after the petition is filed, and shall be otherwise governed by the provisions of the state Constitution or laws generally applicable to referendum measures.