



Agenda Item # 7E

To: City Council Members
From: Police Chief Hernandez, Public Works Director Afzali, Finance Director Robbecke, and City Clerk Trisha Summers
Date: August 17, 2020
Re: Mayor Compensation

ATTACHMENTS: Ordinance 1991-20

TYPE OF ACTION:

Information Only Discussion Action Public Hearing Expenditure

Recommended Motion: "I move to repeal Ordinance No. 1988-20 and establish a new salary for the Mayor of \$6,000 per month or \$72,000 per year, consistent with a full-time Mayor."

Fiscal Impact/Source of Funds: The Mayor's current compensation rate is \$2,250 per month or \$27,000 per year. This rate was established for the ceremonial and other regularly established duties of the position, which is not consistent with a full-time Mayor. To recognize the additional responsibilities and efforts required of the position, a salary of \$72,000 per year with no medical or other benefits was suggested by City Council Members during the Study Session on August 10, 2020.

The Mayor's compensation can be allocated as provided for in the 2020 Budget. This allocation impacts the General Fund (72%), Electric Utility Fund (10%), Water Utility Fund (10%), Stormwater Fund (7%), and Information Technology Fund (1%). Expenditures in each of these funds are currently trending below budgeted amounts and should be able to accommodate this increase. In addition, General Fund revenues are trending slightly higher than budgeted amounts as well as amounts received in the previous year during the same time period.

It is recommended that the Mayor perform a new time study to determine if the existing allocation provided for in the 2020 Budget accurately reflects the current duties and responsibilities of the Mayor.

Issue: The Mayor's current compensation rate is \$2,250 per month or \$27,000 per year. This amount has not been adjusted to reflect the increase in responsibilities and time commitment required by the Mayor.

Discussion: This item was originally presented to the City Council on July 6th, and presented again for further discussion at the Study Session on July 13th and the Regular City Council Meeting on July 20th. Another presentation to discuss an additional City Administrator component of the Mayor's salary was scheduled for the August 3rd Regular Council Meeting, but the Council elected to move this item to the Budget Retreat on August 6th for further consideration.

During the meetings throughout July and August, the City Council received presentations from staff as well as comments from citizens. Council originally recommended that two separate ordinances be presented to set a new base salary for the ceremonial and other regularly established duties of the Mayor, and to establish an additional compensation amount for the Mayor to fulfill the role of City Administrator. On July 20th, the Council approved an increase to the Mayor's base salary, but decided to postpone a decision regarding the additional City Administrator component. During the Budget Retreat on August 6th, it was suggested by Council that this concept of the Mayor's compensation consisting of two components be set aside.

The Mayor is designated by state statute as the Chief Executive and Administrative Officer of the City. As such, the position directs the administrative structure of the City and oversees daily operations. During the Budget Retreat, it was acknowledged that this is an effective and efficient management structure for the City of Milton.

It was also recognized that the City of Milton is growing, and the duties and responsibilities of the Mayor have changed. The scope and complexity of responsibilities have increased, and fulfilling the role of Mayor is no longer considered to be a part-time position. The City Council has determined that the compensation of the Mayor should be adjusted commensurate with the additional responsibilities and efforts required, consistent with a full-time Mayor. To recognize the increase in responsibilities and time commitment required of the position, a salary of \$72,000 per year with no medical or other benefits was suggested by Council during the Study Session on August 10, 2020.

Information previously gathered by staff identified a range of \$55,000 to \$150,000 per year for 2020 in other similar cities as shown below.

Cities with Population of 1,000 - 14,999 2020 Compensation for Mayor with No City Administrator

Mayor Compensation						
Agency	Monthly	Annual	Population	Size	Employees	Utilities
Port Orchard	\$ 7,111	\$ 85,327	14,734	11.21 sq mi	84 FT	Water, Sewer, Storm
Edgewood	\$ 8,200	\$ 98,400	12,070	9.00 sq mi	24 FT	Storm
Poulsbo	\$ 8,444	\$ 101,324	11,180	4.50 sq mi	99 FT, 8 PT	Water, Sewer, Storm, Garbage
Othello	\$ 12,512	\$ 150,144	8,270	3.98 sq mi	46 FT, 7 PT	Water, Sewer
Coupeville	\$ 6,000	\$ 72,000	1,900	1.95 sq mi	15 FT	Water, Sewer
Langley	\$ 4,583	\$ 54,996	1,175	1.58 sq mi	17 FT, 2 PT	Water, Sewer, Storm
Average	\$ 7,808	\$ 93,700				
Milton	\$ 1,500	\$ 18,000	8,400	2.76 sq mi	46 FT, 1 PT	Electric, Water, Storm

CITY OF MILTON, WASHINGTON

ORDINANCE NO. 1991-20

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MILTON, WASHINGTON, REPEALING ORDINANCE NO. 1988-20 AND ESTABLISHING A NEW SALARY FOR THE MAYOR AND THE TERMS AND CONDITIONS APPLICABLE THERETO AND PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE, AND FOR SUMMARY PUBLICATION BY ORDINANCE TITLE ONLY.

WHEREAS, RCW 35A.12.100 specifies that the Mayor in a Mayor-Council form of government is the Chief Executive and Administrative Officer of the City, in charge of all departments and employees; and

WHEREAS, the City of Milton is growing and changing, and the scope and complexity of the Mayor's responsibilities have increased; and

WHEREAS, the City Council has determined that the salary of the Mayor should be adjusted commensurate with the additional responsibilities and efforts required, and comparable to the compensation provided to full-time mayors in similarly sized communities; and

WHEREAS, the City Council desires to repeal Ordinance No. 1988-20 establishing the compensation of the Mayor for ceremonial and other regularly established duties of the position which is not consistent with a full-time Mayor; and

WHEREAS, RCW 35A.12.070 allows the salary of an incumbent Mayor to be increased by ordinance during his/her term of office provided that the Mayor is prohibited from voting on his/her salary and may not cast a tie-breaking vote on said ordinance;

NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF MILTON, WASHINGTON, DO
ORDAIN AS FOLLOWS:

Section 1. The above stated recitals are hereby adopted as the Council's findings and reasons for the adoption of this ordinance.

Section 2. Compensation. Effective from, and after the effective date of this ordinance, the Mayor shall receive a salary of \$6,000 per month or \$72,000 per year. The Mayor shall not be eligible for medical or other benefits, and shall not accrue sick or vacation leave. The salary of Mayor shall remain in effect until this ordinance is amended or repealed by the City Council.

Section 3. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. Effective Date. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

Passed by the Milton City Council the ____ day of August 2020, and approved by the Mayor, the ____ day of August 2020.

SHANNA STYRON SHERRELL, MAYOR

ATTEST/AUTHENTICATED:

TRISHA SUMMERS, CITY CLERK

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY OGDEN, MURPHY & WALLACE, CITY ATTORNEY
FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO. 1991-20