



Agenda

Longview Citizens' Commission on Salaries of Elected Officials

Thursday, April 25, 2024

8:00 AM

City Hall

NOTICE IS HEREBY GIVEN, in accordance with RCW Chapter 42.30, that the Longview Citizens' Commission on the Salaries of Elected Officials of the City of Longview, Washington, will conduct a special meeting in the Longview City Hall Training Room, 2nd Floor, 1525 Broadway, Longview, on Thursday, April 25, 2024, at 8:00 a.m. The topics of discussion follow. Final disposition shall be taken on no other matter.

Microsoft Teams

[Join the meeting now](#)

Meeting ID: 260 931 657 269

Passcode: tsZDtd

Dial-in by phone

[+1 213-631-2692,,20385858#](#) United States, Los Angeles

[+1 347-973-4395,,20385858#](#) United States, New York City

Phone conference ID: 203 858 58#

The City Hall is accessible for persons with disabilities. Special equipment to assist the hearing impaired is also available. Please contact the City Executive Offices at 360.442.5004 48 hours in advance if you require special accommodations to attend the meeting.

1. CALL TO ORDER
2. ROLL CALL
3. ELECTION OF CHAIR
4. APPROVAL OF MINUTES  
24-0019 Salary Commission Minutes, September 28, 2020
5. CONSTITUENTS' COMMENTS
6. OPEN PUBLIC MEETINGS ACT TRAINING  
24-00329 OPMA training required per RCW 42.30.205
7. REVIEW CURRENT COUNCIL COMPENSATION  
24-0033 Review Current Council Compensation
8. PROVIDE STAFF DIRECTION & SCHEDULE NEXT MEETING/HEARING
9. ADJOURNMENT





Minutes

Longview Citizens' Commission on Salaries of Elected Officials

Monday, September 28, 2020

5:00 PM

Virtual Meeting

NOTICE IS HEREBY GIVEN, in accordance with RCW Chapter 42.30, that the Longview Citizens' Commission on Salaries of Elected Officials will conduct a virtual Zoom meeting on Monday, September 28<sup>th</sup>, at 5:00 p.m. For information about Zoom accessibility, please contact the City Clerk's Office at 360-442-5041.

Please click the link below to join the meeting:

<https://us02web.zoom.us/j/86546470094>

Telephone options (you may need to try more than one number if you receive a busy signal):

Dial any of the following numbers:

- 1-253-215-8782
- 1-669-900-6833
- 1-346-248-7799
- 1-408-638-0968
- 1-646-876-9923
- 1-301-715-8592
- 1-312-626-6799

Meeting ID: 865 4647 0094

1. **CALL TO ORDER**

*City Clerk Cody called the meeting to order at 5:00 p.m.*

2. **ROLL CALL**

**Present:** George Brajcich, Nicholas Higgins, Keith Larson, Robert Patterson & Ron Kosloski

**Absent:** Jeri Dalgleish

**Staff Present:**

*City Clerk Kaylee Cody and City Attorney Jim McNamara*

3. **APPROVAL OF MINUTES**

20-000381 FEBRUARY 24, 2020 SALARY COMMISSION MEETING MINUTES

*A motion was made by Robert Patterson, seconded by Nicholas Higgins, to approve the minutes*

*as presented. The motion passed unanimously.*

**4. CONSTITUENTS' COMMENTS**

*The Commission requested a summary of the impact of COVID-19 on the City of Longview's budget. Administrative Services Director presented information for the Commission's consideration. Overall, the City has not been as negatively impacted as originally anticipated.*

**5. PUBLIC HEARINGS**

**20-000134 PROPOSED SALARY SCHEDULE FOR LONGVIEW CITY COUNCIL**

*Chair Keith Larson opened the public hearing at 5:11 p.m. There being no one wishing to speak, the public hearing was closed at 5:12 p.m.*

*A motion was made by Robert Patterson, seconded by George Brajcich, to approve Resolution 2020-001. The motion passed unanimously.*

**6. ADJOURNMENT**

*The meeting adjourned at 5:15 p.m. The next meeting of the Salary Commission will be scheduled in January 2022.*

Kaylee Cody  
City Clerk

Approved: \_\_\_\_\_  
Chair



# City of Longview

## Agenda Summary

### **OPMA training required per RCW 42.30.205**

RCW 42.30.205 Training.

(1) Every member of the governing body of a public agency must complete training on the requirements of this chapter no later than ninety days after the date the member either:

- (a) Takes the oath of office, if the member is required to take an oath of office to assume his or her duties as a public official; or
- (b) Otherwise assumes his or her duties as a public official.

(2) In addition to the training required under subsection (1) of this section, every member of the governing body of a public agency must complete training at intervals of no more than four years as long as the individual is a member of the governing body or public agency.

(3) Training may be completed remotely with technology including but not limited to internet-based training. [2014 c 66 § 2.]

[LESSON 3: OPEN PUBLIC MEETINGS ACT – RCW 42.30 | Washington State](#)

Attachments: None



# City of Longview

## Agenda Summary

### **Review Current Council Compensation**

Chapter 2.02 of the Longview Municipal Code states that the purpose and duties of the Longview Citizens' Commission on Salaries of Elected Officials shall be to meet no less often than once during each even-numbered year, prior to the first day of June of such year, to study the relationship of salaries to the duties of mayor, mayor pro tem and council members, and fix the salaries for each respective position.

Not less than thirty days prior to the filing of any proposed salary schedule with the city clerk, the commission shall conduct a public hearing thereon. At the conclusion of said public hearing the commission shall adopt the proposed salary schedule together with any amendments thereto or changes therein as determined by the commission.

#### Attachments:

1. Current salary for Mayor and Councilmembers
2. 2024 COLA for Unions
3. June to June CPI
4. February to February CPI
5. Comps used for PTA which is a combination of Police and Fire Comps
6. DRS Cola
7. Mayor and Council Comparables

## Current Salary of Mayor, Mayor Pro-Tem and Councilmembers

Mayor	\$1,560.00/month
Mayor Pro-Tem	\$1,060.00/month
Councilmembers	\$1,010.00/month

## 2024 COLA's for City of Longview Union Groups

Bargaining groups use the June CPI for Seattle/Tacoma/Bellevue to calculate their COLA.

PTA 2024 – 3.5%

Police Guild 2024 – 4%

Police Support Guild 2024 – 4%

EBA 2024 – 4%

ATU 2024 – 3.25%

IAFF 3375 2024 – 4%

IAFF 828 – 2024 – 4%

## CONSUMER PRICE INDEXES PACIFIC CITIES AND U. S. CITY AVERAGE June 2023

(All items indexes. 1982-84=100 unless otherwise noted. Not seasonally adjusted.)

MONTHLY DATA	All Urban Consumers (CPI-U)						Urban Wage Earners and Clerical Workers (CPI-W)					
	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	1 Month ending					Year ending	1 Month ending	
	Jun 2022	May 2023	Jun 2023	May 2023	Jun 2023	Jun 2023	Jun 2022	May 2023	Jun 2023	May 2023	Jun 2023	Jun 2023
U. S. City Average.....	296.311	304.127	305.109	4.0	3.0	0.3	292.542	298.382	299.394	3.6	2.3	0.3
West.....	313.496	323.525	324.448	4.5	3.5	0.3	307.063	315.412	316.460	4.1	3.1	0.3
West – Size Class A <sup>1</sup> .....	322.591	332.600	333.674	4.5	3.4	0.3	314.046	321.214	322.351	3.7	2.6	0.4
West – Size Class B/C <sup>2</sup> .....	182.790	188.833	189.295	4.4	3.6	0.2	184.457	190.313	190.898	4.4	3.5	0.3
Mountain <sup>3</sup> .....	123.933	128.647	128.574	5.1	3.7	-0.1	125.518	130.024	129.852	5.0	3.5	-0.1
Pacific <sup>3</sup> .....	121.046	124.642	125.169	4.3	3.4	0.4	122.522	125.483	126.101	3.7	2.9	0.5
Los Angeles-Long Beach-Anaheim, CA.....	314.072	320.514	322.055	3.2	2.5	0.5	305.577	309.096	310.540	2.4	1.6	0.5
BI-MONTHLY DATA (Published for odd months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	May 2022	Mar 2023	May 2023	Mar 2023	May 2023	May 2023	May 2022	Mar 2023	May 2023	Mar 2023	May 2023	May 2023
Riverside-San Bernardino-Ontario, CA <sup>3</sup> .....	123.893	127.707	128.768	4.6	3.9	0.8	124.853	128.027	129.226	4.2	3.5	0.9
San Diego-Carlsbad, CA.....	343.502	358.026	361.339	5.3	5.2	0.9	327.997	339.498	342.686	4.6	4.5	0.9
Urban Hawaii.....	317.207	322.608	323.708	3.3	2.0	0.3	314.884	321.671	323.432	4.0	2.7	0.5
BI-MONTHLY DATA (Published for even months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	Jun 2022	Apr 2023	Jun 2023	Apr 2023	Jun 2023	Jun 2023	Jun 2022	Apr 2022	Jun 2023	Apr 2023	Jun 2023	Jun 2023
Phoenix-Mesa-Scottsdale, AZ <sup>4</sup> .....	172.643	179.824	180.251	7.4	4.4	0.2	172.827	179.839	179.841	7.6	4.1	0.0
San Francisco-Oakland-Hayward, CA.....	330.539	338.496	340.056	4.2	2.9	0.5	328.137	333.478	335.725	3.6	2.3	0.7
Seattle-Tacoma-Bellevue, WA.....	326.656	338.487	341.734	6.9	4.6	1.0	321.626	332.082	336.135	6.8	4.5	1.2
Urban Alaska.....	268.916	258.866	259.930	3.1	-3.3	0.4	265.859	256.349	257.506	2.0	-3.1	0.5

1 Population over 2,500,000    2 Population 2,500,000 and under, Dec 1996 = 100    3 Dec 2017=100    4 Dec 2001=100

**NOTE: In January 2018, BLS introduced a new geographic area sample for the Consumer Price Index (CPI): [www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf](http://www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf)**

**1967=100 base year indexes and tables with semiannual and annual average data are available at: [www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm](http://www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm)**

Release date July 12, 2023. The next release date is scheduled for August 10, 2023. For questions, please contact us at [BLInfoSF@bls.gov](mailto:BLInfoSF@bls.gov) or (415) 625-2270.

## CONSUMER PRICE INDEXES PACIFIC CITIES AND U. S. CITY AVERAGE February 2024

(All items indexes. 1982-84=100 unless otherwise noted. Not seasonally adjusted.)

MONTHLY DATA	All Urban Consumers (CPI-U)						Urban Wage Earners and Clerical Workers (CPI-W)					
	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	1 Month ending					Year ending	1 Month ending	
	Feb 2023	Jan 2024	Feb 2024	Jan 2024	Feb 2024	Feb 2024	Feb 2023	Jan 2024	Feb 2024	Jan 2024	Feb 2024	Feb 2024
U. S. City Average.....	300.840	308.417	310.326	3.1	3.2	0.6	295.057	302.201	304.284	2.9	3.1	0.7
West.....	319.130	328.053	329.339	3.3	3.2	0.4	311.086	319.433	320.965	3.1	3.2	0.5
West – Size Class A <sup>1</sup> .....	328.569	337.095	339.135	3.0	3.2	0.6	317.510	325.172	327.424	2.6	3.1	0.7
West – Size Class B/C <sup>2</sup> .....	185.968	191.586	191.874	3.7	3.2	0.2	187.224	192.783	193.309	3.7	3.3	0.3
Mountain <sup>3</sup> .....	126.934	129.814	130.059	3.0	2.5	0.2	128.254	130.881	131.423	2.9	2.5	0.4
Pacific <sup>3</sup> .....	122.935	126.632	127.230	3.5	3.5	0.5	123.758	127.357	128.000	3.2	3.4	0.5
Los Angeles-Long Beach-Anaheim, CA.....	317.571	326.640	328.232	2.5	3.4	0.5	306.444	313.743	315.625	2.0	3.0	0.6
BI-MONTHLY DATA (Published for odd months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	Jan 2023	Nov 2023	Jan 2024	Nov 2023	Jan 2024	Jan 2024	Jan 2023	Nov 2023	Jan 2024	Nov 2023	Jan 2024	Jan 2024
Riverside-San Bernardino-Ontario, CA <sup>3</sup> .....	127.683	131.372	131.358	4.3	2.9	0.0	127.936	131.963	131.840	4.4	3.1	-0.1
San Diego-Carlsbad, CA.....	354.453	366.343	367.917	5.2	3.8	0.4	336.315	347.878	348.486	4.9	3.6	0.2
Urban Hawaii.....	320.790	331.428	333.172	3.6	3.9	0.5	320.135	330.577	332.335	3.8	3.8	0.5
BI-MONTHLY DATA (Published for even months)	Indexes			Percent Change			Indexes			Percent Change		
				Year ending	2 Months ending					Year ending	2 Months ending	
	Feb 2023	Dec 2023	Feb 2024	Dec 2023	Feb 2024	Feb 2024	Feb 2023	Dec 2023	Feb 2024	Dec 2023	Feb 2024	Feb 2024
Phoenix-Mesa-Scottsdale, AZ <sup>4</sup> .....	177.118	179.733	181.010	2.7	2.2	0.7	177.059	179.593	180.826	2.7	2.1	0.7
San Francisco-Oakland-Hayward, CA.....	337.173	339.915	345.151	2.6	2.4	1.5	331.875	335.597	341.595	2.8	2.9	1.8
Seattle-Tacoma-Bellevue, WA.....	334.987	344.982	349.288	4.4	4.3	1.2	328.615	338.852	342.387	4.3	4.2	1.0
Urban Alaska.....	256.856	261.178	261.340	1.8	1.7	0.1	254.887	258.598	259.326	1.4	1.7	0.3

1 Population over 2,500,000    2 Population 2,500,000 and under, Dec 1996 = 100    3 Dec 2017=100    4 Dec 2001=100

**NOTE:** In January 2018, BLS introduced a new geographic area sample for the Consumer Price Index (CPI): [www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf](http://www.bls.gov/regions/west/factsheet/2018cpirevisionwest.pdf)

1967=100 base year indexes and tables with semiannual and annual average data are available at: [www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm](http://www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm)

Release date March 12, 2023. The next release date is scheduled for April 10, 2024. For questions, please contact us at [BLInfoSF@bls.gov](mailto:BLInfoSF@bls.gov) or (415) 625-2270.

## Comps used for PTA which is a combination of Police and Fire Comps

Bremerton

Mt. Vernon

Mukilteo

Richland

Des Moines

Camas

Wenatchee

Walla Walla

Olympia

Tukwila

# Cost of Living Adjustment (COLA)

A cost-of-living adjustment (COLA) is an annual adjustment applied to retirement income to counteract cost changes in the economy (inflation). While most DRS retirement plans offer a COLA, Plan 1 members in PERS and TRS only have a COLA if they selected it during retirement.

If you're in Plan 2 or 3 and have been retired at least one year, you'll receive a cost-of-living adjustment (COLA) automatically each July — no matter how many years you worked.

What is a COLA?

02:13

## 2024 COLA changes

Most plan COLAs take effect July 1 and start with July 31 benefit payments.

The following table includes COLA percentages that apply to most DRS plans. This includes: PERS Plans 2 and 3, SERS Plans 2 and 3, TRS Plans 2 and 3, LEOFF Plan 2, WSPRS Plans 1 and 2 and PSERS Plan 2.

Certain retirees in Plan 1 of the Public Employees' Retirement System and Plan 1 of the Teachers' Retirement System (PERS 1 and TRS 1) will receive a one-time benefit increase in July 2024 as a result of House Bill 1985 (pending the governor's signature).

## COLA percentages for most DRS plans (effective July 1, 2024)

Retirement Dates	Adjustment
July 2, 2023 – July 1, 2024	0.00%
Prior to July 2, 2023	3.00%

The JRS plan COLA for members who retired prior to June 30, 2013, is 3% (effective July 1, 2024).

## COLA percentages for LEOFF Plan 1 (effective April 1, 2024)

Retirement Dates	Adjustment
April 2, 2023 – March 31, 2024	0.00%
January 1, 2023 – April 1, 2023	5.52%
April 2, 2022 – December 31, 2022	14.81%
Prior to April 2, 2022	5.52%

LEOFF Plan 1 COLAs are effective April 1 and included with April 30 benefit payments.

### > Historical COLA adjustments

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This next information applies to customers in Plan 2, Plan 3, WSPRS Plan 1 and JRS. If you are a Plan 1 member in PERS, TRS or LEOFF, see the sections below for information specific to your plan COLA.

## When will I receive a COLA?

You need to have been retired for at least one year by July 1. Once you are eligible, you will receive any COLA starting with the pension payment issued at the end of July, and every year after. You don't need to apply to receive the COLA – it is automatic.

*[Faint handwritten notes and stamps, possibly a signature, located in the bottom right corner of the page.]*

## How much will the COLA be?

The maximum annual COLA you can receive for most DRS plans is 3%. If inflation that year is above 3%, the additional amount is applied to future adjustments (this is called COLA banking). Any year inflation is lower than 3%, the COLA can pull from banked percentages in prior years.

Most plan COLA percentages are based on the [Consumer Price Index \(CPI\)](#) for the greater Seattle area. (The Judicial Retirement System bases its COLA on the CPI for U.S. cities.) COLA percentages are provided to us by Washington State law.

RCW 41.40.010 (15) through (18) defines the “index” that is used for measuring COLAs. The index is the annual average for the Consumer Price Index for the greater Seattle area. To [view the annual average for the past several years](#), select the CPI-W graph near the bottom. These references are for PERS Plan 2, but other plans have similar descriptions.

### › Example: How the COLA is calculated

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#### COLA banking

Most DRS plans have a feature called COLA banking. The maximum amount of growth the COLA has in any one year is 3%, however if inflation is over 3% in any year, the overage is banked, or applied, to any future year the inflation is below 3%. Most retirement plans with a cost of living adjustment either have a hard cap or no cap at all. COLA banking provides a form of smoothing for you, as well as the plan. For example, if inflation bounced between 6% and 0% for four years in a row (6, 0, 6, 0), your plan would still see a consistent 3% increase each year.

COLA banking happens automatically and your banked amounts can vary depending on how many years you’ve been retired from your plan as well as the inflation for those years. This variance means that even the same plan members may receive different COLAs some years, depending on the amount available in their COLA bank.

If inflation for the year is above 3%, the additional amount is applied to future adjustments. Any year inflation is lower than 3%, the COLA can pull from banked percentages. Percentages are approximate.

## More about COLAs

- [COLA funding](#)
- [Inflation history](#)

## LEOFF Plan 1 COLA

Eligibility: You need to have been retired for at least one year by April 1. Once you are eligible, you will receive any COLA starting with the pension check mailed out at the end of April, and every year after.

Maximum COLA: LEOFF Plan 1 Base COLA does not have a maximum and does not include COLA Banking. Based on your retirement date, you may qualify for a first-year COLA adjustment.

## PERS and TRS Plan 1 COLA

**Optional COLA:** PERS and TRS Plan 1 members have an optional COLA they can request when applying for retirement. Eligible members can choose to reduce their initial retirement income in exchange for an annual automatic cost of living adjustment. The Optional COLA has no age requirement and is limited to a maximum of 3% of your monthly benefit. The Consumer Price Index for the greater Seattle (CPI-W) is used to calculate the Optional COLA.

To compare your benefit with and without the Optional COLA, try the [Optional COLA Calculator](#).

› [Other PERS and TRS Plan 1 COLA provisions](#)

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Organization	Population	Benchmark position	Position group	Your job title	Compensation/ Form of Government	Position comments
City of Battle Ground	<b>21,910.00</b>	Mayor	Mayor	Mayor	\$1,133/month <b>Council-Manager</b>	All newly elected or re-elected council members will receive this amount.
City of Battle Ground	21,910.00	Councilmember	Council Members	Councilmember	\$927/month \$9,500/month	
City of Bremerton	44,640.00	Mayor		Mayor	<b>Mayor-Council</b>	
City of Bremerton	44,640.00	Councilmember		Councilmember	1874.62/month \$2,874.00/month	The Council President is paid an additional \$452.00 per month.
City of Camas	27,420.00	Mayor	Mayor and Council	Mayor	<b>Mayor-Council</b>	
City of Camas	27,420.00	Councilmember	Mayor and Council	Councilmember	\$1045/month \$1,200/month	
City of Castle Rock	2,460.00	Mayor		Mayor	<b>Mayor-Council</b> \$200/month (increasing to \$300/month effective new terms starting 1/1/2024) \$600/month	
City of Castle Rock	2,460.00	Councilmember	Department Heads	Councilmember		
City of Centralia	<b>18,400.00</b>	Mayor	Non-Represented	Mayor	<b>Council-Manager</b>	Elected Officials
City of Centralia	18,400.00	Councilmember	Non-Represented	Councilmember	\$300/month \$150/month	
City of Chehalis	<b>7,400.00</b>	Mayor	City Council	Mayor	<b>Council-Manager</b>	
City of Chehalis	7,400.00	Councilmember	City Council	Councilmember	\$100/month \$350/meeting	
City of Des Moines	<b>33,260.00</b>	Mayor		Mayor	<b>Council-Manager</b>	There is a maximum of forty meetings per year (\$14,000).
City of Des Moines	33,260.00	Councilmember	Non-Represented Employees	Councilmember	\$250/meeting	Maximum of 40 meetings per year (\$10,000).

City of Kalama	3,070.00 Mayor	Elected Officials	Mayor	\$700/month <b>Mayor-Council</b> \$100/meeting, max 2 meetings per month	
City of Kalama	3,070.00 Councilmember	Elected Officials	Councilmember	\$1,000/month	
City of Kelso	<b>12,750.00</b> Mayor	Elected Officials	Mayor/Councilman	<b>Council-Manager</b>	\$500 per month for council and \$500 per month for Mayor.
City of Kelso	12,750.00 Councilmember	Elected Officials	Councilmember	\$500/month \$700/month plus \$65/meeting	All council members are at \$500 per month.
City of La Center	3,890.00 Mayor		Mayor	<b>Mayor-Council</b> \$200/month plus	There is a maximum of forty meetings per year.
City of La Center	3,890.00 Councilmember		Councilmember	\$65/meeting \$1,560/month	Maximum of 40 meetings per year.
City of Longview	<b>38,130.00</b> Mayor		Mayor	<b>Council-Manager</b>	Elected officials group. Do not receive benefits
City of Longview	38,130.00 Councilmember		Councilmember	\$1010/month 400.00 <b>Mayor- Council</b>	Elected officials group. Do not receive benefits
City of Morton	1,080.00 Mayor	MAYOR/COUNCIL	Mayor		
City of Morton	1,080.00 Councilmember	MAYOR/COUNCIL	Councilmember	100.00 \$200/month	Council members are given the "Council Member Handbook"
City of Mossyrock	785.00 Mayor	Elected officials	Mayor	<b>Mayor-Council</b>	
City of Mossyrock	785.00 Councilmember	Elected officials	Councilmember	\$20/meeting \$5,900/month	
City of Mukilteo	21,590.00 Mayor	Non represented em	Mayor	<b>Mayor-Council</b>	
City of Mukilteo	21,590.00 Councilmember	Non represented em	Councilmember	500/mo	
City of Napavine	1,995.00 Mayor		Mayor	0 <b>Mayor-Council</b>	
City of Napavine	1,995.00 Councilmember		Councilmember	0	city council positions are not compensated, volunteer only
City of North Bonneville	975.00 Mayor	Mayor	Mayor	\$3,225/month <b>Mayor-Council</b>	We refer to the AWC Mayor & Councilmember Handbook
City of North Bonneville	975.00 Councilmember		Councilmember	\$25/meeting \$2,260/month	
City of Olympia	<b>56,900.00</b> Mayor		Mayor	<b>Council-Manager</b>	
City of Olympia	56,900.00 Councilmember		Councilmember	\$1,883/month	

City of Richland	<b>63,320.00</b> Mayor	Unaffiliated	Mayor	\$1,503/month	
City of Richland	63,320.00 Councilmember	Unaffiliated	Councilmember	<b>Council-Manager</b> \$1,253/month	
City of Stevenson	1,565.00 Mayor	Elected Officials	Mayor	\$600/month	
City of Stevenson	1,565.00 Councilmember	Elected Officials	Councilmember	<b>Mayor-Council</b> \$150/meeting; max 2 meetings/month	Planning Commissioners receive \$75/meeting
City of Toledo	695.00 Mayor	Mayor	Mayor	\$50/meeting; maximum \$100/month	
City of Toledo	695.00 Councilmember	City Councilmembers	Councilmember	<b>Mayor-Council</b> \$25/meeting; maximum \$50/month	
City of Tukwila	22,780.00 Mayor	Elected Officials	City Mayor	\$10875/month	
City of Tukwila	22,780.00 Councilmember	New Group	Councilmember	<b>Mayor-Council</b> \$1,250/month	
City of Walla Walla	<b>34,310.00</b> Mayor	COUNCIL	Mayor	\$1500/month	
City of Walla Walla	34,310.00 Councilmember	COUNCIL	Councilmember	<b>Council-Manager</b> \$1000/month	
City of Washougal	<b>17,490.00</b> Mayor	Elected Officials	Mayor	\$800/month	
City of Washougal	17,490.00 Councilmember	Elected Officials	Councilmembers	<b>Council-Manager</b> \$606/month	
City of Wenatchee	35,850.00 Mayor		Mayor	\$10,005.24/month	
City of Wenatchee	35,850.00 Councilmember		Councilmember	<b>Mayor-Council</b> \$1,000/month	
City of Winlock	1,835.00 Mayor		Mayor	\$1000/mo	
City of Winlock	1,835.00 Councilmember		Councilmember	<b>Mayor-Council</b> \$50/meeting	Up to \$100.00/mo
City of Woodland	6,570.00 Mayor	Woodland Elected Of	Mayor	\$1,000/month	
				<b>Mayor-Council</b>	

City of Woodland	6,570.00 Councilmember	Woodland Elected Officer Councilmember	\$150/month 50/meeting	Not to exceed \$350/month.
Town of Cathlamet	575.00 Mayor	Mayor & Town Council Mayor	\$500/month <b>Mayor-Council</b> \$50/month for previous term; new term	
Town of Cathlamet	575.00 Councilmember	Mayor & Town Council Councilmember	\$100/month	

#	Organization	Population	Full-time employee	Part-time employee	Authorized FTE	Vacant	Mileage	Assessed value per capita	Regular levy amount	Sales tax revenue	
						authorized FTE	Reimburse Rate				
1	City of Olympia	56,900.00	642.00	22.00	664.00	20.00	0.655	\$8,991,702,610.00	\$158,026.41	\$19,908,679.00	\$25,224,334.54
2	City of Chehalis	7,400.00	100.00	9.00	109.00	15.00	0.560	\$944,839,689.00	\$127,681.04	\$1,680,717.00	\$6,284,587.35
3	City of Battle Ground	21,910.00	90.00	1.00	95.00	5.00	0.650	\$3,024,694,829.00	\$138,050.88	\$3,684,016.00	\$5,496,386.10
4	City of Bremerton	44,640.00	358.00	8.00	389.60	24.00	0.655	\$5,034,577,765.00	\$112,781.76	\$8,481,506.00	\$12,113,024.74
5	City of Camas	27,420.00	248.00	14.00	257.00	9.00	0.655	\$5,944,128,239.00	\$216,780.75	\$14,361,749.00	\$5,565,888.90
6	City of Castle Rock	2,460.00	17.00	3.00	17.00	0.00	0.655	\$228,321,754.00	\$92,813.72	\$416,057.00	\$696,198.38
7	Town of Cathlamet	575.00	7.00	2.00	8.00	0.00	0.625	\$76,738,194.00	\$133,457.73	\$83,053.00	\$186,687.57
8	City of Centralia	18,400.00	154.00	9.00	158.00	4.00	0.655	\$1,820,601,513.00	\$98,945.73	\$1,057,398.00	\$4,239,240.84
9	City of Des Moines	33,260.00	146.00	3.00	157.00	11.00	0.650	\$5,398,111,886.00	\$162,300.42	\$5,363,549.00	\$3,977,555.13
10	City of Kalama	3,070.00	25.00	4.00	25.00	0.00	0.655	\$411,580,000.00	\$134,065.15	\$529,960.00	\$717,439.18
11	City of Kelso	12,750.00	79.00	2.00	81.00	2.00	0.655	\$1,217,533,016.00	\$95,492.79	\$1,608,789.00	\$3,880,066.49
12	City of La Center	3,890.00	18.00	0.00	26.00	8.00	0.655	\$626,973,425.00	\$161,175.69	\$597,691.00	\$716,567.90
13	City of Longview	38,130.00	341.00	68.00	355.00	12.00	0.655	\$4,260,529,122.00	\$111,736.93	\$9,511,983.00	\$11,627,720.84
14	City of Morton	1,080.00	11.00	2.00	12.00	1.00	0.505	\$156,624,113.00	\$145,022.33	\$254,907.00	\$531,526.60
15	City of Mossyrock	785.00	5.00	1.00	6.00	0.00	0.650	\$48,218,366.00	\$61,424.67	\$75,131.00	\$134,813.93
16	City of Mukilteo	21,590.00	121.00	7.00	138.00	9.00	0.655	\$6,009,246,123.00	\$278,334.70	\$5,763,077.00	\$3,400,760.94
17	City of Napavine	1,995.00	14.00	0.00	14.00	0.00	0.655	\$253,182,950.00	\$126,908.75	\$346,464.00	\$605,803.90
18	City of North Bonneville	975.00	6.00	1.00	0.00	0.00	0.655	\$128,146,720.00	\$131,432.53	\$240,961.00	\$110,083.70
19	City of Richland	63,320.00	553.00	27.00	579.50	61.60	0.655	\$8,910,318,246.00	\$140,718.86	\$19,260,195.00	\$17,503,356.71
20	City of Stevenson	1,565.00	12.00		12.00	0.00	0.655	\$296,213,114.00	\$189,273.56	\$523,004.00	\$883,490.20
21	City of Toledo	695.00	3.00	2.00	3.00	0.00	0.585	\$66,224,195.00	\$95,286.61	\$77,797.00	\$196,711.10
22	City of Tukwila	22,780.00	288.00	60.00	310.00	22.00	0.585	\$7,986,365,586.00	\$350,586.72	\$17,242,581.00	\$20,429,655.95
23	City of Walla Walla	34,310.00	290.00	7.25	311.25	14.00	0.655	\$3,438,724,498.00	\$100,225.14	\$6,731,496.00	\$8,189,024.71
24	City of Washougal	17,490.00	78.00	0.00	81.00	3.00	0.655	\$2,719,425,503.00	\$155,484.59	\$4,971,846.00	\$3,242,757.02
25	City of Wenatchee	35,850.00	188.00	2.00	194.00	6.00	0.655	\$4,402,820,511.00	\$122,812.29	\$4,739,922.00	\$12,837,223.24
26	City of Winlock	1,835.00	14.00	1.00	15.00	1.00	0.655	\$146,259,736.00	\$79,705.58	\$177,292.00	\$336,424.74
27	City of Woodland	6,570.00	39.00	1.00	44.00	5.00	0.655	\$1,011,318,783.00	\$153,929.80	\$861,552.00	\$2,700,637.14

#	Organization	Population	Group name	Group type	Type of salary schedule	Steps in range	Years to top step	Type of salary increase	Percent increase
1	City of Camas	27,420.00	Mayor and Council	Elected officials	Single rate/flat rate			Percentage increase	4.50%
2	Town of Cathlamet	575.00	Mayor & Town Council	Elected officials	Single rate/flat rate			No salary increase	
3	City of Woodland	6,570.00	Woodland Elected Officials	Elected officials	Single rate/flat rate			No salary increase	
4	City of Chehalis	7,400.00	City Council	Elected officials	Single rate/flat rate			No salary increase	
5	City of Richland	63,320.00	Unaffiliated	General non-	Other			Variable	
6	City of Castle Rock	2,460.00	Department Heads	Exempt/confidential	Formal range/step system	4.00	4.00	Percentage increase	3.50%
7	City of Kalama	3,070.00	Elected Officials	Elected officials	Single rate/flat rate			No salary increase	
8	City of Battle Ground	21,910.00	Mayor	Elected officials	Single rate/flat rate			Percentage increase	3.00%
9	City of Battle Ground	21,910.00	Council Members	Elected officials	Single rate/flat rate			Percentage increase	3.00%
10	City of Mossyrock	785.00	Elected officials	Elected officials	Single rate/flat rate			No salary increase	
11	City of Morton	1,080.00	MAYOR/COUNCIL	Elected officials	Single rate/flat rate			Monthly dollar amount	
12	City of Centralia	18,400.00	Non-Represented	General non-	Formal range/step system	7.00	6.00	Percentage increase	2.00%
13	City of Walla Walla	34,310.00	COUNCIL	Elected officials	Single rate/flat rate			No salary increase	
14	City of Mukilteo	21,590.00	Non represented employees	Exempt/confidential	Formal range/step system	5.00	3.50	Percentage increase	2.25%
15	City of Kelso	12,750.00	Elected Officials	Elected officials	Single rate/flat rate			Monthly dollar amount	
16	City of Washougal	17,490.00	Elected Officials	Elected officials	Single rate/flat rate			Variable	
17	City of Stevenson	1,565.00	Elected Officials	Elected officials	Single rate/flat rate			No salary increase	
18	City of Des Moines	33,260.00	Non-Represented Employees	General non-	Formal range/step system	5.00		Percentage increase	5.00%
19	City of North Bonneville	975.00	Mayor	Elected officials	Single rate/flat rate			No salary increase	
20	City of Toledo	695.00	City Councilmembers	Elected officials	Single rate/flat rate			No salary increase	
21	City of Toledo	695.00	Mayor	Elected officials	Single rate/flat rate			No salary increase	
22	City of Tukwila	22,780.00							
23	City of Tukwila	22,780.00	Elected Officials	Elected officials	Other			Monthly dollar amount	