

## **Chapter X.XX SALARY COMMISSION**

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### **X.XX.010 Commission created—Membership—Appointment—Compensation—Term.**

- (a) There is created a salary commission for the city pursuant to RCW 35.21.015. The commission shall consist of three members, to be appointed by the mayor with the approval of the city council.
- (b) A member of the commission shall serve for a three-year term without compensation, and shall be a resident of the city. The initial members shall be appointed for staggered terms, with each of the three members appointed for one, two, or three years.
- (c) No member of the commission shall be appointed to more than two full terms.
- (d) A member of the commission shall not be an officer, official, or employee of the city or an immediate family member of an officer, official, or employee of the city. For purposes of this section, “immediate family member” means the parents, spouse, domestic partner, siblings, children, or dependent relatives of an officer, official, or employee of the city, whether or not living in the household of the officer, official, or employee.

### **X.XX.020 Vacancies.**

In the event of a vacancy in the office of commissioner, the mayor shall appoint, subject to approval of the city council, a person to serve the unexpired portion of the term of the expired position.

### **X.XX.030 Removal.**

A member of the commission shall only be removed from office for cause of incapacity, incompetence, neglect of duty, or malfeasance in office, or for a disqualifying change of residence.

### **X.XX.040 Duties.**

- (a) The commission shall have the duty to review the salaries paid by the city to the mayor and city council. If after such review the commission determines that the salary paid to the mayor or city council should be increased or decreased, the commission shall file a written salary schedule with the city clerk indicating the increase or decrease in salary.
- (b) The commission shall convene and complete its first review of the salaries paid to the mayor and city council within ninety days of the appointment of the commission and prior to July 31<sup>st</sup>. Should the commission determine that the salary paid to the mayor or city council should be increased or decreased, the commission shall file its initial schedule of salaries for the mayor and city council with the city clerk no later than the ninety-first day following the appointment of the commission.
- (c) For subsequent years, the commission shall meet no less than one time per year, during the months of May through July of each year and submit recommendations no later than July 31<sup>st</sup> of each year.
- (d) All meetings of the commission shall be open to the public. Citizens of the city shall have an opportunity to comment or submit comments in writing prior to a commission vote to increase or decrease salaries.
- (e) Any increase or decrease in salary shall become effective and incorporated into the city budget without further action of the city council or the commission.
- (f) Salary increases established by the commission shall be effective as to all members of the city council, regardless of their terms of office.
- (g) Salary decreases established by the commission shall not be effective as to incumbent city council members until the commencement of their next term of office.
- (h) Any adjustment of salary by the commission shall supersede any city ordinance related to the budget or fixing of salaries, but only to the extent there is a conflict.
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