



INFORMATIONAL MEMORANDUM

TO: **Finance & Governance Committee**
FROM: **Laurel Humphrey, Legislative Analyst**
DATE: **October 17, 2022**
SUBJECT: **City Council Compensation Ordinance**

ISSUE

Ordinance setting City Council compensation for 2023-2026.

BACKGROUND

City Council compensation is adopted by ordinance and codified at Tukwila Municipal Code 2.05. In 2022, the City Council requested a City Council compensation review as part of the biennial budget process. The Washington State Constitution prohibits any salary increase or decrease during the term of office for officials who set their own salary, so the earliest compensation could be adjusted for any City Council position is 2024.

TMC 2.05 provides that if “at any time the Tukwila City Council compensation rate of increase falls significantly below the cost-of-living increase,” it will be re-evaluated and possibly adjusted. The current compensation of \$1250 per month for all positions has been in place since 2014. The inflation rate per the Seattle-Tacoma-Bellevue CPI-U has increased \$31.91 in that time (June to June).

Retirement Plan

Per WAC 415-108-570, in order to earn service credit in a state retirement plan, elected officials must earn at least 90 times the state minimum wage each month. The current Council compensation rate of \$1250 per month has fallen behind. With the increase in the state minimum wage to \$14.49 per hour in 2022, Councilmembers must earn at least \$1304.10 per month to earn service credit.

Proposal

Staff suggests that the City Council consider a modest increase to its compensation for four reasons:

- 1) To reflect that the cost of living has significantly increased since 2014
- 2) To more reasonably reflect the time and effort involved in serving as a Councilmember
- 3) To help encourage diverse members of the Tukwila community to pursue elected office
- 4) To resume earning service credits for those participating in a state retirement plan

The table below reflects a monthly increase of \$200 per month beginning in 2024 for positions 2, 4 and 6, and in 2026 for positions 1, 3, 5 and 7. This represents a 16% increase, roughly half of the actual cost of living increase since the current compensation was adopted in 2014.

	Positions 1, 3, 5, 7	Positions 2, 4, 6
Year	Term Ends: 12/31/25	Term Ends: 12/31/23
2023	1250	1250
2024	1250	1450
2025	1250	1450
2026	1450	1450

The Finance & Governance Committee agreed with this proposal at its August 8, 2022 meeting and the draft ordinance has been prepared in accordance with this direction.

RECOMMENDATION

Staff is seeking a committee recommendation to forward to the November 14, 2022 Committee of the Whole along with other budget-related legislation.

DRAFT

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF TUKWILA, WASHINGTON, AMENDING TUKWILA MUNICIPAL CODE SECTION 2.05.010 TO FIX THE AMOUNT OF COMPENSATION FOR COUNCILMEMBERS FOR YEARS 2023 THROUGH 2026; REPEALING ORDINANCE NO. 2668; PROVIDING FOR SEVERABILITY; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Ordinance No. 2668 set City Council compensation levels for the years 2022 and 2023; and

WHEREAS, City Council compensation has not changed since 2014; and

WHEREAS, the cost of living as measured by the Seattle-Tacoma-Bellevue Consumer Price Index (CPI-U) has risen by 32% since 2014; and

WHEREAS, public service should be adequately compensated to attract participation from a diverse community; and

WHEREAS, RCW 35A.12.070 requires that no Councilmember may increase or decrease the salary during the current term of office; and

WHEREAS, the City Council wishes to retain a conservative compensation;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF TUKWILA, WASHINGTON, HEREBY ORDAINS AS FOLLOWS:

Section 1. TMC Chapter 2.05 Amended. Chapter 2.05 of the Tukwila Municipal Code is hereby amended to read as follows:

2.05.010 Council Compensation

A. **Monthly compensation levels.** Pursuant to the provisions of RCW 35A.12.070, members of the Tukwila City Council shall receive the following monthly compensation during the years listed here according to their position and the date their term of office commences:

	POSITIONS 1, 3, 5, 7	POSITIONS 2, 4, 6
YEAR	<u>Current</u> Term of Office: 1/1/22 – 12/31/25	<u>Current</u> Term of Office: 1/1/20 – 12/31/23
2023	\$1,250/month	\$1,250/month
2024	\$1,250/month	\$1,450/month
2025	\$1,250/month	\$1,450/month
2026	\$1,450/month	\$1,450/month

B. **Compensation review.** At any time the Tukwila City Council compensation rate of increase falls significantly below the cost of living increase as measured by the Seattle-Tacoma-Bellevue Consumer Price Index (CPI-U), ~~Tukwila the City Council~~ will review ~~the stipends~~ and may increase the ~~City Council stipend compensation~~ accordingly.

Section 2. Repealer. Ordinance No. 2668 is hereby repealed.

Section 3. Corrections by City Clerk or Code Reviser. Authorized Upon approval of the City Attorney, the City Clerk and the code reviser are authorized to make necessary corrections to this ordinance, including the correction of clerical errors; references to other local, state or federal laws, codes, rules, or regulations; or ordinance numbering and section/subsection numbering.

Section 4. Severability. If any section, subsection, paragraph, sentence, clause or phrase of this ordinance or its application to any person or situation should be held to be invalid or unconstitutional for any reason by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of the remaining portions of this ordinance or its application to any other person or situation.

Section 5. Effective Date. This ordinance or a summary thereof shall be published in the official newspaper of the City, and shall take effect and be in full force five days after passage and publication as provided by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF TUKWILA, WASHINGTON, at a Regular Meeting thereof this _____ day of _____, 2022.

ATTEST/AUTHENTICATED:

Christy O’Flaherty, MMC, City Clerk

Allan Ekberg, Mayor

APPROVED AS TO FORM BY:

Filed with the City Clerk: _____
Passed by the City Council: _____
Published: _____
Effective Date: _____
Ordinance Number: _____

Office of the City Attorney