



CITY OF
Vancouver
WASHINGTON

Salary Review Commission

Kelsey Sanfilippo

Classification & Compensation Analyst

Human Resources

July 2, 2024



Information Requested

- CPI-W
- Comparator City Salary Info
- City Employee COLA
- Review of Councilmember Assigned Boards and Commissions
- Additional Info



Consumer Price Index

March 2023 and March 2024





Consumer Price Index – West

- March 2023 reported 4.7%
- Total CPI – W 8.5%
- March 2024 reported 3.8%



Applying CPI - W

Examples of Salaries

Current 2024 Salary Rates			
	Mayor	Mayor Pro Tempore	Councilmembers
Monthly	\$3,163.00	\$2,750.00	\$2,474.00
Annual	\$37,956.00	\$33,000.00	\$29,688.00
2025 Salaries (Monthly/Annual) (Two-Year Average CPI-W*)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,297.43	2,866.88	2,579.15
Annual	39,569.13	34,402.50	30,949.74
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,437.57	2,988.72	2,688.76
Annual	41,250.82	35,864.61	32,265.10

2025 Salaries (Monthly/Annual) (2023 CPI-W/2024 CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.70%	3,311.66	2,879.25	2,590.28
Annual	39,739.93	34,551.00	31,083.34
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
3.80%	3,437.50	2,988.66	2,688.71
Annual	41,250.05	35,863.94	32,264.50
2025 Salaries (Monthly/Annual) (Two-Year Combined CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,431.86	2,983.75	2,684.29
Annual	41,182.26	35,805.00	32,211.48
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,723.56	3,237.37	2,912.45
Annual	44,682.75	38,848.43	34,949.46



Comparator Salaries

Council - Manager



Salaries of Elected Officials

Form of Government: Council - Manager

City	Mayor	Mayor Pro Tempore	Councilmember	Population
Bellevue, WA	2,829	2,539	2,394	155,000
Kennewick, WA	1,600	1,500	1,400	87,120
Kirkland, WA	4,000		3,200	96,710
Lakewood, WA	1,855	1,740	1,625	64,620
Pasco, WA	1,450		1,115	82,220
Richland, WA	1,519		1,269	
Sammamish, WA*	1,476	1,320	1,320	68,410
Spokane Valley, WA	2,250		1,800	108,800
Tacoma, WA	9,766	5,512	4,960	225,100
Vancouver, WA	3,163	2,750	2,474	202,600
Yakima, WA	1,375	1,175	1,075	99,370



City Employee COLA

COLAs Received in 2023 and
2024





Non- Union City Employee COLA

- January 2023 – 5%
- January 2024 – 5%



Assigned Boards and Commissions

Councilmembers assigned
as primary or alternate



Boards & Commissions Assignments

Assigned Councilmembers

Councilmember	Primary	Alternate	Required
Anne McEnery-Ogle – Mayor	11	3	6
Erik Paulsen – Mayor Pro Tempore	8	1	5
Bart Hansen – Councilmember	2	3	1
Diana Perez – Councilmember	4	1	1
Kim Harless – Councilmember	4	1	2
Sarah Fox – Councilmember	5	2	1
Ty Stober – Councilmember	6	1	1

Per Policy 100-33 Required – 8; By Choice or Asked to Join – 6; Mayor/Mayor Pro Tempore Required – 4

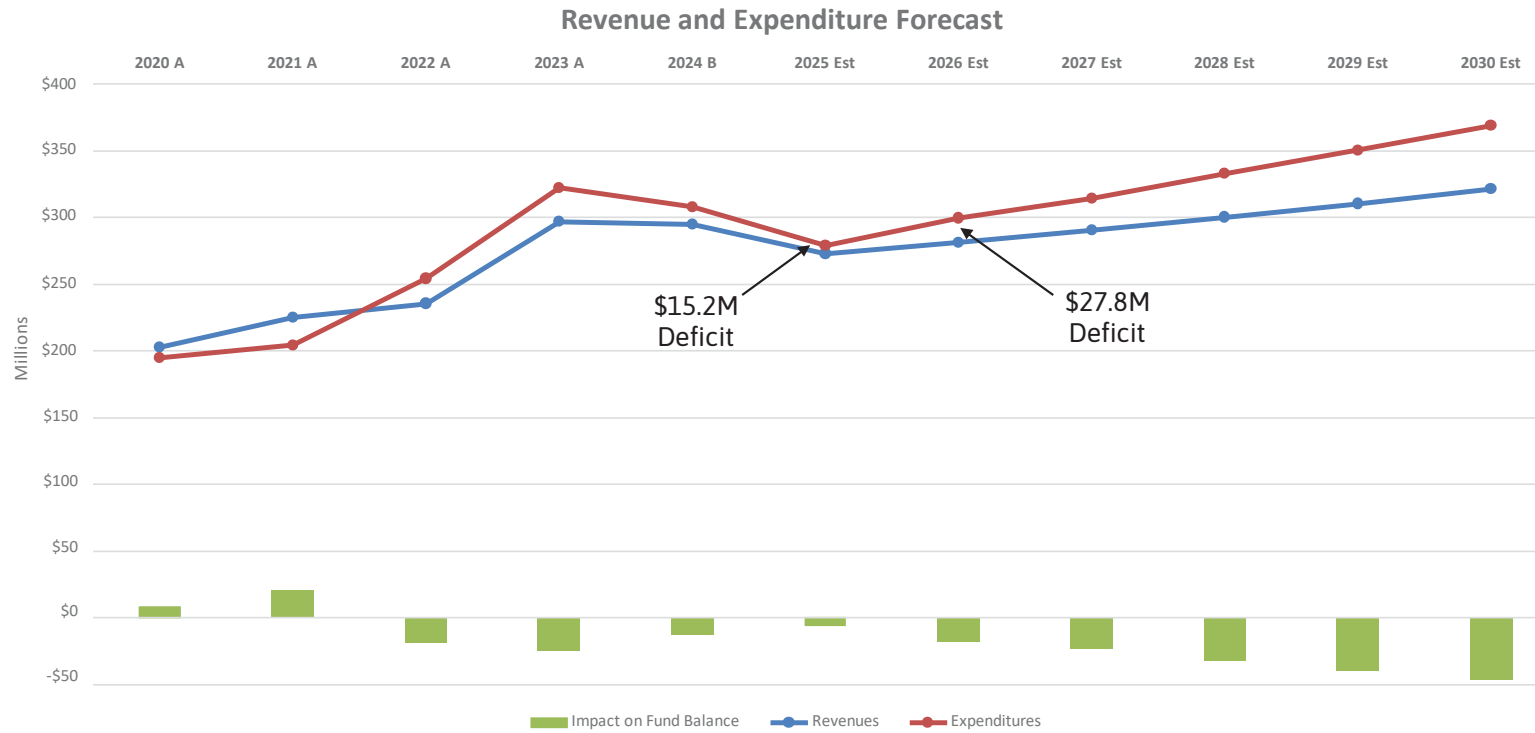


Additional Information

**2025 – 2026 Projected
Budget Deficit is 43 Million**



2025-2030 General, Street, and Fire Funds Forecast



Additional Information

Elected Officials Benefit Information



Benefits Overview



- Medical/Vision/Dental
- HSA/FSA
- EAP & LifeBalance through Canopy
- Optional Deferred Comp PERS & 457
- AFLAC/LegalShield/529
- City Provided Basic Life & AD&D



Healthcare Premiums

Councilmembers are Considered Fulltime

Healthcare Plan	Employee Only	EE + Spouse	EE+ Children	Family
Regence PPO w/Vision	104.22	314.98	257.61	467.97
HD Regence	87.47	183.72	157.43	253.71
Kaiser	148.29	366.87	323.19	585.47
HD Kaiser	98.69	197.32	177.73	295.98
Delta Dental – Buy Up	2.86	5.03	6.56	8.75
Kaiser Dental	0	0	0	0

Medical Opt Out - \$431.42



Discussion





Next Meeting Dates

- July 9th Aspen Community Room
1st floor
- July 16th Birch Conference Room
2nd floor – may change*
- July 23rd Birch Conference Room
2nd floor



Thank You Slide





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July 9, 2024

Salary Schedule – City Charter Options

Section 2.18(d)

1. Set salaries with increases based on the Charter designated Consumer Price Index (CPI)
2. Propose salary increases at more than the CPI, subject to voter approval.
3. Freeze salaries by adopting no salary adjustments
4. Decrease salaries (only affects councilmembers elected to a new term after adoption)





Information Requested

- Salary Impacts to Budget Deficit
- Salary Placeholder in Projected Budget



Salary Impacts to Budget Deficit

Review Options



Examples of Salaries – Presented at July 2 Meeting

With Corrected Salaries

Current 2024 Salary Rates			
	Mayor	Mayor Pro Tempore	Councilmembers
Monthly	\$3,163.00	\$2,750.00	\$2,474.00
Annual	\$37,956.00	\$33,000.00	\$29,688.00
2025 Salaries (Monthly/Annual) (Two-Year Average CPI-W*)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,297.43	2,866.88	2,579.15
Annual	39,569.16	34,402.56	30,949.80
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.25%	3,437.57	2,988.72	2,688.76
Annual	41,250.84	35,864.64	32,265.12

2025 Salaries (Monthly/Annual) (2023 CPI-W/2024 CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
4.70%	3,311.66	2,879.25	2,590.28
Annual	39,739.92	34,551.00	31,083.36
2026 Salaries (Monthly/Annual)			
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Annual	41,250.00	35,863.92	32,264.52
2025 Salaries (Monthly/Annual) (Two-Year Combined CPI-W)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,431.86	2,983.75	2,684.29
Annual	41,182.32	35,805.00	32,211.48
2026 Salaries (Monthly/Annual)			
CPI-W	Mayor	Mayor Pro Tempore	Councilmembers
8.50%	3,723.56	3,237.37	2,912.45
Annual	44,682.72	38,848.44	34,949.40



Budget Savings if No Salary Increase

This Shows the Salary Increases Based on CPI-W

2025 Salary Increase	Mayor	Mayor Pro Tempore	Councilmembers
4.25% Increase	\$1,613.16	\$1,402.56	\$1,261.80
4.70% Increase	\$1,783.92	\$1,551.00	\$1,395.36
8.50% increase	\$3,226.32	\$2,805.00	\$2,523.48
2026 Salary Increase	Mayor	Mayor Pro Tempore	Councilmembers
4.25% Increase	\$1,681.68	\$1,462.08	\$1,315.32
3.80% Increase	\$1,510.08	\$1,312.92	\$1,181.16
8.50% increase	\$3,500.40	\$3,043.44	\$2,737.92
Salary Increase Percentage	2025	2026	Total Salary Impact
4.25% Increase	\$4,277.52	\$4,459.08	\$8,736.60
4.70% Increase	\$4,730.28		
3.80% Increase		\$4,004.16	\$8,734.44
8.50% increase	\$8,554.80	\$9,281.76	\$17,836.56





Salary Placeholder

- The projected budget shows a 4.25% salary increase



Discussion





Next Meeting Dates

- July 16th Birch Conference Room
2nd floor – 6pm
- July 23rd Birch Conference Room
2nd floor – 3pm



Thank You Slide

