



Citizen Commission on Elected Salaries (CCES)

City of Tacoma | Human Resources Department

**Charter Review Committee Meeting
February 15, 2024**





AGENDA



- History on the Commission Enactment
- Role of the Commission
- Overview of the Commission Structure
- Where to Find Information on the Commission
- Current Compensation Package for City Council
- Charter Language Updates Needed

INITIATION OF THE CCES



Charter Review Committee Final Report – May 6, 2014

Resolution 38956, adopted July 15, 2014

Amended Section 2.3 of the Tacoma City Charter to provide for a Citizen Commission on Elected Salaries to determine the compensation and salary of the Mayor and City Council Members.

Approved by vote of people November 2014



SALARY HISTORY



Legislation	Date	Summary Description
Ordinance 16081	4/14/1958	Provides for the annual compensation for Mayor
Ordinance 16506	2/1/1960	Deputy Mayor created; provides for increase in compensation for Mayor
Ordinance 20027	3/26/1974	Provides for an increase in annual compensation for Mayor
Ordinance 22383	4/14/1981	Provides for an increase in annual compensation for Mayor and includes a salary escalator of 6% per year. Provides for an increase in compensation for Councilmember and includes a salary escalator of 6% per year. Increases are not provided until after the expiration of the present terms of Mayor and Councilmembers.



SALARY HISTORY



Legislation	Date	Summary Description
Ordinance 24287	4/11/1989	Provides for the elimination of the escalator language and sets the annual compensation for Mayor effective 1/1/1990 and provides that the Mayor is eligible for all employee benefits to the same extent and under that same conditions as full-time (1.0 FTE) City employees. Sets the annual salary for Councilmembers and eliminates the escalation provision effective 1/1/1990.
Ordinance 25693	4/18/1995	Sets the annual salary for Mayor and Councilmembers elected in 1995 and thereafter.
Ordinance 26296	9/15/1998	Provides for the annual salary of Mayor elected in 1999 and thereafter and provides for an annual salary adjustment of 2.75 percent in each successive year.
Ordinance 26297	9/15/1998	Provides for the annual salary of Deputy Mayor, and Councilmember elected in 1999 and thereafter, and provides for an annual salary adjustment of 2.75 percent in each successive year.



SALARY HISTORY



Legislation	Date	Summary Description
Ordinance 26574	2/22/2000	Amends language regarding Councilmember participation in Tacoma Employees Retirement System (TERS). Council members elected shall become a member, unless within 30 days of assuming office, they submit an irrevocable election to not become a member.
Ordinance 27675	3/18/2008	Council members shall be eligible to participate in medical and dental, on the same terms as a PT (.9 FTE) employee
Resolution 38956	7/15/2014	Resolution and Proposition to amend the Charter to add a Citizen Commission on Elected Salaries to determine the compensation and salary of the Mayor and Council to be effective 1/1/2015.
Ordinance 28459	10/17/2017	Citizen Commission shall determine the compensation for the positions of Mayor, Deputy Mayor and Councilmember. Councilmembers are eligible to participate in medical, dental and vision benefits, on the same terms as a PT (.9 FTE) employee

●●● ROLE OF THE CCES



Tacoma City Charter

Section 2.3 Duties and Responsibilities

A Citizen Commission on Elected Salaries will determine the compensation and salary of the Mayor, and each Council Member. The Commission shall set the salary and any salary changes for the Mayor and Council Members. The salary and any salary changes set by the Commission shall be adopted by the City Council. The Commission shall meet each year beginning in 2015 in one or more regular or special meetings to carry out its duties set forth in this section. Determination for any change in the salaries of these elected officials shall be filed with the City Clerk and transmitted to the Council for adoption no later than September 1 of the calendar year.

●●● OVERVIEW OF THE CCES STRUCTURE



Tacoma City Charter

Section 2.3 Structure of the Commission

- (a) The Salary Commission shall consist of **seven members** appointed as follows:
- (1) **Five of the seven Commission members shall be selected by lot by the County Auditor** from among those registered City of Tacoma voters eligible to vote at the time the persons are selected for appointment to the Commission. There shall be one member selected from each of the City's Council districts. The Auditor shall establish policies and procedures for conducting the selection by lot to be forwarded to the City Council for appointment.
 - (2) **The remaining two of the seven Commission members** must be residents of the City of Tacoma and **shall be appointed by the Mayor** and confirmed by the Council. One person shall have experience in human resource management. The second person shall have experience in the legal profession.

● ● ● OVERVIEW OF THE CCES STRUCTURE



Tacoma City Charter

Section 2.3 Structure of the Commission

(b) Members of the Commission **may not include** any public office holder, filed candidate for public office, officer, official or employee of the City of Tacoma or any of their immediate family members. For the purpose of this section, the phrase “immediate family member” means the parents, spouse, siblings, children or dependent relative of any officer, official or employee whether or not living in the household of the officer, official or employee.



OVERVIEW OF THE CCES STRUCTURE



Tacoma City Charter

Section 2.3 Structure of the Commission

- (c) The terms of the Commission shall be as follows:
 - (1) The **terms of office for the members shall be three years**, except initial appointment to the Commission shall be for the following terms:
 - (2) For the members selected by lot by the Auditor, two shall be appointed to serve a one-year term, two shall be appointed to a two-year term, and the remaining member shall be appointed to serve a three-year term.
 - (3) For the members selected by the Mayor and confirmed by the Council, one shall serve a one-year term and one shall serve a three-year term.

- (d) Upon a vacancy in any position on the Commission, a successor shall be selected and appointed to fill the unexpired term in the same manner as outlined in this section.

2024 CCES Meeting Schedule



Day	Month	Date	Time	Location
Monday	February	5	6:00 - 8:00 PM	747 Market Street Room 243 & Virtual via Zoom
Monday	May	6	6:00 - 8:00 PM	747 Market Street Room 243 & Virtual via Zoom
Monday	August	5	6:00 - 8:00 PM	747 Market Street Room 243 & Virtual via Zoom
Monday	November	4	6:00 - 8:00 PM	747 Market Street Room 243 & Virtual via Zoom

*The commission may hold special meetings outside these scheduled quarterly meetings.

● ● ● WHERE TO FIND OUT WHAT THE CCES IS DOING



The screenshot shows the City of Tacoma website header with the logo and navigation menu. The main content area features a large image of a building and the title "Committees, Boards and Commissions". A sidebar on the left lists various government-related links, with "Committees, Boards and Commissions" highlighted. The breadcrumb trail at the bottom reads "» Government » Committees, Boards and Commissions" and there is a "Print Friendly" link.

City of Tacoma
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Located at <https://www.cityoftacoma.org/cms/One.aspx?portalId=169&pageId=86793>

● ● ● WHERE TO FIND OUT WHAT THE CCES IS DOING



Information included on the CCES webpage includes:

- Current Commissioners
- Meeting Agendas and Minutes
- Meeting Recordings
- Salary Decisions

● ● ● CURRENT COMPENSATION PACKAGE CITY COUNCIL



Tacoma Municipal Code

1.18.025 Salary of the Deputy Mayor.

In accordance with the Tacoma City Charter, Section 2.3, and state law, the Citizen Commission on Elected Salaries shall determine the compensation for the position of Deputy Mayor, for the carrying on and performance of the functions of the office, which shall be adopted by the City Council. The Deputy Mayor shall have the option of participating in the City's medical, dental, and vision benefits, **prorated on the same terms as part-time (90%) City employees.**

1.18.040 Salary of Mayor.

In accordance with the Tacoma City Charter, Section 2.3, and state law, the Citizen Commission on Elected Salaries shall determine the compensation for the position of Mayor, for the carrying on and performance of the functions of the office, which shall be adopted by the City Council. The Mayor shall have the option of participating in the City's benefits on the same terms as **full-time (100%) City employees.**

Part-time employees working thirty (30) hours per week or more, will make contributions for elected 14 medical, dental, and vision coverage equal to those of full-time employees.

● ● ● CURRENT COMPENSATION PACKAGE CITY COUNCIL



1.19.010 Salary of Council member.

In accordance with the Tacoma City Charter, Section 2.3, and state law, the Citizen Commission on Elected Salaries shall determine the compensation for the position of Council Member, for the carrying on and performance of the functions of the office, which shall be adopted by the City Council. The Council Member shall have the option of participating in the City's medical, dental, and vision benefits, prorated on the same terms as part-time (90%) City employees.

1.19.020 Motor vehicle allowance.

From and after the first day of April, 1980, no member of the City Council, including the Mayor, shall be permanently assigned a City vehicle. The Mayor shall receive a reasonable vehicle reimbursement allowance, which shall be and is hereby fixed in the sum of \$550 per month. The reimbursement allowance provided for herein shall constitute full compensation to the Mayor for the use of his or her privately owned or leased vehicle on City business and shall be deemed and construed to compensate the Mayor for any and all expenses thereof.

Part-time employees working thirty (30) hours per week or more, will make contributions for elected medical, dental, and vision coverage equal to those of full-time employees.

● ● ● TOTAL COMPENSATION PACKAGE - SALARY



Effective	Job Title	Annual Salary	Effective	Job Title	Annual Salary
1/1/2024	Mayor	117,187.20	1/1/2022	Mayor	106,288.00
1/1/2024	Council Member	63,086.40	1/1/2022	Council Member	46,779.20
1/1/2024	Mayor, Deputy	70,116.80	1/1/2022	Mayor, Deputy	52,000.00

7/1/2023	Council Member	52,582.40	1/1/2021	Mayor	102,003.20
7/1/2023	Mayor, Deputy	58,427.20	1/1/2021	Council Member	44,990.40
			1/1/2021	Mayor, Deputy	50,003.20

1/1/2023	Mayor	111,612.80	1/1/2020	Mayor	102,003.20
1/1/2023	Council Member	49,587.20	1/1/2020	Council Member	44,990.40
1/1/2023	Mayor, Deputy	55,120.00	1/1/2020	Mayor, Deputy	50,003.20

● ● ● TOTAL COMPENSATION PACKAGE - SALARY



Effective	Job Title	Annual Salary
1/1/2019	Mayor	100,006.40
1/1/2019	Council Member	44,990.40
1/1/2019	Mayor, Deputy	50,003.20

Effective	Job Title	Annual Salary
1/1/2016	Mayor	98,758.40
1/1/2016	Council Member	44,782.40
1/1/2016	Mayor, Deputy	49,400.00

1/1/2018	Mayor	100,006.40
1/1/2018	Council Member	44,990.40
1/1/2018	Mayor, Deputy	50,003.20

1/1/2015	Mayor	96,116.80
1/1/2015	Council Member	43,576.00
1/1/2015	Mayor, Deputy	48,068.80

1/1/2017	Mayor	101,483.20
1/1/2017	Council Member	46,009.60
1/1/2017	Mayor, Deputy	50,752.00

1/1/2014	Mayor	93,537.60
1/1/2014	Council Member	42,411.20
1/1/2014	Mayor, Deputy	46,779.20

TOTAL COMPENSATION PACKAGE - BENEFITS



Benefit Plan*	Mayor 1.0 FTE	Councilmember .9 FTE	Notes
Medical Plan	X	X	
Dental Plan	X	X	
Vision Plan	X	X	
Insurance Plans - Basic Life/AD&D, LTD	X		
Retirement – Tacoma Employees Retirement System (TERS)	X	X	Councilmembers are automatically enrolled, unless they elect within 30 days to not enroll

*Employees may elect to waive medical, dental and/or vision coverage, if they are covered by another plan.

TOTAL COMPENSATION PACKAGE - BENEFITS



Other Benefits	Mayor 1.0 FTE	Councilmember .9 FTE	Notes
Deferred Compensation, Flexible Spending, Wellness	X	X	Voluntary election
Additional Life / Spouse Life, Buy-up LTD	X		Voluntary election
Personal Time Off (PTO)	X		18 days annually
Mandatory Paid Sick Leave (MPSL)	X	X	1 hour accrued for each 40 hours worked, maximum annual carryover is 40 hours
Commute Trip Reduction (CTR) - ORCA Card	X	X	If requested
Parking space	X	X	If requested
Motor Vehicle Allowance	X		\$550 per month

● ● ● CHARTER LANGUAGE CHANGES



- Current Charter salary commission language needs to be updated to be consistent with state law.
 - RCW 35.21.015(3): “Any change in salary shall be filed by the commission with the city clerk and shall become effective and incorporated into the city or town budget without further action of the city council or salary commission.”
- RCW does not require adoption of the commission set salary by Council or any further action to codify into ordinance.

● ● ● CHARTER LANGUAGE CHANGES



- Charter Section 2.3 currently requires salaries set by commission to be adopted by City Council no later than September 1 of the calendar year.
- Charter Section 2.4 currently requires Mayor's compensation to be "fixed by ordinance"
- Both sections conflict with RCW 35.21.015 (3) – changes in salary set by commission are filed with City Clerk and become effective without further action of Council or commission



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