



City of Tacoma  
Citizen Commission on Elected Salaries

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## Citizen Commission on Elected Salaries (CCES) 2024 Salary Decision

TO: Mayor Victoria Woodards and members of the Tacoma City Council  
FROM: Dalvin Yarbrough, Chair, Citizens Commission on Elected Salaries  
DATE: August 22, 2023  
SUBJECT: 2024 Elected Official Salaries

The 2024 salaries of Tacoma elected officials shall be as follows:

1. Effective January 1, 2024, City Councilmembers shall receive a 20% increase in pay over their 2023 annual salaries.

[Commission vote: 4 aye's; 2 nay's; 1 absent]

Rationale—The Commission believes that there are a variety of reasons to increase the salaries of the City Council. First, it is imperative that the City Council attract and retain talented individuals qualified to conduct City business. Second, City Council positions should be sought after and available to as many citizens as possible to ensure adequate representation across the various communities in the City. Finances should not be a barrier to effective representation that reflects the depth and breadth of the diversity of our city. Third, to further ensure effective representation of the councilmembers upon taking office, the increased salaries should incentivize City Council to take steps to becoming a full-time council. The ability to respond to the complex issues of a modern major city like ours requires substantial time investment and the undivided attention of the council. Finally, the Commission hopes that this pay raise and the rationale behind it provides precedent for future conversations regarding the pay of elected officials for members of the Commission, the City, and the region.

2. Effective January 1, 2024, the Mayor shall receive a 5% increase in pay over the Mayor's 2023 annual salary.

[Commission vote: 5 aye's; 1 nay's; 1 absent]

Rationale—The Commission believes that the role of the Mayor should be competitive and attractive to especially qualified candidates who can be an effective ambassador for the city. Accordingly, the Mayor's salary should be raised at a reasonable level consistent with the economic realities of the city but keeping in mind the position is already a full-time position.

Submitted by Commission Chair, Dalvin Yarbrough

Respectfully,

Thomas (Jed) Brewster  
Commission Chair Elect