

Date, October 14, 2024

Ms. Lisa Neissl
City Clerk
City of Walla Walla
15 N 3rd Ave
Walla Walla, WA 99362

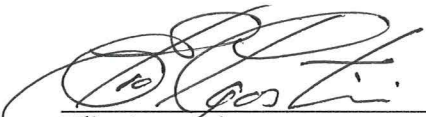
Dear Ms. Neissl:

Re: City of Walla Walla Salary Commission

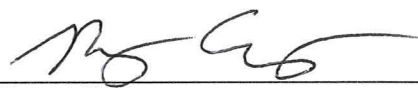
In accordance with the City of Walla Walla Ordinance # 2021-12, the five members of the Salary Commission have reviewed the current compensation paid to the Walla Walla City Council. At a meeting on September 30, 2024, with four of five commissioners present, a majority (3-1), voted to raise the salary for members of the city council from \$1,000 per month to \$1,200 and the mayor from \$1,500 per month to \$1,700, beginning on January 1, 2025.

A raise in salaries was long overdue when this commission first met in 2021. At that time, Walla Walla City Council salaries had last been fixed in 2007, at \$400 per month for members of the council and \$500 per month for the mayor. This year, as required every three years, the commission considered an average of monthly hours provided by council members plus salaries paid to councils in cities with council/manager form of government and similar populations. In contrast to most small cities, Walla Walla provides a superior level of service, and the council assumes responsibility for a larger budget. With this year's raise, the council and mayor's monthly salaries fall into the middle range of those in comparable cities.

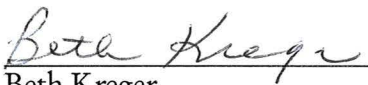
As stated in the Salary Commission's first report in 2021, "the setting of salaries is not an exact science." Attached please find some of the documents that informed this decision. Anyone interested in further detail may review agendas and minutes of meetings on the city website.



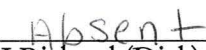
Elio Agostini



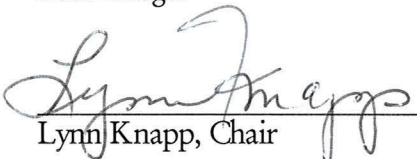
Roger Esparza



Beth Kreger



J Richard (Dick) Swenson



Lynn Knapp, Chair

Comparison of Mayor-Council vs. Council-Manager

Characteristics	Mayor-Council	Council-Manager
Legislative authority	Council	Council; ceremonial mayor is part of council
Executive authority	Elected mayor	Appointed manager
Selection of CEO	Popularly elected	Appointed by council on basis of experience
CEO must reside in city?	Yes	No, unless required by local policy
Removal of CEO	Recall election	Removed by majority vote of the council
Tenure of executive	4-year term	Indefinite
Tenure of council	4-year term	4-year term
Appointment of department heads	Mayor (with council confirmation if provided)	Manager (no council confirmation)
Removal of department heads	Mayor	Manager
Veto	Mayor (except for towns)	Manager has no veto
Policy development	Mayor can propose	Manager can recommend
Policy implementation	Mayor	Manager
Underlying principles	Separation of powers; Political leadership; Strong central executive	Separation of politics from administration; Promotes economy and efficiency through professional management; Strong central executive; Follows business model

Council Salaries plus budget comparison

Organization	Population	Ops Budget	Benchmark Position	Compansation	Frequency	Benefits Info	Additional Notes
City of Olympia	57,450	\$189,000,000	Councilmember	\$2,056	per month		
			Mayor	\$2,457	per month		
City of Bainbridge Island	25,330	\$146,000,000	Councilmember	\$3,000	per month		Pension and other benefits as allowed by law will be provided.
			Mayor	\$4,000	per month		Pension and other benefits as allowed by law will be provided.
City of Lacey	60,210	\$303,609,232	Councilmember	\$1,725	per month		
			Mayor	\$2,000	per month		
City of Bothell	50,670	\$187,085,000	Councilmember	\$1,300	per month		
			Mayor	\$1,525	per month		
City of Burien	53,000	\$99,240,464	Councilmember	\$750	per month	\$600 p/m VEBA	
			Mayor	\$938	per month	\$750 p/m VEBA	
City of Des Moines	33,400	\$189,978,801	Councilmember	\$250	per meeting		Maximum 40 meetings per year (\$10K)
			Mayor	\$350	per meeting		Maximum 40 meetings per year (\$14K)
City of Longview	38,230	\$138,708,870	Councilmember	\$1,010	per month		
			Mayor	\$1,560	per month		
City of Maple Valley	29,320	\$36,806,296	Councilmember	\$730	per month		
			Mayor	\$930	per month		
City of Puyallup	43,410	\$46,084,670	Councilmember	\$1,417	per month	Eligible for City benefits	
			Mayor	\$1,917	per month	Eligible for City benefits	
City of Richland	64,190	\$77,158,307	Councilmember	\$1,269	per month		
			Mayor	\$2,404	per month		
City of Shoreline	61,910	\$56,601,343	Councilmember	\$2,154	per month		
			Mayor	\$2,404	per month		
City of University Place	35,970	\$46,607,330	Councilmember	\$1,783	per month		
			Mayor	\$2,080	per month		
City of Kennewick	87,120	\$212,751,134	Councilmember	\$1,400	per month		Mayor Pro-Tem is \$1,500 per month
			Mayor	\$1,600	per month		
City of Pasco	82,220	\$189,884,556	Councilmember	\$1,115	per month		
			Mayor	\$1,450	per month		
City of Moses Lake	27,070	\$105,576,384	Councilmember	\$500	per month		
			Mayor	\$1,000	per month		The Mayor also receives \$30 for each City obligation attended, up to a maximum of 10 events per month.
City of Mount Vernon	35,800	\$133,062,832	Councilmember	\$1,200	per month		
			Mayor	\$10,416	per month		Strong mayor
City of Pullman	33,680	\$141,757,162	Councilmember	\$1,000	per month		
			Mayor	\$1,850	per month		
City of Wenatchee	36,040	\$164,928,520	Councilmember	\$1,150	per month		Additional \$100/month stipend for Mayor Pro-Tempore (calendar year assignment)
			Mayor	\$8,500	per month		Strong mayor
City of Walla Walla	34,580	\$115,272,162	Councilmember	\$1,000	per month		
			Mayor	\$1,500	per month		