



## CITY OF BAINBRIDGE ISLAND

November 20, 2008

TO: Roz Lassoﬀ, City Clerk  
Mayor Kordonowy  
Council Members

FROM: Tim Jacobsen, Chair; 2008 COBI Salary Commission

As authorized by City of Bainbridge Island Ordinance No. 2007-15, the Salary Commission, comprised of Anne Blair, Lois Boubong, Richard Daniel, Tom Lindsley, Marian Holt Mclain and myself, has met over the last eleven months to establish the remuneration for the positions of the Mayor and the Council Members.

The 2007 Commission established the attached COBI Salary Commission Philosophy to guide it in its deliberations. The current Commission reviewed and re-aﬃrmed this philosophy as the guiding philosophy for the 2008 Commission. Following this philosophy, we reviewed information from comparable cities and reviewed the duties required of our elected oﬃcials to determine if there had been any material changes from the prior year.

After considerable discussion, the Commission determined there had not been suﬃcient changes to require an adjustment in remuneration for either the position of Mayor or Council Members.

The remuneration will remain as follows:

Position of Mayor:

The annual salary of the position of Mayor shall be \$63,000 (75% of \$84,000) as of January 1, 2008. This salary shall be increased annually, starting in 2009, by the most recently calculated cost of living adjustment (COLA) for the unrepresented COBI management staff. Car allowance and other expense reimbursements shall be unchanged. The 2008 Commission clarified its intent that the salary of the position of Mayor shall only be increased by the COLA if all of the unrepresented COBI management staff receives the COLA increase.

Position of Council Member:

The monthly honorarium shall be \$1,000 as of January 1, 2008. Expense reimbursements shall be unchanged.

As authorized by the Ordinance, we only reviewed remuneration paid in the form of salary even though some other cities use a combination of benefits and salary to remunerate their elected oﬃcials. It is our understanding it would require a modification to the Ordinance for the Commission to be able to review all forms of remuneration for our elected oﬃcials.

The Commission members appreciate the opportunity to continue to serve our unique community. We thank the COBI staff for the great support they gave us.

On behalf of the Commission, I would be happy to meet with you to further discuss our findings.

Tim Jacobsen, Commission Chair



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### 2007-2008 COBI SALARY COMMISSION PHILOSOPHY

The Salary Commission, established by City of Bainbridge Island Ordinance No. 2007-15, is charged with creating an "open, transparent and accountable" process for setting "adequate and fair compensation" for elected officials. To accomplish these goals, the Salary Commission adopts the following guiding principles and philosophies.

The appropriate remuneration levels for elected officials will:

- ❖ be reviewed at least annually;
- ❖ be based on an objective analysis of the requirements of the position;
- ❖ consider the compensation practices of similar cities, yet recognize the uniqueness of our growing City, the demands on our elected officials and their commitment to community service.

We further believe:

- ❖ Council Member compensation is appropriately described as an Honorarium. The Commission recognizes that the demands of the position require a strong commitment. We, therefore, believe the Honorarium paid should reflect the community's respect and appreciation for Council Members' volunteer time and dedicated service.
- ❖ The Mayor should be compensated fairly and adequately when considering pay practices of similar cities and the responsibilities and actual time demands required. The Commission also believes the level of pay should reflect the community's respect and appreciation for the position of Mayor.

Our community will benefit if we encourage diverse and qualified citizens to serve in our elected positions by recognizing their contributions through adequate and fair compensation. This Commission believes we will accomplish this goal by following the above principles and philosophies.