

ORDINANCE NO. 1480

AN ORDINANCE OF THE CITY OF KALAMA, WASHINGTON REPEALING KALAMA MUNICIPAL CODE CHAPTER 2.08.020 MAYOR'S AND COUNCILMEMBERS' SALARIES AND ADOPTING A NEW KMC CHAPTER 2.08.020 MAYOR AND COUNCIL COMPENSATION

Whereas, the Kalama City Council recognizes the positions they hold are vital to the community and while voluntary in nature those holding the offices deserve reasonable compensation;

Whereas, the Council finds that in order to allow the process of compensating the mayor and council to be as transparent and fair as possible and unencumbered by political processes, establishing a salary commission to review and determine appropriate compensation for these positions is in the best interest of the city.

NOW THEREFORE the City Council of the City of Kalama do ordain:

Section 1. Kalama Municipal Code Chapter 2.08.020 Mayor's and Councilmembers' Salaries as adopted by Ordinance No. 1391 is repealed in its entirety.

Section 2. A new Kalama Municipal Code Chapter 2.08.020 Mayor & Council Compensation is adopted to read as follows:

2.08.020 Mayor & Council Compensation

A. Salary commission may be created.

By a majority vote of the council, a salary commission consistent with RCW 35.21.015 may be created on an as-needed basis to review the salaries of individual councilors, including the office of mayor.

B. Membership.

1. The salary commission will have three members, who will be appointed by the mayor, with approval of the council, for a maximum term of two years. All members must reside within the city limits for a minimum of six months before being appointed to the commission and for the duration of their appointed term.

2. A member of the commission must serve until the commission completes its salary review and files a written salary schedule with the city clerk; or the commission issues a final determination that no salary adjustment is appropriate.

3. Terms on the commission will be for two years. No member may be appointed to more than two terms on the salary commission.

4. Members may be removed during their terms for cause of incapacity, incompetence, neglect of duty, or malfeasance in office or for a disqualifying change of residence.

5. No officer, official, or employee of the city or any of their immediate family members may serve as a member of the salary commission. For purposes of this section, "immediate family member" means the parents, spouse, siblings, children, or dependent relatives of an officer, official, or employee of the city, whether or not living in the household of the officer, official, or employee.

6 A member of the commission may not be appointed to another city committee, board, or commission, except for specialized committees or task forces of limited duration.

7. Members serve without compensation.

C. Powers.

1. The salary commission, if created in accordance with KMC 2.08.020(A) and 2.08.020(B) will review and set the salaries for elected officials of the city in the form of a written salary schedule. The commission must complete its review within 120 calendar days of the first meeting of the commission. The city council may approve a request from the commission for an extension of the 120-day review period for good cause.

2. Beginning in 2022, a salary commission will be appointed and will begin a new salary review as provided herein. Each year the commission will meet to review the current salaries prior to the annual budget process to determine if a compensation change will be included in the next year's budget.

3. If there is any change in the salary, the commission will file the written salary schedule with the city clerk and it becomes effective and incorporated into the next year's city budget without further action of the city council or salary commission.

4. Salary increases established by the commission are effective as to incumbent city elected officials, regardless of their terms in office, subject to the provisions of KMC 2.08.026.

5. Salary decreases established by the commission become effective as to incumbent city elected officials at the beginning of their next subsequent terms of office.

6. If, after review, the commission determines that the salary paid to any elected city official should not be increased or decreased, then the commission will file a written determination with the city clerk indicating that no salary adjustment is appropriate.

7. Commission action fixing the salaries of elected officials of the city pursuant to this chapter supersedes any provision of any other city ordinance related to such salaries.

8. If no commission is currently constituted, the council may set salaries by ordinance consistent with RCW 35A.12.070.

D. Process.

1. The commission, with the support from city staff, will base their decision on appropriate city council member compensation derived from review of other council-mayor cities in the region and those council-mayor cities of comparable size and economic conditions located along the I-5 corridor.

2. The mayor will be compensated at a monthly rate in an amount approved by the salary commission for that position.

E. Donation of council compensation.

Any council member may donate all or a portion of their compensation during their term of office in accordance with established city policy.

F. Referendum.

1. Salary increases, and decreases set by the commission are subject to referendum petition by the people of the city in the same manner as a city ordinance upon filing of such petition with the city clerk within 30 calendar days after filing of the salary schedule. If the filing of a valid referendum petition occurs, the salary increase, or decrease will not go into effect until approved by vote of the people.

2. Referendum measures under this section will be submitted to the voters of the city at the next following general or municipal election occurring 30 calendar days or more after the petition is filed and are otherwise governed by the provisions of the general laws applicable to referendum measures.

G. Meetings to be open.

The proceedings and actions of the salary commission will be undertaken in compliance with the Open Public Meetings Act, Chapter 42.30 RCW, as if the commission was a "governing body" as defined in that Act; however, notice of all salary commission meetings will be issued pursuant to RCW 42.30.080, and the salary commission may not meet in executive session.

Section 3. Severability. If any section, subsection, paragraph, sentence, clause, or phrase of this ordinance is declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining parts of this ordinance.

Section 4. This ordinance shall become effective five days after passage,

approval, and publication as provided by law.

Passed by the City Council of the City of Kalama at a regular meeting held on the 5 day of May, 2022.

Mayor Mike Reuter

Attest:

Coni McMaster, Clerk/Treasurer

Approved as to form:

City Attorney

Passed:
Published:
Effective: