

# Meeting Agenda | Finance Committee

Wednesday, January 17, 2024  
7:00 p.m.  
Zoom Meeting  
See Below for Access Information

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|---|--------|
| 1. Convene meeting and roll call of participants      | 5 min  |
| 2. Meeting Minutes for November 15, 2023              | 5 min  |
| 3. Public comment                                     | 5 min  |
| 4. Organizational Update                              | 5 min  |
| 5. Financial Roadmap and General Fund Forecast Update | 40 min |
| 6. Project Updates                                    | 10 min |
| 7. Mayor & Council Compensation for FY2024/25         | 40 min |
| 8. Committee Business                                 | 5 min  |
| 9. Good of the order                                  | 1 min  |

## How to participate

This meeting will be conducted electronically using Zoom, an online meeting platform. The meeting structure complies with ORS 192.610 to 192.690.

**Please note:** Instructions for citizens wishing to testify during this Finance Committee meeting are as follows:

- Written testimony: Please send your written testimony to Budget and Finance Director, Sharron Monohon at [Sharron.Monohon@GreshamOregon.gov](mailto:Sharron.Monohon@GreshamOregon.gov) no later than 24 hours before the meeting to allow the testimony to be forwarded to the Finance Committee.
- Oral testimony: Please register your name, email address, phone number and subject matter to Budget and Finance Director, Sharron Monohon at [Sharron.Monohon@GreshamOregon.gov](mailto:Sharron.Monohon@GreshamOregon.gov) no later than 24 hours before the meeting.
- Persons who are unable to access the meeting via Zoom are encouraged to notify the City by calling 503-618-2890, 24 hours in advance of the meeting so that the City can provide alternate arrangements.

## Meeting log-in or call-in information to access the meeting:

Click the link to join:

<https://greshamoregon.zoom.us/j/86728900897?pwd=SCtlenhLMTJydVUxYTnlEnlZMCswdz09>

Passcode: S4nsMM7bpc

One tap mobile :

+16699006833,,86728900897#,,,,\*8600547373# US (San Jose)

+12133388477,,86728900897#,,,,\*8600547373# US (Los Angeles)

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Webinar ID: 867 2890 0897

Passcode: 8600547373



**City of Gresham**  
**Finance Committee**  
**Wednesday, January 17, 2024**  
**Executive Summary**

**4. Organizational Update**

Eric Schmidt has been appointed as Interim City Manager, effective December 15, 2023.

*Requested Action: Information*

**5. Financial Roadmap and General Fund Forecast Update**

Staff will provide updates on recent Council discussions regarding the Financial Roadmap, the current General Fund forecast, and plans for developing the proposed budget for Fiscal Year 2024/25.

*Requested Action: Information and Committee Discussion*

**6. Project Updates**

Committee members and staff will provide updates on the status of various projects and other key initiatives that are underway currently. This may include reporting on the activity of other committees or workgroups where relevant as well as special Finance Committee projects.

*Requested Action: Information and Committee Discussion*

**7. Mayor & Council Compensation for FY2024/25**

The Finance Committee is tasked to annually prepare and approve a Compensation Schedule for the Mayor and City Councilors. The attached materials provide information to assist in this process for Fiscal Year 2024/25.

*Requested Action: Committee Discussion and possible Decision on FY2024/25 compensation schedule*

**City of Gresham Finance Committee  
Wednesday, November 15, 2023, 7:00 p.m.  
Zoom Meeting Minutes**

**Finance Committee Members Present:**

Mike Schultze  
Dave Dyk, Chair  
Jan Baker  
Rusty Allen  
Theresa Tschirky, Vice-Chair

**Finance Committee Members Absent:**

Claire Lider  
Nick McWilliams

**Council Liaison in Attendance:**

Janine Gladfelter

**Staff Members in Attendance:**

Sharron Monohon, Director of Budget & Finance  
Elizabeth McCann, Budget Manager  
Deanne Woodring, Government Portfolio Advisors  
Susan Brown, Finance & Accounting Services Manager  
Terryl Aguon, Treasury Analyst

Christina Ott (Recording Secretary)

**1. Convene Meeting and Roll Call**

Chair Dyk convened the meeting at 7pm.

**2. Meeting Minutes for October 18, 2023**

There was a motion made by Ms. Tschirky and seconded by Ms. Baker to:

**“Adopt the October 18, 2023 Meeting Minutes as submitted.”**

**Motion passes unanimously.**

**3. Public Comment**

None

#### 4. Investment Performance Review

Ms. Woodring began with her presentation.

*“Presentation can be seen as a part of Attachment A.”*

Ms. Woodring opened it up to questions from the committee.

Ms. Tschirky asked where we use the money from the interest earnings.

Ms. Brown responded that we have all our investments pooled and every month we allocate the interest earnings out to every fund based on their proportionate share of the pooled investment portfolio.

Ms. Tschirky also asked if required by statute to allocate it in that manner.

Ms. Brown replied that even if it is not required in every instance, it is in many cases, as many funds are restricted, which means the City must use those interest earnings consistent with those restrictions. Using a standard procedure for the allocation ensures compliance in a practical and efficient manner.

#### 5. Fiscal Year 2023/24 Supplemental Budget #1

Ms. McCann began with her presentation.

*“Presentation can be seen as a part of Attachment A.”*

Ms. McCann opened it up to questions from the committee.

Ms. Baker asked if the City would be able to provide the services identified if we weren't receiving the grant proceeds.

Ms. McCann said that was correct. She added that some of the services could be addressed as part of the levy proposal that Council has been discussing, so if that comes to fruition, we may be able to continue those services after the grants are completed. For now, we are seeking grant money to start or to help continue programs.

Ms. Monohon added that one of the challenges with securing grants is that you typically can't get a grant to fund programs that are already being implemented, they usually are restricted to new programs. Our budget situation means we face challenges to be able to pay for what we currently have.

There was a motion made by Mr. Allen and seconded by Ms. Baker to:

**“Recommend Supplemental Budget #1 to Council.”**

**Motion passes unanimously.**

## **6. Project Updates**

Ms. Monohon provided with the following updates:

- Next scheduled Council meeting to discuss the levy and the next actions regarding the financial roadmap will be at the Tuesday, November 21 work session.
- She addressed the committee about some recent events and news articles. She confirmed that the City places a very high priority on stewardship and accountability, that internal controls are in place, and that staff actively pursues any suspicious or unusual situations that may arise.

Ms. Brown shared that completion of the Audit is on track and will be ready to present to the committee at its usual time.

Ms. McCann shared that the budget development for 2024/25 is underway.

## **7. Committee Business**

Ms. Monohon shared that the December Finance Committee meeting was cancelled. The next meeting will be in January.

## **8. Good of the order**

None.

## **9. Meeting Adjournment**

Chair Dyk adjourned the meeting at 8:02pm. The next Finance Committee meeting will be held on January 17, 2024.

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**Dave Dyk, Chair**

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**Christina Ott, Recording Secretary**

## **Mayor and Council Compensation**

### **Review and Update**

#### **For Fiscal Year 2024/25**

#### **Purpose**

The Finance Committee is responsible for the compensation schedule for Mayor and Council as established in Gresham Revised Code (GRC) sections 2.40.025 and 2.40.027. These code sections were enacted June 18, 2015 following the approval of Measures 26-166 and 26-167 by Gresham voters. These measures state that the Finance Committee shall provide oversight and control over the compensation and shall annually prepare and approve a compensation schedule. An upper limit for the salaries is also specified.

#### **Background**

##### Ballot Measures – May 2015

- Measures 26-166 and 26-167 were placed on the May 19, 2015 ballot and were approved by Gresham voters by a wide margin – over 70% for the Mayor and over 66% for Councilors
- Charged the Finance Committee with approving a compensation schedule
- Ballot measures established salary caps for the Mayor and for Councilors based respectively on compensation for the Chair of the Multnomah County Board of Commissions and an elected Metro Councilor

##### Finance Committee Process – Summer/Fall 2015

- Seven public meetings were held between May and October to review information, hear public comment, discuss concepts and review preliminary conclusions
- Topics explored included the difference between salary and compensation, various rules regarding insurance and retirement benefits, and details regarding the established compensation for the Multnomah County Chair and Metro Councilor positions
- Discussions also considered the roles of Mayor and Council and the role of the Finance Committee

##### Determination and Updates

- Compensation schedule for FY2015/16 was adopted on October 21, 2015
- In January 2016, the Committee decided to leave the schedule for FY2016/17 unchanged since little time had passed since the initial adoption. The Committee also acknowledged that the compensation for the County Chair and Metro Councilor positions had only minimal changes.
- In March 2017, the Committee decided to reset the Mayor salary to \$60,000, the Council President salary to \$21,200 and the Councilor salary to \$20,000 per year for FY2017/18
- No changes were made in 2018.

- In February 2019, salaries for all positions were reset for FY2019/20, and benefits were changed for the Mayor position.
- No changes were made in 2020 or 2021.
- In January 2022, salaries for all positions were reset for FY2022/23, and benefits were changed for the Councilor positions.
- In January 2023, a cost-of-living adjustment was applied to all salaries.
- See Attachments A and B for details regarding compensation for the Mayor and Councilor positions since 2015.

### **Options for Fiscal Year 2024/25**

Finance Committee may consider the following options for Fiscal Year 2024/25:

- Extend*** the existing compensation schedule ***with no changes***
- Modify*** the existing compensation schedule ***to reflect a cost-of-living adjustment***
- Modify*** the existing compensation schedule ***to reflect other considerations as determined by the Committee***

Based on prior Committee discussion and feedback, if a version of option (c) is being recommended, deferral of formal action until the February 21, 2024 Finance Committee meeting may be preferred to allow for further input and discussion.

### **Additional Information**

#### *Salary Caps*

The ballot measures authorizing compensation for Mayor and Council included language that placed a cap on salaries.

- The salary for the Mayor may not exceed 45% of the total compensation for the Multnomah County Chair. As of January 1, 2024, the cap is calculated to be \$114,812 per year (see Attachment C). The current salary for the Mayor of \$66,194 is within the cap.
- The salary for Councilors may not exceed 45% of the total compensation for a Metro Councilor. As of January 1, 2024, the cap is calculated to be \$40,896 per year (see Attachment D). The current salary for Councilors of \$27,040 is within the cap. The additional salary of \$2,595 per year for serving as Council President also fits within the cap.

#### *Cost of Living Index*

The January 2023 to January 2024 index is 3.3%. (CPI-W, All Cities)

### *Comparisons with Other Jurisdictions*

Processes used by other jurisdictions vary widely, and most have limited documentation available. Also, comparisons across cities can be challenging, as many differences and influencing factors may exist. These can include governmental structure, size and scope, various geographic considerations, and local economic factors as well as any underlying purposes or goals for the compensation schedule.

### *Salary Commissions*

Multnomah County and Lane County in Oregon, as well as the City of Vancouver in Washington, have established salary commissions to determine compensation for their elected officials. Websites for each of these entities include meeting agendas and minutes as well as published reports regarding their processes and conclusions. While not directly comparable to the City of Gresham and the task of the Finance Committee, the reports do offer insight into considerations and conclusions drawn by other groups. It should be noted, however, that since these are stand-alone committees, some of the content is related to the selection of members and the procedures of operation. Since the Finance Committee for Gresham exists separate from the Mayor and Council compensation discussion, those protocols have already been established elsewhere.

### *Comparison with Other Cities - Oregon*

Staff requested information regarding compensation for Elected Officials from the following six cities within Oregon: Salem, Eugene, Bend, Hillsboro, Beaverton and Medford. These cities, together with Gresham, are the largest cities within Oregon, excluding Portland. As a result, they are the most likely to be somewhat comparable.

Responses were as follows:

Eugene – Beginning on July 1, 2001, the Mayor began receiving a stipend of \$18,000 per year and the City Councilors began receiving a stipend of \$12,000 per year. According to Eugene’s charter, these amounts are automatically adjusted each year based on CPI. Current amounts are \$28,918 per year for the Mayor and \$18,977 per year for Councilors.

Hillsboro – Current amounts are \$48,000 per year for the Mayor, \$15,600 per year for Council President, and \$12,600 per year for Councilors. Additional stipends are allowed for expenses and technology support, totaling \$6,180 per year for the Mayor and \$900 per year for Councilors. Amounts are reviewed periodically by the Budget Committee and adopted via Council resolution.

Salem and Medford do not offer compensation at this time. Responses have not been received from Beaverton and Bend at this time.

### *Comparison with Other Cities – Washington*

Attachment E includes information gathered by the City of Vancouver, Washington as part of their most recent salary review efforts.



## Review of Past Discussion Topics – 2015 to Present

Fiscal Year 2024/25 will represent the tenth year of Mayor and Council compensation. Recognizing that the Finance Committee membership changes over time, what follows is a recap of several of the topics that have been discussed during the previous years. The intent is to provide context to inform future discussions.

### *Purpose and Goal of Compensation*

- The Committee recognized that serving as Mayor or Councilor requires a significant time investment and acknowledged that elected officials may have less time to dedicate toward family, business or other obligations as a result.
- The Committee desired to make the elected positions more accessible to those who may not otherwise have the ability to serve due to financial constraints.
- Access to health and dental insurance was considered highly important. Coverage of 50% of the cost is consistent with the City's current benefit structure for employees working 20 hours per week. Past discussions also indicated a desire for the salaries to be adequate to allow for withholding of any required taxes plus the Elected Official's 50% share of health/dental costs.
- During the initial round of public meetings, the Committee heard testimony from past elected officials. One key message was that the ability to effectively advocate on behalf of the City in regional or national forums was enhanced by the implied value that compensation provides.
- The Committee recognized that there are many ways individuals can choose to be of service and contribute to the community, and to some extent there is competition for dedicated individuals. Compensation is one way to make the positions of Mayor and Councilor attractive and accessible. At the same time, a service-oriented or volunteer mindset is still considered highly important.
- The following language from the 2022 Salary Commission for Multnomah County offers a concise philosophy similar to what has been discussed by the Finance Committee:
- "Typically an organization will consider three factors when designing compensation programs. These are the ability for an organization to 1) attract, 2) retain and 3) motivate employees. Attracting talent for the [Board of County Commissioners] is limited to the local area so salary comparability with other jurisdictions to a certain extent is not relevant. Nevertheless, this Salary Commission believes that an equitable and competitive salary will attract a larger number of highly qualified individuals to run for, and be willing to serve in, these and other elected offices." (From Methodology and Findings, Item 9, page 11)

### *Salary versus Compensation*

- The Committee recognized that there is a difference between salary and compensation. Compensation is broader and includes non-salary items such as health insurance and retirement contributions.
- The ballot measures used both words, and while there was no information provided indicating the reasoning, the presumption was that the choice of words was intentional.
- When calculating the size of the caps, compensation is used. However, only the salary for the Mayor and Councilors is considered when determining compliance with the caps.

### *Job Performance and the Role of the Committee*

- The Committee recognized that their role was to establish a compensation schedule only. The Committee was not tasked with evaluating the performance of Elected Officials. That responsibility was recognized as belonging to the voters within the City of Gresham.
- The following statement from the 2022 Salary Commission for Multnomah County offers language related to what has been discussed by the Finance Committee:
- “[Board of County Commissioners] salaries relate to the office and not to persons. In other words, the salaries are based on what the *job* is worth and because it does not include a ‘pay for performance’ model, it is not a measure of the worth of the *individual* who occupies the position.” (From Methodology and Findings, Item 8, page 11)

### *Time Commitment – Full-Time versus Part-Time*

- The Committee recognized that there is not a requirement for Elected Officials to document the hours spent on behalf of the City of Gresham. They also recognized that there can be a wide variation in time expended. Whether the time spent by an individual Elected Official was considered to be adequate was believed to be a determination for voters, and not for Committee members.
- Two exceptions need to be noted:
  - First, for the purpose of determining eligibility to participate in retirement benefits (i.e., PERS), the positions must be at least half-time. The Committee concurred that the half-time threshold was met.
  - Second, the Committee also concurred that the positions were not full-time. This determination was necessary to avoid unintended restrictions or penalties in certain special circumstances. (Specifically, this determination allows a PERS retiree to serve as an Elected Official without inadvertently impacting retirement benefits.) It should also be noted that this determination was not made to benefit or favor any known individual. Rather it was included to avoid the exclusion of an entire group of potential candidates.
- Given these exceptions, any future proposed modification to the language regarding full-time versus part-time status should be thoroughly reviewed for implications prior to adoption.

### *Role of the Salary Caps*

- The Committee has reviewed the positions identified as caps – Multnomah County Chair and Metro Councilor – and has sought to understand whether there is any relationship between the two positions and/or between the compensation for the two positions. No clear relationship has been identified.
- The Committee recognized that the two cap positions have very different processes for establishing their compensation. The compensation for the County Chair is determined by a Salary Commission that meets every two years. Compensation for a Metro Councilor is set at one-third of the salary for an Oregon Circuit Court Judge. The judicial salaries are set by

legislative action, which may or may not happen on a regular basis. Because of the different processes, it appears that the compensation for the two caps is growing further apart over time.

- The Committee has often discussed whether there should be a relationship or proportionality between the Mayor and Councilor salaries and their respective caps. For example, if the cap for the Mayor's position were three times the cap for the Councilor positions, should the resulting salaries align with that proportionality. Or as another example, if the Mayor's salary is a certain percentage of that cap, then should the Councilor's salaries be a similar percentage of their cap.
- These discussions have ultimately been inconclusive, due to the significant differences in how the salaries are set for the positions of Multnomah County Chair and Metro Councilor. Given those differences, consideration of proportionality has not led to consistent results across time, and has not generally been supported by the Committee.

#### *Term of Office versus Timing of Compensation Decisions*

- The Committee recognizes that they are determining compensation schedules on an annual basis for each fiscal year. However, Elected Officials serve for four-year terms. As a result, changes may occur to compensation while an individual is part-way through their term of service. This has not been a concern to date, as compensation has either remained flat or increased in some manner each year.
- Should a situation arise, however, where a reduction in compensation was considered, the effective date would be of concern. Some salary commissions have addressed this issue by stating that decreases would not go into effect until the commencement of a new term of office.
- While that language addresses the previously mentioned concern, it raises a second concern. With staggered terms (that is, terms of office are offset so typically only three or four of the seven positions are up for election at the same time), the compensation could be different for Councilors based on their election date, even though they are essentially performing the same job function.
- The Committee acknowledged these concerns without reaching any conclusion. The Committee also did not indicate a need to pursue discussion further as no reductions were being considered at this time.

Summary Salary and Compensation Information

ATTACHMENT A

City of Gresham Mayor								
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21*	FY21/22	FY22/23	FY23/24
Salary	50,000	60,000	60,000	61,200	61,200	61,200	63,648	66,194
Health & Dental	4,417	4,511	4,200	12,797	12,797	13,975	14,356	15,682
Pension (Match)	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	382	397
<b>Annual Total</b>	<b>54,417</b>	<b>64,511</b>	<b>64,200</b>	<b>73,997</b>	<b>73,997</b>	<b>75,175</b>	<b>78,386</b>	<b>82,273</b>

**City of Gresham Mayor**

- Salary      Cannot exceed 45% of total compensation for County Chair
  
- Health, Dental & Vision      For FY16/17 - FY18/19, amount is 1/2 of individual coverage  
    Beginning FY19/20, amount is 1/2 of coverage level selected  
    Amount shown is 1/2 of full family coverage
  
- Pension      Elected official must pay 6% if they choose to participate
  
- Other      Beginning FY22/23, the employee portion of Paid Leave Oregon is included

\* Note: health/dental benefit details were not updated in the 1/1/2021 column

Summary Salary and Compensation Information

ATTACHMENT B

City of Gresham Councilor*								
	FY16/17	FY17/18	FY18/19	FY19/20	FY20/21**	FY21/22	FY22/23	FY23/24
Salary	14,000	20,000	20,000	25,000	25,000	25,000	26,000	27,040
Health & Dental	4,417	4,511	4,200	4,468	4,468	4,886	14,356	15,682
Pension (Match)	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	156	162
<b>Annual Total</b>	<b>18,417</b>	<b>24,511</b>	<b>24,200</b>	<b>29,468</b>	<b>29,468</b>	<b>29,886</b>	<b>40,512</b>	<b>42,885</b>

**City of Gresham Councilor**

- Salary      Cannot exceed 45% of total compensation for Metro Councilor
- Health, Dental & Vision      Prior to FY22/23, amount is 1/2 of individual coverage only  
Beginning in FY22/23, amount is 1/2 of coverage level selected  
Amount shown is 1/2 of full family coverage
- Pension      Elected official must pay 6% if they choose to participate
- Other      Beginning FY22/23, the employee portion of Paid Leave Oregon is included
- \*      Council President receives an additional salary  
For FY16/17 - FY18/19 - \$1,200 per year  
For FY19/20 - FY21/22 - \$2,400 per year  
For FY22/23 - \$2,496 per year  
Beginning FY23/24 - \$2,595 per year
- \*\*      Note: health/dental benefit details were not updated in the 1/1/2021 column

Summary Salary and Compensation Information

ATTACHMENT C

Multnomah County Chair										
	As of 7/1/15	As of 1/1/16	As of 1/1/17	As of 1/1/18	As of 1/1/19	As of 1/1/20	As of 1/1/21*	As of 1/1/22	As of 1/1/23*	As of 1/1/24
Salary	150,704	150,704	169,774	173,509	179,755	186,766	186,766	189,754	207,486	207,486
Health & Dental	24,456	25,053	23,809	24,274	27,050	27,638	27,638	26,893	26,893	34,403
Pension (Match)	9,042	9,042	10,186	10,411	10,785	11,206	11,206	11,385	12,449	12,449
Other	800	800	800	800	800	800	800	800	800	800
<b>Annual Total</b>	<b>185,002</b>	<b>185,599</b>	<b>204,569</b>	<b>208,994</b>	<b>218,390</b>	<b>226,410</b>	<b>226,410</b>	<b>228,833</b>	<b>247,629</b>	<b>255,138</b>
	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45
<i>Salary Cap</i>	<i>83,251</i>	<i>83,520</i>	<i>92,056</i>	<i>94,047</i>	<i>98,276</i>	<i>101,885</i>	<i>101,885</i>	<i>102,975</i>	<i>111,433</i>	<i>114,812</i>

**Multnomah County Chair**

- Salary      Salary is set by County Elected Officials Salary Commission on a regular basis
- Health, Dental & Vision      Provides for full family coverage. Amount shown is County Share
- Pension      County pays 6% on behalf of elected official
- Other      Estimate for cell phone & life insurance

\* Note: health/dental benefit details were not updated in the 1/1/2021 or 1/1/2023 columns

Summary Salary and Compensation Information

ATTACHMENT D

Metro Councilor										
	As of 7/1/15	As of 1/1/16	As of 1/1/17	As of 1/1/18	As of 1/1/19	As of 1/1/20	As of 1/1/21*	As of 1/1/22	As of 1/1/23*	As of 1/1/24
Salary	41,489	42,423	43,156	43,156	46,925	47,379	49,045	52,852	54,492	58,036
Health & Dental	24,409	24,409	24,188	24,188	28,313	26,320	26,320	29,703	29,703	32,043
Pension (Match)	2,489	2,545	2,589	2,589	2,816	2,843	2,943	-	-	-
Other	800	800	800	800	800	800	800	800	800	800
<b>Annual Total</b>	<b>69,187</b>	<b>70,177</b>	<b>70,733</b>	<b>70,733</b>	<b>78,854</b>	<b>77,341</b>	<b>79,108</b>	<b>83,355</b>	<b>84,995</b>	<b>90,879</b>
	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45	x 0.45
<i>Salary Cap</i>	<i>31,134</i>	<i>31,580</i>	<i>31,830</i>	<i>31,830</i>	<i>35,484</i>	<i>34,804</i>	<i>35,599</i>	<i>37,510</i>	<i>38,248</i>	<i>40,896</i>

**Metro Councilor**

Salary Salary is set at 1/3 of Oregon Circuit Court Judge which is set by the State

Health, Dental & Vision Insurance provides for full family coverage  
Amount shown is Metro Share

Pension Metro historically paid 6% on behalf of elected official; no longer applies to new employees so amount set to zero as of 1/1/2022

Other Estimate for cell phone, life insurance & long term disability

\* Note: health/dental benefit details were not updated in the 1/1/2021 OR 1/1/2023 columns

### WA State Cities (both Mayor-Council and Manager-Council)

Population		2022 Monthly				
Rank WA	City	Form of Government	Mayor Pay	Mayor Pro Tem	Councilmember	Population
1	Seattle, WA	Mayor - Council	18,458.27	11,408.80	10,765.73	753,675
2	Spokane, WA	Mayor - Council	14280	5270	3969.5	222,081
3	Tacoma, WA	Manager - Council	8857.58	4333.5	3899.08	217,827
4	Vancouver, WA	Manager - Council	2,614	2,273	2,045	184,463
5	Bellevue, WA	Manager - Council	2829	2539	2394	148,164
6	Kent, WA	Mayor - Council	13670	1472	1396	132,319
7	Everett, WA	Mayor - Council	16,246	3,265	2,511	111,475
8	Renton, WA	Mayor - Council	15,963		1,750	101,751
9	Spokane Valley, WA	Manager - Council	2,250		1,800	101,060
10	Federal Way, WA	Mayor - Council	13,575.68		1,332.18	96,289
11	Yakima, WA	Manager - Council	1375	1175	1075	93,637
12	Kirkland, WA	Manager - Council	1625		1275	93,010
13	Bellingham, WA	Mayor - Council	16,407		2,471	92,314
14	Kennewick, WA	Manager - Council	1500	1400	1300	84,347
15	Auburn, WA	Mayor - Council	14,353.26	1,854.32	1,390.74	81,464
16	Pasco, WA	Manager - Council	1,450		1115	75,432
17	Marysville, WA	Mayor - Council	13691.76	1,642.40	1,459.92	70,298
18	Redmond, WA	Mayor - Council				71,929
19	Sammamish, WA	Manager - Council	1475.76	1319.96	1319.96	65,892
20	Lakewood, WA	Manager - Council	1600	1500	1400	61,037
<b>Average</b>			<b>8,537.96</b>	<b>3,034.84</b>	<b>2,351.01</b>	