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Bremerton, WA 98337
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Citizens Commission on Council Salaries

CITIZENS COMMISSION ON COUNCIL SALARIES HYBRID MEETING NOTICE & AGENDA

The **Citizens Commission on Council Salaries** is conducting a hybrid meeting **Monday, June 2, 2025 starting at 4:30 PM** at the Norm Dicks Government Center in the 6th Floor Council Conference Room located at 345 6th Street, Bremerton, WA 98337. Members may be participating in the meeting remotely or in person.

The public is invited to view and participate in the Citizens Commission on Council Salaries meeting through one of the following options:

You are invited to a Zoom webinar!

When: Jun 2, 2025 04:30 PM Pacific Time (US and Canada)

Topic: Citizens Commission on Council Salaries Hybrid Meeting

Join from PC, Mac, iPad, or Android:

<https://bremertonwa-gov.zoom.us/j/84969489900?pwd=DkXDewxrX2arRZcE2ToXAWghj6WoVv.1>

Passcode:336361

Webinar ID: 849 6948 9900

Passcode: 336361

1. Call to Order
2. Introductions
3. Election of Chair
4. Approve Minutes of April 21, 2025 meeting
5. Discussion on Council Salaries, including President's stipend
6. Open for Public Comment
7. Schedule Future Meeting(s)/Hearings
8. Adjourn



Citizens' Commission on Council Salaries

MINUTES PUBLIC MEETING APRIL 21, 2025

Present:

Commission Members Kirstie Haertel and John Brennan were in attendance in person, along with Debbie Klinefelter, Human Resources Analyst I. Commission Member Quinn Dennehy was absent.

Call to Order:

The meeting was called to order at 4:30 p.m.

Introductions:

All attendees introduced themselves, and John Brennan was welcomed as a newly appointed Commission Member.

Election of Officer:

It was agreed that the election of the Commission President would be postponed until the next meeting to ensure the full Commission is present.

Approval of Minutes – May 7, 2024 Public Hearing (Session 2 of 2):

The minutes were approved and signed as presented. (Motion/Second/Carried: Haertel/Brennan)

Discussion on Council Salaries:

The Commission reviewed and discussed the salary data and supporting information provided. Kirstie Haertel outlined the methodology previously used by the Commission, which includes ensuring council members receive compensation equal to at least 90 times the Washington State minimum wage to maintain eligibility for participation in the State retirement system. She also explained that comparable jurisdictions were selected based on council size and alignment with jurisdictions used by the City of Bremerton in labor negotiations.

It was noted that, in the previous year, the Commission opted to exclude Bainbridge Island (highest salary) and Port Angeles (lowest salary) from future comparisons due to their outlier status. During the current review, it was identified that Pasco's salary data was inaccurate; updated information will be provided for review at the next meeting.

Kirstie also referenced the Commission's previous requests for data on the number of committee assignments for council members in each comparable jurisdiction. This data helps assess the workload of Bremerton City Council members relative to their peers. Unfortunately, responses from many jurisdictions were not received, and efforts to locate this information via municipal websites were unsuccessful.

Public Input:

The floor was opened for public comment. No members of the public were present, either in person or via Zoom.

Scheduling of Future Meetings:

The Commission requested that Debbie coordinate the next meeting based on Quinn Dennehy's availability. Mondays work best for John Brennan, and Kirstie Haertel expressed a preference for a 4:30 p.m. start time. The upcoming meeting will be held in a hybrid format, with both in-person and Zoom participation options.

Adjournment:

The meeting was adjourned at 4:52 p.m.

MINUTES approved this ____ day of June, 2025.

Name: _____

2025 Council Members Salary Survey

Sorted by Annual Budget

Jurisdiction	Council Member Monthly Salary	Additional Pay for Council President/Mayor	Additional Pay for Deputy Mayor	Population	# of Council Members	# of Citizens Per Council Member	Assessed Valuation	Annual Budget	Expense Reimbursement	Medical/Dental/ Vision	Form of Government
Bonney Lake	\$ 850.00	n/a	n/a	23,320	7	3,331	4,845,953,176	8,208,245	Yes	No	Strong Mayor
Poulsbo	\$ 1,000.00	n/a	n/a	13,010	7	1,859	2,822,114,209	24,328,801	Yes	No	Strong Mayor
Des Moines	\$ 750.00	\$ 300.00	n/a	31,988	7	4,570	6,904,063,147	44,519,947	No	No	Council/Manager
Lake Stevens	\$ 1,000.00	n/a	n/a	41,540	7	5,934	8,680,217,564	58,012,658	Yes	No	Strong Mayor
Mountlake Terrace	\$ 1,003.00	\$ 224.00	n/a	21,516	7	3,074	5,260,403,776	70,636,289	Yes	No	Council/Manager
Mount Vernon	\$ 1,200.00	n/a	n/a	35,800	7	5,114	5,983,814,440	104,070,912	Yes	Yes	Strong Mayor
Port Orchard	\$ 1,083.33	n/a	n/a	17,480	7	2,497	2,503,880,075	113,877,054	Yes	No	Strong Mayor
Redmond	\$ 2,300.00	\$ 500.00	n/a	80,040	7	11,434	39,057,801,704	138,000,000	Yes	Yes	Strong Mayor
Longview	\$ 1,010.00	n/a	n/a	38,230	7	5,461	4,886,772,404	143,079,792	Yes	No	Council/Manager
Tumwater	\$ 925.00	\$ 935.00	\$ -	27,605	7	3,944	6,278,504,073	170,023,902	Yes	No	Strong Mayor
Lacey	\$ 1,825.00	\$ 225.00	\$ 115.00	594,430	7	84,919	9,132,866,690	173,650,467	No	No	Council/Manager
Bremerton	\$ 1,624.62	\$ 452.00	n/a	45,390	7	6,484	5,968,334,554	187,477,762	Yes	No	Strong Mayor
Camas	\$ 1,224.00	\$ 75.00	n/a	27,420	7	3,917	5,944,128,239	190,270,000	Yes	No	Strong Mayor
Pasco	\$ 1,115.00	\$ 335.00	n/a	82,220	7	11,746	12,331,147,293	285,475,372	No	No	Council/Manager
Yakima	\$ 1,075.00	\$ 300.00	\$ 100.00	99,370	7	14,196	12,101,391,489	311,445,575	Yes	No	Council/Manager
Oak Harbor	\$ 1,200.00	n/a	n/a	24,900	7	3,557	2,974,057,693	326,696,330	Yes	Yes	Strong Mayor
Auburn*	\$ 1,555.20	n/a	\$ 518.40	88,820	7	12,689	14,375,388,296	342,014,000	Yes	No	Strong Mayor
Richland	\$ 1,329.00	\$ 250.00	n/a	64,190	7	9,170	12,224,902,089	361,036,823	Yes	Yes	Council Manager
Average	\$ 1,202.62	\$ 349.33	\$ 183.35	77,169	7	11,024.20	\$ 9,194,553,315.12	\$ 168,549,774.50			

Difference Between

Bremerton and Average \$ 422.00 \$ 102.67 \$ (183.35) (31,779.35) 0 \$ (4,539.92) \$ (3,226,218,761.12) \$ 18,927,987.50

Jurisdictions used in Labor Negotiations

**Auburn - Council members receive an additional payment of \$55.00 per meeting, up to four meetings a month (maximum additional monthly compensation of \$220.00)*

2025 Council Members Salary Survey

Sorted by Comparable Cities

Jurisdiction	Council Member Monthly Salary	Additional Pay for Council President/Mayor	Additional Pay for Deputy Mayor	Population	# of Council Members	# of Citizens Per Council Member	Assessed Valuation	Annual Budget	Expense Reimbursement	Medical/Dental/Vision	Form of Government
Bonney Lake	\$ 850.00	n/a	n/a	23,320	7	3,331	4,845,953,176	8,208,245	Yes	No	Strong Mayor
Bremerton	\$ 1,624.62	\$ 452.00	n/a	45,390	7	6,484	5,968,334,554	187,477,762	Yes	No	Strong Mayor
Camas	\$ 1,224.00	\$ 75.00	n/a	27,420	7	3,917	5,944,128,239	190,270,000	Yes	No	Strong Mayor
Des Moines	\$ 750.00	\$ 300.00	n/a	31,988	7	4,570	6,904,063,147	44,519,947	No	No	Council/Manager
Lake Stevens	\$ 1,000.00	n/a	n/a	41,540	7	5,934	8,680,217,564	58,012,658	Yes	No	Strong Mayor
Longview	\$ 1,010.00	n/a	n/a	38,230	7	5,461	4,886,772,404	143,079,792	Yes	No	Council/Manager
Mount Vernon	\$ 1,200.00	n/a	n/a	35,800	7	5,114	5,983,814,440	104,070,912	Yes	Yes	Strong Mayor
Mountlake Terrace	\$ 1,003.00	\$ 224.00	n/a	21,516	7	3,074	5,260,403,776	70,636,289	Yes	No	Council/Manager
Oak Harbor	\$ 1,200.00	n/a	n/a	24,900	7	3,557	2,974,057,693	326,696,330	Yes	Yes	Strong Mayor
Tumwater	\$ 925.00	\$ 935.00	n/a	27,605	7	3,944	6,278,504,073	170,023,902	Yes	No	Strong Mayor
Average	\$ 1,018.00	\$ 383.50	\$ -	30,257.67	7	4,322.51	\$5,750,879,390.22	\$123,946,452.73			

Difference Between

Bremerton and Average \$ 606.62 \$ 68.50 0.00 \$ 15,132.33 0 2,161.78 \$ 217,455,163.78 \$ 63,531,309.27

Jurisdictions used in Labor Negotiations

2025 Legislative Office Manager

Sorted by Jurisdiction

Jurisdiction	Council Member Monthly Salary	Additional Pay for Council President/Mayor	Additional Pay for Deputy Mayor	Population	# of Council Members	# of Citizens Per Council Member	Assessed Valuation	Annual Budget	Expense Reimbursement	Medical/Dental/Vision	Form of Government
Auburn*	\$ 1,555.20	n/a	\$ 518.40	88,820	7	12,689	14,375,388,296	342,014,000	Yes	No	Strong Mayor
Bonney Lake	\$ 850.00	n/a	n/a	23,320	7	3,331	4,845,953,176	8,208,245	Yes	No	Strong Mayor
Bremerton	\$ 1,624.62	\$ 452.00	n/a	45,390	7	6,484	5,968,334,554	187,477,762	Yes	No	Strong Mayor
Camas	\$ 1,224.00	\$ 75.00	n/a	27,420	7	3,917	5,944,128,239	190,270,000	Yes	No	Strong Mayor
Des Moines	\$ 750.00	\$ 300.00	n/a	31,988	7	4,570	6,904,063,147	44,519,947	No	No	Council/Manager
Lacey	\$ 1,825.00	\$ 225.00	\$ 115.00	594,430	7	84,919	9,132,866,690	173,650,467	No	No	Council/Manager
Lake Stevens	\$ 1,000.00	n/a	n/a	41,540	7	5,934	8,680,217,564	58,012,658	Yes	No	Strong Mayor
Longview	\$ 1,010.00	n/a	n/a	38,230	7	5,461	4,886,772,404	143,079,792	Yes	No	Council/Manager
Mount Vernon	\$ 1,200.00	n/a	n/a	35,800	7	5,114	5,983,814,440	104,070,912	Yes	Yes	Strong Mayor
Mountlake Terrace	\$ 1,003.00	\$ 224.00	n/a	21,516	7	3,074	5,260,403,776	70,636,289	Yes	No	Council/Manager
Oak Harbor	\$ 1,200.00	n/a	n/a	24,900	7	3,557	2,974,057,693	326,696,330	Yes	Yes	Strong Mayor
Pasco	\$ 1,115.00	\$ 335.00	n/a	82,220	7	11,746	12,331,147,293	285,475,372	No	No	Council/Manager
Port Orchard	\$ 1,083.33	n/a	n/a	17,480	7	2,497	2,503,880,075	113,877,054	Yes	No	Strong Mayor
Poulsbo	\$ 1,000.00	n/a	n/a	13,010	7	1,859	2,822,114,209	24,328,801	Yes	No	Strong Mayor
Redmond	\$ 2,300.00	\$ 500.00	n/a	80,040	7	11,434	39,057,801,704	138,000,000	Yes	Yes	Strong Mayor
Richland	\$ 1,329.00	\$ 250.00	n/a	64,190	7	9,170	12,224,902,089	361,036,823	Yes	Yes	Council Manager
Tumwater	\$ 925.00	\$ 935.00	\$ -	27,605	7	3,944	6,278,504,073	170,023,902	Yes	No	Strong Mayor
Yakima	\$ 1,075.00	\$ 300.00	\$ 100.00	99,370	7	14,196	12,101,391,489	311,445,575	Yes	No	Council/Manager
Average	\$ 1,202.62	\$ 349.33	\$ 183.35	77,169	7	11,024.20	9,194,553,315	\$ 168,549,774.50			

Median \$ 1,083.33

Difference Between

Bremerton and Average \$ 422.00 \$ 102.67 \$ (183.35) \$ (31,779.35) 0 (4,539.92) \$ (3,226,218,761.12) \$ 18,927,987.50

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Port Orchard	\$ 1,083.33	n/a	n/a	17,480	7	2,497	2,503,880,075	113,877,054	Yes	No	Strong Mayor
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Longview	\$ 1,010.00	n/a	n/a	38,230	7	5,461	4,886,772,404	143,079,792	Yes	No	Council/Manager
Lake Stevens	\$ 1,000.00	n/a	n/a	41,540	7	5,934	8,680,217,564	58,012,658	Yes	No	Strong Mayor
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Richland	\$ 1,329.00	\$ 250.00	n/a	64,190	7	9,170	12,224,902,089	361,036,823	Yes	Yes	Council Manager
Redmond	\$ 2,300.00	\$ 500.00	n/a	80,040	7	11,434	39,057,801,704	138,000,000	Yes	Yes	Strong Mayor
Pasco	\$ 1,115.00	\$ 335.00	n/a	82,220	7	11,746	12,331,147,293	285,475,372	No	No	Council/Manager
Auburn*	\$ 1,555.20	n/a	\$ 518.40	88,820	7	12,689	14,375,388,296	342,014,000	Yes	No	Strong Mayor
Yakima	\$ 1,075.00	\$ 300.00	\$ 100.00	99,370	7	14,196	12,101,391,489	311,445,575	Yes	No	Council/Manager
Lacey	\$ 1,825.00	\$ 225.00	\$ 115.00	594,430	7	84,919	9,132,866,690	173,650,467	No	No	Council/Manager
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Median \$ 1,083.33

Difference Between

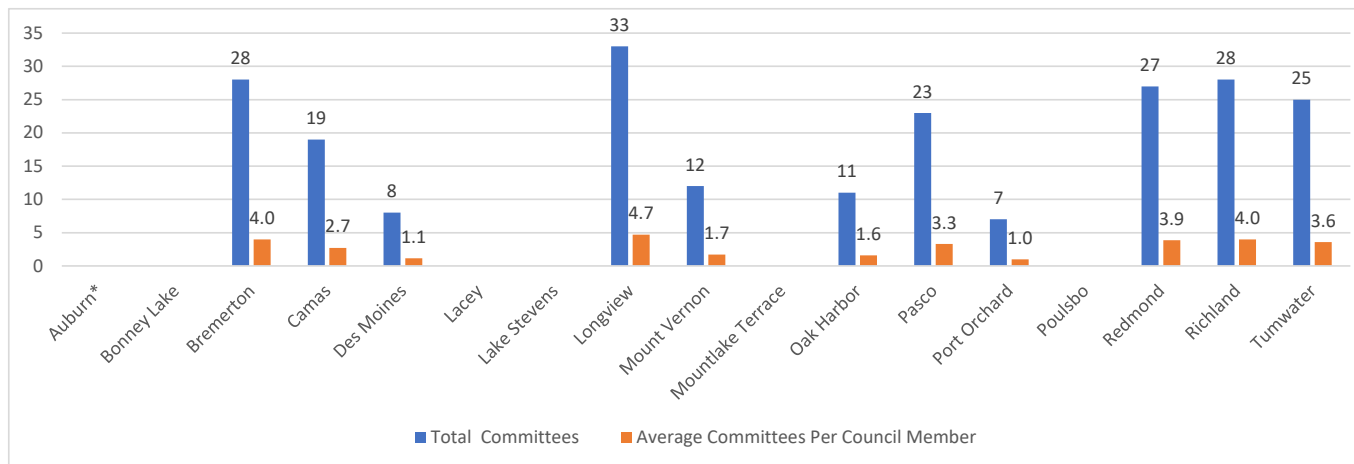
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Jurisdictions used in Labor Negotiations

**Auburn - Council members receive an additional payment of \$55.00 per meeting, up to four meetings a month (maximum additional monthly compensation of \$220.00)*

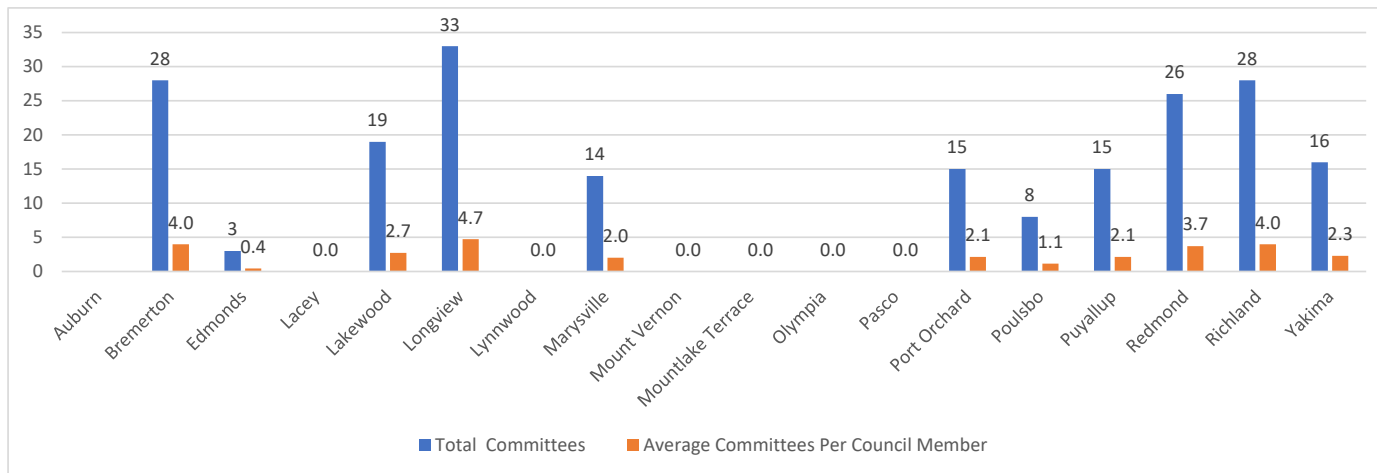
Committee Assignments by Council Member - 2025

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn*			Requested - Not Received
Bonney Lake			Requested - Not Received
Bremerton	28	4.0	6 Assignments are backup only when Mayor not available
Camas	19	2.7	
Des Moines	8	1.1	
Lacey			Requested - Not Received
Lake Stevens			Requested - Not Received
Longview	33	4.7	
Mount Vernon	12	1.7	
Mountlake Terrace			Requested - Not Received
Oak Harbor	11	1.6	
Pasco	23	3.3	
Port Orchard	7	1.0	
Poulsbo			Requested - Not Received
Redmond	27	3.9	
Richland	28	4.0	
Tumwater	25	3.6	
Yakima			Requested - Not Received



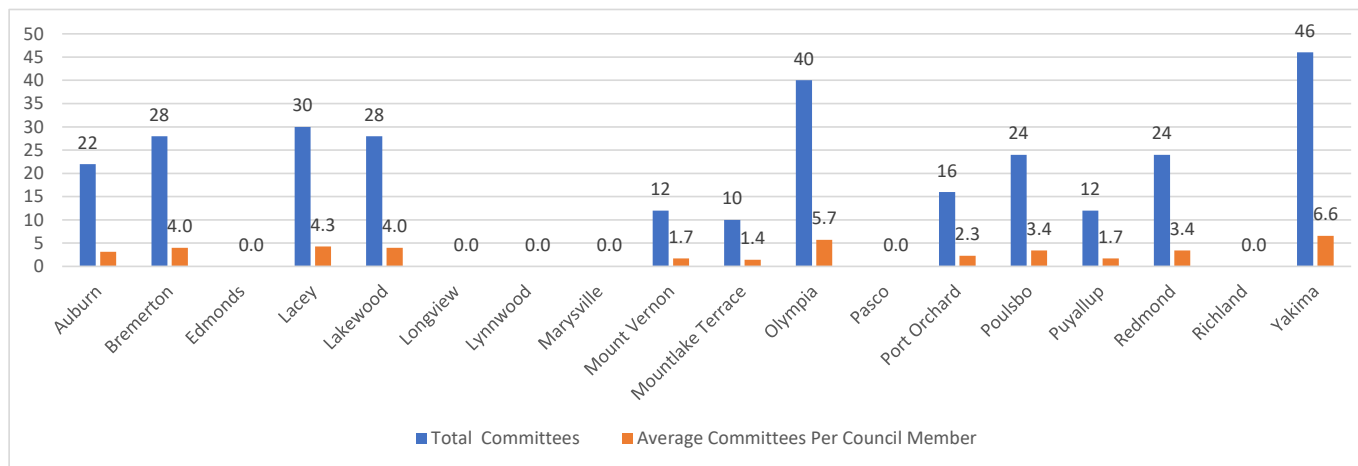
Committee Assignments by Council Member - 2024

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn		0.0	Requested - Not Received
Bremerton	28	4.0	5 Assignments are backup only when Mayor not available
Edmonds	3	0.4	
Lacey		0.0	Requested - Not Received
Lakewood	19	2.7	
Longview	33	4.7	Requested - Not Received
Lynnwood		0.0	Requested - Not Received
Marysville	14	2.0	
Mount Vernon		0.0	Requested - Not Received
Mountlake Terrace		0.0	Requested - Not Received
Olympia		0.0	Requested - Not Received
Pasco		0.0	Requested - Not Received
Port Orchard	15	2.1	
Poulsbo	8	1.1	
Puyallup	15	2.1	
Redmond	26	3.7	
Richland	28	4.0	
Yakima	16	2.3	



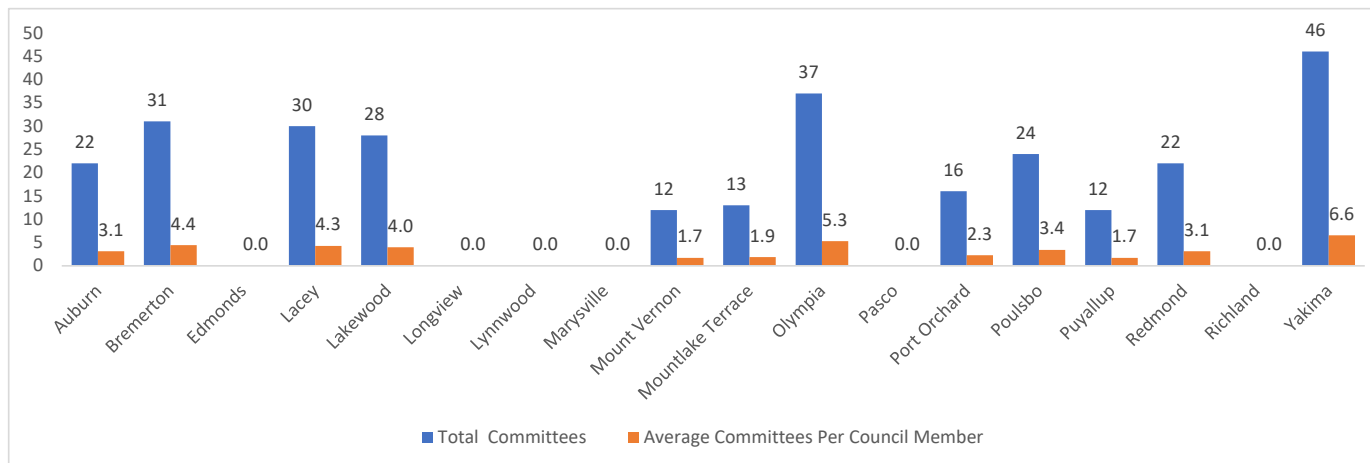
Committee Assignments by Council Member - 2023

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn	22	3.1	
Bremerton	28	4.0	5 Assignments are backup only when Mayor not available
Edmonds		0.0	Information Requested - Not Provided
Lacey	30	4.3	
Lakewood	28	4.0	
Longview		0.0	Information Requested - Not Provided
Lynnwood		0.0	Information Requested - Not Provided
Marysville		0.0	Information Requested - Not Provided
Mount Vernon	12	1.7	
Mountlake Terrace	10	1.4	
Olympia	40	5.7	
Pasco		0.0	Information Requested - Not Provided
Port Orchard	16	2.3	
Poulsbo	24	3.4	
Puyallup	12	1.7	
Redmond	24	3.4	
Richland		0.0	Information Requested - Not Provided
Yakima	46	6.6	10 are optional (Council representation requested but not required); 8 are attended by Mayor or designee



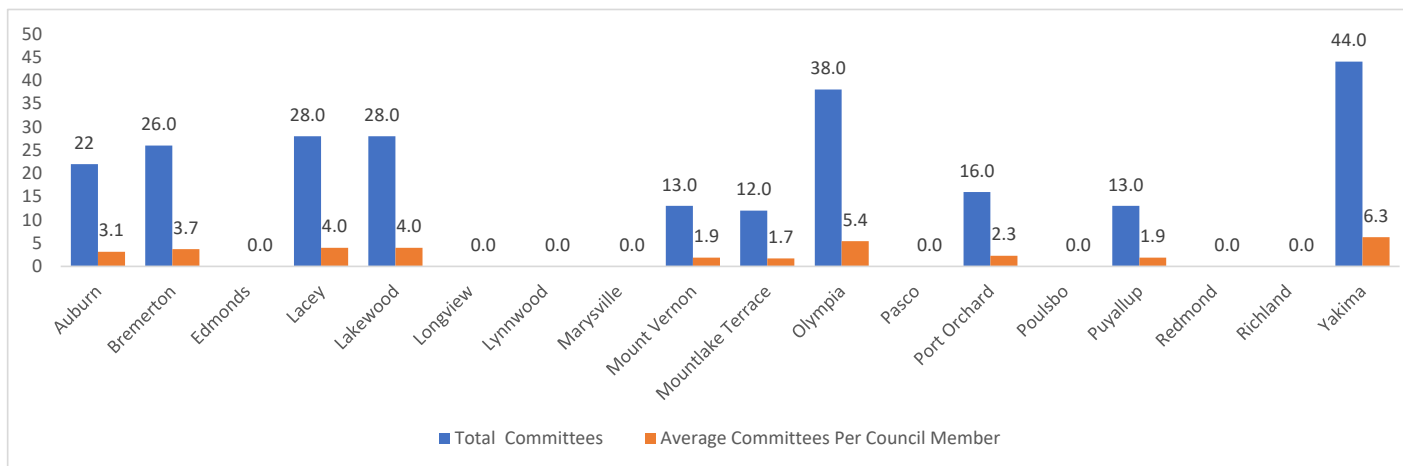
Committee Assignments by Council Member - 2022

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn	22	3.1	
Bremerton	31	4.4	5 Assignments are backup only when Mayor not available
Edmonds		0.0	Information Requested - Not Provided
Lacey	30	4.3	
Lakewood	28	4.0	
Longview		0.0	Information Requested - Not Provided
Lynnwood		0.0	Information Requested - Not Provided
Marysville		0.0	Information Requested - Not Provided
Mount Vernon	12	1.7	
Mountlake Terrace	13	1.9	
Olympia	37	5.3	
Pasco		0.0	Information Requested - Not Provided
Port Orchard	16	2.3	
Poulsbo	24	3.4	
Puyallup	12	1.7	
Redmond	22	3.1	
Richland		0.0	Information Requested - Not Provided
Yakima	46	6.6	10 are optional (Council representation requested but not required); 8 are attended by Mayor or designee



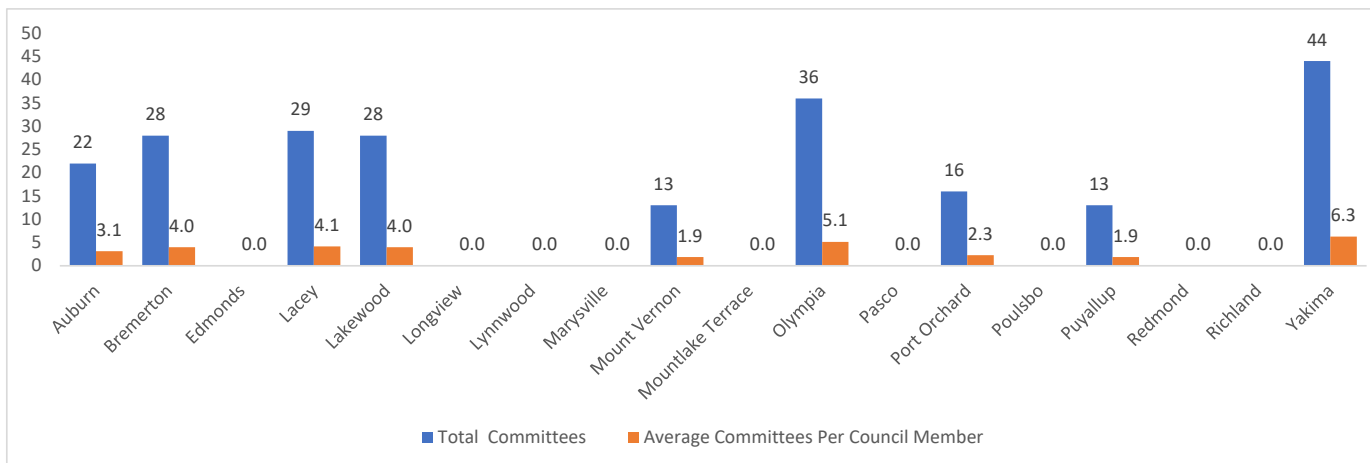
Committee Assignments by Council Member - 2021

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn	22	3.1	
Bremerton	26.0	3.7	6 Assignments are backup only when Mayor not available
Edmonds		0.0	Information requested - not provided
Lacey	28.0	4.0	
Lakewood	28.0	4.0	
Longview		0.0	Information requested - not provided
Lynnwood		0.0	Information requested - not provided
Marysville		0.0	Information requested - not provided
Mount Vernon	13.0	1.9	
Mountlake Terrace	12.0	1.7	
Olympia	38.0	5.4	
Pasco		0.0	Information requested - not provided
Port Orchard	16.0	2.3	
Poulsbo		0.0	Information requested - not provided
Puyallup	13.0	1.9	
Redmond		0.0	Information requested - not provided
Richland		0.0	Information requested - not provided
Yakima	44.0	6.3	8 are optional (Council representation requested but not required); 8 are attended by Mayor or designee



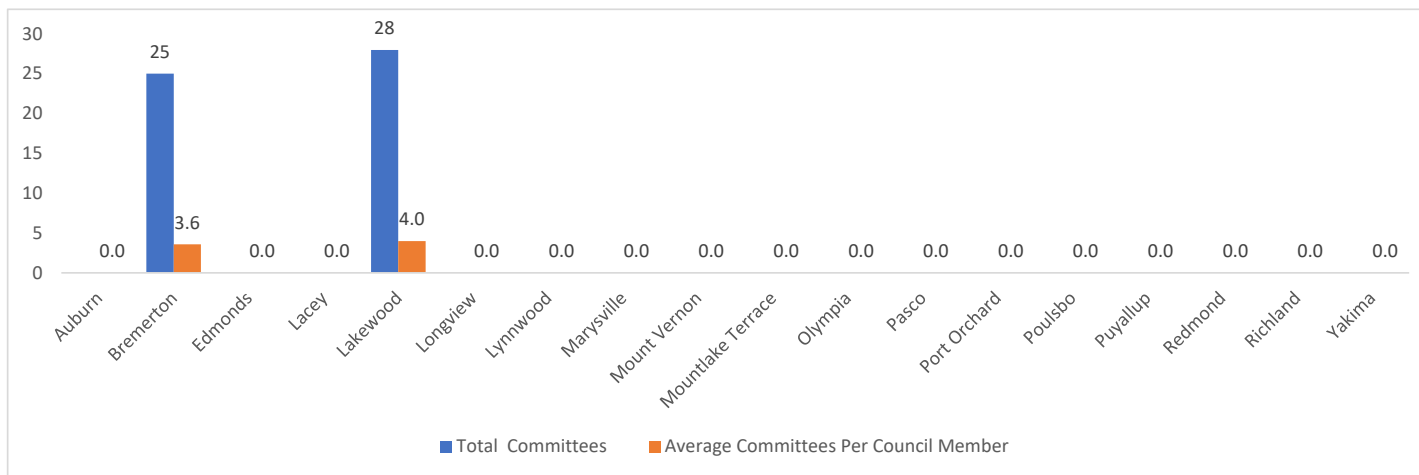
Committee Assignments by Council Member - 2020

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn	22	3.1	
Bremerton	28	4.0	6 Assignments are backup only when Mayor not available
Edmonds		0.0	Information requested - not provided
Lacey	29	4.1	
Lakewood	28	4.0	
Longview		0.0	Information requested - not provided
Lynnwood		0.0	Information requested - not provided
Marysville		0.0	Information requested - not provided
Mount Vernon	13	1.9	
Mountlake Terrace		0.0	Information requested - not provided
Olympia	36	5.1	
Pasco		0.0	Information requested - not provided
Port Orchard	16	2.3	
Poulsbo		0.0	Information requested - not provided
Puyallup	13	1.9	
Redmond		0.0	Information requested - not provided
Richland		0.0	Information requested - not provided
Yakima	44	6.3	8 are optional (Council representation requested but not required); 8 are attended by Mayor or designee



Committee Assignments by Council Member - 2019

Jurisdiction	Total Committees	Average Committees Per Council Member	Notes/Comments
Auburn		0.0	
Bremerton	25	3.6	6 Assignments are backup only when Mayor not available
Edmonds		0.0	Information requested - not provided
Lacey		0.0	Information requested - not provided
Lakewood	28	4.0	
Longview		0.0	Information requested - not provided
Lynnwood		0.0	Information requested - not provided
Marysville		0.0	Information requested - not provided
Mount Vernon		0.0	Information requested - not provided
Mountlake Terrace		0.0	Information requested - not provided
Olympia		0.0	Information requested - not provided
Pasco		0.0	Information requested - not provided
Port Orchard		0.0	
Poulsbo		0.0	Information requested - not provided
Puyallup		0.0	Information requested - not provided
Redmond		0.0	Information requested - not provided
Richland		0.0	Information requested - not provided
Yakima		0.0	Information requested - not provided



Budgets by Jurisdiction - 2025

Jurisdiction	Budget
Auburn	342,014,000
Bonney Lake	8,208,245
Bremerton	187,477,762
Camas	190,270,000
Des Moines	6,904,063,147
Lacey	173,650,467
Lake Stevens	58,012,658
Longview	143,079,792
Mount Vernon	5,983,814,440
Mountlake Terrace	70,636,289
Oak Harbor	326,696,330
Pasco	285,475,372
Port Orchard	113,877,054
Poulsbo	24,328,801
Redmond	138,000,000
Richland	361,036,823
Tumwater	170,023,902
Yakima	311,445,575

Budgets by Jurisdiction - 2024

Jurisdiction	Budget
Yakima	14,674,654.00
Poulsbo	17,969,671.00
Mountlake Terrace	77,168,772.00
Lakewood	111,132,283.00
Edmonds	124,150,146.00
Longview	125,437,360.00
Port Orchard	128,183,500.00
Mount Vernon	133,536,873.00
Redmond	140,876,442.00
Puyallup	153,114,600.00
Lacey	173,650,467.00
Lynnwood	216,091,257.00
Olympia	223,362,872.00
Bremerton	228,012,747.00
Richland	312,942,767.00
Auburn	342,014,000.00
Marysville	455,651,081.00
Pasco	575,600,000.00

Budgets by Jurisdiction - 2023

Jurisdiction	Budget
Poulsbo	32,094,306.00
Mountlake Terrace	90,540,752.00
Port Orchard	94,697,200.00
Lynnwood	112,176,210.00
Edmonds	118,861,486.00
Lakewood	121,663,298.00
Puyallup	135,417,210.00
Redmond	140,876,442.00
Mount Vernon	141,525,433.00
Lacey	173,650,467.00
Olympia	188,000,000.00
Longview	216,896,190.00
Bremerton	222,146,230.00
Yakima	249,825,279.00
Richland	322,461,178.00
Marysville	396,659,158.00
Auburn	417,051,908.00
Pasco	575,600,000.00

Budgets by Jurisdiction - 2022

Jurisdiction	Budget
Poulsbo	32,094,306.00
Mountlake Terrace	71,655,749.00
Mount Vernon	77,070,623.00
Lakewood	90,274,821.00
Redmond	100,850,000.00
Lynnwood	112,176,210.00
Edmonds	118,861,486.00
Puyallup	135,417,210.00
Port Orchard	138,959,459.00
Olympia	166,842,926.00
Lacey	173,650,467.00
Pasco	213,712,293.00
Auburn	213,828,120.00
Longview	216,896,190.00
Bremerton	224,964,542.00
Yakima	249,825,279.00
Richland	289,797,380.00
Marysville	396,659,158.00

Budgets by Jurisdiction - 2021

Jurisdiction	Budget
Poulsbo	32,094,306.00
Mount Vernon	71,175,316.00
Lakewood	90,274,821.00
Mountlake Terrace	94,265,985.00
Port Orchard	99,875,800.00
Edmonds	118,861,486.00
Puyallup	122,635,686.00
Olympia	166,842,926.00
Lacey	168,762,963.00
Auburn	189,500,000.00
Bremerton	192,162,136.00
Pasco	213,712,293.00
Longview	216,896,190.00
Lynnwood	221,771,244.00
Yakima	249,825,279.00
Richland	291,001,221.00
Marysville	396,659,158.00
Redmond	799,157,035.00