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Scott Chaplin, Mayor  
mayor@langleywa.org

## City of Langley

### Notice of Special Meeting of the Langley City Council

**Monday, February 27<sup>th</sup>, 2023 at 6:30 PM**

**to be held in the City Hall Council Chambers 112 2<sup>nd</sup> St., Langley, WA 98260 or via Zoom webinar at:**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/81333791577?pwd=ZTcyaVVBeFQ0NUpFdVVva2syQ1p4dz09>

Passcode: **444379**

Or One tap mobile : +12532158782,,81333791577#,,,,\*444379#

Or Telephone: +1 253 215 8782 Webinar ID: **813 3379 1577** Passcode: **444379**

International numbers available: <https://us02web.zoom.us/j/81333791577?pwd=ZTcyaVVBeFQ0NUpFdVVva2syQ1p4dz09>

### AGENDA

**1. CALL TO ORDER**

a. Roll Call - 3 minutes

**2. Approval of Agenda**

**3. Ordinance for Structure of City Administrator/Clerk Position, Second Reading, Chris Carlson, Chair of FPLC Commission– 20 minutes .....Pages 2-11**

**4. Discussion about FPLC’s Recommendation regarding Mayor/Council Pay, Council Member Craig Cyr – 10 minutes ..... Pages 12-14**

**5. ADJOURNMENT**

Thank you for participating! If reasonable accommodation of a disability is needed, please contact Darlene Baldwin at (360) 221-4246 ext. 17 at least 48 hours prior to this meeting. Statement regarding Potential Conflicts of Interest Officials, employees, consultants, volunteers, and vendors are obliged to withdraw from any involvement in a matter where there is a conflict or perceived conflict, even if they feel certain they can act impartially. If a conflict, or potential conflict exists, the affected party shall declare so at the first public meeting when the matter is being considered. And shall withdraw from the meeting or future meetings for the duration of the discussion of the issue.

**CITY OF LANGLEY  
ORDINANCE No. XXXX**

**DRAFT**

**AN ORDINANCE OF THE CITY OF LANGLEY,  
WASHINGTON, ADOPTING A NEW CHAPTER 2.05  
TO THE LANGLEY MUNICIPAL CODE (LMC),  
RELATING TO THE CREATION OF CITY  
ADMINISTRATOR ROLES AND  
RESPONSIBILITIES; REVISING CHAPTERS 2.16,  
2.19 AND 2.12.020 AND MISC. REFERENCES TO  
CLERK-TREASURER IN THE LMC; PROVIDING  
FOR SEVERABILITY; AND ESTABLISHING AN  
EFFECTIVE DATE**

WHEREAS, the City Council of the City of Langley desires to create code to define the roles and responsibilities of a City Administrator to assume of the roles previously undertaken by the Clerk-Treasurer, Mayor and some other staff;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LANGLEY, WASHINGTON, DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. New Langley Municipal Code Chapter 2.05 (City Administrator).  
Adopted. A new Langley Municipal Code Chapter 2.05, to be entitled “City Administrator,” is hereby adopted to read as:

**2.05.010 - Position created.**

There is created the position of city administrator, who shall be and act as the administrative and executive supervisor of the city government under the authority and direction of the mayor. The position of city administrator shall be filled by appointment of the mayor with the consent and approval of a majority of the city council. The position of city administrator shall be an at-will position; any person so appointed to the position of city administrator shall serve at the pleasure of the mayor. Appointment of any person to the position of city administrator shall not be deemed to have conferred upon such appointee any express or implied contractual right to nor any property interest or liberty interest in continued employment with the city as city administrator or in any other capacity. The city may, at its option, enter into a formal contract with any person appointed as city administrator; provided, however, that such contract may not vary the provisions of this section.

**2.05.020 - Duties.**

A. The city administrator shall assist the mayor in the performance of his or her duties and shall do all things required by the mayor to assist in the administration of the business of the city government. The city administrator shall oversee and supervise the

various city departments as directed by the mayor, and shall assist in the coordination of city business between the city council and various city officers and departments.

B. Without limiting the generality of the foregoing, in accordance with state and local law, the city administrator shall have the following specific duties, powers and responsibilities:

1. Under the direction and authority of the mayor, the city administrator shall supervise, administer and coordinate the activities and functions of the various city officers and departments in carrying out the requirements of city ordinances and policies of the city, and to administer and supervise the carrying out of the decisions, regulations and policies of the various city departments, as designated from time to time by the mayor and council.

2. The city administrator shall plan and direct all administrative activities in the city, develop and implement internal policies and procedures, appraise the efficiency and effectiveness of city employees and take necessary actions to ensure the maximum efficiency of the general operations of the city.

4. The city administrator shall regularly report to the mayor concerning the status of all assignments, duties, projects and functions of the various city officers and departments.

5. The city administrator shall serve as personnel officer for the city. As personnel officer, the city administrator shall, subject to approval of the mayor, supervise the hiring and discharge of all city employees except employees and officers required by state law or city ordinance to be appointed by the mayor or elected by the voters of the city.

6. The city administrator shall assist the mayor in supervising preparation of the annual budget and its submission to the council, and be responsible for supervising its administration after adoption.

7. The city administrator shall assist the mayor in conducting the city's business in all matters, and perform such other duties and assume such other responsibilities as the mayor may direct, or as may be required by ordinance or resolution of the city council.

8. The city administrator shall meet with the mayor and city council as often as is necessary to keep them informed of the status and result of departmental operations and projects.

9. The city administrator shall act as the city representative in areas such as labor relations, intergovernmental relations, conferences, conventions and seminars related to improved city administration. They shall delegate responsibility as necessary to accomplish desired objectives.

10. The city administrator shall undertake special projects at the direction or request of the mayor.

11. The city administrator shall be informed about and remain cognizant of federal and state grant and loan opportunities that could be of pecuniary value to the city, and shall alert the proper city officials to any opportunities for taking advantage of federal and state grants which could benefit the city.

12. The city administrator shall be responsible for oversight of the various citizen commissions established by the city council, and ensure their compliance with relevant city code and state laws pertaining to them. They shall propose to the city council revisions to city code when appropriate to ensure the effective operations of citizen commissions. They shall alert the city council to open positions, solicit and collect applications for open positions, and encourage productive communication between commissions, city staff, and the city council.

**2.05.030 - Compensation.**

The compensation for the office of the city administrator shall be as may be fixed by the city council annually at the time that the budget is adopted. (Ord. 354, 1981)

**2.05.040 Combined Offices.**

In the event the office of city administrator is combined with any other appointive position in the city where the same is not prohibited by statute, compensation for such combined offices shall be as fixed by the city council, and shall not necessarily be the total of the compensation fixed for each office individually.

**2.05.050 Residency requirements.**

The city administrator need not reside within the city.

**2.05.060 - Conflict of provisions.**

To the extent that the provisions of this chapter or any employment contract with a city administrator relating to employee tenure, compensation and benefits conflict with any other ordinances, resolutions or the employee manual of the city, the provisions of this chapter and such employment contract shall prevail. To the extent that such provisions of this chapter conflict with any such employment contract, the provisions of this chapter shall prevail.

**Revise Chapter 2.16 City Clerk/Treasurer**

Current	New
<b>Title:</b> City Clerk/Treasurer	<b>Title:</b> Clerk
<p><b>2.16.010 Office created.</b></p> <p>There is created and established the office of city clerk-treasurer, to be appointed by the mayor subject to city council confirmation, as provided in Chapter <a href="#">2.12</a>. (Ord. 354, 1981)</p>	<p><b>2.16.010 Office created.</b></p> <p>There is created and established the office of <b>clerk</b>, to be appointed by the mayor subject to city council confirmation, as provided in Chapter <a href="#">2.12</a>. (Ord. 354, 1981, <b>new ord</b>)</p>

**2.16.020 Powers – Duties.**

A. The city clerk-treasurer shall have the powers and duties provided by statute and ordinance, now existing or hereafter adopted, and shall be subject to the general supervision of the mayor of the city.

B. The duties of the city clerk-treasurer shall include, but are not limited to, attendance by the clerk, or a deputy, at all meetings of the city council to record the proceedings and keep an accurate record thereof, to maintain custody of all official records and to provide for public inspection and copying, to attest to public instruments and official acts of the mayor, to keep the council fully advised of the financial condition of the city, and to assist in the preparation of a proposed budget for the fiscal year, and to be responsible for its administration upon adoption. (Ord. 354, 1981)

**2.16.020 Powers – Duties.**

A. The clerk shall have the powers and duties provided by statute and ordinance, now existing or hereafter adopted, to be performed by a clerk of a non-charter code city operating under the mayor council plan.

1. The clerk shall keep a full and true record of every act and proceeding of the city council, and to keep such book accounts and make such reports as may be required by the Division of Municipal Corporations in the office of the State Auditor.

2. The clerk shall record all ordinances and resolutions, annexing thereto a certificate giving the number and title of the ordinance, stating that the ordinance was published and posted according to law, and that the record is a true and correct copy thereof.

3. The clerk shall be custodian of the seal of the city and to have authority to acknowledge the execution of all instruments by the city which require acknowledgments.

4. The clerk shall have the authority to take all necessary affidavits to claims against the city and certify them without charge.

5. The clerk shall perform such other duties as may be required by statute or ordinance.

6. The clerk shall serve as the city's public records officer, and shall have all powers and duties assigned to that role under the Washington State public records act.

7. The clerk shall delegate such duties and responsibilities unless otherwise prohibited by law.

<p><b>2.16.030 Deputy clerk-treasurer.</b></p> <p>One or more deputy city clerk-treasurer positions may be created, which shall be filled by appointment by the mayor and approval of the city council as provided by Chapter 2.12. (Ord. 354, 1981)</p>	<p><b>2.16.030 Deputy Clerk.</b></p> <p>One or more deputy <b>clerk</b> positions may be created, which shall be filled by appointment by the mayor and approval of the city council as provided by Chapter 2.12. (Ord. 354, 1981, <b>new ord</b>)</p>
<p><b>2.16.040 Compensation.</b></p> <p>The compensation for the office of the city clerk/treasurer shall be as may be fixed by the city council annually at the time that the budget is adopted. (Ord. 354, 1981)</p>	<p><b>2.16.040 Compensation.</b></p> <p>The compensation for the office of the <b>clerk</b> shall be as may be fixed by the city council annually at the time that the budget is adopted. (Ord. 354, 1981)</p>
<p>NEW ADDITION</p>	<p><b>2.16.050 Combined Offices.</b></p> <p>In the event the office of treasurer is combined with any other appointive position in the city where the same is not prohibited by statute, compensation for such combined offices shall be as fixed by the city council, and shall not necessarily be the total of the compensation fixed for each office individually.</p>

## Revise Chapter 2.19 Finance Department and Director

<p>NEW ADDITION</p>	<p><b>2.19.060 Deputy Treasurer.</b></p> <p>One or more deputy <b>treasurer</b> positions may be created, which shall be filled by appointment by the mayor and approval of the city council as provided by Chapter 2.12. (Ord. 354, 1981, <b>new ord</b>)</p>
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## Revise Chapter 2.12.020 Bond requirement

Current	New
<p><b>2.12.020 Bond requirement.</b></p> <p>A. Before entering into the performance of their respective duties to the city, the following officers of the city shall furnish to the city a good and sufficient surety bond conditioned upon the faithful performance and discharge of their duties, and for the proper application and payment of all funds or property received by virtue of their official positions with the city:</p> <ol style="list-style-type: none"> <li>1. Clerk-treasurer, \$50,000;</li> <li>2. Deputy clerk-treasurer, \$5,000;</li> <li>3. Chief of police, \$1,000;</li> <li>4. Patrolman, \$1,000.</li> </ol> <p>B. The required surety bond shall be filed with the city clerk and thereafter the city shall pay the reasonable cost of the surety bond or reimburse the officer for its cost.</p> <p>C. In the event of the expiration or cancellation of the surety bond, notice shall be served upon the city clerk-treasurer who shall notify the city council at its next regularly scheduled meeting.</p> <p>D. The surety bonds which are required by this section may be either of the blanket or individual type. (Ord. 504, 1987; Ord. 353, 1981)</p>	<p><b>2.12.020 Bond requirement.</b></p> <p>A. Before entering into the performance of their respective duties to the city, the following officers of the city shall furnish to the city a good and sufficient surety bond conditioned upon the faithful performance and discharge of their duties, and for the proper application and payment of all funds or property received by virtue of their official positions with the city:</p> <ol style="list-style-type: none"> <li>1. City Administrator, Clerk, Finance Director, Treasurer, \$50,000;</li> <li>2. Deputy Clerk, Deputy Treasurer, \$5,000;</li> <li>3. Chief of police, \$1,000;</li> <li>4. Patrolman, \$1,000.</li> </ol> <p>B. The required surety bond shall be filed with the city clerk and thereafter the city shall pay the reasonable cost of the surety bond or reimburse the officer for its cost.</p> <p>C. In the event of the expiration or cancellation of the surety bond, notice shall be served upon the city clerk who shall notify the city council at its next regularly scheduled meeting.</p> <p>D. The surety bonds which are required by this section may be either of the blanket or individual type. (Ord. 504, 1987; Ord. 353, 1981; new ord)</p>

## Revise Other Misc. References to Clerk-Treasurer

Current	New
<p><b>2.06.030 Special meetings.</b></p> <p><b>2.06.060 Meetings – Attendance</b></p> <p><b>2.06.070 Meetings – Agenda – Preparation – Distribution.</b></p> <p><b>2.06.080 Meetings – Order of business.</b></p> <p><b>2.06.090 Meetings – Conduct.</b></p> <p><b>2.06.110 Officers – Mayor.</b></p> <p><b>2.06.120 Officers – Presiding officer.</b></p> <p><b>2.06.190 Conflict of interest – Appearance of fairness.</b></p> <p><b>2.06.230 Public hearings.</b></p> <p><b>2.06.260 Complaints and suggestions.</b></p> <p><b>2.10.010 Clerk-treasurer defined.</b></p> <p><b>2.10.020 Request for records.</b></p> <p><b>2.10.030 Response to request.</b></p> <p><b>2.10.050 Records copy charge.</b></p> <p><b>2.10.060 Alteration of cost schedule.</b></p> <p><b>2.10.070 Costs – Court transcripts.</b></p> <p><b>5.04.050 Procedure.</b></p> <p><b>5.04.060 Term of license and renewal.</b></p>	<p>Replace all references to “clerk-treasurer” with just “clerk”.</p>
<p><b>3.28.020 Initiation of improvement.</b></p> <p><b>3.28.090 Collection of assessment – Local improvement district fund.</b></p>	<p>Replace all references to “clerk-treasurer” with just “finance director”.</p>



<p><b>3.28.095 Foreclosure of delinquent assessments.</b></p> <p><b>3.28.100 Bond – Assessment.</b></p> <p><b>3.28.110 Bond – Installment plan.</b></p> <p><b>3.80.020 Responsibility for administration.</b></p> <p><b>3.80.030 Determination of value.</b></p> <p><b>3.80.040 Report to clerk-treasurer – Initial procedure.</b></p> <p><b>3.80.045 Property worth \$1,000 or less.</b></p> <p><b>3.80.050 Procedure – Property of a value greater than \$1,000 and less than \$20,000.</b></p> <p><b>3.80.060 Procedure – Property of a value of \$20,000 or more.</b></p> <p><b>13.01.010 Water system – Definitions.</b></p> <p><b>13.01.040 Water department established – Administration.</b></p> <p><b>13.01.050 Application – Generally.</b></p> <p><b>13.01.060 Application – Form.</b></p> <p><b>13.01.100 Connection to water main.</b></p> <p><b>13.01.280 Billing disputes – Responsible party – Reduced utility charges in special cases.</b></p> <p><b>13.01.530 Delinquent payments.</b></p> <p><b>13.01.560 Meter testing – Adjustment of bill.</b></p> <p><b>13.01.630 Termination of service.</b></p> <p><b>2.52.065 Donation/transfer of lots or plots.</b></p>	
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<p><b>2.52.070 Price schedule.</b></p> <p><b>2.52.110 Burials.</b></p> <p><b>3.68.010 Audit of claims.</b></p> <p><b>3.68.040 Payment of claims.</b></p> <p><b>3.68.050 Clerk-treasurer's bond.</b></p> <p><b>3.68.062 Purchase order procedures.</b></p>	
<p><b>2.06.130 Officers – Clerk-treasurer.</b></p> <p>As per Chapter 2.16, the city clerk-treasurer shall:</p> <p>A. Have the powers and duties provided by statute and ordinance, now existing or hereafter adopted, and shall be subject to the general supervision of the mayor of the city;</p> <p>B. The duties of the city clerk-treasurer shall include, but are not limited to, attendance by the clerk-treasurer or a deputy at all meetings of the city council to record the proceedings and keep an accurate record thereof, to maintain custody of all official records and to provide for public inspection and copying, to attest to public instruments and official acts of the mayor, to keep the council fully advised of the financial condition of the city and to assist in the preparation of a proposed budget for the fiscal year, and to be responsible for its administration upon adoption. (Ord. 559, 1990)</p>	<p>Remove</p>
<p><b>2.06.140 Officers – Deputy clerk-treasurer.</b></p> <p>One or more deputy clerk-treasurer positions may be created, which shall be filled by appointment by the mayor and approval of the city council as provided by Chapter 2.12. (Ord. 559, 1990)</p>	<p>Remove</p>

Section 2. Severability. If any section, paragraph, subsection, clause, or phrase of this Ordinance is held invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance.

Section 3. Codification of Amendments. The City Council authorizes the City Clerk to correct any non-substantive errors herein, codify the amendments, and publish the amended code.

Section 4. Effective Date. This Ordinance shall be in full force and effect five days after publication and posting of an approved summary thereof, consisting of the title.

**ADOPTED BY THE CITY COUNCIL OF THE CITY OF LANGLEY, WASHINGTON, AT A REGULAR MEETING THERETO, THIS 27TH DAY OF FEBRUARY, 2023.**

\_\_\_\_\_  
Scott Chapin, Mayor

ATTEST:

\_\_\_\_\_  
Darlene Baldwin  
Interim City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Zach Lell, or  
City Attorney



# City of Langley

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## Memorandum

From: Chris Carlson, Chair, Finance & Personnel Legislative Commission (FPLC)  
To: Langley City Council  
Subject: Recommendations for Mayor and City Council Compensation  
Meeting Date: 02/27/2023

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## Purpose

The purpose of this memo is to provide the City Council with FPLC recommendations for the compensation Langley's Mayor and City Council should receive, with an explanation of the underlying reasoning and referential data which informed these recommendations.

## Background/Context

- On 10/17/2022 the FPLC recommended creation of a City Administrator / Clerk position.
- At the 02/06/2023 City Council meeting, the Council approved a first reading of ordinances that codify responsibilities to be delegated from the Mayor to the position of City Administrator / Clerk.
- The FPLC committed to reviewing mayoral compensation as part of this re-organization of responsibilities to ensure the Mayor's compensation is commensurate with the reduced time commitments and day-to-day responsibilities.
- At the 02/06/2023 City Council meeting, the Council referred the question of City Council compensation to the FPLC for review and recommendation.
- MRSC provides guidance on the applicable state laws for changing the salary of elected officials here: <https://mrsc.org/stay-informed/mrsc-insight/march-2022/salaries-for-elected-officials>

## FPLC Recommendations

1. The FPLC unanimously recommends that the City Council pass an ordinance to set the mayor's gross salary at \$642 per month (\$7,704 per year) without benefits, and to increase their salary annually at the COLA rate passed by Council for non-represented (non-union) staff. By law, this new salary would take effect at the beginning of the next mayoral term in 2024.
  - This salary is based on the median salary of mayors in the AWC 2022 Salary Survey with populations between 500-2200 (\$600/month), adding 7% for the 2023 COLA approved by the City Council as part of the 2023 budget.

- This salary is also commensurate with the median mayoral salary for towns & cities within this population range which have a City Administrator (also \$600/month).
  - By delegating management of day-to-day City operations to a City Administrator / Clerk, including attendance at many regularly scheduled meetings, the time commitment for the position should be reduced to reflect its part-time nature.
  - Currently, per LMC 2.06.015, the mayor is paid \$55,000 per year, plus benefits (budgeted in 2023 at \$19,392). This recommendation therefore reduces the mayor's budgetary impact by \$66,688 annually.
2. The FPLC unanimously recommends that the City Council pass an ordinance to set the City Council gross salary at \$40 per meeting, with a maximum of 4 City-compensated meetings per month. City Council would continue to be ineligible for benefits. By law, this new salary would take effect with each position's new term, starting with those in 2024.
- This salary recommendation was also informed by the AWC 2022 Salary Survey for towns/cities with populations between 500-2200.
  - Many towns/cities compensate their City Councilmembers on a per-meeting basis, and in several cases set a maximum cap for the number of meetings that will be compensated.
  - In addition to being commensurate with the AWC 2022 range, the FPLC was motivated to support pay equity for those who have small children and to arrive at a compensation that would cover the cost of childcare while attending City meetings. This rate of pay assumes an average cost of \$20 per hour for childcare, and an average length of meeting at 2 hours.
  - The FPLC recommendation to cap compensation at 4 meetings per month is intended to aid budget forecasting, while allowing for an average number of meetings a councilmember may attend each month.
  - The Finance Director should be empowered to establish policies and procedures for enacting this method of compensation for City Councilmembers.
  - Currently, per LMC 2.60.020, City Councilmembers are paid \$50 per month (\$600 per year). Once all councilmembers are being paid at this new rate in 2026, if all councilmembers were compensated the maximum of 4 meetings for all 12 months (\$160/month each), the maximum budgetary impact for the City would be an additional \$6,600 annually (\$3,000/year vs. \$9,600/year).

# Attachment: AWC 2022 Salary Survey – Mayor & City Council Pay, Pop. 500-2200

Organization	Pop.	Mayor Compensation	Council Compensation	Has City Administrator	Notes
Town of Lind	535	\$350/Month	\$60/month		
Town of Rockford	545	\$40/meeting	\$20/meeting		
Town of Winthrop	555	\$1,500/month	\$65/meeting		
Town of Cathlamet	560	\$500/month	\$50/month for previous term; new term \$100/month		
Town of Coulee City	560	\$200/month	\$10/meeting; max \$20/month		
Town of Garfield	565	No compensation	\$25/meeting		Mayor Elects to Not Take Pay
Town of South Cle Elum	565	\$185/month	\$135/month		
Town of Harrah	580	\$500/month			Town does not have a website to confirm council pay.
City of Pateros	590	\$1,000/month	\$75/month	Y	
Town of Fairfield	600	\$400/month	\$75/meeting		
Town of St John	600	\$0	\$0		Mayor and Councilmembers are not compensated.
Town of Bucoda	610	No compensation	No compensation		
Town of Pe Ell	650	\$400/month	\$50/month		
City of Vader	655	No compensation	No compensation		
City of Toledo	685	\$50/meeting; maximum \$100/month	\$25/meeting; maximum \$50/month		
City of Oakville	720	\$134.36/month	\$67.14/month		
Town of Carbonado	740	\$25/meeting	\$15/meeting		
City of Mossyrock	780	\$200/month	\$20/meeting		
Town of Concrete	810	\$1,298.42/month	\$35/meeting and \$100/meeting for newly elected or appointed as of 2022		
City of Tekoa	810	\$450/month	\$40/month		
City of George	820	\$300/month	No compensation		
Town of Odessa	890	400/month	60/month		
Town of Wilbur	895	\$550/month	\$30/meeting		
City of Electric City	960	\$500/month	No compensation		
City of Grand Coulee	965	400.00/month	40.00/meeting		This is a monthly amount
City of North Bonneville	975	\$3,225/month	\$25/meeting	Y	
Town of La Conner	980	No compensation	\$150/month	Y	The Town does provide the Mayor and family fully paid medical/dental and vision
City of Republic	1000	\$1,085.07/Month	\$0		
City of Palouse	1035	\$250/month	\$60/month	Y	
Town of Twisp	1035	\$2,500/month	\$30/meeting		\$30 per regular scheduled council meeting, \$20 per special meeting or committee meeting. Monthly salary not to exceed \$100 per month.
City of Ruston	1060	\$2,500/month	\$30/month		
City of Morton	1070	400.00	100.00		
City of Tonasket	1085	\$650/month	\$75/meeting		
Town of Naches	1125	\$1,020/month	\$50/meeting	Y	
Town of Waterville	1140	1,275/Month	50/meeting		
Town of Coulee Dam	1210	\$250/month	\$50/month		
Town of Woodway	1330	No compensation	No compensation	Y	
City of Entiat	1355	\$1,200/month	\$100/meeting, max 2 meetings per month		
City of Pomeroy	1395	\$300/month	\$125/month		
City of Rock Island	1425	\$2,000 Month	\$200 Month		
City of Kittitas	1440	\$500/month	\$50/month		
Town of Darrington	1490	\$1,000/month		0	
City of Tieton	1505	\$1,200	\$50/meeting		
City of Stevenson	1550	\$600/month	\$150/meeting; max 2 meetings/month	Y	
City of Kettle Falls	1650	\$800/month	\$50.00 per Council meeting. 2x/mo.		
City of Cosmopolis	1665	\$600/month	\$200/month	Y	
Town of Yacolt	1670	\$700/month	\$50/meeting		
City of Davenport	1710	\$675/month	\$160/month	Y	
City of Long Beach	1715	\$700/month	\$300/month	Y	
City of South Bend	1735	\$900/month	\$120/month		
City of Sumas	1740	\$600/month	\$150/month		
City of Ritzville	1780	\$800/month	\$300/month		
City of Oroville	1805	\$700/month	\$225/month		
City of Royal City	1910	\$600/month	\$60/meeting		
City of Millwood	1915	\$800/month	\$75/meeting		
City of Napavine	1955	0.00		0	
Town of Coupeville	1965	\$6,000/month		0	
City of Brewster	1990	\$1,417.50/month	\$225/month		
City of Tenino	2030	\$1,000/month	\$50/month plus \$50/meeting		
City of McCleary	2040	\$600/month	\$100/month		
City of Newport	2130	\$885/month	\$61/meeting	Y	
City of Bridgeport	2135	\$1,200/month	\$40/meeting		
Min			\$0.00		\$0.00
Max		\$6000/month	\$300/month		
Median		\$600/month	\$100/month		
Avg		\$783/month	\$127/month		
w/City Administrator			\$0.00		*Assumes 4 meetings/month when not capped
Min					
Max		\$3225/month			
Median		\$600/month			
Avg		\$732/month			
					*Assumes 4 meetings/month