CITY OF GOLD BAR, WASHINGTON
ORDINANCE #795

AN ORDINANCE FOR THE CITY OF GOLD BAR, WASHINGTON CREATING A SALARY COMMISSION FOR ELECTED OFFICIAL SALARIES

(no set number of volunteers added)

WHEREAS, RCW 35A.12.070 allows for the compensation of mayors and councilmembers by ordinance; and

WHEREAS, the Revised Code of Washington (RCW) 35.21.015 allows cities to establish by ordinance an independent salary commission with authority to set the salary of elected officials in lieu of city elected officials setting salaries; and

WHEREAS, the Council for the City of Gold Bar determines that the establishment of a salary commission allows for fair and unbiased review; and

WHEREAS, the Council for the City of Gold Bar desires to establish a salary commission to set the salaries for elected officials; and

WHEREAS, the establishment of a salary commission will create a new code chapter and revise existing code chapters; and

WHEREAS, without a salary commission, RCW 35A.12.070 states that any increase in compensation shall not be applicable to the term then being served by the incumbent if such incumbent is a member of the city legislative body fixing his or her own compensation; and

WHEREAS, the Washington State Constitution, Article XI, Sec. 8, provides that any change to the council salary can only take effect at the start of the next term of office for that council position;

NOW THEREFORE, THE COUNCIL FOR THE CITY OF GOLD BAR ORDAINS that Gold Bar Municipal Codes be amended as follows.

Section I **Title 2, Administration and Personnel**
Section XII **Severability**
Section XIII **Effective Date**

Section I, Title 2, Administration and Personnel

2.04.030 – Salary Commission

A Salary Commission shall set and/or amend salaries for the city's elected officials. The Salary Commission shall consist of three voting members who shall be referred by the city clerk, appointed by the mayor, and confirmed by the council.

A. Membership Terms and Qualifications

The term of a salary commission member shall be for one salary review period as requested by the city clerk, mayor, and/or council. The term shall commence upon confirmation and shall terminate upon filing of the statement of salaries with the city clerk, as provided in 2.04.030(B)(1).

1. A member shall serve without compensation.

2. A member of the salary commission shall not be an elected official or employee of the city or an immediate family member of an elected official or employee of the city. For purposes of this section, 'immediate family member' shall mean parents, spouse, siblings, children, or dependent relatives of an elected official or employee of the city.

3. A volunteer may not serve on two consecutive Salary Commissions.

B. Duties

1. The salary commission shall convene and determine the salaries paid by the city to elected officials within sixty (60) days of confirmation by the mayor and/or city council. The 60-day review and determination time may be extended upon request of the salary commission and approval by the city council. The request for extension shall include reasonable reasons why a determination cannot be reached within the 60-day requirement.

2. All meetings of the salary commission shall be conducted pursuant to the current edition of Robert's Rules of Order at the time of convening the commission. The meetings shall be subject to the Open Public Meetings Act as detailed in RCW 42.30. The meetings shall be held in the same location as regular council meetings of the city. The salary commission shall provide an opportunity for public comment following the prescribed public comment process as conducted in regular city council meetings.

3. The mayor and/or city clerk shall establish the date and time of meetings and shall attend as facilitator and recorder.

3. After determining the salaries of elected officials, the salary commission shall file any change in salaries with the city clerk within 60 days of being convened. A salary increase shall be effective on the next payday for city employees. A salary decrease shall be effective for incumbent elected officials at the commencement of their next subsequent term of office.

4. An increase or decrease in salary shall become effective without further action by the city council and shall be incorporated into the city budget without further action from the city council.

C. Vacancies

In the event of a vacancy on the salary commission, the city clerk shall refer, the mayor shall appoint, and the council shall confirm, a person to serve the unexpired portion of the term.

D. Removal

The mayor and/or city council may remove a member of the salary commission from office for cause of incapacity, incompetence, neglect of duty, or malfeasance in office.

E. Lack of Volunteers

In the event that there are no respondents to the creation of a salary commission, salaries for elected officials shall be set by ordinance, but any increase in the compensation attaching to an office shall not be applicable to the term then being served by the incumbent if such incumbent is a member of the city legislative body fixing his or her own compensation. Any increase in the compensation of the office of mayor may be increased during his or her term of office provided that the mayor does not cast a vote, as set forth in RCW 35A.12.070.

2.16.040 – Compensation of Mayor and City Councilmembers

A. Members of the city council elected to terms commencing after the date of passage of the ordinance codified in this section or appointed to fulfill an expired term commencing after the date of passage of said ordinance shall be entitled to receive compensation ~~at the~~ rates ~~of one hundred dollars ($100.00) per calendar month~~ as set by the salary commission or the annual budget process. The rate of salaries must comply with RCW 35A.12.070.

B. The mayor shall be entitled to a salary ~~of one thousand dollars ($1,000.00) per calendar month~~ as set by the salary commission or the annual budget process. The rate of salaries must comply with RCW 35A.12.070.

C. Councilmembers and/or the mayor may waive all or part of their monthly compensation upon written notice to the city.

Section VIII, Severability

This ordinance is severable and if any portion of it shall be declared invalid or unconstitutional, the remaining portion shall remain valid and enforceable.

Section IX, Effective Date

This ordinance shall take effect from, and after, its passage, approval, and publication as provided by law.

Passed by the Council for the City of Gold Bar on this _____ day of _____, 2026.

Attest: _____, Steve Yarbrough, Mayor

Attest: _____, Lisa Stowe, Clerk/Treasurer