

**CITIZENS' COMMISSION ON SALARIES FOR ELECTED OFFICIALS
SMALL AGENCY TRANSITION BRIEFING INFORMATION**

Agency Contact Information

Carol Sayer, Director
carols@salaries.wa.gov
360.586-7542 / 360.586-7544 (fax)
www.salaries.wa.gov
1210 Eastside Street SE, PO Box 43120, Olympia, WA 98504-3120

Agency Responsibilities

The Commission sets the salaries of the elected officials in the Executive, Legislative, and Judicial branches of state government:

- Governor, Lieutenant Governor, Secretary of State, Treasurer, Auditor, Attorney General, Superintendent of Public Instruction, Commissioner of Public Lands, and the Insurance Commissioner;
- Members of the Legislature; and
- Justices of the Supreme Court and judges of the Court of Appeals, Superior Courts, and District Courts.

The Salary Commission was created by the passage of House Joint Resolution 49, the 78th amendment to the Constitution which was approved by the voters on November 4, 1986. That measure removed the salary setting function for the state's elected officials from the Legislature and vested it in an independent citizen commission. The Commission began setting the elected officials' salaries in 1987.

Legal authority for the Commission is found in Article 28 of the Washington State Constitution and in Chapter 43.03.300 to .310 RCW.

Organization Chart and Budget

The Commission is staffed by two employees, its director and an executive assistant. Both positions are funded on a part-time basis.

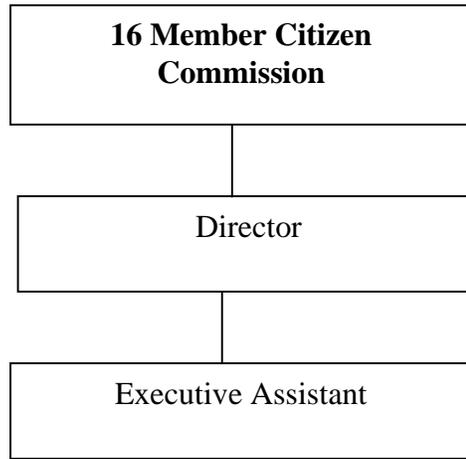
The biennial operating budget for 2003-05 is \$307,000.

The 16 citizen members are selected by two methods (Chapter 43.03.305 RCW):

- Nine members are selected by lot by the Secretary of State from the rolls of registered voters, one from each Congressional District. The Secretary of State sends the nine names to the Governor for formal appointment.
- Seven members are jointly selected by the Speaker of the House of Representatives and the Lieutenant Governor in his capacity as President of the Senate. One member is selected from each of five areas: private institutions of higher education, business, professional personnel management, the legal profession, and organized labor. Two members are recommended to the President and the Speaker, one by the chair of the state Personnel Resources Board and the other by the majority of presidents of the state's four-year institutions of higher education. These individuals must have personnel management experience. The seven names are also sent to the Governor for formal appointment.

Commissioners' are appointed to four-year terms and the terms are staggered to provide continuity of service. No person may serve more than two terms. To serve a second term, a Congressional District appointee's name would have to be randomly drawn again or be appointed through the legislative process.

Salary Commission Organization Chart



Most Pressing Issues or challenges the Commission is facing

Three issues have been problematic over the years and continue to be of concern to the Commission. Resolution is ongoing.

- Many of our citizens are not aware that a citizens' commission sets the salaries for the state's elected officials and it is very difficult to persuade the media to provide information to the public about the Commission and its salary setting function. We proactively encourage the involvement and participation in the salary setting process by the elected officials, the public, and business, civic, service, and political organizations and their members and constituents. Prior to each public hearing, we send out hundreds of announcements and post information on local, electronic bulletin boards and other sources as well as our web site. In spite of these efforts, attendance at meetings is poor and the lack of public input into the salary setting process is disappointing. In discussions with staff of other boards and commissions, we have learned that they, too, have difficulty getting the public interest unless a very controversial issue is involved.
- The Commission has been in transition and evolving since it was created in 1987. In the last three biennia, that evolution has required adjustments to operating funds and staffing levels to provide even a half-time operation by two employees. Staff will continue to work with the state's financial decision makers to ensure that adequate resources are appropriated for office operations. One of the greatest challenges is to creatively and effectively manage the agency to ensure adequate office coverage, provide appropriate public access, and meet the ever increasing demands of state agencies within the constraints of a very small agency.
- The Commission is charged by law to evaluate the state's elected officials' salaries for adequacy rather than political appropriateness. The public policy of the state, as defined in statute, is to base the salaries of public officials on realistic standards to attract the best qualified citizens to public service. However, many people have an unrealistic or uninformed opinion of what state officials should be paid. This perception is difficult to overcome and results in angry citizens when salaries are increased. The Commission and the elected officials need to do a better job of informing the public that it is important to provide adequate and appropriate compensation. The 2004 Legislature appropriated funds for a point factor evaluation of the positions in the Legislative and Judicial Branch. The Executive Branch officials were evaluated in 2003. This data will provide the Commission with timely, objective information for consideration in its 2005 salary setting session which begins in January.

Board Member Listing by Board Position

SALARIES FOR ELECTED OFFICIALS, CITIZENS' COMMISSION ON (GS151)

Agency 085 - Office of the Secretary of State	Senate Conf. N	Positions: Maximum 016
Authority Governor	Public Disc. N	Minimum 000
Authoriztn. RCW 43.03.305	Term Length 048	Actual 016
Rem. Auth. GC	Meetings/Yr. 06	

Pos. #	Name and Address	Status	Race	Appointed	Expires
001	Doman, Alan 19050 21st Avenue NW Shoreline, WA 98177-2824	A	C	07/19/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 1		

Pos. #	Name and Address	Status	Race	Appointed	Expires
002	Schwartz, William 3115 Squalicum Pky Unit #216 Bellingham, WA 98225	A	C	09/03/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 2		

Pos. #	Name and Address	Status	Race	Appointed	Expires
003	Holzmeister, David 9810 Blomburg SW Olympia, WA 98512	A	C	07/19/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 3		

Pos. #	Name and Address	Status	Race	Appointed	Expires
004	Hanson, Kathleen 160 Wanabee Lane Naches, WA 98937	A	C	07/19/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 4		

Pos. #	Name and Address	Status	Race	Appointed	Expires
005	Baxter, Scott , WA	A	??	07/01/2004	06/30/2008
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 5		

Pos. #	Name and Address	Status	Race	Appointed	Expires
006	Alyea, Debra 10907 Brian Rd. SW Lakewood, WA 98499	A	??	07/01/2004	06/30/2008
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 6		

Board Member Listing by Board Position

SALARIES FOR ELECTED OFFICIALS, CITIZENS' COMMISSION ON (GS151)

Pos. #	Name and Address	Status	Race	Appointed	Expires
007	Blaney, Joseph 2102 N. 120th Seattle, WA 98133	A	??	07/01/2004	06/30/2008
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 7		
008	Wicks, Shirley 1521 55th Court SE Auburn, WA 98092	A	C	07/19/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 8		
009	Boggs, Jr., Donald 1225 12th Ave. NW Puyallup, WA 98371	A	??	07/01/2004	06/30/2008
		Terms Served	01		
		Position	a member		
		Comments	Congressional District 9		
010	Carlisle, Dale Wells Fargo Plaza 1201 Pacific Ave., Suite 2100 Tacoma, WA 98401	A	??	07/01/2004	06/30/2008
		Terms Served	01		
		Position	a member		
		Comments	Attorney		
011	Hornbeck, Willean Denton PO Box 1079 Port Hadlock, WA 98339	A	C	09/13/2002	06/30/2006
		Terms Served	01		
		Position	a member		
		Comments	Personnel Manager		
012	Hopkins, Ronald (Dr.) 840 Puget Way Edmonds, WA 98020	A	C	07/01/2004	06/30/2008
		Terms Served	02		
		Position	a member		
		Comments	Higher Ed - Public		
013	Ryan, Charles R. 6505 53rd Avenue NE Seattle, WA 98115	A	C	09/13/2002	06/30/2006
		Terms Served	02		
		Position	a member		
		Comments	Business		

Board Member Listing by Board Position

SALARIES FOR ELECTED OFFICIALS, CITIZENS' COMMISSION ON (GS151)

<u>Pos. #</u>	<u>Name and Address</u>	<u>Status</u>	<u>Race</u>	<u>Appointed</u>	<u>Expires</u>
014	Hightower, Kamaria 5016 S. Fletcher St. Seattle, WA 98118	A	AA	07/01/2004	06/30/2008
		Terms Served	02		
		Position	a member		
		Comments	Labor		
<u>Pos. #</u>	<u>Name and Address</u>	<u>Status</u>	<u>Race</u>	<u>Appointed</u>	<u>Expires</u>
015	Byington, Susan J. 506 Second Avenue, ste. 1200 Seattle, WA 98194	A	C	07/19/2002	06/30/2006
		Terms Served	02		
		Position	a member		
		Comments	Personnel Board		
<u>Pos. #</u>	<u>Name and Address</u>	<u>Status</u>	<u>Race</u>	<u>Appointed</u>	<u>Expires</u>
016	Irwin, David 1129 20th Avenue East Seattle, WA 98112	A	C	07/01/2004	06/30/2008
		Terms Served	02		
		Position	a member		
		Comments	Higher Ed. - Private		