

May 3, 2011

Erin Larsen, City Clerk
City of DuPont
1700 Civic Drive
DuPont, WA 98327

Dear Erin,

In accordance with DuPont Ordinance 05-797 and appointment by the City Council on March 22, 2011, Joan Baird, Eldon Estep, and Bob Bartro met as the duly appointed DuPont Salary Commission. The following is a report of their deliberations and determination of salaries for the Mayor and City Council Members of the City of DuPont.

BACKGROUND:

In December of 2005, the Salary Commission met and salaries were increased for the Mayor from \$150 per month to \$1,200 per month and for each Council Member from \$40 per month to \$300 per month. Salaries had previously been reduced because of budget constraints.

CRITERIA:

The Salary Commission reviewed a wide range of factors in arriving at their decision. The following are some of the major criteria considered:

1. Increased responsibility as reflected in the following measures:

	<u>Assessed Valuation</u>	<u>Population</u>	<u>Total Budget</u> <u>excluding fund balance</u>	<u>Total Budget</u> <u>including fund balance</u>
2006	\$ 775,075,457	6,610	\$12,393,901	\$20,758,038
2011	\$1,278,881,240	8,208	\$10,036,955	\$17,028,228

2. Continued change and growth within the city including residential, commercial, and recreational.

3. The isolated status of the city of DuPont, surrounded on three sides by Joint Base Lewis-McChord and the fourth side by Puget Sound.

4. Qualitative and quantitative comparisons of salary schedules for other Washington cities of comparable size and complexity.

5. Salaries established now may remain in effect until 2016. In accordance with DuPont Ordinance 05-797 the Salary Commission meets every five years unless otherwise directed; therefore, the salaries are considered valid for 2011-2016.

FINDINGS:

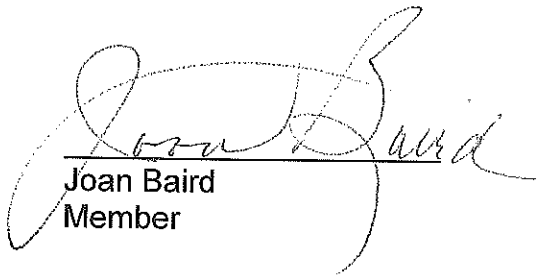
The Salary Commission fixes salary rates for the Mayor and Council Members as follows:

Mayor \$1,300 per month Council Members \$375 per month

Sincerely,



Eldon Estep
Chair



Joan Baird
Member



Bob Bartro
Member