

Salary Review Commission

January 21, 2016

3:00 - 5:00 in City Hall Conference Room 5A

Meeting Minutes

3:00PM Welcome

In attendance: Chair Bob Beaumier; Vice-Chair Mark Bryant; Commissioner Jeff Rugan; Commissioner Christy Jeffers; Commissioner Alexander Scott (arrived at 3:05pm); Heather Lowe (HR).

Chair called the meeting to order at 3:02PM and welcomed the commissioners. The agenda for the meeting was reviewed and the January 14, 2016 minutes were individually read, reviewed, and approved as written with a motion by Commissioner Jeffers and a 2nd by Commissioner Bryant, followed by four affirmative votes.

3:05PM Meeting Schedule

After discussion a revised weekly schedule of business was approved as follows: THURSDAY: regular meeting 3-5 PM; FRIDAY: Commissioners to submit new data requests to staff; MONDAY: Chair to meet with staff for meeting prep; TUESDAY: Regular weekly staff email to Commissioners for Thurs meeting; WEDNESDAY: review materials for Thurs meeting. No problems if anyone has other needs. This schedule is for convenience for everyone, not intended as except Agenda must be published in accord with Open Meetings Act deadlines and the Chair requests the right to finalize Agenda and draft minutes unless the Commission wants different arrangements.

3:12PM Calendar & Timetable

Commission discussed calendar and timetable of prior Commission efforts. Further discussion on pertinent data available and data needs in prior salary review decisions. One issue cited was available funding (tax revenue picture). Heather Lowe will offer presentation on this at a future meeting.

3:34PM Legal Review

Commission Counsel Mike Piccolo arrived to respond to questions. Mike Piccolo arrived to answer questions of the part-time expectation of the Council role. There is no specific definition of part-time in the charter; however, it the understanding that has continued as a carryover from the City Manager form of government. They made quite a bit less and had the City Manager performing the professional role

and still had a small staff after the changeover. The assistants were originally part-time at 20 hours per week, then went to 30 hours with benefits and now are at 40 hours with benefits. Also, there is a distinction that the Mayor cannot work elsewhere whereas the Council can have outside employment. He also indicated that a councilmember can be removed if they miss 3 meetings with no reasons.

3:46PM Data Review & AWC Salary Survey

Discussion on data used in prior reports, AWC Salary Survey and the resources available. Commissioner Bryant discussed his data extract including the PCPI data. He will send the PCPI data for all commissioners to review. Discussed the data of PCPI and average increases over the years. Using data ratios to indicate the average increase of PCPI over the last several years and then applying that to the Mayor's salary, the data shows the Mayor would make \$169,000. The SRC set his salary at \$168,000. Using the same data ratios and extrapolation with the Council salary, over the time frame of 2009 to 2014 as 2009 was the year of the salary reset to \$30,000, the Council would make \$35,853 and Council President would make \$65,146. Jeffers spoke in favor of granting a COLA to Council as professionals. Further discussion on identifying the COLA.

4:10PM Surveys

Discussion turned to the Council Survey. Bryant offered to combine the prior mayor and council surveys. Beaumier asked to review before next meeting.

4:20PM SRC Process Review

Lowe will begin preparing information regarding the SRC standards and process for relative cities. The SRC agreed on Seattle, Everett, Federal Way, Kent, Renton and Yakima.

4:35PM Milestones

Group discussion regarding the milestones that Bryant outlined and discussed a timeframe for the surveys and interviews: January 28 – finalize the survey; February 2 – surveys due; February 3 – surveys sent to SRC; February 4 – SRC review of surveys during regularly scheduled meeting; February 11 & 18 – Council interviews.

4:40PM Next Meeting

Discussion moved to whether to have interviews. No decision was made
Discussed the agenda for January 28th and added an item for Lowe to present the

labor unions negotiations strategy and factors that the administration consider when going to the table. Rugan requested the pay data for the Legislative Aides. Scott requested to review the outside public discussions expectations.

4:46PM Adjournment

Chair Beaumier moved to adjourn the meeting. The meeting was dismissed at 4:46pm.

Prepared and submitted by Heather Lowe