

Salary Review Commission

February 11, 2016

3:00 - 5:00 in City Hall Conference Room 7B

Meeting Minutes

3:00PM Welcome

In attendance: Chair Bob Beaumier; Commissioner Jeff Rugan; Commissioner Christy Jeffers; Commissioner Alexander Scott; Heather Lowe (HR).

Chair called the meeting to order at 3:01PM and welcomed the commissioners and Council Member Mike Fagan for his interview.

3:00PM Fagan Interview

Commissioners interviewed CM Fagan regarding his position as a Council Member, the salary and its influence regarding running for Council, the issue of part-time versus full-time and how many hours actually put in over the course of a week. Fagan was asked if citizens expect more than 40 hours per week and he indicated they did not and are usually surprised when receiving a response quickly or a face-to-face interaction. Fagan indicated he did not expect a 4% increase previously given but did appreciate it. He made reference to the increasing council budget over the years and that council members are stewards of the tax payer's dollars and should spend wisely. Fagan also indicated he has not been supportive of other employees receiving increases and due to his concerns relative to the Mayor's salary resulted in putting the issue on the ballot and the SRC setting his salary.

3:30PM Mumm Interview

Contacted Council Member Candace Mumm via telephone for the commissioners to interview CM Mumm regarding her position as a Council Member. Mumm indicated it was difficult to evaluate Spokane as there are not a lot of similar cities in the state of Washington including their forms of government and economy. She indicated the commissioners should look at the responsibility and magnitude of the decisions being made by Council. She indicated that she was discouraged in the past from running and couldn't afford to run before. Mumm indicated she has had to take on extra work now to supplement her income. Mumm communicated the issue with a compressed week and that every day is different. Some Monday's are a 12-14 work day and other days she will have a meeting at 7:00am and a meeting at 7:00pm. Mumm also expressed that as a member of the boards, she is also a voting member and cannot delegate that authority to another individuals. She also indicated retirement was a big factor and that Snyder and Allen would have stayed or run again if the salary was higher. The chief factor in running was whether or not

it was affordable based on the salary. There are big decisions coming up including policy, public safety, homelessness and others.

4:00PM Meeting Minutes

Commissioners reviewed the meeting minutes as sent out by staff earlier in the week. Commissioner Jeffers moved to approve the minutes as written with a 2nd from Commissioner Scott and the minutes were approved with 4 affirmative votes.

4:02PM Survey Discussion

Commissioners discussed the surveys submitted by the Council and indicated they were thoughtful and clear.

4:03PM Data Discussion

Chair Beaumier indicated that he would like to see a bar graph with equalized dollars showing the comparisons between Spokane and other jurisdictions. Support staff indicated this should be ready for the February 18th meeting.

4:05PM Next Meeting & Discussion

Commissioner Jeffers shared Median Family Income information from the County – staff support will distribute to the SRC next week with the upcoming agenda and minutes. She also indicated that she will review some additional data and present if appropriate next week. Chair Beaumier indicated that he did not want to begin debates until the full commission was present.

Commissioners discussed the details of the public meeting – shortening the time frame to one hour and extending the outreach of the communication of the meeting to ensure maximum community participation. Commissioners also discussed the level of professionalism expected and the expectations of the Council position.

4:36PM Adjournment

Commissioner Scott moved to adjourn the meeting and the motion was 2nd by Commissioner Jeffers with four affirmative votes. The meeting was dismissed at 4:36pm.
