

# Salary Review Commission

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February 18, 2016

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

## Meeting Minutes

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**3:00PM**

### **Welcome**

In attendance: Chair Bob Beaumier; Commissioner Jeff Rugan; Commissioner Christy Jeffers; Commissioner Alexander Scott; Commissioner Mark Bryant (via conference call) Heather Lowe (HR), Debra Robole (Council Staff)

Chair called the meeting to order at 3:02PM and welcomed the commissioners and Council Member Karen Stratton for her interview.

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**3:00PM**

### **Stratton Interview**

Commissioners interviewed CM Stratton regarding her 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. Stratton indicated she was bringing knowledge back to the City and that as a CM, she is required to know every issue, how it affects citizens and this requires being out there with the citizens to know where the issues occur. Stratton knew she wasn't going to be sitting in an office writing resolutions but would be out with the people and that there was a lot that goes into making even what looks like small changes. The workload is heavier and it was her decision to take on the work and that she enjoys it and it has been fulfilling. Stratton indicated the salary has been a hardship; she has been with the City since 2005 and the salary almost made her not want to do this work but she knew she would be good at the work so she made that sacrifice. Stratton indicated she hasn't worked this hard in years, it is a big job that she likes doing and appreciates the flexibility.

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**3:18PM**

### **Kinnear Interview**

Commissioners interviewed CM Kinnear regarding her 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. CM Kinnear indicated that she began as a Legislative Aide over 7 years ago and has watched the progression of the office and how CMs have done their job. CMs now treat their job as full time and citizens expect more than the minimum. She indicates she expected a 40 hour workweek but is experiencing a 50-60 hour workweek as citizens expect a response immediately. There is also increased boards and commissions assignments as well as sub-committee work for each. CM Kinnear indicated that she has not felt a hardship yet due to the pay level but knew going in the salary. She also indicated that circumstances change relative to salary and pointed to CM Jon Snyder leaving for a position on the west side that paid

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more. Kinnear indicated that while the staff does make a lot of calls, most of the research and conversations have to happen by the CMs themselves so they know enough information to answer the tough questions. CM Kinnear provided additional comments in writing to the SRC.

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**3:35PM**

### **Discussion**

Commissioners discussed the workload and resources available pointing out that a lot of people do work for no pay. Also discussed the interviews conducted at this point, the data and information received. Commissioners discussed the change from Council-Manager to Strong Mayor form of government, the differences of each and the Council Member role within each. While the Mayor and City Manager are very different under these two forms of government, the City Council role is not vastly different between the two.

Commissioner Bryant indicated that with the number of hours, quality of work, age, and income, can't take into account all factors. Only two factors should be considered – population and number served – to smooth out the data.

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**3:52PM**

### **Meeting Minutes**

Commissioners reviewed the meeting minutes as sent out by staff earlier in the week. Commissioner Scott moved to approve the minutes as written with a 2<sup>nd</sup> from Commissioner Rugan and the minutes were approved with 5 affirmative votes

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**3:52PM**

### **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 18<sup>th</sup> meeting.

Commissioner Scott raised a question about the Median Family Income limits provided by Commissioner Jeffers last week relative to source and what the information showed. Jeffers indicated that the table is used to show who qualifies for HUD dollars and while not sure it was helpful in this exercise, found the data interesting to share.

Chair Beaumier requested an update on union settlements for other employees in the city, specifically the M&P employees. Support staff provided the recent contract settlements (2015 – 2% eff April, 2015 & 2016 – 2%) and that negotiations have not begun for a successor contract.

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**4:12PM**

### **Next Meeting & Discussion**

Next meeting is the public forum. Commissioner Jeffers moved to approve the updated memo with a 2<sup>nd</sup> from Commissioner Scott, followed by 5 affirmative votes. Commissioner Scott moved to set the time from 3-4 with a 2<sup>nd</sup> from Commissioner

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Rugan, followed by 5 affirmative votes.

The next meeting would also include a discussion after the public session with deliberations and a potential decision being made on March 3.

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**4:30PM**

### **Waldref Interview**

Commissioners interviewed CM Waldref regarding her 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. CM Waldref indicated the main duties include setting policy, laws and ordinances for the City and deciding the budget and finances. The Council starts work with the budget and spends many hours working on this. Monday night meetings can only have 2-3 items on them but may require hours of research and public testimony. One small code change could touch us several times and take 4-5 hours of time to ensure due diligence. Additionally, all boards and commissions are important. The financial impact was big and my husband works full time. After 6 years, it is a challenge; other jobs with this level of time and attention pay a lot more per hour. Working hours have to be limited as they are not justified without retirement being matched like others. CM Waldref indicated she has asked about continuing especially with daycare and other issues. She also stated that family obligations make it challenging. CM Waldref discussed attending neighborhood council meetings, even though not required, they are a good thing to do. While delegating tasks to the LA and CC staff, getting the research done is time consuming and doesn't change the number of hours needed. Waldref indicated she has participated in this process three times and her answers have changed over time. The expectations have changed and working through the transition of a new LA was challenging.

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**4:50PM**

### **Stuckart Interview**

Commissioners interviewed CP Stuckart regarding his position as the Council President, 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. CP Stuckart indicated that there were adjustments made to the board assignments and some boards are more demanding than others; even though the number of assignments has decreased, the workload has not decreased. CP indicated he almost didn't run and would be making six figures in the private sector and had offers already; he is underpaid for the responsibility he has. CP discussed needing to be educated on every aspect and make decisions on these. Citizens think that CC is a rubber stamp though. The number boards was not anticipated –

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ex. 11 hours per month for the airport board meetings alone and assigned to 10 boards overall. They are city funded and need city representation. CC has lost two CMs due to salary. The salary can hinder someone applying and hurt the quality of candidates running; have to pay these jobs to attract good candidates. The pay is low enough and a detriment to candidates. The CC office environment gives more flexibility to be out of the office more often but the CP position expects to be full-time. Position must be full-time due to the number of issues and boards needing to attend. SRC should look at the Mayor's salary and figure out a percentage to be used as the methodology. Ex – CP = 50% of Mayor's salary & CM = 25% of Mayor's salary.

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**5:03PM      Adjournment**

Commissioner Jeffers moved to adjourn the meeting and the motion was 2<sup>nd</sup> by Commissioner Scott with 5 affirmative votes. The meeting was dismissed at 5:03pm.

Prepared and submitted by Heather Lowe