

# Salary Review Commission Minutes March 3, 2016

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March 3, 2016

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

## Meeting Minutes

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### **3:00PM Welcome & Meeting Minutes**

In attendance: Chair Bob Beaumier; Commissioner Jeff Rugan; Commissioner Christy Jeffers; Commissioner Alexander Scott; Commissioner Mark Bryant; Debra Robole (Council staff); Lowe (HR staff).

Chair called the meeting to order at 3:05PM. Jeffers moved to approve the minutes as written with a 2<sup>nd</sup> from Bryant and the minutes were approved with 5 affirmative votes.

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### **3:05PM Public Feedback – Richard Rush letter**

Commissioners took a few minutes to read the letter provided by Richard Rush as public feedback.

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### **3:10PM Data Review & Discussion**

Bryant discussed his work on three different standards and methods to set the salary. He reviewed several spreadsheets he prepared with the commission relative to the history of salaries since changing the form of government with focus on why the council members did not receive a change in salary in 2000 when the Mayor and council president both did. He indicated the positions are full time positions and senior level executives with an increased oversight responsibility. He indicated there needs to be a paradigm shift.

Scott indicated that this is public service and that several have other jobs now. He expressed his gratitude for the community coming to speak and that the City is fortunate to get such good people. He discussed the PCPI and MHI from EWU and the numbers consistent to these. He acknowledged that the positions are working as full time but that the salaries should link back to the community success.

Jeffers also indicated appreciation of the public testimony and that there was overwhelming support to increase salaries. She agreed with the assessment that these positions are executive level positions.

Rugan indicated that it is very much a full time position and the council members take on things not needed to be taken on. He expressed concern with one council member discussing the issue of childcare being an issue.

Chair Beaumier indicated that the positions have always been considered part time and the intent of the law is to attract citizens of the highest caliber is being fulfilled now. He expressed that there is a basic policy difference between the Mayor and Council and the exhibit from last week merits attention. The goal of the SRC is not

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to consider as if hiring a private sector executive. If elected, they are elected and not on a selection process or based on merit, rather based on image.

Discussions continued regarding a general sense of receiving an increase in salary, a decrease of salary or remaining the same. All five commissioners indicated increasing the council members salary; three members indicated leaving the council president salary flat with two indicating increasing the salary. There was also discussion regarding the gap between council members and president salary amounts.

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### **Rough Estimates**

Commissioners indicated their non-binding numbers for council members in the following way:

Beaumier	\$34,000
Scott	\$34,000 (using method 3, top 20 as indicated by Bryant)
Jeffers	\$51,687
Jeff	Range of \$42,000 - \$45,000
Mark	\$51,687 (using method 2)

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### **Continued Discussion**

Commissioners continued to discuss the charter requirements and the scope of the role of council members. Scott indicated that since 2001, the City has had excellent leaders and the principles are still working. Moving to the higher numbers indicated above is moving too far and for a new way of work. The job hasn't changed in 14 years and the council now has full time legislative aides which they didn't have before. Method 3 seems consistent; a good number for Spokane is MHI (Median Household Income) which would support the figure of \$34,000 above.

Jeffers referred to the letter submitted by Blaine Stum in that local government has to take greater responsibility due to the gridlock at the state and federal levels. Their duties have increased and their salary should also.

Bryant indicated that the interviews, surveys, public comment all reveal the positions are full time and all indicated an increase was needed.

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### **Tentative Salary Range**

Chair Beaumier recommended the meeting move on to discuss a tentative set number for the next meeting. Scott moved to set the salary tentatively at \$36,000 with a 2<sup>nd</sup> by Chair Beaumier. The motion failed with 2 votes affirmative (AS, BB) and 3 votes negative (JR, MB, CJ). Bryant moved to set the salary in a range of \$45,000 - \$52,000 with a 2<sup>nd</sup> by Rugan. The motion carried with 3 votes affirmative (JR, MB, CJ) and 2 votes negative (AS, BB).

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**4:35PM**

**Next Meeting & Discussion**

Chair Beaumier indicated that the next meeting will set the salary for council members and president. Scott requested to have the meeting from 4:00 – 5:00. Chair Beaumier made a motion, with a 2<sup>nd</sup> by Commission Rugan, followed by 4 affirmative votes (MB voted nay). A final decision will be made on March 10<sup>th</sup> with the draft report being written and reviewed.

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**4:38PM**

**Adjournment**

Chair Beaumier moved to adjourn the meeting and the motion was 2<sup>nd</sup> by Rugan with 5 affirmative votes. The meeting was dismissed at 4:38pm.

Prepared and submitted by Heather Lowe