

Salary Review Commission – Special Session

MEETING MINUTES

May 19, 2020

3:30 PM – 5:30 PM, WebEx Meeting

The meeting was open to the public; however no public testimony was taken. Discussion was limited to appropriate officials, presenters and staff.

Meeting Called to Order at 3:31 PM

Call to Order	<p>Attendees Present:</p> <ul style="list-style-type: none">• Christopher Savage – Vice Chair• Dycelia Weiss - Chair• Linda McDermott - Commissioner• Meghann Steinolfson – City Administration Liaison• Pamela Bergin – Human Resources• Christa Boone – Human Resources• Jennifer Saxon – Human Resources• Mike Piccolo – City Legal Liaison• Tim Dunivant – City Council Liaison <p>Chair Weiss called the meeting to order at 3:31 PM</p>
Approval of Minutes	<p>May 14, 2020 meeting minutes were unanimously approved</p>
Discussion of Council and Mayor Survey Results	<p>Meghann Steinolfson sent a survey of duties to the City Council President, City Council Members and the Mayor on Tuesday, May 12th. The deadline to submit the survey was Friday, May 15th. The Mayor, City Council President and all City Council Members submitted responses. Council Member Cathcart's response was in the form of a letter.</p> <p>The Salary Review Commission reviewed and discussed each of the survey responses. A particular topic of discussion revolved around the number of hours City Council Members are working. The Commission noted that City Council in considered a part time job yet most members are likely working in excess of 40 hours a week.</p>
Discussion of Data	<p>Total compensation for each of the positions was presented to the Commission. It was noted that elected officials have the option of participating in the Spokane Employees' Retirement System. It is not</p>

mandatory as the positions do not guarantee employment through the vesting period. Commissioner McDermott recommended keeping the total compensation package, reflecting retirement opt-in totals, in mind when making salary decisions.

Chair Weiss made the following observations when reviewing the data:

- The population size of Spokane had not significantly changed since 2018.
- Spokane has not experienced a large increase in the cost of living prices.
- The Mayor has not received a salary increase in several years.

Commissioner McDermott noted that the salary decisions they make will affect the citizens of Spokane.

Commissioner McDermott made a potential recommendation to use inflationary adjustments for salary determinations over the next two years. The Commission will need to decide on an inflationary measure moving forward. There was discussion of using the CPI for West Size Class B/C. Commissioner McDermott stated that the Commission will need to decide whether or not to apply the inflationary adjustment to both the Mayor and City Council.

Mike Piccolo recommended that if the Commission chooses to move forward with inflationary adjustments to salary, that they establish a set dollar amount to go into effect January of 2021 and then use a cost of living adjustment to go into effect on January of 2022. The Commission also noted that they would need to take in account the absence of salary changes in 2019 and 2020.

Commissioner McDermott and Vice Chair Savage both agree that until the City Charter is changed to reflect the City Council Members as full-time employees, they will continue to be seen as part-time employees.

Public Involvement	Before moving forward all members of the Commission would like to hear testimony from the public. The public will have the chance to provide verbal testimony on Thursday, May 21 st and written testimony will be accepted until Friday, May 22 nd .
Closing Comments	Next Commission meeting will be on Thursday May 21 st , 3:30 PM to 5:30 PM, WebEx Meeting. This meeting will include an opportunity for public comment.

Meeting adjourned at 4:48 PM