

EVERETT SALARY REVIEW COMMISSION MEETING
Wednesday, March 4, 2015, 1:00 PM
8th Floor Planning Hearing Room

Those present:

Commission Members:

Chris Adams
John Dickson
Catherine Havener
Caroline Mason

Excused:

Angie Sievers

City Staff:

Sharon DeHaan, Labor Relations/Human Resources Director
Joni Siewert, Labor Relations/Human Resources Department, minutes
Christina Wiersma, City Attorney's Office
Deborah Wright, Executive Administrator

Guest:

Deb Williams, City Council Office

Introductory Comments

Sharon DeHaan began the meeting by asking those present to introduce themselves. She described her role as coordinator for the meetings, Legal representative, and HR representative. She added that an Assistant City Attorney will be invited at a subsequent meeting to make a public disclosure presentation.

Before the meeting began Christina Wiersma distributed an agenda, the City Charter creating the Commission on Salaries of Elected Officials, the Commission's Salary Schedule for 2014-2015, and lists of Staff and Commission with contact information. Sharon DeHaan asked that the Commission members check their contact information, and additions/corrections were noted.

Sharon DeHaan said the Commission is here to look at base salary of elected officials for the next two years. The elected officials are the Mayor, City Council members, and two elected Judges. The Commission is not tied to anything done in the past. Two public meetings must be

held. The Commission's work needs to be accomplished by the first Monday in May, which this year is May 4.

Commission Appointments

Sharon DeHaan continued that the Commission consists of seven members. At this point five members are assigned, and the Commission is tasked with appointing two more members to serve. The term is two years, and a member cannot serve more than two consecutive terms.

One of the goals today is to recommend more people to serve. Christina Wiersma will contact them and see if they are willing and able to join the Commission. Requirements are that they be:

- A resident of the City of Everett
- Not related to any City of Everett employee
- Over the age of 21
- Registered to vote

Angie Sievers recommended Bobby Thompson, Housing Hope, in an e-mail communication to Christina Wiersma. John Dickson suggested Art Thomson, Coast Real Estate. Chris Adams added Steven Graham's name. Caroline Mason and Catherine Havener also had thoughts of nominees, but preferred to approach the individuals first.

Commission Chair

Sharon DeHaan asked the Commission members present to choose a chairperson. Caroline Mason nominated Angie Sievers, and agreed to serve as chairperson should Angie Sievers decline.

Future Meeting Dates

The following schedule was set:

Meeting #2 March 10 1:00 PM

Meeting #3 March 18 2:00 PM

Meeting #4 April 8 1:00 PM

Meeting #5 April 15 1:00 PM

Public Hearing #1 April 20 1:00 PM

Public Hearing #2 April 22 6:00 PM

Information for Future Meetings

Sharon DeHaan said that there would be historical information for the next meeting, and asked what other information would be helpful for the Commission. Caroline Mason asked for information on neighboring cities, also what salary increases have been given in the City's labor agreements. Sharon DeHaan clarified that there are no settled labor agreements at this time. She will provide a list of what each union received in the last two to three years.

John Dickson asked about cities of similar sizes. Sharon DeHaan replied the City has a list it has traditionally used, and a staff member is working on compiling the information.

John Dickson asked what the Commission is looking at in terms of salary. Sharon DeHaan replied salary itself; the only other compensation is the Mayor receives a car allowance, and that was established by ordinance. John Dickson asked about health benefits. Sharon DeHaan said that benefits have never been looked at by the Commission. The elected officials pay 10% of the premium of the City's self-insured plan, and she will provide that information. John Dickson asked if the Mayor receives a pension. Sharon DeHaan replied yes, through the State Retirement System. She added the City does not contribute to deferred compensation.

Regarding Municipal Court Judges, Sharon DeHaan related that what has happened historically is the Judges are tied to the salary of District Court Judges, and prior Commissions have voted to continue that practice. The raises take effect in September. She added the Commission members do not have to continue that practice, they may set their own salary if they want.

Chris Adams brought up the relation between salary and duties, and asked what the duties are. Sharon DeHaan replied there are no job descriptions for the elected officials. Their duties are varied, as they attend meetings, boards, commissions, and perform a wide variety of other duties. Their evaluations are the results at election time.

Sharon DeHaan asked if the Commission would like a budget presentation. She related there was much reported in the papers about the City's budget deficit last year. She said there is going to be a Council update tonight about how the budget is looking for 2016, and offered to get a presentation scheduled for this group. John Dickson expressed interest in a couple years comparison of how budget went against actual results. Sharon DeHaan clarified the City as a municipality is required to have a balanced budget each year.

Chris Adams asked for statistics such as median income in the City over a series of three to five years.

Deborah Wright asked if the Commission wants to extend an invitation to elected officials to come in and speak to them. They said yes.

The meeting adjourned 1:50 PM.

Respectfully submitted,

Joni Siewert

DRAFT