

EVERETT SALARY REVIEW COMMISSION MEETING

April 20, 2015, 1:00 PM

5th Floor HR Training Room

Those present:

Commission Members:

Chris Adams

John Dickson

Catherine Havener

Caroline Mason

Bobby Thompson

Art Thomson

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

The meeting commenced 1:00 PM.

April 15, 2015 minutes

In Chairperson Angie Sievers' absence, Caroline Mason chaired the meeting. The first item on the agenda was approval of the April 15 minutes. Chris Adams so moved, seconded by John Dickson. The motion carried.

Public Hearing #1

Caroline Mason opened the public hearing. There were no speakers. While giving adequate time for people to arrive there was discussion among Commission and Staff members.

Mayor

Chris Adams asked about the Mayor's section of the Salary Schedule as it stands now and the compression issue. Should there be language explaining why the Commission is tying the Mayor's increase to the appointive employees' increase, so he remains the highest paid in the City? Sharon DeHaan explained she researched the Charter and it does not say the Mayor must be the highest paid individual, though that has been the practice. Chris Adams agreed if it is not in the Charter it does not need to be discussed in the Salary Schedule. Sharon DeHaan suggested highlighting the compression issue in the minutes for the next Commission, and reminded the members that some of them will return to serve in two years.

Sharon DeHaan added that in considering the motion that said the Mayor would be paid the average of the cost of living adjustment appointive employees receive, she worked with her staff person who specializes in numbers. That person came up with four different ways to calculate the average. That is why the language in the Salary Schedule ties the Mayor's increase just to the percentage appointive employees receive. The Commission concurred with the language as drafted.

Council President

Caroline Mason recalled that the motion setting the Council President's salary said the position would receive a 2% increase. In the Salary Schedule 30% is written. Sharon DeHaan explained the Council President is a Councilmember too, so receives a 2% increase as a Councilperson and then 30% above that as President. There was discussion. Caroline Mason expressed concern that is not what was said and voted upon. She said she understands what is written in the Salary Schedule and it is acceptable, but what they had agreed upon is a different number. Chris Adams pointed out it could be kept as written and ratified with their final motion.

Other Comments

Art Thomson asked how appointive increases are determined. Sharon DeHaan replied historically appointives receive the same cost of living as the largest union, AFSCME. When the City started getting into budget issues the appointive employees did not receive an increase to offset the budget. It's a decision made by Administration, subject to Council ratification.

Deborah Wright clarified, is the Salary Schedule acceptable as written? The Commission members indicated yes.

Chris Adams asked about process. Sharon DeHaan replied there is another public hearing Wednesday evening. If the Commission members concur that evening, Commission Chair Angie Sievers will sign off. The document will go to the City Attorney, and he will take it to the City Clerk and it will be filed. If after the second public hearing they want to make any changes they can do so before the document is signed.

Deborah Wright said the Charter review process will begin approximately in November of next year. The City will be looking for people to look at any needed amendments to the Charter. She added City departments also have a chance to ask for changes that might make it easier to understand and do business.

No speakers arrived in 15 minutes. Chris Adams made a motion to close the public hearing, seconded by John Dickson. The motion carried.

The second public hearing and final meeting is Wednesday, April 22, 6:00 PM, the 5th Floor HR Training Room.

There being no further discussion, the meeting adjourned 1:18 PM.

Respectfully submitted,

Joni Siewert