



## SALARY COMMISSION MEETING VIA TEAMS

### Minutes from Meeting on March 3, 2021

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#### **CALL TO ORDER**

The meeting commenced at 12:02 pm. Those in virtual attendance were Michael Duerr, Chelan Robbins, and Judge Amy Kaestner.

#### **ROLL CALL OF THE COMMISSION**

Present via Teams were Commissioner John Monroe, Commissioner Kevin Sylvester, Commissioner Chris Adams, Commissioner Simone Tarver, Commissioner Kelly Fox, Commissioner Bobby Thompson, and Commission Chair Abbi Gish.

#### **APPROVAL OF MINUTES**

Commissioner John Monroe moved to approve the February 17, 2021 minutes as submitted. Commissioner Kelly Fox seconded the motion. The motion was approved unanimously.

#### **OPEN PUBLIC HEARING**

Commission Chair Abbi Gish opened the Public Hearing. Commission Chair Gish asked the Commissioners to refer to the contents of their packet regarding to the COLA comparables. Commission Chair Gish then pivoted to Judge Amy's presentation, with the intention of returning to the topic of the COLA comparables after the presentation.

#### **PRESENTATION: MUNICIPAL COURTS – JUDGE AMY KAESTNER**

Judge Amy Kaestner offered herself as a resource to answer questions regarding how the judicial salary increases are determined. Judge Amy described the role of municipal courts and their part in diverting mental health and drug cases out of the criminal system and into treatment programs. She spoke briefly to the workload of the judges, her years of experience, and focus on mental health issues.

#### **OPEN PUBLIC HEARING, CONTINUED**

Commissioner Chair Abbi Gish asked if there were any community members from the public in attendance. Mike Duerr indicated that one community member had contacted him with the request to join. Although access information was provided, it did not appear that the community member had joined the meeting. Commission Chair Gish asked the Commissioners if any of them had received questions or comments from the community regarding the work of the Commission. Commissioner Tarver stated that she had one comment via Facebook.

Discussion ensued with the Commissioners regarding the advantages and disadvantages of granting a salary increase for the Mayor and Council. Mike Duerr gave a brief statement regarding appointive cost of living increases and the Mayor's salary in comparison to other City of Everett appointive positions. Discussion arose whether there was practice or policy that the City's elected mayor be the top earner. Discussion arose regarding judge salaries in relation to others in the area. Discussion arose regarding the value of healthcare benefits. Discussion ensued concerning the impact of COVID and the structural deficit on the long-term fiscal health of the City.

The commission directed staff to develop a proposal for zero-percent increases for mayor and council for 2022 and 2023, which would be the topic of discussion at the Commission's next meeting/public hearing.

Commissioner Kevin Sylvester motioned to close the public hearing. Commissioner John Monroe seconded the motion. The motion was approved unanimously.

The next meeting which will be a public hearing will be on March 18, 2021 at 5:00 PM.

Commissioner Kelly Fox motioned to adjourn the March 3, 2021 Salary Commission meeting. Commissioner Bobby Thompson seconded the motion. The motion was approved unanimously.

**ADJOURNMENT**

Commissioner John Monroe moved to adjourn the meeting. Simone Tarver seconded the motion. The meeting adjourned at 12:49 pm

Respectfully submitted,  
Chelan Robbins