

Everett Salary Commission Meeting April 10, 2019

Those Present:

Commission Members

Chris Adams

Tony Anthonissen

Kevin Sylvester

Vickie Norris

Abbi Gish

Angie Sievers

Bobby Thompson

City Staff

Elizabeth Smith, Administration

Michael Duerr, Human Resources

Christina Wiersma, City Attorney's Office

Bob Bolerjack, Executive Director

The meeting commenced 4:03 PM.

March 19, 2019 Minutes

Commissioner Norris moved to accept the minutes from the March 19, 2019 meeting. Commissioner Gish seconded. The motion carried.

Salary Discussion Municipal Court Judges

Commissioner Norris presented her research to the group regarding Municipal Judges' salaries. As a result of E2SSB 5454, City Ordinance, 2.108.040 (C) states Municipal Court Judges will be paid at an equivalent to at least 95% but not more than 100% of a District Court judges' salary, with part time judges being compensated on a pro rata basis. Judges' salaries have not kept up with Cost of Living for the past 10 years.

Commissioner Norris moved to set the salary for a full time Everett Municipal Court Judge In compliance with Everett Municipal Code 2.108.040 (C); the salary for a full-time Everett Municipal Court Judge shall be equal to that of a Washington State District Court Judge (currently \$164,313 per year) and shall automatically be adjusted at such times and with the same effective dates as any adjustment to the salary of Washington State District Court Judges.

Commissioner Anthonissen seconded the motion and discussion ensued.

Commissioner Adams recommended we put into the schedule a citation of the ordinance so future Salary Commissions will be aware of the Ordinance.

Commissioner Norris informed the group that none of the cities within a 150-mile radius that she reviewed, compensate below 95% of the Washington State District Court judges.

Commissioner Adams called for a vote and the motion carried. Commissioner Adams reminded the group the Salary Schedule will be approved after the Public Hearing on April 17.

Salary Discussion Mayor

The Commissioners moved on to the Mayor's salary and Commissioner Adams reminded the group the motion to increase the Mayor's salary 2% had been withdrawn at the March 19 meeting.

Commissioner Norris remarked that, Everett's Mayor is well compensated compared to the Mayor of Seattle and she would like to keep the Mayor's salary increase within the COLA of 2.5%.

Chris Adams explained the motion he made at the March 19 meeting was to establish a middle ground; he is not opposed to a 2.5 increase and would like to keep it tied to the CPI-U in case of a recession and City revenues start to struggle.

Commissioner Anthonissen agreed stating the Mayor is CEO of the City, and see any reason not to justify the 2.5%

Commissioner Norris moved to set the Mayors salary:

Effective January 1, 2020, the Mayor's salary for 2020 will be the Mayor's base wage in effect on December 31, 2019, increased by the percent change in the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle Tacoma-Bellevue area for the June 2018 to June 2019 index. If the CPI-U is greater than 2.5%, the percentage increase shall be capped at 2.5%.

Effective January 1, 2021, the Mayor's salary for 2021 will be the Mayor's base wage in effect on December 31, 2020, increased by the percent change in the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle Tacoma-Bellevue area for the June 2019 to June 2020 index. If the CPI-U is greater than 2.5%, the percentage increase shall be capped at 2.5%.

If the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle-Tacoma-Bellevue area for the June to June indexes is zero percent (0%) or below, the Mayor's salary for the respective year shall remain the same as the Mayor's previous year's salary.

Commissioner Anthonissen seconded the motion and discussion ensued.

Commissioner Gish asked why 2.5% since the majority of staff received a 3% COLA in 2019 and was told those were negotiated with their bargaining unit. It was also noted that the increases to Mayor's appointed staff were at 2.5%.

The Commissioners all agreed the Mayor should be the highest paid staff as head of the City. The Commissioners voted and the motion carried.

Salary Discussion City Council

Michael Duerr started the discussion by telling the group that City Council received a 2% increase from the last Salary Commission.

Commissioner Anthonissen told the group that the City Charter designates Council members as part time and therefore sees no justification for an increase.

Commissioner Thompson reminded the group the job of the Commission is to evaluate Council members as compensated employees.

Commissioner Norris said compared to other cities our Council members are well paid. The average salary of other comparable cities is \$16,800.00 with our Council members being paid \$29,000.00
Commissioner Sievers said that our Council members are highly skilled and knowledgeable.

Commissioner Anthonissen said the responsibilities of City Council compared to the Mayor are not the same. They are part time positions and comparing salaries to other local communities, Everett Council members are well paid.

Commissioner Thompson reminded the group that Everett manages its own utilities, Fire Department, Transit agency and Library system.

Commissioner Adams added that many other city councils meet monthly and ours meet weekly. He also mentioned he is watching the County Council race, which is highly contested; many of Everett's council positions run uncontested. He would like to encourage people to run for City Council in order to bring new ideas to the City and he wants to make sure we can attract the highest quality people to run for public service. He strongly encouraged at least a 2% increase.

Commissioner Anthonissen said he would compromise at .5% because Council members should run from a sense of civic duty. Commissioner Adams replied that the Commission can only control the salary and has faith that voters elect people based on their ideas.

Commissioner Norris moved to set the Council increase:

Effective January 1, 2020, the City Council members' salary for 2020 will be the Council members' base wage in effect on December 31, 2019, increased by the percent change in the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle Tacoma-Bellevue area for the June 2018 to June 2019 index. If the CPI-U is greater than 2.5%, the percentage increase shall be capped at 2.5%.

Effective January 1, 2021, the City Council members' salary for 2021 will be the Council members' base wage in effect on December 31, 2020, increased by the percent change in the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle Tacoma-Bellevue area for the June 2019 to June 2020 index. If the CPI-U is greater than 2.5%, the percentage increase shall be capped at 2.5%.

If the Consumer Price Index (CPI-U) (1982-84 = 100) for the Seattle-Tacoma-Bellevue area for the June to June indexes is zero percent (0%) or below, the City Council members' salary for the respective year shall remain the same as the Council members' previous year's salary.

Commissioner Gish seconded. The Commissioners voted with all in favor except Commissioner Anthonissen who objected. The motion carried. Commissioner Anthonissen explained he can't justify an increase in part time positions when communities with similar population bases pay less.

A draft salary schedule reflecting the above motions will be reviewed at the next meeting.

The next meeting is a Public Hearing set for April 17, starting at 5:00 PM.

Meeting adjourned 4:50 PM.