



Meeting Minutes

Salary Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Manny Bosser
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Monday, September 15, 2025

5:30 PM

**Continuation of September 11,
2025 Meeting**

Zoom Link: <https://us02web.zoom.us/j/85388572354?pwd=N1I8aG7AIlIdfyBGzhYbadb9LpmqPXO.1>

1. CALL TO ORDER

The meeting was called to order at 5:31 pm.

1.A ROLL CALL

Present: 4 - Commissioner Parfait Bassalé, Commissioner Dylan Carlson, Commissioner Erin Klika and Commissioner Karen Messmer

Absent: 1 - Vice Chair Quint Newell

2. APPROVAL OF AGENDA

The agenda was approved.

3. PUBLIC COMMENT

There was no public comment.

4. BUSINESS ITEMS

[25-0793](#) Discuss and Move to Approve Values the Commission Will Use to Make Council Salary Decisions

Commissioners discussed values for making decisions at the September 11 meeting. They decided the values are: Transparency; Access; Sustainability; Compassionate; Living wage; and that major change take community input.

The decision was discussed and closed.

[25-0794](#) Presentation and Discussion of Council Pay Models

Commissioners discussed pay models at the September 11 meeting.

The discussion was completed.

[25-0796](#) Receive Data Presentation and Discuss How to Express Olympia's

Local Approach

Commissioners discussed how to express Olympi'a local approach at the September 11 meeting.

The report was received.

[25-0798](#) Produce a Draft Council Salary Schedule

Commissioner Messmer moved to increase Council salary by 10% and increase the stipend benefit by 20%.

There was no second.

Commissioner Klika motioned, seconded by Commission Carlson to hold four additional meetings between now and July to work on a process for getting the community engaged in the Council salary discussion.

Aye: 4 - Commissioner Bassalé, Commissioner Carlson, Commissioner Klika and Commissioner Messmer

Absent: 1 - Vice Chair Newell

Commissioner Carlson moved, seconded by Commissioner Bassalé to increase Council salaries by 3.8% to match the cost-of-living increase independent City employees received January 1, 2025 and to increase Council health insurance benefit stipends by 21% to match the expected increase in premium costs in 2026.

Aye: 3 - Commissioner Bassalé, Commissioner Carlson and Commissioner Klika

Nay: 1 - Commissioner Messmer

Absent: 1 - Vice Chair Newell

[25-0799](#) Discuss Future Salary Commission Meetings

Commissioners decided to move the start time of the September 25 meeting from 5:30 pm to 6:00 pm.

The discussion was completed.

5. OTHER TOPICS

6. ADJOURNMENT

The meeting adjourned at 6:47 pm.

Accommodations