



Meeting Agenda

Salary Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Jessica Sweet
360.570-3913

Monday, July 26, 2021

5:30 PM

Online or Phone Via Zoom

https://us02web.zoom.us/webinar/register/WN_qCX_vICcQbyMaxbs5YZWJw

1. CALL TO ORDER

1.A ROLL CALL

2. APPROVAL OF AGENDA

3. APPROVAL OF MINUTES

[21-0738](#) Approval of July 20, 2021 Salary Commission Meeting Minutes

Attachments: [Minutes](#)

4. PUBLIC COMMENT

During this portion of the meeting, community members may address the Advisory Committee or Commission regarding items related to City business, including items on the Agenda. In order for the Committee or Commission to maintain impartiality and the appearance of fairness in upcoming matters and to comply with Public Disclosure Law for political campaigns, speakers will not be permitted to make public comments before the Committee or Commission in these two areas: (1) on agenda items for which the Committee or Commission either held a Public Hearing in the last 45 days, or will hold a Public Hearing within 45 days, or (2) where the speaker promotes or opposes a candidate for public office or a ballot measure.

[21-0739](#) Finalize Salary Compensation Recommendation

Attachments: [Preliminary Proposed Salary Adjustments](#)

Accommodations

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. If you require accommodation for your attendance at the City Advisory Committee meeting, please contact the Advisory Committee staff liaison (contact number in the upper right corner of the agenda) at least 48 hours in advance of the meeting. For hearing impaired, please contact us by dialing the Washington State Relay Service at 7-1-1 or 1.800.833.6384.



City Hall
601 4th Avenue E.
Olympia, WA 98501
360-753-8244

Salary Commission

Approval of July 20, 2021 Salary Commission Meeting Minutes

Agenda Date: 7/26/2021
Agenda Item Number:
File Number:21-0738

Type: minutes **Version:** 1 **Status:** In Committee

Title

Approval of July 20, 2021 Salary Commission Meeting Minutes



Meeting Minutes - Draft

Salary Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

Contact: Jessica Sweet
360.570-3913

Tuesday, July 20, 2021

5:30 PM

Online and Phone Via Zoom

https://us02web.zoom.us/webinar/register/WN_1DX64vEwT0K4xN-1rvci3A

1. CALL TO ORDER

Chair Bateman called the meeting to order at 5:30 pm.

1.A ROLL CALL

Present: 5 - Commissioner Jessica Bateman, Commissioner Lela Cross, Commissioner Jim Randall, Commissioner Joyce Turner and Commissioner Tadeu Velloso

2. APPROVAL OF AGENDA

The agenda was approved.

3. APPROVAL OF MINUTES

3.A [21-0729](#) Approval of July 14, 2021 Salary Commission Meeting Minutes

The minutes were approved.

4. PUBLIC COMMENT

Karen Messmer spoke.

5. BUSINESS ITEMS

5.A [21-0730](#) Discuss Salary Compensation Research

The Salary Commission came to a preliminary consensus that they want to recommending that Council receive a 3.09% COLA salary increase. This is the COLA amount Independent City staff received since Council salaries have been evaluated (2.07 % increase in 2020 and 1% in 2021) plus interest.

The Commission also discussed health insurance benefit stipends. The group came to a preliminary consensus that they want to recommend an increase commiserate to the City-paid portion of staff premiums. They also want to increase the dental benefit to have Council's dental premiums 100% covered and want to add vision coverage with 100%

premium costs covered by the City.

The group also researched health plans on the market to see what a plan comparable to the city plan costs and the lowest deductible offered on WAHealthPlanFinder.org is twice that of the city plan and the lowest out-of-pocket max is \$2,000 more than what is offered by the City. They want to recommend adding half the cost of the out-of-pocket max difference (additional \$1,000 per Councilmember).

The Commission will have a meeting on Monday, July 26 at 5:30 pm to finalize their recommendation.

6. ADJOURNMENT

The meeting adjourned at 7:03 pm.



Salary Commission

Finalize Salary Compensation Recommendation

Agenda Date: 7/26/2021
Agenda Item Number:
File Number:21-0739

Type: decision **Version:** 1 **Status:** In Committee

Title

Finalize Salary Compensation Recommendation

Recommended Action

Finalize City Council salary compensation recommendation to file with the City Clerk.

Report

Issue:

Whether to finalize City Council salary compensation recommendation to file with the City Clerk.

Staff Contact:

Linnaea Jablonski, Human Resources Director, 360.753.8309

Presenter(s):

Linnaea Jablonski, Human Resources Director

Background and Analysis:

The Independent Salary Commission was convened July 2017 to review the Olympia City Council salary and compensation package. The Commission met in 2017 and 2019.

The Salary Commission come up with preliminary proposed adjustments to Council salaries and health benefit stipends. At this meeting, the Commission will continue to discuss the proposal and is hoping to finalize their recommendation.

The Commission is drafting a Philosophy Statement to explain their reasoning for the decisions they make. The draft will be available online with meeting materials as soon as all Commissioners have completed their updates and edits.

Neighborhood/Community Interests (if known):

N/A

Options:

1. Finalize City Council salary compensation recommendation and instruct staff to file the recommendation with the City Clerk.

2. Identify additional information needed, ask staff to update the findings and present to the Salary Commission and schedule an additional meeting.

Financial Impact:

Unknown at this time.

Attachments:

Preliminary Proposed Salary Adjustments

2021 proposed increase

	Mayor		Mayor Pro-Tem		Council Member	
Proposed Salary	\$ 27,114.92		\$ 24,855.17		\$ 22,595.42	
Current Salary	\$ 26,301.78		\$ 24,109.81		\$ 21,918.17	
Increase	\$ 813.14	3.09%	\$ 745.36	3.09%	\$ 677.25	3.09%
	<u>1</u>		<u>1</u>		<u>5</u>	
Total Salary Increase	\$ 813.14		\$ 745.36		\$ 3,386.25	\$ 4,944.74
Option A						
Proposed Benefit						
Medical	3,855.10		3,855.10		3,855.10	
Deductible	1,000.00		1,000.00		1,000.00	
Dental	599.04		599.04		599.04	
Vision	92.64		92.64		92.64	
	<u>5,546.78</u>		<u>5,546.78</u>		<u>5,546.78</u>	
Current Benefit						
Medical	3,627.84		3,627.84		3,627.84	
Dental	180.00		180.00		180.00	
	<u>3,807.84</u>		<u>3,807.84</u>		<u>3807.84</u>	
Increase	1,738.94		1,738.94		1,738.94	
Members	<u>1</u>		<u>1</u>		<u>5</u>	
	1,738.94		1,738.94		8,694.68	12,172.56
Total Impact						
					\$ 17,117.30	

1/2 the deductible difference of least expensive plan of a 50% FTE for plan found on healthplanfinder