



## Meeting Minutes - Draft

### Salary Commission

City Hall  
601 4th Avenue E  
Olympia, WA 98501

Contact: Jessica Sweet  
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**Tuesday, July 20, 2021**

**5:30 PM**

**Online and Phone Via Zoom**

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[https://us02web.zoom.us/webinar/register/WN\\_1DX64vEwT0K4xN-1rvci3A](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.