



Meeting Minutes

Salary Commission

City Hall
601 4th Avenue E
Olympia, WA 98501

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Wednesday, September 13, 2017

5:30 PM

Room 207

1. CALL TO ORDER

Chair Langer called the meeting to order at 5:33 p.m.

1.A ROLL CALL

Present: 5 - Chair Stephen Langer, Vice Chair Samantha Jenkins, Commissioner Jim Randall, Commissioner Jill Severn and Commissioner Joyce Turner

2. APPROVAL OF AGENDA

The agenda was approved.

3. APPROVAL OF MINUTES

3.A [17-0932](#) Approval of August 24, 2017 Salary Commission Meeting Minutes

The minutes were approved.

4. PUBLIC COMMENT - None

5. ANNOUNCEMENTS

Administrative Services Deputy Director Debbie Sullivan announced Commissioner Randall will be unable to attend the September 19, 2017 meeting in person.

6. BUSINESS ITEMS

6.A [17-0931](#) Presentation and Discussion of City Council Salary Compensation Research

Ms. Sullivan presented information the Commission requested during the August 24, 2017 meeting. She reviewed notification methods to the public regarding the Independent Salary Commission meeting, City operating and capital budget information, City job classification including salary and City employee benefit programs. She shared information on the costs for a medical plan that could be purchased by individual Councilmembers. She also summarized the complete list of information the Commission received over the three public meetings.

After significant discussion, the Commission determined a salary increase, along with benefits or stipend, was warranted. Further discussion revealed the Commission's desire for a rational, measured approach to determining the salary and compensation schedule. The consensus was that the City Council should receive cost of living adjustments that non-represented City employees received from 2008 to 2017 as well as a cash stipend equivalent to 52% of what a non-represented City employee would receive. The Commission also proposed that the AWC benefit package offered to employees continue to be available to the City Council if they meet the plan eligibility requirements.

The Commission directed staff to draft the Salary and Compensation Schedule to reflect the consensus. They also directed staff to draft a news release for the Commission's review. They asked that the release explain the rational, the level of time and effort to serve, and the value of the positions to the community.

The discussion was completed.

7. REPORTS - None

8. OTHER TOPICS

Since Commissioner Randall is unable to attend the September 19, 2017 meeting in person, he will participate via conference call.

City attorney Mark Barber clarified this meets the Open Public Meeting Act.

9. ADJOURNMENT

Chair Langer adjourned the meeting at 7:23 p.m.