



City Hall  
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## City Council

### Approval of a Resolution Appointing Erin Klika to Serve on the Independent Salary Commission

**Agenda Date:** 5/7/2024  
**Agenda Item Number:** 4.C  
**File Number:** 24-0405

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**Type:** resolution **Version:** 1 **Status:** Passed

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**Title**

Approval of a Resolution Appointing Erin Klika to Serve on the Independent Salary Commission

**Recommended Action**

**Committee Recommendation:**

Not referred to a committee.

**City Manager Recommendation:**

Move to approve a Resolution appointing Erin Klika to the Independent Salary Commission as proposed by the Mayor.

**Report**

**Issue:**

Whether to approve a Resolution appointing Erin Klika to the Independent Salary Commission as proposed by the Mayor.

**Staff Contact:**

Debbie Sullivan, Assistant City Manager, 360.753.8499

**Presenter(s):**

Debbie Sullivan, Assistant City Manager

**Background and Analysis:**

In July 2017, City Council passed Ordinance No. 7089, in accordance with RCW 35.21.015, creating an Independent Salary Commission to review and establish the salaries for all seven members of the Olympia City Council. The Independent Salary Commission serves a two year-term.

Olympia's Independent Salary Commission is a group of five residents appointed by the Mayor and approved by Council. One member has resigned, and a new commissioner needs to be appointed. Mayor Payne solicited names from other Councilmembers. Based on the availability, diversity of experience and interest in serving, the Mayor is recommending Erin Klika.

The Commission last met in July 2023. Staff will convene the Commission in 2024 following the

appointment of the vacant Commissioner position.

**Climate Analysis:**

The project is not expected to have an impact on greenhouse gas emissions.

**Equity Analysis:**

The City Council asked the Community Livability and Public Safety Committee (Committee) to evaluate the Independent Salary Commission process, specifically to find opportunities to incorporate diversity, equity, and inclusion and to reduce barriers for community members to serve on the Commission. Recommendations will be forwarded to the full Council at a future meeting regarding qualifications and ability to receive a stipend to defer expenses. The Committee also discussed the importance of having a Commission made up of diverse members.

**Neighborhood/Community Interests (if known):**

Community interests are addressed in the Equity Analysis.

**Financial Impact:**

The Independent Salary Commission will establish a salary and compensation schedule that will be implemented 30 days upon publication. This expense is included in the general fund operating budget.

**Options:**

1. Approve a Resolution appointing Erin Klika to the Independent Salary Commission as proposed by the Mayor.
2. Approve the appointment of a different candidate and direct staff to update the resolution and return to Council for consideration at a future meeting.
3. Do not approve a Resolution appointing Erin Klika to the Independent Salary Commission and request the Mayor forward additional candidates to Council for consideration.

**Attachments:**

Resolution