



SALARY COMMISSION

Meeting Minutes

PUBLIC HEARING & SPECIALLY CALLED MEETING

July 24, 2017

7:00 pm

Police Department Training Room
250 Fifth Avenue, Edmonds

PRESENT: Don Hall, Commissioner
Jeff Hodson, Commissioner
Ava Dubno, Commissioner (elected as Vice-Chair)
Jay Grant, Commissioner (elected as Chair)
Carl Zapora, Commissioner
Mary Ann Hardie, Human Resources Director

CALL TO ORDER

Chair Grant called the meeting to order at 7:00 PM

PUBLIC HEARING

Chair Jay Grant opened the public hearing. There were no members of the public present. Chair Grant called again for any member of the public to speak at the public hearing. Hearing/seeing no members present for the hearing, Chair Grant closed the public hearing, with the caveat that should members of the public appear to speak to the commission for the public hearing during the meeting, they could speak at the end of the meeting.

APPROVAL OF MEETING MINUTES

The Commission reviewed a more summary note style of meeting minutes and felt this format was appropriate for the meeting minutes going forward. **Commissioner Hodson made a motion to approve to July 24, 2017 meeting minutes with a change to the first section of the meeting minutes (to reflect who moved the motion and to change “to” to “the”).** Commissioner Dubno seconded the motion. The motion carried.

Chair Grant briefly reviewed with the commission the agenda for the meeting.

DISCUSSION ITEMS:

- **Council/Mayor Survey** -There was discussion that followed by the commission about the survey questions to the Council Members and the Mayor(s) that Chair Grant and Vice-Chair Ava Dubno had prepared as noted at the last meeting. The commission determined that Vice-Chair Dubno would provide a final draft of questions to send to Ms. Hardie (who would then distribute it to the commission for final review before posting to Survey Monkey).

- **Public Survey** – There was some discussion that followed by the commission about the survey to send to the public for feedback and the importance of using another method (aside from the public hearing) to ascertain this. The commission determined that Chair Grant would provide a final draft of questions to send to Ms. Hardie (who would then distribute it to the commission for final review before posting to Survey Monkey).
- **Press Release (public survey)** - The commission reviewed a draft press release prepared by Commissioner Hodson that encourages public input at the upcoming public hearing and links to the Salary Commission website for background. The commission also agreed to include a link to the public survey and discussed having a hard copy version of the survey available at City Hall. The commission determined that Commissioner Hodson would send an updated press release to Ms. Hardie. There was unanimous agreement by the commission to move forward with the press release and survey.
- **Review of CPI inflation calculator compared to Mayor/Council salaries** – The commission reviewed the charts and graphs that Commissioner Hodson had prepared and discussed that the data could be useful for the presentation to the Council. There was further discussion that followed by the commission as to how to best reflect the compensation data (with the Council cafeteria style benefits and pay and the Mayor's pay and benefits). The commission determined that Commissioner Hodson would break out the information in the trend charts (for the Mayor and Council) separately.
- **Review of information provided by Commissioner Zapora (with Mayor and Council possible % of increases)**- Commissioner Zapora reviewed the charts/graphs he had put together based on the Council and Mayor salary information. He pointed out that the City appears to have given approximately a 3.3% salary increase to the Mayor from 1988 to current. It was a little less clear for Council based on how the (cafeteria style) compensation is provided that changed in 2013. From 1988-2012- there was about a 2.2% increase. The commission reviewed the data and there was some discussion that followed about how the data may not reflect that it appears the Council has not received a pay increase (not including the cafeteria style medical benefit) and how it could be used for the presentation (as well as going back to 2002 for Council data).
- **Sound Cities information** – Commissioner Zapora said he had reached out to Deanna Dawson and is awaiting information back from her and does not have information to report on this at this time.
- **Review of August 7, 2017 meeting agenda** – **The commission discussed that they would** review the survey results at the next meeting. The survey deadline is 8/4/17.

The meeting adjourned at 8:50 am.