



SALARY COMMISSION

Meeting Minutes

SPECIALLY CALLED MEETING

August 7, 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 Zapor, Commissioner
Mary Ann Hardie, Human Resources Director

CALL TO ORDER

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

APPROVAL OF MEETING MINUTES

There was a short discussion regarding the meeting minutes. **Commissioner Hodson moved to approve the meeting minutes from 7/24/17. Commissioner Hall seconded. The motion carried.**

DISCUSSION ITEMS:

Survey Results

The Commission reviewed the three survey results (public, Council, and Mayor). It was noted only 3 Council Members responded to the survey.

- **Council** - The Council Member survey responses were reviewed by the Commission. It was noted that there was some satisfaction expressed by the responding Council Members as to the mix of compensation.
- **Mayor** – The Commission reviewed the survey results received from the Mayor.
- **Public** – The Commission reviewed the survey results received from the public.

Compensation History

The Commission reviewed historical Council pay and benefits for 2003-2017, provided by Ms. Hardie. A discussion ensued regarding the changes in compensation for the Council for the period 2003-2009. It appeared that in 2009, the medical insurance benefit was changed from 90% premiums paid for each Council Member, spouse, and dependent(s) to 90% premiums paid for only the Council Member.

Updated Trend Charts 1988-2016

Commissioner Hodson reviewed with the Commission the changes he had made to the trend line data and CPI, to reflect what the Mayor and Council pay would have been had the CPI been applied for the period 1988-2016. A discussion ensued regarding adding additional criteria to the chart data such as population growth and number of employees.

Ms. Hardie distributed copies of the Comparator City Chart for the Council to review. The commission had requested this information at a prior Commission meeting.

A discussion ensued as to how to proceed in the formulation of the recommendations and whether more input was needed from the public through a special public hearing process, outside of the meetings that had already been held and the upcoming second public hearing. There was further discussion about having input (from the public and elected officials) and having Commissioner Hodson create a graph reflecting data from the comparable cities provided by Ms. Hardie.

The Commission discussed which cities to use for data comparison. Commissioner Hodson stated that he would put the graphs together for the next meeting for the Commission to review. Additional discussion ensued about using comparable cities of the same size (30-50,000 size in population) and with the same Strong Mayor form of government.

NEXT MEETING

Public hearing. Formulate recommendations for the presentation.

The meeting adjourned at 8:04 pm.