

CITY OF LAKE STEVENS
SALARY COMMISSION MEETING MINUTES
Monday, October 19, 2020
Zoom (public)

CALL TO ORDER: 4:04 p.m. by Commissioner Hampton

COMMISSIONERS PRESENT: Sue Fernalld
Brian McManus
Carolyn Bennett
Michele Hampton
Dixie Behn

COMMISSIONERS ABSENT: None

STAFF MEMBERS PRESENT: Anya Warrington, Human Resources Director and Risk Manager
Kelly Chelin, City Clerk

OTHERS: Community members via zoom

Action Items:

- A. Approval of September 17, 2020 minutes: **MOTION** by Commissioner McManus to approve minutes, seconded by Commissioner Fernald. **MOTION** passed unanimously.
- B. Approval of September 24, 2020 minutes: **MOTION** by Commissioner Behn to approve minutes, seconded by Commissioner Bennett. **MOTION** passed unanimously.

Public Hearing:

Commissioner Hampton opened the public hearing, HR Director Warrington summarized the previous work the Commission had done and reviewed materials provided. Commissioner Hampton opened the public hearing and comment portion of the hearing at 4:10pm. The following citizens provided comment:

Mark Somers, Lake Stevens: Mr. Somers stated that he liked Commissioner McManus' recommendation of \$75, agreed that an annual salary review is appropriate, and said that the Mayor ran for this position based on the (then) current status and salary.

Pam Somers, Lake Stevens: Ms. Somers stated that she also liked Commissioner McManus' salary recommendations with an annual review. Ms. Somers also stated her concerns regarding the process of the Mayor becoming full-time.

Kathryn Watanabe, Lake Stevens: Ms. Watanabe stated that considerations should be made regarding the COVID-19 pandemic and how the Mayor's salary effects other city departments. Ms. Watanabe also stated her concerns regarding the process of the Mayor becoming full-time

JuLeah: Agreed with prior speakers.

Janice, Lake Stevens: Ms. Janice thanked the Commissioners for volunteering for this committee and the amount of work it takes to be involved. Ms. Janice stated that as a business owner, she wants to ensure we are setting the city up for success and encouraged the Commission to set a salary using that threshold.

Alyssa Miller, Lake Stevens: Ms. Miller stated that she agreed with Janice and that the Mayor's salary should be representative of the work and quality of leader the city wants. Ms. Miller also stated her concerns regarding the process of the Mayor becoming full-time.

Athena Ewing: Ms. Ewing stated that the city needs a full-time Mayor and stated her concerns regarding setting the salary at \$80,00 per year since other city staff in the public works department make that much.

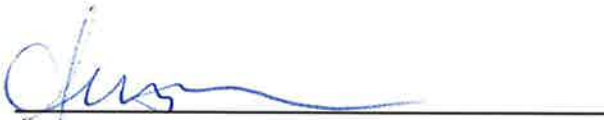
Commissioner Hampton closed the comments portion and the public hearing at 4:23p.m. Commissioner Hampton thanked the citizens for their comment and explained their task of setting the salary for the full-time Mayor position.

Commissioner Hampton explained to the salary commission their options of having a discussion, scheduling another meeting, or making a motion on the salary. Commissioner McManus stated that \$80,000 per year was fair, meets the median income of Lake Stevens, and agreed to review the salary in the future for any adjustments. Commissioner Behn said she understood all the citizen comments and concurred with Commissioner McManus that \$80,000 was fair. Commissioner Fernald appreciated the public comments and also agreed to move forward with \$80,000 per year. Commissioner Bennett stated that she would like to set the salary at \$90,000 or \$100,000 per year but will agree with \$80,000 as a starting point. Commissioner Hampton added that benefits would also be added to the base salary which may come out to a total compensation of about \$120,000-\$130,000.

MOTION by Commissioner McManus to authorize Commissioner Hampton to file the annual salary of \$80,000 per year for the Mayor with the City Clerk. Seconded by Commissioner Bennett. **MOTION** passed unanimously.

MEETING ADJOURNED at 4:37p.m.

Respectfully Submitted:



Anya Warrington
Human Resources Director and Risk Manager/Commission Liaison

Approved By:



Michele Hampton
Chairperson