

CITY OF LAKE STEVENS
SALARY COMMISSION MEETING MINUTES
Thursday, September 24, 2020
The Mill (Commissioners & staff only) & Zoom (public)

CALL TO ORDER: 4:10 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
Josh Roundy, Senior Accountant

OTHERS: Community members via zoom

New Business: Senior Accountant Roundy presented the 2020 budget overview, preliminary information regarding the budget in 2021 and the forecast through the next 5 years. The forecast included an approximate salary and benefits for the Mayor.

Discussion Items:

Mayor's salary: Commissioner Fernalld suggested looking at what other cities are paying their full-time Mayor and explained that the Commission should look at what salary is fair to the position, not the person holding office. Commissioner Behn concurred and added that the Commission should set the salary considering what duties are expected of a full-time Mayor. Commissioner McManus referred to the comparable cities and suggested a salary of \$65,000-\$75,000 yearly, plus benefits for the city our size. Commissioner Bennett suggested the Commission look to the future and the future demands of the Mayor's position and suggested setting the salary higher around \$8,200 per month (\$98,400 per year). Commissioner McManus cautioned the commission on setting the salary too high in the first year and suggested the Commission could always increase the salary the following year. Commissioner Hampton explained that salary setting is a balancing act; the Commission doesn't want to undervalue the Mayor's position, but also wants to be mindful of the City's budget. Commissioner Fernalld added that City Council has recently approved other salary increases for City staff. Commissioner McManus suggested \$75,000 yearly, and then reassess next year. Commissioners Fernalld, Bennett and Behn all would like to see \$80,000 yearly with an annotation that an annual salary review would occur. **MOTION** by Commissioner Fernalld to set the Mayor's salary at \$80,00 per year base with benefits to be determined by City Council; seconded by Commissioner Behn. **MOTION** passed unanimously.

City Council's salary: Commissioner Hampton noted the agenda should be amended to say City Council Members Compensation for 2021 (striking out Mayor). Commissioner Hampton reminded the Commission that last year it was decided to use the COLA non-represented staff were receiving for the Council as well. **MOTION** by Commissioner Fernalld to set the City Council's 2021 salary at \$558 plus the COLA non-represented City staff receive for 2021, with a maximum of 4 meetings allowed per month paid at \$80 per meeting, seconded by Commissioner Bennett. **MOTION** passed unanimously.

Future Salary Commission Dates:

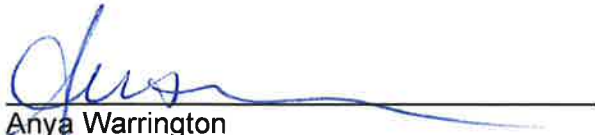
The public hearings were scheduled as follows:

Mayor's salary: October 19, 2020 at 4:00p.m.

City Council's salary: December 2, 2020 at 4:00p.m.

MEETING ADJOURNED at 5:36p.m.

Respectfully Submitted:

A handwritten signature in blue ink, appearing to read 'Anya', is written over a horizontal line.

Anya Warrington

Human Resources Director and Risk Manager/Commission Liaison

Approved By:

A handwritten signature in blue ink, appearing to read 'M. Hampton', is written over a horizontal line.

Michele Hampton

Chairperson