

**CITY OF LAKE STEVENS
SALARY COMMISSION MEETING MINUTES**

Thursday, September 17, 2020

Held virtually via Zoom

CALL TO ORDER: 4:00 p.m. by Director Warrington

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

Oath of Office: Conducted by City Clerk Chelin, oath of office was read and Commissioners McManus, Bennett and Behn were sworn into office.

Election of Commission Chairperson: **MOTION** by Commissioner Fernalld, seconded by Commissioner McManus to elect Commissioner Hampton as Chairperson. **MOTION** passed unanimously (Commissioner Hampton abstained).

Approval of Minutes: **MOTION** by Commissioner Hampton to accept and approve the minutes from the December 2, 2019 meeting, seconded by Commissioner Fernalld. **MOTION** passed unanimously.

Discussion Items: The Commission reviewed the minutes from November 25, 2019. Commissioner Hampton and Commissioner Fernalld explained last year was the first time the Commission approved the same COLA for elected officials as non-represented city staff received (last year was 1.53%).

New Business:

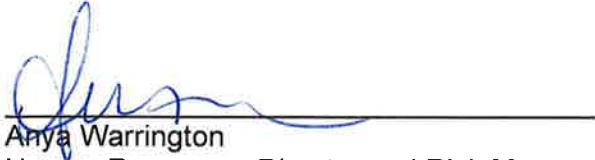
Director Warrington presented the data and information provided to the Commission. Commissioner Hampton suggested to continue the approach used last year for City Council's salary increase and approve the same COLA as non-represented staff, and Commissioner Behn concurred. Commissioner McManus suggested the Commission not just look at population comparables, but to consider the factors of new and continued growth in Lake Stevens, as well as the complexity of running a City surrounded by a lake brings. Commissioner Fernald brought up that Councilmembers attend a maximum of 4 meetings per month. Commissioner Hampton brought up the City's budget, and Director Warrington confirmed that the finance department will present budget updates and information at their next meeting. Commissioner McManus suggested we look at the Mayor's duties and suggested to take in a phased approach for the salary of the Mayor. City Clerk Chelin explained the ordinance signed by City Council to make the Mayor a full-time position stipulated the effective date for full-time would be after a salary is set by the commission. The Commissioners agreed to review all the data and information provided and continue the discussion of the Mayor's salary at the next meeting.

Future Salary Commission Dates:

The next Commission meeting was set for Thursday, October 24th at 4pm dependent upon the finance department's availability to present.

MEETING ADJOURNED at 4:56 p.m.

Respectfully Submitted:



Anya Warrington

Human Resources Director and Risk Manager/Commission Liaison

Approved By:



Michele Hampton
Chairperson