



CITY OF LAKE FOREST PARK SALARY COMMISSION MEETING

Wednesday, April 24, 2024 at 4:00 PM

Meeting Location: In Person and Virtual / Zoom
17425 Ballinger Way NE Lake Forest Park, WA 98155

INSTRUCTIONS FOR PARTICIPATING IN THIS MEETING VIRTUALLY:

Join Zoom Webinar: <https://us06web.zoom.us/j/83457667930>
Call into Webinar: 253-215-8782 | Webinar ID: 834 5766 7930

AGENDA

1. CALL TO ORDER: 4:00 PM
2. APPROVAL OF THE AGENDA
3. APPROVAL OF MINUTES
 - A. April 8, 2024 Minutes
4. PUBLIC COMMENT
5. OLD BUSINESS
 - A. Review of Survey Results
6. NEW BUSINESS
 - A. Review of comparables
 - B. Salary Commission Recommendations
7. COMMISSIONER REPORTS
8. FUTURE MEETING DATES / AGENDA ITEMS
9. ADJOURN

Any person requiring a disability accommodation should contact city hall at 206-368-5440 by 4:00 p.m. on the day of the meeting for more information.



**City of Lake Forest Park
Salary Commission
April 8, 2024
MINUTES**

Commission members present: Chair Michael Troyer, Vice Chair Carol Fyall, Cmr Donna Hawkey

Staff present: HR Director Shannon Moore

Chair Troyer called the meeting to order at approx. 4:05 p.m. The meeting took place in person and via Zoom.

Approval of the Agenda

Commissioner Hawkey made a motion to approve the agenda as presented. Commissioner Fyall seconded the motion. The motion passed unanimously.

Public Comment

None.

Approval of the Minutes

Commissioner Fyall noted the meeting time for May 6, 2024 needed to be corrected to state 4pm instead of 6pm. Commissioner Hawkey made a motion to approve the March 21, 2024, draft meeting minutes with the update presented by Commissioner Fyall. Commissioner Fyall seconded the motion. The motion passed unanimously.

Old Business

A. Last adopted salary increase for the City Council

HR Director Moore shared that the last increase occurred in 2008.

New Business

A. Discussion regarding a possible City Council survey

Commissioner Hawkey shared her drafted survey questions to the group. Discussion ensued regarding the purpose of the survey, how the information would be used by the commission, and how the information would be quantified. A list of four questions were ultimately agreed upon by the commission:

- Briefly tell us why you ran for City Council.
- About how many hours do you spend attending City council meetings, events, training, and committees in your capacity of Councilmember (monthly)?
- About how many hours do you spend preparing for City council meetings, events, training, and committees in your capacity of Councilmember (monthly)?
- Anything else you would like us to know that you think will help us understand your council service work better?

Commission Members Report

Chair Troyer stated this was covered in the earlier City Council survey discussion e.g. how the survey could be used as a tool to support the work of future Salary Commissions.

Adjournment

Chair Troyer made a motion to adjourn the meeting. Cmr. Fyall seconded the motion. Motion carried unanimously and the meeting adjourned at approx. 5:00 p.m.

SUBMITTED:

APPROVED:

Shannon Moore, HR Director

Chair Michael Troyer

DRAFT

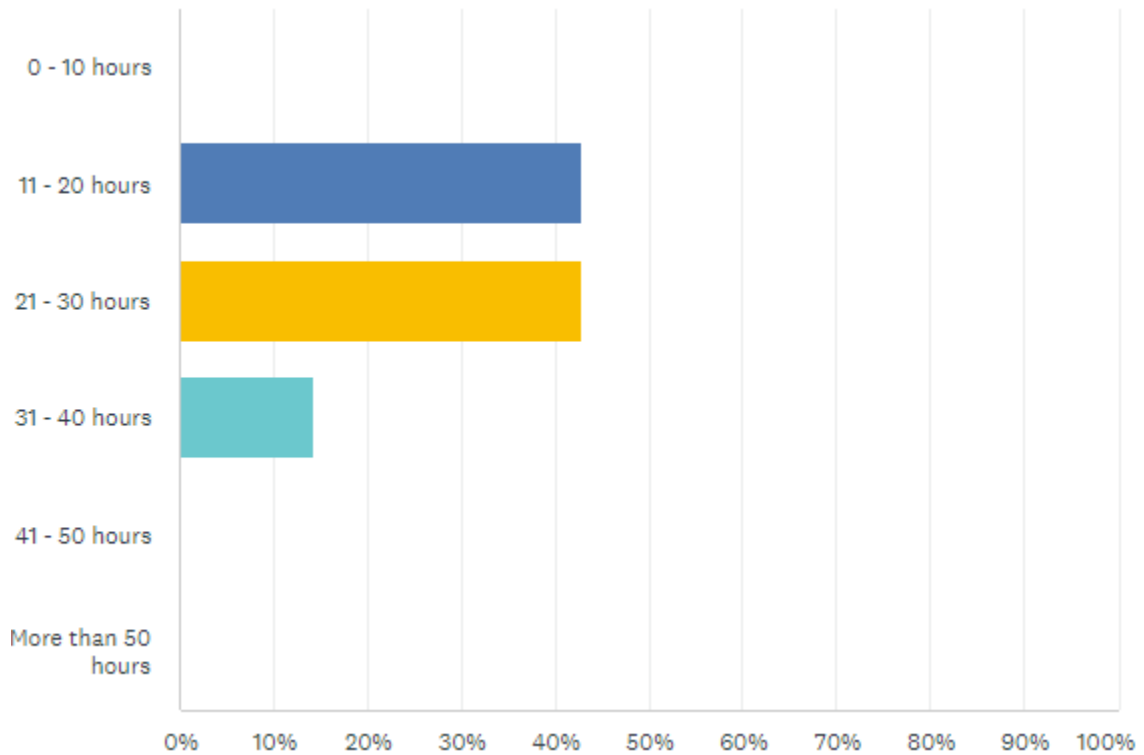
Results: LFP Councilmember Survey from Salary Commission

1. Briefly tell us why you ran for City Council:

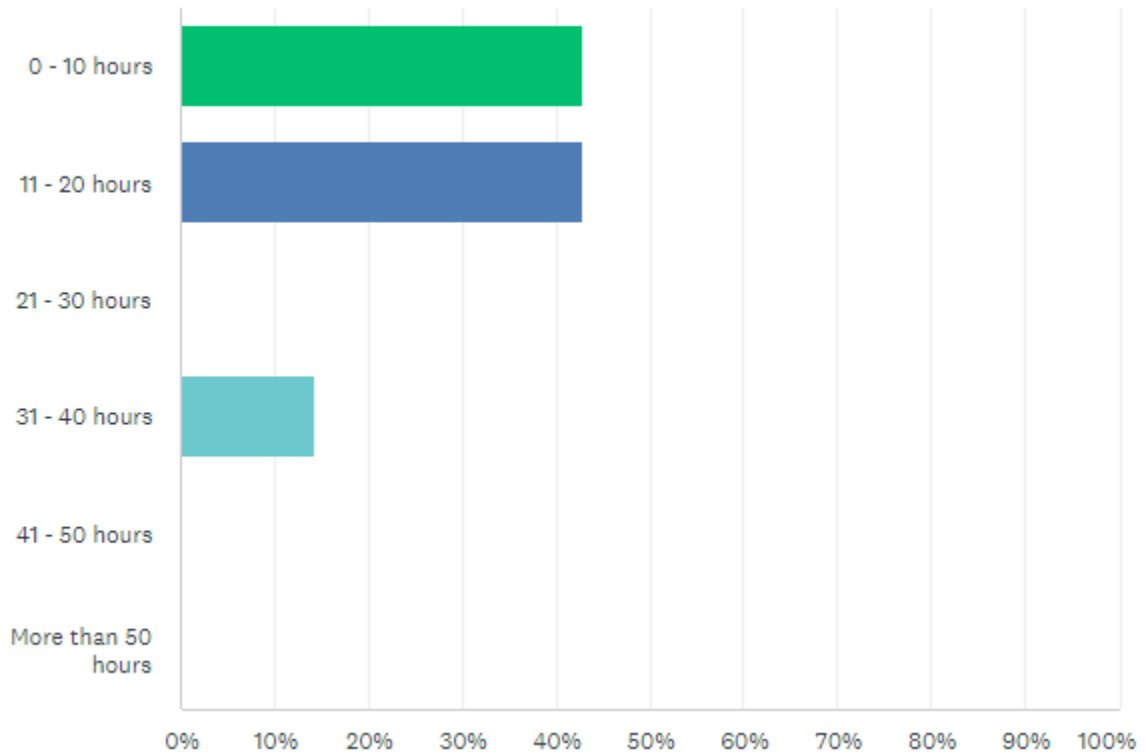
Reponses:

- *“I wanted to be able to preserve what we like about the city, e.g. trees, while at the same time finding ways to make improvements to what the city provides, e.g. easier to walk around, better park access.”*
- *“To ensure a wonderful city for my daughter and future grandchildren”*
- *“To help citizens of Lake Forest Park”*
- *“Issues facing the city”*
- *“Because I have lived in LFP for nearly 20 years and I am very passionate about my community and the people who live here. I wanted to be an integral part of the decision making that affect our daily lives here in LFP and to be an important advocate to the citizens of LFP.”*
- *“To get the city moving on climate change issues”*
- *“To volunteer my skillset and make a difference in our beautiful city.”*

2. In a typical month, about how many hours do you spend attending City council meetings, events, training, and committees in your capacity of Councilmember?



3. In a typical month, about how many hours do you spend preparing for City council meetings, events, training, and committees in your capacity of Councilmember?



4. Anything else you would like us to know that you think will help us understand your council service work better?

Responses:

- *“The role is challenging one- success is dependent on what time one commits to it.”*
- *“Compensation isn’t really an issue for me, but I can see how the amount of compensation can cut down on the number of people willing to run and serve on the Council.”*
- *“We handle many things behind the scenes as well as experience hate speech and emails and mailings.”*
- *“Being an elected official is only possible with a supportive family; the time we share with our community is time spent away from family and full time jobs. The burden on folks with families is immense and the financial compensation is never enough to cover that burden meaning we volunteer more time than we are compensated for. I was told to consider Council salary as ‘coffee money’ and to never calculate my actual hourly rate as that would be disappointing. Benefits and higher salary would greatly offset this burden and open up council to a more diverse group of candidates - younger candidates that could be more long-term minded and would better reflect the diverse ages of the residents of our city.”*
- *“Committee work is variable, and often based on each councilmember’s availability. My time breakdown is roughly 9 hours/month city council meetings; 2 hours/month liaison to city board; 3 hours/month regional committees. It’s hard to quantify time spent developing policy proposals, reading proposed ordinances, working with staff.”*