



SALARY COMMISSION HYBRID MEETING MINUTES MARCH 7, 2023

This meeting was conducted remotely using teleconferencing technology provided by Zoom

CALL TO ORDER

The meeting was called to order at 2:08 pm. In attendance were Commissioner Chair Jennifer Bragg, Commissioner Michael Erisman (remote), and City Clerk Deana Dean (staff liaison).

Also present was Danna McCall, Communications Coordinator.

PUBLIC COMMENTS – There were no public comments.

MINUTES – Not addressed.

NEW BUSINESS

OTHER BUSINESS

Continued discussion on salaries and benefits.

Chair Bragg explained the thought process on how the mayor's salary was calculated including taking the average of the eight comparable cities salaries which equaled \$53,000. Another option was to take the four highest paid from those eight, remove the highest and lowest, and take the average which equaled \$66,500. Two other possibilities were to keep the eight comparable cities, remove the highest and lowest, then take the next highest and lowest which was Arlington and Camas and averaging those which equaled \$60,000; and lastly to discard the highest comparable city, take the high and low of the remaining seven which equaled \$55,000. Commissioner Erisman indicated the need to think of the history of elected officials' salaries in Snoqualmie in considering any level of change. He also noted the commission should not look at data which is not relevant to the scope of the commission such as regular employee salaries, and since there was no adjustment resulting from the 2020 commission, the percentage of increase equals approximately 12.5% per year over the last four years.

It was stated that under the elected official's leadership, there is justification for the increases under consideration. Commissioner Erisman indicated what was originally proposed seemed aggressive, but he can support the \$55,000. Chair Bragg agreed. It was agreed to apply the same logic to councilmember salaries which would increase their salaries to \$900 per month or \$10,800 annually. The discussion was to increase Mayor Pro Tem salary from \$100 additional per month to \$125 additional per month.

Commissioner Erisman did not feel a COLA for 2024 would be necessary and noted the next salary commission would convene in approximately 20 months.

Discussion was held regarding health insurance benefits including discussion about the 50% enrollment requirement, cost of insuring full family, opt out option and whether there would be a taxable amount versus a reimbursement for existing insurance. It was agreed to clear up language in the code and leaving premium costs the same until the next salary commission.

Brief discussion was held regarding the mayor's full time equivalent status. It was agreed that a notation should be made in the commission's written decision indicating that the .25 FTE had no bearing on the number of hours the mayor may or may not spend and was not relevant to his/her salary.

The next meeting, to review and finalize the salary commission's decision, is scheduled for Thursday March 9, 2023, at 3:00 pm and will be held remotely via Zoom.

ADJOURNMENT: The meeting was adjourned at 3:03 pm.

Minutes taken by Deana Dean, City Clerk

Recorded meeting audio is available on the City website after the meeting.