



City of Tacoma  
Citizen Commission on Elected Salaries

Ronald Malm, Chair  
Richard Wilkinson, Vice Chair  
Terry Mensonides  
Robert Anderson  
Dianne Conway  
Randy Droppert  
Shari Barrera

**MINUTES**

**TIME:** Monday, November 13th, 2017, 6:00 PM

**PLACE:** 733 Market Street, Room 12, Tacoma, WA 98402

**PRESENT:** Ronald Malm, Shari Barrera, Randy Droppert, Dianne Conway, Pandora Schaal

**ABSENT (Excused):** Richard Wilkinson, Julianna Yust

**Call to Order:**

At approximately 6:00 pm, Chairman Malm, called the meeting to order.

**Roll Call:**

At approximately 6:01 pm, staff liaison, Cloie Wonderly did roll call.

**Introductions of Committee Members:**

Ron – I think it's time to introduce our new committee members. Brief background.

Pandora – My name is Pandora. I grew up in Tacoma. I went to Lincoln then Eastern Washington University. I was on a committee for a funding club as a treasurer. Currently, I work at Pizza Hut as a manager.

Ron – I am a chemical dependency professional in Tacoma. I work with the public in recovery and am a grateful member of this commission.

Shari Barrera – I teach Kindergarten through second grade academics required with specialized classes in Federal Way but reside in Tacoma.

Dianne – I am an attorney at Gordon Thomas Honeywell; been there for over 19 years.

Randy – Data analyst for Puget Sound Firefighters. I've been doing that for nearly 30 years.

Cloie – I am an HR Assistant with City of Tacoma.

**Ground Rules and Procedures for Operations:**

Ground rules are the same but now includes names of new members.

**2017 Decision Recap effective January 1<sup>st</sup>, 2018:**

Ron – I had signed off on our decision and turned it in. No need to present in person.

**Discussion of Mayor & City Council Salaries:**

Dianne – This commission was set up as a result of a charter event that passed by the citizens of Tacoma about 3-4 years ago. What had been affected previously was an automatic raise for the mayor and the city council people which made some sense at the time that they passed it



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because interest rates were pretty high. In the end, ultimately resulted in some inflated salary over time if compared to salaries of city council members and mayors of city managers around cities. We got started pre-late in the game in terms of our decision a few years ago but there were a lot of intense discussion. The anomaly between our salaries here versus other places sort of stood out. There was some interim salaries adopted but they weren't going to go into effect until January 1<sup>st</sup>, 2018 which gave us time to change them. We did cut them quite a bit but it was only on paper that wouldn't go into effect until January 2018. We had time to do additional research in house discussions, pros and cons. We want to be able to track quality people to do the work in a quality manner. There were some back and forth and ultimately we changed the numbers in salaries on paper and we brought them back up to where they kind of were more or less the best we see reflected in the decision that's in front of you. This will not increase until this body decides to increase or decrease in the future but they will not take into effect until the next January 1st. We were very sensitive about not having certain council members having different salaries from other council members which were one of the reasons why we delayed the implementation until January 1<sup>st</sup>, 2018 because otherwise, you would've had inconsistency and it didn't seem fair. I will tell you that these are higher than usual although City of Tacoma has a City Manager form of government which the City Manager does all the administrative work and the Mayor is certainly the face of the city. But what the mayor has done over the years have been greatly. We've had a very active mayor and we'd like that to be encouraged which is why that's a high salary for somebody. The other thing also, is that most council members do a lot of work outside of just their city council related.

Ron – We actually did it back in September of 2015.

Dianne – We had the numbers quite a bit lower prior due to short time, insufficient data. We sent out a survey asking a number of questions. Richard who is not here, he's the Human Resources person and he was actually the one who had put together that survey. It was really interesting that almost everybody responded in terms of what the job actually entails for real as well as other commitments. We also had other council members and Mayor Strickland come in and talk to us. Boe had mentioned that you don't have a personal life anymore once you're council member.

**Future Meeting Dates:**

Ron – Does everyone approve the future dates? All in favor.

Dianne – We can also amend these dates. For example the salary discussion, if there was a vote or change, it has to be submitted by early September and if by August we need to meet, we may meet. The nice thing about having these early in the month, if we need to meet later that month, we'd have time.

**Review & Approval of August 7<sup>th</sup>, 2017 Minutes:**

Ron – Now the minutes for our last meeting are on the next page.

Diane – My name is spelled with another "n".



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Cloie – We'll fix that. Chantra will get the minutes updated and send it to you for signature.

Ron – Any other business?

Diane – I would like to know about our next meeting, will we ask another city council member come in. Talk about what they do. Educational.

Ron – See what they're coming in to.

Diane – Victoria will be a good fit because she served as a council for a period of time and now she's stepped into a new role. See if she is available.

**Adjournment**  
(6:21pm)

  
Chantra Real, HR Assistant, Human Resources

  
Ron Malm, Chair