



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, February 13, 2017, 6:00 PM

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

PRESENT: Ronald Malm, Robert Anderson, Dianne Conway, Richard Wilkinson, Randy Droppert, Shari Barrera

ABSENT (Excused): Terry Mensonides

Call to Order:

At approximately 6:03 pm, Chairman Malm, called the meeting to order.

Roll Call:

At approximately 6:03 pm, staff liaison, Chantra Real did roll call.

Review and Approval of Minutes:

At approximately 6:03 pm, Chairman Ron Malm approved minutes. November 15th, 2016 minutes and August 22nd, 2016 minutes.

Introduction of Members:

At approximately 6:04 pm, staff liaison handed out copy of Resolution 39563 – reappointment of HR Specialist, Richard Wilkinson and newly appointed commissioners, Randy Droppert and Shari Barrera.

At approximately 6:05 pm, staff liaison asked for members to introduce themselves.

Shari Barrera introduced herself as a school teacher for Federal Way school district. Richard Wilkinson asked what intrigued Shari to join the Commission. Shari advised she was sent a letter and would like to broaden her horizons and do new things.

At approximately 6:06 pm, Randy Droppert introduced himself as a data analyst for Puget Sound Fire which was prior known as Kent Fire. Randy is a long time firefighter and resident of Tacoma. Dianne asked what Randy does with the Fire department. Randy advised he specializes in non-emergent medicine. Nurses have joined in and providing assistance with medical care to emergent phone calls. Dianne asked if 911 fields these calls and Randy advised that is currently being worked on now. Randy's work also helps collect data and response times.

At approximately 6:08 pm, Richard suggested that current members should also introduce themselves to our newest commissioners.

Richard introduced himself as the HR Specialist recruited by former Human Resources Manager and appointed by Mayor Strickland. Richard enjoys being on the Commission.



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Currently, Richard works for University of Washington, Tacoma. He is fairly new to Tacoma and just recently bought a home in the area.

At approximately 6:09 pm, Dianne Conway introduced herself as a partner at Gordon Thomas Honeywell and is the legal representative to the commission. Dianne has practiced law for many years and was recruited by Mayor Strickland.

At approximately 6:10 pm, Robert Anderson introduced himself as a papermill worker for 16 years. Robert received letter in mail and hoped to make a difference; give a little back.

At approximately 6:11 pm, Ronald Malm introduced himself as a chemical dependency professional currently working in Puyallup. Ron received a letter in mail, took letter to advisor and was recommended to join the Commission.

Joy St. Germain, introduction as the Human Resources Director.

Chantra Real introduced as the staff liaison for the commission.

Ground Rules and Procedures for Operations:

At approximately 6:13 pm, staff liaison revisited the ground rules for new members as well as refresher for current members.

Vote: Chair and Vice Chair

At approximately 6:14 pm, staff liaison brought up the re-election of Chair and Vice Chair. Dianne advised she is currently unavailable to take on the role of Chair. Ronald Malm suggested he can move up the ranks and become the Chair. Staff liaison asked who would be interested in being Vice Chair. Robert Anderson advised he is unavailable. Richard Wilkinson has offered to step up to Vice Chair. Dianne motioned to vote of chair and vice chair. All present are in favor.

Future Meeting Dates:

At approximately 6:16 pm, discussion of future meeting dates. Monday, August 21st, 2017 is the eclipse and may present as challenge. Meeting was suggested to be rescheduled for Monday, August 28th, 2017.

Discussion of Mayor and City Council Salaries:

At approximately 6:19 pm, staff liaison Chantra, advised 2015 council member salary was actually deputy mayor salary. Joy informed the commission that on the Tacoma 2015 salary sheet, councilmember salary was actually deputy mayor's salary and not the councilmember.

Dianne inquired on the deputy mayor's salary and councilmember's salary.

Richard advises regardless of the deputy mayor's salary, their decision holds up pretty well. No compelling reason to revisit the 2015 decision. Randy inquired historically, why our salary has always been higher.



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Dianne advised in the late 90s, there was an automatic cost of living increase of about 2%. During the times of inflation, salary looked unseemly for council. To get a better result for council elections, the automatic cost of living was created. 2016 survey results received from anonymous council members and mayor was an eye opener.

Randy would like clarification on how salary decision was made.

Robert and Dianne discussed the breakdown of councilmember, mayor and city manager form of government in relations to salary.

Randy asked if this is a fair comparison.

Dianne inquired whether Mayor Strickland would be able to come in and clarify on the duties of councilmember, mayor, and city manager.

Richard questioned the difference between our mayor and nearby cities mayor. Mayor Strickland has a robust approach to being mayor and wondered if it's the norm or more of a personal choice.

Randy brought up the work is not a 40 hour week job.

Robert inquired on the benefits of councilmembers.

Dianne informed councilmembers are eligible for health care. Decision for when new salary would take effect would start in 2018. Commission's decision is final and commission has authority to change the salary.

Randy commented that the salary is not enough for the amount of work mayor and councilmembers put in weekly. 2015 decision was made due to lack of information. Any change moving forward is based on commission's decision.

Richard would love to have Mayor Strickland present to discuss her duties.

Robert discussed council member rotational terms as well as the high salary.

Joy advised the public disclosure request regarding the differential pay in deputy mayor and regular councilmember's pay mistake in 2015 salary table. Data does not change recommendation. Automatic increases will end in 2018 along with change in salary to commission's suggested salary. What other Elected Salaries commissioners do to come up with their decision.

Perspectives on the job, what's required, mayor job description?

Public Comment

(None)



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Adjournment
(6:55 pm)

Ron Malm, Chair

Chantra Real, HR Assistant, Human Resources