



City of Tacoma

Richard Wilkinson, Vice Chair  
Randy Droppert  
Shari Barrera  
Julianna Yust  
Pandora Schaal  
Chad Arceneaux  
Patricia O'Conner

**MINUTES**  
**CITIZEN COMMISSION ON ELECTED SALARIES**  
Municipal Building, Room 243  
Monday, August 5, 2019  
6:00 P.M.

2019 Citizen Commission on Elected Salaries Officers:

Chair: Richard Wilkinson

Vice Chair: Julianna Yust

I. **CALL TO ORDER:** The meeting was called to order at 6:00 p.m. by Vice Chair Wilkinson in the City of Tacoma Municipal Building, Room 243, located at 747 Market Street, Room 243, Tacoma, WA 98402.

II. **ROLL CALL:** Chair Wilkinson

**PRESENT:** Officers: Chair Wilkinson, Vice Chair Julianna Yust

Members: Randy Droppert, Chad Arceneaux,, Pandora Schaal

**ABSENT:** Member: Patricia O'Conner, Shari Barrera

III. **INTRODUCTIONS:**

Jen Peters and Jamie Olson were introduced. Kari Louie explained that herself and Jen would tag team meetings going forward but felt they both should attend tonight.

IV. **COMMISSION INTERVIEWS MAYOR**

Prior to Mayor Woodards arrival Chair Wilkinson did a brief summary of why the Commission wanted to talk to her again. They were looking for more information about her duties, how she has progressed a year later, after she has settled more into her position.  
Mayor Woodard arrived at 6:05



After introductions, Chair Wilkinson recognized the uniqueness of a city with a fulltime Mayor and a full time city manager .He asked the Mayor to tell us more about her position.

Mayor Woodard explained that she is Mayor 100% of the time, except when sleeping. She loves her job and nothing could surpass this. Even if offered 1 million dollars to leave. That she would stay being Mayor if she could. She said she is busy, that being Mayor is different from being a council member. She travels in the same circles but there are much higher expectations being Mayor. 75% of her life is city business. She works around 60 hours a week, going to 2-3 places almost every night of the week making appearances. She has found that showing up is the most important thing. It makes a difference and is important to the community that the Mayor is present. That there is a lot of personal sacrifice involved with being Mayor, she joked she is going to stop talking about work life balance. She is never "off". When at the grocery store and even on trips out of town, she is recognized and interacts with the public. She made a point to say she was educating, not complaining.

She informed the Commission that there have been many unexpected financial expenses being Mayor. She attends many luncheons and fundraisers where there is an expectation to give, and that as Mayor she cannot give only \$25, so she gives more. She cannot expect others to give if she herself is not a contributor. She raffles lunches with her to raise money for organizations, but still has to pay for the lunch of herself and her guest, which add up.

She personally bought veterans pins to distribute. It was asked of her to contribute, personally \$5000 for a park. She gave \$1000. She knows her job is relationship building and is always conscientious of taxpayer money. They Mayor estimated she spends over \$10,000 when asked by the Commission how much of her own money does she spend on being the Mayor.

When asked what her top three priorities are she answered:

1. Affordability- how we build. How we keep people in housing, and how we keep stock in good repair. Homelessness falls into this as well. She belongs to a Mayoral round table on affordability.
2. Economic Development – jobs, jobs and more jobs. Getting everyone to know where Tacoma is. She is not convinced we need the big tenant. She wants many medium sized tenants so we are not dependent on any one. Focusing on bringing big Seattle companies to open satellite offices in Tacoma. She goes on many retention visits to local business, to keep them here. She feels Tacoma is on the cusp but has been for a long time, we have been smart with our growth. She said that Tacoma is very open about being a union town, that we have good paying jobs with good workers.

*Member Schaal arrived late at 6:24 pm.*



Chair Wilkinson stated he is uncertain in how she (the Mayor) interacts with the City Manager. Mayor Woodards state that she and Elizabeth Pauli formally meet monthly. She meets with the Utility Board as well as with the TPU Director. Elizabeth and her are always in contact however as things arise. Sometimes they get in the weeds about personnel. The Mayor is her (Elizabeth's) sounding board. The Mayor can help her to see how certain decisions may have certain consequences. That Elizabeth is the inward facing portion and she (the Mayor) is the outward facing portion.

Chair Wilkinson asked how she deals with individual request such as potholes etc...

Mayor Woodards explained it is her goal to respond to every constituent email. She has a support staff, who do not report to her that help her. She takes many meetings herself. Children with school assignments etc. She has her own policy analyst. Her staff helps with Sound Transit, which she could easily spend 10 hours a week on. Sound Transit is so important right now due to ST3, getting light rail from the airport to Tacoma. Being present gets Tacoma what it needs. She is the council chair on the Pierce Transit Board. She works with council members in other districts as well.

Member Yust asked what the Mayor would like the Commission to know.

Mayor Woodards response was that it is easy to look at numbers. Asked them to look at her duties. What is different from other cities? Yes the Mayor of Everett and Auburn make more. She is expected to be just as knowledgeable, just as powerful. She is on the same level as them. Mayor Woodards asked that the Commission consider the Utility as well.

Mayor exits at 6:40 after joking she is excited to be home by 7:15.

## V. FEEDBACK on CONVESATION WITH MAYOR

Many comment how passionate she is. That the idea of when having a City Manager the Mayor is weak needs to be thrown out.

Member Droppert- He was not surprised at all, by the money she spends, and is working much more than what she is compensated for.

Member Arceneaux -She is just as on the UP and UP as other Mayors and perhaps more powerful than them as well. He was happy with her priorities, especially jobs and transportation and that all the boards she serves on regionally enlightened him.

Member Yust - 1 year down the road how little has changed. She felt it was the same conversation as last year. She was glad the Mayor does not seem to be spinning her wheels and that is comforting.

Member Schaal - Transporation is BIG- happy knowing that she is advocating for Tacoma.





City of Tacoma

Richard Wilkinson, Vice Chair  
Randy Droppert  
Shari Barrera  
Julianna Yust  
Pandora Schaal  
Chad Arceneaux  
Patricia O'Conner

## VI. AGENDA ITEM – COMPARABLE SALARIES

Jen Peters provides handout and explains it has Population, City Manager Salaries, Tacoma Mean annual wages, Form of government, how many FT employees, council members' salaries and benefits provided to each city's Mayor. (The cities in which were requested at the previous meeting by the Commission)

Chair Wilkinson – States he feels Tacoma is more of a charter City

Member Yust – says she will give an unpopular opinion on how long it takes labor contracts in the city to be settled. She was not initially ok with giving the Mayor any money but after the conversation with that changed. She was not comfortable giving a large amount when the city will not even give CPI. That Teamster's 117 is over 17% behind the market in pay and the city is only offering 1.7%. How can it be justified giving more to the Mayor than the City will give other employees? That is not equitable.

Chair Wilkinson – Sees this differently. The job of a Mayor is not comparable. She's elected. There is a clear difference between her job and the job of represented employees. That aside, he knows that the Commission needs to be aware of what they are doing and how it will look.

Member Arceneaux - His view is that his job on the Commission is to make sure the Mayor is compensated adequately. They cannot compare the Mayor to other employees- this is separate. They should look at the Mayor's job and duties and determine if she is payed appropriately. They cannot NOT adequately compensate because of something else.

Member Yust – Tie it to a number like CPI

Chair Wilkinson – 18-19 CPI was 1.7 and 3.6 previous years (stats given by Kari and Jen). Wants to have a continuing appreciation for the nature of the Mayors job. Could she be given a stipend? Other employees do not have these expenses.

(There are several NO responses –that is gifting of public funds)

Member Droppert – States she is working much more than other employees, she is woefully underpaid and she is more than likely going backward financially.

The Commission asks for Elizabeth Pauli and Jackie Flowers salary. (Provided by Kari Louie and Jen Peters)

Elizabeth Pauli \$264,638.00

Jackie Flowers \$361,052.00

Member Schaal– the Mayor is moving the city to grow and she should be compensated.

Chair Wilkinson mentions that by 9/1 a decision is to be made. He believes the council is right where they need to be in pay. The Mayor.... He needs a little more. He would suggest 5%, feels this is reasonable.



**VI. REVIEW& DECIDE ON COUNCIL AND MAYORAL SALARIES**

Chair Wilkinson moved to keep council salaries at the same. Seconded by Member Doppert and carried with the following votes:

- In Favor:** 5 Members Doppert, Arceneaux, Yust, Schaal, Chair Wilkinson
- Opposed** 0
- Abstentions:** 0
- Absent:** 2 Member O'Conner, Member Barrera

Member Arceneaux moved to raise the Mayor's salary by 5.5 % Seconded by: no second.

Member Yust moved to raise the Mayor's salary by 1.7 % Seconded by: no second.

Chair Wilkinson moved to raise the Mayor's salary by 5% Seconded by: no second

Member Arceneaux discusses moving again for 5.5%. That is around \$450 a month. Member Yust comments that is money that is much more significant to other people (city employee's, herself) than the Mayor. Member Arceneaux acknowledges that this is not about what the Commission earns personally. It is about the Mayor, her duties and accomplishments and if the pay she receives is appropriate. Member Yust states the Mayor chooses many of these expenses. She does not HAVE to spend extra time and money. Member Doppert says that she lives with midnight calls about injured Firefighters and that is not fun. She does more than the Everett and Auburn Mayors and makes less. Those cities have Deputy Mayors.

Chair Wilkinson bring it back to the Roll call vote on raising 5.5%

Member Arceneaux moved to raise the Mayor's salary by 5.5% Seconded by Member Doppert

- In Favor:** 2 Members Doppert, Arceneaux
- Opposed** 3 Members Chair Wilkinson, Yust, Schaal
- Abstentions:** 0
- Absent:** 2 Members O'Conner, Barrera



Member Schaal says that 5.5% is not equitable. The city is not safe, she is sometimes scared to be in Tacoma due to a crime spree and police are not doing their job.

Member Yust moved to raise the Mayor's salary 2%. Seconded by: Member Schaal

- In Favor:** 3 Members Pandora, Yust, Chair Wilkinson
- Opposed** 2 Members Doppert and Arceneaux
- Abstentions:** 0
- Absent:** 2 Member O'Conner, Member Barrera

Member Yust moved to approve minutes from previous two meetings. Seconded by: Member Doppert

- In Favor:** 5 Members, Arceneaux, Doppert, Yust, Schaal, Chair Wilkinson
- Opposed** 0
- Abstentions:** 0
- Absent:** 2 Member O'Conner, Member Barrera

Staff Liason Jamie Olson asks if there are agenda items for next meeting. It is agreed that 3 weeks prior to next meeting Jamie will send an email asking for agenda items for discussion on next meeting.

**XII. ADJOURNMENT**

Jamie Olson moved to adjourn. Seconded by: Chair Wilkinson

- In Favor:** 5 Members, Member Arceneaux, Doppert, Yust, Schaal, Chair Wilkinson
- Opposed** 0
- Abstentions:** 0
- Absent:** 2 Member O'Conner, Member Barrera

Meeting adjourned at 7:18 pm.


City of Tacoma



Richard Wilkinson, Vice Chair  
Randy Droppert  
Shari Barrera  
Julianna Yust  
Pandora Schaal  
Chad Arceneaux  
Patricia O'Conner

The next meeting of the Citizen Commission on Elected Salaries:

- Monday, November 4, 2019
- 6:00 p.m.
- Municipal Building / Room 243

  
Chairperson Wilkinson, Chair

Attest:   
Jamie Olson, HR Assistant, Human Resources