



City of Tacoma

Richard Wilkinson, Chair- HR Appointee  
Brandon Kindschy, District No. 1  
Klaus Nalley, District No. 2  
David Koenig, District. No. 3  
Amanda Robison, District No. 4  
Patricia O'Connor, District No. 5  
Vacant Legal Appointee

**MINUTES**  
**CITIZEN COMMISSION ON ELECTED SALARIES**  
**\*Special Meeting\***  
Virtual via Zoom  
Monday March 1 2021  
6:00 P.M.

**I. CALL TO ORDER :** Meeting called to order at 6:04pm by Chair Wilkinson

**II. ROLL CALL:** HR Liaison Olson

**PRESENT:**

**Officers:** Chair Wilkinson

**Members:** Klaus Nalley, David Koenig, Amanda Robison

**Absent:** Patricia O'Conner, Brandon Kindsch

**III. APPROVAL of MINUTES FROM AUGUST 27<sup>th</sup> , 2020 MEETING:**

**Motion to approve:** Klaus Nalley

**Second:** Commissioner Amanda Robison

**Ayes:** Chair Wilkinson, Klaus Nalley, David Koenig, Amanda Robison

**Nays:** 0

**IV. INTRODUCTION OF NEW MEMBERS**

- Chair Wilkinson asks each Commissioner to speak- which part of Tacoma do they live in and what prompted them to want to serve on this Commission and a little about themselves.
  - i. Chair Wilkinson – he is has been on the Commission since the beginning in 2015. Lives in Theater District, worked at UW Tacoma and retired but is now teaching at the business school. Moved from Seattle after 30 years.
  - ii. David- Name is David Astoreta (Koenig), lived in Tacoma since 2015, a Veteran, and has a wife and a 2-year-old son. Attending because he is a



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police officer (Seattle) and due to his job, is digging into politics. Doing what he can to be involved.

- iii. Klaus – Lives in North East Tacoma, here since 1984, veteran who stayed. Serves on the Commission because the opportunity came and feels you should give back if you can.
- iv. Amanda- Been in Tacoma 2 years, prior in Everett and Seattle. Decided to work with, in Community. Spouse is in ecommerce and she is currently a delivery driver and has bachelors in Environmental Science.

### V. PURPOSE OF COMMISSION

- Chair Wilkinson give background that this is an unusual commission, there are two appointed positions. One in HR and one in legal. The Commission has one job, to set fair salaries for the Mayor, Deputy Mayor and City Council. It is significant because the Commission has unilateral final say.
- We have done salary surveys, met with the City Council, met with the Mayor to have her discuss her role, her job. Tacoma is interesting; we have a strong Mayor and strong City Manager form of government. It is a chance for us to educate ourselves about their work so we may set fair salaries/ compensation.
- Unlike other jobs, there is no competitive market for these positions. The nature of the work is challenging when there are no external reference points set in a normal compensation profile.
- Commission was created by the Charter Review Committee to de-politicize the setting of salaries for elected officials. Before this Commission City Council set their own salaries with a set system of automatic pay raises.
- There has not been much change in the compensation for the Council or Deputy Mayor. We have somewhat increased the Mayors salary
- Questions?
  - i. David - when is the next meeting? Confirms it is in May.  
--Chair Wilkinson explains that the decision is due at the August meeting as the deadline is September 1<sup>st</sup> each year.
  - ii. Are the salaries based off the work they do or where they live in Tacoma?  
– Chair Wilkinson states that will be explained in a little. We have documents with current compensation to go over in commissioner training

### VI. COMMISSION APPOINTMENT STAUS (CURRENT COMMISSIONER TERMS)

- Staff Liaison Olson goes over the current Commissioner positions and term dates



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<b>Commissioner</b>	<b>District</b>	<b>Term End Date</b>
<b>Brandon Kindschy</b>	<b>District No. 1</b>	<b>09/30/2022</b>
<b>Klaus Nalley</b>	<b>District No. 2</b>	<b>09/30/2022</b>
<b>David Koenig</b>	<b>District No. 3</b>	<b>09/30/2023</b>
<b>Amanda Robison</b>	<b>District No. 4</b>	<b>09/30/2023</b>
<b>Patricia O'Connor</b>	<b>District No. 5</b>	<b>09/30/2021</b>
<b>Richard Wilkinson</b>	<b>HR Mayoral Appointee</b>	<b>09/30/2022</b>
<b>Vacant Legal Appointee</b>	<b>Legal Mayoral Appointee</b>	<b>09/30/2021</b>

- Currently in the process of finding candidates to present the Mayor for the legal appointee. That position will be up this September, and would need to be re-appointed for an additional three year term September 30, 2021

### VII. ACTION ITEMS:

- Commissioners are required to take Open Government Meeting training within 90 days of appointment and provide certificate of completion. The website to take this training will be sent by staff liaison Jamie Olson to all at the conclusion of the meeting.
- Overview of current compensation of Mayor, Deputy Mayor and City Council along with what benefits are currently received – By Jen Peters.
  - Chair Wilkinson mentions his surprise at mandatory sick leave
  - Klaus Nalley state they all with the exception of one (City Council) have full time jobs. Does not understand why we offer health insurance.
  - Jen Peters, Human Resources Compensation and Benefits Manager explains they pay a prorated employee premium, which is currently \$50 per month or employee plus family \$100 per month.
  - Chair Wilkinson states the assumption is the Mayor works full time and the Deputy Mayor and City Council work part time and that it is striking



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how much is expected of their time in community and region meetings.  
Juggling Council Member Duties and personal employment is difficult.

- Questions:
  - David – City Council is Part time employment and they make \$45,000? Is the Deputy Mayor part time as well? Chair Wilkinson- Yes. Unsure of what degree the Deputy Mayor is called upon to fill in for the mayor.
- Chair Wilkinson states the reference point we have been using for Council salaries is the median income in Tacoma. Which is \$64,000 per family. Sixty percent of that still puts us at a level of fair compensation.
- Klaus Nalley states that last year was easy as with the Pandemic there was such a budget issue. How nice it was to get that review from the Budget office to know where the City was financially. It is nice to get time with them to ask what has been done to make their districts better. There are challenges going forward with how the pandemic still effects.
- Chair Wilkinson states one thing he is always conscious of is that fair compensation is important, yet whatever is done with elected official is magnified. If the council and mayor receive something, the implication is how the employees are being treated. How are the negotiations with the unions going? We do not want to make it difficult, or undermine city operations. Recognizing the complexity of the jobs these people do. Conscious of being fair to the work, but when layoffs and budget issues, it can be hard.

### **VIII. AGENDA ITEMS FOR MAY 2021**

- Comparative information from other cities, invite the Mayor or the Council? A budget update?
- Commissioner Klaus Nalley says seeing the numbers would be beneficial and to also meet with the Mayor, even a Council member in the next meeting or so.
- Chair Wilkinson confirms we will invite the Mayor and focus on comparative information
- Questions from new members?
  - David – no idea what he is doing, and looking forward to attending more meetings. It is exciting.
  - Amanda – information is interesting and helpful.



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**IX. ADJOURNMENT 6:47**

**Motion to end meeting: Klaus Nalley**

**Second: Commissioner David Koenig**

**Ayes: Chair Wilkinson, Klaus Nalley, David Koenig, Amanda Robison**

**Nays: 0**