



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 May 3, 2021

6:00 P.M.

I. CALL TO ORDER: Meeting called to order at 6:08pm by Chair Wilkinson

II. ROLL CALL: HR Liaison Olson

PRESENT:

Officers: Chair Wilkinson

Members: Klaus Nalley, David Koenig, Brandon Kindschy

Absent: Patricia O'Conner, Amanda Robison

III. APPROVAL of MINUTES FROM March 1st, 2021 SPECIAL MEETING:

Motion to approve: Klaus Nalley

Second: Commissioner David Koenig

Ayes: Chair Wilkinson, Klaus Nalley, Brandon Kindschy, David Koenig

Nays: 0

IV. COMMISSION BUSINESS

- Training on Open Public Meetings – Staff Liaison Jamie Olson updates that no commissioners have completed the training. It is to be done online, and a certificate sent to her so that it may be forwarded to the City Clerk's office. She will resend the link to each commissioner. Chair Wilkinson asks this be a priority to be completed by next meeting.
- Commission Membership
 - i. Commission Membership- Chair Wilkinson gives an update on Patricia O'Connor's term being up in September.



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- ii. Staff Liaison Jamie Olson informed two applicants for the vacant Mayoral appointment position were forwarded to the Mayor for review and currently waiting to hear how she would like to proceed
- iii. Staff Liaison Jamie Olson gives a high overview of the process with County in how Commissioners are chosen.
 - 1. Auditor sends out notice gives 3 weeks for response
 - 2. Responses are then pulled from a random drawing
 - 3. New commissioner name is given to City of Tacoma who then has to get new Commissioner Confirmed through Council.
- iv. Chair Wilkinson reiterates it is critical to attend meetings and to communicate to staff if unable to.
- Prep for meeting with Council Member Catherin Ushka and Kristina Walker
 - i. Chair Wilkinson asks Commissioners if they have any questions outside of what he provided for the Council Members. – All commissioners state they are comfortable with the questions that the Chair provided.

V. DISCUSSION WITH COUNCIL MEMBERS

- **Council Member Catherine Ushka**
 - i. Question: How would you describe your job as a Council Member. What do you find rewarding what do you find challenging? – Council Member Ushka gives a sample day. From potholes to meeting with board of health, to understanding the sub area for the tide flats, to meeting with an advocacy group on immigration. It is all over the place. Especially with the Board of Health in a pandemic. Her job is engaging. She enjoys finding solutions to difficult problem like they are doing with police reform. She is a councilmanic position. Gets a lot of constituent requests all over the board from potholes to housing issues. Difficulties can be the expectation to be everywhere all the time, as well as to be an expert all the time. These past few years the level of discord in the community has been difficult. She doesn't do the job for the money she does it because she cares.
 - ii. Question: How would you distinguish a council member in a district vs a council member at large? – Council Member Ushka represents a district and is more involved on the ground level with constituents. It is daily and ongoing, and you have to be responsive.



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- iii. Question: Can you say something about the Mayor and City Manager. It is unusual having both be full time. – City Manager is more the administrative leader and leader of staff. To carry out the Council’s vision. The Mayor is a full time Council Member and she works with Council to lead them through working through their vision and priorities. She is a representative of the City and the voice for Council locally and even nationally.
- iv. Question: We have settled on a .6 FTE as a rough estimate of what this parttime role requires. To what degree is this part time? – She doesn’t over think it. This is not a part time job. She had a lightly scheduled week and it is a least 41h ours and it does not include reviewing policy research reports or handling email. She states Council Member Hunter who is not running again will tell you the same thing. There are council members who have full time jobs and they struggle. She says she is lucky – she bought her house 20 years ago and has a roommate that helps with rent. Otherwise she wouldn’t make it.
- v. Question: Is it your sense that other council members are working full time or nearly full time? – Many are. She doesn’t know how she could do it with less time than she does. There are variations in workloads and committee assignments. There are variations in choices of engagement. I don’t believe anyone is not doing extra.
- vi. Question: What we have been using is the median income as a reference point on salary. What is your sense of that? Is that fair criteria? What else should we be considering? – This is a more difficult one to answer. She would look at what are comparable? Is that even doable because when compared to other part time City Councils and that could be skewed? She doesn’t think that mark is a bad one. It could be a broader thing to look at.

VI. COMMISSION APPOINTMENT STAUS (CURRENT COMMISSIONER TERMS)

- Staff Liaison Olson goes over the current Commissioner positions and term dates
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Commissioner	District	Term End Date
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Klaus Nalley	District No. 2	09/30/2022
David Koenig	District No. 3	09/30/2023
Amanda Robison	District No. 4	09/30/2023
Patricia O'Connor	District No. 5	09/30/2021
Richard Wilkinson	HR Mayoral Appointee	09/30/2022
Vacant Legal Appointee	Legal Mayoral Appointee	09/30/2021

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



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- 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. We do not want to make it difficult for management/ employee relations or undermine city operations.

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.

IX. ADJOURNMENT 6:47

Motion to end meeting: Klaus Nalley

Second: Commissioner David Koenig

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



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Nays: 0

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