# Independent Salary Commission

Summary Minutes of Special Meeting

December 8, 2016 City Hall, Room 1E-112

6:30 p.m. Bellevue, Washington

PRESENT: Chair Higgs, Commissioner Baugh, Commissioner Hughes, Commissioner Kroon, Commissioner Piper

ABSENT: None.

STAFF: Karin Roberts, Deputy City Clerk, Julie Howe, HR Assistant Director, and Jules Shepherd, Sr. HR Analyst

GUEST SPEAKERS: Shannon Drohman, Compensation Connections, LLC

1. **CALL TO ORDER**

The meeting was called to order at 6:30 p.m. with Chair Higgs presiding.

2. **ROLL CALL**

Upon the call of the roll, all Commissioners were present.

3. **COMMUNICATIONS: WRITTEN AND ORAL**: None.

Chair Higgs spoke about focusing on how to apply the data. Assuming that the council salaries, which were determined in 2000, were accurate and appropriate for the time, he proposed starting with the COLA adjusted salary, with percentage increases for the Mayor and Deputy Mayor. He noted that, since benefits are standard for all city employees, the only two benefits to be used as a factor in the salary determination may be the car and phone allowance. He also spoke about considering the complexity of the job and noted that the ratio of the City Manager should not be a factor.

Commissioners spoke about considering the value of the medical benefits.

4. **CONSULTANT PRESENTATION – FOLLOW-UP FROM THE PRELIMINARY DATA DISCUSSION**

Shannon Drohman from Compensation Connections spoke about the new sections that have been added to her report, including an executive summary, and about the growth of Bellevue in terms of population, number of city employees, and the city budget. She noted what the average cost of benefits are for a city councilmember and what the total compensation, salary and benefits, are for councilmembers, the mayor, and the deputy mayor. She provided a summary of council salaries as compared to comparable cities and summarized current councilmember pay compared to the projected COLA. She noted the growth of the city manager salary but stated that this is a very different job than the city council.

Shannon Drohman noted that, in thinking about the council’s compensation, while there has been significant growth in the city, she asked the commission to consider whether there has been significant change in the role of councilmembers. She stated that they still have the same number of council meetings but that councilmembers may be spending more time in their role on the council than they were in the year 2000. She noted the value of the Bellevue City Councilmembers benefits as compared to comparable cities.

Shannon Drohman reviewed the four options for the commission to consider when evaluating councilmember pay, which included:

Option 1: Comparable city pay data

Option 2: Cost of Living Adjustment (COLA) data

Option 3: Blend comparable city pay data and the projected COLA data; simple average

Option 4: Blend comparable city pay data and the projected COLA data; weighted average

A motion to move forward with Option 2: Cost of Living Adjustment (COLA) data as a basis for discussion was made by Commissioner Baugh. The motion was seconded by Commissioner Kroon and the motion carried unanimously.

Commissioners engaged in a thorough and lengthy discussion of Option 2, focusing specifically on whether the job has become more complex in nature.

A motion to increase councilmember salaries to $2,394 per month, the deputy mayors’ salary to $2,539 per month, and the mayors’ salary to $2,829 per month was made by Commissioner Kroon. The motion was seconded by Commissioner Piper and the motion carried by a vote of 4-1, with Chair Higgs dissenting.

5. **APPROVAL OF MINUTES**

A motion to approve the December 1, 2016 minutes as submitted was made by Commissioner Kroon. The motion was seconded by Commissioner Hughes and the motion carried unanimously.

6. **ADJOURNMENT**

Chair Higgs declared the meeting adjourned at 7:52 p.m.

Karin Roberts

Deputy City Clerk