# Independent Salary Commission

Summary Minutes of Special Meeting

December 1, 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: Charmaine Arredondo, Assistant Director CCO, 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.

4. **CONSULTANT PRESENTATION ON POTENTIAL TARGET ORGANIZATIONS**

Shannon Drohman from Compensation Connections spoke about the potential target organizations, all of which are Washington State cities that are of a similar size to Bellevue. She noted that the data includes type of government, whether the council is full-time or part-time, the primary services that the municipality provides, population, population growth, the cities’ budget, the cities’ core industries, and the number of full time equivalent employees.

Commissioners asked for a comparison of how many people live in Bellevue versus how many people work in Bellevue.

Shannon Drohman spoke about councilmember pay, the timing of pay increases at other cities, and the monthly time commitment.

Commissioners asked about a correlation between the growth rate of the city manager salary and council salary. They also noted that one of the big components of compensation is benefits.

Shannon Drohman provided historical information on the City of Bellevue cost of living increases, noting what the council salaries would be today had they been given the same increases. She cautioned the commission to keep in mind the variance in the role of the city manager versus the city council.

Commissioners asked for a comparison of the council in the year 2000 to the council today. They noted that the same number of councilmembers are being asked to serve a more complex city, serve more people, serve on more committees, commit to more time, etc.

Shannon Drohman spoke about the benefits data, including car allowances, mileage reimbursement, cell phone stipends, retirement benefits, flexible spending accounts, and the employee assistance program. Commissioners asked for the average cost of what the city is paying in benefits for the current councilmembers per month.

Shannon Drohman asked the commission to focus on councilmember pay first and then look at what the differential is between councilmember, deputy mayor, and mayor. She noted that, looking at the data, the apparent pattern is that the mayor seems to be making, on average, 20% more and the deputy mayor 10% more than councilmembers.

Commissioners noted that, back in 2000, benefits cost a fraction of what they do today and that total compensation has increased significantly since then because of benefit costs.

Shannon Drohman reviewed the information that she will bring to the next meeting.

Commissioners asked what the total compensation, salary and benefits, was in 2000 compared to today.

5. **APPROVAL OF MINUTES**

A motion to approve the November 9, 2016 minutes as submitted was made by Commissioner Kroon. The motion was seconded by Commissioner Piper and the motion carried unanimously.

6. **ADJOURNMENT**

Chair Higgs declared the meeting adjourned at 7:35 p.m.

Charmaine Arredondo

Assistant Director CCO

/kmr