

Agenda

CITY OF BELLEVUE
INDEPENDENT SALARY COMMISSION
Special Meeting

Bellevue City Hall
450 110th Avenue NE, Bellevue, WA

Thursday, December 8, 2016 6:30 PM

- 1. Call to Order**
- 2. Roll Call**
- 3. Communications: Written and Oral**
- 4. Consultant Presentation – Follow-up from the Preliminary Data Discussion** 1
- 5. Approval of Minutes**
 - (a) Summary Special Meeting Minutes December 1, 2016 2
- 6. Adjournment**



Memorandum

Date: December 8, 2016

To: Salary Commissioners

From: Human Resources

Subject: Consultant Presentation - Follow-up from the Preliminary Data Discussion

Tonight's meeting is the third of four scheduled meetings of the Independent Salary Commission. At the December 1, 2016 meeting, Commissioners were provided baseline information and comparative data that organizations use in conducting salary reviews. During the course of the discussion, Commissioners requested additional research to be presented at tonight's meeting. Shannon Drohman (Compensation Connections) will brief the commission on the additional research and provide additional documentation and analysis on this information as it relates to Council salaries.

Tonight's discussion will include an overview of the average cost of benefits of current Council Members, an estimated daytime population of comparable cities, and general information about the City of Bellevue.

According to the schedule anticipated for submitting a salary schedule for the Bellevue City Council, a decision will be reached at next week's meeting (December 14). The consultant will provide recommendations to the Commission to consider in determining a final decision on compensation levels.

At the conclusion of tonight's discussion, staff will be seeking direction from the Commission on final steps needed to reach a decision at the next meeting.

Independent Salary Commission
Summary Minutes of Special Meeting

December 1, 2016
6:30 p.m.

City Hall, Room 1E-112
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