



City of Tacoma
Citizen Commission on Elected Salaries

Richard Wilkinson, Chair
Brandon Kindschy
Klaus Nalley
David Koenig
Amanda Robison
Thomas Brewster
Dalvin Yarbrough

MINUTES
CITIZEN COMMISSION ON ELECTED SALARIES

Virtual via Zoom
Monday August 1, 2022
6:00 PM

I. CALL TO ORDER: 6:02 PM

II. ROLL CALL: HR Liaison Rutledge

PRESENT:

Commission Chair: Chair Richard Wilkinson

Commissioners: Klaus Nalley, David Koenig, Amanda Robison,
Thomas (Jed) Brewster, Dalvin Yarbrough

Absent: Brandon Kindschy

III. APPROVAL of MINUTES FROM MAY 2, 2022 MEETING:

Motion to approve: Amanda Robison

Second: Thomas (Jed) Brewster

Ayes: 6

Nays: 0

The motion passed.

IV. 2023 DECISION BACKGROUND INFORMATION AND DISCUSSION

Commission Chair Wilkinson explained that due to a scheduling conflict, the Council Members would not be available to attend the meeting as originally planned. He reviewed the importance of their input and hopes the Commission will reschedule them to join a future meeting. There was discussion on the possibility of Council Members becoming full-time in the future, the requirements of making that determination, and how that transition would affect salary decisions.

a. City Budget Overview by Katie Johnston, Budget Officer

Katie shared a PowerPoint presentation and reviewed current economic conditions affecting the City's financial projections. She discussed current labor costs being at a higher rate as well as a high level of revenue uncertainty. The City's revenue is not growing at the same rate as expenses. Katie reviewed proposed ways the city can reduce expenditures as well as identify new potential sources of revenue. There was additional discussion on the City's total budget and current wage increase trends across the city.

b. Comparative Info and handout by Jen Peters, HR Manager

HR Manager Jen Peters presented comparative market salary information to the Commission. The table contained data on the type of municipality, citizen population, number of employees, and salaries of the Mayors and Council Members. There was discussion among the Commissioners surrounding the large variances in the salary ranges and the different variations in City structures. There was additional discussion on what the current City Manager's salary is, and who is responsible for setting it.

Jen continued to explain the definitions and average percentages of ECI (Employment Cost Index/Wages) and CPI-W (Inflation/Cost of goods), both economic indicators of current wage trends. Jen also shared information about average general wage increases amongst the City's many different bargaining units and non-rep employees, which averages around 2%. There was a question about Council benefits and if they should be incorporated into the salary decision. Jen explained that Council members are eligible to receive benefits equivalent to those of full-time employees.

V. City Council Members Q/A Session

The City Council Members were not available to attend the meeting due to a scheduling conflict.

VI. 2023 Elected Official Salaries Decision/Vote

Chair Wilkinson asked each Commissioner to share any thoughts regarding the 2023 salary decision. Commissioner Amanda Robison shared she would like to see the Council salaries raised a fair amount. Commissioner David Koenig would prefer to know if the Council Members will remain part-time or transition to full-time but feels that both Council Members and the Mayor should receive a slight increase. Commissioner Dalvin Yarbrough shared that he was slightly conflicted on what the amount of salary increase should be and would like to hear from Council Members regarding how they spend their time rather than issuing raises strictly based on current market trends. Commissioner Jed Brewster is appreciative of all input shared so far and asked if the Commission is limited to making decisions once per year, or could they meet mid-year and reevaluate the salaries. He echoed the importance of feedback from Council Members to aid in salary

decision making. Chair Wilkinson would like to request clarification on the Commission's ability to make mid-year salary decisions. Chair Wilkinson would like to see the Mayor's salary increased to above average due to the prominence of the city and the Mayor's role both regionally and nationally. He feels both the Mayor and Council Members deserve a substantial increase for 2023. Commissioner Klaus Nalley commented that he and Chair Wilkinson have had the advantage of serving on the Commission for prior years and have heard previously from Council Members on how they spend their time. He shared that the salary increases over the last several years have been minimal and that next year he feels they should receive above 80% of the current median income of \$64,457.00, which is approximately a 12% increase.

There was discussion on possibly stepping the increases over the course of the year, as well as the current economic conditions that may affect the Commission's decisions.

An initial motion was made to increase the 2023 Council Member salaries by 12%:

Klaus Nalley

Second: Amanda Robinson

Commissioner Yarbrough expressed concern that the percentage was a little high and asked for further clarification on the current wage trends. Jen Peters explained that the Current cost of labor, or ECI trend, is + 4.7%.

A vote was taken to consider the proposed motion for a 12% increase:

Ayes: 2 (Klaus Nalley, Amanda Robinson)

Nays: 4 (Dalvin Yarbrough, David Koenig, Jed Brewster, Richard Wilkinson)

A secondary motion was made to increase the 2023 Council Member salaries by 6% on January 1st 2023 and an additional 6% effective as of July 1st 2023: Jed Brewster

Second: Dalvin Yarbrough

A vote was taken to consider the proposed motion for a staggered 12% increase:

Ayes: 4 (Jed Brewster, Dalvin Yarbrough, Klaus Nalley, Amanda Robinson)

Nays: 2 (David Koenig, Richard Wilkinson)

The secondary motion passed.

There was discussion amongst the Commissioners regarding the 2023 salary placement for the Mayor.

A motion was made to increase the 2023 Mayor salary by 5%: Klaus Nalley

Second: Dalvin Yarbrough

A vote was taken to consider the proposed motion to increase the Mayor's salary by 5%:

Ayes: 4 (Klaus Nalley, Dalvin Yarbrough, Amanda Robinson, David Koenig,)

Nays: 2 (Jed Brewster, Richard Wilkinson)

The motion passed.

There was discussion amongst the Commissioners regarding the Deputy Mayor position, including duties, time, and responsibility as well as current salary placement.

A motion was made to maintain the 2023 Deputy Mayor salary at the current differential between City Council and Deputy Mayor, during the two increases that will occur in 2023: Jed Brewster

Second: Dalvin Yarbrough

A vote was taken to consider the proposed motion to maintain the Deputy Mayor's salary at the current differential for 2023:

Ayes: 5 (Klaus Nalley, Dalvin Yarbrough, Amanda Robinson, Jed Brewster, Richard Wilkinson)

Nays: 1 (David Koenig)

The motion passed.

Commissioner Koenig briefly explained why he voted Nay; based on the part-time status and limited responsibilities of the Deputy Mayor he felt the increase should be slightly more conservative.

Commissioner Yarbrough commented that it would benefit the Commission to hold special meetings in the future to reevaluate the Council salaries and hear directly from the Council Members.

Chair Wilkinson will compose a transmittal message/formal notification to convey the decisions of the Commission to the City Clerk's office and asked for Commission input to include in the rationale. Commissioner Robinson commented that she wanted the Council positions to be accessible and financially appealing to applicants. Commissioner Brewster commented it would help maintain stability within the Council positions. Chair Wilkinson will draft and circulate the communication amongst the Commissioners for feedback and edits.

VII. Open Public Meetings Act (OPMA) Training Status

Currently, only 2 Commissioners have completed the required training. The training is available on-line. HR Liaison Rutledge will send out an email including the link to the training prior to the next Commission meeting in November.

VIII. Commission Member Terms/Upcoming Changes/Election of New Commission Chair

Chair Wilkinson reviewed the current Commissioner Term status and the upcoming changes. He explained that Commissioners selected from within their Districts cannot be re-appointed, however, the HR and Legal specialists appointed by the Mayor can be re-appointed. There are currently 3 Commissioner terms expiring on September 30, 2022, including his own. He reviewed some of the responsibilities and benefits of serving as Commission Chair and asked for volunteers going forward. Commissioner Brewster nominated Dalvin Yarbrough, and Mr. Yarbrough accepted the nomination.

A motion was made to accept Dalvin Yarbrough as new Commission Chair: Klaus Nalley

Second: Jed Brewster

A vote was taken to consider Dalvin Yarbrough as the new Commission Chair:

Ayes: 5 (Klaus Nalley, Dalvin Yarbrough, Amanda Robinson, Jed Brewster, Richard Wilkinson, David Koenig)

Nays: 0

The motion passed.

IX. ADJOURNMENT

A motion was made to end the meeting: Commissioner Thomas (Jed) Brewster

Second: Commissioner Dalvin Yarbrough

Ayes: 6

Nays: 0

Meeting adjourned 7:29PM