



City of Tacoma
Citizen Commission on Elected Salaries

Dalvin Yarbrough, Chair
Danette Knowles
Keoni Ho
David Koenig
Amanda Robison
Thomas Brewster
Judy Loveless-Morris

MINUTES
CITIZEN COMMISSION ON ELECTED SALARIES
Virtual via Zoom
Monday November 7, 2022
6:00 PM

I. CALL TO ORDER: 6:01 PM

II. ROLL CALL: Chair Dalvin Yarbrough

PRESENT:

Commission Chair: Chair Dalvin Yarbrough

Commissioners: Danette Knowles, Keoni Ho, Amanda Robison,
Judy Loveless-Morris

Absent: David Koenig, Thomas (Jed) Brewster

III. INTRODUCTION OF ATTENDEES

Chair Yarbrough welcomed everyone and asked each of the attendees to introduce themselves. There are 3 new Commissioners in attendance. Members of the Commission and guest Council Members took turns with introductions.

IV. APPROVAL OF MINUTES FROM AUGUST 1, 2022 MEETING

There was a motion to approve the August 1, 2022 meeting minutes as presented.

First: Amanda Robison
Second: Danette Knowles
Ayes: 5
Nays: 0

The motion passed.

V. PUBLIC COMMENTS

There were no public comments submitted.

VI. CITY OF TACOMA COUNCIL MEMBERS BUSHNELL, DANIELS & RUMBAUGH

Chair Yarbrough reviewed the purpose and function of the Commission.

Council Member Bushnell thanked the members of the Commission for volunteering their time. He then reviewed a list of City Committees he currently serves on. He discussed his daily activities serving as a Council Member and some of the issues he is asked to address. He described how he typically works 40-45 hours per week in this role and his commitments often take place during evenings and on weekends. He states that serving in this role and meeting community expectations is a full-time job.

Chair Yarbrough asked how it was determined as to which Council Member is assigned to which City of Tacoma Committee. CM Bushnell explained that the Mayor assists in determining who serves on Committees based on personal interests and professional experience. There is also a rotation of participation amongst Committee members.

CM Daniels explained how the various Committees require different levels of work, and Council Members all take turns serving any way they can.

CM Rumbaugh concurred that serving on the various Committees takes a lot of time and preparation. She described the areas of the City that she serves and the importance of being present and listening to the community members and current issues. She cares about the work the Commission is doing and thanked them for inviting her to attend and speak.

Chair Yarbrough asked the Commissioners to share any perceived disparities within the Committees they serve on.

CM Daniels discussed the many different areas currently in crises and described how the City's infrastructure is crumbling yet the City has grown exponentially. All of these areas of concern require additional time and attention. She is advocating for more pay to allow people to do their jobs well, and for Tacoma to become a world-class City. She described the challenges in juggling the Council duties with outside work and families, and concerns for recruiting future Council Members.

Commissioner Keoni Ho thanked everyone for their comments and service. He asked the Council members to share how they were doing on the current Council salary.

CM Bushnell replied that he knew public service would come with sacrifice, including monetary. He left his previous job and took a pay-cut to serve. He described his personal financial situation and related challenges.

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CM Rumbaugh described her personal financial situation, and also relayed that she left her previous job to serve on the Council.

CM Daniels explained that although Council Members portray a positive persona, they are actually struggling financially. She questioned the quality of the type of City leader this role will attract, and how to be fully devoted and available to fulfill obligations. She feels the Council Member salaries should have been right sized a long time ago.

Commissioner Ho thanked the Council Members for sharing their thoughts. He proposed consideration of an Affirmative Action-style salary schedule. Chair Yarbrough suggested tabling the idea until a future meeting when a City Attorney is present. CM Bushnell commented that although the idea is interesting, it would be hard to implement, as it would be equivalent to different pay for the same work. CM Daniels is a proponent for equitable opportunities within the Council. CM Rumbaugh appreciates Affirmative Action but hopes the work she does representing people of all colors deserves equal pay.

Chair Yarbrough posed the question regarding the possibility of the Council going to a full-time status. Council Members concurred that although the salary is considered part time, they are all working full time to meet obligations of the role. CM Bushnell referred to the TMC, where the only reference to part-time status is in regard to benefit eligibility. CM Daniels asked the Commission to consider what type of City representatives do they want to attract to serve in this role. CM Rumbaugh added that she wants a responsive representative who cares about similar issues. CM Bushnell added that we also need to consider our competition and needs as a world-class City.

Chair Yarbrough thanked the Council Members for their service and sharing their thoughts.

VII. COMPENSATION OVERVIEW: JEN PETERS, HUMAN RESOURCES MANAGER (CLASS & COMP)

Jen Peters provided an overview of her role in supporting the Commission and shared a presentation, which included several documents of 2022 data as a sample of what will be provided to assist in salary decision making. Compensation information provided for 2023 will be adjusted and updated as requested. The Commission will review compensation data and advise Jen Peters of any changes they would like to see.

Chair Yarbrough briefly explained when the Commission typically meets, and offered flexibility based on need.

Commissioner Ho requested copies of Council Member calendars/schedules to review their daily activity level. Chair Yarbrough explained the importance of using a variety of tools and information when making salary decisions. Commissioner Robison added she would like to continue to see the data provided by HR. Jen Peters agreed to request copies of Council Member schedules.

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Chair Yarbrough asked HR Liaison Monica Rutledge to speak about her role with the Commission. Ms. Rutledge explained that she is new to the role of supporting the Commission, welcomed the new tasks and challenges, and asked the Commissioners to reach out with any questions or requests for information.

VIII. 2023 MEETING SCHEDULE

The proposed meeting schedule for 2023 was reviewed and adopted. Ms. Rutledge will send out calendar invites to the Commissioners.

IX. TOPICS FOR FEBRUARY 6, 2023 MEETING AGENDA

Topics for the next meeting agenda were discussed. Deputy City Attorney Charles Lee has been invited to discuss the OPMA training requirements as well as the pros and cons of adding Commission by-laws. Council Member Olgy Diaz is also planning to attend and address questions from the Commissioners. Chair Yarbrough asked that we inform City Attorney Charles Lee that there may be questions about processes to adopt different salary schedules. Commissioner Ho requested that we re-extend the next meeting invitation to the remaining Council Members.

X. ADJOURNMENT

A motion was made to end the meeting

First: Commissioner Judy Loveless-Morris

Second: Commissioner Amanda Robison

Ayes: 5

Nays: 0

Meeting adjourned 7:30PM