

**CITY OF LAKE STEVENS
SALARY COMMISSION MEETING MINUTES**

Monday, October 28, 2019

City Hall Conference Room A, 1812 Main Street, Lake Stevens, WA

CALL TO ORDER: 5:32 p.m. by Commissioner Duerr

COMMISSIONERS PRESENT: Mike Duerr
Sue Fernalld
Michele Hampton
Sam Hassan

COMMISSIONERS ABSENT: None

STAFF MEMBERS PRESENT: Interim Human Resources Director and Risk Manager Julie Good;
Finance Director Barb Stevens

OTHERS: None

Election of a Chair for 2019: **MOTION** by Commissioner Hampton to elect Michael Duerr as the Chair for 2019, second by Commissioner Fernalld. **MOTION** passed unanimously.

Approval of Minutes: Commissioner Fernalld initiated a brief discussion regarding the term “deficit”. Director Stevens addressed her questions. **MOTION** by Commissioner Hampton to accept and approve the minutes from the December 4, 2018 meeting, second by Commissioner Hassan. **MOTION** passed unanimously.

Discussion/Action Item:

Review of City of Lake Stevens elected officials' compensation: Commissioner Hampton proposed the possibility of a cost of living adjustment consistent with what city staff would be receiving; and perhaps adding a compensation rate for attending ribbon cutting/grand opening events, which would be lower than the rate paid for attending a meeting. Commissioner Duerr suggested considering options which wouldn't result in creating additional pay codes and processes for the payroll clerk. Commissioner Fernalld opined that a “meeting” is defined as being substantive enough that it should be summed up in a report at a City Council meeting. Commissioner Hassan cautioned the compensation not be too finely defined so as to lose the value of attending. Despite concerns regarding City budget constraints, the Commission agreed, generally, that it would be equitable to extend a Cost of Living Adjustment (COLA).

Status of 2020 Budget: Director Stevens provided a 40-minute presentation on the current status of the proposed budget and answered questions from the Commission.


Review of elected officials' compensation – other cities: The Commission reviewed and discussed the data provided by Interim Director Good. They requested additional information be provided to them prior to the next meeting.

New Business:

The Commission scheduled a meeting for November 21, 2019 at 5:30 p.m.

MEETING ADJOURNED at 6:55 p.m.

Respectfully Submitted:



Julie Good
Interim Human Resources Director/Commission Liaison

Approved By:



Michael Duerr
Chairperson

Name	Pay	Benefits	2019 Grand Total	2020 Estimate	Difference Between 2019 and 2020 with 1.53% COLA
Daughtry Kim S	Assigned Mtgs		\$1,040.00	\$1,055.91	
	Salary		\$6,600.00	\$6,700.98	
		Social Security	\$473.68	\$480.93	
		Medicare	\$110.84	\$112.47	
		Pd Family Medical	\$11.52	\$11.64	
		Industrial insurance	\$8.25	\$8.25	
Daughtry Kim S Total			\$8,244.29	\$8,370.18	\$125.89
Gailey Brett A	Assigned Mtgs		\$480.00	\$487.34	
	Salary		\$6,600.00	\$6,700.98	
		Social Security	\$438.96	\$445.68	
		Medicare	\$102.72	\$104.23	
		Pd Family Medical	\$10.68	\$10.78	
		Industrial insurance	\$5.79	\$5.79	
Gailey Brett A Total			\$7,638.15	\$7,754.80	\$116.65
Hilt Kurt L	Assigned Mtgs		\$560.00	\$568.57	
	Salary		\$6,600.00	\$6,700.98	
		Social Security	\$443.92	\$450.71	
		Medicare	\$103.88	\$105.41	
		Pd Family Medical	\$10.80	\$10.90	
		Industrial insurance	\$5.17	\$5.17	
Hilt Kurt L Total			\$7,723.77	\$7,841.74	\$117.97
McDaniel Rauchel D	Assigned Mtgs		\$160.00	\$162.45	
	Salary		\$6,600.00	\$6,700.98	
		TECH	\$375.00	\$380.74	
		Social Security	\$442.40	\$449.14	
		Medicare	\$103.48	\$105.04	
		Pd Family Medical	\$10.68	\$10.87	
		Industrial insurance	\$1.26	\$1.26	
McDaniel Rauchel D Total			\$6,592.82	\$7,810.47	\$1,217.65
Petershagen Gary R	Assigned Mtgs		\$3,840.00	\$3,898.75	
	Salary		\$6,600.00	\$6,700.98	
		Social Security	\$647.28	\$657.18	
		Medicare	\$151.44	\$153.70	
		Pd Family Medical	\$15.72	\$15.90	
		Industrial insurance	\$28.94	\$28.94	
Petershagen Gary R Total			\$11,283.38	\$11,455.45	\$172.07
Spencer John F	Salary		\$26,400.00	\$26,803.92	
		Social Security	\$1,636.80	\$1,661.84	
		Medicare	\$382.80	\$388.66	
		Pd Family Medical	\$39.60	\$40.21	
Spencer John F Total			\$28,459.20	\$28,894.63	\$435.43
Tageant Marcus A	Assigned Mtgs		\$2,720.00	\$2,761.62	
	Salary		\$6,600.00	\$6,700.98	
		TECH	\$375.00	\$380.74	
		Social Security	\$601.12	\$610.29	
		Medicare	\$140.60	\$142.73	
		Pd Family Medical	\$14.52	\$14.77	
		Industrial insurance	\$12.96	\$12.96	
Tageant Marcus A Total			\$10,464.20	\$10,624.07	\$159.87
Welch Jeremy T	Assigned Mtgs		\$1,120.00	\$1,137.14	
	Salary		\$6,600.00	\$6,700.98	
		Social Security	\$478.64	\$485.96	
		Medicare	\$112.00	\$113.65	
		Pd Family Medical	\$11.64	\$11.76	
		Industrial insurance	\$9.88	\$9.88	
Welch Jeremy T Total			\$8,332.16	\$8,459.37	\$127.21
			Total Estimated Budget Impact:		\$2,472.75