



# CITIZENS COMMISSION ON COMPENSATION OF ELECTED OFFICIALS Meeting Minutes

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**May 12, 2014**

**5:30 p.m. Public Safety Training Room (Police Department)  
250 Fifth Avenue, Edmonds**

## **Meeting & Public Hearing**

### **PRESENT**

#### **Commissioners:**

**Brent Hunter  
Co-Chair Dilys Rosales  
Co-Chair Mike Hathaway  
Norma Middleton**

#### **Staff:**

**Carrie Hite, Reporting Director for HR  
Mary Ann Hardie, HR Manager**

#### **Public:**

**None**

### **CALL TO ORDER**

Co-Chair Dilys Rosales called the meeting to order at 5:31 pm. Commissioner Mike Meeks was unable to attend the meeting.

### **APPROVAL OF MEETING MINUTES**

**Commissioner Norma Middleton made a motion to approve the meeting minutes from March 26, 2014 and April 3, 2014. Commissioner Brent Hunter seconded the motion. The motion carried.**

**It was noted that with the cancellation of the 4/17/14 meeting, that there were no meeting minutes to approve from that meeting.**

### **OTHER**

Reporting Director for HR Carrie Hite explained that, based on an interpretation of the Citizens' Commission on the Compensation of Elected Officials' City Ordinance (by the City Attorney), that, unfortunately, Evelyn Wellington's appointment to the Commission had been nullified and that she was unable to serve on the Commission.

The Ms. Hite explained that since Ms. Wellington was a member of the Economic Development Commission (already serving in an "official" capacity for the City) that she was ineligible to serve on the Commission and that she had been notified of this unfortunate situation.

Ms. Hite further explained that the Citizens' Commission ordinance was in the process of being updated for compliance with state code as well. Additionally, given the vacancies to the Commission, Ms. Hite stated that the notice of the vacancies was posted again (for the third time) for applicants to apply and that hopefully these vacancies could be filled soon as any appointments (under the new ordinance) were appointed by the Mayor and confirmed by Council.

Ms. Hite also stated that with the new ordinance (in compliance with State code), with the change to the appointment process for the Commission (in compliance with State code) to reflect that: 1) the Mayor

appoints all members of the Commission and the Council confirms the appointments, 2) the Mayor had interviewed and appointed citizen Mike Meeks to serve on the Commission at the very end of April 2014 and, 3) Council had confirmed his appointment to the Commission at Council at the beginning of May 2014.

### **CORRESPONDENCE**

HR Manager Mary Ann Hardie disseminated copies of the updated Citizens' Commission term appointments and contact list to the members.

There was some discussion that followed by the Commission about how many members the Commission needed in order to pass a vote. Ms. Hardie clarified that it was a majority [Note: A simple majority is what is noted in the updated Citizens' Commission Ordinance. A simple majority requires more affirmative than non-affirmative votes of the current total members of the Commission].

### **NEW BUSINESS**

Co-Chair Rosales stated that she wanted to discuss what the process should or would be (going forward) if there is an issue that the Commission may have if a member is unable to follow the Commission's rules and the Boards and Commissions' Ground Rules.

There was some discussion that followed by the Commission as to what sanctions or actions the Commission may take in this situation. Co-Chair Rosales stated that it would be important to discuss the rules of conduct at the start of the Commission meetings [for the year the Commission is meeting] and also when new members come aboard. Commissioner Hunter stated that he agreed that this would be important to convey upfront and that the Chair should have the authority to address any member who may be "out of line." Ms. Hardie stated that the Commission always had the option of going to the Mayor should there be an issue with a member, given the Mayor's appointment role.

After further discussion by the Commission, Co-Chair Rosales requested that Ms. Hardie provide the Commission in writing with some information from the City Attorney as to what the options would be should a situation arise that required the Commission to take further action.

There was additional discussion by the Commission about contacting Commissioner Meeks to help provide a Commission orientation to help provide a better understanding of the function, process and goals of the Commission prior to the next meeting on 5/20/14. Co-Chair Rosales stated that she would reach out to Commissioner Meeks to see if he was able to set up a brief time to do so before the next meeting.

### **DISCUSSION/CONTINUED DISCUSSION**

#### **Feedback from Elected Officials**

Ms. Hardie provided the Commission with a copy of the feedback that she had received from the Commissioners (from their elected official interviews on salary and benefits, etc.). Commissioner Hunter shared his feedback from his final interview with the elected officials he had spoken to. The feedback provided was as follows:

1. There seemed to be an issue about the need for part-time staff to assist Council.
2. There seemed to be a misunderstanding or miscommunication as to how many hours the Council members would need to work [in order to effectively perform their official duties].
3. There was a concern about not being vested in the employer contribution portion of MEBT if an elected official serves their term (4 years) and the MEBT vesting requirement (for 100% vesting) is 7 years.
4. Could there be an option for Council members to opt out of participating in PERS (which is not required) and instead put their money into a 457 account? A previous Mayor opted out of participating in PERS.

There was some discussion that followed by the Commission as to who the Commission should or could express the feedback information with and how the Council Members could best communicate their

concerns to. There was also further discussion about if training on benefits information for Council Members.

Commissioner Hunter proposed that the Commission compose a letter to be given to the Mayor about the feedback and concerns the Commission has received from Council (when the Commissioners interviewed them).

### **Judge's Salary**

There was some discussion that followed by the Commission as to whether or not the Commission should or could look at changes to the Judge's compensation due to the amount the state sets (that impacts and ultimately sets this position's) salary and whether or not this position was on a contract. Ms. Hardie pointed out that the Commission could still look to make changes to the benefits, regardless of the salary.

After further discussion the Commission decided that they would provide some reference in the presentation to Council (with their binding recommendations) that unless something changed with the way that the Judge's salary was determined (such as by contract) that the Commission did not feel that there was an ability to make a proposal to any changes to the salary piece.

### **Mayor's Salary**

There was some discussion that followed by the Commission about the Mayor's salary and benefits information. The Commission decided that they would further consider/discuss the Mayor and Council's salary and benefit(s) information at the next meeting.

### **GOALS FOR THE NEXT MEETING**

The following items were determined for the next meeting's agenda:

1. Discussion/review of the Mayor and Council' salary and benefits information; evaluate best information.
2. Further discussion about the professional development budget/options. Commissioner Hunter proposed that if there is a budgeted amount, to specify the amount and then have the Mayor in charge of a committee formed to determine the professional development courses authorized for payment.
3. Review of the 2012 presentation; discussion of 2014 presentation.
4. Discussion of the content for the 2014 memo accompanying the presentation.

### **OTHER**

Upcoming Critical Dates:

5/20/14	5:30	Second Public Hearing – CITY HALL (3 <sup>rd</sup> Floor, Fourtner Room)
6/5/14	5:30	Meeting
6/12/14	5:30	Final Meeting