



**SALARY COMMISSION MINUTES
THURSDAY, APRIL 11, 2019
CITY HALL
22710 E. COUNTRY VISTA DRIVE
4:00 P.M.**

CALL TO ORDER

Chairman Wissmann called the meeting to order at 4:00 p.m.

ROLL CALL:

Present: Chairman Joan Wissmann, Salary Commissioner James Baumker, and Salary Commissioner Holly Woodruff
City Staff: Tricia Prince, Office Assistant

AGENDA AND MINUTES APPROVAL:

Commissioner Woodruff moved to approve the April 11, 2019 agenda, March 28, 2019 and April 9, 2019 meeting minutes, seconded by Commissioner Baumker. Motion carried unanimously.

MARKET RESEARCH:

Chairman Wissman reviewed salary data spreadsheet with her changes. Commissioner Baumker explained how he organized the data to come up with his numbers. Commissioner Woodruff explained how she organized the data and research to come up with her numbers.

Commissioner Baumker moved to accept the data presented by Chairman Wissman, seconded by Commissioner Woodruff. Motion carried unanimously.

Chairman Wissman recommended the Mayors salary increases one dollar to \$2250.00/mo. and the council members go to \$700.00/mo. Commissioner Woodruff requested that they should be voted on individually.

Commissioner Baumker recommends that the Mayors salary Based on the fact that only one compensation change has been made, and also taking public comment into account and rapid growth. Commissioner Baumker also suggests that Liberty Lake pay above the average.

Chairman Wissman commented that the cities on the west side of the state have the education, and standards expected in Liberty Lake. Commissioner Woodruff

commented that Liberty Lake does have some unique challenges including I-90, annexing the high school, and the overpass. She said that she does not want hobby councilmembers. She believes that fair compensation is a social justice issue. \$800 is not an unreasonable number for a city council member given the amount of work they have to do. She got this number by taking the lowest paid part time scaled worker, then took average in the state and added a premium. She believes that councilmembers will be more likely to fulfill the expectation if they are paid accordingly

Commissioner Baumker recapped what the public said at the public hearing. They were all in support of compensating the council on the high side. He commented that he is comfortable with the numbers provided by Chairman Wissman, and also comfortable with a premium.

Chairman Wissman commented that she would like to make sure that there are facts backing up the numbers even if a premium is added.

The commissioners further discussed the salary data and decided that the commission does not have a unanimous opinion on whether some kind of premium should be paid and would like to get public input before deciding. They all agree on \$2250.00/mo. for the Mayor and \$700.00/mo. (but would like to consider a premium) for Councilmembers. They will vote on the final decision at the next meeting after hearing public comment.

INFORMATION AVAILABILITY:

Commissioners discussed the best way to package information for public consumption showing the history, philosophy, process, data and other pertinent information.

Commissioners decided that the following information will be provided:

- Power point presentation with 5-7 slides outlining the philosophy, process, history and legal questions.
- Hard copy of salary data spreadsheet.
- Link to the handbook, referendum link, ordinance, data spreadsheet, and salary commission information made available on the website.

SET FINAL PUBLIC HEARING DATE:

The Commissioners discussed possible dates for the public hearing and agreed on April 23, 2019 at 6:00pm in the Council Chambers.

PUBLIC COMMENT:

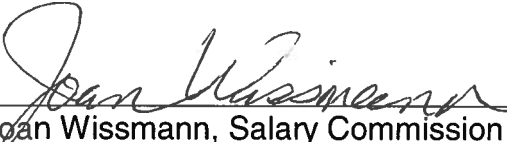
Brad Hamlin, Liberty Lake Resident commented that he appreciates all of the work that the salary commission has put into gathering the information to make a thoughtful decision. He also said that he appreciates the numbers in the data and also appreciates

the qualitative part of the salary including a premium. He said that it makes a statement when a premium is added. He also said that a premium speaks to the importance of a job and the need for it to be done well.

ADJOURNMENT:

Chairman Wissmann moved to adjourn the meeting, seconded by Commissioner Woodruff. Motion carried unanimously and the meeting adjourned at 5:00 p.m.

These minutes are approved April 23, 2019.



Joan Wissmann, Salary Commission Chairman
City of Liberty Lake

Notes and Transcription by RJ Stevenson, Finance Director. This Salary Commission meeting was also audio taped. Anyone desiring to listen to the recording may contact the City Clerk