



**SALARY COMMISSION PUBLIC HEARING MINUTES  
TUESDAY, APRIL 23, 2019  
CITY HALL  
22710 E. COUNTRY VISTA DRIVE  
6:00 P.M.**

**CALL TO ORDER**

Chairman Wissmann called the meeting to order at 6:03 p.m.

**ROLL CALL:**

Present: Chairman Joan Wissmann, Salary Commissioner James Baumker, and Salary Commissioner Holly Woodruff

City Staff: Tricia Prince, Office Assistant; RJ Stevenson, Finance Director

**AGENDA AND MINUTES APPROVAL:**

Commissioner Woodruff moved to approve the April 23, 2019 agenda, and April 11, 2019 meeting minutes, seconded by Commissioner Baumker. Motion carried unanimously.

**SALARY COMMISSION PRESENTATION:**

Chairman Wissmann presented slides made up of important information that the Salary Commission used to determine recommendation. The slides include the timeline, job role, market data, and the process.

Commissioner Baumker briefly summarized the history of Salary Commission:

- In 2009 the Ordinance was created establishing the Salary Commission
- 2010 – the Salary Commission met and recommended an increase to the Mayor and Council salaries. (The recommendation did not go into effect because there was not a quorum)
- 2014 – Salary Commission adopted the 2010 increase recommendation. \$1250 for the Mayor and \$400 for the Council Members.

Commissioner Woodruff submitted a “Summary and Consideration” sheet explaining why she suggests an 80% increase which becomes a salary of \$2250 for the Mayor and \$700 for the Council.

Chairman Wissmann responded to Commissioner Woodruff by going over information she has obtained upon further research. Chairman Wissmann called the Liberty Lake legal counsel to ask about comparing R/T employees to the council and he did not

agree that is a good comparison. She asked about a 5% premium, and his response was that it is arbitrary; the premium has to be based on some kind of justification. When she asked about a certain percentage raise across the board, he said that the 75-80% raise is actually resulting from the data numbers provided. The raise has to be justified and based on something.

### **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.

### **PUBLIC HEARING:**

At 6:25 p.m., Chairman Wissmann opened the public hearing on the City of Liberty Lake Salary Commission. She invited citizen testimony.

Brad Hamlin, Liberty Lake Resident: Confirmed the information on the data spreadsheet. He said that he is in favor of the higher number for the Mayor and Council members. He added that Liberty Lake has to deal with the influx of people coming into the City for work and issues. Said there is a slant on infrastructure and the council is charged with that. He said that Liberty Lake is one of the faster growing cities and that they need people onboard that is cognoscente of that. The Council is charged with a big responsibility. He is comfortable with 80% raise of added premium for the City Council.

Phil Folyer, Liberty Lake Resident: At the last Public Hearing, a resident suggested a 100% increase. He encourages the Commission to lean toward 80% raise because in his opinion, Liberty Lake is the best. He wants the best looking out for him.

Sue Hamlin, Liberty Lake Resident: Would also like the 80% or more salary raise for the Council. She agrees that the City is growing rapidly and the need for people with time to put into their job and take it as a job. She would like someone there that will do the job to the best of their ability and the salary needs to reflect that so they understand that.

Chairman Wissmann closed the public hearing at 6:31 p.m.

## **SALARY COMMISSION DECISION:**

Commissioner Baumker agrees and supports Commissioner Woodruff's recommendation. Commissioner Woodruff added that the salary commission will meet yearly so there will be chances to vote again in the future.

Chairman Wissmann explained that her reasoning against the 80% raise is that if the numbers were set by the current commission, they would know they were set on solid ground. It is not typical to give an "across the board" raise.

Commissioner Baumker added that the data found by the current Commission is great and the weakest point is that whatever was done as a starting point in 2010. He feels comfortable with what they have done.

Commissioner Woodruff moved to set the Mayors salary at \$2250.00/ month, and the City Council salary at \$720.00/ month, effective January 1, 2020, seconded by Commissioner Baumker. Motion carried unanimously.

Commission agreed to present decision to the council at the May 7<sup>th</sup> City Council Meeting.

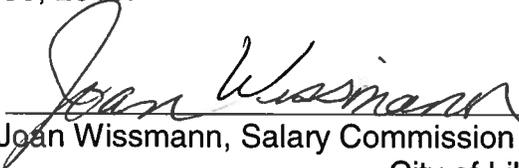
## **PUBLIC COMMENT:**

Mike Kennedy, Liberty Lake Resident: Most excited citizen for what has happened on this commission. There has never been a way to check on what the Council and Mayors responsibility is. Mayor and Council gets information from meetings (GSI/ Valley Chamber of Commerce) outside of the City and things come up for Council Members to get involved in. He loves that there is now a record of what the Council Members are doing outside these chambers.

## **ADJOURNMENT:**

Chairman Wissmann moved to adjourn the meeting, seconded by Commissioner Woodruff. Motion carried unanimously and the meeting adjourned at 6:46 p.m.

These minutes are approved April 30, 2019.

  
Joan Wissmann, Salary Commission Chairman  
City of Liberty Lake

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*Notes and Transcription by Tricia Prince, Office Assistant. This Salary Commission meeting was also audio taped. Anyone desiring to listen to the recording may contact the City Clerk*