

MOUNTLAKE TERRACE SALARY COMMISSION

September 25, 2019
5:00 p.m.

Mountlake Terrace Council Chambers
6100 – 219th Street SW, Suite 220

COMMISSION MEMBERS PRESENT

Margaret Loiseau, Chair
Dustin DeKoekkoek, Vice Chair
Eric Chham
Victor Eskenazi
Judi Smith

Chair Loiseau called the meeting to order at 5:00 p.m.

The Commission concurred with the meeting agenda, and concurred with the minutes of the September 11, 2019 meeting.

Review of Materials Requested at the September 11 Meeting

City Manager Scott Hugill reviewed the materials included in the packet that had been requested at the September 11, 2019 meeting:

- a. Comparison of Mayor and City Council salaries for similar-sized and adjacent jurisdictions
- b. Mountlake Terrace Mayor/City Council pay history
- c. Mountlake Terrace employee benefit costs
- d. Mountlake Terrace 2019 City Council meeting time lengths
- e. City and Intergovernmental Boards/Commissions
- f. Data on Income versus Assessed Valuation for similar-sized and adjacent cities

Chair Loiseau asked about the various forms of government noted in the meeting packet. City Manager Hugill provided information on the different forms (Mayor/Council, Mayor/Council/Administrator and Council/Manager) noting the role of the Mayor in each form.

Vice Chair DeKoekkoek noted that during the 18 years that had passed since the last adjustment to Mayor and Council salaries the CPI had risen approximately 50 percent.

Commissioner Smith noted that when it came to various regional board and commission meetings, Mountlake Terrace City Councilmembers had a range of participation, with some Councilmembers serving on regional boards and commissions. Commissioner Chham noted this was also an item suggested for the Commission's consideration included in a September 24, 2019 email from Adam Betcher that was provided to the Commission on September 25, 2019.

Chair Loiseau and Vice Chair DeKoekkoek stated their support for consideration of a salary structure that recognized the additional time commitment of Councilmembers who also served on boards and commissions such as the Puget Sound Regional Council, Sno911 dispatch and Community Transit.

Following discussion the Commission provided direction to City Manager Hugill to draft language that would provide for:

- a base salary to be applied to all Councilmembers; and
- additional pay for attendance by a Councilmember to an assigned board or commission meeting (if pay by that board or commission is not provided); with
- one level of pay for **internal** board/commission assignments (e.g., LEOFF Board); and
- a second, higher level of pay for **external** board/commission assignments (e.g. PSRC); and
- a maximum on the monthly amount that could be received by a Councilmember for attendance at assigned board/commission meetings.

Following discussion on the cost of providing medical insurance to Councilmembers, those on the Council who would be interested in having it, the insurance provider's rules requiring that insurance be provided for the Council as a whole as opposed to individual Councilmembers, Commissioner Smith moved to set the discussion of medical insurance aside. Vice Chair DeKoekkoek seconded the motion. The Commission unanimously approved the motion to set medical insurance coverage aside.

Commissioner Eskenazi asked for information on homeowner costs of utilities and taxes to gauge the impact of increasing Council pay.

Chair Loiseau requested information on Councilmember salaries in other jurisdictions in a format that Commissioners could modify based on form of government, population, Council salary, etc.

Commissioner Eskenazi asked for links to the various boards and commissions that Mountlake Terrace Councilmembers serve on in order to have background on the time commitment and purpose of the groups, as well as to have notice provided to the public on what the Commission is reviewing.

Adjournment

The meeting adjourned at 6:15 p.m.