

MOUNTLAKE TERRACE SALARY COMMISSION

October 9, 2019
5:00 p.m.

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

COMMISSION MEMBERS PRESENT

Margaret Loiseau, Chair
Eric Chham
Victor Eskenazi (late arrival)
Judi Smith

COMMISSION MEMBERS ABSENT

Dustin DeKoekkoek, Vice Chair (excused)

Chair Loiseau called the meeting to order at 5:06 p.m.

The Commission concurred with the meeting agenda, and approved the minutes of the September 25, 2019 meeting.

Review of Materials Requested at the September 25, 2019 Meeting

The Commission reviewed the materials included in the packet that had been requested at the September 25, 2019 meeting:

- a. 2018 Mayor/City Council salary comparisons
- b. City and Intergovernmental Boards/Commissions website links
- c. 2019 Property Tax Information

Commissioner Chham was unable to receive the material email(s) sent by the city - Mr. Chham will send an email to Leslie Choate to ensure the city has the correct email address.

Commissioner Smith inquired about retirement benefits provided to the City Council. Staff members provided information on the Municipal Employees Benefit Trust Plan (MEBT) which is a social security opt out that the city employees/electeds participate in. The current employee mandatory contribution rate for non-benefitted employees (including Councilmembers) is 7.5% of their gross wage. The city does not contribute to the MEBT plan for non-benefitted employees/electeds.

City Manager Hugill reported the additional pay for Mayor is due to:

- attendance at monthly Mayor's meeting
- attendance at special events (i.e., ribbon cuttings, etc.)
- speaking at various events (i.e., Coffee with the Seniors, etc.)
- being contacted more often (Mayor is first contact of City Manager before contacting Councilmembers)
- providing direction to staff

The Commission reviewed a sample pay structure that Vice Chair DeKoekkoek had provided to staff via email for discussion purposes, clarifying that the numbers in the example are not recommendations but simply to provide an example of what a pay structure might look like. The Commission discussed the long-term impact of increasing the Mayor/Councilmember pay structure. If the Mayor's pay is increased to \$1,200 per month (currently \$1,000 per month) and Councilmembers pay increased to \$1,000 per month (currently \$800 per month) the impact would be an additional \$16,800 annually. The current budgetary impact is \$69,600 for salaries plus \$1,010 for benefits (Medicare and Labor & Industries).

City Manager Hugill reported the city can impose no more than a 1% property tax annually per state law unless a higher amount is approved by voters. State-approved levies provide funding for school and hospital districts, etc. Approximately 20% of the property tax levy from property in the city comes to Mountlake Terrace.

Commissioner Smith suggested that if pay for committee participation is approved, the Mayor/Councilmember base rate should remain as is. City Manager Hugill reported the Mayor/Councilmember(s) can request mileage reimbursement (based on current IRS rates) for travel to/from external meetings. The Salary Commission can state pay for meetings is all inclusive (includes travel/mileage expenses, etc.)

Following discussion the Commission requested:

- City of Mountlake Terrace ordinance forming Salary Commission
- impact on 6-year financial forecast pay structure increase
- stipend for attendance at Health District and Community Transit Board meetings
- information on rent payments on Interim City Hall
- tax assessment on new City Hall
- information on proposed sewer and storm water rate increases

Adjournment

The meeting adjourned at 5:41 p.m.