



**THURSTON COUNTY**  
**WASHINGTON**  
SINCE 1852

COUNTY COMMISSIONERS

John Hutchings  
District One

Gary Edwards  
District Two

Bud Blake  
District Three

**HUMAN RESOURCES**

**THURSTON COUNTY CITIZENS' COMMISSION  
ON SALARIES FOR ELECTED OFFICIALS**

Meeting Minutes – July 16, 2018

Members present: Chair Gail Yu, Dylan Carlson, Rebecca Glasgow, Rafael Lozano, Travis Matheson, and Charles Powell.

Members excused: Jason Fueston, Christy Reynolds, and Wayne Williams.

Staff present: Katie Gerard, Dawn Grummer, and Ruth Elder.

Others present: Terri Wright, Washington State Citizens Commission on Salaries for Elected Officials, and Debra Jaqua.

Chair Gail Yu called the meeting to order at 7:00 PM.

Welcome and Introductions: The Commission members introduced themselves.

Additions to the Agenda: Rebecca Glasgow requested that an item be added under New Business.

Approval of the Minutes of October 16, 2017: **M/S/P REBECCA GLASGOW/DYLAN CARLSON That the minutes of November 20, 2017, be adopted as submitted.**

Review of the role of the Commission: Chair Gail Yu reviewed the role of the Commission in setting the salaries for the County Commissioners and in recommending to the Board of County Commissioners the salaries for the elected Assessor, Auditor, Clerk, Coroner, Prosecuting Attorney, Sheriff, and Treasurer.

Review of 2018 salary setting process: Chair Gail Yu reviewed last year's salary setting process.

The Commission members discussed contents for the Commission's website. The Clerk reported that staff will work to get the website up and running as soon as possible.

Discussion of 2019 salary setting process: The Commission members discussed proposals for approaching the 2019 salary setting process. Dylan Carlson suggested that the September meeting could be a target date for a consensus on the 2019 salaries in September.

The Clerk distributed information regarding the consumer price index (CPI) to the Commission members. Dylan Carlson explained that the old CPI region consisted of the Puget Sound counties except Jefferson and Mason Counties (Kitsap, Island, Snohomish, King, Pierce, and Thurston Counties), while the new CPI region is now composed of Snohomish, King, and Pierce Counties. He explained that one disadvantage of the new index is that Thurston County's housing market will no longer be sampled. He stated that the conclusion is that inflation is greater than 3 percent.

Gail Yu noted that wages are stagnant despite the low unemployment rate. Charles Powell reported that Western State Hospital employees are receiving 27.5 percent pay increase, but there are still vacant positions and a large percentage of the staff will retire in 5 years.

Commission Directions to Staff: The Commission members reviewed the information that they would like to review, including: cost of living information for county and state employees; cost of living increases for retired public employees who are members of the PERS 2 retirement system; Social Security benefit increases; salaries from comparable counties; salaries for Superior Court judges; salary compression and inversion; and the salaries of the appointed Directors, the Assistant County Manager, and the County Manager.

The Commission directed the Clerk to invite the Elected Officials to address the Commission at the August 20 meeting. The Clerk clarified that any Elected Official who has a conflict with the August meeting would be welcome to address the Commission at the September meeting.

Becca Glasgow announced that she is running for Judge on the Court of Appeals, without an opponent. She stated that she met with the Prosecuting Attorney and that she has been endorsed by the Auditor. She asked the Commission Members and members of the public for feedback. She explained that she would not be permitted to serve on the Salary Commission once she becomes a judge. Dylan Carlson and Rafael Lozano stated that they had no concerns about a conflict of interest. Gail Yu stated that her only concern was with public appearances. Dylan Carlson stated that the Auditor and Prosecuting Attorney's salaries are ultimately decided by the Board of County Commissioners.

Dylan Carlson reported that he has accepted a new position as the Employee Relations Manager for City of Tacoma. He shared his concerns about serving as the Organized Labor Representative on the Commission while working on the management side of the table. He reported that he has spoken with the Labor Council and they agreed that he should continue to serve on the Commission for now.

**Election of Commission Chair and Vice Chair: M/S/P Becca Glasgow/Charles Powell That Rafael Lozano be elected Chair and Gail Yu be elected Vice Chair for 2018.**

There being no further business, the meeting adjourned at 7:50 PM.

Respectfully submitted,



Ruth Elder, Clerk of the Commission