



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

## COUNTY COMMISSIONERS

John Hutchings  
District One

Gary Edwards  
District Two

Tye Menser  
District Three

## HUMAN RESOURCES

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

Meeting Minutes – August 19, 2019 Revised

Members present: Chair Rafael Lozano, Bill Ireland, Travis Matheson, Megan Walsh, and Karen White.

Members absent: John Christiansen, Jason Fueston, and Rachel Morriss.

Members excused: None.

Staff present: Ruth Elder.

Others present: Mary Kincy and Cameron Mullins.

Chair Rafael Lozano called the meeting to order at 7:00 PM.

Welcome and Introductions: The Commission members introduced themselves.

Approval of the Minutes of October 29, 2018: **M/S/P TRAVIS MATHESON/RAFAEL LOZANO**  
**That the minutes of the October 29, 2018, meeting be approved as submitted.**

#### Old Business:

- a. Review of the Role of the Commission: Rafael Lozano reviewed the role of the Commission. The Clerk provided historical information regarding the Commission.
- b. Review of 2019 Salary Setting Commission: Rafael Lozano reviewed the 2019 Salary Setting Process. Travis Matheson reported that in 2019, the Commission gave the most weight to the salaries in similar counties and salary inversion and compression within the elected offices.

#### New Business:

- a. Discussion of 2020 Salary Setting Process: The Commission members discussed the 2020 salary setting process. The Commission decided to invite the Elected Officials to address the Commission at the next meeting.

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- b. Data Gathered by Staff: The Commission reviewed the information gathered by the staff. The Clerk explained that Kitsap County has not provided their information yet. Travis Matheson thanked the staff for providing the information early in the process. The Clerk stated that she would pass along the Commission's thanks to the Human Resources staff.
- c. Commission Directions to Staff: The Commission directed the Clerk to invite the Elected Officials to address the Commission at the next meeting. The Commission requested that the Clerk provide the Commission with a history of the salaries for the Elected Officials and the percentage of the salary increases from year to year.

Election of Commission Chair and Vice Chair: **M/S/P MEGAN WALSH/TRAVIS MATHESON**  
**That Karen White be elected Chair and Rafael Lozano be elected Vice Chair.**

Next meeting date: Several Commission members reported that they would not be available on September 16 meeting. The Commission members and staff discussed alternate dates for the next meeting. The Commission members agreed that the next meeting will be held at 7:00 PM on Monday, September 30, 2019.

There being no further business, the meeting adjourned at 8:03 PM.

Respectfully submitted,



Ruth Elder, Clerk of the Commission