

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 – September 17, 2018

Members present: Chair Rafael Lozano, Dylan Carlson, Rebecca Glasgow, Travis Matheson (participated by teleconference), Christy Reynolds, and Wayne Williams.

Members excused: Jason Fueston.

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

Others present: Mary Kincy and Cameron Mullins.

Chair Rafael Lozano called the meeting to order at 7:02 PM.

Welcome and Introductions: The Commission members introduced themselves.

Additions to the Agenda: The Election of the Vice Chair was added to the agenda.

Opportunity for the Public to Address the Commission: There was no public comment.

Approval of the Minutes of July 16, 2018: **M/S/P DYLAN CALSON/WAYNE WILLIAMS That the minutes of September 17, 2018, be adopted as submitted.**

Election of Vice Chair: Chair Rafael Lozano explained that with Gail Yu's recent resignation, the position of Vice Chair is now vacant. Wayne Williams was elected Vice Chair.

Review of Information Provided by Staff: The Commission members reviewed and discussed the information that was provided by the staff.

Rebecca Glasgow stated that State employees will have received a four percent raise, so she proposed a four percent increase for the County Commissioners, Assessor, Auditor, Clerk, Coroner, and Treasurer. Dylan Carlson stated that a three percent cost of living adjustment was negotiated by State employees for 2019 though their contract that has not yet been ratified. He noted that Social Security recipients will receive a 2.8 percent increase and the minimum wage will increase by 3.2 percent, so he finds that something closer to three percent increase would be reasonable for those Elected

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Officials for 2019. Christy Reynolds stated that workers employed in the private sector rather than by government agencies may or may not have wage increases that keep up with the increases considered for Thurston County Elected Officials. Wayne Williams stated that the Salary Commission has no control over what is happening with state and county employees. He is concerned about attracting and retaining qualified Elected Officials for Thurston County.

Dylan Carlson reported that the Bureau of Labor Statistics reported that the average salary increase in the Seattle-Tacoma-Olympia area from June 2017 to June 2018 was 3.9 percent.

Rebecca Glasgow suggested that the Commission had previously matched the Prosecuting Attorney's salary to the salary for the Superior Court Judges. She noted that the salary for the Superior Court Judges effective September 2018 results in a two percent increase for the Prosecuting Attorney for 2019.

Wayne Williams stated his concerns about the competitive nature of hiring law enforcement officers. He suggested a 12 percent increase for the Sheriff for 2019. Dylan Carlson asked whether it made sense to increase the Sheriff's salary to level of the Chief Deputies, which would be approximately a 13 percent increase. Christy Reynolds stated her concerns about the salary of the Thurston County Sheriff being as much as the Pierce County Sheriff, when Pierce County has a much larger population. Dylan Carlson shared his concerns about not having competitive elected races for Sheriff in either Pierce or Thurston Counties. Wayne Williams stated that the Sheriff's salary should not be wholly dependent on population. He supported increasing the Sheriff's salary to the level of the Chief Deputies. Dylan Carlson stated that his choice would either be a 13 percent increase so that the Sheriff's salary would be similar to the Chief Deputies, or an increase of less than 10 percent for the Sheriff. Wayne Williams stated that he would like a 13 percent increase for the Sheriff as a pure salary-setting concern and to permit the political process to work it out if necessary. Rebecca Glasgow stated that she would be in support of increasing the Sheriff's salary by 7 to 9 percent each year for two years, rather than such a large increase in one year. However, she noted that this would not be binding on subsequent Commissions. Travis Matheson recognized the Commission's desire to reduce the salary inversion in the Sheriff's Office, but he explained that this phenomenon is the fact of life for elected Sheriffs. He suggested that he would support a 7 percent increase for the Sheriff for 2019.

The Salary Commission members discussed their proposed salary increases for the Elected Officials for 2019. Dylan Carlson proposed a 2 percent increase for the Prosecuting Attorney; 3 percent for the County Commissioners, Assessor, Auditor, Clerk, Coroner, and Treasurer; and 7 percent for the Sheriff. Travis Matheson proposed a 4 percent increase for the County Commissioners; 4 to 5 percent for the Assessor, Auditor, Clerk, Coroner, and Treasurer; 0 to 2% for the Prosecuting Attorney; and 7 percent for the Sheriff. Wayne Williams proposed 2 percent for the Prosecuting Attorney; 9 percent for the Sheriff; and 4 percent for the other positions. Christy Reynolds proposed a 2 percent increase for the Prosecuting Attorney; not more than 3 percent for the County Commissioners; 7 percent for the Sheriff; and 3 percent for the other positions. Rafael Lozano proposed a 2 percent increase for the Prosecuting Attorney; 7 percent for the Sheriff; and 3 percent for the other positions. Rebecca Glasgow asked whether the members might consider 3.5 percent for the County Commissioners, Assessor, Auditor, Clerk, Coroner, and Treasurer. Wayne Williams and Rafael Lozano agreed that 3.5 percent was reasonable for those positions. Dylan Carlson and Christy Reynold shared their concerns about the challenges presented by an increase of more than 3 percent for those positions.

The Commission passed the following motions regarding the proposed 2019 salaries for the Elected Officials.

M/S/P REBECCA GLASGOW/DYLAN CARLSON That the 2019 salary for the Prosecuting Attorney be \$14,381 per month, which represents a 2 percent increase.

M/S/P DYLAN CARLSON/WAYNE WILLIAMS That the 2019 salary for the County Commissioners, Assessor, Auditor, Clerk, Coroner, and Treasurer be \$10,163 per month, which represents a 3.5 percent increase.

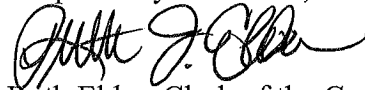
M/S/P DYLAN CARLSON/REBECCA GLASGOW That the 2019 salary for the Sheriff be \$12,180 per month, which represents a 7 percent increase, with Wayne Williams opposed.

The Commission Members discussed their availability for their next meeting. The Commission members agreed to hold their Public Hearing on the Proposed 2019 Salaries on October 29, 2018. The Clerk advised that this will be a special meeting, due to the change in the date of the meeting.

Commission Directions to Staff: The Commission directed the staff to publicize the Commission's October 29 Public Hearing and the proposed 2019 salaries for the Elected Officials. The Commission agreed that written public comments should be submitted to the Clerk by the close of business on October 15, 2018.

There being no further business, the meeting adjourned at 8:22 PM.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ruth Elder', written in a cursive style.

Ruth Elder, Clerk of the Commission