

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 – October 19, 2020 as corrected

Members present: Vice Chair Rafael Lozano, Charles Baker, Bill Ireland, Travis Matheson, Cary Randow, and Megan Walsh.

Members excused: Karen White.

Staff present: Cameron Mullins and Ruth Elder.

Others present: County Commissioner Gary Edwards and Mary Kincy.

Vice Chair Rafael Lozano called the meeting to order at 6:02 PM.

Welcome and Introductions: The Commission members and staff introduced themselves.

Approval of the Minutes of July 20, 2020: **M/S/P TRAVIS MATHESON/CARY RANDOW That the minutes of the July 20, 2020, meeting be approved as corrected.**

Public Comment: County Commissioner Gary Edwards addressed the Commission. He reiterated his opinion that Elected Officials should not receive pay increases as incumbents. Commissioner Edwards stated that candidates know the salary when they are running for office. He referred to the Board of County Commissioners' letter of July 10, 2020. Commissioner Edwards thanked the Salary Commission members for their service.

Old Business

- a. Information Gathered by Staff: Cameron Mullins reviewed the information that he had obtained from other counties. He reported that Whatcom County's Salary Commission meets every two years. Mr. Mullins reported that Kitsap County does not have a Salary Commission. The Elected Officials' salaries are a percentage greater than the salaries of their Chief Deputies and the salaries for the County Commissioners are a percentage greater than for the other Elected Officials. He reported that there was no response from Yakima County.

Mailing Address: 2000 Lakeridge Drive SW, Olympia, Washington 98502-6045
Office Location: 929 Lakeridge Drive SW, Room 117, Olympia, Washington 98502
(360) 786-5135 TDD: (360) 754-2933 FAX: (360) 754-4273

- b. Discussion of the 2021 Salary Setting Process: Cary Randow stated that the Elected Officials salaries should be adjusted on a regular basis. He stated that going years without a salary adjustment only postpones a problem. Mr. Randow explained that the State of Washington once went six years without a wage adjustment for rank and file employees with only modest increases for IT and medical positions. He stated that while he understands the budget concerns, he is also concerned about equal pay for these demanding positions. Mr. Randow shared concerns about attracting and retaining highly qualified Elected Officials.

Rafael Lozano also stated the importance of attracting and retaining the most-qualified Elected Officials. He mentioned Sheriff Snaza's concerns about the Salary Commission losing momentum and falling behind comparable counties.

Megan Walsh asked Commissioner Edwards whether he believes that the salaries of Elected Officials should be frozen over multiple terms of office. Commissioner Edwards clarified that the individual Elected Officials know what the salary is when they run for office. He believes that salary should be frozen during that four-year term of office and revisited for the next term.

Bill Ireland noted that the County Commissioners have asked the Salary Commission not to increase the Elected Officials' salaries. He stated that he is also concerned about layoffs and business closures.

M/S/P CARY RANDOW/MEGAN WALSH That the Salary Commission will not adjust the salaries for the County Commissioners or recommend adjustments to the salaries of the other Elected Officials for 2021.

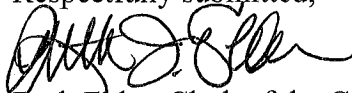
New Business

- a. Commission Directions to Staff Regarding Information for the Next Meeting: The Commission members requested information on the salaries in comparable counties, the Consumer Price Index, and other information considered in previous years such as the most highly compensated employees, salary compression and inversion in Elected Offices, the salaries of the County Manager, Assistant County Manager, and Appointed Directors, and information from the State Salary Commission.

Next meeting date: By consensus, the Commission agreed that the next meeting will be held by telephone at 6:00 PM on Monday, July 19, 2021.

There being no further business, the meeting adjourned at 6:56 PM.

Respectfully submitted,



Ruth Elder, Clerk of the Commission