

DRAFT



Minutes of the Arlington Citizens' Salary Review Commission

2nd Floor Arlington City Hall
238 N Olympic Avenue
April 12, 2017

Commission members Present: Chad Clay, Austin DeFreece, Steve Maisch, Sherri McCarthy (by phone), and Christopher St. John

Commission Members Absent: None

Staff Present: Heather Logan and Kristin Banfield.

Commissioner Clay called the meeting to order at 6:44 pm.

City Clerk Kristin Banfield reviewed the materials emailed to the Commissioners after the last meeting. These items included: minutes from 2015, Arlington Municipal Code 2.04 effective January 1, 2015, Arlington Municipal Code 2.04 effective March 29, 2017, the last two years of payroll and reimbursement data for the mayor and Council, and the per diem meeting reimbursement submittals.

Commissioner Clay inquired where the Commission would like to start. Commissioner DeFreece noted the volume of materials provided over the last month is an impressive amount of information to review and digest. Commissioner Maisch commented that focusing on a percentage increase is risky, given the low dollar values at play. Commissioner St. John stated a good place to start might be looking at the rate of inflation over the past few years and whether that has been accounted for. Commissioners Maisch and McCarthy both noted that the City Council does not have city provided health insurance, like a lot of other jurisdictions provide. That was dispensed with in 2011 and needs to be taken into consideration.

Administrative Services Director Heather Logan mentioned that the prior Commission took a piece work approach to compensation for the Mayor and Council whereby if the person does the work, they receive the compensation.

Commissioner McCarthy shared the details of her recent conversation with one of the City's Councilmembers regarding the work as a Councilmember. That Councilmember shared that the large majority that become a member of the Council do so for the love of Arlington and the desire to make a difference in the community.

Commissioner Maisch expressed that after reviewing all the materials, especially the sheets with all of the meetings attended by the Mayor and Councilmembers, that you get the

feeling that the Mayor and Council are being taken advantage of. They donate a significant amount of time, with incredible results for the community, for very little compensation.

Commissioner Clay asked if anyone had any proposals to make at this time.

City Council Compensation

Commissioner Maisch suggested that each Council meeting and workshop attendance be increased by \$50 for the City Councilmembers. Commissioner St. John and Commissioner DeFreece suggested that the maximum number of meetings that receive expense reimbursement each month be increased from eight to 10. Discussion followed. It was suggested that this element take effect June 1, 2017.

Commissioner DeFreece suggested that the maximum number of meetings that receive expense reimbursement each month be increased from eight to 10, effective January 1, 2018. He continued that the maximum Council expense reimbursement received each month be increased from 10 to 12, effective January 1, 2019.

Mayor Compensation

Multiple proposals regarding the Mayor's compensation were made including:

- Increase of the base salary from the current \$1,500 per month to \$2,000 per month
- Increase of the base salary from the current \$1,500 per month to \$2,500 per month
- Increase of the base salary from the current \$1,500 per month to \$1,700 per month
- Increase of the base salary from the current \$1,500 per month to \$2,250 per month

A proposal was made to increase the maximum number of meetings that receive expense reimbursement be increased from 20 to 25 and that the compensation for regional meetings be increased from \$75 to \$125 and that the compensation for non-regional meetings be increased from \$50 to \$100.

Extensive discussion on the City Council and Mayor compensation proposals was had including the differences in the role and scope of work of a Mayor and a Councilmember, what the increase of these proposals would mean dollar-wise and percentage-wise, and the desire to keep the formula set by the prior commission that incentivizes involvement.

Commissioner DeFreece moved to increase the City Council member meetings and workshop compensation, up to four per month, to \$200, effective June 1, 2017; to leave the City Council expense reimbursement unchanged and increase the City Council meetings expense reimbursement cap at a maximum of 10 meetings per month, effective January 1, 2018; and to leave the City Council expense reimbursement unchanged and increase the City Council meetings expense reimbursement cap at a maximum of 12 meetings per month, effective January 1, 2019. Commissioner Maisch seconded the motion which passed unanimously.

Commissioner DeFreece moved to increase the Mayor's monthly salary to \$2,250 per month, effective June 1, 2017; to increase the Mayor expense reimbursement for regional meetings to \$125, to increase the Mayor expense reimbursement for non-regional meetings

to \$100, and increase the Mayor meetings expense reimbursement cap at a maximum of 25 meetings per month, effective January 1, 2018. Commissioner Maisch seconded the motion which passed 4-1.

The Commission Chair directed the City Clerk to prepare the decision in a memo format, similar to the memo submitted in 2015. The Commission will review the decision as prepared by the City Clerk to determine if there is a need for any additional follow up meetings.

With no further business to consider, the meeting was adjourned at 8:44 pm.

Chad Clay, Chair