

**CITY OF WEST RICHLAND
SALARY COMMISSION MEETING
FRIDAY, OCTOBER 7, 2016**

- 1. Call to Order** – Chairperson Nancy Aldrich called the meeting to order at 3:05 p.m.
- 2. Roll Call** – Chairperson Nancy Aldrich, Vice Chairperson Fred Brink, and Commissioners David Fetto and Robert Perkes were present. City Clerk Julie Richardson and City Attorney Bronson Brown were also present.

Upon motion by Commissioner Fetto seconded by Vice Chairperson Brink, the Commission unanimously excused Commissioner Greg McDowell from the meeting.

- 3. APPROVAL OF AGENDA** – *Vice Chairperson Brink moved to approve the agenda as presented, seconded by Commissioner Fetto. The motion carried unanimously*
- 4. APPROVE MINUTES OF SEPTEMBER 20, 2016 SALARY COMMISSION MEETING** – *Commissioner Fetto moved to approve the minutes of the September 20, 2016 meeting, seconded by Vice Chairperson Brink. The motion carried unanimously.*
- 5. RECOMMENDED SALARY RATES BY COMMISSIONERS** – Chairperson Aldrich advised that during the September 20, 2016 meeting, Commissioners voted to present a salary of \$500 per month for Council Members and \$1,000 per month for Mayor with a city administrator at this public hearing. However, they decided to wait on a salary for Mayor without a city administrator until after the public hearing.

Chairperson Aldrich opened the public hearing at 3:09 p.m.

Donna Noski, West Richland, WA, provided public testimony via email. In her email she noted that duties and responsibilities for mayor and council have grown substantially with the growth in the city. This has required increased time spent by council and mayor in development of goals and objectives, budgetary planning and implementation, policy development and implementation, increased responsibility to their constituents, and participation in the quad cities interlocal government activities and functions. The budgetary challenge to hire a city administrator with a return on investment is hard to quantify, but the potential ramifications of not having full-time administrative oversight by an experienced and qualified administrator can also be costly. She urged the Commission to utilize the information provided by AWC to develop appropriate pay for council members. Perhaps a salary range for a full-time and/or part-time mayor might be considered based on established minimum qualifications and administrative experience.

Rich Buel, West Richland, WA, said he has been a West Richland resident since 1989 and a City Council Member since 2001. He stated that the West Richland Mayor’s salary is the third lowest of any city in the state that operates under the Mayor-Council form of government, including cities smaller than West Richland. Some of those cities that pay their mayor more also have a city administrator to handle many of the day-to-day responsibilities associated with being a mayor. He spoke about the time commitment of the mayor and mentioned that during his own first four year term as a council member he attended 269 meetings. A

mayor attends far more meetings than a council member. The West Richland Mayor is the Chief Executive Officer of the city yet his monthly salary is one-third less than the lowest paid city employee's wage. He urged the Commission to vote a salary for the Mayor commensurate with the duties and time commitment that are associated with the position.

Jerry Peltier said he served two years as a planning commissioner, 12 years as a council member and 12 years as mayor for the City of West Richland. He pointed out that the West Richland Mayor is the manager of the city, however he has four department directors who manage their departments and he manages the department directors. He suggested the Commission use the salary information available through Association of Washington Cities (AWC) when deciding the salaries. He is not against a salary increase but the impact to the budget needs to be considered and also the information on other cities that is available through AWC.

Brent Gerry said he was not there to talk about mayor or city council salaries, but to provide input on the time and duties of the mayor. He pointed out that City Council considered there would be budget impacts when adopting the ordinance creating the Salary Commission. He also urged the Commission not to make their decision based on speculation of what, or what not, future elected persons might do, but base it on the data they have been provided with and the time commitment of the positions. He provided information on the meetings he attends, said he has a satellite office at his place of business so is working on city business there as well as in his city office, and showed them his phone calendar with all his meetings listed.

Vice Chairperson Brink asked if the city needs a city administrator.

Mr. Gerry responded that the previous Mayor, Donna Noski, was successful without an administrator and he feels he has also been successful without one. He commented that a qualified, competent mayor can run the city on a full time basis.

Jerry Peltier feels the city does not need a city administrator. If a livable salary is provided for the mayor, qualified people might run and citizens might pay more attention to qualifications rather than a "popularity contest."

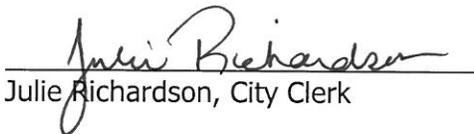
There being no additional public testimony, Chairperson Aldrich closed the public hearing at 3:43 p.m.

City Clerk Richardson will contact Commissioner McDowell regarding dates/times that work for him for the next meeting. The Commission will set the salaries during that meeting.

7. ADJOURNMENT – The meeting was adjourned at 3:45 p.m.



Fred Brink, Vice Chairperson



Julie Richardson, City Clerk