



Minutes of the Arlington Citizens Salary Commission Zoom Meeting

City of Arlington
238 N Olympic Avenue
April 1, 2021

Commission Members Present: Carla Gastineau, Heather Logan, Mandy Kruger and Steve Maisch, VACANT

Elected Officials Present: Councilmember Don Vanney

Staff Present: Administrative Services Director James Trefry and Deputy City Clerk Ashleigh Scott

Commissioner Logan called the meeting to order at 2:02 p.m., roll call and self-introductions of those present followed.

APPROVAL OF THE AGENDA

Commissioner Gastineau moved to approve the agenda as presented. Commissioner Maisch seconded the motion, which passed with a unanimous vote.

DISCUSSION/ADOPTION OF RECOMMENDATIONS

James Trefry stated the commission may need an additional meeting, because he received a few applications for the commission's open position and will hold a meeting for that at the end of April 2021 or beginning of May 2021.

Commissioner Maisch asked when the term would end for the vacant position. James Trefry will need to double check but is a shorter term of 2-3 years. He will send the information to commissioners when known.

James Trefry reviewed commissioner's thoughts that were discussed during the previous meeting. He also drafted a memo that is consistent with what they were all generally agreeing on that can be used as a template for the final recommendation today.

Commissioners Gastineau and Kruger agreed the Mayor position is not part-time, but more of a full-time position. Commissioner Maisch was on board with that concept, but has concerns how it'll be advertised in the future. If the position is advertised as part-time, the salary is high and it should be advertise as full-time. Administrative Services Director Trefry stated that legislative action would need to be taken to change the mayor/councilmember format, but we are strong Mayor format with a City Administrator and there is no designation as to the Mayor position being "part-time" or "full-time".

Commissioner Kruger had a question comparing Marysville Mayor's compensation, and James states they have a City Manager which is different. Arlington has a City Administrator that serves in the Administrative branch of City Government to carry out the executive direction of the Mayor.

Commissioner Gastineau asked the Commission if everyone agrees on \$7,100 a month for the mayor salary, and there were no objections or concerns.

Commissioner Kruger suggests the effective date be July 1, 2021.

Commissioner Gastineau asks the Commission if they agree to the annual COLA increase and a good start date. Administrative Services Director Trefry reviewed the differences between CPI-U and the CPI-W. Administrative Services Director Trefry recommends the use of June to June CPI-U to set the adjustment in compensation effective January 1st of the following year and the Commission had no objections and decided to start the COLA adjustment in January of every year beginning January 2022.

Commissioners now considered City Councilmember's compensation and benefits. The Commissioners agree on Commissioners Kruger's suggestion in moving Councilmembers to monthly salary.

Commissioner Logan asked Councilmember Don Vanney his thoughts on what the Commissioners are coming up with and if he has any input. Commissioner Don Vanney stated he's also on the health exchange and it's based off how much income someone brings in. He continued to state that there are a lot of different variables. Commissioner Logan asked if benefits were a consideration when he wanted to run, and if it steered him away. Councilmember Don Vanney said no, it was not part of his consideration to run.

Commissioners reviewed the options of group insurance rates. James Trefry will research if the Councilmembers can have access to the plans. City Council would have to vote but individual members can choose their own plans.

James Trefry looked up the AWC guidelines, and they are allowed to have access to the plans, but at least 4 Councilmembers need to enroll. No contribution is requirement, and the city can choose to pay 0-100% of the premium. AWC would have to review the City's specific circumstance because of the elected officials salaries are set by a Commission.

All Commissioners agreed with Commissioner Kruger's suggestions for starting City Council salaries effective on 7/1/2021, and continue COLAs on 1/1/2022 and 1/1/2023.

Commissioner Logan reviewed the memo Administrative Services Director Trefry had drafted. Administrative Services Director Trefry read over the unofficial memo for Commissioners to consider for a final motion on the following options stated by different members of the Commission:

Mayor

Option A: \$6,250 a month salary, plus up-to \$300 towards benefits through HAS (for medical, dental and vision and EAP only), or employee opt-out plan up-to \$300 to an HRA account per current non-represented policy, plus mileage and expenses.

Option B: \$7,100 a month salary, full family coverage benefits (for medical, dental and vision and EAP only, same as non-represented policy), plus mileage and expenses, and no opt-out plan.

Option C: \$7,100 a month salary, plus CPI for the next year, plus \$666.68 stipend or allowance towards a healthcare plan, with the option to opt-out, plus mileage and reimbursements per AMC 2.04.027.

Option D: Considering between Options A & B.

Commissioners Final Agreement: \$7,100 a month salary effective 7/1/2021, CPI-U June 2020 to June 2021 index effective 1/1/2022, CPI-U June 2021 to June 2022 index effective 1/1/2023, plus mileage. Recommendation for employee-only medical, dental and vision coverage consistent with non-represented employees group.

Councilmembers & Mayor Pro Tem

Option A: \$1,250 a month salary with \$500 a month stipend for the Mayor Pro Tem, plus \$300 a month towards benefits through HSA (medical, dental and vision only), or employee opt-out plan up-to \$300 a month towards HRA account per current non-represented policy, plus mileage and expense reimbursements.

Option B: \$1,700 a month salary, with \$50-100 a month stipend for the Mayor Pro Tem, plus mileage and expense reimbursements.

Option C: \$1,840 a month salary, plus mileage and expense reimbursements, no Mayor Pro Tem stipend.

Option D: Open to all options.

Commissioners Final Agreement: \$1,840 a month salary effective 7/1/2021, CPI-U June 2020 to June 2021 index effective 1/1/2022, CPI-U June 2021 to June 2022 index effective 1/1/2023, plus mileage. Recommendation for group medical benefits access for medical, dental and vision coverage consistent with non-represented employees group, but only minimum contribution by the City towards benefits that is required to offer group coverage option. There is also a recommendation for a template activity summary to be adopted by Council to document meetings attended on behalf of the City.

Commissioner Logan entertained a motion for the two page memo to be passed. Commission Maisch motioned and Commissioner Gastineau seconded. The motion passes unanimously.

The City Council Workshop and Meeting for the Commission to attend is to be determined, but will occur in April 2021.

The memo will be sent to the City Attorney for final review for review of any code revisions, if needed.

ADJOURNMENT

With no further business to come before the Commission, the meeting was adjourned at 3:45 p.m.



Heather Logan, Chair