

AGENDA
MOUNTLAKE TERRACE SALARY COMMISSION

December 4, 2019
5:00 p.m.

Mountlake Terrace City Hall
6100 219th Street SW, Suite 220

1. CALL TO ORDER
2. Approval of agenda
3. Approval of Minutes of November 13, 2019 Salary Commission Meeting
4. Public Hearing and Adoption of Resolution Establishing a Salary Increase for the Mayor and City Councilmembers
5. New Business
6. ADJOURNMENT

RCW 42.30, the Open Public Meetings Act, requires all meetings of the governing body of a public agency shall be open and public and all persons shall be permitted to attend any meeting of the governing body of a public agency , except as otherwise provided in this chapter.

You may also make a request for records by contacting the Public Records Officer at 425.744.6235 or recordsofficer@ci.mlt.wa.us. There is a fee for copying records.

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MOUNTLAKE TERRACE SALARY COMMISSION

November 13, 2019
5:00 p.m.

Mountlake Terrace Council Chambers
6100 – 219th Street SW, Suite 220

COMMISSION MEMBERS PRESENT

Margaret Loiseau, Chair
Dustin DeKoekkoek, Vice Chair
Eric Chham
Victor Eskenazi
Judi Smith

Chair Loiseau called the meeting to order at 5:01 p.m.

The Commission concurred with the meeting agenda, and approved the minutes of the October 23, 2019 meeting.

Review of Materials Requested at the October 23, 2019 Meeting

The Commission reviewed the materials included in the packet that had been requested at the October 23, 2019 meeting:

- Bond Debt Service Final Numbers

The materials regarding the bond debt service was not available prior to the meeting so the materials were distributed during the meeting.

City Manager Hugill reviewed the bond debt service final numbers dated June 12, 2018. Hugill reported that \$12.5 million was approved by voters, however in early 2018 it was decided to only borrow \$12.1 million and keep \$400,000 of the 2016 operating bond levy to pay for civic campus design in 2018. Hugill commented that by issuance of \$11.2 million of bonds, the city will gross \$12.1 million.

City Manager Hugill responded to questions from the Commission that the city has an AA+ Standard and Poor's bond rating and with the passing of Initiative 976 the city would lose \$330,000 annually.

Following discussion regarding a community (including City Councilmembers) survey requesting input on a salary increase for the City Council, it was determined that the survey could not be completed before the expiration of the 120 day review schedule and limited staffing available to administer the survey.

Discussion followed regarding how much (if any) salary increase for the Mayor/City Councilmembers should be approved.

MOTION

- Commissioner Smith Move to increase Mayor/City Councilmembers monthly salary as follows:
- 2020: \$100 per month per councilmember/mayor
 - 2021: 2% increase
 - 2022: 2% increase
 - 2023: 2% increase
 - 2024: 2% increase

Commissioner Chham Seconded motion

Discussion followed; Motion carried 4-1.

Public hearing is required before the adoption of the schedule of salaries for the Mayor and City Councilmembers. Commission agreed to cancel November 27, 2019 meeting and hold public hearing/special meeting on December 4, 2019.

Notice of the public hearing must be advertised 10 days in advance of the hearing date. Human Resources Manager Leslie Choate will prepare materials and work with City Clerk's office regarding hearing notice advertisement/posting.

Per Ordinance 2744, every 5 years, beginning in 2019, a salary commission shall be appointed and the commission shall begin a salary review as outlined in the ordinance.

Adjournment

The meeting adjourned at 6:00 p.m.

MOUNTLAKE TERRACE SALARY COMMISSION

draft

RESOLUTION NO. 1

**A RESOLUTION OF THE MOUNTLAKE TERRACE SALARY COMMISSION
ESTABLISHING SALARIES PAID TO THE MAYOR AND CITY
COUNCILMEMBERS**

WHEREAS, by Ordinance an independent Salary Commission was established by the Mountlake Terrace City Council for the purpose of reviewing and setting the salaries of the City of Mountlake Terrace elected officials; and

WHEREAS, every five years, beginning in 2019, a Salary Commission shall be appointed and conduct a salary review as provided in Mountlake Terrace Municipal Code Chapter 2.140; and

WHEREAS, the Mountlake Terrace Salary Commission (“Commission”) began meeting in September of 2019 and held five public meetings to conduct a salary review and has scheduled a Public Hearing on December 4, 2019 to provide an opportunity for public testimony; and

WHEREAS, the Commission conducted its Public Hearing on December 4, 2019 regarding the subject of this Resolution; and

WHEREAS, following a two-month review and hearing public comment, the Mountlake Terrace Salary Commission finds that the Mayor and City Councilmembers shall each receive a \$100 increase to their monthly salary, effective January 5, 2020, and a 2% increase to their monthly salary each year beginning January 1, 2021 through December 31, 2024; and

WHEREAS, upon adoption of this resolution, any salary increase or decrease established by the Commission pursuant to MTMC 2.140.060 shall be subject to referendum petition by the people of the city, in the same manner as a city ordinance, upon filing of such petition with the City Clerk within thirty (30) days after filing of the salary schedule by the Commission.

**NOW, THEREFORE, THE MOUNTLAKE TERRACE SALARY COMMISSION
HEREBY RESOLVES AS FOLLOWS:**

Section 1. Salary Schedule. Effective January 5, 2020, the salary schedule for City of Mountlake Terrace Councilmembers shall be established as follows:

	Current Salary	Salary as of January 5, 2020
Mayor	\$1,000 per month	\$1,100 per month
Councilmembers	\$800 per month	\$900 per month

	Current Salary	Salary as of January 1, 2021 (2 percent increase)
Mayor	\$1,100 per month	\$1,122 per month
Councilmembers	\$900 per month	\$918 per month

	Current Salary	Salary as of January 1, 2022 (2 percent increase)
Mayor	\$1,122 per month	\$1,144 per month
Councilmembers	\$918 per month	\$936 per month

	Current Salary	Salary as of January 1, 2023 (2 percent increase)
Mayor	\$1,144 per month	\$1,167 per month
Councilmembers	\$936 per month	\$955 per month

	Current Salary	Salary as of January 1, 2024 (2 percent increase)
Mayor	\$1,167 per month	\$1,191 per month
Councilmembers	\$954 per month	\$974 per month

Section 2. Filing. As provided in MTMC 2.140.060, a copy of this Resolution shall be filed with the City Clerk and incorporated into the City of Mountlake Terrace’s 2020 budget amendments.

Section 3. Effective Date. This Resolution is subject to referendum and shall take effect thirty (30) days after final passage of this Resolution.

PASSED by the Mountlake Terrace City Council Salary Commission for the City of Mountlake Terrace, Washington, on the 4th day of December 2019 and signed in authorization of its passage this 4th day of December, 2019.

Margaret Loiseau, Chair

ATTEST:

Virginia Olsen, City Clerk

APPROVED AS TO FORM:

Gregory G. Schrag, City Attorney