



REDMOND SALARY COMMISSION
Meeting Minutes – Final
Thursday, March 9, 2023 @ 6:30 p.m.

1. Call Meeting to Order

Cathryn Laird called the meeting to order at 6:32 pm.

Roll Call/present:

Othman Erekaeni
Chandrasekhar Goka
Matthew Kanter
Fernando Medina Corey
Kara Simon
Karen Tennyson

Not present:

Konstantinos Boulis

A quorum was present.

Staff:

Cathryn Laird, Human Resources Director
Mary Grady, Sr HR Analyst

Guests:

Mayor Angela Birney
Council President Jessica Forsythe

2. Public Comment

No comments were received or made.

3. Welcome from Mayor Birney

Mayor Angela Birney was present and provided a welcome to the Redmond Salary Commission members. Mayor Birney made some brief comments about the importance of the work of the Commission, answered some questions, and thanked the members for their participation. The Mayor reminded the Commission that the Commission cannot change the number of hours Council can work, and indicated the Council works approximately quarter-time.

4. Welcome from Council President Forsythe

Council President Jessica Forsythe was present and also provided a welcome to the Redmond Salary Commission members. Council President Forsythe offered the opportunity for Council Members to return to a future Commission meeting to answer questions and discuss their work in greater detail. She also thanked the Commission for their participation.

After their comments, Mayor Birney and Council President Forsythe left the meeting.

5. **Reminder of Commission purpose/information**

Cathryn provided the following reminders:

- Purpose: to make a decision on Council salary by May 4th.
- To abide by the Open Public Meetings Act provisions (OPMA): The City Clerk's office emailed information about the OPMA in the Redmond Salary Commission board packet. Cathryn reminded the Commission to please complete the Open Government Trainings Act identified on page two of the packet. Technically, this must be done within 90 days after being sworn in on March 7, which is June 7, but it should be done prior to the end of the Commission's commitment, which is May 4. If it is not completed by May 4, members will still be required to complete the training within the 90 days.
- Robert's Rules of Order: The Commission should endeavor to conduct meetings following Robert's Rules. The City Clerk's office provided a handout entitled "Processing Motions in Robert's Rules" which was provided to the Commission members.

6. **Nominate Chair**

Cathryn facilitated nominations and voting for a Commission Chair. Karen Tennyson was voted upon by a majority of the Commission as Chair.

7. **Work Plan**

Staff referenced the "Redmond City Council Rules of Procedure" document, found on-line via the Redmond.gov website.

Staff distributed materials that had been reviewed at the last Commission meetings in 2018, which included a list of comparable cities and salary history of the Council. Staff also distributed a list of comparable cities updated for 2023 and some details about the cities.

For the next meeting on March 23, the Commission requested the following data:

- Average rent and percentage of people who rent;
- City of Redmond Benefits Guide for Council;
- Information on comparable cities' Council members and whether they are similar to ours; also the cadence of how often Council salaries are updated;
- Top 5 salaries of Council members in Washington;
- Projected AV and population data;
- Living wage in Redmond;
- Salaries of Department Heads at City of Redmond;
- Average salaries of all employees at City of Redmond;
- CPI-W history;
- Contact list of current Commission members (names and emails)

The proposed workplan for the next four meetings:

- Discuss and agree on comparable cities data
- Discuss and agree to talk with Council members
- Discuss additional data and agree on data to collect
- Discuss and agree on COLA option
- Discuss and agree on effective date

- Ultimate goal: to decide on the salary to pay the Council
- Finalize written decision and file with the City Clerk

8. **March 23 Agenda and Next Steps**

The tentative items for the March 23 meeting agenda include:

- Review data that has been gathered; staff will attempt to e-mail the information ahead of the meeting;
- Compile list of survey questions to ask Council members

The Commission recommended inviting Council members to the April 6th meeting.

9. **Adjournment: the chair adjourned the meeting at 8:39 pm.**

Next Meeting Dates: *(All times from 6:30 p.m. to 8:30 p.m.)*

March 23

April 6

April 20

May 4 (last official meeting scheduled)

Completed Meetings:

February 23 (process meeting)

March 9 (first official meeting)