



Salary Review Commission

Meeting Summary/Meeting Minutes

July 9, 2024
 3:00 p.m. – 4:00 p.m.
 415 W. 6th St.
 Vancouver, WA

Commissioner/Board Members Present: Patricia Bilker, Margot Rice, Scott Kibota, Tyler Clifford, Tyler Freedman, Greg Chaimov
Commissioner/Board Members Absent: Patricia Stepp
Staff Present: Kelsey Sanfilippo, Becky Rude, Jennifer Amadeo
Guests: Carmen De Leon (community member), Kimberlee Goheen Elbon (community member)

Members

- Greg Chaimov**
Chair
- Tyler Freedman**
Vice Chair
- Patricia Bilker
- Margot Rice
- Patricia Stepp
- Tyler Clifford
- Scott Kibota

TIME	TOPIC	DISCUSSION	ACTION REQUIRED
3:01 p.m.	Session Begins	Chair Chaimov called the meeting to order and conducted roll call.	
	Adoption of Minutes	<p>Greg referred to a notation at the end of the minutes around the community forum where community member, Carmen requested the City conduct a survey. Kelsey clarified that was a suggestion from the community member expressing their desire for that to happen as well as HR Director, Antoinette Gasbarre indicating a high-level survey did go out and results would be forthcoming. Corrections were detailed to correct the spelling and addition of commission members.</p> <p>With those updates acknowledged, Margot Rice moved to approve the minutes and Tyler Freedman seconded. After a vote, the motion to approve minutes was approved and passed unanimously.</p>	

City of Vancouver Salary Review Commission

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	<p>Review of Requested Information</p>	<p>Kelsey shared another presentation of requested information. The four (4) options the Salary Review Commission can adopt regarding salaries was displayed and discussed:</p> <ol style="list-style-type: none"> 1. A salary increase based on CPI 2. A salary increase at more than the CPI, subject to voter approval 3. A salary freeze 4. A decrease that would only affect newly elected councilmembers after ordinance adoption <p>Kelsey also shared the various salary impacts to budget deficit as well as salary saving depending on the commission's decision.</p> <p>Kelsey indicated a salary placeholder included in the projected budget that considered the CPI-W 4.25% increase.</p> <p>Greg asked for a rough approximation of costs per council member.</p> <p>Kelsey worked on the math but acknowledged the number would not be the total impact.</p>	
	<p>Commission Discussion</p>	<p>Greg opened the floor to the rest of the commission to hear thoughts and suggestions.</p> <p>Margot suggested to freeze the salaries.</p> <p>Tyler Clifford agreed and mentioned the optics behind potentially granting councilmembers an increase in the wake of the budget deficit and potential employee layoffs. Tyler added it was an opportunity for council to lead by example and understood the conversation would be different if council worked full time hours and depended on the appointment for their livelihoods.</p> <p>Margot added that council get full time benefits for their part time appointment.</p> <p>Tyler Clifford added that council would still be in a good range among comparable cities even if they did not get an increase and would not deter</p>	

		<p>people from running for a seat in the future.</p> <p>Tyler Freedman shared his general agreement and mentioned that \$18,000 in the scope of a deficit of millions of dollars would not have much impact, but it would be setting a precedent.</p> <p>Greg mentioned he watched the City's previous discussion on the budget which asked public safety departments to cut 5% and the rest of the departments to cut 15% even with new tax increases. Greg said these cuts will likely include employee reductions.</p> <p>Patricia Bilker agreed it was not feasible to propose an increase.</p> <p>Kelsey presented the annual costs for all council salaries was approximately upwards of \$19,000.</p> <p>Scott Kibota also agreed with group saying it would be difficult information to convey to propose a raise when employees may be getting cut.</p> <p>Greg asked if wage increases have already been negotiated for non-union staff and if wage cuts were likely? Tyler asked if a Cost of Living Adjustment (COLA) was given?</p> <p>Kelsey confirmed that information has not been given on next year's salaries and the City would be bargaining three (3) contracts before the end of the year.</p> <p>Greg proposed a motion to prepare an ordinance to freeze the salaries for the Mayor, Mayor Pro Tempore, and councilmembers. Patricia Bilker seconded the motion and was taken to vote. The motion was unanimously passed.</p>	
	<p>Community Forum</p>	<p>The Salary Review Commission welcomes in person and/or written comments from the public in every meeting. Community members, Kimberlee Goheen and Carmen De Leon expressed their dissatisfaction</p>	

		with the City Council's decisions and direction.	
	Good of the order	Greg said the commission will reconvene next week in City Hall's Birch Conference room for the first public hearing. Margot mentioned she would likely miss the next meeting.	
	Next Meetings	There are two subsequent meetings/public hearings scheduled for the commission. The next meeting will be a public hearing in Birch Conference Room at City Hall at 6:00 p.m. on July 16 th .	
3:42 p.m.	Adjournment	Chair Chaimov adjourned the meeting.	