

## **REDMOND SALARY COMMISSION**

### **Special Meeting Minutes**

**Thursday, June 8, 2023 @ 7:00 p.m.**

#### **1. Call Meeting to Order**

Fernando Medina Corey called the meeting to order at approximately 7:10 p.m.

##### Roll Call/present:

Othman Erekaeni

Chandrasekhar Goka

Matthew Kanter

Fernando Medina Corey

Karen Tennyson

##### Not present:

Konstantinos Boulis

Kara Simon

A quorum was present.

#### **2. Vote on Interim Chair**

- Matt moved to elect Othman as acting Chair / Chair pro tempore.
  - Not seconded
- Othman moved to elect Fernando as acting Chair / Chair pro tempore.
  - Seconded by Matt
  - Approved by vote of 4-0

#### **3. Public Comment**

Public observers joined but no comments received. Meeting link to join was left open for the remainder of the meeting.

#### **4. Open Comment for Redmond Salary Commission Members**

Matt stated we should consider that some potential salary proposals previously mentioned may be at a level that the City is not yet ready for.

## **5. Presentation from Redmond Finance Department**

- Fernando moves to remove this item from the agenda (as no staff were present)
  - Seconded by Matt
  - Approved by vote of 5-0

## **6. Open discussion of any business, data, public comment, or other items**

Proposal 1: Living Wage Proposal: \$9608/month

Proposal 2: Percentage of mayoral proposed salary proposal: \$7875/month

Proposal 3: Matt's Proposal: \$6500/month

Proposal 4: Karen's Proposal: \$5000/month

- Othman explains methodology of "percentage of mayoral proposed salary proposal":
  - Based on the average of the Mayor's current salary (145,000/year) and proposed salary for 2024 (\$170,000/year)
  - This above averages to \$157,500 of which 60% is \$94,500 annually or \$7875/mo.
  - The 60% rate is based on the responsibilities of the position and the council survey from a previous meeting, including logged estimates of hours worked.
- Fernando suggests each Commissioner speaks to what proposal/salary range they support; going first he expresses support for proposal 1, 2, and potentially 3 or 4 in order to reach a consensus.
- Othman expresses support for a living wage, however based on the backlog of public comment withheld by the City until moments before the previous special meeting, the City may not be prepared for it. He expresses support for proposal 2 and 3.
- Matt expresses support for Proposal 2, 3
- Chandra expresses support for Proposal 1, 2
- Karen expresses support for salaries around Proposals 3, 4

Othman suggests applying the same methodology in Proposal 2 but reducing the ratio from 60% to 50% which results in \$78,750 annually or \$6532.50/mo – a number closer to Matt's proposal and within a range acceptable to Karen.

Matt expresses support for this proposal as a good compromise.

Fernando is open to this proposal given his desire to reach a consensus among all Commissioners.

Karen expresses support for this proposal.

Speaking to the new proposal, Othman states that he believes this proposal is fair for a number of reasons:

1. An extensive salary study conducted by the city resulted in an initial proposal of over \$210,000 annually before benefits for an elected official (Mayor), brought down to \$170,000 before benefits.
2. Othman states that we are effectively cutting this number in half to account for hours worked and difference in responsibilities.

Fernando agrees, adding that this analysis is based on a very conservative interpretation of what the City found to be an appropriate salary for an elected official.

## **7. Deliberation and selection of a final proposal**

- Matt moves to adopt a final proposal of \$6562.50 per month.
  - Fernando seconds the motion

## **8. Voting on a final proposal**

This commission will make a decision that is considered a "Final disposition" under RCW 42.30.080. This proposal may be one of the previous proposals listed above or a separate proposal arrived at through deliberation.

**\$6562.50 per month, equating to \$78750 annually.**

### **Roll call vote:**

Othman Erekaeni – Aye

Matthew Kanter - Aye

Chandrasekhar Goka - Aye

Karen Tennyson – Aye

Fernando Medina Corey – Aye

Motion is approved.

## **9. Discussion and action as needed to file the passed proposal with the City Clerk**

Fernando reads a draft resolution with a salary schedule to be submitted to the City Clerk.

**Matt moves to the add the following points below:**

- Explanation of methodology used to arrive at final proposal
- Cities own findings on appropriate salary for elected official
- Requirement for elected officials to live in Redmond
- Consensus on salary floor at average rent in Redmond

Fernando seconds the motion.

### **Roll call vote:**

Othman Erekaeni – Aye

Matthew Kanter - Aye

Chandrasekhar Goka - Aye

Karen Tennyson – Aye

Fernando Medina Corey – Aye

Motion is approved.

The Commission deliberates to add the above points to the resolution.

**Othman moves to adopt the resolution.**

Matt seconds the motion.

### **Roll call vote:**

Othman Erekaeni – Aye

Matthew Kanter - Aye

Chandrasekhar Goka - Aye

Karen Tennyson – Aye

Fernando Medina Corey – Aye

Motion is approved.

#### **10. Closing comments from Commissioners**

Matt thanks everyone and recounts that the Mayor had told him that she likes it when people disagree and have spirited debate. Matt states that even though we may not have honored the Mayor's actions to stop us, he believes we honored who she and the City strive to be.

Othman thanks everyone for sticking with the process, and thanks the community for all the feedback received. Othman appreciates the community taking an interest in this work.

**Matt moves to adjourn.**

Othman seconds the motion.

#### **Roll call vote:**

Othman Erekaeni – Aye

Matthew Kanter - Aye

Chandrasekhar Goka - Aye

Karen Tennyson – Aye

Fernando Medina Corey – Aye

**Motion is approved and the meeting is adjourned.**