



**SALARY COMMISSION PUBLIC HEARING MINUTES  
TUESDAY, APRIL 9, 2019  
CITY HALL  
22710 E. COUNTRY VISTA DRIVE  
7:00P.M.**

**CALL TO ORDER**

Chairman Wissmann called the meeting to order at 7:00 p.m.

**ROLL CALL:**

Present: Chairman Joan Wissmann, Salary Commissioner James Baumker, and Salary Commissioner Holly Woodruff  
City Staff: RJ Stevenson, City Finance Director; and Tricia Prince, Office Assistant

**HISTORY AND UPDATE ON COMMISSION PROCESS:**

Commissioner Baumker gave an explanation of the process that the Commission followed to get to the decisions that they are hearing on tonight.

Chairman Wissmann listed the salary mean and the median based on the research data as:

|                | <u>Average</u> | <u>Median</u> |
|----------------|----------------|---------------|
| Councilmembers | \$651.00 /mo.  | \$600/mo.     |
| Mayor          | \$2548.00/mo.  | \$2300.00/mo. |

Commissioner Baumker went on to inform the attendees that the salary ranges that the Salary Commission has agreed on.

|                |                               |
|----------------|-------------------------------|
| Councilmembers | \$650.00/mo. - \$800.00/mo.   |
| Mayor          | \$2000.00/mo. - \$2500.00/mo. |

Commissioner Baumker informed the attendees that the commission will be hearing input from the public at this meeting, will be meeting again on Thursday to narrow the salary ranges even more and will ultimately be coming up with a final number to be presented and voted on at the final public hearing.

**PUBLIC HEARING:**

At 7:09 p.m., Chairman Wissman opened the public hearing on the City of Liberty Salary Commission. He invited citizen testimony.

Brad Hamlin, Liberty Lake Resident: asked what the current salaries are for the Council and Mayor. Commissioner Baumker answered that the current salaries were approved in 2014 and are \$1250/mo. for the Mayor and \$400/mo. for the Councilmembers.

Jamie Baird, Liberty Lake Resident stated that she is happy that the commission is looking at an increase. She stated that she leans toward a 75% increase because we would like to attract talent; people that volunteer their time for more than a hobby. She commented that we need Councilmembers that contribute. Talent takes time and research. The City should pay accordingly for talent. She used her home town in N Carolina as an example with a similar size and form of government. They pay their Councilmembers an average of \$750/mo. Cost of living is higher here, the talent pool is better here. She suggests that \$750 should be a starting point for our council.

Pat Dockrey Liberty Lake Resident: commented that Liberty Lake is not like any of the cities being compared to. None of those cities have I-90, the growth potential. There are many unique things that set Liberty Lake apart. He added that the council that we are talking about are being considered to make decisions on a 16 million dollar budget. The concept of doing this as a hobby is wrong. If you pay a council member more you can expect them to do more. He doesn't have a problem with Liberty Lake setting the bar for pay. He is not enthusiastic about the growth, but added that the city has done well with it and he believes that the council can be paid more and justify it.

Chairman Wissman stated that the salary commission did look at increases if the elected officials were employees, the salary increases since 2014 would get them to: Mayor would be \$1448/mo. and Council would be \$463/mo. This is just another data point.

Brad Hamlin, Liberty Lake Resident: In regards to the range \$650 - \$800, Mr. Hamlet encourages the commission to consider how long the salaries have been stagnate and take into account where they would have been if they were reviewed regularly.

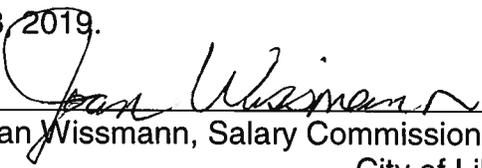
Phil Folyer, Liberty Lake Resident: asked how long ago the comparison cities updated their pay scale. The commission answered that they do not know.

Chairman Wissman closed the Public Hearing at 7:23 p.m.

**ADJOURNMENT:**

There being no further business, the meeting adjourned at 7:25 p.m.

These minutes are approved April 23, 2019.

  
Joan Wissmann, Salary Commission Chairman  
City of Liberty Lake

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*Notes and Transcription by Tricia Prince, Office Assistant. This Salary Commission meeting was also audio taped. Anyone desiring to listen to the recording may contact the City Clerk*