

Minutes (Draft)
San Juan County Citizens' Salary Commission

Thursday, November 30th, 2023

The regular meeting of the San Juan County Citizen's Salary Commission began via Teams at 1:00 PM p.m. Angie Baird took attendance in Rob Thesman's absence. Terry Bledsoe led the meeting in Rob's absence.

Members Present via Teams: Bob Brunkow, David Bledsoe, Bill Ziegler, Robert (Bob) Wilson, Robert Wilson, Sarah Wallace, Terry Larson

Members Absent: Eric Webb

Staff Present: Angie Baird, Director of Human Resources & Risk Management; Nadine Varsovia, HR Generalist

Guests: Rhonda Pederson, County Treasurer; Natasha Warmenhoven, County Auditor; Lisa Henderson, County Clerk

Review of Agenda: No changes to the agenda and no comments or additions.

Approval of Agenda: Bill Ziegler motioned to approve the November 30th agenda and seconded by Dave Bledsoe, approved by all.

Approval of Minutes: Bill Ziegler motioned to approve the April 27th and seconded by Dave Bledsoe, approved by all.

Public Testimony: None.

Staff Report: Angie Baird presented slides on the history of the CSC decisions.

- Historical CSC Guidelines since 2006
- Wage Adjustments since 2018 for elected officials
- Updated comparator data for 2023
- CPI-U for Seattle/Tacoma/Bellevue since 2018 (previously Seattle/Tacoma/Bremerton)
- Seattle/Tacoma CPI-U Trendline
 - Trending lower this year but important to note where it was this time last year
- Non-elected county employees 2022 Cost of Living Adjustment
- Five percent above median data
- Comparators for 6 of 7 elected positions
- Comparators for Prosecuting Attorney
- Commission Decisions Today
- Considerations for next meeting
- Appendices: annual salary comparison and core duties and comparator counties

Discussion of any Wage Adjustments for this Meeting: Terry discussed that this was a difficult decision given that the other groups have received an increase. Dave Bledsoe agreed with the idea of

47 tying the group to the median for a data reference for purposes given that we do not yet have
48 information yet on the cost of living for December. He suggested that we bring the wages up to parity
49 and then readjust once we see what the changes are for the end of year inflation.

50
51 Bill asked if elected officials had moved to 32 hours per week like other county employees and Angie
52 responded that each office varies with the hours that they set.

53
54 Bill asked the group what they thought about bringing the wages up in accordance with the guidelines
55 to keep the Assessor, Auditor, Treasurer, and Clerk at the same level.

56
57 Dave Bledsoe said that he did not have enough information on the duties of each position to decipher
58 if the pay should be set differently per position and as a result, felt that they should be all increased at
59 the same rate.

60
61 Angie commented that a recent pay equity law passed in Washington that pay should not be based on
62 job duties but rather should be based on

63
64 Terry proposed that the commission increase the wages across the board in the amount of 6% as he
65 did not feel this was a good time to pay the additional 5%

66
67 Rob Thesman stated that in the past, the “four row” positions were compared by duties and then
68 compared them to the duties to similar positions in comparator counties. The issue lies in that the
69 comparator counties vary substantially in size, in staff, and others. It is difficult to compare the duties
70 side by side as all of them are different within the county.

71
72 Bob Wilson pointed out that in reviewing the average, it did not appear that the wages were too
73 skewed. Bill Ziegler agreed.

74
75 Terry Larson proposed that the group should give the Assessor, Auditor, Clerk, and Treasurer positions
76 should be given a 6% pay raise.

77
78 Rob Thesman made a motion to increase the “four row” positions in the amount of 6% effective with
79 the first pay day in January, 2024. Bob Wilson seconded the motion. No objections.

80
81 Bill Ziegler then opened the floor for discussion for the Councilmembers and the Sheriff and noted how
82 the median salary was at 101%. Terry Larson and Dave Bledsoe felt this should be left alone.

83
84 Looking at the wages of the Prosecuting Attorney, Bill Ziegler noted that the data showed
85 approximately a 3-4% wage increase. Terry Larson proposed a 4% increase and emphasized how the
86 county should remain unlinked to the Superior Court Judge’s salary. Dave Bledsoe agreed on the 4%.
87 Rob added the additional context that there are costs related to the portion that the state pays

88
89 Bill Ziegler motioned to increase the Prosecuting Attorney’s wage in the amount of 4% effective in the
90 first pay date in January. Rob Thesman seconded. No objections were made.

91
92 **Future Meeting Date:**

Staff suggested a meeting date once a year, ideally in early April or March in accordance with the time that someone may choose to run for office so they can be informed of the wage. The commission agreed that this was reasonable and felt it made sense to only do one meeting a year.

The commission determined that Thursday, April 4th, 2024 at 1:00 PM will be the next regular meeting of the Citizens' Salary Commission. The meeting will be held in-person at the large legislative conference room at 55 2nd Street North and online via Microsoft Teams.

Appointment of new chair

Terry suggested Bob Wilson to be the chairperson and Dave Bledsoe supported Bob Wilson's candidacy. The commission ultimately nominated Bob Wilson to be the new chairperson and no objections were made.

Meeting adjourned at 1:59 p.m.