



City of Tacoma
Citizen Commission on Elected Salaries

Jed Brewster, Chair
Danette Knowles
Sara Lui
Alexandria Abplanalp
Colette Babbs
Greg Amann
Judy Loveless-Morris

MINUTES
CITIZEN COMMISSION ON ELECTED SALARIES

Monday August 5, 2024
6:00 PM

I. CALL TO ORDER:

Chair Jed Brewster called the meeting to order at 6:02 PM.

II. ROLL CALL: Liaison Monica Rutledge

Liaison Monica Rutledge took roll call of the Commissioners in attendance.

Present: Chair Jed Brewster

Commissioners: Danette Knowles, Colette Babbs, Greg Amann,
Judy Loveless-Morris; Sara Lui joined the meeting
at 6:05

Absent: Alex Abplanalp

Staff Present: Human Resources Manager Jen Peters, City
Attorney Debra Casparian, Commission Liaison
Monica Rutledge

III. ADOPTION OF THE AGENDA

A motion was made to adopt the agenda as presented.

First: Commissioner Greg Amann
Second: Commissioner Colette Babbs
Ayes: 5
Nays: 0

The motion passed.

IV. APPROVAL OF MINUTES FROM JULY 15th, 2024 SPECIAL MEETING

There was a motion to approve the July 15, 2024 meeting minutes as presented.

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First: Commissioner Greg Amann

Second: Commissioner Judy Loveless-Morris

Ayes: 5

Nays: 0

The motion passed.

V. PUBLIC COMMENTS

There were no public comments submitted.

VI. REVIEW OF COUNCIL MEMBER STATEMENTS

Council Members Daniels and Bushnell both submitted written statements to address the Commission. The Commissioners expressed appreciation for the letters yet felt there was a lack of new or additional information to consider regarding how the Council Members spend their time and fulfill their duties.

There was brief discussion regarding content from CM Daniels' letter addressing the retirement 5-year vesting requirement, and requested changes that are outside of the scope of authority for the CCES.

Commissioners expressed appreciation for the visit with Mayor Woodards and the information she shared at the May meeting. Chair Brewster reminded the group that they are setting salaries for the positions, not the individuals.

VII. OTHER TOPICS FOR OPEN DISCUSSION

No additional topics were brought up for discussion.

VIII. 2024 MAYOR/DEPUTY MAYOR/COUNCIL MEMBER SALARY VOTE

Chair Brewster thanked the support staff for their work compiling the compensation comparison and related economic data. He stated that the recent city charter review may have an impact on the Council status being part-time versus full-time, yet their decision should be based on the present and not future status. City Attorney Debra Casparian introduced herself and explained that the full-time Council possibility is not one of the charter recommendations that will be going forward for a public vote.

Commissioner Amann commented that Tacoma Council is paid much higher than other comparable cities and referenced the substantial increases issued in previous years. Commissioner Loveless-Morris asked for clarification whether their salary decision was in addition to a standard COLA, and Chair Brewster replied that it was not. She further inquired if a COLA increase for other city employees had been determined yet for next year. Human Resources Manager Jen Peters explained that it had not yet been determined for non-represented employees, and it is variable for others within different bargaining agreements. She further explained that there are many different factors for

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determining the non-represented General Wage Increase, but for non-represented employees the general trend in the past has been less than five percent. Commissioner Amann explained that for Fife and most entities there is typically a ceiling and a floor for determining COLAs in relation to the current CPI. The recent decision history was reviewed.

There was additional discussion on potential increase amounts and justification for their recommendations. The topic of the current Council-Manager city structure was discussed and how change in that regard is outside the scope of the Commission. The compensation comparison chart was reviewed. Commissioner Amann pointed out that they should not compare the Tacoma Mayor's salary with the Mayor-Council cities, since the Mayor runs the city in that type of structure. The group expressed a desire to issue an increase comparable to the current inflation/CPI rate.

A motion was made to increase the Deputy Mayor and Council Member 2025 salaries by 4%.

First: Commissioner Greg Amann
Second: Chair Jed Brewster
Ayes: 6
Nays: 0

The motion passed.

There was discussion regarding the Mayor's role, and comments about her passion and commitment to the city.

A second motion was made to increase the Mayor's 2025 salary by 4%.

First: Commissioner Judy Loveless-Morris
Second: Commissioner Greg Amann
Ayes: 6
Nays: 0

The motion passed.

IX. COMMISSION CHAIR & VICE CHAIR NOMINATIONS

Chair Brewster shared that his term would be ending soon. He is grateful for the experience on the Commission and proud of their work. Chair Brewster nominated Commissioner Loveless-Morris as new Chair. Commissioner Loveless-Morris declined, as she is stepping down from her role. She thanked Chair Brewster for his service in the role, and in turn nominated Commissioner Danette Knowles as Chair due to her tenure in the group. Commissioner Knowles accepted the nomination.

A vote was held to elect Danette Knowles as new Chair effective 10/1/2024.

Ayes: 6

Nays: 0

The vote was confirmed.

Commissioner Loveless-Morris nominated Commissioner Greg Amann to fill the role of Vice-Chair. Commissioner Amann accepted the nomination.

A vote was held to elect Greg Amann as new Vice-Chair effective 10/1/2024.

Ayes: 6

Nays: 0

The vote was confirmed.

X. TOPICS FOR NOVEMBER 4TH 2024 MEETING AGENDA

- Develop a plan to connect with Council Members and gather information.
- 2025 meeting schedule

XI. ADJOURNMENT

The Commissioners individually gave thanks to each other for all of the productive conversations and decisions they've accomplished.

There was a motion to adjourn the meeting.

First: Commissioner Judy Loveless-Morris

Second: Commissioner Greg Amann

Ayes: 6

Nays: 0

The motion passed.

The meeting adjourned at 7:56p.m.