



February 4, 2019, Meeting Minutes
Hotel RL, 2300 Evergreen Park Drive, Olympia

The meeting of the Washington Citizens' Commission on Salaries for Elected Officials was brought to order by Chair, Melissa O'Neill Albert, at 9:00 a.m.

Commission Members Present:

Melissa O'Neill Albert, Chair
Jon Bridge – Phoned in 9:04 a.m.
Greg Dallaire, Vice Chair
Libby Hart
Sandi LaPalm
Andrew Malidore
Linda Peterson
Gary Ratterree – Phoned in 9:05 a.m.
Don Robinson – 9:09 a.m.
LeAnna Shauvin
Gerry Sherman

Steven Starkovich – Phoned in 9:00 a.m.
Larry Turner – 9:06 a.m.
Karen White

Commission Members Excused:

Anastasia Potapova
Kozen Sampson

Staff Present:

Teri Wright, Executive Director
Lindsay Matthews, Executive Assistant

Melissa read the meeting opening statement.

Lindsay went over the meeting folder contents.

Greg moved to approve the January 9, 2019 meeting minutes. Gerry seconded.

The motion was approved by a unanimous voice vote.

Public Testimony

Melissa read the procedure for public testimony.

Tim Eyman: Mr. Eyman reiterated his opinion that the elected officials do not deserve an increase in pay over the next two years because they knew the salaries when they ran for election. He also believes that they are compensated well with the current salaries. He said he has been copied on e-mails sent to the Commission regarding comments by other citizens about the pay increases. Mr. Eyman said many of the emails focused on how public service isn't the reason

people run for office any longer. He said that he plans to file a referendum for any increase the Commission approves.

Chelan County Superior Court Judge Kristin Ferrera: Judge Ferrera thanked the Commissioners for their work. She spoke briefly about her work history and that being able to attract the best candidates to the bench is critical. Judge Ferrera gave her own experience as an example of the difficult choice to run for office. She said if she was the sole provider for her family she would not have been able to give up her livelihood in private practice to make the transition into public service. She also spoke briefly about how daily life as a Judge is different than that of a private attorney.

King County Superior Court Judge Judith Ramseyer: Judge Ramseyer echoed Judge Ferrera's thanks to the Commissioners for their volunteer service. Judge Ramseyer said that she chaired the King County Superior Court Budget Committee for the last four years. From that experience, she wanted to address some of the financial concerns that have been raised. She spoke about the impact of the current proposed salary increases for the Superior Court Judges to the state budget; saying the salary increase makes an imperceptible impact, being only 0.041%. However it makes a substantial impact on the Superior Court Judges ability to attract and retain the most qualified candidates to the bench. Judge Ramseyer referenced a hand out she provided to the Commissioners; it compared several 2019 King County public employees' salaries to a Superior Court Judge's salary. She contended that the comparisons were evidence that the salaries of Superior Court Judges should be increased.

Yakima County Superior Court Judge Blaine Gibson: Judge Gibson spoke on behalf of the Washington State Superior Court Judges Association. He focused on the importance of attracting the highest qualified candidates to the bench and the difficulty of doing so. He made reference to a hand out he printed from the University of Washington School of Law's website, showing employment statistics from the class of 2017 for private practice: the average starting salary for a UW law graduate in the 75th percentile of the class was \$165,000 per year. Judge Gibson said he has tried to interest well qualified private attorneys to consider running for a seat on the bench. Uniformly they express interest but decline because they can't afford to take the pay cut. He thanked the Commissioners for their time, effort, and service to the State.

Puyallup Municipal Court Judge Andrea Beall: Judge Beall spoke on behalf of the District and Municipal Court Judges Association. She echoed the testimony from the Superior Court Judges before her saying it is critical to attract qualified, knowledgeable candidates to the bench.

There were requests from both Judge Ramseyer and Tim Eyman to speak again briefly. Melissa asked them to speak on their new points.

Judge Ramseyer wanted to be sure the Commissioners knew that King County has the largest number of Superior Court Judges, and they are preparing to implement the proposed salary schedule as it currently stands.

Tim Eyman addressed the pay of the Lieutenant Governor when the Governor is absent from the state. He said it was not surprising that Elected Officials would be in favor of increasing their own salaries but several citizens are not in favor.

There being no other requests to speak, the Commissioners moved into a work session.

Teri asked if there were any volunteers to join a Willis Study focus group to help determine the scope of any proposed study. Gerry, Steve, Karen, Libby, Larry, Andrew and Sandi volunteered.

The next item was a request that Commissioners submit reimbursements for travel no later than March 1st for budget purposes.

Teri then explained the steps that are followed after the Commissioners have completed setting the 2019-2020 salary schedule. After verifying the numbers are correct, the schedule is written into law form at the Code Revisers' Office, returned to the Commission's Executive Director for verification and then delivered to the Secretary of State's Office. Upon that delivery, a 90-day period for the referendum process begins. If the number of signatures necessary to authorize a referendum is unsuccessful, the salary schedule established by the Commission becomes effective July 1, 2019 and July 1, 2020. If the signature gathering process is successful, the matter will be referred to the voters on the November ballot. If that happens, the proponents of the referendum have an opportunity to make a statement in the Voters' Pamphlet and the Commission can write a response. Tim Eyman asked how long it takes the salaries to be written into bill form and be delivered to the Secretary of State's Office. Teri replied it depends on how long it takes at the Code Revisers' Office, but once she receives it back and has verified the numbers were transcribed correctly, it will be delivered to the Secretary of State's Office.

The next agenda item concerned RCW 43.03.011 Salaries of State Elected Officials of the Executive Branch. Teri called attention to item four (4) which states "The lieutenant governor shall receive the fixed amount of his or her salary plus 1/260th of the difference between his or her salary and that of the governor for each day that the lieutenant governor is called upon to perform the duties of the governor by reason of the absence from the state, removal, resignation, death, or disability of the governor." Teri asked if any Commissioners would be willing to review this matter as it too falls within the jurisdiction of the Commission's salary-setting authority. She pointed out that, for example, only the Lieutenant Governor receives the 1/260th compensation. If both the Governor and Lieutenant Governor are absent from the state, the

Secretary of State assumes the Governor's responsibilities. However, there is no compensation adjustment for the Secretary of State in those circumstances.

Teri suggested the issue be a topic for the next Commission (2020-2021) and a current Commission work group could present at the next salary session to the new Commissioners. Larry asked how many times the Governor was out of state last year. Teri was not sure of the exact number, but said that issue would be part of the research along with any history around the Lieutenant Governor's stipend. Greg, Jon, Gary and Andrew volunteered to serve on the work group.

Jim Crawford, Office of Financial Management

Mr. Crawford handed out a copy of his presentation. He said like any budget the Governor's 19-21 proposed budget is tight, there are a lot of pressures on the spending side and the revenues are what they are. He said a budget is nothing more than a series of choices, calling attention to the fact that this budget will be the first to fully implement McCleary K-12 funding for the full 24 months of the biennium. Many agencies are submitting requests that were set aside during the push to get McCleary fully funded. He also made mention of homelessness and addiction putting some pressure on the system. Mr. Crawford shared the Governor's 2019-2021 budget proposal, and explained the base line budget and the Governor's priorities. There are record revenues in the baseline forecast but also record expenditures and they don't match up. He explained the unfunded requests. Mr. Crawford closed saying the legislature has some difficult choices to make during this session.

Dr. Steve Lerch, Economic and Revenue Forecast Council

Dr. Lerch presented a PowerPoint presentation that included a summary of the forecast from November 2018. The next forecast will come out in March 2019. By law his office prepares three forecasts, a baseline, a pessimistic, and an optimistic. In the baseline forecast there is not a recession predicted despite a slow in U.S. economic growth, that forecast goes out to 2023. Dr. Lerch spoke about forecast risks; upsides and downsides. The upsides include: elevated consumer and business confidence which could translate into stronger growth, as well as strong U.S. and Washington labor markets. The downsides include: international trade and fiscal policy uncertainty, slowing global economic growth, the impact of rising interest rates, and maturing economic expansion. Consumer confidence has dipped recently, but remains above pre-recession levels. Small business optimism has weakened recently, but remains strong. Both Washington and U.S. job growths remain strong. Despite good job growth and low unemployment rates there hasn't been big increases in wages. The data shows wages going up about 3% per year nationally, unadjusted for inflation. Washington is showing stronger wage growth than nationally.

He then spoke about international trade and retaliatory tariffs. Just over 6% of Washington exports were subject to retaliatory tariffs, which is affecting up to 8,300 direct export jobs. Dr. Lerch showed that after 10 quarters of decline, exports have grown in the last four quarters, except third quarter exports to China. He clarified that commercial aircraft are not subject to any retaliatory tariffs, and that is one of Washington's biggest exports. Dr. Lerch talked about a slowdown in the global economy. Home price growth appears to be slowing. Gross domestic product (GDP) is expected to average 1.9% in 2020-2023. Several slides featured graphs of forecasts for oil prices, personal income growth, employment, and housing permits. A recession is not predicted in the baseline forecast, but in the pessimistic forecast there is a short recession anticipated this year. Another graph showed the U.S. is in its longest economic expansion since 1945. Leading economic indexes for Washington and U.S. do not suggest a recession in near term. Revenue Act collections growth has been strong. Dr. Lerch talked about how cannabis revenue has changed since it has been made legal but it appears that the rapid growth in cannabis revenue is likely over. In conclusion Washington personal income is higher than in September as a result of revisions to historic data. We continue to see Washington's economy outperform the nation. There were some relatively small changes made to the revenue forecast, but they are higher. The level of uncertainty in the baseline remains elevated, with downside risks outweighing upside risks.

Steve asked when the March forecast would be available. Dr. Lerch replied March 20, 2019. Tim Eyman said the Treasurer, Duane Davidson is concerned about an economic downturn, and inquired if the Treasurer was on the Economic and Revenue Forecast Council. Dr. Lerch replied that the Treasurer is a member of the council. Tim asked if it was Dr. Lerch's understanding that the Treasurer is concerned about an economic downturn. Dr. Lerch replied that a number of council members share the concern. Steve mentioned that the Commission had heard about the baseline and pessimistic forecasts, he asked about the optimistic forecast. Dr. Lerch replied the optimistic forecast suggests that all the upside risks were under forecast, not only does it not have a recession, but it has even stronger growth than the baseline. Steve asked if they place probabilities on the forecasts. Dr. Lerch replied they do, he believes that the baseline had a 65% probability, the pessimistic was 20%, and the optimistic was 15%.

Commissioners discussed changes to the State Auditor's position. Greg brought up that performance audits are one of the matters that the Commission wanted to understand more about. He thought the information from the Auditor's Office didn't address the questions the Commission raised. Sandi added that she also didn't see the information the Commission was looking for, but suggested that maybe the Commission didn't ask the right questions. Sandi's concern is that the Auditor's presentation to the Commission didn't show the complexity and breadth of scope of the work. The majority of Commissioners agreed that they would like to understand the Auditor's position better, including how performance audits are impacting or changing job responsibilities and scope of work. Greg referenced the January meeting where it

was pointed out that the Treasurer and Auditor's positions were at one time equal. He said, however at this time he is not persuaded that the positions are comparable. Larry and Jon voiced agreement. Teri referenced the Willis Study at Tab 25 and reminded Commissioners that after a Willis Study analysis, the positions were separated by awarding many more points to the Treasurer. Discussion ensued.

11:54 a.m.-1:00 p.m. Lunch

Greg resumed the meeting and the Chair responsibilities because Melissa was feeling ill.

Public Testimony

After a brief reminder of the procedure for public testimony, Greg welcomed Tim Eyman. Mr. Eyman read a few e-mails that had been sent to the Commissioners previously. He said he and the citizens who e-mailed the Commission believe the elected officials deserve no increase in pay over the next two years. He reiterated his opinion that the elected officials are compensated well with the current salaries.

The next speaker was Yakima County Superior Court Judge Blaine Gibson. Judge Gibson wanted to add the point that it can be a huge gamble for a private practice attorney to run for a seat on the bench. When a private attorney considers running for a seat on the bench they do so knowing if they win they will be giving up their private practice and their clients. If after a four year term they are not re-elected, not only do they not have a job as a judge, but they also have to start developing clients in a new practice. Judge Gibson also wanted to draw attention to the fact that legislature expands the judicial branches scope of work every year by writing new laws that the judges have to learn, understand, and implement all without expanding the budget.

Teri read from an e-mail received on the morning of the meeting from private attorney, Loyd Willaford, regarding judicial salaries. He supports the current proposed salary schedule and makes mention that the judicial salaries are not much higher than he currently earns as a mid-level associate in a firm.

There being no other requests to speak, the Commissioners moved into a work session.

Greg began with the first agenda item, cost of living adjustment (COLA).

Jon moved that a cost of living adjustment (COLA) of 2.5% be applied to the Executive, Judicial and Legislative Branches on July 1, 2019, and another 2.5% COLA on July 1, 2020. Steve seconded it.

Discussion ensued. Don expressed concern and said he would like to see the COLA at 2% each year. Larry asked if Commissioners knew what percentage of COLA state employees would be receiving for the next biennia. Karen checked and reported that the collective bargaining that is before the legislature is a 3% increase for each year in the next biennia, beginning in 2019. Teri added that those numbers have been negotiated and agreed upon, but the legislature could vote that down.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire		X	
Libby Hart		X	
Sandi LaPalm		X	
Andrew Malidore		X	
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson		X	
Kozen Sampson			X
LeAnna Shauvin		X	
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner		X	
Karen White		X	

The motion Failed with 4 affirmative votes, and 10 negative votes.

Don moved that a cost of living adjustment (COLA) of 2% be applied to the Executive, Judicial and Legislative Branches on July 1, 2019, and another 2% COLA on July 1, 2020. Larry seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge		X	
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 13 affirmative votes, and 1 negative vote.

The Commission next considered salaries for the Legislative Branch. Greg read the proposed salary increases for the legislative branch along with the components from the October salary-setting meeting. He brought attention to the Exempt Management Service salary structure (EMS), which became effective July 1, 2018, and made note that studies show Washington Legislators work 74% of a full time job (which is up 4% from last session) and they are most similar to Band Two positions. He said about \$60,400 was the mid-point between- 74% of the high salary in Band Two, and 74% if the low salary in Band Two. Discussion ensued.

Don moved that the Legislature’s base salary be increased by \$3,000 on July 1, 2019, and a base salary increase of \$3,000 July 1, 2020. Andrew seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge		X	
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner	X		
Karen White		X	

The motion Passed with 10 affirmative votes, and 4 negative votes.

Greg read the proposed salary increase for the judicial branch along with the components from the October salary setting meeting. Discussion ensued concerning salaries for the Judicial Branch. Key points discussed were salary comparisons to the federal bench, recruiting, and retainment difficulties. Greg noted an addition to the Salary Setting Binder in Tab 14 that provides a comparison of Washington State Court salaries with other decentralized states. Steve asked why the Commission is looking at a comparison of other states, instead of using the Willis Study, and is looking at other states a change the Commission will look at moving forward. Greg replied no, but it was information requested at a previous meeting. Libby added that the reason

for the 10% increase to the judicial branch proposal for 2019 was to address the disparity with the Federal Bench, and to move toward a degree of parity with the Federal Bench. Larry voiced concern with a 10% pay increase in 2019. Greg reminded Commissioners of the benchmark the Willis Study summary information sheet points to for the Judicial Branch. “Judicial Branch – Judges on the federal bench. The report states in part that, “A reasonable course of action for the Commission to follow is to move *toward* a degree of parity.”

Jon moved that the Judicial Branch’s base salary be increased by 10% on July 1, 2019, and a base salary increase of 2.5% July 1, 2020. Don seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart		X	
Sandi LaPalm	X		
Andrew Malidore		X	
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson		X	
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner		X	
Karen White		X	

The motion Failed with 8 affirmative votes, and 6 negative votes.

Don moved that the Judicial Branch’s base salary be increased by 7% on July 1, 2019, and a base salary increase of 2.5% July 1, 2020. Karen seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert		X	
Jon Bridge		X	
Greg Dallaire		X	
Libby Hart		X	
Sandi LaPalm		X	
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree		X	
Don Robinson	X		
Kozen Sampson			X
LeAnna Shauvin		X	
Gerry Sherman	X		
Steven Starkovich		X	
Larry Turner	X		
Karen White	X		

The motion Failed with 5 affirmative votes, and 9 negative votes.

Jon moved that the Judicial Branch’s base salary be increased by 8.5% on July 1, 2019, and a base salary increase of 2.5% July 1, 2020. Steve seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 14 affirmative votes, and 0 negative votes.

Next on the agenda were the salaries for elected officials in the executive branch. Greg read the proposed salary increase for the Governor. Discussion ensued.

Larry moved that the Governor’s base salary be increased by \$1,500 on July 1, 2019, and a base salary increase of \$1,500 July 1, 2020. Melissa seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 12 affirmative votes, and 2 negative votes.

Greg read the proposed salary increase for the Lieutenant Governor.

Jon moved that the Lieutenant Governor’s base salary be increased to \$109,000 on July 1, 2019, and a base salary increase to \$115,000 on July 1, 2020. Karen seconded it.

Discussion ensued around the Lieutenant Governor’s position.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner	X		
Karen White		X	

The motion Passed with 11 affirmative votes, and 3 negative votes.

Greg read the proposed salary increase for the Secretary of State.

Jon moved that the Secretary of State’s base salary be increased to \$128,000 on July 1, 2019, and a base salary increase to \$132,000 on July 1, 2020. Melissa seconded it.

Discussion ensued around the Secretary of State’s position.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 14 affirmative votes, and 0 negative votes.

Greg read the proposed salary increase for the Treasurer.

Jon moved that the Treasurer’s base salary be increased by \$1,500 on July 1, 2019, and a base salary increase of \$1,500 July 1, 2020. Don seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 14 affirmative votes, and 0 negative votes.

Greg read the proposed salary increase for the Attorney General.

Larry moved that the Attorney General’s base salary be increased by \$1,500 on July 1, 2019, and a base salary increase of \$1,500 July 1, 2020. Andrew seconded it.

Discussion ensued around the Attorney General’s position.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 12 affirmative votes, and 2 negative votes.

Greg read the proposed salary increase for the Auditor.

Karen moved that the Auditor’s base salary be increased by \$1,500 on July 1, 2019, and a base salary increase of \$1,500 July 1, 2020. Don seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman		X	
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 13 affirmative votes, and 1 negative vote.

Greg read the proposed salary increase for the Superintendent of Public Instruction. Discussion ensued around the Superintendent of Public Instruction’s position. Commissioners voiced agreement that a future Willis Study would be helpful due to all the changes that are taking place in this position.

Larry moved that the Superintendent of Public Instruction’s base salary be increased to \$143,000 on July 1, 2019, and a base salary increase to \$150,000 on July 1, 2020. Don seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson	X		
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 14 affirmative votes, and 0 negative votes.

Greg read the proposed salary increase for the Insurance Commissioner.

Jon moved that the Insurance Commissioner’s base salary be increased to \$130,000 on July 1, 2019, and a base salary increase to \$135,000 on July 1, 2020. Don seconded it.

Discussion ensued around the Insurance Commissioner’s position.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 13 affirmative votes, and 1 negative vote.

Greg read the proposed salary increase for the Commissioner of Public Lands.

Karen moved that the Commissioner of Public Land’s base salary be increased to \$143,000 on July 1, 2019, and a base salary increase to \$150,000 on July 1, 2020. Jon seconded it.

Discussion ensued around the Commissioner of Public Land’s position.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Melissa O’Neill Albert	X		
Jon Bridge	X		
Greg Dallaire	X		
Libby Hart	X		
Sandi LaPalm	X		
Andrew Malidore	X		
Linda Peterson		X	
Anastasia Potapova			X
Gary Ratterree	X		
Don Robinson	X		
Kozen Sampson			X
LeAnna Chauvin	X		
Gerry Sherman	X		
Steven Starkovich	X		
Larry Turner	X		
Karen White	X		

The motion Passed with 13 affirmative votes, and 1 negative vote.

Teri asked how the Commissioners felt about the new salary setting timeline. If they have enough time to read through the binder and additions. She also asked what went well and what could be improved. Karen said the timeline worked better this session and she liked the timing. Commissioners voiced agreement that the salary setting timeline should not be moved earlier, they appreciate the timeline starting after summer. Libby added that it would be helpful, if

possible, to have the dates of meetings when appointments are being made. If not, just an estimate with an outline. Greg suggested that all the pages in the binders should be numbered to make it easier to find a page during a meeting, Commissioners agreed. Libby suggested looking into webinar software to help those who need to phone into a meeting so they might be better involved. Teri thanked all Commissioners for their input.

The next agenda item honored those leaving the Commission on June 30, 2020. Teri explained that in the areas of expertise, Commissioners may volunteer for a second appointment. Karen and Steve have both said they will be volunteering for a second appointment on the Commission. Teri thanked all of the Commissioners for their service. She mentioned that the Commission has six members who will leave the Commission on June 30, 2020. They are: Melissa O'Neill Albert, Greg Dallaire, Linda Peterson, Don Robinson, LeAnna Chauvin, and Larry Turner. She gave each of them a thank you gift from the Commission.

Greg adjourned the meeting at 3:36 p.m.



Melissa O'Neill Albert, Chair

March 5, 2019

Date

[2019 and 2020 Salary Schedule](#)