

May 17, 2017, Meeting Minutes  
Radisson Gateway, 18118 International Blvd, Seattle

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

**Commission Members Present:**

Melissa O'Neill Albert  
Greg Dallaire, Vice Chair  
Dorothy Gerard, Chair  
Liz Heath  
Wayne Jiang  
Sarah Mahoskey  
Patrick Pavey  
Linda Peterson  
Don Robinson

LeAnna Chauvin  
Steven Starkovich  
Larry Turner  
Dick Walter  
Karen White

**Staff Present:**

Teri Wright, Executive Director  
Lindsay Matthews, Executive Assistant

**Commissioner Members Excused:**

Michael Donabedian  
Steve Isaac

Dorothy brought the meeting to order and read the opening statement. Teri took roll call. She then let the Commissioners know that Raymond Miller has resigned from the Commission due to running for public office in Snohomish County. This is to avoid even the appearance of a conflict of interest. He resigned as of May 8<sup>th</sup> 2017. Teri then went over the meeting folder contents, including additions to the Commissioner's binders. Teri let the Commissioners know that TVW was unable to attend the May Commission meeting due to a scheduling conflict. She noted that there were two reporters at the meeting, one from the Seattle Times and one from The Tacoma News Tribune. She thanked them for attending. She mentioned that The Everett Herald plans to call after the meeting.

**Dr. Steve Lerch, Economic and Revenue Forecast Council**

Dr. Lerch spoke about the most recent forecast that was completed in March. The forecast continues to call for moderate U.S. economic growth. As has been the case for some time Washington's economy is continuing to outperform the nation. Seattle area inflation remains

above the national average due to housing costs. Risks to the baseline include slow global and U.S. growth and uncertainty regarding the fiscal and trade policy. They have seen weak global growth, and that accompanied with a strong dollar has a not very positive impact on exports both nationally and in Washington State. Consumer confidence is at or above pre-recession levels. Employment growth varied widely across state metro areas. Although well below pre-recession levels, the employment-population ratio is gradually rising. Both the number of real estate transactions and the average value per transaction are trending up. Personal income and employment forecasts are slightly higher than in November's Forecast for Washington State; both Washington State and U.S. housing are lower.

Teri and the Commissioners thanked Steve for his presentation.

Teri then let the Commissioners know that she did request someone from the Governor's office, OFM budget office and OSPI to attend the meeting, but they all declined. Teri then read an email from OFM giving a brief summary that the Legislative budget writers are working to negotiate the differences in the budget that were passed by the Senate and the House. They cannot offer information on the key differences yet, although funding K-12 is clearly the biggest challenge in the budget. As for collective bargaining, there are major elements in the agreements. The Legislature must approve or reject the Governor's submission of funding for collective bargaining contracts. If the agreements are not funded by the Legislature, the current agreements stay in place for one year and the parties are required to go back to the bargaining table. She then spoke about the Commission's budget. Currently the Commission staff will be getting an office space in January 2018.

Teri asked if the Commissioners had a chance to review the April meeting minutes and if there were any changes that needed to be made. No changes were voiced. Greg moved to approve the April meeting minutes, Liz seconded. April meeting minutes were approved with a unanimous voice vote.

Teri asked if any commissioners were going to be unable to attend the June 22, 2017 conference call to conclude our salary setting session. We need to have the quorum necessary. Commissioners voiced that they will be in attendance for the call except the ones that had already contacted Teri.

Teri let the Commissioners know she was invited by the National Conference of State Legislatures (NCSL) to be on a panel discussion in Boston on August 6, 2017. She has requested approval, from the Chair and Vice Chair, to travel out-of-state for the conference and they approved. She will be on a panel to discuss Legislature salaries and salary commissions. There will be three other panel members, and the NCSL will be paying all of Teri's travel expenses.

Commissioners then moved into a work session. Dorothy mentioned she would like to start by talking about the proposed salary schedule. She thinks that after hearing from concerned citizens, and other people, she has some of her own concerns about the proposed salary schedule, not to mention the uncertainty of what is happening in the legislature. She would like to discuss this with Commissioners and get their thoughts.

Larry mentioned he has no problem with the 2% + 2% increases because it falls into the national cost of living increase, but he still has a question about the Superintendent of Public Instruction (SPI) salary increase. The Commission had originally considered doing 4% + 4% due to anticipating full funding of K-12 basic education and believing it would make a substantial increase to the SPI duties or work load. Since that hasn't come about yet, are the Commissioners putting the cart before the horse? Larry then brought attention to Tab 8, Out-of-State Superintendent of Public Instruction salaries. He noted that most of the SPI's in other states are appointed rather than elected, he called attention to the fact that Washington's SPI is the third highest paid elected SPI even though that position is 33rd from the highest including appointed SPI's. Larry asked the other Commissioners if those two points should be taken into consideration when contemplating the proposed 4% + 4% increase for the Superintendent of Public Instruction salary.

Dick added that he has some statistics that relate to the four top paid elected officials in the State. This raises an issue about how we handle people that we believe are too highly paid given that we can't reduce their salary. What happens if the duties change? He has served on the Commission for 8 years and wants to add some thoughts as well as some suggestions for the future.

Greg then addressed Larry's comment. He agrees that it is hard to know what's going on in terms of the Superintendent of Public Instruction, but it seems like there will be more responsibility. One of the things that also is a consideration, when he looks at the SPI position compared to the local Superintendents, there are some local Superintendents that get paid twice as much as the state SPI. Some are even from school districts that aren't very big, and that doesn't seem right to him, that shouldn't be the case. He thinks the 2% + 2% for the Superintendent of Public Instructions position is fair based on what the Economist said, that there will be inflation. The 2% + 2% seems to him to be reasonable. If the Commission decided that the 2% + 2% is appropriate it would make the decision easier for other specialized increases.

Patrick added that he has been on the commission since last salary setting and last session they gave out a lot of increases. In his opinion, the 2% + 2% increase needs to be taken off the table. He added that he may have come in last session altruistic in his thinking of the salaries for the elected officials or more specifically the Legislators, who got significant raises. His thinking was that the Legislators are so low paid that no common citizen could afford to run for those

positions. Since then he has really paid attention to what's going on with elected officials. In his opinion, even if the Legislators were paid \$200,000 we still wouldn't get the common citizen to run for the job, because it's not what they really want to do. They want these people to make the decisions for them. With most Legislators they don't really care what they get paid, because that is not why they are there. They are not like the common citizen that is working for a job to pay the bills, elected officials are doing it for completely different reasons. With that in mind, and in his opinion, the money is not a substantial reason for them to run for the position. Since the Commission cannot decrease salary, we must start from scratch and consider job responsibility changes. When you look at, for example McCleary, there could be a change to the job responsibilities, but we don't know that for sure. So how can we give a salary increase based on something we don't know for sure, or something that might happen? At this point if job responsibilities do change the Commissioners will have to look at it then. But until that happens we cannot use the "maybes" to give a salary increase, because the job responsibilities have not changed yet. Same thing with Legislators spending more time at the capitol, it has nothing to do with a change of the job responsibilities, it is only a change in politics.

Karen added that she would like to speak from the collective bargaining stand point. Greg had said that a 2% raise was really nothing, but she feels like if the Legislators are not willing to give the State employees a 2% increase then maybe they shouldn't get any raises either. She thinks that if they can't find it in the budget for State employees to have an increase, then they don't deserve a cost of living adjustment either.

Teri reminded the Commissioners that at this point we don't know what will happen with the potential State employee's raises. And that would still only be one piece of the whole, the other elements need to be taken into consideration as well like work load, gross domestic product, national inflation, and the other elements as well. If the Commissioners start making the decision to, or not to raise the elected officials salaries based on whether they give a raise to someone else then the information is being taken out of context. She also added that the Commission did hear from OSPI and a little bit from the Treasurer as well that the job responsibilities had increased. She also heard from the Lieutenant Governor, they sent her things that were happening and changing in his office since the newly elected Lieutenant Governor has taken office. He said that when he spoke in January to the Commission he really didn't know yet everything that was going to be taking place. He wanted to point out a few things that have happened since he took office. Special sessions have become the new norm, where he is presiding over the Senate that entire time. He has taken several trips on the Governors behalf. The Governor's office and his own office have worked out a more collaborative relationship to where if there are any speaking engagements that the Lieutenant Governor can attend the Governor automatically sends it to him and asks him to attend those on his behalf. Part of the Lieutenant Governor's job is trade but he has several trade arraignments coming up, one with Korea. The Governor has asked the Lieutenant Governor to serve on the resilient Washington subcabinet to help prepare the State for

natural disasters. The national Lieutenant Governors Association surveyed all Lieutenant Governors positions to assess their statutory responsibilities and determined that the Washington Lieutenant Governor is among the three with the most responsibilities. In addition to filling the offices Constitutional and Statutory responsibilities the Lieutenant Governor is using his office to expand the educational work force opportunities for Washingtonians. Teri just wanted to make sure the Commissioners were aware that she did hear back from the Lieutenant Governor and those are things that he feels have really changed since he took office.

Melissa made an overall statement that the Commission is not a political body, and it is very hard to keep separate the Commission duties, because they are charged with setting salaries for elected officials but they are not political. The Commission should never be involved in a tit for tat, like the State employees are not getting raises or the teachers are not getting raises so legislators shouldn't get raises. The Commission does not set salaries for specific politicians, only for the position, and the work that goes with it. It takes a lot of mental discipline to keep those things separate and it is really important. The increases that were given last session were due to not receiving any for the previous eight years, not even cost of living adjustments. In defense of the proposed raise for the Superintendent of Public Instruction, after calculating the average salary of the SPI positions in the Nation it shows that the average is \$171,000. Washington is the 13<sup>th</sup> most populous state and our SPI makes the 33<sup>rd</sup> highest salary. So the SPI's salary is \$134,000 and the average is about \$171,000, so Washington is way below the average.

Liz added that the Commission was playing catch up after the eight year salary freeze, but not just with salaries but with the changes and increase in responsibilities, and she thinks we still haven't caught up yet. She feels like the Commissioners need to remember that this is about setting salaries for the job and with the Legislators the task remains incomplete. She does disagree that getting paid doesn't make any difference to Legislators. The position requires that they work almost a full time job, and we must pay them for that.

Steven added that it is very easy to start coming up with proxies for a decision. The Commissioners need to remember that they use the Willis system and other objective criteria about the positions to help to guide them. The Commissioners are determining if the position, because of the responsibilities of the position, are in need of a raise not if the person holding the position is in need of a raise. In his opinion, the Commission should use the Willis system but also have another policy in place for helping to use the objective data. Certainly job responsibilities should be taken into consideration. He is torn on the 2% + 2%, it is close to the national average on the Consumer Price Index (CPI) but it's not sufficient for the Seattle or Olympia area. At the same time he takes the Economics forecasts with a grain of salt because you never know. He is not opposed to the 2% + 2% he is just wary.

Dick added that the Commission is not political, but it uses many different tools and the 2% + 2% is part of the whole; it is a piece that the Commission uses to help determine salary increases. He thinks the last salary setting session gave out fair increases after looking at all the information presented. Washington State Gross Domestic Product (GDP) National rank is 14, Washington State population national rank is 13. If a change in duties happens where an elected official has reduced job responsibilities, the Commission cannot reduce the salary. In the comparable states the Governors salary is ranked at number four, nationally the Governors salary is ranked at number eight. In the comparable states the Attorney General's salary is ranked at number one, nationally the Attorney General's salary is ranked at number four. How do you go from number 14 in GDP to much higher levels? Then when you look at the Willis Study the top four jobs are the Governor as number one with 6,432 points, the Attorney General is second with 3,872 points which is 60% of the Governor's points, the Treasurer is number three with 3,104 points which is 48% of the Governor's points, fourth is the Superintendent of Public Instruction (SPI) with 2,816 points which is 44% of the Governor's points. Then when you look at the current salaries, the Attorney General's salary is 92% of the Governor's salary, the Treasurer is at 81% and the SPI is at 77%. What does that suggest? The salaries cannot be reduced even if job duties change or the salary is not justified. If allowed to continue, the gap between the highest paid positions and peers will increase. Dick made a suggestion to the Commission: any general wage increase contemplated by the Commission should be delayed until the final meeting. This could eliminate false expectations and reduce potential negativity. The Commission should address the issue of salaries deemed too high, whether caused by changes in duties or comparisons with other elected officials both inside and other comparable states.

Greg asked if Dick is suggesting that the Commission does not put out a proposed salary increase since a draft proposal is required.

Dick asked if the Commission needs to put numbers into the proposed salary? Could they put zero increase?

Greg replied that would be artificial. The constitution says the Commission must make a draft proposal, then have four meetings before the conclusion is made. Although there is nothing prohibiting the Commission from having more meetings or having more meetings before the draft is released.

Dick replied that it could be 1% it doesn't have to be zero, but just something that doesn't give false expectations.

Greg added that the reason the 2% + 2% was decided on was based on the information given at the January meetings. If the Commission changes its mind or something changes from the first meeting than that would be reasonable. Are the current salaries too high? Are they adequate? If

there is something wrong, the Commission can make an adjustment by saying there will be no raise for that position this session. What the Commission did last session was get the positions closer to what they should be earning, there were a few positions that needed to get another raise but overall they got mostly caught up last session. The other thought, is a cost of living increase due?

Liz added that she thinks the Commission has a responsibility to the public to always put its best work forward at the time given the information present. Her understanding of the Commission's work is that the salaries need to be comparable to the Willis information and that looking at comparable states is not a determining factor. If the Attorney General, for example, is way out of line with the Willis study then the Commission ought to keep the salary the same based on the Willis study and not the comparable states.

Dorothy said that, historically the Commission did not put forth a proposed salary schedule, and the Attorney General (AG) said that it is necessary to put forth the proposed salary to get public input before the final salary schedule was reached. She added in her opinion it needs to be a realistic salary proposal, not watered down.

Dick added that he has no problem with what Greg and Dorothy said as long as the Commission doesn't just choose a raise based on what the Governor plans to give to the State employees.

Dorothy clarified that the Commission did not do that, the Governor's plan was 2% + 2% + 2% totaling 6%, the Commission only considered 2% + 2% totaling 4% over the same time period.

Teri added that the Commission is constitutionally mandated to base the salaries on realistic standards in order to pay the elected officials according to the duties of their job and to attract citizens of the highest quality to public service. That is the Constitutional mandate.

Greg added that all the Commissioners understand they are not supposed to take into consideration the political part. While that is hard sometimes, the Commissioners all understand this.

Discussion ensued.

**Larry moved that the Commission give a 2% on September 1, 2017, then another 2% September 1, 2018 for the Governor. It was seconded by LeAnna.**

Discussion ensued.

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard		X	
Liz Heath		X	
Steve Isaac			X
Wayne Jiang		X	
Sarah Mahoskey		X	
Patrick Pavey		X	
Linda Peterson		X	
Don Robinson		X	
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter		X	
Karen White		X	

**The motion failed with 5 affirmative votes and 9 negative votes.**



**Wayne moved that the Commission increase the salary 1% on September 1, 2017, then another 1% September 1, 2018 for the Governor. It was seconded by Liz.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson		X	
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White	X		

**The motion passed with 13 affirmative votes and 1 negative vote.**

Teri handed out information to the Commissioners about the Attorney General's salary compared to Washington Prosecuting Attorneys salaries in Counties. As requested at the last meeting, she distributed a listing of the top ten highest salaries nationally and from the 12 comparable States for the Attorney Generals.

Greg pointed out that the number of staff the Attorney General oversees in different States has no relevance to the salary the AG is paid. He also noted that is why the Willis study is so important to the Commission.

**Greg moved that the Commission increase the salary general wage adjustment of 1% on September 1, 2017, then another 1% September 1, 2018 for the Attorney General. It was seconded by Dorothy.**

Discussion ensued.

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O’Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson		X	
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter		X	
Karen White		X	

**The motion passed with 11 affirmative votes and 3 negative votes.**

**Greg moved that the Commission increase the salary with a general wage adjustment of 1% on September 1, 2017, then another 1% September 1, 2018 for the Lieutenant Governor. It was seconded by Larry.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin		X	
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White	X		

**The motion passed with 13 affirmative votes and 1 negative vote.**

**Steven moved that the Commission increase the salary with a general wage adjustment of 1% on September 1, 2017, then another 1% September 1, 2018 for the Secretary of State. It was seconded by Larry.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson		X	
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White		X	

**The motion passed with 12 affirmative votes and 2 negative votes.**

**Liz moved that the Commission increase the salary 2% on September 1, 2017, then another 2% September 1, 2018 for the Treasurer. It was seconded by Sarah.**

Discussion ensued.

**Greg moved to amend the motion and change it to 3% on September 1, 2017, then another 3% September 1, 2018 for the Treasurer. It was seconded by Liz.**

A roll call vote was taken to approve the amendment:

**The amendment failed with 2 affirmative votes and 12 negative votes.**

Discussion ensued.

**Dick moved to amend the motion and change it to 1% on September 1, 2017, then another 1% September 1, 2018 for the Treasurer. It was seconded by Larry.**

A roll call vote was taken to approve the amendment:

**The amendment passed with 8 affirmative votes and 6 negative votes.**

**Dick moved that the Commission increase the salary 1% on September 1, 2017, then another 1% September 1, 2018 for the Treasurer. It was seconded by Larry.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert		X	
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath		X	
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey		X	
Patrick Pavey		X	
Linda Peterson		X	
Don Robinson	X		
LeAnna Chauvin		X	
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White		X	

**The motion failed with 7 affirmative votes and 7 negative votes.**

**Don moved that the Commission increase the salary 2% on September 1, 2017, then another 1% September 1, 2018 for the Treasurer. It was seconded by LeAnna.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White		X	

**The motion passed with 13 affirmative votes and 1 negative vote.**

Liz recused herself from discussion and voting regarding the State Auditor.

Discussion ensued about the Auditor's position.

**Larry moved that the Commission increase the salary 1% on September 1, 2017, then another 1% September 1, 2018 for the Auditor. It was seconded by Melissa.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath			X
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White	X		

**The motion passed with 13 affirmative votes and 0 negative votes.**

Discussion ensued about the Insurance Commissioner's position.



**Don moved that the Commission increase the salary 1% on September 1, 2017, then another 1% September 1, 2018 for the Insurance Commissioner. It was seconded by Larry.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O’Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White	X		

**The motion passed with 14 affirmative votes and 0 negative votes.**

Discussion ensued regarding the Superintendent of Public Instruction’s position.

**Don moved that the Commission increase the salary 1% on September 1, 2017, then another 1% September 1, 2018 for the Superintendent of Public Instruction. It was seconded by Larry.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O’Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey			Abstained
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter	X		
Karen White	X		

**The motion passed with 13 affirmative votes 0 negative votes and 1 abstained vote.**

**Liz moved that the Commission increase the salary 2% on September 1, 2017, then another 2% September 1, 2018 for the Commissioner of Public Lands. It was seconded by Melissa.**

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O'Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey		X	
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner	X		
Dick Walter		X	
Karen White		X	

**The motion passed with 11 affirmative votes 3 negative votes.**

Discussion about the Legislative Branch ensued.

Greg brought to the attention of the Commissioners Tab 11 in their binders, it shows the Exempt Management Service is based on the Willis Point Factor System. A consultant study done for the Commission found that many of the Band II positions are policy in nature and are the most similar to the position of Legislator. Legislator salary is far below Band II salaries.

**Greg moved that the Commission increase the salary 2% on September 1, 2017, then another 2% September 1, 2018 for the Legislative branch to maintain working toward the “Benchmark” of the Exempt Management Service Band II. It was seconded by Melissa.**

Discussion ensued.

A roll call vote was taken as follows:

<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O’Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath	X		
Steve Isaac			X
Wayne Jiang		X	
Sarah Mahoskey	X		
Patrick Pavey		X	
Linda Peterson	X		
Don Robinson	X		
LeAnna Chauvin	X		
Steven Starkovich	X		
Larry Turner		X	
Dick Walter		X	
Karen White		X	

**The motion passed with 9 affirmative votes and 5 negative votes.**

**Liz moved that the Commission increase the salary 4% on September 1, 2017, then another 2% September 1, 2018 for the Judiciary to maintain working toward the “Benchmark” of the Federal Court Judges. It was seconded by Patrick.**

Discussion ensued.

**Greg moved to amend the motion and change it to a 2% on September 1, 2017, then another 2% September 1, 2018 for the Judiciary to maintain working toward the “Benchmark” of the Federal Court Judges. It was seconded by Melissa.**

A roll call vote was taken to approve the amendment:

**The amendment passed with 9 affirmative votes and 5 negative votes.**

A roll call vote was taken as follows:

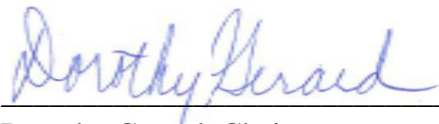
<b>Commissioner</b>	<b>Yes</b>	<b>No</b>	<b>Absent</b>
Melissa O’Neill Albert	X		
Greg Dallaire	X		
Michael Donabedian			X
Dorothy Gerard	X		
Liz Heath		X	
Steve Isaac			X
Wayne Jiang	X		
Sarah Mahoskey	X		
Patrick Pavey	X		
Linda Peterson	X		
Don Robinson		X	
LeAnna Shauvin	X		
Steven Starkovich	X		
Larry Turner		X	
Dick Walter		X	
Karen White		X	

**The motion passed with 9 affirmative votes and 5 negative votes.**

Teri then thanked all of the Commissioners for their service. She mentioned that the Commission has eight members that will be leaving the Commission on June 30, 2018. She gave the departing Commissioners a thank you gift from the Commission.

Dorothy then brought to the attention of the Commissioners the formal Opinion from the Attorney General on whether or not the Commission could legally combine with another agency and if so what requirements would need to be done to accomplish a combination. It also asked if the Commission could hold regular meetings for the purpose of receiving public testimony on the proposed salary schedule exclusively via telephone conference call. The Commission formed a four person special committee to work on a solution to the AG Opinion. They are Greg, Dorothy, Pat, and Karen.

Greg moved to adjourn, Dorothy seconded. The meeting adjourned at 3:05 p.m. with a unanimous voice vote.



Dorothy Gerard, Chair

June 22, 2017

Date