

CALL TO ORDER, PLEDGE OF ALLEGIANCE AND ROLL CALL

Mayor Hunter T. George called the special meeting to order at 6:00 P.M. and led the pledge of allegiance. Councilmembers David M. Viafore, Shannon Reynolds, Brett Wittner, Denny Waltier, Blake Surina, and Jamie Nixon were present.

AGENDA MODIFICATIONS

There were none.

SALARY SURVEY METHODOLOGY

City Clerk/Personnel Officer Nappi briefed the Council on the 2018 salary survey methodology for the City's non-represented job classifications. The presentation included background and methodology, comparable localities, the City's 2018 non-represented job classifications, an example of the kind of information that the analysis would be provided, next steps, the Council's compensation philosophy, defining a market position, and suggested compensation philosophy statements.

There was a brief discussion on defining a compensation philosophy and there was a general consensus to include the value of insurance benefits as part of the overall evaluation of the salary survey and for staff to coordinate with a Council committee on the survey. Nappi and City Manager Pingel requested feedback from Council for what options they would like to see besides the 50th percentile (median). Viafore had commented that it had been the City's compensation goal in the past to be above the average and be around the 80th percentile.

There was a brief discussion on refining the comparable cities and the general consensus was to select cities with similar tax structures and remove the cities of Enumclaw, Fife, Gig Harbor, and Port Orchard. Additional discussion included considering additional benefits evaluation such as VEBA health reimbursement accounts, options for those classifications with few comparables, and including household income as part of the background information.

FROZEN POLICE SERGEANT POSITION

Pingel indicated staff would brief the Council on this item and stated staff intended to bring this item back to Council at a future meeting for consideration for action. Police Chief Cheesman briefed the Council on the background, historical context, succession planning concerns, comparable localities, scheduling proposal with two sergeants, proposal benefits, annual budget impact over a three year period, and next steps.

There was a brief discussion regarding the cost saving impact of entry level officers replacing retiring officers, the internal hiring process, addressing the Ruston Court situation with the schedule, and whether the proposal was a management or union right. Viafore recommended the City obtain a letter of understanding from the Guild. There was a general consensus in favor of the proposal and to move forward with discussing the implications with the labor attorney and for staff to obtain a letter of understanding. Waltier requested Council to consider adding another officer during the upcoming budget cycle.

LAND USE HEARINGS EXAMINER

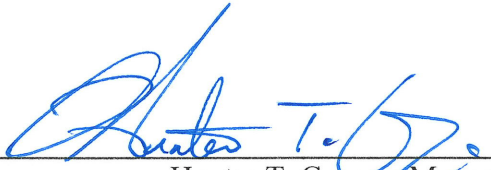
Planning and Building Administrator Stahlnecker briefed the Council on the option to use a hearing examiner for quasi-judicial public hearings and approval, which included a background of the current system and how it would work if a planning hearing examiner was used to review land use applications. Stahlnecker stated the recommendation initially came from the City's land use attorney as a way to reduce liability exposure, ensure all legal procedures were followed, and free the City Council from the Appearance of Fairness Doctrine when questioned by constituents on hot topics. Stahlnecker indicated the Council would maintain local control, by establishing the rules and procedures the hearing examiner would adhere to, and the Planning Commission would maintain its legislative role as the research and fact-finding agency for the Council. Stahlnecker referred to an evaluation that localities with similar population as the City utilized a hearing examiner, noting that the City and Steilacoom were the only two localities that did not use a hearing examiner. Stahlnecker stated that if the Council supported staff's recommendation to move forward with transitioning to a hearing examiner system, the Planning Commission would develop draft amendment recommendations for the Council to consider for final approval.

Surina inquired how the hearing examiner would be paid, to which Stahlnecker replied she anticipated the hearing examiner would be paid per the terms of a contract and bill the City for the hours spent. Stahlnecker indicated that any additional cost would be the responsibility of the applicant per the City's fee schedule. Surina inquired whether implementing a hybrid system could be possible, to which Stahlnecker indicated the use of a hearing examiner would need to be consistent within each type of application. Viafore commented on reserving funds in the budget for councilmembers and commissioners to become educated in the quasi-judicial process, and recommended included reserving a date within the contract for the hearing examiner to set aside specifically for the City. There was a brief discussion regarding the motion sensor lights at Wainwright and the design of the public building; Stahlnecker recommended proactively reviewing relevant design guidelines within the City code.

Reynolds stated she was not in support of the recommendation but was amenable, and George, Nixon, Wittner, Waltier, and Surina were generally in support of moving forward with transitioning to a hearing examiner and requested more information and that the Council be involved in the RFP/RFQ and hiring of a hearing examiner. Viafore and Reynolds recommended more training opportunities for councilmembers and commissioners regardless of whether the City transitioned to a hearing examiner. Reynolds encouraged councilmembers, commissioners, staff, and the public to attend a short course on local planning in conjunction the PCRC meeting on August 16, 2018.

ADJOURNMENT

Reynolds MOVED to adjourn the meeting at 7:34 P.M., seconded by Waltier. The Motion Carried (7-0).



Hunter T. George, Mayor



Jessica Nappi, City Clerk