

**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.

**2018 SALARY SURVEY FOR NON-REPRESENTED JOB CLASSIFICATIONS**

City Manager Pingel briefed the Council on the 2018 salary survey for non-represented job classifications, which included a presentation on the background and methodology, comparable localities, comparability of survey job classifications, where the City's job classifications fell in the market, salary adjustment recommendations and options, and salary adjustment budget impacts for each option. Pingel indicated staff utilized the 2018 Association of Washington Cities Salary and Benefits Survey, and the analysis assumed a 3.6% cost of living increase per the Consumer Price Index. Pingel indicated in addition to the AWC survey, staff reviewed comparable individual survey employers' salary schedules and job descriptions to confirm appropriate job matching. Pingel briefed the Council on the salary adjustment recommendation options for the three highest paid classifications, administrator classifications, those classifications with comparable analysis, those classification without comparable analysis, and modifications for those classifications above the labor market median.

There was a brief discussion regarding the selected comparable localities with some concern for the cities of DuPont and Sumner having larger operating budgets than the City of Fircrest. There were additional discussions on job matching for those positions with multiple roles, clarification regarding the Senior/Facilities Maintenance Supervisor and Office Assistant job description and duties, consideration for other comparable entities such as Metro Parks Tacoma and Gig Harbor, step adjustments to lessen the budget impacts, and an explanation of the City's step system.

Council expressed a concern regarding the Meet the Market implications for the director level positions and how those potential adjustments minimized the gap between those salary adjustments and the City Manager's contracted salary. Finance Director Corcoran reported on the City Manager's and Police Chief's step amounts and indicated that, on a step by step comparison, the City Manager's salary would be higher than the Police Chief's even with the Meet the Market salary adjustments. There was a consensus to treat all the non-represented job classifications the same as it related to dispersing salary adjustments. Council requested staff to provide more information on whether the City could sustain the proposed increases, a phased approach for increases in the event the City could not afford the increases, and budgeted items that could be deferred in order to budget for the proposed increases. Pingel indicated staff would provide additional information on the impact to the total budget, General Fund, and Public Works Department. Council thanked staff for the work they put into the report.

August 27, 2018

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**ADJOURNMENT**

**Reynolds MOVED to adjourn the meeting at 7:10 P.M., seconded by Nixon. The Motion Carried (7-0).**

  
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Hunter T. George, Mayor

  
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Jessica Nappi, City Clerk