

October 11 & 12, 2022, Meeting Minutes
Olympia Hotel at Capitol Lake, 2300 Evergreen Park Drive SW, Olympia
Zoom – Meeting ID: 854 6313 8277
October 11, 2022

The meeting of the Washington Citizens' Commission on Salaries for Elected Officials was brought to order by Steven, Chair, at 9:02 a.m.

Steven read a land acknowledgement, stating the Commissioners are meeting in the ancestral, traditional, and contemporary land of the Cowlitz, Squaxin, and Nisqually Peoples. The commission acknowledged the Indigenous individuals and communities who live here now, and those who were forcibly removed from their homelands. In offering this land acknowledgement, the commission affirms Indigenous sovereignty, history, and experiences.

Commission Members Present:

Carli	Lancer
Diana	Linda
Ellen	Scott
Eric	Steven, Chair
Eve	Sue
Greg	Tray
Jon, Vice Chair	Wendy
Karen	
Kirsten	

Staff Present:

Teri Wright, Executive Director
Lindsay Matthews, Executive Assistant

Lindsay took roll call and went over housekeeping items and meeting folder contents.

Steven read the meeting opening statement.

Jon moved to approve the June 29, 2022, meeting minutes. Kirsten seconded.

The motion was approved by a unanimous voice vote.

Diana moved to approve the September 13, 2022, meeting minutes. Scott seconded.

The motion was approved by a unanimous voice vote, Jon abstained because he wasn't present at that meeting.

Public Testimony

No members of the public were present to provide public testimony.

Steven welcomed the speakers from the Judiciary.

Testimony by the Judiciary

Chief Justice Steven Gonzalez, Washington State Supreme Court

Chief Justice Gonzales introduced himself and mentioned he is joined by judges from all levels of court to speak to the Commission and said each judge will present on their level of court. Washington has four levels of courts. The pandemic has presented many challenges for Washington State courts, they have spearheaded these challenges and have been asked to speak nationally on their efforts. Chief Justice Gonzales thanked the Commissioners for their thoughtful considerations on setting appropriate salaries for Elected Officials. He welcomed Justice Debra Stephens from the Supreme Court.

Justice Debra Stephens, Supreme Court

Justice Stephens introduced herself and gave a brief work history. She spoke about her position and how it has grown. She wanted to recognize that last salary session the Judges didn't request an increase in salary. Justice Stephens added that due to inflation the alignment between the federal bench has fallen off track. Justice Stephens brought to attention the State of the Judiciary report that was given to the Commissioners and spoke briefly about the report including the Judiciary's request to be given a 10% increase the first year, plus annual COLA's (cost of living adjustment) each year to hold ground on previous salary gains and to offset inflation. She added that there are three drivers to the request the Judiciary is making, the first is the difficulty to recruit and retain top legal talent. The second driver is closer alignment to federal judicial salaries and the third is restoring lost ground and recognizing a meaningful salary will acknowledge the scope of work and how things have changed.

Scott asked: How much overtime is typically worked each day? Justice Stephens replied she would let each speaker talk about their experience with working overtime.

Commissioner Rick Leo, District Court

Commissioner Leo said he is appointed by the Judges, and the Judges are elected by the citizens. He introduced himself and gave a brief work history. He went over the work that happens in District Court and how complex the cases are, not to mention the new legislation each session. He spoke about the pandemic and how his court never closed for one day during the pandemic, which means they have had a large scope of work adjustment. Justice Leo spoke about the different courts in district court, how using these types of courts helps communities, less people

in jail, and less cost for taxpayers. He added how important it is to be able to attract the best and the brightest Judges to serve, he continued, compensation plays a role and Washington communities deserve the best.

Judge Jennifer Forbes, Superior Court

Judge Forbes mentioned she is the president of the Superior Court Judges Association. She introduced herself and gave a brief work history. Judge Forbes spoke about the importance of diversity. Superior Courts are courts of general jurisdiction, she went over the types of cases they see in Superior court. Judge Forbes referenced the complexity of the cases and number of the cases they see. She also spoke briefly about the therapeutic courts. She added that with the absences of complete salaries the ability to attract citizens of the highest quality is narrowing. Judge Forbes referred to the materials given to the Commissioners in that spoke about time spent on cases since the pandemic started versus before the pandemic.

Carli asked: Is salary the main hurdle with retention and recruitment? Judge Forbes replied that she doesn't have a study that says that but anecdotally she believes salaries are critical. She referenced the Judiciary report given to the Commissioners on page 15 there is information on turnover.

Kirsten asked: How much of your work occurs after regular business hours? Judge Forbes replied she can only speak for her court, she then gave an example recently where she spent the whole weekend to be ready for court Monday, she said it varied from case to case, but it is many hours.

Judge Bill Bowman, Court of Appeals

Judge Bowman introduced himself and gave an overview of the work he does. He said each Judge in the court of appeals typically has about 210 cases per year and writes about 70 decisions per year. He then gave a brief work history and spoke about the importance of diversity in the Judiciary. Judge Bowman said Washington State is competing for talent with the federal bench and attracting the best talent to our state courts is vital. He also mentioned that at the federal level you are appointed for life and would make more money. He said salary isn't the reason Judges would work for the state but neither should it be an obstacle.

Scott asked: How much overtime do Judges typically work per month? Chief Justice Gonzalez replied that he started in private practice, and he would work 60-70 hours per week, when he became a public servant, he didn't work less, and now as Chief Justice with all the added administrative work it is at least that much. He estimates about 20-30 hours of overtime per week. Judge Bowman voiced agreement and added that it is rare that they work a 40-hour work week.

Steven thanked the Judges for their time and presentations.

Steven welcomed Lieutenant Governor Denny Heck.

Denny Heck, Lieutenant Governor

Lieutenant Governor Denny Heck came on behalf of Legislator salaries. He thanked the Commissioners for their service. He gave a brief work history. Lieutenant Governor Heck believes the salaries of the Legislator's need to be materially raised, he stated the role of legislator has grown, and simply put the salary is not commensurate with the magnitude of their responsibilities. He added that the salary is fine for the well off or the unusually rare profession that would allow someone to come and go as they pleased. Lieutenant Governor Heck added that he believes the state would benefit if the legislature more accurately reflected the diversity of our state, and for example had more assembly line workers or nurses' etcetera. He suggested an easy-to-understand rationale, like setting the Legislator's salary as a portion of the Governor's salary, for example 1/3 of the Governors salary, because the legislators are 1/3 of the Government branches, or set them at the state national average pay, or a portion of the state national average.

Jon added that he believes that a large percentage of state legislators work outside of the legislature, and possibly for large corporations. Jon asked: Do you have any idea what percentage of Legislators are supplemented by large corporations, for example Boeing, Amazon, or Microsoft? Lieutenant Governor Heck replied that he didn't have those kinds of numbers, but one of the ways to continue to have supplemented legislators is to not materially increase the legislators pay, the system incentivizes it.

Steven said this may be a good time to look at the benchmarks for legislators. He then thanked Lieutenant Governor Heck for his presentation.

11:30 a.m.-12:30 p.m. Lunch

Steven welcomed Dr. Steve Lerch from the Economic and Revenue Forecast Council.

Dr. Steve Lerch, Economic and Revenue Forecast Council (remotely)

Dr. Lerch shared a PowerPoint presentation. He gave a summary of the September forecast, then spoke about forecast risks, upsides, and downsides. Dr. Lerch showed some graphs and spoke about things looking uncertain overall currently. He spoke about recession data and added that strong labor markets show employment recovery since the covid recession. Dr. Lerch showed that retail trade sales dipped in July but increased in August. He made note that inflation over the year decreased slightly but remains at historically high levels. Small business optimism and sales expectations improved in August and September but remain at low levels. Dr. Lerch spoke about international trade, Washington export growth has bounced back but dollar value remains below

2019 level. Although the graph and information he has excluded one of Washington's major exports, software, because it is considered a service. He spoke about inflation forecasts looking similar to the last forecast in June, and they still expect inflation to decrease after this year. Dr. Lerch usually prepares three forecasts: a base line, a pessimistic, and optimistic. Several slides were presented that featured graphs of forecasts of oil prices, personal income growth, and housing permits. Revenue Act collections growth has been strong since the pandemic. Dr. Lerch talked about how cannabis revenue was different than most other revenues, it went up during the pandemic, and he estimates a moderate growth going forward. In conclusion the major factors that drove the revenue forecast change was lower personal income, resulting in slower growth of retail sales, lower residential construction, construction employment and higher interest rates slow real estate activity and REET (real estate excise tax) collections. Washington personal income and building permits are lower than in June. Forecast risks include inflation, Ukraine-Russia conflict, and the recession potential. Dr. Lerch shared the forecast is showing state revenues are expected to grow 18.9% between the 2019-21 and 2021-23 biennia and only about 3.7% between the 2021-23 and 2023-25 biennia.

Jon said the inflation forecast shows a 7.5%-8% increase in 2022. What does the forecast show for 2023? Dr. Lerch replied that the CPI (consumer price index) is showing about a 3.5% increase in the forecast.

Jon then asked: What the median and average wage is for Washington State. Dr. Lerch replied that he would send that data to the Commissioners.

Linda asked: Regarding the Washington personal income projection data shown, can you talk about the wage growth? Dr. Lerch replied that they tend to forecast personal income as a whole, they don't separate the different forms of personal income, but with that knowledge about 85% of the personal income number shown reflects wages and salaries. The growth rates in personal income are heavily influenced by wage and salary.

Steven asked: Regarding the inflation forecast, the numbers show about 8% in 2022, 3.5% in 2023, and 1.5% or 2% in 2024, is that correct? Dr. Lerch replied that he thinks it is about 1.7% or so. Steve added that while looking at the August forecast and the September update, it looks to him to be slightly improving, particularly in consumer confidence and revenue but it appears in context that those improvements might be blips on an otherwise downward trend, does that sound correct? Dr. Lerch replied, the revenue forecast is not adjusted for inflation, so that means when you have strong inflation like we've had then it's a positive for the revenue forecast, but high inflation for the consumer or budgets for government means spending more. He added that versus June it is a little better. Inflation has slowed and some of the supply chain issues have been resolved. Those reasons added to the revised inflation being lowered compared to June.

Steven asked: When the Commission has its last meeting on February 8, 2023, what is the most current forecast that will be out? Dr. Lerch replied that it will be the November forecast. Steven asked: When will the November forecast be available? Dr. Lerch replied, the preliminary forecast will be available mid-November, and it will be finalized by late November.

Steven thanked Dr. Lerch for his presentation and time.

Steven welcomed Assistant Director Nona Snell from the Office of Financial Management.

Nona Snell, Assistant Director for Budget Office of Financial Management (State Budget)

Nona Snell briefly spoke about history since the pandemic. Nona spoke about how OFM (Office of Financial Management) was working through the unprecedented times during the pandemic and how they saw things changing rapidly and how they worked through the budget side of things. Nona then spoke about job losses historically during recessions. Assistant Director Snell spoke briefly about the revenue forecast, how it shows economic and revenue uncertainty persist, the revenue collections increased, the downside to revenue collections, and revenue updates. Nona explained that the information she is referring to is regarding the operating budget, there is also a transportation budget, and a capital budget.

Jon asked: Is capital gains included in the budget? Assistant Director Snell replied that it is included in their projection, even though it is out on appeal.

Nona Snell then showed information about the general fund spending, and how the majority, about 70% of the budget is protected by law, and the other 30% is for new items or reductions. The slide showed examples of protected spending, and examples of non-protected spending.

Jon asked: Are the Elected Officials salaries protected by law? Assistant Director Snell replied that it must fall under law, since the Commission sets the salary and unless overturned it is law. Discussion ensued regard the minimal effect the Commission has when it raises salaries unless there were quite an extreme increase, due to the operating budget being 65 billion dollars.

Assistant Director Snell spoke about 2023-2025 budget dates including, November 9, 2022, caseload forecast, November 18, 2022, revenue forecast (Governor's budget based on this update), December 20, 2022, Governor's proposal, January 2023, legislative session, March 2023, revenue forecast.

Steven thanked Assistant Director Snell for her presentation.

Jon welcomed the Commissioner of Public Lands, Hilary Franz.

Hilary Franz, Commissioner of Public Lands

Hilary Franz thanked the Commissioners for the work they do. She covered the scope of responsibilities, and spoke about the programs she oversees, including the budget and number of employees. Forest and aquatic lands both are under the jurisdiction of the Department. Hilary said the changing climate has significant implications particularly in the aquatic forested environment. The Department generates about 200 million dollars per year for public school construction, local and state health, social services, and other services. The land under the Commissioner's jurisdiction is sustainably managed. Conservation lands including natural area preserves, natural resources conservation areas, community forests, development rights lands, and aquatic reserves are all under the Commissioner of Public Lands jurisdiction. Another aspect of the Commissioner of Public Lands job is regulation, the largest of which is regulating forestry on state and private lands, which comprise about 12 million acres. A large aspect is public safety, and a principal among that is wild land firefighting, and geology. The Commissioner of Public Lands then spoke about fighting wildland fires throughout the State, the Department of Natural Resources (DNR) protects 13 million acres of private and state forestland from wildfire. Hilary spoke about how she was able to, with the help of more firefighting helicopters, keep 94% of all wildfires under 10 acres. In closing, Commissioner of Public Lands, Hilary Franz shared how much she loves her job in public service and is grateful for the 1,600 employees she oversees that love their jobs in public service as well.

Steven asked: Has the responsibilities, nature, or skill set changed the scope of work? Hilary replied that in this work it is critical to remember that the land is vital and the balancing of the health of the land with the economics of the land is critical. On top of that climate change is a big one that is ever changing. Hilary added that the previous position holder focused mainly on the forest, and she has expanded the focus to help diversify and get more revenue, the revenue from the aquatic lands for example helps salmon habitat recovery. Steven asked: Has the skill set for the position broadened the area of expertise necessary? Hilary replied yes, one hundred percent. She explained that this position holder needs to have many facets of expertise, entrepreneurial skills, also a business mind to look at the short- and long-term effects of decisions.

Scott asked: How has your job expanded since you took office? Hilary replied, dramatically, budget has grown 33%, staffing has grown 200%, also the revenue that the Department collects has gone up. Not to mention fire season, with her predecessor a bad fire season was an anomaly, and now we are lucky if we have a good year. She has also been responding to floods, which is not a part of her jurisdiction, as long as firefighters are available, they have been helping. It is also now in statute that the Commissioner of Public Lands can respond to Covid, with leadership and expertise to help to set up quarantine camps and vaccination camps. That was never in the purview before.

Steven thanked the Commissioner of Public lands, Hilary Franz for her presentation. Steven welcomed Chief Deputy Shane Esquibel.

Shane Esquibel, Chief Deputy for Attorney General Bob Ferguson

Chief Deputy Shane Esquibel began by saying the Attorney General (AG) is not requesting a salary increase. Chief Deputy Esquibel presented a PowerPoint presentation to the Commissioners. The AG is the legal advisor of the state officers and is responsible for defending all state laws that are passed by Legislature and laws passed by the people by initiative. The legislature has added new responsibilities to the position. The AG's office advises and represents over 230 agencies, boards, and commissions and represents state entities in legal proceedings. The office enforces the state consumer protection act and antitrust laws. They also issue AGO opinions on all constitutional or legal questions. They have an annual budget of \$256 million and have 1,507 employees. The AG's office has a case load of 20,000 active cases. They have 13 offices around the state and 30 legal divisions. Chief Deputy Esquibel spoke briefly about a few areas of practice: child protective services, environmental protections, consumer protections, anti-trust, tort lawsuits, bankruptcy, collections, and appellate work.

Lancer asked: What if anything has changed from the last biennium? Chief Deputy Esquibel replied, the office has grown by approximately 200 employees largely due to Child Protective Services work that the legislature has added more resources into, but as far as the responsibilities go, nothing really has changed.

Ellen asked: Some attorneys are represented by collective bargaining, correct? Chief Deputy Esquibel replied they are. Ellen continued: They will have an agreement for salary increases for those attorneys, what is it? Chief Deputy Esquibel replied they do, and it is 4% in the first fiscal year and 3% in the second fiscal year.

Jon complimented the work that is done in the Attorney General's Office, specifically the drug cases that have brought settlements. Chief Deputy Esquibel replied they did bring several lawsuits against opioid distributors and manufacturers, and recently settled the lawsuit against three of the largest opioid distributors for \$518 million dollars. That will be distributed over the next 17 years, and the settlement is split between the state (50%), and cities/counties (50%). The money that goes to the state will be distributed to programs that help opioid abatement.

Steven thanked Chief Deputy Shane Esquibel for his presentation. Chief Deputy Esquibel thanked the Commissioners for their work.

Public Testimony

No members of the public were present to provide public testimony.

Commissioners moved into a work session. Steven asked if Commissioners had any questions, wanted to share their first impressions, or needed more information. Discussion ensued. Steven made a reference to the salary setting binder, Tab 2, pages 8 and 9. He noted that historically the elected officials were getting some kind of increase each year, it stopped in 2008 and the salary stayed the same for seven years and in 2015 there is the first increase of a few percent. Steven added the context in which the Salary Commission had been operating for a few years was trying to catch up a little. He added that at that time the economy was looking good, the forecasts were looking positive and in those times is where you saw some of the larger increases. Steven added the larger increases look big until you spread it out over the time of no increases. He noted that the Judiciary is making a case that more catch up is needed, and that is something this Commission will need to decide. Discussion continued around ideas for salary increases and first impressions of the presentations the Commissioners heard thus far. Jon shared his experience. Kirsten added her experience and thoughts. The discussion surrounded the 5% wage gap between each level of court, as was requested by the courts, and previous Commissions have used. Jon suggested this Commission also keep the gap. Discussion continued.

Steven welcomed Insurance Commissioner Mike Kreidler.

Mike Kreidler, Insurance Commissioner

Insurance Commissioner Kreidler began with a brief introduction and work history. He gave an overview of what the Insurance Commissioner in Washington State does. Key changes have been statutorily made to the position especially due to the Covid Pandemic. The OIC (Office of the Insurance Commissioner) is the 8th largest industry in the State of Washington and generates about 1.4 billion dollars biannually that money goes into the state general fund. About 55,000 people are involved in the insurance industry in the State of Washington. The OIC regulates about 2,500 companies that do business in the state. They license 237,000 insurance brokers in Washington State. The OIC also investigates consumer complaints and fraud. From July 2020 – June 2021 the OIC has recovered over \$59 million dollars from insurance companies for consumers. The OIC has helped some 170,000 Washingtonians on various issues and topics and counsel's some 200,000 people annually for health insurance through its consumer advocates and the State Health Insurance Benefit Advisors program. Insurance Commissioner Kreidler said the OIC handles about 8,000 consumer complaints each year and spoke about how the quality of their website has been helpful to their success and to consumer access. In their investigative unit with law enforcement officers, they received 5,300 referrals in the 2019 – 2021 biennia, they opened 196 cases and 69 of those were sent to criminal prosecution. The OIC also reviews rates and contracts that will be marketed by the insurance companies to make sure they are reasonable to the consumer. There are 272 employees in the OIC, and it operates on a biennial budget of \$79 million dollars. These monies do not come from the state general fund, they are regulatory assessments against the industry that goes towards the cost for the OIC budget. They also collect about 1.4 billion dollars per biennium of revenue for the state general fund by virtue of the insurance premium tax on insurance policies sold in the State. In the last two years, the Insurance Commissioner turned over something like 6 million dollars in fines from enforcement actions to the state general fund. Health care reform has been a challenge. Commissioner Kreidler spoke

about new legislation and climate change concerns to their office. In closing Commissioner Kreidler reminded the Commission he understands how hard the job of setting Elected Officials salaries is, and that it is important to attract and retain the best and the brightest into public service and compensate them accordingly.

Jon asked regarding the consumer protection division in the OIC and in the AG office: How is it decided who will take which cases? Commissioner Kreidler replied they work collaboratively, and it depends on who has the stronger statutory authority.

Jon asked: How many of the Insurance Commissioners nationally are elected verses appointed? Commissioner Kreidler replied 11 are elected and the remainder are appointed.

Linda asked: What tasks has the legislature added to the position of Insurance Commissioner in the last 2 years? Commissioner Kreidler replied Legislature gives more to their office consistently, studies primarily, they have been focusing on telehealth, and behavioral health. They have also been working closely with Legislature around women's health issues including access.

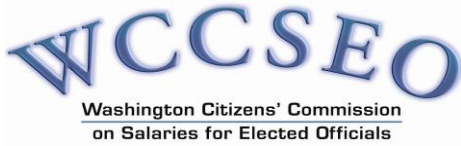
Steven asked: Does any of your budget come from the general fund? Commissioner Kreidler replied if there is anything it would be for a study or something of that nature. Steven verified: So, your budget is all from State levies against insurance companies? Commissioner Kreidler replied yes.

Steven thanked Insurance Commissioner Kreidler for his presentation.

Steven went over the agenda for the next day. Jon suggested waiting on specific position motions until all presentations were completed.

Jon added that Dr. Lerch had sent the numbers for the median wage and average wage in Washington State. In 2021 the median wage for Washington State was \$30.50, and the average hourly wage is \$47.88, after figuring out the average working hours annually they figured out the median full time annual wage is \$63.440, and the average full time annual wage \$99,590.40. Jon added that Washington state has many high earners, like the CEO of Starbucks, and Microsoft, that can skew the average. Jon said he thinks that looking at the median hourly and the average hourly wage would be most helpful. Steven added that there are as many wages below as are above. Discussion ensued.

The meeting was adjourned by Steven at 4:29 p.m.



October 11 & 12, 2022, Meeting Minutes
Olympia Hotel at Capitol Lake, 2300 Evergreen Park Drive SW, Olympia
Zoom – Meeting ID: 865 4376 8683
October 12, 2022

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

Commission Members Present:

Carli	Lancer
Diana	Linda
Ellen	Scott
Eric	Steven, Chair
Eve	Sue
Greg	Tray
Jon, Vice Chair	Wendy
Karen	
Kirsten	

Staff Present:

Teri Wright, Executive Director
Lindsay Matthews, Executive Assistant

Lindsay took roll call.

Teri went over the items printed for Commissioners that were requested at the previous days meeting.

Steven read the meeting opening statement.

Public Testimony

No members of the public were present to provide public testimony.

Commissioners moved into a work session. Steven explained how the Commission follows Robert's Rules.

Discussion ensued regarding thoughts and ideas of increases, COLA (cost of living adjustment) predictions, recession possibilities, public employee's salary increases, bargaining proposals, attracting, and retaining top talent to Elected Officials positions, and an across the board increase that takes all of the fore mentioned items into consideration. Steven shared some of his salary setting experience.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion ensued.

Note: After discussion, the motion was amended.

Lancer moved for a friendly amendment of an across-the-board salary increase of 5.75% on July 1, 2023, then another 3% July 1, 2024. Eric seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana		X	
Ellen		X	
Eric	X		
Eve		X	
Greg		X	
Jon		X	
Karen		X	
Kirsten	X		
Lancer	X		
Linda		X	
Scott	X		
Steven	X		
Sue	X		
Tray	X		
Wendy		X	

The motion Failed with 7 affirmative votes, and 9 negative votes.

Back on the table is the original motion.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion ensued.

Note: After discussion, the motion was amended.

Eve moved for a friendly amendment of an across-the-board salary increase of 2% on July 1, 2023, then another 1% July 1, 2024. Greg seconded it.

Discussion ensued.

The motion was tabled due to the next speaker arriving.

Steven welcomed Superintendent of Public Instruction, Chris Reykdal.

Chris Reykdal, Superintendent of Public Instruction (SPI)

The SPI is the only elected official who runs as non-partisan. Superintendent Reykdal thanked the Commissioners for their service. He brought attention to the fact that elected positions need to be compensated fairly with salaries that will attract the best and be competitive with other positions. Superintendent Reykdal believes that the salaries for the elected officials is behind where it should be, he said to make small adjustments is great when you start at a reasonable place but the salaries are not there currently. The budget that flows through the SPI's office is 43% of all state government. There are about 140,000 employees under his chain of command and about 400 employees at OSPI (Office of the Superintendent of Public Instruction). Superintendent Reykdal spoke about how the local school district school superintendents have higher salaries than the SPI position, and the CFO and Deputy also make more than the SPI, he says it is necessary to pay the position at a higher rate to be able to keep top talent and be competitive with school districts. He would like the Commission to also consider keeping up with inflation. Superintendent Reykdal referred to the information given to Commissioners that shows the salary disparities and comparisons. Superintendent Reykdal said the scope of work, the budget, and the people overseen from the position of SPI make the position incredibly under paid.

Scott asked: Why does the CFO and the Deputy superintendent make a higher salary than the SPI? Superintendent Reykdal replied, it is the market rate, those positions are paid much more elsewhere, and it is necessary to pay those positions what they make to keep them.

Kirsten asked: How has the McCleary decision impacted the office of the SPI? Superintendent Reykdal replied it drove a lot of resource along with accountability. There are now very specific performance measurements that are commensurate with federal law, each school gets a score, the way the money is spent is now more specific also, and the biggest change is the Superintendent

of Public Instruction is now responsible for approving every single school levy first, whereas before the levies were approved first by voters.

Steven thanked Superintendent of Public Instruction, Chris Reykdal, for his presentation.

Commissioners went back into a work session.

Back on the table is the friendly amended motion.

Eve moved for a friendly amendment of an across-the-board salary increase of 2% on July 1, 2023, then another 1% July 1, 2024. Greg seconded it.

Discussion continued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana		X	
Ellen	X		
Eric		X	
Eve	X		
Greg	X		
Jon			ABSTAINED
Karen	X		
Kirsten		X	
Lancer		X	
Linda	X		
Scott		X	
Steven		X	
Sue	X		
Tray		X	
Wendy		X	

The motion Failed with 7 affirmative votes, and 8 negative votes, and one abstain.

Back on the table is the original motion.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion ensued.

The motion was tabled due to the next speaker arriving.

Steven welcomed State Auditor, Pat McCarthy.

Pat McCarthy, State Auditor

State Auditor McCarthy started by telling the Commission about what they do at the Auditor's office. She then talked about the different kinds of audits and said they audit more than 2,300 local governments each year. If a government gets public dollars, they are audited by the State Auditor's Office. In 2021 the SAO published 2,362 audits, there are 14 regional offices around the state and, the SAO has about 440 employees. The biennial budget at the SAO is \$110 million dollars. Most audits are paid for by the auditees. State Auditor McCarthy spoke about the changes in responsibilities since the last salary session, including two new kinds of mandated audits, clean energy audits, cyber security has also blossomed immensely at the State Auditor's office. She added that the salary of the State Auditors position does not reflect its true value. The Washington State Auditor's office was recognized by the National State Auditors Association for a large performance report. This is not the first time they have been recognized as a national leader. She went on to compare salaries, budgets, and FTE's (full time employees) nationally versus in Washington State. State Auditor McCarthy also shared the growth they have experienced at the State Auditor's office.

Jon asked: Has there been an added workload due to the situation at ESD (employment security department)? State Auditor McCarthy replied, the added workload has been immeasurable, they have done many different types of audits to be able to get their heads around the problems they had at ESD.

Diana asked: What is the average salary of an auditor at your office verses an auditor at a private firm? State Auditor McCarthy replied she doesn't have those exact numbers but added that there is compression in her office, 12 directors and assistant directors under the State Auditor make a higher salary than that of the State Auditor.

Scott asked: What are you auditing in regard to deadly force? State Auditor McCarthy replied they worked closely with the legislature to determine what the Auditor would be looking at in those cases, it is a compliance audit, she listed some of the items in a compliance audit.

Steven thanked State Auditor McCarthy for her presentation.

Public Testimony

No members of the public were present to provide public testimony.

The Commissioners moved into a work session.

Back on the table is the original motion.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion continued.

Note: After discussion, the motion was amended.

Ellen moved for a friendly amendment of an across-the-board salary increase of 2% on July 1, 2023, then another 2% July 1, 2024. Eve seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana		X	
Ellen	X		
Eric		X	
Eve	X		
Greg	X		
Jon		X	
Karen	X		
Kirsten		X	
Lancer		X	
Linda	X		
Scott		X	
Steven		X	
Sue		X	
Tray	X		
Wendy		X	

The motion Failed with 6 affirmative votes, and 10 negative votes.

Back on the table is the original motion.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion continued.

Note: After discussion, the motion was amended.

Lancer moved for a friendly amendment of an across-the-board salary increase of 4.75% on July 1, 2023, then another 3% July 1, 2024. Scott seconded it.

Discussion ensued.

12:00 p.m.-1:00 p.m. Lunch

Public Testimony

No members of the public were present to provide public testimony.

The Commissioners moved into a work session.

Back on the table is the friendly amended motion.

Lancer moved for a friendly amendment of an across-the-board salary increase of 4.75% on July 1, 2023, then another 3% July 1, 2024. Scott seconded it.

Discussion continued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana		X	
Ellen		X	
Eric	X		
Eve		X	
Greg		X	
Jon		X	
Karen		X	
Kirsten		X	
Lancer	X		
Linda		X	
Scott	X		
Steven	X		
Sue	X		
Tray		X	
Wendy		X	

The motion Failed with 6 affirmative votes, and 10 negative votes.

Back on the table is the original motion.

Jon moved for an across-the-board salary increase of 4% on July 1, 2023, then another 3% July 1, 2024. Diana seconded it.

Discussion continued around considerations for an increase, including the Economic and Revenue Forecast Councils reports and other data they look to for comparisons for setting salaries. The Commission doesn't take any one piece of information to determine salary increases, it looks at many different factors.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen		X	
Eric	X		
Eve		X	
Greg		X	
Jon	X		
Karen		X	
Kirsten	X		
Lancer	X		
Linda		X	
Scott	X		
Steven	X		
Sue	X		
Tray	X		
Wendy	X		

The motion Passed with 11 affirmative votes, and 5 negative votes.

Steven then suggested that before going further, the Commissioners decide which individual positions they want to talk about expanded scope of work and additional increases for and then go down the list. Discussion ensued. There was interest in talking about the Attorney General,

Auditor, Superintendent of Public Instruction, Insurance Commissioner, Commissioner of Public Lands, Judiciary, Legislators, and the Secretary of State.

Discussion ensued around the Attorney General’s position. Ellen added that the position required a specialized degree and spoke about the expansive work that is done at the Attorney General’s office. Kirsten shared her experience, from a lawyer’s perspective. Sue was excused from the remainder of the meeting.

Ellen moved that the Attorney General’s base salary be increased by an additional 5% on July 1, 2023, and no additional base salary increase on July 1, 2024. Eric seconded it.

Discussion ensued around comparisons, national and otherwise.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana	X		
Ellen	X		
Eric		X	
Eve		X	
Greg		X	
Jon		X	
Karen		X	
Kirsten		X	
Lancer	X		
Linda		X	
Scott		X	
Steven		X	
Sue			X
Tray		X	
Wendy		X	

The motion Failed with 3 affirmative votes, 12 negative votes, and 1 absent.

Discussion continued around the Attorney General’s salary. Commissioners looked at a few suggestions for an increase they could agree upon.

Diana moved that the Attorney General’s base salary be increased by an additional 2.5% on July 1, 2023, and no additional base salary increase on July 1, 2024. Karen seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen	X		
Eric	X		
Eve	X		
Greg		X	
Jon	X		
Karen	X		
Kirsten	X		
Lancer	X		
Linda	X		
Scott	X		
Steven	X		
Sue			X
Tray		X	
Wendy	X		

The motion Passed with 13 affirmative votes, 2 negative votes, and 1 absent.

Discussion ensued around the Auditor’s position.

Diana moved that the Auditor’s base salary be increased by an additional 2.5% on July 1, 2023, and no additional base salary increase on July 1, 2024. Ellen seconded it.

Discussion ensued around increased responsibilities, comparisons, and job qualification requirements. Commissioners also discussed aligning some positions for appropriate scope of work changes and looked at comparison salaries.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen	X		
Eric		X	
Eve		X	
Greg		X	
Jon	X		
Karen		X	
Kirsten		X	
Lancer		X	
Linda		X	
Scott	X		
Steven		X	
Sue			X
Tray	X		
Wendy		X	

The motion Failed with 6 affirmative votes, 9 negative votes, and 1 absent.

Discussion continued around the Auditor’s position. Lancer added his thoughts around an increase to the base salary of the Auditor to be commensurate to the Treasurer to show the relationship to the types of duties they share. Steven added he believes the Treasurers responsibilities and scope of work are much different than that of the Auditor. Linda suggested that the Auditor’s salary should be closer to that of the Insurance Commissioner. Discussion

moved to the position of Insurance Commissioner. Jon shared his thoughts. Discussion moved back to the position of Auditor.

Linda moved that the Auditor’s base salary be increased to be commensurate to the Insurance Commissioner. Scott seconded it.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen	X		
Eric	X		
Eve		X	
Greg		X	
Jon	X		
Karen		X	
Kirsten	X		
Lancer	X		
Linda	X		
Scott	X		
Steven	X		
Sue			X
Tray		X	
Wendy		X	

The motion Passed with 10 affirmative votes, 5 negative votes, and 1 absent.

Discussion ensued around the Superintendent of Public Instruction’s (SPI) position. Steven noted that Commissioners generally agreed that they were happy with where the Insurance Commissioners salary had landed and so moved back to the SPI position. Discussion ensued.

Linda moved that the Superintendent of Public Instruction’s base salary be increased by an additional 2% on July 1, 2023, and no additional base salary increase on July 1, 2024. Scott seconded it.

Discussion ensued around scope of work, job responsibilities, comparisons nationally, and in-state. Linda shared her experience as a retired teacher.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana	X		
Ellen	X		
Eric	X		
Eve		X	
Greg		X	
Jon		X	
Karen		X	
Kirsten		X	
Lancer	X		
Linda		X	
Scott		X	
Steven		X	
Sue			X
Tray		X	
Wendy		X	

The motion Failed with 4 affirmative votes, 11 negative votes, and 1 absent.

Commissioners moved onto discussing the Commissioner of Public lands position and the expanded scope of work due to climate change and fire response also what has been mandated verses what is by choice. Kirsten shared her notes on the Commissioner of Public Lands presentation. Linda shared her thoughts around the Commissioner of Public Land’s position

bringing revenue into the state and how they are maximizing revenues. Karen was excused from the remainder of the meeting.

Diana moved that the Commissioner of Public Land’s base salary be increased by an additional 2.5% on July 1, 2023, and no additional base salary increase on July 1, 2024. Scott seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana	X		
Ellen	X		
Eric	X		
Eve		X	
Greg		X	
Jon		X	
Karen			X
Kirsten		X	
Lancer	X		
Linda		X	
Scott		X	
Steven		X	
Sue			X
Tray		X	
Wendy		X	

The motion Failed with 4 affirmative votes, 10 negative votes, and 2 absent.

Discussion continued around the Commissioner of Public Lands position.

Teri explained how the Commission had used the Willis Studies in the past, and the reason the Commission isn't using them as much anymore is largely because a new study is necessary but can't find anyone who can do it.

Commissioners decided no further discussion about the Commissioner of Public Lands position was necessary. They moved onto discussing the Secretary of State's position.

Linda moved that the Secretary of State's base salary be increased to be commensurate to the Auditor. Jon seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen	X		
Eric	X		
Eve		X	
Greg		X	
Jon	X		
Karen			X
Kirsten	X		
Lancer	X		
Linda	X		
Scott	X		
Steven	X		
Sue			X
Tray	X		
Wendy	X		

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

Discussion ensued around the Judiciary. Commissioners discussed the 5% variance between the different positions and discussed the increased scope of work.

Scott moved that the Judiciary’s base salary be increased by an additional 3% on July 1, 2023, and no additional base salary increase on July 1, 2024. Ellen seconded it.

Discussion ensued surrounding recruitment and retention. Jon shared his experience due to his spouse being a retired judge.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli	X		
Diana	X		
Ellen	X		
Eric	X		
Eve		X	
Greg		X	
Jon	X		
Karen			X
Kirsten	X		
Lancer	X		
Linda		X	
Scott	X		
Steven	X		
Sue			X
Tray	X		
Wendy	X		

The motion Passed with 11 affirmative votes, 3 negative votes, and 2 absent.

Lancer moved that the Judiciary’s base salary be increased by an additional 1% on July 1, 2024. Carli seconded it.

Discussion ensued.

A roll call vote was taken as follows:

Commissioner	Yes	No	Absent
Carli		X	
Diana		X	
Ellen		X	
Eric			ABSTAINED
Eve		X	
Greg		X	
Jon		X	
Karen			X
Kirsten		X	
Lancer	X		
Linda		X	
Scott		X	
Steven		X	
Sue			X
Tray		X	
Wendy		X	

The motion Failed with 1 affirmative vote, 12 negative votes, 1 abstained, and 2 absent.

Discussion ensued around the Legislative Branch. Commissioners discussed that the Washington State legislature is considered a part-time legislature at 74% of a full-time job. They voiced agreement that they are happy with the current base salary increases and were not interested, at this time, to give more.

Teri went over next steps.

Steven asked if there was any other business that needed to be discussed prior to adjournment.

The meeting was adjourned by Steven at 3:50 p.m.



Steven, Chair

11/15/2022

Date