

## **Special Meeting**

Wednesday, September 2, 2020 – 1 p.m. to 3 p.m.

Via Skype

The September 2, 2020, Special Meeting of the Washington Citizens' Commission on Salaries for Elected Officials was brought to order by Executive Director, Teri Wright, at 1:00 p.m.

### **Commission Members Present:**

Kirsten Barron  
Jon Bridge  
Tray Cave  
Dr. Diana Gale  
Libby Hart  
Alahna Kirtley  
Sandy LaPalm  
AJ Malidore  
Greg Millican  
Anastasia Potapova  
Gary Ratterree

Kozen Sampson  
Gerry Sherman  
Wendy Sowers  
Steven Starkovich  
Karen White

### **Staff Present:**

Teri Wright, Executive Director  
Lois Williams, Executive Assistant

## **Actions and Information Items**

### **1. 2020-2021 Meeting Schedule**

Teri opened the meeting by reviewing the meeting schedule and reminding the group that, at this point in time, these are scheduled to be virtual meetings. She said the meeting information is on the Website as well. She reminded them that if anyone has conflicts they needed to let her know immediately.

### **2. What to Expect at the October 14-15, 2020, Meeting**

Teri commented on the differences they will see this session because of meeting virtually instead of in-person. If PowerPoints or other programs are used, it may mean a period of time during meetings when participants cannot see each other. She is arranging for the presenters to attend virtually. The presenters provide information to help with decision making and there will be time for questions. She does not know how these changes will affect the participation of the public. For the October meetings, she is trying to schedule the presenters so the whole second afternoon will be available for the Commission's deliberations.

Teri asked the returning Commissioners to share their experiences and provide advice for the new Commissioners.

- Steve – Reports from the office holders were very interesting and wishes that every Washington citizen could hear the reports. It is interesting to listen to them discuss their work and how it changes over time. People will filter the information differently which leads to open discussions among the Commissioners.
- Jon – Listening to everyone and comparing the data, looking at the job descriptions, the viewpoints from different areas of the state, from business interests, from volunteers, yet still being able to sit down at the table together.
- Anastasia – Ah-hah moment – every one has different ideas on what is fair and what is not fair. Each office has deputies and other employees and have to use market to attract people. Often their employees are making more than what they are.
- Gary – Presentations, cost of living, can't let salaries stagnant or it becomes a decrease.
- Libby – Curious as to how Covid has affected their job duties. This might be a question to submit to them ahead of their presentation, so they can be prepared to address it.
- Greg – Is eager to look at the book and review all the data presented. This is new to him, stepping into the shoes of office holders and seeing what their positions entail.
- Wendy – Wants to know what the most important parts of the binder are.
- Steve – Focus on the office, not the person. As to the book itself, don't miss the forest for the trees. Important to have a sense of where our officials' salaries are compared to others. The specific number is not as important as the pattern. Use the patterns, not just the data.
- Jon – Don't need to remember the book in detail, use it as a reference book where you can find the answers as the questions come up.
- Gerry – Remember the need to focus on the office, not the person. The office holder should not affect the salary recommendation.
- AJ – Use a highlighter, take notes, remember the book is yours, so use it as you need to.
- Anastasia – Read it all, a couple tabs a day, take notes and write down your questions.
- Libby – Don't be afraid to speak up.
- Kozen – Great diversity in opinions. Fresh new looks at everything. Appreciate the kindness that everyone shows in the process.

### **3. Election of Chair and Vice Chair**

Teri shared the process for elections of chair and vice-chair. There are no self-nominations and there are separate nominations for the chair and vice-chair. There is no set term, they can be voted in or out at any time. She went over the roles of the chair and vice-chair and their critical roles to the Commission. She said that there is additional time required for these positions and the duties are assumed immediately upon election.

Teri said she had received nominations for AJ Malidore, Gary Ratterree, Karen White, and Steven Starkovich. She asked for comments and additional nominations. Gary requested to add

Sandy LaPalm for chair. Sandy thanked Gary for nominating her, but said she needed to decline. Steven also thanked whoever nominated him, but declined his nomination.

It was moved by Karen White and seconded by Sandi LaPalm that AJ Malidore be nominated for chair. It was moved by Anastasia Potapova and seconded by Gerry Sherman that Gary Ratterree be nominated for vice-chair. The vote is reflected below:

<b>Chair: AJ Malidore</b>	
Kirsten Barron	Abstain
Jon Bridge	Yes
Tray Cave	Yes
Dr. Diana Gale	Yes
Libby Hart	Yes
Alahna Kirtley	Yes
Sandi LaPalm	Yes
AJ Malidore	Abstain
Greg Millican	Yes
Anastasia Potapova	Yes
Gary Ratterree	Yes
Kozen Sampson	Yes
Gerry Sherman	Yes
Wendy Sowers	Yes
Steven Starkovich	Yes
Karen White	Yes

<b>Vice Chair: Gary Ratterree</b>	
Kirsten Barron	Abstain
Jon Bridge	Yes
Tray Cave	Yes
Dr. Diana Gale	Yes
Libby Hart	Yes
Alahna Kirtley	Yes
Sandi LaPalm	Yes
AJ Malidore	Yes
Greg Millican	Yes
Anastasia Potapova	Yes
Gary Ratterree	Abstain
Kozen Sampson	Yes
Gerry Sherman	Yes
Wendy Sowers	Yes
Steven Starkovich	Yes
Karen White	Yes

#### **4. Other business as needed**


It was requested that Teri update the Website with pictures of the Commissioners. Teri asked everyone to send a picture for her to post.

Teri said she would like to discuss the format for meeting virtually. WaTech is just getting ready to roll out the Teams program. She said that Zoom had been mentioned, but we cannot use it because it is not approved for state agencies. She asked if the Commission wanted to try Teams or continue with Skype? Libby said she likes Teams because you can see more participants.

Gary suggests using what the group is comfortable with, but he likes Teams and the hand raise feature. Jon said he prefers Teams. Teri will look into getting Teams for these meetings. She will set up some practice meetings on Teams prior to the next meeting so that bugs can be worked out.

Kozen asked to be able to add that he is pleased with the increased diversity on the team.

The meeting adjourned at 3 p.m.



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AJ Malidore, Chair

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Date

