



# Salary Review Commission

## Meeting Summary/Meeting Minutes

May 7, 2024  
 3:00 p.m. – 4:00 p.m.  
 415 W. 6<sup>th</sup> St.  
 Vancouver, WA

**Commissioner/Board Members Present:** Patricia Bilker, Margot Rice, Scott Kibota, Tyler Clifford, Tyler Freedman, Greg Chaimov  
**Commissioner/Board Members Absent:** Patricia Stepp  
**Staff Present:** Kelsey Sanfilippo, Becky Rude, Jennifer Amadeo  
**Guests:** Carmen De Leon (community member), Antoinette Gasbarre (HR Director)

## Members

**Greg Chaimov**  
*Chair*

**Tyler Freedman**  
*Vice Chair*

Patricia Bilker  
 Margot Rice  
 Patricia Stepp  
 Tyler Clifford  
 Scott Kibota

TIME	TOPIC	DISCUSSION	ACTION REQUIRED
3:02 p.m.	<b>Session Begins</b>	Kelsey Sanfilippo called the meeting to order and conducted roll call.	
	<b>Introductions</b>	Newly appointed commission members were introduced.	
	<b>Oath of Office</b>	Becky Rude officiated the Oath of Office for Tyler Clifford, Tyler Freedman, and Scott Kibota. Oath of Office was received and signed by the commission members. Kelsey collected the signed oaths.	
	<b>Adoption of Minutes</b>	Greg Chaimov said the next order of business was to adopt the minutes. Margot Rice moved to approve the minutes and Patricia Bilker seconded. Motion to approve minutes approved. New members, Tyler Clifford, Tyler Freedman, and Scott Kibota abstained from voting as they were not present for the May 7, 2024, meeting.	
	<b>Election of Commission Chair</b>	Margo moved to appoint Greg as Chair, Tyler Freedman as Vice Chair. Motion was seconded. Unanimously, Greg Chaimov and Tyler Freedman were appointed Chair and Vice Chair, respectively.	

**City of Vancouver  
 Salary Review  
 Commission**

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	<p><b>Review of Requested Information</b></p>	<p>Kelsey shared a PowerPoint presentation to cover the commission’s requested information from the previous meeting. The commission reviewed CPI-W information and acknowledged Council members worked part time hours and had full time employee benefits. Becky explained the four (4) possible outcomes: Council would keep their existing salary, salary increase based on CPI, salary decrease (for new members only), or receive an increase beyond the CPI that must go out for community vote.</p> <p>The commission reviewed the following:</p> <ul style="list-style-type: none"> <li>• comparable first-class cities elected official salaries</li> <li>• Council members’ boards and commission assignments and additional information</li> <li>• Budget deficit for the City</li> </ul> <p>HR Director, Antoinette said the City was currently working on meeting the department wide budget goals which included cutting staff with most City departments being asked to make 15% reductions. Becky indicated that the budget deficit graph data included a placeholder for a potential increase based on the CPI and added that if the commission choose to increase, it would not change the numbers shown.</p> <p>Budget deficit information:  <a href="#">City of Vancouver, WA - Community input on budget May 6, 2024 2025-2026 Biennial Budget Workshop</a></p>	
	<p><b>Requests Information</b></p>	<p>Kelsey asked the commission if there were any requests for new information.</p> <p>Of the 4 different paths of action, Tyler Freedman asked to see the different effects. Kelsey would do the math and compound the amounts over the next two years and provide it to the commission.</p> <p>Chair Chaimov requested to set a meeting outside of business hours to allow members of public to join with more ease.</p>	<p>Kelsey will send out data re: 4 avenues the SRC can take</p>

	<b>Community Forum</b>	<p>Community member, Carmen De Leon shared that the Council salary should be based off performance.</p> <p>Margo stated she understood what Carmen meant but voters assess council members' performance by reelection.</p> <p>Carmen added that the best way to get the public informed is by sending mailers.</p> <p>Scott Kibota asked if there was any metrics to provide performance data.</p> <p>Antoinette stated that there will be community survey data in next few weeks that looked at values and the City's strategic plan. The data would be high level and not the day-to-day process.</p> <p>Carmen De Leon expressed her idea about asking the committee to survey the public.</p>	
	<b>Next Meetings</b>	<p>There are three subsequent meetings scheduled for the commission. The next meeting will be in the Aspen Community Room at City Hall at 3:00 p.m. The First public hearing will be at 6:00 p.m. on July 19<sup>th</sup>.</p>	
4:12 p.m.	<b>Adjournment</b>	<p>Chair Chaimov adjourned the meeting.</p>	