

From: [Debbie Tarry](#)
To: [Jesse Salomon](#)
Cc: [John Norris](#)
Subject: RE: Salary Survey
Date: Monday, April 14, 2014 8:41:03 AM

Jesse -

I'm a little confused by your question. Are you referring to the Communications Staff recommendation? The only salary change there is for the Communications Assistant to move from range 37 to 39, a \$2,967 annual increase. This recommendation is to make sure that the work the employee is being asked to do is in alignment with the salary range and job classification. If Council does not approve this recommendation then we will most likely need to shift some work to a contracted service, which is less efficient and quite frankly more expensive. The resulting salary increase is off-set by other substantial salary savings within the City Manager's Office budget - i.e., when John became Asst. City Manager the cost for the position dropped by \$26,000 annually (and less than the budget for 2014 as a result) since John is at step 1 vs. where I had been at the top of the range. Also we have had a vacant Analyst Position since John's appointment that is creating budgetary savings. You won't have to take action on this tonight- it is for Council discussion so hopefully we can respond to questions that you may have.

We are still planning that Council will approve funds in the 2015 budget for a full compensation review to inform the 2016 budget.

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-----Original Message-----

From: Jesse Salomon
Sent: Monday, April 14, 2014 7:41 AM
To: Debbie Tarry
Subject: Salary Survey

What's the total fiscal impact to the operations budget for the proposed salary changes?

I thought we were going to discuss the salary study at the strategy sessions this weekend. Did we forget? I don't feel ready to support this unless we are clear on the goals. Pressure to raise salaries above the total cost is not something I am looking to support. A rearranging of salaries is something I would consider and could help us get to a \$15 min wage within budget.

Jesse Salomon, Councilmember
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Sent from my iPad