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Citizens Commission on Council Salaries

CITIZENS COMMISSION ON COUNCIL SALARIES HYBRID PUBLIC HEARING NOTICE & AGENDA

The **Citizens Commission on Council Salaries** is conducting a hybrid public hearing (1 of 2) **Monday, April 6, 2026 starting at 4:15 PM** at the Norm Dicks Government Center in the 6th Floor Council Conference Room located at 345 6th Street, Bremerton, WA 98337. Commission members may be participating in the meeting remotely or in person.

The public is invited to view and participate in the Citizens Commission on Council Salaries meeting through one of the following options:

Join Zoom Meeting

<https://bremertonwa-gov.zoom.us/j/83193433215?pwd=bY7Esn2dFu7fpOnvCq3lQzQPMva124.1>

Meeting ID: 831 9343 3215

Passcode: 880639

One tap mobile

+12532158782,,83193433215#,,,,*880639# US (Tacoma)

+12532050468,,83193433215#,,,,*880639# US

1. Call to Order
2. Approve Minutes of March 23, 2026 meeting
3. Discussion on proposed Council salaries
4. Open for Public Comment
5. Adjourn



Citizens' Commission on Council Salaries

MINUTES PUBLIC MEETING March 23, 2026

Call to Order:

Kirstie Haertel called the meeting to order at 4:05 p.m. Commission Members Kirstie Haertel and John Brennan were in attendance in person, which constituted a quorum. Also attending as staff to the Commission was Debbie Klinefelter, Human Resources Analyst I.

Election of Chair:

Motion was made to appoint Kirstie Haertel to the position of Chair (Motion/Second/Carried: Brennan/Haertel)

Approval of Minutes – June 18, 2025 Public Hearing 2 of 2:

The minutes were approved and signed as presented. (Motion/Second/Carried: Haertel/Brennan)

Discussion on Council Salaries and President's Stipend:

Debbie informed the Commission that despite three attempts to obtain salary and other information from the City of Tumwater, they did not respond. On a positive note, more information was received from the responding jurisdictions regarding their Council committee assignments. The Commission members reviewed and discussed the salary data and supporting information provided. Kirstie explained that comparable jurisdictions were selected based on council size and alignment with jurisdictions used by the City of Bremerton in labor negotiations. John Brennan noted that Bremerton is not an outlier as compared to the others surveyed. Kirstie raised the issue of Bremerton having more committee assignments than the others, and Debbie explained that Bremerton's data included those committee assignments where a Council Member only attended as backup to the Mayor when he was unavailable to attend. Kirstie expressed that the system in place for determining Council salaries captures the work they are performing in line with other jurisdictions, and John agreed. Debbie asked whether the Commission would like to see the same data for next year and they said they would.

Public Input:

The meeting was opened for public comment at 4:14 p.m. No members of the public were present, either in person or via Zoom. At 4:21 p.m. the meeting was closed for public comment.

Kirstie asked John whether he wanted to discuss the salary or the additional stipend for the president. John said that although the salaries are a little bit on the higher side of some of the comparables, that Bremerton's budget is also on the higher side, so everything seemed to be in alignment.

Scheduling of Future Meetings:

Two public hearings were scheduled for Monday, April 6, 2026 at 4:15 p.m. and Monday, April 27, 2026 at 4:15 p.m. These meetings will be held in a hybrid format, with both in-person and Zoom participation options.

Adjournment:

The meeting was adjourned at 4:26 p.m.

MINUTES approved this ____ day of April, 2026.

Kirstie Haertel, Chair