

Oak Harbor City Council  
Special Workshop Meeting Minutes  
August 23, 2017

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**CALL TO ORDER**

Mayor Bob Severns called the meeting to order at 2:00 p.m.

**ROLL CALL**

City Council Present:

Mayor Bob Severns  
Councilmember Tara Hizon  
Councilmember Joel Servatius  
Councilmember James Campbell  
Councilmember Erica Wasinger  
Councilmember Rick Almberg  
Councilmember Beth Munns

Staff Present:

City Administrator Dr. Douglas Merriman  
City Attorney Nikki Esparza  
Development Services Director Steve Powers  
Public Works Director Cathy Rosen  
Emma House Human Resources Director  
City Engineer Joe Stowell  
Fire Chief Ray Merrill  
Police Chief Kevin Dresker  
Finance Director Patricia Soule  
Accountant Tallie Boyer  
Assistant to the Mayor Deanna Emery  
Deputy Clerk Nicole Tesch

**CALL TO ORDER**

Mayor Severns called the meeting to order at 2:00 p.m.

**1. ACTION ITEMS- CONSENT**

- a. Award of Contract- F Dock Breakwater Repair Project

**Motion:** No objection, therefore the consent agenda is approved as presented.

**2. ACTION ITEMS**

- a. Resolution 17-15: Approve a Market Rate Salary Schedule  
Human Resources Director Emma House introduced Dr. Victoria McGrath and Malayna Halvorson Maes with McGrath Human Resources Group presented the Classification and Compensation study analysis and shared a PowerPoint presentation.

**Motion:** Councilmember Campbell made a motion to table Resolution 17-15 approving a Market Rate Salary Schedule for Non-Represented Employee Classifications to the September 5, 2017 regular Council meeting; motion was seconded by Councilmember Hizon. Motion was unanimous.

**Motion:** Councilmember Almberg made a motion that an agenda item be included in our next council meeting to discuss and consider a non-represented employee merit pay and promotion policy and to consider a study to compare private and public sector jobs of similar characteristics. Motion was seconded by Councilmember Servatius.

**ADJOURN**

The Meeting was adjourned with no objection at 4:28 p.m