



# King County

1200 King County  
Courthouse  
516 Third Avenue  
Seattle, WA 98104

## Meeting Minutes Employment and Administration Committee

*Councilmembers: Claudia Balducci, Chair;  
Joe McDermott, Vice-Chair;  
Rod Dembowski, Reagan Dunn, Jeanne Kohl-Welles,  
Kathy Lambert, Dave Upthegrove, Pete von Reichbauer, Girmay  
Zahilay*

*Staff: Carolyn Busch, Chief of Staff (206-477-2194)  
Melani Pedroza: Committee Clerk (206-477-1025)*

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1:30 PM

Tuesday, January 26, 2021

Virtual Meeting

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**PUBLIC NOTICE:** To help prevent the spread of the COVID 19 virus, all Councilmembers and staff will be participating in this meeting remotely.

### JOIN ONLINE

Paste the following link into the address bar of your web browser:  
<https://kingcounty.zoom.us/j/94373222675>

### JOIN BY TELEPHONE

Dial: +1 253 215 8782  
Meeting ID: 943 7322 2675  
Passcode: 527389

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Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

### 1. Call to Order

*The meeting was called to order at 3:47 p.m.*

### 2. Roll Call

**Present:** 9 - Ms. Balducci, Mr. Dembowski, Mr. Dunn, Ms. Kohl-Welles, Ms. Lambert, Mr. McDermott, Mr. von Reichbauer, Mr. Upthegrove and Mr. Zahilay

**3. Approval of Minutes of December 8, 2020**

*Councilmember McDermott moved to approve the minutes of the December 8, 2020, meeting as presented. Seeing no objection, the Chair so ordered.*

## **Briefings**

**4. Legislative Branch pay equity and employee classification consultant presentation**

*Janine Weihe, Director of Operations, provided an overview of the third party evaluation process of the Legislative Branch pay and compensation system and introduced the Gallagher Human Resources and Compensation Consulting team.*

*Megan Olson, Consultant, Gallagher Human Resources and Compensation Consulting, presented a quantitative analysis of pay equity data and answered questions.*

*Carolyn Busch, Chief of Staff, made remarks and answered questions.*

*Yolanda Howze, Consultant, Gallagher Human Resources and Compensation Consulting, presented a qualitative analysis of compensation system data and answered questions.*

*Korita Jones, Consultant, Gallagher Human Resources and Compensation Consulting, presented overall findings and observations and answered questions.*

**5. Office of Law Enforcement Oversight Director recruitment update**

*Ms. Busch, updated the Committee on the process to date and answered questions.*

*Greg Nelson, Lead Recruiter, Ralph Anderson and Associates, provided an update on the hiring process and presented a proposal on how to best engage the community and stakeholders through a recruitment advisory committee.*

**6. New Legislative Branch employee introductions**

*Ms. Busch introduced new Legislative Branch employees and welcomed, Bayley Burgess, Council District 8 and Gurdeep Gill, Ruth Woo Fellow - Equity & Social Justice Workgroup.*

**Other Business**

**Adjournment**

*The meeting adjourned at 4:50 p.m.*

Approved this \_\_\_\_\_ day of \_\_\_\_\_

\_\_\_\_\_  
Clerk's Signature