



INDEPENDENT SALARY COMMISSION BYLAWS

These Bylaws constitute the official rules of procedure for the Independent Salary Commission (hereinafter Commission). Where rules of procedure are not addressed in these Bylaws, the Commission shall be governed by the City Council's adopted Rules (Resolution No. 10291) and/or by *Robert's Rules of Order, Newly Revised*.

ARTICLE I - Scope of Authority/Responsibility

The members of the Commission accept the responsibility of the office and declare their intention to execute the duties defined under the State law and Bellevue City Code to the best of their ability and to respect and observe the requirements established by the Bellevue City Council.

The authority of the Commission is limited to those specific functions set forth in the Bellevue City Code (BCC), Chapter 3.60.

The Commission shall have no authority or responsibility relating to the following activities:

- A. The Commission or its individual members shall not speak for or advocate on behalf of the City or Commission, or act in a manner that may be construed as representing the City, unless specifically authorized to do so.
- B. The Commission or its individual members have no supervisory authority and shall not direct administrative operations, maintenance, or hiring of consultants and other independent contractors.
- C. The Commission shall not participate in regional issues not specifically assigned to the Commission by the City Council.

A member of the Commission is not authorized to speak on behalf of the Commission unless the Commission has expressly authorized the member's communication.

An individual member is free to voice a position, oral or written, on any issue after making it clear that the member is not speaking as a representative of the City or as a member of the Commission.

ARTICLE II - Membership and Organization of the Commission

A. Membership.

1. Each person must be a resident of the City of Bellevue for at least one year immediately preceding appointment and continuing uninterrupted thereafter while serving on the Commission and a registered voter of King County.
2. Each person shall be appointed by the Mayor, subject to confirmation by the City Council.

3. No officer, official, or employee of the city or any of their immediate family members may serve on the Commission. "Immediate family member" as used in this subsection means the parents, spouse, siblings, children, or dependent relatives of the officer, official or employee, whether or not living in the household of the officer, official or employee.
 4. Appointees shall commence service after confirmation by the City Council and the effective date of the previous member's resignation or expiration of the existing term for the position, as applicable.
 5. Members of the Commission shall serve until the salary review is complete and a salary schedule has been filed with the City Clerk or until any determination is made that no salary adjustment is appropriate. No member may be appointed to more than two terms on the Commission, whether or not those terms are held consecutively.
- B. Election of Officers. The Commission shall elect a Chair and Vice-Chair, and any other officers the Commission deems necessary, at their first regular meeting, or as soon thereafter as feasible based on seating of newly-appointed members.

The election process shall be in accordance with *Roberts Rules of Order Newly Revised*.

In the event of the resignation of the Chair or Vice-Chair, the Commission shall expeditiously elect a new officer to fill the vacancy.

In the absence of the Chair and Vice-Chair, a Chair pro-tem shall be elected informally by the members present to conduct the meeting.

- C. Committees. The Chair, with the concurrence of the Commission, may appoint standing committees or special committees of the Commission and assign one or more members to such committees.
- D. Quorum. At all meetings of the Commission, quorum shall consist of a majority of the members. Quorum must be maintained throughout the entirety of the meeting.
- E. Resignation. A member may resign by giving written notice to the City Clerk and the Chair of the Commission.
- F. Removal from office. Members of the Commission may be removed by the Mayor, only during their terms of office, for cause of incapacity, incompetence, neglect of duty, or malfeasance in office or for a disqualifying change of residence. The decision of the Mayor shall be final and there shall be no appeal.
- G. Vacancies. Vacancies shall be reported immediately to the City Clerk.
- Vacancies occurring for reasons other than the expiration of a term shall be filled for the unexpired portion of the term by appointment by the Mayor, subject to confirmation by the City Council.
- H. Staffing. The Human Resources Director or City Clerk shall assign staff support to the Commission.

ARTICLE III - Duties of Officers

- A. Presiding Officer. The Chair shall be the presiding officer of the Commission. In the temporary absence of the Chair, the Vice-Chair shall perform the duties and responsibilities of the Chair. The Presiding Officer is required to attend meetings in person. If the Presiding Officer is authorized to participate in a meeting remotely under Article V.G of

these Bylaws, the Presiding Officer must pass the Presiding Officer role for that meeting to a commission member who will attend that meeting in person.

It shall be the Presiding Officer's duty to see that the transaction of Commission business is in accord with these Bylaws.

- B. Presiding Officer Duties. It shall be the duty of the Presiding Officer to:
1. Call the meeting to order.
 2. Keep the meeting to its order of business.
 3. Control the discussion in an orderly manner.
 - a. Introduce the agenda topic, provide for staff presentation and questions from the Commission, and call for discussion among the Commission members.
 - b. Give every Commission member who wishes an opportunity to speak.
 - c. Permit audience participation at the appropriate times.
 - d. Require all speakers to speak to the question and to observe the rules of order.
 - e. Give pro and con speakers opportunities to speak to a question when practicable.
 - f. Guide the Commission in providing direction to staff and making recommendations to the City Council as applicable.
 4. State each motion before it is discussed and before it is voted upon.
 5. Put motions to a vote and announce the outcome or summarize consensus direction achieved by the Commission.
 6. Decide all questions of order, subject to the right of appeal to the Commission by any member.

The Presiding Officer may at their discretion call the Vice-Chair or any member to take the Chair so the Presiding Officer may make a motion.

- C. Commission Staff. The Commission staff, or an authorized designee, shall attend all meetings of the Commission. The Commission staff shall:
- a. Provide for noticing of special meetings or changed locations of meetings;
 - b. Post agendas and Commission packet materials for each meeting;
 - c. Record and retain, by electronic means, each meeting for the official record;
 - d. Provide for timely preparation of summary minutes of all Commission meetings;
 - e. Maintain the Commission's official records;
 - f. Manage correspondence on behalf of the Commission.

ARTICLE IV - Meetings

Public notice of meetings or hearings before the Commission shall be provided as required by law. Noticing of special meetings is provided by the Deputy City Clerk.

- A. Regular meetings. The Commission shall meet as often as necessary in order to file a salary and compensation schedule with the City Clerk, on or before December 1, 2024. The regular meetings of the Commission shall be held at ____ pm on the _____ of each month
- Regular or continued meetings that fall on a holiday shall be rescheduled by the Commission. A regular or continued meeting that falls on the Wednesday before Thanksgiving shall be rescheduled by the Commission.

- B. Special meetings. Special meetings may be held by the Commission subject to notice requirements prescribed in state law. The notice for special meetings shall state the subjects to be considered, and no subjects other than those specified in the notice shall be considered.

Electronic mail shall be considered written notice to members for purposes of this rule.

- C. Meeting place. Meetings of the Commission shall be held at Bellevue City Hall unless otherwise noticed.

- D. Open Public Meetings. No legal action may be taken by the Commission except in a public meeting. "Action" is defined as the transaction of official business, but is not limited to receipt of public testimony, deliberations, discussions, considerations, reviews, evaluations, and final actions.

All meetings of the Commission shall be open to the public; provided, the Commission may hold Executive Sessions as permitted by law (RCW 42.30.110).

Minutes will be prepared for all regular and special meetings and presented as soon as practicable for Commission review and approval. Minutes will include all pertinent information, motions, decisions made, and actions and votes taken. Minutes are not required to be taken at an Executive Session (RCW 42.32.035).

- E. Public Notice. Public notice of meetings or hearings before the Commission shall be provided as required by law. Notice of special meetings will be delivered in writing by mail or electronic mail at least 24 hours in advance to Commission members and to the City's newspaper of record and other media publications that have filed written requests of the City to be notified. The notice will specify the time and place of the special meeting and the business to be transacted.

- F. Attendance. Attendance at regular and special meetings is expected of all Commission members.

Any member anticipating absence from an official meeting should notify the Chair and the City staff assigned to the Commission in advance.

Any unexcused absence from a regular meeting shall be reported to the Mayor to consider whether removal is necessary pursuant to Bellevue City Code, Section 3.60.040.

- G. Remote participation. Commission members are encouraged to attend meetings in person when practicable. A member may participate remotely using approved teleconferencing equipment. Any member who wishes to participate in a meeting remotely must notify the presiding officer and the staff liaison of their intent no later than 12:00 p.m. the day prior to the meeting. If more than two members provide timely notice of their intent to participate remotely, the staff liaison will determine who may participate remotely and who may not, and will notify the members.

No more than two Commission members may participate remotely during any one Commission meeting. Such remote participation will be considered attendance at the meeting and shall be counted toward determination of a quorum.

- H. Recess. The Commission may, by a majority vote or consensus, recess for a short break. The proposal to recess may set a time limit or run until the Chair calls the meeting back to order.

- I. Continuation. The continuation of a meeting shall be to a definite time and place and approved by majority vote.

- J. Adjournment. Regular meetings of the Commission shall adjourn by 8:00 p.m. The adjournment time may be extended to a later time certain upon approval of a motion carried by a majority of Commission members.

At the conclusion of the agenda, after calling for any additional business, the Chair may declare the meeting adjourned.

ARTICLE V - Order of Business/Agenda

- A. Preparation of meeting agendas will be the duty of the Commission staff in coordination with the Chair.
- B. Copies of the agenda will be available to all Commission members at least two days prior to a regular meeting and 24 hours in advance of special meetings.
- C. The agenda will indicate whether formal action is intended to be taken by the Commission on a particular matter.
- D. The order of business for each regular meeting shall be as follows:
1. Call to Order
 2. Roll Call
 3. Approval of Agenda
 4. Oral Communications
 5. Staff and Consultant Reports
 6. Other Business
 7. Approval of Minutes
 8. Adjournment
- E. The printed agenda of a regular meeting may be modified, supplemented or revised by a majority affirmative vote of the Commission members present.
- F. A topic on the agenda may be continued to subsequent meetings when it is apparent that one meeting will not be sufficient to complete the scheduled business.
- G. The order of business does not apply to Special Meetings.

ARTICLE VI - Public Comment

- A. Timing of Communications. The Commission shall not take public comment at regular meetings except for that given at a public hearing or at Oral Communications. Written comments may be submitted to the Commission staff in advance of the meeting.
- B. Addressing the Chair. Speakers shall address all statements to the Chair. Commission members may direct questions to speakers only with the Chair's permission.
- C. Public hearings. The purpose of a public hearing is to gather information and opinions on a specific subject the Commission is studying. The following rules shall be observed during any public hearing:
1. The Chair shall, at the opening of a public hearing, state the purpose of and process for the hearing and may request that staff provide an introductory staff report.

2. Persons wishing to speak, either in-person or through remote participation, shall sign in on the paper or electronic sign-in sheet provided. Speakers will be called to speak in the order in which they signed in, subject to the Chair's discretion to modify the order in the interest of a fair public hearing that allows an opportunity for everyone wishing to speak.
3. Speakers will be allowed three (3) minutes in which to make their comments. Additional time will not be allowed unless the Chair or a majority of the Commission determines to allow additional time.
4. Speakers are encouraged to indicate support for or opposition to previous comments rather than repeating prior testimony.
5. No specific time limitations are placed on the length of public hearings.
6. The Commission may continue a hearing to a future date or close a hearing after everyone wishing to speak has spoken.
7. All written material provided before or during the hearing will be included in the hearing record.
8. The Chair may allow additional time for receipt of written comments when needed.

D. Oral Communications.

1. The time allowed for Oral Communications shall not exceed thirty (30) minutes.
2. Persons wishing to speak, either in-person or through remote participation, shall sign in on the paper or electronic sign-in sheet provided and will be called to speak in the order in which they signed.
3. Speakers will be allowed to speak for three (3) minutes. Additional time will not be allowed unless the Chair or a majority of the Commission determines to allow additional time.
4. Suspension of these rules will require a majority vote of the Commission members present and must be consistent with the requirements of the Open Public Meeting Act, Chapter 42.30 RCW.

E. Decorum.

1. Public comment shall be limited to matters relating to City of Bellevue government and to subject matters encompassed within the power and duties of the Commission.
2. Public comment may not be used for the purpose of assisting a campaign for election of any person to any office or for the promotion or opposition to any ballot proposition.
3. Persons participating in Commission meetings must not engage in speech or conduct that disrupts, disturbs, or otherwise impedes the orderly conduct of any meeting. Disruptions may include and are not limited to:
 - a. Addressing the Commission while the Commission is in session without the permission of the presiding officer;
 - b. Failure of a speaker to comply with the allotted time established for that speaker's public comments or to speak on topic during a comment period

that is limited to a topic;

- c. Failure of a speaker to comply with the rules in this code or in the Commission's bylaws concerning public comment;
 - d. Using an allotted comment period for purposeful delay, including remaining silent or engaging in other activity without conveying a discernible message;
 - e. Whistling, hand clapping, stomping of feet, shouting or other outbursts from members of the public who have not been recognized by the presiding officer for public comment or testimony;
 - f. Speech or other expression by an individual who has not been recognized by the presiding officer for public comment who is expressing themselves in a volume louder than a low, conversational level appropriate for communication between persons seated next to each other in the Commission meeting room, or whose speech or other expressions are audible by others;
 - g. Standing in a location that obstructs the view of meeting attendees, unless speaking as recognized by the presiding officer;
 - h. Approaching Commission members or city employees who are staffing the meeting while the Commission meeting is in progress, unless permitted to do so by the presiding officer; and
 - i. Affixing a banner or sign to walls or structures in the Commission meeting room or holding or placing a sign in a way that endangers others or obstructs the free flow of pedestrians or the view of others attending a Commission meeting.
4. Persons participating in Commission meetings must also not engage in the following conduct, which may subject them to criminal sanctions in addition to the enforcement of these requirements:
- a. True threats of violence, that purposefully or recklessly place a person in fear of bodily harm, death, or other violence;
 - b. Use of obscene language or gestures; or
 - c. Assault or attempted assault.
5. Ejection From Meeting. Where speech or conduct results in actual disruption of the Commission meeting, or is in violation of subsection (E)(4) of this section, the presiding officer may issue a verbal warning to the person and/or may (a) terminate the person's individual comment period and direct their microphone be turned off; (b) direct security personnel to assist the person to the person's seat; or (c) order the person to leave the meeting room for the remainder of the meeting and have the person removed from the meeting room by security personnel if the person does not leave.
6. Exclusion From Future Meetings.
- a. Repeated disruptions, or violations of subsection (E)(4) of this section, may result in the person being excluded from participating in public comment or from attendance at one or more future Commission meetings.

- b. In deciding whether to issue a notice of exclusion and the terms and length of the exclusion, the presiding officer shall consider the seriousness and number of the disruptions or violations, their impact on the orderly conduct of Commission meetings, whether the conduct threatens public safety, and the person's record of conduct at meetings. The presiding officer may issue an exclusion from participating in public comment, or from attendance, at future Commission meetings for up to 60 calendar days.
- c. If the presiding officer issues an exclusion to any person for future meetings, the exclusion shall be in writing and shall inform the person of the specific reasons for the exclusion and the specific terms and length of the exclusion. The written notice shall advise that if the person desires to address the Commission during the period of exclusion, they may submit written comments which will be received by the staff liaison and provided to each of the Commission members.
- d. The notice shall be filed with the city clerk, who shall mail it to the person's last known address, if any, or to the person's email address if the city clerk has an email address but does not have a mailing address. The city clerk shall also post the notice on the door of the meeting room in City Hall and on the Commission's web page and provide a copy of the notice to all Commission members and City Council members. The notice is effective when posted on the door of the meeting room and shall remain posted during Commission meetings for the duration of the exclusion period.
- e. The decision of the presiding officer to eject a person from public comment or attendance at a Commission meeting may be overruled by a majority vote of those Commission members in attendance at the meeting from which the person was ejected. If the presiding officer issues an exclusion from public comment or attendance at future meetings, that decision may be overruled by a majority vote of those Commission members in attendance at the next regular Commission meeting following the filing and posting of the exclusion notice or by a majority vote of the City Council at the next regular Council meeting following the filing and posting of the exclusion notice.
- f. Any person excluded from participation in future public comment periods or from attendance at future Commission meetings may appeal the exclusion by submitting a written appeal stating the bases for the appeal to the city clerk within six business days after notice of the exclusion is posted on the door of the meeting room. Upon receipt of a written appeal, the City Council shall consider the appeal at its next regularly scheduled open public meeting. The person's exclusion from public comment periods or from attendance at Commission meetings shall remain in effect during the Council's consideration of the appeal.

F. Timekeeping. The City staff assigned to the Commission shall be the timekeeper.

ARTICLE VII - Motions

A. No motion should be entertained or debated until seconded and announced by the Chair.

- B. The motion shall be recorded and, if desired by any member, read by the Commission staff before it is debated. With the consent of the Chair, a motion may be withdrawn at any time before action is taken on the motion.
- C. Motions shall be entertained in the order of precedence outlined in *Robert's Rules of Order Newly Revised*.

ARTICLE VIII - Voting

- A. Action. Action may be taken by a majority of the members present when a quorum exists.
- B. Votes on Questions. Each member present or participating remotely shall vote on all questions put to the Commission except on matters in which they have been disqualified for a conflict of interest or under the Appearance of Fairness doctrine. Such member shall disqualify themselves prior to any discussion of the matter, stating the reason for the disqualification unless there is a legal impediment to disclosure. The disqualified member will then leave the meeting room.

Voting shall be accomplished by voice or through a showing of hands. Secret balloting is prohibited. Proxy votes of members not present are not valid votes. All votes shall be recorded in the Summary Minutes.

- C. Tie Vote. The passage of a motion is defeated by a tie vote, provided that the question may be brought forward again at the request of any member at the same meeting or at the next meeting when any members who were absent or disqualified at the time of the tie vote are present.
- D. Failure to Vote. Any Commission member who fails to vote without a valid disqualification shall be declared to have voted in the affirmative on the question.
- E. Six-month Time Limitation. Except as otherwise provided in these Bylaws, once a matter has been voted on and the time for reconsideration has passed with no action, the matter may not be taken up again for six months unless there is a showing of a substantial change of circumstances.
- F. Decisions. The Commission shall act as a body in making its decisions and in announcing them. The Chair or the Chair's designee shall serve as the spokesperson for the Commission in reporting decisions.

ARTICLE IX - Conflict of Interest, Appearance of Fairness, and Legal Assistance

Commission members are held to high ethical standards and shall at all times comply with the provisions of Chapter 3.92 of the Bellevue City Code, as they exist now or as amended in future.

Any member of the Commission who, in their opinion, has an interest in any matter before the Commission that would tend to prejudice their actions shall so publicly indicate and shall step down and refrain from voting and participating in any manner on the matter in question to avoid any possible conflict of interest or violation of the appearance of fairness.

When there is doubt concerning the legality of an issue, the City Attorney (or designee) may be called upon to advise members as to the legality of the proposed action. If necessary, a hearing or deliberation may be continued until legal matters can be clarified. Care must be taken in maintaining records of the proceedings when litigation is a possibility.

ARTICLE X - Minutes

- A. Minutes are the official record of a meeting. Electronic recordings of meetings (if made) are retained on-site for six years.

Minutes should be sufficiently detailed to provide what was done, by whom, and why, in order to provide an accurate summary of the main points of the discussion. Minutes are written to provide a readable, concise record of lengthy meetings, and as such not every speaker's comments on every topic are included.

If a Commission member wishes to ensure that a particular statement is included in the minutes, they should indicate, "For the record...." to signal the desire to have this comment included.

- B. Draft minutes presented for approval in the meeting packet may be amended if a legally sufficient reason to do so exists.

Once approved, that page of amended minutes will subsequently show the following wording next to the spot of the amendment: "Corrected - see minutes of Independent Salary Commission."

ARTICLE XI - Compliance with Laws

All Commission members shall comply with all federal, state, and local laws and ordinances, including but not limited to Chapter 49.60 RCW (Washington's Law Against Discrimination) and 42 U.S.C. 12101 et. seq. (ADA), Chapter 3.92 BCC (Code of Ethics), Chapter 42.56 RCW (Public Records Act), Chapter 42.30 RCW (Open Public Meetings Act), Chapter 2.26 BCC (Public Records) and the Civil Rights Act of 1964 (Public Law 88-352).

ARTICLE XII - Communications

Communications among Commission members. To avoid possible violations of the Open Public Meetings Act, Commission members shall refrain from back-and-forth exchange of information, viewpoints, positions, or other dialogue via email, telephone, or in person among a quorum of the membership about the business of the Commission outside of a public meeting. Communications among less than a quorum that are then relayed by a participant to other members, who together constitute a quorum, are also prohibited.

ARTICLE XIII -- Records

The term "public records" applies to any paper, correspondence, completed form, bound record book, photograph, film, audio or video recording, map drawing, machine-readable material, video stream, email, text message, or social media that has been created or received by any state or local government agency during the course of public business and legislative records described in RCW 40.14.100. The following requirements apply to the Independent Salary Commission and its individual members:

- A. Public records are the property of the City and must be managed (preserved, stored, transferred, destroyed, etc.) according to the provisions of Chapter 40.14 RCW.
- B. Tools are in place to manage all emails sent to the Commission's email account (cityclerk@bellevuewa.gov), as well as individual city of Bellevue email accounts of Commission members, according to state law.
- C. Commission members are responsible for including Commission staff on all Commission-related communications, including forwarding any emails sent to the member in his/her individual capacity that occur outside of the Commission member's city provided email, to the cityclerk@bellevuewa.gov address. Any hard copy records shall also be transferred to staff for long-term maintenance.
- D. Members may be required to produce emails or documents that relate to the activities or operations of the Commission in response to a public disclosure request. Members may also be required to produce their personal notes taken at Commission meetings that relate to the activities and deliberations of the Commission. To the extent those notes contain information that is purely personal or material that is exempt under the Public Disclosure Act, they may not need to be provided to the requestor.
- E. As required by WAC 44-14-04003(3) and the City's Public Records Act Rules, the City must provide the fullest assistance in response to public disclosure requests. The City's Public Records Officer and a representative of the City Attorney's Office will review any documents that may be exempt from disclosure and will provide the necessary explanations of any exemptions to the requestor if access to particular records is denied. Courts may award monetary penalties should the City not respond fully or promptly.
- F. Commission members are advised to establish a separate, clearly-named file within their personal email account and/or on the hard drive of their personal computer to which they file all materials relating to the Commission.

ARTICLE XIV - Compensation and Reimbursement of Expenses

Members of the Commission shall serve without compensation. Members shall be reimbursed for authorized travel or other expenses incidental to that service, which are authorized by the City Manager. Members should seek pre-authorization for any proposed expense.

ARTICLE XV - Amendments

These Bylaws may be amended, revised, or repealed by the entire Commission at any regular meeting or any special meeting, provided that notice of such changes is included on the agenda and the vote to change takes place at the next regular meeting. Amendments will not be valid unless two-thirds of the membership of the Commission vote in favor of amending the Bylaws.

ARTICLE XVI - Validity

If any part or parts of these Bylaws are found to be invalid, that part or parts will not invalidate the remainder of the Bylaws.

Approved this 31st day of July 2024.

Chair

Commission Staff