Snohomish County Citizens' Commission on Salaries of Elected Officials

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May 25, 2016

Agenda

- Welcome
- Introductions
- About the Commission
  - Who is on the Commission
  - How members are appointed
  - Why are we here?
  - Things you should know
- Selection of Chairperson
- Review Salary and Benefit Data
- Other Business
- Adjourn

Why Are We Here?

- Salary Commission has a long history in Snohomish County.
  - Started out as an Advisory Committee to the County Council
  - Has been in place since 1997
- In 2006, voters approved an amendment to the Snohomish County Charter creating an independent commission.
- The Commission sets the salaries for the County Council, Executive, Assessor, Auditor, Clerk, Sheriff, Treasurer and Prosecuting Attorney for the next two years, starting January 1.
  - Salary schedule is due no later than July 1.

Snohomish County 2016 Citizens' Commission on Salaries of Elected Officials

2016
SNOHOMISH COUNTY SALARY COMMISSION

The Citizens' Commission on Salaries of Elected Officials was created to "study the relationship of salaries to the duties of all Elected officials and shall fix the salary for each position." It is comprised of ten members; six of them are selected by lot by the County Auditor, one from each Council district and one at-large member who may reside anywhere within the county. The remaining four appointments are nominated by the County Executive; of these four members, one is selected from each of the following sectors in the County: business, professional personnel management, legal profession, and organized labor. The County Council may confirm or reject nominations made under this subsection. Board members serve two-year terms and are limited to two consecutive terms. Contact: Marcia Isenberg, ext. 3660.

CURRENT BOARD MEMBERSHIP:

DISTRICT 1	DISTRICT 2	DISTRICT 3	DISTRICT 4	DISTRICT 5
Emily Guildner ***(by lot)*** 6718 58th Dr NE Marysville, WA 98270 (Expires 12/31/2017) (360) 568-3119 emilyg@snohomishlaw.com	**Brandon Hall** ***(by lot)*** 902 Loveland Ave Mukilteo, WA 98275 (Expires 12/31/2017) (425) 237-0741 Brandon.w.hall3@boeing.com	**Alzada Nye** ***(by lot)*** 3430 166th St. SW Lynnwood, WA 98037 (Expires 12/31/2017*) (425) 745-3422 nyeduo@comcast.net	**David Fairchild** ***(by lot)*** 22727 4th Ave. W Apt 104 Bothell, WA 98021 (Expires 12/31/2017*) (425) 563-3125 david@fairchildren.net	**Christopher Stecher** ***(by lot)*** 9520 Lowell Larimer Rd. Everett, WA 98208 (Expires 12/31/2017) (425) 238-9070 chrisstecher@comcast.net

AT-LARGE APPOINTMENT:

Dakota Smith ***(by lot)***
1227 Madrona Dr.
Snohomish, WA 98290
(Expires 12/31/2017*)
(425) 263-0885
smith.dakota@outlook.com

EXECUTIVE-NOMINATED APPOINTMENTS:

Steven Knox (*Business*)
1607 166th Place SE
Mill Creek, WA 98012
(Expires 12/31/2017)
425-931-9579
stevek@cfundingmortgage.com

Suzan Sturholm (*Personnel Management*)
18008 14th Place West
Lynnwood, WA 98037
(Expires 12/31/2017)
(425) 870-5527
ssturholm@allthings-hr.com

Erica Temple ***(Legal Profession)***
1525 Grand Ave.
Everett, WA 98201
(Expires 12/31/2017)
(206) 399-1469
ericawtemple@gmail.com

Ed Triezenberg (*Organized Labor*)
1619 62nd St NW
Tulalip WA 98271
(Expires 12/31/2017)
(425) 330-3448
edtriezenberg@gmail.com

* Alzada Nye, David Fairchild and Dakota Smith are in their second term.

How Members Are Appointed

- Commission is comprised of 10 members.
  - Six selected by lot by County Auditor: one per Council district plus one “at large”
  - Four selected by Executive with experience in personnel representing business, professional personnel management, legal profession, and organized labor
  - Confirmed by County Council
- Term
  - Two years
  - Two terms maximum
- Compensation
  - None; eligible for mileage reimbursement to and from meetings

Things You Should Know

- Meetings are subject to the Open Public Meetings Act and public disclosure.

- Four meetings are scheduled.
  - May 25: Kick-off
  - June 1: Salary discussion
  - June 8: Public hearing
    Continuation of salary discussion and possible adoption of salary schedule
  - June 15: Wrap-up (if needed)

Commission's Responsibilities

Include:

- Studying the relationship of salaries to duties of the elected officials
- Establishing the salary schedule for each elected official for next two years
- Serving as an independent body with the fullest cooperation of all elected officials, departments and agencies of the County

Do not include:

- Evaluating performance of elected officials
- Recommending policy changes
- Weighing in on political issues
- Making budget recommendations

Other Things To Consider When Setting Salaries

The salary schedule:

- Allows the County to attract a diverse group of quality candidates
- Can be implemented with available County resources
- Contains clear rationale
- Reflects the market in some way
- Has the confidence of Commission members

Note: While salaries fixed by the Commission are not subject to approval by the County Council or County Executive, a petition may be placed on the ballot to challenge the Commission's decisions.

Example of Final Report

Snohomish County
Citizens' Commission on Salaries of Elected Officials

Elected Official Salary Schedule
January 1, 2015 – December 31, 2016

The Snohomish County Citizens' Commission on Salaries of Elected Officials, pursuant to SCC 2.105 and Charter section 6.120, hereby adopts the following salary schedule for elected officials for 2015 and 2016:

1. The annual salaries paid to the following elected officials for the fiscal year beginning January 1, 2015, shall be those base amounts stated below increased by ninety percent (90%) of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Seattle-Tacoma-Bremerton area for the period of June 2013 to June 2014. Base salary amounts are equal to the average of similar positions in other jurisdictions that were surveyed.

County Council Member	$111,340
County Executive	$161,114
Sheriff	$127,014
Assessor	$111,923
Auditor	$111,923
Clerk	$111,134
Treasurer	$105,885

2. The annual salaries paid to the elected officials identified in Section 1 for the fiscal year beginning January 1, 2016, shall be the annual salary paid to the official for fiscal year 2015 increased by ninety percent (90%) of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Seattle-Tacoma-Bremerton area for the period of June 2014 to June 2015.

3. In addition to the amounts established in Sections 1 and 2 above for a County Council Member, the annual salary of the Chair of the County Council shall include an additional amount equal to ten percent (10%) of the regular Council Member salary for that year.

4. The salary paid the Prosecuting Attorney shall be equal to the salary paid Superior Court judges as determined by the Washington Citizens' Commission on Salaries for Elected Officials under Article XXVIII of the Washington Constitution and Chapter 43.03 RCW.

Pursuant to SCC 2.105.060 (1), John Beal certifies as follows:
That he is the Chairperson of the Snohomish County Citizens' Commission on Salaries of Elected Officials. That this salary schedule has been adopted in accordance with provisions of SCC 2.105, charter section 6.120 and the rules, if any, of the commission. That he has made this certification under penalty of perjury of the laws of the State of Washington this _____ day of June 2014, at Everett, Washington.

_____
John Beal, Chairperson

Selection of Chairperson

- Selected by majority vote of the Commission

- Chairperson's responsibilities:
  - Facilitate meetings
  - Work with Commission to develop ground rules to guide discussions
  - Certify the salary schedule

- Nominations and vote

Review of Salary and Benefit Data of Elected Officials

- Salary history
- Methodologies used to determine salaries
- Elected officials' car allowance
- Elected officials' benefits

Snohomish County Elected Officials' Salary History 2006-2016

Effective Date	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council Member	Council Chair
2006	$129,032	$91,543	$87,113	$86,656	$106,193	$86,656	$90,501	$99,551
2007	$134,697	$95,562	$90,937	$90,460	$110,855	$90,460	$94,265	$103,692
2008	$138,935	$98,568	$93,799	$93,306	$114,343	$93,306	$97,075	$106,782
2009	$147,099	$104,360	$99,310	$98,789	$121,061	$98,789	$102,779	$113,057
2010	$147,099	$104,360	$99,310	$98,789	$121,061	$98,789	$102,779	$113,057
2011	$147,099	$104,360	$99,310	$98,789	$121,061	$98,789	$102,779	$113,057
2012	$147,099	$104,360	$99,310	$98,789	$121,061	$98,789	$102,779	$113,057
2013	$149,305	$105,926	$100,800	$100,271	$122,877	$100,271	$104,321	$114,753
2014	$151,545	$107,515	$102,312	$101,775	$124,720	$101,775	$105,885	$116,474
2015	$164,336	$114,162	$114,162	$113,357	$129,554	$108,003	$113,567	$124,923
2016	$165,930	$115,269	$115,269	$114,456	$130,811	$109,050	$114,668	$126,135

Snohomish County Elected Officials' Salary History 2006-2016

Prosecuting Attorney	
9/1/2005 – 8/31/2006	$128,143
9/1/2006 – 8/31/2007	$131,988
9/1/2007 – 8/31/2008	$140,979
9/1/2008 – 8/31/2009	$148,832
9/1/2009 – 8/31/2010	$148,832
9/1/2010 – 8/31/2011	$148,832
9/1/2011 – 8/31/2012	$148,832
9/1/2012 – 8/31/2013	$148,832
9/1/2013 – 8/31/2014	$151,809
9/1/2014 – 8/31/2015	$156,363
9/1/2015 – 8/31/2016	$162,618

Percentage Changes in Salaries 2006-2016

Year	Executive	Assessor	Auditor	Clerk	Sheriff	Treasurer	Council	Council Chair
2006	2.19%	2.19%	2.19%	2.19%	2.19%	2.19%	2.07%	2.07%
2007	4.39%	4.39%	4.39%	4.39%	4.39%	4.39%	4.16%	4.16%
2008	3.15%	3.15%	3.15%	3.15%	3.15%	3.15%	2.98%	2.98%
2009	5.88%	5.88%	5.88%	5.88%	5.88%	5.88%	5.88%	5.88%
2010	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2011	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2012	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2013	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
2014	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
2015	8.44%	6.18%	11.58%	11.38%	3.88%	6.12%	7.26%	7.25%
2016	.97%	.97%	.97%	.97%	.97%	.97%	.97%	.97%

Percentage Changes in Salaries 2006-2016

Prosecuting Attorney	
9/1/2006 – 8/31/2007	3.00%
9/1/2007 – 8/31/2008	6.81%
9/1/2008 – 8/31/2009	5.57%
9/1/2009 – 8/31/2010	0.00%
9/1/2010 – 8/31/2011	0.00%
9/1/2011 – 8/31/2012	0.00%
9/1/2012 – 8/31/2013	0.00%
9/1/2013 – 8/31/2014	2.00%
9/1/2014 – 8/31/2015	3.00%
9/1/2015 – 8/31/2016	4.00%

Methodology Used to Determine Salaries for Executive, Assessor, Auditor, Clerk, Sheriff and Treasurer

Different approaches have been used to determine base salaries of Snohomish County elected officials.

1. Executive, Assessor, Auditor, Clerk, Sheriff and Treasurer

- Over the last 10+ years, elected officials received the same cost-of-living (COLA) increases as non-represented employees and negotiated settlements with AFSCME, the County's largest bargaining unit. The only exceptions were 2009 and 2012 due to negotiated settlements with AFSCME.

- During the economic downturn, salaries for elected officials were frozen for three years (2010-2012) and salaries for non-represented and AFSCME employees were frozen for two years (2010 and 2011).

Elected officials' COLA compared to non-represented staff

Year	Non-Rep	Elected
2006	2.185%	2.185%
2007	4.39%	4.39%
2008	3.1465%	3.1465%
2009	5.00%	5.876%
2010	0.00%	0.00%
2011	0.00%	0.00%
2012	1.35%	0.00%
2013	1.50%	1.50%
2014	1.50%	1.50%
2015	2.00%	2.00%
2016	2.00%	.97%

Methodology Used to Determine Salaries for County Council

2. County Council

- For the last six years, salary determinations for the County Council have paralleled those of other elected officials. Earlier, there were different approaches used.

- During the economic downturn, salaries for County Council members were also frozen for three years.

Council's COLA compared to non-represented staff

Year	Non-Rep	Council
2006	2.19%	2.07%
2007	4.39%	4.16%
2008	3.15%	2.98%
2009	5.00%	5.876%
2010	0.00%	0.00%
2011	0.00%	0.00%
2012	1.35%	0.00%
2013	1.50%	1.50%
2014	1.50%	1.50%
2015	2.00%	2.00%
2016	2.00%	0.97%

Methodology Used to Determine Salary for Prosecuting Attorney

3. Prosecuting Attorney

- In 2002, the County Council approved a recommendation of the 2001 Salary Commission to tie the salary and any COLA paid to the Prosecuting Attorney to the salary paid to Superior Court Judges as determined by the State's Salary Commission. This approach is in effect today.

- The Prosecuting Attorney's salary was frozen for six years because of the link to the state judiciary.

Prosecuting Attorney	(2006-2016)
Effective Date	Percentage
9/1/2005 - 8/31/2006	3.0
9/1/2006 – 8/31/2007	3.0
9/1/2007 - 8/31/2008	6.81
9/1/2008 - 8/31/2009	5.57
9/1/2009 – 8/31/2010	0.0
9/1/2010 – 8/31/2011	0.0
9/1/2011 – 8/31/2012	0.0
9/1/2012 – 8/31/2013	0.0
9/1/2013 – 8/31/2014	2.0
9/1/2014 – 8/31/2015	3.0
9/1/2015 – 8/31/2016	4.0

External Regional Comparisons

- A snapshot of salaries paid to regional partners

- Primarily surveyed I-5 Corridor:

City of Everett	City of Seattle
Clark County	King County
Kitsap County	Pierce County
Skagit County	Thurston County
Whatcom County	

2016 Salary Comparison
COUNCIL MEMBERS

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	Council Member	$27,504	P/T	Yes (10% employee contribution)	Elected	$28,056
City of Seattle	662,400	Council Member	$123,359	F/T	Yes	Elected	$126,443
Clark County[1]	451,820	Councilors	$53,000	P/T	Yes (7% employee contribution)	Elected	$54,590
King County	2,052,800	Council Member	$145,220	F/T	Yes	Elected	TBD
Kitsap County	258,200	Commissioner	$116,580	F/T	Yes	Elected	$126,077
Pierce County	830,120	Council Member	$107,602	F/T	Yes	Elected	TBD
Skagit County	120,620	Commissioner	$91,549	F/T	Yes	Elected	TBD
Thurston County	267,410	Commissioner	$111,600	F/T	Yes	Elected	TBD
Whatcom County	209,790	Council Member	$30,000	P/T	Yes	Elected	$30,660
F/T Average[2]			**$115,866**				
Snohomish County	**757,600**	**Council Member**	**$114,668**	**F/T**	**Yes**	**Elected**	

[1] Effective 1/1/2016: The new Council position's initial annual salary is $53,000. The three incumbent Councilors' annual salary remains $102,228.

[1] Effective 1/1/2017: All Council position's annual salary is set at $54,590.

[1] The changes are a result of the Clark County Home Rule Charter adopted on 5/27/2014

[2] P/T positions not included in average

2016 Salary Comparison
EXECUTIVE

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	Mayor	$174,540	F/T	Yes (10% employee contribution)	Elected	TBD
City of Seattle	662,400	Mayor	$190,426	F/T	Yes	Elected	$195,186
Clark County	451,820	County Manager	$163,104	F/T	Yes (7% employee contribution)	Appointed	TBD
King County	2,052,800	County Executive	$217,831	F/T	Yes	Elected	TBD
Kitsap County	258,200	No Match					
Pierce County	830,120	Executive	$183,819	F/T	Yes	Elected	TBD
Skagit County	120,620	Administrator	$161,943	F/T	Yes	Elected	TBD
Thurston County	267,410	County Manager	$147,000	F/T	Yes	Appointed	TBD
Whatcom County	209,790	Executive	$155,404	F/T	Yes	Elected	$158,823
F/T Average			**$174,258**				
Snohomish County	**757,600**	**Executive**	**$165,930**	**F/T**	**Yes**	**Elected**	

2016 Salary Comparison
ASSESSOR

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	No Match					
Clark County	451,820	Assessor	$108,996	F/T	Yes (7% employee contribution)	Elected	$112,266
King County	2,052,800	Assessor	$170,997	F/T	Yes	Elected	TBD
Kitsap County	258,200	Assessor	$120,337	F/T	Yes	Elected	$124,402.50
Pierce County	830,120	Assessor/ Treasurer	$129,786	F/T	Yes	Elected	TBD
Skagit County	120,620	Assessor	$80,610	F/T	Yes	Elected	TBD
Thurston County	267,410	Assessor	$111,600	F/T	Yes	Elected	TBD
Whatcom County	209,790	Assessor	$102,159	F/T	Yes	Elected	$104,407
F/T Average			**$117,784**				
Snohomish County	**757,600**	**Assessor**	**$115,269**	**F/T**	**Yes**	**Elected**	

2016 Salary Comparison
AUDITOR

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	Exec Manager-City Auditor	$149,096	F/T	Yes	Appointed	$152,823
Clark County	451,820	Auditor	$108,996	F/T	Yes (7% employee contribution)	Elected	$112,266
King County	2,052,800	Auditor	$174,206	F/T	Yes	Appointed	TBD
Kitsap County	258,200	Auditor	$120,337	F/T	Yes	Elected	$124,402.50
Pierce County	830,120	Auditor	$129,786	F/T	Yes	Elected	TBD
Skagit County	120,620	Auditor	$80,610	F/T	Yes	Elected	TBD
Thurston County	267,410	Auditor	$111,600	F/T	Yes	Elected	TBD
Whatcom County	209,790	Auditor	$102,159	F/T	Yes	Elected	$104,407
F/T Average			**$122,099**				
Snohomish County	**757,600**	**Auditor**	**$115,269**	**F/T**	**Yes**	**Elected**	

2016 Salary Comparison
CLERK

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	No Match					
Clark County	451,820	Clerk	$108,996	F/T	Yes (7% employee contribution)	Elected	$112,266
King County	2,052,800	Clerk/Director-Jud Admin-SC	$158,452	F/T	Yes	Appointed	TBD
Kitsap County	258,200	Clerk	$120,337	F/T	Yes	Elected	$124,402.50
Pierce County	830,120	Clerk of the Superior Court	$142,481	F/T	Yes	Appointed	TBD
Skagit County	120,620	Clerk	$80,610	F/T	Yes	Elected	TBD
Thurston County	267,410	Clerk	$111,600	F/T	Yes	Elected	TBD
Whatcom County	209,790	Chief Deputy Clerk	$86,220	F/T	Yes	Appointed	$86,220
F/T Average			**$115,528**				
Snohomish County	**757,600**	**Clerk**	**$114,456**	**F/T**	**Yes**	**Elected**	

2016 Comparison
PROSECUTING ATTORNEY

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	No Match					
Clark County	451,820	Pros. Attorney	$162,624	F/T	Yes (7% employee contribution)	Elected	$167,503
King County	2,052,800	Prosecuting Attorney	$187,770	F/T	Yes	Elected	TBD
Kitsap County	258,200	Prosecuting Attorney	$162,218	F/T	Yes	Elected	$165,870
Pierce County	830,120	Prosecuting Attorney	$162,618	F/T	Yes	Elected	TBD
Skagit County	120,620	Prosecuting Attorney	$150,724	F/T	Yes	Elected	TBD
Thurston County	267,410	Prosecuting Attorney	$162,621	F/T	Yes	Elected	TBD
Whatcom County	209,790	Prosecuting Attorney	$162,618	F/T	Yes	Elected	$165,870
F/T Average			**$164,456**				
Snohomish County	**757,600**	**Prosecuting Attorney**	**$162,618**	**F/T**	**Yes**	**Elected**	

2016 Comparison
SHERIFF

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	No Match					
Clark County	451,820	Sheriff	$114,720	F/T	Yes (7% employee contribution)	Elected	$118,162
King County	2,052,800	Sheriff	$182,324	F/T	Yes	Elected	TBD
Kitsap County	258,200	Sheriff	$130,094	F/T	Yes	Elected	$132,696.00
Pierce County	830,120	Sheriff	$148,614	F/T	Yes	Elected	TBD
Skagit County	120,620	Sheriff	$106,628	F/T	Yes	Elected	TBD
Thurston County	267,410	Sheriff	$125,088	F/T	Yes	Elected	TBD
Whatcom County	209,790	Sheriff	$132,000	F/T	Yes	Elected	$134,904
F/T Average			**$134,210**				
Snohomish County	**757,600**	**Sheriff**	**$130,811**	**F/T**	**Yes**	**Elected**	

2016 Comparison
TREASURER

Jurisdiction	Population	Job Title	2016 Salary (Current) Top Step	F/T - P/T	Receive Paid Medical Benefits	Elected Or Appointed	2017 Salary (Projected)
City of Everett	105,800	No Match					
City of Seattle	662,400	No Match					
Clark County	451,820	Treasurer	$108,996	F/T	Yes (7% employee contribution)	Elected	$112,266
King County	2,052,800	Treasury Manager	$132,490	F/T	Yes	Appointed	TBD
Kitsap County	258,200	Treasurer	$120,337	F/T	Yes	Elected	$124,402.50
Pierce County	830,120	Assessor/ Treasurer	$129,786	F/T	Yes	Elected	TBD
Skagit County	120,620	Treasurer	$80,610	F/T	Yes	Elected	TBD
Thurston County	267,410	Treasurer	$111,600	F/T	Yes	Elected	TBD
Whatcom County	209,790	Treasurer	$102,159	F/T	Yes	Elected	$104,407
F/T Average			**$112,283**				
Snohomish County	**757,600**	**Treasurer**	**$109,050**	**F/T**	**Yes**	**Elected**	

Elected Officials' Vehicle Allowance

- Each elected official may be assigned a county vehicle for official duties or may be reimbursed or paid a monthly vehicle allowance for official travel using his or her own vehicle.

- The current monthly vehicle allowance for elected officials is $529.28.

Elected Officials' Benefits

Elected officials receive the following benefits, the same as other County employees:

- Retirement
- Medical insurance
- Dental insurance
- Life insurance
- Industrial insurance
- Social Security
- Legal holidays
- Jury and military leave

Other Business

Confirm next meeting dates:

- June 1
  - Continuation of salary discussion
- June 8
  - Public hearing
  - Continuation of salary discussion
  - Possible adoption of salary schedule
- June 15 (if necessary)
  - Adoption of salary schedule

Adjourn

Thank you!