

SALARY COMMISSION MEETING AGENDA



City of Lake Stevens Vision Statement

*By 2030, we are a sustainable community around the lake with a vibrant economy,
unsurpassed infrastructure and exceptional quality of life.*

November 17, 2022 - 6:30 PM
**HYBRID MEETING IN PERSON AT THE MILL, 1812 MAIN STREET
OR VIA ZOOM**
**[https://us02web.zoom.us/j/81194996340?pwd=NklUdG1INXhRWjl5eS9VK0lvR1NK
QT09](https://us02web.zoom.us/j/81194996340?pwd=NklUdG1INXhRWjl5eS9VK0lvR1NKQT09)**
Meeting ID: 811 9499 6340
Passcode: 98258

- 1. Call to Order**
- 2. Roll Call**
- 3. Action Items**
 - A. Approval of November 10, 2022 Salary Commission Meeting Minutes
- 4. Discussion Items**
 - A. Mayor and City Council 2023 Salaries
- 5. Adjourn**

THE PUBLIC IS INVITED TO ATTEND

The City of Lake Stevens strives to provide accessible opportunities for individuals with disabilities. Please contact Human Resources, City of Lake Stevens ADA Coordinator, (425) 622-9400, at least five business days prior to any City meeting or event if any accommodations are needed. For TDD users, please use the state's toll-free relay service, (800) 833-6384, and ask the operator to dial the City of Lake Stevens City Hall number.

**CITY OF LAKE STEVENS
SALARY COMMISSION MEETING MINUTES**

Thursday, November 10, 2022

Zoom and YouTube

View full recording here:

[Salary Commission Meeting of November 10, 2022 - YouTube](#)

CALL TO ORDER: At 6:08pm by Commissioner Hampton

COMMISSIONERS PRESENT: Jennifer Schmidt
Kaity Hoard
Michele Hampton
Jon Huber

COMMISSIONERS ABSENT: Dixie Behn

STAFF MEMBERS PRESENT: Anya Warrington, Human Resources Director
Caitlin Weaver, Deputy City Clerk

OTHERS: None

Roll Call

- A. **MOTION** to excuse Commission Behn's absence by Commissioner Schmidt, seconded by Commissioner Huber. **MOTION** passed unanimously.

Action Items:

- A. Oath of Office
Commissioner Jon Huber was sworn in by Deputy City Clerk Weaver. After the Oath of Office, Commissioner Hampton reminded commissioners of Roberts Rules of Order.
- B. Elections of Chairperson
Commissioners discussed the election of the Chairperson. **MOTION** by Commissioner Schmidt to elect Commissioner Hampton as Chairperson, seconded by Commissioner Huber. **MOTION** passed unanimously.
- C. Approval of October 20, 2022 Minutes
MOTION to approve minutes as is made by Commissioner Huber, Commissioner Schmidt seconded. **MOTION** passed unanimously.

New Business

- A. Review of Comparable Data and Current Salaries for City Council and the Mayor
Commissioners reviewed and discussed the Mayor's job description. Commissioners reviewed the data of comparable cities and discussed both the Mayor and City Council salaries. There was discussion regarding sales tax, population, and budget. There was general consensus that the Mayor's salary was still appropriate. The commissioners deliberated regarding the City Council's salaries, specifically whether or not the commission should continue to include the stipend for attending meetings. Director Warrington will bring data regarding the Council's meeting logs and the list of City Council liaisons for other boards and commissions at the next meeting.

Closing

MOTION to adjourn made by Commissioner Huber, Commissioner Schmidt seconded. **MOTION** passed unanimously.

MEETING ADJOURNED at 7:18pm.

Respectfully Submitted:

Anya Warrington
Human Resources Director/Commission Liaison

Approved By:

Michele Hampton
Chairperson

Date	Type mtg	Dickinson	Ewing	Jorstad	Petershagen	Tageant
Oct-21	Council	3	4	4	4	3
Oct-21	Paid	1	4	3	4	4
Oct-21	Unpaid	6	0	0	1	1
Nov-21	Council	3	3	3	3	3
Nov-21	Paid	1	4	2	3	4
Nov-21	Unpaid	6	0	0	0	0
Dec-21	Council	1	4	0	1	0
Dec-21	Paid	1	1	0	3	4
Dec-21	Unpaid	0	0	0	1	1
Jan-22	Council	4	4	4	4	2
Jan-22	Paid	3	4	3	3	4
Jan-22	Unpaid	5	4	1	2	0
Feb-22	Council	4	2	4	4	
Feb-22	Paid	4	4	2	4	
Feb-22	Unpaid	5	9	1	2	
Mar-22	Council	2	2	1	2	
Mar-22	Paid	3	4	3	4	
Mar-22	Unpaid	5	2	1	1	
Apr-22	Council	4	3	4	4	
Apr-22	Paid	4	4	4	4	
Apr-22	Unpaid	6	2	2	1	
May-22	Council	4	4	4	4	
May-22	Paid	4	4	4	4	
May-22	Unpaid	3	4	1	7	
Jun-22	Council	4	4	3	4	
Jun-22	Paid	1	4	4	4	
Jun-22	Unpaid	4	3	1	7	
Jul-22	Council	2	1	0	2	
Jul-22	Paid	3	4	2	4	
Jul-22	Unpaid	3	0	0	4	
Aug-22	Council	1	1	1	1	
Aug-22	Paid	1	4	4	4	
Aug-22	Unpaid	2	1	1	4	
Sep-22	Council	3	3	3	3	
Sep-22	Paid	1	4	4	4	
Sep-22	Unpaid	1	1	5	0	
Oct-22	Council	4	4	4	4	
Oct-22	Paid	4	4	3	4	
Oct-22	Unpaid	6	3	0	3	
Totals	Paid	31	49	38	49	16
	Unpaid	52	29	13	33	2

LIAISONS TO BOARDS/COMMISSIONS & COMMITTEE ASSIGNMENTS – 2022

Board/Commission	Date	Time	Location	Council/City Liaison	Alternate
Affordable Housing Alliance	As needed, approximately every other month		Jackson House, 1818 Pacific Avenue, Everett	Petershagen	Jorstad
Chamber of Commerce Board	1 st Tuesday	9:00 a.m. – 11:00 a.m.	Sherwood Community Services	Tageant	Dickinson
Community Transit	1 st Thursday	3:00 p.m.	CT Board Room 7100 Hardeson Rd, Everett	Daughtry (11/26/19)	
Department of Emergency Management	2 nd Tuesday of 2 nd month of the quarter at 1pm		DEM Offices – Everett	Frederick	Jorstad
Economic Alliance				Tageant	Daughtry
Fire District #7 www.snofire7.org	2 nd & 4 th Thursday	5:30 p.m.	Station 31 Training Room, 163 Village Court, Monroe	Ewing	Fredrick
Health District Board	2 nd Tuesday every other month (3 rd Tuesday in January)	3:00-5:00 p.m.		Jorstad	Dickinson
Historical Society	4 th Tuesday	1:00-3:00 p.m.	Museum Conference Room	Dickinson	Petershagen
Library Board	3 rd Thursday (Quarterly)	4:30 p.m.	Museum Conference Room	Dickinson	Ewing
Park Board	2 nd Monday each month	6:00 p.m.	Community Center	Tageant	Dickinson
Planning Commission	1 st Wednesday monthly and 3 rd Wednesday if needed	7:00 p.m.	Community Center	Petershagen	Ewing
Veterans Commission	1 st Monday monthly	7:00 p.m.	Fire Station 82 Conf. Room	Frederick	
Retreat Committee	As needed			Council President	Council VP
Council Appointees to Board & Commission Interview Panel (2 appointees to sit on panel with Council Liaison)	As needed			Daughtry/Ewing	Jorstad
SCCIT (Snohomish County Committee for Improved Transportation) CALL IN OPTION: 1-760-569-7171; Pass Code: 420-814-114#	4 th Tuesday	7:30-9:00 a.m.	EASC Office, 808 134 th St SW, Ste 101, Everett	Daughtry	Petershagen
Senior Board	2 nd Monday	10:00 a.m.	Senior Center	Dickinson	Daughtry
Sewer Utility Subcommittee	4 th Tuesday	4:00 p.m.	Sewer District Office	Tageant/Petershagen/Gailey	
Snohomish Co. Tomorrow – Steering Committee	4 th Wednesday	6:00 p.m. – 8 p.m.	Robert J. Drewel Building (Snohomish County Admin)	Mayor / City Administrator-Backup	Council President / VP- Backup
Youth Advisory Council				Ewing, Frederick, Daughtry	
Military Affairs Committee	Monthly starting 2022			Daughtry, Tageant, Gailey	
SCC				All	
AWC/NLC				All	

Note: Council interested in re-engaging in the Lake Stevens School District Board-Clerks Office Reaching Out 1/6/2022

County	City	OFM 4/22 Est.	2021 AV	AV Per Capita	Sales Tax 2021	ST Per Capita	Form of Government	Average Number of	Mayor Monthly	Full/Part Time	Council Monthly	Notes
Snohomish	Arlington	21,260	3,351,354,351	\$157,637	\$8,375,193	\$394	Mayor-Council	4	\$7,491	FT	\$1,266	2023: 100% CPI-U June to June Seattle-Bellevue index
King-Snohomish	Bothell	48,940	12,591,607,357	\$257,287	\$16,291,324	\$333	Council-Manager	3	\$1,450	PT	\$1,250	
Snohomish	Edmonds	42,980	11,648,792,913	\$271,028	\$11,261,404	\$262	Mayor-Council	4	\$11,351	FT	\$1,417	
Snohomish	Everett	113,300	21,040,865,174	\$185,709	\$33,013,537	\$291	Council-Manager	4	\$16,246	FT	\$2,511	The Council President's compensation is \$3,265.00 per month. The citizen commission did not increase the salary for 2022 or 2023.
King	Kenmore	24,090	5,285,714,185	\$219,415	\$3,577,105	\$148	Council-Manager	3	\$1,192	PT	\$1,060	
Snohomish	Lynnwood	38,740	7,953,751,038	\$205,311	\$26,529,228	\$685	Mayor-Council	2	\$10,341	FT	\$900	
Snohomish	Marysville	72,380	9,729,494,216	\$134,422	\$15,223,562	\$210	Mayor-Council	3	\$13,692	FT	\$1,460	Council President salary is 12.5% above Councilmember's salary
Snohomish	Mill Creek	21,510	4,661,388,455	\$216,708	\$3,924,253	\$182	Council-Manager	3	\$1,400	PT	\$1,000	Mayor Pro Tem is \$1,200/month
Snohomish	Monroe	19,700	3,115,841,466	\$158,165	\$6,370,947	\$323	Mayor-Council	4	\$3,600	PT	\$800	
Skagit	Mount Vernon	35,500	4,073,354,832	\$114,742	\$8,851,505	\$249	Mayor-Council	4	\$13,067	FT	\$1,200	Mayor also acts as City Administrator.
Snohomish	Mountlake Terrace	22,070	3,827,637,924	\$173,432	\$4,028,761	\$183	Council-Manager	2	\$1,144	PT	\$936	Receives no benefits
Snohomish	Mukilteo	21,590	5,704,037,281	\$264,198	\$3,145,392	\$146	Mayor-Council	2	\$5,900	PT	\$500	

Average	\$12,031	FT	\$1,192
Median	\$12,209	FT	\$1,130
Low	\$7,491	FT	\$500
High	\$16,246	FT	\$2,511

Snohomish	Lake Stevens	40,700	5,298,584,282	\$130,186	\$6,130,641	\$151	Mayor-Council	4	\$9,510	FT	\$596	Council recieves \$80 per mtg (max 4)
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50% -	20,350	2,649,292,141	\$65,093	\$3,065,321	\$75
50% +	61,050	7,947,876,423	\$195,280	\$9,195,962	\$301