

SALARY COMMISSION MEETING AGENDA



City of Lake Stevens Vision Statement

We are a thriving community that promotes a vibrant economy, preserves natural beauty, and supports an exceptional quality of life for all.

December 1, 2025 - 6:30 PM

TWO WAYS TO JOIN

In Person:

The Mill, 1808 Main Street, Lake Stevens, WA 98258

OR

Via Zoom:

<https://events.zoom.us/ej/AtDWnHcl2ew7p6fzSAPr1MGDC3zAN74CusGfAhOkTEVDYj0LBZRS~A4miCmpVdUhK-PaE-V9o-HC6jjaGQzysv-ABQ6B4fnYTOZ8wxK-NRctWQbCug>

- 1. Call to Order**
- 2. Roll Call**
- 3. Action Items**
 - A. Approval of Salary Commission Meeting Minutes of October 23, 2025
- 4. Public Hearing**
 - A. 2026 Elected Officials Salary Schedule
- 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

Monday, October 23, 2025

Zoom and YouTube

View full recording here:

[Salary Commission Meeting of October 23, 2025](#)

CALL TO ORDER: 6:11pm

COMMISSIONERS PRESENT: Jonathan Huber
Jennifer Schmidt
Mike Harden

COMMISSIONERS ABSENT: Dixie Behn
Kaity Hoard

STAFF MEMBERS PRESENT: Anya Warrington, Human Resources Director
Miranda Lee, HR Intern

OTHERS: None

Roll Call

MOTION to excuse Commissioner Behn and Commission Hoard’s absence by Commissioner Huber and seconded by Commissioner Schmidt. **MOTION** passed unanimously.

Action Items:

- A. Approval of October 13, 2025 minutes. **MOTION** to approve minutes by Commissioner Harden, Commissioner Schmidt seconded. **MOTION** passed unanimously.

Discussion:

- A. Review City Council and Mayor Salaries for 2026. Director Warrington opened by reviewing the updated packet information. The Commissioners reviewed the Council President duties and after reviewing comparators, are recommending to move forward with additional compensation for the Council President role set at 10% above City Council salary. The Commissioners then discussed the comparable city data and the current 2.44% cost of living budget recommendation for non-represented city staff in relation to City Council salaries. They had general consensus to set 2026 salary at \$1025 per month, which reflects a \$25 increase (2.44%, rounded up). The Commissioners discussed the Mayor’s salary compared to the market and agreed to recommend setting the 2026 salary at \$10,984.56 per month, which reflects a 1% market adjustment, plus a 2.44%.

Adjourn:

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

MEETING ADJOURNED at 6:48pm.

Respectfully Submitted:

Anya Warrington
Human Resources Director/Commission Liaison

Approved By:

Chairperson

DRAFT



City of Lake Stevens
Elected Official Salary Schedule

The following salary schedule is hereby filed with the Lake Stevens City Clerk pursuant to Lake Stevens Municipal Code 2.51.050(b) as a result of the Lake Stevens Salary Commission action of December 1, 2025:

City Council:	\$1,025.00 per month (\$12,300.00 annually)
Council President:	\$1,127.50 per month (\$13,530.00 annually)
Mayor:	\$10,984.56 per month (\$131,814.75 annually)

Dated this 1st day of December, 2025:

John Huber
Salary Commission Chairperson