

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

**Lake Stevens Community Center  
1808 Main Street, Lake Stevens, WA  
Wednesday, January 28, 2015**

CALL TO ORDER: 5:00 P.M.

ROLL CALL

ACTION ITEMS

REVIEW THE MINUTES OF THE PREVIOUS MEETING

- A. Approval of minutes from December 17, 2014 meeting.

PUBLIC HEARING

PUBLIC HEARING FORMAT:

1. Open Public Hearing
2. Staff presentation
3. Commission's questions of staff
4. Proponent's comments
5. Comments from the audience
6. Close public comments portion of hearing
7. Discussion by the Commission
8. Re-open the public comment portion of the hearing for additional comments (optional)
9. Close Hearing
10. COMMISSION ACTION:
  - a. Approve
  - b. Deny
  - c. Continue

- A. Public Hearing in consideration of the City of Lake Stevens Salary Commission December 17, 2014 Recommendation: New Elected Official Salary Schedule effective February 1, 2015.

NEW BUSINESS

ADJOURNMENT

Attachments:

1. Minutes from December 17, 2014 Meeting
2. Comparable Cities Data – Snohomish County Cities Only
3. Comparable Cities Data – Cities Comparable to Lake Stevens Only
4. Notice of Meeting

**THE PUBLIC IS INVITED TO ATTEND  
Special Needs**

*The City of Lake Stevens strives to provide accessible opportunities for individuals with disabilities. Please contact Steve Edin, City of Lake Stevens ADA Coordinator, (425)377-3227, 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**  
Wednesday, December 17, 2014  
City Hall Annex, 1812 Main Street, Lake Stevens, WA

CALL TO ORDER: 5:05 p.m. by Steve Edin, H.R. Director

COMMISSIONERS PRESENT: Mike Duerr, Chairperson  
Sue Fernalld  
Brent Kirk

COMMISSIONERS ABSENT: None

STAFF MEMBERS PRESENT: H.R. Director, Steve Edin

OTHERS: None

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**Approval of Salary Commission Meeting Minutes**

**MOTION** by Commissioner Kirk, seconded by Commissioner Fernalld to approve the Salary Commission meeting minutes dated December 3, 2014. **MOTION** passed unanimously.

**Mayor/Council Members Compensation for 2015 – 2017**

Director Edin provided additional comparable city salary information for Mayors and Council Members as requested by the Commission at the last meeting.

After much discussion regarding full-time versus part-time salaries for the position of Mayor, there was some discussion regarding Council Member salaries. Commissioner Duerr suggested adjusting the base salary and per meeting amounts.

**MOTION** by Commissioner Kirk, seconded by Commissioner Fernalld to increase the Lake Stevens City Council Member base salary to \$500 per month, with a per meeting amount increase to \$75 per meeting, up to a maximum of 4 meetings per month. **MOTION** passed unanimously.

Before the public hearing process takes place regarding the salary changes, Commissioner Duerr requested to have a spreadsheet showing the salary ranges of just the Snohomish County Mayors and Council Members. Commissioner Duerr would also like the spreadsheet to include the average salary amounts compared to the proposed percentage of increase in salaries for Lake Stevens Mayor and Council Members. Director Edin will send out the information before the public hearing date is set.

The Commissioners reviewed some data from Commissioner Fernalld showing number of City employees in Snohomish County cities.

Commissioner Duerr proposed raising the Mayor's salary by a similar percentage as the Council Members.

Commissioner Kirk requested additional information from City staff regarding the number of employees and the City's annual revenue in 2002 to show how much business has increased since that time. Director Edin will follow up on that request.

**MOTION** by Commissioner Fernald to increase the Lake Stevens Mayor base salary to \$2,000 per month. **MOTION** died without a second.

**MOTION** by Commissioner Fernald, seconded by Commissioner Kirk to increase the Lake Stevens Mayor base salary to \$2,000 per month with the idea that this is considered a part-time salary amount. **MOTION** passed unanimously.

**Information Requested from Staff for the next meeting**

The Commissioners would like to see the following information before the next meeting:

- Spreadsheet showing just Snohomish County Mayor and Council Member salary amounts including average salary, and percentage increase of proposed Lake Stevens Mayor and Council Member salary amounts.
- City of Lake Stevens employee count and revenue amounts for 2002.

**Future Salary Commission Meeting Dates**

Director Edin will set the next meeting date for some time during the second week of January which will include the public hearing once the Commissioners have had a chance to review the data requested above.

**MEETING ADJOURNED** at 6:10 p.m.

Respectfully Submitted:

\_\_\_\_\_  
Steven R. Edin  
Salary Commission Secretary

Approved By:

\_\_\_\_\_  
Michael Duerr  
Chairperson

OFM 4/13 Est.		Population	2013 AV	AV Per Capita	Sales Tax 2012	ST Per Capita	Comments	Form of Government	Average Number of Regular Meetings Per Month	Mayor Salary Range	Full/Part Time	Council Salary Range	Meeting Comments	
County	City													
Snohomish	Mountlake	20,160	\$ 1,660,705,992	\$ 82,376	\$ 1,442,321	\$ 72		Council/M	2	\$ 1,000 \$ 1,000	Part	\$ 800 \$ 800	Each Councilmember averages an additional 4 meetings per month.	
Snohomish	Mukilteo	20,440	\$ 3,173,293,219	\$ 155,249	\$ 1,899,951	\$ 93		Mayor/Col	2	\$ 5,900 \$ 5,900	Full	\$ 500 \$ 500	Do not get paid for additional meetings.	
Snohomish	Mill Creek	18,600	\$ 2,356,965,802	\$ 126,719	\$ 1,928,848	\$ 104		Council/M	3	\$ 700 \$ 700	Part	\$ 500 \$ 500	Do not get paid for additional meetings.	
Snohomish	Monroe	17,510	\$ 1,349,715,977	\$ 77,083	\$ 2,999,246	\$ 171		Mayor/Col	4	\$ 3,000 \$ 3,000	Part	\$ 600 \$ 600	Do not get paid for additional meetings.	
Snohomish	Arlington	18,270	\$ 1,727,872,805	\$ 94,574	\$ 3,087,559	\$ 169	Sales tax to	Mayor/Col	4	\$ 1,500 \$ 1,500	Part	\$ 200 \$ 200	M=\$200/Council meeting, up to 2/month, plus \$50/other meeting up to 20/month.	
Snohomish	Edmonds	39,950	\$ 5,545,239,847	\$ 138,805	\$ 4,993,212	\$ 125	AV too high	Mayor/Col	1	\$ 9,623 \$ 9,623	Full	\$ 1,000 \$ 1,000	Includes 8 meetings/month+\$694 monthly cafeteria benefit toward health insurance.	
Snohomish	Lynnwood	35,960	\$ 4,077,655,634	\$ 113,394	\$ 16,789,217	\$ 467	AV too high	Mayor/Col	2	\$ 7,962 \$ 7,962	Full	\$ 900 \$ 1,650	\$150 extra per meeting, up to 5 meeting per month.	
Snohomish	Lake Stevens	28,960	\$ 2,204,099,855	\$ 76,108	\$ 2,039,869	\$ 70		Mayor/Col	2	\$ 1,200 \$ 1,200	Part	\$ 300 \$ 500	\$50 extra per meeting, up to 4 meetings per month.	
<b>Average: Snohomish County Comparable Cities:</b>										\$ 4,241	\$ 4,241		\$ 643 \$ 750	
<b>Proposed Lake Stevens Mayor/Council Member Salaries:</b>										\$ 2,000	\$ 2,000		\$ 500 \$ 800	\$75 extra per meeting, up to 4 meetings per month.
<b>% of Comparables in Snohomish County:</b>										-52.84%	-52.84%		-22.22%	6.67%

C=\$200/Council Meeting, up to 2/month, plus \$50/other meeting up to 8/month.

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<b>Average: Remove High and Low Salaries (Mayor Only):</b>										\$ 3,872	\$ 3,872		\$ 300 \$ 500	
<b>Proposed Mayor Salary Compared to removal of High/Low Salaries:</b>										\$ 2,000	\$ 2,000		\$ 500 \$ 800	\$75 extra per meeting, up to 4 meetings per month.
<b>% of Comparables in Snohomish County:</b>										-48.35%	-48.35%		-26.47%	17.65%

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Snohomish	Edmonds	39,950	\$ 5,545,239,847	\$ 138,805	\$ 4,993,212	\$ 125	AV too high	Mayor/Col	1	\$ 9,623 \$ 9,623	Full	\$ 1,000 \$ 1,000	Includes 8 meetings/month+\$694 monthly cafeteria benefit toward health insurance.	
<b>Average: Remove High and Low Salaries (Council Only):</b>										\$ 680	\$ 680		\$ 300 \$ 500	
<b>Proposed Council Salary Compared to removal of High/Low Salaries:</b>										\$ 500	\$ 800		\$ 500 \$ 800	\$75 extra per meeting, up to 4 meetings per month.
<b>% of Comparables in Snohomish County:</b>										-26.47%	17.65%		-26.47%	17.65%

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County	City	Population	2013 AV	Capita							
Snohomish	Mountlake	20,160	\$ 1,660,705,992	\$ 82,376	\$ 1,442,321	\$ 72	Council/M	2 \$ 1,000 \$ 1,000	Part	\$ 800 \$ 800	Each Councilmember averages an additional 4 meetings per month.
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Pierce	Bonney La	18,010	\$ 1,688,432,963	\$ 93,750	\$ 2,968,865	\$ 165	Mayor/Co	4 \$ 800 \$ 800	Part	\$ 400 \$ 400	Do not get paid for additional meetings.
Clark	Camas	20,020	\$ 2,521,320,324	\$ 125,940	\$ 180,762	\$ 9	Mayor/Co	4 \$ 1,300 \$ 1,300	Part	\$ 500 \$ 500	Do not get paid for additional meetings.
Island	Oak Harbo	22,080	\$ 1,619,266,260	\$ 73,336	\$ 2,569,670	\$ 116	Mayor/Co	4 \$ 4,159 \$ 4,159	Part	\$ 596 \$ 596	Do not get paid for additional meetings.
Thurston	Tumwater	18,300	\$ 2,125,432,722	\$ 116,144	\$ 4,040,979	\$ 221	Sales tax c Mayor/Co	1 \$ 1,530 \$ 1,530	Part	\$ 660 \$ 660	Do not get paid for additional meetings.
Snohomish	Lake Steve	28,960	\$ 2,204,099,855	\$ 76,108	\$ 2,039,869	\$ 70	Mayor/Co	2 \$ 1,200 \$ 1,200	Part	\$ 300 \$ 500	\$50 extra per meeting, up to 4 meetings per month.
<b>Average:</b>								\$ 3,407 \$ 3,407		\$ 605 \$ 673	
<b>Proposed Lake Stevens Mayor/Council Member Salaries:</b>								\$ 2,000 \$ 2,000		\$ 500 \$ 800	\$75 extra per meeting, up to 4 meetings per month.
<b>% of Average:</b>								-41.29% -41.29%		-17.37% 18.82%	

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<b>Average Comparable Cities (Mayor Only):</b>								\$ 2,408 \$ 2,408			
<b>Proposed Mayor Salary:</b>								\$ 2,000 \$ 2,000			
<b>% of Comparable Cities:</b>								-16.96% -16.96%			

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<b>Average Comparable Cities (Council Only):</b>								\$ 557 \$ 557			
<b>Proposed Council Salaries:</b>								\$ 500 \$ 800			\$75 extra per meeting, up to 4 meetings per month.
<b>% of Comparable Cities:</b>								-10.16% 43.74%			