

# Salary Commission Meeting

June 4, 2018

Finance Director David Hammond called the meeting to order at 4:00 pm.

## 1. Introductions

Present: Commissioner Les Anderson, Commissioner Major Freeman, Commissioner Tim Schmitt, Commissioner Jim Foster, City Administrator Ryan Larsen, Finance Director/City Clerk David Hammond, and Deputy Clerk Erica Schorn.

## 2. Salary Commission Roles and Responsibilities Overview

The commissioners reviewed Ordinance 1306 which outlined the roles and responsibilities of the salary commission.

## 3. Elect Salary Commission Chairperson

Commissioner Schmitt asked not be considered for chairperson as this is his first meeting.

Commissioner Foster pointed out that this will be his last Salary Commission meeting as his second term expires in 2019, and commissioners are limited to a maximum of two terms.

*Commissioner Foster nominated Commissioner Freeman as Chair of the Salary Commission with a second from Commissioner Schmitt. Motion passed unanimously.*

## 4. Financial Update

Finance Director Hammond provided an overview of the city's current financial status and strategic outlook to the year 2024. He reviewed the following:

- Revenue has exceeded expenditures over the last three years (2015-2017)
- Annexation into NCRFA would mean losing revenue, but also losing the expense
- Analysis of 2017 ending fund balances
- Revenue Analysis by fund – 2017 vs. 2016
- Real Estate Excise Tax
- Sales tax received by industry
- Construction Sales Tax
- City anticipates receiving roughly \$1million in sales tax as result of construction of new high school

Finance Director Hammond responded to questions:

- Yellow line in Chart A is what is required to be in reserve, blue line is what is actually in reserve
- Action today goes into effect in January 2019
- Today's vote will not need to be approved by council

## 5. Council and Mayor Compensation Comparison

The commission reviewed the mayor and council salary comparison provided through the Association of Washington Cities (AWC). Finance Director Hammond pointed out that:

- The comparison information is based on cities similar in size and assessed values to Stanwood
- These same cities were used in a recent city employee salary comparison

At 4:24, Commissioner Edythe Garvey entered the meeting.

6. Discussion – How does the commission want to proceed?

Discussion:

- Commissioner Schmitt suggested raising the mayor's salary to \$1,350 monthly, and raising council salaries to \$375 monthly to keep them in the average of other cities
- Commissioner Anderson suggested \$1,400 for the mayor, and agreed with \$375 for council to keep in line with raise amounts over the last several years

*Motion by Commissioner Anderson, second by Commissioner Schmitt, to increase the salary to \$1,400 flat rate per month for the mayor, and \$375 flat rate per month for councilmembers. The motion passed unanimously.*

7. Meeting Adjournment

Chairman Freeman adjourned the meeting at 4:30 p.m.

  
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Major Freeman, Chairman

  
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David A. Hammond, City Clerk