



# Salary Commission - Special Meeting

October 16, 2025, 11:00 AM

City Hall

The Salary Commission meeting will be held in person in City Hall council chambers. The public can participate via the following:

<https://us02web.zoom.us/j/81013805849?pwd=02n4iJ6780bmkNU6eKSa4Ts6zjvxix.1>

## AGENDA

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11:00 AM Welcome - Call to order:

Agenda Approval

Public Comment

Appointment of Chair

Review of Salary Commission Data

Upcoming Meetings

Adjournment

## **PUBLIC COMMENT**

If you wish to provide oral public comments during the Council meeting, please register through this link:

<https://us02web.zoom.us/j/81013805849?pwd=02n4iJ6780bmkNU6eKSa4Ts6zjvxjx.1>

## **WRITTEN PUBLIC COMMENTS**

If you wish to provide written public comments for the upcoming Salary Commission meeting, please email your comments to [kdixon@libertylakewa.gov](mailto:kdixon@libertylakewa.gov) by **8:00 AM** the day of the meeting and include all of the following information with your comments:

1. The Meeting Date
2. Your First and Last Name
3. If you are a Liberty Lake resident
4. The Agenda Item(s) which you are speaking about

## **JOIN ZOOM MEETING**

To view the meeting live via Zoom Meeting, join the Zoom web meeting:

### **Meeting Instructions:**

To join the Zoom web meeting:

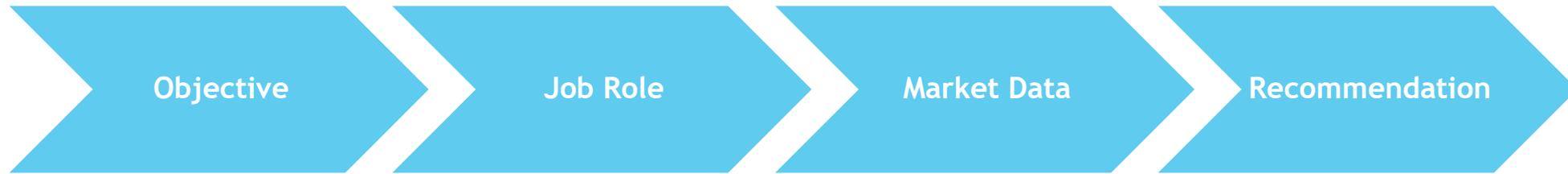
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# Liberty Lake Salary Commission

October 2025



# Process



# Objective

- ▶ Ordinance No. 176-A section 5
  - ▶ It is the goal of the Salary Commission to base salaries of elected officials on realistic standards so that elected officials may be paid according to the duties of their offices and so that citizens of the highest quality may be attracted to public service.
- ▶ Salary Commission Philosophy
  - ▶ The philosophy of the Salary Commission is to attract top candidates, and pay fair compensation for work, in compliance with statutory requirements.

# Job Role

- ▶ Mayor & Councilmember Handbook - role description
  - ▶ Published by Association of Washington Cities (AWC) and Municipal Research & Services Center of Washington (MRSC)

# Market Data

- ▶ Survey data
  - ▶ Washington State Cities & Towns
  - ▶ Job Titles - Mayor and Councilmember
  - ▶ Data based on comparison of like jobs, not professional jobs or hourly rates
- ▶ Parameters
  - ▶ Population 10,000 to 30,000
  - ▶ Form of Government - Mayor - Council (Strong Mayor)
  - ▶ Removed data for Mayor roles that were Full-time or benefits eligible
  - ▶ Aged data
  - ▶ Removed entities with no adjustments in previous 4 years

# 2025 Salary Data - Cities and Towns

\*Entities idle for 4+ years not included in data

Aging Rate - Avg Inflation Rt 2.6% Age To Dt: 1/1/2026

Jurisdiction	Mayor Comp	Mayor Aged Comp	Council Comp	Council Aged Comp	Form of Government	Benefits - Mayor	Benefits - Council	Population	Notes	Mayor Comp	Council Comp	Effective Date	Aging Factor
Monroe	\$4,000	\$4,104	\$900	\$923	Mayor - Council	NO	NO	20,960	Increase in 2025 was	\$ 400	\$ 100	1/1/2025	2.6%
Lynden	\$3,262	\$3,347	\$783	\$803	Mayor - Council	Opt to purchase	Opt to purchase	16,840	Increase in 2025 was	\$ 95	\$ 23	1/1/2025	2.6%
Sedro-Woolley	\$2,887	\$2,962	\$500	\$539	Mayor - Council	NO	NO	13,360	Increase in 2025 was	\$ 84	\$ -	1/1/2025	2.6%
Camas	\$3,000	\$3,156	\$1,200	\$1,263	Mayor - Council	NO	NO	27,970	Increase in 2025 was	\$ -	\$ -	1/1/2024	5.2%
Bonney Lake	\$2,100	\$2,701	\$850	\$1,093	Mayor - Council	NO	NO	23,450	No change since 2015 ✓			1/1/2015	28.6%
Ferndale	\$4,693	\$4,815	\$858	\$880	Mayor - Council	NO	NO	17,020	Increase in 2025 was	\$ 1,797	\$ 22	1/1/2025	2.6%
Tumwater	\$1,800	\$1,941	\$875	\$943	Mayor - Council	NO	NO	27,470	No change since 2023			1/1/2023	7.8%
Snohomish	\$2,500	\$2,695	\$513	\$553	Mayor - Council	NO	NO	10,500	No change since 2023			1/1/2023	7.8%
Cheney	\$1,500	\$1,968	\$450	\$590	Mayor - Council	NO	NO	13,180	No change since 2014 ✓			1/1/2014	31.2%
Enumclaw	\$1,000	\$1,312	\$325	\$426	Mayor - Council	NO	NO	13,400	No change since 2014 ✓			1/1/2014	31.2%
Oak Harbor			\$1,200	\$1,231	Mayor - Council	YES - FT emp	YES	24,820	Increase in 2025 was		\$ 425	1/1/2025	2.6%
Snoqualmie			\$500	\$539	Mayor - Council	YES - FT emp	NO	14,550	Mayor FT. No council change since 2023			1/1/2023	7.8%
Poulsbo			\$1,000	\$1,078	Mayor - Council	YES - FT emp	NO	13,110	No change since 2023			1/1/2023	7.8%
Port Orchard			\$1,000	\$1,078	Mayor - Council	YES - FT emp	NO	19,260	No change since 2023			1/1/2023	7.8%
Anacortes			\$1,200	\$1,575	Mayor - Council	YES - FT emp	NO	18,350	No change since 2014 ✓			1/1/2014	31.2%
Tukwila			\$1,450	\$1,526	Mayor - Council	YES - FT emp	YES	22,960	Increase in 2025 was		\$ -	1/1/2024	5.2%
Mukilteo			\$500	\$656	Mayor - Council	YES - FT emp	NO	21,600	No change since 2014 ✓			1/1/2014	31.2%
East Wenatchee			\$705	\$742	Mayor - Council	YES - PT emp	NO	14,310	Increase in 2025 was		\$ -	1/1/2024	5.2%
Lake Forest Park			\$800	\$821	Mayor - Council	YES - PT emp	NO	13,700	Increase in 2025 was		\$ 200	1/1/2025	2.6%
Gig Harbor	\$2,300	\$2,360	\$800	\$821	Mayor - Council	NO	NO	13,110	Increase in 2025 was	\$ 80	\$ 25	1/1/2025	2.6%
Sumner	\$3,196	\$3,279	\$1,398	\$1,434	Mayor - Council	NO	NO	11,080	Increase in 2025 was	\$ 696	\$ 198	1/1/2025	2.6%
Edgewood			\$850	\$916	Mayor - Council	YES - FT emp	NO	14,120	No change since 2023		\$ 100	1/1/2023	7.8%
Yelm	\$2,500	\$2,825	\$818	\$924	Mayor - Council	NO	NO	11,130	No change since 2021 ✓			1/1/2021	13.0%
DuPont	\$2,100	\$2,428	\$600	\$694	Mayor - Council	NO	NO	10,190	No change since 2020 ✓			1/1/2020	15.6%
<b>AVERAGE</b>	<b>\$3,071</b>	<b>\$3,134</b>	<b>\$902</b>	<b>\$923</b>									
Liberty Lake	\$2,675	\$2,876	\$880	\$902	Mayor - Council	NO	NO	14,110	Increase in 2025 was	\$ 175	\$ 60	1/1/2025	2.5%
*Informational only													
Spokane Valley	\$2,200	\$2,257	\$1,800	\$1,847	Council - Manager	Yes	Yes	110,200	Increase in 2025 was	\$ 425	\$ 385	1/1/2025	2.6%