

## **AGENDA**

### **City of Gig Harbor Salary Commission**

**Monday, April 18, 2022 – 10:00 a.m.  
Virtual Meeting**

*This meeting may be accessed online at <https://us06web.zoom.us/j/81555746795> or by calling (253) 215-8782 and entering passcode 815 5574 6795*

- I. Call to Order/Roll Call**
- II. Review of Mayor & Councilmember Salaries**
- III. Adjourn**



**MEMORANDUM**

**DATE:** April 14, 2022

**TO:** Gig Harbor City Salary Commission

**FROM:** Josh Stecker, City Clerk

**SUBJECT:** Biennial Review of Mayor and Councilmember Salaries

The Gig Harbor Salary Commission is directed to meet prior to April 30 of each even year to review the salaries of the Mayor and City Councilmembers ([Gig Harbor Municipal Code Chapter 2.23](#)). The Commission last met on December 9, 2020, and approved a 1.8% increase to each elected official's salary.

**Mayor's Salary - \$1931.00 per month plus benefits**

The Mayor receives full medical, dental and vision benefits along with a 401(a) retirement contribution. The City's monthly 401(a) contribution on a salary of \$1863.00 is \$119.72. The current monthly allocation for dental/medical/vision is \$336.24. The maximum monthly allocation for medical/dental/vision is \$2522.73.

In the past, the position of Mayor has been considered a part-time role, relying on the City Administrator to manage to the day-to-day operations of the City. While the City still employs a City Administrator, the expectations on the position of Mayor have increased to the point where it is essentially a full-time position which often requires more than 40 hours worked per week. As the City has grown, there has been increased demand for the Mayor's involvement and interaction with residents, businesses and organizations.

For comparison, in 2016, the Mayor estimated 20 hours worked per week with a salary of \$1600.00 per month.

The table below compares salaries of similar-sized cities with a Strong Mayor who also employ a full-time City Administrator:

City	Population	Monthly Salary	Position comments
City of Bonney Lake	22,540	\$2,100.00	No benefits
City of Monroe	19,990	\$3,600.00	No benefits
City of Ferndale	15,270	\$2,650.00	No benefits

City of Snoqualmie	14,370	\$2,500.00	No benefits
City of Lake Forest Park	13,370	\$3,000.00	Benefits equivalent to half-time regular management, professional and exempt employee.
City of Sedro-Woolley	11,900	\$2,461.00	No benefits
City of Sumner	10,500	\$2,500.00	No benefits
City of Snohomish	10,340	\$1,500.00	Unknown
City of DuPont	9,605	\$2,100.00	No benefits
City of Yelm	9,470	\$2,500.00	Yes - medical
City of Orting	8,675	\$1,666.67	No benefits
City of Stanwood	7,204	\$1,600.00	Half-time medical (individual only); no retirement
City of Gig Harbor	12,029	\$1,931.00	Full medical/dental/vision (family included) with 401(a) contribution
<b>AVERAGE</b>	<b>12,712</b>	<b>\$2316.00</b>	

### **Councilmembers' Salary - \$713.00 per month (no benefits)**

Councilmembers were polled last month to gather an estimate of hours worked per month. The estimates averaged 66 hours per month with a high of 100 and a low of 40. For comparison, in 2016, councilmembers estimated an average of 27 hours worked per month with a salary of \$650.00 per month.

Councilmembers receive no benefits.

The table below compares councilmember salaries of several similarly sized cities:

<b>City</b>	<b>Population</b>	<b>Monthly Salary</b>
City of Bonney Lake	22,540	\$850.00
City of Monroe	19,990	\$800.00
City of Ferndale	15,270	\$674.00
City of Snoqualmie	14,370	\$500.00
City of Lake Forest Park	13,370	\$600.00
City of Sedro-Woolley	11,900	\$500.00
City of Sumner	10,500	\$1,100.00
City of Snohomish	10,340	\$513.00
City of DuPont	9,605	\$600.00
City of Yelm	9,470	\$818.00
City of Orting	8,675	\$300.00
City of Stanwood	7,204	\$425.00
City of Gig Harbor	12,029	\$713.00
City of Bremerton	42,560	\$1,226.90
City of University Place	33,730	\$1,408.00
Town of Steilacoom	6,555	\$300.00
<b>AVERAGE</b>	<b>15,500</b>	<b>\$708.00</b>