

## **AGENDA**

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

**Wednesday, April 24, 2024 – 3:00 p.m.  
Executive Conference Room**

*This meeting may also be accessed online at <https://us06web.zoom.us/j/83244126577>  
or by calling (253) 215-8782 and entering passcode 832 4412 6577*

**I. Call to Order/Roll Call**

**II. Election of Chair**

**III. Review of Mayor & Councilmember Salaries**

**IV. Adjourn**



**MEMORANDUM**

**DATE:** April 19, 2024

**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 April 18, 2022, and approved an 8.7% increase on councilmembers' monthly salaries from \$713 to \$775 and a 10% increase on the mayor's monthly salary from \$1932 to \$2124.

**Mayor's Salary - \$2124 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 \$2124 is \$131.69. The maximum monthly allocation for medical/dental/vision is \$2814.58.

In the past, the position of mayor has been considered a part-time role, relying on the city administrator to manage the day-to-day operations of the city. While the city still employs a city administrator, 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	23,250	\$2,100.00	No benefits
City of Monroe	20,590	\$3,600.00	No benefits
City of Ferndale	16,330	\$2,812.00	No benefits

City of Snoqualmie	14,500	\$3,000.00	No benefits
			Benefits equivalent to half-time regular management, professional and exempt employee.
City of Lake Forest Park	13,660	\$3,000.00	
City of Sedro-Woolley	12,900	\$2,553.30	No benefits
City of Sumner	10,800	\$2,500.00	No benefits
City of Snohomish	10,330	\$2,500.00	Unknown
City of DuPont	10,180	\$2,100.00	No benefits
City of Yelm	10,770	\$2,500.00	Yes - medical
City of Orting	9,110	\$2,500.00	No benefits
City of Stanwood	8,585	\$2,100.00	Half-time medical (individual only); no retirement
City of Gig Harbor	13,060	\$2,124.00	Full medical/dental/vision with 401(a) contribution
<b>AVERAGE</b>	<b>13,390</b>	<b>\$2,568.41</b>	

### **Councilmembers' Salary - \$775.00 per month (no benefits)**

Councilmembers were polled last month to gather an estimate of hours worked per month. The estimates averaged 52 hours per month with a high of 82 and a low of 20. 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	23,250	\$850.00
City of Monroe	20,590	\$800.00
City of Ferndale	16,330	\$715.00
City of Snoqualmie	14,500	\$500.00
City of Lake Forest Park	13,660	\$600.00
City of Sedro-Woolley	12,900	\$500.00
City of Sumner	10,800	\$1,100.00
City of Snohomish	10,330	\$513.00
City of DuPont	10,180	\$600.00
City of Yelm	10,770	\$818.00
City of Orting	9,110	\$300.00
City of Stanwood	8,585	\$535.00
City of Gig Harbor	13,060	\$775.00
City of Bremerton	42,560	\$1,874.62
City of University Place	33,730	\$1,408.00
Town of Steilacoom	6,555	\$300.00
<b>AVERAGE</b>	<b>16,057</b>	<b>\$761.79</b>