



SALARY COMMISSION
Meeting Notes
HUMAN RESOURCES CONFERENCE ROOM
(2930 Wetmore Ave, Everett WA)
& MS TEAMS
April 24, 2025
1:00 P.M.

I. CALL TO ORDER

Call to order 1:03 pm

II. ROLL CALL OF THE COMMISSION

Teams:

Commissioner Abbi Gish

In Person:

Commissioner April Rheaume

Commissioner Dan Leach

Commissioner Daniel Murphy

Commissioner Nathan Shelby

Ana Mechler – Staff

Michael Duerr – Staff

Commissioner Michael Schreck was absent.

III. APPROVAL OF MINUTES

Commissioner Nathan Shelby moved to approve the April 17, 2025 minutes as submitted. Commissioner April Rheaume seconded the motion. The motion was approved unanimously

IV. SALARY INFORMATION / DISCUSSION

Commissioners discussed a draft salary schedule which balanced existing financial pressures against the need to appropriately compensate elected officials. After discussion, the commissioners agreed on the following parameters:

Mayor:

2026: 100% CPI, with a minimum of 2% and maximum of 7.5%. Additionally, a 3% market adjustment. Total increase of CPI plus market adjustment shall not exceed 7.5%

2027: 100% CPI, with a minimum of 2% and maximum of 7.5%.

Council:

2026: 100% CPI, with a minimum of 2% and maximum of 7.5%.

2027: 100% CPI, with a minimum of 2% and maximum of 7.5%.

Council President:

Remains 30% above council



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Judges:

Remains linked Washington State District Court Judges.

V. ADOPT FINAL SALARY SCHEDULE FOR 2026 – 2027

A roll call vote was conducted by the commissioners with the following results:

Commissioner Nathan Shelby - yes

Commissioner April Rheaume - yes

Commissioner Dan Leach - yes

Commissioner Abbi Gish - yes

Commissioner Daniel Murphy - yes

Commissioner Michael Schreck absent.

VI. ADJOURNMENT

Meeting adjourned at 2:11 pm.

If you would like to join this meeting, contact humanresources@everettwa.gov