



**SALARY COMMISSION**  
**Meeting Minutes**  
**HUMAN RESOURCES CONFERENCE ROOM**  
**(2930 Wetmore Ave, Everett WA)**  
**& MS TEAMS**  
**April 3, 2025**  
**1:00 P.M.**

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**I. CALL TO ORDER**

Call to order at 1:06pm

**II. ROLL CALL OF THE COMMISSION**

Teams:

Commissioner Abbi Gish  
Commissioner April Rheaume  
Commissioner Michael Schreck  
Council Member Ben Zarlingo

In Person:

Commissioner Daniel Murphy  
Commissioner Nathan Shelby  
Ana Mechler – Staff  
Michael Duerr - Staff

Commissioner Dan Leach was absent.

**III. APPROVAL OF MINUTES**

Commissioner Abbi Gish moved to approve the March 13, 2025 minutes as submitted. Commissioner Nathan Shelby seconded the motion. The motion was approved unanimously.

**IV. OPEN PUBLIC HEARING**

Commissioner Daniel Murphy opened the Public Hearing. No members of the public were present. Staff Michael Duerr noted the efforts to solicit public input, including posting on the website and in the newspaper.

Commissioner Daniel Murphy moved to close the Public Hearing portion of the meeting. Commissioner Nathan Shelby seconded the motion. The vote was unanimous.

**V. DISCUSSION AND QUESTIONS FOR ELECTED OFFICIALS**

Council Member Ben Zarlingo joined and provided insight of his responsibilities, general workload, and how his workload has evolved over time.

**VI. SALARY INFORMATION / DISCUSSION**

Commissioners discussed the hours worked by the Council Members. Concerns on City economics, cost of living, and inflation were voiced.

Michael Duerr reviewed the executive level compensation comparisons.



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**VII. ADJOURNMENT**

Commissioner Michael Schreck moved to adjourn the meeting. Commissioner Abbi Gish seconded the motion. Vote was unanimous.

Meeting adjourned at 2:08 pm

If you would like to join this meeting, contact [humanresources@everettwa.gov](mailto:humanresources@everettwa.gov)