Salary Commission
Special Meeting & Public Hearing

September 21, 2026 9:00 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/87941875054

AGENDA

9:00 AM **Welcome – Call to order:**

Agenda Approval

Public Comment

Approval of Prior Meeting Minutes

Public Hearing

Adoption of 2027 salaries

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/87941875054

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 **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:

https://us02web.zoom.us/j/87941875054

SALARY COMMISSION MINUTES
SEPTEMBER 8, 2026
22710 E. COUNTRY VISTA DRIVE
1:00 PM

CALL TO ORDER – Commissioner Saba called the meeting to order at 1:20PM

ROLL CALL
Commissioners who physically attended the meeting were:

Commissioners Mark Saba, Aaron Asmus

City officials who physically attended the meeting were:

Kyle Dixon, Finance Director, Michael Vigue, IT Assistance

AGENDA APPROVAL: Commissioner Asmus moved to approve the agenda as presented. Commissioner Saba seconded. Motion carried.

PUBLIC COMMENT: None

REVIEW OF SALARY COMMISSION DATA: Commissioners reviewed 2026 Mayor and City Council salary data from similar cities and similar forms of government. Finance Director Kyle Dixon provided insight on the city's financial position heading into 2027 and the efforts to keep salaries for elected officials competitive with consistent increases since 2020. After discussion, Chair Saba MOVED to keep 2027 salaries for both Mayor and City Councilmembers unchanged from 2026. Commissioner Asmus seconded and the motion carried unanimously.

UPCOMING MEETINGS: Commission scheduled the next meeting for September 21st at 9;00 AM, which will include a public hearing as required by law. Upon completion of public input, Salary Commission will vote to affirm or amend their initial recommendation.

ADJOURNMENT: With there being no further business, Chair Saba adjourned the meeting at 1:28 PM.

_____
Notes and Transcription by Kyle Dixon, Finance Director. This Salary Commission meeting was also audio taped. Anyone desiring to listen to the recording may contact the City Clerk

*Does NOT include Ferndale and Sumner

2026 Salary Data - Cities and Towns

*Entities idle for 5+ years not included in data

Aging Rate - Avg Inflation Rt: 2.7% Age To Dt: 1/1/2027

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	$4,216	$900	$949	Mayor - Council	NO	NO	20,930	No change since 2025	$ -	$ -	1/1/2025	5.4%
Lynden	$3,360	$3,451	$806	$828	Mayor - Council	Opt to purchase	Opt to purchase	17,220	Increase in 2026 was	$ 98	$ 23	1/1/2026	2.7%
Sedro-Woolley	$2,968	$3,048	$500	$554	Mayor - Council	NO	NO	13,520	Increase in 2026 was	$ 81	$ -	1/1/2026	2.7%
Camas	$3,106	$3,190	$1,242	$1,276	Mayor - Council	NO	NO	28,490	Increase in 2026 was	$ 106	$ 42	1/1/2026	2.7%
Bonney Lake	$2,100	$2,781	$850	$1,126	Mayor - Council	NO	NO	23,510	No change since 2015 ✓			1/1/2015	32.4%
~~Ferndale~~	~~$4,881~~	~~$5,013~~	~~$881~~	~~$905~~	~~Mayor - Council~~	~~NO~~	~~NO~~	~~17,240~~	~~Increase in 2026 was~~	~~$ 186~~	~~$ 23~~	~~1/1/2026~~	~~2.7%~~
Tumwater	$1,890	$1,941	$950	$976	Mayor - Council	NO	NO	28,030	Increase in 2026 was	$ 90	$ 75	1/1/2026	2.7%
Snohomish	$2,500	$2,770	$513	$568	Mayor - Council	NO	NO	10,770	No change since 2023	$ -	$ -	1/1/2023	10.8%
Cheney	$1,500	$2,027	$450	$608	Mayor - Council	NO	NO	13,130	No change since 2014 ✓			1/1/2014	35.1%
Enumclaw	$1,000	$1,351	$325	$439	Mayor - Council	NO	NO	13,400	No change since 2014 ✓			1/1/2014	35.1%
Oak Harbor			$1,230	$1,263	Mayor - Council	YES - FT emp	YES	24,930	Increase in 2026 was	$ -	$ 30	1/1/2026	2.7%
Snoqualmie			$1,117	$1,147	Mayor - Council	Yes - FT emp	NO	14,550	Increase in 2026 was	$ -	$ 617	1/1/2026	2.7%
Poulsbo			$1,000	$1,108	Mayor - Council	YES - FT emp	NO	13,510	No change since 2023	$ -	$ -	1/1/2023	10.8%
Port Orchard			$1,155	$1,186	Mayor - Council	YES - FT emp	NO	20,500	Increase in 2026 was	$ -	$ 155	1/1/2026	2.7%
Anacortes			$1,200	$1,621	Mayor - Council	YES - FT emp	NO	18,410	No change since 2014 ✓			1/1/2014	35.1%
Tukwila			$1,450	$1,528	Mayor - Council	YES - FT emp	YES	23,290	No change since 2025	$ -	$ -	1/1/2025	5.4%
Mukilteo			$916	$941	Mayor - Council	YES - FT emp	NO	21,610	Increase in 2026 was	$ -	$ 416	1/1/2026	2.7%
East Wenatchee			$705	$762	Mayor - Council	YES - PT emp	NO	14,330	No change since 2024	$ -	$ -	1/1/2024	8.1%
Lake Forest Park			$800	$843	Mayor - Council	YES - PT emp	NO	13,700	No change since 2025	$ -	$ -	1/1/2025	5.4%
Gig Harbor	$2,300	$2,424	$800	$843	Mayor - Council	NO	NO	13,140	No change since 2025	$ -	$ -	1/1/2025	5.4%
~~Sumner~~	~~$3,196~~	~~$3,369~~	~~$1,398~~	~~$1,473~~	~~Mayor - Council~~	~~NO~~	~~NO~~	~~11,080~~	~~No change since 2025~~	~~$ -~~	~~$ -~~	~~1/1/2025~~	~~5.4%~~
Edgewood			$850	$942	Mayor - Council	YES - FT emp	NO	14,160	No change since 2023	$ -	$ -	1/1/2023	10.8%
Yelm	$2,500	$2,905	$818	$951	Mayor - Council	NO	NO	12,470	No change since 2021 ✓			1/1/2021	16.2%
DuPont	$2,150	$2,208	$650	$668	Mayor - Council	NO	NO	10,190	Increase in 2026 was	$ 50	$ 50	1/1/2026	2.7%
AVERAGE	**$2,784**	**$2,906**	**$917**	**$964**									
Liberty Lake	**$2,865**	**$2,942**	**$940**	**$965**	Mayor - Council	NO	NO	14,331	Increase in 2026 was	$ 190	$ 60	1/1/2026	2.7%

*Informational only

Spokane Valley	**$2,250**	**$2,311**	**$1,800**	**$1,849**	Council - Manager	Yes	Yes	110,200	Increase in 2026 was	$ 50	$ -	1/1/2026	2.7%
Post Falls	**$2,674**	**$2,818**	**$1,028**	**$1,084**	Mayor - Council	NO	NO	46,338	No change since 2025	$ -	$ -	1/1/2025	5.4%