

City	County	POP	Form of Government	FTEs	Latest Change	Mayor	Mayor Pro Tem	Councilmember	Council Members Full or Part Time, commitment expectations	Other compensation components (e.g. benefits)	Last Increase, type of increase	Notes
Bellevue	King	158,000	Council-Manager	1522	Increased by COLA Independent Employees received	\$3,687.35/month \$44,248.16/year	\$3,309.36/month \$39,712.30/year	\$3,120.36/month \$37,444.36/year	Part-time; no specific requirements; expected to attend 4 council meetings/month, plus applicable committee meetings.	Medical/dental/vision coverage available at same rates as non-represented employees. Life insurance: City provides 80% of salary up to \$50k. City match of up to 6.2% on MEBT Plan. Voluntary participation in a Flexible Spending Account. PERS enrolled. Eligible for free ORCA transit pass. Councilmembers receive monthly car allowance of \$286.78, and cell phone/data stipend of \$65/month.	Last increase in 2025	2025 Salary Schedule: https://bellevuewa.gov/sites/default/files/media/pdf_document/2024/2024-independent-salary-commission-council-salary-schedule.pdf
Bellingham	Whatcom	98,340	Strong Mayor-Council Full-time Mayor	880	Council salaries Increased by 3%. Council salary to increase by 3% annually beginning Jan. 1, 2024	\$19,745/month \$1236,940/year Mayor's salary shall be 5% above the highest salary of department head positions.	NA	\$5,923/month \$71,076/year	Mayor is full-time, Councilmembers are part-time, work as much or as little as they see fit.	Receive employee-only medical/dental/vision coverage with option to purchase full family similar to other part-time City employees; PERS eligible; life insurance 2x annual salary. Salaries are adjusted annually by 3% effective 1/1/2024 and every January 1 thereafter until 2031.	2024	Salary Schedule Report: https://cob.org/wp-content/uploads/25_PLANE_DEPTHEAD_JUL.pdf
Bothell	King / Snohomish	51,760	Council-Manager	382	Mayor: from \$1,525 to \$2030/month Deputy Mayor: from \$1,425 to \$1,900/month Councilmembers: from \$1,300 to \$1,730/month	\$2,030/month \$24,360/year	\$1,900/month \$22,800/year	\$1,730/month \$20,760/year	Part-time, no specific time requirement	Eligible for regular City benefits with exception of PERS. Eligible to contribute to Deferred Compensation (457) plan. No additional compensation.	Last increase 2024	Salary Commission Resolution: https://www.bothellwa.gov/DocumentCenter/View/20579/2024-Salary-Commission-Resolution-Signed?bidId=
Burien	King	53,320	Council-Manager	109	No change from 2024-2025	\$937.75/month \$11,253/year Mayor shall be entitled to an additional amount equal to 25 percent of the councilmanic salary	NA	\$750/month \$9,000/year	Part-time	\$600 contribution to VEBA HSA account, and reimbursement for internet expense, along with City phone provided by IT.	No information found	Salary Schedule: https://www.codepublishing.com/WA/Burien/#!/Burien02/Burien0210.html#2.10
Edmonds	Snohomish	43,370	Mayor-Council Full-time Mayor	274	Increased by COLA Independent Employees received	2024 & 2025 \$13,010.25/month \$156,123/year	\$2,057.69/month \$24,692.33/year (20% stipend over Councilmembers)	\$1,705.17/month \$20,462/year	Part-time, approximately 20 hours per week but varies; expected to attend Council meetings + 8 assigned committees/boards per month.	Eligible for regular City benefits and PERS for elected officials if they meet criteria for eligibility. Eligible to participate in MEBT and 457 plan. Eligible to enroll in benefits plans (except for HRA VEBA). No additional compensation.	2025 and on, increases equal to non-represented employees	Salary Report: https://cdns5-hosted.civiclive.com/UserFiles/Servers/Server_16494932/File/Government/Boards%20and%20Commissions/Salary%20Commission/2023%20Salary%20Commission/SC%20Working%20Draft%2009-2023.pdf

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Everett	Snohomish	114,700	Mayor-Council	1,242	2024 and 2025 salaries set	2024: \$17,464/month \$209,568/year	Additional 30% of Councilmember salary.	2024: \$2,511/month \$30,132/year	Part-time; no specific time requirement; expected to attend Council and other assigned committees, conferences and public events.	Receive regular City employee benefits; reimbursed for usual expenses for seminars, conferences and meetings; DRS eligible, also receive basic life, AD&D, LTD; if enroll in CDHP medical plan receive \$1,200/\$2,400 contribution to HRA; no additional compensation.	Last increase in 2024	Salary Schedule: https://www.everettwa.gov/DocumentCenter/View/35103/FINAL-Salary-Schedule-2024-2025
						2025: Increase from 2024 salary by 80% of CPI-U Seattle, Tacoma, Bellevue with minimum 2% increase and maximum 7.5% increase.	Additional 30% of Councilmember salary.	2025: Increase from 2024 salary by 80% of CPI-U Seattle, Tacoma, Bellevue with minimum 2% increase and maximum 7.5% increase.				
Issaquah	King	41,560	Mayor-Council	299	2025 and on set increase	\$1,900/month \$22,80/year	\$1,800/month \$21,6000/year	\$1,700/month \$20,400/year	Expected time commitment averages 6 hours per week but varies.	Eligible to participate in deferred compensation plan and PERS; provided City-issued cell phone; eligible for annual flat fee reimbursement of \$600 for internet expenses; general reimbursement for expenses related to training and travel, and office and operating supplies.	Annual increases under Section 2 will not be given if the adopted city-wide FTE position count is at least 2.5% below the previous year	Salary Schedule: https://www.issaquahwa.gov/ArchiveCenter/ViewFile/Item/901
						2025 and on: Increase equal to same wage adjustment as non-represented employees. (Mayor always gets \$200/month more than Council)	2025 and on: Increase equal to same wage adjustment as non-represented employees. (Council President always gets \$100/month more than Council)	2025 and on: Increase equal to same wage adjustment as non-represented employees.				
Kirkland	King	97,850	Council-Manager	773	Decided to start meeting every other even numbered year. Will meet again in 2026.	\$4,000/month \$48,000/year		\$3,200/month \$38,400/year	Part-time	Eligible for benefits; may, at individual option, be paid an allowance of \$470/month in lieu of benefits; receive \$1,000/month childcare stipend; receive internet stipend \$50/month; receive City cell or \$45/month; receive transportation allowance of \$282/month and free ORCA card.	Last increase in 2023; gets same increase as received by NR employees	Salary Report: https://www.kirklandwa.gov/files/sharedassets/public/v/1/city-attorneys-office/salary-commission/meeting-packets/120523_salary-commission-meeting-packet.pdf
Lacey	Thurston	60,380	Council-Manager	340	Increased all by \$100/month	\$2,050/month \$24,600/year		\$1,825/month \$21,900/year	Part-time	Depending upon their length of service a Councilmember may be eligible for participation PERS.		Data from 2024 AWC Salary Survey.
Marysville	Snohomish	75,640	Mayor-Council	389	Mayor Increase 8%; Council increase 9%	\$15,548/month \$186,576/year	Council president 15% above Council pay	\$1,690.11/month \$20,281.32/year	Considered part-time; attend 2 Council meetings and 1 work session per month; assigned to various boards and commissions.	Eligible for expense reimbursement; not eligible for benefits	Last increase 2024	Data from 2024 AWC Salary Survey.
Olympia	Thurston	57,970	Council-Manager	710	Increased salary by 4.10% to match Independent Ees COLA. Increased stipend by 9%	\$2569.62/month \$3,085.93/month including stipend \$30,835.44/year \$37,031.15/year including stipend	\$2,355.47/month \$2,871.77/month including stipend \$28,265.59/year \$34,461.30/year including stipend	\$2,141.31/month \$2,657.62/month including stipend \$25,695.73/year \$31,891.44/year including stipend	Part-time; no specific time requirement; expected to attend Council and other assigned committees, conferences and public events.	Not eligible for benefits, they receive a yearly \$6,195.71 benefits stipend. Eligible for DRS but all current members have declined contribution.	Last increase Nov. 1 2024.	
Redmond	King	82,830	Mayor-Council	765	Mayor no change; Pro Tem increased 80%; council increased 48%	\$14,167/month \$170,004/year	\$2,800/month \$33,600/year	\$2,300/month \$27,600/year	"Quarter-time" approximately 10 hours/week or 40-60 hours/month.	Eligible for regular City benefits with costs the same as offered to other part-time City employees; also eligible for PERS and MEBT. Budget for travel/conferences.	2024	Data from 2024 AWC Salary Survey.

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Renton	King	107,900	Mayor-Council	641	Increased Mayor salary by 8.4%	\$18,094/month \$217,128/year	\$2,050/month \$24,600/year No updated info past 2023	\$1,750/month \$21,000/year No updated info past 2023	Part-time, no specific time requirement; total time is approximately 10-20 hours/week.	Medical coverage for Council member only; receive 2% for deferred comp; eligible for PERS but if do not participate, they receive extra 1.4% for deferred comp. No additional compensation.	Last increase in 2020	Data from 2023 AWC Salary Survey. https://www.rentonwa.gov/files/assets/city/v/3/hrrm/labor-relations-amp-compensation/documents/salary-table.pdf
Salem, OR	Marion	175,535	Council-Manager	1400		\$0			Part-time; no specific time requirement; expected to attend Council and other assigned committees.	No benefits	NA	https://www.cityofsalem.net/government/city-council-mayor
Sammamish	King	68,480	Council-Manager	146	Mayor salary increased 24%	\$1,724/month \$20,688/year		\$1542/month \$18,504/year	Part-time, no time expectation	Eligible for dental, vision, EAP and 401(a)	2024	Data from 2024 AWC Salary Survey.
Shoreline	King	63,740	Council-Manager	225	Mayor salary decreased 3.8%; Council decreased 6.3%	\$2,404/month \$28,848/year		\$2,154/month \$25,848/year		Subject to individual IRS limits, Councilmembers may choose from 0% to 100% of compensation to be taken as salary, to be allocated to deferred compensation as a retirement benefit, or to any combination of the two	2,024	Data from 2024 AWC Salary Survey.
Tumwater	Thurston	27,680	Mayor-Council	275	No change	\$1,800/month \$21,600/year		\$875/month \$10,500/year		No benefits		Data from 2024 AWC Salary Survey.
County Commissioners	Thurston		NA		6% Increase	\$71.12/hour \$147,936/year	NA	NA	No set hours expected		2,023	Paid as full-time employees.

* [Population data from Washington Office of Financial Management \(2025 estimates\)](#)

* Salem was added as a comparable capital city