

| 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<br>Independent Employees received  | \$3,687.35/month<br>\$44,248.16/year  | \$3,309.36/month<br>\$39,712.30/year                                       | \$3,120.36/month<br>\$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: <a href="https://bellevuewa.gov/sites/default/files/media/pdf_document/2024/2024-independent-salary-commission-council-salary-schedule.pdf">https://bellevuewa.gov/sites/default/files/media/pdf_document/2024/2024-independent-salary-commission-council-salary-schedule.pdf</a>  |
| 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<br>\$1236,940/year<br>Mayor's salary shall be 5% above the highest salary of department head positions.            | NA   | \$5,923/month<br>\$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: <a href="https://cob.org/wp-content/uploads/25_PLANE_DEPTHEAD_JUL.pdf">https://cob.org/wp-content/uploads/25_PLANE_DEPTHEAD_JUL.pdf</a>  |
| Bothell    | King / Snohomish | 51,760  | Council-Manager                      | 382  | <b>Mayor:</b> from \$1,525 to \$2030/month<br><b>Deputy Mayor:</b> from \$1,425 to \$1,900/month<br><b>Councilmembers:</b> from \$1,300 to \$1,730/month | \$2,030/month<br>\$24,360/year  | \$1,900/month     \$22,800/year  | \$1,730/month<br>\$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: <a href="https://www.bothellwa.gov/DocumentCenter/View/20579/2024-Salary-Commission-Resolution-Signed?bidId=">https://www.bothellwa.gov/DocumentCenter/View/20579/2024-Salary-Commission-Resolution-Signed?bidId=</a>  |
| Burien     | King             | 53,320  | Council-Manager                      | 109  | No change from 2024-2025   | \$937.75/month<br>\$11,253/year<br>Mayor shall be entitled to an additional amount equal to 25 percent of the councilmanic salary | NA   | \$750/month<br>\$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: <a href="https://www.codepublishing.com/WA/Burien/#!/Burien02/Burien0210.html#2.10">https://www.codepublishing.com/WA/Burien/#!/Burien02/Burien0210.html#2.10</a>   |
| Edmonds    | Snohomish        | 43,370  | Mayor-Council Full-time Mayor        | 274  | Increased by COLA<br>Independent Employees received  | 2024 & 2025<br>\$13,010.25/month<br>\$156,123/year  | \$2,057.69/month<br>\$24,692.33/year     (20% stipend over Councilmembers) | \$1,705.17/month<br>\$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: <a href="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">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</a> |

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| Everett    | Snohomish | 114,700 | Mayor-Council      | 1,242 | 2024 and 2025 salaries set  | 2024: \$17,464/month<br>\$209,568/year  | Additional 30% of Councilmember salary.   | 2024: \$2,511/month<br>\$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: <a href="https://www.everettwa.gov/DocumentCenter/View/35103/FINAL-Salary-Schedule-2024-2025">https://www.everettwa.gov/DocumentCenter/View/35103/FINAL-Salary-Schedule-2024-2025</a>   |
|            |           |         |                    |       |   | 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<br>\$22,80/year   | \$1,800/month<br>\$21,6000/year   | \$1,700/month<br>\$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: <a href="https://www.issaquahwa.gov/ArchiveCenter/ViewFile/Item/901">https://www.issaquahwa.gov/ArchiveCenter/ViewFile/Item/901</a>   |
|            |           |         |                    |       |   | 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<br>\$48,000/year  |   | \$3,200/month<br>\$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: <a href="https://www.kirklandwa.gov/files/sharedassets/public/v/1/city-attorneys-office/salary-commission/meeting-packets/120523_salary-commission-meeting-packet.pdf">https://www.kirklandwa.gov/files/sharedassets/public/v/1/city-attorneys-office/salary-commission/meeting-packets/120523_salary-commission-meeting-packet.pdf</a> |
| Lacey      | Thurston  | 60,380  | Council-Manager    | 340   | Increased all by \$100/month  | \$2,050/month<br>\$24,600/year  |   | \$1,825/month<br>\$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<br>\$186,576/year  | Council president 15% above Council pay   | \$1,690.11/month<br>\$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%  | <b>\$2569.62/month</b><br>\$3,085.93/month including stipend<br><b>\$30,835.44/year</b><br>\$37,031.15/year including stipend       | <b>\$2,355.47/month</b><br>\$2,871.77/month including stipend<br><b>\$28,265.59/year</b><br>\$34,461.30/year including stipend                  | <b>\$2,141.31/month</b><br>\$2,657.62/month including stipend<br><b>\$25,695.73/year</b><br>\$31,891.44/year including stipend | <b>Part-time; no specific time requirement; expected to attend Council and other assigned committees, conferences and public events.</b> | <b>Not eligible for benefits, they receive a yearly \$6,195.71 benefits stipend. Eligible for DRS but all current members have declined contribution.</b>   | <b>Last increase Nov. 1 2024.</b>   |  |
| Redmond    | King      | 82,830  | Mayor-Council      | 765   | Mayor no change; Pro Tem increased 80%; council increased 48%                     | \$14,167/month<br>\$170,004/year  | \$2,800/month    \$33,600/year  | \$2,300/month<br>\$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<br>\$217,128/year | \$2,050/month    \$24,600/year<br>No updated info past 2023 | \$1,750/month<br>\$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. <a href="https://www.rentonwa.gov/files/assets/city/v/3/hrrm/labor-relations-amp-compensation/documents/salary-table.pdf">https://www.rentonwa.gov/files/assets/city/v/3/hrrm/labor-relations-amp-compensation/documents/salary-table.pdf</a> |
| 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                              | <a href="https://www.cityofsalem.net/government/city-council-mayor">https://www.cityofsalem.net/government/city-council-mayor</a>   |
| Sammamish            | King     | 68,480  | Council-Manager    | 146  | Mayor salary increased 24%                          | \$1,724/month<br>\$20,688/year   |   | \$1542/month<br>\$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<br>\$28,848/year   |   | \$2,154/month<br>\$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<br>\$21,600/year   |   | \$875/month<br>\$10,500/year                             |  | No benefits   |                                 | Data from 2024 AWC Salary Survey.   |
| County Commissioners | Thurston |         | NA                 |      | 6% Increase   | \$71.12/hour<br>\$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