

# City of Olympia 2025 Independent Salary Commission

## 2025 Councilmember Salary and Compensation Schedule

Approved September 25, 2025

Upon vote duly taken in an open public meeting, the Independent Salary Commission hereby adopts the following salary and compensation schedule for Olympia City Councilmembers.

Title	Salary	Health Ins. Stipend	Total Compensation
Mayor	\$32,007.19	\$7,496.81	\$39,504.00
Mayor Pro-Tem	\$29,339.68	\$7,496.81	\$36,836.49
Councilmember	\$26,672.17	\$7,496.81	\$34,168.98

As the City of Olympia's 2025 Independent Salary Commission, we carefully reviewed the roles, responsibilities, and time commitment of Olympia Councilmembers. We decided that the following values would help guide us to a decision:

- Transparency;
- Access;
- Sustainability;
- Compassionate;
- Living wage;
- and that major change take community input.

We reviewed council salaries for cities that are close in proximity to Olympia and those comparable to Olympia in population size. We also reviewed council salaries of cities across the State as found in the Association of Washington Cities annual Salary Survey Report.

Upon vote duly taken in an open public meeting, the Independent Salary Commission hereby recommends the following:

- The Commission voted to increase Councilmember salaries by 3.8% as a cost-of-living increase, to match the cost-of-living increase that non-represented City employees received January 1, 2025.
- The Commission voted to increase the Councilmember health insurance stipend amount by 21%. If a Councilmember were to need to purchase health insurance, they could buy it through Washington's Exchange Health Insurance Market at [WAhealthplanfinder.org](http://WAhealthplanfinder.org). The proposed increase is based on the average exchange premium increase expected in 2026 by the [Washington State Office of the Insurance Commissioner](http://Washington State Office of the Insurance Commissioner).

# City of Olympia 2025 Independent Salary Commission

In addition, we acknowledge that our community has high expectations of our City Council. We agree with the 2021 Salary Commission when they reported,

*In part, they oversee the city budget, hire the city manager, direct policy development, and engage with the community on myriad issues. Diversity among our council is of the utmost importance. Representation of our City Council should reflect the diversity of Olympia's population and lived experiences of our community. Accordingly, it is important to compensate councilmembers on a sustainable and equitable basis. We believe this warrants further consideration but would require more time devoted to public engagement and discussion.*

In an attempt to begin working on the public engagement suggested by the 2021 Commission, we voted to hold an additional four meetings prior to the next Salary Commission cycle to start looking at what that project might entail. We want to find out if the amount our Councilmembers are paid is a deterrent for people in our community to run for a position on the Council. We are committed to taking steps to start understanding what our community thinks and feels about this issue.

If the City is unable to move the public engagement project forward at this time perhaps due to budget constraints or lack of staff to support the project, we may continue to make this recommendation as we work annually to determine future salary schedules.

*Karen Messmer*

---

Karen Messmer, Chair

09/27/25

---

Date

*Sean Krier*

---

City Clerk

10/01/25

---

File Date

10/01/25

---

Publish Date









# 2025 Salary and Compensation Schedule and Letter For Publication

Final Audit Report

2025-09-30

Created:	2025-09-26
By:	Regina Adams (radams@ci.olympia.wa.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAgbV7DGFQKrpwT7nUaanVXufHL4vokLF

## "2025 Salary and Compensation Schedule and Letter For Publication" History

-  Document created by Regina Adams (radams@ci.olympia.wa.us)  
2025-09-26 - 4:21:09 PM GMT
-  Document emailed to Karen Messmer (kmessmer@ci.olympia.wa.us) for signature  
2025-09-26 - 4:21:14 PM GMT
-  Email viewed by Karen Messmer (kmessmer@ci.olympia.wa.us)  
2025-09-28 - 2:21:43 AM GMT
-  Document e-signed by Karen Messmer (kmessmer@ci.olympia.wa.us)  
Signature Date: 2025-09-28 - 2:35:07 AM GMT - Time Source: server
-  Document emailed to Sean Krier (skrier@ci.olympia.wa.us) for signature  
2025-09-28 - 2:35:09 AM GMT
-  Email viewed by Sean Krier (skrier@ci.olympia.wa.us)  
2025-09-30 - 3:35:47 PM GMT
-  Document e-signed by Sean Krier (skrier@ci.olympia.wa.us)  
Signature Date: 2025-09-30 - 7:53:10 PM GMT - Time Source: server
-  Agreement completed.  
2025-09-30 - 7:53:10 PM GMT