

## City of Kenmore

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City of Kenmore - 18120 68th Avenue NE Kenmore, WA 98028 Phone: 425-398-8900  
Agendas also available at [www.kenmorewa.gov](http://www.kenmorewa.gov) E-mail: [cityhall@kenmorewa.gov](mailto:cityhall@kenmorewa.gov)

### **Salary Commission**

**December 9, 2021 - 6 PM**

**VIA ZOOM - LINK:**<https://us02web.zoom.us/j/87098846368>

Or Telephone: Dial US: +1 253 215 8782

Webinar ID: 870 9884 6368

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#### **I. CALL TO ORDER**

#### **II. DISCUSSION AND RECOMMENDATION**

A.

[Salary Commission Compact Sheet 9.30.21 \(Uploaded 12.21\)](#)

[Salary Commission Data 9.1.21 \(Uploaded 12.21\)](#)

#### **III. PUBLIC COMMENT**

A. This is an opportunity to express your views on the Salary Commission recommendation. Please limit your comments to three (3) minutes.

#### **IV. FINAL RECOMMENDATION**

#### **V. ADJOURNMENT**

| City              | Mayor-Council or Council-Manager | 2015       |                                                                   |                                                                   | 2021       |                                                                         |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|------------|-------------------------------------------------------------------------|
|                   |                                  | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population | Mayoral Total Salary and Benefits<br>(per month unless otherwise noted) |
| Aberdeen          | Mayor-Council                    | 16,780     | \$1,039                                                           | \$390                                                             | 17,020     | \$1,200.89                                                              |
| Anacortes         | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                           | 18,050     | \$10,352.24                                                             |
| Arlington         | Mayor-Council                    | 18,490     | \$4,800                                                           | \$900                                                             | 21,710     | \$7,890.71                                                              |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                           | 25,360     | \$4,000.00                                                              |
| Battle Ground     | Council-Manager                  | 19,250     | \$550                                                             | \$400                                                             | 22,800     | \$3,399.78                                                              |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                             | 22,540     | \$2,100.00                                                              |
| Bothell           | Council-Manager                  | 42,640     | \$1,200                                                           | \$1,000                                                           | 48,920     | \$1,450.00                                                              |
| Bremerton         | Mayor-Council                    | 39,410     | \$8,917                                                           | \$1,000                                                           | 42,560     | \$9,500.00                                                              |
| Burien            | Council-Manager                  | 48,810     | \$1,350                                                           | \$1,200                                                           | 53,290     | \$1,350.00                                                              |
| Camas             | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                             | 26,200     | \$2,876.00                                                              |
| Centralia         | Council-Manager                  | 16,790     | \$400                                                             | \$200                                                             | 17,500     | \$600.00                                                                |
| Cheney            | Mayor-Council                    | 11,440     | \$1,500                                                           | \$450                                                             | 12,010     | \$1,500.00                                                              |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                             | 20,890     | \$980.00                                                                |
| Des Moines        | Council-Manager                  | 30,100     | \$1,050                                                           | \$750                                                             | 32,820     | \$1,050.00                                                              |
| East Wenatchee    | Mayor-Council                    | 13,390     | \$4,896                                                           | \$450                                                             | 13,810     | \$5,868.32                                                              |
| Edgewood          | Mayor-Council                    | N/A        | N/A                                                               | N/A                                                               | 13,000     | \$9,783.33                                                              |
| Edmonds           | Mayor-Council                    | 40,490     | \$9,623                                                           | \$1,694                                                           | 42,780     | \$15,439.85                                                             |
| Ellensburg        | Council-Manager                  | 18,810     | \$500                                                             | \$250                                                             | 19,510     | \$1,000.00                                                              |
| Enumclaw          | Mayor-Council                    | 11,140     | \$1,000                                                           | \$325                                                             | 13,030     | \$1,000.00                                                              |
| Ferndale          | Mayor-Council                    | 12,920     | \$2,619                                                           | \$572                                                             | 15,270     | \$2,650.00                                                              |
| Grandview         | Mayor-Council                    | 11,200     | \$540                                                             | \$300                                                             | 11,360     | \$540.00                                                                |
| Issaquah          | Mayor-Council                    | 33,330     | \$9,423                                                           | \$700                                                             | 39,840     | \$10,307.56                                                             |
| Kelso             | Council-Manager                  | 11,950     | \$800                                                             | \$400                                                             | 12,410     | \$1,000.00                                                              |
| <b>Kenmore</b>    | <b>Council-Manager</b>           | 21,500     | \$750                                                             | \$650                                                             | 23,770     | \$994.00                                                                |
| Lacey             | Council-Manager                  | 46,020     | \$1,550                                                           | \$1,325                                                           | 54,780     | \$1,850.00                                                              |
| Lake Forest Park  | Mayor-Council                    | 12,810     | \$3,000                                                           | \$600                                                             | 13,370     | \$3,921.00                                                              |
| Lake Stevens      | Mayor-Council                    | 29,900     | \$2,000                                                           | \$725                                                             | 35,460     | \$11,149.00                                                             |
| Longview          | Council-Manager                  | 37,130     | \$1,500                                                           | \$1,325                                                           | 38,530     | \$1,500.00                                                              |
| Lynden            | Mayor-Council                    | 13,090     | \$1,800                                                           | \$600                                                             | 15,110     | \$3,198.19                                                              |

|                   |                 |        |         |         |        |             |
|-------------------|-----------------|--------|---------|---------|--------|-------------|
| Lynnwood          | Mayor-Council   | 36,420 | \$8,369 | \$1,650 | 41,020 | \$10,342.00 |
| Maple Valley      | Council-Manager | 24,700 | \$825   | \$550   | 27,570 | \$930.00    |
| Mercer Island     | Council-Manager | 23,480 | \$400   | \$200   | 24,990 | \$400.00    |
| Mill Creek        | Council-Manager | 19,760 | \$700   | \$500   | 20,720 | \$700.00    |
| Monroe            | Mayor-Council   | 17,620 | \$3,000 | \$600   | 19,990 | \$3,600.00  |
| Moses Lake        | Council-Manager | 22,080 | \$1,090 | \$590   | 25,330 | \$1,090.00  |
| Mount Vernon      | Mayor-Council   | 33,530 | \$8,040 | \$600   | 36,540 | \$11,127.88 |
| Mountlake Terrace | Council-Manager | 21,900 | \$1,000 | \$800   | 22,640 | \$1,122.00  |
| Mukilteo          | Mayor-Council   | 20,900 | \$5,900 | \$500   | 21,470 | \$5,900.00  |
| Newcastle         | Council-Manager | 10,940 | \$800   | \$700   | 13,410 | \$600.00    |
| Oak Harbor        | Mayor-Council   | 22,000 | \$4,206 | \$603   | 23,080 | \$5,651.39  |
| Olympia           | Council-Manager | N/A    | N/A     | N/A     | 55,010 | \$2,191.00  |
| Port Angeles      | Council-Manager | 19,140 | \$600   | \$550   | 20,020 | \$650.00    |
| Port Orchard      | Mayor-Council   | 13,510 | \$5,343 | \$500   | 15,260 | \$9,180.00  |
| Pullman           | Mayor-Council   | 32,110 | \$1,417 | \$300   | 32,450 | \$1,416.67  |
| Puyallup          | Council-Manager | 38,950 | \$1,367 | \$1,170 | 43,040 | \$4,085.67  |
| Sammamish         | Council-Manager | 49,080 | \$950   | \$850   | 66,130 | \$1,660.36  |
| SeaTac            | Council-Manager | 27,650 | \$1,200 | \$1,000 | 29,890 | \$2,025.98  |
| Sedro-Woolley     | Mayor-Council   | 10,700 | \$2,138 | \$500   | 11,900 | \$2,461.00  |
| Shelton           | Council-Manager | 10,070 | \$1,510 | \$1,510 | 10,470 | \$500.00    |
| Snoqualmie        | Mayor-Council   | 12,850 | \$2,500 | \$500   | 14,370 | \$3,000.00  |
| Sunnyside         | Council-Manager | 16,280 | \$600   | \$400   | 17,400 | \$600.00    |
| Tukwila           | Mayor-Council   | 19,300 | \$8,445 | \$1,250 | 21,970 | \$9,480.00  |
| Tumwater          | Mayor-Council   | 19,100 | \$1,530 | \$660   | 25,360 | \$1,700.00  |
| University Place  | Council-Manager | 31,720 | \$1,688 | \$1,408 | 33,730 | \$1,688.00  |
| Walla Walla       | Council-Manager | 33,390 | \$500   | \$400   | 34,110 | \$500.00    |
| Washougal         | Council-Manager | 15,170 | \$2,000 | \$500   | 16,950 | \$765.00    |
| Wenatchee         | Mayor-Council   | 33,230 | \$6,589 | \$665   | 35,810 | \$10,863.82 |
| West Richland     | Mayor-Council   | 13,960 | \$550   | \$350   | 16,710 | \$6,000.00  |
| Woodinville       | Council-Manager | 11,240 | \$700   | \$600   | 12,800 | \$700.00    |

Source for 2015 populations: 1/11/16 City Council Salary Commission Presentation (<https://kenmore.civicweb.net/filepro/documents/>)  
Source for 2021 populations: <https://mrsc.org/Home/Research-Tools/Washington-City-and-Town-Profiles.aspx>

Source for Mayor-Council or Council-Manager: <https://mrsc.org/Home/Research-Tools/Washington-City-and-Town-Profiles.aspx>

link to 2015 data: <https://kenmore.civicweb.net/filepro/documents/65041?preview=65421&attachmenturl=%2FFileStorage%2F4E341I>

| Council Total Salary<br>and Benefits<br>(per month unless<br>otherwise noted) |
|-------------------------------------------------------------------------------|
| \$433.11                                                                      |
| \$1,200.00                                                                    |
| \$2,012.33                                                                    |
| \$3,000.00                                                                    |
| \$2,510.04                                                                    |
| \$850.00                                                                      |
| \$1,250.00                                                                    |
| \$1,161.27                                                                    |
| \$1,200.00                                                                    |
| \$903.00                                                                      |
| \$300.00                                                                      |
| \$450.00                                                                      |
| \$780.00                                                                      |
| \$750.00                                                                      |
| \$660.00                                                                      |
| \$750.00                                                                      |
| \$2,171.36                                                                    |
| \$500.00                                                                      |
| \$325.00                                                                      |
| \$674.00                                                                      |
| \$300.00                                                                      |
| \$1,250.00                                                                    |
| \$500.00                                                                      |
| \$883.00                                                                      |
| \$1,625.00                                                                    |
| \$600.00                                                                      |
| \$804.98                                                                      |
| \$950.00                                                                      |
| \$695.96                                                                      |

|            |
|------------|
| \$1,650.00 |
| \$730.00   |
| \$200.00   |
| \$500.00   |
| \$800.00   |
| \$590.00   |
| \$1,200.00 |
| \$918.00   |
| \$500.00   |
| \$500.00   |
| \$1,552.39 |
| \$1,826.51 |
| \$550.00   |
| \$1,000.00 |
| \$550.00   |
| \$3,944.90 |
| \$1,509.10 |
| \$1,816.15 |
| \$500.00   |
| \$500.00   |
| \$750.00   |
| \$400.00   |
| \$1,250.00 |
| \$800.00   |
| \$1,408.00 |
| \$400.00   |
| \$587.00   |
| \$665.00   |
| \$600.00   |
| \$600.00   |

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II.A.

| City              | Mayor-Council or<br>Council-Manager | 2015       |                                                                         |                                                                         | 2021       |                                                                         |
|-------------------|-------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|------------|-------------------------------------------------------------------------|
|                   |                                     | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) |
| Bothell           | Council-Manager                     | 42,640     | \$1,200                                                                 | \$1,000                                                                 | 48,920     | \$1,450.00                                                              |
| Edmonds           | Mayor-Council                       | 40,490     | \$9,623                                                                 | \$1,694                                                                 | 42,780     | \$15,439.85                                                             |
| Lake Forest Park  | Mayor-Council                       | 12,810     | \$3,000                                                                 | \$600                                                                   | 13,370     | \$3,921.00                                                              |
| Lynnwood          | Mayor-Council                       | 36,420     | \$8,369                                                                 | \$1,650                                                                 | 41,020     | \$10,342.00                                                             |
| Mill Creek        | Council-Manager                     | 19,760     | \$700                                                                   | \$500                                                                   | 20,720     | \$700.00                                                                |
| Mountlake Terrace | Council-Manager                     | 21,900     | \$1,000                                                                 | \$800                                                                   | 22,640     | \$1,122.00                                                              |
| Mukilteo          | Mayor-Council                       | 20,900     | \$5,900                                                                 | \$500                                                                   | 21,470     | \$5,900.00                                                              |
| SeaTac            | Council-Manager                     | 27,650     | \$1,200                                                                 | \$1,000                                                                 | 29,890     | \$2,025.98                                                              |
|                   |                                     |            |                                                                         |                                                                         |            |                                                                         |
| Shoreline         | Council-Manager                     | N/A        | N/A                                                                     | N/A                                                                     | 57,860     | \$1,250.00                                                              |
| Woodinville       | Council-Manager                     | 11,240     | \$700                                                                   | \$600                                                                   | 12,800     | \$700.00                                                                |

| Council Salary and Benefits<br>(per month unless otherwise noted) |  | Notes                                                                                                                                                                                                |
|-------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$1,250.00                                                        |  | no benefits                                                                                                                                                                                          |
| \$2,171.36                                                        |  |                                                                                                                                                                                                      |
| \$600.00                                                          |  |                                                                                                                                                                                                      |
| \$1,650.00                                                        |  |                                                                                                                                                                                                      |
| \$500.00                                                          |  | no benefits                                                                                                                                                                                          |
| \$918.00                                                          |  | no benefits                                                                                                                                                                                          |
| \$500.00                                                          |  | no benefits                                                                                                                                                                                          |
| \$1,816.15                                                        |  |                                                                                                                                                                                                      |
| \$1,000.00                                                        |  | Not Included in Other Tabs. Maximum of 4 council members must elect health coverage. If they don't the City's allotment of \$1,081 for their benefits goes towards their 457b deferred comp account. |
| \$600.00                                                          |  | no benefits                                                                                                                                                                                          |

| City              | Mayor-Council or Council-Manager | 2015       |                                                                   |                                                                   | 2021       |                                                                   |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|------------|-------------------------------------------------------------------|
|                   |                                  | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) |
| Anacortes         | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                           | 18,050     | \$10,352.24                                                       |
| Arlington         | Mayor-Council                    | 18,490     | \$4,800                                                           | \$900                                                             | 21,710     | \$7,890.71                                                        |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                           | 25,360     | \$4,000.00                                                        |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                             | 22,540     | \$2,100.00                                                        |
| Bothell           | Council-Manager                  | 42,640     | \$1,200                                                           | \$1,000                                                           | 48,920     | \$1,450.00                                                        |
| Bremerton         | Mayor-Council                    | 39,410     | \$8,917                                                           | \$1,000                                                           | 42,560     | \$9,500.00                                                        |
| Burien            | Council-Manager                  | 48,810     | \$1,350                                                           | \$1,200                                                           | 53,290     | \$1,350.00                                                        |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                             | 20,890     | \$980.00                                                          |
| Des Moines        | Council-Manager                  | 30,100     | \$1,050                                                           | \$750                                                             | 32,820     | \$1,050.00                                                        |
| Edgewood          | Mayor-Council                    | N/A        | N/A                                                               | N/A                                                               | 13,000     | \$9,783.33                                                        |
| Edmonds           | Mayor-Council                    | 40,490     | \$9,623                                                           | \$1,694                                                           | 42,780     | \$15,439.85                                                       |
| Ferndale          | Mayor-Council                    | 12,920     | \$2,619                                                           | \$572                                                             | 15,270     | \$2,650.00                                                        |
| Lake Stevens      | Mayor-Council                    | 29,900     | \$2,000                                                           | \$725                                                             | 35,460     | \$11,149.00                                                       |
| Lynnwood          | Mayor-Council                    | 36,420     | \$8,369                                                           | \$1,650                                                           | 41,020     | \$10,342.00                                                       |
| Maple Valley      | Council-Manager                  | 24,700     | \$825                                                             | \$550                                                             | 27,570     | \$930.00                                                          |
| Mercer Island     | Council-Manager                  | 23,480     | \$400                                                             | \$200                                                             | 24,990     | \$400.00                                                          |
| Mill Creek        | Council-Manager                  | 19,760     | \$700                                                             | \$500                                                             | 20,720     | \$700.00                                                          |
| Monroe            | Mayor-Council                    | 17,620     | \$3,000                                                           | \$600                                                             | 19,990     | \$3,600.00                                                        |
| Mount Vernon      | Mayor-Council                    | 33,530     | \$8,040                                                           | \$600                                                             | 36,540     | \$11,127.88                                                       |
| Mountlake Terrace | Council-Manager                  | 21,900     | \$1,000                                                           | \$800                                                             | 22,640     | \$1,122.00                                                        |
| Mukilteo          | Mayor-Council                    | 20,900     | \$5,900                                                           | \$500                                                             | 21,470     | \$5,900.00                                                        |
| Newcastle         | Council-Manager                  | 10,940     | \$800                                                             | \$700                                                             | 13,410     | \$600.00                                                          |
| Oak Harbor        | Mayor-Council                    | 22,000     | \$4,206                                                           | \$603                                                             | 23,080     | \$5,651.39                                                        |
| Olympia           | Council-Manager                  | N/A        | N/A                                                               | N/A                                                               | 55,010     | \$2,191.00                                                        |
| Port Orchard      | Mayor-Council                    | 13,510     | \$5,343                                                           | \$500                                                             | 15,260     | \$9,180.00                                                        |
| Puyallup          | Council-Manager                  | 38,950     | \$1,367                                                           | \$1,170                                                           | 43,040     | \$4,085.67                                                        |
| Sammamish         | Council-Manager                  | 49,080     | \$950                                                             | \$850                                                             | 66,130     | \$1,660.36                                                        |
| SeaTac            | Council-Manager                  | 27,650     | \$1,200                                                           | \$1,000                                                           | 29,890     | \$2,025.98                                                        |
| Sedro-Woolley     | Mayor-Council                    | 10,700     | \$2,138                                                           | \$500                                                             | 11,900     | \$2,461.00                                                        |

|                  |                 |        |         |         |        |            |
|------------------|-----------------|--------|---------|---------|--------|------------|
| Shelton          | Council-Manager | 10,070 | \$1,510 | \$1,510 | 10,470 | \$500.00   |
| Snoqualmie       | Mayor-Council   | 12,850 | \$2,500 | \$500   | 14,370 | \$3,000.00 |
| Tukwila          | Mayor-Council   | 19,300 | \$8,445 | \$1,250 | 21,970 | \$9,480.00 |
| Tumwater         | Mayor-Council   | 19,100 | \$1,530 | \$660   | 25,360 | \$1,700.00 |
| University Place | Council-Manager | 31,720 | \$1,688 | \$1,408 | 33,730 | \$1,688.00 |
| Woodinville      | Council-Manager | 11,240 | \$700   | \$600   | 12,800 | \$700.00   |

| Council Salary and Benefits<br>(per month unless otherwise noted) | Notes       |
|-------------------------------------------------------------------|-------------|
| \$1,200.00                                                        |             |
| \$2,012.33                                                        |             |
| \$3,000.00                                                        | no benefits |
| \$850.00                                                          | no benefits |
| \$1,250.00                                                        | no benefits |
| \$1,161.27                                                        | no benefits |
| \$1,200.00                                                        |             |
| \$780.00                                                          | no benefits |
| \$750.00                                                          | no benefits |
| \$750.00                                                          |             |
| \$2,171.36                                                        |             |
| \$674.00                                                          |             |
| \$804.98                                                          |             |
| \$1,650.00                                                        |             |
| \$730.00                                                          | no benefits |
| \$200.00                                                          | no benefits |
| \$500.00                                                          | no benefits |
| \$800.00                                                          | no benefits |
| \$1,200.00                                                        |             |
| \$918.00                                                          | no benefits |
| \$500.00                                                          | no benefits |
| \$500.00                                                          | no benefits |
| \$1,552.39                                                        |             |
| \$1,826.51                                                        | no benefits |
| \$1,000.00                                                        | no benefits |
| \$3,944.90                                                        |             |
| \$1,509.10                                                        |             |
| \$1,816.15                                                        |             |
| \$500.00                                                          | no benefits |

|            |             |
|------------|-------------|
| \$500.00   | no benefits |
| \$750.00   | no benefits |
| \$1,250.00 | no benefits |
| \$800.00   | no benefits |
| \$1,408.00 | no benefits |
| \$600.00   | no benefits |

| City              | Mayor-Council or Council-Manager | 2015          |                                                                   |                                                                   | 2021          |                                                                   |
|-------------------|----------------------------------|---------------|-------------------------------------------------------------------|-------------------------------------------------------------------|---------------|-------------------------------------------------------------------|
|                   |                                  | Population    | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population    | Mayoral Salary and Benefits<br>(per month unless otherwise noted) |
| Bainbridge Island | Council-Manager                  | 23,390        | \$1,250                                                           | \$1,000                                                           | 25,360        | \$4,000                                                           |
| Battle Ground     | Council-Manager                  | 19,250        | \$550                                                             | \$400                                                             | 22,800        | \$3,399.78                                                        |
| Bothell           | Council-Manager                  | 42,640        | \$1,200                                                           | \$1,000                                                           | 48,920        | \$1,450                                                           |
| Burien            | Council-Manager                  | 48,810        | \$1,350                                                           | \$1,200                                                           | 53,290        | \$1,350.00                                                        |
| Centralia         | Council-Manager                  | 16,790        | \$400                                                             | \$200                                                             | 17,500        | \$600.00                                                          |
| Covington         | Council-Manager                  | 18,520        | \$500                                                             | \$450                                                             | 20,890        | \$980                                                             |
| Des Moines        | Council-Manager                  | 30,100        | \$1,050                                                           | \$750                                                             | 32,820        | \$1,050.00                                                        |
| Ellensburg        | Council-Manager                  | 18,810        | \$500                                                             | \$250                                                             | 19,510        | \$1,000                                                           |
| Kelso             | Council-Manager                  | 11,950        | \$800                                                             | \$400                                                             | 12,410        | \$1,000                                                           |
| <b>Kenmore</b>    | <b>Council-Manager</b>           | <b>21,500</b> | <b>\$750</b>                                                      | <b>\$650</b>                                                      | <b>23,770</b> | <b>\$994</b>                                                      |
| Lacey             | Council-Manager                  | 46,020        | \$1,550                                                           | \$1,325                                                           | 54,780        | \$1,850                                                           |
| Longview          | Council-Manager                  | 37,130        | \$1,500                                                           | \$1,325                                                           | 38,530        | \$1,500                                                           |
| Maple Valley      | Council-Manager                  | 24,700        | \$825                                                             | \$550                                                             | 27,570        | \$930.00                                                          |
| Mercer Island     | Council-Manager                  | 23,480        | \$400                                                             | \$200                                                             | 24,990        | \$400                                                             |
| Mill Creek        | Council-Manager                  | 19,760        | \$700                                                             | \$500                                                             | 20,720        | \$700                                                             |
| Moses Lake        | Council-Manager                  | 22,080        | \$1,090                                                           | \$590                                                             | 25,330        | \$1,090.00                                                        |
| Mountlake Terrace | Council-Manager                  | 21,900        | \$1,000                                                           | \$800                                                             | 22,640        | \$1,122                                                           |
| Newcastle         | Council-Manager                  | 10,940        | \$800                                                             | \$700                                                             | 13,410        | \$600                                                             |
| Port Angeles      | Council-Manager                  | 19,140        | \$600                                                             | \$550                                                             | 20,020        | \$650.00                                                          |
| Puyallup          | Council-Manager                  | 38,950        | \$1,367                                                           | \$1,170                                                           | 43,040        | \$4,085.67                                                        |
| Sammamish         | Council-Manager                  | 49,080        | \$950                                                             | \$850                                                             | 66,130        | \$1,660.36                                                        |
| SeaTac            | Council-Manager                  | 27,650        | \$1,200                                                           | \$1,000                                                           | 29,890        | \$2,025.98                                                        |
| Shelton           | Council-Manager                  | 10,070        | \$1,510                                                           | \$1,510                                                           | 10,470        | \$500                                                             |
| Sunnyside         | Council-Manager                  | 16,280        | \$600                                                             | \$400                                                             | 17,400        | \$600                                                             |
| University Place  | Council-Manager                  | 31,720        | \$1,688                                                           | \$1,408                                                           | 33,730        | \$1,688.00                                                        |
| Walla Walla       | Council-Manager                  | 33,390        | \$500                                                             | \$400                                                             | 34,110        | \$500                                                             |
| Washougal         | Council-Manager                  | 15,170        | \$2,000                                                           | \$500                                                             | 16,950        | \$765                                                             |
| Woodinville       | Council-Manager                  | 11,240        | \$700                                                             | \$600                                                             | 12,800        | \$700                                                             |
| Olympia           | Council-Manager                  | N/A           | N/A                                                               | N/A                                                               | 55,010        | \$2,191                                                           |

| Council Salary and Benefits<br>(per month unless otherwise noted) | Notes       |
|-------------------------------------------------------------------|-------------|
| \$3,000                                                           | no benefits |
| \$2,510.04                                                        |             |
| \$1,250                                                           | no benefits |
| \$1,200.00                                                        |             |
| \$300.00                                                          | no benefits |
| \$780                                                             | no benefits |
| \$750.00                                                          | no benefits |
| \$500                                                             | no benefits |
| \$500                                                             | no benefits |
| <b>\$883</b>                                                      | no benefits |
| \$1,625                                                           | no benefits |
| \$950                                                             | no benefits |
| \$730.00                                                          | no benefits |
| \$200                                                             | no benefits |
| \$500                                                             | no benefits |
| \$590.00                                                          | no benefits |
| \$918                                                             | no benefits |
| \$500                                                             | no benefits |
| \$550.00                                                          | no benefits |
| \$3,944.90                                                        |             |
| \$1,509.10                                                        |             |
| \$1,816.15                                                        |             |
| \$500                                                             | no benefits |
| \$400                                                             | no benefits |
| \$1,408.00                                                        | no benefits |
| \$400                                                             | no benefits |
| \$587                                                             | no benefits |
| \$600                                                             | no benefits |
| \$1,826.51                                                        | no benefits |

| City             | Mayor-Council or<br>Council-Manager | 2015       |                                                                         |                                                                         | 2021       |                                                                         |
|------------------|-------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|------------|-------------------------------------------------------------------------|
|                  |                                     | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) |
| Aberdeen         | Mayor-Council                       | 16,780     | \$1,039                                                                 | \$390                                                                   | 17,020     | \$1,200.89                                                              |
| Anacortes        | Mayor-Council                       | 16,310     | \$7,597                                                                 | \$1,200                                                                 | 18,050     | \$10,352.24                                                             |
| Arlington        | Mayor-Council                       | 18,490     | \$4,800                                                                 | \$900                                                                   | 21,710     | \$7,890.71                                                              |
| Bonney Lake      | Mayor-Council                       | 19,490     | \$2,100                                                                 | \$850                                                                   | 22,540     | \$2,100.00                                                              |
| Bremerton        | Mayor-Council                       | 39,410     | \$8,917                                                                 | \$1,000                                                                 | 42,560     | \$9,500.00                                                              |
| Camas            | Mayor-Council                       | 21,210     | \$2,200                                                                 | \$750                                                                   | 26,200     | \$2,876.00                                                              |
| Cheney           | Mayor-Council                       | 11,440     | \$1,500                                                                 | \$450                                                                   | 12,010     | \$1,500.00                                                              |
| East Wenatchee   | Mayor-Council                       | 13,390     | \$4,896                                                                 | \$450                                                                   | 13,810     | \$5,868.32                                                              |
| Edgewood         | Mayor-Council                       | N/A        | N/A                                                                     | N/A                                                                     | 13,000     | \$9,783.33                                                              |
| Edmonds          | Mayor-Council                       | 40,490     | \$9,623                                                                 | \$1,694                                                                 | 42,780     | \$15,439.85                                                             |
| Enumclaw         | Mayor-Council                       | 11,140     | \$1,000                                                                 | \$325                                                                   | 13,030     | \$1,000.00                                                              |
| Ferndale         | Mayor-Council                       | 12,920     | \$2,619                                                                 | \$572                                                                   | 15,270     | \$2,650.00                                                              |
| Grandview        | Mayor-Council                       | 11,200     | \$540                                                                   | \$300                                                                   | 11,360     | \$540.00                                                                |
| Issaquah         | Mayor-Council                       | 33,330     | \$9,423                                                                 | \$700                                                                   | 39,840     | \$10,307.56                                                             |
| Lake Forest Park | Mayor-Council                       | 12,810     | \$3,000                                                                 | \$600                                                                   | 13,370     | \$3,921.00                                                              |
| Lake Stevens     | Mayor-Council                       | 29,900     | \$2,000                                                                 | \$725                                                                   | 35,460     | \$11,149.00                                                             |
| Lynden           | Mayor-Council                       | 13,090     | \$1,800                                                                 | \$600                                                                   | 15,110     | \$3,198.19                                                              |
| Lynnwood         | Mayor-Council                       | 36,420     | \$8,369                                                                 | \$1,650                                                                 | 41,020     | \$10,342.00                                                             |
| Monroe           | Mayor-Council                       | 17,620     | \$3,000                                                                 | \$600                                                                   | 19,990     | \$3,600.00                                                              |
| Mount Vernon     | Mayor-Council                       | 33,530     | \$8,040                                                                 | \$600                                                                   | 36,540     | \$11,127.88                                                             |
| Mukilteo         | Mayor-Council                       | 20,900     | \$5,900                                                                 | \$500                                                                   | 21,470     | \$5,900.00                                                              |
| Oak Harbor       | Mayor-Council                       | 22,000     | \$4,206                                                                 | \$603                                                                   | 23,080     | \$5,651.39                                                              |
| Port Orchard     | Mayor-Council                       | 13,510     | \$5,343                                                                 | \$500                                                                   | 15,260     | \$9,180.00                                                              |
| Pullman          | Mayor-Council                       | 32,110     | \$1,417                                                                 | \$300                                                                   | 32,450     | \$1,416.67                                                              |
| Sedro-Woolley    | Mayor-Council                       | 10,700     | \$2,138                                                                 | \$500                                                                   | 11,900     | \$2,461.00                                                              |
| Snoqualmie       | Mayor-Council                       | 12,850     | \$2,500                                                                 | \$500                                                                   | 14,370     | \$3,000.00                                                              |
| Tukwila          | Mayor-Council                       | 19,300     | \$8,445                                                                 | \$1,250                                                                 | 21,970     | \$9,480.00                                                              |
| Tumwater         | Mayor-Council                       | 19,100     | \$1,530                                                                 | \$660                                                                   | 25,360     | \$1,700.00                                                              |
| Wenatchee        | Mayor-Council                       | 33,230     | \$6,589                                                                 | \$665                                                                   | 35,810     | \$10,863.82                                                             |

|               |               |        |       |       |        |            |
|---------------|---------------|--------|-------|-------|--------|------------|
| West Richland | Mayor-Council | 13,960 | \$550 | \$350 | 16,710 | \$6,000.00 |
|---------------|---------------|--------|-------|-------|--------|------------|

| Council Salary and Benefits<br>(per month unless otherwise noted) | Notes       |
|-------------------------------------------------------------------|-------------|
| \$433.11                                                          | no benefits |
| \$1,200.00                                                        |             |
| \$2,012.33                                                        |             |
| \$850.00                                                          | no benefits |
| \$1,161.27                                                        | no benefits |
| \$903.00                                                          |             |
| \$450.00                                                          | no benefits |
| \$660.00                                                          | no benefits |
| \$750.00                                                          |             |
| \$2,171.36                                                        |             |
| \$325.00                                                          | no benefits |
| \$674.00                                                          | no benefits |
| \$300.00                                                          | no benefits |
| \$1,250.00                                                        | no benefits |
| \$600.00                                                          |             |
| \$804.98                                                          |             |
| \$695.96                                                          |             |
| \$1,650.00                                                        | no benefits |
| \$800.00                                                          | no benefits |
| \$1,200.00                                                        |             |
| \$500.00                                                          | no benefits |
| \$1,552.39                                                        |             |
| \$1,000.00                                                        | no benefits |
| \$550.00                                                          | no benefits |
| \$500.00                                                          | no benefits |
| \$750.00                                                          | no benefits |
| \$1,250.00                                                        | no benefits |
| \$800.00                                                          | no benefits |
| \$665.00                                                          |             |

|          |             |
|----------|-------------|
| \$600.00 | no benefits |
|----------|-------------|

| City             | Mayor-Council or<br>Council-Manager | 2015       |                                                                         |                                                                         | 2021       |                                                                         |                                                                         |
|------------------|-------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|
|                  |                                     | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) |
| Cheney           | Mayor-Council                       | 11,440     | \$1,500                                                                 | \$450                                                                   | 12,010     | \$1,500.00                                                              | \$450.00                                                                |
| East Wenatchee   | Mayor-Council                       | 13,390     | \$4,896                                                                 | \$450                                                                   | 13,810     | \$5,868.32                                                              | \$660.00                                                                |
| Edgewood         | Mayor-Council                       | N/A        | N/A                                                                     | N/A                                                                     | 13,000     | \$9,783.33                                                              | \$750.00                                                                |
| Grandview        | Mayor-Council                       | 11,200     | \$540                                                                   | \$300                                                                   | 11,360     | \$540.00                                                                | \$300.00                                                                |
| Kelso            | Council-Manager                     | 11,950     | \$800                                                                   | \$400                                                                   | 12,410     | \$1,000.00                                                              | \$500.00                                                                |
| Lake Forest Park | Mayor-Council                       | 12,810     | \$3,000                                                                 | \$600                                                                   | 13,370     | \$3,921.00                                                              | \$600.00                                                                |
| Newcastle        | Council-Manager                     | 10,940     | \$800                                                                   | \$700                                                                   | 13,410     | \$600                                                                   | \$500                                                                   |
| Sedro-Woolley    | Mayor-Council                       | 10,700     | \$2,138                                                                 | \$500                                                                   | 11,900     | \$2,461.00                                                              | \$500.00                                                                |
| Shelton          | Council-Manager                     | 10,070     | \$1,510                                                                 | \$1,510                                                                 | 10,470     | \$500                                                                   | \$500                                                                   |
| Snoqualmie       | Mayor-Council                       | 12,850     | \$2,500                                                                 | \$500                                                                   | 14,370     | \$3,000.00                                                              | \$750.00                                                                |
| Woodinville      | Council-Manager                     | 11,240     | \$700                                                                   | \$600                                                                   | 12,800     | \$700.00                                                                | \$600.00                                                                |

Notes  
no benefits  
no benefits  
  
no benefits  
  
no benefits  
no benefits  
no benefits  
  
no benefits

|                   |                                  | 2015       |                                                                   |                                                                   | 2021       |                                                                   |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|------------|-------------------------------------------------------------------|
| City              | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) |
| Aberdeen          | Mayor-Council                    | 16,780     | \$1,039                                                           | \$390                                                             | 17,020     | \$1,200.89                                                        |
| Anacortes         | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                           | 18,050     | \$10,352.24                                                       |
| Arlington         | Mayor-Council                    | 18,490     | \$4,800                                                           | \$900                                                             | 21,710     | \$7,890.71                                                        |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                           | 25,360     | \$4,000.00                                                        |
| Battle Ground     | Council-Manager                  | 19,250     | \$550                                                             | \$400                                                             | 22,800     | \$3,399.78                                                        |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                             | 22,540     | \$2,100.00                                                        |
| Camas             | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                             | 26,200     | \$2,876.00                                                        |
| Centralia         | Council-Manager                  | 16,790     | \$400                                                             | \$200                                                             | 17,500     | \$600.00                                                          |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                             | 20,890     | \$980.00                                                          |
| Ellensburg        | Council-Manager                  | 18,810     | \$500                                                             | \$250                                                             | 19,510     | \$1,000.00                                                        |
| Ferndale          | Mayor-Council                    | 12,920     | \$2,619                                                           | \$572                                                             | 15,270     | \$2,650.00                                                        |
| <b>Kenmore</b>    | <b>Council-Manager</b>           | 21,500     | \$750                                                             | \$650                                                             | 23,770     | \$994.00                                                          |
| Lynden            | Mayor-Council                    | 13,090     | \$1,800                                                           | \$600                                                             | 15,110     | \$3,198.19                                                        |
| Maple Valley      | Council-Manager                  | 24,700     | \$825                                                             | \$550                                                             | 27,570     | \$930.00                                                          |
| Mercer Island     | Council-Manager                  | 23,480     | \$400                                                             | \$200                                                             | 24,990     | \$400.00                                                          |
| Mill Creek        | Council-Manager                  | 19,760     | \$700                                                             | \$500                                                             | 20,720     | \$700.00                                                          |
| Monroe            | Mayor-Council                    | 17,620     | \$3,000                                                           | \$600                                                             | 19,990     | \$3,600.00                                                        |
| Moses Lake        | Council-Manager                  | 22,080     | \$1,090                                                           | \$590                                                             | 25,330     | \$1,090.00                                                        |
| Mountlake Terrace | Council-Manager                  | 21,900     | \$1,000                                                           | \$800                                                             | 22,640     | \$1,122.00                                                        |
| Mukilteo          | Mayor-Council                    | 20,900     | \$5,900                                                           | \$500                                                             | 21,470     | \$5,900.00                                                        |
| Oak Harbor        | Mayor-Council                    | 22,000     | \$4,206                                                           | \$603                                                             | 23,080     | \$5,651.39                                                        |
| Port Angeles      | Council-Manager                  | 19,140     | \$600                                                             | \$550                                                             | 20,020     | \$650.00                                                          |
| Port Orchard      | Mayor-Council                    | 13,510     | \$5,343                                                           | \$500                                                             | 15,260     | \$9,180.00                                                        |
| SeaTac            | Council-Manager                  | 27,650     | \$1,200                                                           | \$1,000                                                           | 29,890     | \$2,025.98                                                        |
| Sunnyside         | Council-Manager                  | 16,280     | \$600                                                             | \$400                                                             | 17,400     | \$600.00                                                          |
| Tukwila           | Mayor-Council                    | 19,300     | \$8,445                                                           | \$1,250                                                           | 21,970     | \$9,480.00                                                        |
| Tumwater          | Mayor-Council                    | 19,100     | \$1,530                                                           | \$660                                                             | 25,360     | \$1,700.00                                                        |
| Washougal         | Council-Manager                  | 15,170     | \$2,000                                                           | \$500                                                             | 16,950     | \$765.00                                                          |
| West Richland     | Mayor-Council                    | 13,960     | \$550                                                             | \$350                                                             | 16,710     | \$6,000.00                                                        |

| Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Notes       |
|-------------------------------------------------------------------------|-------------|
| \$433.11                                                                | no benefits |
| \$1,200.00                                                              |             |
| \$2,012.33                                                              |             |
| \$3,000.00                                                              | no benefits |
| \$2,510.04                                                              |             |
| \$850.00                                                                | no benefits |
| \$903.00                                                                |             |
| \$300.00                                                                | no benefits |
| \$780.00                                                                |             |
| \$500.00                                                                | no benefits |
| \$674.00                                                                | no benefits |
| \$883.00                                                                | no benefits |
| \$695.96                                                                |             |
| \$730.00                                                                | no benefits |
| \$200.00                                                                | no benefits |
| \$500.00                                                                | no benefits |
| \$800.00                                                                | no benefits |
| \$590.00                                                                | no benefits |
| \$918.00                                                                | no benefits |
| \$500.00                                                                | no benefits |
| \$1,552.39                                                              |             |
| \$550.00                                                                | no benefits |
| \$1,000.00                                                              | no benefits |
| \$1,816.15                                                              |             |
| \$400.00                                                                | no benefits |
| \$1,250.00                                                              | no benefits |
| \$800.00                                                                |             |
| \$587.00                                                                | no benefits |
| \$600.00                                                                |             |

|                   |                                  | 2015       |                                                                   |                                                                   | 2021       |                                                                   |                                                                   |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|
| City              | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) |
| Arlington         | Mayor-Council                    | 18,490     | \$4,800                                                           | \$900                                                             | 21,710     | \$7,890.71                                                        | \$2,012.33                                                        |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                           | 25,360     | \$4,000.00                                                        | \$3,000.00                                                        |
| Battle Ground     | Council-Manager                  | 19,250     | \$550                                                             | \$400                                                             | 22,800     | \$3,399.78                                                        | \$2,510.04                                                        |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                             | 22,540     | \$2,100.00                                                        | \$850.00                                                          |
| Camas             | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                             | 26,200     | \$2,876.00                                                        | \$903.00                                                          |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                             | 20,890     | \$980.00                                                          | \$780.00                                                          |
| <b>Kenmore</b>    | <b>Council-Manager</b>           | 21,500     | \$750                                                             | \$650                                                             | 23,770     | \$994.00                                                          | \$883.00                                                          |
| Maple Valley      | Council-Manager                  | 24,700     | \$825                                                             | \$550                                                             | 27,570     | \$930.00                                                          | \$730.00                                                          |
| Mercer Island     | Council-Manager                  | 23,480     | \$400                                                             | \$200                                                             | 24,990     | \$400.00                                                          | \$200.00                                                          |
| Mill Creek        | Council-Manager                  | 19,760     | \$700                                                             | \$500                                                             | 20,720     | \$700.00                                                          | \$500.00                                                          |
| Moses Lake        | Council-Manager                  | 22,080     | \$1,090                                                           | \$590                                                             | 25,330     | \$1,090.00                                                        | \$590.00                                                          |
| Mountlake Terrace | Council-Manager                  | 21,900     | \$1,000                                                           | \$800                                                             | 22,640     | \$1,122.00                                                        | \$918.00                                                          |
| Mukilteo          | Mayor-Council                    | 20,900     | \$5,900                                                           | \$500                                                             | 21,470     | \$5,900.00                                                        | \$500.00                                                          |
| Oak Harbor        | Mayor-Council                    | 22,000     | \$4,206                                                           | \$603                                                             | 23,080     | \$5,651.39                                                        | \$1,552.39                                                        |
| Port Angeles      | Council-Manager                  | 19,140     | \$600                                                             | \$550                                                             | 20,020     | \$650.00                                                          | \$550.00                                                          |
| SeaTac            | Council-Manager                  | 27,650     | \$1,200                                                           | \$1,000                                                           | 29,890     | \$2,025.98                                                        | \$1,816.15                                                        |
| Tukwila           | Mayor-Council                    | 19,300     | \$8,445                                                           | \$1,250                                                           | 21,970     | \$9,480.00                                                        | \$1,250.00                                                        |
| Tumwater          | Mayor-Council                    | 19,100     | \$1,530                                                           | \$660                                                             | 25,360     | \$1,700.00                                                        | \$800.00                                                          |

Notes

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

no benefits

|                  |                                     | 2015       |                                                                         |                                                                         | 2021       |                                                                         |
|------------------|-------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|------------|-------------------------------------------------------------------------|
| City             | Mayor-Council or<br>Council-Manager | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) |
| Bothell          | Council-Manager                     | 42,640     | \$1,200                                                                 | \$1,000                                                                 | 48,920     | \$1,450.00                                                              |
| Bremerton        | Mayor-Council                       | 39,410     | \$8,917                                                                 | \$1,000                                                                 | 42,560     | \$9,500.00                                                              |
| Des Moines       | Council-Manager                     | 30,100     | \$1,050                                                                 | \$750                                                                   | 32,820     | \$1,050.00                                                              |
| Edmonds          | Mayor-Council                       | 40,490     | \$9,623                                                                 | \$1,694                                                                 | 42,780     | \$15,439.85                                                             |
| Issaquah         | Mayor-Council                       | 33,330     | \$9,423                                                                 | \$700                                                                   | 39,840     | \$10,307.56                                                             |
| Lake Stevens     | Mayor-Council                       | 29,900     | \$2,000                                                                 | \$725                                                                   | 35,460     | \$11,149.00                                                             |
| Longview         | Council-Manager                     | 37,130     | \$1,500                                                                 | \$1,325                                                                 | 38,530     | \$1,500.00                                                              |
| Lynnwood         | Mayor-Council                       | 36,420     | \$8,369                                                                 | \$1,650                                                                 | 41,020     | \$10,342.00                                                             |
| Mount Vernon     | Mayor-Council                       | 33,530     | \$8,040                                                                 | \$600                                                                   | 36,540     | \$11,127.88                                                             |
| Pullman          | Mayor-Council                       | 32,110     | \$1,417                                                                 | \$300                                                                   | 32,450     | \$1,416.67                                                              |
| Puyallup         | Council-Manager                     | 38,950     | \$1,367                                                                 | \$1,170                                                                 | 43,040     | \$4,085.67                                                              |
| University Place | Council-Manager                     | 31,720     | \$1,688                                                                 | \$1,408                                                                 | 33,730     | \$1,688.00                                                              |
| Walla Walla      | Council-Manager                     | 33,390     | \$500                                                                   | \$400                                                                   | 34,110     | \$500.00                                                                |
| Wenatchee        | Mayor-Council                       | 33,230     | \$6,589                                                                 | \$665                                                                   | 35,810     | \$10,863.82                                                             |

| Council Salary and Benefits<br>(per month unless otherwise noted) |  | Notes       |
|-------------------------------------------------------------------|--|-------------|
| \$1,250.00                                                        |  | no benefits |
| \$1,161.27                                                        |  | no benefits |
| \$750.00                                                          |  | no benefits |
| \$2,171.36                                                        |  |             |
| \$1,250.00                                                        |  |             |
| \$804.98                                                          |  |             |
| \$950.00                                                          |  |             |
| \$1,650.00                                                        |  |             |
| \$1,200.00                                                        |  |             |
| \$550.00                                                          |  | no benefits |
| \$3,944.90                                                        |  |             |
| \$1,408.00                                                        |  | no benefits |
| \$400.00                                                          |  | no benefits |
| \$665.00                                                          |  |             |

| City              | Mayor-Council or<br>Council-Manager | 2015       |                                                                         |                                                                               | 2021       |                                                                                                                                         |
|-------------------|-------------------------------------|------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------|
|                   |                                     | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted)       | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted)                                                                 |
| Aberdeen          | Mayor-Council                       | 16,780     | \$1,039                                                                 | \$390                                                                         | 17,020     | \$1,200.89                                                                                                                              |
| Anacortes         | Mayor-Council                       | 16,310     | \$7,597                                                                 | \$1,200                                                                       | 18,050     | \$9,652.24 plus health<br>benefits worth about<br>\$700 and 120 hours<br>of paid leave                                                  |
| Arlington         | Mayor-Council                       | 18,490     | \$1,500 plus \$550 per<br>other meeting (max.<br>20/month)              | \$200 per council<br>meeting plus<br>\$50/other meeting<br>(max. 8 per month) | 21,710     | \$7,100 plus the same<br>medical, dental,<br>vision, and employee<br>assistance program<br>coverage as non-<br>represented<br>employees |
| Bainbridge Island | Council-Manager                     | 23,390     | \$1,250                                                                 | \$1,000                                                                       | 25,360     | \$4,000.00                                                                                                                              |
| Battle Ground     | Council-Manager                     | 19,250     | \$550                                                                   | \$400                                                                         | 22,800     | Deputy Mayor:<br>\$1,000<br>Mayor \$1,100<br>Plus the same<br>insurance benefits as<br>non-represented staff                            |
| Bonney Lake       | Mayor-Council                       | 19,490     | \$2,100                                                                 | \$850                                                                         | 22,540     | \$2,100.00                                                                                                                              |
| Bothell           | Council-Manager                     | 42,640     | \$1,200                                                                 | \$1,000                                                                       | 48,920     | \$1,450.00                                                                                                                              |
| Bremerton         | Mayor-Council                       | 39,410     | \$8,917                                                                 | \$1,000                                                                       | 42,560     | \$9,500.00                                                                                                                              |
| Burien            | Council-Manager                     | 48,810     | \$750 plus<br>\$600/month VEBA                                          | \$600 plus<br>\$600/month VEBA                                                | 53,290     | \$750 plus<br>\$600/month VEBA                                                                                                          |

|                |                        |        |                                       |                                                                                                            |        |                                                                     |
|----------------|------------------------|--------|---------------------------------------|------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------|
| Camas          | Mayor-Council          | 21,210 | \$2,200                               | \$750                                                                                                      | 26,200 | \$2,501 plus \$300 vehicle allowance and \$75 technology allowance  |
| Centralia      | Council-Manager        | 16,790 | \$400                                 | \$200                                                                                                      | 17,500 | Mayor: \$600<br>Mayor Pro Tem: \$400                                |
| Cheney         | Mayor-Council          | 11,440 | \$1,500                               | \$450                                                                                                      | 12,010 | \$1,500.00                                                          |
| Covington      | Council-Manager        | 18,520 | \$500                                 | \$450                                                                                                      | 20,890 | \$980.00                                                            |
| Des Moines     | Council-Manager        | 30,100 | \$350/meeting attended (max. 40/year) | \$250/meeting attended (max. 40/year)                                                                      | 32,820 | \$350/meeting attended (max. 40/year)                               |
| East Wenatchee | Mayor-Council          | 13,390 | \$4,896                               | \$450                                                                                                      | 13,810 | \$5,868.32                                                          |
| Edmonds        | Mayor-Council          | 40,490 | \$9,623                               | \$1,000/month (includes 8 meetings per month) plus \$694 monthly cafeteria benefit toward health insurance | 42,780 | \$11,350.91 plus same benefits package as non-represented employees |
| Ellensburg     | Council-Manager        | 18,810 | \$500                                 | \$250                                                                                                      | 19,510 | \$1,000.00                                                          |
| Enumclaw       | Mayor-Council          | 11,140 | \$1,000                               | \$325                                                                                                      | 13,030 | \$1,000.00                                                          |
| Ferndale       | Mayor-Council          | 12,920 | \$2,619                               | \$572                                                                                                      | 15,270 | \$2,650.00                                                          |
| Grandview      | Mayor-Council          | 11,200 | \$540                                 | \$300                                                                                                      | 11,360 | \$540.00                                                            |
| Issaquah       | Mayor-Council          | 33,330 | \$9,423                               | \$700                                                                                                      | 39,840 | \$10,307.56                                                         |
| Kelso          | Council-Manager        | 11,950 | \$800                                 | \$400                                                                                                      | 12,410 | \$1,000.00                                                          |
| <b>Kenmore</b> | <b>Council-Manager</b> | 21,500 | \$750                                 | \$650                                                                                                      | 23,770 | \$994.00                                                            |
| Lacey          | Council-Manager        | 46,020 | \$1,550                               | \$1,325                                                                                                    | 54,780 | \$1,850.00                                                          |

|                   |                 |        |                           |                                        |        |                                                                                                                  |
|-------------------|-----------------|--------|---------------------------|----------------------------------------|--------|------------------------------------------------------------------------------------------------------------------|
| Lake Forest Park  | Mayor-Council   | 12,810 | \$3,000                   | \$600                                  | 13,370 | \$3,000 plus \$537.52 for medical, \$52.78 for dental, \$7.72 for vision, \$15.48 for LTD, and \$307.50 for PERS |
| Lake Stevens      | Mayor-Council   | 29,900 | \$2,000                   | \$500 plus \$75/meeting (max. 4/month) | 35,460 | \$9,000 plus full benefits of non-represented employees including medical and DRS contribution                   |
| Longview          | Council-Manager | 37,130 | \$1,500                   | \$1,325                                | 38,530 | \$1,500.00                                                                                                       |
| Lynden            | Mayor-Council   | 13,090 | \$1,800                   | \$200 per meeting                      | 15,110 | \$2,898.19 plus \$300 vehicle allowance                                                                          |
| Lynnwood          | Mayor-Council   | 36,420 | \$8,369                   | \$1,650                                | 41,020 | \$10,342.00                                                                                                      |
| Maple Valley      | Council-Manager | 24,700 | \$825                     | \$550                                  | 27,570 | Mayor: \$930<br>Deputy Mayor: \$830                                                                              |
| Mercer Island     | Council-Manager | 23,480 | \$400                     | \$200                                  | 24,990 | \$400.00                                                                                                         |
| Mill Creek        | Council-Manager | 19,760 | \$700                     | \$500                                  | 20,720 | \$700.00                                                                                                         |
| Monroe            | Mayor-Council   | 17,620 | \$3,000                   | \$600                                  | 19,990 | \$3,600.00                                                                                                       |
| Moses Lake        | Council-Manager | 22,080 | \$1,000 plus \$30/meeting | \$500 plus \$30/meeting                | 25,330 | Mayor: \$1,000 plus \$30/meeting (max. 10 meetings)<br>Deputy Mayor: \$600 plus \$30/meeting (max. 10 meetings)  |
| Mount Vernon      | Mayor-Council   | 33,530 | \$8,040                   | \$600                                  | 36,540 | \$9,188.25 plus health insurance                                                                                 |
| Mountlake Terrace | Council-Manager | 21,900 | \$1,000                   | \$800                                  | 22,640 | \$1,122.00                                                                                                       |

|               |                 |        |         |         |        |                                                                                                                                        |
|---------------|-----------------|--------|---------|---------|--------|----------------------------------------------------------------------------------------------------------------------------------------|
| Mukilteo      | Mayor-Council   | 20,900 | \$5,900 | \$500   | 21,470 | \$5,900.00                                                                                                                             |
| Newcastle     | Council-Manager | 10,940 | \$800   | \$700   | 13,410 | \$600.00                                                                                                                               |
| Oak Harbor    | Mayor-Council   | 22,000 | \$4,206 | \$603   | 23,080 | \$4,822 plus full health coverage for self and can buy for dependents                                                                  |
| Port Angeles  | Council-Manager | 19,140 | \$600   | \$550   | 20,020 | Mayor: \$650<br>Deputy Mayor: \$600                                                                                                    |
| Port Orchard  | Mayor-Council   | 13,510 | \$5,343 | \$500   | 15,260 | \$9,180.00                                                                                                                             |
| Pullman       | Mayor-Council   | 32,110 | \$1,417 | \$300   | 32,450 | \$1,416.67                                                                                                                             |
| Puyallup      | Council-Manager | 38,950 | \$1,367 | \$1,170 | 43,040 | \$1,407.67 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy |
| Sammamish     | Council-Manager | 49,080 | \$950   | \$850   | 66,130 | \$1,432.78 plus dental, vision, and EAP benefits for the mayor and his or her dependents                                               |
| SeaTac        | Council-Manager | 27,650 | \$1,200 | \$1,000 | 29,890 | \$1,200 plus \$767 per pay period to a 457 plan and 4.915% to a 401(a) plan                                                            |
| Sedro-Woolley | Mayor-Council   | 10,700 | \$2,138 | \$500   | 11,900 | \$2,461.00                                                                                                                             |

|                  |                 |        |                                                        |                                                        |        |                                                                                              |
|------------------|-----------------|--------|--------------------------------------------------------|--------------------------------------------------------|--------|----------------------------------------------------------------------------------------------|
| Shelton          | Council-Manager | 10,070 | \$1,300 plus \$70 per meeting (max. \$25,400 per year) | \$1,300 plus \$70 per meeting (max. \$25,400 per year) | 10,470 | \$500.00                                                                                     |
| Snoqualmie       | Mayor-Council   | 12,850 | \$2,500                                                | \$500                                                  | 14,370 | \$3,000.00                                                                                   |
| Sunnyside        | Council-Manager | 16,280 | \$600                                                  | \$400                                                  | 17,400 | \$600.00                                                                                     |
| Tukwila          | Mayor-Council   | 19,300 | \$8,445                                                | \$1,250                                                | 21,970 | \$9,480.00                                                                                   |
| Tumwater         | Mayor-Council   | 19,100 | \$1,530                                                | \$660                                                  | 25,360 | \$1,700.00                                                                                   |
| University Place | Council-Manager | 31,720 | \$1,688                                                | \$1,408                                                | 33,730 | Mayor: \$1,688<br>Mayor Pro Tem: \$1,520                                                     |
| Walla Walla      | Council-Manager | 33,390 | \$500                                                  | \$400                                                  | 34,110 | \$500.00                                                                                     |
| Washougal        | Council-Manager | 15,170 | \$2,000                                                | \$500                                                  | 16,950 | \$765.00                                                                                     |
| Wenatchee        | Mayor-Council   | 33,230 | \$6,589                                                | \$665                                                  | 35,810 | \$8,895.24 plus health insurance, life insurance, up to 2% IRS deferred compensation program |
| West Richland    | Mayor-Council   | 13,960 | \$550                                                  | \$350                                                  | 16,710 | without city administrator: \$6,000<br>with city administrator: \$2,500                      |
| Woodinville      | Council-Manager | 11,240 | \$700                                                  | \$600                                                  | 12,800 | \$700.00                                                                                     |

## Cities Not Included in 2015 That Should Be Considered in 2021

|          |                 |     |     |     |        |                       |
|----------|-----------------|-----|-----|-----|--------|-----------------------|
| Edgewood | Mayor-Council   | N/A | N/A | N/A | 13,000 | \$8,200 plus benefits |
| Olympia  | Council-Manager | N/A | N/A | N/A | 55,010 | \$2,191.00            |

Source for 2015 populations: 1/11/16 City Council Salary Commission Presentation (<https://kenmore.civicweb.net/filepro/documents/>)

Source for 2021 populations: <https://mrsc.org/Home/Research-Tools/Washington-City-and-Town-Profiles.aspx>

Source for Mayor-Council or Council-Manager: <https://mrsc.org/Home/Research-Tools/Washington-City-and-Town-Profiles.aspx>

link to 2015 data: <https://kenmore.civicweb.net/filepro/documents/65041?preview=65421&attachmenturl=%2FFileStorage%2F4E341>

| Council Salary and Benefits<br>(per month unless otherwise noted)                                                    |  | Notes                                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Group 1: \$413.46                                                                                                    |  |                                                                                                                                                                                              |
| Group 2: \$433.11                                                                                                    |  | no benefits                                                                                                                                                                                  |
| \$1,200 with \$50 increases every year in office up to the 8th                                                       |  |                                                                                                                                                                                              |
| \$1,840 plus the same medical, dental, vision, and employee assistance program coverage as non-represented employees |  | AWC listed the mayor's salary at \$2,250 and council members' at \$206.25 but I confirmed with the city that the numbers presented here are more up to date than AWC's.                      |
| \$3,000.00                                                                                                           |  | no benefits                                                                                                                                                                                  |
| \$900 plus the same insurance benefits as non-represented staff                                                      |  | AWC listed the mayor's salary as \$750 but that would be less than council members which makes no sense. I got these figures from Tamara Gunter in their Human Resources department on 8/11. |
| \$850.00                                                                                                             |  | no benefits                                                                                                                                                                                  |
| \$1,250.00                                                                                                           |  | no benefits                                                                                                                                                                                  |
| \$1,161.27                                                                                                           |  | no benefits                                                                                                                                                                                  |
| \$600 plus \$600/month VEBA                                                                                          |  | VEBA is in lieu of health insurance                                                                                                                                                          |

|                                                                                                             |             |
|-------------------------------------------------------------------------------------------------------------|-------------|
| \$853 plus \$50<br>technology allowance                                                                     |             |
| \$300.00                                                                                                    | no benefits |
| \$450.00                                                                                                    | no benefits |
| \$780.00                                                                                                    | no benefits |
| \$250/meeting<br>attended (max.<br>40/year)                                                                 | no benefits |
| \$660.00                                                                                                    | no benefits |
| Council President:<br>\$1,716.69 in benefits<br>Council Members:<br>\$1,416.67 plus<br>\$754.69 in benefits |             |
| \$500.00                                                                                                    | no benefits |
| \$325.00                                                                                                    | no benefits |
| \$674.00                                                                                                    |             |
| \$300.00                                                                                                    | no benefits |
| Council President:<br>\$1,450<br>Deputy Council<br>President: \$1,350<br>Council Member:<br>\$1,250         | no benefits |
| \$500.00                                                                                                    | no benefits |
| \$883.00                                                                                                    | no benefits |
| \$1,625.00                                                                                                  | no benefits |

|                                                               |                                                                                                                                     |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| \$600.00                                                      |                                                                                                                                     |
| \$564.98 plus \$80 per meeting (maximum 4 meetings per month) |                                                                                                                                     |
| \$950.00                                                      | no benefits                                                                                                                         |
| \$695.96                                                      |                                                                                                                                     |
| \$1,650.00                                                    | AWC listed the council members' salary at \$450 but these figures came from their recent Salary Commission and are more up to date. |
| \$730.00                                                      | no benefits                                                                                                                         |
| \$200.00                                                      | no benefits                                                                                                                         |
| \$500.00                                                      | no benefits                                                                                                                         |
| \$800.00                                                      | no benefits                                                                                                                         |
| \$500 plus \$30/meeting (max. 10 meetings)                    | no benefits                                                                                                                         |
| \$1,200.00                                                    |                                                                                                                                     |
| \$918.00                                                      | no benefits                                                                                                                         |

|                                                                                                                                        |                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Council Members: \$500                                                                                                                 |                                                                                                                                                                                                           |
| Council President: \$550                                                                                                               | no benefits                                                                                                                                                                                               |
| \$500.00                                                                                                                               | no benefits                                                                                                                                                                                               |
| \$723 plus plus full health coverage for self and can buy for dependents                                                               | AWC listed the mayor's salary at \$5,477 per month. I have reached out to their Human Resources to explain the discrepancy with the theory that the difference is benefits but I have not heard back yet. |
| \$550.00                                                                                                                               | no benefits                                                                                                                                                                                               |
| \$1,000.00                                                                                                                             | no benefits                                                                                                                                                                                               |
| \$550.00                                                                                                                               | no benefits                                                                                                                                                                                               |
| \$1,266.90 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy | AWC listed the council members' salary at \$1,205. I reached out to their Human Resources department to explain the \$60 discrepancy and was told AWC is incorrect.                                       |
| \$1,281.52 plus dental, vision, and EAP benefits for members and their dependents                                                      |                                                                                                                                                                                                           |
| \$1,000 plus \$767 per pay period to a 457 plan and 4.915% to 401(a) plan                                                              |                                                                                                                                                                                                           |
| \$500.00                                                                                                                               | no benefits                                                                                                                                                                                               |

|                                         |                                                                                                                                                                                                    |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$500.00                                | no benefits                                                                                                                                                                                        |
| \$750.00                                | There is a discrepancy between these figures and what I found in AWC but I had spoken to the city's Human Resources director on 8/17 and am certain she had more up to date salaries. No benefits. |
| \$400.00                                | no benefits                                                                                                                                                                                        |
| \$1,250.00                              | no benefits                                                                                                                                                                                        |
| \$800.00                                | AWC listed council members' salary at \$660 per month but I confirmed with their Human Resources department that they have gotten a raise since the survey was filled out. No benefits.            |
| \$1,408.00                              | no benefits                                                                                                                                                                                        |
| \$400.00                                | no benefits                                                                                                                                                                                        |
| \$587.00                                | no benefits                                                                                                                                                                                        |
| \$665 (increasing to \$1,000 on 1/1/22) |                                                                                                                                                                                                    |
| \$600.00                                | Salary Commission since AWC was last updated. These figures are accurate.                                                                                                                          |
| \$600.00                                | no benefits                                                                                                                                                                                        |

|            |             |
|------------|-------------|
| \$750.00   |             |
| \$1,826.51 | no benefits |

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†

| City              | Mayor-Council or<br>Council-Manager | 2015       |                                                                         |                                                                                                                              | 2021       |                                                                                                                                 |
|-------------------|-------------------------------------|------------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------------------------------------------------------------------------------------------------|
|                   |                                     | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted) | Council Salary and<br>Benefits<br>(per month unless<br>otherwise noted)                                                      | Population | Mayoral Salary and<br>Benefits<br>(per month unless<br>otherwise noted)                                                         |
| Bothell           | Council-Manager                     | 42,640     | \$1,200                                                                 | \$1,000                                                                                                                      | 48,920     | \$1,450.00                                                                                                                      |
| Edmonds           | Mayor-Council                       | 40,490     | \$9,623                                                                 | \$1,000/month<br>(includes 8<br>meetings per<br>month) plus \$694<br>monthly cafeteria<br>benefit toward<br>health insurance | 42,780     | \$11,350.91 plus<br>same benefits<br>package as non-<br>represented<br>employees                                                |
| Lake Forest Park  | Mayor-Council                       | 12,810     | \$3,000                                                                 | \$600                                                                                                                        | 13,370     | \$3,000 plus \$537.52<br>for medical, \$52.78<br>for dental, \$7.72 for<br>vision, \$15.48 for<br>LTD, and \$307.50<br>for PERS |
| Lynnwood          | Mayor-Council                       | 36,420     | \$8,369                                                                 | \$1,650                                                                                                                      | 41,020     | \$10,342.00                                                                                                                     |
| Mill Creek        | Council-Manager                     | 19,760     | \$700                                                                   | \$500                                                                                                                        | 20,720     | \$700.00                                                                                                                        |
| Mountlake Terrace | Council-Manager                     | 21,900     | \$1,000                                                                 | \$800                                                                                                                        | 22,640     | \$1,122.00                                                                                                                      |
| Mukilteo          | Mayor-Council                       | 20,900     | \$5,900                                                                 | \$500                                                                                                                        | 21,470     | \$5,900.00                                                                                                                      |

|             |                 |        |         |         |                                                                                         |
|-------------|-----------------|--------|---------|---------|-----------------------------------------------------------------------------------------|
| SeaTac      |                 |        |         |         | \$1,200 plus \$767<br>per pay period to a<br>457 plan and<br>4.915% to a 401(a)<br>plan |
|             | Council-Manager | 27,650 | \$1,200 | \$1,000 | 29,890                                                                                  |
| Shoreline   |                 |        |         |         |                                                                                         |
|             | Council-Manager | N/A    | N/A     | N/A     | 57,860                                                                                  |
| Woodinville | Council-Manager | 11,240 | \$700   | \$600   | 12,800                                                                                  |

|                                                                                                          |                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                          |                                                                                                                                     |
| Council Salary and Benefits<br>(per month unless otherwise noted)                                        | Notes                                                                                                                               |
| \$1,250.00                                                                                               | no benefits                                                                                                                         |
| Council President:<br>\$1,716.69 in benefits<br>Council Members:<br>\$1,416.67 plus \$754.69 in benefits |                                                                                                                                     |
| \$600.00                                                                                                 |                                                                                                                                     |
| \$1,650.00                                                                                               | AWC listed the council members' salary at \$450 but these figures came from their recent Salary Commission and are more up to date. |
| \$500.00                                                                                                 | no benefits                                                                                                                         |
| \$918.00                                                                                                 | no benefits                                                                                                                         |
| Council Members:<br>\$500<br>Council President:<br>\$550                                                 | no benefits                                                                                                                         |

|                                                                                       |                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$1,000 plus \$767<br>per pay period to a<br>457 plan and<br>4.915% to 401(a)<br>plan |                                                                                                                                                                                                                           |
|                                                                                       | Not Included in Other Tabs.<br>Maximum of 4 council<br>members must elect health<br>coverage. If they don't the<br>City's allotment of \$1,081 for<br>their benefits goes towards<br>their 457b deferred comp<br>account. |
| \$1,000.00                                                                            |                                                                                                                                                                                                                           |
| \$600.00                                                                              | no benefits                                                                                                                                                                                                               |

| City              | Mayor-Council or Council-Manager | 2015       |                                                                   |                                                                      | 2021       |                                                                                                            |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|----------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------------------|
|                   |                                  | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted)    | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                                          |
| Anacortes         | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                              | 18,050     | \$9,652.24 plus health benefits worth about \$700 and 120 hours of paid leave                              |
| Arlington         | Mayor-Council                    | 18,490     | \$1,500 plus \$550 per other meeting (max. 20/month)              | \$200 per council meeting plus \$50/other meeting (max. 8 per month) | 21,710     | \$7,100 plus the same medical, dental, vision, and employee assistance program coverage as non-represented |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                              | 25,360     | \$4,000.00                                                                                                 |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                                | 22,540     | \$2,100.00                                                                                                 |
| Bothell           | Council-Manager                  | 42,640     | \$1,200                                                           | \$1,000                                                              | 48,920     | \$1,450.00                                                                                                 |
| Bremerton         | Mayor-Council                    | 39,410     | \$8,917                                                           | \$1,000                                                              | 42,560     | \$9,500.00                                                                                                 |
| Burien            | Council-Manager                  | 48,810     | \$750 plus \$600/month VEBA                                       | \$600 plus \$600/month VEBA                                          | 53,290     | \$750 plus \$600/month VEBA                                                                                |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                                | 20,890     | \$980.00                                                                                                   |
| Des Moines        | Council-Manager                  | 30,100     | \$350/meeting attended (max. 40/year)                             | \$250/meeting attended (max. 40/year)                                | 32,820     | \$350/meeting attended (max. 40/year)                                                                      |
| Edgewood          | Mayor-Council                    | N/A        | N/A                                                               | N/A                                                                  | 13,000     | \$8,200 plus benefits                                                                                      |

|                   |                 |        |         |                                                                                                                              |        |                                                                                  |
|-------------------|-----------------|--------|---------|------------------------------------------------------------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------|
|                   |                 |        |         | \$1,000/month<br>(includes 8<br>meetings per<br>month) plus \$694<br>monthly cafeteria<br>benefit toward<br>health insurance |        | \$11,350.91 plus<br>same benefits<br>package as non-<br>represented<br>employees |
| Edmonds           | Mayor-Council   | 40,490 | \$9,623 |                                                                                                                              | 42,780 |                                                                                  |
| Ferndale          | Mayor-Council   | 12,920 | \$2,619 | \$572                                                                                                                        | 15,270 | \$2,650.00                                                                       |
|                   |                 |        |         |                                                                                                                              |        |                                                                                  |
| Lynnwood          | Mayor-Council   | 36,420 | \$8,369 | \$1,650                                                                                                                      | 41,020 | \$10,342.00                                                                      |
|                   |                 |        |         |                                                                                                                              |        | Mayor: \$930<br>Deputy Mayor:<br>\$830                                           |
| Maple Valley      | Council-Manager | 24,700 | \$825   | \$550                                                                                                                        | 27,570 |                                                                                  |
| Mercer Island     | Council-Manager | 23,480 | \$400   | \$200                                                                                                                        | 24,990 | \$400.00                                                                         |
| Mill Creek        | Council-Manager | 19,760 | \$700   | \$500                                                                                                                        | 20,720 | \$700.00                                                                         |
| Monroe            | Mayor-Council   | 17,620 | \$3,000 | \$600                                                                                                                        | 19,990 | \$3,600.00                                                                       |
|                   |                 |        |         |                                                                                                                              |        |                                                                                  |
| Mount Vernon      | Mayor-Council   | 33,530 | \$8,040 | \$600                                                                                                                        | 36,540 | \$9,188.25 plus<br>health insurance                                              |
| Mountlake Terrace | Council-Manager | 21,900 | \$1,000 | \$800                                                                                                                        | 22,640 | \$1,122.00                                                                       |
|                   |                 |        |         |                                                                                                                              |        |                                                                                  |
| Mukilteo          | Mayor-Council   | 20,900 | \$5,900 | \$500                                                                                                                        | 21,470 | \$5,900.00                                                                       |
| Newcastle         | Council-Manager | 10,940 | \$800   | \$700                                                                                                                        | 13,410 | \$600.00                                                                         |
|                   |                 |        |         |                                                                                                                              |        |                                                                                  |
| Oak Harbor        | Mayor-Council   | 22,000 | \$4,206 | \$603                                                                                                                        | 23,080 | \$4,822 plus full<br>health coverage for<br>self and can buy for<br>dependents   |

|               |                 |        |                                                        |                                                        |        |                                                                                                                                        |
|---------------|-----------------|--------|--------------------------------------------------------|--------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------|
| Olympia       | Council-Manager | N/A    | N/A                                                    | N/A                                                    | 55,010 | \$2,191.00                                                                                                                             |
| Port Orchard  | Mayor-Council   | 13,510 | \$5,343                                                | \$500                                                  | 15,260 | \$9,180.00                                                                                                                             |
| Puyallup      | Council-Manager | 38,950 | \$1,367                                                | \$1,170                                                | 43,040 | \$1,407.67 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy |
| Sammamish     | Council-Manager | 49,080 | \$950                                                  | \$850                                                  | 66,130 | \$1,432.78 plus dental, vision, and EAP benefits for the mayor and his or her dependents                                               |
| SeaTac        | Council-Manager | 27,650 | \$1,200                                                | \$1,000                                                | 29,890 | \$1,200 plus \$767 per pay period to a 457 plan and 4.915% to a 401(a) plan                                                            |
| Sedro-Woolley | Mayor-Council   | 10,700 | \$2,138                                                | \$500                                                  | 11,900 | \$2,461.00                                                                                                                             |
| Shelton       | Council-Manager | 10,070 | \$1,300 plus \$70 per meeting (max. \$25,400 per year) | \$1,300 plus \$70 per meeting (max. \$25,400 per year) | 10,470 | \$500.00                                                                                                                               |
| Snoqualmie    | Mayor-Council   | 12,850 | \$2,500                                                | \$500                                                  | 14,370 | \$3,000.00                                                                                                                             |
| Tukwila       | Mayor-Council   | 19,300 | \$8,445                                                | \$1,250                                                | 21,970 | \$9,480.00                                                                                                                             |

|                  |                 |        |         |         |        |                                          |
|------------------|-----------------|--------|---------|---------|--------|------------------------------------------|
|                  |                 |        |         |         |        |                                          |
| Tumwater         | Mayor-Council   | 19,100 | \$1,530 | \$660   | 25,360 | \$1,700.00                               |
| University Place | Council-Manager | 31,720 | \$1,688 | \$1,408 | 33,730 | Mayor: \$1,688<br>Mayor Pro Tem: \$1,520 |
| Woodinville      | Council-Manager | 11,240 | \$700   | \$600   | 12,800 | \$700.00                                 |

| Council Salary and Benefits<br>(per month unless otherwise noted)                                          | Notes                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$1,200 with \$50 increases every year in office up to the 8th                                             |                                                                                                                                                                         |
| \$1,840 plus the same medical, dental, vision, and employee assistance program coverage as non-represented | AWC listed the mayor's salary at \$2,250 amd council members' at \$206.25 but I confirmed with the city that the numbers presented here are more up to date than AWC's. |
| \$3,000.00                                                                                                 | no benefits                                                                                                                                                             |
| \$850.00                                                                                                   | no benefits                                                                                                                                                             |
| \$1,250.00                                                                                                 | no benefits                                                                                                                                                             |
| \$1,161.27                                                                                                 | no benefits                                                                                                                                                             |
| \$600 plus \$600/month VEBA                                                                                | VEBA is in lieu of health insurance                                                                                                                                     |
| \$780.00                                                                                                   | no benefits                                                                                                                                                             |
| \$250/meeting attended (max. 40/year)                                                                      | no benefits                                                                                                                                                             |
| \$750.00                                                                                                   |                                                                                                                                                                         |

|                                                                          |                                                                                                                                                                                                           |
|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Council President:<br>\$1,716.69 in<br>benefits                          |                                                                                                                                                                                                           |
| Council Members:<br>\$1,416.67 plus<br>\$754.69 in benefits              |                                                                                                                                                                                                           |
| \$674.00                                                                 |                                                                                                                                                                                                           |
| \$1,650.00                                                               | AWC listed the council members' salary at \$450 but these figures came from their recent Salary Commission and are more up to date.                                                                       |
| \$730.00                                                                 | no benefits                                                                                                                                                                                               |
| \$200.00                                                                 | no benefits                                                                                                                                                                                               |
| \$500.00                                                                 | no benefits                                                                                                                                                                                               |
| \$800.00                                                                 | no benefits                                                                                                                                                                                               |
| \$1,200.00                                                               |                                                                                                                                                                                                           |
| \$918.00                                                                 | no benefits                                                                                                                                                                                               |
| Council Members:<br>\$500                                                |                                                                                                                                                                                                           |
| Council President:<br>\$550                                              | no benefits                                                                                                                                                                                               |
| \$500.00                                                                 | no benefits                                                                                                                                                                                               |
| \$723 plus plus full health coverage for self and can buy for dependents | AWC listed the mayor's salary at \$5,477 per month. I have reached out to their Human Resources to explain the discrepancy with the theory that the difference is benefits but I have not heard back yet. |

|                                                                                                                                        |                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$1,826.51                                                                                                                             | no benefits                                                                                                                                                                                        |
| \$1,000.00                                                                                                                             | no benefits                                                                                                                                                                                        |
| \$1,266.90 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy | AWC listed the council members' salary at \$1,205. I reached out to their Human Resources department to explain the \$60 discrepancy and was told AWC is incorrect.                                |
| \$1,281.52 plus dental, vision, and EAP benefits for members and their dependents                                                      |                                                                                                                                                                                                    |
| \$1,000 plus \$767 per pay period to a 457 plan and 4.915% to 401(a) plan                                                              |                                                                                                                                                                                                    |
| \$500.00                                                                                                                               | no benefits                                                                                                                                                                                        |
| \$500.00                                                                                                                               | no benefits                                                                                                                                                                                        |
| \$750.00                                                                                                                               | There is a discrepancy between these figures and what I found in AWC but I had spoken to the city's Human Resources director on 8/17 and am certain she had more up to date salaries. No benefits. |
| \$1,250.00                                                                                                                             | no benefits                                                                                                                                                                                        |

|            |                                                                                                                                                                               |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | AWC listed council members' salary at \$660 per month but I confirmed with their Human Resources department that they have gotten a raise since the survey was filled out. No |
| \$800.00   | benefits.                                                                                                                                                                     |
| \$1,408.00 | no benefits                                                                                                                                                                   |
| \$600.00   | no benefits                                                                                                                                                                   |

|                   |                                  | 2015          |                                                                   |                                                                   | 2021          |                                                                                                     |
|-------------------|----------------------------------|---------------|-------------------------------------------------------------------|-------------------------------------------------------------------|---------------|-----------------------------------------------------------------------------------------------------|
| City              | Mayor-Council or Council-Manager | Population    | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population    | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                                   |
| Bainbridge Island | Council-Manager                  | 23,390        | \$1,250                                                           | \$1,000                                                           | 25,360        | \$4,000                                                                                             |
| Battle Ground     | Council-Manager                  | 19,250        | \$550                                                             | \$400                                                             | 22,800        | Deputy Mayor: \$1,000<br>Mayor \$1,100<br>Plus the same insurance benefits as non-represented staff |
| Bothell           | Council-Manager                  | 42,640        | \$1,200                                                           | \$1,000                                                           | 48,920        | \$1,450                                                                                             |
| Burien            | Council-Manager                  | 48,810        | \$750 plus \$600/month VEBA                                       | \$600 plus \$600/month VEBA                                       | 53,290        | \$750 plus \$600/month VEBA                                                                         |
| Centralia         | Council-Manager                  | 16,790        | \$400                                                             | \$200                                                             | 17,500        | Mayor: \$600<br>Mayor Pro Tem: \$400                                                                |
| Covington         | Council-Manager                  | 18,520        | \$500                                                             | \$450                                                             | 20,890        | \$980                                                                                               |
| Des Moines        | Council-Manager                  | 30,100        | \$350/meeting attended (max. 40/year)                             | \$250/meeting attended (max. 40/year)                             | 32,820        | \$350/meeting attended (max. 40/year)                                                               |
| Ellensburg        | Council-Manager                  | 18,810        | \$500                                                             | \$250                                                             | 19,510        | \$1,000                                                                                             |
| Kelso             | Council-Manager                  | 11,950        | \$800                                                             | \$400                                                             | 12,410        | \$1,000                                                                                             |
| <b>Kenmore</b>    | <b>Council-Manager</b>           | <b>21,500</b> | <b>\$750</b>                                                      | <b>\$650</b>                                                      | <b>23,770</b> | <b>\$994</b>                                                                                        |
| Lacey             | Council-Manager                  | 46,020        | \$1,550                                                           | \$1,325                                                           | 54,780        | \$1,850                                                                                             |
| Longview          | Council-Manager                  | 37,130        | \$1,500                                                           | \$1,325                                                           | 38,530        | \$1,500                                                                                             |
| Maple Valley      | Council-Manager                  | 24,700        | \$825                                                             | \$550                                                             | 27,570        | Mayor: \$930<br>Deputy Mayor: \$830                                                                 |
| Mercer Island     | Council-Manager                  | 23,480        | \$400                                                             | \$200                                                             | 24,990        | \$400                                                                                               |
| Mill Creek        | Council-Manager                  | 19,760        | \$700                                                             | \$500                                                             | 20,720        | \$700                                                                                               |

|                   |                 |        |                                                              |                                                              |        |                                                                                                                                                             |
|-------------------|-----------------|--------|--------------------------------------------------------------|--------------------------------------------------------------|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   |                 |        |                                                              |                                                              |        | Mayor: \$1,000 plus<br>\$30/meeting (max.<br>10 meetings)<br>Deputy Mayor: \$600<br>plus \$30/meeting<br>(max. 10 meetings)                                 |
| Moses Lake        | Council-Manager | 22,080 | \$1,000 plus<br>\$30/meeting                                 | \$500 plus<br>\$30/meeting                                   | 25,330 |                                                                                                                                                             |
| Mountlake Terrace | Council-Manager | 21,900 | \$1,000                                                      | \$800                                                        | 22,640 | \$1,122                                                                                                                                                     |
| Newcastle         | Council-Manager | 10,940 | \$800                                                        | \$700                                                        | 13,410 | \$600                                                                                                                                                       |
| Port Angeles      | Council-Manager | 19,140 | \$600                                                        | \$550                                                        | 20,020 | Mayor: \$650<br>Deputy Mayor: \$600                                                                                                                         |
| Puyallup          | Council-Manager | 38,950 | \$1,367                                                      | \$1,170                                                      | 43,040 | \$1,407.67 plus basic<br>and major medical,<br>dental, vision<br>coverage for<br>councilperson and<br>dependents and a<br>\$50,000 life<br>insurance policy |
| Sammamish         | Council-Manager | 49,080 | \$950                                                        | \$850                                                        | 66,130 | \$1,432.78 plus<br>dental, vision, and<br>EAP benefits for the<br>mayor and his or her<br>dependents                                                        |
| SeaTac            | Council-Manager | 27,650 | \$1,200                                                      | \$1,000                                                      | 29,890 | \$1,200 plus \$767 per<br>pay period to a 457<br>plan and 4.915% to a<br>401(a) plan                                                                        |
| Shelton           | Council-Manager | 10,070 | \$1,300 plus \$70 per<br>meeting (max.<br>\$25,400 per year) | \$1,300 plus \$70 per<br>meeting (max.<br>\$25,400 per year) | 10,470 | \$500                                                                                                                                                       |
| Sunnyside         | Council-Manager | 16,280 | \$600                                                        | \$400                                                        | 17,400 | \$600                                                                                                                                                       |

|                  |                 |        |         |         |        |                                             |
|------------------|-----------------|--------|---------|---------|--------|---------------------------------------------|
|                  |                 |        |         |         |        | Mayor: \$1,688<br>Mayor Pro Tem:<br>\$1,520 |
| University Place | Council-Manager | 31,720 | \$1,688 | \$1,408 | 33,730 |                                             |
| Walla Walla      | Council-Manager | 33,390 | \$500   | \$400   | 34,110 | \$500                                       |
| Washougal        | Council-Manager | 15,170 | \$2,000 | \$500   | 16,950 | \$765                                       |
| Woodinville      | Council-Manager | 11,240 | \$700   | \$600   | 12,800 | \$700                                       |
| Olympia          | Council-Manager | N/A    | N/A     | N/A     | 55,010 | \$2,191                                     |

| Council Salary and Benefits<br>(per month unless otherwise noted) |  | Notes       |
|-------------------------------------------------------------------|--|-------------|
| \$3,000                                                           |  | no benefits |
| \$900 plus the same insurance benefits as non-represented staff   |  |             |
| \$1,250                                                           |  | no benefits |
| \$600 plus \$600/month VEBA                                       |  |             |
| \$300                                                             |  | no benefits |
| \$780                                                             |  | no benefits |
| \$250/meeting attended (max. 40/year)                             |  | no benefits |
| \$500                                                             |  | no benefits |
| \$500                                                             |  | no benefits |
| <b>\$883</b>                                                      |  | no benefits |
| \$1,625                                                           |  | no benefits |
| \$950                                                             |  | no benefits |
| \$730                                                             |  | no benefits |
| \$200                                                             |  | no benefits |
| \$500                                                             |  | no benefits |

|                                                                                                                                        |             |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------|
| \$500 plus \$30/meeting (max. 10 meetings)                                                                                             | no benefits |
| \$918                                                                                                                                  | no benefits |
| \$500                                                                                                                                  | no benefits |
| \$550                                                                                                                                  | no benefits |
| \$1,266.90 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy |             |
| \$1,281.52 plus dental, vision, and EAP benefits for members and their dependents                                                      |             |
| \$1,000 plus \$767 per pay period to a 457 plan and 4.915% to 401(a) plan                                                              |             |
| \$500                                                                                                                                  | no benefits |
| \$400                                                                                                                                  | no benefits |

|            |             |
|------------|-------------|
| \$1,408    | no benefits |
| \$400      | no benefits |
| \$587      | no benefits |
| \$600      | no benefits |
| \$1,826.51 | no benefits |

|                |                                  | 2015       |                                                                   |                                                                      | 2021       |                                                                                                                                         |
|----------------|----------------------------------|------------|-------------------------------------------------------------------|----------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| City           | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted)    | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                                                                       |
| Aberdeen       | Mayor-Council                    | 16,780     | \$1,039                                                           | \$390                                                                | 17,020     | \$1,200.89                                                                                                                              |
| Anacortes      | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                              | 18,050     | \$9,652.24 plus health benefits worth about \$700 and 120 hours of paid leave                                                           |
| Arlington      | Mayor-Council                    | 18,490     | \$1,500 plus \$550 per other meeting (max. 20/month)              | \$200 per council meeting plus \$50/other meeting (max. 8 per month) | 21,710     | \$7,100 plus the same medical, dental, vision, and employee assistance program coverage as non-represented employees (\$9,063.22 total) |
| Bonney Lake    | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                                | 22,540     | \$2,100.00                                                                                                                              |
| Bremerton      | Mayor-Council                    | 39,410     | \$8,917                                                           | \$1,000                                                              | 42,560     | \$9,500.00                                                                                                                              |
| Camas          | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                                | 26,200     | \$2,501 plus \$300 vehicle allowance and \$75 technology allowance                                                                      |
| Cheney         | Mayor-Council                    | 11,440     | \$1,500                                                           | \$450                                                                | 12,010     | \$1,500.00                                                                                                                              |
| East Wenatchee | Mayor-Council                    | 13,390     | \$4,896                                                           | \$450                                                                | 13,810     | \$5,868.32                                                                                                                              |

|                  |               |        |         |                                                                                                                              |        |                                                                                                                                 |
|------------------|---------------|--------|---------|------------------------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------|
|                  |               |        |         | \$1,000/month<br>(includes 8 meetings<br>per month) plus<br>\$694 monthly<br>cafeteria benefit<br>toward health<br>insurance |        | \$11,350.91 plus<br>same benefits<br>package as non-<br>represented<br>employees                                                |
| Edmonds          | Mayor-Council | 40,490 | \$9,623 |                                                                                                                              | 42,780 |                                                                                                                                 |
| Enumclaw         | Mayor-Council | 11,140 | \$1,000 | \$325                                                                                                                        | 13,030 | \$1,000.00                                                                                                                      |
| Ferndale         | Mayor-Council | 12,920 | \$2,619 | \$572                                                                                                                        | 15,270 | \$2,650.00                                                                                                                      |
| Grandview        | Mayor-Council | 11,200 | \$540   | \$300                                                                                                                        | 11,360 | \$540.00                                                                                                                        |
|                  |               |        |         |                                                                                                                              |        |                                                                                                                                 |
| Issaquah         | Mayor-Council | 33,330 | \$9,423 | \$700                                                                                                                        | 39,840 | \$10,307.56                                                                                                                     |
|                  |               |        |         |                                                                                                                              |        |                                                                                                                                 |
| Lake Forest Park | Mayor-Council | 12,810 | \$3,000 | \$600                                                                                                                        | 13,370 | \$3,000 plus \$537.52<br>for medical, \$52.78<br>for dental, \$7.72 for<br>vision, \$15.48 for<br>LTD, and \$307.50 for<br>PERS |
|                  |               |        |         |                                                                                                                              |        |                                                                                                                                 |
| Lake Stevens     | Mayor-Council | 29,900 | \$2,000 | \$500 plus<br>\$75/meeting (max.<br>4/month)                                                                                 | 35,460 | \$9,000 plus full<br>benefits of non-<br>represented<br>employees including<br>medical and DRS<br>contribution                  |
| Lynden           | Mayor-Council | 13,090 | \$1,800 | \$200 per meeting                                                                                                            | 15,110 | \$2,898.19 plus \$300<br>vehicle allowance                                                                                      |
| Lynnwood         | Mayor-Council | 36,420 | \$8,369 | \$1,650                                                                                                                      | 41,020 | \$10,342.00                                                                                                                     |
| Monroe           | Mayor-Council | 17,620 | \$3,000 | \$600                                                                                                                        | 19,990 | \$3,600.00                                                                                                                      |
|                  |               |        |         |                                                                                                                              |        |                                                                                                                                 |
| Mount Vernon     | Mayor-Council | 33,530 | \$8,040 | \$600                                                                                                                        | 36,540 | \$9,188.25 plus<br>health insurance                                                                                             |

|               |               |        |         |         |        |                                                                                              |
|---------------|---------------|--------|---------|---------|--------|----------------------------------------------------------------------------------------------|
| Mukilteo      | Mayor-Council | 20,900 | \$5,900 | \$500   | 21,470 | \$5,900.00                                                                                   |
| Oak Harbor    | Mayor-Council | 22,000 | \$4,206 | \$603   | 23,080 | \$4,822 plus full health coverage for self and can buy for dependents                        |
| Port Orchard  | Mayor-Council | 13,510 | \$5,343 | \$500   | 15,260 | \$9,180.00                                                                                   |
| Pullman       | Mayor-Council | 32,110 | \$1,417 | \$300   | 32,450 | \$1,416.67                                                                                   |
| Sedro-Woolley | Mayor-Council | 10,700 | \$2,138 | \$500   | 11,900 | \$2,461.00                                                                                   |
| Snoqualmie    | Mayor-Council | 12,850 | \$2,500 | \$500   | 14,370 | \$3,000.00                                                                                   |
| Tukwila       | Mayor-Council | 19,300 | \$8,445 | \$1,250 | 21,970 | \$9,480.00                                                                                   |
| Tumwater      | Mayor-Council | 19,100 | \$1,530 | \$660   | 25,360 | \$1,700.00                                                                                   |
| Wenatchee     | Mayor-Council | 33,230 | \$6,589 | \$665   | 35,810 | \$8,895.24 plus health insurance, life insurance, up to 2% IRS deferred compensation program |
| West Richland | Mayor-Council | 13,960 | \$550   | \$350   | 16,710 | without city administrator: \$6,000<br>with city administrator: \$2,500                      |
| Edgewood      | Mayor-Council | N/A    | N/A     | N/A     | 13,000 | \$8,200 plus benefits                                                                        |

|                                                                                                                      |             |
|----------------------------------------------------------------------------------------------------------------------|-------------|
|                                                                                                                      |             |
| Council Salary and Benefits<br>(per month unless otherwise noted)                                                    | Notes       |
| Group 1: \$413.46<br>Group 2: \$433.11                                                                               | no benefits |
| \$1,200 with \$50 increases every year in office up to the 8th                                                       |             |
| \$1,840 plus the same medical, dental, vision, and employee assistance program coverage as non-represented employees |             |
| \$850.00                                                                                                             | no benefits |
| \$1,226.90<br>Council President:<br>\$1,426.90                                                                       | no benefits |
| \$853 plus \$50 technology allowance                                                                                 |             |
| \$450.00                                                                                                             | no benefits |
| \$660.00                                                                                                             | no benefits |

|                                                             |             |
|-------------------------------------------------------------|-------------|
| Council President:<br>\$1,716.69 in benefits                |             |
| Council Members:<br>\$1,416.67 plus<br>\$754.69 in benefits |             |
| \$325.00                                                    | no benefits |
| \$674.00                                                    | no benefits |
| \$300.00                                                    | no benefits |
| Council President:<br>\$1,450                               |             |
| Deputy Council<br>President: \$1,350                        |             |
| Council Member:<br>\$1,250                                  |             |
| no benefits                                                 |             |
| \$600.00                                                    |             |
| \$533.33                                                    |             |
| \$695.96                                                    |             |
| \$1,650.00                                                  | no benefits |
| \$800.00                                                    | no benefits |
| \$1,200.00                                                  |             |

|                                                                          |             |
|--------------------------------------------------------------------------|-------------|
| Council Members: \$500                                                   |             |
| Council President: \$550                                                 | no benefits |
| \$723 plus plus full health coverage for self and can buy for dependents |             |
| \$1,000.00                                                               | no benefits |
| \$550.00                                                                 | no benefits |
| \$500.00                                                                 | no benefits |
| \$750.00                                                                 | no benefits |
| \$1,250.00                                                               | no benefits |
| \$800.00                                                                 | no benefits |
|                                                                          |             |
| \$665 (increading to \$1,000 on 1/1/22)                                  |             |
|                                                                          |             |
| \$600.00                                                                 | no benefits |
| \$750.00                                                                 |             |

|                  |                                  | 2015       |                                                                   |                                                                   | 2021       |                                                                                                |                                                                   |
|------------------|----------------------------------|------------|-------------------------------------------------------------------|-------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| City             | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted) | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                              | Council Salary and Benefits<br>(per month unless otherwise noted) |
| Cheney           | Mayor-Council                    | 11,440     | \$1,500                                                           | \$450                                                             | 12,010     | \$1,500.00                                                                                     | \$450.00                                                          |
| East Wenatchee   | Mayor-Council                    | 13,390     | \$4,896                                                           | \$450                                                             | 13,810     | \$5,868.32                                                                                     | \$660.00                                                          |
| Edgewood         | Mayor-Council                    | N/A        | N/A                                                               | N/A                                                               | 13,000     | \$8,200 plus benefits                                                                          | \$750.00                                                          |
| Grandview        | Mayor-Council                    | 11,200     | \$540                                                             | \$300                                                             | 11,360     | \$540.00                                                                                       | \$300.00                                                          |
| Kelso            | Council-Manager                  | 11,950     | \$800                                                             | \$400                                                             | 12,410     | \$1,000.00                                                                                     | \$500.00                                                          |
| Lake Forest Park | Mayor-Council                    | 12,810     | \$3,000                                                           | \$600                                                             | 13,370     | \$3,000 plus \$537.52 for medical, \$52.78 for dental, \$7.72 for vision, \$15.48 for LTD, and | \$600.00                                                          |
| Newcastle        | Council-Manager                  | 10,940     | \$800                                                             | \$700                                                             | 13,410     | \$600                                                                                          | \$500                                                             |
| Sedro-Woolley    | Mayor-Council                    | 10,700     | \$2,138                                                           | \$500                                                             | 11,900     | \$2,461.00                                                                                     | \$500.00                                                          |
| Shelton          | Council-Manager                  | 10,070     | \$1,300 plus \$70 per meeting (max. \$25,400 per year)            | \$1,300 plus \$70 per meeting (max. \$25,400 per year)            | 10,470     | \$500.00                                                                                       | \$500.00                                                          |
| Snoqualmie       | Mayor-Council                    | 12,850     | \$2,500                                                           | \$500                                                             | 14,370     | \$3,000.00                                                                                     | \$750.00                                                          |
| Woodinville      | Council-Manager                  | 11,240     | \$700                                                             | \$600                                                             | 12,800     | \$700.00                                                                                       | \$600.00                                                          |

Notes  
no benefits  
no benefits

no benefits

no benefits  
no benefits

no benefits

There is a discrepancy between these figures and what I found in AWC but I had spoken to the city's Human Resources director on 8/17 and am certain she had more up to date salaries. No benefits.  
no benefits

|                   |                                  | 2015       |                                                                   |                                                                      | 2021       |                                                                                                            |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|----------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------------------|
| City              | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted)    | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                                          |
| Aberdeen          | Mayor-Council                    | 16,780     | \$1,039                                                           | \$390                                                                | 17,020     | \$1,200.89                                                                                                 |
| Anacortes         | Mayor-Council                    | 16,310     | \$7,597                                                           | \$1,200                                                              | 18,050     | \$9,652.24 plus health benefits worth about \$700 and 120 hours of paid leave                              |
| Arlington         | Mayor-Council                    | 18,490     | \$1,500 plus \$550 per other meeting (max. 20/month)              | \$200 per council meeting plus \$50/other meeting (max. 8 per month) | 21,710     | \$7,100 plus the same medical, dental, vision, and employee assistance program coverage as non-represented |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                              | 25,360     | \$4,000.00                                                                                                 |
| Battle Ground     | Council-Manager                  | 19,250     | \$550                                                             | \$400                                                                | 22,800     | Deputy Mayor: \$1,000<br>Mayor \$1,100<br>Plus the same insurance benefits as non-represented staff        |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                                | 22,540     | \$2,100.00                                                                                                 |
| Camas             | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                                | 26,200     | \$2,501 plus \$300 vehicle allowance and \$75 technology allowance                                         |

|                   |                        |        |                              |                            |        |                                                                                                                                |
|-------------------|------------------------|--------|------------------------------|----------------------------|--------|--------------------------------------------------------------------------------------------------------------------------------|
| Centralia         | Council-Manager        | 16,790 | \$400                        | \$200                      | 17,500 | Mayor: \$600<br>Mayor Pro Tem:<br>\$400                                                                                        |
| Covington         | Council-Manager        | 18,520 | \$500                        | \$450                      | 20,890 | \$980.00                                                                                                                       |
| Ellensburg        | Council-Manager        | 18,810 | \$500                        | \$250                      | 19,510 | \$1,000.00                                                                                                                     |
| Ferndale          | Mayor-Council          | 12,920 | \$2,619                      | \$572                      | 15,270 | \$2,650.00                                                                                                                     |
| <b>Kenmore</b>    | <b>Council-Manager</b> | 21,500 | \$750                        | \$650                      | 23,770 | \$994.00                                                                                                                       |
| Lynden            | Mayor-Council          | 13,090 | \$1,800                      | \$200 per meeting          | 15,110 | \$2,898.19 plus \$300<br>vehicle allowance                                                                                     |
| Maple Valley      | Council-Manager        | 24,700 | \$825                        | \$550                      | 27,570 | Mayor: \$930<br>Deputy Mayor:<br>\$830                                                                                         |
| Mercer Island     | Council-Manager        | 23,480 | \$400                        | \$200                      | 24,990 | \$400.00                                                                                                                       |
| Mill Creek        | Council-Manager        | 19,760 | \$700                        | \$500                      | 20,720 | \$700.00                                                                                                                       |
| Monroe            | Mayor-Council          | 17,620 | \$3,000                      | \$600                      | 19,990 | \$3,600.00                                                                                                                     |
| Moses Lake        | Council-Manager        | 22,080 | \$1,000 plus<br>\$30/meeting | \$500 plus<br>\$30/meeting | 25,330 | Mayor: \$1,000 plus<br>\$30/meeting (max.<br>10 meetings)<br>Deputy Mayor:<br>\$600 plus<br>\$30/meeting (max.<br>10 meetings) |
| Mountlake Terrace | Council-Manager        | 21,900 | \$1,000                      | \$800                      | 22,640 | \$1,122.00                                                                                                                     |
| Mukilteo          | Mayor-Council          | 20,900 | \$5,900                      | \$500                      | 21,470 | \$5,900.00                                                                                                                     |

|               |                 |        |         |         |        |                                                                             |
|---------------|-----------------|--------|---------|---------|--------|-----------------------------------------------------------------------------|
| Oak Harbor    | Mayor-Council   | 22,000 | \$4,206 | \$603   | 23,080 | \$4,822 plus full health coverage for self and can buy for dependents       |
| Port Angeles  | Council-Manager | 19,140 | \$600   | \$550   | 20,020 | Mayor: \$650<br>Deputy Mayor: \$600                                         |
| Port Orchard  | Mayor-Council   | 13,510 | \$5,343 | \$500   | 15,260 | \$9,180.00                                                                  |
| SeaTac        | Council-Manager | 27,650 | \$1,200 | \$1,000 | 29,890 | \$1,200 plus \$767 per pay period to a 457 plan and 4.915% to a 401(a) plan |
| Sunnyside     | Council-Manager | 16,280 | \$600   | \$400   | 17,400 | \$600.00                                                                    |
| Tukwila       | Mayor-Council   | 19,300 | \$8,445 | \$1,250 | 21,970 | \$9,480.00                                                                  |
| Tumwater      | Mayor-Council   | 19,100 | \$1,530 | \$660   | 25,360 | \$1,700.00                                                                  |
| Washougal     | Council-Manager | 15,170 | \$2,000 | \$500   | 16,950 | \$765.00                                                                    |
| West Richland | Mayor-Council   | 13,960 | \$550   | \$350   | 16,710 | without city administrator: \$6,000<br>with city administrator: \$2,500     |

|                                                                                                            |                                                                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                            |                                                                                                                                                                                              |
| Council Salary and Benefits<br>(per month unless otherwise noted)                                          | Notes                                                                                                                                                                                        |
| Group 1: \$413.46                                                                                          |                                                                                                                                                                                              |
| Group 2: \$433.11                                                                                          | no benefits                                                                                                                                                                                  |
| \$1,200 with \$50 increases every year in office up to the 8th                                             |                                                                                                                                                                                              |
| \$1,840 plus the same medical, dental, vision, and employee assistance program coverage as non-represented | AWC listed the mayor's salary at \$2,250 and council members' at \$206.25 but I confirmed with the city that the numbers presented here are more up to date than AWC's.                      |
| \$3,000.00                                                                                                 | no benefits                                                                                                                                                                                  |
| \$900 plus the same insurance benefits as non-represented staff                                            | AWC listed the mayor's salary as \$750 but that would be less than council members which makes no sense. I got these figures from Tamara Gunter in their Human Resources department on 8/11. |
| \$850.00                                                                                                   | no benefits                                                                                                                                                                                  |
| \$853 plus \$50 technology allowance                                                                       |                                                                                                                                                                                              |

|                                                  |             |
|--------------------------------------------------|-------------|
| \$300.00                                         | no benefits |
| \$780.00                                         |             |
| \$500.00                                         | no benefits |
| \$674.00                                         | no benefits |
| \$883.00                                         | no benefits |
| \$695.96                                         |             |
| \$730.00                                         | no benefits |
| \$200.00                                         | no benefits |
| \$500.00                                         | no benefits |
| \$800.00                                         | no benefits |
| \$500 plus<br>\$30/meeting (max.<br>10 meetings) | no benefits |
| \$918.00                                         | no benefits |
| Council Members:<br>\$500                        |             |
| Council President:<br>\$550                      | no benefits |

|                                                                           |                                                                                                                                                                                                           |
|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$723 plus plus full health coverage for self and can buy for dependents  | AWC listed the mayor's salary at \$5,477 per month. I have reached out to their Human Resources to explain the discrepancy with the theory that the difference is benefits but I have not heard back yet. |
| \$550.00                                                                  | no benefits                                                                                                                                                                                               |
| \$1,000.00                                                                | no benefits                                                                                                                                                                                               |
| \$1,000 plus \$767 per pay period to a 457 plan and 4.915% to 401(a) plan |                                                                                                                                                                                                           |
| \$400.00                                                                  | no benefits                                                                                                                                                                                               |
| \$1,250.00                                                                | no benefits                                                                                                                                                                                               |
| \$800.00                                                                  | AWC listed council members' salary at \$660 per month but I confirmed with their Human Resources department that they have gotten a raise since the survey was filled out. No benefits.                   |
| \$587.00                                                                  | no benefits                                                                                                                                                                                               |
| \$600.00                                                                  | Salary Commission since AWC was last updated. These figures are accurate.                                                                                                                                 |

|                   |                                  | 2015       |                                                                   |                                                                      | 2021       |                                                                                                     |                                                                                                            |
|-------------------|----------------------------------|------------|-------------------------------------------------------------------|----------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| City              | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted)    | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                                   | Council Salary and Benefits<br>(per month unless otherwise noted)                                          |
| Arlington         | Mayor-Council                    | 18,490     | \$1,500 plus \$550 per other meeting (max. 20/month)              | \$200 per council meeting plus \$50/other meeting (max. 8 per month) | 21,710     | \$7,100 plus the same medical, dental, vision, and employee assistance program coverage as non-     | \$1,840 plus the same medical, dental, vision, and employee assistance program coverage as non-represented |
| Bainbridge Island | Council-Manager                  | 23,390     | \$1,250                                                           | \$1,000                                                              | 25,360     | \$4,000.00                                                                                          | \$3,000.00                                                                                                 |
| Battle Ground     | Council-Manager                  | 19,250     | \$550                                                             | \$400                                                                | 22,800     | Deputy Mayor: \$1,000<br>Mayor \$1,100<br>Plus the same insurance benefits as non-represented staff | \$900 plus the same insurance benefits as non-represented staff                                            |
| Bonney Lake       | Mayor-Council                    | 19,490     | \$2,100                                                           | \$850                                                                | 22,540     | \$2,100.00                                                                                          | \$850.00                                                                                                   |
| Camas             | Mayor-Council                    | 21,210     | \$2,200                                                           | \$750                                                                | 26,200     | \$2,501 plus \$300 vehicle allowance and \$75 technology allowance                                  | \$853 plus \$50 technology allowance                                                                       |
| Covington         | Council-Manager                  | 18,520     | \$500                                                             | \$450                                                                | 20,890     | \$980.00                                                                                            | \$780.00                                                                                                   |
| Kenmore           | Council-Manager                  | 21,500     | \$750                                                             | \$650                                                                | 23,770     | \$994.00                                                                                            | \$883.00                                                                                                   |
| Maple Valley      | Council-Manager                  | 24,700     | \$825                                                             | \$550                                                                | 27,570     | Mayor: \$930<br>Deputy Mayor: \$830                                                                 | \$730.00                                                                                                   |
| Mercer Island     | Council-Manager                  | 23,480     | \$400                                                             | \$200                                                                | 24,990     | \$400.00                                                                                            | \$200.00                                                                                                   |
| Mill Creek        | Council-Manager                  | 19,760     | \$700                                                             | \$500                                                                | 20,720     | \$700.00                                                                                            | \$500.00                                                                                                   |

|                   |                 |        |                              |                            |        |                                                                                                                                |                                                                                       |
|-------------------|-----------------|--------|------------------------------|----------------------------|--------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|                   |                 |        |                              |                            |        | Mayor: \$1,000<br>plus \$30/meeting<br>(max. 10 meetings)<br>Deputy Mayor:<br>\$600 plus<br>\$30/meeting (max.<br>10 meetings) | \$500 plus<br>\$30/meeting (max.<br>10 meetings)                                      |
| Moses Lake        | Council-Manager | 22,080 | \$1,000 plus<br>\$30/meeting | \$500 plus<br>\$30/meeting | 25,330 |                                                                                                                                |                                                                                       |
| Mountlake Terrace | Council-Manager | 21,900 | \$1,000                      | \$800                      | 22,640 | \$1,122.00                                                                                                                     | \$918.00                                                                              |
| Mukilteo          | Mayor-Council   | 20,900 | \$5,900                      | \$500                      | 21,470 | \$5,900.00                                                                                                                     | Council Members:<br>\$500<br>Council President:<br>\$550                              |
| Oak Harbor        | Mayor-Council   | 22,000 | \$4,206                      | \$603                      | 23,080 | \$4,822 plus full<br>health coverage<br>for self and can<br>buy for<br>dependents                                              | \$723 plus plus full<br>health coverage<br>for self and can<br>buy for<br>dependents  |
| Port Angeles      | Council-Manager | 19,140 | \$600                        | \$550                      | 20,020 | Mayor: \$650<br>Deputy Mayor:<br>\$600                                                                                         | \$550.00                                                                              |
| SeaTac            | Council-Manager | 27,650 | \$1,200                      | \$1,000                    | 29,890 | \$1,200 plus \$767<br>per pay period to a<br>457 plan and<br>4.915% to a 401(a)<br>plan                                        | \$1,000 plus \$767<br>per pay period to a<br>457 plan and<br>4.915% to 401(a)<br>plan |
| Tukwila           | Mayor-Council   | 19,300 | \$8,445                      | \$1,250                    | 21,970 | \$9,480.00                                                                                                                     | \$1,250.00                                                                            |
| Tumwater          | Mayor-Council   | 19,100 | \$1,530                      | \$660                      | 25,360 | \$1,700.00                                                                                                                     | \$800.00                                                                              |

Notes

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confirmed with the city that the  
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date than AWC's.  
no benefits

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|              |                                  | 2015       |                                                                   |                                                                                                            | 2021       |                                                                                                |
|--------------|----------------------------------|------------|-------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------|
| City         | Mayor-Council or Council-Manager | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted) | Council Salary and Benefits<br>(per month unless otherwise noted)                                          | Population | Mayoral Salary and Benefits<br>(per month unless otherwise noted)                              |
| Bothell      | Council-Manager                  | 42,640     | \$1,200                                                           | \$1,000                                                                                                    | 48,920     | \$1,450.00                                                                                     |
| Bremerton    | Mayor-Council                    | 39,410     | \$8,917                                                           | \$1,000                                                                                                    | 42,560     | \$9,500.00                                                                                     |
| Des Moines   | Council-Manager                  | 30,100     | \$350/meeting attended (max. 40/year)                             | \$250/meeting attended (max. 40/year)                                                                      | 32,820     | \$350/meeting attended (max. 40/year)                                                          |
| Edmonds      | Mayor-Council                    | 40,490     | \$9,623                                                           | \$1,000/month (includes 8 meetings per month) plus \$694 monthly cafeteria benefit toward health insurance | 42,780     | \$11,350.91 plus same benefits package as non-represented employees                            |
| Issaquah     | Mayor-Council                    | 33,330     | \$9,423                                                           | \$700                                                                                                      | 39,840     | \$10,307.56                                                                                    |
| Lake Stevens | Mayor-Council                    | 29,900     | \$2,000                                                           | \$500 plus \$75/meeting (max. 4/month)                                                                     | 35,460     | \$9,000 plus full benefits of non-represented employees including medical and DRS contribution |
| Longview     | Council-Manager                  | 37,130     | \$1,500                                                           | \$1,325                                                                                                    | 38,530     | \$1,500.00                                                                                     |

|                  |                 |        |         |         |        |                                                                                                                                        |
|------------------|-----------------|--------|---------|---------|--------|----------------------------------------------------------------------------------------------------------------------------------------|
| Lynnwood         | Mayor-Council   | 36,420 | \$8,369 | \$1,650 | 41,020 | \$10,342.00                                                                                                                            |
| Mount Vernon     | Mayor-Council   | 33,530 | \$8,040 | \$600   | 36,540 | \$9,188.25 plus health insurance                                                                                                       |
| Pullman          | Mayor-Council   | 32,110 | \$1,417 | \$300   | 32,450 | \$1,416.67                                                                                                                             |
| Puyallup         | Council-Manager | 38,950 | \$1,367 | \$1,170 | 43,040 | \$1,407.67 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy |
| University Place | Council-Manager | 31,720 | \$1,688 | \$1,408 | 33,730 | Mayor: \$1,688<br>Mayor Pro Tem: \$1,520                                                                                               |
| Walla Walla      | Council-Manager | 33,390 | \$500   | \$400   | 34,110 | \$500.00                                                                                                                               |
| Wenatchee        | Mayor-Council   | 33,230 | \$6,589 | \$665   | 35,810 | \$8,895.24 plus health insurance, life insurance, up to 2% IRS deferred compensation program                                           |

|                                                                                                          |             |
|----------------------------------------------------------------------------------------------------------|-------------|
| Council Salary and Benefits<br>(per month unless otherwise noted)                                        | Notes       |
| \$1,250.00                                                                                               | no benefits |
| \$1,161.27                                                                                               | no benefits |
| \$250/meeting attended (max. 40/year)                                                                    | no benefits |
| Council President:<br>\$1,716.69 in benefits<br>Council Members:<br>\$1,416.67 plus \$754.69 in benefits |             |
| Council President:<br>\$1,450<br>Deputy Council President: \$1,350<br>Council Member:<br>\$1,250         |             |
| \$564.98 plus \$80 per meeting (maximum 4 meetings per month)                                            |             |
| \$950.00                                                                                                 |             |

|                                                                                                                                        |                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| \$1,650.00                                                                                                                             | AWC listed the council members' salary at \$450 but these figures came from their recent Salary Commission and are more up to date.                                 |
| \$1,200.00                                                                                                                             |                                                                                                                                                                     |
| \$550.00                                                                                                                               | no benefits                                                                                                                                                         |
| \$1,266.90 plus basic and major medical, dental, vision coverage for councilperson and dependents and a \$50,000 life insurance policy | AWC listed the council members' salary at \$1,205. I reached out to their Human Resources department to explain the \$60 discrepancy and was told AWC is incorrect. |
| \$1,408.00                                                                                                                             | no benefits                                                                                                                                                         |
| \$400.00                                                                                                                               | no benefits                                                                                                                                                         |
| \$665 (increasing to \$1,000 on 1/1/22)                                                                                                |                                                                                                                                                                     |