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CITY OF SEDRO-WOOLLEY  
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Salary Commission Meeting  
March 29, 2022– 5:30 P.M. Hybrid Meeting

**Call to Order**

Called the meeting to order at 5:30 P.M.

**Roll Call:** Present: Debbie Burton, Phil Brockman, Tim Lehr, Rebecca Skrinde, Fred Osterhout, and Becky Taft

**Introductions:** Each member introduced themselves.

**Legal Overview and Duties of the Commissioners:** City Attorney Nikki Thompson reviewed the Open Public Meetings Act and shared best practice with the members. Debbie Burton reviewed the duties and responsibilities of the commissioners.

**Select Terms for Members and Appoint Chair and Co-Chair:**

Rebecca Skrinde – **Chair** – April 1, 2022 – March 31, 2028

Phil Brockman – **Co-Chair**- April 1, 2022 – March 31, 2028

Tim Lehr – April 1, 2022 – March 31, 2027

Becky Taft – April 1, 2022-March 31, 2027

Fred Osterhout – April 1, 2022- March 31, 2026

**Overview of Current Salaries and Identify Additional Data Requests:**

Debbie Burton presented the current salary ordinance. The Mayors annual salary is \$30,639.45 or \$2,553.29/month and the Councilmembers annual salary is \$6,000.00 or \$500.00/month. Members suggested other date they would like presented at next meeting.

**Select Next Meeting Date:**

Wednesday, April 20, 2022, at 7:30am at City Council Chambers at City of Sedro-Woolley, 325 Metcalf, Sedro-Woolley, WA 98257.

**Adjournment**

The meeting adjourned at 6:30 P.M.

ATTEST:

APPROVED:

\_\_\_\_\_  
Debbie Burton, Interim Finance Director

\_\_\_\_\_  
Rebecca Skrinde, Chair

Population

Organization	Population	Benchmark position	Compensation	Position comments
City of Poulsbo	11660	Mayor	\$8,655/month	
City of Sedro-Woolley	11900	Mayor	\$2,461/month	<b>2022- \$2,553/month</b>
City of Cheney	12010	Mayor	\$1,500/month	
City of Liberty Lake	12070	Mayor	\$2,250/month	
City of Edgewood	13000	Mayor	\$8,200/month	
City of Enumclaw	13030	Mayor	\$1,000/month	
City of Lake Forest Park	13370	Mayor	\$3,000/month	Mayor has benefits equivalent to half-time regular management, professional and exempt employee.
City of Poulsbo	11660	Councilmember	\$750/month	
City of Sedro-Woolley	11900	Councilmember	\$500/month	
City of Cheney	12010	Councilmember	\$450/month	
City of Liberty Lake	12070	Councilmember	\$720/month	
City of Edgewood	13000	Councilmember	\$750/month	
City of Enumclaw	13030	Councilmember	\$325/month	
City of Lake Forest Park	13370	Councilmember	\$600/month	City Councilmembers are not eligible for benefits.
<b>Note Population +/- 10% of Sedro-Woolley</b>				
<b>Data from AWC 2021 Survey</b>				

CBA

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>		
Town of Steilacoom	6555	Mayor	\$750/month		
City of Yelm	9470	Mayor	\$2,500/month		
City of Anacortes	18050	Mayor	\$9,652.24/month		
City of Stanwood	7425	Mayor	\$1,500/month		
City of Ferndale	15270	Mayor	\$2,650/month		
City of Sedro-Woolley	11900	Mayor	\$2461/month	<b>2022-\$2,553/month</b>	
Town of Steilacoom	6555	Councilmember	\$300/month		
City of Yelm	9470	Councilmember	\$818/month		
City of Anacortes	18050	Councilmember	\$1,200/month		
City of Stanwood	7425	Councilmember	\$425/month		
City of Ferndale	15270	Councilmember	\$674/month		
City of Sedro-Woolley	11900	Councilmember	\$500/month		
<b>AFSCME Comparable Cities for Labor Negotiations</b>					
Data from AWC 2021 Survey					

Nearby

Organization	Population	Benchmark position	Compensation	Position comments
City of Snohomish	10340	Mayor	\$1,500/month	
City of Arlington	21710	Mayor	\$2,250/month	Wage is per month, up to 4 meetings per month. \$100 per Non-Regional meetings up to 25 meetings maximum.
City of Anacortes	18050	Mayor	\$9,652.24/month	
City of Stanwood	7425	Mayor	\$1,500/month	
City of Lake Stevens	35460	Mayor	\$9,000/month	
City of Mount Vernon	36540	Mayor	\$9,188.25/month	
City of Ferndale	15270	Mayor	\$2,650/month	
City of Sedro-Woolley	11900	Mayor	\$2461/month	2022-\$2,553/month
City of Sultan	5715	Mayor	\$1,500/month plus \$500/extra meeting	
City of Snohomish	10340	Councilmember	\$513/month	
City of Arlington	21710	Councilmember	\$206.25/month	Rate is per meeting, up to 4 meetings per month. \$75 per Regional meetings, \$50 per Non-Regional meetings and 12 Regional and Non-Regional meetings
City of Anacortes	18050	Councilmember	\$1,200/month	
City of Stanwood	7425	Councilmember	\$425/month	we have 7 councilmembers
City of Lake Stevens	35460	Councilmember	\$564.98/month plus \$80/meeting	There is a maximum of four meetings per month.
City of Ferndale	15270	Councilmember	\$674/month	
City of Mount Vernon	36540	Councilmember	\$1,200/month	
City of Sedro-Woolley	11900	Councilmember	\$500/month	
City of Sultan	5715	Councilmember	\$300/month plus \$50/meeting	A maximum of three meetings.
<b>Snohomish-Skagit-Whatcom Cities</b>				
<b>Data from AWC 2021 Survey</b>				

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
Lamont	80	Mayor	No compensation	
Farmington	155	Mayor	No Compensation	This is a volunteer position with no compensation at this time
Metaline	170	Mayor	\$50/meeting	
Town of Marcus	175	Mayor	\$100/month	
Index	175	Mayor	No compensation	
Washtucna	210	Mayor	\$300/month	
Wilson Creek	215	Mayor	\$150/meeting	
Creston	230	Mayor	No compensation	
Town of Conconully	235	Mayor	\$100/month	
Metaline Falls	250	Mayor	\$75/meeting	
Town of Almira	275	Mayor	\$100/month	
Spangle	285	Mayor	\$50/meeting	
Town of Riverside	290	Mayor	No compensation	
Endicott	295	Mayor		
Town of Hamilton	300	Mayor	Monthly stipend	
Town of LaCrosse	310	Mayor	\$100/month	
Town of Springdale	325	Mayor	\$1,000/month	
Town of Oakesdale	430	Mayor	\$175/month	
Sprague	445	Mayor	\$200/month	
Town of Lone	450	Mayor	\$94.50/month	
Town of Lyman	455	Mayor	\$250/meeting	
Town of Rockford	495	Mayor	\$40/meeting	
Wilkeson	500	Mayor	\$50/meeting	
Mesa	505	Mayor	\$100/meeting	
Town of Winthrop	520	Mayor	\$1,500/month	
Town of St John	520	Mayor	No compensation	
Town of Cathlamet	525	Mayor	\$250/month	
Town of South Cle Elum	545	Mayor	\$185/month	
Rosalia	570	Mayor	\$600/month	
Bucoda	580	Mayor	No compensation	
Town of Coulee City	590	Mayor	\$200/month	

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Pateros	600	Mayor	\$1,000/month	
Town of Garfield	605	Mayor	No compensation	Mayor Elects to Not Take Pay
City of Vader	645	Mayor	No compensation	
Town of Fairfield	655	Mayor	\$400/month	
Town of Pe Ell	660	Mayor	\$300/month	
Town of Harrah	680	Mayor	\$500/month	
Carbonado	690	Mayor	\$25/meeting	
City of Toledo	735	Mayor	\$50/meeting; maximum \$100/month	
George	740	Mayor	\$300/month	
Town of Concrete	770	Mayor	\$1,248.48/month	
City of Tekoa	775	Mayor	\$450/month	
City of Mossyrock	805	Mayor	\$200/month	
Town of Wilbur	895	Mayor	\$550/month	
City of Roslyn	910	Mayor	\$1,000/month	
City of Ilwaco	970	Mayor	\$500/month	
Town of La Conner	985	Mayor	No compensation	The Town does provide the Mayor and family fully paid medical/dental and vision
Town of Twisp	1015	Mayor	\$2,500/month	
Town of Naches	1030	Mayor	\$1,020/month	
Electric City	1035	Mayor	\$500/month	
City of North Bonneville	1045	Mayor	\$3,025.57/month	
City of Ruston	1060	Mayor	\$2,500/month	
City of Palouse	1100	Mayor	\$250/month	
City of Tonasket	1105	Mayor	\$650/month	
Town of Coulee Dam	1105	Mayor	\$250/month	
Town of Waterville	1205	Mayor	\$1,200/Month	
City of Langley	1210	Mayor	\$4,583.34/month	
City of Entiat	1340	Mayor	\$1,200/month	
Town of Woodway	1375	Mayor	No compensation	
Darrington	1435	Mayor	\$1,000/month	

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Winlock	1525	Mayor	\$500/month	
City of Kittitas	1540	Mayor	\$500/month	
City of Long Beach	1625	Mayor	\$700/month	
City of Kettle Falls	1650	Mayor	\$600/month	
City of South Bend	1660	Mayor	\$800/month	
City of Ritzville	1675	Mayor	\$800/month	
City of Stevenson	1700	Mayor	\$600/month	
City of Oroville	1715	Mayor	\$675/month	
City of Cosmopolis	1720	Mayor	\$600/month	
Davenport	1745	Mayor	\$675/month	
City of Sumas	1760	Mayor	\$600/month	
Town of Yacolt	1835	Mayor	\$700/month	
City of McCleary	1850	Mayor	\$600/month	
City of Millwood	1895	Mayor	\$800/month	
Town of Coupeville	1940	Mayor	\$6,000/month	
Tenino	1985	Mayor	\$1,000/month	
City of Cle Elum	2075	Mayor	\$3,000/month	
City of Westport	2165	Mayor	\$962.48/month	
City of Gold Bar	2220	Mayor	\$1,000/month	
City of Newport	2230	Mayor	\$885/month	
City of Leavenworth	2235	Mayor	\$1,500/month	
City of Castle Rock	2250	Mayor	\$400/month	
City of Carnation	2285	Mayor	\$400/month	Council-Manager form of government.
City of Rainier	2295	Mayor	\$450/month	
City of Brewster	2450	Mayor	\$1,350/month	
City of Bridgeport	2490	Mayor	\$1,200/month	
Town of Friday Harbor	2535	Mayor	\$1,100/month	
City of Okanogan	2690	Mayor	\$750/month	
City of Royal City	2715	Mayor	\$600/month	
City of White Salmon	2720	Mayor	\$655/month	
City of Chewelah	2740	Mayor	\$658.33/month	
City of Colfax	2855	Mayor	\$600/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Warden	2865	Mayor		
City of Raymond	2925	Mayor	\$400/month	
City of Everson	2930	Mayor	\$600/month	
				In 2021, Clyde Hill provides a Sec 125 Cafeteria plan annual benefit of \$10,104.48 (paid monthly @ \$842.04) to all full time employees. Employees annually select how they would like these funds allocated. Options include spouse medical/dental benefits, FSA, supplemental Retirement plans, supplemental life, and cash.
City of Clyde Hill	3055	Mayor	\$100/month, \$100/meeting	
City of Kalama	3065	Mayor	\$700/month	
Town of Eatonville	3070	Mayor	\$1,402.34/month	
City of Cashmere	3195	Mayor	\$1,500/month	
City of Zillah	3230	Mayor	\$1,000/month	
City of Goldendale	3580	Mayor	\$1,000/month	
City of La Center	3960	Mayor	\$700/month plus \$50/meeting	There is a maximum of forty meetings per year.
Montesano	4210	Mayor	\$550/month	This is a 25 hours per month position.
City of Moxee	4435	Mayor	\$600/month	
City of Granite Falls	4525	Mayor	\$100/month	Mayor is an appointed Councilmember - Manager/Council form of government.
City of Chelan	4625	Mayor	\$1,680/month plus \$25/meeting	There is a maximum of three meetings per month.
Deer Park	4645	Mayor	\$2,500/month	
City of Colville	4750	Mayor	\$1,000/month	
City of Omak	4975	Mayor	\$1,300/month	
City of Mattawa	5005	Mayor	\$1,000/month	
City of Medical Lake	5055	Mayor	\$1,000/month	
City of Wapato	5090	Mayor	\$1,000/month	
City of Connell	5275	Mayor	\$600/month	

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Buckley	5300	Mayor	\$500/month	
City of Blaine	5700	Mayor	\$250/meeting, maximum \$500/month \$1,500/month plus \$500/extra meeting	
City of Sultan	5715	Mayor	\$1,000/month	
City of Black Diamond	5990	Mayor	\$700/month	
City of Prosser	6310	Mayor	\$1,000/month	
City of Woodland	6540	Mayor	\$750/month	
Town of Steilacoom	6555	Mayor	\$1,000/month plus \$50/meeting \$147.75/month plus \$150/meeting or \$50/special meeting	
City of Brier	6815	Mayor	\$750/month	
City of Fircrest	6860	Mayor	\$1,000/month	
City of Pacific	6990	Mayor	\$600/month	
City of Ocean Shores	6995	Mayor	\$1,500/month	
City of Clarkston	7300	Mayor	\$150/month	
City of Stanwood	7425	Mayor	\$3,000/month + \$50/local meetings, \$75/regional meetings	There is a maximum of ten meetings per month.
City of Chehalis	7575	Mayor	\$410/month	
City of North Bend	7700	Mayor	\$2,000/month	
City of Sequim	7940	Mayor	\$1,300/month	
City of Duvall	8090	Mayor	\$1,000/month	
City of Quincy	8170	Mayor	\$500/month	
City of Selah	8180	Mayor	\$6,000/month	
City of Ephrata	8345	Mayor	\$885/month	
City of Milton	8460	Mayor	\$1,666.67/month	Elected Position
City of Hoquiam	8600	Mayor	\$12,512/month	
City of Orting	8675	Mayor	\$2,500/month	
City of Othello	8715	Mayor	\$2,100/month	
City of Yelm	9470	Mayor	\$1,500/month	
City of DuPont	9605	Mayor	\$750/month	
City of College Place	9675	Mayor		
City of Port Townsend	9815	Mayor		

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Airway Heights	10030	Mayor	\$1,200/month	
City of Snohomish	10340	Mayor	\$1,500/month	
City of Fife	10360	Mayor	\$1,150/month	
City of Sumner	10500	Mayor	\$2,500/month	
City of Ridgefield	11560	Mayor	\$1,050/month	
City of Poulsbo	11660	Mayor	\$8,655/month	
City of Sedro-Woolley	11900	Mayor	\$2461/month	
City of Cheney	12010	Mayor	\$1,500/month	
City of Liberty Lake	12070	Mayor	\$2,250/month	
City of Kelso	12410	Mayor	\$1,000/month	
City of Woodinville	12800	Mayor	\$700/month	
City of Edgewood	13000	Mayor	\$8,200/month	
City of Enumclaw	13030	Mayor	\$1,000/month	
City of Lake Forest Park	13370	Mayor	\$3,000/month	Mayor has benefits equivalent to half-time regular management, professional and exempt employee.
City of Newcastle	13410	Mayor	\$600/month	
City of East Wenatchee	13810	Mayor	\$5,868/month	
City of Snoqualmie	14370	Mayor	\$2,500/month	
City of Ferndale	15270	Mayor	\$2,650/month	
City of West Richland	16710	Mayor	\$5,000/month	
City of Washougal	16950	Mayor	\$765/month	
City of Sunnyside	17400	Mayor	\$600/month	
City of Centralia	17500	Mayor	\$400/month-\$600/month	Our Council passed a resolution about a year ago that identifies a mayor that was still on council and until their term was up would get \$400 per month and any new mayors after that point would get \$600 per month.
City of Anacortes	18050	Mayor	\$9,652.24/month	
City of Ellensburg	19510	Mayor	\$1,000/month	No benefits offered
City of Monroe	19990	Mayor	\$3,600/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Port Angeles	20020	Mayor	\$650/month	
City of Covington	20890	Mayor	\$980/month	Stipend
City of Mukilteo	21470	Mayor	\$5,900/month	
City of Arlington	21710	Mayor	\$2,250/month	Wage is per month, up to 4 meetings per month. \$100 per Non-Regional meetings up to 25 meetings maximum.
City of Tukwila	21970	Mayor	\$9,480/month	
City of Bonney Lake	22540	Mayor	\$2,100/month	
City of Mountlake Terrace	22640	Mayor	\$1,122/month	
City of Battle Ground	22800	Mayor	\$750/month	When this position is re-elected it will be \$1,100 per month.
City of Oak Harbor	23080	Mayor	\$5,477/month	
City of Kenmore	23770	Mayor	\$994/month	
City of Mercer Island	24990	Mayor	\$400/month	
City of Moses Lake	25330	Mayor	\$1,000/month	
City of Bainbridge Island	25360	Mayor	\$4,000/month	Pension and other benefits as allowed by law will be provided.
City of Tumwater	25360	Mayor	\$1,700/month	
City of Camas	26200	Mayor	\$2,501/month	
City of Maple Valley	27570	Mayor	\$930/month	
City of Des Moines	32820	Mayor	\$350/meeting	There is a maximum of forty meetings per year (\$14,000).
City of University Place	33730	Mayor	\$1,688/month	
City of Walla Walla	34110	Mayor	\$500/month	
City of Lake Stevens	35460	Mayor	\$9,000/month	
City of Wenatchee	35810	Mayor	\$8,895.24/month	
City of Mount Vernon	36540	Mayor	\$9,188.25/month	
City of Longview	38530	Mayor	\$1,500/month	Elected officials group. Do not receive benefits
City of Issaquah	39840	Mayor	\$10,307.56	An annual salary of \$123,690.72.
City of Lynnwood	41020	Mayor	\$10,341/month	
City of Bremerton	42560	Mayor	\$9,500/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Puyallup	43040	Mayor	\$1,408/month	Eligible to receive city benefits.
City of Bothell	48920	Mayor	\$1,450/month	
City of Burien	53290	Mayor	\$750/month plus \$600/month VEBA	
City of Lacey	54780	Mayor	\$1,850/month	
City of Olympia	55010	Mayor	\$2,192/month	
City of Shoreline	57860	Mayor	\$1,250/month	
City of Richland	59570	Mayor	\$1,445/month	
City of Lakewood	60330	Mayor	\$1,600/month	
City of Sammamish	66130	Mayor	\$1432.78/month	
City of Marysville	70040	Mayor	\$12,619.13/month	
City of Redmond	71180	Mayor	\$12,083/month	
City of Pasco	79580	Mayor	\$1,450/month	Not a strong mayor - elected by the other council members.
City of Auburn	83950	Mayor	\$13,669.78/month	
City of Kennewick	85940	Mayor	\$1,475/month	
City of Kirkland	92110	Mayor	\$1,624.63/month	
City of Yakima	97340	Mayor	\$1,375/month	
City of Spokane Valley	98600	Mayor	\$1,775/month	
City of Federal Way	99590	Mayor	\$13575.68/month	
City of Renton	106500	Mayor	\$15,059/month	
City of Everett	114700	Mayor	\$16,246/month	
City of Kent	132400	Mayor	\$13,337/month	
City of Bellevue	149900	Mayor	\$2,829/month	
Vancouver	194600	Mayor	\$2,614/month	
City of Tacoma	214700	Mayor	\$8,500/month	
City of Spokane	225300	Mayor	\$14,000/month	
Seattle	769500	Mayor	\$18,529.26/month	Available class specifications can be found: <a href="https://www.governmentjobs.com/careers/seattle/classspecs">https://www.governmentjobs.com/careers/seattle/classspecs</a>

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
Lamont	80	Councilmember	No compensation	
Farmington	155	Councilmember	No compensation	This is a volunteer position.
Metaline	170	Councilmember	\$20/meeting	
Town of Marcus	175	Councilmember	\$0.50/meeting	
Index	175	Councilmember	No compensation	
Washtucna	210	Councilmember	\$20/month	
Wilson Creek	215	Councilmember	\$25/meeting	
Creston	230	Councilmember	No compensation	
Town of Conconully	235	Councilmember	No compensation	
Metaline Falls	250	Councilmember	\$25/meeting	
Town of Almira	275	Councilmember	\$25/month	
Spangle	285	Councilmember	\$25/meeting	
Town of Riverside	290	Councilmember	No compensation	
Endicott	295	Councilmember		
Town of Hamilton	300	Councilmember	Yes	
Town of LaCrosse	310	Councilmember	\$20/meeting once a month	
Town of Springdale	325	Councilmember	No compensation	
Town of Oakesdale	430	Councilmember	\$60/month	
Sprague	445	Councilmember	\$75/month	
Town of Lone	450	Councilmember	\$94.50/month	
Town of Lyman	455	Councilmember	\$50/meeting	
Town of Rockford	495	Councilmember	\$20/meeting	
Wilkeson	500	Councilmember	\$25/meeting	
Mesa	505	Councilmember	\$50/meeting	
Town of Winthrop	520	Councilmember	\$65/meeting	
Town of St John	520	Councilmember	No compensation	
Town of Cathlamet	525	Councilmember	\$50/month	
Town of South Cle Elum	545	Councilmember	\$135/month	
Rosalia	570	Councilmember	\$200/month	
Bucoda	580	Councilmember	No compensation	
Town of Coulee City	590	Councilmember	\$10/meeting; max \$20/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Pateros	600	Councilmember	\$75/month	
Town of Garfield	605	Councilmember	\$25/meeting	Some Elect to get pay and some elect not to
City of Vader	645	Councilmember	No compensation	
Town of Fairfield	655	Councilmember	\$150/meeting	
Town of Pe Ell	660	Councilmember	\$50/month	
Town of Harrah	680	Councilmember	No compensation	
Carbonado	690	Councilmember	\$15/meeting	
City of Toledo	735	Councilmember	\$25/meeting; maximum \$50/month	
George	740	Councilmember	No compensation	
Town of Concrete	770	Councilmember	\$35/meeting	
City of Tekoa	775	Councilmember	\$40/month	
City of Mossyrock	805	Councilmember	\$20/meeting	
Town of Wilbur	895	Councilmember	\$30/meeting	
City of Roslyn	910	Councilmember		
City of Ilwaco	970	Councilmember	\$200/month	
Town of La Conner	985	Councilmember	\$150/month	
Town of Twisp	1015	Councilmember	Stipend	\$30 per regular scheduled council meeting, \$20 per special meeting or committee meeting. Monthly salary not to exceed \$100 per month.
Town of Naches	1030	Councilmember	\$50/meeting	
Electric City	1035	Councilmember	No compensation	There are five council members.
City of North Bonneville	1045	Councilmember	\$25/meeting	
City of Ruston	1060	Councilmember	\$30/month	
City of Palouse	1100	Councilmember	\$60/month	
City of Tonasket	1105	Councilmember	\$75/meeting	
Town of Coulee Dam	1105	Councilmember	\$50/month	
Town of Waterville	1205	Councilmember	\$50/meeting	
City of Langley	1210	Councilmember	\$50/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Entiat	1340	Councilmember	\$100/meeting, max 2 meetings per month	There are five council members.
Town of Woodway	1375	Councilmember	No compensation	
City of Winlock	1525	Councilmember	\$50/meeting	
City of Kittitas	1540	Councilmember	\$50/month	
City of Long Beach	1625	Councilmember	\$300/month	
City of Kettle Falls	1650	Councilmember	\$100/month	\$50.00 per Council meeting. Normally we have two council meetings per month.
City of South Bend	1660	Councilmember	\$120/month	
City of Ritzville	1675	Councilmember	\$300/month	There are two meetings a month.
City of Stevenson	1700	Councilmember	\$150/meeting; max 2 meetings/month	Planning Commissioners receive \$75/meeting
City of Oroville	1715	Councilmember	\$225/month	
City of Cosmopolis	1720	Councilmember	\$200/month	
Davenport	1745	Councilmember	\$160/month	
City of Sumas	1760	Councilmember	\$150/month	
Town of Yacolt	1835	Councilmember	\$50/month	
City of McCleary	1850	Councilmember	\$100/month	
City of Millwood	1895	Councilmember	\$75/meeting	
Tenino	1985	Councilmember	\$50/month plus \$50/meeting	A maximum of three meeting per month.
City of Cle Elum	2075	Councilmember	\$250/month	
City of Westport	2165	Councilmember	\$488.06/month	
City of Gold Bar	2220	Councilmember	\$100/month	
City of Newport	2230	Councilmember	\$61/meeting	
City of Leavenworth	2235	Councilmember	\$500/month	7 council members
City of Castle Rock	2250	Councilmember	\$200/month	
City of Carnation	2285	Councilmember	\$200/month	
City of Rainier	2295	Councilmember	\$200/month	
City of Brewster	2450	Councilmember	\$225/month	
City of Bridgeport	2490	Councilmember	\$40/meeting	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
Town of Friday Harbor	2535	Councilmember	\$400/month plus \$50/meeting	Council wages are split at present. 3 Councilmembers get the above wage. 2 Councilmembers are getting \$450/mo plus \$60/meeting with max 3 compensated meetings. Mayor & Council are paid quarterly rather than monthly like others.
City of Okanogan	2690	Councilmember	\$125/month	
City of Royal City	2715	Councilmember	\$60/meeting	
City of White Salmon	2720	Councilmember	\$166/month	
City of Chewelah	2740	Councilmember	\$100/month	
City of Colfax	2855	Councilmember	\$150/month	
City of Raymond	2925	Councilmember	\$275/month	There are seven members.
City of Everson	2930	Councilmember	\$150/month	
City of Clyde Hill	3055	Councilmember	\$50/meeting	5 councilmembers
City of Kalama	3065	Councilmember	\$100/meeting, max 2 meetings per month	
Town of Eatonville	3070	Councilmember	\$75/meeting	
City of Cashmere	3195	Councilmember	\$300/quarter	
City of Zillah	3230	Councilmember	\$60/meeting	There is a maximum of four meetings per month.
City of Goldendale	3580	Councilmember	\$50/meeting	
City of La Center	3960	Councilmember	\$200/month plus \$50/meeting	Maximum of 40 meetings per year.
Montesano	4210	Councilmember	\$200/month	Two council meetings per month.
City of Moxee	4435	Councilmember	\$250/month	
City of Granite Falls	4525	Councilmember	\$100/month	
City of Chelan	4625	Councilmember	\$400/month plus \$50/meeting	
Deer Park	4645	Councilmember	\$400/month	Three councilmembers earn \$400 per month; two earn \$200 per month
City of Colville	4750	Councilmember	\$50/meeting	
City of Omak	4975	Councilmember	\$200/meeting	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Mattawa	5005	Councilmember	\$62.50/meeting; maximum 2 meetings/month	A maximum of two meetings per month.
City of Medical Lake	5055	Councilmember	\$250/month	
City of Wapato	5090	Councilmember	\$50/month	
City of Connell	5275	Councilmember	\$175/month	
City of Buckley	5300	Councilmember	\$250/month	
City of Blaine	5700	Councilmember	\$150/meeting, maximum \$300/month	
City of Sultan	5715	Councilmember	\$300/month plus \$50/meeting	A maximum of three meetings.
City of Black Diamond	5990	Councilmember	\$160/month	Mayor Pro-Tempore is paid \$200.00 per month.
City of Prosser	6310	Councilmember	\$325/month	
City of Union Gap	6430	Councilmember	\$600/month	
City of Woodland	6540	Councilmember	\$150/month, plus \$50/meeting	
Town of Steilacoom	6555	Councilmember	\$300/month	
City of Brier	6815	Councilmember	\$200/month plus \$50/meeting attended	
City of Fircrest	6860	Councilmember	\$147.75/month plus \$100/meeting or \$50/special meeting	
City of Pacific	6990	Councilmember	\$200/month	
City of Ocean Shores	6995	Councilmember	\$350/month	
City of Clarkston	7300	Councilmember	\$250/month	
City of Stanwood	7425	Councilmember	\$425/month	we have 7 councilmembers
City of Chehalis	7575	Councilmember	\$100/month	
City of North Bend	7700	Councilmember	\$500/month + \$50/local meetings, \$75/regional meetings (up to 6/month)	
City of Sequim	7940	Councilmember	\$250/month	7 elected officials. Deputy Mayor: \$330, Mayor \$410. Recently voted to increase in 2022.
City of Duvall	8090	Councilmember	\$500/month	
City of Quincy	8170	Councilmember	\$550/month	

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Selah	8180	Councilmember	\$325/month	
City of Ephrata	8345	Councilmember	\$200/month	
City of Milton	8460	Councilmember	\$400/month	
City of Hoquiam	8600	Councilmember	\$275/month	
City of Orting	8675	Councilmember	\$300/month	Elected Position
City of Othello	8715	Councilmember	\$400/month	
City of Yelm	9470	Councilmember	\$818/month	
City of DuPont	9605	Councilmember	\$600/month	
City of College Place	9675	Councilmember	\$375/month	
City of Port Townsend	9815	Councilmember	\$500/month	
City of Airway Heights	10030	Councilmember	\$500/month	5 council members and 1 deputy mayor who make \$750 per month.
City of Snohomish	10340	Councilmember	\$513/month	
City of Fife	10360	Councilmember	\$850/month	
City of Sumner	10500	Councilmember	\$1,100/month	
City of Ridgefield	11560	Councilmember	\$525/month	
City of Poulsbo	11660	Councilmember	\$750/month	
City of Sedro-Woolley	11900	Councilmember	\$500/month	
City of Cheney	12010	Councilmember	\$450/month	
City of Liberty Lake	12070	Councilmember	\$720/month	
City of Kelso	12410	Councilmember	\$500/month	We have three council members at \$500 per month and three council members at \$400 per month.
City of Woodinville	12800	Councilmember	\$600/month	
City of Edgewood	13000	Councilmember	\$750/month	
City of Enumclaw	13030	Councilmember	\$325/month	
City of Lake Forest Park	13370	Councilmember	\$600/month	City Councilmembers are not eligible for benefits.
City of Newcastle	13410	Councilmember	\$500/month	
City of East Wenatchee	13810	Councilmember	\$660/month	
City of Snoqualmie	14370	Councilmember	\$500/month	
City of Ferndale	15270	Councilmember	\$674/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of West Richland	16710	Councilmember	\$550/month	
City of Washougal	16950	Councilmember	\$587/month	
City of Sunnyside	17400	Councilmember	\$400/month	
				Our Council passed a resolution about a year ago that identifies those that were still on council and until their term was up that they would get \$200 per month and any new council members after that point would get \$300 per month.
City of Centralia	17500	Councilmember	\$200/month-\$300/month	
City of Anacortes	18050	Councilmember	\$1,200/month	
City of Ellensburg	19510	Councilmember	\$500/month	No benefits are offered.
City of Monroe	19990	Councilmember	\$800/month	
City of Port Angeles	20020	Councilmember	\$550/month	
City of Covington	20890	Councilmember	\$780/month	Stipend
				Rate is per meeting, up to 4 meetings per month. \$75 per Regional meetings, \$50 per Non-Regional meetings and 12 Regional and Non-Regional meetings per month.
City of Arlington	21710	Councilmember	\$206.25/month	
City of Tukwila	21970	Councilmember	\$1,250/month	
City of Bonney Lake	22540	Councilmember	\$850/month	
City of Mountlake Terrace	22640	Councilmember	\$918/month	Receives no benefits
				All newly elected or re-elected council members will receive this amount.
City of Battle Ground	22800	Councilmember	\$900/month	
City of Oak Harbor	23080	Councilmember	\$723/month	
City of Kenmore	23770	Councilmember	\$883/month	
City of Mercer Island	24990	Councilmember	\$200/month	
City of Moses Lake	25330	Councilmember	\$500/month	
				Pension and other benefits as allowed by law will be provided.
City of Bainbridge Island	25360	Councilmember	\$3,000/month	
City of Tumwater	25360	Councilmember	\$660/month	
City of Camas	26200	Councilmember	\$853/month	

ALL reporting Cities

<b>Organization</b>	<b>Population</b>	<b>Benchmark position</b>	<b>Compensation</b>	<b>Position comments</b>
City of Maple Valley	27570	Councilmember	\$730/month	
City of Des Moines	32820	Councilmember	\$250/meeting	Maximum of 40 meetings per year (\$10,000).
City of University Place	33730	Councilmember	\$1,408/month	
City of Walla Walla	34110	Councilmember	\$400/month	
City of Lake Stevens	35460	Councilmember	\$564.98/month plus \$80/meeting	There is a maximum of four meetings per month.
City of Wenatchee	35810	Councilmember	\$665/month	
City of Mount Vernon	36540	Councilmember	\$1,200/month	
City of Longview	38530	Councilmember	\$950/month	Elected officials group. Do not receive benefits
City of Issaquah	39840	Councilmember	\$1,250/month	
City of Lynnwood	41020	Councilmember	\$450/pay period	
City of Bremerton	42560	Councilmember	\$1226.90/month	The Council President is paid an additional \$200.00 per month.
City of Puyallup	43040	Councilmember	\$1,205/month	Eligible to receive city benefits.
City of Bothell	48920	Councilmember	\$1,250/month	
City of Burien	53290	Councilmember	\$600/month plus \$600/month VEBA	
City of Lacey	54780	Councilmember	\$1,625/month	There are five council members.
City of Olympia	55010	Councilmember	\$1,827/month	
City of Shoreline	57860	Councilmember	\$1,000/month	
City of Richland	59570	Councilmember	\$1,195/month	
City of Lakewood	60330	Councilmember	\$1,500/month	
City of Sammamish	66130	Councilmember	\$1,281.52/month	
City of Marysville	70040	Councilmember	\$1,345.54/month	Council President salary 12.5% above Council member's salaries
City of Redmond	71180	Councilmember	\$1,554/month	
City of Pasco	79580	Councilmember	\$1115/month	
City of Auburn	83950	Councilmember	\$1,324.51/month	

ALL reporting Cities

Organization	Population	Benchmark position	Compensation	Position comments
City of Kennewick	85940	Councilmember	\$1,275/month	Ordinance for councilmember salary is \$1,275.00 per month where the Mayor Pro-Tem's salary is \$1,375.00 per month.
City of Kirkland	92110	Councilmember	\$1,275.39/month	
City of Yakima	97340	Councilmember	\$1,075/month	
City of Spokane Valley	98600	Councilmember	\$1,415/month	
City of Federal Way	99590	Councilmember	\$1,332.18/month	
City of Renton	106500	Councilmember	\$1,750/month	City Council President is compensated \$2,050.00 per month.
City of Everett	114700	Councilmember	\$2,511/month	The Council President's compensation is \$3,265.00 per month.
City of Kent	132400	Councilmember	\$1,362/month-\$1,436/month	A council member receives \$1,436 per month while the council president receives \$1,436 per month.
City of Bellevue	149900	Councilmember	\$2,394/month	
Vancouver	194600	Councilmember	\$2,045/month	
City of Tacoma	214700	Councilmember	\$3,749/month	
City of Spokane	225300	Councilmember	\$3,892.38/month	
Seattle	769500	Councilmember	\$10,807.14/month-\$11,452.68/month	Available class specifications can be found: <a href="https://www.governmentjobs.com/careers/seattle/classspecs">https://www.governmentjobs.com/careers/seattle/classspecs</a>
<b>Data from AWC 2021 Survey</b>				

<b>Salary Trend</b>											
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Year over Year Growth
		1.96%	2.00%	2.45%	1.93%	2.89%	2.44%	2.24%	1.94%	3.63%	
<b>Mayor</b>	24,648	25,141	25,655	26,298	26,816	27,615	28,306	28,955	29,527	30,640	2.43%
<b>Council</b>	500	500	500	500	500	500	500	500	500	500	0.00%
<b>FTE</b>		61	62	63	63	69	76	81	80	80	3.46%
<b>Expenditures</b>											
	2013	2014	2015	2016	2017	2018	2019	2020	Unaudited 2021	Budget 2022	Year over Year Growth
			3.93%	6.31%	3.25%	10.79%	18.14%	11.72%	16.25%	5.69%	
<b>General Fund</b>		4,521,904	4,706,934	5,023,817	5,192,807	5,820,936	7,110,587	8,054,999	9,618,474	10,198,708	13.95%
<b>All other Funds</b>		9,066,463	10,451,971	10,196,600	9,832,763	12,641,059	11,292,790	11,622,586	11,087,407	13,762,278	5.75%
<b>Total Expenditures</b>		13,588,367	15,158,905	15,220,418	15,025,570	18,461,995	18,403,377	19,677,584	20,705,881	23,960,986	8.48%
							EMS	CARES & +Police	ARPA	ARPA	
<b>Revenues</b>											
	2013	2014	2015	2016	2017	2018	2019	2020	Unaudited 2021	Budget 2022	Year over Year Growth
			1.12%	4.14%	8.88%	1.90%	28.47%	-2.93%	35.30%	-13.49%	
<b>General Fund</b>		4,776,320	4,830,338	5,038,716	5,529,602	5,636,895	7,880,058	7,655,419	11,832,570	10,426,379	13.14%
<b>All other Funds</b>		14,245,082	12,475,306	15,562,995	15,636,200	21,292,101	19,140,862	25,259,375	18,918,026	16,981,631	2.13%
<b>Total Expenditures</b>		19,021,402	17,305,644	20,601,711	21,165,802	26,928,996	27,020,920	32,914,795	30,750,596	27,408,010	4.90%