

Washington City Salary and Benefit Survey (2023 Data to be used for changes effective 2024)

Source: Association of Washington Cities & by polling

CLARK COUNTY

Jurisdiction	Mayor's/Mo 2023	Mayor's/Mo 2022	Council/Mo 2023	Council/Mo 2022	Population 2023	Population 2022	Form of Government	Additional Notes and Considerations
Battle Ground	\$1,133	\$1,100	\$927	\$900	21,910	21,780	Council-Manager	Dep Mayor \$1K, Eligible for health care same rate as employees.
Camas*	\$2,874	\$2,750	\$1,045	\$1,000	27,420	27,250	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
La Center	\$700	\$625	\$200	\$200	3,890	3,835	Mayor-Council	Plus \$65/mtg; Salary Commission Compensation.
Ridgefield	\$1,300	\$1,200	\$650	\$600	15,180	13,640	Council-Manager	Salary commission meets in late August. They do not do annual COLAs for these positions.
Vancouver	\$2,875	\$2,875	\$2,250	\$2,250	190,915	195,000	Council-Manager	Mayor pro-tem makes \$2,500/mo. Benefits-eligible (premium share required except for dental and Life AD&D). No annual CPOLA raises, salaries stay the same for 2-years at a time. Last increase in 2023.
Washougal	\$800	\$765	\$606	\$587	17,490	17,390	Council-Manager	Salary Commission meets in September to decide on 2023. COLAs not automatic, commission decides.
Yacolt	\$1,000	\$700	*\$50	\$50	1,670	1,670	Mayor-Council	*Council gets \$50 per meeting not per month.

WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo 2023	Mayor's/Mo 2022	Council/Mo 2023	Council/Mo 2022	Population 2023	Population 2022	Form of Government	Add'l Notes
Anacortes	\$ 11,232	\$ 10,333	\$ 1,200	\$ 1,200	18,020	17,880	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	\$ 2,100	\$ 2,100	\$ 850	\$ 850	23,250	22,990	Mayor-Council	
Bremerton	\$ 9,500	\$ 9,500	\$ 1,875	\$ 1,298	44,640	45,220	Mayor-Council	The Council President is paid an additional \$452.00 per month.
Camas*	\$ 2,874	\$ 2,750	\$ 1,045	\$ 1,000	27,420	27,250	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
Covington	\$ 980	\$ 980	\$ 780	\$ 780	21,600	21,200	Council-Manager	
Des Moines	\$ 14,000	\$ 1,265	\$ 600	\$ 750	33,260	33,160	Council-Manager	Mayor \$350/meeting (40 per year max), Council \$600/month
Edmonds	Non-rep COLAs	\$ 10,495	Non-rep COLAs	\$ 1,250	45,593	42,980	Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas
Issaquah *	\$ 10,307	\$ 10,307	\$ 1,250	\$ 1,250	41,290	40,950	Mayor-Council	An annual salary of \$123,690.72.
Lake Stevens *	\$ 9,890	\$ 9,510	\$ 937	\$ 596	41,260	40,700	Mayor-Council	Plus \$80/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 3,600	\$ 800	\$ 800	20,590	19,700	Mayor-Council	
Mountlake Terrace	\$ 1,167	\$ 1,144	\$ 955	\$ 936	23,810	22,070	Council-Manager	
Mukilteo	\$ 5,900	\$ 5,900	\$ 500	\$ 500	21,590	21,590	Mayor-Council	
Oak Harbor *	\$ 5,016	\$ 4,918	\$ 752	\$ 737	24,780	24,760	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	\$ 3,000	\$ 3,000	\$ 500	\$ 500	14,500	14,490	Mayor-Council	
Tukwila *	\$ 10,875	\$ 10,018	\$ 1,250	\$ 1,250	22,780	22,620	Mayor-Council	
University Place	\$ 1,688	\$ 1,688	\$ 1,408	\$ 1,408	35,580	35,420	Council-Manager	
Wenatchee	\$ 10,005	\$ 9,206	\$ 1,000	\$ 1,000	35,850	35,650	Mayor-Council	

2024 Projected CPI 3.1% {City of Camas unions cap CPI at 4.5%} 2024 Projected Social Security COLA 3.0%