

2023 Washington City Salary and Benefit Survey

Source: Association of Washington Cities & by polling

CLARK COUNTY **2023 projected CPI 8.3% (4.5% for union contract caps), 2023 Projected Social Security COLA %age increase 8.6-10% due to inflation.**

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes/ Other Consid's/Job Descr./Salary Commission/Medical/Years of Service?
Battle Ground	\$1,100	\$900	21,780	Code	Council-Manager	Dep Mayor \$1K, Eligible for health care same rate as employees. No increase for 2022.
Camas*	\$2,750	\$1,000	27,250	Code	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
La Center	\$625	\$200	3,835	Code	Mayor-Council	Plus \$50/mtg; Salary Commission Compensation Schedule goes through 2023
Ridgefield	\$1,200	\$600	13,640	Code	Council-Manager	Salary commission meets in late August to decide on 2023. They do not do annual COLAs for these positions.
Vancouver	\$2,875	\$2,250	195,000	First	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, and no increase for 2021-22 so will get one in 2023 and 2024.
Washougal	\$765	\$587	17,390	Code	Council-Manager	Salary Commission meets in September to decide on 2023. COLAs not automatic, commission decides.
Yacolt	\$700	\$50	1,670	Town	Mayor-Council	Council gets \$50 per meeting not per month.

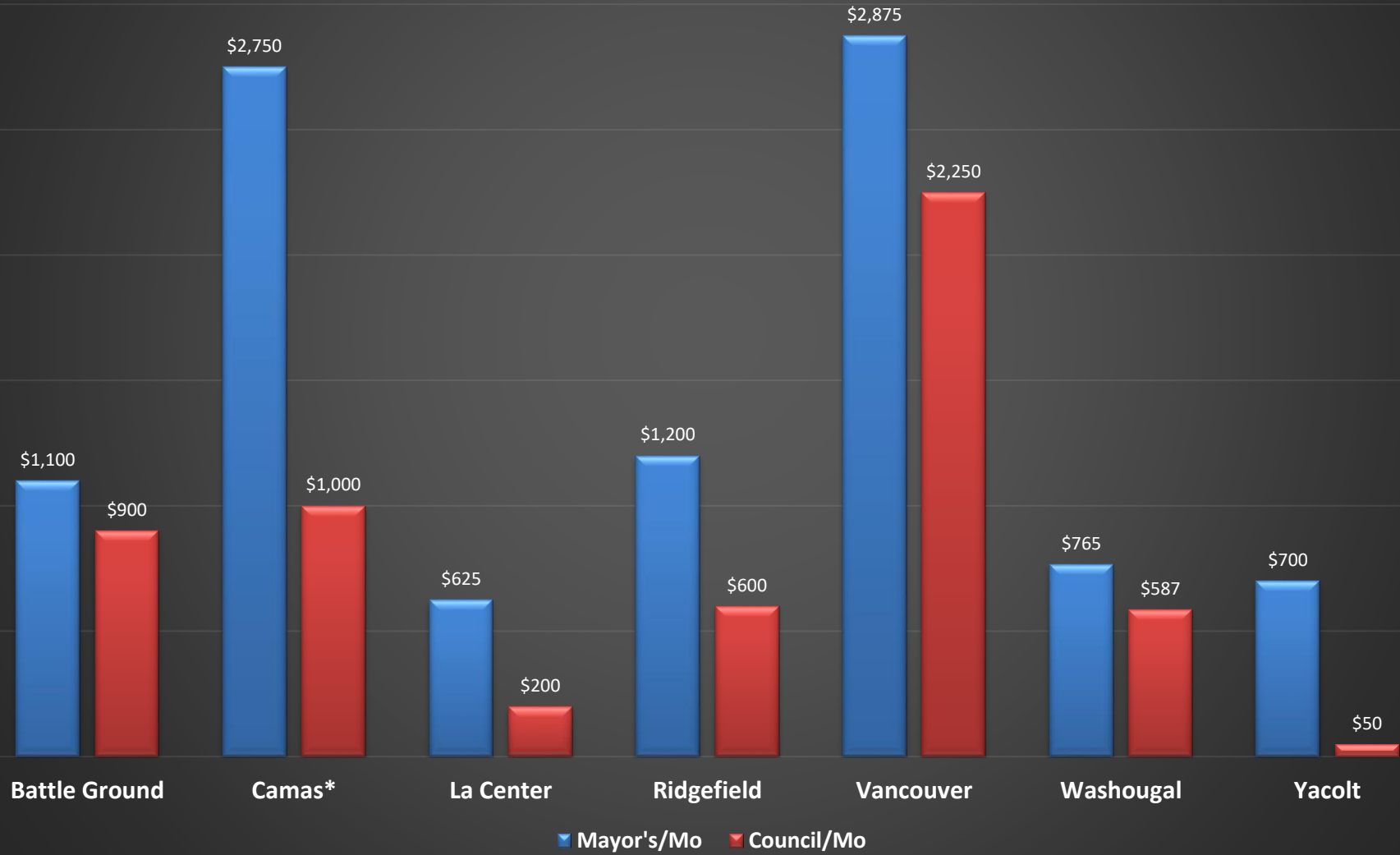
WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo	Council/Mo	Population	Class	Form of Government	Add'l Notes
Anacortes	\$ 10,333	\$ 1,200	17,880	Code	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	\$ 2,100	\$ 850	22,990	Code	Mayor-Council	Same 2020, 2021, 2022
Bremerton	\$ 9,500	\$ 1,298	45,220	First	Mayor-Council	Mayor's set in Code 2.03, includes Medical and annual COLAs; Pro-Tem Council Member +200
Camas*	\$ 2,750	\$ 1,000	27,250	Code	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
Covington	\$ 980	\$ 780	21,200	Code	Council-Manager	
Des Moines	\$ 1,265	\$ 750	33,160	Code	Council-Manager	\$350/meeting & \$250/meeting
Edmonds	\$ 10,495	\$ 1,250	42,980	Code	Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas, In 2019 Council 12,000 base plus 8,735 benefits.
Issaquah *	\$ 10,307	\$ 1,250	40,950	Code	Mayor-Council	
Kenmore	\$ 1,192	\$ 1,059	24,090	Code	Council Manager	
Lake Stevens *	\$ 9,510	\$ 596	40,700	Code	Mayor-Council	Plus \$80/meeting max. 4/mo
Monroe *	\$ 3,600	\$ 800	19,700	Code	Mayor-Council	
Mount Vernon	\$ 9,188	\$ 1,200	35,500	Code	Mayor-Council	
Mountlake Terrace	\$ 1,144	\$ 936	22,070	Code	Council-Manager	
Mukilteo	\$ 5,900	\$ 500	21,590	Code	Mayor-Council	
Oak Harbor *	\$ 4,918	\$ 737	24,760	Code	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	\$ 3,000	\$ 500	14,490	Code	Mayor-Council	
Tukwila *	\$ 10,018	\$ 1,250	22,620	Code	Mayor-Council	
University Place	\$ 1,688	\$ 1,408	35,420	Code	Council-Manager	
Wenatchee	\$ 9,206	\$ 1,000	35,650	Code	Mayor-Council	

* Cities with City Administrators

 = Comp cities

2023 Clark County Mayor & Council Salaries



2023 Statewide Mayor & Council Salaries 15-50K Population

