

## Washington City Salary and Benefit Survey (2025 Data to be used for changes effective 2026)

Source: Association of Washington Cities & by polling

### CLARK COUNTY

Jurisdiction	Mayor's/Mo 2025	Council/Mo 2025	Population 2025	Form of Government	Additional Notes and Considerations
Battle Ground	\$ 1,200	\$ 1,000	22470	Council-Manager	Dep Mayor \$1100, Mayor and Council eligible for health care same rate as non-rep employees. No vehicle or technology stipends.
<b>Camas*</b>	<b>\$ 3,060</b>	<b>\$ 1,224</b>	<b>27660</b>	<b>Mayor-Council</b>	<b>Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.</b>
La Center	\$ 720	\$ 210	4256	Mayor-Council	Plus \$65/mtg; Salary Commission Compensation, max 40 meetings/year
Ridgefield	\$ 1,400	\$ 725	16290	Council-Manager	Salary commission meets in late August. They do not do annual COLAs for these positions.
Vancouver	\$ 2,875	\$ 2,875	198,163	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. In 2024 a 2025-2026 budget biennium salary freeze for Mayor, Mayor Pro-Tem and Council members.
Washougal	\$ 874	\$ 646	18360	Council-Manager	
Yacolt	\$ 1,000	*\$100	1670	Mayor-Council	*Council gets \$100 per meeting not per month. Maximum \$6000/yr

### WASHINGTON CITIES - POPULATION 15,000-50,000

Jurisdiction	Mayor's/Mo 2025	Council/Mo 2025	Population 2025	Form of Government	Add'l Notes
Anacortes	\$ 11,882	\$ 1,200	18350	Mayor-Council	Med, Dental, Vision 50% of lowest employee only offered medical plan, no dependents or spouses
Bonney Lake *	\$ 2,100	\$ 850	23450	Mayor-Council	
Bremerton	\$ 10,412	\$ 1,325	45890	Mayor-Council	The Council President is paid an additional \$452.00 per month. Mayor receives medical, dental and vision, council does not. Mayor has a City vehicle. No stipend or vehicle for council members.
Camas*	\$ 3,000	\$ 1,200	27660	Mayor-Council	Plus \$100 Mayor/\$75 Council mo optional tech stipend. Mayor \$300 vehicle allowance.
Covington	\$ 1,655	\$ 1,405	22160	Council-Manager	No medical benefits or vehicle, technology stipend.
Des Moines	\$14000*	\$10000*	33540	Council-Manager	Mayor \$350/meeting (40 per year max), Council \$250/meeting
Edmonds				Mayor-Council	Salary Commission Disbanded; HR will apply Non-Rep Colas
Issaquah *	\$ 12,149	\$ 1,765	41560	Mayor-Council	An annual salary of \$145,784. Mayor eligible for medical benefits and has City vehicle. Offer \$50/mo. technology stipend for Council. Council salaries will increase the same percent as non-rep staff for 2025 unless FTE positions is 2.5% below the prior year. Council President \$1965/mo. Deputy President \$1865/mo.
Lake Stevens *	\$ 10,619	\$ 1,000	42180	Mayor-Council	Plus \$80/meeting max. 4/mo
Monroe *	\$ 4,000	\$ 900	20960	Mayor-Council	No medical benefits or vehicle, technology stipend.
Mukilteo	\$ 5,900	\$ 500	21600	Mayor-Council	Council President \$550/mo.
Oak Harbor *	\$ 11,250	\$ 1,400	24820	Mayor-Council	Med, Dental, Vision Council member pays 100% and cover any dependents or spouse
Snoqualmie	\$ 5,538	\$ 500	14550	Mayor-Council	
Tukwila *	\$ 11,722	\$ 1,450	22960	Mayor-Council	The Mayor follows Non-Rep employees in terms of the benefits offered. However, medical, dental, vision is offered for employee only, no dependents. Some council members are still at \$1250/month. By 1/1/26 all will be at \$1450/month.
University Place	\$ 2,080	\$ 1,783	36140	Council-Manager	
Wenatchee	\$ 8,670	\$ 1,150	36170	Mayor-Council	Additional \$100/month stipend for Mayor Pro-Tem (calendar year assignment)

**2026 Projected CPI 3% {City of Camas unions cap CPI at 4.5%} 2026 Projected Social Security COLA 2.8%**