

Organization	Population	Sales Tax Rev.	Benchmark position	Compensation (per month)	Position comments
City of Sumner	10,800	\$ 9,149,856.94	Mayor	\$ 2,500.00	No benefits / Last reviewed 2019 (next review planned April 2024).
City of Duvall	8,530	\$ 1,752,663.71	Mayor	\$ 2,000.00	No benefits / Last reviewed 2017
City of Mountlake Terrace	23,810	\$ 4,268,726.82	Mayor	\$ 1,191.00	No benefits / Last reviewed 2019 and updated annually through 2024 / The City of MLT will be putting together a Salary Commission in 2024 to review salaries for the next 5 years for the Mayor and Council – Salary Comm. is expected to meet starting this fall.
City of Snohomish	10,330	\$ 5,670,088.36	Mayor	\$ 2,500.00	Last reviewed 2022 / Next update currently not planned / Mayor has benefits, premiums paid 100% for EE & 90% for depts
City of Monroe	20,590	\$ 6,641,983.50	Mayor	\$ 4,000.00	Salary reviewed annual by Salary Commission
City of Snoqualmie	14,500	\$ 2,925,698.90	Mayor	\$ 4,583.33	Updated 03.22.23 / Eligible for 2024 COLA
City of Mukilteo	21,590	\$ 3,400,760.94	Mayor	\$ 5,900.00	
City of Newcastle	13,610	\$ 1,859,807.81	Mayor	\$ 600.00	No benefits / Last reviewed 2012
City of Woodinville	13,830	\$ 8,723,263.72	Mayor	\$ 700.00	
City of Kenmore	24,230	\$ 3,640,732.27	Mayor	\$ 1,265.81	Last reviewed and updated Dec. 2021 / final increase from Salary Comm recommendation occurs 01.01.26 / No benefits
City of Bothell	49,550	\$ 18,016,341.91	Mayor	\$ 1,525.00	
City of Shoreline	61,120	\$ 13,121,839.41	Mayor	\$ 2,404.00	
City of Tukwila	22,780.00	\$20,429,655.95	Mayor	\$ 10,875.00	
City of Bonney Lake	23,250.00	\$8,208,244.56	Mayor	\$ 2,100.00	Pierce County / Part-time Mayor role
City of Bainbridge Island	25,180.00	\$6,395,124.44	Mayor	\$ 4,000.00	Kitsap County / Pension and other benefits as allowed by law will be provided.
City of Sedro-Woolley	12,900.00	\$2,367,783.27	Mayor	\$ 2,553.30	Skagit County
City of Brier	6,610.00	\$2,367,783.27	Mayor	\$ 1,000.00	Snohomish County / plus \$50 per meeting
City of Gig Harbor	13,060.00	\$8,953,079.66	Mayor	\$ 2,124.00	Pierce County
City of Lake Forest Park	13,660	\$ 1,685,723.24	Mayor	\$ 3,000.00	Mayor has benefits equivalent to half-time regular management, professional and exempt employee.

2023 AWC Salary Survey Average*

\$ 2,663.81

*without City of LFP

*Does not include Kenmore, Bothell, and Shoreline

\$ 2,430.76 Avg with Kenmore, Bothell, Shoreline

\$ 2,878.97 Avg with outlying comps

Organization	Population	Sales Tax Rev.	Benchmark position	Compensation (per month)	Position comments
City of Sumner	10,800	\$ 9,149,856.94	Councilmember	\$ 1,100.00	No benefits / Last reviewed 2019 (next review planned April 2024).
City of Duvall	8,530	\$ 1,752,663.71	Councilmember	\$ 500.00	No benefits / Last reviewed 2007
City of Mountlake Terrace	23,810	\$ 4,268,726.82	Councilmember	\$ 974.00	No benefits / Last reviewed 2019 and updated annually through 2024 / The City of MLT will be putting together a Salary Commission in 2024 to review salaries for the next 5 years for the Mayor and Council – Salary Comm. is expected to meet starting this fall.
City of Snohomish	10,330	\$ 5,670,088.36	Councilmember	\$ 513.00	Last reviewed prior to 2021 / Next update currently not planned
City of Monroe	20,590	\$ 6,641,983.50	Councilmember	\$ 900.00	Salary reviewed annual by Salary Commission
City of Snoqualmie	14,500	\$ 2,925,698.90	Councilmember	\$ 900.00	Updated 03.22.23 / Eligible for 2024 COLA
City of Mukilteo	21,590	\$ 3,400,760.94	Councilmember	\$ 500.00	
City of Newcastle	13,610	\$ 1,859,807.81	Councilmember	\$ 500.00	No benefits / Last reviewed 2012
City of Woodinville	13,830	\$ 8,723,263.72	Councilmember	\$ 600.00	
City of Kenmore	24,230	\$ 3,640,732.27	Councilmember	\$ 1,124.47	Last reviewed and updated Dec. 2021 / final increase from Salary Comm recommendation occurs 01.01.26 / No benefits
City of Bothell	49,550	\$18,016,341.91	Councilmember	\$ 1,300.00	
City of Shoreline	61,120	\$13,121,839.41	Councilmember	\$ 2,154.00	
City of Tukwila	22,780.00	\$20,429,655.95	Councilmember	\$ 1,250.00	
City of Bonney Lake	23,250.00	\$8,208,244.56	Councilmember	\$ 850.00	Pierce County
City of Bainbridge Island	25,180.00	\$6,395,124.44	Councilmember	\$ 3,000.00	Kitsap County / Pension and other benefits as allowed by law will be provided.
City of Sedro-Woolley	12,900.00	\$2,367,783.27	Councilmember	\$ 500.00	Skagit County
City of Brier	6,610.00	\$2,367,783.27	Councilmember	\$ 200.00	Snohomish County / plus \$50 per meeting
City of Gig Harbor	13,060.00	\$8,953,079.66	Councilmember	\$ 775.00	Pierce County
City of Lake Forest Park	13,660	\$ 1,685,723.24	Councilmember	\$ 600.00	City Councilmembers are not eligible for benefits.

2023 AWC Salary Survey Average*

\$ 720.78

*without City of LFP

*Does not include Kenmore, Bothell, and Shoreline

\$ 922.12 Avg with Kenmore, Bothell, Shoreline

\$ 980.03 Avg. with outlying comps