

Spokane Mayor and Council Salary Calculations

Based on 2001 Base Pay and then indexed to annual percentage changes in Per Capita Income

Year	Per Capita Income (Spokane City)	% Chg	Mayor		Actual		City Council							
			Actual	Projected	Member	President	Adjusted From Original Baseline	Adjusted From Original Baseline & 2001/2009 Revisions	Adjusted From Original Baseline Similar to Mayor	Adjusted From Original Baseline Similar to Mayor	Member	President		
2000	\$26,771		\$36,000	\$80,000	\$18,000	\$22,500	\$18,000	\$22,500	\$18,000	\$22,500	\$18,000	\$22,500	\$18,000	\$22,500
2001	\$26,950	0.7%	\$109,094	\$109,094	\$18,000	\$40,000	\$18,120	\$22,650	\$18,120	\$40,000	\$24,546	\$30,683	\$33,473	\$41,842
2002	\$27,416	1.7%	\$109,094	\$110,980	\$18,000	\$40,000	\$18,434	\$23,042	\$18,434	\$40,692	\$24,970	\$31,214	\$34,052	\$42,566
2003	\$28,211	2.9%	\$109,094	\$114,199	\$18,000	\$40,000	\$18,968	\$23,710	\$18,968	\$41,872	\$25,695	\$32,119	\$35,039	\$43,800
2004	\$29,266	3.7%	\$135,000	\$118,469	\$18,000	\$40,000	\$19,678	\$24,597	\$19,678	\$43,437	\$26,655	\$33,320	\$36,350	\$45,438
2005	\$30,050	2.7%	\$135,000	\$121,643	\$18,000	\$40,000	\$20,205	\$25,256	\$20,205	\$44,601	\$27,369	\$34,212	\$37,323	\$46,655
2006	\$31,776	5.7%	\$135,000	\$128,630	\$18,000	\$40,000	\$21,365	\$26,707	\$21,365	\$47,163	\$28,942	\$36,177	\$39,467	\$49,335
2007	\$33,634	5.8%	\$135,000	\$136,151	\$18,000	\$40,000	\$22,614	\$28,268	\$22,614	\$49,921	\$30,634	\$38,293	\$41,775	\$52,219
2008	\$35,538	5.7%	\$158,323	\$143,858	\$18,000	\$40,000	\$23,895	\$29,868	\$23,895	\$52,747	\$32,368	\$40,461	\$44,140	\$55,176
2009	\$34,521	-2.9%	\$164,978	\$139,742	\$30,000	\$52,000	\$23,211	\$29,014	\$30,000	\$52,000	\$31,442	\$39,303	\$42,876	\$53,597
2010	\$34,911	1.1%	\$170,203	\$141,320	\$30,000	\$52,000	\$23,473	\$29,341	\$30,339	\$52,587	\$31,797	\$39,747	\$43,361	\$54,202
2011	\$36,368	4.2%	\$169,358	\$147,218	\$30,000	\$52,000	\$24,453	\$30,566	\$31,605	\$54,782	\$33,124	\$41,406	\$45,171	\$56,464
2012	\$37,488	3.1%	\$169,358	\$151,752	\$30,000	\$55,000	\$25,206	\$31,507	\$32,578	\$56,469	\$34,144	\$42,681	\$46,562	\$58,203
2013	\$37,526	0.1%	\$169,358	\$151,906	\$30,000	\$55,000	\$25,231	\$31,539	\$32,611	\$56,527	\$34,179	\$42,724	\$46,609	\$58,262
2014	\$39,067	4.1%	\$172,573	\$158,144	\$30,000	\$55,000	\$26,267	\$32,834	\$33,951	\$58,848	\$35,582	\$44,478	\$48,523	\$60,655
2015	\$40,147	2.8%	\$179,484	\$162,515	\$31,200	\$55,000	\$26,993	\$33,742	\$34,889	\$60,474	\$36,566	\$45,708	\$49,864	\$62,331
2016	\$41,257	2.8%	\$168,000	\$167,007	\$31,200	\$57,200	\$27,740	\$34,675	\$35,853	\$62,146	\$37,576	\$46,971	\$51,242	\$64,054
2017	\$42,397	2.8%	\$168,000	\$171,623	\$31,200	\$57,200	\$28,506	\$35,633	\$36,844	\$63,864	\$38,615	\$48,270	\$52,659	\$65,825
Rounded							\$28,500	\$35,600	\$36,800	\$63,900	\$38,600	\$48,300	\$52,700	\$65,800
Mayor							\$122,500	\$122,500	\$122,500	\$122,500	\$122,500	\$167,007		

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation		Councilmember's Compensation			2015 Salary Increases			Revised (Population)	Diff
				Full	Part	Total	Month	Meeting	Annual	Month	Meeting	Annual	General	Fire		
1	Seattle	662,400	Mayor-Council	10,191	850	11,041	\$15,253		\$183,036	\$9,998	\$119,976	NS	NS	NS	\$160,665	\$40,689
2	Spokane	213,100	Mayor-Council	1,983	75	2,058	\$14,381		\$172,572	\$2,500	\$30,000	1.90%	2.00%	2.00%	\$51,687	\$21,687
3	Everett	105,800	Mayor-Council	1,089	36	1,125	\$13,919		\$167,028	\$2,247	\$26,964	2.50%	NS	NS	\$25,662	(\$1,302)
4	Bellingham	83,580	Mayor-Council	741	47	788	\$11,513		\$138,156	\$2,009	\$24,108	NS	NS	NS	\$20,272	(\$3,836)
5	Lynnwood	36,420	Mayor-Council	326	6	332	\$8,369		\$100,428	\$1,650	\$19,800	3.48%	3.20%	2.25%	\$8,834	(\$10,966)
6	Tukwila	19,300	Mayor-Council	311	16	327	\$8,445		\$101,340	\$1,250	\$15,000	1.98%	2.00%	2.25%	\$4,681	(\$10,319)
7	Anacortes	16,310	Mayor-Council	169	21	190	\$7,597		\$91,164	\$1,200	\$14,400	2.25%	2.00%	2.00%	\$3,956	(\$10,444)
8	Federal Way	90,760	Mayor-Council	296	10	306	\$9,635		\$115,620	\$1,150	\$13,800	1.50%	2.20%	1.50%	\$22,014	\$8,214
9	Kent	122,900	Mayor-Council	608	15	623	\$8,516		\$102,192	\$1,146	\$13,752	2.20%	2.20%	2.20%	\$29,809	\$16,057
10	Bremerton	39,410	Mayor-Council	301	17	318	\$8,917		\$107,004	\$1,000	\$12,000	2.50%	NS	2.50%	\$9,559	(\$2,441)
11	Edmonds	40,490	Mayor-Council	198	12	210	\$9,623		\$115,476	\$1,000	\$12,000	NS	NS	2.50%	\$9,821	(\$2,179)
12	Redmond	59,180	Mayor-Council	600	18	618	\$10,417		\$125,004	\$1,000	\$12,000	2.31%	2.20%	2.20%	\$14,354	\$2,354
13	Auburn	75,545	Mayor-Council	418	1	419	\$11,402		\$136,824	\$975	\$11,700	2.00%	2.00%	1.50%	\$18,323	\$6,623
14	Marysville	64,140	Mayor-Council	249	9	258	\$10,450		\$125,400	\$950	\$11,400	NS	NS	2.00%	\$15,557	\$4,157
15	Renton	98,470	Mayor-Council	634	13	647	\$11,767		\$141,204	\$950	\$11,400	2.50%	2.25%	2.50%	\$23,884	\$12,484
16	Bonney Lake	19,490	Mayor-Council	130	3	133	\$2,100		\$25,200	\$850	\$10,200	1.75%	2.25%	NS	\$4,727	(\$5,473)
17	Burlington	8,485	Mayor-Council	94	8	102	\$4,326		\$51,912	\$800	\$9,600	2.00%	2.80%	1.80%	\$2,058	(\$7,542)
18	Camas	21,210	Mayor-Council	178	12	190	\$2,200		\$26,400	\$750	\$9,000	2.50%	3.00%	NS	\$5,144	(\$3,856)
19	Sumner	9,660	Mayor-Council	100	6	106	\$1,800		\$21,600	\$750	\$9,000	1.90%	3.00%	2.00%	\$2,343	(\$6,657)
20	Issaquah	33,330	Mayor-Council	235	8	243	\$9,243		\$110,916	\$700	\$8,400	3.00%	NS	3.00%	\$8,084	(\$316)
21	Wenatchee	33,230	Mayor-Council	166	4	170	\$6,589		\$79,068	\$665	\$7,980	2.25%	2.25%	NS	\$8,060	\$80
22	Tumwater	19,100	Mayor-Council	164	8	172	\$1,530		\$18,360	\$660	\$7,920	1.40%	3.00%	3.00%	\$4,633	(\$3,287)
23	Oak Harbor	22,000	Mayor-Council	138	2	140	\$4,206		\$50,472	\$603	\$7,236	2.50%	2.00%	NS	\$5,336	(\$1,900)
24	Gig Harbor	8,555	Mayor-Council	91	2	93	\$1,500		\$18,000	\$600	\$7,200	2.20%	NS	2.20%	\$2,075	(\$5,125)
25	Lake Forest Par	12,810	Mayor-Council	56	8	64	\$3,000		\$36,000	\$600	\$7,200	1.50%	NS	1.50%	\$3,107	(\$4,093)
26	Monroe	17,620	Mayor-Council	108	2	110	\$3,000		\$36,000	\$600	\$7,200	2.00%	2.00%	2.00%	\$4,274	(\$2,926)
27	Mount Vernon	33,530	Mayor-Council	191	27	218	\$8,040		\$96,480	\$600	\$7,200	2.00%	2.00%	2.50%	\$8,133	\$933
28	Yelm	8,165	Mayor-Council	46	1	47	\$2,500		\$30,000	\$600	\$7,200	2.25%	NS	NS	\$1,980	(\$5,220)
29	Ferndale	12,920	Mayor-Council	63	NS	63	\$2,619		\$31,428	\$572	\$6,864	NS	NS	NS	\$3,134	(\$3,730)
30	Chelan	4,045	Mayor-Council	45	NS	45	\$1,572	\$25	\$18,864	\$400	\$50	1.60%	NS	NS	\$981	(\$5,619)
31	East Wenatchee	13,390	Mayor-Council	44	2	46	\$4,896		\$58,752	\$550	\$6,600	1.90%	NS	2.50%	\$3,248	(\$3,352)
32	Friday Harbor	2,215	Mayor-Council	32	2	34	\$1,000		\$12,000	\$400	\$50	2.00%	NS	2.50%	\$537	(\$6,063)
33	Duvall	7,345	Mayor-Council	35	3	38	\$1,500		\$18,000	\$500	\$6,000	2.00%	NS	2.20%	\$1,782	(\$4,218)
34	Edgewood	9,615	Mayor-Council	6	2	8	\$1,300		\$15,600	\$500	\$6,000	2.00%	NS	2.00%	\$2,332	(\$3,668)
35	Lake Stevens	29,900	Mayor-Council	59	2	61	\$2,000		\$24,000	\$500	\$75	2.00%	NS	2.00%	\$7,252	\$1,252
														2,054,420	\$498,300	\$0

4,564,371

45%

148 / 281 = 53% of Cities

All

\$62,612

83%

Top 30 \$49,971 44%
 Top 20 \$46,192 40%
 Top 10 \$44,430 30%

#	Jurisdiction	Pop	Form of Government	Mayor's Compensation		Councilmember's Compensation		Percent Council Member to Mayor Salary	Revised (% Salary Relationship)	Diff
				Month	Annual	Month	Annual			
1	Seattle	662,400	Mayor-Council	\$15,253	\$183,036	\$9,998	\$119,976	66%	\$41,331	(\$78,645)
2	Spokane	213,100	Mayor-Council	\$14,381	\$172,572	\$2,500	\$30,000	17%	\$38,969	\$8,969
3	Everett	105,800	Mayor-Council	\$13,919	\$167,028	\$2,247	\$26,964	16%	\$37,717	\$10,753
4	Bellingham	83,580	Mayor-Council	\$11,513	\$138,156	\$2,009	\$24,108	17%	\$31,197	\$7,089
5	Lynnwood	36,420	Mayor-Council	\$8,369	\$100,428	\$1,650	\$19,800	20%	\$22,678	\$2,878
6	Tukwila	19,300	Mayor-Council	\$8,445	\$101,340	\$1,250	\$15,000	15%	\$22,884	\$7,884
7	Anacortes	16,310	Mayor-Council	\$7,597	\$91,164	\$1,200	\$14,400	16%	\$20,586	\$6,186
8	Federal Way	90,760	Mayor-Council	\$9,635	\$115,620	\$1,150	\$13,800	12%	\$26,108	\$12,308
9	Kent	122,900	Mayor-Council	\$8,516	\$102,192	\$1,146	\$13,752	13%	\$23,076	\$9,324
10	Bremerton	39,410	Mayor-Council	\$8,917	\$107,004	\$1,000	\$12,000	11%	\$24,163	\$12,163
11	Edmonds	40,490	Mayor-Council	\$9,623	\$115,476	\$1,000	\$12,000	10%	\$26,076	\$14,076
12	Redmond	59,180	Mayor-Council	\$10,417	\$125,004	\$1,000	\$12,000	10%	\$28,227	\$16,227
13	Auburn	75,545	Mayor-Council	\$11,402	\$136,824	\$975	\$11,700	9%	\$30,896	\$19,196
14	Marysville	64,140	Mayor-Council	\$10,450	\$125,400	\$950	\$11,400	9%	\$28,317	\$16,917
15	Renton	98,470	Mayor-Council	\$11,767	\$141,204	\$950	\$11,400	8%	\$31,885	\$20,485
16	Bonney Lake	19,490	Mayor-Council	\$2,100	\$25,200	\$850	\$10,200	40%	\$5,690	(\$4,510)
17	Burlington	8,485	Mayor-Council	\$4,326	\$51,912	\$800	\$9,600	18%	\$11,722	\$2,122
18	Camas	21,210	Mayor-Council	\$2,200	\$26,400	\$750	\$9,000	34%	\$5,961	(\$3,039)
19	Sumner	9,660	Mayor-Council	\$1,800	\$21,600	\$750	\$9,000	42%	\$4,878	(\$4,122)
20	Issaquah	33,330	Mayor-Council	\$9,243	\$110,916	\$700	\$8,400	8%	\$25,046	\$16,646
21	Wenatchee	33,230	Mayor-Council	\$6,589	\$79,068	\$665	\$7,980	10%	\$17,854	\$9,874
22	Turnwater	19,100	Mayor-Council	\$1,530	\$18,360	\$660	\$7,920	43%	\$4,146	(\$3,774)
23	Turnwater	22,000	Mayor-Council	\$4,206	\$50,472	\$603	\$7,236	14%	\$11,397	\$4,161
24	Gig Harbor	8,555	Mayor-Council	\$1,500	\$18,000	\$600	\$7,200	40%	\$4,065	(\$3,135)
25	Lake Forest Par	12,810	Mayor-Council	\$3,000	\$36,000	\$600	\$7,200	20%	\$8,129	\$929
26	Monroe	17,620	Mayor-Council	\$3,000	\$36,000	\$600	\$7,200	20%	\$8,129	\$929
27	Mount Vernon	33,530	Mayor-Council	\$8,040	\$96,480	\$600	\$7,200	7%	\$21,786	\$14,586
28	Yelm	8,165	Mayor-Council	\$2,500	\$30,000	\$600	\$7,200	24%	\$6,774	(\$426)
29	Ferndale	12,920	Mayor-Council	\$2,619	\$31,428	\$572	\$6,864	22%	\$7,097	\$233
30	Chelan	4,045	Mayor-Council	\$1,572	\$18,864	\$400	\$6,600	35%	\$4,260	(\$2,340)
31	East Wenatchee	13,390	Mayor-Council	\$4,896	\$58,752	\$550	\$6,600	11%	\$13,267	\$6,667
32	Friday Harbor	2,215	Mayor-Council	\$1,000	\$12,000	\$400	\$6,600	55%	\$2,710	(\$3,890)
33	Duvall	7,345	Mayor-Council	\$1,500	\$18,000	\$500	\$6,000	33%	\$4,065	(\$1,935)
34	Edgewood	9,615	Mayor-Council	\$1,300	\$15,600	\$500	\$6,000	38%	\$3,523	(\$2,477)
35	Lake Stevens	29,900	Mayor-Council	\$2,000	\$24,000	\$500	\$6,000	25%	\$5,419	(\$581)
				2,054,420	\$2,701,500	\$498,300	23%	\$568,696	\$111,728	

4,564,371
45%

Top 30 \$36,085 44%
Top 20 \$33,777 40%
Top 10 \$35,109 30%
\$49,478 54%

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation		Councilmember's Compensation			2015 Salary Increases				Revised Population	Diff	
				Full	Part	Total	Month	Annual	Month	Meeting	Annual	General	Fire	Law				
1	Seattle	662,400	Mayor-Council	10,191	850	11,041	\$15,253	\$183,036	\$9,998	\$0	\$119,976	NS	NS	NS	\$145,104	\$25,128		
2	Tacoma	202,300	Council-Manager	3,465	71	3,536	\$8,009	\$96,108	\$3,631	\$0	\$43,572	2.20%	NS	NS	\$44,316	\$744		
3	Spokane	213,100	Mayor-Council	1,983	75	2,058	\$14,381	\$172,572	\$2,500	\$0	\$30,000	1.90%	2.00%	2.00%	\$46,681	\$16,681		
4	Everett	105,800	Mayor-Council	1,089	36	1,125	\$13,919	\$167,028	\$2,247	\$0	\$26,964	2.50%	NS	NS	\$23,176	(\$3,788)		
5	Shelton	10,070	Commission	82	6	88	\$1,300	\$15,600	\$1,300	\$70	\$25,400	1.00%	NS	3.00%	\$2,206	(\$23,194)		
6	Bellingham	83,580	Mayor-Council	741	47	788	\$11,513	\$138,156	\$2,009	\$0	\$24,108	NS	NS	NS	\$18,309	(\$5,799)		
7	Vancouver	170,400	Council-Manager	889	23	912	\$2,300	\$27,600	\$1,800	\$0	\$21,600	2.50%	NS	NS	\$37,328	\$15,728		
8	Bellevue	135,000	Council-Manager	1,231	8	1,239	\$1,950	\$23,400	\$1,650	\$0	\$19,800	1.98%	2.20%	NS	\$29,573	\$9,773		
9	Lynnwood	36,420	Mayor-Council	326	6	332	\$8,369	\$100,428	\$1,650	\$0	\$19,800	3.48%	3.20%	NS	\$7,978	(\$11,822)		
10	University Place	31,720	Council-Manager	45	5	50	\$1,688	\$20,256	\$1,408	\$0	\$16,896	2.00%	NS	NS	\$6,949	(\$9,947)		
11	Olympia	51,020	Council-Manager	540	18	558	\$1,664	\$19,968	\$1,386	\$0	\$16,632	3.00%	3.00%	3.00%	\$11,176	(\$5,456)		
12	Lacey	46,020	Council-Manager	254	4	258	\$1,550	\$18,600	\$1,325	\$0	\$15,900	2.00%	NS	2.00%	\$10,081	(\$5,819)		
13	Tukwila	19,300	Mayor-Council	311	16	327	\$8,445	\$101,340	\$1,250	\$0	\$15,000	1.98%	2.00%	2.25%	\$4,228	(\$10,772)		
14	Anacortes	16,310	Mayor-Council	169	21	190	\$7,597	\$91,164	\$1,200	\$0	\$14,400	2.25%	2.00%	2.00%	\$3,573	(\$10,827)		
15	Puyallup	38,950	Council-Manager	266	4	270	\$1,367	\$16,404	\$1,170	\$0	\$14,040	1.80%	NS	1.80%	\$8,532	(\$5,508)		
16	Federal Way	90,760	Mayor-Council	296	10	306	\$9,635	\$115,620	\$1,150	\$0	\$13,800	1.50%	NS	1.50%	\$19,882	\$6,082		
17	Kent	122,900	Mayor-Council	608	15	623	\$8,516	\$102,192	\$1,146	\$0	\$13,752	2.20%	2.20%	2.20%	\$26,922	\$13,170		
18	Kirkland	83,460	Council-Manager	537	32	569	\$1,428	\$17,136	\$1,122	\$0	\$13,464	2.50%	NS	NS	\$18,283	\$4,819		
19	Richland	53,080	Council-Manager	452	31	483	\$1,362	\$16,344	\$1,112	\$0	\$13,344	2.50%	2.33%	NS	\$11,628	(\$1,716)		
20	Shoreline	54,500	Council-Manager	127	11	138	\$1,250	\$15,000	\$1,100	\$0	\$13,200	1.79%	NS	NS	\$11,939	(\$1,261)		
21	Yakima	93,220	Council-Manager	681	18	699	\$1,375	\$16,500	\$1,075	\$0	\$12,900	2.50%	2.00%	NS	\$20,421	\$7,521		
22	Bainbridge Islan	23,390	Council-Manager	109	4	113	\$1,250	\$15,000	\$1,000	\$0	\$12,000	1.50%	NS	2.00%	\$5,124	(\$6,876)		
23	Bothell	42,640	Council-Manager	283	7	290	\$1,200	\$14,400	\$1,000	\$0	\$12,000	2.20%	NS	2.20%	\$9,341	(\$2,659)		
24	Bremerton	39,410	Mayor-Council	301	17	318	\$8,917	\$107,004	\$1,000	\$0	\$12,000	2.50%	0.00%	2.50%	\$8,633	(\$3,367)		
25	Edmonds	40,490	Mayor-Council	198	12	210	\$9,623	\$115,476	\$1,000	\$0	\$12,000	NS	NS	2.50%	\$8,870	(\$3,130)		
26	Pasco	68,240	Council-Manager	317	1	318	\$1,300	\$15,600	\$1,000	\$0	\$12,000	1.00%	2.00%	4.00%	\$14,949	\$2,949		
27	Redmond	59,180	Mayor-Council	600	18	618	\$10,417	\$125,004	\$1,000	\$0	\$12,000	2.31%	2.20%	2.20%	\$12,964	\$964		
28	SeaTac	27,650	Council-Manager	103	11	114	\$1,200	\$14,400	\$1,000	\$0	\$12,000	2.09%	NS	NS	\$6,057	(\$5,943)		
29	Kennewick	78,290	Council-Manager	352	4	356	\$1,191	\$14,292	\$992	\$0	\$11,904	2.00%	2.50%	2.00%	\$17,150	\$5,246		
30	Auburn	75,545	Mayor-Council	418	1	419	\$11,402	\$136,824	\$975	\$0	\$11,700	NS	NS	1.50%	\$16,549	\$4,849		
31	Marysville	64,140	Mayor-Council	249	9	258	\$10,450	\$125,400	\$950	\$0	\$11,400	2.50%	NS	2.00%	\$14,050	\$2,650		
32	Renton	98,470	Mayor-Council	634	13	647	\$11,767	\$141,204	\$950	\$0	\$11,400	2.50%	2.25%	2.50%	\$21,571	\$10,171		
33	Bonney Lake	19,490	Mayor-Council	130	3	133	\$2,100	\$25,200	\$850	\$0	\$10,200	1.75%	NS	NS	\$4,269	(\$5,931)		
34	Sammamish	49,980	Council-Manager	77	5	82	\$950	\$11,400	\$850	\$0	\$10,200	2.33%	NS	NS	\$10,949	\$749		
35	Des Moines	30,100	Council-Manager	117	10	127	\$0	\$14,000	\$0	\$250	\$10,000	2.50%	NS	NS	\$6,594	(\$3,406)		
				3,037,325			\$665,352		\$665,352							\$665,352	(\$0)	
				4,564,371												Top 30	\$47,006	61%
				67%												Top 20	\$47,044	49%
																Top 10	\$44,938	36%
																All	\$58,864	69%

198 / 281 = 70% of Cities

All \$58,864 69%

#	Jurisdiction	Pop	Form of Government	Mayor's Compensation		Councilmember's Compensation		Percent Council Member to Mayor Salary	Revised Salary Relationship (%)	Diff
				Month	Annual	Month	Annual			
1	Seattle	662,400	Mayor-Council	\$15,253	\$183,036	\$9,998	\$119,976	66%	\$98,977	(\$20,999)
2	Tacoma	202,300	Council-Manager	\$8,009	\$96,108	\$3,631	\$43,572	45%	\$51,970	\$8,398
3	Spokane	213,100	Mayor-Council	\$14,381	\$172,572	\$2,500	\$30,000	17%	\$93,318	\$63,318
4	Everett	105,800	Mayor-Council	\$13,919	\$167,028	\$2,247	\$26,964	16%	\$90,320	\$63,356
5	Shelton	10,070	Commission	\$1,300	\$15,600	\$1,300	\$25,400	163%	\$8,436	(\$16,964)
6	Bellingham	83,580	Mayor-Council	\$11,513	\$138,156	\$2,009	\$24,108	17%	\$74,708	\$50,600
7	Vancouver	170,400	Council-Manager	\$2,300	\$27,600	\$1,800	\$21,600	78%	\$14,925	(\$6,675)
8	Bellevue	135,000	Council-Manager	\$1,950	\$23,400	\$1,650	\$19,800	85%	\$12,654	(\$7,146)
9	Lynnwood	36,420	Mayor-Council	\$8,369	\$100,428	\$1,650	\$19,800	20%	\$54,306	\$34,506
10	University Place	31,720	Council-Manager	\$1,688	\$20,256	\$1,408	\$16,896	83%	\$10,953	(\$5,943)
11	Olympia	51,020	Council-Manager	\$1,664	\$19,968	\$1,386	\$16,632	83%	\$10,798	(\$5,834)
12	Lacey	46,020	Council-Manager	\$1,550	\$18,600	\$1,325	\$15,900	85%	\$10,058	(\$5,842)
13	Tukwila	19,300	Mayor-Council	\$8,445	\$101,340	\$1,250	\$15,000	15%	\$54,800	\$39,800
14	Anacortes	16,310	Mayor-Council	\$7,597	\$91,164	\$1,200	\$14,400	16%	\$49,297	\$34,897
15	Puyallup	38,950	Council-Manager	\$1,367	\$16,404	\$1,170	\$14,040	86%	\$8,870	(\$5,170)
16	Federal Way	90,760	Mayor-Council	\$9,635	\$115,620	\$1,150	\$13,800	12%	\$62,521	\$48,721
17	Kent	122,900	Mayor-Council	\$8,516	\$102,192	\$1,146	\$13,752	13%	\$55,260	\$41,508
18	Kirkland	83,460	Council-Manager	\$1,428	\$17,136	\$1,122	\$13,464	79%	\$9,266	(\$4,198)
19	Richland	53,080	Council-Manager	\$1,362	\$16,344	\$1,112	\$13,344	82%	\$8,838	(\$4,506)
20	Shoreline	54,500	Council-Manager	\$1,250	\$15,000	\$1,100	\$13,200	88%	\$8,111	(\$5,089)
21	Yakima	93,220	Council-Manager	\$1,375	\$16,500	\$1,075	\$12,900	78%	\$8,922	(\$3,978)
22	Bainbridge Island	23,390	Council-Manager	\$1,250	\$15,000	\$1,000	\$12,000	80%	\$8,111	(\$3,889)
23	Bothell	42,640	Council-Manager	\$1,200	\$14,400	\$1,000	\$12,000	83%	\$7,787	(\$4,213)
24	Bremerton	39,410	Mayor-Council	\$8,917	\$107,004	\$1,000	\$12,000	11%	\$57,862	\$45,862
25	Edmonds	40,490	Mayor-Council	\$9,623	\$115,476	\$1,000	\$12,000	10%	\$62,444	\$50,444
26	Pasco	68,240	Council-Manager	\$1,300	\$15,600	\$1,000	\$12,000	77%	\$8,436	(\$3,564)
27	Redmond	59,180	Mayor-Council	\$10,417	\$125,004	\$1,000	\$12,000	10%	\$67,596	\$55,596
28	SeaTac	27,650	Council-Manager	\$1,200	\$14,400	\$1,000	\$12,000	83%	\$7,787	(\$4,213)
29	Kennewick	78,290	Council-Manager	\$1,191	\$14,292	\$992	\$11,904	83%	\$7,728	(\$4,176)
30	Auburn	75,545	Mayor-Council	\$11,402	\$136,824	\$975	\$11,700	9%	\$73,987	\$62,287
31	Marysville	64,140	Mayor-Council	\$10,450	\$125,400	\$950	\$11,400	9%	\$67,810	\$56,410
32	Renton	98,470	Mayor-Council	\$11,767	\$141,204	\$950	\$11,400	8%	\$76,356	\$64,956
33	Bonney Lake	19,490	Mayor-Council	\$2,100	\$25,200	\$850	\$10,200	40%	\$13,627	\$3,427
34	Sammamish	49,980	Council-Manager	\$950	\$11,400	\$850	\$10,200	89%	\$6,165	(\$4,035)
35	Des Moines	30,100	Council-Manager	\$0	\$14,000	\$0	\$10,000	71%	\$7,570	(\$2,430)
				3,037,325	\$2,349,656	\$665,352	\$1,171,597	54%	\$1,171,597	\$605,222

4,564,371
67%

Top 30 \$96,300 61%
Top 20 \$99,165 49%
Top 10 \$101,936 36%
\$70,644 96%

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation				Councilmember's Compensation				2015 Salary Increases		
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
1	Aberdeen	16,780	Mayor-Council	170	2	172	\$1,039		\$12,468		\$390		\$4,680		1.00%	2.00%	NS
2	Alway Heights	8,385	Council-Manager	47	11	58	\$2,000		\$24,000		\$750		\$9,000		2.00%		3.00%
3	Albion	555	Mayor-Council	2	3	5			\$50/hour				No compensation		1.30%		2.00%
4	Algona	3,105	Mayor-Council	16	2	18	\$1,500		\$18,000		\$250		\$3,000		1.50%		2.00%
5	Almita	280	Mayor-Council	2	2	4	\$100		\$1,200		\$25	\$25	\$3,000		Varies		2.00%
6	Anacortes	16,310	Mayor-Council	169	21	190	\$7,597		\$91,164		\$1,200		\$14,400	\$200/council meeting, up to 2/month, plus \$50/other meeting,	2.25%	2.00%	2.00%
7	Arlington	18,490	Mayor-Council	122		122	\$1,500	\$50	\$18,000	\$1500/month, plus \$50/other meeting up to 20/month	\$200	\$200		\$200/council meeting, up to 2/month, plus \$50/other meeting,	NS	NS	NS
8	Asotin	1,260	Mayor-Council	8		8	\$350	\$175	\$4,200	\$175/meeting, maximum \$350/month	\$225	\$113	\$2,700	\$113/meeting, maximum \$225/month	3.00%		3.00%
9	Auburn	75,545	Mayor-Council	418	1	419	\$11,402		\$136,824		\$975		\$11,700		2.00%		1.50%
10	Bainbridge Islan	23,390	Council-Manager	109	4	113	\$1,250		\$15,000		\$1,000		\$12,000		1.50%		2.00%
11	Battle Ground	19,250	Council-Manager	74	1	75	\$550		\$6,600		\$400		\$4,800		2.00%		NS
12	Beaux Arts Villa	300	Mayor-Council	2	2	2			No compensation				No compensation		3.00%		NS
13	Belleuve	135,000	Council-Manager	1,231	8	1,239	\$1,950		\$23,400		\$1,650		\$19,800		1.98%		2.20%
14	Bellingham	83,580	Mayor-Council	741	47	788	\$11,513		\$138,156		\$2,009		\$24,108		NS		NS
15	Benton City	3,285	Mayor-Council	9		9	\$750		\$9,000		\$75	\$75	\$720		\$90/hour		2.00%
16	Bingen	735	Mayor-Council	4	2	6	\$300		\$3,600		\$60		\$1,920				NS
17	Black Diamond	4,200	Mayor-Council	25	4	29	\$1,000		\$12,000	\$250/meeting, maximum \$500/month	\$160		\$1,920	\$150/meeting, maximum \$300/month	NS		NS
18	Blaine	4,905	Council-Manager	53	3	56	\$500	\$250	\$6,000	\$500/month, maximum \$250/month	\$300	\$150	\$3,600		NS		NS
19	Bonney Lake	19,490	Mayor-Council	130	3	133	\$2,100		\$25,200		\$850		\$10,200		1.75%		NS
20	Bothell	42,640	Council-Manager	283	7	290	\$1,200		\$14,400		\$1,000		\$12,000		2.20%	NS	2.20%
21	Bremerton	39,410	Mayor-Council	301	17	318	\$8,917		\$107,004		\$1,000		\$12,000		2.50%		2.50%
22	Brewster	2,395	Mayor-Council	17		17	\$773		\$9,276		\$45	\$45			1.70%		1.70%
23	Bridgeport	2,455	Mayor-Council	6		6	\$750		\$9,000	\$1000/month, \$50/meeting, plus paid medical or equivalent dollar amount		\$15					1.70%
24	Brier	6,500	Mayor-Council	15		15	\$1,000	\$50	\$12,000	\$50/meeting, plus paid medical or equivalent dollar amount	\$200	\$50	\$2,400	\$200/month, \$50/meeting	2.00%		1.98%
25	Buckley	4,440	Mayor-Council	38	5	43	\$500		\$6,000	No compensation	\$250		\$3,000	No compensation	3.00%		4.00%
26	Bucoda	565	Mayor-Council	2		2											
27	Burien	48,810	Council-Manager	56	7	63	\$750		\$9,000	\$750/month, plus \$600/month VEBA	\$600		\$7,200	\$600/month, plus \$600/month VEBA	2.00%		2.80%
28	Burlington	8,485	Mayor-Council	94	8	102	\$4,326		\$51,912		\$600		\$9,600		2.00%		1.80%
29	Camas	21,210	Mayor-Council	178	12	190	\$2,200		\$26,400		\$750		\$9,000		2.50%		3.00%
30	Carbonado	615	Mayor-Council	3	1	4		\$25		\$25/regular meeting, \$10/additional meeting	\$15	\$15		\$15/regular meeting, \$7.50/additional meeting			
31	Camation	1,790	Council-Manager	10		10	\$400		\$4,800		\$200		\$2,400		2.00%		
32	Cashmere	3,040	Mayor-Council	17		17	\$600		\$7,200		\$100		\$1,200		3.00%		

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation				Councilmember's Compensation				2015 Salary Increases		
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
33	Castle Rock	2,175	Mayor-Council	16	3	19	\$300		\$3,600		\$100	\$50	\$1,200	\$50/meeting, maximum 2 meetings/month	2.00%		2.50%
34	Cathlamet	490	Mayor-Council	6	2	8	\$250		\$3,000		\$50		\$600		2.10%		2.10%
35	Centralia	16,790	Council-Manager	151		151	\$400		\$4,800		\$200		\$2,400		2.25%		2.25%
36	Chehalis	7,365	Council-Manager	86	3	89	\$150		\$1,800		\$100		\$1,200		2.25%		2.00%
37	Chelan	4,045	Mayor-Council	45		45	\$1,572	\$25	\$18,864	\$1572/month plus \$25/meeting up to 3 meetings/month	\$400	\$50	\$6,600	\$400/month plus \$50/meeting up to 3 meetings/month	1.60%		
38	Cheney	11,440	Mayor-Council	84	2	86	\$1,500		\$18,000		\$450		\$5,400		1.75%		2.65%
39	Chewelah	2,650	Mayor-Council	22		22	\$658		\$7,896		\$100		\$1,200		2.00%		1.50%
40	Clarkston	7,235	Mayor-Council	49	24	73	\$600		\$7,200		\$250		\$3,000		3.00%		3.00%
41	Cle Elum	1,865	Mayor-Council	23	3	26	\$750		\$9,000		\$250		\$3,000		3.00%		3.00%
42	Clyde Hill	3,020	Mayor-Council	17	1	18	\$100	\$100	\$1,200	\$100/month, \$100/meeting		\$50		\$50/meeting	2.40%		NS
43	Colfax	2,790	Mayor-Council	20	6	26	\$600		\$7,200		\$375	\$75	\$4,500		1.62%		1.62%
44	College Place	9,110	Mayor-Council	39		39	\$850		\$10,200				\$750	\$750/year	2.50%		2.25%
45	Colton	420	Mayor-Council	1	3	4			\$2,000	\$2000/year		\$50			1.00%		1.00%
46	Colville	4,705	Mayor-Council	42	7	49	\$1,000		\$12,000						1.00%		1.00%
47	Conconully	230	Mayor-Council	2	1	3	\$100		\$1,200	\$200/month, plus \$100/council meeting, \$50/additional meetings, not to exceed \$600/month				No compensation	1.70%		
48	Concrete	730	Mayor-Council	5	2	7	\$200	\$100	\$2,400			\$35			1.00%		
49	Connell	5,405	Mayor-Council	21	1	22	\$600		\$7,200		\$175		\$2,100		2.00%		3.00%
50	Cosmopolis	1,640	Mayor-Council	12		12	\$500		\$6,000		\$150		\$1,800		3.50%		3.00%
51	Coulee City	560	Mayor-Council	3	1	4	\$200		\$2,400		\$20	\$10	\$240	\$10/meeting, maximum \$20/month	\$500/year		
52	Coulee Dam	1,095	Mayor-Council	11		11	\$250		\$3,000		\$50		\$600		2.10%		2.10%
53	Coupeville	1,900	Mayor-Council	7	8	15	\$5,691		\$68,292					No compensation	2.00%		
54	Covington	18,520	Council-Manager	39	53	92	\$500		\$6,000		\$450		\$5,400		2.23%		
55	Creston	230	Mayor-Council	2	1	3									\$50/hour		
56	Cusick	200	Mayor-Council	1	2	3	\$200		\$2,400		\$140		\$1,680		2.50%		
57	Darrington	1,350	Mayor-Council	4		4	\$500		\$6,000			\$35			2.50%		
58	Davenport	1,685	Mayor-Council	7	1	8	\$625		\$7,500			\$40			2.50%		
59	Dayton	2,550	Mayor-Council	11	1	12	\$1,000		\$12,000		\$150		\$1,800		2.25%		
60	Deer Park	3,950	Mayor-Council	10		10	\$1,000		\$12,000		\$200		\$2,400		3.00%		
61	Des Moines	30,100	Council-Manager	117	10	127		\$350	\$14,000	\$350/meeting attended; maximum 40 meetings/year		\$250	\$10,000	\$250/meeting attended; maximum 40 meetings/year	2.50%		NS
62	Dupont	9,250	Mayor-Council														
63	Duvall	7,345	Mayor-Council	35	3	38	\$1,500		\$18,000		\$500		\$6,000		2.00%		2.20%
64	East Wenatchee	13,390	Mayor-Council	44	2	46	\$4,896		\$58,752		\$550		\$6,600		1.90%		2.50%
65	Eatonville	2,880	Mayor-Council	21	2	23	\$1,402		\$16,824		\$50	\$50			1.00%		1.00%
66	Edgewood	9,615	Mayor-Council	6	2	8	\$1,300		\$15,600		\$500		\$6,000		2.00%		

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation			Councilmember's Compensation			2015 Salary Increases			
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire
67	Edmonds	40,490	Mayor-Council	198	12	210	\$9,623		\$115,476		\$1,000	\$12,000	(includes 8 meetings per month) + 694 monthly cafeteria benefit toward health insurance	NS		2.50%
68	Electric City	1,010	Mayor-Council	6	4	10	\$250		\$3,000				No compensation	1.90%		
69	Ellensburg	18,810	Council-Manager	148	11	159	\$500		\$6,000		\$250	\$3,000		2.00%		2.00%
70	Elma	3,135	Mayor-Council	19	3	22	\$500		\$6,000		\$250	\$3,000		2.00%		2.00%
71	Elmer City	285	Mayor-Council	2	2	2			No compensation				No compensation	2.50%		
72	Endicott	296	Mayor-Council	1	1	2		\$50	\$50/meeting		\$15	\$15/meeting		2.50%		
73	Entiat	1,155	Mayor-Council	8		8	\$1,000		\$12,000		\$75			\$100/month		
74	Enumclaw	11,140	Mayor-Council	90	8	98	\$1,000		\$12,000		\$325	\$3,900		2.00%		1.00%
75	Ephrata	7,985	Mayor-Council	47		47	\$500		\$6,000		\$200	\$2,400		3.00%		2.50%
76	Everett	105,800	Mayor-Council	1,089	36	1,125	\$13,919		\$167,028		\$2,247	\$26,964		2.50%	NS	NS
77	Everson	2,580	Mayor-Council	15		15					\$150	\$1,800	\$150/month	3.00%		3.00%
78	Fairfield	615	Mayor-Council	3	1	4		\$63	\$1,500		\$50	\$1,200	\$50/meeting, maximum \$1200/year	3.00%		
79	Farmington	150	Mayor-Council		4	4			No compensation				No compensation	1.50%		1.50%
80	Federal Way	90,760	Mayor-Council	296	10	306	\$9,635		\$115,620		\$1,150	\$13,800		NS		NS
81	Ferrdale	12,920	Mayor-Council	63		63	\$2,619		\$31,428		\$572	\$6,864		2.20%		2.20%
82	Fife	9,545	Council-Manager	140	25	165	\$800		\$9,600		\$650	\$7,800		2.20%		2.20%
83	Fircrest	6,575	Council-Manager	32	5	37	\$121	\$150	\$1,452	\$121/month, \$150/regular meeting, \$50/special meeting	\$121	\$1,452	\$121/month, \$100/regular meeting, \$50/special meeting	2.50%		2.50%
84	Forks	3,565	Mayor-Council	27		27			No compensation				No compensation			
85	Friday Harbor	2,215	Mayor-Council	32	2	34	\$1,000		\$12,000		\$400	\$6,600	\$400/month plus 50 per meeting, max 3 meetings/month	2.00%		
86	Garfield	595	Mayor-Council	3		3	\$75		\$900		\$25			\$600/year + 2%		N/A
87	George	720	Mayor-Council	1	2	3			No compensation				No compensation	1.60%		
88	Gig Harbor	8,555	Mayor-Council	91	2	93	\$1,500		\$18,000		\$600	\$7,200		2.20%		2.20%
89	Gold Bar	2,115	Mayor-Council	4	1	5	\$300		\$3,600		\$100	\$1,200		2.00%		
90	Goldendale	3,425	Mayor-Council	25		25	\$1,000		\$12,000		\$100	\$1,200	\$50/meeting, maximum \$100/month	1.50%		2.00%
91	Grand Coulee	1,050	Mayor-Council	14	1	15	\$400		\$4,800		\$120	\$1,440	\$40/meeting up to \$120/month	2.00%		2.00%
92	Grandview	11,200	Mayor-Council	52	4	56	\$540		\$6,480		\$300	\$3,600		3.00%		NS

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation				Councilmember's Compensation				2015 Salary Increases				
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law		
93	Granger	3,640	Mayor-Council	18	2	20	\$650		\$7,800								3.00%		4.00%
94	Granite Falls	3,390	Mayor-Council	8		8	\$1,000		\$12,000		\$100	\$1,200	\$40/meeting, no maximum				2.50%		
95	Hamilton	305	Mayor-Council	1	2	3	\$600		\$7,200		\$75	\$900					Varies		
96	Harrish	650	Mayor-Council	2	2	4	\$500		\$6,000				No compensation				Varies		
97	Harrington	420	Mayor-Council	3	3	6	\$214		\$2,568				No compensation				2.00%		
98	Hartline	160	Mayor-Council		3	3		\$15					\$15/meeting						
99	Hatton	110	Mayor-Council		2	2	\$100		\$1,200			\$20							
100	Hoquiam	8,575	Mayor-Council	79	1	80	\$840		\$10,080		\$260	\$3,120					2.30%		
101	Hunts Point	410	Mayor-Council		3	3							No compensation						
102	Ilwaco	945	Mayor-Council	10	1	11	\$500		\$6,000		\$200	\$2,400					2.00%		
103	Index	160	Mayor-Council		5	5							No compensation						
104	lone	440	Mayor-Council	2	3	5		\$46	\$1,110		\$46	\$1,110	\$46.25/meeting, two meetings/month				5.00%		
105	Issaquah	33,330	Mayor-Council	235	8	243	\$9,243		\$110,916		\$700	\$8,400					3.00%		3.00%
106	Kahlotus	185	Mayor-Council	2		2	\$200		\$2,400				No compensation				Varies		
107	Kalama	2,500	Mayor-Council	19	4	23	\$500		\$6,000		\$100	\$1,200	\$100/month maximum				3.50%		NS
108	Kelso	11,950	Council-Manager	69	7	76	\$800		\$9,600		\$400	\$4,800					2.00%		3.00%
109	Kenmore	21,500	Council-Manager	28	1	29	\$750		\$9,000		\$650	\$7,800					2.00%		
110	Kennewick	78,290	Council-Manager	352	4	356	\$1,191		\$14,292		\$992	\$11,904						2.50%	2.00%
111	Kent	122,900	Mayor-Council	608	15	623	\$8,516		\$102,192		\$1,146	\$13,752					2.20%		2.20%
112	Kettle Falls	1,615	Mayor-Council	14		14	\$600		\$7,200		\$50	\$50	\$50/meeting plus \$10/council committee meeting				1.70%		1.70%
113	Kirkland	83,460	Council-Manager	537	32	569	\$1,428		\$17,136		\$1,122	\$13,464					2.00%	NS	NS
114	Kittitas	1,455	Mayor-Council	8	3	11	\$500		\$6,000		\$50	\$600					2.00%		2.00%
115	Krupp	50	Mayor-Council		1	1		\$10					\$10/meeting						
116	La Center	3,100	Mayor-Council	24	3	27	\$525	\$60	\$6,300		\$175	\$2,100	\$175/month plus \$60/meeting				2.50%		2.00%
117	La Conner	895	Mayor-Council	10	1	11					\$150	\$1,800	\$175/month plus \$150/month				2.20%		
118	Lacey	46,020	Council-Manager	254	4	258	\$1,550		\$18,600		\$1,325	\$15,900					2.00%		2.00%
119	LaCrosse	320	Mayor-Council	3		3	\$100		\$1,200		\$20	\$7,200					2.00%		1.50%
120	Lake Forest Par	12,810	Mayor-Council	56	8	64	\$3,000		\$36,000		\$600	\$7,200					1.50%		1.50%
121	Lake Stevens	29,900	Mayor-Council	59	2	61	\$2,000		\$24,000		\$500	\$6,000	maximum 4 meetings/month				2.00%		2.00%
122	Lakewood	58,400	Council-Manager	208	8	216	\$900		\$10,800		\$700	\$8,400					3.00%		3.00%
123	Lamont	80	Mayor-Council		3	3							No compensation						
124	Langley	1,100	Mayor-Council	14	2	16	\$4,417		\$53,004		\$50	\$600					2.00%		2.00%
125	Latah	195	Mayor-Council		4	4	\$100		\$1,200			\$35							
126	Leavenworth	1,980	Mayor-Council	27	1	28	\$1,000		\$12,000		\$250	\$3,000					2.25%		
127	Liberty Lake	8,975	Mayor-Council	29	9	38	\$1,250		\$15,000		\$400	\$4,800							
128	Lind	560	Mayor-Council	4		4	\$250		\$3,000		\$60	\$720	\$30/meeting or \$60/month				Varies		
129	Long Beach	1,420	Mayor-Council	25	5	30	\$500		\$6,000		\$300	\$3,600					2.50%		2.50%
130	Longview	37,130	Council-Manager	289	8	297	\$1,500		\$18,000		\$750	\$9,000					2.40%		2.40%
131	Lyman	445	Mayor-Council	2	1	3		\$100				\$25	\$25/meeting				1.70%		2.40%
132	Lynden	13,090	Mayor-Council	75	5	80	\$1,800		\$21,600		\$200	\$200					3.00%		4.39%

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation				Councilmember's Compensation				2015 Salary Increases		
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
133	Lynnwood	36,420	Mayor-Council	326	6	332	\$8,369		\$100,428		\$1,650		\$19,800		3.48%	3.20%	3.00%
134	Mabton	2,310	Mayor-Council	10		10	\$500		\$6,000			\$40			3.00%		3.00%
135	Malden	200	Mayor-Council		2	2			No compensation						Varies		
136	Mansfield	325	Mayor-Council	2	2	4	\$100		\$1,200			\$30			3.00%		
137	Maple Valley	24,700	Council-Manager	40	2	42	\$825		\$9,900						3.00%		
138	Maple Valley	24,700	Council-Manager	40	2	42	\$825		\$9,900						3.00%		
139	Marysville	175	Mayor-Council	3	3	3	\$100		\$1,200		\$1				\$25/hour		
139	Marysville	64,140	Mayor-Council	249	9	258	\$10,450		\$125,400		\$950		\$11,400		NS		2.00%
140	Mattawa	4,535	Mayor-Council	12		12	\$500		\$6,000			\$63			3.00%		
141	McCleary	1,680	Mayor-Council	18	2	20	\$300		\$3,600		\$100		\$1,200		NS		NS
142	Medical Lake	4,945	Mayor-Council	20		20	\$1,000		\$12,000		\$200		\$2,400		2.00%		2.00%
143	Medina	3,095	Council-Manager	23	2	25			No compensation		\$200		\$2,400		2.20%		3.00%
144	Mercer Island	23,480	Council-Manager	187	15	202	\$400		\$4,800		\$200		\$2,400		1.80%		2.00%
145	Mesa	495	Mayor-Council	2	2	4	\$200		\$2,400		\$80		\$960	\$20/meeting, maximum \$80/month	2.40%		
146	Metalline	175	Mayor-Council		4	4	\$50		\$600		\$20		\$240				
147	Metalline Falls	235	Mayor-Council	1	2	3		\$75	\$75/meeting		\$25		\$25/meeting		\$1.40/hour		
148	Mill Creek	19,760	Council-Manager	60	6	66	\$700		\$8,400		\$500		\$6,000		1.47%		NS
149	Millwood	1,790	Mayor-Council	4	6	10	\$600		\$7,200		\$40		\$4,800		3.00%		3.00%
150	Milton	7,385	Mayor-Council	43		43	\$1,500		\$18,000		\$400		\$7,200		2.00%		3.00%
151	Monroe	17,620	Mayor-Council	108	2	110	\$3,000		\$36,000		\$600		\$2,400		2.00%		2.00%
152	Montesano	4,095	Mayor-Council	33	2	35	\$550		\$6,600		\$200		\$1,200		NS		2.00%
153	Morton	1,125	Mayor-Council	9	1	10	\$400		\$4,800		\$100		\$1,200		3.00%		6.00%
154	Moses Lake	22,080	Council-Manager	174	1	175	\$1,000	\$30	\$12,000	\$1000/month, \$30/meeting	\$500	\$30	\$6,000	\$500/month, \$30/meeting		NS	NS
155	Mossyrock	750	Mayor-Council	3	2	5		\$25	\$25/meeting		\$20		\$20/meeting		3.10%		2.50%
156	Mount Vernon	33,530	Mayor-Council	191	27	218	\$8,040		\$96,480		\$600		\$7,200		2.00%		2.00%
157	Mountlake Terrace	21,090	Council-Manager	110	20	130	\$1,000		\$12,000		\$800		\$9,600		1.75%		2.50%
158	Moxee	3,810	Mayor-Council	12		12	\$500		\$6,000		\$175		\$2,100		Varies		4.00%
159	Mukilteo	20,900	Mayor-Council	102	11	113	\$5,900		\$70,800		\$500		\$6,000		2.00%		2.00%
160	Naches	830	Mayor-Council	5		5	\$1,020		\$12,240		\$50		\$6,000		3.00%		2.00%
161	Napavine	1,835	Mayor-Council	9	3	12			No compensation				No compensation				
162	Naspelem	245	Mayor-Council	1	1	2			No compensation				No compensation		Varies		
163	Newcastle	10,940	Council-Manager	22	1	23	\$800		\$9,600		\$700		\$8,400		Varies		
164	Newport	2,160	Mayor-Council	11		11	\$623		\$7,476		\$60		\$60		Varies		
165	Nooksack	1,460	Mayor-Council	4		4	\$750		\$9,000	\$750/month, \$150/month travel expense	\$150		\$1,800	\$150/month	3.00%		
166	Normandy Park	6,420	Council-Manager	19	4	23			No compensation		\$400		\$4,800	No compensation	2.00%		2.00%
167	North Bend	6,460	Mayor-Council	32	4	36	\$2,000		\$24,000						5.00%		
168	North Bonneville	1,005	Mayor-Council														
169	Northport	295	Mayor-Council	1	1	2	\$100		\$1,200			\$5					
170	Oak Harbor	22,000	Mayor-Council	138	2	140	\$4,206		\$50,472		\$603		\$7,236		2.50%		2.00%
171	Oakesdale	430	Mayor-Council	2	3	5			\$525/quarter				\$696	\$180/quarter	2.00%		NS
172	Oakville	685	Mayor-Council	1	3	4	\$116		\$1,392		\$58		\$696		2.00%		2.00%
173	Ocean Shores	5,935	Mayor-Council	68	7	75	\$4,000		\$48,000		\$350		\$4,200		2.00%		NS
174	Odessa	905	Mayor-Council	7	1	8	\$100		\$1,200		\$30		\$360		2.00%		2.00%
175	Okanogan	2,580	Mayor-Council	14		14	\$750		\$9,000		\$125		\$1,500		0.50%		

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation				Councilmember's Compensation				2015 Salary Increases		
				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
176	Olympia	51,020	Council-Manager	540	18	558	\$1,664		\$19,968		\$1,386		\$16,632		3.00%	3.00%	3.00%
177	Omak	4,900	Mayor-Council	36	3	39	\$1,200		\$14,400		\$150	\$150	\$16,632	\$225/month maximum	1.50%		3.00%
178	Oroville	1,695	Mayor-Council	17	1	18	\$675		\$8,100		\$225	\$113	\$2,700	\$225/month maximum			
179	Orring	7,290	Mayor-Council	31	2	33	\$1,000		\$12,000		\$100		\$1,200		1.50%		2.00%
180	Othello	7,780	Mayor-Council	41	3	44	\$750		\$9,000		\$300		\$3,600		2.00%		5.00%
181	Pacific	6,840	Mayor-Council	36	4	40	\$750		\$9,000		\$200		\$2,400		1.50%		NS
182	Palouse	1,030	Mayor-Council	7	1	8	\$250		\$3,000		\$60		\$720		6.20%		
183	Pasco	68,240	Council-Manager	317	1	318	\$1,300		\$15,600		\$1,000		\$12,000		1.00%		2.00%
184	Paleros	525	Mayor-Council	6		6	\$1,000		\$12,000		\$50		\$600		1.80%		4.00%
185	Pe Ell	640	Mayor-Council	3	1	4	\$200		\$2,400		\$50		\$600				
186	Pomeroy	1,405	Mayor-Council	5	2	7	\$300		\$3,600		\$125		\$1,500		1.50%		
187	Port Angeles	19,140	Council-Manager	220	7	227	\$600		\$7,200		\$550		\$6,600		2.00%		2.00%
188	Port Orchard	13,510	Mayor-Council	72	6	78	\$5,343		\$64,116		\$500	\$500	\$6,000		2.00%		2.00%
189	Port Townsend	9,380	Council-Manager	81	25	106	\$750		\$9,000		\$500		\$6,000		2.00%		2.00%
190	Poulsbo	9,950	Mayor-Council	83	9	92	\$5,982		\$71,784		\$500		\$6,000		2.00%		2.00%
191	Prescott	325	Mayor-Council		2	2	\$50		\$600		\$20		\$240		Varies		2.00%
192	Prosser	5,845	Mayor-Council	40	2	42	\$5,350		\$64,200		\$250		\$3,000		2.00%		2.00%
193	Pullman	32,110	Mayor-Council	195	33	228	\$1,417		\$17,004		\$300		\$3,600		3.00%		NS
194	Puyallup	38,950	Council-Manager	266	4	270	\$1,367		\$16,404		\$1,170		\$14,040		1.80%		1.80%
195	Quincy	7,270	Mayor-Council	50	2	52	\$1,220		\$14,640		\$480		\$5,760		2.50%		2.50%
196	Rainier	1,880	Mayor-Council	6		6	\$450		\$5,400		\$200		\$2,400		2.00%		
197	Raymond	2,905	Mayor-Council	36	2	38	\$371		\$4,452		\$247		\$2,964		2.00%		2.00%
198	Reardan	570	Mayor-Council	4	6	10			No compensation					No compensation	3.00%		2.00%
199	Redmond	59,180	Mayor-Council	600	18	618	\$10,417		\$125,004		\$1,000		\$12,000		2.31%		2.20%
200	Renton	98,470	Mayor-Council	634	13	647	\$11,767		\$141,204		\$950		\$11,400		2.50%		2.25%
201	Republic	1,090	Mayor-Council	10		10	\$1,000		\$12,000					No compensation	2.50%		2.33%
202	Richland	53,080	Council-Manager	452	31	483	\$1,362		\$16,344		\$1,112		\$13,344		3.00%		NS
203	Ridgefield	6,400	Council-Manager	35	2	37	\$750		\$9,000		\$375		\$4,500		3.00%		NS
204	Ritzville	1,670	Mayor-Council	13	4	17	\$400		\$4,800		\$65		\$65		2.00%		2.00%
205	Riverside	285	Mayor-Council	2	1	3			No compensation					No compensation	6.00%		
206	Rock Island	865	Mayor-Council	3	2	5	\$500		\$6,000		\$50		\$50		2.20%		
207	Rockford	470	Mayor-Council	1	2	3			No compensation					No compensation	3.00%		
208	Rosalita	560	Mayor-Council	2	1	3	\$600		\$7,200		\$200		\$2,400		5.00%		
209	Roslyn	890	Mayor-Council	7		7	\$300		\$3,600		\$60		\$720	\$60/month maximum (attendance not required for pay)	2.20%		
210	Roy	805	Mayor-Council	4	6	10	\$400		\$4,800		\$50	\$25	\$600	\$25/meeting, maximum 2 meetings/month	2.00%		2.00%
211	Royal City	2,235	Mayor-Council	8		8	\$600		\$7,200			\$60			7.00%		7.00%
212	Ruston	905	Mayor-Council	7	27	34	\$1,000		\$12,000		\$30		\$360				
213	Sammamish	49,980	Council-Manager	77	5	82	\$950		\$11,400		\$650		\$10,200		2.33%		
214	SeaTac	27,650	Council-Manager	103	11	114	\$1,200		\$14,400		\$1,000		\$12,000		2.09%		
215	Seattle	662,400	Mayor-Council	10,191	850	11,041	\$15,253		\$183,036		\$9,998		\$119,976		NS		NS
216	Sedro-Woolley	10,700	Mayor-Council	55	24	79	\$2,138		\$25,656		\$500		\$6,000		2.50%		2.00%

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				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
217	Selah	7,495	Mayor-Council	53	1	54	\$620		\$7,440		\$325		\$3,900	\$15/hour	2.50%		2.50%
218	Sequim	6,915	Council-Manager	71		71								\$1300/month, \$70/meeting, maximum \$25,400/year	1.00%		1.00%
219	Shelton	10,070	Commission	82	6	88	\$1,300	\$70	\$15,600		\$1,300	\$70	\$25,400	\$70/meeting, maximum \$25,400/year	1.00%		3.00%
220	Shoreline	54,500	Council-Manager	127	11	138	\$1,250		\$15,000		\$1,100		\$13,200	No compensation	1.79%		
221	Skykomish	195	Mayor-Council	4	1	5	\$500		\$6,000					No compensation	\$50/hour		
222	Snohomish	9,385	Council-Manager	50		50	\$725		\$8,700		\$513		\$6,156		2.00%		
223	Snoqualmie	12,850	Mayor-Council	97	2	99	\$2,500		\$30,000		\$500		\$6,000		2.00%	NS	NS
224	Soap Lake	1,520	Mayor-Council	9	1	10	\$600		\$7,200		\$70		\$840		1.50%		1.50%
225	South Bend	1,620	Mayor-Council	14		14	\$800		\$9,600		\$120		\$1,440		2.00%		
226	South Cle Elum	530	Mayor-Council	1	1	2	\$175		\$2,100		\$125		\$1,500				
227	South Prairie	435	Mayor-Council	5		5	\$100	\$50	\$1,200		\$80		\$960	\$50/month plus \$10/meeting, \$80/month maximum			
228	Spangle	280	Mayor-Council	2		2		\$50				\$25		\$25/meeting			
229	Spokane	213,100	Mayor-Council	1,983	75	2,058	\$14,381		\$172,572		\$2,500	\$25	\$30,000			1.90%	2.00%
230	Spokane Valley	93,340	Council-Manager	86	2	88	\$975		\$11,700		\$750		\$9,000				
231	Sprague	445	Mayor-Council	4	1	5	\$200		\$2,400		\$75		\$900		Varies		
232	Springdale	290	Mayor-Council	3		3								No compensation			
233	St. John	510	Mayor-Council	3	1	4								No compensation	2.50%		
234	Starbuck	6,585	Mayor-Council	24	4	28	\$1,200		\$14,400		\$325		\$3,900		NS		
235	Starbuck	130	Mayor-Council	3		3		\$25			\$15		\$3,600	\$15/meeting			
236	Stellacoom	6,115	Mayor-Council	34	15	49	\$750		\$9,000		\$300		\$3,600		2.20%		
237	Stevenson	1,530	Mayor-Council	9	2	11	\$600		\$7,200		\$150		\$1,800		2.60%		
238	Sultan	4,680	Mayor-Council	17	2	19	\$500		\$6,000		\$150		\$1,800		NS		
239	Sumas	1,467	Mayor-Council	15	4	19	\$575		\$6,900		\$125		\$1,500		3.00%		3.00%
240	Sumner	9,660	Mayor-Council	100	6	106	\$1,800		\$21,600		\$750		\$9,000		1.90%		2.00%
241	Summerville	16,280	Council-Manager	95		95	\$600		\$7,200		\$400		\$4,800		2.50%		2.50%
242	Tacoma	202,300	Council-Manager	3,465	71	3,536	\$8,009		\$96,108		\$3,631		\$43,572		2.20%	NS	NS
243	Tekoa	785	Mayor-Council	4	1	5	\$100		\$1,200		\$40		\$480		3.00%		
244	Tenino	1,730	Mayor-Council	9	1	10	\$600		\$7,200		\$25	\$25	\$900	\$25/month plus \$25/meeting, maximum 2 meetings a month			
245	Tieton	1,255	Mayor-Council	6		6	\$1,000		\$12,000		\$25		\$25		4.00%		4.00%
246	Toledo	725	Mayor-Council	6	1	7	\$100	\$50	\$1,200	\$50/meeting, maximum \$100/month	\$50	\$25	\$600	\$25/meeting, maximum \$50/month	1.00%		1.00%
247	Tonasket	1,110	Mayor-Council	12		12	\$450		\$5,400		\$150	\$50	\$1,800	\$50/meeting, maximum \$150/month	1.70%		1.70%
248	Toppenish	8,965	Council-Manager	57		57	\$450		\$5,400		\$400		\$4,800				
249	Tukwila	19,300	Mayor-Council	311	16	327	\$8,445		\$101,340		\$1,250		\$15,000		1.98%	2.00%	2.25%
250	Tumwater	19,100	Mayor-Council	164	8	172	\$1,530		\$18,360		\$660		\$7,920		1.40%	3.00%	3.00%

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				Full	Part	Total	Month	Meeting	Annual	Other	Month	Meeting	Annual	Other	General	Fire	Law
251	Twisp	945	Mayor-Council	8	1	9	\$2,000		\$24,000		\$100	\$30	\$1,200	\$20/special, capped at \$100/month	2.00%		
252	Union Gap	6,150	Council-Manager	39	1	40	\$600		\$7,200		\$600	\$7,200			2.50%		2.50%
253	Uniontown	335	Mayor-Council	2	2	4		\$75			\$20		\$20/meeting if elected, \$10/meeting if appointed	2.00%			
254	University Place	31,720	Council-Manager	45	5	50	\$1,688		\$20,256		\$1,408	\$16,896	No compensation	2.00%			
255	Vader	615	Mayor-Council	1	3	4			No compensation		\$1,800	\$21,600	No compensation	2.50%	5.00%	NS	
256	Vancouver	170,400	Council-Manager	889	23	912	\$2,300		\$27,600		\$20	\$10	\$240	\$10/meeting, maximum 2 meetings/month	Varies		
257	Waitsburg	1,235	Mayor-Council	6	1	7	\$100		\$1,200		\$400	\$50	\$1,800	\$50/meeting, maximum \$150/month	1.60%		2.00%
258	Walla Walla	33,390	Council-Manager	253	14	267	\$500		\$6,000		\$20	\$40	\$1,920	\$40/meeting up to \$160/month	1.70%		5.00%
259	Wapato	5,040	Mayor-Council	35	1	36	\$833		\$9,996		\$150	\$50	\$1,800	\$150/month	1.60%		2.00%
260	Warden	2,710	Mayor-Council	15	1	16	\$500		\$6,000		\$160	\$40	\$1,920	\$40/meeting up to \$160/month	1.70%		5.00%
261	Washougal	15,170	Mayor-Council	71		71	\$2,000		\$24,000		\$500	\$6,000			1.00%		2.50%
262	Washucna	205	Mayor-Council	1	1	2									3.00%		
263	Waterville	1,160	Mayor-Council	5	1	6	\$800		\$9,600		\$35				2.25%		2.25%
264	Waverly	108	Mayor-Council	1	1	1			\$780	\$780/year					3.50%		3.00%
265	Wenatchee	33,230	Mayor-Council	166	4	170	\$6,589		\$79,068		\$665	\$7,980	\$450	\$450/year	2.00%		2.40%
266	West Richland	13,960	Mayor-Council	57	3	60	\$550		\$6,600		\$350	\$4,200			2.00%		2.00%
267	Westport	2,110	Mayor-Council	26		26	\$580		\$6,960		\$260	\$3,120			2.40%		2.40%
268	White Salmon	2,420	Mayor-Council	16	1	17	\$300		\$3,600		\$75	\$900			2.00%		2.00%
269	Wilbur	880	Mayor-Council	5	3	8	\$150		\$1,800		\$40	\$20	\$480	\$20/meeting, maximum \$40/month	2.00%		2.00%
270	Wilkeson	485	Mayor-Council	3	5	8		\$15		\$15/meeting		\$10		\$10/meeting	1.50%		
271	Wilson Creek	205	Mayor-Council	2	2	2	\$75		\$900		\$25	\$300			2.00%		2.00%
272	Winlock	1,340	Mayor-Council	8	1	9	\$500		\$6,000		\$50				2.00%		2.00%
273	Winthrop	435	Mayor-Council	9	4	13	\$1,000		\$12,000		\$260	\$65	\$3,120	maximum \$260/month	1.80%		1.80%
274	Woodinville	11,240	Council-Manager	33		33	\$700		\$8,400		\$600	\$7,200			2.20%		
275	Woodland	5,845	Mayor-Council	32	2	34	\$3,300		\$39,600		\$250	\$25	\$3,000	maximum \$250/month	NS		NS
276	Woodway	1,335	Mayor-Council	4	17	21			No compensation						NS		\$1/hour
277	Yacolt	1,620	Mayor-Council	2	2	4	\$500		\$6,000		\$35				2.00%		
278	Yakima	93,220	Council-Manager	681	18	699	\$1,375		\$16,500		\$1,075	\$12,900			2.50%		2.00%
279	Yarrow Point	1,020	Mayor-Council	2	2	4	\$2,500		\$30,000		\$600	\$7,200	No compensation		2.25%		NS
280	Yelm	8,165	Mayor-Council	46	1	47	\$2,500		\$30,000		\$60	\$60			3.00%		3.00%
281	Zillah	3,140	Mayor-Council	24	4	28	\$1,000		\$12,000		\$60	\$60			3.00%		3.00%

#	Jurisdiction	Pop	Form of Government	Employees			Mayor's Compensation		Councilmember's Compensation		2015 Salary Increases		
				Full	Part	Total	Month	Annual	Month	Annual	General	Fire	Law
1	Seattle	662,400	Mayor-Council	10,191	850	11,041	\$15,253	\$183,036	\$9,998	\$119,976	NS	NS	NS
2	Tacoma	202,300	Council-Manager	3,465	71	3,536	\$8,009	\$96,108	\$3,631	\$43,572	2.20%	NS	NS
3	Spokane	213,100	Mayor-Council	1,983	75	2,058	\$14,381	\$172,572	\$2,500	\$30,000	2.50%	1.90%	2.00%
4	Everett	105,800	Mayor-Council	1,089	36	1,125	\$13,919	\$167,028	\$2,247	\$26,964	2.50%	NS	NS
5	Shelton	10,070	Commission	82	6	88	\$1,300	\$15,600	\$1,300	\$25,400	1.00%	NS	3.00%
6	Bellingham	83,580	Mayor-Council	741	47	788	\$11,513	\$138,156	\$2,009	\$24,108	NS	NS	NS
7	Vancouver	170,400	Council-Manager	889	23	912	\$2,300	\$27,600	\$1,800	\$21,600	2.50%	5.00%	NS
8	Bellevue	135,000	Council-Manager	1,231	8	1,239	\$1,950	\$23,400	\$1,650	\$19,800	1.98%	2.20%	NS
9	Lynnwood	36,420	Mayor-Council	326	6	332	\$8,369	\$100,428	\$1,650	\$19,800	3.48%	3.20%	NS
10	University Place	31,720	Council-Manager	45	5	50	\$1,688	\$20,256	\$1,408	\$16,896	2.00%	NS	NS
11	Olympia	51,020	Council-Manager	540	18	558	\$1,664	\$19,968	\$1,386	\$16,632	3.00%	3.00%	3.00%
12	Lacey	46,020	Council-Manager	254	4	258	\$1,550	\$18,600	\$1,325	\$15,900	2.00%	NS	2.00%
13	Tukwila	19,300	Mayor-Council	311	16	327	\$8,445	\$101,340	\$1,250	\$15,000	1.98%	2.00%	2.25%
14	Anacortes	16,310	Mayor-Council	169	21	190	\$7,597	\$91,164	\$1,200	\$14,400	2.25%	2.00%	2.00%
15	Puyallup	38,950	Council-Manager	266	4	270	\$1,367	\$16,404	\$1,170	\$14,040	1.80%	NS	1.80%
16	Federal Way	90,760	Mayor-Council	296	10	306	\$9,635	\$115,620	\$1,150	\$13,800	1.50%	NS	1.50%
17	Kent	122,900	Mayor-Council	608	15	623	\$8,516	\$102,192	\$1,146	\$13,752	2.20%	NS	2.20%
18	Kirkland	83,460	Council-Manager	537	32	569	\$1,428	\$17,136	\$1,122	\$13,464	NS	NS	NS
19	Richland	53,080	Council-Manager	452	31	483	\$1,362	\$16,344	\$1,112	\$13,344	2.50%	2.33%	NS
20	Shoreline	54,500	Council-Manager	127	11	138	\$1,250	\$15,000	\$1,100	\$13,200	1.79%	NS	NS
21	Yakima	93,220	Council-Manager	681	18	699	\$1,375	\$16,500	\$1,075	\$12,900	2.50%	2.00%	NS
22	Bainbridge Islan	23,390	Council-Manager	109	4	113	\$1,250	\$15,000	\$1,000	\$12,000	1.50%	NS	2.00%
23	Bothell	42,640	Council-Manager	283	7	290	\$1,200	\$14,400	\$1,000	\$12,000	2.20%	NS	2.20%
24	Bremerton	39,410	Mayor-Council	301	17	318	\$8,917	\$107,004	\$1,000	\$12,000	2.50%	0.00%	2.50%
25	Edmonds	40,490	Mayor-Council	198	12	210	\$9,623	\$115,476	\$1,000	\$12,000	NS	NS	2.50%
26	Pasco	68,240	Council-Manager	317	1	318	\$1,300	\$15,600	\$1,000	\$12,000	1.00%	2.00%	4.00%
27	Redmond	59,180	Mayor-Council	600	18	618	\$10,417	\$125,004	\$1,000	\$12,000	2.31%	2.20%	2.20%
28	SeaTac	27,650	Council-Manager	103	11	114	\$1,200	\$14,400	\$1,000	\$12,000	2.09%	NS	NS
29	Kennecook	78,290	Council-Manager	352	4	356	\$1,191	\$14,292	\$992	\$11,904	NS	2.50%	2.00%
30	Auburn	75,545	Mayor-Council	418	1	419	\$11,402	\$136,824	\$975	\$11,700	2.00%	NS	1.50%
31	Marysville	64,140	Mayor-Council	249	9	258	\$10,450	\$125,400	\$950	\$11,400	NS	NS	2.00%
32	Renton	98,470	Mayor-Council	634	13	647	\$11,767	\$141,204	\$950	\$11,400	2.50%	2.25%	2.50%
33	Bonney Lake	19,490	Mayor-Council	130	3	133	\$2,100	\$25,200	\$850	\$10,200	1.75%	NS	NS
34	Sammamish	49,980	Council-Manager	77	5	82	\$950	\$11,400	\$850	\$10,200	2.33%	NS	NS
35	Des Moines	30,100	Council-Manager	117	10	127	\$0	\$14,000	\$0	\$10,000	2.50%	NS	NS

2.1.1 Per Capita Personal Income

Year	Per Capita Income				National CPI	
	Spokane County	Washington State	United States	Constant 2014 dollars		
1970	\$3,884	\$4,379	\$4,196	\$23,505	\$25,394	38.8
1971	\$4,128	\$4,571	\$4,468	\$23,933	\$26,502	40.5
1972	\$4,508	\$4,929	\$4,853	\$25,324	\$27,689	41.8
1973	\$4,879	\$5,501	\$5,352	\$25,803	\$29,092	44.4
1974	\$5,495	\$6,116	\$5,824	\$26,172	\$29,130	49.3
1975	\$6,033	\$6,783	\$6,312	\$26,331	\$29,605	53.8
1976	\$6,642	\$7,376	\$6,856	\$27,410	\$30,439	56.9
1977	\$7,215	\$8,009	\$7,494	\$27,957	\$31,033	60.6
1978	\$8,038	\$9,051	\$8,338	\$28,948	\$32,596	65.2
1979	\$8,843	\$10,065	\$9,212	\$28,601	\$32,553	72.6
1980	\$9,696	\$11,022	\$10,153	\$27,630	\$31,409	82.4
1981	\$10,580	\$12,066	\$11,262	\$27,330	\$31,169	90.9
1982	\$11,027	\$12,660	\$11,947	\$26,832	\$30,805	96.5
1983	\$11,824	\$13,409	\$12,652	\$27,876	\$31,612	99.6
1984	\$12,467	\$14,248	\$13,860	\$28,175	\$32,200	103.9
1985	\$12,856	\$14,939	\$14,719	\$28,055	\$32,601	107.6
1986	\$13,482	\$15,803	\$15,459	\$28,884	\$33,857	109.6
1987	\$14,074	\$16,480	\$16,265	\$29,091	\$34,064	113.6
1988	\$14,874	\$17,526	\$17,426	\$29,523	\$34,787	118.3
1989	\$16,107	\$18,654	\$18,653	\$30,501	\$35,892	124.0
1990	\$16,984	\$20,162	\$19,591	\$30,513	\$36,222	130.7
1991	\$17,941	\$21,052	\$19,985	\$30,931	\$36,294	136.2
1992	\$18,867	\$22,139	\$21,060	\$31,577	\$37,053	140.3
1993	\$19,497	\$22,745	\$21,698	\$31,683	\$36,961	144.5
1994	\$20,342	\$23,495	\$22,538	\$32,230	\$37,226	148.2
1995	\$20,854	\$24,358	\$23,568	\$32,131	\$37,530	152.4
1996	\$21,705	\$25,782	\$24,728	\$32,483	\$38,585	156.9
1997	\$22,826	\$27,297	\$25,950	\$33,395	\$39,936	160.5
1998	\$24,029	\$29,432	\$27,510	\$34,615	\$42,399	163.0
1999	\$24,969	\$31,077	\$28,627	\$35,192	\$43,801	166.6
2000	\$26,771	\$32,882	\$30,602	\$36,505	\$44,838	172.2
2001	\$26,950	\$33,241	\$31,540	\$36,732	\$44,073	177.1
2002	\$27,416	\$33,629	\$31,815	\$36,784	\$43,894	179.9
2003	\$28,211	\$34,663	\$32,692	\$36,002	\$44,235	184.0
2004	\$29,266	\$36,787	\$34,316	\$36,379	\$45,728	188.9
2005	\$30,050	\$37,754	\$35,904	\$36,130	\$45,392	195.3
2006	\$31,776	\$40,204	\$38,144	\$37,011	\$46,827	201.6
2007	\$33,634	\$42,954	\$39,821	\$38,090	\$48,645	207.3
2008	\$35,538	\$44,460	\$41,082	\$38,758	\$48,489	215.3
2009	\$34,521	\$42,248	\$39,376	\$37,783	\$46,241	214.5
2010	\$34,911	\$42,821	\$40,277	\$37,594	\$46,111	218.1
2011	\$36,368	\$44,800	\$42,453	\$37,964	\$46,766	224.9
2012	\$37,488	\$47,344	\$44,266	\$38,340	\$48,420	229.6
2013	\$37,526	\$47,468	\$44,438	\$37,825	\$47,846	233.0
2014	\$39,067	\$49,610	\$46,049	\$39,067	\$49,610	234.8

Jurisdiction	Pop	Form of Government	Employees			Compensation				Index Data			Equalizations				
			Full	Part	Total	CP Annual	CM Annual	Mayor Annual	NOTES	MHI	PCPI	COL Index	COL Index Differential	CP Equalized	CP Actual	CM Equalized	CM Actual
Belleve	135,000	Council-Manager	1,231	8	1,239	\$ 21,000	\$ 19,800	\$ 23,400	Deputy Mayor vs. CP	\$ 92,942	\$ 47,730	116.4	126%	\$ 71,824	\$ 21,000	\$ 39,177	\$ 19,800
Bellingham	83,580	Mayor-Council	741	47	788	\$ -	\$ 24,108	\$ 138,156	No CP	\$ 39,301	\$ 23,874	102.1	110%	\$ -	\$ 34,364	\$ 24,108	
Everett	105,800	Mayor-Council	1,089	36	1,125	\$ 35,053	\$ 26,964	\$ 167,028	CP earns 30% more than CM	\$ 50,874	\$ 25,832	111.6	120%	\$ 68,862	\$ 35,053	\$ 37,561	\$ 26,964
Federal Way	90,760	Mayor-Council	286	10	306	\$ -	\$ 13,800	\$ 115,620	No CP	\$ 55,775	\$ 26,089	111.0	120%	\$ -	\$ 37,359	\$ 13,800	
Kent	122,900	Mayor-Council	608	15	623	\$ -	\$ 13,752	\$ 102,192	No CP	\$ 52,606	\$ 26,102	110.8	120%	\$ -	\$ 37,292	\$ 13,752	
Pasco	68,240	Council-Manager	317	1	318	\$ -	\$ 12,000	\$ 15,600	No CP	\$ 55,844	\$ 18,211	92.8	100%	\$ -	\$ 31,234	\$ 12,000	
Renton	98,470	Mayor-Council	634	13	647	\$ 11,400	\$ 11,400	\$ 141,204	No CP	\$ 57,702	\$ 29,837	112.4	121%	\$ 69,356	\$ 11,400	\$ 37,830	\$ 11,400
Seattle	662,400	Mayor-Council	10,191	850	11,041	\$ -	\$ 119,976	\$ 183,036	No CP	\$ 70,172	\$ 45,029	116.8	126%	\$ -	\$ 39,311	\$ 119,976	
Spokane	213,100	Mayor-Council	1,993	75	2,058	\$ 57,200	\$ 31,200	\$ 168,000	2016 Actual Budget	\$ 39,385	\$ 23,592	92.7	100%	\$ 57,200	\$ 57,200	\$ 31,099	\$ 31,200
Spokane Valley	93,340	Council-Manager	96	2	88	\$ -	\$ 9,000	\$ 11,700	No CP	\$ 47,576	\$ 24,604	92.4	100%	\$ -	\$ 31,099	\$ 9,000	
Tacoma	202,300	Council-Manager	3,485	71	3,536	\$ -	\$ 43,572	\$ 96,108	No CP	\$ 50,807	\$ 26,806	108.3	117%	\$ -	\$ 36,450	\$ 43,572	
Vancouver	170,400	Council-Manager	889	23	912	\$ -	\$ 21,600	\$ 27,600	No CP	\$ 47,349	\$ 25,097	100.1	108%	\$ -	\$ 33,691	\$ 21,600	
Yakima	93,220	Council-Manager	681	18	699	\$ -	\$ 12,900	\$ 16,500	No CP	\$ 36,116	\$ 18,184	94.7	102%	\$ -	\$ 31,873	\$ 12,900	
Spokane County	488,310	Commissioners	1,910	24	1,934	\$ -	\$ -	\$ 93,000	Commissioner vs. Mayor	\$ 47,576	\$ 23,592	92.7	100%	\$ -	\$ -	\$ -	
Jurisdiction			AVERAGE														
Jurisdiction			AVERAGE														
Jurisdiction			AVERAGE														

Jurisdiction	CP Annual Salary VS. MHI	CM Annual Salary VS. MHI
Belleve	23%	21%
Bellingham	61%	61%
Everett	69%	53%
Federal Way	25%	26%
Kent	21%	20%
Pasco	20%	20%
Renton	171%	171%
Seattle	145%	79%
Spokane Valley	19%	86%
Tacoma	46%	46%
Vancouver	36%	36%
Yakima	63%	51%
Spokane County	63%	51%

Jurisdiction	CP Annual Salary VS. PCPI	CM Annual Salary VS. PCPI
Belleve	44%	41%
Bellingham	104%	101%
Everett	136%	104%
Federal Way	53%	53%
Kent	53%	53%
Pasco	38%	66%
Renton	38%	38%
Seattle	266%	266%
Spokane Valley	242%	132%
Spokane	36%	36%
Tacoma	163%	163%
Vancouver	86%	86%
Yakima	71%	71%
Spokane County	113%	93%
AVERAGE		

KEY:
CP Council President
CM Council Member
MHI Median Household Income
PCPI Per Capita Personal Income
COL Cost of Living

CITY COUNCIL LEGISLATIVE AIDE SALARY HISTORY

	2010	2011	2012	2013	2014	2015	2016
Salary	\$ 30,004.56	\$ 30,004.56	\$ 34,180.56	\$ 34,180.56	\$ 34,180.56	\$ 34,869.60	\$ 37,751.04
Status	T/S	PT	PT	PT	FTE	FTE	FTE
FTE %	50%	70%	75%	75%	100%	100%	100%
Benefits	Yes-pay 100%	Yes-pay 100%	Yes-@EE rates	Yes-@EE rates	Yes-@EE rates	Yes-@EE rates	Yes-@EE rates
Vacation	No	Yes-@70%	Yes-@75%	Yes-@75%	Yes	Yes	Yes
Sick Leave	No	Yes-@70%	Yes-@75%	Yes-@75%	Yes	Yes	Yes
Floating Holidays	No	Yes-@70%	Yes-@75%	Yes-@75%	Yes	Yes	Yes
Personal Leave	No	Yes-@70%	Yes-@75%	Yes-@75%	Yes	Yes	Yes
COLA	N/A	N/A	0%	0%	0%	2%	2%
Pay Plan	One-step	One-step	One-step	One-step	One-step	One-step	Five-step*

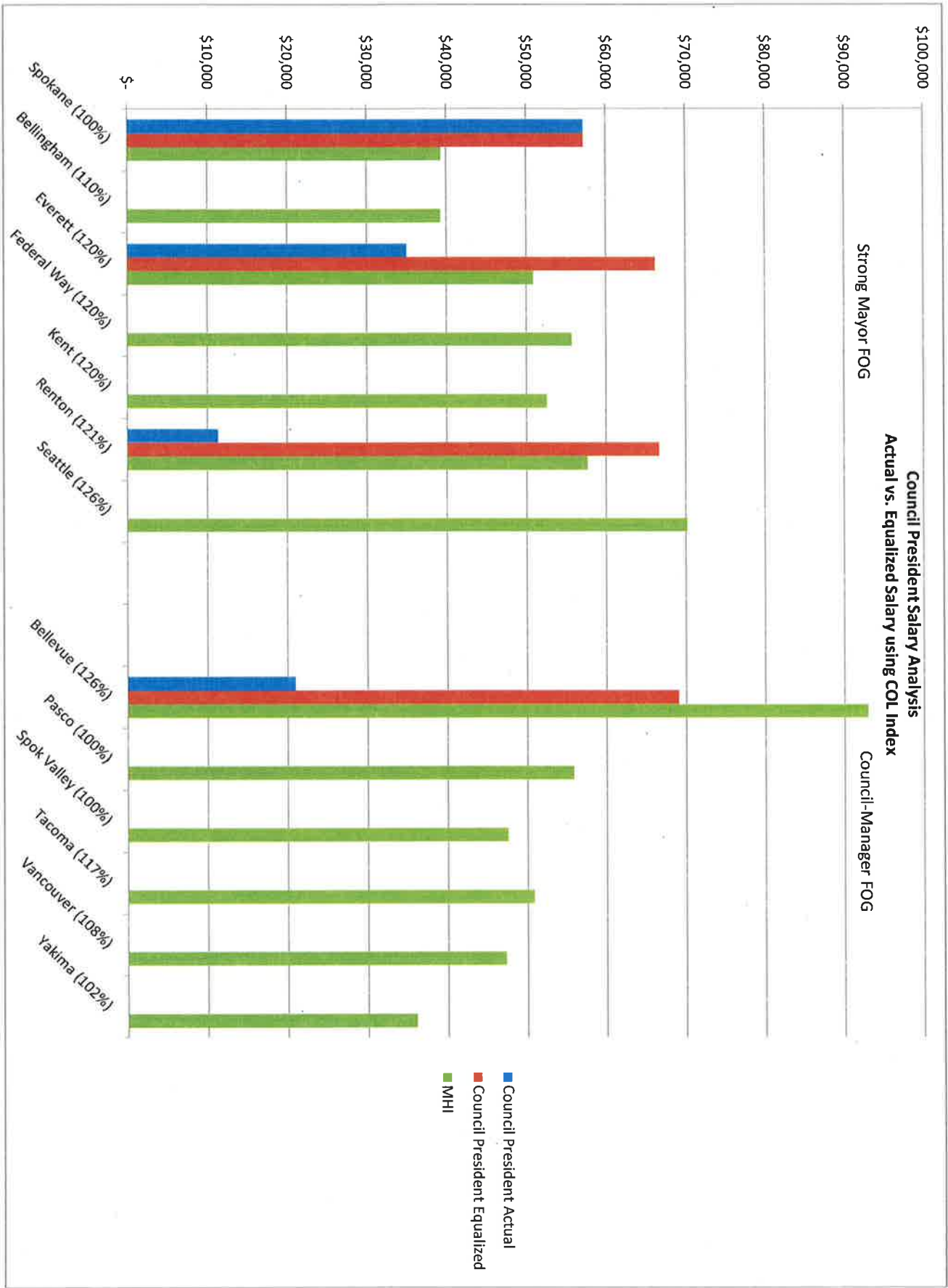
Until 2016, the LAs were on a one-step pay plan and only received a COLA increase if one was negotiated in the M&P-A contract, the closest bargaining unit.

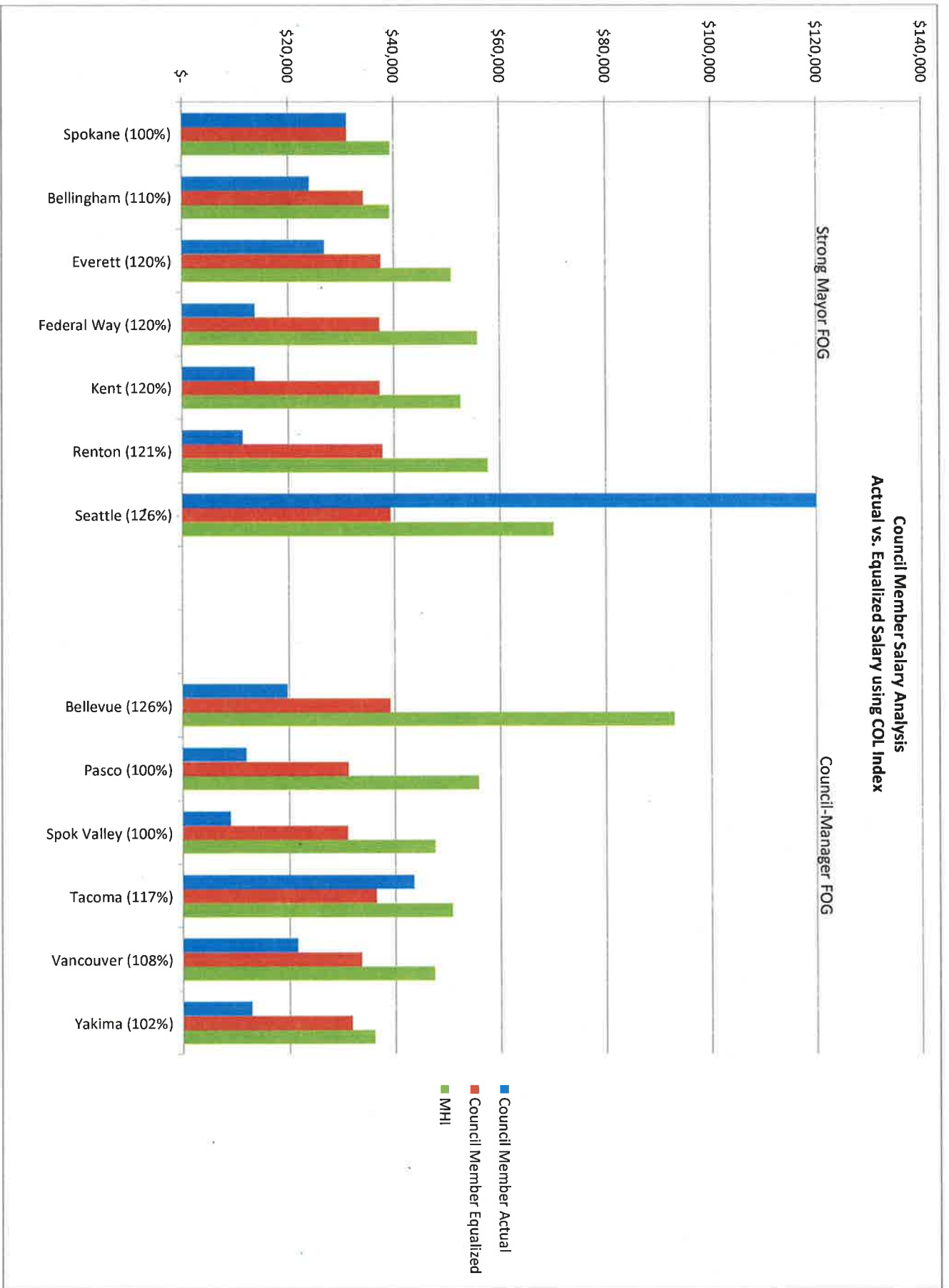
The LAs follow M&P-A, as does all Exempt-Confidential (non-represented, non-Civil Service) and receive all benefits associated with this contract.

*Beginning in 2016, all LAs were placed at step 3 in the pay plan and will receive an annual increase (plus any negotiated COLAs) annually.

Step 1	\$	32,217.84
Step 2	\$	35,057.52
Step 3	\$	37,751.04
Step 4	\$	40,423.68
Step 5	\$	44,578.80

Jurisdiction	Form of Government	Compensation			MHI	Cost of Living			Equalizations			
		Council President Annual	Council Member Annual	Mayor Annual		COL Index	COL Index Differential	COL Index 100%	Council President Equalized	Council President Actual	Council Member Equalized	Council Member Actual
Spokane (100%)	Mayor-Council	\$ 55,000	\$ 31,200	\$ 168,000	\$ 39,385	92.7	100%	\$ 57,200	\$ 57,200	\$ 31,200	\$ 31,200	
Bellingham (110%)	Mayor-Council	-	\$ 24,108	\$ 138,156	\$ 39,301	102.1	110%	\$ 57,200	\$ 57,200	\$ 31,200	\$ 31,200	
Everett (120%)	Mayor-Council	\$ 35,053	\$ 26,964	\$ 167,028	\$ 50,874	111.6	120%	\$ 66,214	\$ 35,053	\$ 37,561	\$ 26,964	
Federal Way (120%)	Mayor-Council	-	\$ 13,800	\$ 115,620	\$ 55,775	111.0	120%		\$ 37,359	\$ 37,359	\$ 13,800	
Kent (120%)	Mayor-Council	-	\$ 13,752	\$ 102,192	\$ 52,606	110.8	120%		\$ 37,292	\$ 37,292	\$ 13,752	
Renton (121%)	Mayor-Council	\$ 11,400	\$ 11,400	\$ 141,204	\$ 57,707	112.4	121%	\$ 66,688	\$ 11,400	\$ 37,830	\$ 11,400	
Seattle (126%)	Mayor-Council	-	\$ 119,976	\$ 183,036	\$ 70,172	116.8	126%			\$ 39,311	\$ 119,976	
Bellevue (126%)	Council-Manager	\$ 21,000	\$ 19,800	\$ 23,400	\$ 92,942	116.4	126%	\$ 69,061	\$ 21,000	\$ 39,177	\$ 19,800	
Pasco (100%)	Council-Manager	-	\$ 12,000	\$ 15,600	\$ 55,844	92.8	100%			\$ 31,234	\$ 12,000	
Spokane Valley (100%)	Council-Manager	-	\$ 9,000	\$ 11,700	\$ 47,576	92.4	100%			\$ 31,099	\$ 9,000	
Tacoma (117%)	Council-Manager	-	\$ 43,572	\$ 96,108	\$ 50,807	108.3	117%			\$ 36,450	\$ 43,572	
Vancouver (108%)	Council-Manager	-	\$ 21,600	\$ 27,600	\$ 47,349	100.1	108%			\$ 33,691	\$ 21,600	
Yakima (102%)	Council-Manager	-	\$ 12,900	\$ 16,500	\$ 36,116	94.7	102%			\$ 31,873	\$ 12,900	





2015 TOTAL COMPENSATION REPORT
January 1, 2015 - December 31, 2015

	Stuckart	Fagan	Mumm	Stratton	Waldref	Snyder*	Allen**
Base Earnings	\$ 56,685.80	\$ 32,118.40	\$ 32,119.43	\$ 32,070.59	\$ 32,118.40	\$ 32,101.08	\$ 32,118.40
Other Earnings (Auto & Phone Allowance)	\$ 1,800.00	\$ 1,800.00	\$ 1,935.00	\$ 1,845.00	\$ 2,340.00	\$ 2,340.00	\$ 2,340.00
Taxes	\$ 4,318.26	\$ 2,571.55	\$ 2,270.31	\$ 2,214.96	\$ 2,519.69	\$ 2,629.50	\$ 2,387.23
Health Benefits (Medical & Dental)	\$ 11,843.28	\$ 7,725.36	\$ 13,316.44	\$ 16,969.68	\$ 11,253.84	\$ 7,725.36	\$ 14,593.92
Life Insurance	\$ 263.04	\$ 155.04	\$ 155.04	\$ 155.04	\$ 155.04	\$ 171.60	\$ 165.84
Disability/Workers Compensation	\$ 86.64	\$ 86.64	\$ 86.64	\$ 93.86	\$ 93.86	\$ 93.86	\$ 86.64
Savings/Retirement (SERS - 8.25%)	\$ 4,676.56	\$ 2,649.67	\$ 2,649.76	\$ 2,645.73	\$ 2,649.67	\$ 2,648.24	\$ 2,649.67
Other Deductions	\$ 54.00	\$ 54.00	\$ 314.00	\$ 54.00	\$ 334.00	\$ 289.00	\$ 54.00
TOTAL COMPENSATION	\$ 79,727.58	\$ 47,160.66	\$ 52,846.62	\$ 56,048.86	\$ 51,464.50	\$ 47,998.64	\$ 54,395.70

* - 2016 representative is Breean Beggs
 ** - 2016 representative is Lori Kinnear

HUD MEDIAN FAMILY INCOME (MFI) LIMITS 2015 (use for County HHA, BRIDGES, CHG, HOME, and CDBG)

(Effective 6/1/2015) Median Income for Spokane is \$64,500

Household Size	100% MFI			80% MFI (Moderate Income)			60% MFI (Low Income)			50% MFI (Very Low Income)			30% MFI (Extremely Low Income)		
	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
1	\$45,200	\$3,767	\$21.73	\$36,150	\$3,013	\$17.38	\$27,120	\$2,260	\$13.04	\$22,600	\$1,883	\$10.87	\$13,550	\$1,129	\$6.51
2	\$51,600	\$4,300	\$24.81	\$41,300	\$3,442	\$19.86	\$30,960	\$2,580	\$14.88	\$25,800	\$2,150	\$12.40	\$15,500	\$1,292	\$7.45
3	\$58,100	\$4,842	\$27.93	\$46,450	\$3,871	\$22.33	\$34,860	\$2,905	\$16.76	\$29,050	\$2,421	\$13.97	\$17,450	\$1,454	\$8.39
4	\$64,500	\$5,375	\$31.01	\$51,600	\$4,300	\$24.81	\$38,700	\$3,225	\$18.61	\$32,250	\$2,688	\$15.50	\$19,350	\$1,613	\$9.30
5	\$69,700	\$5,808	\$33.51	\$55,750	\$4,646	\$26.80	\$41,820	\$3,485	\$20.11	\$34,850	\$2,904	\$16.75	\$20,900	\$1,742	\$10.05
6	\$74,900	\$6,242	\$36.01	\$59,900	\$4,992	\$28.80	\$44,940	\$3,745	\$21.61	\$37,450	\$3,121	\$18.00	\$22,450	\$1,871	\$10.79
7	\$80,000	\$6,667	\$38.46	\$64,000	\$5,333	\$30.77	\$48,000	\$4,000	\$23.08	\$40,000	\$3,333	\$19.23	\$24,000	\$2,000	\$11.54
8	\$85,200	\$7,100	\$40.96	\$68,150	\$5,679	\$32.76	\$51,120	\$4,260	\$24.58	\$42,600	\$3,550	\$20.48	\$25,550	\$2,129	\$12.28



Median Family Income Calculation Methodology

Estimates of median family income for metropolitan and non-metropolitan areas are developed as follows:

1. The U.S. Census Bureau's 2009-2013 ACS median family income estimates are used as a basis for calculating HUD's FY2016 MFIs. In areas where the 2013 5-year ACS estimate is smaller than the reported margin of error, the state non-metro estimate of median family income is used.
2. In areas where there is a 2013 1-year ACS estimate of median family income that exceeds its margin of error, the 1-year ACS estimate becomes the basis for median family income.
3. Once the appropriate 2013 ACS data has been selected, an inflation factor based on the CBO forecast of the national CPI is calculated to inflate the estimate from mid-2012 to April, 2016 (or mid FY2016).

\$inputname\$ does not have published local area 1-year 2013 ACS Survey results.

MFI Step by Step Calculation for \$inputname\$

1. The following are the 2013 American Community Survey 5-year median income estimate and margin of error for , :

Area	ACS²⁰¹³ 5-Year	Median Income	Margin of Error
Area	ACS ²⁰¹³ 5-Year	Ratio	Result
$\frac{\text{Use ACS}_{2013}}{\text{Median Income}} = > 1$			

2. Since there is no ACS²⁰¹³ 1-year estimate available, the ACS²⁰¹³ 5-year value is used for the estimate of median income and the ACS update factor is set to **1.0**
3. The calculation of the CPI Inflation Factor is as follows:

Area	FY2016 CPI	2013 Annual CPI	CPI Inflation Factor
Area	FY2016 CPI	2013 Annual CPI	CPI Inflation Factor
$\frac{241.64}{229.599} = 1.05244$			

4. The FY 2016 median family income is estimated as follows:

Area ACS ²⁰¹³ 5-Year Estimate CPI Inflation Factor	FY 2016	Area MFI Estimate
1.05244	=	\$1

5. In keeping with HUD policy, the median family income estimate is rounded to the nearest \$100:

Area	Unrounded	Rounded
FY 2016 MFI Estimate	FY 2016 MFI Estimate	FY 2016 MFI Estimate
\$1	\$0	\$0

NOTE: Due to differences in the computing platforms used to generate the official FY 2016 MFI estimates, and this web system, the calculated value of \$0 is different that the official value of because of rounding.

Press below to select a different state:

Select a new state

Or select a FY 2016 HUD Metropolitan FMR Area's Median Family Income:

Select Area

Update URL for bookmarking or E-mailing

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