



# City of Shoreline 2022 Compensation Study

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# Labor Market Selection Criteria

- Historical practices
- Nature of services
- Geographic proximity
- Employer size
- Economic similarity
- Efficiency in providing data

# Survey City Selection Criteria

- Within 30 miles of city
- Major service areas
- Sufficient size
- Similar cost of living (if possible)
- **No perfect market; balance of selection factors**

# Survey Agencies

Survey Agency	Population Served	Distance	ERI COL	ERI Wage	Govt Form
<b>Shoreline</b>	<b>59,260</b>	<b>0</b>	<b>100.0</b>	<b>100.0</b>	<b>Council-Manager</b>
Edmonds	42,900	5	94.2	99.9	Mayor-Council
Kenmore	24,050	5	94.7	100.1	Council-Manager
Lynnwood	38,650	6	95.8	99.8	Mayor-Council
Seattle	742,400	12	133.6	102.9	Mayor-Council
Bothell	48,330	14	102.2	99.9	Council-Manager
Bellevue	152,600	16	118.0	100.3	Council-Manager
Kirkland	92,900	17	109.1	100.0	Council-Manager
Everett	112,300	18	92.6	100.1	Mayor-Council
Redmond	73,910	21	113.8	100.3	Mayor-Council
Renton	107,100	23	95.4	100.1	Mayor-Council
Burien	52,430	23	93.1	100.0	Council-Manager
Marysville	71,250	24	85.3	99.8	Mayor-Council
Sammamish	67,940	28	102.1	100.0	Council-Manager
<b>Median</b>	<b>71,250</b>	<b>17</b>	<b>95.8</b>	<b>100.0</b>	

**Data Sources:**

Population - State of Washington, City and Town Profiles

Distance - Google Maps

Cost of Living Index - Economic Research Institute Relocation Assessor; April 2022

Wage Index - Economic Research Institute Geographic Assessor; April 2022

