



# KIRKLAND SALARY COMMISSION

Greta Climer • Lauren Hall-Stigerts • Rachel Pittman

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**AGENDA**  
**KIRKLAND SALARY COMMISSION MEETING**  
**CITY COUNCIL CHAMBER AND VIRTUAL – ZOOM**  
**Monday, October 30, 2023**  
**5:00 p.m.**

Zoom Link: <https://kirklandwa-gov.zoom.us/j/88474980469>  
Meeting ID: 884-7498-0469

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF MEETING MINUTES
  - a. September 22, 2023
4. PUBLIC COMMENT
5. BUSINESS
  - a. Commission Consideration of Council Compensation for 2024
  - b. Size of Salary Commission (number of members)
6. STAFF REPORTS OR COMMISSIONER COMMENTS
7. ADJOURNMENT



KIRKLAND SALARY COMMISSION SPECIAL MEETING MINUTES  
September 22, 2023

**DRAFT**

1. CALL TO ORDER

Chair Lauren Hall-Stigerts called the meeting to order at 5:07 p.m.

2. ROLL CALL

Members Present: Commissioners Greta Climer, Lauren Hall-Stigerts and Rachel Pittman.

3. APPROVAL OF MEETING MINUTES

a. July 19, 2023

Motion to Approve the minutes as presented.

Moved by Vice Chair Rachel Pittman, seconded by Commissioner Greta Climer.

Vote: Motion carried 3-0

4. PUBLIC COMMENT

None.

5. BUSINESS

a. Commission Consideration of City Council Compensation for 2024

Commissioners shared information they had gathered and discussed elements of the information provided by Director of Human Resources Truc Dever in the meeting materials. Director of Finance and Administration Michael Olson shared information and context related to the City's budget status. Senior Assistant City Attorney Darcey Eilers and DEIB Manager Erika Mascorro also contributed to the discussion. Commissioners determined information to be provided for the October meeting.

6. STAFF REPORTS OR COMMISSIONER COMMENTS

Chair Hall-Stigerts set the date for the next meeting and thanked City staff for their work on the City Hall for All Event.

7. ADJOURNMENT

The Salary Commission special meeting of September 22, 2023 was adjourned at 6:16 p.m.

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Kathi Anderson, City Clerk

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Lauren Hall-Stigerts, Salary Commission Chair

**Additional Information for City of Kirkland Salary Commission**

**Car Allowance:**

- Kirkland offers \$270/month for car allowance.
- Only 2 other comparator cities offer this benefit:
  - Bellevue: \$338.14/month
  - Spokane: \$40/month parking allowance
- City Manager’s auto allowance was increased in 2023 to account for inflation over the years:
  - 2022: \$425/month + mileage reimbursement for travel outside of 50 miles
  - 2023: \$620/month + mileage reimbursement for travel outside of 50 miles

**Childcare:**

- Childcare centers typically charge tuition monthly for full-time attendance. Below is a sampling of tuition costs at local Kirkland centers:

| <b>Childcare Center Name</b>        | <b>Ages Served</b>  | <b>Neighborhood</b>   | <b>Tuition Estimate (Monthly)</b> |
|-------------------------------------|---------------------|-----------------------|-----------------------------------|
| A Child's Journey Montessori School | 6 weeks - 5 years   | Totem Lake            | \$1,820 - \$2,300                 |
| Creative Sprouts                    | 2 - 6 years         | Juanita               | \$2,007 - \$2,262                 |
| Kiddie Academy of Kirkland          | 6 weeks - 4 years   | Rose Hill             | \$2,350 - \$2,900                 |
| Kirkland Children's School          | 12 months - 5 years | Houghton              | \$1,835 - \$2,295                 |
| LW Tech Early Learning Center       | 1.5 - 6 years       | Totem Lake            | \$2,000 - \$2,100                 |
|                                     |                     | <b>Average (max):</b> | <b>\$2,371</b>                    |

**Low Income Stipend in Issaquah:**

Background Email on New Low-Income Stipend for Councilmembers from the City of Issaquah’s HR Department:

Our Commission wanted to add something meaningful that was also fiscally responsible and that wasn’t a high enough number to potentially put other low-income benefits at risk (knowing that threshold may vary for each individual). Some of the factors considered in deciding on \$350/month were:

- Our existing Board and Commission low-income stipend of \$50/meeting. Our Council members generally have about 6 meetings per month between Council meetings, committee meetings, and regional meetings, and the Salary Commission wanted to at least match that per meeting amount but not go way beyond that amount.
- Cost of babysitting/child care for meetings. Our Commission considered that the cost of a babysitter is typically around \$21/hour, and wanted the stipend to be an amount that could cover a good portion of extra child care costs, if not necessarily all.
- Market comparison. The Commission did not want to add a stipend that would take our Council compensation way above that of comparable jurisdictions.
- Flat amount. The Commission wanted to do a flat amount for ease of administration.

Ultimately, they knew they were being a little experimental with the amount and that we’ll have to see over the next few years what kind of impact the amount has and if it needs to be adjusted in any way by a subsequent Commission.

**City of Kirkland  
2023 Mayor/Councilmember Compensation Survey  
Including Additional Cities**

| City   | Population | Mayor Monthly Compensation | Councilmember Monthly Compensation | Change from 2022                           | Other Monthly Cash Benefits (Max) | 2023 Councilmember Monthly Comp + Cash Benefits | Other Cash Benefits Details   | Notes   |
|--|------------|----------------------------|------------------------------------|--|-----------------------------------|---|---|---|
| Auburn   | 88,820     | N/A                        | \$ 1,555                           | \$ 95                                      | \$ 220                            | \$ 1,775  | \$220/month regional meeting attendance.  |   |
| Bellevue   | 154,600    | \$2,829                    | \$ 2,394                           | No change                                  | \$ 403                            | \$ 2,797  | stipend.  |   |
| Bellingham*                                      | 95,960     | N/A                        | \$ 5,583                           | \$ 2,612                                   | \$ 389                            | \$ 5,973  | \$239.29/month HSA & \$150/month opt-out incentive.   | A 3% increase was approved for 1/1/2024 and   |
| Bothell  | 49,550     | \$1,525                    | \$ 1,300                           | \$ 50                                      | \$ -                              | \$ 1,300  |   |   |
| Edmonds  | 42,670     | N/A                        | \$ 1,417                           | No change                                  | \$ 829                            | \$ 2,246  | \$829.17/month for waiving benefits.  | Council President: \$1,716.66/month. Salary Commission just restarted in late summer 2023 |
| Everett  | 114,200    | N/A                        | \$ 2,511                           | No change                                  | \$ 233                            | \$ 2,744  | \$233.33/month in HRA/VEBA if family enrolled in CDHP PPO & complete annual evaluation.   | Council President: \$3,265/month. For 2024, the Commission approved a 7.5% increase for   |
| Federal Way                                      | 102,000    | N/A                        | \$ 1,468                           | \$ 50                                      | \$ 494                            | \$ 1,963  | \$494.19/month to HRA/VEBA.   |   |
| Issaquah*  | 41,290     | N/A                        | \$ 1,700                           | \$ 450                                     | \$ 600                            | \$ 2,300  | \$200/month deferred comp, \$350/month low-income stipend, \$50/month internet stipend.   | Deputy Council President: \$1,800/month, Council President: \$1,900/month.                |
| Kent   | 139,100    | N/A                        | \$ 3,000                           | \$ 1,604                                   | \$ -                              | \$ 3,000  |   | Council President: \$3,450/month.   |
| Lynnwood   | 40,790     | N/A                        | \$ 900                             | No change                                  | \$ -                              | \$ 900  |   |   |
| Redmond  | 77,490     | N/A                        | \$ 1,554                           | No change                                  | \$ -                              | \$ 1,554  |   |   |
| Renton   | 107,900    | N/A                        | \$ 1,750                           | No change                                  | \$ -                              | \$ 1,750  |   | City Council President: \$2,050/month.  |
| Spokane*   | 229,513    | N/A                        | \$ 4,089                           |  | \$ 240                            | \$ 4,329  | allowance.  |   |
| <b>Average:</b>                                  |            | <b>\$2,177</b>             | <b>\$ 2,248</b>                    |  | <b>\$ 262</b>                     | <b>\$ 2,510</b>                                 |   |   |
| <b>Kirkland</b>                                  | 96,920     | \$ 1,843                   | \$ 1,447                           | \$121/month Mayor, \$95/month Council      | \$ 740                            | \$ 2,187  | \$270/month car allowance & \$470/month allowance for waiving benefits.   |   |
| <b>Kirkland (proposed, smaller pay increase)</b> | 96,920     | \$ 3,125                   | \$ 2,500                           | \$1,282/month Mayor, \$1,053/month Council | \$ 835                            | \$ 3,335  | \$470/month allowance for waiving benefits, \$45/month in lieu of City-issued phone & data, \$50/month internet stipend. Possible low-income stipend and childcare benefit. |   |
| <b>Kirkland (proposed, greater pay increase)</b> | 96,920     | \$ 4,000                   | \$ 3,200                           | \$2,157/month Mayor, \$1,753/month Council | \$ 835                            | \$ 4,035  | \$470/month allowance for waiving benefits, \$45/month in lieu of City-issued phone & data, \$50/month internet stipend. Possible low-income stipend and childcare benefit. |   |

Note: Cities listed as "N/A" have a full-time, highly-compensated Mayor.  
Data Source: Associate of Washington Cities 2023 Salary & Benefit Survey

**City of Kirkland  
2023 Mayor/Councilmember Compensation Survey**

| City   | Population      | Mayor Monthly Compensation | Councilmember Monthly Compensation | Change from 2022                           | Other Monthly Cash Benefits (Max) | 2023 Councilmember Monthly Comp + Cash Benefits | Other Cash Benefits Details   | Notes  |
|--|-----------------|----------------------------|------------------------------------|--|-----------------------------------|---|---|--|
| Auburn   | 88,820          | N/A                        | \$ 1,555                           | \$ 95                                      | \$ 220                            | \$ 1,775  | \$220/month regional meeting attendance.  |  |
| Bellevue   | 154,600         | \$2,829                    | \$ 2,394                           | No change                                  | \$ 403                            | \$ 2,797  | \$338.14/month car allowance & \$65/month cell stipend.   |  |
| Bothell  | 49,550          | \$1,525                    | \$ 1,300                           | \$ 50                                      | \$ -                              | \$ 1,300  |   |  |
| Edmonds  | 42,670          | N/A                        | \$ 1,417                           | No change                                  | \$ 829                            | \$ 2,246  | \$829.17/month for waiving benefits.  | Council President: \$1,716.66/month. Salary Commission just restarted in late summer |
| Everett  | 114,200         | N/A                        | \$ 2,511                           | No change                                  | \$ 233                            | \$ 2,744  | \$233.33/month in HRA/VEBA if family enrolled in CDHP PPO & complete annual evaluation.   | Council President: \$3,265/month. For 2024, the Commission approved a 7.5% increase  |
| Federal Way                                      | 102,000         | N/A                        | \$ 1,468                           | \$ 50                                      | \$ 494                            | \$ 1,963  | \$494.19/month to HRA/VEBA.   |  |
| Kent   | 139,100         | N/A                        | \$ 3,000                           | \$ 1,604                                   | \$ -                              | \$ 3,000  |   | Council President: \$3,450/month.  |
| Lynnwood   | 40,790          | N/A                        | \$ 900                             | No change                                  | \$ -                              | \$ 900  |   |  |
| Redmond  | 77,490          | N/A                        | \$ 1,554                           | No change                                  | \$ -                              | \$ 1,554  |   |  |
| Renton   | 107,900         | N/A                        | \$ 1,750                           | No change                                  | \$ -                              | \$ 1,750  |   | City Council President: \$2,050/month.   |
|  | <b>Average:</b> | <b>\$2,177</b>             | <b>\$ 1,785</b>                    |  | <b>\$ 218</b>                     | <b>\$ 2,003</b>                                 |   |  |
| <b>Kirkland</b>                                  | 96,920          | \$ 1,843                   | \$ 1,447                           | \$121/month Mayor, \$95/month Council      | \$ 740                            | \$ 2,187  | \$270/month car allowance & \$470/month allowance for waiving benefits.   |  |
| <b>Kirkland (proposed, smaller pay increase)</b> | 96,920          | \$ 3,125                   | \$ 2,500                           | \$1,282/month Mayor, \$1,053/month Council | \$ 835                            | \$ 3,335  | \$470/month allowance for waiving benefits, \$45/month in lieu of City-issued phone & data, \$50/month internet stipend. Possible low-income stipend and childcare benefit. |  |
| <b>Kirkland (proposed, greater pay increase)</b> | 96,920          | \$ 4,000                   | \$ 3,200                           | \$2,157/month Mayor, \$1,753/month Council | \$ 835                            | \$ 4,035  | \$470/month allowance for waiving benefits, \$45/month in lieu of City-issued phone & data, \$50/month internet stipend. Possible low-income stipend and childcare benefit. |  |

Note: Cities listed as "N/A" have a full-time, highly-compensated Mayor.  
Data Source: Associate of Washington Cities 2023 Salary & Benefit Survey

**City Demographics**

| City              | Race & Ethnicity                           | Percent | Income & Poverty   | Dollars/Percent |
|-------------------|--|---------|--|-----------------|
| <b>Kirkland</b>   | White                                      | 71.2    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 121,998      |
|                   | Black or African American                  | 1.7     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 71,558       |
|                   | American Indian and Alaska Native          | 0.5     | Persons in Poverty   | 6.8%            |
|                   | Asian                                      | 16.1    |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.1     |  |                 |
|                   | Two or More Races                          | 7.9     |  |                 |
|                   | Hispanic or Latino                         | 7.5     |  |                 |
|                   | White, not Hispanic or Latino              | 67.9    |  |                 |
| <b>Auburn</b>     | White                                      | 57.7    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 79,415       |
|                   | Black or African American                  | 7.2     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 37,006       |
|                   | American Indian and Alaska Native          | 1.7     | Persons in Poverty   | 9.6%            |
|                   | Asian                                      | 12      |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 2.8     |  |                 |
|                   | Two or More Races                          | 11      |  |                 |
|                   | Hispanic or Latino                         | 17.4    |  |                 |
|                   | White, not Hispanic or Latino              | 50.9    |  |                 |
| <b>Bellevue</b>   | White                                      | 50.2    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 140,252      |
|                   | Black or African American                  | 2.7     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 78,118       |
|                   | American Indian and Alaska Native          | 0.3     | Persons in Poverty   | 6.9%            |
|                   | Asian                                      | 38.4    |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.2     |  |                 |
|                   | Two or More Races                          | 6.3     |  |                 |
|                   | Hispanic or Latino                         | 7.7     |  |                 |
|                   | White, not Hispanic or Latino              | 46.1    |  |                 |
| <b>Bellingham</b> | White                                      | 81.9    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 59,163       |
|                   | Black or African American                  | 1.3     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 36,147       |
|                   | American Indian and Alaska Native          | 0.9     | Persons in Poverty   | 19.7%           |
|                   | Asian                                      | 5.7     |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.2     |  |                 |
|                   | Two or More Races                          | 7.4     |  |                 |
|                   | Hispanic or Latino                         | 9.5     |  |                 |
|                   | White, not Hispanic or Latino              | 77.4    |  |                 |
| <b>Bothell</b>    | White                                      | 68.7    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 116,578      |
|                   | Black or African American                  | 1       | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 55,340       |
|                   | American Indian and Alaska Native          | 0.2     | Persons in Poverty   | 4.5%            |
|                   | Asian                                      | 18.4    |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.1     |  |                 |
|                   | Two or More Races                          | 7.5     |  |                 |
|                   | Hispanic or Latino                         | 10.4    |  |                 |
|                   | White, not Hispanic or Latino              | 65.2    |  |                 |
| <b>Edmonds</b>    | White                                      | 77.4    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 96,775       |
|                   | Black or African American                  | 1.8     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 61,615       |
|                   | American Indian and Alaska Native          | 0.2     | Persons in Poverty   | 4.4%            |
|                   | Asian                                      | 9.3     |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.4     |  |                 |
|                   | Two or More Races                          | 8.1     |  |                 |
|                   | Hispanic or Latino                         | 7.1     |  |                 |
|                   | White, not Hispanic or Latino              | 74.6    |  |                 |
| <b>Everett</b>    | White                                      | 67.3    | Median Household Income (in 2021 dollars), 2017-2021             | \$ 71,357       |
|                   | Black or African American                  | 6.5     | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 35,628       |
|                   | American Indian and Alaska Native          | 0.7     | Persons in Poverty   | 11.0%           |
|                   | Asian                                      | 9.4     |  |                 |
|                   | Native Hawaiiin and Other Pacific Islander | 0.7     |  |                 |
|                   | Two or More Races                          | 9.3     |  |                 |
|                   | Hispanic or Latino                         | 16.5    |  |                 |
|                   | White, not Hispanic or Latino              | 60.5    |  |                 |

|                    |  |      |  |            |
|--------------------|--|------|--|------------|
| <b>Federal Way</b> | White                                      | 44.7 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 72,969  |
|                    | Black or African American                  | 17   | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 34,474  |
|                    | American Indian and Alaska Native          | 0.9  | Persons in Poverty   | 11.3%      |
|                    | Asian                                      | 14.3 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 2.2  |  |            |
|                    | Two or More Races                          | 12   |  |            |
|                    | Hispanic or Latino                         | 16.9 |  |            |
|                    | White, not Hispanic or Latino              | 39.9 |  |            |
| <b>Issaquah</b>    | White                                      | 63.1 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 132,984 |
|                    | Black or African American                  | 1.9  | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 78,581  |
|                    | American Indian and Alaska Native          | 0.3  | Persons in Poverty   | 7.4%       |
|                    | Asian                                      | 25.5 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 0    |  |            |
|                    | Two or More Races                          | 5.8  |  |            |
|                    | Hispanic or Latino                         | 7.6  |  |            |
|                    | White, not Hispanic or Latino              | 60.1 |  |            |
| <b>Kent</b>        | White                                      | 43.3 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 79,781  |
|                    | Black or African American                  | 12.2 | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 35,983  |
|                    | American Indian and Alaska Native          | 0.5  | Persons in Poverty   | 11.3%      |
|                    | Asian                                      | 22.1 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 2.1  |  |            |
|                    | Two or More Races                          | 9.8  |  |            |
|                    | Hispanic or Latino                         | 16.2 |  |            |
|                    | White, not Hispanic or Latino              | 40.2 |  |            |
| <b>Lynnwood</b>    | White                                      | 57.9 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 67,576  |
|                    | Black or African American                  | 8.8  | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 34,452  |
|                    | American Indian and Alaska Native          | 0.3  | Persons in Poverty   | 15.6%      |
|                    | Asian                                      | 17.1 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 0.3  |  |            |
|                    | Two or More Races                          | 11.8 |  |            |
|                    | Hispanic or Latino                         | 13.9 |  |            |
|                    | White, not Hispanic or Latino              | 53   |  |            |
| <b>Redmond</b>     | White                                      | 52.6 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 147,006 |
|                    | Black or African American                  | 1.9  | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 72,971  |
|                    | American Indian and Alaska Native          | 0.5  | Persons in Poverty   | 6.0%       |
|                    | Asian                                      | 37.7 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 0.1  |  |            |
|                    | Two or More Races                          | 5.7  |  |            |
|                    | Hispanic or Latino                         | 7.1  |  |            |
|                    | White, not Hispanic or Latino              | 48.7 |  |            |
| <b>Renton</b>      | White                                      | 48.5 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 84,374  |
|                    | Black or African American                  | 8    | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 42,736  |
|                    | American Indian and Alaska Native          | 0.6  | Persons in Poverty   | 7.9%       |
|                    | Asian                                      | 24.3 |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 1    |  |            |
|                    | Two or More Races                          | 11.4 |  |            |
|                    | Hispanic or Latino                         | 15.6 |  |            |
|                    | White, not Hispanic or Latino              | 43.2 |  |            |
| <b>Spokane</b>     | White                                      | 83.1 | Median Household Income (in 2021 dollars), 2017-2021             | \$ 56,977  |
|                    | Black or African American                  | 2.4  | Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021 | \$ 32,991  |
|                    | American Indian and Alaska Native          | 1.4  | Persons in Poverty   | 15.6%      |
|                    | Asian                                      | 2.9  |  |            |
|                    | Native Hawaiian and Other Pacific Islander | 1    |  |            |
|                    | Two or More Races                          | 7.5  |  |            |
|                    | Hispanic or Latino                         | 6.8  |  |            |
|                    | White, not Hispanic or Latino              | 80.3 |  |            |

Source: US Census Bureau

## Cost of Living

| Consumer Price Index for Seattle-Tacoma-Bellevue |        |        |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|--------|--------|
| CPI Records                                      | Jun-17 | Jun-18 | Jun-19 | Jun-20 | Jun-21 | Jun-22 | Jun-23 |
| CPI-W  | 3.00%  | 3.60%  | 1.70%  | 1.00%  | 6.30%  | 9.50%  | 4.50%  |
| CPI-U  | 3.00%  | 3.30%  | 2.30%  | 0.90%  | 5.50%  | 10.10% | 4.60%  |

Source: US Bureau of Labor Statistics