

KIRKLAND SALARY COMMISSION

RESOLUTION NO. 23-002

A RESOLUTION OF THE KIRKLAND SALARY COMMISSION RELATING TO THE MEMBERSHIP OF THE SALARY COMMISSION.

WHEREAS, the City Council created the Salary Commission in accordance with state law applicable to cities in 2005 through Chapter 3.11 of the Kirkland Municipal Code (KMC); and

WHEREAS, pursuant to KMC 3.11.010(a), the Salary Commission has consisted of three members appointed by the Mayor with the approval of the City Council; and

WHEREAS, state law authorizes salary commissions created by cities to consist of more than three but not less than three members; and

WHEREAS, the role of the Salary Commission has expanded in recent years to include a heightened focus on issues such as equitable compensation as a tool to attract a more diverse pool of candidates able to seek positions on the City Council, as part of the City's diversity, equity, inclusion and belonging initiatives; and

WHEREAS, KMC 3.11 was amended in 2023 to authorize the Salary Commission to meet as often as necessary in support of its work, so long as at least one such meeting per year is conducted during the months of August and September in order to coincide with the City's annual budgeting processes; and

WHEREAS, Objective 1.6, Decreasing Barriers to Serving on City Council, Boards, and Commissions, from the City's Diversity, Equity, Inclusion and Belonging 5-year Roadmap states: "Serving on the City Council involves 6-hour evening regular business meetings, and staff briefings or other meetings that happen during the day. In addition, Councilmembers often represent Kirkland on regional boards either appointed by the Council or by the Sound Cities Association that have daytime or evening meetings. While not a full-time job given Kirkland's Council-Manager system of government, serving on the Council does require a significant part-time commitment. The City Council is interested in removing barriers to entry for community members to run and serve on City Council, as well as serve on Boards and Commissions, including considering stipends for board and commission members, salary changes for Councilmembers, or a childcare benefit."; and

WHEREAS, increasing the number of members of the Salary Commission from three members to five members would enhance the Commission's deliberative and decision-making processes and offer the

opportunity for more diverse perspectives that can, among other things, help the City reduce barriers to entry to serving on the City Council; and

WHEREAS, increasing the number of members of the Salary Commission from three members to five members would make it possible for an individual Salary Commission member to interact with one other Salary Commission member outside of a public meeting context without creating potential Open Public Meetings Act (OPMA) issues through the potential inadvertent creation of a quorum of the Commission; and

WHEREAS, for these reasons the Salary Commission now wishes to request that the Council consider amending KMC 3.11.010(a) by increasing the number of members of the Salary Commission from three members to five members.

NOW, THEREFORE, the Kirkland Salary Commission does hereby resolve as follows:

Section 1. The Salary Commission requests that the Kirkland City Council consider amending Section 3.11.010(a) of the Kirkland Municipal Code to increase the number of members of the Salary Commission from three members to five members.

RESOLUTION DECLARED ADOPTED by the Kirkland Salary Commission for this 5th day of December, 2023.

Lauren Hall-Stigerts
Lauren Hall-Stigerts (Dec 13, 2023 15:11 PST)

Lauren Hall-Stigerts, Chair

Rachel Pittman
Rachel Pittman (Dec 13, 2023 15:13 PST)

Rachel Pittman, Vice Chair

Greta Climer
Greta Climer (Dec 15, 2023 10:47 PST)

Greta Climer, Commissioner

APPROVED AS TO FORM:

Kevin Raymond
Kevin Raymond (Dec 8, 2023 12:17 PST)

Kevin Raymond, City Attorney