



# KIRKLAND SALARY COMMISSION

Lauren Hall-Stigerts, Chair • Greta Climer • Rachel Pittman

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**AGENDA**  
**KIRKLAND SALARY COMMISSION MEETING**  
**CITY COUNCIL CHAMBER AND VIRTUAL – ZOOM**  
**Monday, September 23, 2024**  
**5:00 p.m.**

Zoom Link: <https://kirklandwa-gov.zoom.us/j/84047221889>

1. CALL TO ORDER
2. INTRODUCTIONS/ROLL CALL
3. APPROVE MEETING MINUTES
  - a. December 5, 2023
4. PUBLIC COMMENT
5. COMMISSION BUSINESS
  - a. Discussion of Comparable City Council Salary and Benefits Analysis
  - b. General Updates from Staff Liaison
6. ADJOURNMENT



KIRKLAND SALARY COMMISSION SPECIAL MEETING MINUTES  
December 5, 2023

1. CALL TO ORDER

Chair Lauren Hall-Stigerts called the meeting to order at 5:30 p.m.

2. ROLL CALL

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

3. APPROVAL OF MEETING MINUTES

a. October 30, 2023

Motion to Approve the minutes as presented.

Moved by Commissioner Climer, seconded by Commissioner Pittman.

Vote: Motion carried 3-0

4. PUBLIC COMMENT

Comments were provided by Kurt Dresner, Jennie Jaeger, and Brad Williamson.

5. BUSINESS

City Attorney Kevin Raymond introduced City staff in attendance: City Manager Kurt Triplett, Director of Finance and Administration Michael Olson, Human Resources Director Truc Dever, and Diversity, Equity, Inclusion and Belonging Manager Erika Mascorro.

Mr. Raymond offered remarks related to draft Resolutions 23-001 and 23-002. Chair Hall-Stigerts then opened the Commission discussion; City staff responded to Commission questions, comments, and direction.

a. Consideration of Resolution 23-001 Relating to the Salaries Paid to the Mayor and City Councilmembers

Motion to Approve Resolution 23-001, entitled "A RESOLUTION OF THE KIRKLAND SALARY COMMISSION RELATING TO THE SALARIES PAID TO THE MAYOR AND CITY COUNCILMEMBERS" with amendments to section 4 to provide Councilmembers with children or dependents aged ten years or younger with a single stipend of \$1,000.00 and to delete references to the \$50.00 per month stipend for internet services in section 6 as discussed.

Moved by Commissioner Climer, seconded by Commissioner Pittman.

Vote: Motion carried 3-0

- b. Consideration of Resolution 23-002 Relating to the Membership of the Salary Commission

Motion to Approve Resolution 23-002, entitled "A RESOLUTION OF THE KIRKLAND SALARY COMMISSION RELATING TO THE MEMBERSHIP OF THE SALARY COMMISSION."

Moved by Chair Hall-Stigerts, seconded by Commissioner Climer.

Vote: Motion carried 3-0

6. STAFF REPORTS OR COMMISSIONER COMMENTS

Staff conveyed their appreciation for the Commission's work on the issues on the evening's agenda. Chair Hall-Stigerts also thanked City staff for their work on the Commission's behalf and commented on next steps related to the adopted resolutions and communicating information about them to community members. Commissioners Climer and Pittman also spoke to the efforts expended to bring the resolutions to successful completion.

7. ADJOURNMENT

The Salary Commission special meeting of December 5, 2023, was adjourned at 6 p.m.

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Kathi Anderson  
City Clerk

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Lauren Hall-Stigerts  
Salary Commission Chair



**CITY OF KIRKLAND**  
123 5<sup>th</sup> Avenue, Kirkland, WA 98033  
[www.kirklandwa.gov](http://www.kirklandwa.gov)

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## MEMORANDUM

**To:** Salary Commission

**From:** Darcey Eilers, City Attorney  
Lauren Knox, Labor and Employee Relations Manger

**Date:** September 19, 2024

**Subject:** Comparison 2024 Council Compensation and Benefits Report

### RECOMMENDATION:

Staff recommends that the Salary Commission reviews the 2024 survey of comparison cities' Council compensation and benefits report. Based on this data, staff recommends that the Kirkland City Council's compensation and benefits remain at the current rates.

### BACKGROUND:

The Kirkland Salary Commission is entrusted with reviewing the salaries of the City's mayor and councilmembers. After reviewing salaries, the Salary Commission may determine that those salaries should be increased or decreased, which decision then takes effect automatically without any City Council action. Pursuant to chapter 3.11 of the Kirkland Municipal Code, the Commission is required to meet at least annually to fulfill its duties.

Last year, the Salary Commission approved Resolution No. 23-001, which increased the mayor's salary to \$4,000 per month and the councilmember's salary to \$3,200 per month. Resolution No. 23-001 continued the Council's monthly transportation allowance (\$282/month) and provided several new benefits, including providing the mayor and councilmembers with medical, dental, and vision benefits; a cell phone stipend (\$45/month); and a childcare stipend (\$1,000/month).

The Human Resources Department has completed its 2024 annual report of comparative councilmember compensation and benefits, which is provided as Attachment A. This year, eleven cities were surveyed. All except the City of Issaquah have historically been utilized as comparators for the City of Kirkland.

### DISCUSSION/ANALYSIS:

The compensation survey reveals an average monthly compensation of \$1,905 for city councilmembers and \$2,177 for mayors. Notably, there are only two comparators (Bellevue and Bothell) with an equivalent mayor position, as the remaining comparators have a full-time, highly compensated mayor. This is because those cities are organized under the mayor-council form

of government, while Kirkland, Bellevue, and Bothell are organized under the council-manager form of government.

The survey data reveals that Kirkland's monthly compensation for councilmembers is above the average by more than \$1,000 per month, and for the mayor is above the average by more than \$1,800 per month. Additionally, when considering other cash benefits, Kirkland's compensation and cash benefits are above all comparison cities.

The benefits survey is provided in Attachment B. The benefits survey provides additional details about all benefits received by those serving on the council in those cities, including information about availability of medical, dental, and vision insurance; life insurance; access to deferred compensation, MEBT, and/or flexible spending accounts; transportation benefits; and other types of non-salary benefits.

Staff have also provided two additional pieces of information that may be helpful in evaluating suitable compensation and benefits for Kirkland's councilmembers. First, in Attachment C, staff compiled demographics data from the U.S. Census Bureau for each comparator city to provide context for evaluating possible similarities and differences in the comparator cities. Second, in Attachment D, staff has provided the Consumer Price Index (CPI) for the Seattle-Tacoma-Bellevue region over time to illustrate increases in the cost of living.

Staff recommend that the Salary Commission review the 2024 survey data. Following Salary Commission direction, staff will prepare for the Commission's consideration a proposed resolution establishing 2024 compensation and benefits.

Attachments: Att. A: 2024 Comparator Cities Compensation Survey  
Att. B: 2024 Comparator Cities Benefits Survey  
Att. C: City Demographics Data  
Att. D: Consumer Price Index Data (2018-2024)

**Attachment A**  
**2024 Mayor/Councilmember Compensation Survey**

City	Population	Mayor Monthly Compensation	Councilmember Monthly Compensation	Change from 2023	Other Monthly Cash Benefits*	2024 Councilmember Monthly Comp + Cash Benefits	Other Cash Benefits Details	How Often is Salary Commission Convened	Notes
Auburn	83,870	N/A	\$ 1,667	\$ 112	\$ 220	\$ 1,887	\$220/month regional meeting attendance.	Annually	
Bellevue	151,574	\$2,829	\$ 2,394	No change	\$ 417	\$ 2,811	\$352.12/month car allowance & \$65/month cell stipend.	Ad hoc - convened in 2016 and 2024	Salary Commission ongoing in 2024. No updates or recommendations yet.
Bothell	50,213	\$1,525	\$ 1,300	No change	\$ -	\$ 1,300		Ad hoc - convened in 2019, 2022, and 2024	Compensation will increase to \$1,730 for Councilmembers, \$1,900 for Deputy Mayor, and \$2,030 for Mayor on 1/1/25. Also on 1/1/25 adding a low-income stipend of \$400/month for any Councilmember at or below 80% of KCM1.
Edmonds	42,701	N/A	\$ 1,705	\$ 289	\$ 975	\$ 2,680	\$974.50/month for waiving benefits. Low income stipend up to \$500/month.	Every other year (odd years)	Council President: \$2,046.17/month (additional 20% above Councilmember salary).
Everett	111,180	N/A	\$ 2,699	\$ 188	\$ 400	\$ 3,099	\$4,800/year in HRA/VEBA if family enrolled in CDHP PPO & complete annual evaluation.	Every other year (odd years)	Council President: \$3,509/month.
Federal Way	97,701	N/A	\$ 2,041	\$ 573	\$ 494	\$ 2,535	\$494.20/month to HRA/VEBA.	Every other year (even years)	
Issaquah**	38,977	N/A	\$ 1,700	\$ -	\$ 250	\$ 1,950	\$200/month deferred comp, \$350/month low-income stipend, \$50/month internet stipend.	Ad hoc - convened in 2015 and 2023	Deputy Council President: \$1,800/month, Council President: \$1,900/month.
Kent	133,378	N/A	\$ 3,000	No change	\$ -	\$ 3,000		Annually	Council President: \$3,450/month.
Lynnwood	43,867	N/A	\$ 900	No change	\$ 750	\$ 1,650	Additional \$750/month if attend all Council meetings for the month (includes 4 automatic excused absences per year).	Salary Commission disbanded - City Council sets salaries (for future Councils)	Council President: \$1,100/month.
Redmond	80,280	N/A	\$ 1,554		\$ 300	\$ 1,854	Additional \$300/month stipend to be used at Councilmember's discretion. Stipend is taxable is not subject to MEBT.	Every other year (even years)	
Renton	104,491	N/A	\$ 2,000	\$ 250	\$ -	\$ 2,000		Every 4 years	City Council President: \$2,300/month.
	<b>Average:</b>	<b>\$2,177</b>	<b>\$ 1,905</b>		<b>\$ 346</b>	<b>\$ 2,251</b>		<i>Average - every 3 years; median - every other year</i>	
Kirkland	91,194	\$ 4,000	\$ 3,200	\$2157/month Mayor, \$1753/month Council	\$ 1,083	\$ 4,283	\$282/month transportation allowance, \$470/month allowance for waiving benefits, \$45/month cellphone stipend in lieu of City phone & data. Childcare stipend up to \$1000/month. Low-income stipend up to \$1000/month.	Annually	Other Monthly Cash Benefits includes average cost per Councilmember of Childcare stipend. Low income stipend not included.

Note: Cities listed as "N/A" have a full-time, highly-compensated Mayor.  
Data Source: Associate of Washington Cities 2024 Salary & Benefit Survey

\*Childcare and low-income stipends are included on an average per Councilmember basis, based upon current enrollment  
\*\*Not a traditional comparable, but included for reference.

**Attachment B  
2024 Councilmember Benefits Survey**

City	Population	Benefits	M/D/V Benefits for Dependents
Auburn	83,870	M/D/V: Coverage available through AWC. Councilmembers must pay 100% of the premium costs. (Council has not voted to obtain medical coverage.) Additional pay: \$55 for attendance at regional meetings up to \$220 per month.	Not provided.
Bellevue	151,574	M/D/V: Coverage available at same rates as non-represented employees: Kaiser & Premera Choice medical - no employee contribution. Life Insurance: City provides \$50k. MEBT: City match of up to 6.2% Flexible Spending: Voluntary participation in a Flexible Spending Account. Transportation: PERS enrolled Councilmembers eligible for free ORCA transit pass. Councilmembers receive monthly car allowance of \$338.14 Additional Pay: Cell phone/data stipend of \$65/month. (3 Councilmembers currently receive cell phone + data stipend)	Family coverage provided at same rates as non-represented employees; employee pays premiums. (See rates PDF.)
Bothell	50,213	M/D/V: not offered to Councilmembers. Deferred Comp: Voluntary participation.	Not provided.
Edmonds	42,701	M/D/V: City pays for 100% of the highest cost medical plan + 100% of the dental and vision plans for the Councilmember. Employee has option to either enroll in the City's medical insurance plan or opt-out and receive a cash value for the M/D/V premiums (\$974.50). Life Insurance: City paid basic term life with a face value of \$10,000 and \$1,000 on dependents. AD&D benefit of \$6,000. MEBT: 6.2% employer match (in lieu of Social Security). Includes \$100,000 life insurance policy.  Deferred comp: Councilmembers may participate in any of three deferred comp programs; no employer match or contribution. Other: Voluntary Flexible Spending Account; voluntary short-term disability through AFLAC; EAP included with M/D/V or Life enrollment.	Family coverage available; employee pays premiums. (See rates PDF.)
Everett	111,180	M/D/V: City pays for 85% & councilmember pays 15% of medical premium for the HMA Classic PPO or Kaiser medical plan, or City pays 95% of premium under HMA CDHP PPO. City pays 100% of premiums for dental/vision. Life & AD&D Insurance & LTD: City paid benefit is 2x annual salary rounded up to next \$1,000 (if not already an exact multiple of \$1,000); + \$2,000 up to a maximum of \$150,000 (the limit is well above what the calculation comes out to). Eligible for City paid long-term disability (LTD) plan.  Flexible Spending Account & Deferred Comp: Voluntary participation HRA/VEBA: The employee/spouse/DP receive \$1,200/\$2,400 in their HRA/VEBA; and if they are on the CDHP and complete the annual evaluation for both employee and spouse/DP they will receive an additional \$200 in the HRA/VEBA.	Same for eligible dependents: City pays for 85% & councilmember pays 15% of medical premium for the HMA Classic PPO or Kaiser medical plan, or City pays 95% of premium under HMA CDHP PPO. City pays 100% of premiums for dental/vision.
Federal Way	97,701	M/D/V: not offered to Councilmembers. Deferred Comp and Community Center Pass: In lieu of Social Security; Councilmember minimum contribution of 6.2% for 6.2% City match. Eligible for 2 member annual Community Center Pass.  HRA/VEBA: City contribution of \$494.20/month	None provided.
Issaquah*	38,977	M/D/V: None offered. Life Insurance: \$50,000 Group Basic Term life insurance plan. City pays premium for this plus \$10,000 dependent life insurance, \$9.50/month. Deferred comp: City will max contributions up to \$200/month. Low-Income Stipend: Councilmembers whose household income is at or below 80% of KC AMI will receive monthly stipend of \$350. Additional pay: \$50/month internet stipend; receive City-issued computer equipment, software, and cell phone.	None offered.
Kent	133,378	M/D/V: City pays 94% & Employee pays 6% of their premiums. Deferred Comp, Flexible Spending Account, and Employee Assistance Program: Voluntary participation	Family coverage available; employee pays premiums, employee pays 100% for their dependents (spouse and children).
Lynnwood	43,867	M/D/V: City pays 100% for Councilmember. Life and AD&D: \$50,000 policy paid for by City.	City pays 90% for dependent coverage, employee pays 10%.
Redmond	80,280	M/D/V: City pays 100% of the premium for Councilmember only. Deferred Comp: Voluntary participation. MEBT, Flexible Spending Account, Employee Assistance Program: Voluntary participation Long Term Disability and Survivor Life: enrolled	Family coverage available; employee pays premiums. (See rates PDF.)
Renton	104,491	M/D/V: City pays for healthcare premiums for Councilmember. Deferred Comp: may participate in programs; City contributes 2% on Councilmember's behalf, and an additional 1.4% if employee is prohibited from participation in PERS. Flexible Spending Account, Transportation Program Benefits (free ORCA card), and Employee Assistance Program: voluntary participation Life Insurance: City paid policy of \$12,500	Family coverage available; employee pays premiums (full premium minus the employee rate). (See rates PDF.)
<b>Kirkland (current)</b>	91,194	M/D/V: Councilmembers have the option of: 1) having the City pay for their participation, as individuals, in the City's M/D/V benefits programs; or 2) in lieu of receiving M/D/V benefits, be paid an allowance of \$470 per month. 3 Councilmembers currently enrolled in health benefits.  MEBT: Voluntary Plan 1 participation with 6.2% employee match (in lieu of social security).  Flexible Spending: voluntary participation. Life Insurance & Accidental Death & Dismemberment: City paid policy is 2x annual salary.  Transportation: \$282 per month car allowance and a free ORCA transit pass. Phone: \$45/month in lieu of City-issued phone and data Low-income stipend: \$1000/month for households at or below 30% of King County Median Income; \$700/month for households at or below 50% KCM; \$400/month for households at or below 80% KCM. No Councilmembers currently receive this benefit. Childcare: \$1000/month for Councilmembers with dependent children 10 years old or younger (or dependent children with special needs up to age 18). 2 Councilmembers currently receive this benefit.	Family coverage available; employee pays 28.5% of the premium, in line with the premium paid for part-time employees working 26 hours/week (0.65 FTE)

Note: State of Washington Department of Retirement Systems Plan coverage (PERS) is optional for all Elected Officials.

**Attachment C  
City Demographics**

City	Race & Ethnicity	Percent	Income & Poverty	Dollars/Percent
Kirkland	White	69.3	Median Household Income (in 2022 dollars), 2018-2022	\$ 135,608
	Black or African American	1.5	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 79,941
	American Indian and Alaska Native	0.6	Persons in Poverty	6.6%
	Asian	17.2		
	Native Hawaiian and Other Pacific Islander	0.1		
	Two or More Races	8.2		
	Hispanic or Latino	7.5		
	White, not Hispanic or Latino	66.7		
Auburn	White	56	Median Household Income (in 2022 dollars), 2018-2022	\$ 87,406
	Black or African American	7.5	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 41,384
	American Indian and Alaska Native	2	Persons in Poverty	8.0%
	Asian	11		
	Native Hawaiian and Other Pacific Islander	2.7		
	Two or More Races	11.6		
	Hispanic or Latino	19		
	White, not Hispanic or Latino	50.1		
Bellevue	White	47.2	Median Household Income (in 2022 dollars), 2018-2022	\$ 149,551
	Black or African American	2.6	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 85,845
	American Indian and Alaska Native	0.2	Persons in Poverty	7.2%
	Asian	39.5		
	Native Hawaiian and Other Pacific Islander	0.2		
	Two or More Races	7.8		
	Hispanic or Latino	8.2		
	White, not Hispanic or Latino	44.1		
Bothell	White	67.5	Median Household Income (in 2022 dollars), 2018-2022	\$ 127,944
	Black or African American	0.9	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 61,857
	American Indian and Alaska Native	0.1	Persons in Poverty	4.9%
	Asian	18.6		
	Native Hawaiian and Other Pacific Islander	0		
	Two or More Races	9		
	Hispanic or Latino	9.3		
	White, not Hispanic or Latino	64.7		
Edmonds	White	77.1	Median Household Income (in 2022 dollars), 2018-2022	\$ 110,057
	Black or African American	2	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 68,793
	American Indian and Alaska Native	0.4	Persons in Poverty	4.2%
	Asian	9.3		
	Native Hawaiian and Other Pacific Islander	0.7		
	Two or More Races	7.7		
	Hispanic or Latino	6.5		
	White, not Hispanic or Latino	74.8		
Everett	White	63.7	Median Household Income (in 2022 dollars), 2018-2022	\$ 77,806
	Black or African American	6.5	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 40,215
	American Indian and Alaska Native	0.8	Persons in Poverty	12.1%
	Asian	10		
	Native Hawaiian and Other Pacific Islander	1.1		
	Two or More Races	10.5		
	Hispanic or Latino	16.9		
	White, not Hispanic or Latino	59		
Federal Way	White	42.2	Median Household Income (in 2022 dollars), 2018-2022	\$ 80,360
	Black or African American	16.4	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 37,674
	American Indian and Alaska Native	0.9	Persons in Poverty	11.8%
	Asian	15		
	Native Hawaiian and Other Pacific Islander	2.3		
	Two or More Races	13.4		
	Hispanic or Latino	18.4		
	White, not Hispanic or Latino	38.3		
Issaquah	White	59.5	Median Household Income (in 2022 dollars), 2018-2022	\$ 143,006
	Black or African American	1.9	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 83,644
	American Indian and Alaska Native	0.4	Persons in Poverty	6.7%
	Asian	26.5		
	Native Hawaiian and Other Pacific Islander	0.3		
	Two or More Races	8.5		
	Hispanic or Latino	6.4		
	White, not Hispanic or Latino	57.8		



<b>Kent</b>	White	40.8	Median Household Income (in 2022 dollars), 2018-2022	\$ 86,966
	Black or African American	12.9	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 39,714
	American Indian and Alaska Native	0.7	Persons in Poverty	10.5%
	Asian	22.4		
	Native Hawaiian and Other Pacific Islander	2.9		
	Two or More Races	10.4		
	Hispanic or Latino	16.3		
	White, not Hispanic or Latino	38.3		
<b>Lynnwood</b>	White	54.9	Median Household Income (in 2022 dollars), 2018-2022	\$ 72,241
	Black or African American	8.7	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 37,758
	American Indian and Alaska Native	0.8	Persons in Poverty	14.9%
	Asian	18		
	Native Hawaiian and Other Pacific Islander	0.3		
	Two or More Races	12.4		
	Hispanic or Latino	15.9		
	White, not Hispanic or Latino	51.3		
<b>Redmond</b>	White	50.6	Median Household Income (in 2022 dollars), 2018-2022	\$ 155,287
	Black or African American	2.2	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 82,565
	American Indian and Alaska Native	0.6	Persons in Poverty	5.9%
	Asian	38.3		
	Native Hawaiian and Other Pacific Islander	0.1		
	Two or More Races	6		
	Hispanic or Latino	7.6		
	White, not Hispanic or Latino	47.1		
<b>Renton</b>	White	45.6	Median Household Income (in 2022 dollars), 2018-2022	\$ 92,292
	Black or African American	8.4	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 47,060
	American Indian and Alaska Native	0.8	Persons in Poverty	7.9%
	Asian	26.2		
	Native Hawaiian and Other Pacific Islander	0.9		
	Two or More Races	12.3		
	Hispanic or Latino	14.8		
	White, not Hispanic or Latino	40.8		

Source: US Census Bureau

**Attachment D**  
**Cost of Living**

<b>Consumer Price Index for Seattle-Tacoma-Bellevue</b>							
<b>CPI Records</b>	<b>Jun-18</b>	<b>Jun-19</b>	<b>Jun-20</b>	<b>Jun-21</b>	<b>Jun-22</b>	<b>Jun-23</b>	<b>Jun-24</b>
<b>CPI-W</b>	3.60%	1.70%	1.00%	6.30%	9.50%	4.50%	3.60%
<b>CPI-U</b>	3.30%	2.30%	0.90%	5.50%	10.10%	4.60%	3.80%

*Source: US Bureau of Labor Statistics*