

KIRKLAND SALARY COMMISSION

RESOLUTION NO. 24-002

A RESOLUTION OF THE KIRKLAND SALARY COMMISSION RECOMMENDING MODIFICATION OF THE FREQUENCY OF SALARY REVIEW AND OF COMMISSION MEMBERS' TERM LENGTHS.

WHEREAS, in 2005, the City Council created the Salary Commission as reflected in chapter 3.11 of the Kirkland Municipal Code (KMC), empowering the commission with the duty to review the salaries paid by the city to the mayor and city council; and

WHEREAS, state law authorize cities to create a salary commission and RCW 35.21.015 provides parameters for such commissions, including a requirement that members may not be appointed to more than two terms, but state law does not otherwise specify the length of member terms and does not require any particular frequency of salary review; and

WHEREAS, KMC 3.11.010 provides that Salary Commission members serve staggered three-year terms.

WHEREAS, KMC 3.11.040 requires that the Salary Commission must meet at least once per year during the months of August and September; and

WHEREAS, the Salary Commission reviewed data indicating that the majority of comparable cities have salary commissions that review salaries less frequently than annually, with the majority reviewing every other year; and

WHEREAS, given that most comparable cities do not annually review salaries for Mayor or Councilmember, the data reviewed by the Kirkland Salary Commission every year does not typically demonstrate a need for annual salary changes; and

WHEREAS, surveys of employee compensation are typically conducted every two to three years for the various City of Kirkland employee groups; and

WHEREAS, meeting every other year would create efficiencies for the Kirkland Salary Commission and City staff and still allow the Salary Commission to timely evaluate how the compensation for the mayor and councilmembers compares with those of comparable cities; and

WHEREAS, if the Salary Commission were to meet every other even-numbered year, it would align well with the City of Kirkland's biannual budget adoption and would allow the gathering and reviewing of meaningful data and feedback related to the time and extent of work councilmembers spend on City work, including from newly elected councilmembers, which positions are all elected in odd-numbered years; and

WHEREAS, if the City Council were to modify the frequency of salary review to every other year, the current three-year term for Salary Commission members

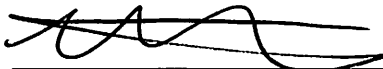
would not align well with the schedule, while in contrast a four-year term would allow each member to serve two full salary review cycles; and

WHEREAS, for these reasons, the Salary Commission now desires to recommend that the Council consider amending chapter 3.11 KMC to modify the frequency of salary review by the Salary Commission and to modify the length of members terms.

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

Section 1. The Salary Commission requests that the Kirkland City Council consider modifying the frequency of the Salary Commission meetings from annually to once every other even-numbered year beginning in 2026 and further consider modifying the term length for Salary Commission member from three years to four years.

RESOLUTION DECLARED ADOPTED by the Kirkland Salary Commission for this 9th day of December, 2024.



Lauren Hall-Stigerts, Chair

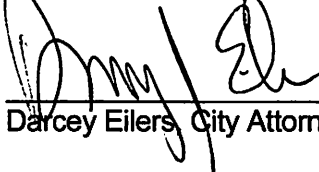


Bryan Olay, Commissioner



Greta Climer, Commissioner

APPROVED AS TO FORM:



Darcey Eilers, City Attorney