



KIRKLAND SALARY COMMISSION MEETING MINUTES
September 10, 2025

1. CALL TO ORDER

Chair Lauren Hall-Stigerts called the meeting to order at 5:00 p.m.

2. ROLL CALL

City Attorney Darcey Eilers provided a note on Commissioner Bryan Olay's planned absence.

Members present: Vice Chair Greta Climer, and Chair Lauren Hall-Stigerts.

Members excused: Commissioner Bryan Olay.

3. APPROVAL OF MEETING MINUTES

a. December 9, 2024

Motion to approve the minutes as presented.

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

Vote: Motion carried unanimously 2-0.

4. PUBLIC COMMENT

None.

5. BUSINESS

a. Discussion of Comparable City Council Salary and Benefits Analysis

City Attorney Eilers presented the 2025 survey of comparison cities' council compensation and benefits to the Salary Commission. The Commission asked questions and provided feedback. The Commission discussed cost-of-living adjustments.

Motion to keep the City Council salary and benefits the same for 2026 as it was in 2025 with no changes.

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

Vote: Motion carried unanimously 2-0.

b. General Updates from Staff Liaison

The Commission received an update from City Attorney Eilers on bringing forward Resolutions 23-002 and 24-002, relating to the membership of the Commission and modification of the frequency of term lengths and meetings to the City Council for approval.

6. STAFF REPORTS AND/OR COMMISSIONER COMMENTS

Chair Hall-Stigerts provided an update on recent engagements, including a meeting with a low-income community member and a separate meeting with Mayor Curtis and Deputy Mayor Arnold. Topics addressed in that meeting included an overview of the Salary Commission's responsibilities, tracking Councilmember benefits and workload, ensuring diverse representation and equity, improving community outreach, and the importance of finalizing



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salary decisions prior to the City's budget adoption. They also discussed the value of collecting additional demographic data from other City Councils.

Chair Hall-Stigerts also shared that they had recently participated in an interview for the This Week in Kirkland podcast, provided details on Community Appreciation Night, and gave an update on interviews conducted for an alternate position on the Salary Commission.

Vice Chair Climer shared information on receiving Councilmembers' feedback in advance of the 2026 Salary Commission meeting.

Labor and Employee Relations Manager Lauren Knox presented information regarding individuals who have run for City Council, covering both past and current election cycles.

City Attorney Eilers shared that an additional Salary Commission meeting may be needed to take final action on maintaining the current salary and benefits for Councilmembers.

7. ADJOURNMENT

The Salary Commission Meeting of September 10, 2025 adjourned at 5:44 p.m.