



KIRKLAND SALARY COMMISSION MEETING MINUTES  
October 30, 2025

1. CALL TO ORDER

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

2. ROLL CALL

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

3. APPROVAL OF MEETING MINUTES

a. September 10, 2025

Motion to approve the minutes as presented.

Moved by Vice Chair Climer, seconded by Commissioner Olay.

Vote: Motion carried unanimously 3-0.

4. PUBLIC COMMENT

None.

5. BUSINESS

a. Final Action to Ratify the 2026 Rate of Salaries and Benefits Paid to the Mayor

Motion to ratify the decision to maintain the current Council salary and benefits for 2026, providing no increase or decrease to Council's salaries and benefits.

Moved by Commissioner Bryan Olay, seconded by Vice Chair Greta Climer.

Vote: Motion carried unanimously 3-0.

6. STAFF REPORTS AND/OR COMMISSIONER COMMENTS

Chair Lauren Hall-Stigerts discussed the possibility of establishing a voluntary, formalized process for gathering feedback from the Council. The intent is to evaluate the impact and effectiveness of salary adjustments in advancing the Diversity, Equity, Inclusion, and Belonging (DEIB) program and promoting equity.

She also noted that the City of Bothell is exploring equitable compensation models, referencing the 45% Area Median Income (AMI) for single-person households in the Everett–Seattle area. She expressed interest in connecting with a member involved in that effort.

7. ADJOURNMENT

The Salary Commission Meeting of October 30, 2025, adjourned at 5:33 p.m.

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Lauren Hall-Stigerts, Salary Commission Chair