



# KIRKLAND SALARY COMMISSION

Greta Climer • Lauren Hall-Stigerts • Rachel Pittman

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## AGENDA

### KIRKLAND SALARY COMMISSION MEETING CITY COUNCIL CHAMBER AND VIRTUAL – ZOOM

Friday, September 22, 2023

5:00 p.m.

Zoom Link: <https://kirklandwa-gov.zoom.us/j/86553135218>

Meeting ID: 865 5313 5218

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF MEETING MINUTES
  - a. July 19, 2023
4. PUBLIC COMMENT
5. BUSINESS
  - a. Commission Consideration of Council Compensation for 2024
6. STAFF REPORTS OR COMMISSIONER COMMENTS
7. ADJOURNMENT



## KIRKLAND SALARY COMMISSION SPECIAL MEETING MINUTES July 19, 2023

### 1. CALL TO ORDER

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

### 2. INTRODUCTIONS/ROLL CALL

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

### 3. SELECTION OF CHAIR AND VICE CHAIR

Motion to Nominate Commissioner Lauren Hall-Stigerts as Chair.

Moved by Commissioner Rachel Pittman seconded by Commissioner Greta Climer

Vote: Motion carried 3-0

Motion to Nominate Commissioner Rachel Pittman as Vice Chair.

Moved by Commissioner Lauren Hall-Stigerts, seconded by Commissioner Greta Climer

Vote: Motion carried 3-0

### 4. APPROVAL OF MEETING MINUTES

#### a. September 28, 2022

Motion to Approve the minutes as presented.

Moved by Chair Lauren Hall-Stigerts, seconded by Vice Chair Rachel Pittman

Vote: Motion carried 3-0

### 5. PUBLIC COMMENT

None.

### 6. BUSINESS

#### a. City Staff Perspective on Salary Commissions under Council/Manager Form of Government

City Manager Kurt Triplett shared information and context related to the City's governmental structure and relationships and responded to questions from the Commission. City Attorney Kevin Raymond also contributed to the discussion.

b. Budgeting Forecasts

City Attorney Kevin Raymond provided an introduction to the budget process. Human Resources Director Truc Dever, Finance and Administration Deputy Director Sri Krishnan and Diversity Equity Inclusion & Belonging Manager Erika Mascorro also provided information and responded to questions from the Commission.

c. Review of Candidate Filings for Open City Council Seats

Commissioners requested that staff compile data from Public Disclosure Commission filings for past and current Councilmembers and candidates to create a trend line.

d. Discussion of Equitable Compensation

e. Size of Salary Commission (number of members)

City Attorney Kevin Raymond addressed Commissioners' questions regarding increasing the size of the Commission.

f. Other

7. STAFF REPORTS OR COMMISSIONER COMMENTS

Chair Hall-Stigerts thanked City staff for their work on the Commission's behalf.

8. ADJOURNMENT

Motion to Adjourn the meeting.

Moved by Chair Lauren Hall-Stigerts, seconded by Commissioner Greta Climer

Vote: Motion carried 3-0

The Kirkland Salary Commission special meeting of July 19, 2023 was adjourned at 6:22 p.m.

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Kathi Anderson, City Clerk

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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:** Truc Dever, Human Resources Director

**Date:** September 20, 2023

**Subject:** Comparison 2023 Council Compensation and Benefits Report

The Human Resources Department has completed its 2023 annual report of comparative councilmember compensation and benefits. A total of thirteen cities were surveyed this year, ten of which have historically been utilized as comparators for the City of Kirkland. Pursuant to the Salary Commission's request at the July 19<sup>th</sup> meeting, this year's report also includes data from the cities of Bellingham, Issaquah, and Spokane.

The expanded compensation survey (Attachment A) reveals an average monthly compensation for city councilmembers of \$2,248. It also shows an average monthly compensation for mayors of \$2,177, although there are only two comparators for that position, as most other comparison cities have a full-time, highly compensated mayor because they are organized as a mayor-council form of government, rather than as a council-manager form of government (like Kirkland). The data shows that Kirkland's monthly compensation for councilmembers is below the average of the historical comparison cities (Attachment B) by more than \$300 per month and below the average of the expanded 2023 comparison cities by approximately \$800 per month. But when other cash benefits are considered, Kirkland's compensation and cash benefits are above average with historical comps and much closer to the average for the expanded comps.

The benefits survey (Attachment C) details all benefits received by councilmembers 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 benefits.

At the Commission's request, staff have also provided two additional pieces of information that may be helpful in evaluating suitable compensation and benefits for Kirkland's city councilmembers. First, staff gathered 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 (Attachment D). Second, staff has provided the Consumer Price Index (CPI) for the Seattle-Tacoma-Bellevue region over time to illustrate increases in the cost of living (Attachment E).

Staff recommend that the Salary Commission review the 2023 survey data. Staff further recommend the Commission either provide staff sufficient direction for staff to prepare a proposed resolution on 2024 compensation and benefits for councilmembers for Commission consideration at the next meeting or, alternatively, provide staff direction on possible options the Commission is considering and staff can provide more details and information on costs for Commission consideration at the next meeting.

Attachments: Att. A: 2023 Compensation Survey with Additional Comparator Cities  
Att. B: 2023 Compensation Survey with Historical Comparator Cities  
Att. C: 2023 Councilmember Benefits Survey  
Att. D: City Demographics Data  
Att. E: Consumer Price Index Data 2017-2023

**City of Kirkland**  
**2023 Mayor/Councilmember Compensation Survey**  
**Including Additional Cities**

City	Population	Mayor Monthly Compensation	Councilmember Monthly Compensation	Change from 2022	Other Monthly Cash Benefits (Max)	2023 Councilmember Monthly Comp + Cash Benefits	Other Cash Benefits Details	Notes
Auburn	88,820	N/A	\$ 1,555	\$ 95	\$ 220	\$ 1,775	\$220/month regional meeting attendance.	
Bellevue	154,600	\$2,829	\$ 2,394	No change	\$ 403	\$ 2,797	\$338.14/month car allowance & \$65/month cell stipend.	
Bellingham*	95,960	N/A	\$ 5,583	\$ 2,612	\$ 389	\$ 5,973	\$239.29/month HSA & \$150/month opt-out incentive.	A 3% increase was approved for 1/1/2024 and each 1/1 thereafter.
Bothell	49,550	\$1,525	\$ 1,300	\$ 50	\$ -	\$ 1,300		
Edmonds	42,670	N/A	\$ 1,417	No change	\$ 829	\$ 2,246	\$829.17/month for waiving benefits.	Council President: \$1,716.66/month. Salary Commission just restarted in late summer 2023 and has no updates or changes yet.
Everett	114,200	N/A	\$ 2,511	No change	\$ 233	\$ 2,744	\$233.33/month in HRA/VEBA if family enrolled in CDHP PPO & complete annual evaluation.	Council President: \$3,265/month. For 2024, the Commission approved a 7.5% increase for Council and 30% increase for President.
Federal Way	102,000	N/A	\$ 1,468	\$ 50	\$ 494	\$ 1,963	\$494.19/month to HRA/VEBA.	
Issaquah*	41,290	N/A	\$ 1,700	\$ 450	\$ 600	\$ 2,300	\$200/month deferred comp, \$350/month low-income stipend, \$50/month internet stipend.	Deputy Council President: \$1,800/month, Council President: \$1,900/month.
Kent	139,100	N/A	\$ 3,000	\$ 1,604	\$ -	\$ 3,000		Council President: \$3,450/month.
Lynnwood	40,790	N/A	\$ 900	No change	\$ -	\$ 900		
Redmond	77,490	N/A	\$ 1,554	No change	\$ -	\$ 1,554		
Renton	107,900	N/A	\$ 1,750	No change	\$ -	\$ 1,750		City Council President: \$2,050/month.
Spokane*	229,513	N/A	\$ 4,089		\$ 240	\$ 4,329	\$200/month deferred comp, \$40/month parking allowance.	
	<b>Average:</b>	<b>\$2,177</b>	<b>\$ 2,248</b>		<b>\$ 262</b>	<b>\$ 2,510</b>		
Kirkland	96,920	\$ 1,843	\$ 1,447	\$121/month Mayor, \$95/month Council	\$ 740	\$ 2,187	\$270/month car allowance & \$470/month allowance for waiving benefits.	

Note: Cities listed as "N/A" have a full-time, highly-compensated Mayor.

Data Source: Association of Washington Cities 2023 Salary & Benefit Survey

\* Bellingham, Issaquah, and Spokane have not been used in the Salary Commission surveys historically, and are included here at the request of the Salary Commission in 2023.

City of Kirkland

2023 Mayor/Councilmember Compensation Survey

City	Population	Mayor Monthly Compensation	Councilmember Monthly Compensation	Change from 2022	Other Monthly Cash Benefits (Max)	2023 Councilmember Monthly Comp + Cash Benefits	Other Cash Benefits Details	Notes
Auburn	88,820	N/A	\$ 1,555	\$ 95	\$ 220	\$ 1,775	\$220/month regional meeting attendance.	
Bellevue	154,600	\$2,829	\$ 2,394	No change	\$ 403	\$ 2,797	\$338.14/month car allowance & \$65/month cell stipend.	
Bothell	49,550	\$1,525	\$ 1,300	\$ 50	\$ -	\$ 1,300		
Edmonds	42,670	N/A	\$ 1,417	No change	\$ 829	\$ 2,246	\$829.17/month for waiving benefits.	Council President: \$1,716.66/month. Salary Commission just restarted in late summer 2023 and has no updates or changes yet.
Everett	114,200	N/A	\$ 2,511	No change	\$ 233	\$ 2,744	\$233.33/month in HRA/VEBA if family enrolled in CDHP PPO & complete annual evaluation.	Council President: \$3,265/month. For 2024, the Commission approved a 7.5% increase for Council and 30% increase for President.
Federal Way	102,000	N/A	\$ 1,468	\$ 50	\$ 494	\$ 1,963	\$494.19/month to HRA/VEBA.	
Kent	139,100	N/A	\$ 3,000	\$ 1,604	\$ -	\$ 3,000		Council President: \$3,450/month.
Lynnwood	40,790	N/A	\$ 900	No change	\$ -	\$ 900		
Redmond	77,490	N/A	\$ 1,554	No change	\$ -	\$ 1,554		
Renton	107,900	N/A	\$ 1,750	No change	\$ -	\$ 1,750		City Council President: \$2,050/month.
	Average:	\$2,177	\$ 1,785		\$ 218	\$ 2,003		
Kirkland	96,920	\$ 1,843	\$ 1,447	Mayor, \$95/month Council	\$ 740	\$ 2,187	\$270/month car allowance & \$470/month allowance for waiving benefits.	

Note: Cities listed as "N/A" have a full-time, highly-compensated Mayor. Data

Source: Association of Washington Cities 2023 Salary & Benefit Survey

## City of Kirkland 2023 Councilmember Benefits Survey

City	Population	Benefits	M/D/V Benefits for Dependents
Auburn	88,820	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	154,600	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.)
Bellingham*	95,960	M/D/V: Receive benefits equal to PT employees. Monthly opt-out incentive \$150. Employees enrolled in HSA receive monthly City contribution \$239.29. Life Insurance: 2x annual salary Deferred Comp & FSA: voluntary participation.	None offered. Salary Commission accounted for the cost of dependent medical benefits into their salary determination including annual 3% increase.
Bothell	49,550	M/D/V: not offered to Councilmembers. Deferred Comp: Voluntary participation.	Not provided.
Edmonds	42,670	M/D/V: City pays for 90% of the highest cost medical plan + 90% 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 (\$829.17). Life Insurance: City paid basic term life with a face value of \$10,000 and \$1,000 on dependents. MEBT: 6.2% employer match (in lieu of Social Security). Deferred comp: Councilmembers may participate in any of three deferred comp programs; no employer match or contribution. Flexible Spending & Employee Assistance Program: Eligible for participation	Family coverage available; employee pays premiums. (See rates PDF.)
Everett	114,200	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 100% in 2023 of premium under HMA CDHP PPO. City pays 100% of premiums for dental/vision. (City paying 100% of CDHP in 2023, but is expected to return to 95% in 2024. with employee paying 5%.) Life 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: Classic PPO: If employee/spouse/DP complete the annual evaluation, then \$100/\$200 goes to the HRA/VEBA. Consumer Driver Health Plan PPO: The employee/spouse/DP receive \$1,200/\$2,400 in their HRA/VEBA; and if they complete the annual evaluation they will receive an additional \$200/\$400 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 100% in 2023 of premium under HMA CDHP PPO. City pays 100% of premiums for dental/vision. (City paying 100% of CDHP in 2023, but is expected to return to 95% in 2024. with employee paying 5%.)
Federal Way	102,000	M/D/V: not offered to Councilmembers. Deferred Comp: May choose to participate in Social Security or in the deferred compensation plan with a minimum contribution of 6.2%. City matches contribution of 6.2% (\$87.96/month). HRA/VEBA: City contribution of \$494.19/month	None provided.
Kent	139,100	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).
Issaquah*	41,290	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.
Lynnwood	40,790	M/D/V: City pays 100% for Councilmember. Accidental Death & Dismemberment: \$100,000 policy paid for by City.	City pays 90% for dependent coverage, employee pays 10%.
Redmond	77,490	M/D/V: Eligible like other part-time, benefit-eligible City employees. 3 of 7 Councilmembers currently enrolled in the City's health plan. Deferred Comp: Eligible to enroll, but no council members currently participate. 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	107,900	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.)

Spokane*	229,513	M/D/V: City pays 96% & Employee pays 4% of premiums.	Family coverage available; City pays 93% of premiums and employees pays 7%. (See rates PDF.)
		Life Insurance: 1.5x annual salary to max of \$150,000; \$7,500 for spouses and \$3,000 for dependent children.	
		Transportation: \$40/month parking allowance.	
		Deferred Comp: voluntary participation, match of \$200/month from City if actively contributing.	
		FSA: voluntary participation.	
Kirkland	96,920	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. 2 Councilmembers currently enrolled in health benefits.	Family coverage available; employee pays the annual premium difference between family and employee only coverage.
		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: \$270 per month car allowance and a free ORCA transit pass.	

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

\* Bellingham, Issaquah, and Spokane have not been used in the Salary Commission surveys historically, and are included here at the request of the Salary Commission in 2023.

## City Demographics

City	Race & Ethnicity	Percent	Income & Poverty	Dollars/Percent
Kirkland	White	71.2	Median Household Income (in 2021 dollars), 2017-2021	\$ 121,998
	Black or African American	1.7	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 71,558
	American Indian and Alaska Native	0.5	Persons in Poverty	6.8%
	Asian	16.1		
	Native Hawaiian and Other Pacific Islander	0.1		
	Two or More Races	7.9		
	Hispanic or Latino	7.5		
	White, not Hispanic or Latino	67.9		
Auburn	White	57.7	Median Household Income (in 2021 dollars), 2017-2021	\$ 79,415
	Black or African American	7.2	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 37,006
	American Indian and Alaska Native	1.7	Persons in Poverty	9.6%
	Asian	12		
	Native Hawaiian and Other Pacific Islander	2.8		
	Two or More Races	11		
	Hispanic or Latino	17.4		
	White, not Hispanic or Latino	50.9		
Bellevue	White	50.2	Median Household Income (in 2021 dollars), 2017-2021	\$ 140,252
	Black or African American	2.7	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 78,118
	American Indian and Alaska Native	0.3	Persons in Poverty	6.9%
	Asian	38.4		
	Native Hawaiian and Other Pacific Islander	0.2		
	Two or More Races	6.3		
	Hispanic or Latino	7.7		
	White, not Hispanic or Latino	46.1		
Bellingham	White	81.9	Median Household Income (in 2021 dollars), 2017-2021	\$ 59,163
	Black or African American	1.3	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 36,147
	American Indian and Alaska Native	0.9	Persons in Poverty	19.7%
	Asian	5.7		
	Native Hawaiian and Other Pacific Islander	0.2		
	Two or More Races	7.4		
	Hispanic or Latino	9.5		
	White, not Hispanic or Latino	77.4		
Bothell	White	68.7	Median Household Income (in 2021 dollars), 2017-2021	\$ 116,578
	Black or African American	1	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 55,340
	American Indian and Alaska Native	0.2	Persons in Poverty	4.5%
	Asian	18.4		
	Native Hawaiian and Other Pacific Islander	0.1		
	Two or More Races	7.5		
	Hispanic or Latino	10.4		
	White, not Hispanic or Latino	65.2		
Edmonds	White	77.4	Median Household Income (in 2021 dollars), 2017-2021	\$ 96,775
	Black or African American	1.8	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 61,615
	American Indian and Alaska Native	0.2	Persons in Poverty	4.4%
	Asian	9.3		
	Native Hawaiian and Other Pacific Islander	0.4		
	Two or More Races	8.1		
	Hispanic or Latino	7.1		
	White, not Hispanic or Latino	74.6		
Everett	White	67.3	Median Household Income (in 2021 dollars), 2017-2021	\$ 71,357
	Black or African American	6.5	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 35,628
	American Indian and Alaska Native	0.7	Persons in Poverty	11.0%
	Asian	9.4		
	Native Hawaiian and Other Pacific Islander	0.7		
	Two or More Races	9.3		
	Hispanic or Latino	16.5		
	White, not Hispanic or Latino	60.5		

<b>Federal Way</b>	White	44.7	Median Household Income (in 2021 dollars), 2017-2021	\$ 72,969
	Black or African American	17	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 34,474
	American Indian and Alaska Native	0.9	Persons in Poverty	11.3%
	Asian	14.3		
	Native Hawaiian and Other Pacific Islander	2.2		
	Two or More Races	12		
	Hispanic or Latino	16.9		
	White, not Hispanic or Latino	39.9		
<b>Issaquah</b>	White	63.1	Median Household Income (in 2021 dollars), 2017-2021	\$ 132,984
	Black or African American	1.9	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 78,581
	American Indian and Alaska Native	0.3	Persons in Poverty	7.4%
	Asian	25.5		
	Native Hawaiian and Other Pacific Islander	0		
	Two or More Races	5.8		
	Hispanic or Latino	7.6		
	White, not Hispanic or Latino	60.1		
<b>Kent</b>	White	43.3	Median Household Income (in 2021 dollars), 2017-2021	\$ 79,781
	Black or African American	12.2	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 35,983
	American Indian and Alaska Native	0.5	Persons in Poverty	11.3%
	Asian	22.1		
	Native Hawaiian and Other Pacific Islander	2.1		
	Two or More Races	9.8		
	Hispanic or Latino	16.2		
	White, not Hispanic or Latino	40.2		
<b>Lynnwood</b>	White	57.9	Median Household Income (in 2021 dollars), 2017-2021	\$ 67,576
	Black or African American	8.8	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 34,452
	American Indian and Alaska Native	0.3	Persons in Poverty	15.6%
	Asian	17.1		
	Native Hawaiian and Other Pacific Islander	0.3		
	Two or More Races	11.8		
	Hispanic or Latino	13.9		
	White, not Hispanic or Latino	53		
<b>Redmond</b>	White	52.6	Median Household Income (in 2021 dollars), 2017-2021	\$ 147,006
	Black or African American	1.9	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 72,971
	American Indian and Alaska Native	0.5	Persons in Poverty	6.0%
	Asian	37.7		
	Native Hawaiian and Other Pacific Islander	0.1		
	Two or More Races	5.7		
	Hispanic or Latino	7.1		
	White, not Hispanic or Latino	48.7		
<b>Renton</b>	White	48.5	Median Household Income (in 2021 dollars), 2017-2021	\$ 84,374
	Black or African American	8	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 42,736
	American Indian and Alaska Native	0.6	Persons in Poverty	7.9%
	Asian	24.3		
	Native Hawaiian and Other Pacific Islander	1		
	Two or More Races	11.4		
	Hispanic or Latino	15.6		
	White, not Hispanic or Latino	43.2		
<b>Spokane</b>	White	83.1	Median Household Income (in 2021 dollars), 2017-2021	\$ 56,977
	Black or African American	2.4	Per Capita Income in Past 12 Months (in 2021 dollars), 2017-2021	\$ 32,991
	American Indian and Alaska Native	1.4	Persons in Poverty	15.6%
	Asian	2.9		
	Native Hawaiian and Other Pacific Islander	1		
	Two or More Races	7.5		
	Hispanic or Latino	6.8		
	White, not Hispanic or Latino	80.3		

Source: US Census Bureau

**Cost of Living**

<b>Consumer Price Index for Seattle-Tacoma-Bellevue</b>							
<b>CPI Records</b>	<b>Jun-17</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>CPI-W</b>	3.00%	3.60%	1.70%	1.00%	6.30%	9.50%	4.50%
<b>CPI-U</b>	3.00%	3.30%	2.30%	0.90%	5.50%	10.10%	4.60%

*Source: US Bureau of Labor Statistics*