

Trisha Summers

From: Teri Gieck <terigieck@gmail.com>
Sent: Monday, July 27, 2020 8:20 PM
To: Trisha Summers
Subject: Mayoral salary increase

Hello,

As citizens of Milton, we would like to see a Salary Commission be formed to research and propose an appropriate salary and at the appropriate time and within proper budget constraints.

We trust you will do the right thing.

Tim and Teri Gieck

Trisha Summers

From: linkaysha <linkaysha@gmail.com>
Sent: Tuesday, July 28, 2020 12:48 PM
To: Trisha Summers
Subject: Mayor's Pay Raise

I'm not too familiar with what is actually going on but \$93,000 seems like an awfully high dollar amount per year for a Mayor.

Why are we doing this? What is the City of Milton benefiting?

Questions:

- 1) Do residents get to vote on this?
- 2) Does she have qualifications/ experience to do the job ie: Education level?
- 3) Why are we eliminating the City Manager?

I would like to add that most people I know are only hearing about this through text messages. Why is this not public knowledge?

Thank you
Linda Shampine

Sent from my T-Mobile 4G LTE Device

Trisha Summers

From: KEVIN RINGUS <romans8@comcast.net>
Sent: Friday, July 31, 2020 1:45 PM
To: Trisha Summers; Shanna Styron-Sherrell; Robert Whalen; Susan Johnson; Todd Morton; Steve Whitaker; Jim Gillespie; Phil Linden; Steve Peretti
Subject: August 3rd, 2020, Council Meeting/Agenda Item 7A

Greetings Madam Mayor and members of Council

Thank you, again, for the opportunity to address you by email for this item. I stated in my very first email on this subject that the salary for the mayor's position should be raised. My concern is whether the budget can sustain such an increase. I will speak more to this later.

As stated by council members, past mayors have also spent an increased amount of time performing the 'duties of the mayor'. Future mayors, no doubt, will take it upon themselves to spend the time necessary to perform the duties attributed to the mayor by statute and city code.

I believe that the council should recognize this, but suggest that you do so by amending Ordinance 1988-20 (passed at the July 20th meeting) and **increasing the base salary for the position of mayor to \$5000/mo or \$60,000/yr**. This increase will recognize the increased demands placed upon the position of mayor. As pointed out by city staff, the average salary of a strong mayor with a city administrator is \$842/mo. The average salary for a strong mayor without a city administrator is \$7808/mo.

Several council members have expressed the desire to have the expertise of a city administrator. The city administrator that Milton describes in the most recent job description is someone with extensive knowledge and 5-7 years of working experience in city government, public works, economic development, and capital facilities planning. These are skills not often found in a mayor and the reasons you pay a city administrator so much more than a mayor.

A salary of \$5000/mo for the mayor's position (with or without a city administrator) will recognize that this council expects any mayor to perform the duties required. This will also allow the council to go through the budget process and determine if the salary of a city administrator is in Milton's future.

By increasing the base salary of the mayor position, council is able to **reject Ordinance 1990-20**. I find it interesting that two weeks ago, this agenda item was framed as *Mayor as City Administrator Ordinance*. Now, it is listed as *Mayor Salary Study Ordinance*.

Back to the budget... City staff has provided some information, but will not present a complete second quarter report until August 10th. It is also interesting that in the answer to question 6 of the Additional Information requested by City Council, staff states that the expenditures in each affected fund are below the 50% benchmark. Expenditures are greater than revenues in the Electric Utility and the Stormwater Utility funds. The Water Utility Fund is nearly even.

As citizens, we are paying 16% more for electricity than May 2019. Two lineman positions have yet to be filled. So, those wages and benefits are not being paid. Yet, revenues are less than expenditures. I am not aware of any action being taken to replace the substation - even though we are paying interest on a \$5 million dollar loan.

Staff admits that *the total financial impact of COVID-19 is still uncertain...*. Streamlined sales tax revenue is down by 40%. The City has yet to hire a Planning Manager and still has at least one vacant position in the police department. **How can you possibly put this type of expenditure in the 2021 budget when you do not have the full economic forecast?**

Finally, the most glaring issue is the answer to question 3. Staff responds by stating: ***the City Administrator portion of the Mayor's compensation would be covered under a separate employment agreement...*** How does an elected mayor enter into a separate employment agreement with the same elected mayor (as the chief executive and administrative officer of the city) to perform the duties already assigned to the elected mayor by statute, but not delegated to a city administrator?

There is an inherent conflict in having the elected mayor watch over the employee-mayor. A conflict that this council should not establish. For these reasons, I ask that you **reject Ordinance 1990-20**.

Amend Ordinance 1988-20, increase the base salary for the mayor position to \$5000/mo, and perform a thorough examination of whether the position of city administrator can be financially sustained in the 2021 budget.

Thank you for taking the time to read this and every response. I appreciate the commitment you have made to the citizens of Milton.

KRingus

Trisha Summers

From: greengables <greengables@rocketmail.com>
Sent: Sunday, August 2, 2020 11:14 AM
To: Trisha Summers
Cc: Susan Johnson; Robert Whalen; Todd Morton; Steve Whitaker; Jim Gillespie; Phil Linden; Steve Peretti
Subject: Citizen comment for 03 August 2020 council meeting

Dear Councilmembers and Mayor,

I have spent the last month researching the mayor/administrator salary issue, discussing it with friends and neighbors, and I've even spoken directly with one council member, and over the course of the month my perspective has changed to the following:

First, I have come to the realization that the city administrator concept doesn't work for Milton. I would like it to work, but clearly it doesn't. Since 2006, when the mayor at the time hired the first city administrator, to the last one hired in 2019, Milton has had, I believe, 7 iterations of a city administrator: 4 city administrators, 1 interim city administrator, and 2 different periods with combo administrator/other position. Why is there such turnover in Milton? Several of those who left Milton went on to longer careers in other cities, so clearly it can't be just them.

Also, I find it to be a slippery slope to mix the mayor with the city administrator, especially when it is the prerogative of the mayor to fill or not to fill the administrator position. It also puts council in the inappropriate position of granting or withholding a salary in what could be cast as an arbitrary and capricious process. While running for office, mayoral candidates make statements that create expectations with the citizens. If a mayor intends to change the expectations, the mayor should start by meeting and talking with the citizens. The council should only be involved after the listening sessions have taken place and some sort of understanding has been achieved. You all went about the process backwards, overlooking citizen involvement, so the outcome appears to be predetermined, which explains the citizen distrust.

I think back to the study session in the last administration when medical benefits for the mayor and council were discussed. That council faced a room full of citizens, many not happy, and the issue was dropped. Is that why this council decided to bring forward the same subject, with the addition of a salary increase, during a time when you don't have to face us in person? Remember, you created this process at this time – we are trying the best that we can to be heard and understood.

So while I wish that we could start this process over, I've come to realize from a pragmatic perspective that the mayor receiving a pay increase tonight appears certain. So I propose revising ordinance 1988-20 from \$27,000 to \$60,000 per year with no benefits, and remove the word "base" from the ordinance, so it just reads "salary" -- and the deal is done. I've learned that another citizen has also suggested this amount, and I'm proposing it too because it is a figure I can live with. Additionally, there should be no distinction in the ordinance whether the mayor is full-time or part-time, as it is not an enforceable concept with elected officials. Also, such a distinction could limit the pool of qualified candidates. The voters should be the ones to decide whether or not a mayoral candidate has the time and qualifications to be mayor. Finally, and most importantly, it would end all discussion of the mayor role versus the city administrator role. By law --RCW

35A.12.100-- all the duties belong to the mayor, who may choose to delegate them. Going forward it will be the mayor's responsibility to ask council for the help stated in the RCW.

This proposal solves three issues:

It increases the current and future mayor salary to an amount in line with a mayor's salary in other small cities.

It is structured in such a way that it continues to allow the current mayor flexibility to pursue her business and have a life so she will no longer have to be a "martyr."

It removes the appearance of favorable bias from this council toward this mayor because the salary will apply to all mayors from this point forward.

I hope you will give my comment along with all the others you receive tonight the serious consideration they deserve, because though you all may feel the pay you are receiving is too low, the citizens who are took the time to draft written comments as well as the ones listening are being paid nothing.

Jacki Strader

Trisha Summers

From: Tom Boyle <TBoyleJR@aol.com>
Sent: Sunday, August 2, 2020 8:43 PM
To: Trisha Summers
Subject: Re: Ordinance 1990-20

Hi Trisha! Can you forward this out for me please? Pretty please? Thanks and hope all is well with you. Tom Boyle

Sent from my iPhone

> On Aug 2, 2020, at 8:28 PM, Tom Boyle <TBoyleJR@aol.com> wrote:

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> Milton City Council, Mayor, and citizens of Milton:

> Just wanted to chime in on the salary increase for the Mayor position in Milton. I am not opposed to this if done fairly. I believe an independent group should do the study to determine the wage. Regardless of where the data is derived, having subordinates of the current Mayor researching and presenting the information is conflicting. As you may know, Edgewood increased the Mayor's salary significantly. They utilized a salary commission and their findings determined that the Mayor be paid MORE than what the initial numbers showed. In all fairness to those involved, this is what Milton should be doing.

> Also the job description for a CA should be officially changed to reflect the current Mayor's qualifications or lack of. This would only be fair to other applicants/candidates in the future.

> I can appreciate what you are trying to do and absolutely recognize the time, effort, and accomplishments of the current Mayor. Compensation is due. It should be done with transparency and with all appearance of fairness.

> I would also take this time to recognize Councilmembers Johnson and Whitaker for attempting to discuss the budget implications.

> As a citizen I am confused and adjusting to elected officials being paid the much larger sums for their duties. I look at the position and process in a newer light. I hope that no one is personally offended by my submission. I have the utmost respect for Council and our current administration. It's been quite a few years since I've said that.

> Thank you for your time and be well all...

> Tom Boyle

> 1109 9th Ave

> Milton, WA

> Sent from my iPhone