

Trisha Summers

From: Trisha Summers
Sent: Friday, July 10, 2020 2:43 PM
To: Michelle Robbecke
Subject: RE: Mayor Salary Study

I have thoughts. Call me

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Friday, July 10, 2020 2:02 PM
To: Trisha Summers <tsummers@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>
Subject: Mayor Salary Study

Hello,

I didn't have time yesterday to finish some additional information that I wanted to include in the Council packet for the Mayor's salary study. Please review the attached and let me know if you think we should send these separately to the City Council or if I should present them at the meeting instead. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Tony Hernandez
Sent: Friday, July 10, 2020 2:43 PM
To: Trisha Summers; Michelle Robbecke
Subject: Re: Mayor Salary Study

You can still send better sooner than later. Up to you !

Get [Outlook for iOS](#)

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Friday, July 10, 2020 2:42:34 PM
To: Tony Hernandez <thernandez@cityofmilton.net>; Michelle Robbecke <mrobbecke@cityofmilton.net>
Subject: RE: Mayor Salary Study

What about sending to council early Monday morning and then screen share at the meeting? It's too late to include, packets went out yesterday

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Tony Hernandez <thernandez@cityofmilton.net>
Sent: Friday, July 10, 2020 2:34 PM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>
Cc: Trisha Summers <tsummers@cityofmilton.net>
Subject: Re: Mayor Salary Study

I would include so public has time to view.

Sent from my iPhone

On Jul 10, 2020, at 2:01 PM, Michelle Robbecke <mrobbecke@cityofmilton.net> wrote:

Hello,

I didn't have time yesterday to finish some additional information that I wanted to include in the Council packet for the Mayor's salary study. Please review the attached and let me know if you think we should send these separately to the City Council or if I should present them at the meeting instead. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

<Mayor Salary Study Allocation and Funding.xlsx>
<Mayor Salary Study Supplemental Information.xlsx>

Trisha Summers

From: Michelle Robbecke
Sent: Friday, July 10, 2020 3:43 PM
To: Trisha Summers
Subject: FW: Mayor Salary Study
Attachments: Mayor Salary Study Allocation and Funding.xlsx

Hi Trisha,

Here is a revised version. Please let me know if there are any changes we should make or if I missed anything. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

From: Michelle Robbecke
Sent: Friday, July 10, 2020 2:02 PM
To: Trisha Summers <tsummers@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>
Subject: Mayor Salary Study

Hello,

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Finance Director
City of Milton
(253) 517-2704

MAYOR COMPENSATION ALLOCATION AND FUNDING

Mayor Compensation Allocation

Mayor Compensation			City Administration Compensation			Total Mayor and City Administration Compensation		
\$ 27,000			\$ 66,700			\$ 93,700		
Amount	Percentage	Fund	Amount	Percentage	Fund	Amount	Percentage	Fund
\$ 19,445	72.02%	General Fund	\$ 16,635	24.94%	General Fund	\$ 36,080	38.51%	General Fund
\$ 2,611	9.67%	Electric Utility Fund	\$ 18,576	27.85%	Electric Utility Fund	\$ 21,187	22.61%	Electric Utility Fund
\$ 2,751	10.19%	Water Utility Fund	\$ 10,905	16.35%	Water Utility Fund	\$ 13,656	14.57%	Water Utility Fund
\$ 1,912	7.08%	Stormwater Utility Fund	\$ 7,477	11.21%	Stormwater Utility Fund	\$ 9,389	10.02%	Stormwater Utility Fund
\$ 281	1.04%	Information Technology Fund	\$ 12,760	19.13%	Information Technology Fund	\$ 13,041	13.92%	Information Technology Fund
\$ -	0.00%	Vehicle Maintenance Fund	\$ 347	0.52%	Vehicle Maintenance Fund	\$ 347	0.37%	Vehicle Maintenance Fund
\$ 27,000	100.00%		\$ 66,700	100.00%		\$ 93,700	100.00%	

Allocations are based on a 2018 time study used for the 2019 Budget. A new time study will be completed in 2020 for use in the 2021 Budget.

Mayor Compensation Funding for 2020

Amount	Fund	Funding Source
\$ 18,040	General Fund	Annual amounts for wages and benefits are included in the 2020 Budget for positions that have not yet been filled or will not have a full year of compensation.
\$ 10,594	Electric Utility Fund	Wages and benefits as well as total expenditures are currently under budget by more than this amount.
\$ 6,828	Water Utility Fund	Wages and benefits as well as total expenditures are currently under budget by more than this amount.
\$ 4,694	Stormwater Utility Fund	Wages and benefits as well as total expenditures are currently under budget by more than this amount.
\$ 6,521	Information Technology Fund	Expenditures in this internal service fund are distributed among multiple funds based on calculated allocations.
\$ 173	Vehicle Maintenance Fund	Expenditures in this internal service fund are distributed among multiple funds based on calculated allocations.
\$ 46,850		

*Amount equals one-half of annual compensation amount.
(July 2020 - December 2020)*

Trisha Summers

From: Trisha Summers
Sent: Friday, July 10, 2020 3:52 PM
To: Michelle Robbecke
Subject: RE: Mayor Salary Study

Looks good. Suggest changing the 46,850 to an amount for August thru December since it most likely wouldn't be until then anyway if they pass on July 20th

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

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Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Michelle Robbecke
Sent: Friday, July 10, 2020 4:48 PM
To: Trisha Summers
Subject: RE: Mayor Salary Study
Attachments: Mayor Salary Study Allocation and Funding.pdf; Mayor Salary Study Supplemental Information.pdf

Hi Trisha,

Here are the revised documents. Thanks and have a great weekend!

Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Friday, July 10, 2020 3:52 PM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>
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Michelle Robbecke

Finance Director

City of Milton

(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Friday, July 10, 2020 4:59 PM
To: Michelle Robbecke
Subject: RE: Mayor Salary Study

Looks good. You can send to them and let them know we will be screen sharing at the meeting as well. Thanks!!

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Friday, July 10, 2020 4:48 PM
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Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Michelle Robbecke
Sent: Monday, July 13, 2020 11:23 AM
To: All City Council
Cc: Trisha Summers; Tony Hernandez; Nick Afzali
Subject: Mayor Salary Study Discussion Additional Information
Attachments: Mayor Salary Study Allocation and Funding.pdf; Mayor Salary Study Supplemental Information.pdf

Hello,

Additional information prepared for the Mayor salary study discussion scheduled for tonight's City Council meeting is attached. We will share these documents during the meeting as well. Please let me know if you have any questions.

Thank you,

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Monday, July 13, 2020 11:44 AM
To: Michelle Robbecke
Subject: RE: Mayor Salary Study Discussion Additional Information

Don't forget, if you get any questions and answer them, **reply to All Council** so they all get the same info. Thanks 

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Monday, July 13, 2020 11:23 AM
To: All City Council <AllCityCouncil@cityofmilton.net>
Cc: Trisha Summers <tsummers@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
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Thank you,

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Steve Whitaker
Sent: Monday, July 13, 2020 4:04 PM
To: Michelle Robbecke
Subject: Re: Mayor Salary Study Discussion Additional Information

Thank you.

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Monday, July 13, 2020 11:23 AM
To: All City Council <AllCityCouncil@cityofmilton.net>
Cc: Trisha Summers <tsummers@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
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Thank you,

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 14, 2020 10:51 AM
To: Michelle Robbecke; Tony Hernandez; Nick Afzali
Subject: Please review
Attachments: 7.13.20 Minutes.docx

Please review the attached minutes for the Mayor's Salary portion. I had so much to write, I'm just making sure you feel I captured each of your thoughts correctly. Please advise any changes you want made.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Tony Hernandez
Sent: Tuesday, July 14, 2020 11:04 AM
To: Michelle Robbecke; Trisha Summers; Nick Afzali
Subject: RE: Please review

Same

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Tuesday, July 14, 2020 11:02
To: Trisha Summers <tsummers@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
Subject: RE: Please review

Looks good to me. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Tuesday, July 14, 2020 10:51 AM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
Subject: Please review

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Trisha Summers, CMC
City of Milton
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253-517-2705

Trisha Summers

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To: Trisha Summers; Tony Hernandez; Nick Afzali
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Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Tuesday, July 14, 2020 10:51 AM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
Subject: Please review

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Nick Afzali
Sent: Tuesday, July 14, 2020 11:52 AM
To: Trisha Summers; Michelle Robbecke; Tony Hernandez
Subject: RE: Please review

Looks good. No comments.

Nick

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Tuesday, July 14, 2020 10:51 AM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
Subject: Please review

Please review the attached minutes for the Mayor's Salary portion. I had so much to write, I'm just making sure you feel I captured each of your thoughts correctly. Please advise any changes you want made.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Michelle Robbecke
Sent: Wednesday, July 15, 2020 12:55 PM
To: Trisha Summers
Subject: Mayor Salary Ordinances
Attachments: Mayor Salary Study Ordinance-Mayor Only.docx; Mayor Salary Study Ordinance-City Administrator (Clean).docx; Mayor Salary Study Ordinance-City Administrator (Redline).docx

Hi Trisha,

The ordinances for the Mayor's salary adjustments are attached. As we discussed, I created a new ordinance for the base salary portion of the Mayor's compensation and used the existing draft ordinance for the City Administrator portion of the Mayor's compensation. I made a few small changes to the existing draft ordinance for the City Administrator portion, so a redline version is also attached showing these changes. Also, please check the ordinance numbers to make sure they are appropriate. Thanks!

Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Wednesday, July 15, 2020 1:39 PM
To: Michelle Robbecke
Subject: RE: Mayor Salary Ordinances

I forwarded to Scott and he can't look at right now. Said he'd get back to me by 10am tomorrow latest. I am putting packet together without and will have everyone review up to that point. Thx

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Wednesday, July 15, 2020 12:55 PM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: Mayor Salary Ordinances

Hi Trisha,

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Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Wednesday, July 15, 2020 2:14 PM
To: Michelle Robbecke
Subject: Mayor Salary Study

I gave the Mayor as City Administrator Ordinance number 1990-20 and it should be marked as Action on the Agenda Bill, correct? We are asking them to approve both of these on Monday

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Michelle Robbecke
Sent: Wednesday, July 15, 2020 2:15 PM
To: Trisha Summers
Subject: RE: Mayor Salary Study

Yes and thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Wednesday, July 15, 2020 2:14 PM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>
Subject: Mayor Salary Study

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Trisha Summers
Sent: Wednesday, July 15, 2020 3:03 PM
To: Shanna Styron-Sherrell; Tony Hernandez; Nick Afzali; Michelle Robbecke
Subject: Preview
Attachments: July 20, 2020 Agenda Packet.pdf

Here is the packet so far...wanted to give you a jump on looking at it now. The Mayor salary study portion is with the attorney to review and he's having system issues and might not get to it until tomorrow morning. Please review what I have so far and let me know any changes. This really helps expedite things tomorrow so I appreciate it.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Michelle Robbecke
Sent: Wednesday, July 15, 2020 3:41 PM
To: Tony Hernandez; Trisha Summers
Subject: Mayor Salary Agenda Items
Attachments: Agenda Items 6D & 6E.pdf

Hello,

Drafts of the Mayor salary agenda items are attached for your review. Please let me know if there are any changes you would like to make. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Trisha Summers
Sent: Wednesday, July 15, 2020 4:47 PM
To: Michelle Robbecke
Subject: RE: Mayor Salary Agenda Items

Besides those few items I called you about, this looks good

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Wednesday, July 15, 2020 3:41 PM
To: Tony Hernandez <thernandez@cityofmilton.net>; Trisha Summers <tsummers@cityofmilton.net>
Subject: Mayor Salary Agenda Items

Hello,

Drafts of the Mayor salary agenda items are attached for your review. Please let me know if there are any changes you would like to make. Thanks!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Michelle Robbecke
Sent: Wednesday, July 15, 2020 5:14 PM
To: Trisha Summers
Subject: RE: Mayor Salary Agenda Items
Attachments: Agenda Items 6D & 6E.pdf

Thanks! The revised documents are attached and in the Council folder.

Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
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Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: John Hutton <John.Hutton@cityoffederalway.com>
Sent: Wednesday, July 15, 2020 7:06 PM
To: Robert Whalen
Subject: Please call me

I have serious concerns about this massive raise for our Mayor. I am hoping that this is not being fast tracked as it appears to be. I did not vote for this and I expect my representatives to be qualified and I don't see any qualifications that would justify a salary anywhere near what is being discussed. Please tell me I'm wrong.

Thank You,

John 253-651-5756

Trisha Summers

From: MeChelle Smith <MeChelle.Smith@deutschfamily.com>
Sent: Friday, July 17, 2020 11:44 AM
To: Trisha Summers
Subject: 500% pay Raise for the Mayor

I am a resident in Milton 2407 Diamond St.

I just saw a posting on Facebook for the Mayor to propose a 500% increase in wages? Why ? Why during a crisis? I was not at the meeting but I will be on the zoom meeting on the 20th

When is the last time the Mayor has gotten a raise? Why does it have to be 500% She is part time and Has there been a side by side comparison study done with other cities our size? Mayor salary, population, land area, utilities owed by city and all other factors? It just seems a little steep. I understand doing the two jobs is probably hard. But is the other job going to be filled or will we never have a city administrator again?

Please send to all council members

MECHELLE SMITH
CHAIN DISTRICT MANAGER - WA



253-576-7164

Mechelle.smith@deutschfamily.com
www.deutschfamily.com

This email has been scanned for email related threats and delivered safely by Mimecast.
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Trisha Summers

From: Trisha Summers
Sent: Friday, July 17, 2020 12:04 PM
To: All City Council
Subject: FW: 500% pay Raise for the Mayor

Forwarding to you as I was asked.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: MeChelle Smith <MeChelle.Smith@deutschfamily.com>
Sent: Friday, July 17, 2020 11:44 AM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: 500% pay Raise for the Mayor

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MECHELLE SMITH
CHAIN DISTRICT MANAGER - WA



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Mechelle.smith@deutschfamily.com
www.deutschfamily.com

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Trisha Summers

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www.deutschfamily.com

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Trisha Summers

From: City Clerk
Sent: Friday, July 17, 2020 12:52 PM
To: 'MeChelle Smith'
Subject: RE: 500% pay Raise for the Mayor

Hi MeChelle,

I just wanted to respond and let you know that all information that is presented to council can be found on our website. There are meeting minutes, audio of the meeting and council packets there to view. If you go to the website and choose Elected Officials, City Council and then choose City Council Packets on the left hand side. I hope this helps and if you look at this information, I think your questions will be explained. Have a wonderful day!

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: MeChelle Smith <MeChelle.Smith@deutschfamily.com>
Sent: Friday, July 17, 2020 11:44 AM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: 500% pay Raise for the Mayor

I am a resident in Milton 2407 Diamond St.

I just saw a posting on Facebook for the Mayor to propose a 500% increase in wages? Why ? Why during a crisis? I was not at the meeting but I will be on the zoom meeting on the 20th

When is the last time the Mayor has gotten a raise? Why does it have to be 500% She is part time and Has there been a side by side comparison study done with other cities our size? Mayor salary, population, land area, utilities owed by city and all other factors? It just seems a little steep. I understand doing the two jobs is probably hard. But is the other job going to be filled or will we never have a city administrator again?

Please send to all council members

MECHELLE SMITH
CHAIN DISTRICT MANAGER - WA



253-576-7164

Mechelle.smith@deutschfamily.com
www.deutschfamily.com

This email has been scanned for email related threats and delivered safely by Mimecast.
For more information please visit <http://www.mimecast.com>

Trisha Summers

From: Susan Johnson
Sent: Friday, July 17, 2020 4:19 PM
To: Romans8@comcast.net
Subject: Your Email

Kevin,

I just read your email to the City re the proposed mayor's increase in salary.

I will like to answer paragraph 6.

Todd Morton did add it to the agenda at a May meeting. The Finance Committee did meet on this issue on July 8. There was a study session on July 13 to discuss the issue.

Thank you for your email.

sUSAn JF Johnson

Trisha Summers

From: Susan Johnson
Sent: Friday, July 17, 2020 6:21 PM
To: MeChelle Smith
Subject: Email re Mayor Salary

Ms. Smith,

Thank you for sending an email to the city re the July 20 meeting. As a council member, I always appreciate the views of our citizens.

I do encourage you to read the agenda items prior to the meeting and then zoom in with us at 6 p.m. The zoom meeting is ID 815 9577 2509. The phone is 253.215.8782.

I would like to share that the topic on the salary was added at the last May council meeting and quickly discussed, ending with a request for information to be brought to a study session. On July 8, the Finance Committee, of which I am a member, discussed the issue with the Finance Director. The following week, at the study session, the council had a very long discussion on the issue.

At the meeting on July 20, the issue will be discussed again.

Unfortunately, Covid-19 has forced us to use Zoom as a means to continue with the city council business; and, I must say, I miss the voices of the people. We do receive emails and I always answer them.

So, thank you.

sUSAn JF Johnson
Position 2

Trisha Summers

From: imjohnhutton@gmail.com
Sent: Friday, July 17, 2020 11:36 PM
To: Susan Johnson
Cc: Robert Whalen
Subject: Mayor salary concern

Council Member Johnson,

My name is John Hutton and I am a long time resident of Milton (28 years) I have served on the city's park commission and I have served this community in many ways over the years in all of the youth sports programs offered in our community.

I am writing to you with a serious concern that needs to be addressed immediately. It is my understanding that the council intends to raise the Mayor's salary dramatically this coming Monday. This needs to be put on hold until the citizens have an opportunity to speak directly to the council in person when this Covid-19 crisis gets solved enough to allow in person council meetings.

I have several concerns about you taking this action during a world wide pandemic that has negatively affected many of our residents. Your process is flawed from the very start and the optics are horrible. Subordinates recommending their direct supervisor for a massive increase in compensation is ridiculous and not well thought out. Think about it Mrs Johnson, what do you think they might recommend? Of course they will advise you to do this. They are at risk of retaliation if they said no.

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You mentioned at the July 6th council meeting that there are not many citizens that seem interested in our city government. You also implied that we are not knowledgeable and that the council knows best. I will remind you that you represent us and there are many intelligent people in our community that do not appreciate those sentiments.

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I have no problem with qualified people being compensated fairly, but I have yet to see the current Mayors credentials that would justify a salary anywhere near what is being proposed. Separating the salary into two different sections is slippery and while I commend the creativity, it does not pass the smell test.

If the council continues on this crazy fast track to get this done it may be very painful, messy and embarrassing when it is undone. I implore you to wait and do this the right way. If a truly independent salary commission recommends this salary or even a higher one we will all be satisfied and you as our representatives will have done the right thing.

Thank you for your time and your service to our community, feel free to write or call if you would like to discuss this further.

John Hutton
253-651-5756

Sent from my iPad

Trisha Summers

From: Susan Johnson
Sent: Sunday, July 19, 2020 6:58 PM
To: imjohnhutton@gmail.com
Subject: Re: Mayor salary concern

Mr. Hutton,

Thank you for your email. I am always appreciative o

Sent from my T-Mobile 4G LTE Device

From: imjohnhutton@gmail.com <imjohnhutton@gmail.com>
Sent: Friday, July 17, 2020 11:36:05 PM
To: Susan Johnson <sjohnson@cityofmilton.net>
Cc: Robert Whalen <rwhalen@cityofmilton.net>
Subject: Mayor salary concern

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253-651-5756

Sent from my iPad

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From: Susan Johnson
Sent: Sunday, July 19, 2020 7:51 PM
To: imjohnhutton@gmail.com
Subject: RE: Mayor salary concern

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There was discussion in the city administration looking into ways that citizens could come into the city hall and keeping social distancing and provide the opportunity for them to speak. However, I believe now that the Governor has extended his proclamation to August 1, 2020 that is probably not going to be allowed under the updated proclamation. So, I do not know the situation for Monday night. I do know that people are welcomed to come in via zoom: Zoom meeting 815 9577 2509 Phone: 253.215.8782.

Zoom has not been easy for council to adjust to as we deliberate issues for the city.

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Six, I previously sent an email to the City requesting that all emails coming in after the agenda packet is prepared, added to the online download of the agenda on the City webpage.

Again, I appreciate your insights. I hope you will sign on Zoom Monday night.

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Position 2

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Cc: Robert Whalen <rwhalen@cityofmilton.net>

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253-651-5756

Sent from my iPad

Trisha Summers

From: imjohnhutton@gmail.com
Sent: Sunday, July 19, 2020 8:55 PM
To: Susan Johnson
Subject: Re: Mayor salary concern

Mrs Johnson,

Thank you for the thoughtful and informative response. I realized after I sent the email that I mistakenly referred to the study session as the finance committee. I will make that correction and forward it as you suggested. I am glad to hear that you want to hear from citizens and that you want this to be done after the citizens get the chance to speak to you in person. I don't believe we will be able to meet in person anytime soon based on the trending health numbers.

I do not believe it should be done at all as I explained in my email, unless the current Mayor has the appropriate education, experience or qualifications that would make her a legitimate, viable candidate for a City Administrator.

I work for a neighboring city and I agree that during the normal course of local government business there is little public engagement, but when topics are controversial there is real interest. People do pay attention though and this issue is very controversial and people are not happy about it.

I want you to know that I love Milton. I raised my family here and plan to stay here. I want what's best for my city and my intentions are to help. I voiced my concerns with the purpose of helping the council and the city avoid making a big mistake. I do not believe it was your intent to insult anyone and I have heard that you are a very nice person.

Again -please do not allow this to happen especially during a pandemic.

I think the Mayor and council should be better compensated, (within reason) but the best method to accomplish that is by using the independent salary commission. Remove the elected officials and the employees completely.

Thanks again for your reply,

John

> On Jul 19, 2020, at 7:51 PM, Susan Johnson <sjohnson@cityofmilton.net> wrote:

>

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>

> I wish to thank you for this email expressing your concerns over the agenda items on the documents for our next meeting on July 20th.

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> Position 2

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Subject: Re: Mayor salary concern

Mrs Johnson,

Two other thoughts

1- please insist on the the city clerk or someone read all letters aloud at the meetings. People want to know that they are heard.

2- In my opinion no city employee should be involved in any way in whatsoever in recommending the Mayors compensation for obvious reasons. Also splitting the compensation package is not a good idea.

Thank you,

John

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> I have no problem with qualified people being compensated fairly, but I have yet to see the current Mayors credentials that would justify a salary anywhere near what is being proposed. Separating the salary into two different sections is slippery and while I commend the creativity, it does not pass the smell test.

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> If the council continues on this crazy fast track to get this done it may be very painful, messy and embarrassing when it is undone. I implore you to wait and do this the right way. If a truly independent salary commission recommends this salary or even a higher one we will all be satisfied and you as our representatives will have done the right thing.

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> Thank you for your time and your service to our community, feel free to write or call if you would like to discuss this further.

>

> John Hutton

> 253-651-5756

>

>

>

> Sent from my iPad

Trisha Summers

From: Susan Johnson
Sent: Sunday, July 19, 2020 10:01 PM
To: imjohnhutton@gmail.com
Subject: RE: Mayor salary concern

Mr Hutton,

Question for you: Are you totally opposed to Agenda Item 6D? Or just to Item 6E?

I did ask the city to include all emails to the webpage and update the agenda packet with all attached to it.

sUSAn JF Johnson
Position 2

-----Original Message-----

From: imjohnhutton@gmail.com [mailto:imjohnhutton@gmail.com]
Sent: Sunday, July 19, 2020 9:21 PM
To: Susan Johnson <sjohnson@cityofmilton.net>
Subject: Re: Mayor salary concern

Mrs Johnson,

Two other thoughts

1- please insist on the the city clerk or someone read all letters aloud at the meetings. People want to know that they are heard.

2- In my opinion no city employee should be involved in any way in whatsoever in recommending the Mayors compensation for obvious reasons. Also splitting the compensation package is not a good idea.

Thank you,

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> However, I am on the Finance Committee with Bob Whalen and Steve Whitaker. At the Finance Committee meeting on July 8th, we did discuss the topic of the Mayor's Salary. And instructed the Finance Director to have two documents prepared separating out the Mayor's proposed salary adjustment. See Agenda Item 6D and Item 6E.

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> Third, on May 18, 2020, Councilmember Morton requested to add the topic of Mayor's Salary at that meeting and it was seconded by Councilmember Linden. This was for discussion only. At that time, it was requested to bring info back to the Council through the Agenda Process.

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> Fifth, just because an item is on the agenda, does not imply a vote will take place. I, for one, prefer to have two readings on any issue that deals with financing. And I do not consider the study session a first read.

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> sUSAn JF Johnson

> Position 2

>

>

> -----Original Message-----

> From: imjohnhutton@gmail.com [mailto:imjohnhutton@gmail.com]

> Sent: Friday, July 17, 2020 11:36 PM

> To: Susan Johnson <sjohnson@cityofmilton.net>

> Cc: Robert Whalen <rwhalen@cityofmilton.net>

> Subject: Mayor salary concern

>

> Council Member Johnson,

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> My name is John Hutton and I am a long time resident of Milton (28 years) I have served on the city's park commission and I have served this community in many ways over the years in all of the youth sports programs offered in our community.

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>

> John Hutton
> 253-651-5756

>

>

>

> Sent from my iPad

Trisha Summers

From: imjohnhutton@gmail.com
Sent: Sunday, July 19, 2020 10:24 PM
To: Susan Johnson
Subject: Re: Mayor salary concern

Council member Johnson,

I am opposed to both during this time of covid with no meaningful citizen input in an person manner. I am not opposed to the Mayors stipend being raised by an independent salary commission at a later date. I am very opposed to city employees and or council being involved in raising her salary without the independent salary commission.

I am totally opposed to her being compensated as a city administrator as she does not posses the requisite qualifications.

Thank You,

John

Sent from my iPad

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>> Position 2

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>> From: imjohnhutton@gmail.com [mailto:imjohnhutton@gmail.com]

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>> To: Susan Johnson <sjohnson@cityofmilton.net>

>> Cc: Robert Whalen <rwhalen@cityofmilton.net>

>> Subject: Mayor salary concern

>>

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>>

>> John Hutton

>> 253-651-5756

>>

>>

>>

>> Sent from my iPad

Trisha Summers

From: imjohnhutton@gmail.com
Sent: Sunday, July 19, 2020 10:47 PM
To: Trisha Summers
Subject: Fwd: Mayor salary concern

Ms Summers,

I respectfully request that this email be forwarded to the entire city prior to Monday's council meeting

Thank you,

John

Sent from my iPad

Begin forwarded message:

From: imjohnhutton@gmail.com
Date: July 17, 2020 at 11:36:05 PM PDT
To: sjohnson@cityofmilton.net
Cc: rwhalen@cityofmilton.net
Subject: Mayor salary concern

Council Member Johnson,

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I listened to the Council Study session and it seemed to me and other citizens that listened that our Mayor basically said that if you don't do this she won't run for a second term. She said at the July 6 meeting that she was not a part of this at all and that it was just the Council. This does not appear to be true and it is unacceptable to say the least, don't allow yourselves or the citizens to held ransom.

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Thank you for your time and your service to our community, feel free to write or call if you would like to discuss this further.

John Hutton
253-651-5756

Sent from my iPad

Trisha Summers

From: MeChelle Smith <MeChelle.Smith@deutschfamily.com>
Sent: Monday, July 20, 2020 7:15 AM
To: Susan Johnson
Subject: RE: Email re Mayor Salary

Susan

Thank you for the response. I will tune in tonight. Thank you

MECHELLE SMITH
CHAIN DISTRICT MANAGER - WA



253-576-7164

Mechelle.smith@deutschfamily.com
www.deutschfamily.com

From: Susan Johnson <sjohnson@cityofmilton.net>
Sent: Friday, July 17, 2020 6:21 PM
To: MeChelle Smith <MeChelle.Smith@deutschfamily.com>
Subject: [External] Email re Mayor Salary

This communication originated from an external source and did not originate within DFWS.

Ms. Smith,

Thank you for sending an email to the city re the July 20 meeting. As a council member, I always appreciate the views of our citizens.

I do encourage you to read the agenda items prior to the meeting and then zoom in with us at 6 p.m. The zoom meeting is ID 815 9577 2509. The phone is 253.215.8782.

I would like to share that the topic on the salary was added at the last May council meeting and quickly discussed, ending with a request for information to be brought to a study session. On July 8, the Finance Committee, of which I am a member, discussed the issue with the Finance Director. The following week, at the study session, the council had a very long discussion on the issue.

At the meeting on July 20, the issue will be discussed again.

Unfortunately, Covid-19 has forced us to use Zoom as a means to continue with the city council business; and, I must say, I miss the voices of the people. We do receive emails and I always answer them.

So, thank you.

sUSAn JF Johnson
Position 2

This email has been scanned for email related threats and delivered safely by Mimecast.
For more information please visit <http://www.mimecast.com>

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 7:56 AM
To: Jim Gillespie; Phil Linden; Robert Whalen; Shanna Styron-Sherrell; Steve Peretti; Steve Whitaker; Susan Johnson; Todd Morton
Subject: FW: Mayor salary concern

Forwarded as requested.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: imjohnhutton@gmail.com <imjohnhutton@gmail.com>
Sent: Sunday, July 19, 2020 10:47 PM
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I have forwarded your email to All City Council

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If the council continues on this crazy fast track to get this done it may be very painful, messy and embarrassing when it is undone. I implore you to wait and do this the right way. If a truly independent salary commission recommends this salary or even a higher one we will all be satisfied and you as our representatives will have done the right thing.

Thank you for your time and your service to our community, feel free to write or call if you would like to discuss this further.

John Hutton
253-651-5756

Sent from my iPad

Trisha Summers

From: imjohnhutton@gmail.com
Sent: Monday, July 20, 2020 8:06 AM
To: Trisha Summers
Subject: Re: Mayor salary concern

Thank you for the quick response.

Have a great day,

John

On Jul 20, 2020, at 7:56 AM, Trisha Summers <tsummers@cityofmilton.net> wrote:

I have forwarded your email to All City Council

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: imjohnhutton@gmail.com <imjohnhutton@gmail.com>
Sent: Sunday, July 19, 2020 10:47 PM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: Fwd: Mayor salary concern

Ms Summers,

I respectfully request that this email be forwarded to the entire city prior to Monday's council meeting

Thank you,

John

Sent from my iPad

Begin forwarded message:

From: imjohnhutton@gmail.com
Date: July 17, 2020 at 11:36:05 PM PDT
To: sjohnson@cityofmilton.net
Cc: rwhalen@cityofmilton.net
Subject: Mayor salary concern

Council Member Johnson,

My name is John Hutton and I am a long time resident of Milton (28 years) I have served on the city's park commission and I have served this community in many ways over the years in all of the youth sports programs offered in our community.

I am writing to you with a serious concern that needs to be addressed immediately. It is my understanding that the council intends to raise the Mayor's salary dramatically this coming Monday. This needs to be put on hold until the citizens have an opportunity to speak directly to the council in person when this Covid-19 crisis gets solved enough to allow in person council meetings.

I have several concerns about you taking this action during a world wide pandemic that has negatively affected many of our residents. Your process is flawed from the very start and the optics are horrible. Subordinates recommending their direct supervisor for a massive increase in compensation is ridiculous and not well thought out. Think about it Mrs Johnson, what do you think they might recommend? Of course they will advise you to do this. They are at risk of retaliation if they said no.

This feels shady and frankly unethical to do this largely behind the scenes with no opportunity for the citizens to participate in any meaningful way. I am very disappointed in the city's stance on not reading letters into the record. The Mayor (who I voted for and agreed to have her sign in my yard) is not qualified for this compensation and it is not what we voted for. Proposing to compensate the current Mayor for even a portion of a qualified City Administrator's salary is not reasonable, despite the obvious fact that the council likes her and is satisfied with her performance thus far. If you want to compensate her like a city administrator then show me her qualifications. Does she have an advanced degree in public administration? An MBA? 25 years of municipal management? Those are some of the basic qualifications of a legitimate candidate. This is insulting to your citizens to take this huge step without our voices being heard.

You mentioned at the July 6th council meeting that there are not many citizens that seem interested in our city government. You also implied that we are not knowledgeable and that the council knows best. I will remind you that you represent us and there are many intelligent people in our community that do not appreciate those sentiments.

The best and most professional process to raise an elected official's salary is to use an independent salary commission, not this rushed, poorly planned, non transparent process. I understand that you have the legal right to do this, but that does not mean it's the right thing to do. I have spoken with Bob Whalen many times about my concerns and I have copied him on this email.

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John Hutton
253-651-5756

Sent from my iPad

Trisha Summers

From: greengables <greengables@rocketmail.com>
Sent: Monday, July 20, 2020 8:51 AM
To: Trisha Summers
Cc: Steve Peretti; Susan Johnson; Robert Whalen; Todd Morton; Steve Whitaker; Jim Gillespie; Phil Linden
Subject: July 20, 2020 Council meeting comment for ordinance 1990-20 items 6D and 6E
Attachments: 20_July_public_comment_Strader_jacki.pdf

Dear City Clerk Summers,

Attached please find my citizen comment for the July 20, 2020 council meeting items 6D and 6E.

Sincerely,
Jacki Strader

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 9:03 AM
To: Shanna Styron-Sherrell
Subject: FW: July 20, 2020 Council meeting comment for ordinance 1990-20 items 6D and 6E
Attachments: 20_July_public_comment_Strader_jacki.pdf

This was addressed to you but you weren't sent a copy by Jacki Strader.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: greengables <greengables@rocketmail.com>
Sent: Monday, July 20, 2020 8:51 AM
To: Trisha Summers <tsummers@cityofmilton.net>
Cc: Steve Peretti <stevep@cityofmilton.net>; Susan Johnson <sjohnson@cityofmilton.net>; Robert Whalen <rwhalen@cityofmilton.net>; Todd Morton <tmorton@cityofmilton.net>; Steve Whitaker <swhitaker@cityofmilton1.onmicrosoft.com>; Jim Gillespie <jgillespie@cityofmilton.net>; Phil Linden <plinden@cityofmilton.net>
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Trisha Summers

From: D Strader <david.l.strader@gmail.com>
Sent: Monday, July 20, 2020 9:04 AM
To: Trisha Summers
Cc: Susan Johnson; Robert Whalen; Todd Morton; Steve Whitaker; Jim Gillespie; Phil Linden; Steve Peretti
Subject: Citizen comment for items 6D and 6E at tonight's meeting

Dear City Clerk Summers,

Below is my citizen comment for items 6D and 6E for tonight's meeting. Please distribute as necessary.

Sincerely,
Dave Strader

Dear Mayor and Council,

I keep hearing that the mayor is doing the job of a city administrator so she's doing two jobs, and should be paid for the work and that it's only fair. I disagree.

The mayor is not doing two jobs or doing the job of a city administrator -- she's doing the job of the mayor. A mayor may elect to hire a professional city administrator to help with the day-to-day operations, but ultimately the duties are the mayor's duties. And it's the mayor's duty and obligation to ask for what is needed to effectively manage the city. So if you pay her additional money to do the duties, you are effectively hiring her to be her own administrator. It defies logic.

When the last administrator left in the spring of 2019, the mayor could have gone to council and laid out a plan to fill the position again, or she could have laid out a plan to change her compensation package. Instead the position was removed from the 2020 budget and at the last study session the mayor stated "no one asked me who was going to do the work because you knew I would do it" as if council was at fault for the situation. That doesn't reflect good leadership.

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I voted for the Mayor because she said she "doesn't need to strap on a helmet and pads to win. Like a great coach, a mayor needs to demonstrate leadership by finding and hiring the best...then letting the pros perform" (her campaign letter). I don't understand why she decided to put on the helmet and pads rather than finding the right player for the team.

Dave Strader

1809 13th Ave
Milton, WA

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Sent: Monday, July 20, 2020 9:05 AM
To: Shanna Styron-Sherrell
Subject: FW: Citizen comment for items 6D and 6E at tonight's meeting

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City of Milton
City Clerk/HR Generalist
253-517-2705

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Dave Strader
1809 13th Ave
Milton, WA

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 1:18 PM
To: 'imjohnhutton@gmail.com'
Subject: RE: Mayor salary concern

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: imjohnhutton@gmail.com <imjohnhutton@gmail.com>
Sent: Sunday, July 19, 2020 10:47 PM
To: Trisha Summers <tsummers@cityofmilton.net>
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253-651-5756

Sent from my iPad

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To: 'D Strader'
Subject: RE: Citizen comment for items 6D and 6E at tonight's meeting

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City of Milton
City Clerk/HR Generalist
253-517-2705

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Sent: Monday, July 20, 2020 9:04 AM
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Cc: Susan Johnson <sjohnson@cityofmilton.net>; Robert Whalen <rwhalen@cityofmilton.net>; Todd Morton <tmorton@cityofmilton.net>; Steve Whitaker <swhitaker@cityofmilton1.onmicrosoft.com>; Jim Gillespie <jgillespie@cityofmilton.net>; Phil Linden <plinden@cityofmilton.net>; Steve Peretti <stevep@cityofmilton.net>
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1809 13th Ave
Milton, WA

Trisha Summers

From: Angelina Rieber <angelinarieber@gmail.com>
Sent: Monday, July 20, 2020 1:40 PM
To: Shanna Styron-Sherrell; Info; Trisha Summers
Subject: Putting the Mayor on Payroll

I apologize for not getting this in by noon, I'd like it submitted for tonight's meeting.

Hello,

In response to the email submitted by Jackie Strader, I agree, it's a bit interesting the lack of public knowledge. Then again, unless you're actively on social media or look at the city website, there's really no set information flow.

The 2nd paragraph as to why city staff was preparing the information and salary study, and feeling a bit uncomfortable. It's completely understandable! However, I find it to be a good sign. My reasoning is two fold, first being that since this affects everyone in Milton, in terms of citizens, but also employees. For the sake of discussion, if the current mayor was a tyrant or not effectively leading, or city employees found her to be awful, even if they were forced to put together this study. It's simple enough to present data without altering it, but still slant the outlook, and tank any pay raise. If the information they pulled together for the study is correct and it's able to be verified as such, that's exactly what transparency is. The bottom line is council instructed staff to do more research and get more information. I'm going to assume they meant on the clock, so the transparency is there.

Kevin Ringus' email the 2nd to the last paragraph is interesting when weighing everything out. The stop date of 12/31/2021 seems logical. If the mayor decides not to run again for another term or someone else becomes mayor, and officially the hybrid of mayor/city admin was a bust... why would you not keep the pay in the budget for next year and tweak what didn't work?

"If the mayor agrees to work on a full time basis will stretch the APPEARANCE of fairness that we're SUPPOSED to uphold"

It appears unfair that a need was recognized by the mayor and she stepped it, asking to be compensated for what she's worth and it's not an obvious yes.

The numbers on page 73 are simple enough, For population size yes but Milton is way behind, yet there's some factors that are hard to quantify. We have no tourism like Leavenworth and a few other places. No hotels, golf etc, which is some of the things these other cities have.

Past leadership's gross mismanagement of funds, and piecing off sources of income for the city because it was losing money really will have some long term effects because this is a small town. Choices were made for the appearance of a healthy bottom line for the city, instead of what was actually good for Milton.

If I get flip flops from the Dollar Tree, I'm hoping that whatever emergency possessed me to get flip flops from the Dollar Tree, that they will last for whatever I need them for. I don't get flip flops there and get bummed they don't last. Nike, or Old Navy. I expect them to last the summer. Either way I usually get what I pay for.

That very much applies to this, what kind of mayor does "part time" and get's \$1,500 and positively affects change, and also be able to sustain personal quality of life?

We can expect and demand a high standard with successful results to a 6 figure elected official that's also doing the work of another position. She's already been doing the job, Chief Hernandez, who if I remember correctly at one point was also doing this? He, and the finance director say it's financially possible, also there's no objections as to her ability to do the job.

Yes the budget for the year was made, but a budget is an estimate, a guide. Things come up in personal as well as professional finances and sometimes you reconfigure the budget. You downsize, or switch to a less expensive brand. You create new sources of income. If you really want to have a chuckle look at the money spent and where July 20, 2015. The money is there.

As to the appearance of transparency and fairness... it seems abrupt to the outside. It could be, however at least it's getting brought to the table, instead of something fraudulent like allocating city funds for personal use and hiding it. That would be crazy!

Pay the mayor for the job she's been doing. Embrace quality leadership, innovation, the entrepreneurial mindset this town needs now more than ever.

If now is not the time to pay someone for the work they're doing, and hope they continue doing it, when is the time? When is the appropriate time to pay someone what they're worth?

Angelina

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 1:46 PM
To: Jim Gillespie; Phil Linden; Robert Whalen; Shanna Styron-Sherrell; Steve Peretti; Steve Whitaker; Susan Johnson; Todd Morton
Subject: FW: Putting the Mayor on Payroll

Citizen Comment

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Angelina Rieber <angelinarieber@gmail.com>
Sent: Monday, July 20, 2020 1:40 PM
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Trisha Summers

From: imjohnhutton@gmail.com
Sent: Monday, July 20, 2020 1:59 PM
To: Trisha Summers
Subject: Re: Mayor salary concern

Thank you Ms Summers for this news. I am tied up at work, but I will let you by 5:00 if I can participate in tonight's meeting. I truly appreciate your accommodation of this request.

John

On Jul 20, 2020, at 1:17 PM, Trisha Summers <tsummers@cityofmilton.net> wrote:

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: imjohnhutton@gmail.com <imjohnhutton@gmail.com>
Sent: Sunday, July 19, 2020 10:47 PM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: Fwd: Mayor salary concern

Ms Summers,

I respectfully request that this email be forwarded to the entire city prior to Monday's council meeting

Thank you,

John

Sent from my iPad

Begin forwarded message:

From: imjohnhutton@gmail.com
Date: July 17, 2020 at 11:36:05 PM PDT

To: sjohnson@cityofmilton.net

Cc: rwhalen@cityofmilton.net

Subject: Mayor salary concern

Council Member Johnson,

My name is John Hutton and I am a long time resident of Milton (28 years) I have served on the city's park commission and I have served this community in many ways over the years in all of the youth sports programs offered in our community.

I am writing to you with a serious concern that needs to be addressed immediately. It is my understanding that the council intends to raise the Mayor's salary dramatically this coming Monday. This needs to be put on hold until the citizens have an opportunity to speak directly to the council in person when this Covid-19 crisis gets solved enough to allow in person council meetings.

I have several concerns about you taking this action during a world wide pandemic that has negatively affected many of our residents. Your process is flawed from the very start and the optics are horrible. Subordinates recommending their direct supervisor for a massive increase in compensation is ridiculous and not well thought out. Think about it Mrs Johnson, what do you think they might recommend? Of course they will advise you to do this. They are at risk of retaliation if they said no.

This feels shady and frankly unethical to do this largely behind the scenes with no opportunity for the citizens to participate in any meaningful way. I am very disappointed in the city's stance on not reading letters into the record. The Mayor (who I voted for and agreed to have her sign in my yard) is not qualified for this compensation and it is not what we voted for. Proposing to compensate the current Mayor for even a portion of a qualified City Administrator's salary is not reasonable, despite the obvious fact that the council likes her and is satisfied with her performance thus far. If you want to compensate her like a city administrator then show me her qualifications. Does she have an advanced degree in public administration? An MBA? 25 years of municipal management? Those are some of the basic qualifications of a legitimate candidate. This is insulting to your citizens to take this huge step without our voices being heard.

You mentioned at the July 6th council meeting that there are not many citizens that seem interested in our city government. You also implied that we are not knowledgeable and that the council knows best. I will remind you that you represent us and there are many intelligent people in our community that do not appreciate those sentiments.

The best and most professional process to raise an elected official's salary is to use an independent salary commission, not this rushed, poorly planned, non transparent process. I understand that you have the legal right to do this, but that does not mean it's the right thing to do. I have spoken with Bob Whalen many times about my concerns and I have copied him on this email.

I listened to the Council Study session and it seemed to me and other citizens that listened that our Mayor basically said that if you don't do this she won't run for a second term. She said at the July 6 meeting that she was not a part of this at all and that it was just the Council. This does not appear to be true and it is unacceptable to say the least, don't allow yourselves or the citizens to be held ransom.

I have no problem with qualified people being compensated fairly, but I have yet to see the current Mayors credentials that would justify a salary anywhere near what is being proposed. Separating the salary into two different sections is slippery and while I commend the creativity, it does not pass the smell test.

If the council continues on this crazy fast track to get this done it may be very painful, messy and embarrassing when it is undone. I implore you to wait and do this the right way. If a truly independent salary commission recommends this salary or even a higher one we will all be satisfied and you as our representatives will have done the right thing.

Thank you for your time and your service to our community, feel free to write or call if you would like to discuss this further.

John Hutton
253-651-5756

Sent from my iPad

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 2:22 PM
To: 'Angelina Rieber'
Subject: RE: Putting the Mayor on Payroll

Covid-19 has forced us to adapt how we do business as well as conduct Council meetings; we learn, adjust and adapt. Given the scrutiny of tonight's council agenda we are going to adjust the citizen participation part of our meeting. If you would like to speak during tonight's meeting, please notify me by 5pm at tsummers@cityofmilton.net or 253-517-2705. Please include the device and/or phone number you will be using so I can properly identify you. If you submitted a comment and would like to read it into the record, please let me know. If not, your comments will be submitted into the record.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Angelina Rieber <angelinarieber@gmail.com>
Sent: Monday, July 20, 2020 1:40 PM
To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>; Info <info@cityofmilton.net>; Trisha Summers <tsummers@cityofmilton.net>
Subject: Putting the Mayor on Payroll

I apologize for not getting this in by noon, I'd like it submitted for tonight's meeting.

Hello,

In response to the email submitted by Jackie Strader, I agree, it's a bit interesting the lack of public knowledge. Then again, unless you're actively on social media or look at the city website, there's really no set information flow.

The 2nd paragraph as to why city staff was preparing the information and salary study, and feeling a bit uncomfortable. It's completely understandable! However, I find it to be a good sign. My reasoning is two fold, first being that since this affects everyone in Milton, in terms of citizens, but also employees. For the sake of discussion, if the current mayor was a tyrant or not effectively leading, or city employees found her to be awful, even if they were forced to put together this study. It's simple enough to present data without altering it, but still slant the outlook, and tank any pay raise. If the information they pulled together for the study is correct and it's able to be verified as such, that's exactly what transparency is. The bottom line is council instructed staff to do more research and get more information. I'm going to assume they meant on the clock, so the transparency is there.

Kevin Ringus' email the 2nd to the last paragraph is interesting when weighing everything out. The stop date of 12/31/2021 seems logical. If the mayor decides not to run again for another term or someone else becomes mayor, and officially the hybrid of mayor/city admin was a bust... why would you not keep the pay in the budget for next year and tweak what didn't work?

"If the mayor agrees to work on a full time basis will stretch the APPEARANCE of fairness that we're SUPPOSED to uphold"

It appears unfair that a need was recognized by the mayor and she stepped it, asking to be compensated for what she's worth and it's not an obvious yes.

The numbers on page 73 are simple enough, For population size yes but Milton is way behind, yet there's some factors that are hard to quantify. We have no tourism like Leavenworth and a few other places. No hotels, golf etc, which is some of the things these other cities have.

Past leadership's gross mismanagement of funds, and piecing off sources of income for the city because it was losing money really will have some long term effects because this is a small town. Choices were made for the appearance of a healthy bottom line for the city, instead of what was actually good for Milton.

If I get flip flops from the Dollar Tree, I'm hoping that whatever emergency possessed me to get flip flops from the Dollar Tree, that they will last for whatever I need them for. I don't get flip flops there and get bummed they don't last. Nike, or Old Navy. I expect them to last the summer. Either way I usually get what I pay for.

That very much applies to this, what kind of mayor does "part time" and get's \$1,500 and positively affects change, and also be able to sustain personal quality of life?

We can expect and demand a high standard with successful results to a 6 figure elected official that's also doing the work of another position. She's already been doing the job, Chief Hernandez, who if I remember correctly at one point was also doing this? He, and the finance director say it's financially possible, also there's no objections as to her ability to do the job.

Yes the budget for the year was made, but a budget is an estimate, a guide. Things come up in personal as well as professional finances and sometimes you reconfigure the budget. You downsize, or switch to a less expensive brand. You create new sources of income. If you really want to have a chuckle look at the money spent and where July 20, 2015. The money is there.

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Angelina

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From: Angelina Rieber <angelinarieber@gmail.com>
Sent: Monday, July 20, 2020 2:23 PM
To: Trisha Summers
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Angelina

Trisha Summers

From: Trisha Summers
Sent: Monday, July 20, 2020 2:30 PM
To: 'Angelina Rieber'
Subject: RE: Putting the Mayor on Payroll

OK thank you

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City Clerk/HR Generalist
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Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 21, 2020 9:29 AM
To: 'benefitinfo@awcnet.org'
Subject: Benefits for mayor

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 21, 2020 9:52 AM
To: 'LegalsWest, MCC'
Subject: Please publish

Ordinance 1988-20

An ordinance of the City Council of the City of Milton, Washington, establishing a new base salary for the Mayor and the terms and conditions applicable thereto and providing for severability, an effective date, and for summary publication by ordinance title only.

Thank you!

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Order Confirmation

Customer

CITY OF MILTON

Customer Account

257601

Customer Address

1000 LAUREL ST
MILTON WA 983548850 USA

Customer Phone

253-517-2705

Customer Fax

Sales Rep

cdaniels@mcclatchy.com

Payor Customer

CITY OF MILTON

Payor Account

257601

Payor Address

1000 LAUREL ST
MILTON WA 983548850 USA

Payor Phone

253-517-2705

Customer EMail

cmercerc@cityofmilton.net

Order Taker

cdaniels@mcclatchy.com

PO Number

Ordinance 1988-20

Payment Method

Invoice

Blind Box

Tear Sheets

0

Proofs

0

Affidavits

1

Net Amount

\$58.31

Tax Amount

\$0.00

Total Amount

\$58.31

Payment Amount

\$0.00

Amount Due

\$58.31

Ad Order Number

0004706012

Order Source

Ordered By

Trisha Summers

Special Pricing

Invoice Text

Ordinance 1988-20

Promo Type

Package Buy

Materials

Ad Order Information

<u>Ad Number</u>	<u>Ad Type</u>	<u>Production Method</u>	<u>Production Notes</u>
0004706012-01	TAC-Legal Liner	AdBooker	

<u>External Ad Number</u>	<u>Ad Attributes</u>	<u>Ad Released</u>	<u>Pick Up</u>
		No	

<u>Ad Size</u>	<u>Color</u>
1 X 8 li	

<u>Product</u>	<u>Placement</u>	<u>Times Run</u>	<u>Schedule Cost</u>
TAC-NT-News Tribune	0300 - Legals Classified	1	\$44.17

<u>Run Schedule Invoice Text</u>	<u>Position</u>
Ordinance 1988-20 An ordinance of the Ci	0301 - Legals & Public Notices

Run Dates
07/22/2020

<u>Product</u>	<u>Placement</u>	<u>Times Run</u>	<u>Schedule Cost</u>
TAC-upsell.thenewstribune.com	0300 - Legals Classified	1	\$14.14

<u>Run Schedule Invoice Text</u>	<u>Position</u>
Ordinance 1988-20 An ordinance of the Ci	0301 - Legals & Public Notices

Run Dates
07/22/2020

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An ordinance of the City Council of the City of Milton, Washington, establishing a new base salary for the Mayor and the terms and conditions applicable thereto and providing for severability, an effective date, and for summary publication by ordinance title only.

Trisha Summers

From: cdaniels@mcclatchy.com on behalf of LegalsWest, MCC <legals.west@mcclatchy.com>
Sent: Tuesday, July 21, 2020 10:31 AM
To: Trisha Summers
Subject: Re: Please publish
Attachments: OrderConf - 2020-07-21T123046.278.pdf

Hello,
I have attached here the ad order confirmation. We will need a response no later than 7/21/2020 by 1:30 pm. If we do not receive a response this ad will automatically run on the 7/22/2020 as is . Please let me know if you have any questions.

Thanks,
Calandra Daniels
817-390-7547

On Tue, Jul 21, 2020 at 11:51 AM Trisha Summers <tsummers@cityofmilton.net> wrote:

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City of Milton

City Clerk/HR Generalist

253-517-2705

*****Due to the recent pandemic our deadlines starting 3/18/2020 will be moved a half hour earlier. We apologize for the inconvenience.*****

Trisha Summers

From: Benefit Info <BenefitInfo@awcnet.org>
Sent: Tuesday, July 21, 2020 10:36 AM
To: Trisha Summers
Subject: RE: Benefits for mayor

Hi Trisha –

Yes, this is fine. We would just need an updated Master Participation Agreement (MPA) to set it up and enrollment form from her to get her added.

There is a place on MPA asking about coverage for elected officials and another saying that the coverage is for “mayor only” which excludes council.

Heidi

Heidi Buswell

Employee Benefits Specialist
Association of Washington Cities
1076 Franklin St SE Olympia, WA 98501-1346
360.753.4137 (office)
800.562.8981 (toll free)
benefitinfo@awcnet.org

Access AWC’s [online educational materials](#) and earn credit toward your CML certificate.

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Tuesday, July 21, 2020 9:29 AM
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Subject: Benefits for mayor

EXTERNAL EMAIL

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 21, 2020 10:37 AM
To: 'Benefit Info'
Subject: RE: Benefits for mayor

Wonderful. Can you send me the MPA form so that I have that in case we end up making this change?

Trisha Summers, CMC
City of Milton
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From: Trisha Summers
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To: 'LegalsWest, MCC'
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Sent: Tuesday, July 21, 2020 10:39 AM
To: Trisha Summers
Subject: Re: Please publish

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Subject: Re: Please publish

Hello,

I have attached here the ad order confirmation. We will need a response no later than 7/21/2020 by 1:30 pm. If we do not receive a response this ad will automatically run on the 7/22/2020 as is . Please let me know if you have any questions.

Thanks,
Calandra Daniels
817-390-7547

On Tue, Jul 21, 2020 at 11:51 AM Trisha Summers <tsummers@cityofmilton.net> wrote:

Ordinance 1988-20

An ordinance of the City Council of the City of Milton, Washington, establishing a new base salary for the Mayor and the terms and conditions applicable thereto and providing for severability, an effective date, and for summary publication by ordinance title only.

Thank you!

Trisha Summers, CMC

City of Milton

City Clerk/HR Generalist

253-517-2705

--

*****Due to the recent pandemic our deadlines starting 3/18/2020 will be moved a half hour earlier. We apologize for the inconvenience.*****

--

*****Due to the recent pandemic our deadlines starting 3/18/2020 will be moved a half hour earlier. We apologize for the inconvenience.*****

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Tuesday, July 21, 2020 2:05 PM
To: Trisha Summers
Subject: Mayoral salary

Hi Trisha,

Do you know when the audio will be posted for last night's meeting?

Also, not sure if I have to go through you, but I'd like to arrange phone calls with Council member Morton and Mayor Styron-Sherrell.

Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 21, 2020 3:21 PM
To: 'Peterson, Josephine'
Subject: RE: Mayoral salary

The audio is posted. Unfortunately I didn't hit "record" until the beginning of Item 6C. I have posted the audio on the website along with the disclaimer about the error. I can check into phone calls for you.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Tuesday, July 21, 2020 2:05 PM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: Mayoral salary

Hi Trisha,

Do you know when the audio will be posted for last night's meeting?

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Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Tuesday, July 21, 2020 3:24 PM
To: Trisha Summers
Subject: Re: Mayoral salary

Ok, thanks. Was the salary study voted on? The minutes don't include a motion or vote count

On Tue, Jul 21, 2020 at 15:21 Trisha Summers <tsummers@cityofmilton.net> wrote:

The audio is posted. Unfortunately I didn't hit "record" until the beginning of Item 6C. I have posted the audio on the website along with the disclaimer about the error. I can check into phone calls for you.

Trisha Summers, CMC

City of Milton

City Clerk/HR Generalist

253-517-2705

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Subject: Mayoral salary

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Thanks,

Josephine Peterson

The News Tribune

(253) 597-8258

--

Josephine Peterson

The News Tribune

(253) 597-8258

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 21, 2020 3:41 PM
To: 'Peterson, Josephine'
Subject: RE: Mayoral salary

The minutes from last night's meeting won't be made public until they are voted on and approved at the next meeting 8/3. Item 6D was voted on and unanimously passed. Item 6E was tabled to 8/3/20. Councilmember Morton's email is tmorton@cityofmilton.net and Mayor's is sstyronsherrell@cityofmilton.net. You will probably have better luck emailing them, as their schedules will probably easier accommodate that. Thank you

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Tuesday, July 21, 2020 3:24 PM
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Subject: Re: Mayoral salary

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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
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To: Trisha Summers <tsummers@cityofmilton.net>
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Thanks,

Josephine Peterson

The News Tribune

(253) 597-8258

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: receptionist@mrsc.org
Sent: Tuesday, July 21, 2020 4:09 PM
To: Susan Johnson
Subject: MRSC Research Request Received

Thank you for contacting MRSC. Your research request was just received and as soon as we confirm your eligibility for our Ask MRSC service, we will assign your request to a consultant. Thank you.

Name: Susan Johnson
Email: sjohnson@cityofmilton.net
Jurisdiction: Milton
Title: Position 2
Phone Number: 2533345088
UrgencyLevel: Within 3 business days
UrgencyDetail:
Category: Legal

Inquiry: The City of Milton is meeting via zoom and for the first time last night had 15 citizens sign on. The hot topic is Mayor's Salary and Benefits. Did Proclamation 20.28 remove restrictions from the actions of Council ? I saw on the wssda.org site that Proclamation 20.28.7 extended the waivers and suspensions until August 1, 2020. It stated Proclamation 20-28.3 waives/suspends portions of the OPMA and PRA and the July Proclamation no longer restricts the action that boards may take during meetings. Boards are no longer restricted to action deemed "necessary and routine"... Does this apply to Cities? Does this mean a City may not take action on Salary information related to the budget. through a zoom meeting but must be held in a public setting? Thank you, sUSAn JF Johnson Position 2

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Wednesday, July 22, 2020 8:47 AM
To: Todd Morton
Subject: Milton mayor

Hi Council member Morton,

I was wondering if you have a few minutes today or tomorrow to talk about the mayor's salary increase. I understand you brought the ordinance forward.

Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Wednesday, July 22, 2020 8:49 AM
To: Shanna Styron-Sherrell
Subject: Mayor salary

Mayor Styron-Sherrell,

I understand the council voted to increase your salary this week. I'd like to chat about the position and becoming city administrator.

Do you have time today or tomorrow to chat?

Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Shanna Styron-Sherrell
Sent: Wednesday, July 22, 2020 11:43 AM
To: Peterson, Josephine
Subject: RE: Mayor salary

Hello Josephine,

I'd be happy to discuss this matter with you. To clarify, I'm not becoming the City Administrator. Council is discussing an increase in salary as compensation for the work I have and will continue to do.

This has been discussed openly at three city council meetings (July 6, 13 & 20th). You can find the audio, along with the supporting documents at: <https://www.cityofmilton.net/2017-packets/>

My schedule is full today and I'm out of office tomorrow. I have availability Friday at 10:15am or 3:30pm to speak on the phone. If that does not work for you, please email me any questions you might have and I can respond via email.

Kindly,

Shanna Styron Sherrell | Mayor



1000 Laurel Street
Milton, WA 98354
Office: 253-517-2705
sstyronsherrell@cityofmilton.net

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Wednesday, July 22, 2020 8:49 AM
To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
Subject: Mayor salary

Mayor Styron-Sherrell,

I understand the council voted to increase your salary this week. I'd like to chat about the position and becoming city administrator.

Do you have time today or tomorrow to chat?

Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Wednesday, July 22, 2020 12:14 PM
To: Shanna Styron-Sherrell
Subject: Re: Mayor salary

Friday morning works for me. I'll call your office line.

Talk then,
Josephine

On Wed, Jul 22, 2020 at 11:43 AM Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net> wrote:

Hello Josephine,

I'd be happy to discuss this matter with you. To clarify, I'm not becoming the City Administrator. Council is discussing an increase in salary as compensation for the work I have and will continue to do.

This has been discussed openly at three city council meetings (July 6, 13 & 20th). You can find the audio, along with the supporting documents at: <https://www.cityofmilton.net/2017-packets/>

My schedule is full today and I'm out of office tomorrow. I have availability Friday at 10:15am or 3:30pm to speak on the phone. If that does not work for you, please email me any questions you might have and I can respond via email.

Kindly,

Shanna Styron Sherrell | *Mayor*



1000 Laurel Street

Milton, WA 98354

Office: 253-517-2705

sstyronsherrell@cityofmilton.net

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From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Wednesday, July 22, 2020 8:49 AM
To: Shanna Styron-Sherrell <ssstyronsherrell@cityofmilton.net>
Subject: Mayor salary

Mayor Styron-Sherrell,

I understand the council voted to increase your salary this week. I'd like to chat about the position and becoming city administrator.

Do you have time today or tomorrow to chat?

Thanks,

Josephine Peterson

The News Tribune

(253) 597-8258

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Michelle Robbecke
Sent: Wednesday, July 22, 2020 7:13 PM
To: All City Council
Cc: Tony Hernandez; Trisha Summers; Nick Afzali
Subject: Mayor Salary Agenda Item

Hello City Council,

During the July 20th City Council meeting, it was decided that Agenda Item #6E regarding the Mayor's salary would be brought back to the August 3rd meeting for further discussion and action. Staff has not yet prepared any new material to present at the next meeting. Is there any additional information that you would like staff to prepare for the August 3rd meeting regarding this topic? Please feel free to respond to this email with any suggestions. Thank you!

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

Trisha Summers

From: Susan Johnson
Sent: Wednesday, July 22, 2020 8:37 PM
To: Michelle Robbecke
Cc: Shanna Styron-Sherrell
Subject: RE: Mayor Salary Agenda Item

Director Robbecke,

Thank you for the email.

Items:

1. updated revenue/expenditure end of July 2020 with a forecast to end of year because of COVID 19.
2. If benefits, what percentage for benefits does the city budget for on the salary of \$66,696? Is 30% or 40% used in the calculation?
And that cost would only on the \$66,696, correct? Not include the \$27,000 approved last week.
3. Do cities pay for the entire benefits for an elected official? Or does that official pay a portion of the benefits?
4. The Jan to Mar Gen Fund Revenues seem to be 8.8% less than expenditures for that period. Last year, the Revenues were 4.57% less than Expenditures from Jan to Mar 2019. Explain if there is a risk that this percentage will grow as we continue into COVID 19 impact on revenues, i.e., sales tax revenue impact.
5. The 19.20% of revenues collected to the budgeted revenues is down because of COVID-19. Last year Jan to Mar 2019, we were at 23% revenues collected. Can you compare April, May, June for the Revenues to see if that percentage matches the percentages in the same months of 2019.
6. Can you specify which projects, items or etc. will have reduced funding based on the % used from each fund to calculate the proposed salary.

Thank you for all you do.

sUSAn JF Johnson

From: Michelle Robbecke
Sent: Wednesday, July 22, 2020 7:13 PM
To: All City Council <AllCityCouncil@cityofmilton.net>
Cc: Tony Hernandez <thernandez@cityofmilton.net>; Trisha Summers <tsummers@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
Subject: Mayor Salary Agenda Item

Hello City Council,

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Michelle Robbecke
Finance Director
City of Milton

(253) 517-2704

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Thursday, July 23, 2020 10:08 AM
To: Todd Morton
Subject: Re: Milton mayor

Council member Morton,

Just resurfacing this to the top of your inbox.

Thanks,
Josephine

On Wed, Jul 22, 2020 at 8:47 AM Peterson, Josephine <jhpeterson@thenewstribune.com> wrote:
Hi Council member Morton,

I was wondering if you have a few minutes today or tomorrow to talk about the mayor's salary increase. I understand you brought the ordinance forward.

Thanks,
Josephine Peterson
The News Tribune
(253) 597-8258

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Michelle Robbecke
Sent: Thursday, July 23, 2020 5:24 PM
To: Susan Johnson
Cc: Shanna Styron-Sherrell
Subject: RE: Mayor Salary Agenda Item

Hello Councilmember Johnson,

Thank you for your questions. It may take me a couple of days to gather this information, but I will send a response soon and include the other councilmembers on my response. Thanks!

Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

From: Susan Johnson <sjohnson@cityofmilton.net>
Sent: Wednesday, July 22, 2020 8:37 PM
To: Michelle Robbecke <mrobbecke@cityofmilton.net>
Cc: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
Subject: RE: Mayor Salary Agenda Item

Director Robbecke,

Thank you for the email.

Items:

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Thank you for all you do.

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From: Michelle Robbecke
Sent: Wednesday, July 22, 2020 7:13 PM

To: All City Council <AllCityCouncil@cityofmilton.net>

Cc: Tony Hernandez <thernandez@cityofmilton.net>; Trisha Summers <tsummers@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>

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Michelle Robbecke

Finance Director

City of Milton

(253) 517-2704

Trisha Summers

From: Susan Johnson
Sent: Thursday, July 23, 2020 5:34 PM
To: Michelle Robbecke
Subject: Re: Mayor Salary Agenda Item

Thank you. You can provide at council meeting to give you more time.

Sent from my T-Mobile 4G LTE Device

From: Michelle Robbecke <mrobbecke@cityofmilton.net>
Sent: Thursday, July 23, 2020 5:24:03 PM
To: Susan Johnson <sjohnson@cityofmilton.net>
Cc: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
Subject: RE: Mayor Salary Agenda Item

Hello Councilmember Johnson,

Thank you for your questions. It may take me a couple of days to gather this information, but I will send a response soon and include the other councilmembers on my response. Thanks!

Michelle Robbecke

Finance Director
City of Milton
(253) 517-2704

From: Susan Johnson <sjohnson@cityofmilton.net>
Sent: Wednesday, July 22, 2020 8:37 PM
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Cc: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
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Cc: Tony Hernandez <thernandez@cityofmilton.net>; Trisha Summers <tsummers@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>

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Michelle Robbecke

Finance Director

City of Milton

(253) 517-2704

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Friday, July 24, 2020 10:15 AM
To: Shanna Styron-Sherrell
Subject: Re: Mayor salary

Mayor,

I dialed the office number, but got a busy signal. Call me at 253-597-8258.

On Wed, Jul 22, 2020 at 11:43 AM Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net> wrote:

Hello Josephine,

I'd be happy to discuss this matter with you. To clarify, I'm not becoming the City Administrator. Council is discussing an increase in salary as compensation for the work I have and will continue to do.

This has been discussed openly at three city council meetings (July 6, 13 & 20th). You can find the audio, along with the supporting documents at: <https://www.cityofmilton.net/2017-packets/>

My schedule is full today and I'm out of office tomorrow. I have availability Friday at 10:15am or 3:30pm to speak on the phone. If that does not work for you, please email me any questions you might have and I can respond via email.

Kindly,

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1000 Laurel Street

Milton, WA 98354

Office: 253-517-2705

sstyronsherrell@cityofmilton.net

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
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To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
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Do you have time today or tomorrow to chat?

Thanks,

Josephine Peterson

The News Tribune

(253) 597-8258

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Shanna Styron-Sherrell
Sent: Friday, July 24, 2020 10:20 AM
To: Peterson, Josephine
Subject: RE: Mayor salary

I'm not on the phone. I'll call now.

In case I don't reach you, my desk phone is 253-922-8733 x2700.

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Friday, July 24, 2020 10:15 AM
To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>
Subject: Re: Mayor salary

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1000 Laurel Street

Milton, WA 98354

Office: 253-517-2705

sstyronsherrell@cityofmilton.net

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Sent: Wednesday, July 22, 2020 8:49 AM

To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>

Subject: Mayor salary

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Do you have time today or tomorrow to chat?

Thanks,

Josephine Peterson

The News Tribune

(253) 597-8258

--

Josephine Peterson
The News Tribune

Trisha Summers

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Friday, July 24, 2020 12:00 PM
To: Trisha Summers
Subject: Monday's attendance

Hi Trisha,

In the mayor salary vote, it was 6-0, who was missing?

Thanks,

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Trisha Summers
Sent: Monday, July 27, 2020 7:58 AM
To: 'Peterson, Josephine'
Subject: RE: Monday's attendance

Councilmember Peretti was absent.

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: Peterson, Josephine <jhpeterson@thenewstribune.com>
Sent: Friday, July 24, 2020 12:00 PM
To: Trisha Summers <tsummers@cityofmilton.net>
Subject: Monday's attendance

Hi Trisha,

In the mayor salary vote, it was 6-0, who was missing?

Thanks,

--

Josephine Peterson
The News Tribune
(253) 597-8258

Trisha Summers

From: Linda Gallagher <LGallagher@mrsc.org>
Sent: Monday, July 27, 2020 1:04 PM
To: Susan Johnson
Subject: MRSC Inquiry - Proclamation 20-28 series & action at public meetings

Inquiry: The City of Milton is meeting via zoom and for the first time last night had 15 citizens sign on. The hot topic is Mayor's Salary and Benefits. Did Proclamation 20.28 remove restrictions from the actions of Council? I saw on the wssda.org site that Proclamation 20.28.7 extended the waivers and suspensions until August 1, 2020. It stated Proclamation 20-28.3 waives/suspends portions of the OPMA and PRA and the July Proclamation no longer restricts the action that boards may take during meetings. Boards are no longer restricted to action deemed "necessary and routine"... Does this apply to Cities? Does this mean a City may not take action on Salary information related to the budget. through a zoom meeting but must be held in a public setting? Thank you,

Response: Yes, the current Governor's Proclamation 20-28.7 regarding the OPMA does not restrict the actions that may be taken by a governing board including City Councils. In fact, since June 1 and Proclamation 20-28.4 there is no longer a "necessary and routine" limitation, so your council may consider and take action other city business including the budget, the mayor's salary, and other matters. Here is an excerpt from MRSC's COVID-19 FAQs explaining the history:

The Governor's emergency [Proclamation 20-28](#), issued March 24 and subsequently extended several times, prohibited agencies from taking "action," as defined in [RCW 42.30.020](#), unless those matters were necessary and routine or were necessary to respond to the COVID-19 outbreak and the current public health emergency. However, while [Proclamation 20-28.4](#) (issued May 29) extended most of the OPMA prohibitions and suspensions through June 17, 2020, including the requirement that meetings be held remotely, it removed the prohibition on taking "action." Effective June 1, agencies may resume taking "action" at meetings.

There is no distinction between actions that may be taken at a council meeting that is held remotely vs an "in-person" meeting. Both types of meetings are public meetings subject to the OPMA. Governor Inslee's [Proclamation 20-28](#), issued March 24 (and extended most recently through at least August 1 by the [state legislative leadership](#) and [Proclamation 20-28.7](#)), actually prohibits meetings in a physical location for those jurisdictions in Phases 1 and 2.

I trust this is useful to you. I recommend you consult with your city attorney if you need legal advice about this issue. Let me know if you want to discuss this response.

Linda Gallagher
Legal Consultant
206.625.1300 ext 112 | [MRSC.org](#) | [Local Government Success](#)

Disclaimer: MRSC is a statewide resource that provides general legal and policy guidance to support local government entities pursuant to RCW 43.110.030. This communication should not be construed as legal advice or as creating an attorney-client relationship. This communication is not confidential or privileged.

Trisha Summers

From: Susan Johnson
Sent: Tuesday, July 28, 2020 12:49 PM
To: brinearson@cityofportorchard.us
Subject: Elected Official salaries

Ms. Rinearson,

I am researching info on cites re salary commissions and elected official salaries.

Could you share with me the following:

1. Did Gig Harbor use a salary commission to determine elected official salaries?
2. How often does your council review salaries for elected officials and when was the last time the mayor received an increase?
3. Does your mayor receive benefits with the wages?
4. Is your mayor full time since you do not have a city administrator?

As a city council member in Milton, WA, I am doing research.

I would appreciate your assistance. Thank you.

sUSAn JF Johnson
Position 2

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 28, 2020 12:57 PM
To: 'linkaysha'
Subject: RE: Mayor's Pay Raise

Hi Linda,

The topic of the Mayor's salary increase was brought to the July 6, 13, and 20th council meetings. It will be back on the agenda for August 3rd. Council packets are posted on the city's website the Thursday before a meeting by 4pm. Council packets for the three July meeting are on our website if you'd like to view/listen to them to get caught up. The 93,000 wage is made up of two parts. The first part is the ceremonial Mayor's wage which was approved on July 20th to move from 1500.00 per month to 2250.00 per month (or 27,000 per year) the balance of that (66,000) is what is being proposed to compensate the Mayor for her role in performing the City Administrator work. As I said, the packets and audio are online so if you want to read and listen to them I believe all your questions will be answered. Did you want your message passed on to council or have I answered it for you? Please advise. Thank you and have a wonderful, sunny day!

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

From: linkaysha <linkaysha@gmail.com>
Sent: Tuesday, July 28, 2020 12:48 PM
To: Trisha Summers <tsummers@cityofmilton.net>
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?
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- 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: Susan Johnson
Sent: Tuesday, July 28, 2020 1:09 PM
To: jasonw@sumnerwa.gov
Subject: Questions re elected official salaries

Mr. Wilson,

I am researching info on cities re salary commissions and elected official salaries.

Could you share with me the following:

1. How often does your salary commission meet? When was the last time they raised mayor and/or council salary?
2. What is the current salary of the mayor and salary?
3. Does your mayor or council receive benefits with the wages?

As a city council member in Milton, WA, I am doing research as the topic of mayor's salary has been on our agenda.

I would appreciate your assistance. Thank you.

sUSAn JF Johnson
Position 2

Trisha Summers

From: Jeff Steffens <jeffs@sumnerwa.gov>
Sent: Tuesday, July 28, 2020 2:10 PM
To: Susan Johnson
Subject: Elected Official Salaries

Good afternoon,

Jason is out of the office this week but he sent me over a list of questions you had regarding elected official salaries. My answers are below in blue:

1. How often does your salary commission meet? When was the last time they raised mayor and/or council salary?
Our Salary Commission last met in June of 2019 to review the salaries of Council and Mayor. At that time the recommended a salary increase to both the Mayor and Council. Prior to that they met in 2014.
2. What is the current salary of the mayor and salary? \$2,500 per month
3. Does your mayor or council receive benefits with the wages? They do not

Jeff Steffens

Administrative Services Director
City of Sumner
1104 Maple Street
Sumner, WA 98390
p: 253-299-5591

Trisha Summers

From: Susan Johnson
Sent: Tuesday, July 28, 2020 2:18 PM
To: Jeff Steffens
Subject: RE: Elected Official Salaries

THANK YOU..

From: Jeff Steffens [mailto:jeffs@sumnerwa.gov]
Sent: Tuesday, July 28, 2020 2:10 PM
To: Susan Johnson <sjohnson@cityofmilton.net>
Subject: Elected Official Salaries

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Jeff Steffens

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City of Sumner
1104 Maple Street
Sumner, WA 98390
p: 253-299-5591

Trisha Summers

From: linkaysha <linkaysha@gmail.com>
Sent: Tuesday, July 28, 2020 3:11 PM
To: Trisha Summers
Subject: RE: Mayor's Pay Raise

Trisha Summers

If you could please pass this on that would be great.

Thank you
Linda Shampine

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: Trisha Summers <tsummers@cityofmilton.net>
Date: 7/28/20 12:57 PM (GMT-08:00)
To: 'linkaysha' <linkaysha@gmail.com>
Subject: RE: Mayor's Pay Raise

Hi Linda,

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City of Milton

City Clerk/HR Generalist

253-517-2705

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Sent from my T-Mobile 4G LTE Device

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 28, 2020 3:11 PM
To: 'linkaysha'
Subject: RE: Mayor's Pay Raise

Will do

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

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Linda Shampine

Sent from my T-Mobile 4G LTE Device

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 28, 2020 4:00 PM
To: Shanna Styron-Sherrell; Tony Hernandez; Michelle Robbecke; Nick Afzali
Subject: Meeting for Monday

So looking at the agenda for Monday...Nick removed the first item we were going to discuss which was complete streets. Now we only have the Mayor's salary study to discuss from 6-7 because we have two public hearings at 7. We could change the time but I feel like if we do that we risk the appearance of transparency. Does anyone have another item they can bring forward to fill in that gap? Something that is ready to go?

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Trisha Summers
Sent: Tuesday, July 28, 2020 4:01 PM
To: Shanna Styron-Sherrell; Tony Hernandez; Nick Afzali; Michelle Robbecke
Subject: Meeting

Either we can add an item or maybe do council, director and mayor's reports between the salary study and public hearings? That's an idea too

Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Michelle Robbecke
Sent: Tuesday, July 28, 2020 4:42 PM
To: Trisha Summers; Shanna Styron-Sherrell; Tony Hernandez; Nick Afzali
Subject: RE: Meeting for Monday

Sorry, I don't have anything.

Michelle Robbecke
Finance Director
City of Milton
(253) 517-2704

From: Trisha Summers <tsummers@cityofmilton.net>
Sent: Tuesday, July 28, 2020 4:00 PM
To: Shanna Styron-Sherrell <sstyronsherrell@cityofmilton.net>; Tony Hernandez <thernandez@cityofmilton.net>; Michelle Robbecke <mrobbecke@cityofmilton.net>; Nick Afzali <nafzali@cityofmilton.net>
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Trisha Summers, CMC
City of Milton
City Clerk/HR Generalist
253-517-2705

Trisha Summers

From: Susan Johnson
Sent: Tuesday, July 28, 2020 7:02 PM
To: linkaysha@gmail.com
Subject: Mayor salary

Ms. Shampine,

Your email was forwarded to city council today. I appreciate hearing from our citizens.

I hope you will join the zoom meeting on next Monday and listen to the deliberations on the salary topic. Contact the city clerk, tsummers@cityofmilton.net to be added to the zoom meeting.

I would like to share the following:

1. In the 2019 budget, the city administrator line was removed as a budget line and monies allocated to other positions.
2. Our last city administrator was hired in Feb 2019 and left at end of April 2019. I do not know why. I believe the city was not successful finding a suitable replacement or one who would accept the salary level
3. The Mayor has been filling the mayoral role as CEO and chief administrator, as well as city administrator, since the position has been empty.
4. We do not have a city manager.. that title goes with a manager-council form of government. Milton is a code city with a strong mayor (elected as mayor) with city council. The budget determines whether or not a city administrator is hired.
5. Under the previous administration, the mayor eliminated a single city administrator line and created two new positions: Municipal Services Administrator and a Public Safety Administrator.
6. All exempt employees serve at the pleasure of the mayor. City council's control revolves around budget approval. We have no input re staffing of city. It is under the Mayor's authority.

I called for the ordinance to be delayed. The news tribune mentioned I was for the ord in 2020-21. Not quite accurate. There is still much discussion to be had and heard.

Thank you for your input.

sUSAn JF Johnson
Position 2

Sent from my T-Mobile 4G LTE Device

Trisha Summers

From: linkaysha <linkaysha@gmail.com>
Sent: Tuesday, July 28, 2020 7:55 PM
To: Susan Johnson
Subject: Re: Mayor salary

Thank you ma'am.....I don't use Gmail a lot I use Hotmail.... but got me right in.
Thank you for resending

I truly believe there are a lot of citizens that aren't aware of this. I just found out a week ago neighbor just found out today.....

That is reason there were concerns.

I would think citizens of Milton would get to vote on this kind of position & raise...

Thank you

Linda

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: Susan Johnson <sjohnson@cityofmilton.net>
Date: 7/28/20 7:31 PM (GMT-08:00)
To: linkaysha@gmail.com
Subject: Re: Mayor salary

How about now

Sent from my T-Mobile 4G LTE Device

From: Susan Johnson
Sent: Tuesday, July 28, 2020 7:01:53 PM
To: linkaysha@gmail.com <linkaysha@gmail.com>
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