

REDMOND CITY COUNCIL STUDY SESSION SUMMARY

November 27, 2018

Mayor

John Marchione (*not in attendance*)

Members of the Council

Angela Birney, President

David Carson, Vice-President

Jeralee Anderson

Steve Fields

Hank Margeson

Hank Myers

Tanika Padhye

Staff

Maxine Whattam, Chief Operating Officer

Mellody Matthes, Human Resources Director

Mary Grady, Human Resources

Kristi Wilson, Police Chief

Malisa Files, Finance Director

Michelle Hart, MMC, City Clerk

Convened: 7:30 p.m.

Adjourned: 10:26 p.m.

Council President Birney opened the meeting and overviewed the agenda.

Mayor's Salary Review

Ms. Mellody Matthes, Human Resources Director, introduced Ms. Mary Grady, Senior Human Resources Analyst. The purpose of this study session is to review the Mayor's salary and to discuss compensation for the next few years. The last review was in 2015, as part of the Strategic Plan. The plan for tonight is to discuss and analyze the data that staff has provided, determine if any additional data is needed, and if not, bring to the Council for a vote in January. The Council will be provided with various salary options for discussion.

General discussion ensued regarding:

- reasoning behind the private car benefit – the stipend covers wear and tear, no gas allowance, and the City does pay for tolls and parking;
- no alternative to the car benefit;
- tying the Mayor's salary to COLA;
- same type of process as the Council Salary Commission;
- conference fees are covered;
- methods used in the past;
- treating the position similarly to other City employees;
- timing;
- obtaining public input as this is an elected position;
- comparisons to other jurisdictions;
- public service job;
- the normal frequency for range setting for the City;
- Council recommendation;
- updating the Mayor's job description;

- per diem allowance;
- timeline for how long to set the salary;
- changing the ordinance to allow for public input and outside review;
- capping the COLA; and
- improving the policy.

(Councilmember Padhye left the meeting at this time due to a family issue; 9:13 p.m.)

Community Involvement Consultant Findings

(Recess for 5 mins; reconvene at 9:20 p.m.)

Ms. Maxine Whattam, Chief Operating Officer reported regarding EnviroIssues findings through outreach to the Community:

- community involvement is one of the key tenants of the City;
- working on an implementation plan;
- 48 community members were recruited online and 12 people per session at City Hall focus sessions;
- expectations of community engagement and how the community would like to engage;
- what are the most important projects/information to the community;
- preferred way to provide input was email;
- the strongest engagement motivation is when something personally affected someone (in their neighborhood or to a specific project);
- creating two-way dialogue;
- key themes from the focus group discussions was how will public input be used;
- we are a welcoming community and need to continue to enhance that;
- high satisfaction with community events;
- use of numerous outreach tools also was received favorably;
- good community engagement overall;
- “community involvement” is preferred over the term “public engagement”;
- an online questionnaire was available in various languages;
- 42 percent described “somewhat” satisfied with their last community involvement experience; 61 percent of respondents think the City is doing good, or excellent in keeping residents informed;
- staff views community involvement as a high priority;
- recommendations:
 - alignment between the community re: involvement of community;
 - interest in Redmond and how the City fits into the regional picture;
 - updating the 2019 – 2020 Communications Plan;
 - ongoing conversation with the community;
 - provide an online platform for community involvement; and
 - work on guide book that explains what community involvement is and how that becomes part of the project planning and tracking.

General discussion ensued regarding:

- determining what goes well, and lessons learned from what doesn’t go well;

- partnering with the community to get the benefit of their creativity;
- creating a better attitude on how we listen to the community;
- most of the responses came from Education Hill residents;
- defining what the community needs when it comes to communication;
- reaching out to new residents;
- working through the Communications Department for engagement;
- making the community more aware of what we do and what we offer; and
- having a communication plan for the City.

Council Retreat Preparation

Ms. Whattam, Ms. Kristi Wilson, Police Chief, and Ms. Malisa Files, Finance Director, provided information on the upcoming Council retreat, and solicited ideas from the Council on the framework of the retreat:

- revisiting the Strategic Plan;
- Chief Wilson will be the facilitator;
- the Directors Team will give an overall picture of what is happening at the City;
- key initiatives review;
- performance metrics;
- community involvement;
- Council Work Plan; and
- Next steps: seek input and finalize the agenda, and provide materials in advance to review prior to the retreat for retreat discussions.

General discussion ensued regarding:

- need a much more structured process;
- tracking budget items that are important to the Council;
- community involvement;
- having understandable and predictable processes;
- goals for the future;
- not limiting the ideas that come forward;
- building on the Strategic Plan;
- annual obligations of the Council;
- most of the high priority items that were identified last year have been addressed;
- adding budget parking lot items to the Strategic Plan; and
- how priorities tie in with the budget.

Council Talk Time

Councilmember Birney discussed the schedule for Redmond Lights.

Councilmember Fields discussed being a new Council Member, and current and future accomplishments.

Councilmember Birney overviewed the December 4, 2018, regular business meeting agenda.