

**MINUTES
MARYSVILLE CITY COUNCIL - SPECIAL MEETING
JANUARY 23, 2001**

PURPOSE OF MEETING

To discuss and act upon the proposed reorganization of the Executive Department; review and adoption of management employee salary survey recommendations; and review and adoption of non-represented employee salary survey recommendations. The City Council may adjourn into Executive Session to discuss and evaluate the qualifications and performance of individual employees relating to the reorganization and placement of individual employees within the salary schedules.

CALL TO ORDER/FLAG SALUTE

The special meeting was convened by Mayor Weiser at 7:00 p.m. in the Council Chambers, and the assemblage joined in the flag salute.

A voice roll call was conducted. Attendance was as follows:

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| Councilmembers Present: | Administrative Staff present: |
| Dave Weiser, Mayor | Mary Swenson, Acting City Administrator |
| Mike Leighan, Mayor Pro Tem | Robert Carden, Chief of Police |
| Shirley Bartholomew | Grant Weed, City Attorney |
| NormaJean Dierck | Ken Winckler, Public Works Director |
| Mike Leighan | Bob Noack, Interim Finance Director |
| Donna Pedersen | |
| Suzanne Smith | |
| John Soriano | |

Mayor Weiser advised that Councilmember Brennick was out of town and would not be attending.

Mayor Weiser pointed out that the notice of the Special Meeting set forth that the council might adjourn into an executive session to discuss a performance evaluation or an individual's placement in the organization. If council did not adjourn into an executive session to discuss any aspect of the reorganization, a short session would still be needed at the end of the meeting for an update on real estate issues and on labor negotiations. Councilmembers agreed.

The Mayor introduced the meeting's topic by stating Marysville was a code city with a Mayor-Council form of government. RCW 35A dictated how code cities hired administrative staff. Council's current process grew from the need to hire a new City Administrator; councilmembers indicated an interest in considering other options. A.J. Housler had consulted with the city and had presented five options for reorganization of the executive structure.

Council also wanted to look at the salaries of department heads. Concern was expressed by Mr. Housler and Randy Zeiler, a labor consultant, that council needed to be cognizant of salaries in comparable cities as the salary issue affected labor negotiations. Information was then obtained from cities in the 15,000 to 30,000 population range and this provided the basis for comparisons of management salaries.

Mr. Housler also looked at some positions in the non-represented technical grid and determined that they needed to be moved into the management grid. A major focus was establishing the mean, which indicated where the salaries of these individuals should be. A difficult part of the process was mapping the salary grids. For example, the salary for a Grade 9 Step 5 was close to a Grade 8 Step 6. This led to the review of relative responsibilities and reporting structures, which indicated which positions fell into which pay ranges.

Mr. Noack then verified that the three proposals would put the city \$18,400 over the budgeted amounts for 2001, but because of the current unfilled positions in

city, that amount would be covered. He then reviewed the ordinances and resolutions under consideration.

Councilmember Bartholomew asked if the proposed administrative structure formalized the way the city was now functioning on a temporary basis. Mayor Weiser responded that the current structure was very close to the option being proposed. Interim assignments included folding Personnel Director duties into the Acting City Administrator's job, the transfer of Gerry Becker to serve as City Clerk, and Cheryl Niclai from the Police Department to serve as Mr. Winckler's confidential secretary. The proposed ordinance repealed references to "City Administrator" and "Assistant to City Administrator."

Councilmember Pedersen asked how it was determined what level each employee fell into. In the past, levels of responsibility, risk, and potential for gain or loss to the city were considered. Ms. Swenson responded that they looked at salary range and job description matches compared to the salary survey and reporting relationships. The "comparable worth" method of job assessment was discontinued eight years ago because it didn't accurately place people vis a vis other jurisdictions and hampered recruiting people into city jobs.

Councilmember Smith noted there were few citizens in the audience. She stated it would have been preferable to publicize the meeting longer so there would have been more input. She stated her option for governance was the Mayor/Manager form.

Councilmember Dierck said the review process had focused on the Mayor's position but not the option of changing that position to part-time with the commensurate reduction of salary. Of the cities included in the survey, 15 having similar populations as Marysville had part-time mayors; 3 were full-time. She supported having all five department heads report to the City Administrator.

Mayor Weiser stated a Mayor could spend as much time as he wanted on that position; that was established between the Mayor and the voters. He had approached council three different times about changing the management structure. He felt the suggested changes were appropriate steps in the evolution of the city.

Councilmember Leighan asked what would be required to change the city's form of governance to Council/Manager, for example. Mr. Weed responded that it could be started by a petition from the electorate or by council resolution; in either case it would go on the ballot before the general electorate at a special or general election. He stated he would review the code on how the number of city council members was reduced if the change made a reduction in numbers necessary. Councilmember Leighan commented on the City of Spokane changed to the Council/City Manger form of government but changed back to the elected Mayor form because it was more responsive. He stated the city had changed to the current form of government approximately 20 years ago. The change to a full-time mayor had been made during the mayor's previous term, but the citizens had now had an opportunity to reinforce their desire for that form of government by electing a full-time mayor.

Councilmember Dierck stated she had not voiced support for the proposed restructure but had repeatedly requested information about changing to a part-time mayor. Her reading of the council minutes when the position was made full-time showed it was for the purpose of having the mayor more involved in economic development. That had not happened. Increased lobbying activity had also been given as a reason, but she was not comfortable with the mayor lobbying for anything without prior direction from the council. No action had taken place on the ombudsman position. She requested more data, another meeting, and further information on changing the form of governance.

Councilmember Pedersen stated she did not support the Council/Manager form of government, feeling an elected mayor was more responsive. She supported a full-time mayor form and suggested the running of the council meetings could be rotated among councilmembers to free up more of the mayor's time for lobbying. Too much of his time was now being spent making councilmembers behave.

Councilmember Smith asked if the pay raises could be approved without approving the reorganization. Ms. Swenson said some of the positions on the pay grid were tied to the reorganization. Mr. Weed stated it was appropriate to determine if a majority wished to see a reorganization, then proceed to the details relating to that.

Councilmember Smith said her research indicated that if the Council/Manager form of government were pursued, councilmembers would have to re-run for their seats. Mr. Weed questioned the accuracy of that information. Councilmember Smith thought a weakness of the proposal was having a new mayor after an election who was not familiar with how things were done. Mr. Noack stated a smooth transition had been achieved in Lynnwood using a similar management structure.

Councilmember Leighan stated that 11 of the 18 cities surveyed were Council/Manager forms of government, so it would be very unusual for them to have a full-time mayor. So there were only 7 cities in the survey that were operating similarly to Marysville. An exact comparison was difficult because of fire departments and utilities.

Councilmember Soriano stated he preferred to stay open-minded on the issue and suggested Option C, as proposed, could be workable. The council needed to recognize this as an innovation. The next focus of the city was economic growth and that would take a strong mayor. He had carefully compared the mayor's job description and proposed salary to his own and concluded that while the salaries would be similar, the mayor reported to many more people than he did. He questioned whether anyone new coming into the mayor's role would be willing to fulfill those responsibilities for that salary.

The Mayor called for public comment.

Jeff Seibert, 5004 80th Street, stated he did not disagree with the proposals but would like to have seen information from the other cities about their taxes per capita. Also he would like to have seen a survey of the pay scales for represented/union employees, even though this was not part of topic before council. Ms. Swenson responded that the city's represented employees compared favorably with the other cities.

Louise Alexander-Day, 1628 2nd Street, suggested there should have been more extensive advertising for a discussion on a change of form of government.

There being no one else wishing to speak, the Mayor closed the public comment portion of the meeting.

MOTION by Pedersen, second by Bartholomew, to approve Ordinance 2361 through the ordinance title, the first whereas, and Section 1.

Mr. Weed suggested it would be more appropriate, if council intended to address the topic in pieces, to adopt each piece by motion, then adopt the enabling ordinance encompassing all the pieces.

REVISED MOTION by Pedersen, second by Bartholomew, to adopt the reorganization as described in Section 1, Exhibit A. Dierck voted nay; all others voted aye; motion carried (5-1).

MOTION by Pedersen, second by Leighan, to adopt Section 2, Exhibit B, with the deletion of "at a pay code classification of M-11," to adopt Section 3 with the deletion of "\$66,996 annually," and to adopt Section 4.

DISCUSSION ON MOTION.

Councilmember Dierck asked about discussing salaries in open meeting as opposed to executive session. Mr. Weed stated that if a discussion was purely about salaries it should be in open meeting; if it concerned qualifications of an individual and their duties and responsibilities that could be discussed in executive session.

CORRECTED: SEE 12-01
MINUTES by Alexander-Wey

Councilmember Pedersen stated she wanted to discuss the salaries and job responsibilities in executive session as the electorate made the determination as to qualification.

Councilmember Smith opposed holding the discussions in executive session.

VOTE ON MOTION: Smith and Dierck voted nay; all others voted aye; motion carried (4-2).

Councilmember Leighan stated he did some research on Pullman, which had a Manager/Council form of government and a population of 25,000. Their annual operating budget was \$9.3 Million, \$4 Million less than Marysville's. Their total budget was \$24 Million, the city's was \$47 Million. Their assessed valuation was \$704 Million, while the city was over \$1 Billion. Their general levy rate was \$3.29 per thousand; Marysville's was \$2.80.

MOTION by Pedersen, second by Bartholomew, to adopt the Management Salary Grid dated January 1, 2001 (Exhibit A). Dierck voted nay; all others voted aye; motion carried (5-1).

MOTION by Leighan, second by Bartholomew, to adopt the Non-Represented Salary Grid dated January 1, 2001 (Exhibit A). Dierck voted nay; all others voted aye; motion carried (5-1).

MOTION by Pedersen, second by Leighan, to adjourn into executive session to discuss the qualifications and classifications of people within the two salary grids. Dierck voted nay; all others voted aye; motion carried (5-1).

The Mayor and councilmembers left the room and convened into executive session at 8:35 p.m. The meeting resumed into regular session at 9:50 p.m.

MOTION by Dierck, second by Smith, to delay action on the salary schedules to allow staff to provide information showing anniversary dates of employees. Dierck and Smith voted aye; all others voted nay; motion failed (2-4).

MOTION by Pedersen, to revise Section 3 as previously adopted to reflect "\$58,000.00 annually."

DISCUSSION ON MOTION.

Councilmember Leighan noted the mayor had gone several years without a cost-of-living raise. Mr. Weed said that could be addressed by adjusting the salary annually or directing an amendment to the ordinance that allowed for an automatic adjustment based on a cost-of-living index.

REVISED MOTION by Pedersen, second by Bartholomew, to revise Section 3 as previously adopted to reflect "\$58,000.00 annually" and direct staff to amend the code to allow for an annual cost-of-living adjustment equal to the one given to the Teamsters bargaining unit, and add to the mayor's job description "economic development and lobbying."

REVISIONS REQUESTED TO REVISED MOTION

Councilmember Dierck requested adding the language "after council has voted on the lobbying efforts."

Councilmember Leighan requested changing the cost-of-living adjustment factor to the "CPI-U for the Seattle-Everett area."

REVISIONS ACCEPTED

The maker and seconder of the motion agreed to the revisions.

VOTE ON MOTION

Dierck voted nay; all others voted aye; motion carried (5-1).

MOTION by Pedersen, second by Bartholomew, to direct the city attorney to revise the ordinance to incorporate all of the above changes for council adoption at another meeting. Dierck voted nay; all others voted aye; motion carried (5-1).

MOTION by Dierck, second by Smith, to consider the non-represented salary grid at a future meeting after council received information regarding anniversary dates. Dierck and Smith voted aye; all others voted nay; motion failed (2-4).

MOTION by Leighan, second by Bartholomew, to approve Resolution 2025, the job classifications for non-represented employees, and the pay grid having been approved earlier. Dierck and Smith voted nay; all others voted aye; motion carried (4-2).

MOTION by Leighan, second by Pedersen, to bring back the management job classification with the information requested regarding anniversary dates. Motion carried (6-0).

OTHER BUSINESS

Mr. Winckler gave a brief report on the accidental dumping of asphalt into one of the city's manholes.

ADJOURN INTO EXECUTIVE SESSION

Council adjourned into executive session at 10:25 p.m. to discuss real estate and labor negotiations.

ADJOURN

Council reconvened into regular session, took no further action, and adjourned 11:00 p.m.

Accepted this 12th day of February, 2001.

David Weems
Mayor

Berry Becker
Interim City Clerk

Ann M. Auers
Recording Secretary