

**CITY OF SHORELINE**  
**SHORELINE CITY COUNCIL**  
**SUMMARY MINUTES OF BUSINESS MEETING**

Monday, November 8, 2010  
7:00 p.m.

Council Chamber - Shoreline City Hall  
17500 Midvale Avenue North

**PRESENT:** Mayor McGlashan, Deputy Mayor Hall, Councilmember Eggen, Councilmember McConnell, Councilmember Roberts, Councilmember Scott, and Councilmember Winstead

**ABSENT:** None

**1. CALL TO ORDER**

At 7:00 p.m. the meeting was called to order by Mayor McGlashan, who presided.

**2. FLAG SALUTE/ROLL CALL**

Mayor McGlashan led the flag salute. Upon roll call by the City Clerk, all Councilmembers were present.

**a. Proclamation of "Veterans Appreciation Day"**

Mayor McGlashan read the proclamation declaring November 11, 2010 as "Veterans Appreciation Day" in the City of Shoreline. Representatives of the Veterans Day recognition committee accepted the proclamation and thanked the City for this recognition. They also announced a Veterans Day Event which will be held at City Hall on November 11, 2010.

**3. REPORT OF THE CITY MANAGER**

Bob Olander, City Manager, provided reports and updates on various City meetings, projects, and events.

**4. COUNCIL REPORTS**

**5. PUBLIC COMMENT**

a) Jeff Lindstrom, Shoreline, stated that City health insurance benefits could be used more wisely and that the Association of Washington Cities (AWC) Trust is so large it is losing its ability to control costs.

b) Leslie Brooks, Seattle, commented favorably on the services provided by Hopelink and said it values its partnership with the City.

c) Wendy DiPeso, Shoreline, commented that the City's efforts to advertise Proposition No. 1 may have violated the rules of the Public Disclosure Commission relating to campaigns.

d) Karen Williams, spoke on behalf of the Housing Development Consortium of King County and thanked the City and staff for its leadership in human service funding.

Mr. Olander stated that it is in the work plan to offer competitive proposals on health care providers.

### RECESS

At 7:28 p.m., Mayor McGlashan requested a five minute break. The meeting reconvened at 7:33 p.m.

### 6. APPROVAL OF THE AGENDA

Deputy Mayor Hall moved approval of the agenda. Councilmember Eggen requested that item 7(c) be removed from the Consent Calendar and made Action Item 8(a).

Councilmember Scott seconded the motion, which carried unanimously and the agenda was approved as amended.

### 7. CONSENT CALENDAR

Councilmember Roberts moved approval of the Consent Calendar. Deputy Mayor Hall seconded the motion, which carried unanimously and the following items were approved:

- a) Minutes of Business Meeting of October 11, 2010  
Minutes of Study Session of October 18, 2010  
Minutes of Workshop Dinner Meeting of October 25, 2010
- b) Approval of expenses and payroll as of October 9, 2010 in the amount of \$880,984.75 as described in the following detail:

#### **\*Wire Transfers:**

Expense Register Dated	Wire Transfer Number	Amount Paid
10/26/2010	1027	\$2,859.84
		<u>\$2,859.84</u>

#### **\*Accounts Payable Claims:**

Expense Register Dated	Check Number (Begin)	Check Number (End)	Amount Paid
10/20/2010	45088	45089	\$77,553.39

10/21/2010	45090	45108	\$323,691.61
10/21/2010	40727	40727	(\$9.90)
10/21/2010	45109	45127	\$28,347.00
10/22/2010	45128	45153	\$108,860.62
10/27/2010	45154	45178	\$131,862.77
10/27/2010	45179	45197	\$40,424.41
10/27/2010	45198	45213	\$49,634.97
10/27/2010	45214	45236	\$55,888.96
10/27/2010	45237	45237	\$13,152.50
10/28/2010	45187	45187	(\$470.00)
10/28/2010	45238	45239	\$470.00
10/28/2010	45240	45240	\$1,424.74
10/28/2010	45241	45241	\$46,543.84
10/29/2010	45242	45242	\$750.00
			<u>\$878,124.91</u>

**d) Motion to Ratify the Countywide Planning Policy (CPP) Amendments as Adopted by King County Ordinance No. 16912**

**8. ACTION ITEM: PUBLIC HEARINGS**

**a) Ordinance No. 584 Amending the 2010 Budget**

Councilmember Eggen announced that he pulled this item because he is concerned about the purchase of banners for Aurora Avenue. He noted that this is a short-term purchase and the City is paying a significant amount of money for them. Dick Deal, Parks, Recreation and Cultural Services Director, replied that this came as a recommendation by the Parks, Recreation and Cultural Services (PRCS) Board. He added that the funds come from the 1% for the arts program.

**Councilmember Winstead moved approval of Ordinance No. 584. Councilmember McConnell seconded the motion.** Following a discussion about the banners as well as public art in general, a vote was taken on Ordinance No. 584, which carried 6-1, with Councilmember Roberts dissenting.

**b) Public hearing to receive citizens' comments on the 2011 Proposed Budget, including the Proposed Property Tax Levy and Other Budget Resources**

Debbie Tarry, Finance Director, provided a brief staff report on the 2011 Proposed Budget.

**Mayor McGlashan opened the public hearing. Seeing no one wishing to provide public comment on this item, Mayor McGlashan closed the public hearing.**

Councilmember Roberts followed up on a question he posed at a previous meeting regarding residential landscaping in the City right-of-way. Mr. Olander and Ian Sievers, City Attorney, discussed the possibility of developing some administrative guidelines that would allow residents to plant in the City right-of-way without a fee. Councilmember Eggen inquired about the City response if violations are discovered. Mr. Olander noted that the Customer Response Team

(CRT) already does proactive checks and talk to property owners to ensure voluntary compliance.

Deputy Mayor Hall noted that Proposition No. 1 passed by a solid majority, which means the community is willing to support the City. He said the Council needs to keep its end of bargain and make sure funds are used to provide services citizens want. He concluded that Proposition No. 1 is still insufficient to address the City's long-term financial difficulties, so efficiencies and revenue growth should be aggressively pursued.

Councilmember Roberts concurred. He inquired about the feasibility of raising pool fees now in order to fund replacement costs, to which Mr. Deal replied that raising fees will not generate enough to replace the pool. Ms. Tarry added that the fees to use the soccer fields weren't raised until the synthetic fields were installed. She noted that once the new fields were in place, the fees were raised to pay for them. Councilmember Roberts inquired if there is a permit fee for removing a tree in the right-of-way. Mark Relph, Public Works Director, replied that Public Works will remove a diseased tree in the right-of-way and won't charge anyone.

Councilmember Eggen and Mr. Deal discussed what kinds of system failures would have to occur to terminate the use of the pool. Councilmember Eggen confirmed that the City will have time to do a deliberative process when the pool needs to be replaced. Councilmember Winstead was not in favor of raising pool fees, adding that the YMCA fees are significant. Mr. Deal and Mr. Olander discussed the steps and elements involved in planning for, designing, and replacing the pool.

## 9. UNFINISHED BUSINESS

### a. Continued Discussion of the 2011 Budget, including Review of the City's Classification and Compensation System

Debbie Tarry, Finance Director, highlighted recommended changes the City staff has proposed.

Marci Wright, Human Resources Director, provided a report on the City's Classification and Compensation system as part of the 2011 Budget review process. She noted that some citizens raised questions about contracts, but City employees don't have a contract negotiation process.

Responding to Councilmember Roberts, staff confirmed that employees working for more than one department do not have more than one job classification. Staff responded to Councilmember Roberts' questions regarding the change in the Grants Specialist position to Grants Coordinator.

Councilmember Eggen discussed the list of ten comparable cities, and staff responded that there are different ways to compare cities and this reflects the original Council's intent. Mr. Olander added that the position of maintenance worker in Shoreline does the same job as a maintenance worker in Bellevue. He explained that Shoreline compensates for this by hiring fewer people than its comparable cities. Councilmember Eggen suggested that the City compare itself with Bothell due to certain similarities.

Deputy Mayor Hall noted that in the City's early years, salary surveys were done through benchmarking selective positions and now it is compared to job classes. He felt that perhaps a few job classes could be compared statewide for indicator positions. Ms. Wright added that another issue is determining whether to pay at the median or at a higher level. She noted that part of the payoff was to pick the most stable level, which is the median.

Councilmember Winstead clarified that the City compares its salaries to 10 cities by position at the median level and felt that it was fair. Councilmember Roberts replied that comparing exempt positions versus non-exempt positions is not impossible, but the City has unique positions for which a direct match is not available. Mr. Olander noted that it becomes a little more difficult to compare salaries when you get to the management positions. He noted that the external survey and internal equity have to be balanced too.

Councilmember Roberts asked what the cities of Redmond and Renton use for their compensation policies. Ms. Wright replied that some cities use a mix of private sector employers and some contact us for their surveys. Staff confirmed for Councilmember Eggen that if there is a case in which an employee gets a new title, their salary range is maintained within their new range.

Councilmember Roberts asked Ms. Tarry about the City staff response to Mr. Lindstrom and noted that there was agreement that health care premiums are derived from health care claims. She explained that the Healthy Cities Award is a reflection of the City's Wellness Program and the City gets credits against premiums. Responding to Councilmember Roberts, she said there hasn't been any scope of changes derived yet, and Ms. Wright added that the full range was studied in 2003. Councilmember Eggen confirmed with Ms. Tarry that the City pays AWC an administrative fee for their services in putting the pool together. Mayor McGlashan confirmed that each employee pays a piece of that administrative fee.

Councilmember Eggen brought up page 92 concerning co-pays and deductibles in the Regence Health Insurance policy and verified that both health plans have a \$10 co-pay and no deductible. Councilmember Eggen said he doesn't have enough information on the table to figure out how much employees are paying for the plan. Ms. Tarry explained that some are paying more of a percentage than others. He continued and said he would like to get the average cost per FTE for health benefits. Mr. Olander noted that the City has an incentive for employees to go on spouse's insurance plan that saves money in the long run.

Councilmember Roberts verified that there are a few cities, including University Place and Mill Creek that have the same kind of benefit structure as Shoreline that pays a certain amount into deferred compensation.

Noting that the PERS rates are set by the State, Councilmember Roberts wondered if there has been any thought about charging ourselves a rate we feel the state should be paying in and hold it back. Ms. Tarry said the City did that for a few years and got us through until last year. She added that this could be recommended by the City Manager to make these funds available in the future. Councilmember Roberts said he would support such a policy.

Mr. Olander concluded that it is always very useful to look at comparables, but the City's plan has been enormously successful in attracting good employees. He said the system has benefited the City over the years and has worked well.

10. ADJOURNMENT

At 9:30 p.m. Mayor McGlashan declared the meeting adjourned.

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Scott Passey, City Clerk